



DORSET & WILTSHIRE
FIRE AND RESCUE
AUTHORITY

Annual Workforce Equality Report 2024-25



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INTRODUCTION

When every voice is heard and every person can thrive, we deliver our best – for each other and for our communities.

At Dorset & Wiltshire Fire and Rescue Service, equality, diversity, and inclusion are not just values – they are central to how we work and the service we provide. We are committed to building a workforce that truly reflects the communities we serve, ensuring we deliver the best possible service to everyone.

Diverse teams bring a richness of thought, innovation, and creativity. An inclusive, welcoming workplace – one that embraces the breadth of backgrounds, experiences, and perspectives within our communities – helps us to attract, retain, and develop the very best people. When colleagues can be their authentic selves at work, they are safer, happier, and more effective. This not only benefits our teams but also strengthens our ability to understand and meet the needs of our communities.

We recognise that how our communities see us – both in terms of the service we provide and as an employer – is critical. Listening to their views helps us improve our approach, particularly around recruitment, engagement, and trust.

Our commitment is underpinned by the **Equality Act 2010** and the **Public Sector Equality Duty (PSED)**, which require us to:

- Eliminate discrimination, harassment, victimisation, and other conduct prohibited by law.
- Advance equality of opportunity between people with protected characteristics and those without.
- Foster good relations between people with protected characteristics and those without.

As part of this duty, we publish equality information annually. This report provides workforce equality monitoring data, sets our local and national context, and highlights the positive actions we are taking to advance equality, diversity, and inclusion.

We actively encourage diversity discussions within teams and departments, helping to embed understanding across the organisation. To improve the quality of our equality data, we continue our **'Safe to Say'** campaign, which encourages colleagues to confidentially share their diversity information. This has significantly reduced the number of people choosing not to declare their equality status.

Our staff networks are central to this work. Each network has a Strategic Leadership Team (SLT) champion, who meets regularly with the network lead, attends meetings, and ensures the network's voice is heard at the highest level. This close collaboration helps us identify and act on areas for improvement.

For more information about our commitment to equality, diversity, and inclusion, please visit our website: <https://www.dwfire.org.uk/about-us/equality-diversity-and-inclusion/>

SUMMARY ANALYSIS – WORKFORCE PROFILE

Please see below a summary of the analysis shown in this report:

Age Overview



How we compare with other fire and rescue services

Like other fire and rescue services we have high numbers of staff in the 36-45 and 46-55 age groups. In many senses this is a good indicator as staff wish to stay in our employment, although we obviously need to ensure that we have robust succession planning arrangements in place. The majority of those leaving in the 46-55 age group, are retiring due to pension scheme regulations and the financial impact that would result from continued employment. This is a similar picture across fire and rescue services. It is also pleasing that our corporate staff are choosing to stay with us and are retiring later. Our new starters, particularly within our on-call staff group, have predominantly been in the lower age group.

Looking to the future

Our workforce and succession planning arrangements monitor our retirement profile so that timely recruitment activities are set in place to replace the loss of skilled staff. We have an extensive range of learning and development opportunities to develop our staff which has a positive impact on new skills development, retention and ensures long term value for money. Our flexible retirement and re-employment procedures enable us to retain or reemploy staff with specialist skills should the need arise. Our 'employment offer' and staff benefits are regularly reviewed to attract and retain high calibre staff. Our development offering includes a continued commitment to apprenticeships, and we are looking to further expand these opportunities in the future. In recognition that we are losing some of our on-call firefighters who are 'in development' stage, we have reviewed the content of our FF development programme and in the process of developing a revised approach.

Gender Identity Overview



How we compare to other fire and rescue services

Whilst we have a higher proportion of male employees than female employees in operational roles this is a feature of all fire & rescue services. The gender identity balance for corporate staff that include a number of public facing roles is a more equal split.

We have a mean hourly pay gap of 6.2% which is 1.9% more compared to all fire and rescue services. Our median hourly pay gap is 10.5% which is also higher than the national average for fire and rescue services (6.8% higher). Compared to last year, our median hourly pay gap has increased only slightly (0.1% higher for median) and our overall mean pay gap has reduced by 2.8%. When comparing to national figures, that the gap between us and all fire and rescue services has reduced this year for the mean hourly pay resulting in a 1.9% gap. However, the gap between us and national figures for median pay has increased, taking us to 6.8% higher than national figures.

Looking to the future

We will continue to set in place development initiatives specifically aimed to encourage more female staff (as well as those in other under-represented groups) to progress within the Service. Our operational women and women's support staff networks are working hard alongside us to secure further improvements to our processes and procedures so that we can attract, recruit, and retain more operational female staff. Our positive action initiatives include a buddying scheme to support those considering a career in the Fire Service. Many of our female operational staff are at the forefront of our positive action activities acting as role models and take part in social media campaigns. In 2024/25 we made further improvements to maternity pay as a means of attracting and retaining more women into our service. To further support our staff, we have also improved paid paternity leave recognising that caring responsibilities are shared.

Ethnicity Overview

How we compare to other fire and rescue services

When comparing the ethnicity of our workforce to local population data, our current staff makeup is under-representative of the ethnic minority community by 5.6%. When comparing to all fire and rescue services, we also have 3.9% fewer ethnic minority staff and compared to last year and this gap has decreased by 0.3%. We have analysed the ethnicity data in relation to the location of our stations and this has shown that the ethnicity of our local communities broadly balances with our local workforce.

As a Service with a predominant on-call workforce who must be able to attend their local station within 5 – 8 minutes we have a much smaller catchment area to recruit in. This can sometimes impede our continuing efforts to recruit a more diverse workforce and in recognising this our on-call review is looking at what changes can be made to our ways of working to improve our attraction and retention activities.

Looking to the future

We have a Minority Ethnic (ME) staff network who provide us with feedback on how what more we can do to support our staff as well as enhancing our community engagement activities with our diverse community groups.

Our stations carry out a number of community engagement activities and will seek two way feedback to ensure that we learn more about how we can better support the communities we serve as well as ensuring we are able to provide information about our service. This not only builds trust in our service delivery arrangements but also seeks to encourage members of our diverse communities to think about the career opportunities that exist within the fire and rescue service.

Representatives from our ME staff network have taken part in our positive action social media campaigns, are part of our buddying arrangements. During 2025 we ran a 'Developing Diverse Leaders' course with six attendees. This course was positively received with four attendees being promoted.

Sexual Orientation Overview



How we compare to other fire and rescue services

Compared to national fire and rescue service data, our staff population has 2.4% fewer LGBTQIA+ staff than the national figures. However, 21.62% of our Fire Control staff are LGBTQIA+ which, when comparable figures are used, is 18.4% higher than the national figures for Fire Control.

Looking to the future

The network members provide regular articles on LGBTQIA+ issues on social media and our internal and external media. Our staff are encouraged, and do take part in, Pride celebrations across the Service area. We have invested in signage that can be placed on our operational appliances when they are used to attend community events. We have adapted our corporate flag to include the rainbow. The flag is flown all year at our headquarters.

Disability Overview



How we compare to other fire and rescue services

We have 4.15% staff who have declared a disability, which has increased by 1.29% compared to the previous year.

Compared to national fire and rescue service data, our staff population has 1.82% fewer disabled staff than the national figures, this gap has reduced however by 1.12% since last year.

Looking to the future

The Service is formally recognised as a Disability Confident employer and is committed to ensuring that those living with a disability have equal access to inclusive and accessible recruitment and provision of reasonable adjustments during the recruitment process and during employment. The Health and Wellbeing team support our employees with disabilities within the workplace and seek to identify adjustments to equipment or working patterns to find a suitable solution that will aid staff in effectively performing their role within the workplace. In support of the mental and emotional wellbeing of our employees we provide fast track counselling services, mental health e-learning and awareness training, stress management interventions and information for managers. Our counselling service which can be accessed on a self-referral basis, provides our staff with support on a range of subjects across a broad geographical area. The Service has a neurodiversity staff network and works closely with network members to understand their views with regards to what further support can be put in place.

Religion Overview



How we compare to other fire and rescue services

31.32% of our staff have declared a religion on their staff profiles, which has reduced by 1.6% compared to last year.

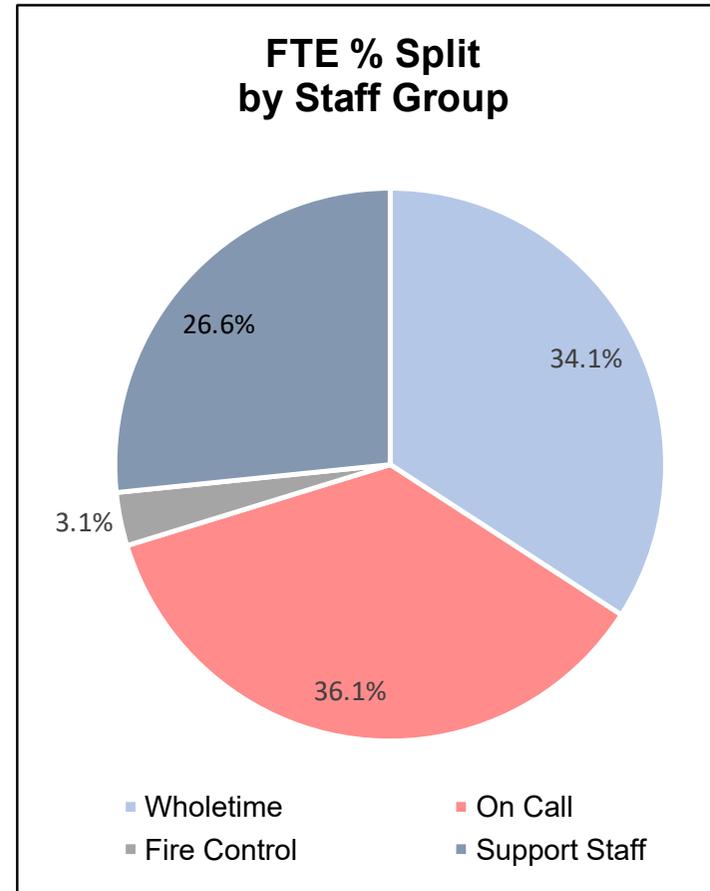
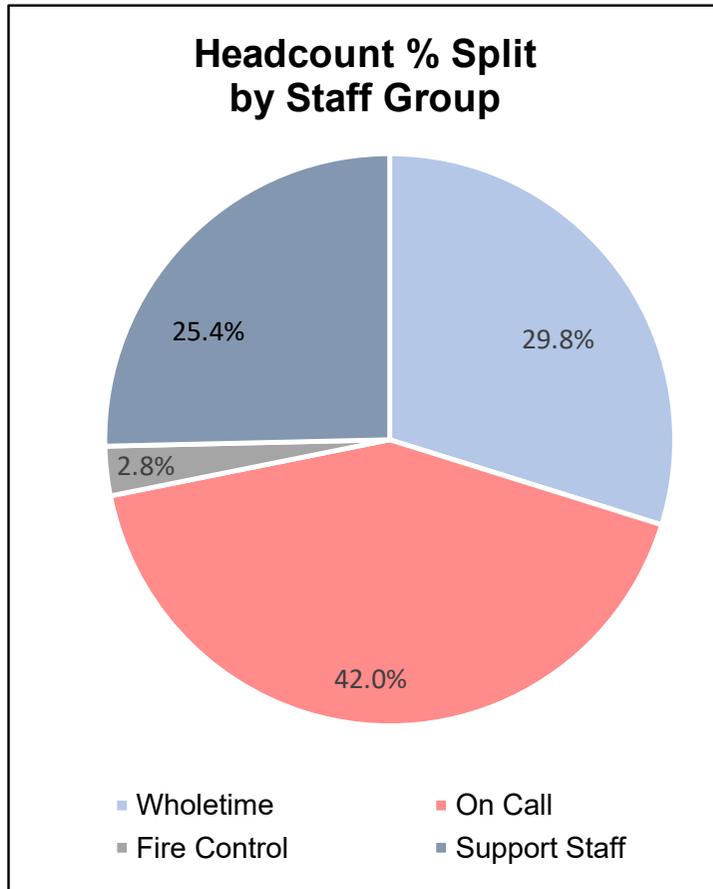
Comparing with national fire and rescue service data, our staff population has 4.3% fewer staff who have a religion than the national figures. The gap between us and the national data has increased by 2% compared to last year.

Looking to the future

Our community engagement activities include meetings with community faith leaders. We have developed community profiles that include pertinent information for our fire crews which includes information about cultural and religious festivals and sensitivities. Several community contact workshops have taken place to help us better understand needs and wants of our communities.

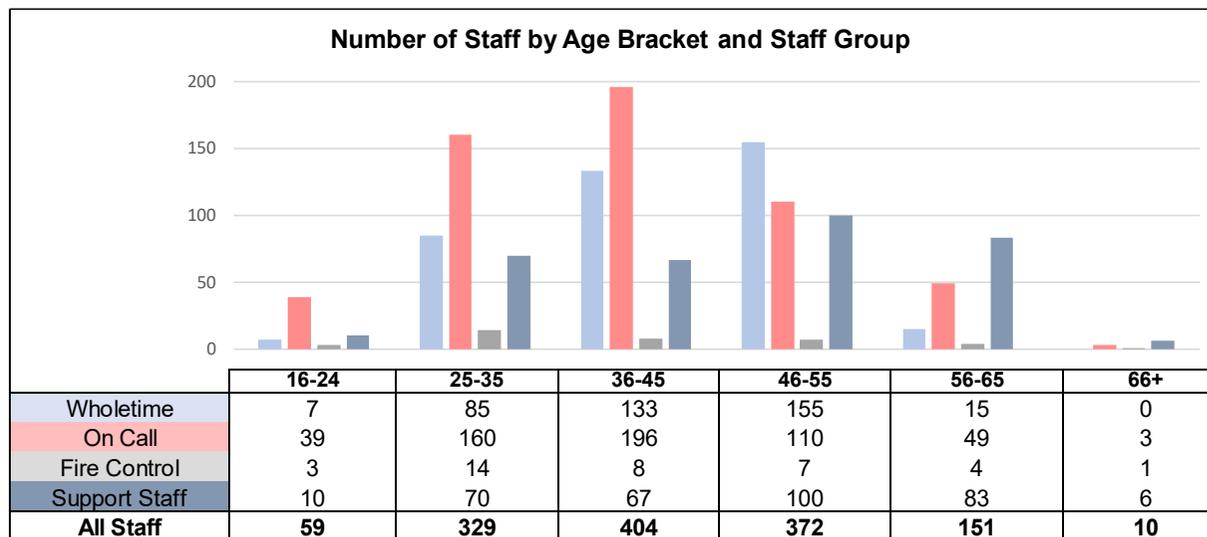
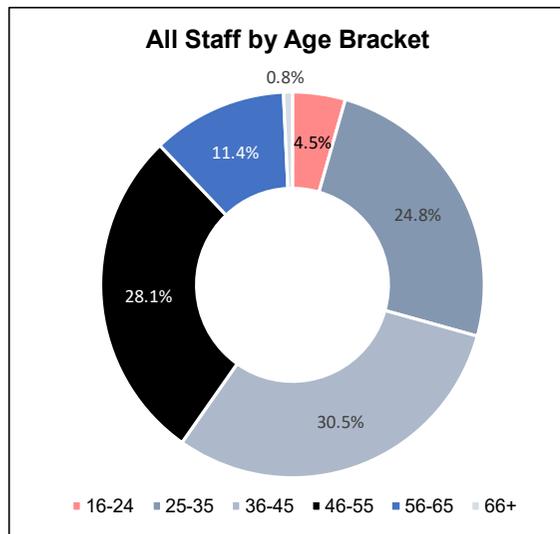
OUR PEOPLE

STAFF HEADCOUNT AND FTE





AGE



How do we compare against Local and National information?

