



West Yorkshire
Fire & Rescue Service

Annual Equality Monitoring Report

2024/25





Contents

Our diverse county	3
Why is diversity and inclusion important?	4
Why do we collect equality data?	5
Summary	6
National Wholtime operational statistics	7
Work delivered and plans for 2025/26	8
Data trends and comparison	10
Workforce diversity	12
Gender	12
Ethnicity	13
Sexuality	14
Disability	15
Age	16
Religion	17
Leavers	18
Grievance and disciplinary	19

Our diverse county

2,351,600 people are living in the five metropolitan districts of Bradford, Calderdale, Kirklees, Leeds and Wakefield, within an area of 800 square miles. WYFRS provides fire cover 24 hours a day, every day of the year from its 40 stations and Fire Control.

➔ According to the 2021 Census, **23%** of West Yorkshire citizens are Black, Asian, minority and mixed ethnicities. The majority of this population resides in the Bradford district of West Yorkshire which has an Asian population of **20%**.

➔ Approximately **18%** of the West Yorkshire population are disabled or live with long-term illnesses.

➔ The 2021 census indicated that **40%** of the population of West Yorkshire reported they were Christian. This was followed by those who reported no religion (**36%**). **14.5%** of the West Yorkshire population reported they are Muslim.

➔ **3%** of people in West Yorkshire identify as Lesbian, Gay or Bisexual.

➔ West Yorkshire has a balanced gender population. WYFRS must both serve and represent this diversity, making it essential to understand group-specific vulnerabilities and fire risks.



“WYFRS has a responsibility to serve our communities, but also to reflect the diversity of the population.”

Population
2.35 million

People
1,467

Size of area
783² miles

Fire Stations
40

Why is diversity and inclusion important?

Diversity and inclusion are central to our core values and bring many benefits to our organisation. Having a diverse and inclusive workforce improves team performance, communication, innovation and wellbeing.

An inclusive workforce creates individuals who feel confident, valued and able to deliver the best service to our communities and each other. Research indicates that diversity at all levels of the organisation, and crucially in key decision-making roles leads to more innovation, empathy and ultimately increased organisational performance.

We have an organisational, moral and legal responsibility to promote equality and diversity across all of the protected characteristics: race, sex, disability, age, sexual orientation, religion or belief, gender reassignment, marriage and civil partnerships and pregnancy and maternity.

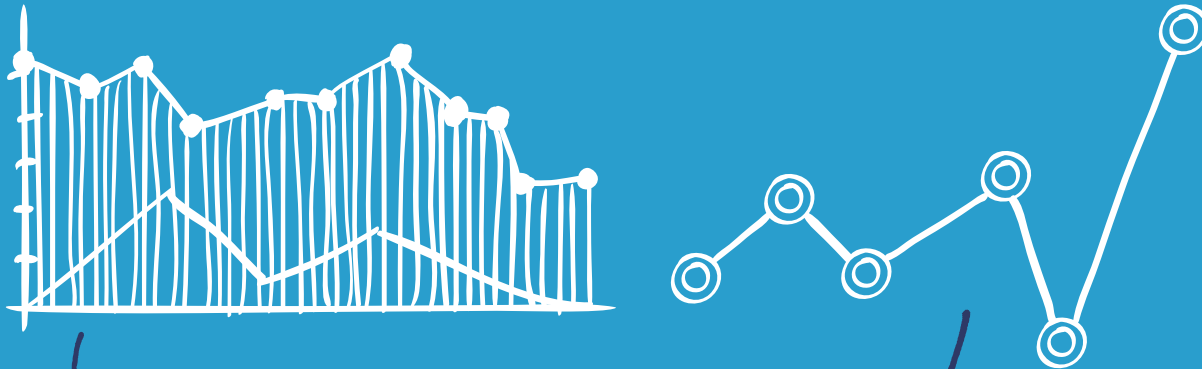
WYFRS seeks to ensure equal opportunities for everyone by encouraging constructive relationships. We work under the Public Sector Equality Duty to eliminate illegal behaviour such as discrimination, harassment and victimisation.

“

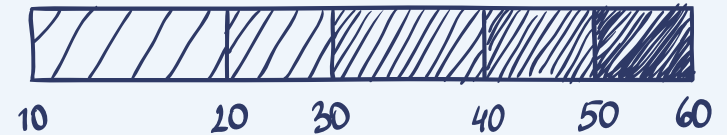
An inclusive workforce creates individuals who feel confident, valued and able to deliver the best service to our communities and each other. ”



Why do we collect equality data?



