

## Annual Statement of Equality

### Appendix A: Workforce Demographics

April 2020



**HAMPSHIRE  
FIRE AND  
RESCUE  
AUTHORITY**

Staff Group	Headcount	% of workforce
Grey book - WDS	668	39.5%
Grey book - RDS	679	40.1 %
Control	39	2.3%
Green book including ICU	306	18.1%
<b>Total</b>	1692	

#### Gender – Male Workforce

Staff group	Headcount	Percentage	2019 percentage
Grey book – WDS	629	94.1%	95.3%
Grey book – RDS	633	93.2%	94.6%
Control	6	15.4%	15.8%
Green book including ICU	158	51.6%	50.9%
<b>Total</b>	1426	84.3%	85.7%

#### Gender – Female Workforce

Staff group	Headcount	Percentage	2019 percentage
Grey book – WDS	39	5.9%	4.7%
Grey book – RDS	46	7.8%	5.4%
Control	33	84.6%	84.2%
Green book including ICU	148	49.4%	49.1%
<b>Total</b>	266	15.7%	14.3%

## Ethnicity

<b>Ethnicity</b>	<b>Head Count</b>	<b>Percentage</b>
01 - White British	1426	84%
02 - White Irish	5	0.3%
03 - White Other	46	2.7%
04 - Mixed Caribbean	4	0.2%
06 - Mixed Asian	3	0.2%
07 - Mixed Other	4	0.2%
08 - Indian	6	0.4%
11 - Other Asian	1	0.05%
12 - Black Caribbean	2	0.1%
16 - Other Ethnicity	4	0.2%
17 - No data provided	166	9.8%
18 - Prefer not to say	18	1.0%
19 - White Eastern European	5	0.3%
21 - Gypsy or Irish Traveller	2	0.1%

## BAME

<b>Contract type</b>	<b>Head Count</b>	<b>% Contract type</b>
Green Book	9	2.9%
Grey Book - Retained	4	0.6%
Grey Book - WDS	7	1.05%

## Age

<b>Age Group</b>	<b>Headcount</b>	<b>Percentage</b>
16 - 25	98	5.79%
26 - 35	413	24.41%
36 - 45	524	30.97%
46 - 55	501	29.61%
56 - 65	146	8.63%
66+	10	0.59%
<b>Grand Total</b>	<b>1692</b>	<b>100.00%</b>