Essex County Fire and Rescue Service – Employee Profile

Data as at 31 March 2021

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| **GENDER PROFILE** |
|  | **Wholetime** | **On Call** | **Control** | **Support** | **Overall** |
| **Male** | 82.4% | 88.7% | 13.2% | 45.3% | 74.7% |
| **Female** | 6.6% | 2.8% | 84.2% | 50.5% | 16.8% |
| **Non-Binary** | 0.5% | 0.4% | 0.0% | 0.0% | 0.3% |
| **Other** | 0.2% | 0.0% | 0.0% | 0.0% | 0.1% |
| **Prefer Not To Say** | 5.9% | 2.2% | 0.0% | 1.8% | 3.6% |
| **Not Stated** | 4.5% | 5.9% | 2.6% | 2.4% | 4.5% |

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| **AGE PROFILE** |
|  | **Wholetime** | **On Call** | **Control** | **Support** | **Overall** |
| **17-24** | 1.9% | 8.7% | 2.6% | 4.2% | 4.7% |
| **25-35** | 19.1% | 36.0% | 34.2% | 18.7% | 25.0% |
| **36-45** | 34.9% | 24.4% | 31.6% | 20.8% | 28.3% |
| **46-55** | 39.5% | 20.8% | 21.1% | 26.6% | 30.0% |
| **56-65** | 4.6% | 9.3% | 10.5% | 27.5% | 11.3% |
| **66+** | 0.0% | 0.8% | 0.0% | 2.1% | 0.7% |

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| **ETHNICITY PROFILE** |
|  | **Wholetime** | **On Call** | **Control** | **Support** | **Overall** |
| **White British / Irish** | 68.8% | 68.5% | 89.5% | 82.2% | 72.1% |
| **Any Other White** | 1.5% | 1.6% | 2.6% | 2.1% | 1.7% |
| **Asian or Asian British** | 0.5% | 0.2% | 0.0% | 0.9% | 0.5% |
| **Black or Black British** | 0.3% | 0.4% | 0.0% | 1.2% | 0.5% |
| **Mixed** | 1.5% | 0.6% | 2.6% | 0.6% | 1.1% |
| **Any Other** | 0.3% | 0.2% | 0.0% | 0.3% | 0.3% |
| **Not Stated** | 27.0% | 28.5% | 5.3% | 12.7% | 23.9% |
| ***% from ethnic minority1*** | 3.6% | 1.9% | 2.8% | 3.5% | 3.0% |

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

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| **RELIGION PROFILE** |
|  | **Wholetime** | **On Call** | **Control** | **Support** | **Overall** |
| **Buddhist** | 0.9% | 0.4% | 0.0% | 0.6% | 0.7% |
| **Christian** | 20.7% | 18.8% | 26.3% | 35.3% | 23.4% |
| **Hindu** | 0.0% | 0.2% | 0.0% | 0.0% | 0.1% |
| **Jewish** | 0.3% | 0.0% | 0.0% | 0.0% | 0.1% |
| **Muslim** | 0.2% | 0.0% | 0.0% | 0.6% | 0.2% |
| **Sikh** | 0.2% | 0.0% | 0.0% | 0.0% | 0.1% |
| **Other** | 1.4% | 1.0% | 2.6% | 1.8% | 1.4% |
| **None** | 35.0% | 29.5% | 52.6% | 39.3% | 34.6% |
| **Prefer Not To Say** | 15.0% | 10.3% | 5.3% | 9.1% | 11.9% |
| **Not Stated** | 26.4% | 39.8% | 13.2% | 13.3% | 27.7% |

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| **SEXUAL ORIENTATION PROFILE** |
|  | **Wholetime** | **On Call** | **Control** | **Support** | **Overall** |
| **Bisexual** | 1.2% | 0.6% | 0.0% | 0.9% | 0.9% |
| **Gay/Lesbian** | 0.9% | 0.2% | 2.6% | 2.4% | 1.1% |
| **Heterosexual** | 56.3% | 49.7% | 73.7% | 70.4% | 57.6% |
| **Other** | 1.7% | 1.2% | 0.0% | 0.9% | 1.3% |
| **Prefer Not To Say** | 14.2% | 7.5% | 5.3% | 10.6% | 11.0% |
| **Not Stated** | 25.6% | 40.8% | 18.4% | 14.8% | 28.1% |
| ***% LGBQ+2*** | 5.2% | 3.3% | 3.2% | 5.0% | 4.6% |

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