

**Additional evidence supplied by the South Wales Fire and Rescue Service**  
Information provided by South Wales Fire and Rescue Service regarding Sex and  
Ethnicity counts by Service

Employment Criteria

Anyone on temporary promotion is counted in the role they occupy at the date of the report

Due to multiple contracts, totals for groups exceeds the overall headcount analysis. Anyone with more than one contract is counted once in 'All Service - All' reporting. Anyone with both a Uniform and Non-uniform contract is counted once in both in 'All Service Uniform / Non-uniform' reporting. Anyone with a contract in more than one grade group is counted in each grade group.

Staff contracts excluded in report

Report excludes:

- Non-Establishment
- Contract Staff
- Volunteers
- Members/Commissioners
- Sessional Workers
- Agency Workers
- Secondments
- USAR
- National Resilience
- NFCC
- Antisocial Behaviour Gpcc
- Natural Resources Wales.

Redacted Counts: <5

Grade Groups

- Strategic Manager
- Middle Manager (Grade 10-18 / Station Manager - Group Manager)
- Supervisory Manager (Grade 6-9 / Crew Manager - Watch Manager)
- Other (Grade 1-5 / Firefighter)

Post Pay Scale > Grade Group Mapping

<b>Sw Apprentice Technician</b>	<b>Other (Grade 1-5 / Firefighter)</b>
<b>Sw Auxillary Firefighter</b>	Other (Grade 1-5 / Firefighter)
<b>SW Auxillary Firefighter (Control)</b>	Other (Grade 1-5 / Firefighter)
<b>Sw Firefighter Competent (Control)</b>	Other (Grade 1-5 / Firefighter)
<b>Sw Crew Manager Competent (Control)</b>	Supervisory Manager (Grade 6-9 / Crew Manager - Watch Manager)
<b>Sw Watch Manager A Competent (Control)</b>	Supervisory Manager (Grade 6-9 / Crew Manager - Watch Manager)
<b>Sw Station Manager A Competent (Control)</b>	Middle Manager (Grade 10-18 / Station Manager - Group Manager)
<b>Sw Station Manager Development (Control)</b>	Middle Manager (Grade 10-18 / Station Manager - Group Manager)
<b>Sw Group Manager B Competent (Control)</b>	Middle Manager (Grade 10-18 / Station Manager - Group Manager)
<b>Commissioners of SWFRS</b>	n/a
<b>Sw Standards Committee</b>	n/a
<b>Sw Chaplain</b>	n/a
<b>Sw Firefighter Competent All B (Rds)</b>	Other (Grade 1-5 / Firefighter)
<b>Sw Crew Manager Competent All B (Rds)</b>	Supervisory Manager (Grade 6-9 / Crew Manager - Watch Manager)
<b>Sw Watch Manager A Competent All B (Rds)</b>	Supervisory Manager (Grade 6-9 / Crew Manager - Watch Manager)
<b>Sw Grade 9</b>	Supervisory Manager (Grade 6-9 / Crew Manager - Watch Manager)
<b>Sw Grade 7</b>	Supervisory Manager (Grade 6-9 / Crew Manager - Watch Manager)
<b>Sw Grade 10</b>	Middle Manager (Grade 10-18 / Station Manager - Group Manager)
<b>Sw Grade 4</b>	Other (Grade 1-5 / Firefighter)
<b>Sw Grade 8</b>	Supervisory Manager (Grade 6-9 / Crew Manager - Watch Manager)
<b>Sw Grade 11</b>	Middle Manager (Grade 10-18 / Station Manager - Group Manager)
<b>Sw Grade 13</b>	Middle Manager (Grade 10-18 / Station Manager - Group Manager)
<b>Sw Grade 6</b>	Supervisory Manager (Grade 6-9 / Crew Manager - Watch Manager)
<b>Sw Grade 5</b>	Other (Grade 1-5 / Firefighter)