WYFRS aspires to reflect the diversity of the communities it serves. In order to demonstrate that we are working towards this, we collect equality data and analyse it. We produce this annual report to present the most recent equality data of the WYFRS workforce. We use this data to inform and direct our projects and initiatives including positive action, recruitment, retention, progression, reasonable adjustments and Equality Impact Assessments (EIAs).



Declaration

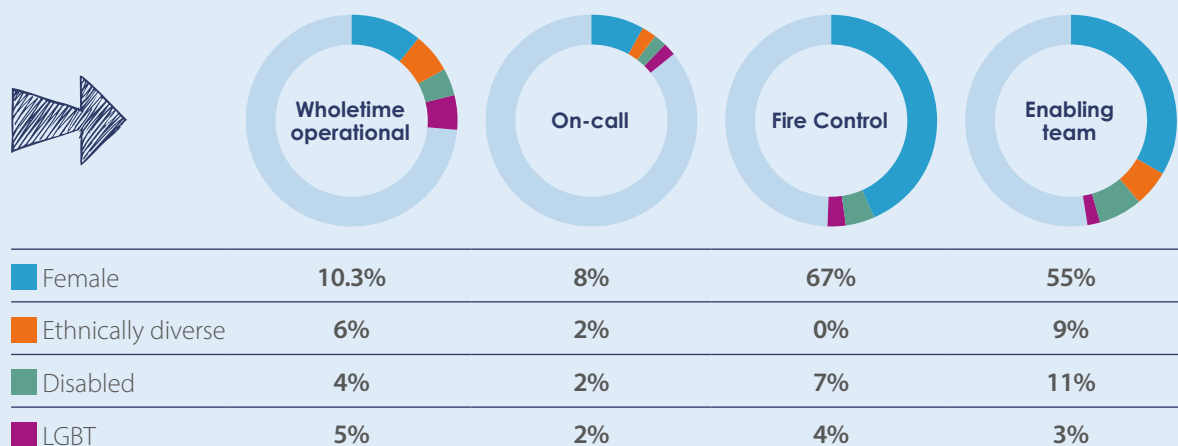
WYFRS relies on employees to input their equality data and share their protected characteristics. This means that we do not have fully accurate data on the demographics of our people. We are working with all employees to promote the benefits of sharing equality data and how this can influence the work of the organisation.



Summary

This report presents the equality data of the WYFRS' workforce at 31st March 2025. Reported information includes workforce profiles by age, gender, ethnicity, disability, religion and sexual orientation for Wholetime operational, On-call, Fire Control and Enabling colleagues.

At 31st March 2025, WYFRS Workforce diversity is as follows:



“At senior decision making level there is 33% female representation on WYFRS' Strategic Leadership Team (SLT).”



There is one Wholetime operational female Group Manager and one Fire Control female Group Manager. Within Wholetime operational roles we have one female in a Station Manager role, nine female Watch Managers and thirteen female Crew Managers. Within Wholetime operational employees there are three ethnically diverse Station Managers, four Watch Managers and eight Crew managers. Women make up **33%** of WYFRS's Strategic Leadership Team. At the most senior level, there is a **40%** gender split on WYFRS Executive Leadership Team. We do not have any ethnically diverse employees at this level and we are working with employees to improve promotion and retention initiatives.

The Diversity, Equity & Inclusion (DEI) team have four full time employees, five employee networks and a number of Diversity and Inclusion champions across the workforce. We have made significant progress in the recruitment of Wholetime operational employees from underrepresented groups, and we continue to improve and deliver our Positive Action strategy.

National Wholetime operational statistics

We compare favourably with the national sector data for our Wholetime operational roles. Nationally there are:

10%
Wholetime operational
females

6%
Wholetime operational
ethnically diverse

5%
Wholetime operational
LGBT+

5%
Wholetime operational
disabled



“Diversity and inclusion are central to WYFRS' core values and we aim to promote and celebrate equality within our workforce and the communities we serve.”

Work delivered and plans for 2025/26

The Diversity, Equity and Inclusion (DEI) Team will lead on several projects including the continued implementation of the Diversity and Inclusion Strategy, D&I training review, employee network development and improved partnership working across the five districts.

We will continue to review and improve the Positive Action initiatives for the 2025/2026 recruitment drive and implement further measures to improve representation across the Service, including support for internal colleagues from underrepresented groups to gain the skills and knowledge to progress. This year we aim to introduce a race equality plan and a gender inclusion plan, alongside reciprocal mentoring and a digital Equality Impact Assessment process.

