

Appendix A: Workforce Demographics

(statistics as of 31st March 2019)



**HAMPSHIRE
FIRE AND
RESCUE
AUTHORITY**

Staff Group	Headcount	% of workforce
Grey book - WDS	659	39.3%
Grey book - RDS	700	41.7%
Control	38	2.3%
Green book including ICU	281	16.7%
Total	1678	

Gender – Male Workforce

Staff group	Headcount	Hampshire	National Average
Grey book – WDS	628	95.3%	94.5%
Grey book – RDS	662	94.6%	95.5%
Control	6	15.8%	24.0%
Green book including ICU	143	50.9%	47.5%
Total	1439		

Gender – Female Workforce

Staff group	Headcount	Hampshire	National Average
Grey book – WDS	31	4.7%	5.5%
Grey book – RDS	38	5.4%	4.5%
Control	32	84.2%	76.0%
Green book including ICU	138	49.1%	52.5%
Total	239		

Ethnicity

Ethnicity		%
Ethnicity	Head Count	
01 - White British	1409	84%
02 - White Irish	4	0.2%
03 - White Other	44	2.6%
04 - Mixed Caribbean	4	0.2%
06 - Mixed Asian	2	0.1%
07 - Mixed Other	3	0.2%
08 - Indian	7	0.4%
11 - Other Asian	1	0.05%
12 - Black Caribbean	2	0.1%
16 - Other Ethnicity	1	0.05%
17 - No data provided	178	10.6%
18 - Prefer not to say	18	1.1%
19 - White Eastern European	3	0.2%
21 - Gypsy or Irish Traveller	2	0.1%
Grand Total	1678	

BAME			
		BAME % of workforce	National Average %
BAME Total Headcount	20	1.2%	4.7%
Contract Type	Head Count	% Contract Type	
Green Book	10	3.6%	
Grey Book - Retained	4	0.6%	
Grey Book - WDS	6	0.9%	

Age

Age		%
Age Range	Head Count	
16 - 24	69	4.1%
25 - 35	406	24.2%
36 - 45	538	32.1%
46 - 55	524	31.2%
56 - 65	132	7.9%
66 +	9	0.5%
Grand Total	1678	

Disability

Disability	%	
Disability Status	Head Count	
Empl'ee refused info	2	0.1%
Has a disability	18	1.1%
No disability	238	14.2%
Not recorded	1420	84.6%
Grand Total	1678	

Starters

Starters 2018 / 2019			
Contract Type	Gender Female	Male	Total
Control	3		3
Green Book including ICU	18	13	31
Grey Book - On-Call	16	90	106
Grey Book - WDS	0	0	0
Grand Total	37	103	140

Leavers

Leavers 2018 / 2019			
Contract Type	Gender Female	Male	Total
Control	3		3
Green Book including ICU	17	35	52
Grey Book - On-Call	5	90	95
Grey Book - WDS	3	51	54
ICU	1	3	4
Grand Total	28	176	204

Source: <https://data.gov.uk/dataset/669aa70f-cceb-4d1f-8ed6-382cf6d4a2b6/fire-statistics-workforce-and-workforce-diversity>