



Annual Workforce Equality Report 2025-26



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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 regularly engage with staff to explain the importance of sharing equality 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 groups.

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 8.6% which is 4.4% more compared to all fire and rescue services. Our median hourly pay gap is 9.4% 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 reduced (1.1% lower for median) and our overall mean pay gap has increased by 2.4%. When comparing to national figures, the gap between us and all fire and rescue services has increased this year for the mean hourly pay resulting in a 4.4% gap. However, the gap between us and national figures for median pay has reduced, taking us to 5.8% 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.



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 6.3%. When comparing to all fire and rescue services, we also have 5% fewer ethnic minority staff and compared to last year and this gap has increased by 1.1%. 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, we are setting plans in place to ran another course commencing in early 2027. Whilst not yet a legal requirement we calculate our Ethnicity Pay Gap which is reported to our Fire Authority each February.



Sexual Orientation Overview

How we compare to other fire and rescue services

Compared to national fire and rescue service data, our staff population has 1.9% fewer LGBTQ+ staff than the national figures, this gap has decreased since last year by 0.5%. However, 22.2% of our Fire Control staff are LGBTQ+ which, when comparable figures are used, is 18.6% 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. As part of our commitment to Community Engagement our crews attend events, such as Pride, to provide Fire Safety education and advice, as well as information about the work of the Service and the employment opportunities available.



Disability Overview

How we compare to other fire and rescue services

We have 5.31% staff who have declared a disability, which has increased by 1.16% compared to the previous year.

Compared to national fire and rescue service data, our staff population has 1.7% fewer disabled staff than the national figures, this gap has continued to reduce this year slightly (0.12% lower than 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 free 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. We also offer free physiotherapy support. 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. Whilst not yet a legal requirement we calculate our Disability Pay Gap which is reported to our Fire Authority each February.



Religion Overview

How we compare to other fire and rescue services

30.87% of our staff have declared a religion on their staff profiles, which has reduced by 0.45% compared to last year.

Comparing with national fire and rescue service data, our staff population has 5.3% fewer staff who have a religion than the national figures. The gap between us and the national data has increased by 1% compared to last year.

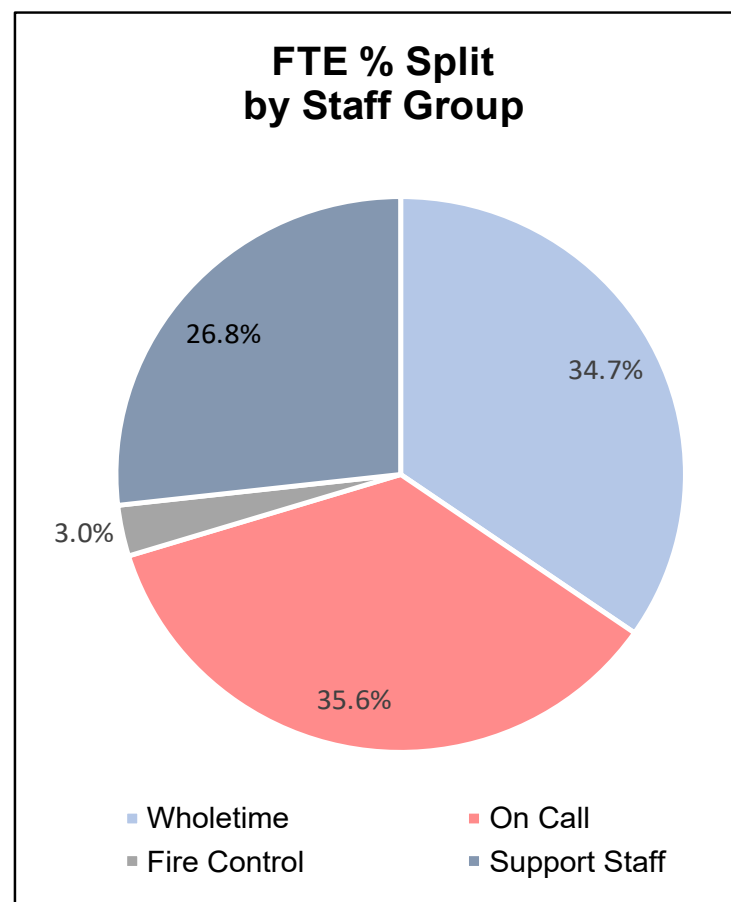
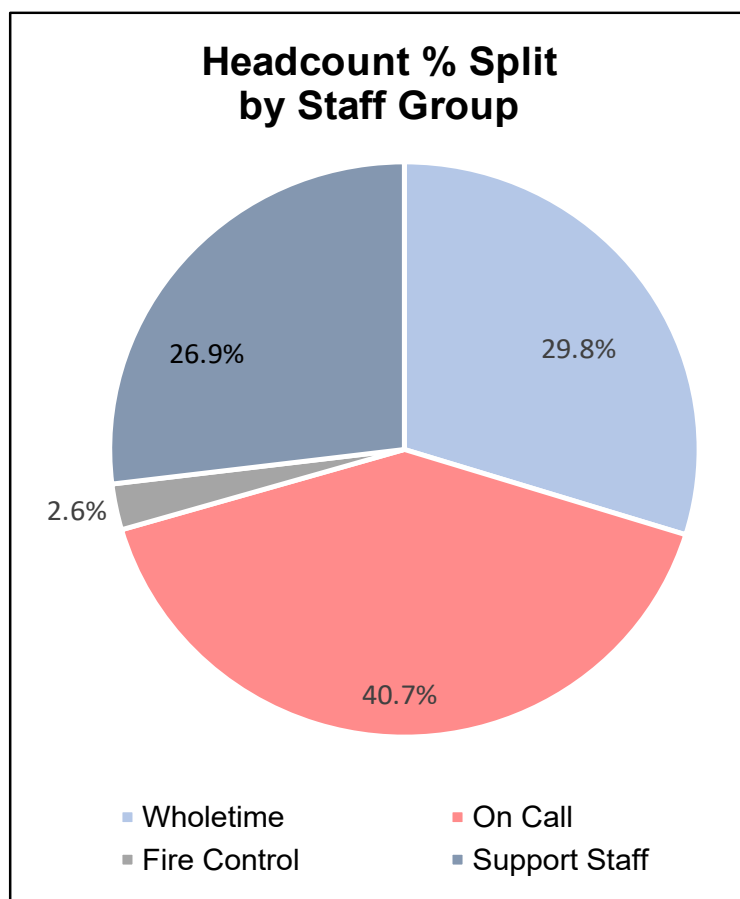
Looking to the future

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. As part of our Community Engagement, we send out quarterly Community Newsletters about our Service and our work



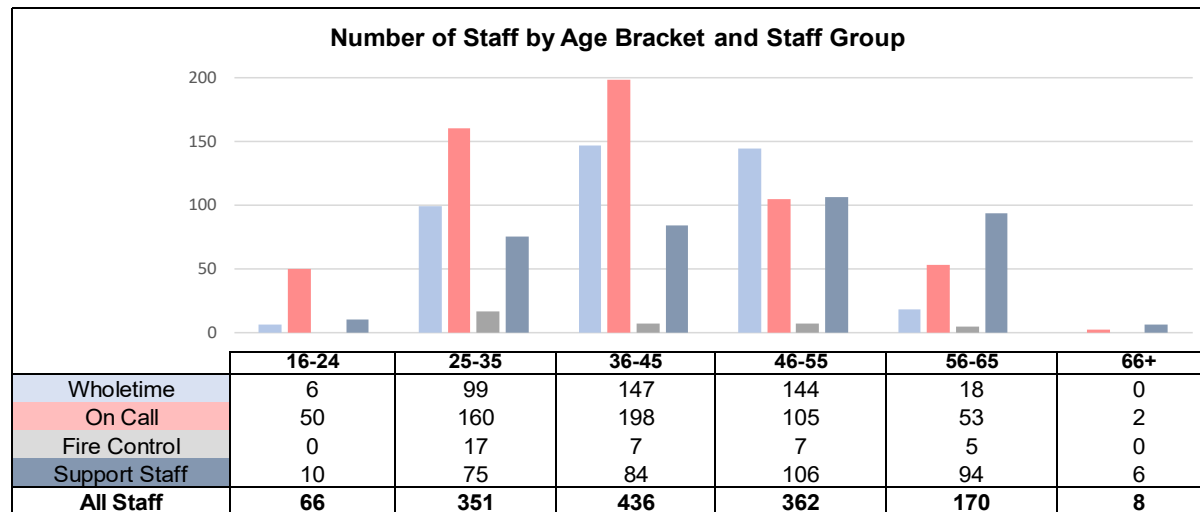
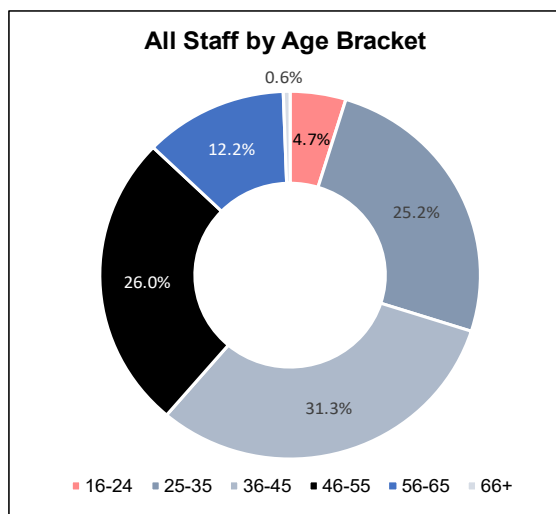
OUR PEOPLE

STAFF HEADCOUNT AND FTE





AGE



How do we compare against Local and National information?

Average Age			
Staff Group	DWFRS	National Data*	Difference
Wholetime	42	41	1
On Call	40	39	1
Fire Control	40	41	-1
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%	-9.2%
25-35	18.6%	6.6%
36-45	19.0%	12.3%
46-55	18.5%	7.5%
56-65	8.9%	3.3%
66+	21.1%	-20.5%

DWFRS Age Split vs National Data		
Age Bracket	National Data* % of Total FRS Staff	DWFRS vs National Data
16-24	4.7%	0.1%
25-35	25.9%	-0.7%
36-45	31.6%	-0.3%
46-55	27.1%	-1.1%
56+	10.6%	2.1%
Age Not Stated	0.0%	N/A

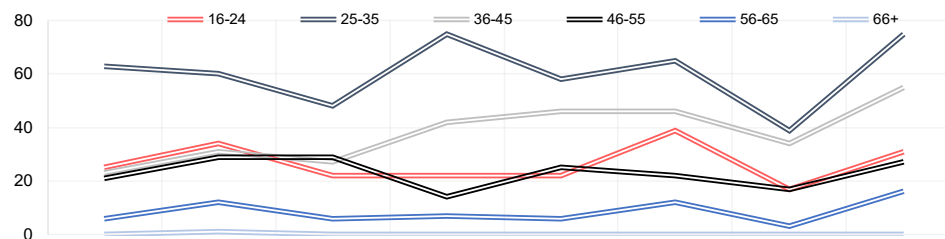
[^]ONS Data is based on the latest NOMIS 'Population Estimates - Local Authority based by Year of Age' report for the year of 2025

(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 2024/25

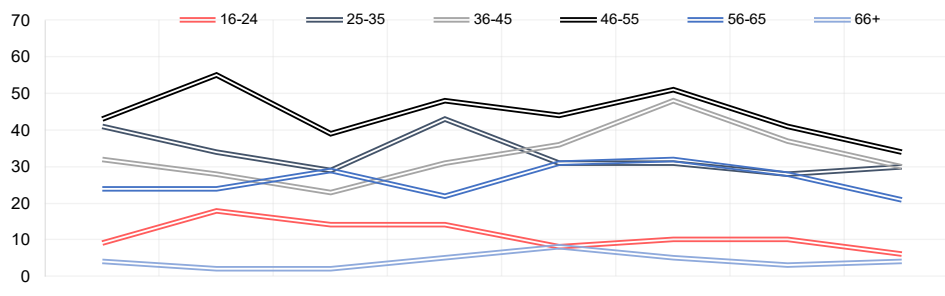


All Staff Groups - Starters - Number by Age Bracket & Year



	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
16-24	25	34	22	22	22	39	17	31
25-35	63	60	48	75	58	65	39	75
36-45	23	31	27	42	46	46	34	55
46-55	21	29	29	14	25	22	17	27
56-65	6	12	6	7	6	12	3	16
66+	0	1	0	0	0	0	0	0

All Staff Groups - Leavers - Number by Age Bracket & Year



	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
16-24	9	18	14	14	8	10	10	6
25-35	41	34	29	43	31	31	28	30
36-45	32	28	23	31	36	48	37	30
46-55	43	55	39	48	44	51	41	34
56-65	24	24	29	22	31	32	28	21
66+	4	2	2	5	8	5	3	4

Starters This Year - Age Split by Staff Group

	All Staff	Wholetime	On Call	Fire Control	Support Staff
16-24	15.2%	6.0%	32.0%	-	5.1%
25-35	36.8%	46.0%	40.0%	-	28.2%
36-45	27.0%	38.0%	18.7%	100.0%	26.9%
46-55	13.2%	6.0%	4.0%	-	26.9%
56-65	7.8%	4.0%	5.3%	-	12.8%
66+	-	-	-	-	-

