

Equality and Diversity Report

31st March 2026



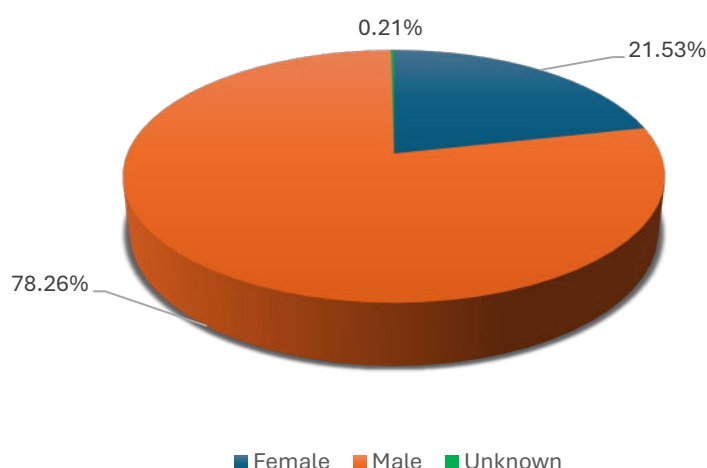
**NORTHAMPTONSHIRE
FIRE & RESCUE SERVICE**

This report identifies the Northamptonshire Fire and Rescue Service (NFRS) employment profile headcount as of 31 March 2026. NFRS capture full equality and diversity data via an online self-service portal which allows personnel to confidentially record their personal data.

Employees Ethnicity:

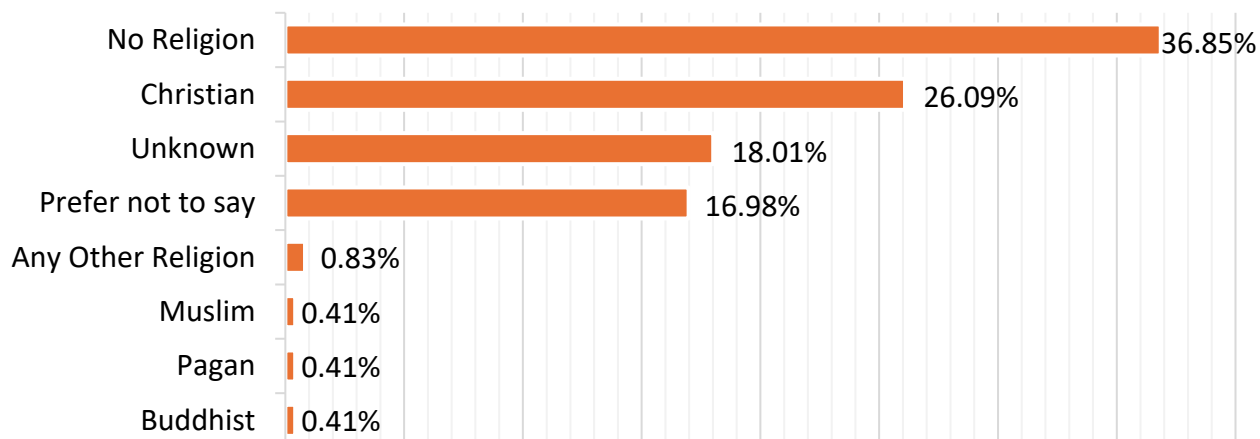
Ethnicity	%	Number
Asian British - English, Welsh, Scottish, Northern Irish or British	0.21%	1
Black - Any other Black, African or Caribbean background	0.41%	2
Black British - English, Welsh, Scottish, Northern Irish or British	0.62%	3
Mixed - Any other mixed or multiple ethnic background	0.62%	3
Mixed - White and Asian	0.41%	2
Mixed - White and Black Caribbean	0.41%	2
Other - Any other ethnic group	0.41%	2
Other - Arab	0.21%	1
White - Any other White background	3.73%	18
White - English / Welsh / Scottish / Northern Irish / British	73.91%	357
White - Gypsy or Irish Traveller	0.21%	1
White - Irish	0.21%	1
Prefer not to say	4.35%	21
Unknown	14.29%	69
TOTAL	100.00%	483

Employees Legal Sex:



