

Essex County Fire and Rescue Service - Employee Profile

As at 30 September 2019

GENDER PROFILE					
	Wholetime	On Call	Control	Support	Overall
Female	6.2%	1.0%	81.1%	48.9%	15.4%
Male	85.9%	86.4%	16.2%	44.7%	75.5%
Non-Binary	0.2%	0.2%	0.0%	0.0%	0.1%
Other	0.2%	0.0%	0.0%	0.0%	0.1%
Prefer Not to Say	1.0%	0.2%	0.0%	0.3%	0.5%
Not Stated	6.7%	12.3%	2.7%	6.1%	8.4%

AGE PROFILE					
	Wholetime	On Call	Control	Support	Overall
17-24	1.0%	8.9%	0.0%	4.8%	4.5%
25-35	17.5%	37.4%	37.8%	16.6%	24.7%
36-45	33.7%	23.6%	29.7%	18.2%	26.8%
46-55	44.2%	21.5%	24.3%	30.7%	33.0%
56-65	3.4%	8.3%	8.1%	27.2%	10.2%
66+	0.2%	0.4%	0.0%	2.6%	0.7%

ETHNICITY PROFILE					
	Wholetime	On Call	Control	Support	Overall
Any Other	0.0%	0.4%	0.0%	0.0%	0.1%
Asian or Asian British	0.2%	0.2%	0.0%	0.6%	0.3%
Black or Black British	0.3%	0.4%	0.0%	1.0%	0.5%
Mixed	0.8%	0.4%	2.7%	0.3%	0.6%
White British / Irish	43.0%	53.6%	70.3%	65.2%	52.0%
Any Other White	1.1%	0.8%	0.0%	1.0%	1.0%
Not Stated	54.5%	44.3%	27.0%	31.9%	45.5%
% from ethnic minority¹	2.9%	2.5%	3.7%	2.8%	2.7%

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					
	Wholetime	On Call	Control	Support	Overall
Buddhist	0.5%	0.2%	0.0%	0.3%	0.3%
Christian	12.2%	9.9%	24.3%	27.8%	15.0%
Hindu	0.0%	0.2%	0.0%	0.0%	0.1%
Muslim	0.2%	0.2%	0.0%	0.3%	0.2%
None	7.8%	5.3%	21.6%	12.8%	8.4%
Other	1.3%	1.4%	2.7%	1.6%	1.4%
Not Stated	78.1%	82.8%	51.4%	57.2%	74.6%

SEXUAL ORIENTATION PROFILE					
	Wholetime	On Call	Control	Support	Overall
Bisexual	0.8%	0.4%	2.7%	0.6%	0.7%
Gay / Lesbian	0.5%	0.0%	2.7%	2.2%	0.7%
Heterosexual	31.5%	32.6%	51.4%	44.7%	35.2%
Not Stated	67.2%	67.0%	43.2%	52.4%	63.4%
% LGBT²	4.0%	1.2%	9.6%	6.0%	3.9%

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.