

# Equality and Diversity Report

31<sup>st</sup> March 2025



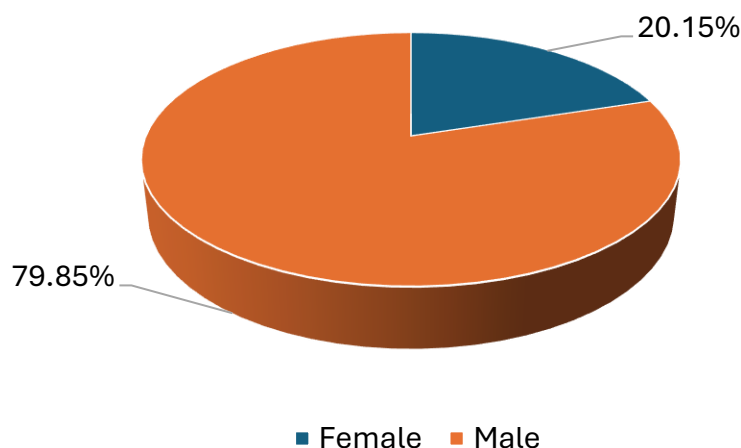
**NORTHAMPTONSHIRE  
FIRE & RESCUE SERVICE**

This report identifies the Northamptonshire Fire and Rescue Service (NFRS) employment profiles as of 31 March 2025. NFRS capture full equality and diversity data via an online self-service portal which allows personnel to confidentially record their personal data.

### Employees Ethnicity:

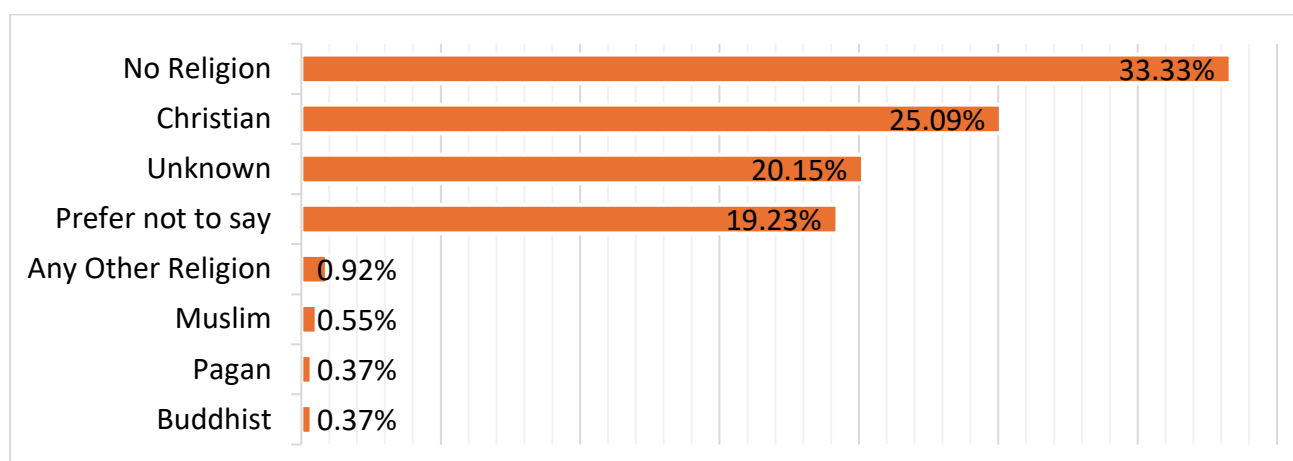
Ethnicity	%	Number
Black - Any other Black, African or Caribbean background	0.55%	3
Black British - English, Welsh, Scottish, Northern Irish or British	0.18%	1
Mixed - Any other mixed or multiple ethnic background	0.37%	2
Mixed - White and Asian	0.37%	2
Mixed - White and Black African	0.18%	1
Mixed - White and Black Caribbean	0.55%	3
Other - Any other ethnic group	0.37%	2
Other - Arab	0.37%	2
White - Any other White background	4.03%	22
White - English / Welsh / Scottish / Northern Irish / British	70.88%	387
White - Gypsy or Irish Traveller	0.18%	1
White - Irish	0.55%	3
Prefer not to say	5.49%	30
Unknown	15.93%	87
<b>TOTAL</b>	<b>100.00%</b>	<b>546</b>

### Employees Legal Sex:



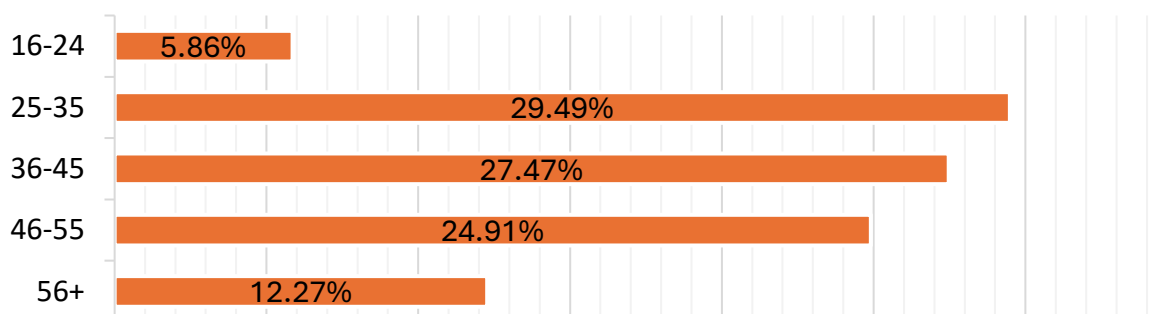
Sex	%	Number
Female	20.15%	110
Male	79.85%	436
<b>TOTAL</b>	<b>100.00%</b>	<b>546</b>