Average Age			
Staff Group	DWFRS	National Data*	Difference
Wholetime	43	41	2
On Call	40	39	1
Fire Control	39	41	-2
Support Staff	46	45	1
All Staff	42	41	1

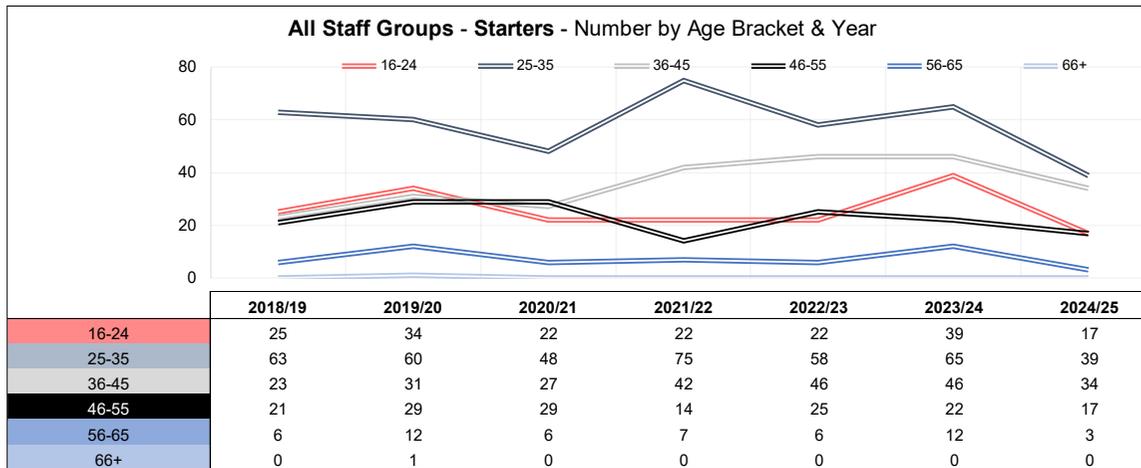
DWFRS Age Split vs Local Data		
Age Bracket	ONS Data - % of Local Population between 16 and 70 [^]	DWFRS vs Census
16-24	13.9%	-9.4%
25-35	19.0%	5.8%
36-45	18.4%	12.1%
46-55	19.3%	8.8%
56-65	8.6%	2.8%
66+	20.8%	-20.1%

DWFRS Age Split vs National Data		
Age Bracket	National Data* % of Total FRS Staff	DWFRS vs National Data
16-24	4.5%	0.0%
25-35	25.5%	-0.6%
36-45	31.9%	-1.4%
46-55	27.9%	0.2%
56+	10.3%	1.8%
Age Not Stated	0.0%	N/A

[^]ONS Data is based on the latest NOMIS 'Population Estimates - Local Authority based by Year of Age' report for the year of 2023

(For the purposes of comparison, data for anyone aged over 70 or under 16 has been excluded from the ONS Data)

*National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2023/24

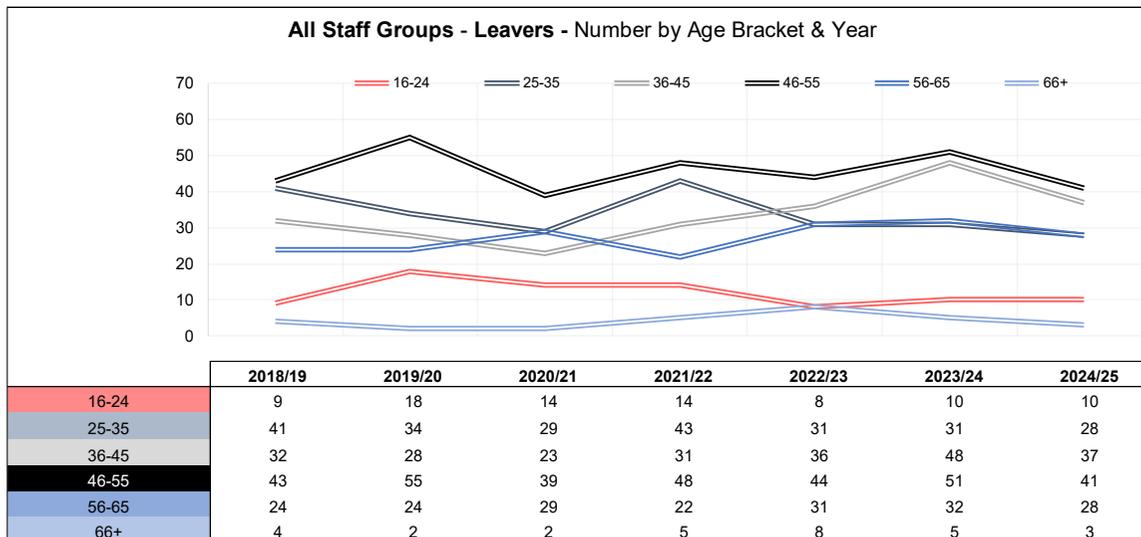


Starters This Year - Age Split by Staff Group

	All Staff	Wholetime	On Call	Fire Control	Support Staff
16-24	15.5%	8.7%	17.5%	-	20.0%
25-35	35.5%	21.7%	42.5%	71.4%	30.0%
36-45	30.9%	47.8%	35.0%	28.6%	17.5%
46-55	15.5%	17.4%	5.0%	-	27.5%
56-65	2.7%	4.3%	-	-	5.0%
66+	-	-	-	-	-

Leavers This Year - Age Split by Staff Group

	All Staff	Wholetime	On Call	Fire Control	Support Staff
16-24	6.8%	-	6.8%	33.3%	9.8%
25-35	19.0%	6.7%	21.9%	-	24.4%
36-45	25.2%	3.3%	38.4%	66.7%	14.6%
46-55	27.9%	73.3%	15.1%	-	19.5%
56-65	19.0%	16.7%	16.4%	-	26.8%
66+	2.0%	-	1.4%	-	4.9%



Percentage of Staff Aged Over 46

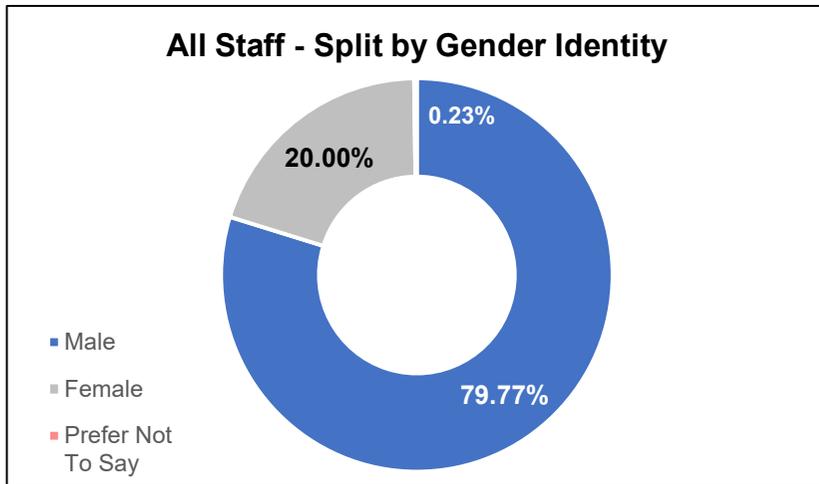
Staff Group	Starters	Leavers	All Staff
Wholetime	21.7%	90.0%	43.0%
On Call	5.0%	32.9%	29.1%
Fire Control	0.0%	0.0%	32.4%
Support Staff	32.5%	51.2%	56.3%
All Staff	18.2%	49.0%	40.2%

Job Applicants This Year - Age Split by Staff Group

	All Applicants	Wholetime	On Call	Fire Control	Support Staff
16-24	22.1%	22.0%	38.8%	-	13.4%
25-35	39.9%	58.7%	42.1%	100.0%	35.5%
36-45	20.1%	16.0%	15.0%	-	23.4%
46-55	11.2%	1.3%	3.1%	-	17.1%
56-65	5.2%	-	0.9%	-	8.4%
66+	0.5%	-	0.2%	-	0.8%
Age Not Stated	1.0%	2.0%	-	-	1.4%
Age Not Collected	-	-	-	-	-



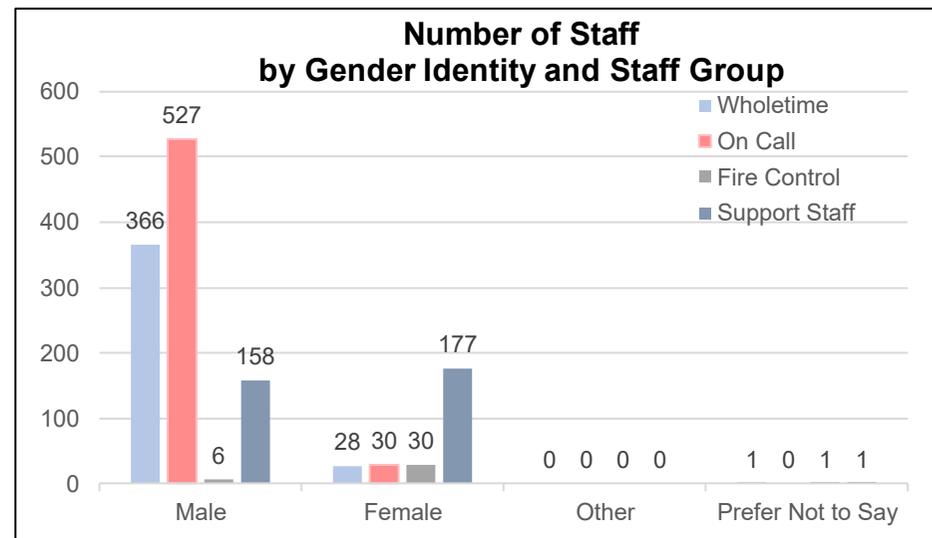
GENDER IDENTITY



How do we compare against National information?

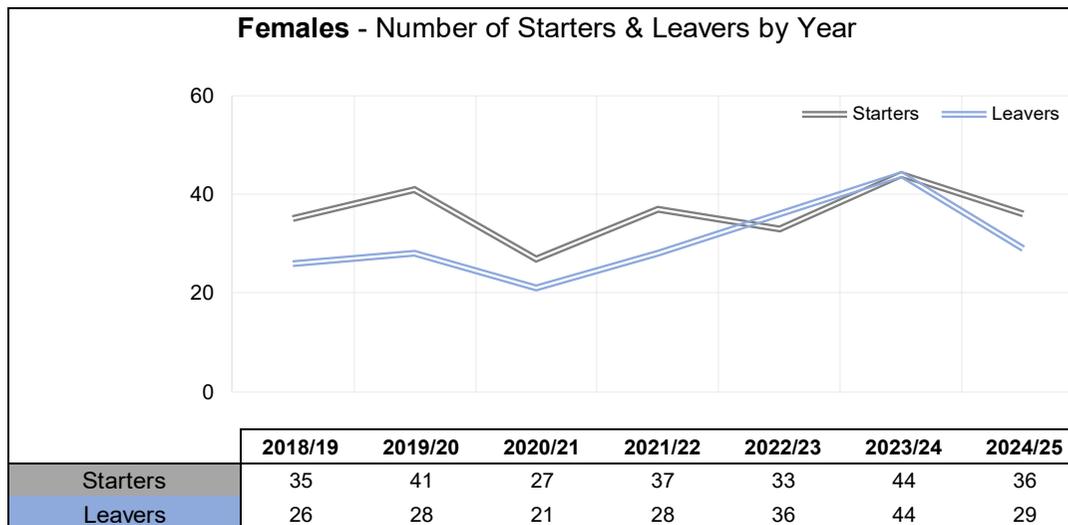
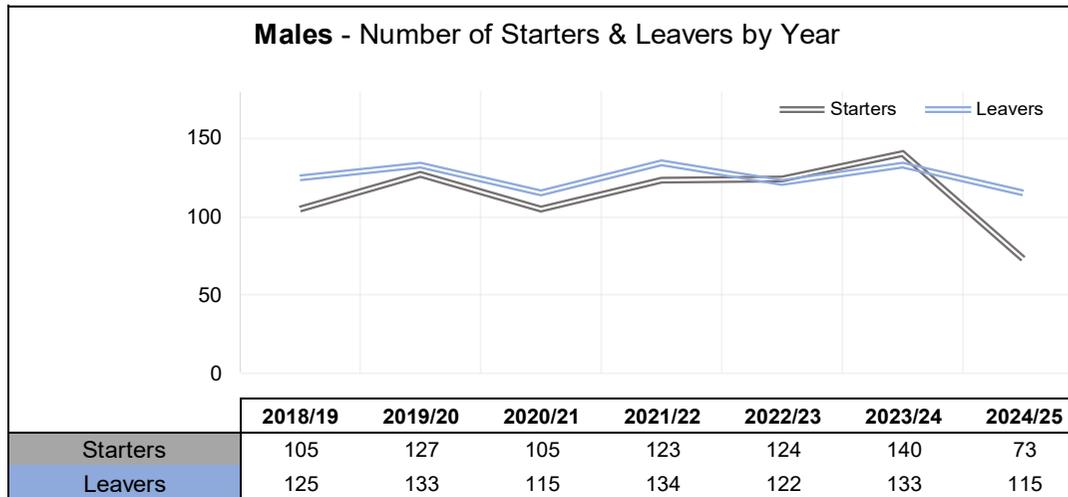
% of Females by Staff Group			
Staff Group	National Data*	DWFRS**	DWFRS vs National Data
Wholetime	10.0%	7.1%	-2.9%
On Call	7.9%	5.4%	-2.5%
Fire Control	76.4%	83.3%	6.9%
Support Staff	54.7%	52.8%	-1.9%
All Staff	20.2%	20.0%	-0.2%

Percentage of Female Staff in Service			
Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	7.09%	6.98%	0.11%
On Call	5.39%	4.72%	0.66%
Fire Control	81.08%	78.79%	2.29%
Support Staff	52.68%	52.52%	0.16%
All Staff	20.00%	18.99%	1.01%



*National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2023/24

The DWFRS figures in this table have been amended to match the Home Office, where percentage of female staff is calculated by excluding those who 'Prefer Not to Say'



Average Length of Service (Years)

Staff Group	Male	Female	Other	Prefer Not to Say
Wholetime	12.4	11.5	N/A	8.4
On Call	10.6	5.3	N/A	0.0
Fire Control	6.4	14.1	N/A	N/A
Support Staff	8.3	8.9	N/A	9.9
All Staff	10.9	9.3	N/A	6.2

Percentage of Staff Working Part Time[^]