Leavers This Year - Age Split by Staff Group

	All Staff	Wholetime	On Call	Fire Control	Support Staff
16-24	4.8%	-	8.2%	-	3.0%
25-35	24.0%	10.3%	27.9%	-	30.3%
36-45	24.0%	17.2%	29.5%	50.0%	18.2%
46-55	27.2%	62.1%	19.7%	-	12.1%
56-65	16.8%	10.3%	13.1%	-	30.3%
66+	3.2%	-	1.6%	50.0%	6.1%

Percentage of Staff Aged Over 46

Staff Group	Starters	Leavers	All Staff
Wholetime	10.0%	72.4%	39.0%
On Call	9.3%	34.4%	28.2%
Fire Control	0.0%	50.0%	33.3%
Support Staff	39.7%	48.5%	54.9%
All Staff	21.1%	47.2%	38.8%

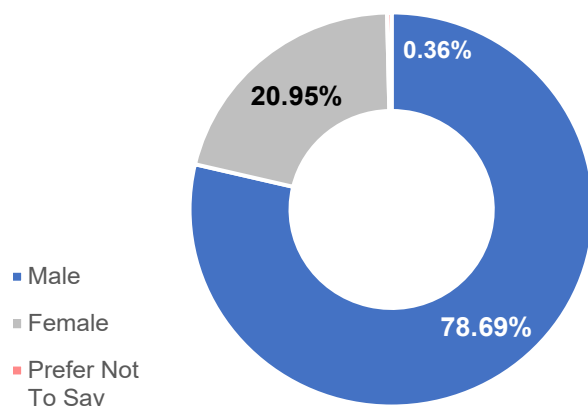
Job Applicants This Year - Age Split by Staff Group

	All Applicants	Wholetime	On Call	Fire Control	Support Staff
16-24	22.4%	-	37.7%	44.8%	13.2%
25-35	32.4%	10.0%	38.3%	22.4%	31.1%
36-45	25.4%	40.0%	18.1%	17.9%	27.7%
46-55	15.0%	42.0%	4.6%	11.9%	18.0%
56-65	5.6%	2.0%	0.8%	3.0%	8.7%
66+	0.2%	-	0.2%	-	0.2%
Age Not Stated	1.0%	6.0%	0.2%	-	1.1%
Age Not Collected	-	-	-	-	-



GENDER IDENTITY

All Staff - Split by Gender Identity



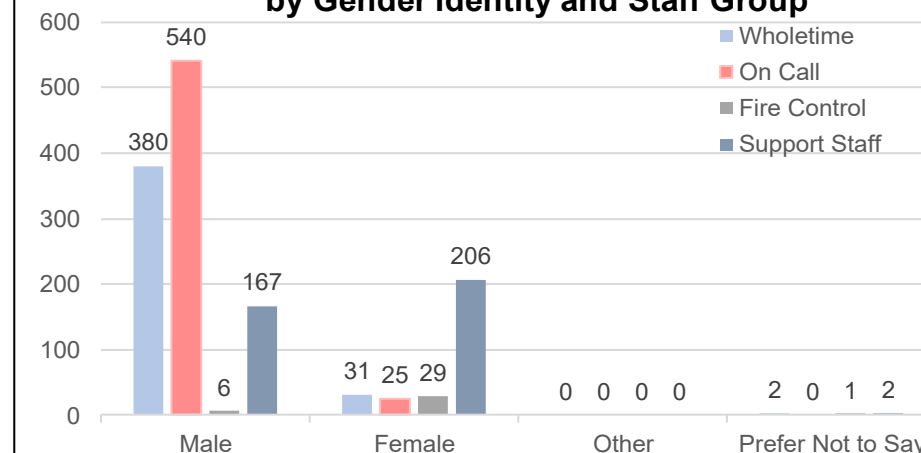
How do we compare against National information?

% of Females by Staff Group			
Staff Group	National Data*	DWFRS**	DWFRS vs National Data
Wholetime	10.4%	7.5%	-2.9%
On Call	8.3%	4.4%	-3.9%
Fire Control	75.7%	82.9%	7.2%
Support Staff	54.2%	55.2%	1.0%
All Staff	20.8%	21.0%	0.2%

Percentage of Female Staff in Service

Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	7.51%	7.09%	0.42%
On Call	4.42%	5.39%	-0.96%
Fire Control	80.56%	81.08%	-0.53%
Support Staff	54.93%	52.68%	2.25%
All Staff	20.95%	20.00%	0.95%

**Number of Staff
by Gender Identity and Staff Group**

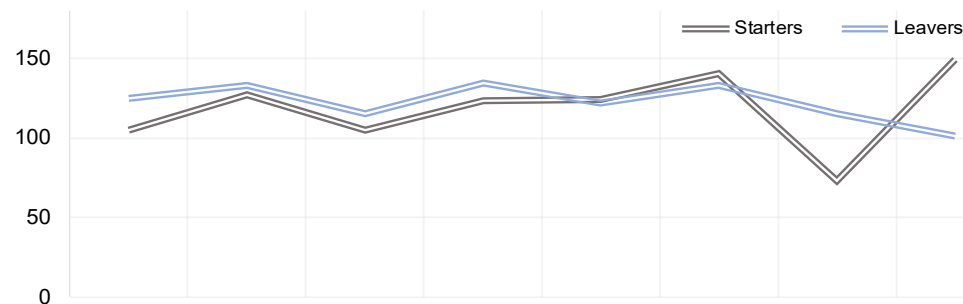


*National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2024/25

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'



Males - Number of Starters & Leavers by Year



Starters

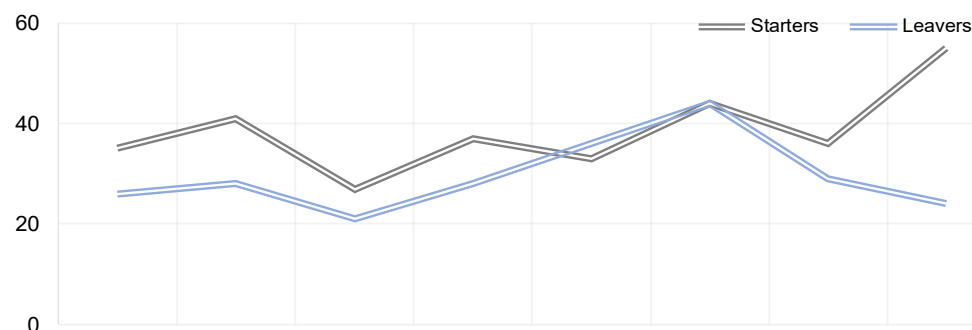
Leavers

2018/19 2019/20 2020/21 2021/22 2022/23 2023/24 2024/25 2025/26

105 127 105 123 124 140 73 149

125 133 115 134 122 133 115 101

Females - Number of Starters & Leavers by Year



Starters

Leavers

2018/19 2019/20 2020/21 2021/22 2022/23 2023/24 2024/25 2025/26

35 41 27 37 33 44 36 55

26 28 21 28 36 44 29 24

Average Length of Service (Years)

Staff Group	Male	Female	Other	Prefer Not to Say
Wholetime	11.6	11.3	N/A	17.5
On Call	10.1	5.4	N/A	0.0
Fire Control	7.4	14.1	N/A	N/A
Support Staff	7.4	8.2	N/A	6.0
All Staff	10.2	8.9	N/A	9.6

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%	6.9%	N/A	0.0%
Support Staff	15.6%	23.8%	N/A	50.0%
All Staff (excl. On Call)*	4.7%	19.2%	N/A	20.0%

Split by Gender Identity of Leavers

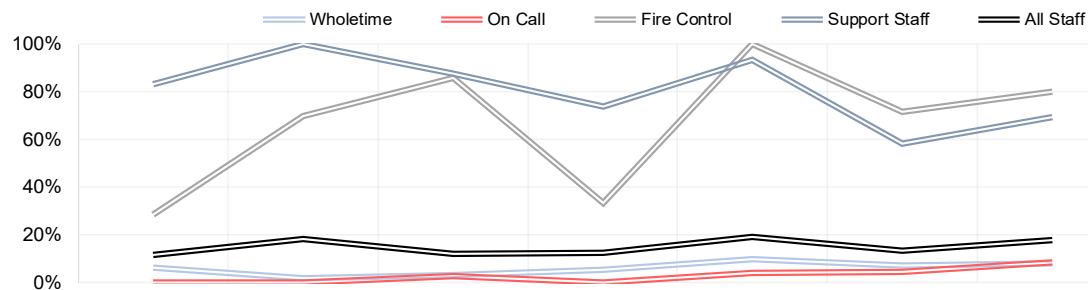
Staff Group	Male	Female	Other	Prefer Not to Say
Wholetime	96.6%	3.4%	-	-
On Call	83.6%	16.4%	-	-
Fire Control	0.0%	100.0%	-	-
Support Staff	66.7%	33.3%	-	-
All Leavers	80.8%	19.2%	-	-

*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

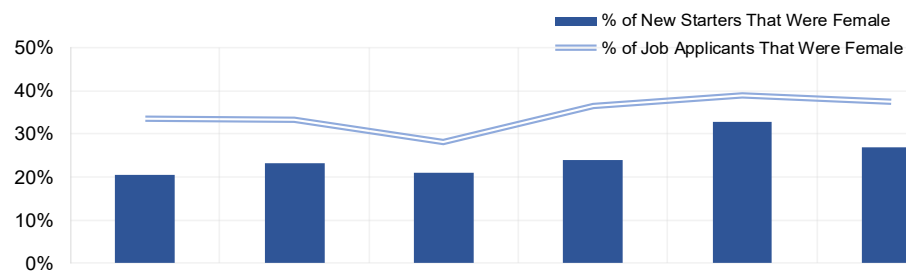


% of Promotions Awarded to Females



	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Wholetime	6.6%	2.0%	3.3%	5.5%	10.0%	7.5%	8.3%
On Call	0.0%	0.0%	3.0%	0.0%	4.0%	4.7%	8.5%
Fire Control	28.6%	70.0%	85.7%	33.3%	100.0%	71.4%	80.0%
Support Staff	83.3%	100.0%	87.5%	73.7%	93.3%	58.3%	69.2%
All Staff	11.8%	18.6%	12.2%	12.8%	19.4%	13.3%	18.2%

Females - Job Applicants vs New Starters



	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
% of Job Applicants That Were Female	33.6%	33.2%	28.2%	36.4%	38.8%	37.4%
% of New Starters That Were Female	20.5%	23.1%	21.0%	23.9%	32.7%	27.0%

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

Staff Group	Male	Female	Other	Prefer Not to Say
Wholetime	91.7%	8.3%	-	-
On Call	91.5%	8.5%	-	-
Fire Control	20.0%	80.0%	-	-
Support Staff	23.1%	69.2%	-	7.7%
All Staff	81.2%	18.2%	-	0.6%

Split by Gender Identity of New Starters[^]

Staff Group	Male	Female	Other	Prefer Not to Say
Wholetime	90.0%	10.0%	-	-
On Call	90.7%	9.3%	-	-
Fire Control	-	100.0%	-	-
Support Staff	46.2%	53.8%	-	-
All Staff	73.0%	27.0%	-	-

Split by Gender Identity of Job Applicants

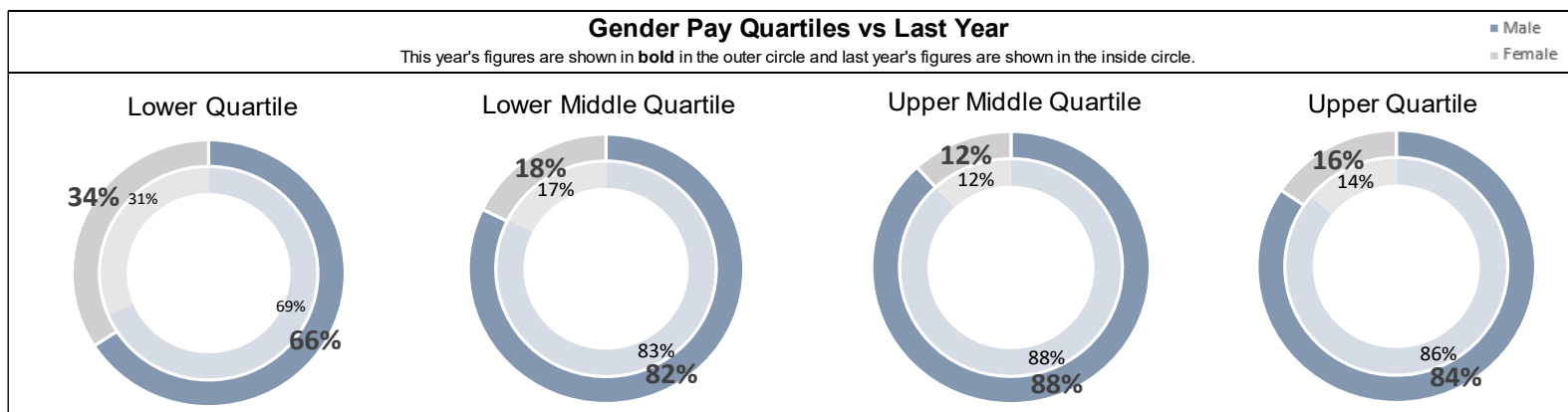
Staff Group	Male	Female	Other	Gender Not Collected or Specified
Wholetime	84.0%	10.0%	-	6.0%
On Call	82.3%	16.6%	0.4%	0.6%
Fire Control	53.7%	46.3%	-	-
Support Staff	49.6%	50.1%	0.2%	0.1%
All Applicants	61.8%	37.4%	0.3%	0.5%

[^]There were no promotions or new starters for anyone in the 'Prefer Not to Say' or 'Other' Gender Identity categories this year

**Promotions data for 2025/26 has been taken from HRMIS before we moved to the new HR system iTrent, therefore this is not a full annual view (includes 01.04.25-09.03.26)

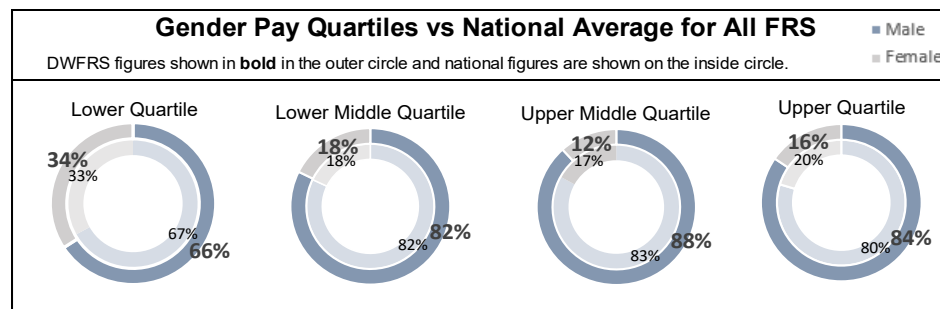


Gender Pay Gap - Mean Hourly Pay Gap			
Staff Group	This Year	Last Year	Difference
Wholetime	11.80%	10.76%	1.04%
On Call (excl Salaried Staff)	10.43%	9.23%	1.20%
Fire Control	2.46%	-0.18%	2.64%
Support Staff	-3.45%	0.05%	-3.50%
All Staff	8.55%	6.17%	2.38%



How do we compare against National information?