The DEI team's community engagement with underrepresented groups in our communities has been very successful. We have made many more links and partnerships including within the Sikh communities of Leeds, Bradford and Huddersfield. We attended the Gipton and Harehills Unity day, Leeds Learning Alliance and Women at Work events and many more, totalling over 100 engagements within the last 12 months, an increase of over **50%**. With the permanent appointment of an additional team member, we will continue to attend more career fairs at schools, colleges and universities. We will continue to attend and celebrate with our communities at our district events such as the Leeds West Indian Carnival.

We are very proud that WYFRS gained Silver accreditation from Inclusive Employers in June 2024, four years ahead of schedule. This means that we are achieving in our ambition to be at the forefront of delivering meaningful projects and processes that ensure diversity, equity and inclusion are at the heart of what we do.

Our employee networks will continue to plan and deliver a number of awareness raising events, including the popular annual 'West Yorkshire Women in the Fire Service UK' event that provides the opportunity for employees to experience all aspects of the role of a firefighter including; breathing apparatus, road traffic incidents, line rescue and Fire Control appreciation. Our incredible employee network leads and members have been recognised at national awards including AFSA, WFS and Northern Power Women.





“WYFRS gained Silver accreditation from Inclusive Employers in June 2024.”

**MENTAL
HEALTH
AT WORK**
COMMITMENT

**disability
confident**
EMPLOYER

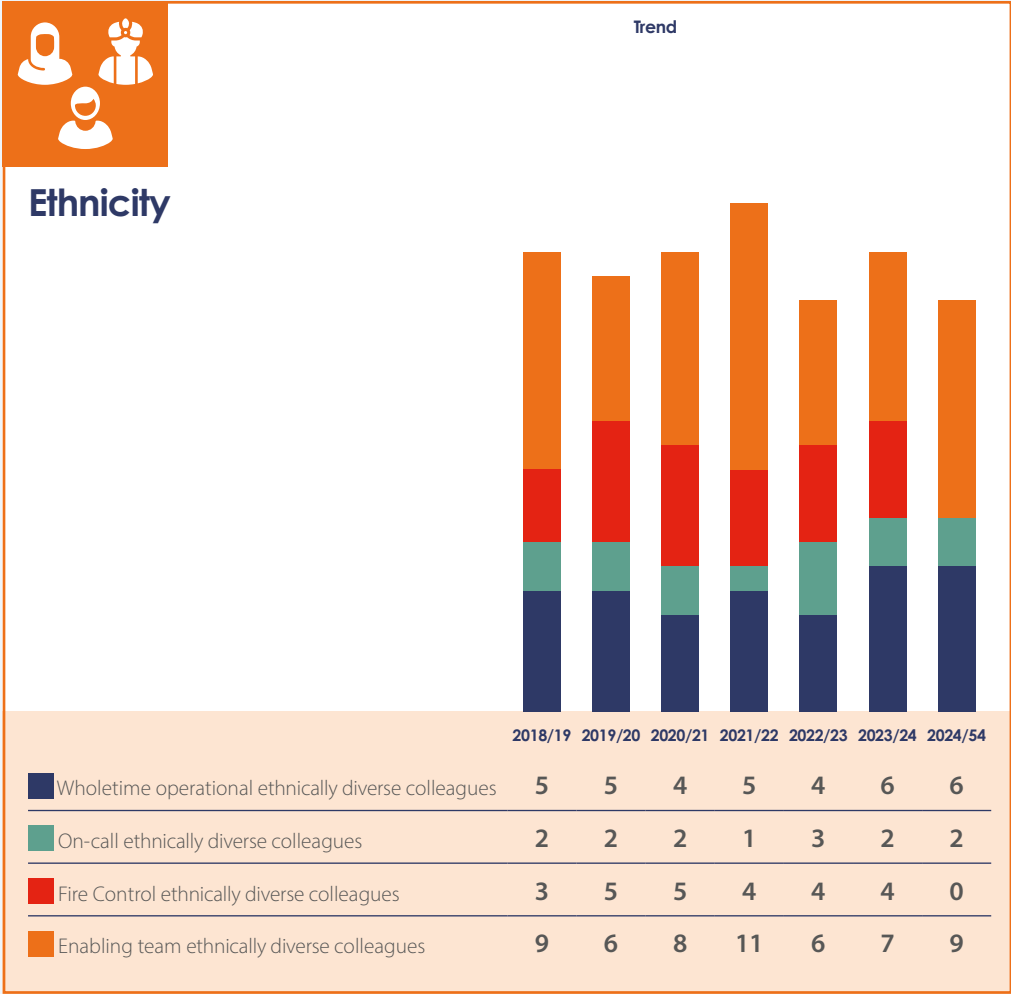
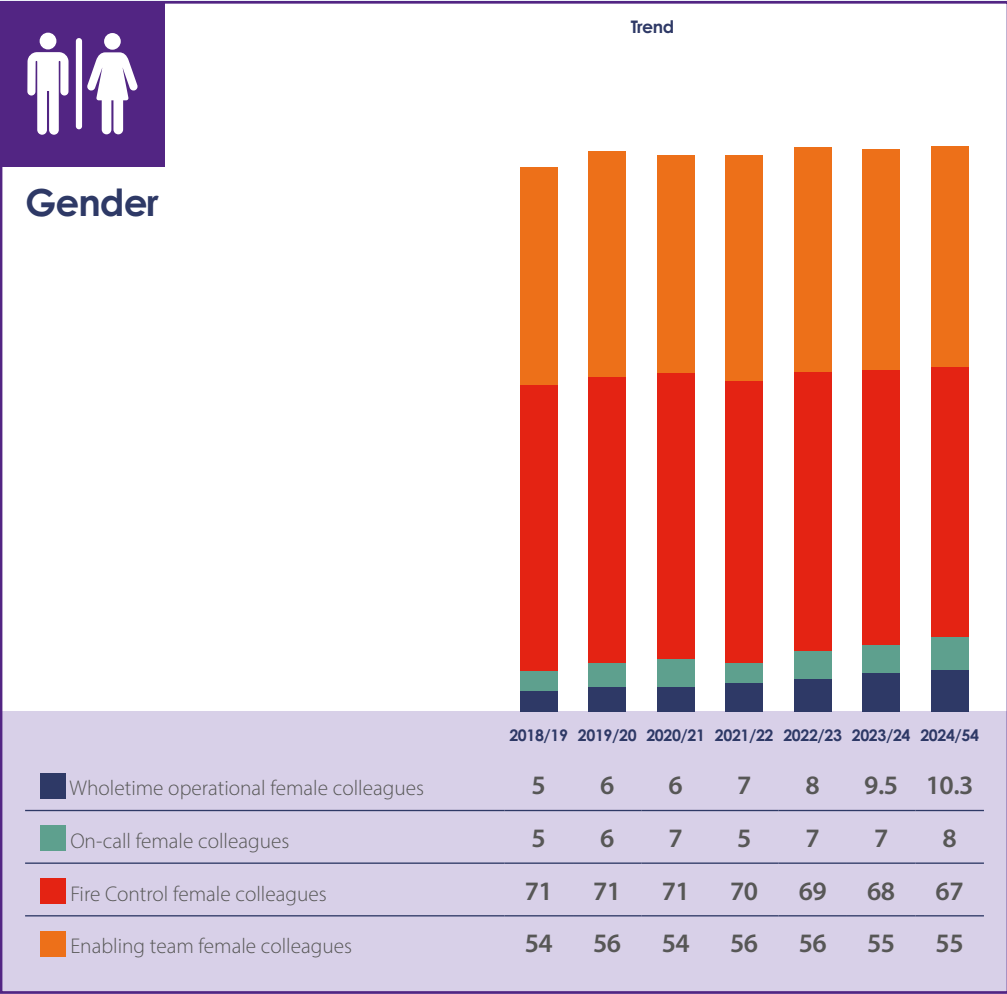
**Inclusive
Employers
Standard**
Silver
Accreditation 2024

WHITE RIBBON
ACCREDITED
WORKING TOGETHER TO
END MEN'S VIOLENCE AGAINST WOMEN

**MINDFUL
EMPLOYER**

Data trends and comparison

The tables below shows the 2024/25 equality data for Gender, Ethnicity, Sexuality and Disability alongside previous years.





Sexuality

Trend

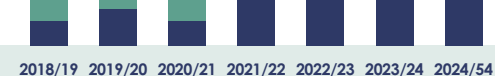


	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/54
Wholetime operational LGBT+ colleagues	0	1	1	4	4	5	5
On-call LGBT+ colleagues	0	0	1	2.5	3	3	2
Fire Control LGBT+ colleagues	0	0	0	2	4	4	4
Enabling team LGBT+ colleagues	1	1	2	3	4	4	3



Disability

Trend



	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/54
Wholetime operational disabled colleagues	1	1.5	1	4	2	4	4
On-call disabled colleagues	1	1.2	1	3	3	3	2
Fire Control disabled colleagues	3	5	4	4	4	4	7
Enabling team disabled colleagues	8	9	9	14	10	11	11

Workforce diversity

Gender



Female	10.3%
Male	89.4%
Trans	0.1%
Prefer to use own term	0.2%

Across our Wholetime operational roles women make up **10.3%** of employees which is comparative with England FRS data. This is an increase of **1%**.

