

Essex County Fire and Rescue Service - Employee Profile

As at 31 March 2018

Gender Profile

GENDER PROFILE						
	Wholetime	On Call	Support	Control	2017/18	2016/17
Male	94.4%	99.4%	48.6%	20.0%	84.5%	85.9%
Female	5.6%	0.6%	51.4%	80.0%	15.5%	14.1%

Age Profile

AGE PROFILE						
	Wholetime	On Call	Support	Control	2017/18	2016/17
16-24	0.2%	11.6%	3.5%	2.9%	4.9%	4.3%
25-35	13.1%	36.9%	19.6%	34.3%	23.2%	22.6%
36-45	36.6%	23.0%	20.8%	28.6%	28.3%	30.0%
46-55	47.9%	22.0%	29.7%	28.6%	34.6%	34.4%
56+	2.3%	6.5%	26.5%	5.7%	9.0%	8.7%

Ethnicity Profile

ETHNICITY PROFILE						
	Wholetime	On Call	Support	Control	2017/18	2016/17
White	37.7%	49.5%	54.3%	57.1%	45.8%	47.3%
Mixed	0.7%	0.6%	0.0%	2.9%	0.5%	0.6%
Asian/Asian British	0%	0%	0%	0%	0%	0%
Black/Black British	0.2%	0%	0.3%	0%	0.1%	0.1%
Chinese/Other ethnic group	0%	0.2%	0%	0%	0.1%	0%
Not stated	4.6%	4.1%	6.0%	5.7%	4.8%	4.2%
Not recorded	56.9%	45.6%	39.4%	34.3%	48.7%	47.8%
% from ethnic minority¹	2.1%	1.6%	0.6%	4.8%	1.6%	1.5%

¹ The percentage of those who stated an ethnicity, does not include ethnic origin “not stated” or “not recorded”. Due to the high number of employee records without a recorded ethnicity, these figures appear artificially inflated.

Religion Profile

RELIGION PROFILE						
	Wholetime	On Call	Support	Control	2017/18	2016/17
Christian	9.5%	8.1%	17.7%	20.0%	11.0%	12.4%
Buddhist	0.3%	0%	0%	0%	0.1%	0.1%
Hindu	0%	0%	0%	0%	0%	0%
Jewish	0.2%	0%	0%	0%	0.1%	0.1%
Muslim	0%	0%	0%	0%	0%	0%
Sikh	0%	0%	0%	0%	0%	0%
Other	1.5%	1.0%	1.6%	2.9%	1.4%	1.5%
No religion	7.4%	2.8%	4.7%	17.1%	5.4%	6.0%
Not stated	3.6%	5.9%	6.6%	11.4%	5.2%	5.6%
Not recorded	77.6%	82.3%	69.4%	48.6%	76.8%	74.3%

Sexual Orientation Profile

SEXUAL ORIENTATION PROFILE						
	Wholetime	On Call	Support	Control	2017/18	2016-17
Bisexual	1.0%	0.2%	0.3%	2.9%	0.6%	0.7%
Gay/Lesbian	0.3%	0%	1.3%	2.9%	0.5%	0.5%
Heterosexual	28.1%	30.5%	29.7%	42.9%	29.6%	32.5%
Not stated	5.1%	2.4%	5.7%	2.9%	4.2%	4.6%
Not recorded	65.5%	67.0%	63.1%	48.6%	65.1%	61.7%
% that are LGB²	4.4%	0.6%	5.1%	11.8%	3.5%	3.6%

² The percentage of those who stated an orientation, does not include orientation “not stated” or “not recorded”. Due to the high number of employee records without a recorded sexual orientation, these figures appear artificially inflated.