DWFRS Mean Hourly Pay Gap	8.6%
Average Mean Pay Gap for All FRS*	4.2%
Difference vs FRS Mean Pay Gap	4.4%
DWFRS Median Hourly Pay Gap	9.4%
Average Median Pay Gap for All FRS*	3.7%
Difference vs FRS Median Pay Gap	5.8%
ONS Average Median Pay Gap^	12.8%
Difference vs ONS Median Pay Gap	-3.4%

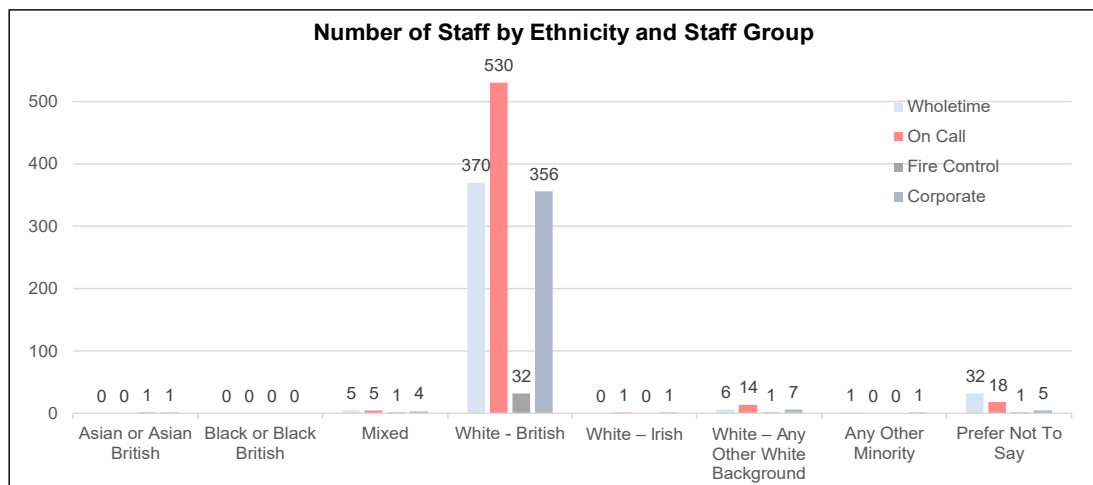


*The national data for FRSs is taken from the information submitted by all Fire Services on the government Gender Pay Portal for the financial year of 2025/26. This does not include any info for FRS' that are merged with the Council or Police as this would not be comparable data.

^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 2025. 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

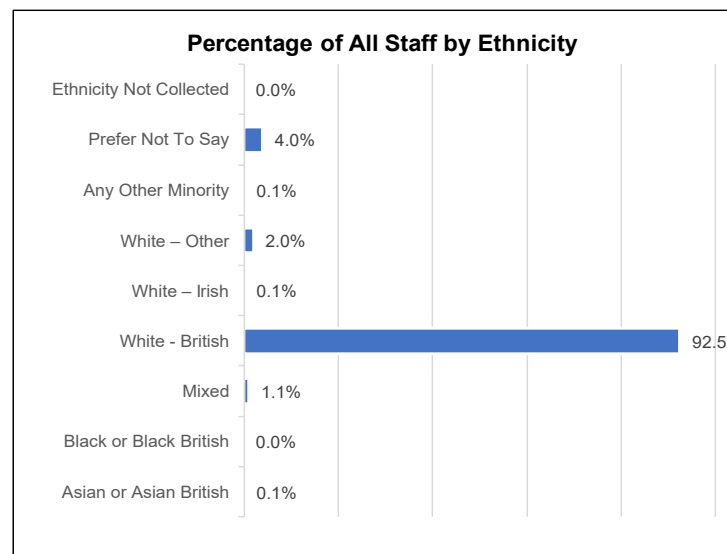


Percentage of Minority Ethnic Staff** in Service			
Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	2.90%	3.80%	-0.90%
On Call	3.52%	4.13%	-0.61%
Fire Control	8.33%	8.11%	0.23%
Support Staff	3.73%	4.46%	-0.73%
All Staff	3.52%	4.23%	-0.71%

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	1.6%	7.4%	-5.8%
On Call	0.9%	2.2%	-1.3%
Fire Control	5.7%	4.1%	1.6%
Support Staff	2.2%	9.3%	-7.1%
All Staff	1.4%	6.4%	-5.0%

% of Staff & Local Population by Ethnicity			
Ethnicity	DWFRS Staff	Census Data - % of Total Local Population^	DWFRS vs Census
White	98.6%	92.3%	6.3%
Mixed	1.1%	2.0%	-0.9%
Asian	0.1%	3.7%	-3.5%
Black	0.0%	1.1%	-1.1%
Other	0.1%	0.9%	-0.8%
Ethnic Origin Not Stated	4.0%	0.0%	4.0%
Total % Minority Ethnic	1.4%	7.7%	-6.3%



**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 2024/25

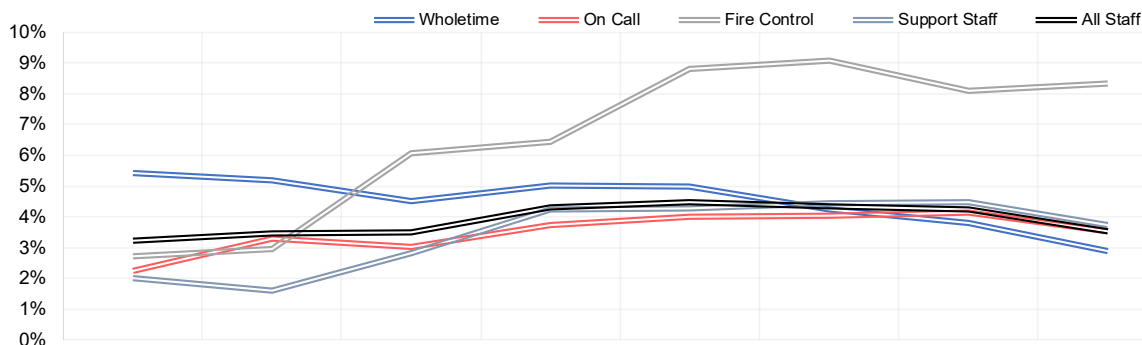
In the National Data, the Minority Ethnic Population comprises of all ethnic groups with the exception of the White British, White Irish & White Other

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	2025/26
Wholetime	5.4%	5.2%	4.5%	5.0%	5.0%	4.2%	3.8%	2.9%
On Call	2.2%	3.3%	3.0%	3.7%	4.0%	4.0%	4.1%	3.5%
Fire Control	2.7%	2.9%	6.1%	6.5%	8.8%	9.1%	8.1%	8.3%
Support Staff	2.0%	1.6%	2.8%	4.2%	4.3%	4.5%	4.5%	3.7%
All Staff	3.2%	3.5%	3.5%	4.3%	4.5%	4.3%	4.2%	3.5%

Average Length of Service (Years)

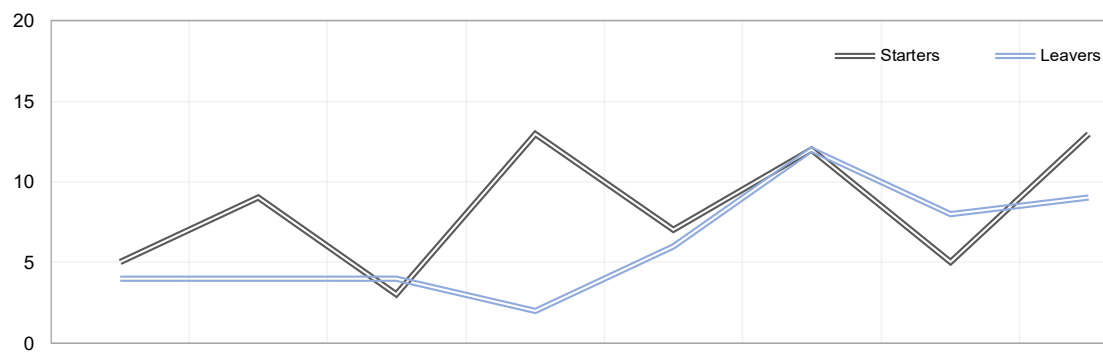
	Minority Ethnic Staff	Not Minority Ethnic or Not Stated
Wholetime	11.9	11.6
On Call	5.5	10.0
Fire Control	6.1	13.2
Support Staff	11.9	11.6
All Staff	7.1	10.0

Job Applicants This Year

Minority Ethnic Split by Staff Group

	Minority Ethnic	Not Minority Ethnic or Not Stated
Wholetime	4.1%	95.9%
On Call	10.3%	89.7%
Fire Control	13.4%	86.6%
Support Staff	16.3%	83.7%
All Applicants	13.6%	86.4%

Number of Minority Ethnic Starters & Leavers by Year



	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Starters	5	9	3	13	7	12	5	13
Leavers	4	4	4	2	6	12	8	9

Starters This Year

Minority Ethnic Split by Staff Group

	Minority Ethnic Staff	Not Minority Ethnic or Not Stated
Wholetime	10.0%	90.0%
On Call	6.7%	93.3%
Fire Control	0.0%	100.0%
Support Staff	3.8%	96.2%

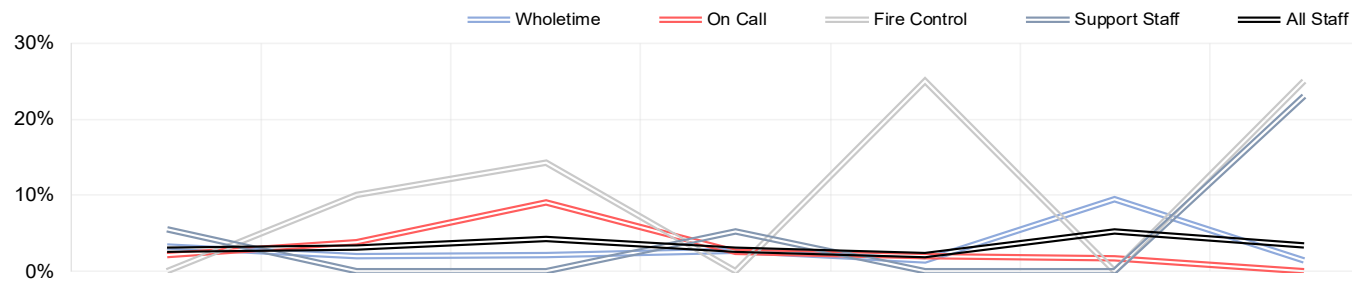
Leavers This Year

Minority Ethnic Split by Staff Group

	Minority Ethnic Staff	Not Minority Ethnic or Not Stated
Wholetime	10.3%	89.7%
On Call	6.6%	93.4%
Fire Control	50.0%	50.0%
Support Staff	3.0%	97.0%

