

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 Grade

SEX AND ETHNICITY BY GRADE- ALL GRADES

By count and percentage- sex

Grade	Female		Male	
Other (Grade 1-5 / Firefighter)	156	15%	874	85%
Supervisory Manager (Grade 6-9 / Crew Manager - Watch Manager)	108	20%	431	80%
Middle Manager (Grade 10-18 / Station Manager - Group Manager)	37	24%	117	76%
Strategic Manager	4	29%	10	71%

By count- ethnicity

Grade	Black (African)	British	English	European	Irish	Mixed (Asian / White)	Mixed (Black Caribbean / White)	Mixed (Other)	Other ethnicity	Scottish	Traveller	Welsh	White	Prefer not to say	Not Disclosed
Other (Grade 1-5 / Firefighter)	<5	187	6	<5	<5	<5	<5	<5	8	<5	<5	200	17	23	579
Supervisory Manager (Grade 6-9 / Crew Manager - Watch Manager)	0	184	12	0	0	<5	0	0	6	0	0	204	14	5	113
Middle Manager (Grade 10-18 / Station Manager - Group Manager)	0	49	<5	0	0	0	0	0	<5	0	0	79	<5	<5	17
Strategic Manager	0	5	0	0	0	0	0	0	0	0	0	8	<5	0	0

By percentage- ethnicity

Grade	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
Other (Grade 1-5 / Firefighter)	-	18%	1%	-	-	-	-	-	1%	-	-	19%	2%	2%	56%
Supervisory Manager (Grade 6-9 / Crew Manager - Watch Manager)	0.0%	34%	2%	0.0%	0.0%	-	0.0%	0.0%	1%	0.0%	0%	38%	3%	1%	21%
Middle Manager (Grade 10-18 / Station Manager - Group Manager)	0.0%	32%	-	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0%	51%	-	-	11%
Strategic Manager	0.0%	36%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0%	57%	-	0.0%	0.0%

UNIFORM

By number and ethnicity- sex

Grade	Female		Male	
	Count	Percentage	Count	Percentage
Other (Grade 1-5 / Firefighter)	95	10%	830	90%
Supervisory Manager (Grade 6-9 / Crew Manager - Watch Manager)	19	5%	353	95%
Middle Manager (Grade 10-18 / Station Manager - Group Manager)	6	7%	82	93%
Strategic Manager	0	0%	7	100%

By count- ethnicity

Grade	Black (African)	British	English	European	Irish	Mixed Asian / White	Mixed Black Caribbean / White	Mixed (Other)	Other - Can Specify Below In Notes Box	Scottish	Traveller	Welsh	White	Prefer Not To Say	Not disclosed
Other (Grade 1-5 / Firefighter)	<5	162	<5	<5	<5	<5	<5	<5	8	<5	<5	164	13	23	541
Supervisory Manager (Grade 6-9 / Crew Manager - Watch Manager)	0	147	12	0	0	<5	0	0	5	0	0	142	5	4	56
Middle Manager (Grade 10-18 / Station Manager - Group Manager)	0	28	<5	0	0	0	0	0	<5	0	0	55	0	<5	<5
Strategic Manager	0	<5	0	0	0	0	0	0	0	0	0	5	0	0	0

By percentage- ethnicity

Grade	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
Other (Grade 1-5 / Firefighter)	-	18%	-	-	-	-	-	-	0.9%	-	-	18%	1%	2%	58%
Supervisory Manager (Grade 6-9 / Crew Manager - Watch Manager)	0.0%	40%	3%	0.0%	0.0%	-	0.0%	0.0%	1%	0.0%	0.0%	38%	1%	1%	15%
Middle Manager (Grade 10-18 / Station Manager - Group Manager)	0.0%	32%	-	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	63%	0.0%	-	-
Strategic Manager	0.0%	-	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	71%	0.0%	0.0%	0.0%

NON-UNIFORM

By number and ethnicity- sex

Grade	Female		Male	
	Count	Percentage	Count	Percentage
Other (Grade 1-5 / Firefighter)	66	55%	53	45%
Supervisory Manager (Grade 6-9 / Crew Manager - Watch Manager)	89	52%	83	48%
Middle Manager (Grade 10-18 / Station Manager - Group Manager)	31	47%	35	53%
Strategic Manager	4	57%	3	43%

By count- ethnicity

Grade	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
Other (Grade 1-5 / Firefighter)	0	25	<5	0	0	0	0	0	0	0	0	41	<5	<5	46
Supervisory Manager (Grade 6-9 / Crew Manager - Watch Manager)	0	39	0	0	0	0	0	0	<5	0	0	63	9	<5	59
Middle Manager (Grade 10-18 / Station Manager - Group Manager)	0	21	0	0	0	0	0	0	<5	0	0	24	4	0	16
Strategic Manager	0	3	0	0	0	0	0	0	0	0	0	<5	<5	0	0

By percentage- ethnicity

Grade	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
Other (Grade 1-5 / Firefighter)	0.0%	21%	-	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	34%	-	-	39%
Supervisory Manager (Grade 6-9 / Crew Manager - Watch Manager)	0.0%	23%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	37%	5%	-	34%
Middle Manager (Grade 10-18 / Station Manager - Group Manager)	0.0%	32%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	36%	6%	0.0%	24%
Strategic Manager	0.0%	43%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%