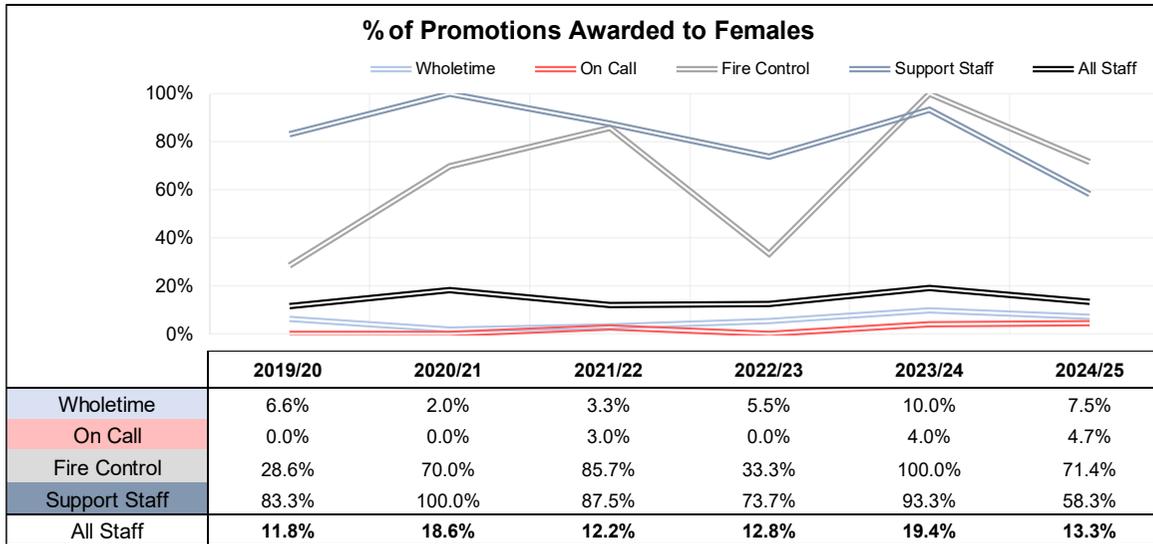
Staff Group	Male	Female	Other	Prefer Not to Say
Wholetime	0.0%	0.0%	N/A	0.0%
On Call*	100.0%	100.0%	N/A	0.0%
Fire Control	0.0%	10.0%	N/A	0.0%
Support Staff	17.1%	27.1%	N/A	0.0%
All Staff (excl. On Call)*	5.1%	21.7%	N/A	0.0%

Split by Gender Identity of Leavers

Staff Group	Male	Female	Other	Prefer Not to Say
Wholetime	86.7%	10.0%	-	3.33%
On Call	91.8%	5.5%	-	2.74%
Fire Control	33.3%	66.7%	-	-
Support Staff	51.2%	48.8%	-	-
All Leavers	78.2%	19.7%	-	2.0%

*The On Call Part Time figure is based on anyone who works less than Full or 100%, this is added for information only and is not part of the All Staff figure as it is not comparable to other staff groups

[^]Part time working is based on the following FTE weekly hours; WDS 42, Fire Control 42, Support Staff 37

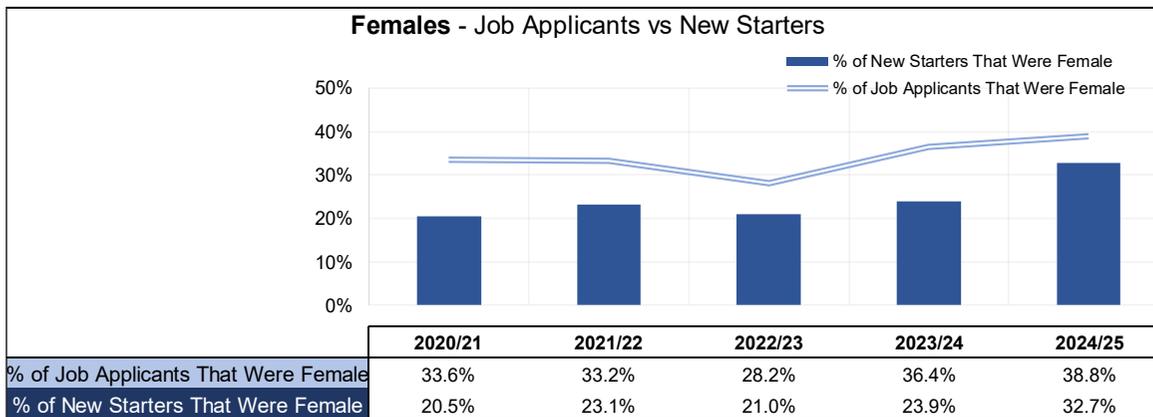


Split by Gender Identity of Promotions This Year[^] (Temporary & Substantive)

Staff Group	Male	Female	Other	Prefer Not to Say
Wholetime	92.5%	7.5%	-	-
On Call	95.3%	4.7%	-	-
Fire Control	28.6%	71.4%	-	-
Support Staff	41.7%	58.3%	-	-
All Staff	86.7%	13.3%	-	-

Split by Gender Identity of New Starters[^]

Staff Group	Male	Female	Other	Prefer Not to Say
Wholetime	87.0%	13.0%	-	-
On Call	85.0%	15.0%	-	-
Fire Control	-	85.7%	-	14.3%
Support Staff	47.5%	52.5%	-	-
All Staff	66.4%	32.7%	-	0.9%

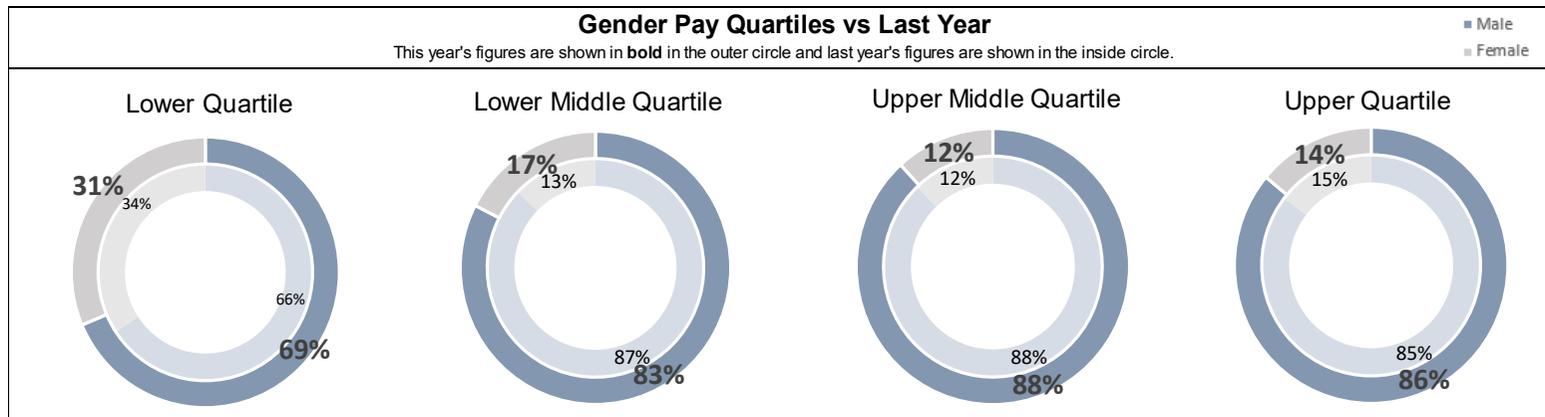


Split by Gender Identity of Job Applicants

Staff Group	Male	Female	Other	Gender Not Collected or Specified
Wholetime	85.3%	12.0%	-	2.7%
On Call	84.6%	15.4%	-	-
Fire Control	100.0%	-	-	-
Support Staff	43.6%	55.7%	0.1%	0.6%
All Applicants	60.5%	38.8%	0.1%	0.6%

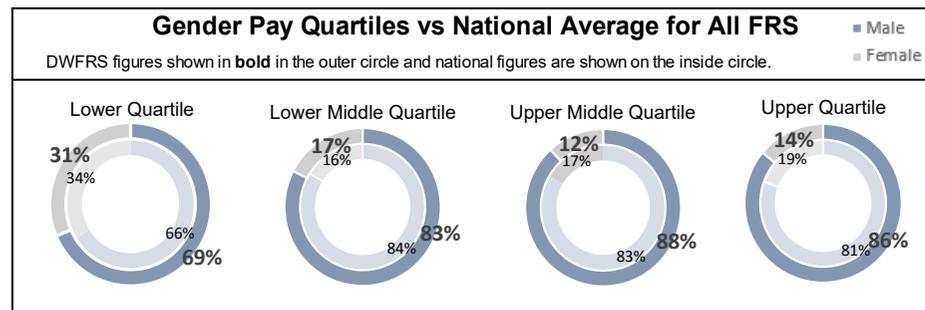


Gender Pay Gap - Mean Hourly Pay Gap			
Staff Group	This Year	Last Year	Difference
Wholetime	10.76%	6.59%	4.17%
On Call (excl Salaried Staff)	9.23%	10.70%	-1.47%
Fire Control	-0.18%	0.83%	-1.01%
Support Staff	0.05%	0.85%	-0.80%
All Staff	6.17%	8.93%	-2.76%



How do we compare against National information?

DWFRS Mean Hourly Pay Gap	6.2%
Average Mean Pay Gap for All FRS*	4.2%
Difference vs FRS Mean Pay Gap	1.9%
DWFRS Median Hourly Pay Gap	10.5%
Average Median Pay Gap for All FRS*	3.7%
Difference vs FRS Median Pay Gap	6.8%
ONS Average Median Pay Gap^	13.1%
Difference vs ONS Median Pay Gap	-2.6%

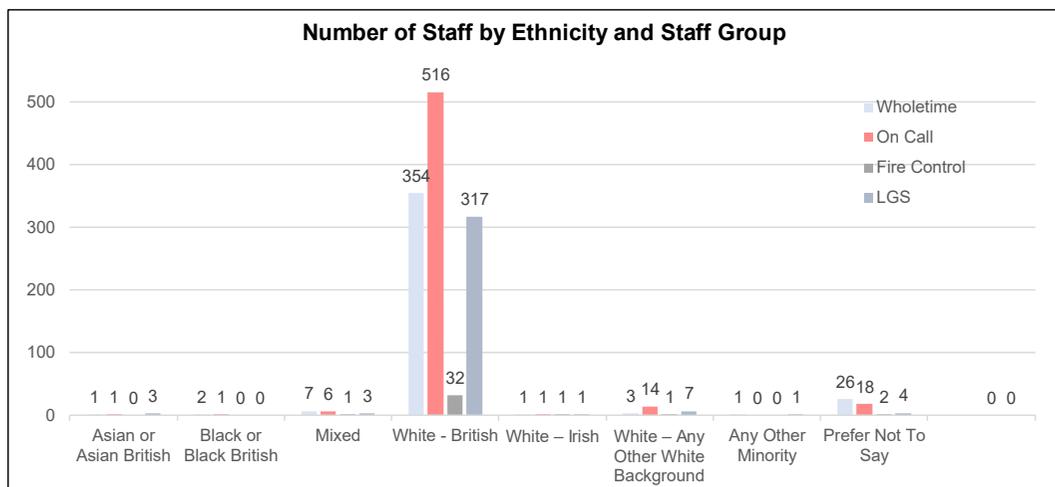


*The national data for FRSs is taken from the information submitted by all Fire Services on the government Gender Pay Portal for the financial year of 2024/25. This does not include any info for FRS' that are merged with the Council or Police as this would not be comparable data.

^The ONS data is taken from the provisional 'All Staff' median pay gap from the latest release of the the ONS Gender Pay Gap report for the year of 2024. This data is calculated from a sample of all company data in the Annual Survey for Hours and Earnings, not just for Fire & Rescue Services.



ETHNICITY



Percentage of Minority Ethnic Staff** in Service

Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	3.80%	4.24%	-0.44%
On Call	4.13%	4.05%	0.08%
Fire Control	8.11%	9.09%	-0.98%
Support Staff	4.46%	4.45%	0.01%
All Staff	4.23%	4.33%	-0.10%

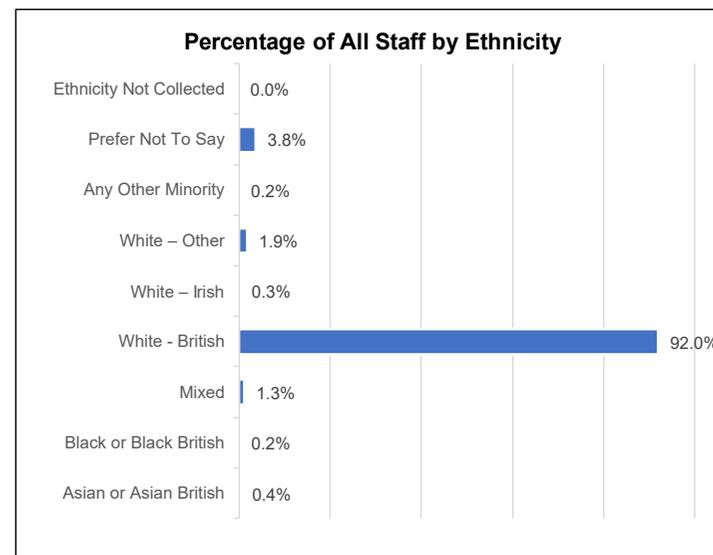
How do we compare against Local and National information?

% of Minority Ethnic Staff by Staff Group

Staff Group	DWFRS	National Data*	DWFRS vs National Data
Wholetime	3.0%	7.0%	-4.0%
On Call	1.5%	2.0%	-0.5%
Fire Control	2.9%	4.5%	-1.6%
Support Staff	2.7%	8.7%	-6.0%
All Staff	2.1%	6.0%	-3.9%

% of Staff & Local Population by Ethnicity

Ethnicity	DWFRS Staff	Census Data - % of Total Local Population^	DWFRS vs Census
White	97.9%	92.3%	5.6%
Mixed	1.3%	2.0%	-0.7%
Asian	0.4%	3.7%	-3.3%
Black	0.2%	1.1%	-0.9%
Other	0.2%	0.9%	-0.8%
Ethnic Origin Not Stated	3.8%	0.0%	3.8%
Total % Minority Ethnic	2.1%	7.7%	-5.6%



**Minority Ethnic Staff figures comprise of all ethnic groups with the exception of the White British ethnic category of the White ethnic group. In the figures throughout this report the Minority Ethnic Staff category includes White Other and White Irish with the exception of comparing against Home Office FRS and Census population figures.

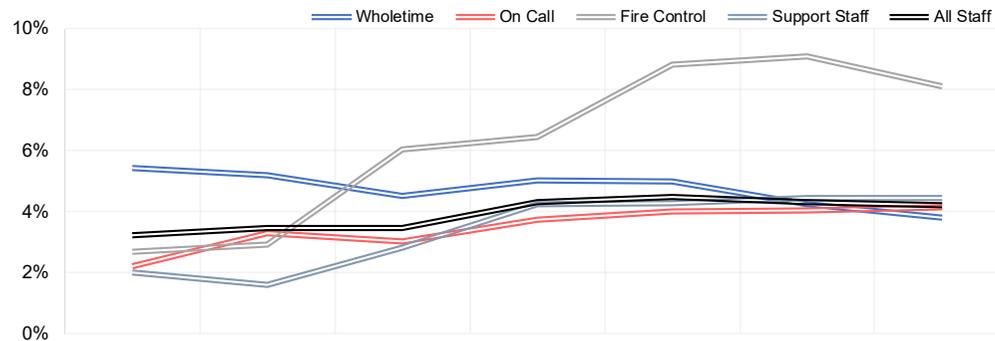
*National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2023/24

In the National Data, the Minority Ethnic Population comprises of all ethnic groups with the exception of the White British, White Irish & White Other. For comparison purposes, the DWFRS data in this comparison has been regrouped to match the Home Office calculations, which also means that the DWFRS figures in this table for those who are 'Prefer not to Say' or ethnicities that have not been collected are also excluded from the calculations (as per the Home Office method).

^The local population data is the latest data available and is based on the 2021 Census Report. For comparison purposes, the DWFRS data has been regrouped to match the local Census data. White Other, White Irish has also been classed as not Minority Ethnic in this section in order to directly compare with the Census data.



