

## Avon Fire & Rescue Service Employment Data

### 1. Total Staff in post 31/03/10 (Total 1135)

**Table 1.1 Staff by age**

	Total	Percentage %
16-19	2	0.2
20-29	147	13.0
30-39	349	30.7
40-49	460	40.5
50-59	152	13.4
60+	25	2.2

**Table 1.2 Staff by disability**

Yes	15	1.3
No	1120	98.7

**Table 1.3a Staff by ethnicity**

White British	1043	91.9
White Irish	6	0.5
White Other	12	1.1
Dual Heritage: White/Black Caribbean	5	0.4
Dual Heritage: White/Black African	1	0.1
Dual Heritage: White/Asian	2	0.2
Dual Heritage: Other	5	0.4
Asian/Asian British: Indian	1	0.1
Asian/Asian British: Pakistani	1	0.1
Asian/Asian British: Other	1	0.1
Black or Black British: Caribbean	7	0.6
Black or Black British: African	1	0.1
Chinese	1	0.1
Other	3	0.3
Prefer not to say	46	4.1

**Table 1.3b Staff – White\Black & Minority Ethnic**

White (British & Irish)	1049	96.3
All other ethnic groups	40	3.7

**Table 1.4 Staff by gender**

Women	151	13.3
Men	984	86.7

**Table 1.5 Staff by religion and belief**

Buddhist	9	0.8
Christian	368	32.4
Jewish	1	0.1
Muslim	5	0.4
Other	14	1.2
None	266	23.4
Prefer not to say	472	41.6

**Table 1.6 Staff by sexual orientation**

Heterosexual	709	62.5
Lesbian, Gay or Bisexual	14	1.2
Prefer not to say	412	36.3

## 2. Operational staff in post 31/03/10 (Total 934)

**Table 2.1 Operational staff by age**

	Total	Percentage %
16-19	1	0.1
20-29	120	12.8
30-39	306	32.8
40-49	396	42.4
50-59	108	11.6
60+	3	0.3

**Table 2.2 Operational staff by disability**

Yes	10	1.1
No	924	98.9

**Table 2.3a Operational staff by ethnicity**

White British	862	92.3
White Irish	3	0.3
White Other	11	1.2
Dual Heritage: White/Black Caribbean	3	0.3
Dual Heritage: White/Black African	1	0.1
Dual Heritage: White/Asian	2	0.2
Dual Heritage: Other	4	0.4
Asian Other	1	0.1
Black Caribbean	6	0.6
Other	2	0.2
Prefer not to say	39	4.2

**Table 2.3b Operational staff – White\Black & Minority Ethnic**

White (British & Irish)	865	96.8
All other ethnic groups	29	3.2

**Table 2.4 Operational staff by gender**

Women	35	3.7
Men	899	96.3

**Table 2.5 Operational staff by religion and belief**

Buddhist	8	0.9
Christian	296	31.7
Jewish	1	0.1
Muslim	4	0.4
Other	10	1.1
None	211	22.6
Prefer not to say	404	43.3

**Table 2.6 Operational staff by sexual orientation**

Heterosexual	568	60.8
Lesbian, Gay or Bisexual	10	1.1
Prefer not to say	356	38.1

### 3. Support staff in post 31/03/10 (Total 201)

**Table 3.1 Support staff by age**

	Total	Percentage %
16-19	1	0.5
20-29	27	13.4
30-39	43	21.4
40-49	64	31.8
50-59	44	21.9
60+	22	10.9

**Table 3.2 Support staff by disability**

Yes	5	2.5
No	196	97.5

**Table 3.3a Support staff by ethnicity**

White British	181	90
White Irish	3	1.5
White Other	1	0.5
Dual Heritage: White/Black Caribbean	2	1
Dual Heritage: Other	1	0.5
Asian/Asian British: Indian	1	0.5
Asian/Asian British: Pakistani	1	0.5
Black or Black British: Caribbean	1	0.5
Black or Black British: African	1	0.5
Chinese	1	0.5
Other minority background	1	0.5
Prefer not to say	7	3.5