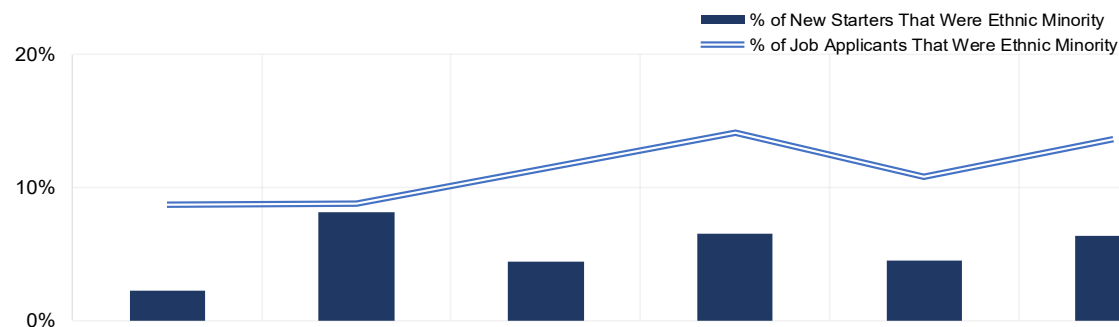


% of Promotions Awarded to Minority Ethnic Staff



	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Wholetime	3.3%	2.0%	2.2%	2.8%	1.4%	9.5%	1.4%
On Call	2.2%	3.8%	9.1%	2.6%	2.0%	1.8%	0.0%
Fire Control	0.0%	10.0%	14.3%	0.0%	25.0%	0.0%	25.0%
Support Staff	5.6%	0.0%	0.0%	5.3%	0.0%	0.0%	23.1%
All Staff	2.8%	3.1%	4.3%	2.9%	2.2%	5.3%	3.4%

Minority Ethnic - Job Applicants vs New Starters



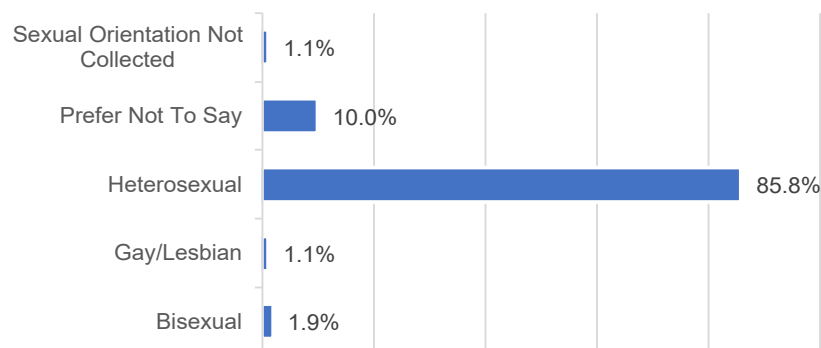
	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
% of Job Applicants That Were Ethnic Minority	8.7%	8.8%	11.4%	14.1%	10.8%	13.6%
% of New Starters That Were Ethnic Minority	2.3%	8.1%	4.5%	6.5%	4.5%	6.4%

**Promotions data for 2025/26 has been taken from HRMIS before we moved to the new HR system iTrent, therefore this is not a full annual view (includes 01.04.25-09.03.26)



SEXUAL ORIENTATION

Percentage of All Staff by Sexual Orientation***



How do we compare against National information?

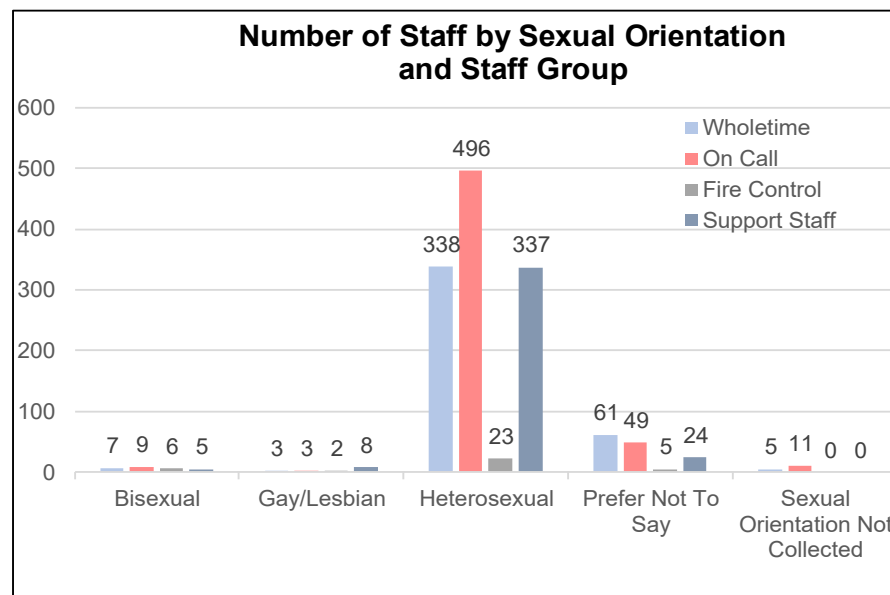
% of LGBTQ+ Staff by Staff Group

Staff Group	DWFRS	National Data*	DWFRS vs National Data
Wholetime	2.9%	5.9%	-3.0%
On Call	2.4%	3.3%	-0.9%
Fire Control	25.8%	7.2%	18.6%
Support Staff	3.7%	4.7%	-1.0%
All Staff	3.1%	5.0%	-1.9%

Percentage of LGBTQ+ Staff in Service**

Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	2.42%	2.28%	0.14%
On Call	2.11%	1.80%	0.32%
Fire Control	22.22%	21.62%	0.60%
Support Staff	3.48%	1.79%	1.69%
All Staff	3.09%	2.49%	0.60%

Number of Staff by Sexual Orientation and Staff Group



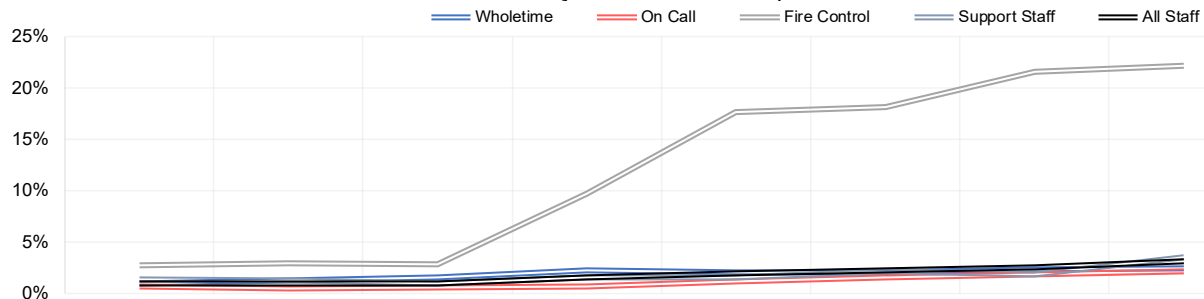
**LGBTQ+ is an acronym that represents Lesbian, Gay, Bisexual, Transgender, and Queer or Questioning individuals, with the "+" signifying inclusion of other identities within the community

*National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2024/25

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	2025/26
Wholetime	0.9%	1.2%	1.5%	2.3%	2.0%	2.0%	2.3%	2.4%
On Call	0.7%	0.5%	0.5%	0.7%	1.2%	1.5%	1.8%	2.1%
Fire Control	2.7%	2.9%	2.8%	9.7%	17.6%	18.2%	21.6%	22.2%
Support Staff	1.3%	1.3%	0.9%	1.5%	1.5%	2.1%	1.8%	3.5%
All Staff	1.0%	1.0%	1.0%	1.6%	1.9%	2.2%	2.5%	3.1%

Average Length of Service (Years)

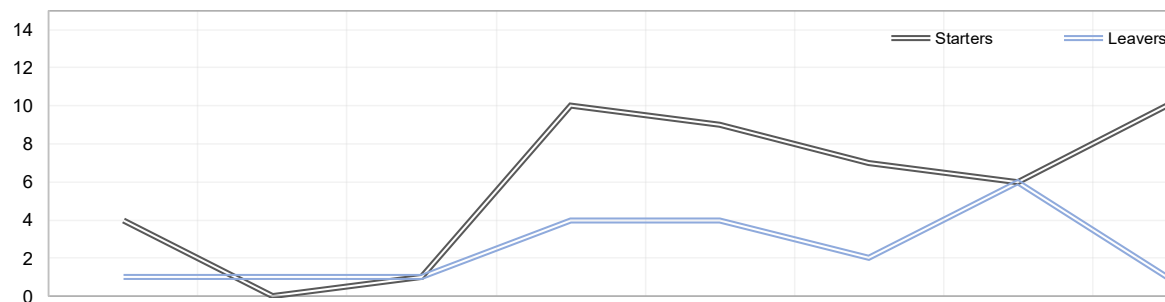
	LGBTQ+	Not LGBTQ+ or Not Stated
Wholetime	7.0	11.7
On Call	6.0	10.0
Fire Control	6.4	14.4
Support Staff	1.6	8.1
All Staff	5.0	10.1

Job Applicants This Year

LGBTQ+ Split by Staff Group

	LGBTQ+	Not LGBTQ+ or Not Stated
Wholetime	2.0%	98.0%
On Call	6.3%	93.7%
Fire Control	6.0%	94.0%
Support Staff	8.9%	91.1%
All Applicants	7.6%	92.4%

Number of LGBTQ+ Starters & Leavers by Year



	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Starters	4	0	1	10	9	7	6	10
Leavers	1	1	1	4	4	2	6	1

Starters This Year

LGBTQ+ Split by Staff Group

	LGBTQ+	Not LGBTQ+ or Not Stated
Wholetime	4.0%	96.0%
On Call	1.3%	98.7%
Fire Control	0.0%	100.0%
Support Staff	9.0%	91.0%

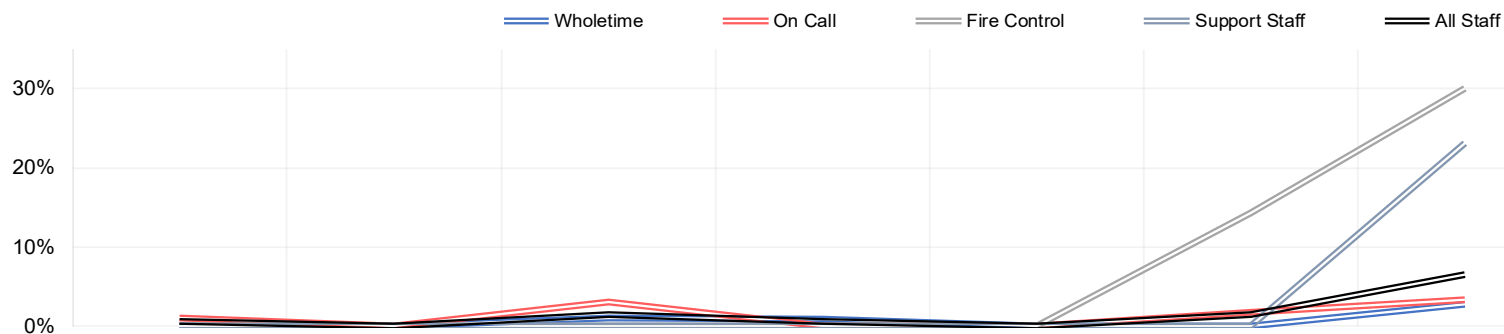
Leavers This Year

LGBTQ+ Split by Staff Group

	LGBTQ+	Not LGBTQ+ or Not Stated
Wholetime	0.0%	100.0%
On Call	0.0%	100.0%
Fire Control	0.0%	100.0%
Support Staff	3.0%	97.0%

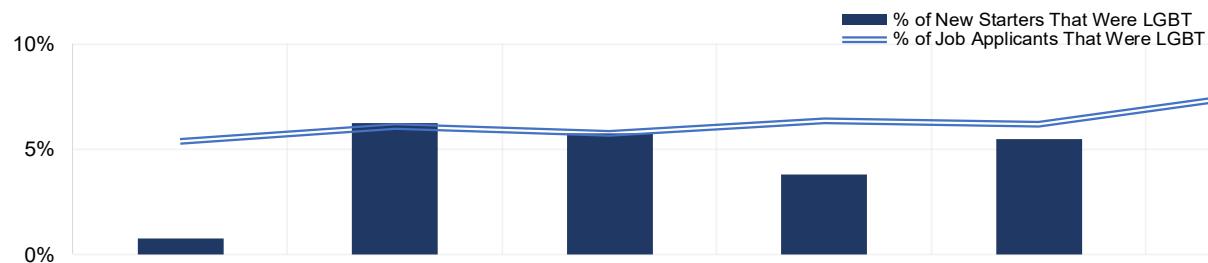


% of Promotions Awarded to LGBTQ+ Staff*



	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Wholetime	0.0%	0.0%	1.1%	0.9%	0.0%	0.0%	2.8%
On Call	1.1%	0.0%	3.0%	0.0%	0.0%	1.8%	3.4%
Fire Control	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	30.0%
Support Staff	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	23.1%
All Staff	0.6%	0.0%	1.4%	0.6%	0.0%	1.5%	6.5%