0.2% of employees (2 people) prefer to use their own term to describe their gender. **0.1%** of employees are transgender.



Female	8%
Male	92%
Trans	0%
Prefer to use own term	0%

On-call female colleagues have increased to **8%**.

Work continues to promote opportunities for On-call firefighters in communities where we have vacancies.



Female	67%
Male	33%
Trans	0%
Prefer to use own term	0%

Fire Control roles are predominantly filled by females. However, we have seen an increase of **1%** in males in Fire Control.



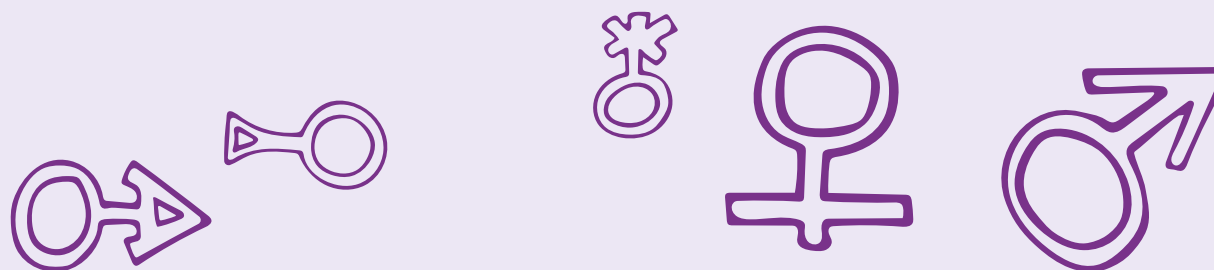
Female	55%
Male	45%
Trans	0%
Prefer to use own term	0%

The most equal gender split is within our Enabling Team roles where **55%** of employees are female.



Female	22%
Male	78%
Trans	0.1%
Prefer to use own term	0.1%

Across our organisation and across all roles, women make up **22%** of our workforce. We recognise that this needs improvement and projects are in place, such as positive action initiatives and training programmes, to address the imbalance.



Workforce diversity

Ethnicity

The ethnicity data demonstrates a gap in our workforce diversity, especially considering our diverse community data. Following a successful pilot talent programme, a new programme will be updated and relaunched in the coming months.



White	88%
Ethnically diverse	6%
Not declared	5%
Prefer not to say	1%

Within our Wholetime operational workforce **6%** are from black, Asian, mixed and minority ethnic backgrounds.



White	93%
Ethnically diverse	2%
Not declared	4%
Prefer not to say	1%

The percentage of ethnically diverse On-call employees has remained the same as last year.



White	96%
Ethnically diverse	0%
Not declared	4%
Prefer not to say	0%

Fire Control employees have **0%** of employees from a ethnically diverse background which is a reduction of **4%**.



White	86%
Ethnically diverse	9%
Not declared	4%
Prefer not to say	1%

The representation of ethnically diverse employees within our enabling function has increased by **2%**.



White	88%
Ethnically diverse	6%
Not declared	5%
Prefer not to say	1%

Overall, **6%** of employees are from an ethnically diverse background.

Workforce diversity

Sexuality



Heterosexual	50%
LGBTQ+	5%
Prefer not to say	7%
Not declared	38%

Wholetime operational employees have the highest declaration of LGBTQ+ status with 50 employees. The declaration rate has improved in all roles demonstrating that employees are becoming more confident with sharing their sexuality in the workplace.



Heterosexual	55%
LGBTQ+	2%
Prefer not to say	4%
Not declared	39%

The LGBTQ+ representation within On-call employees has reduced by 1%.



Heterosexual	74%
LGBTQ+	4%
Prefer not to say	11%
Not declared	11%

Fire Control LGBTQ+ status remains at 4%. This area of the service has the highest declaration rate with only 5 employees not declaring.



Heterosexual	80%
LGBTQ+	3%
Prefer not to say	4%
Not declared	13%

Enabling Teams employees have 3% identifying as LGBTQ+, which is a reduction of 1%.



Heterosexual	58%
LGBTQ+	4%
Prefer not to say	6%
Not declared	32%

The overall rate for all LGBTQ+ employees has remained at 4%.

“Fire doesn't discriminate, neither do we”

“We are extremely proud that our people feel comfortable to be their authentic selves at work.”