**Table 3.3b Support staff – White\Black & Minority Ethnic**

White (British & Irish)	184	94.8
All other ethnic groups	10	5.2

**Table 3.4 Support staff by gender**

Women	116	53.7
Men	85	42.3

**Table 3.5 Support staff by religion and belief**

Buddhist	1	0.5
Christian	72	35.8
Muslim	1	0.5
Other	4	2.0
None	55	27.5
Prefer not to say	68	33.7

**Table 3.6 Support staff by sexual orientation**

Heterosexual	141	70.1
Lesbian, Gay or Bisexual	4	2.0
Prefer not to say	56	27.9

#### 4. Managers in post 31/03/10 (Total 67)

**Table 4.1 Managers by age**

	Total	Percentage %
30-39	7	10.4
40-49	37	55.2
50-59	19	28.4
60+	4	6.0

**Table 4.2 Managers by disability**

Yes	1	1.5
No	66	98.5

**Table 4.3a Managers by ethnicity**

White British	62	92.5
White Irish	1	1.5
White Other	1	1.5
Dual Heritage: White/Black Caribbean	1	1.5
Black or Black British: Caribbean	1	1.5
Prefer not to say	1	1.5

**Table 4.3b Managers – White\Black & Minority Ethnic**

White (British & Irish)	63	95.5
All other ethnic groups	3	4.5

**Table 4.4 Managers by gender**

Women	15	22.4
Men	52	77.6

**Table 4.5 Managers by religion and belief**

Christian	26	38.8
Other	1	1.5
None	21	31.3
Prefer not to say	19	28.4

**Table 4.6 Managers by sexual orientation**

Heterosexual	49	73.1
Lesbian, Gay or Bisexual	1	1.5
Prefer not to say	17	25.4

## 5. Applicants for Employment 01/04/09 - 31/03/10 (Total 1779)

**Table 5.1 Applicants by disability**

	Total	Percentage
Yes	33	1.9
No	1692	95.1
Not stated	54	3.0

**Table 5.2a Applicants by ethnicity**

White British	1551	87.2
White Irish	9	0.5
White Other	45	2.5
Dual Heritage: White/Black Caribbean	31	1.7
Dual Heritage: White/Black African	2	0.1
Dual Heritage: White/Asian	9	0.5
Dual Heritage: Other	14	0.8
Indian	9	0.5
Pakistani	10	0.6
Bangladeshi	1	0.1
Asian Other	1	0.1
Black Caribbean	16	0.9
Black African	2	0.1
Black Other	7	0.4
Chinese	6	0.3
Other	5	0.3
Prefer not to say	61	3.4

**Table 5.2b Applicants – White\Black & Minority Ethnic**

White (British & Irish)	1560	90.8
All Other Ethnic Groups	158	9.2

**Table 5.3 Applicants by gender**

Female	375	21.1
Male	1404	78.9

**Table 5.4 Applicants by religion and belief**

Buddhist	2	0.1
Christian	786	44.2
Hindu	1	0.1
Muslim	25	1.4
Sikh	5	0.3
Other	47	2.6
None	703	39.5
Prefer not to say	210	11.8

**Table 5.5 Applicants by sexual orientation**

Heterosexual	1540	86.6
Lesbian, Gay or Bisexual	49	2.8
Prefer not to say	190	10.7

**6. Applicants for operational posts 1/4/09 – 31/03/10 (Total 1311)**

**Table 6.1 Applicants by disability**

	Total	Percentage %
Yes	23	1.8
No	1258	96.0
Not stated	30	2.3

**Table 6.2a Applicants by ethnicity**

White British	1178	89.9
White Irish	5	0.4
White Other	21	1.6
Dual Heritage: White/Black Caribbean	20	1.5
Dual Heritage: White/Black African	1	0.1
Dual Heritage: White/Asian	6	0.5
Dual Heritage: Other	14	1.1
Indian	5	0.4
Pakistani	5	0.4
Asian Other	1	0.1
Black Caribbean	13	1.0
Black African	2	0.2
Black Other	4	0.3
Chinese	1	0.1
Other	2	0.2
Prefer not to say	33	2.5

**Table 6.2b Applicants – White\Black & Minority Ethnic**

White (British & Irish)	1183	92.5
All Other Ethnic Groups	95	7.5

**Table 6.3 Applicants by gender**

Female	99	7.6
Male	1212	92.4

**Table 6.4 Applicants by religion and belief**

	Total	Percentage %
Buddhist	1	0.1
Christian	602	45.9
Muslim	14	1.1
Sikh	5	0.4
Other	26	2.0
None	522	39.8
Prefer not to say	141	10.7