LGBTQ+ - Job Applicants vs New Starters

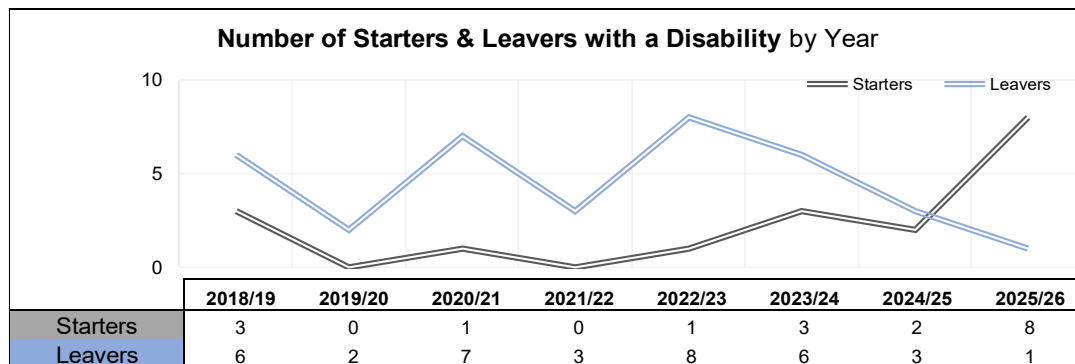
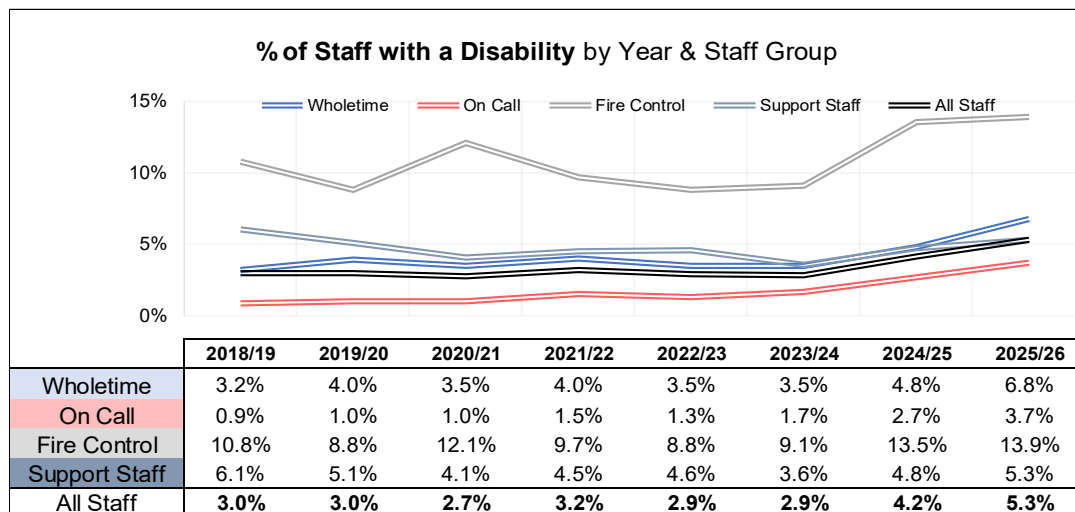


	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
% of Job Applicants That Were LGBTQ+	5.4%	6.1%	5.8%	6.4%	6.2%	7.6%
% of New Starters That Were LGBTQ+	0.8%	6.3%	5.7%	3.8%	5.5%	4.9%

**Promotions data for 2025/26 has been taken from HRMIS before we moved to the new HR system iTrent, therefore this is not a full annual view (includes 01.04.25-09.03.26)



DISABILITY



*National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2024/25

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

Percentage of Staff with a Disability in the Service			
Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	6.75%	4.81%	1.94%
On Call	3.70%	2.69%	1.01%
Fire Control	13.89%	13.51%	0.38%
Support Staff	5.33%	4.76%	0.57%
All Staff	5.31%	4.15%	1.16%

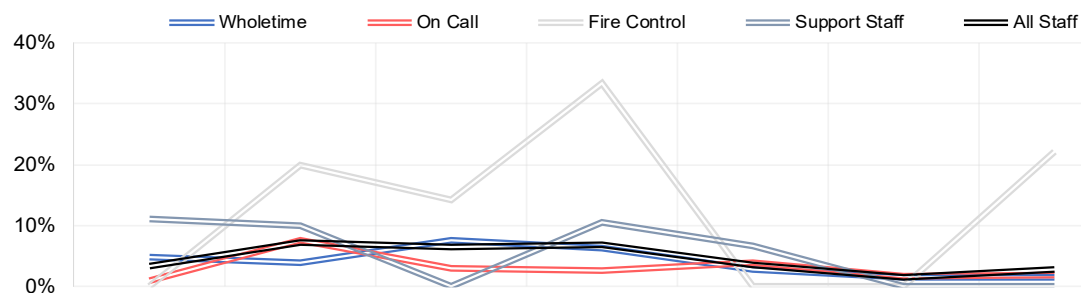
How do we compare against National information?

% of Disabled Staff by Staff Group*			
Staff Group	DWFRS	National Data*	DWFRS vs National Data
Wholetime	7.12%	6.60%	0.52%
On Call	3.85%	4.50%	-0.65%
Fire Control	13.89%	10.60%	3.29%
Support Staff	5.41%	11.40%	-5.99%
All Staff	5.50%	7.20%	-1.70%

% of Staff & Local Population by Disability Category^		
	% of Local Population between 16 and 64^	DWFRS vs Local Population
Specified a Disability	15.5%	-10.17%
No Disability or Did Not Specify	84.5%	10.17%



% of Promotions Awarded to Disabled Staff**



	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Wholetime	4.9%	3.9%	7.7%	6.4%	2.9%	1.6%	1.6%
On Call	1.1%	7.7%	3.0%	2.6%	4.0%	1.8%	1.9%
Fire Control	0.0%	20.0%	14.3%	33.3%	0.0%	0.0%	22.2%
Support Staff	11.1%	10.0%	0.0%	10.5%	6.7%	0.0%	0.0%
All Staff	3.4%	7.2%	6.5%	7.0%	3.6%	1.5%	2.9%

Average Length of Service (Years)

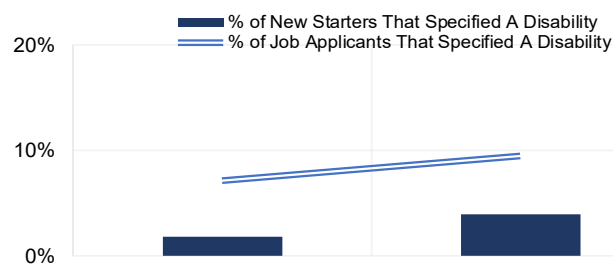
	Specified a Disability	No Disability or Not Specified
Wholetime	11.8	11.6
On Call	9.7	9.9
Fire Control	10.6	12.9
Support Staff	8.4	7.8
All Staff	10.2	9.9

Starters This Year

Disability Split by Staff Group

	Specified a Disability	No Disability or Not Specified
Wholetime	6.0%	94.0%
On Call	2.7%	97.3%
Fire Control	0.0%	100.0%
Support Staff	3.8%	96.2%

Disability - Job Applicants vs New Starters*



% of Job Applicants That Specified A Disability

% of New Starters That Specified A Disability

	2024/25	2025/26
% of Job Applicants That Specified A Disability	7.1%	9.5%
% of New Starters That Specified A Disability	1.8%	3.9%

Leavers This Year

Disability Split by Staff Group

	Specified a Disability	No Disability or Not Specified
Wholetime	0.0%	100.0%
On Call	0.0%	100.0%
Fire Control	0.0%	100.0%
Support Staff	3.0%	97.0%

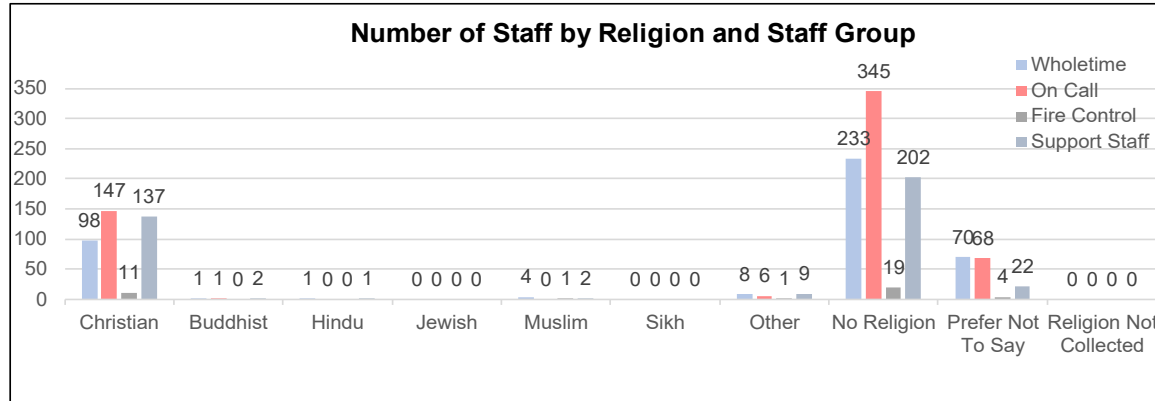
*Disability data for job applicants was not available previous to 2024/25.

For 25/26, there were 14 applicants (1% of total applications), that we could not determine their disability status due to the change in Recruitment systems.

**Promotions data for 2025/26 has been taken from HRMIS before we moved to the new HR system iTrent, therefore this is not a full annual view (includes 01.04.25-09.03.26)



RELIGION & BELIEF

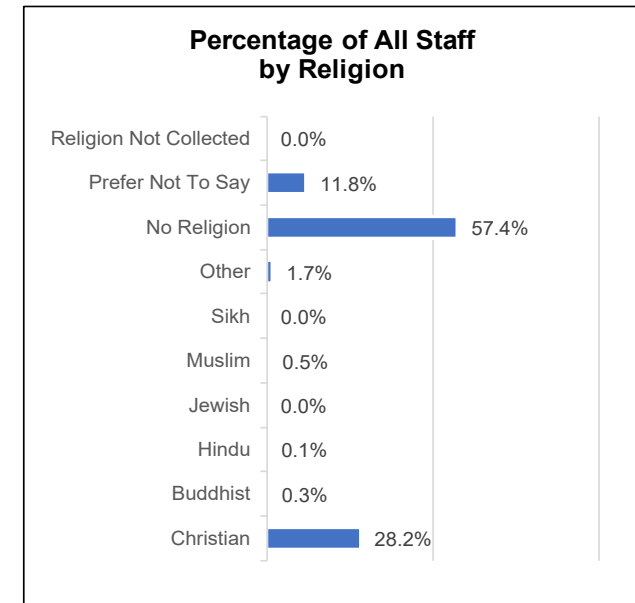


Percentage of Religious** Staff in Service			
Staff Group	This Year	Last Year	Difference vs Last Yr
Wholetime	26.99%	28.10%	-1.11%
On Call	27.16%	27.29%	-0.13%
Fire Control	36.11%	32.43%	3.68%
Support Staff	40.27%	41.67%	-1.40%
All Staff	30.87%	31.32%	-0.45%

How do we compare against Local and National information?

% of Religious Staff by Staff Group		
Staff Group	National Data*	DWFRS vs National Data
Wholetime	35.4%	-8.5%
On Call	31.8%	-4.6%
Fire Control	36.7%	-0.6%
Support Staff	43.3%	-3.1%
All Staff	36.2%	-5.3%

Local Population by Religion		
Religion	Census Data - % of Total Local Population^	DWFRS vs Census
No Religion	41.1%	16.3%
Christian (All Denominations)	49.1%	-20.9%
Buddhist	0.5%	-0.2%
Hindu	0.8%	-0.6%
Jewish	0.2%	-0.2%
Muslim	1.2%	-0.7%
Sikh	0.2%	-0.2%
Any Other Religion	0.7%	1.1%
Not Specified	6.3%	5.5%
Total % Religious	52.6%	-21.7%



**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

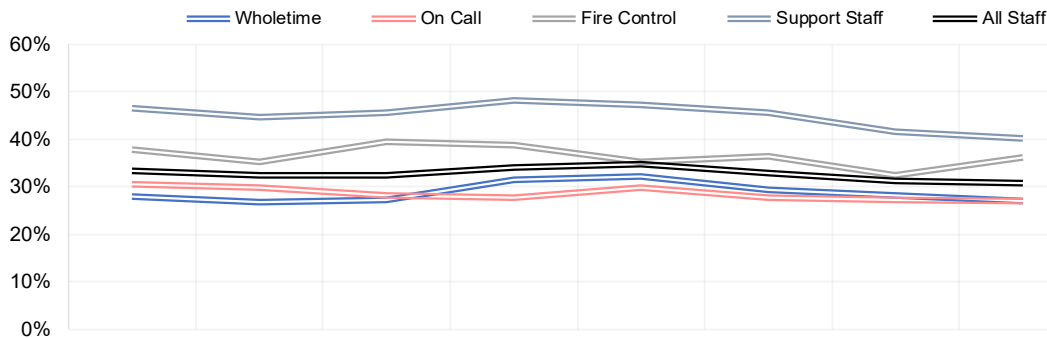
*National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2024/25

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 population estimates for the year of 2023



% of Religious Staff by Year & Staff Group



	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Wholetime	28.1%	26.7%	27.3%	31.6%	32.2%	29.4%	28.1%	27.1%
On Call	30.5%	29.8%	28.3%	27.7%	29.8%	27.8%	27.3%	27.1%
Fire Control	37.8%	35.3%	39.4%	38.7%	35.3%	36.4%	32.4%	36.1%
Support Staff	46.5%	44.6%	45.6%	48.2%	47.3%	45.7%	41.7%	40.3%
All Staff	33.4%	32.4%	32.4%	34.1%	34.8%	32.9%	31.3%	30.9%

Average Length of Service (Years)