<b>Sw Grade 16</b>	Middle Manager (Grade 10-18 / Station Manager - Group Manager)
<b>Sw Grade 12</b>	Middle Manager (Grade 10-18 / Station Manager - Group Manager)
<b>Business Apprentice</b>	Other (Grade 1-5 / Firefighter)
<b>Sw Grade 14</b>	Middle Manager (Grade 10-18 / Station Manager - Group Manager)
<b>Sw Grade 18</b>	Middle Manager (Grade 10-18 / Station Manager - Group Manager)
<b>Sw Grade 17</b>	Middle Manager (Grade 10-18 / Station Manager - Group Manager)
<b>Sw Doctor</b>	n/a
<b>SW Nurse Band 5</b>	Supervisory Manager (Grade 6-9 / Crew Manager - Watch Manager)
<b>ICT Apprentice</b>	Other (Grade 1-5 / Firefighter)
<b>Sw Hos</b>	Strategic Manager
<b>Sw Nurse Band 6</b>	Middle Manager (Grade 10-18 / Station Manager - Group Manager)
<b>Sw Grade 15</b>	Middle Manager (Grade 10-18 / Station Manager - Group Manager)
<b>Sw Aco</b>	Strategic Manager
<b>Sw Nurse Band 7</b>	Middle Manager (Grade 10-18 / Station Manager - Group Manager)
<b>Sw Treasurer</b>	Strategic Manager
<b>Sw Volunteers</b>	n/a
<b>Sw Firefighter Competent</b>	Other (Grade 1-5 / Firefighter)
<b>Sw Crew Manager Competent</b>	Supervisory Manager (Grade 6-9 / Crew Manager - Watch Manager)
<b>Sw Group Manager A Competent</b>	Middle Manager (Grade 10-18 / Station Manager - Group Manager)
<b>Sw Hdim</b>	n/a
<b>Sw Watch Manager A Competent</b>	Supervisory Manager (Grade 6-9 / Crew Manager - Watch Manager)
<b>Sw Station Manager A Competent</b>	Middle Manager (Grade 10-18 / Station Manager - Group Manager)
<b>Sw Watch Manager B Competent</b>	Supervisory Manager (Grade 6-9 / Crew Manager - Watch Manager)
<b>Sw Group Manager B Competent</b>	Middle Manager (Grade 10-18 / Station Manager - Group Manager)
<b>Sw Usar Team Member</b>	n/a
<b>Sw Usar Deputy Team Leader</b>	n/a
<b>Sw Usar Team Leader</b>	n/a

<b>Sw Area Manager B Competent</b>	Strategic Manager
<b>Sw Dcfo</b>	Strategic Manager
<b>Sw Cfo</b>	Strategic Manager
<b>Sw Acfo</b>	Strategic Manager
<b>Sw Station Manager B Competent</b>	Middle Manager (Grade 10-18 / Station Manager - Group Manager)
<b>Sw Yff Branch Manager</b>	Supervisory Manager (Grade 6-9 / Crew Manager - Watch Manager)
<b>Sw Yff Instructor</b>	Other (Grade 1-5 / Firefighter)

### Ethnicity

Ethnicity counts come from employee self-identity with one of the Ethnic Origin Groups listed in the information collection system. The staff cohort at the time of this report self-identified into one of the following groups.

We recognise that these groups do not align with the standard ethnicity groupings in Census reporting. We are working on making sure that we enable staff to identify with the standard groups in the future.

- Black (African)
- British
- English
- European
- Irish
- Mixed (Asian / White)
- Mixed (Black Caribbean / White)
- Mixed (Other)
- Other ethnic group
- Scottish
- Traveller
- Welsh
- White
- Prefer not to say
- not disclosed

## Sex and Ethnicity data – All Services

### **ALL**

#### By count and share- sex

<b>Sex</b>	<b>Count</b>	<b>Share</b>
Female	293	18%
Male	1345	82%
<b>Total</b>	<b>1638</b>	

#### By count and share- ethnicity

<b>Ethnic Origin Description</b>	<b>Count</b>	<b>Share</b>
Black (African)	<5	-
British	401	24%
English	19	1%
European	<5	-
Irish	<5	-
Mixed (Asian / White)	<5	-
Mixed (Black Caribbean / White)	<5	-
Mixed (Other)	<5	-
not disclosed	686	42%
Other - Can Specify Below In Notes Box	16	1%
Prefer Not To Say	27	2%
Scottish	<5	-
Traveller	<5	-
Welsh	447	27%
White	32	2%
<b>Total</b>	<b>1638</b>	

## UNIFORM STAFF

By count and share- sex

<b>Sex</b>	<b>Count</b>	<b>Share</b>
Female	119	9%
Male	1207	91%
<b>Total</b>	<b>1326</b>	

By count and share- ethnicity

<b>Ethnic Origin Description</b>	<b>Count</b>	<b>Share</b>
Black (African)	<5	-
British	321	24%
English	18	1%
European	<5	-
Irish	<5	-
Mixed (Asian / White)	<5	-
Mixed (Black Caribbean / White)	<5	-
Mixed (Other)	<5	-
not disclosed	584	44%
Other ethnic group	14	1%
Prefer Not To Say	26	2%
Scottish	<5	-
Traveller	<5	-
Welsh	336	25%
White	17	1%
<b>Total</b>	<b>1326</b>	

## NON-UNIFORM STAFF

By count and share- sex

<b>Sex</b>	<b>Count</b>	<b>Share</b>
Female	177	52%
Male	166	48%
<b>Total</b>	<b>343</b>	

By count and share- ethnicity

<b>Ethnic Origin Description</b>	<b>Count</b>	<b>Share</b>
Black (African)	0	0.0%
British	86	25.1%
English	2	0.6%
European	0	0.0%
Irish	0	0.0%
Mixed (Asian / White)	0	0.0%
Mixed (Black Caribbean / White)	0	0.0%
Mixed (Other)	0	0.0%
not disclosed	117	34.1%
Other ethnic group	<5	-
Prefer Not To Say	<5	-
Scottish	0	0.0%
Traveller	0	0.0%
Welsh	117	34.1%
White	17	5%
<b>Total</b>	<b>343</b>	