**Table 6.5 Applicants by sexual orientation**

	Total	Percentage %
Heterosexual	1148	87.6
Lesbian, Gay or Bisexual	37	2.8
Prefer not to say	126	9.6

**7. Applicants for support staff posts 1/4/09 – 31/03/10 (Total 468)**

**Table 7.1 Applicants by disability**

	Total	Percentage %
Yes	10	2.1
No	434	92.7
Not stated	24	5.1

**Table 7.2a Applicants by ethnicity**

White British	373	79.7
White Irish	4	0.9
White Other	24	5.1
Dual Heritage: White/Black Caribbean	11	2.4
Dual Heritage: White/Black African	1	0.2
Dual Heritage: White/Asian	3	0.6
Indian	4	0.9
Pakistani	5	1.1
Bangladeshi	1	0.2
Black Caribbean	3	0.6
Black Other	3	0.6
Chinese	5	1.1
Other	3	0.6
Prefer not to say	28	6.0

**Table 7.2b Applicants – White\Black & Minority Ethnic**

White (British & Irish)	377	80.6
All Other Ethnic Groups	91	19.4

**Table 7.3 Applicants by gender**

Female	276	59.0
Male	192	41.0

**Table 7.4 Applicants by religion and belief**

Buddhist	1	0.2
Christian	184	39.3
Hindu	1	0.2
Muslim	11	2.4
Other	21	4.5
None	181	38.7
Prefer not to say	69	14.8

**Table 7.5 Applicants by sexual orientation**

Heterosexual	392	83.8
Lesbian, Gay or Bisexual	12	2.6
Prefer not to say	64	13.7

**8. Applicants short listed for support staff posts 1/4/09 – 31/03/10  
(Total 90)**

**Table 8.1 Applicants by disability**

	Total	Percentage %
Yes	4	4.4
No	84	93.3
Not stated	2	2.2

**Table 8.2a Applicants by ethnicity**

White British	73	81.1
White Irish	3	3.3
White Other	2	2.2
Dual Heritage: White/Black Caribbean	2	2.2
Indian	1	1.1
Pakistani	2	2.2
Black Caribbean	1	1.1
Black Other	1	1.1
Chinese	1	1.1
Prefer not to say	4	4.4

**Table 8.2b Applicants – White\Black & Minority Ethnic**

White (British & Irish)	76	90.5
All Other Ethnic Groups	10	9.5

**Table 8.3 Applicants by gender**

Female	54	60.0
Male	36	40.0

**Table 8.4 Applicants by religion and belief**

Buddhist	1	1.1
Christian	32	35.6
Muslim	3	3.3
Other	5	5.6
None	36	40.0
Prefer not to say	13	14.5

**Table 8.5 Applicants by sexual orientation**

Heterosexual	82	91.1
Lesbian, Gay or Bisexual	3	3.3
Prefer not to say	5	5.6

**9. People appointed to a new post after a competitive selection process 1/4/09 - 31/03/10 (Total 87)**

**Table 9.1 Appointees by age**

	Total	Percentage %
16-19	2	2.3
20-29	32	36.8
30-39	24	27.6
40-49	24	27.6
50-59	4	4.6
60+	1	1.1

**Table 9.2 Appointees by disability**

Yes	1	1.1
No	86	98.9

**Table 9.3a Appointees by ethnicity**

White British	79	90.8
White Irish	1	1.1
White Other	1	1.1
Dual Heritage: White/Black Caribbean	2	2.3
Black Caribbean	1	1.1
Chinese	1	1.1
Prefer not to say	2	2.3

**Table 9.3b Appointees – White\Black & Minority Ethnic**

White (British & Irish)	80	94.1
All Other Ethnic Groups	5	5.9

**Table 9.4 Appointees by gender**

Women	20	23.0
Men	67	77.0

**Table 9.5 Appointees by religion and belief**

Buddhist	1	1.1
Christian	38	43.7
Muslim	1	1.1
Other	2	2.3
None	31	35.6
Prefer not to say	14	16.0

**Table 9.6 Appointees by sexual orientation**

	Total	Percentage %
Heterosexual	70	80.5
Lesbian, Gay or Bisexual	3	3.4
None/Not stated	14	16.1