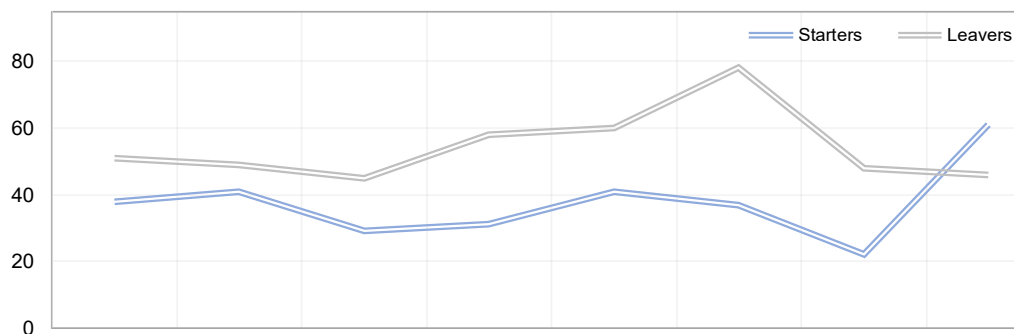
	Specified a Religion	No Religion or None Stated
Wholetime	13.5	10.9
On Call	12.5	8.9
Fire Control	18.6	9.2
Support Staff	9.9	6.5
All Staff	12.0	20.2

Job Applicants This Year

Religious Split by Staff Group

	Specified a Religion	No Religion or None Stated
Wholetime	28.0%	72.0%
On Call	29.3%	70.7%
Fire Control	24.1%	75.9%
Support Staff	40.6%	59.4%
All Applicants	35.4%	64.6%

Number of Religious Starters & Leavers by Year



	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Starters	38	41	29	31	41	37	22	61
Leavers	51	49	45	58	60	78	48	46

Starters This Year

Religious Split by Staff Group

	Specified a Religion	No Religion or None Stated
Wholetime	22.0%	78.0%
On Call	29.3%	70.7%
Fire Control	-	100.0%
Support Staff	35.9%	64.1%

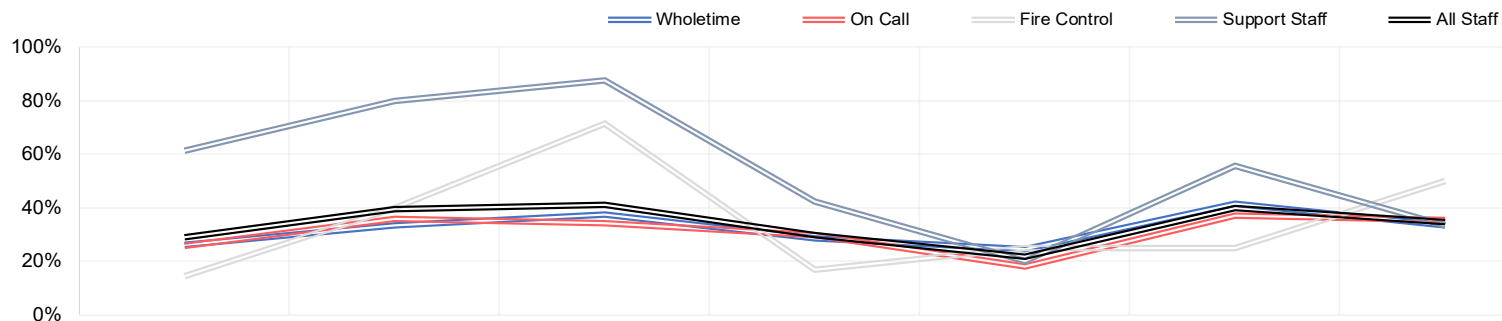
Leavers This Year

Religious Split by Staff Group

	Specified a Religion	No Religion or None Stated
Wholetime	31.0%	69.0%
On Call	34.4%	65.6%
Fire Control	-	100.0%
Support Staff	48.5%	51.5%

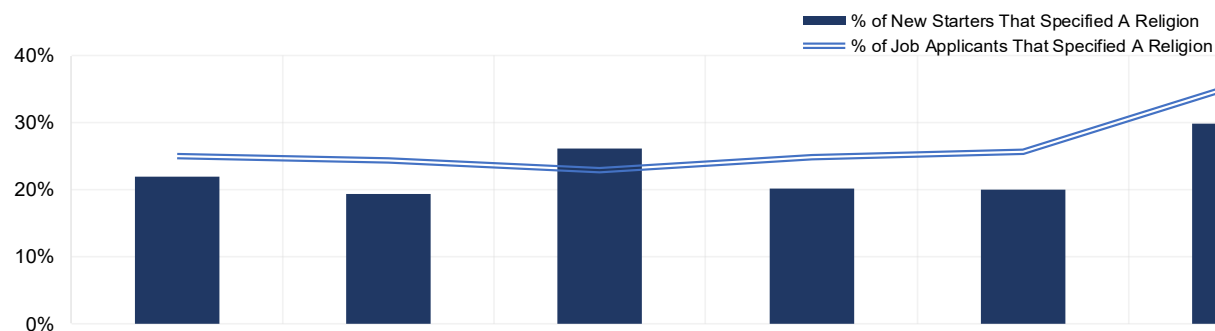


% of Promotions Awarded to Religious Staff*



	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Wholetime	26.2%	33.3%	37.4%	28.4%	24.3%	41.3%	33.3%
On Call	25.7%	35.7%	34.3%	29.5%	18.0%	36.8%	35.2%
Fire Control	14.3%	40.0%	71.4%	16.7%	25.0%	25.0%	50.0%
Support Staff	61.1%	80.0%	87.5%	42.1%	20.0%	55.6%	33.3%
All Staff	28.7%	39.4%	41.1%	29.8%	21.6%	39.8%	34.6%

Religious - Job Applicants vs New Starters



	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
% of Job Applicants That Specified A Religion	25.1%	24.3%	22.9%	24.8%	25.7%	35.4%
% of New Starters That Specified A Religion	22.0%	19.4%	26.1%	20.1%	20.0%	29.9%

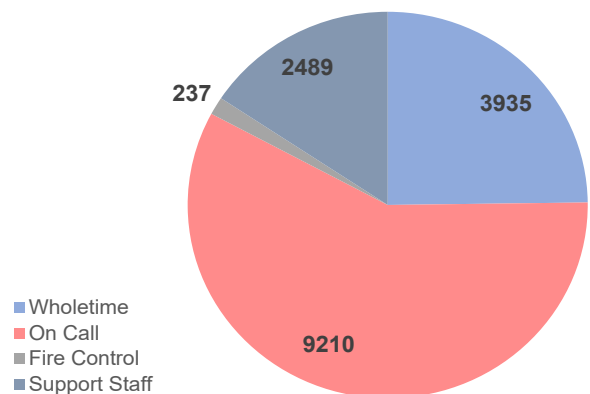
**Promotions data for 2025/26 has been taken from HRMIS before we moved to the new HR system iTrent, therefore this is not a full annual view (includes 01.04.25-09.03.26)



THE HEALTH AND WELLBEING OF OUR WORKFORCE

SICKNESS ABSENCE

Number of Shifts/Days Lost by Staff Group



How do we compare against the National information?

Average Shifts Lost Per Person		
Staff Group	National Data*	DWFRS vs National Data
Wholetime	Data Not Yet Available from NFCC	N/A
On Call**		
Fire Control		
Support Staff		
All Staff		

*The NFCC have not yet supplied an annual view of the national data, therefore this has not been included.

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

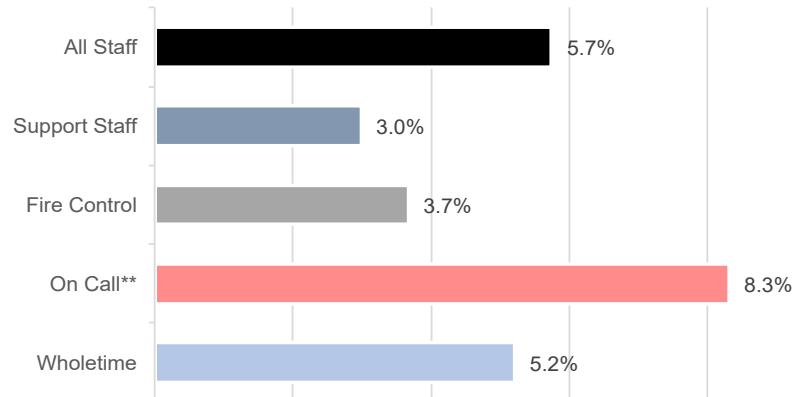
**On Call is calculated on availability as they do not have guaranteed shifts

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

Average Shifts Lost Per Person***

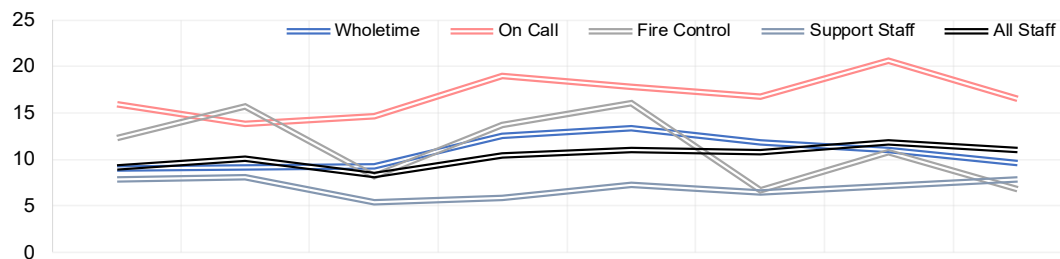
Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	9.55	10.99	-1.44
On Call	16.56	20.61	-4.05
Fire Control	6.79	10.76	-3.97
Support Staff	7.88	7.17	0.71
All Staff	10.98	11.78	-0.81

**Percentage of Total Shifts This Year
Lost Due To Sickness^
All Staff & by Staff Group**





Average Shifts Lost Per Person by Year & Staff Group*



	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Wholetime	8.98	9.17	9.22	12.58	13.40	11.85	10.99	9.55
On Call	15.94	13.83	14.59	18.96	17.76	16.77	20.61	16.56
Fire Control	12.28	15.74	8.16	13.71	16.04	6.70	10.76	6.79
Support Staff	7.84	8.10	5.39	5.86	7.25	6.49	7.17	7.88
All Staff	9.13	10.02	8.33	10.47	10.99	10.78	11.78	10.98

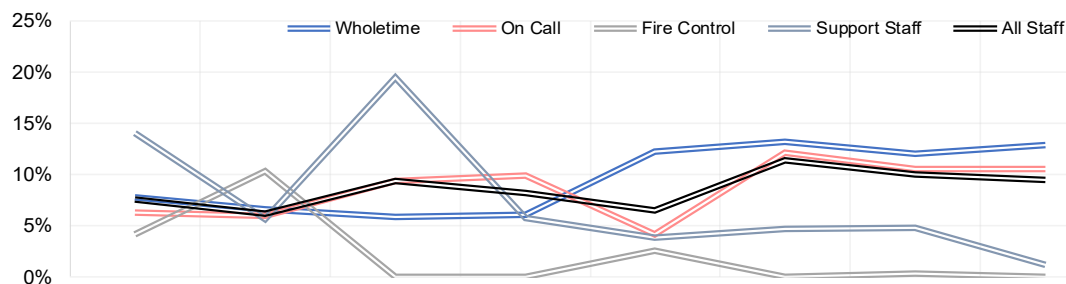
Split of Long Term and Short Term Sickness

	Short Term	Long Term
Wholetime	33.7%	66.3%
On Call	20.4%	79.6%
Fire Control	77.6%	22.4%
Support Staff	34.6%	65.4%
All Staff	26.8%	73.2%

**% of Sickness Absence This Year
that is Work Related**

Wholetime	12.9%
On Call	10.5%
Fire Control	0.0%
Support Staff	1.1%
All Staff	9.5%

% of Work Related Sickness by Year & Staff Group



	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Wholetime	7.8%	6.6%	5.9%	6.0%	12.2%	13.2%	12.0%	12.9%
On Call	6.3%	5.9%	9.4%	9.9%	4.2%	12.1%	10.5%	10.5%
Fire Control	4.1%	10.3%	-	-	2.5%	-	0.3%	-
Support Staff	14.1%	5.6%	19.4%	5.7%	3.8%	4.7%	4.8%	1.1%
All Staff	7.6%	6.2%	9.3%	8.2%	6.4%	11.4%	10.0%	9.5%

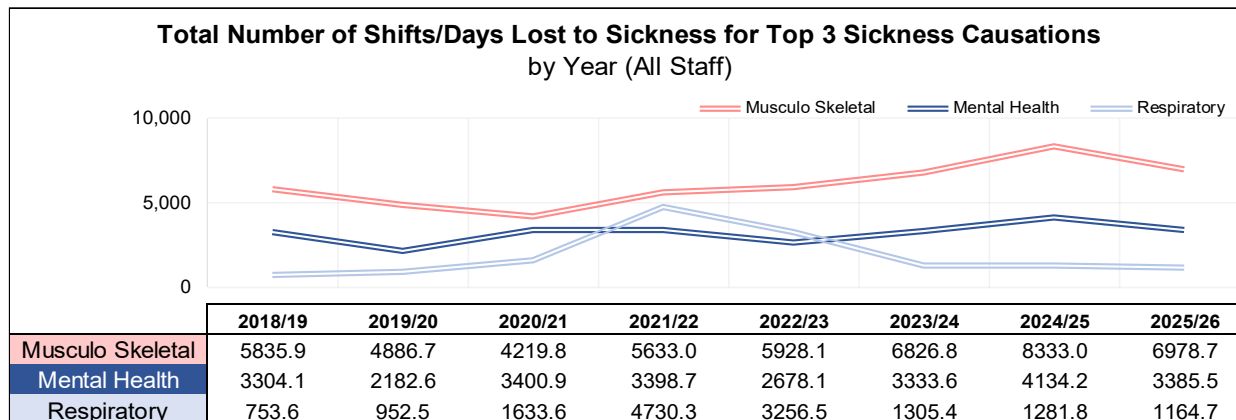
Number of Shifts Lost by Sickness Type*

	Work Related	Not Work Related
Wholetime	507	3428
On Call	970	8240
Fire Control	-	237
Support Staff	28	2461
All Staff	1505	14366