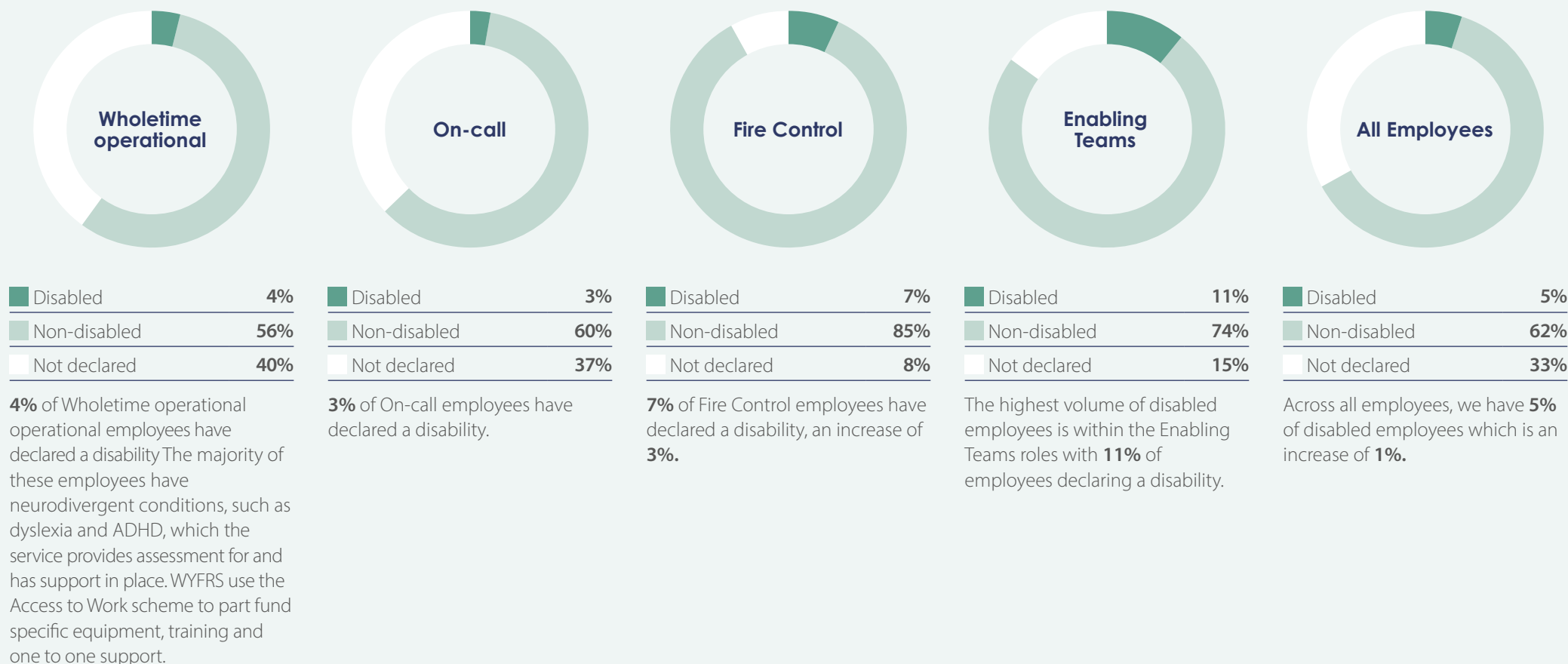


Workforce diversity

Disability

Neurodivergent conditions (dyslexia, ADHD, autism etc.) are categorised as a disability for the purposes of it being protected by equality law.

Neurodivergent conditions (dyslexia, ADHD, autism etc.) are categorised as a disability for the purposes of it being protected by equality law. We have screened and assessed a number of employees over this financial year, and have implemented support, equipment and training to ensure inclusion in the workplace. We offer new recruits screening and engage with them at the earliest opportunity to ensure they receive full support and workplace reasonable adjustments from the point of entry. We use site licenses for assistive software available to all employees and workplace champions have been identified and trained to deliver bespoke support.