## 10. Appointees to operational posts 1/4/09- 31/3/10 (Total 63)

**Table 10.1 Appointees by age**

	Total	Percentage %
16-19	2	3.2
20-29	26	41.3
30-39	19	30.2
40-49	15	23.8
50-59	1	1.6

**Table 10.2 Appointees by disability**

Yes	0	0.0
No	63	100.0

**Table 10.3a Appointees by ethnicity**

White British	61	96.8
Dual Heritage: White/Black Caribbean	1	1.6
Prefer not to say	1	1.6

**Table 10.3b Appointees – White\Black & Minority Ethnic**

White (British & Irish)	61	98.3
All Other Ethnic Groups	1	1.7

**Table 10.4 Appointees by gender**

Women	4	6.3
Men	59	93.7

**Table 10.5 Appointees by religion and belief**

Christian	29	46.0
Muslim	1	1.6
None	22	34.9
Prefer not to say	11	17.5

**Table 10.6 Appointees by sexual orientation**

Heterosexual	49	77.8
Lesbian, Gay or Bisexual	2	3.2
Prefer not to say	12	19.0

## 11. Appointees to support staff posts 1/4/09- 31/3/10 (Total 24)

**Table 11.1 Appointees by age**

	Total	Percentage %
20-29	6	25.0
30-39	5	20.8
40-49	9	37.5
50-59	3	12.5
60+	1	4.2

**Table 11.2 Appointees by disability**

Yes	1	4.2
No	23	95.8

**Table 11.3a Appointees by ethnicity**

White British	18	75.0
White Irish	1	4.2
White Other	1	4.2
Dual Heritage: White/Black Caribbean	1	4.2
Black Caribbean	1	4.2
Chinese	1	4.2
Prefer not to say	1	4.2

**Table 11.3b Appointees – White\Black & Minority Ethnic**

White (British & Irish)	19	82.6
All Other Ethnic Groups	4	17.4

**Table 11.4 Appointees by gender**

Women	16	66.7
Men	8	33.3

**Table 11.5 Appointees by religion and belief**

Buddhist	1	4.2
Christian	9	37.5
Other	2	8.3
None	9	37.5
Prefer not to say	3	12.5

**Table 11.6 Appointees by sexual orientation**

Heterosexual	21	87.5
Lesbian, Gay or Bisexual	1	4.2
Prefer not to say	2	8.3

**12. People who have left AF&RS employment (excluding retirements)  
01/04/09 - 31/03/10 (Total 43)**

**Table 12.1 Former staff by age**

	Total	Percentage %
20-29	14	32.6
30-39	10	23.3
40-49	16	37.2
50-59	3	7.0

**Table 12.2 Former staff by disability**

Yes	0	0
No	43	100

**Table 12.3a Former staff by ethnicity**

White British	39	90.7
White Other	1	2.3
Asian/Asian British: Pakistani	1	2.3
Prefer not to say	2	4.7