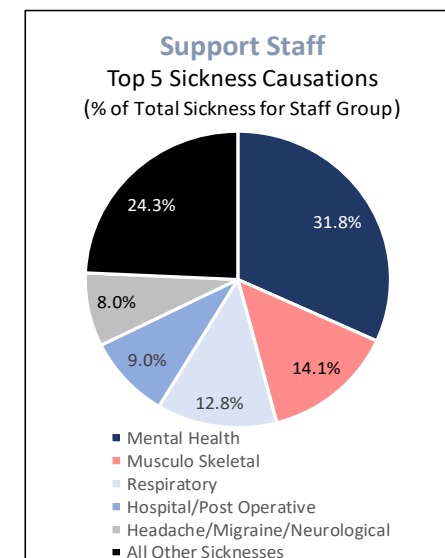
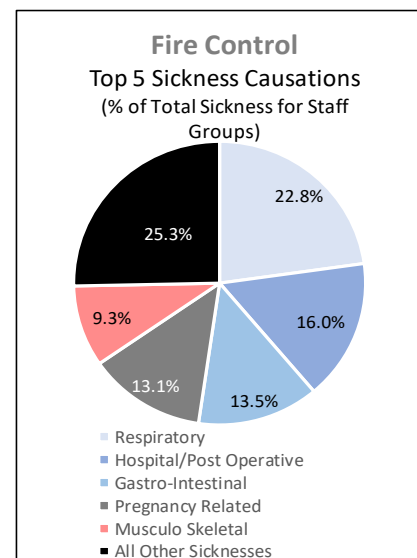
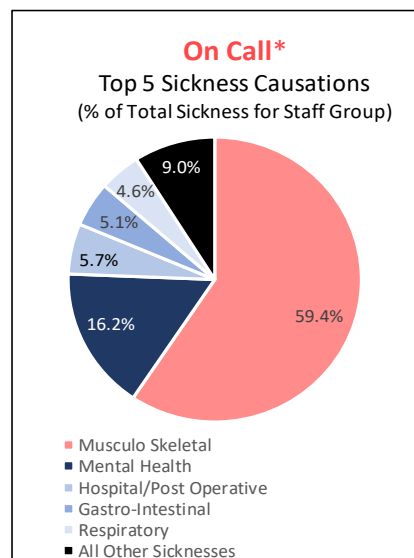
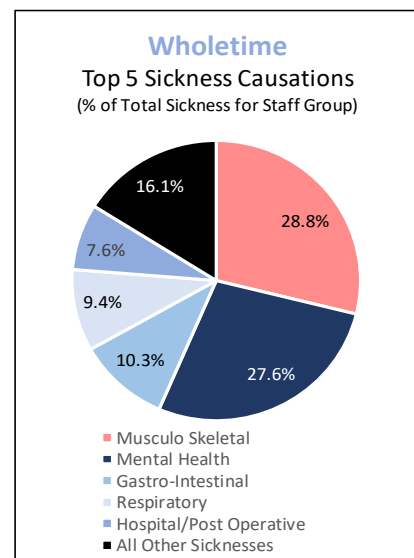
**% of Employees Who Had
A Sickness Absence This Year (vs. average headcount)**

Wholetime	51.2%
On Call	15.3%
Fire Control	79.6%
Support Staff	41.5%
All Staff	34.6%

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



Percentage of Total Sickness Shifts Lost vs National Average (All Staff)			
Top 3 Causation Category	DWFRS	National Average**	Difference vs National Data
Musculo Skeletal	43.97%	Data Not Yet Available from NFCC	N/A
Mental Health	21.33%		
Respiratory	7.34%		



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

**The NFCC have not yet supplied an annual view of the national data, therefore this has not been included.



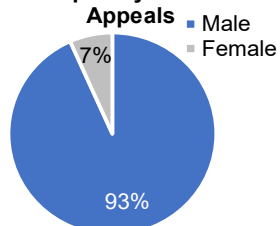
PERFORMANCE MANAGEMENT

DISCIPLINARIES & GRIEVANCES

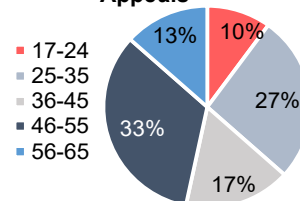
Number of Disciplinary Cases & Appeals

Staff Group	This Year	Last Year	Difference vs Last Yr
Wholetime & Fire Control	9	20	-11
On Call	15	23	-8
Support Staff	6	1	5
All Staff	30	44	-14

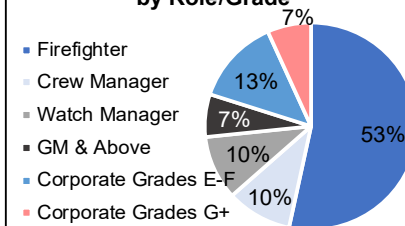
Gender Split of Disciplinary Cases & Appeals



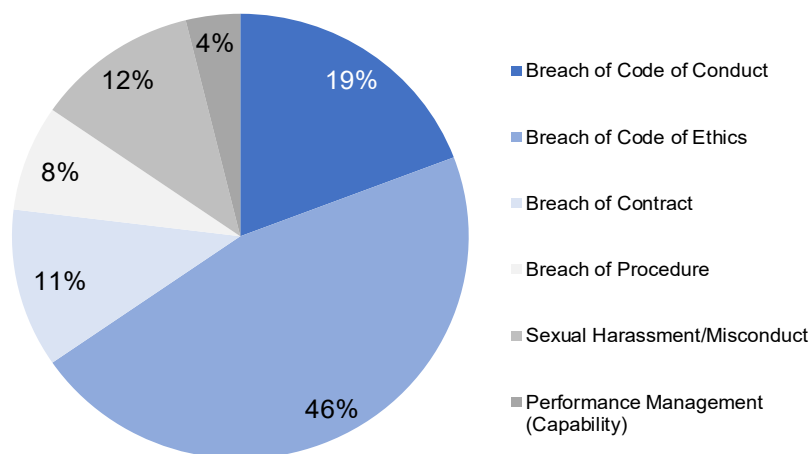
Age Split of Disciplinary Cases & Appeals



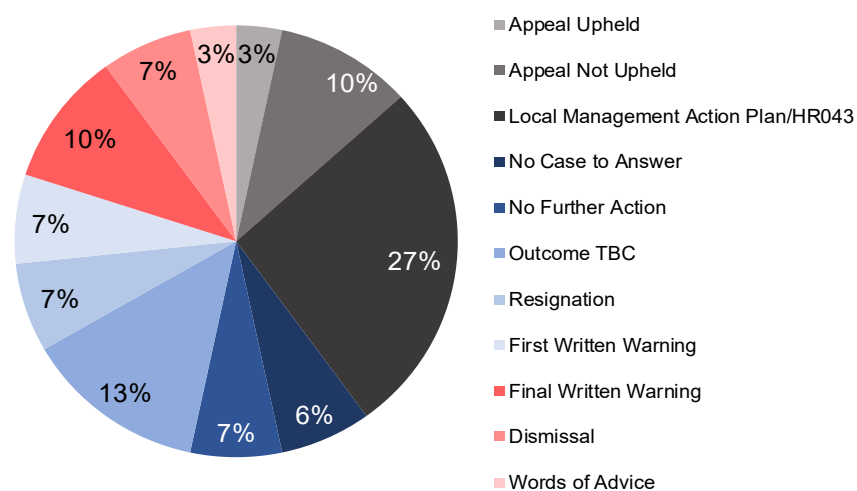
Disciplinary Cases & Appeals by Role/Grade



Reasons for Disciplinary Cases



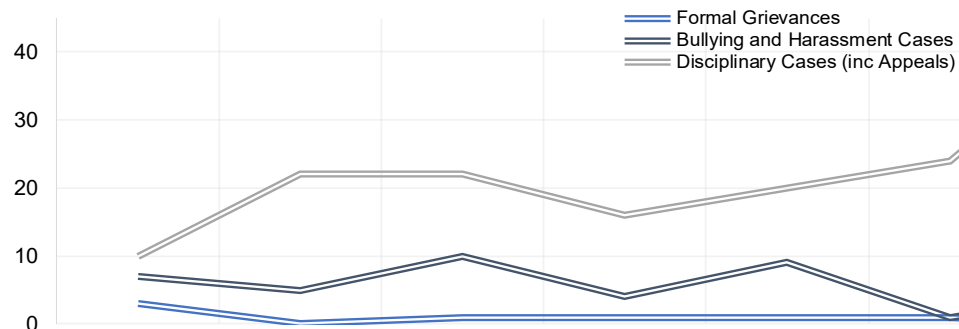
Outcomes of Disciplinary Cases & Appeals*



*Outcomes as at 04.08.26



Disciplinary & Grievance Cases by Year



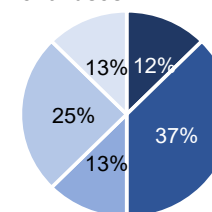
	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Formal Grievances	3	0	1	1	1	1	0	8
Bullying & Harassment Cases	7	5	10	4	9	1	5	8
Disciplinary Cases (incl. Appeals)	10	22	22	16	20	24	44	30

Number of Bullying & Harassment Cases

Staff Group	This Year	Last Year	Difference vs Last Yr
Wholetime & Fire Control	2	0	2
On Call	5	4	1
Support Staff	1	1	0
All Staff	8	5	3

Age Split of Bullying & Harassment Cases

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

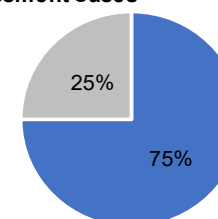


Number of Formal Grievances

Staff Group	This Year	Last Year	Difference vs Last Yr
Wholetime	4	1	3
On Call	0	0	0
Fire Control	2	1	1
Support Staff	2	0	2
All Staff	8	2	6

Gender Split of Bullying & Harassment Cases

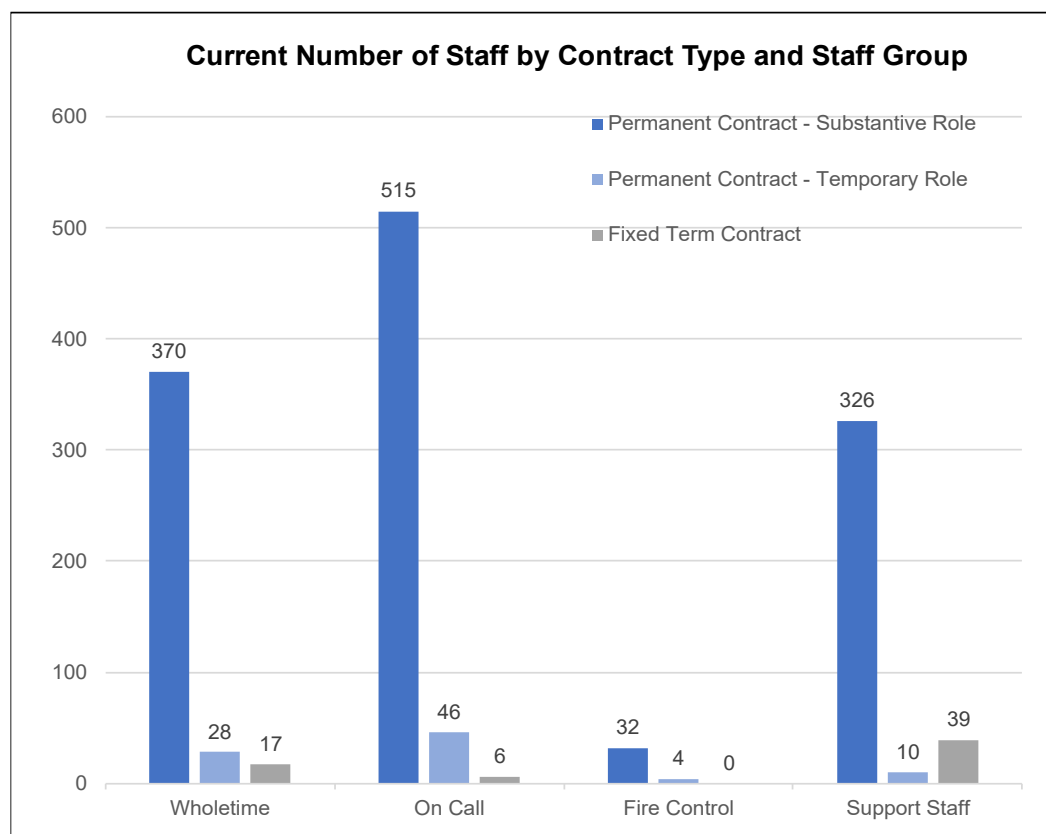
- Male
- Female





STAFF PROGRESSION & RETENTION

STAFF PROMOTIONS



Total Number of Promotions			
Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	72	67	5
On Call	59	64	-5
Fire Control	10	7	3
Support Staff	13	12	1
All Staff	154	150	4