% of Minority Ethnic Staff by Year & Staff Group



	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Wholetime	5.4%	5.2%	4.5%	5.0%	5.0%	4.2%	3.8%
On Call	2.2%	3.3%	3.0%	3.7%	4.0%	4.0%	4.1%
Fire Control	2.7%	2.9%	6.1%	6.5%	8.8%	9.1%	8.1%
Support Staff	2.0%	1.6%	2.8%	4.2%	4.3%	4.5%	4.5%
All Staff	3.2%	3.5%	3.5%	4.3%	4.5%	4.3%	4.2%

Average Length of Service (Years)

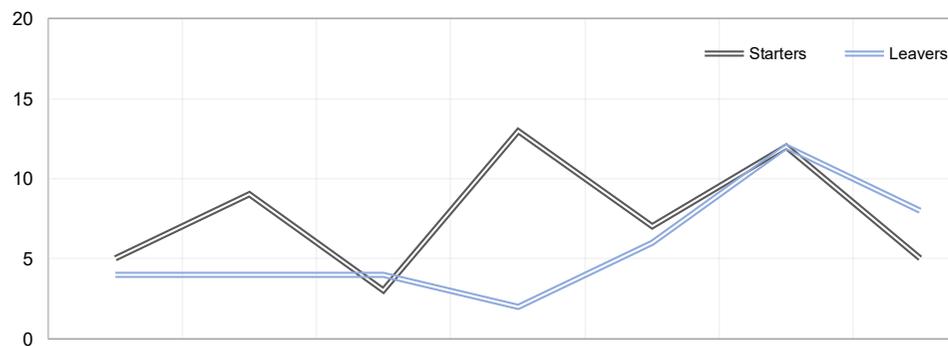
	Minority Ethnic Staff	Not Minority Ethnic or Not Stated
Wholetime	16.1	12.2
On Call	6.6	10.4
Fire Control	19.9	12.2
Support Staff	16.1	12.2
All Staff	9.3	10.5

Job Applicants This Year

Minority Ethnic Split by Staff Group

	Minority Ethnic	Not Minority Ethnic or Not Stated
Wholetime	3.3%	96.7%
On Call	11.2%	88.8%
Fire Control	0.0%	100.0%
Support Staff	11.6%	88.4%
All Applicants	10.8%	89.2%

Number of Minority Ethnic Starters & Leavers by Year



	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Starters	5	9	3	13	7	12	5
Leavers	4	4	4	2	6	12	8

Starters This Year

Minority Ethnic Split by Staff Group

	Minority Ethnic Staff	Not Minority Ethnic or Not Stated
Wholetime	0.0%	100.0%
On Call	7.5%	92.5%
Fire Control	0.0%	100.0%
Support Staff	5.0%	95.0%

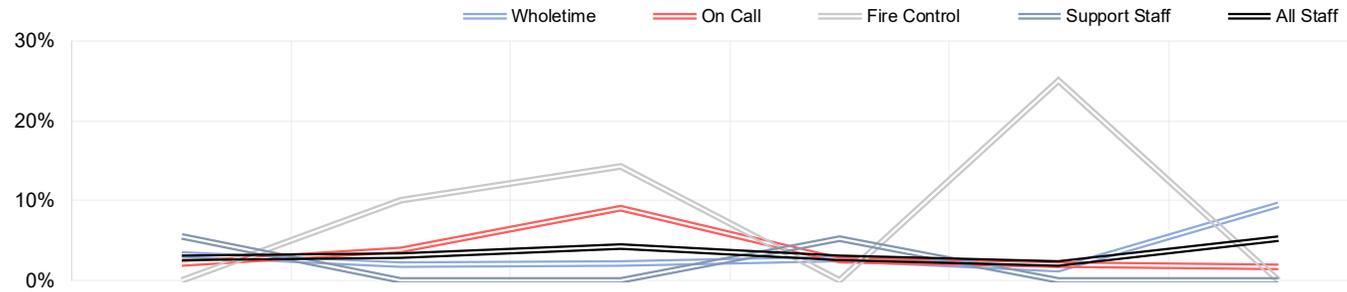
Leavers This Year

Minority Ethnic Split by Staff Group

	Minority Ethnic Staff	Not Minority Ethnic or Not Stated
Wholetime	6.7%	93.3%
On Call	4.1%	95.9%
Fire Control	0.0%	100.0%
Support Staff	7.3%	92.7%

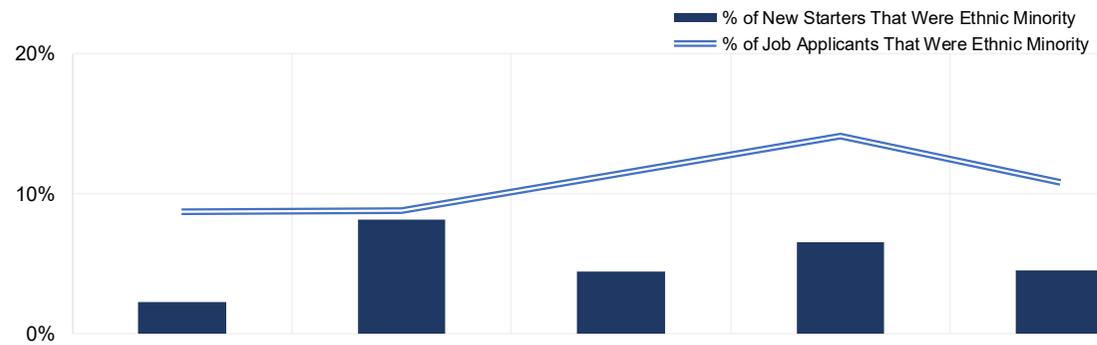


% of Promotions Awarded to Minority Ethnic Staff



	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Wholetime	3.3%	2.0%	2.2%	2.8%	1.4%	9.5%
On Call	2.2%	3.8%	9.1%	2.6%	2.0%	1.8%
Fire Control	0.0%	10.0%	14.3%	0.0%	25.0%	0.0%
Support Staff	5.6%	0.0%	0.0%	5.3%	0.0%	0.0%
All Staff	2.8%	3.1%	4.3%	2.9%	2.2%	5.3%

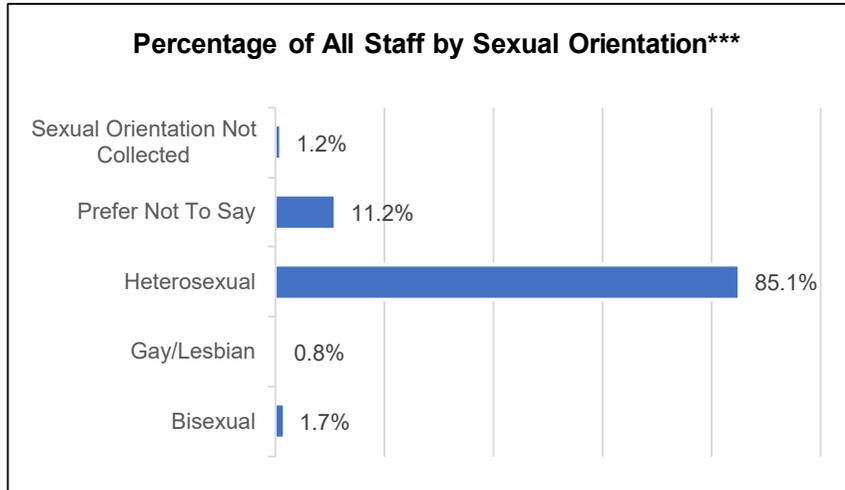
Minority Ethnic - Job Applicants vs New Starters



	2020/21	2021/22	2022/23	2023/24	2024/25
% of Job Applicants That Were Ethnic Minority	8.7%	8.8%	11.4%	14.1%	10.8%
% of New Starters That Were Ethnic Minority	2.3%	8.1%	4.5%	6.5%	4.5%



SEXUAL ORIENTATION



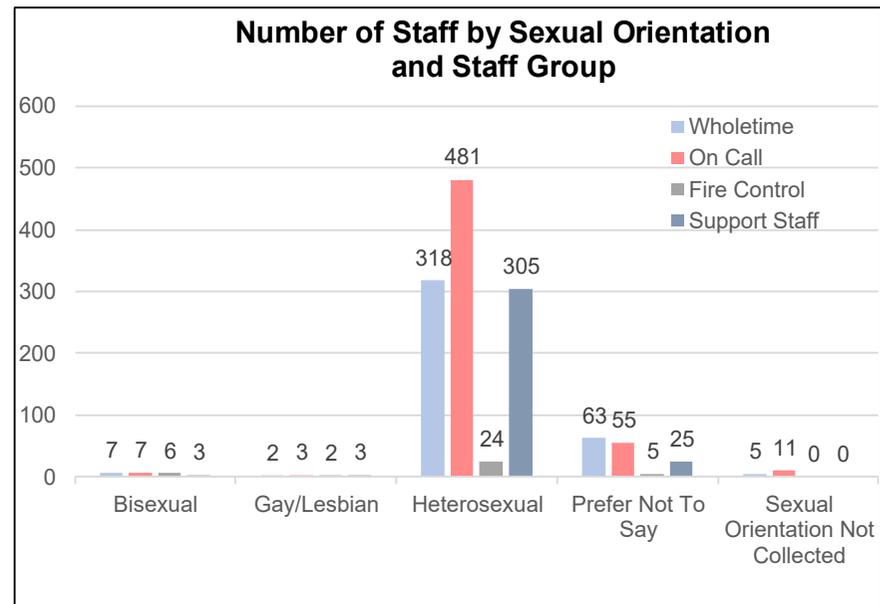
Percentage of LGBTQ+** Staff in Service

Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	2.28%	2.00%	0.28%
On Call	1.80%	1.52%	0.28%
Fire Control	21.62%	18.18%	3.44%
Support Staff	1.79%	2.08%	-0.29%
All Staff	2.49%	2.20%	0.29%

How do we compare against National information?

% of LGBTQ+ Staff by Staff Group

Staff Group	DWFRS	National Data*	DWFRS vs National Data
Wholetime	2.8%	5.8%	-3.0%
On Call	2.0%	3.2%	-1.2%
Fire Control	25.0%	6.6%	18.4%
Support Staff	1.9%	4.6%	-2.7%
All Staff	2.5%	4.9%	-2.4%



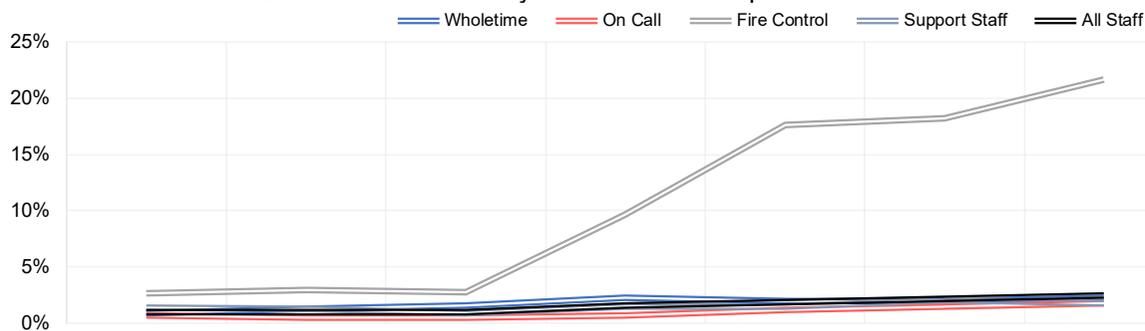
**LGBTQ+ is an acronym that represents Lesbian, Gay, Bisexual, Transgender, and Queer or Questioning individuals, with the "+" signifying inclusion of other identities within the community

*National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2023/24

The National Data has excluded those who 'Prefer Not to Say' or have not had their Sexual Orientation collected from their calculations, therefore the DWFRS figures have been amended in this table to match in order to directly compare.



% of LGBTQ+ Staff by Year & Staff Group



	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Wholetime	0.9%	1.2%	1.5%	2.3%	2.0%	2.0%	2.3%
On Call	0.7%	0.5%	0.5%	0.7%	1.2%	1.5%	1.8%
Fire Control	2.7%	2.9%	2.8%	9.7%	17.6%	18.2%	21.6%
Support Staff	1.3%	1.3%	0.9%	1.5%	1.5%	2.1%	1.8%
All Staff	1.0%	1.0%	1.0%	1.6%	1.9%	2.2%	2.5%

Average Length of Service (Years)

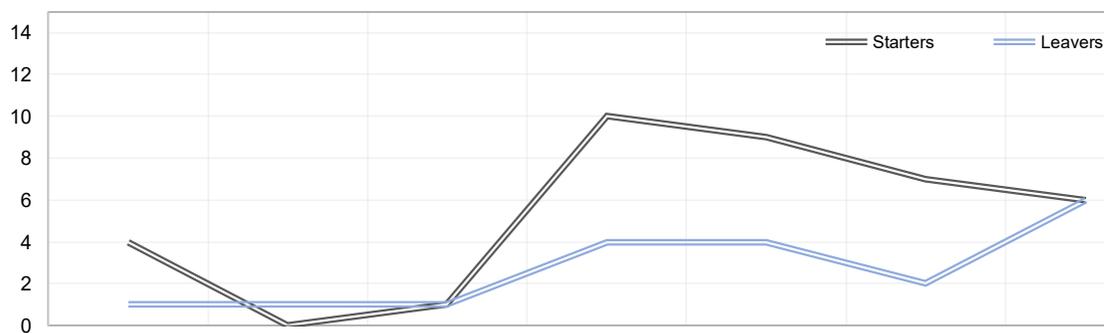
	LGBTQ+	Not LGBTQ+ or Not Stated
Wholetime	5.4	12.5
On Call	5.9	10.4
Fire Control	5.4	14.5
Support Staff	3.0	8.7
All Staff	5.1	14.5

Job Applicants This Year

LGBTQ+ Split by Staff Group

	LGBTQ+	Not LGBTQ+ or Not Stated
Wholetime	12.7%	87.3%
On Call	6.4%	93.6%
Fire Control	0.0%	100.0%
Support Staff	5.0%	95.0%
All Applicants	6.2%	93.8%

Number of LGBTQ+ Starters & Leavers by Year



	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Starters	4	0	1	10	9	7	6
Leavers	1	1	1	4	4	2	6

Starters This Year

LGBTQ+ Split by Staff Group

	LGBTQ+	Not LGBTQ+ or Not Stated
Wholetime	4.3%	95.7%
On Call	2.5%	97.5%
Fire Control	28.6%	71.4%
Support Staff	5.0%	95.0%

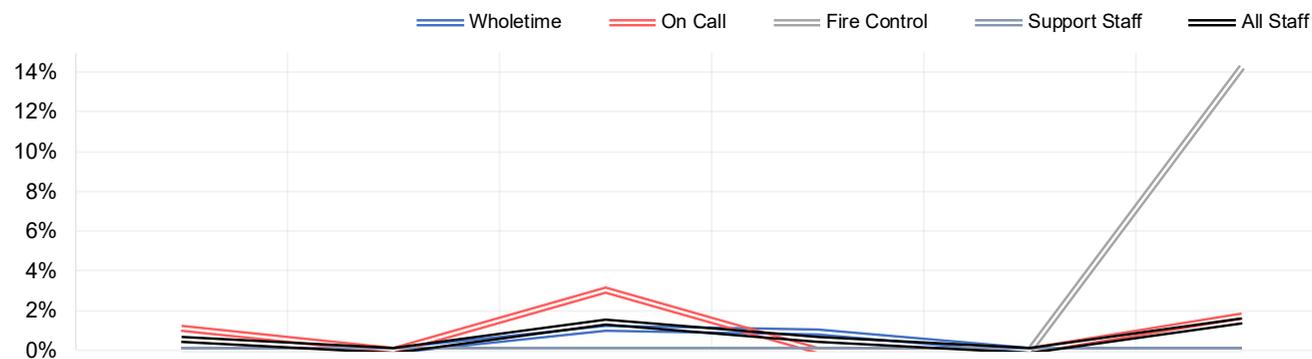
Leavers This Year

LGBTQ+ Split by Staff Group

	LGBTQ+	Not LGBTQ+ or Not Stated
Wholetime	3.3%	96.7%
On Call	2.7%	97.3%
Fire Control	0.0%	100.0%
Support Staff	7.3%	92.7%