**Table 12.3b Former staff – White\Black & Minority Ethnic**

White (British & Irish)	39	95.1
All Other Ethnic Groups	2	4.9

**Table 12.4 Former staff by gender**

Women	9	20.9
Men	34	79.1

**Table 12.5 Former staff by religion and belief**

Christian	21	48.8
Muslim	1	2.3
Other	1	2.3
None	12	27.9
Prefer not to say	8	18.6

**Table 12.6 Former staff by sexual orientation**

Heterosexual	33	76.7
Lesbian, Gay or Bisexual	2	4.7
Prefer not to say	8	18.6

**13. People who have left operational posts (excluding retirements)  
01/04/09 - 31/03/10 (Total 30)**

**Table 13.1 Former operational staff by age**

	Total	Percentage %
20-29	11	36.7
30-39	8	26.7
40-49	9	30.0
50-59	2	6.7

**Table 13.2 Former operational staff by disability**

Yes	0	0
No	30	100

**Table 13.3 Former operational staff by ethnicity**

White British	29	96.7
White Other	1	3.3

**Table 13.4 Former operational staff by gender**

Women	1	3.3
Men	29	96.7

**Table 13.5 Former operational staff by religion and belief**

Christian	16	53.3
None	8	26.7
Prefer not to say	6	20.0

**Table 13.6 Former operational staff by sexual orientation**

Heterosexual	23	76.7
Lesbian, Gay or Bisexual	1	3.3
Prefer not to say	6	20.0

**14. People who have left support staff posts (excluding retirements)  
01/04/09 - 31/03/10 (Total 13)**

**Table 14.1 Former support staff by age**

	Total	Percentage %
20-29	3	23.1
30-39	2	15.4
40-49	7	53.8
50-59	1	7.7

**Table 14.2 Former support staff by disability**

Yes	0	0
No	13	100

**Table 14.3a Former support staff by ethnicity**

White British	10	76.9
Asian/Asian British: Pakistani	1	7.7
Prefer not to say	2	15.4

**Table 14.3b Former support staff– White\Black & Minority Ethnic**

White (British & Irish)	10	90.9
All Other Ethnic Groups	1	9.1

**Table 14.4 Former support staff by gender**

Women	8	61.5
Men	5	38.5

**Table 14.5 Former support staff by religion and belief**

Christian	5	38.5
Muslim	1	7.7
Other	1	7.7
None	4	30.8
Prefer not to say	2	15.4

**Table 14.6 Former support staff by sexual orientation**

Heterosexual	10	76.9
Lesbian, Gay or Bisexual	1	7.7
Prefer not to say	2	15.4

**15. Staff who received training that resulted in payment of an Additional Responsibility Allowance 01/04/09 - 31/03/10 (Total 32)**

**Table 15.1 Staff by age**

	Total	Percentage %
20-29	7	21.9
30-39	9	28.1
40-49	14	43.8
50-59	2	6.3

**Table 15.2 Staff by disability**

Yes	0	0
No	32	100

**Table 15.3a Staff by ethnicity**

White British	29	90.6
White Other	1	3.1
Black Caribbean	1	3.1
Prefer not to say	1	3.1

**Table 15.3b Staff– White\Black & Minority Ethnic**

White (British & Irish)	29	93.5
All Other Ethnic Groups	2	6.5

**Table 15.4 Staff by gender**

Women	3	9.4
Men	29	90.6

**Table 15.5 Staff by religion and belief**

Christian	6	18.8
None	5	15.6
Prefer not to say	21	65.6

**Table 15.6 Staff by sexual orientation**

Heterosexual	12	37.5
Prefer not to say	20	62.5

**16. Staff who received development through the AF&RS Sponsorship Policy 01/04/09 - 31/03/10 (Total 32)**

**Table 16.1 Staff by age**

	Total	Percentage %
16-19	1	3.1
20-29	8	25.0
30-39	12	37.5
40-49	8	25.0
50-59	3	9.4

**Table 16.2 Staff by disability**

Yes	1	3.1
No	31	96.9

**Table 16.3a Staff by ethnicity**

White British	26	81.3
Dual Heritage: White/Black Caribbean	1	3.1
Other	1	3.1
Prefer not to say	4	12.5

**Table 16.3b Staff– White\Black & Minority Ethnic**

White (British & Irish)	26	92.9
All Other Ethnic Groups	2	7.1

**Table 16.4 Staff by gender**

Women	13	40.6
Men	19	59.4

**Table 16.5 Staff by religion and belief**

Christian	8	25.0
Buddhist	1	3.1
None	7	21.9
Prefer not to say	16	50.0

**Table 16.6 Staff by sexual orientation**

Heterosexual	20	62.5
Prefer not to say	12	37.5

**17. Staff who were placed on a development programme after successfully completing an Assessment & Development Centre 01/04/09 - 31/03/10 (Total 30)**

**Table 17.1 Staff by age**

	Total	Percentage %
20-29	3	10.0
30-39	8	26.7
40-49	18	60.0
50-59	1	3.3

**Table 17.2 Staff by disability**

Yes	1	3.3
No	29	96.7

**Table 17.3 Staff by ethnicity**

White British	28	93.4
Prefer not to say	2	6.6

**Table 17.4 Staff by gender**

Women	3	10.0
Men	27	90.0

**Table 17.5 Staff by religion and belief**

Christian	12	40.0
None	3	10.0
Prefer not to say	15	50.0

**Table 17.6 Staff by sexual orientation**

Heterosexual	20	66.7
Prefer not to say	10	33.3