

Equality and diversity in the Fire Service

Fire and Rescue Services	Percentage of All FRS staff that are minority ethnic	Percentage Working age⁽¹⁾ minority ethnic population in that area	Women firefighters per cent of FRS staff	Indicative new recruitment targets – Women	Indicative new recruitment targets – Minority Ethnic
Avon	1.7	4.8	3.1	15	4.8
Bedfordshire & Luton	4.0	13.9	2.9	15	13.9
Buckinghamshire	1.2	8.7	2.2	15	8.7
Cambridgeshire	1.7	6.1	3.4	15	6.1
Cheshire	1.0	1.8	2.1	15	1.8
Cleveland	1.1	3.1	2.5	15	3.1
Cornwall	0.4	1.1	1.6	15	1.1
County Durham & Darlington	0.9	1.4	2.0	15	1.4
Cumbria	0.0	0.8	2.8	15	0.8
Derbyshire	2.1	4.2	2.7	15	4.2
Devon	0.2	1.5	4.8	15	1.5
Dorset	0.9	2.4	2.6	15	2.4
East Sussex	1.7	4.3	2.4	15	4.3
Essex	0.6	3.6	2.0	15	3.6
Gloucestershire	2.2	3.0	5.7	15	3.0
Greater Manchester	1.9	9.2	1.2	15	9.2
Hampshire	0.9	3.8	3.8	15	3.8
Hereford & Worcester	0.9	2.2	5.0	15	2.2
Hertfordshire	1.4	6.9	2.4	15	6.9
Humberside	0.9	2.1	3.6	15	2.1
Isle of Wight	0.0	1.7	4.2	15	1.7
Isles of Scilly	0.0	0.6	4.0	15	0.6
Kent	1.4	4.0	3.4	15	4.0
Lancashire	1.3	7.0	1.5	15	7.0
Leicestershire	4.0	15.6	2.7	15	15.6
Lincolnshire	0.9	1.5	6.3	15	1.5
London	12.5	29.0	3.3	15	29.0
Merseyside	1.8	3.2	3.1	15	3.2
Norfolk	1.0	1.8	2.3	15	1.8
North Yorkshire	0.7	1.6	3.6	15	1.6
Northamptonshire	2.1	5.1	3.1	15	5.1
Northumberland	0.4	1.0	3.4	15	1.0

Nottinghamshire	1.9	6.3	2.5	15	6.3
Oxfordshire	0.9	5.5	5.0	15	5.5
Royal Berkshire	2.3	11.9	2.1	15	11.9
Shropshire	1.5	2.8	2.3	15	2.8
Somerset	0.4	1.3	2.3	15	1.3
South Yorkshire	2.2	5.1	3.3	15	5.1
Staffordshire	2.4	3.2	5.0	15	3.2
Suffolk	1.8	3.0	5.0	15	3.0
Surrey	0.1	5.8	2.6	15	5.8
Tyne & Wear	0.5	3.6	3.0	15	3.6
Warwickshire	3.6	4.9	4.8	15	4.9
West Midlands	7.9	21.2	2.9	15	21.2
West Sussex	1.0	3.9	2.5	15	3.9
West Yorkshire	2.7	11.5	2.2	15	11.5
Wiltshire	1.6	2.7	3.4	15	2.7
England	3.2	9.9	3.1	15	9.9

In the Fire and Rescue Service as at 31 March 2007

Defined as persons aged 18-54. Source: aggregated from
ONS Census Table S101.

*Women figs - Source: Annual returns to Communities and Local
Government*