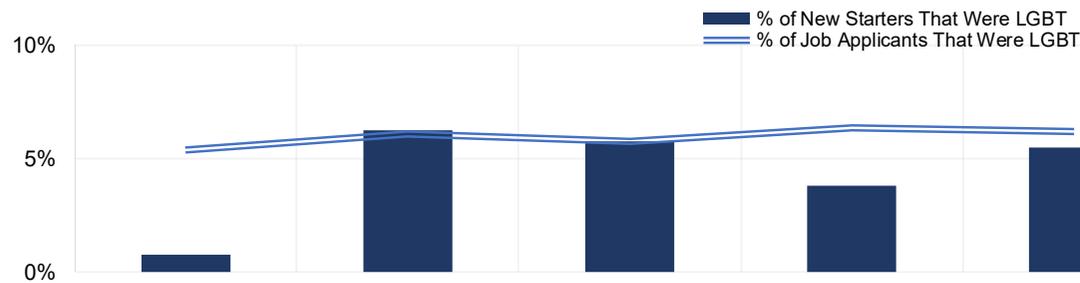


% of Promotions Awarded to LGBTQ+ Staff



	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Wholetime	0.0%	0.0%	1.1%	0.9%	0.0%	0.0%
On Call	1.1%	0.0%	3.0%	0.0%	0.0%	1.8%
Fire Control	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%
Support Staff	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
All Staff	0.6%	0.0%	1.4%	0.6%	0.0%	1.5%

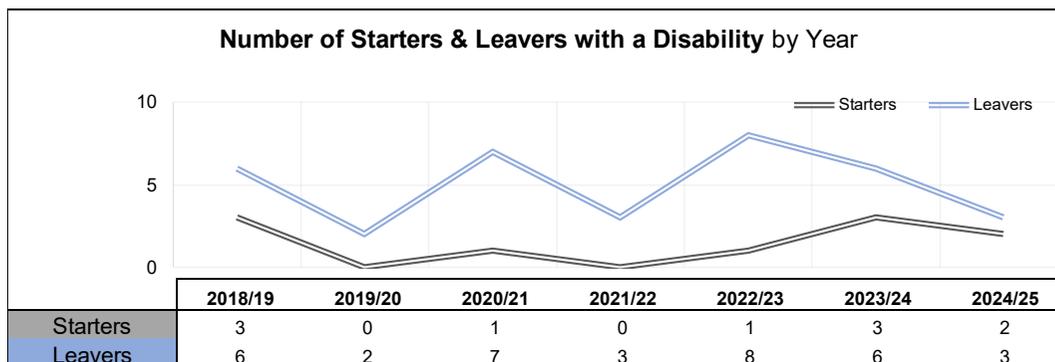
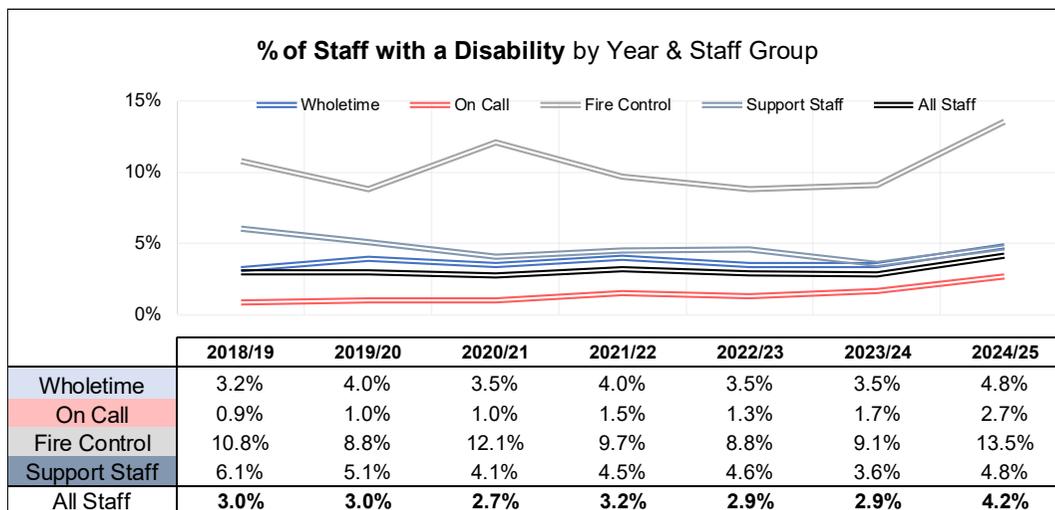
LGBTQ+ - Job Applicants vs New Starters



	2020/21	2021/22	2022/23	2023/24	2024/25
% of Job Applicants That Were LGBTQ+	5.4%	6.1%	5.8%	6.4%	6.2%
% of New Starters That Were LGBTQ+	0.8%	6.3%	5.7%	3.8%	5.5%



DISABILITY



Percentage of Staff with a Disability in the Service

Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	4.81%	3.49%	1.32%
On Call	2.69%	1.69%	1.01%
Fire Control	13.51%	9.09%	4.42%
Support Staff	4.76%	3.56%	1.20%
All Staff	4.15%	2.86%	1.29%

How do we compare against National information?

% of Disabled Staff by Staff Group*

Staff Group	DWFRS	National Data*	DWFRS vs National Data
Wholetime	5.14%	5.60%	-0.46%
On Call	2.75%	3.70%	-0.95%
Fire Control	13.51%	8.40%	5.11%
Support Staff	4.80%	10.10%	-5.30%
All Staff	4.28%	6.10%	-1.82%

% of Staff & Local Population by Disability Category^

	% of Local Population between 16 and 64^	DWFRS vs Local Population
Specified a Disability	15.5%	-11.33%
No Disability or Did Not Specify	84.5%	11.33%

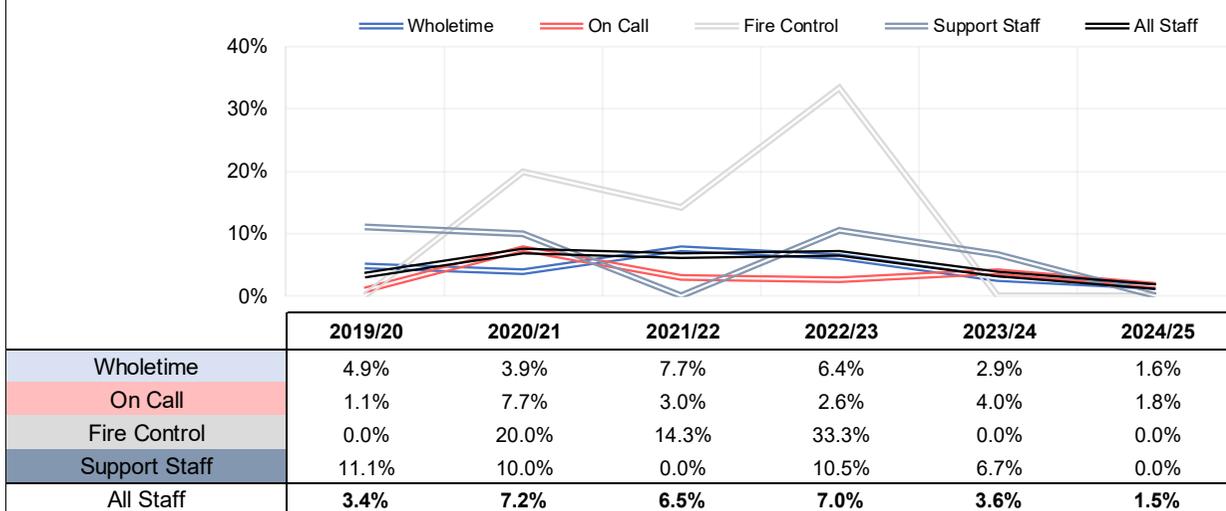
*National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2023/24

The National Data has excluded those who 'Prefer Not to Say' or have not had their Disability status collected from their calculations, therefore the DWFRS figures have been amended in this table to match in order to directly compare.

^The local population data is the latest data available and is based on the 2021 Census Report



% of Promotions Awarded to Disabled Staff



Average Length of Service (Years)

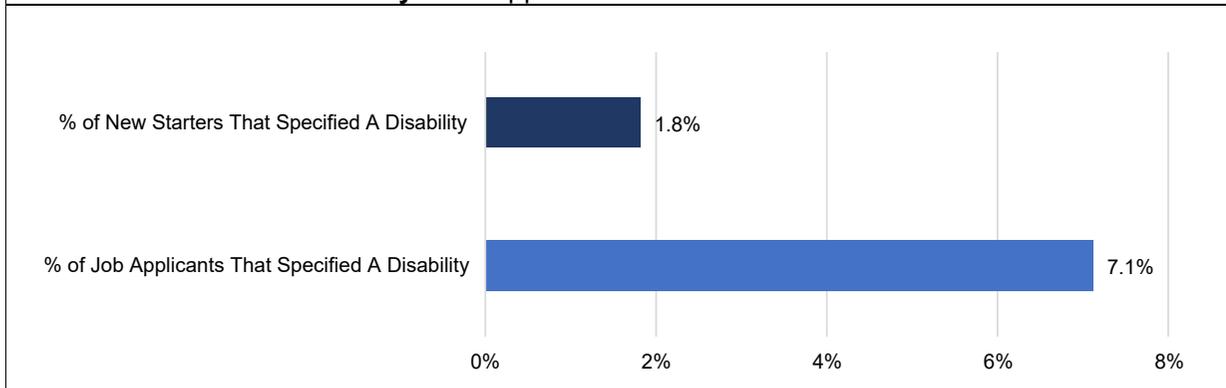
	Specified a Disability	No Disability or Not Specified
Wholetime	12.4	12.3
On Call	11.5	10.3
Fire Control	9.6	13.0
Support Staff	9.4	8.6
All Staff	11.0	14.4

Starters This Year

Disability Split by Staff Group

	Specified a Disability	No Disability or Not Specified
Wholetime	0.0%	100.0%
On Call	2.5%	97.5%
Fire Control	0.0%	100.0%
Support Staff	2.5%	97.5%

Disability - Job Applicants vs New Starters - 2024/25*



Leavers This Year

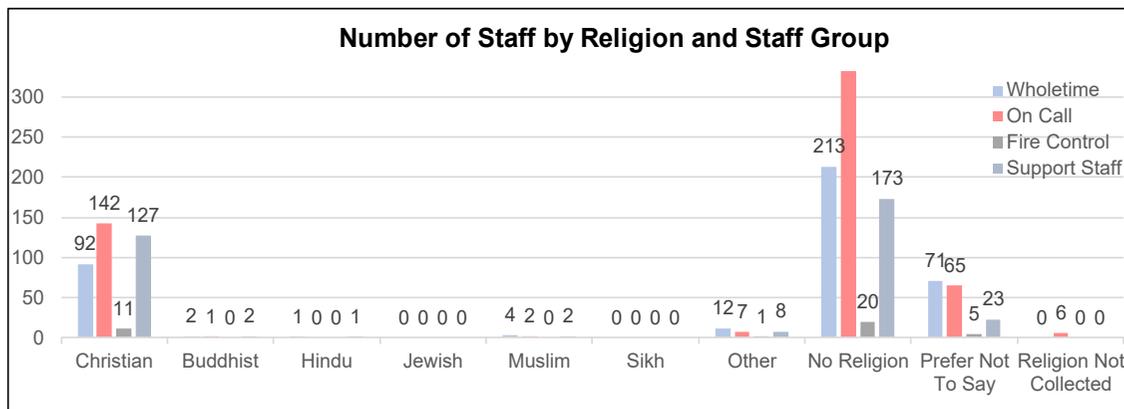
Disability Split by Staff Group

	Specified a Disability	No Disability or Not Specified
Wholetime	10.0%	90.0%
On Call	0.0%	100.0%
Fire Control	0.0%	100.0%
Support Staff	0.0%	100.0%

*Disability data for job applicants was not available previous to 2024-25.



RELIGION & BELIEF



Percentage of Religious** Staff in Service

Staff Group	This Year	Last Year	Difference vs Last Yr
Wholetime	28.10%	29.43%	-1.33%
On Call	27.29%	27.82%	-0.54%
Fire Control	32.43%	36.36%	-3.93%
Support Staff	41.67%	45.70%	-4.03%
All Staff	31.32%	32.92%	-1.60%

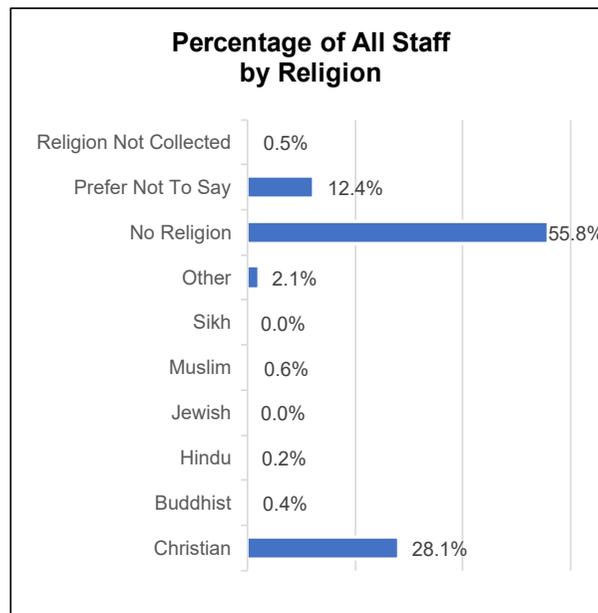
How do we compare against Local and National information?

