



Northamptonshire Fire and Rescue Service

Please ask for: Service Information Team Leader

Tel: 01604 797000

Our Ref:

Your Ref:

Date: 22 February 2022

If you have any difficulty in obtaining the above telephone number please email enquiries@northantsfire.gov.uk.

Re: Request for information (our ref: NFRS2022-09-09)

I am writing in response to your request for information under the Freedom of Information Act 2000, received 25 January 2022. Our response is provided below:

The term 'Firefighter (Ff)' in all the questions below refer to those in the role of firefighter and all operational uniform staff roles (e.g., Crew Manager (CM), Watch Manager (WM)). The term also refers to both wholetime and on call staff. The questions also extend to Service Control when applicable.

Q1 What is the total establishment of Ffs in your Fire and Rescue Service (FRS)?

We are exempting this under Section 21 of the Act [Information already reasonably accessible] as it is publicly available via the [Home Office's fire statistics data tables](#) > [Workforce and Workforce diversity](#) > FIRE1101: Staff in post employed by fire and rescue authorities by headcount and full time equivalent by role and fire and rescue authority. Once the data table is open, select the tab 'FIRE1101' and enable editing to then change the drop down menu from 'England' to 'Northamptonshire'.

Q2 What percentage of your Ffs are men?

We are exempting this under Section 21 of the Act [Information already reasonably accessible] as it is publicly available via the [Home Office's fire statistics data tables](#) > [Workforce and Workforce diversity](#) > FIRE1103: Staff headcount by gender, fire and rescue authority and role. Once the data table is open, select the tab 'FIRE1103' and enable editing to then change the drop down menu from 'England' to 'Northamptonshire'. Percentages are recorded for women, remaining percentage will be for male Ffs.

Q3 What percentage of your Ffs are women?

Please refer to answer provided for Q2.

Q4 What percentage of your Ffs are White men?

We do not record ethnicity and gender combined. Ethnicity data is publicly available via the [Home Office's fire statistics data tables](#) > [Workforce and Workforce diversity](#) > FIRE1104: Staff headcount by ethnicity, fire and rescue authority and role. Once the data table is open, select the tab 'FIRE1104' and enable editing to then change the drop down menu from 'England' to 'Northamptonshire'.

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Q5 What percentage of your Ffs are White women?

Please refer to answer provided for Q4.

Q6 What percentage of your Ffs are Black men?

Please refer to answer provided for Q4.

Q7 What percentage of your Ffs are Black women?

Please refer to answer provided for Q4.

Q8 What percentage of your Ffs are Asian men?

Please refer to answer provided for Q4.

Q9 What percentage of your Ffs are Asian women?

Please refer to answer provided for Q4.

Q10 What percentage of your Ffs are Mixed men?

Please refer to answer provided for Q4.

Q11 What percentage of your Ff are Mixed women?

Please refer to answer provided for Q4.

Q12 How many Ffs are you aiming to recruit in your FRS in the next 3 years (2022, 2023 and 2024)?

Northamptonshire Fire and Rescue Service (NFRS) has a target of 40 new On-Call starters per annum. The number of Wholetime Duty System (WDS) recruits is based on the leaver's profile so we are unable to provide an accurate prediction. This year NFRS has recruited 18 WDS staff. For 2023 and 2024 we are anticipating approximately 12 per annum but this is subject to change when more information on leavers becomes available.

Q13 Please provide any details of positive action initiatives your FRS may currently have in place?

We have a scheme to support the development of women in leadership roles, we have spaces on the Women in the Fire Service (WFS) Women's Development Programme. We are planning a leadership day for Black and Ethnic Minority staff, and we work closely with the Police Positive Action team to access and support underrepresented groups.

Q14 Has your FRS made any commitment to recruiting certain numbers from ethnic minority communities in the next 3 years (2022, 2023 and 2024)?

We do not have a target for recruitment from seldom heard communities, but we do commit to positive action to encourage and support applicants from those backgrounds to maximise diversity in the applicant group.

Q15 What Ff recruitment processes have the FRS scheduled for 2022? Please provide dates if applicable.

We have just concluded a WDS recruitment process for Ff apprenticeships, the next one is programmed for this autumn to produce new starters for early 2023. On-Call recruitment is constantly live with 4 intakes of 10 per year.

Q16 What staff recruitment processes have the FRS scheduled for 2022? Please provide dates if applicable.

Non-operational (Fire Staff) recruitment is organised by individual line managers or department heads in conjunction with HR, this depends on vacancies within their areas. As these are arranged 'as and when' required, we do not currently record an advance schedule for recruitment to such roles within NFRS.

Q17 What Ff promotion processes are scheduled for 2022 (of all ranks)? Please provide dates if applicable.

It is anticipated that promotion processes will be facilitated at all levels from CM to Area Manager (AM) inclusive in 2022. This is based on the number of personnel in each talent pool versus the number of anticipated vacancies at each level. The timing of each process will be a decision based on the needs at each level.

Q18 How many new Ff recruits is your FRS aiming to recruit in 2022?

Please refer to answer provided for Q12.

Q19 How many individuals are the FRS expecting to apply to each promotion scheme in 2022?

It is impossible to predict the exact numbers of applicants at each promotional level. Based on historic information, numbers of eligible staff and talent conversations, the following numbers are a fair estimate:

- CM: 15-25
- WM: 15-25
- Station Manager (SM): 10-15
- Group Manager (GM): 8-12
- Area Manager (AM): 5-10

If I can be of any further assistance, please do not hesitate to contact me quoting reference NFRS2022-09-09.

Yours sincerely

Service Information Team Leader

If you are unhappy with the response, you can ask the Service to review it. To do this, please email enquiries@northantsfire.gov.uk or alternatively write to the address below:

Service Information Manager
Northamptonshire Fire and Rescue Service
Darby House, Darby Close
Park Farm Industrial Estate
Wellingborough
NN8 6GS

If our internal review does not resolve the issue to your complete satisfaction, you have the right to apply to the Information Commissioner for a decision at the following address:

Information Commissioner
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF