Annual Data Monitoring Report

West Yorkshire
Fire & Rescue Service

2025/26





West Yorkshire
Fire & Rescue Service

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Our diverse county

A total of 2,351,600 people live in the five metropolitan districts of Bradford, Calderdale, Kirklees, Leeds and Wakefield, within an area of 783 square miles. West Yorkshire Fire and Rescue Service (WYFRS) provides fire cover 24 hours a day, every day of the year from its district stations and Headquarters.



- 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 region 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%**), with **14.5%** of the West Yorkshire population reporting that they are Muslim.
- According to the data, **3%** of people in West Yorkshire identify as Lesbian, Gay or Bisexual.
- As with most other counties, West Yorkshire's population is evenly balanced by gender.
- WYFRS has a responsibility to serve our communities, but also to reflect the diversity of the population. Understanding the vulnerabilities and related fire risks facing these diverse groups is paramount to meeting these twin obligations.

Population
2.35 million

WYFRS People
1,508

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 equity and inclusion across all of the protected characteristics: race, sex, disability, age, sexual orientation, religion or belief, gender reassignment, marriage and civil partnership and pregnancy and maternity.

WYFRS promotes equality of opportunity for all by fostering good relations. We work under the Public Sector Equality Duty to eliminate illegal behaviour such as discrimination, harassment and victimisation.

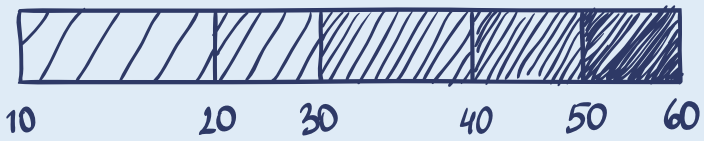
> "An inclusive workforce creates individuals who feel confident, valued and able to deliver the best service to our communities and each other."



Why do we collect equality data?



WYFRS aspires to reflect the diversity of the communities it serves. To demonstrate this commitment, we collect and analyse workforce equality data and produce this annual report to present the most recent profile of our 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.



Declaration

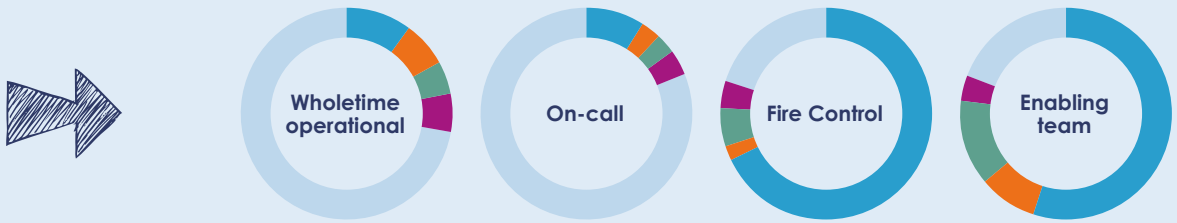
WYFRS relies on employees to input their equality data and share their protected characteristics. Some employees choose not to share this information, which means we do not have fully accurate data on the demographics of all our workforce. We are working with employees to promote the benefits of sharing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



Summary

This report presents the equality data of WYFRS' workforce as at 31 March 2026. Reported information includes workforce profiles by age, gender, ethnicity, disability, religion and sexual orientation for Wholetime, On Call, Fire Control and Enabling employees.

Workforce diversity at 31 March 2026 was as follows:



	Wholetime operational	On-call	Fire Control	Enabling team
Female	10%	9%	68%	55%
Ethnically diverse	7%	3%	2%	9%
Disabled	5%	3%	6%	13%
LGBT	6%	4%	4%	4%

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



As at 31 March 2026, WYFRS employed **two** female Group Managers. Within Wholetime only roles, we have **two** female Station Managers, **11** female Watch Managers and **12** female Crew Managers. Within operational employees there are three Station Managers from an ethnic minority, three Watch Managers and nine Crew Managers. At a strategic level, females make up **33%** of WYFRS's Senior Leadership Team, and **40%** of the Executive Leadership Team. We do not have any colleagues from an ethnic minority at this level and we are working with employees to improve promotion and retention initiatives.

The Inclusive Practice team have four full time employees, overseeing five employee networks and a number of Inclusion champions across the workforce. We have made progress in the recruitment of operational employees from under-represented groups, and continue to improve and deliver our positive action initiatives.

National Wholetime statistics

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

10%
Wholetime females

6%
Wholetime ethnically diverse

5%
Wholetime LGBT+

5%
Wholetime 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 2026/27

The Inclusive Practice team will lead on several actions and projects in 2026/27, including a delivery plan that meets the strategic objectives within the People and Culture Strategy and the Community Risk Management Plan (CRMP).

Priorities include:

- Enhancing positive action initiatives across all recruitment.
- Improving the neurodiversity offer and barrier free universal inclusion.
- Developing and driving the work of our employee networks.
- Increasing completion and measuring the impact of Equality Impact Assessments (EIA).
- Delivering a meaningful inclusion training programme.

This will be complemented by a number of targeted projects, which will further embed inclusion, including a workwear review that incorporates religious and cultural dress, delivery of work experience to local college students, a review of the recruits trainee programme to remove learning barriers, and delivery of inclusion events in line with a national diversity calendar.



During the 2025/26 financial year, the Inclusive Practice team delivered a number of actions, including the following:

- Design and production of an electronic Equality Impact Assessment (EIA) application that allows colleagues a more accessible and efficient process, delivered alongside new user guides, training and one-to-one support for authors. The application provides a live library of EIAs that analyse and address potential indirect or direct discrimination of those with protected characteristics.
- Creation and publication of an Anti-Sexual Harassment Policy in line with the Worker Protection Act, along with guidance on how to prevent sexual harassment in the workplace and a service-wide risk assessment. This year we will deliver mandatory training to all staff, both through online and in person provision.
- Specialist consultation on inclusive design for the new headquarters including a multi-purpose room for prayer, rest, reflection and breastfeeding, a baby change facility, gender neutral facilities and free sanitary provision.
- Attending 97 community engagements including school fairs, college and university open days, jobs fairs, careers talks and 'have a go' days. The team attended Leeds Pride, West Indian Carnival, station open days and community events including Iftars and summer fairs, and also delivered a weeklong 'Ignite' programme for young under-represented people from West Yorkshire communities, in collaboration with Killingbeck crew members.

Our employee networks have continued to grow and develop, providing consultation, campaigns, training and events. The network members have been recognised locally and nationally for their efforts, including awards from Women in the Fire Service (WFS) and Asian Fire Service Association (AFSA). We will continue to develop our employee networks to ensure they are key stakeholders in organisation-wide decision making.



"WYFRS gained Silver accreditation from Inclusive Employers in June 2024."

MENTAL HEALTH AT WORK COMMITMENT

disability confident EMPLOYER

Inclusive Employers Standard Silver Accreditation 2024

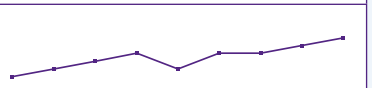
WHITE RIBBON ACCREDITED WORKING TOGETHER TO END MEN'S VIOLENCE AGAINST WOMEN

MINDFUL EMPLOYER

Data trends and comparison

The tables below show the 2025/26 equality data for West Yorkshire Fire and Rescue Service categorised by Gender, Ethnicity, Sexuality and Disability, alongside previous years.

Gender

	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	Trend
Wholetime female employees	4%	5%	6%	6%	7%	8%	9.5%	10.3%	10%	
On-call female colleagues	4%	5%	6%	7%	5%	7%	7%	8%	9%	
Fire Control female colleagues	72%	71%	71%	71%	70%	69%	68%	67%	68%	
Enabling team female colleagues	53%	54%	56%	54%	56%	56%	55%	55%	55%	

Ethnicity

	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	Trend
Wholetime ethnic minority employees	4%	5%	5%	4%	5%	4%	6%	6%	7%	
On call ethnic minority employees	0.7%	2%	2%	2%	1%	3%	2%	2%	3%	
Fire Control ethnic minority employees	2%	3%	5%	5%	4%	4%	4%	0%	2%	
Enabling ethnic minority employees	8%	9%	6%	8%	11%	6%	7%	9%	9%	



Sexuality

	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	Trend
Wholetime LGBT employees	Not reported	0%	1%	1%	4%	4%	5%	5%	6%	
On call LGBT employees	Not reported	0%	0%	1%	2.5%	3%	3%	2%	4%	
Fire Control LGBT employees	Not reported	0%	0%	0%	2%	4%	4%	4%	4%	
Enabling LGBT employees	Not reported	1%	1%	2%	3%	4%	4%	3%	4%	

Disability

	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	Trend
Wholetime disabled employees	1%	1%	1.5%	1%	4%	2%	4%	4%	5%	
On call disabled employees	Not reported	1%	1.2%	1%	3%	3%	3%	2%	3%	
Fire Control disabled employees	Not reported	3%	5%	4%	4%	4%	4%	7%	6%	
Enabling disabled employees	Not reported	8%	9%	9%	14%	10%	11%	11%	13%	

Workforce diversity

Gender



Female	10%
Male	89%
Trans	0.5%
Prefer to use own term	0.5%

Across our Wholetime operational roles women make up **10%** of employees, which is comparable with England Fire and Rescue Service (FRS) data.

0.5% of employees prefer to use their own term to describe their gender.

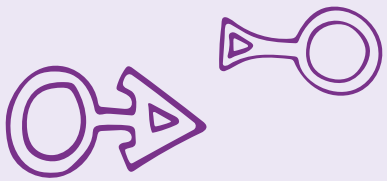
0.5% of employees are transgender.



Female	9%
Male	91%
Trans	0%
Prefer to use own term	0%

The proportion of female firefighters in On-call roles has increased to **9%.**

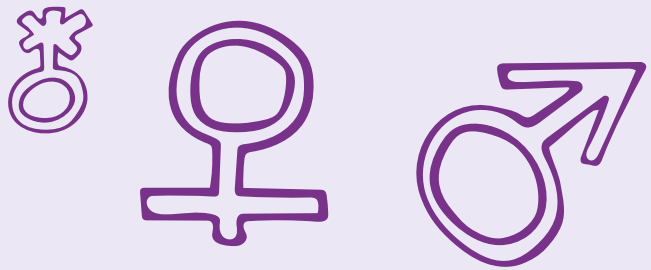
Work continues to promote opportunities for retained firefighters in communities where we have vacancies.





Female	68%
Male	32%
Trans	0%
Prefer to use own term	0%

Fire Control roles are predominantly filled by female employees.





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	77%
Trans	0.5%
Prefer not to say	0.5%

Across our organisation and across all roles, women make up **22%** of our workforce. We recognise 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 demographic.







White	88%
Ethnically diverse	7%
Not declared	4%
Prefer not to say	1%

Within our Wholetime workforce, **7%** are from black, Asian, mixed and minority ethnic backgrounds. This is an increase of **1%.**



White	91%
Ethnically diverse	3%
Not declared	5%
Prefer not to say	1%

The percentage of On-call employees from an ethnic minority background has increased by **1%.**



White	92%
Ethnically diverse	2%
Not declared	6%
Prefer not to say	0%

Fire Control has **2%** of employees from an ethnic minority background, which is an increase of **2%.**



White	87%
Ethnically diverse	9%
Not declared	3%
Prefer not to say	1%

The representation of ethnic minority employees within our enabling functions has remained at **9%.**



White	88%
Ethnically diverse	7%
Not declared	4%
Prefer not to say	1%

Overall, **7%** of our workforce is from an ethnic minority background.

Workforce diversity

Sexuality

> Fire doesn't discriminate and neither do we.



Not declared	27%
Prefer not to say	8%
Prefer to use own term	1%
Heterosexual	59%
Lesbian/Gay	3%
Bisexual	2%

LGBTQ+ declaration was highest amongst Wholetime employees with **52** individuals identifying as LGBTQ+. The declaration rate has improved in all roles demonstrating that employees are becoming more confident with sharing their sexuality in the workplace. We recognise, however, that a high number of employees have not declared, and we are working on ways to address this.



Not declared	32%
Prefer not to say	5%
Prefer to use own term	0%
Heterosexual	58%
Lesbian/Gay	4%
Bisexual	1%

The LGBTQ+ representation within On-call employees has increased by **2%.**



Not declared	11%
Prefer not to say	11%
Prefer to use own term	0%
Heterosexual	74%
Lesbian/Gay	2%
Bisexual	2%

Fire Control LGBTQ+ representation remains at **4%.** This area of the service has the highest declaration rate in this category, with only five employees not declaring their sexuality.



Not declared	9%
Prefer not to say	3%
Prefer to use own term	1%
Heterosexual	84%
Lesbian/Gay	1%
Bisexual	2%

4% of employees within Enabling Teams identify as LGBTQ+/own term, which is an increase of **1%.**



Not declared	5%
Prefer not to say	9%
Prefer to use own term	1%
Heterosexual	80%
Lesbian/Gay	3%
Bisexual	2%

The overall rate for all LGBTQ+/own term employees has increased to **6%.**

Workforce diversity

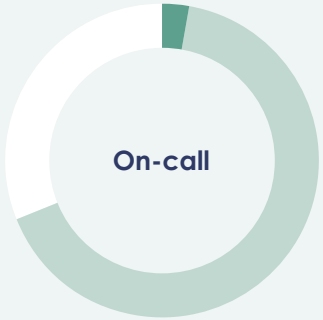
Disability



Disabled	5%
Non-disabled	64%
Not declared	31%

5% of Wholetime employees have declared a disability. Of those who have disclosed a disability, the majority have advised of neurodivergent condition(s), such as dyslexia and ADHD.

WYFRS provides screening and a wide range of global adjustments to meet individuals' needs through inclusion by design. For people who require a more tailored solution, we use the Government's Access to Work provision to help fund additional costs.



Disabled	3%
Non-disabled	66%
Not declared	31%

3% of On-call employees have declared a disability.



Disabled	6%
Non-disabled	83%
Not declared	11%

6% of Fire Control employees have declared a disability, a decrease of **1%.**



Disabled	13%
Non-disabled	77%
Not declared	10%

The highest proportion of disabled employees is within Enabling Teams roles with **13%** of employees declaring a disability. This is an increase of **2%.**



Disabled	7%
Non-disabled	67%
Not declared	26%

Across all employees, **7%** have declared a disability, which is an increase of **2%.**

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 supported a number of employees over this financial year, and we have implemented adjustments, equipment and training to ensure inclusion in the workplace. We proactively screen new recruits through early engagement to ensure they receive full support and reasonable adjustments in the workplace from the point of entry. We have a range of global inclusion measures, including site licences for assistive software, available to all employees, and we have trained workplace champions to deliver bespoke support. **We have begun to further implement** universal design principles to remove barriers in all aspects of work, hopefully reducing the need for screening / diagnosis of neurodivergent conditions.

Workforce diversity

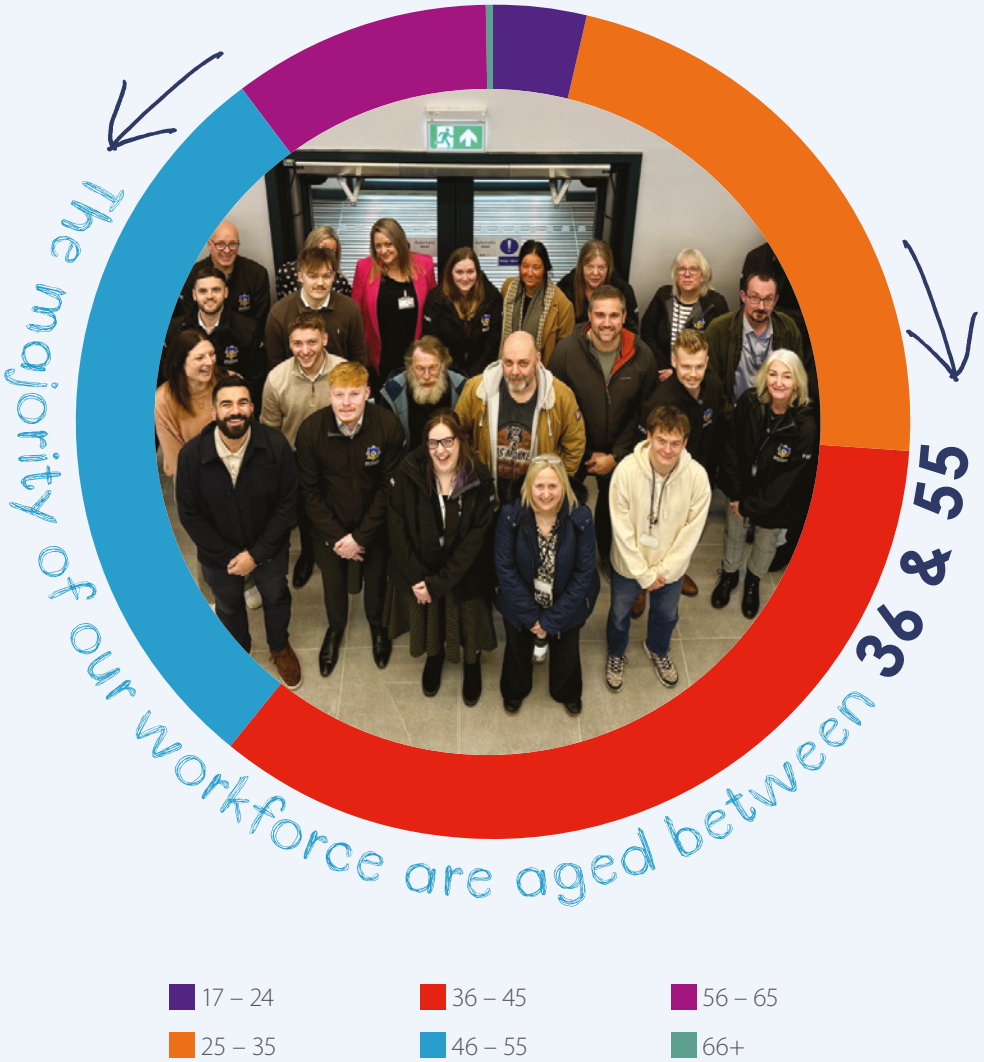
Age

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

Within operational employees the age profile reduces after the age of 55, which is due in part to the lower retirement age of firefighters.

There is a more even spread of age profiles amongst On-call employees. Recruitment for On-call employees is ongoing and regular, which allows for a wider representation of ages.

	Wholetime operational	On-call	Fire Control	Enabling Teams	Totals
17 - 24	24	11	4	18	57
25 – 35	226	46	5	62	339
36 - 45	373	45	12	92	522
46 – 55	312	28	13	86	439
56 - 65	40	14	9	84	147
66+	0	0	1	3	4
Totals	**975**	**144**	**44**	**345**	**1508**



Workforce diversity

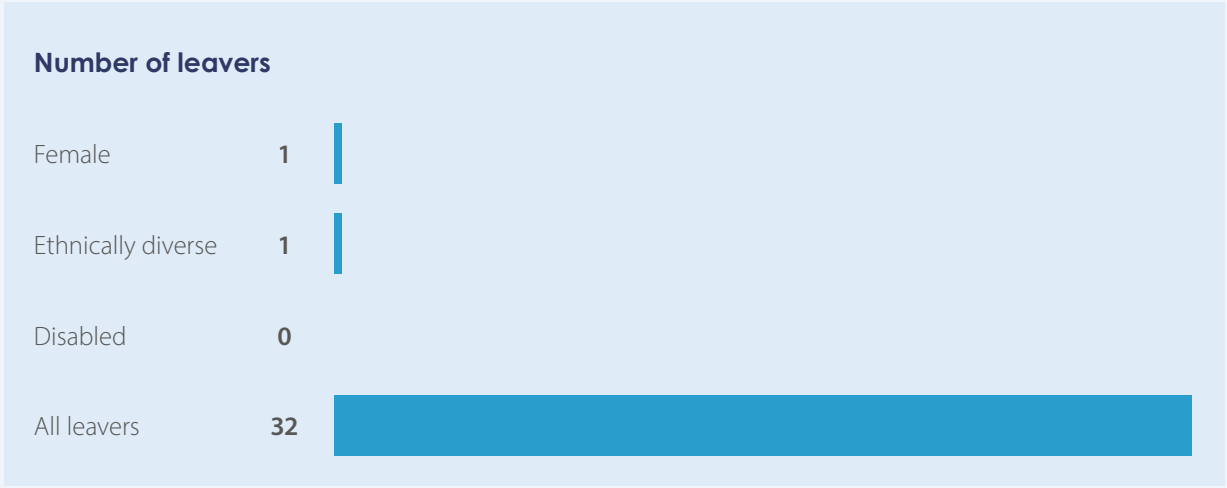
Religion

Across all employees, **31%** of employees do not follow a religion or belief, **25%** are Christian and **2%** are Muslim. **5%** of employees have declared 'other' and this needs further exploration to see if we need to make more categories available. **36%** of employees have not declared.



Leavers

A total of 32 people left the organisation between 1 April 2025 and 31 March 2026. **3%** of leavers were female, **3%** ethnically diverse and **0%** were disabled.



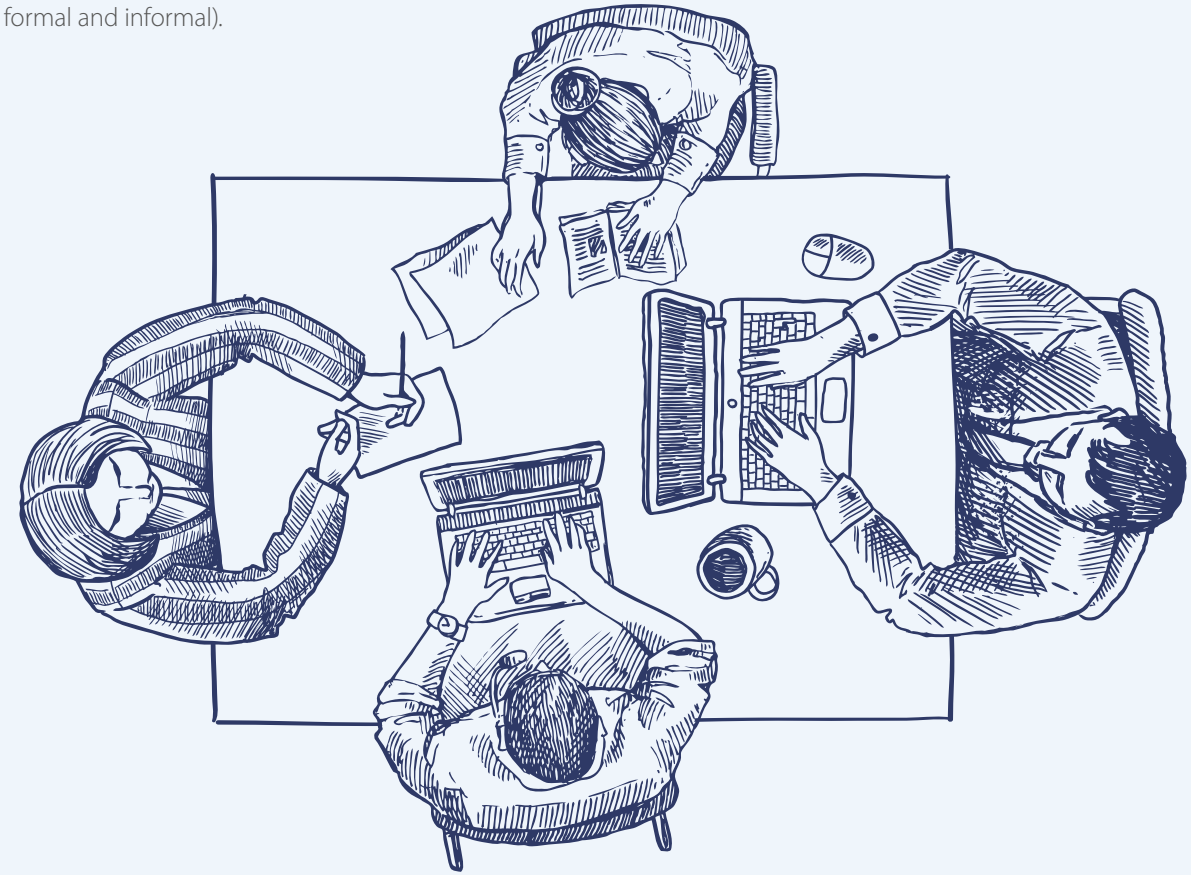


Grievance and disciplinary

During the 2025/26 financial year WYFRS received a total of **28 grievances** (16 more than the previous year). Of these, 4 were from females and 24 were from males. Two grievances came from ethnic minorities and 26 were from white British/Irish backgrounds.

During the same time period, WYFRS conducted a total of 96 disciplinaries (both formal and informal). Of the 96, 10 were female and 12 were from an ethnic minority.







West Yorkshire
Fire & Rescue Service

Fire doesn't discriminate and neither do we