% of Religious Staff by Staff Group

Staff Group	National Data*	DWFRS vs National Data
Wholetime	34.9%	-6.8%
On Call	31.3%	-4.0%
Fire Control	37.3%	-4.8%
Support Staff	43.0%	-1.3%
All Staff	35.6%	-4.3%

Local Population by Religion

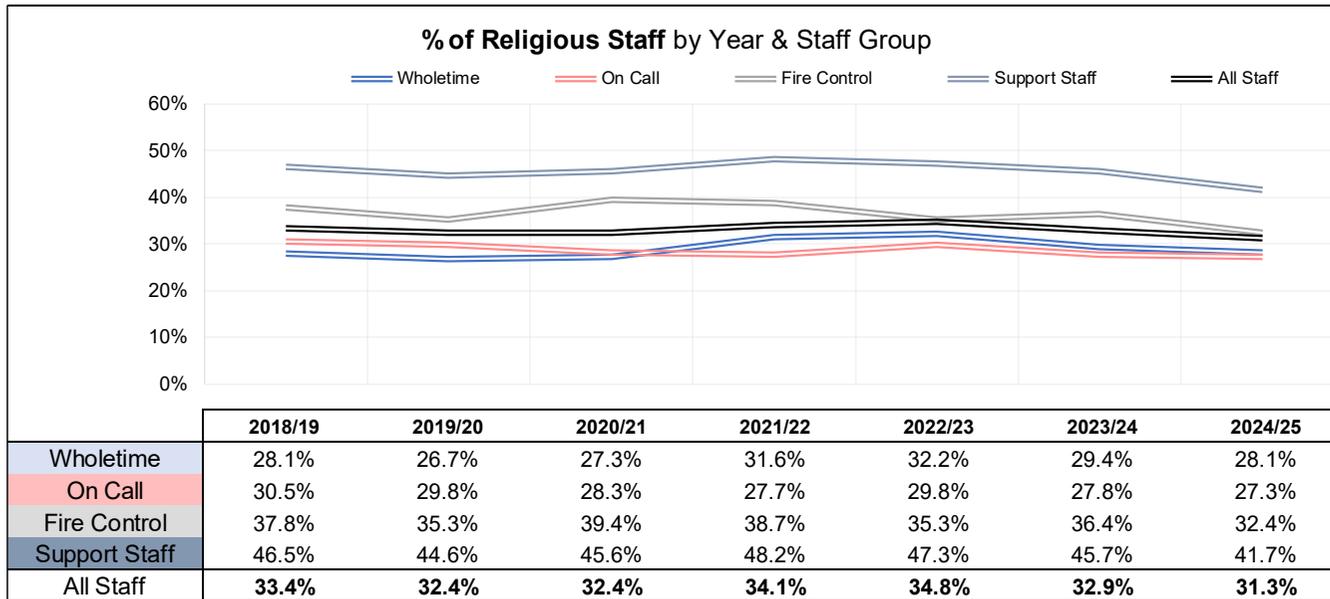
Religion	Census Data - % of Total Local Population [^]	DWFRS vs Census
No Religion	41.1%	14.7%
Christian (All Denominations)	49.1%	-21.0%
Buddhist	0.5%	-0.1%
Hindu	0.8%	-0.6%
Jewish	0.2%	-0.2%
Muslim	1.2%	-0.6%
Sikh	0.2%	-0.2%
Any Other Religion	0.7%	1.5%
Not Specified	6.3%	6.5%
Total % Religious	52.6%	-21.3%



**Religious Staff includes all staff with exception of those that have specified 'No Religion', have not stated their religion or have not had their religion collected

*National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2023/24
As no religious % is given in the Home Office Data, this has been calculated based on DWFRS methodology so is comparable to our figures.

[^]The Local data is latest data available and is obtained from the Census Report for the year of 2021

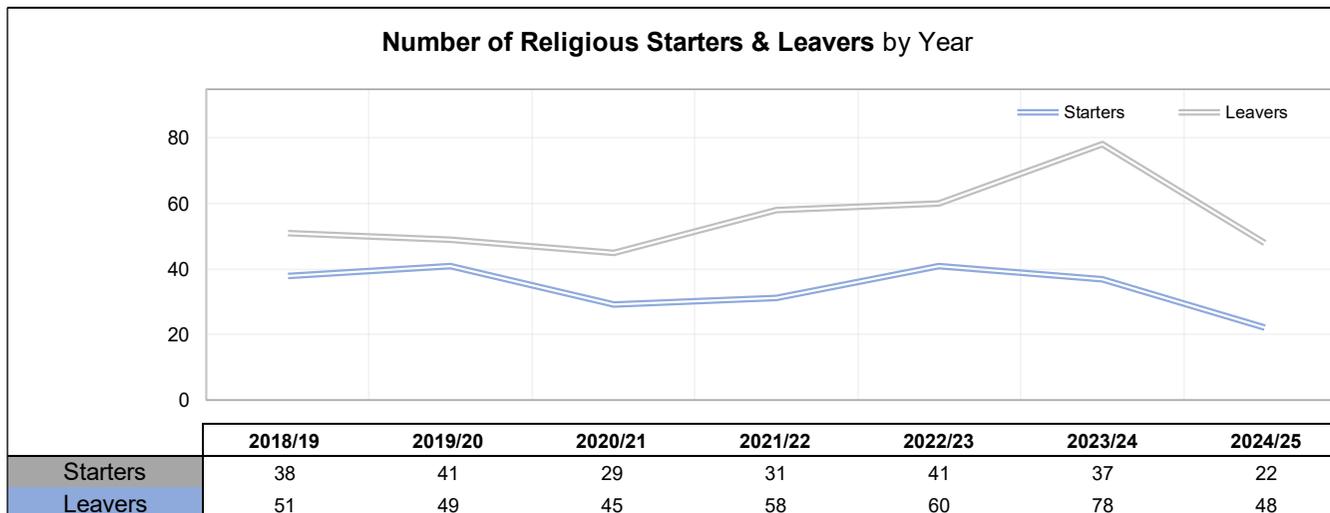


Average Length of Service (Years)

	Specified a Religion	No Religion or None Stated
Wholetime	14.3	11.6
On Call	13.3	9.2
Fire Control	19.0	9.4
Support Staff	11.1	6.9
All Staff	13.0	32.5

Job Applicants This Year Religious Split by Staff Group

	Specified a Religion	No Religion or None Stated
Wholetime	20.0%	80.0%
On Call	22.5%	77.5%
Fire Control	0.0%	100.0%
Support Staff	28.4%	71.6%
All Applicants	25.7%	74.3%



Starters This Year Religious Split by Staff Group

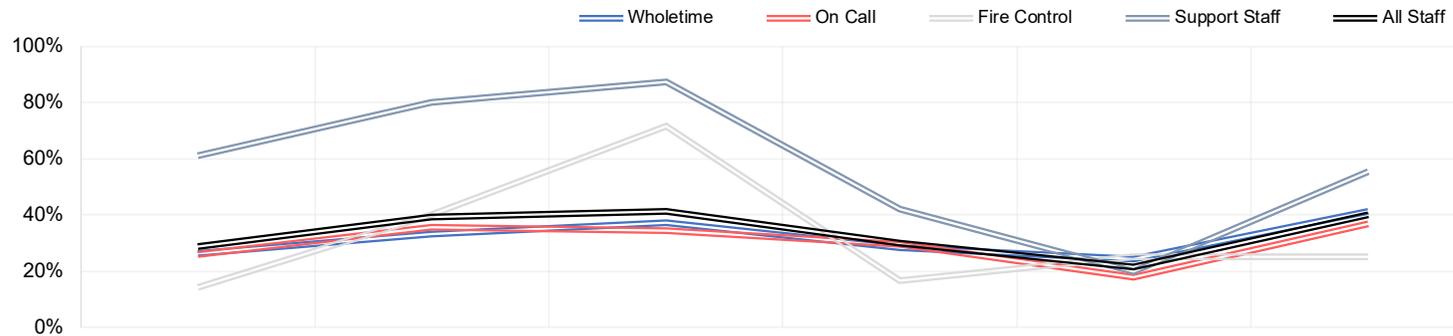
	Specified a Religion	No Religion or None Stated
Wholetime	17.4%	82.6%
On Call	22.5%	77.5%
Fire Control	14.3%	85.7%
Support Staff	20.0%	80.0%

Leavers This Year Religious Split by Staff Group

	Specified a Religion	No Religion or None Stated
Wholetime	30.0%	70.0%
On Call	24.7%	75.3%
Fire Control	33.3%	66.7%
Support Staff	48.8%	51.2%

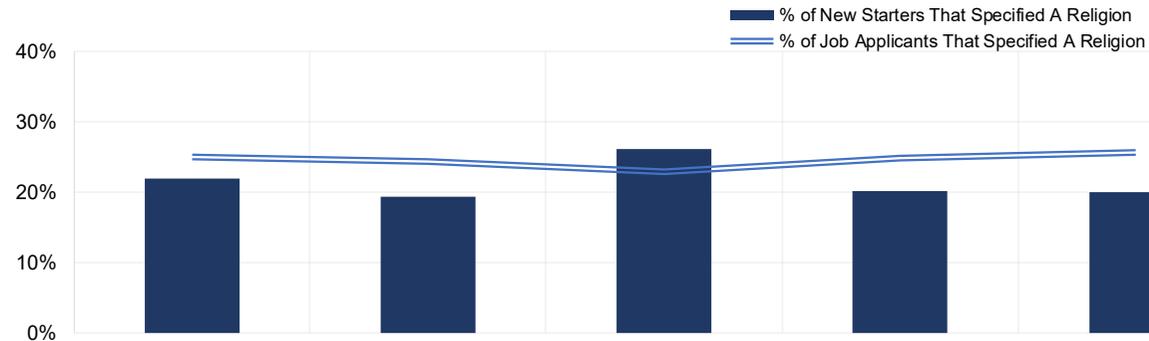


% of Promotions Awarded to Religious Staff



	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Wholetime	26.2%	33.3%	37.4%	28.4%	24.3%	41.3%
On Call	25.7%	35.7%	34.3%	29.5%	18.0%	36.8%
Fire Control	14.3%	40.0%	71.4%	16.7%	25.0%	25.0%
Support Staff	61.1%	80.0%	87.5%	42.1%	20.0%	55.6%
All Staff	28.7%	39.4%	41.1%	29.8%	21.6%	39.8%

Religious - Job Applicants vs New Starters

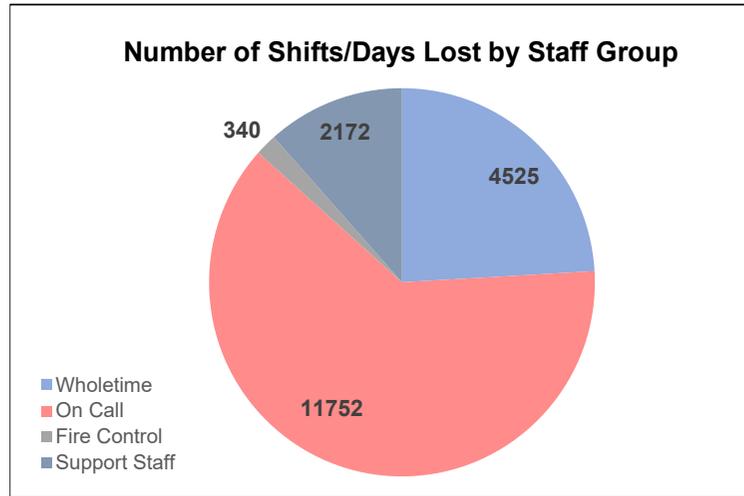


	2020/21	2021/22	2022/23	2023/24	2024/25
% of Job Applicants That Specified A Religion	25.1%	24.3%	22.9%	24.8%	25.7%
% of New Starters That Specified A Religion	22.0%	19.4%	26.1%	20.1%	20.0%



THE HEALTH AND WELLBEING OF OUR WORKFORCE

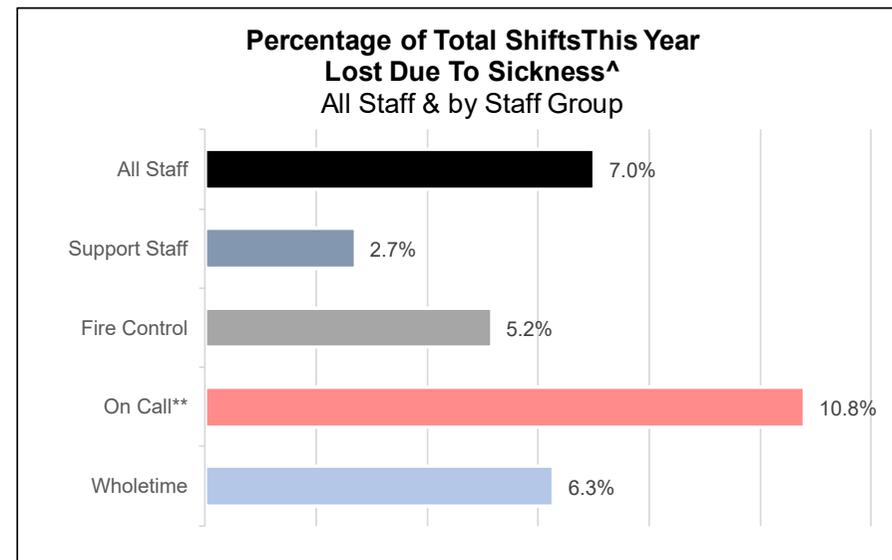
SICKNESS ABSENCE



Average Shifts Lost Per Person***			
Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	10.99	11.85	-0.86
On Call	20.61	16.77	3.84
Fire Control	10.76	6.70	4.06
Support Staff	7.17	6.49	0.68
All Staff	11.78	10.78	1.00

How do we compare against the National information?

Average Shifts Lost Per Person		
Staff Group	National Data*	DWFRS vs National Data
Wholetime	11.36	-0.37
On Call**	16.88	3.73
Fire Control	13.54	-2.78
Support Staff	9.64	-2.47
All Staff	11.86	-0.08

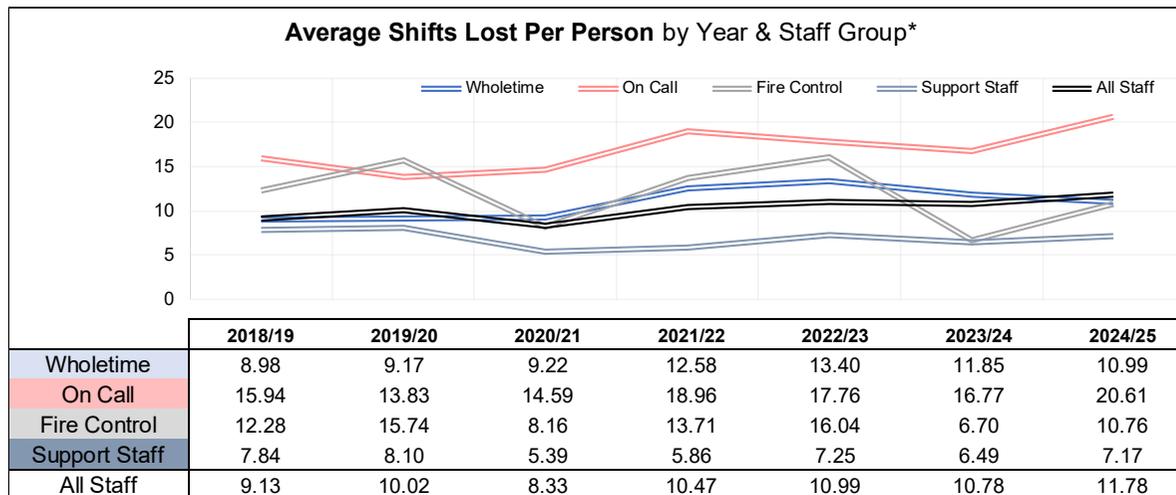


*The National Data is taken from the National Sickness Absence Report for the following year; 2024/25

^Total Shifts for Year has been calculated by Staff Group from FTE number of staff multiplied by FTE weekly hours

**On Call is calculated on availability as they do not have guaranteed shifts

***DWFRS Figures have been rounded to align to our internal reporting. On Call is calculated on days lost rather than shifts.