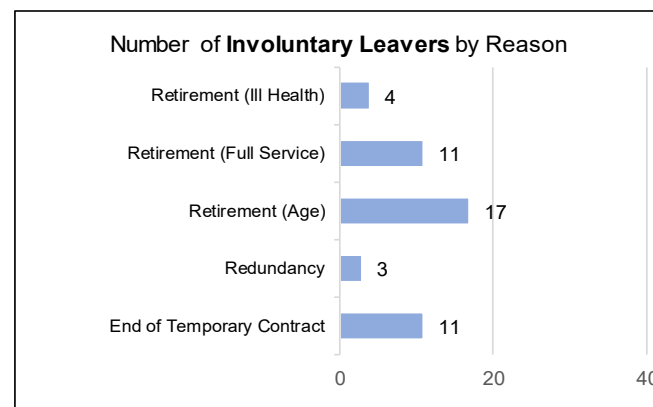
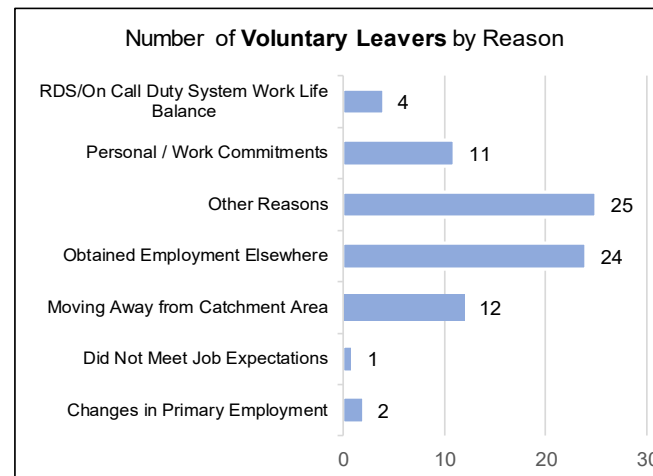
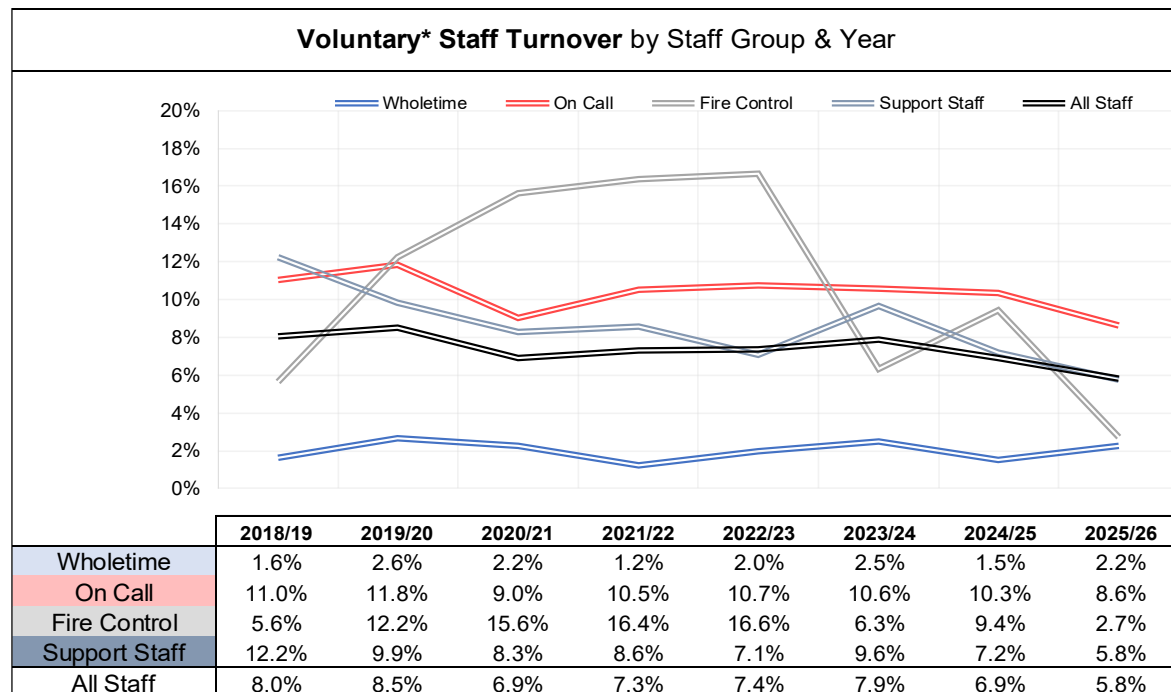
Temporary Promotions			
Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	32	38	-6
On Call	38	33	5
Fire Control	4	4	0
Support Staff	7	4	3
All Staff	81	79	2

Substantive Promotions			
Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	40	29	11
On Call	21	31	-10
Fire Control	6	3	3
Support Staff	6	8	-2
All Staff	73	71	2



STAFF TURNOVER

Staff Turnover			
Type of Staff Turnover	This Year	Last Year	Difference vs Last Year
Voluntary*	5.82%	6.88%	-1.06%
Involuntary^	3.39%	4.11%	-0.72%
All Staff	9.21%	10.99%	-1.78%



*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



Percentage of Exit Interviews Completed vs Total Leavers by Staff Group

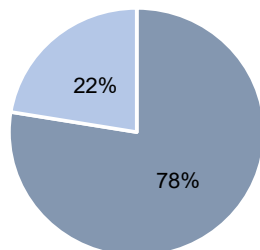
Staff Group	This Year	Last Year	Difference vs Last Yr
Wholetime	65.52%	60.00%	5.52%
On Call	65.57%	58.90%	6.67%
Fire Control	50.00%	100.00%	-50.00%
Support Staff	72.73%	68.29%	4.43%
All Staff	67.20%	62.59%	4.61%

Leavers by Length of Service

	Wholetime	On Call	Fire Control	Support Staff
Less than 6M	6	5	-	1
6M to 2 Years	2	9	1	6
2+ Yrs to 5 Yrs	3	16	-	9
5+ Yrs to 10 Yrs	1	12	-	9
10+ Yrs to 20 Yrs	4	6	-	5
20+ Years	13	13	1	3
Average Length of Service for Leavers (Yrs)	15.03	9.98	23.26	8.12

Percentage of Exit Interviews Offered vs Number of Leavers

- Offered
- Not Offered

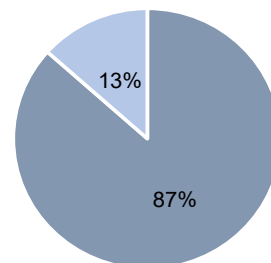


Starters and Leavers This Financial Year

	Voluntary Leavers	Involuntary Leavers	Total Leavers	Total Starters
Wholetime	9	20	29	50
On Call	48	13	61	75
Fire Control	1	1	2	1
Support Staff	21	12	33	78
All Staff	79	46	125	204

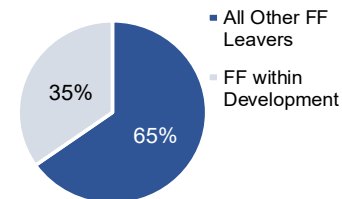
Percentage of Exit Interviews Completed that were Offered

- Offered - Completed
- Offered - Declined or Not Completed



Number of Firefighters who Left Within Development This Year*

	Wholetime	On Call	Total
Length of Service within 6 Months	-	4	4
Length of Service over 6 Months	-	12	12
Total Left in Development	-	16	16



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

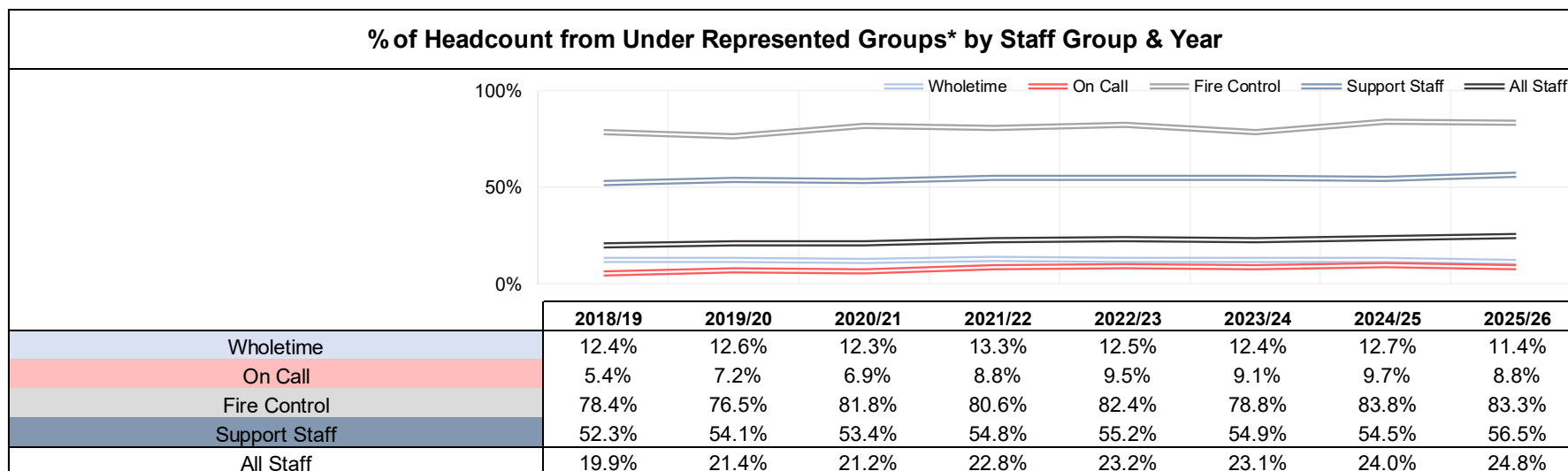


CORPORATE TARGETS

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	24.82%	24.04%	0.78%
Wholetime	11.33%	12.66%	-1.33%
On Call	8.82%	9.69%	-0.88%
Fire Control	83.33%	83.78%	-0.45%
Support Staff	56.53%	54.46%	2.07%



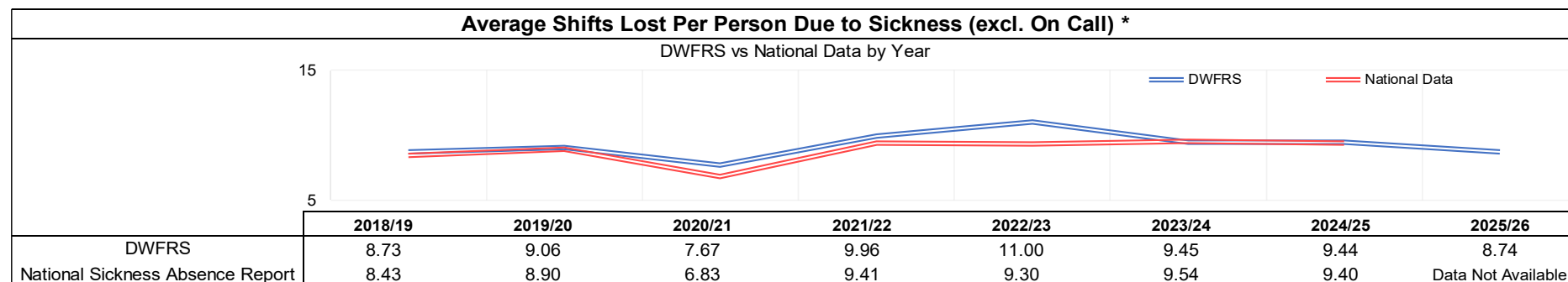
*Under Represented Group is inclusive of staff who identify as LGBT, Ethnic Minority (this also includes White - Other and White - Irish ethnicities), Female or Other Genders.



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*	
		9.50	National Sickness Absence Report 2025/26	ONS - Number of Days Lost Per Public Sector Worker**
			Data Not Available	6.20

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 2025/26	DWFRS vs National Data
All Staff (excl. On Call)	8.74	9.44	-0.70	Data Not Yet Available	N/A
Wholetime	9.55	10.99	-1.44		
On Call	16.56	20.61	-4.05		
Fire Control	6.79	10.76	-3.97		
Support Staff	7.88	7.17	0.71		
All Staff	10.98	11.78	-0.81		



*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. This year, the NFCC have not yet been able to release the National Sickness Absence Report, therefore we cannot compare to this at present.

**The ONS Data is taken from the latest 'Sickness Absence in the UK Labour Market' report available for the year of 2025 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. This data was not complete as we moved HR systems and therefore was only up to date as at 9th March. Therefore, this data was adjusted by looking at both organisational and positional leavers and joiners in the new HR system (iTrent) to make sure this data was reflective of who worked here at that time. No adjustment has been made to job roles in these reports so the data for their job role is reflective of what role they were in as at 9th March (or the new role information for those who joined since that date). Any EDI data has been taken from 1st April or as at any leave dates.
- All data for Joiners and Leavers for this year has been taken from 1st April 2025 to 31st March 2026. This data was generated from the HRMIS system on 1st April 2025 and has been amended to reflect who since joined or left since we moved to the new system, to give an accurate view of who joined and left the service between these dates.
- 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. They also no longer show in the Current Number of Staff by Contract Type and Staff Group chart (in Staff Promotions section) as they are no longer recorded in our new HR system from 2026.
- 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.