

Essex County Fire and Rescue Service – Employee Profile

Data as at 31 March 2020

GENDER PROFILE					
	Wholetime	On Call	Control	Support	Overall
Male	86.0%	86.9%	16.2%	44.0%	75.7%
Female	6.2%	1.4%	81.1%	49.5%	15.6%
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	1.1%	0.2%	0.0%	0.6%	0.7%
Not Stated	6.4%	11.4%	2.7%	5.9%	7.8%

AGE PROFILE					
	Wholetime	On Call	Control	Support	Overall
17-24	1.9%	8.6%	0.0%	3.7%	4.5%
25-35	18.3%	37.6%	35.1%	18.2%	25.2%
36-45	34.4%	24.1%	29.7%	20.7%	27.9%
46-55	41.4%	20.7%	27.0%	27.5%	31.1%
56-65	3.9%	8.6%	8.1%	27.8%	10.7%
66+	0.2%	0.4%	0.0%	2.2%	0.7%

ETHNICITY PROFILE					
	Wholetime	On Call	Control	Support	Overall
White British / Irish	46.2%	52.6%	70.3%	64.7%	52.9%
Any Other White	1.1%	1.0%	0.0%	1.5%	1.1%
Asian or Asian British	0.2%	0.2%	0.0%	0.6%	0.3%
Black or Black British	0.3%	0.4%	0.0%	0.6%	0.4%
Mixed	0.8%	0.4%	2.7%	0.3%	0.6%
Any Other	0.0%	0.4%	0.0%	0.3%	0.2%
Not Stated	51.5%	45.0%	27.0%	31.9%	44.5%
% from ethnic minority¹	2.6%	2.5%	3.7%	2.7%	2.6%

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.

RELIGION PROFILE					
	Wholetime	On Call	Control	Support	Overall
Buddhist	0.6%	0.4%	0.0%	0.3%	0.5%
Christian	13.3%	9.8%	24.3%	27.6%	15.4%
Hindu	0.0%	0.2%	0.0%	0.0%	0.1%
Muslim	0.0%	0.0%	0.0%	0.3%	0.1%
Other	1.2%	1.2%	2.7%	1.5%	1.3%
None	9.8%	5.7%	21.6%	12.4%	9.2%
Not Stated	75.0%	82.8%	51.4%	57.9%	73.4%

SEXUAL ORIENTATION PROFILE					
	Wholetime	On Call	Control	Support	Overall
Bisexual	1.1%	0.4%	2.7%	0.6%	0.8%
Gay/Lesbian	0.6%	0.0%	2.7%	2.2%	0.8%
Heterosexual	34.1%	31.7%	51.4%	43.3%	35.7%
Other	0.3%	0.0%	0.0%	0.6%	0.3%
Prefer Not To Say	2.0%	0.8%	0.0%	2.8%	1.7%
Not Stated	61.9%	67.1%	43.2%	50.5%	60.8%
% LGBTQ+²	5.3%	1.2%	9.5%	6.9%	4.7%

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.