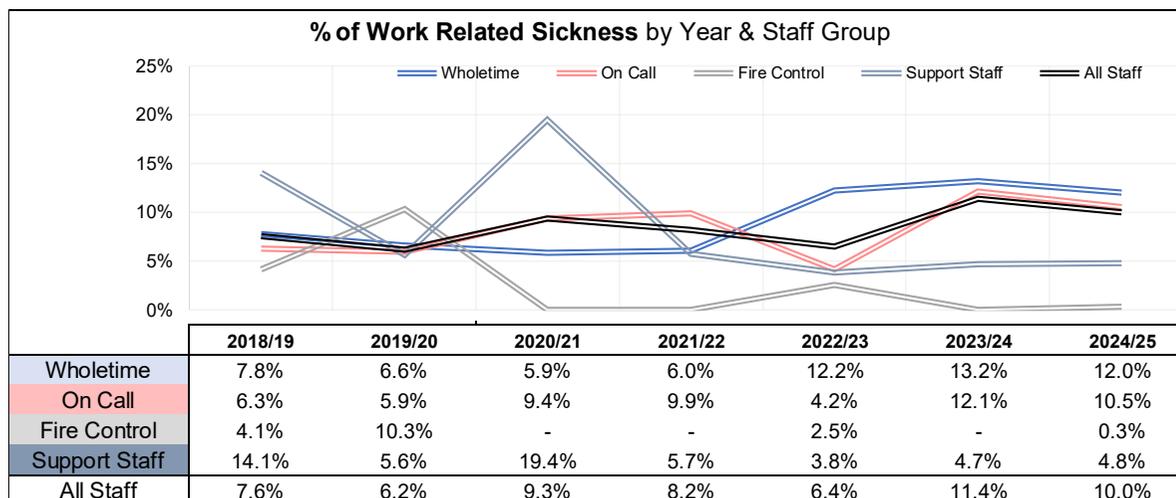


Split of Long Term and Short Term Sickness

	Short Term	Long Term
Wholetime	29.1%	70.9%
On Call	18.0%	82.0%
Fire Control	34.1%	65.9%
Support Staff	36.0%	64.0%
All Staff	23.1%	76.9%

% of Sickness Absence This Year that is Work Related

Wholetime	12.0%
On Call	10.5%
Fire Control	0.3%
Support Staff	4.8%
All Staff	10.0%



Number of Shifts Lost by Sickness Type*

	Work Related	Not Work Related
Wholetime	542	3983
On Call	1232	10520
Fire Control	1	339
Support Staff	104	2068
All Staff	1879	16910

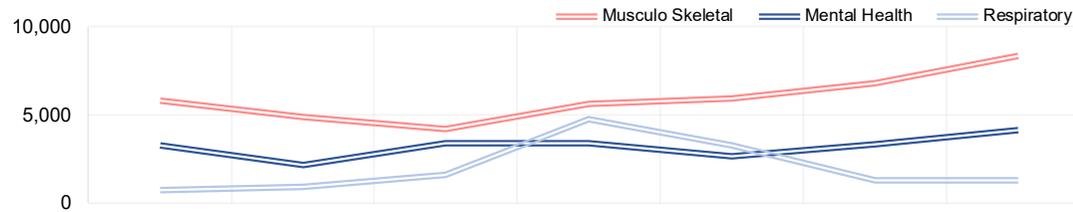
% of Employees Who Had A Sickness Absence This Year (vs. average headcount)

Wholetime	60.0%
On Call	20.5%
Fire Control	81.7%
Support Staff	56.0%
All Staff	42.6%

*On Call is calculated on calendar days as they do not have guaranteed shifts



Total Number of Shifts/Days Lost to Sickness for Top 3 Sickness Causations by Year (All Staff)



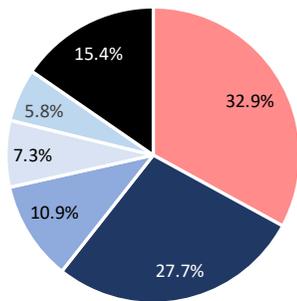
	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Musculo Skeletal	5835.9	4886.7	4219.8	5633.0	5928.1	6826.8	8333.0
Mental Health	3304.1	2182.6	3400.9	3398.7	2678.1	3333.6	4134.2
Respiratory	753.6	952.5	1633.6	4730.3	3256.5	1305.4	1281.8

Percentage of Total Sickness Shifts Lost vs National Average (All Staff)

Top 3 Causation Category	DWFRS	National Average	Difference vs National Data
Musculo Skeletal	44.35%	27.05%	17.30%
Mental Health	22.00%	24.76%	-2.76%
Respiratory	6.82%	9.85%	-3.03%

Wholetime

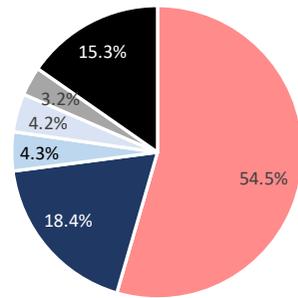
Top 5 Sickness Causations
(% of Total Sickness for Staff Group)



- Musculo Skeletal
- Mental Health
- Hospital/Post Operative
- Respiratory
- Gastro-Intestinal
- All Other Sicknesses

On Call*

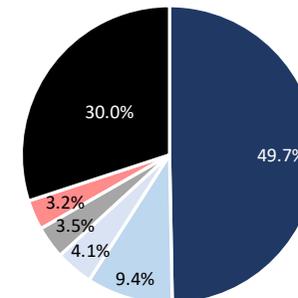
Top 5 Sickness Causations
(% of Total Sickness for Staff Group)



- Musculo Skeletal
- Mental Health
- Gastro-Intestinal
- Respiratory
- Headache/Migraine/Neurological
- All Other Sicknesses

Fire Control

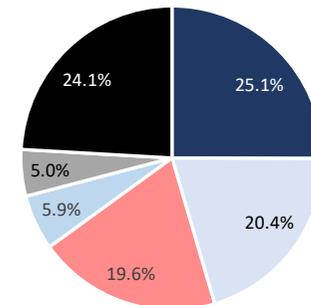
Top 5 Sickness Causations
(% of Total Sickness for Staff Groups)



- Mental Health
- Gastro-Intestinal
- Respiratory
- Headache/Migraine/Neurological
- Musculo Skeletal
- All Other Sicknesses

Support Staff

Top 5 Sickness Causations
(% of Total Sickness for Staff Group)



- Mental Health
- Respiratory
- Musculo Skeletal
- Gastro-Intestinal
- Headache/Migraine/Neurological
- All Other Sicknesses



**DORSET & WILTSHIRE
FIRE AND RESCUE
AUTHORITY**

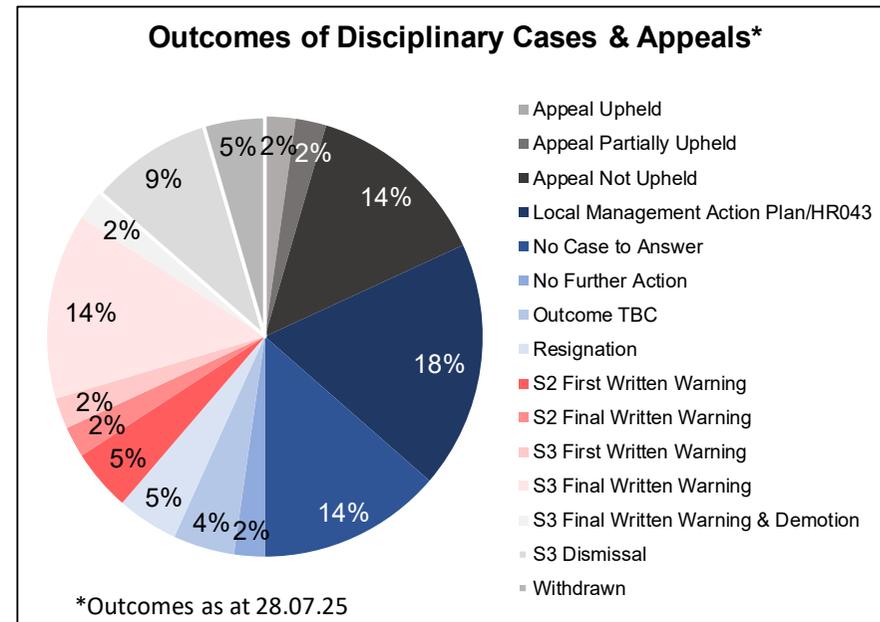
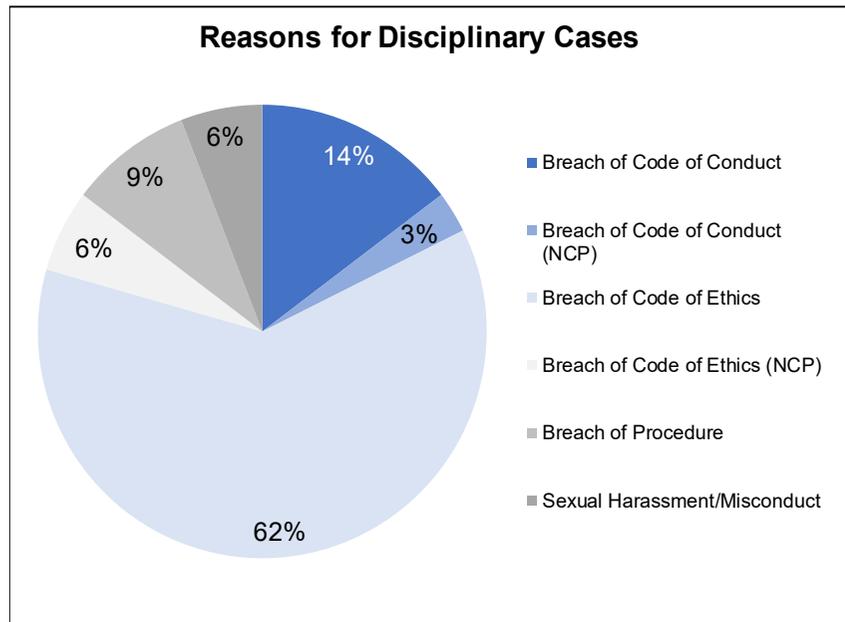
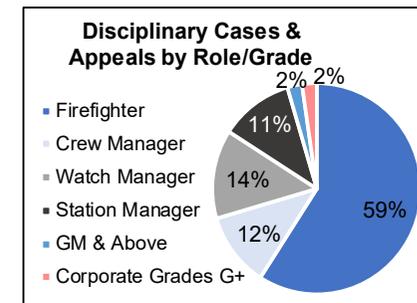
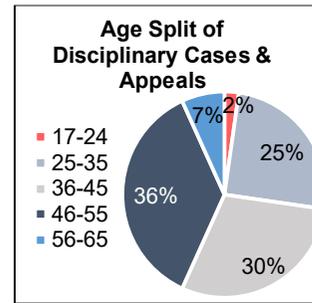
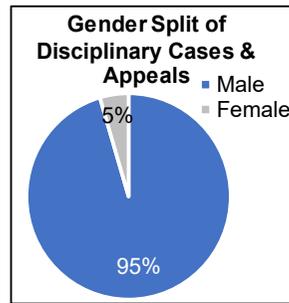


PERFORMANCE MANAGEMENT

DISCIPLINARIES & GRIEVANCES

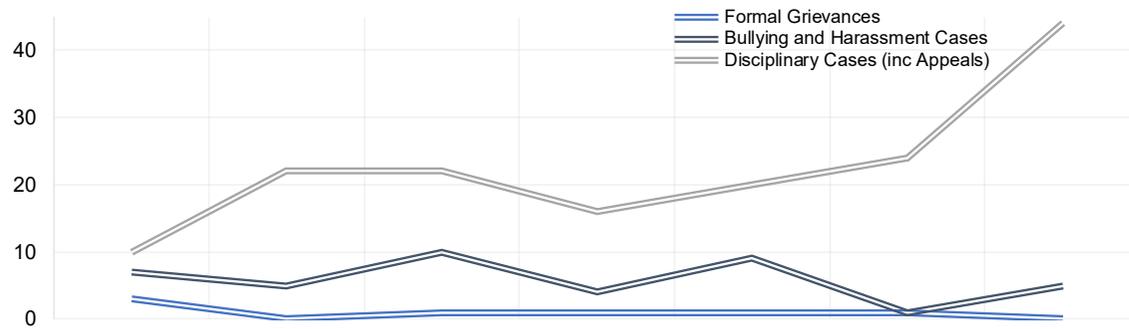


Number of Disciplinary Cases & Appeals			
Staff Group	This Year	Last Year	Difference vs Last Yr
Wholetime & Fire Control	20	4	16
On Call	23	15	8
Support Staff	1	5	-4
All Staff	44	24	20





Disciplinary & Grievance Cases by Year



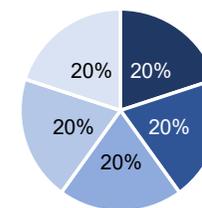
	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Formal Grievances	3	0	1	1	1	1	0
Bullying & Harassment Cases	7	5	10	4	9	1	5
Disciplinary Cases (incl. Appeals)	10	22	22	16	20	24	44

Number of Bullying & Harassment Cases

Staff Group	This Year	Last Year	Difference vs Last Yr
Wholetime & Fire Control	0	1	-1
On Call	4	0	4
Support Staff	1	0	1
All Staff	5	1	4

Age Split of Bullying & Harassment Cases

- 17-24
- 25-35
- 36-45
- 46-55
- 55-65

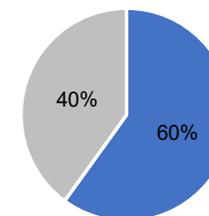


Number of Formal Grievances

Staff Group	This Year	Last Year	Difference vs Last Yr
Wholetime	1	1	0
On Call	0	0	0
Fire Control	1	0	1
Support Staff	0	0	0
All Staff	2	1	1

Gender Split of Bullying & Harassment Cases

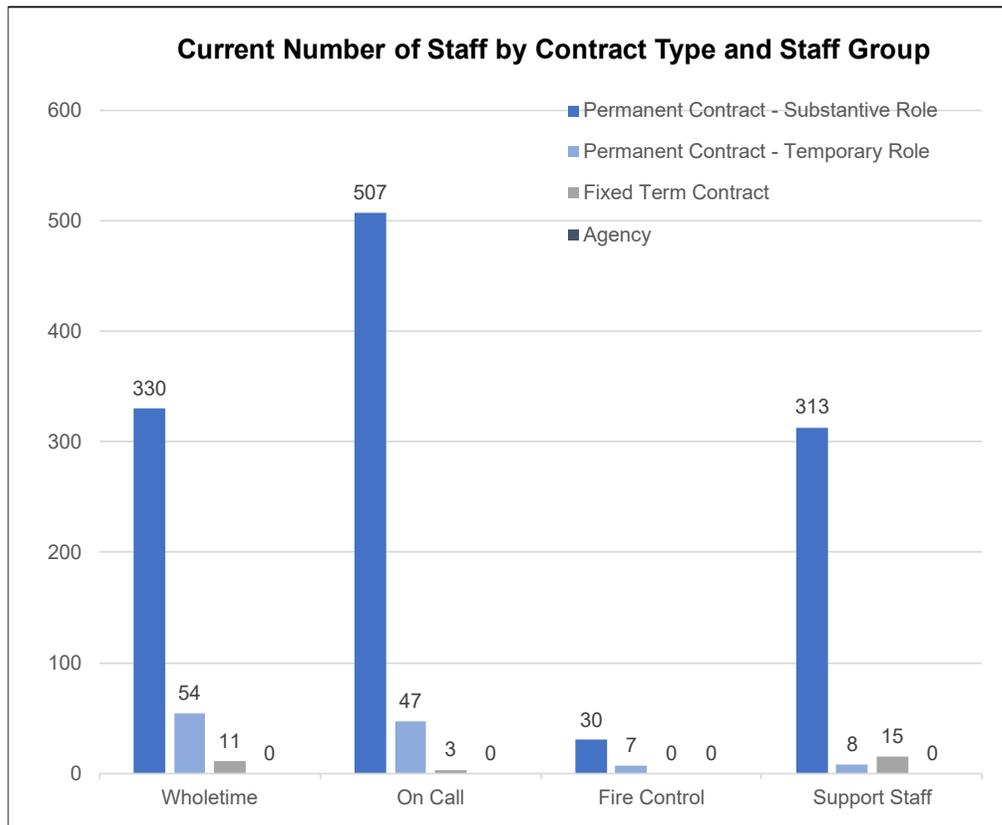
- Male
- Female





STAFF PROGRESSION & RETENTION

STAFF PROMOTIONS



Total Number of Promotions			
Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	67	70	-3
On Call	64	50	14
Fire Control	7	4	3
Support Staff	12	15	-3
All Staff	150	139	11