## Employees Religion:



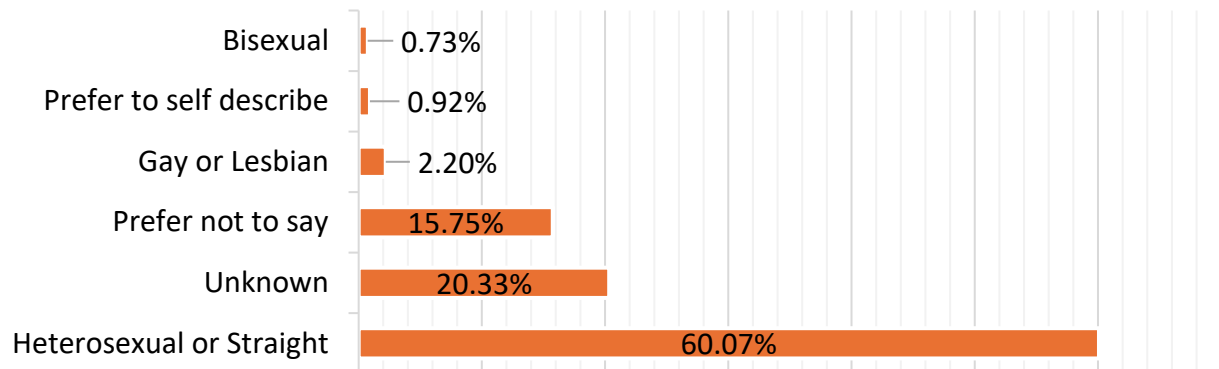
Religion	%	Number
Any Other Religion	0.92%	5
Buddhist	0.37%	2
Christian (including Church of England, Catholic, Protestant and all other Christian Denominations)	25.09%	137
Muslim	0.55%	3
No Religion	33.33%	182
Pagan	0.37%	2
Prefer not to say	19.23%	105
Unknown	20.15%	110
<b>TOTAL</b>	<b>100.00%</b>	<b>546</b>

## Employees by Age Band:



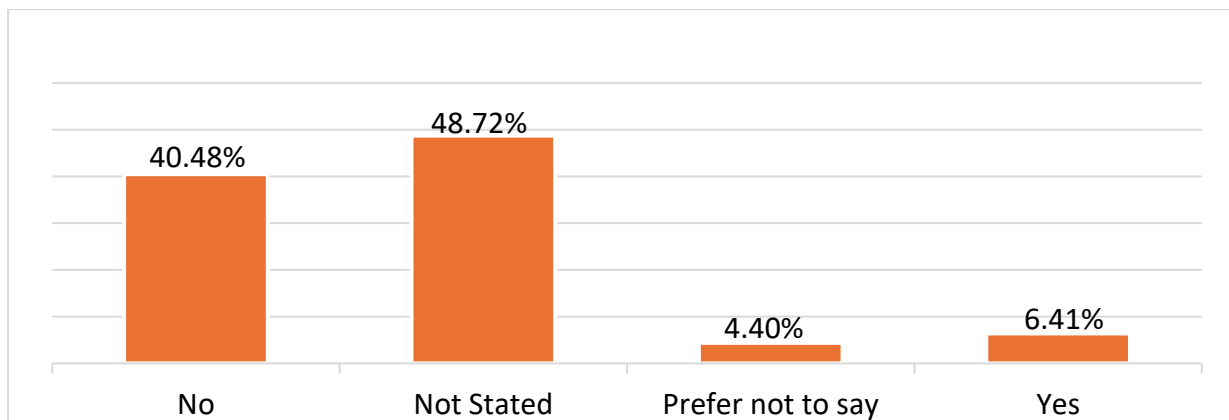
Age Bands	%	Number
16-24	5.86%	32
25-35	29.49%	161
36-45	27.47%	150
46-55	24.91%	136
56+	12.27%	67
<b>TOTAL</b>	<b>100.00%</b>	<b>546</b>

### Employees by Sexual Orientation:



Sexuality	%	Number
Bisexual	0.73%	4
Gay or Lesbian	2.20%	12
Heterosexual or Straight	60.07%	328
Prefer not to say	15.75%	86
Prefer to self describe	0.92%	5
Unknown	20.33%	111
<b>TOTAL</b>	<b>100.00%</b>	<b>546</b>

### Employees by Self Declared Disability Status:



Disability	%	Number
No	40.48%	221
Not Stated	48.72%	266
Prefer not to say	4.40%	24
Yes	6.41%	35
<b>TOTAL</b>	<b>100.00%</b>	<b>546</b>



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