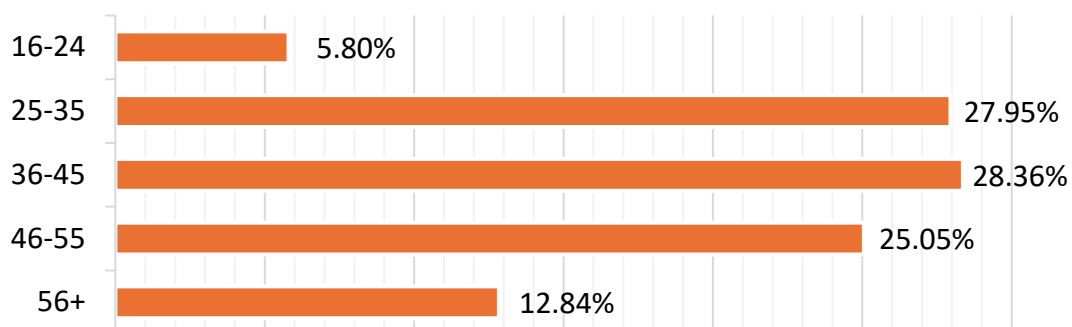
Sex	%	Number
Female	21.58%	104
Male	78.42%	378
Unknown	0.21%	1
TOTAL	100.00%	483

Employees Religion:



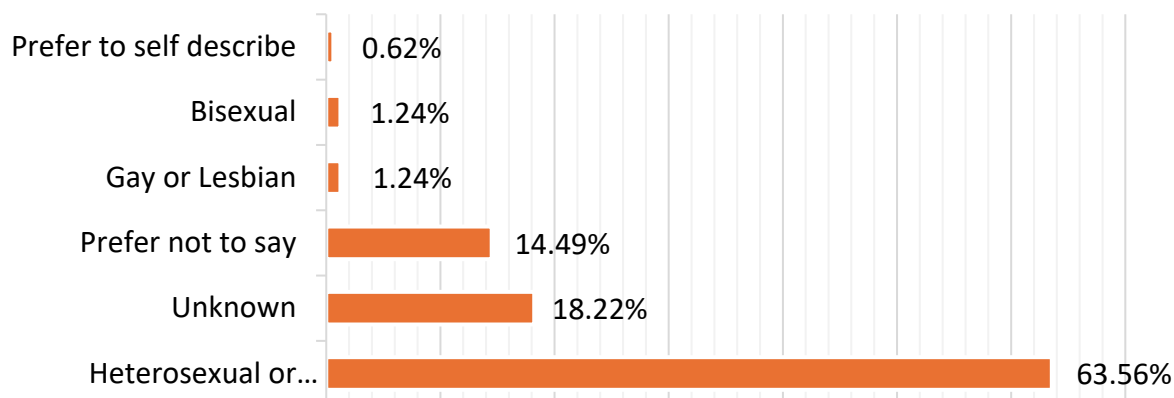
Religion	%	Number
Any Other Religion	0.83%	4
Buddhist	0.41%	2
Christian (including Church of England, Catholic, Protestant and all other Christian Denominations)	26.09%	126
Muslim	0.41%	2
No Religion	36.85%	178
Pagan	0.41%	2
Prefer not to say	16.98%	82
Unknown	18.01%	87
TOTAL	100.00%	483

Employees by Age Band:



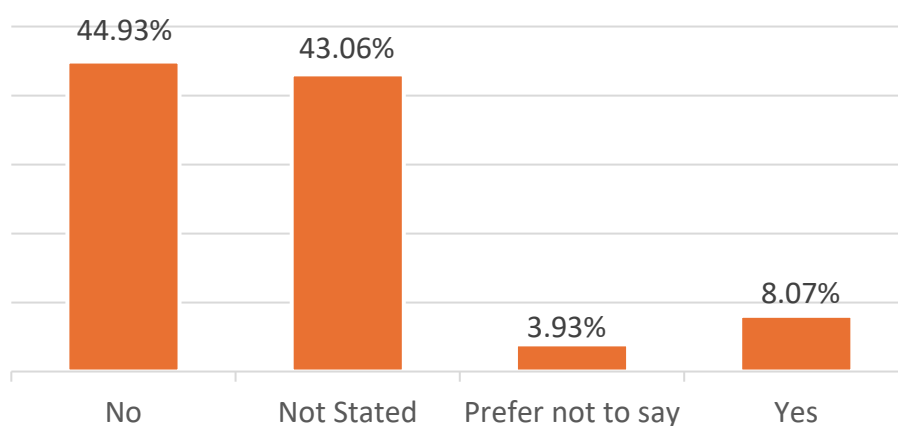
Age Bands	%	Number
16-24	5.80%	28
25-35	27.95%	135
36-45	28.36%	137
46-55	25.05%	121
56+	12.84%	62
TOTAL	100.00%	483

Employees by Sexual Orientation:



Sexuality	%	Number
Bisexual	1.24%	6
Gay or Lesbian	1.86%	9
Heterosexual or Straight	63.56%	307
Prefer not to say	14.49%	70
Prefer to self describe	0.62%	3
Unknown	18.22%	88
TOTAL	100.00%	483

Employees by Self Declared Disability Status:



Disability	%	Number
No	44.93%	217
Not Stated	43.06%	208
Prefer not to say	3.93%	19
Yes	8.07%	39
TOTAL	100.00%	483



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