Temporary Promotions			
Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	38	30	8
On Call	33	39	-6
Fire Control	4	4	0
Support Staff	4	11	-7
All Staff	79	84	-5

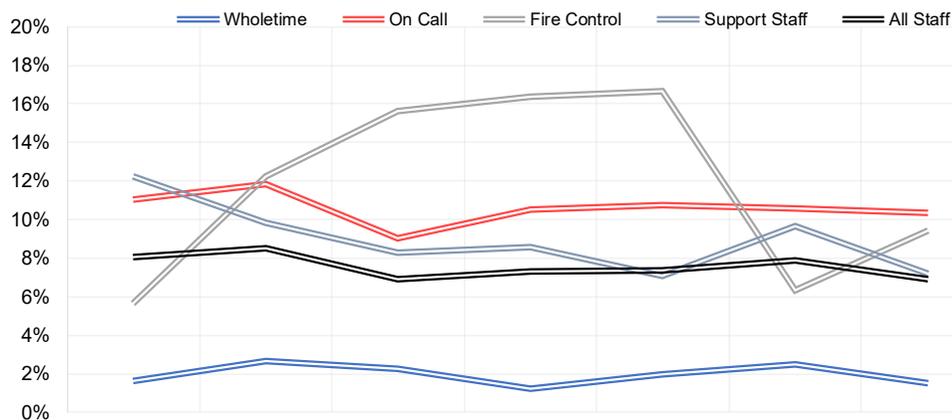
Substantive Promotions			
Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	29	40	-11
On Call	31	11	20
Fire Control	3	0	3
Support Staff	8	4	4
All Staff	71	55	16



STAFF TURNOVER

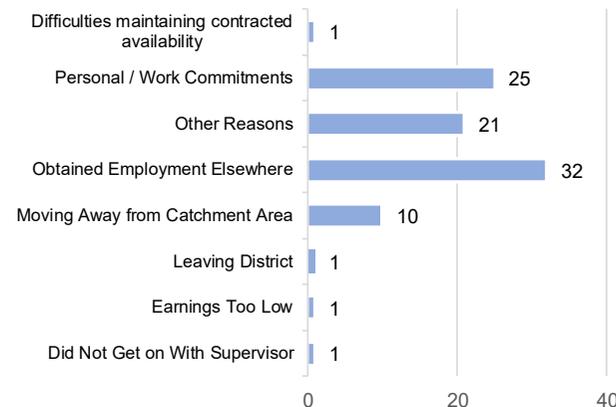
Staff Turnover			
Type of Staff Turnover	This Year	Last Year	Difference vs Last Year
Voluntary*	6.88%	7.88%	-1.00%
Involuntary^	4.11%	5.08%	-0.97%
All Staff	10.99%	13.04%	-2.04%

Voluntary* Staff Turnover by Staff Group & Year

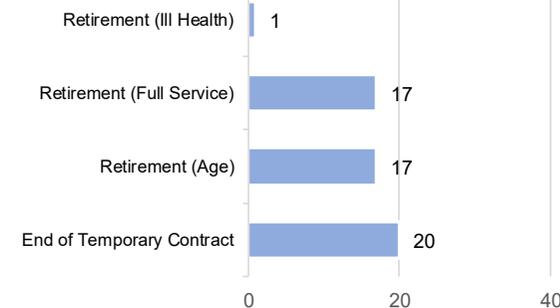


	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Wholetime	1.6%	2.6%	2.2%	1.2%	2.0%	2.5%	1.5%
On Call	11.0%	11.8%	9.0%	10.5%	10.7%	10.6%	10.3%
Fire Control	5.6%	12.2%	15.6%	16.4%	16.6%	6.3%	9.4%
Support Staff	12.2%	9.9%	8.3%	8.6%	7.1%	9.6%	7.2%
All Staff	8.0%	8.5%	6.9%	7.3%	7.4%	7.9%	6.9%

Number of Voluntary Leavers by Reason



Number of Involuntary Leavers by Reason



^Involuntary Leavers includes anyone who has left DWFRS due to the following reasons;

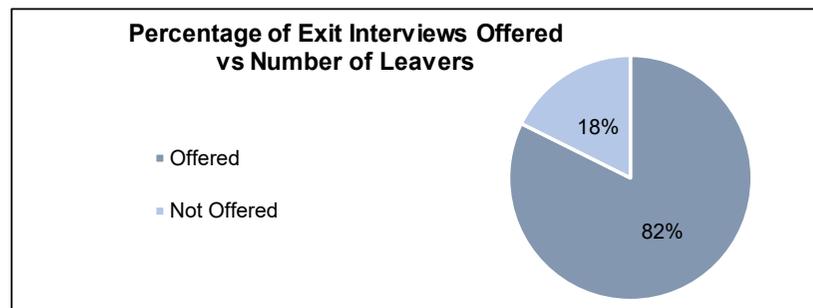
Capability (sickness), Dismissal, Deceased, Employment Terminated by Mutual Consent, End of Temp Contract, Redundancy, Retirement (Age, Full Service or Ill Health), TUPE Transfer

*All employees with leaving reasons different to those highlighted above are included as Voluntary Leavers

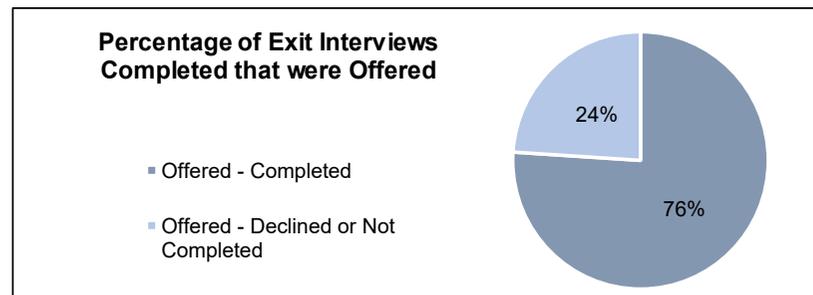


Staff Group	This Year	Last Year	Difference vs Last Yr
Wholetime	60.00%	52.17%	7.83%
On Call	58.90%	55.56%	3.35%
Fire Control	100.00%	66.67%	33.33%
Support Staff	68.29%	48.94%	19.36%
All Staff	62.59%	53.11%	9.48%

	Wholetime	On Call	Fire Control	Support Staff
Less than 6M	1	2	-	7
6M to 2 Years	6	16	1	17
2+ Yrs to 5 Yrs	2	20	1	10
5+ Yrs to 10 Yrs	1	9	-	2
10+ Yrs to 20 Yrs	4	14	-	3
20+ Years	16	12	1	2
Average Length of Service for Leavers (Yrs)	16.80	9.92	8.33	4.17



	Voluntary Leavers	Involuntary Leavers	Total Leavers	Total Starters
Wholetime	6	24	30	23
On Call	59	14	73	40
Fire Control	3	-	3	7
Support Staff	24	17	41	40
All Staff	92	55	147	110



	Wholetime	On Call	Total
Trainee - Length of Service within 6 Months	-	1	1
Trainee - Length of Service over 6 Months	-	-	-
Left in Development	-	15	15

Category	Percentage
All Other FF Leavers	21%
FF within Development	79%

*This information only includes those with the job role of Firefighter within Wholetime & On Call

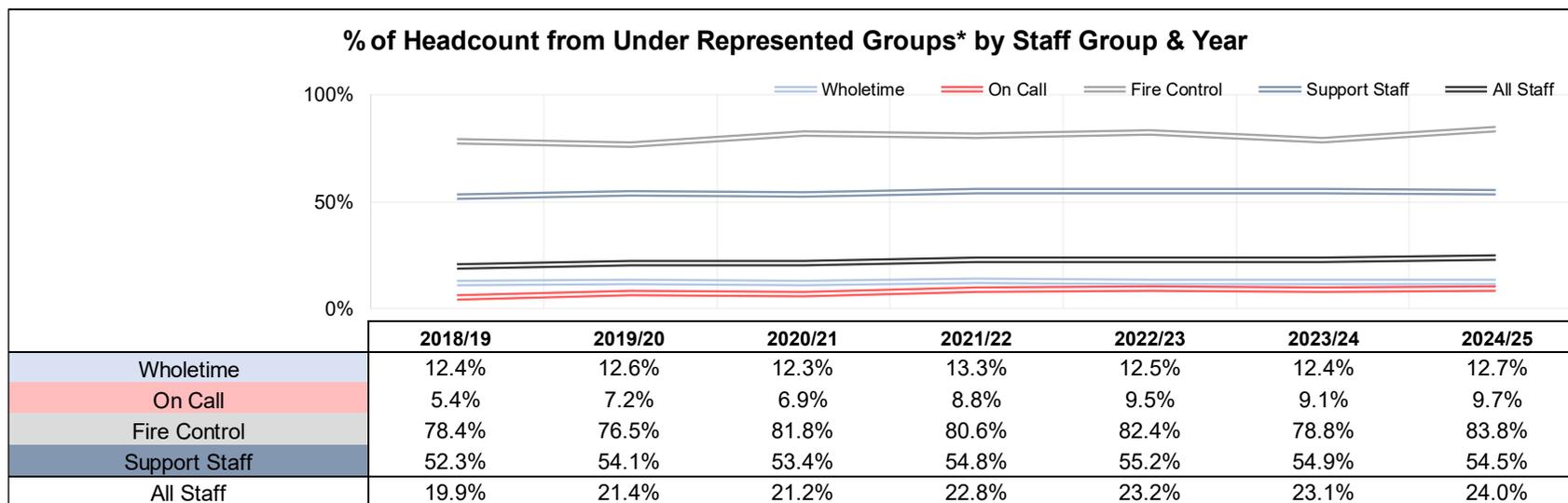


CORPORATE TARGETS

TO IMPROVE THE DIVERSITY OF OUR WORKFORCE

CORPORATE TARGET	We will improve the diversity of our workforce as a whole, compared to the last five years	Target - 5 Year Average
		22.90%

% of Headcount from Under Represented Groups*			
Staff Group	This Year	Last Year	Difference vs Last Year
All Staff	24.04%	23.05%	0.99%
Wholetime	12.66%	12.44%	0.22%
On Call	9.69%	9.09%	0.60%
Fire Control	83.78%	78.79%	5.00%
Support Staff	54.46%	54.90%	-0.43%



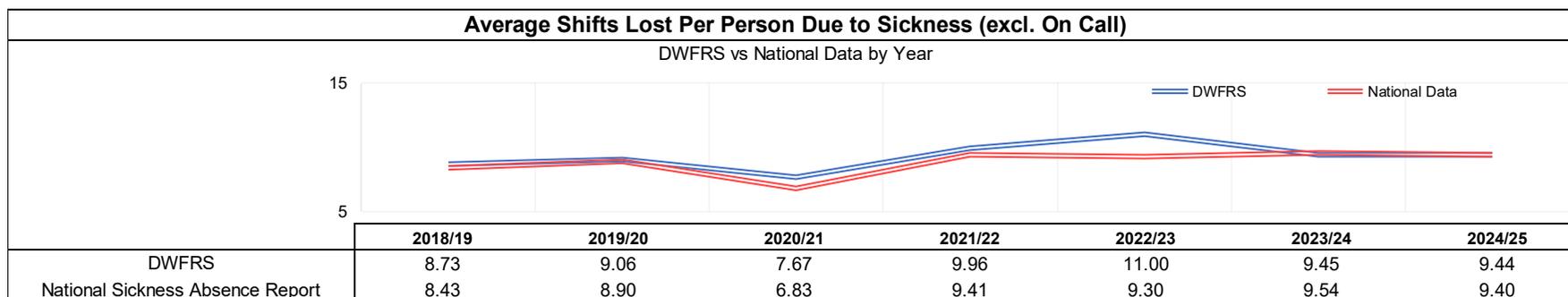
*Under Represented Group is inclusive of staff who identify as LGBT, Ethnic Minority (this also includes White - Other and White - Irish ethnicities), Female or Other Genders.



TO ACHIEVE A REDUCTION IN SICKNESS LEVELS

CORPORATE TARGET	We will achieve a reduction in the average sickness levels, compared to the average during the last five years.	Target - 5 Year Average*	National Data*	
		9.45	National Sickness Absence Report 2024/25	ONS - Number of Days Lost Per Public Sector Worker**
			9.40	6.10

Average Shifts Lost Per Person Due to Sickness [^]					
Staff Group	This Year	Last Year	Difference vs Last Year	Comparison vs National Data	
				National Sickness Absence Report 2024/25	DWFRS vs National Data
All Staff (excl. On Call)	9.44	9.45	-0.01	9.40	0.04
Wholetime	10.99	11.85	-0.86	11.36	-0.37
On Call	20.61	16.77	3.84	16.88	3.73
Fire Control	10.76	6.70	4.06	13.54	-2.78
Support Staff	7.17	6.49	0.68	9.64	-2.47
All Staff	11.78	10.78	1.00	11.86	-0.08



*The Corporate Target and the National Data section are excluding On Call with exception of the ONS data as this is for all public sector workers

**The ONS Data is taken from the latest 'Sickness Absence in the UK Labour Market' report available for the year of 2024 and is compared against the DWFRS YTD for All Staff

[^]DWFRS figures have been rounded to align to our internal reporting



REPORT INFORMATION

- All data for current employees is taken from a report generated from HRMIS for all staff data as of 31st March 2025. No adjustment has been made to these reports.
- All data for Joiners and Leavers for this year has been taken from 1st April 2024 to 31st March 2025 this data was generated from the system on 26th June 2025 to capture late processed starters and leavers.
- The sickness data for 2018/19 and 2019/20 had been recalculated using the new method of calculation which started in Q3 19-20 (this includes FTE calculations for part time employees and sickness shifts lost against actual work patterns). This has meant that this is more accurate and, as all years used in this report have been calculated using this method, this data is comparable year on year. Please note that the data used for subsequent years has been taken by adding together the original quarterly sickness reports that were published at the time and no adjustments have been made to these reports.
- Staff Turnover has been calculated via the following method:
 - Number of leavers for the financial year divided by average number of staff for the financial year.
 - Average staff for financial year has been calculated by adding the staff numbers for each month and dividing them by 12 (the total number of months in the financial year)
 - Number of leavers is taken from the leavers report generated.
- Agency staff are excluded from the figures as they are not employed by DWFRS.
- Most numbers and percentages have been rounded to 1 decimal place except for when we are comparing against our performance last year, so when comparisons are made there may be rounding issues.
- The DWFRS LGBTQ+ figures previously only included those who have identified as gay, lesbian, or bi-sexual. Historically, there were no mechanisms in place to record those who were transgender, queer/questioning, intersex, asexual or any other sexual orientation. Amendments were made to include these in an 'Other Sexual Orientation' category from 1st April 2024 and these have been included in any LGBTQ+ figures.