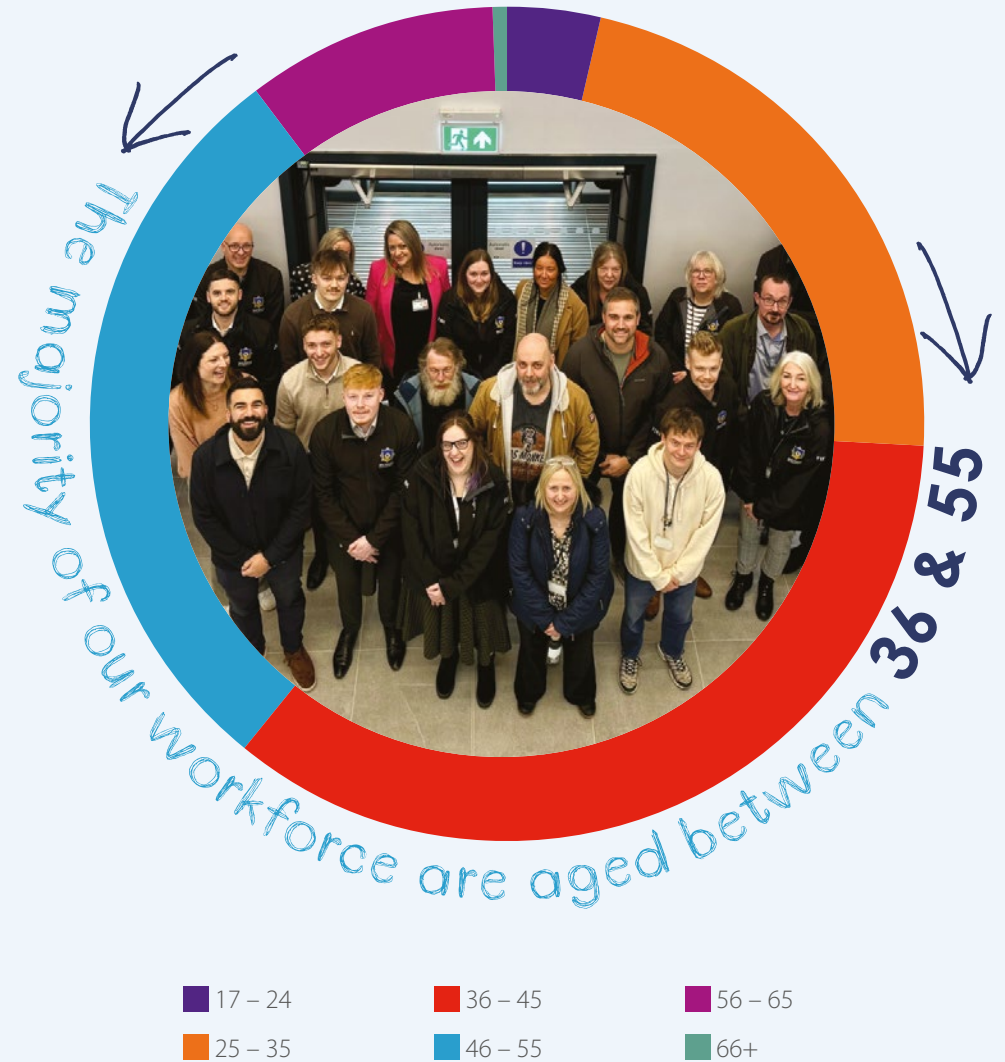
Workforce diversity

Age

The majority of our workforce are aged between 36 and 55.

The number of operational employees aged 55 and over is lower due to the retirement age of firefighters. The numbers of younger Wholtime operational employees has increased due mainly to recent recruitment campaigns.

	Wholtime operational	On-call	Fire Control	Enabling Teams	Totals
17 - 24	21	8	4	21	54
25 - 35	218	48	7	54	327
36 - 45	372	42	12	87	513
46 - 55	298	29	14	82	423
56 - 65	33	15	10	85	143
66+	1	0	1	5	7
Totals	943	142	48	334	1,467



Workforce diversity

Religion

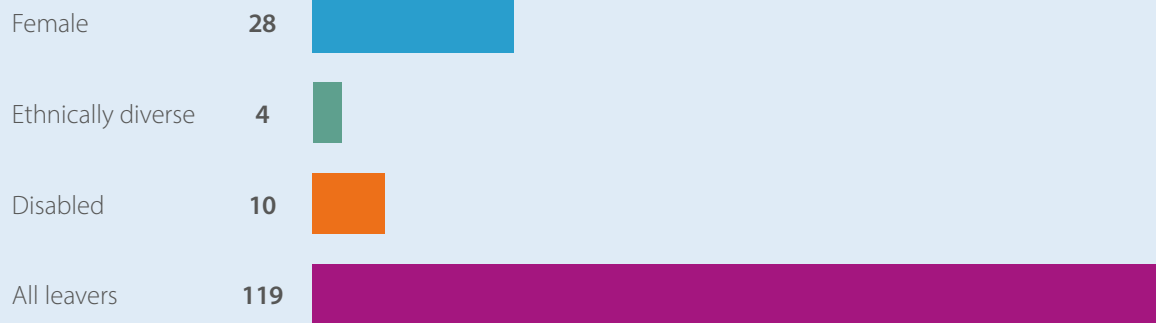
Across all employees **25%** do not follow a religion or belief. **23%** are Christian and **1%** are Muslim. **5%** of employees have declared 'other' and this needs further exploration to see if we need to make more categories available. **45%** of employees have not declared.



