

**Employment Equality Monitoring Statistics  
for Human Resources Committee as at 31 December 2012**

**Age**

Type	2012		2011		2012		2011		2012		2011		2012		2011		2012		2011		2012		2011	
	Total	%	Total	%	16-25	%	16-25	%	26-35	%	26-35	%	36-45	%	36-45	%	46-55	%	46-55	%	56+	%	56+	%
Wholetime & retained duty system	509	84.4	498	84.3	46	9.0	52	10.4	130	25.5	119	23.9	188	36.9	188	37.7	128	25.1	122	24.5	17	3.3	17	3.4
Support and Fire Control	94	15.6	93	15.7	1	1.1	4	4.3	26	27.7	21	22.6	26	27.7	27	29.0	25	26.6	22	23.7	16	17.0	19	20.4
Whole organisation	603	100	591	100	47	7.8	56	9.5	156	25.9	140	23.7	214	35.5	215	36.4	153	25.4	144	24.4	33	5.5	36	6.1

**Disability**

Type	2012		2011		2012		2011		2012		2011		2012		2011	
	Total	%	Total	%	Disability	%	Disability	%	No Disability	%	No Disability	%	Unknown	%	Unknown	%
Wholetime & retained duty system	509	84.4	498	84.3	5	1.0	4	0.8	14	2.8	12	2.4	490	96.3	482	96.8
Support and Fire Control	94	15.6	93	15.7	6	6.4	6	6.5	2	2.1	2	2.1	86	91.5	85	91.4
Whole organisation	603	100	591	100	11	1.8	10	1.7	16	2.7	14	2.4	576	95.5	567	95.9

## Gender

Type	2012		2011		2012		2011		2012		2011	
	Total	%	Total	%	Male	%	Male	%	Female	%	Female	%
Wholetime & retained duty system	509	84.4	498	84.3	493	96.9	485	97.4	16	3.1	13	2.6
Support and Fire Control	94	15.6	93	15.7	41	43.6	39	41.9	53	56.4	54	58.1
<b>Whole organisation</b>	<b>603</b>	<b>100</b>	<b>591</b>	<b>100</b>	<b>534</b>	<b>88.6</b>	<b>524</b>	<b>88.7</b>	<b>69</b>	<b>11.4</b>	<b>67</b>	<b>11.3</b>

As the following numbers of people reporting is very low these have been grouped into the whole organisation:

Ethnicity	2012		2011	
	Total	%	Total	%
White British	410	67.9	420	71.0
White Irish	3	0.5	3	0.5
White Welsh	21	3.4	21	3.6
White Scottish	6	1.0	5	0.8
Any other White	1	0.2	1	0.2
Asian / Asian British	2	0.3	2	0.3
Black or Black British	2	0.3	2	0.3
Mixed any other background	1	0.2	1	0.2
Mixed and White Asian	1	0.2	1	0.2
Prefer not to say	0	0.2	1	0.2
Unknown	156	25.8	134	22.7
<b>Whole organisation</b>	<b>603</b>	<b>100</b>	<b>591</b>	<b>100</b>

Religion	2012		2011	
	Total	%	Total	%
Christian	212	35.1	220	37.2
Buddhist	2	0.3	2	0.3
Hindu	0	0	0	0
Jewish	0	0	0	0
Muslim	1	0.2	1	0.2
Sikh	1	0.2	1	0.2
Other	3	0.5	3	0.5
No religion	80	13.3	78	13.2
Not stated	304	50.4	286	48.4
<b>Whole organisation</b>	<b>603</b>	<b>100</b>	<b>591</b>	<b>100</b>

Sexual Orientation	2012		2011	
	Total	%	Total	%
Bisexual	3	0.5	3	0.6
Gay / Lesbian	0	0	0	0.0
Straight / Heterosexual	370	61.4	376	63.6
Prefer not to say /unknown	230	38.1	212	35.9
<b>Whole organisation</b>	<b>603</b>	<b>100</b>	<b>591</b>	<b>100</b>

\*Please note all percentages have been rounded to one decimal place, and may not add up to 100% for this reason.

<b>Grievances</b>	<b>2012</b>	<b>2011</b>
<b>Total number of grievances received</b>	<b>2</b>	<b>4</b> (including 1 collective grievance)
Number upheld	1	4
Number partially upheld	1	0
Number not upheld	0	0