Leavers

A total of 119 people left the organisation between 1st April 2024 and 31st March 2025. 52 people left Wholetime operational roles, 17 left On-call, three left Fire Control and 45 people left Enabling Teams roles. **23%** of leavers were female, **3%** ethnically diverse and **8%** were disabled.

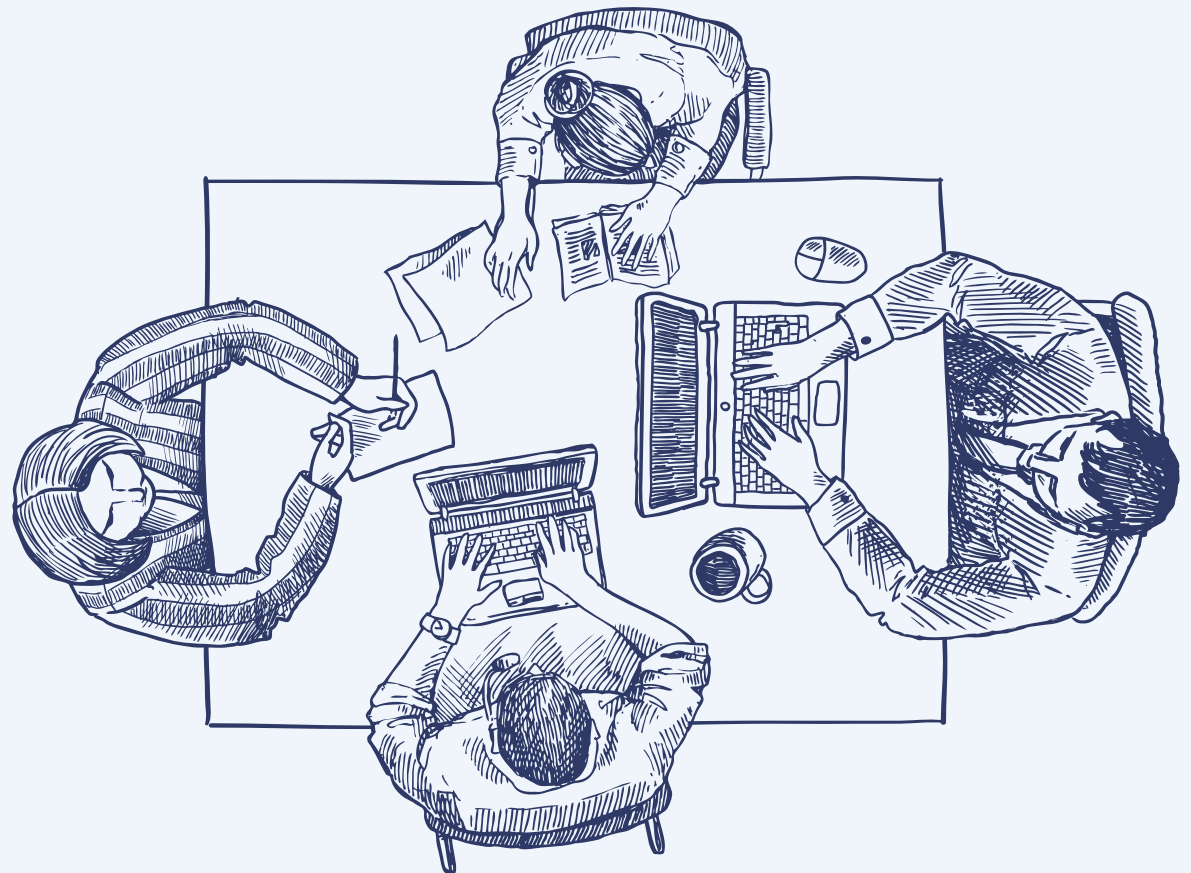
Number of leavers



Grievance and disciplinary

During the 24/25 financial year WYFRS heard a total of **12 grievances** (six fewer than the previous year). One was upheld, six were partially upheld and five were not. Of these, three were from females and nine were from males. Two grievances were from ethnically diverse staff and 10 were from white British / Irish backgrounds.

During the same time period WYFRS conducted a total of 14 formal disciplinary investigations (5 fewer than previous year). Of the 14, one was female and one was an ethnically diverse employee.





West Yorkshire
Fire & Rescue Service

Fire doesn't discriminate and neither do we