

## Freedom of Information Request

**Date of receipt:** 24<sup>th</sup> January 2022

**Date of response:** 21<sup>st</sup> February 2022

### Freedom of Information request regarding Diversity and recruitment for Guernsey Fire and Rescue Service

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#### **Request:**

The term 'firefighter' in all the questions below refer to those in the role of firefighter and all operational uniform staff roles (e.g., Crew Manager, Watch Manager).

The term also refers to both wholetime and on call staff.

The questions also extend to Service Control when applicable.

- What is the total establishment of firefighters in your F&RS?
- What percentage of your firefighters are men?
- What percentage of your firefighters are women?
- What percentage of your firefighters are White men?
- What percentage of your firefighters are White women?
- What percentage of your firefighters are Black men?
- What percentage of your firefighters are Black women?
- What percentage of your firefighters are Asian men?
- What percentage of your firefighters are Asian women?
- What percentage of your firefighters are Mixed men?
- What percentage of your firefighters are Mixed women?
- How many firefighters are you aiming to recruit in your F&RS in the next 3 years (2022, 2023, 2024)
- Please provide any details of positive action initiatives your F&RS may currently have in place.
- Has your F&RS made any commitment to recruiting certain numbers from ethnic minority communities in the next 3 years (2022, 2023, 2024)?

#### **Recruitment and Promotion**

- What firefighter recruitment processes have the F&RS scheduled for 2022? Please provide dates if applicable.
- What staff recruitment processes have the F&RS scheduled for 2022? Please provide dates if applicable.

- What firefighter promotion processes are scheduled for 2022 (of all ranks)? Please provide dates if applicable.
- How many new firefighter recruits is your F&RS aiming to recruit in 2022?
- How many individuals are the F&RS expecting to apply to each promotion scheme in 2022?

### **Response provided by the Committee *for* Home Affairs:**

In responding to this request, the Committee *for* Home Affairs (“the Committee”) notes that the request has come from the UK and that Guernsey is clearly very different from the UK in terms of the demographics of its population.

Further, it is noted that, while UK Home Office directives have been issued to UK Fire & Rescue Services to comply with UK Government Policy and UK Laws by carrying out positive action to employ more women and staff from ethnic groups, Guernsey is locally governed and has its own legislation, whilst the Fire & Rescue Services would look to adopt best practice where practicable, it is not bound to comply with Home Office directives.

It is important to take these factors, as well as the size of the Guernsey Fire and Rescue Service, into account when considering Guernsey’s responses against a UK context and in any potential benchmarking of Guernsey against UK Fire Services.

The responses for the Guernsey Fire & Rescue Service are as follows:

- What is the total establishment of firefighters in your F&RS? – **97%**
- What percentage of your firefighters are men? – **95.5%**
- What percentage of your firefighters are women? – **4.5%**
- What percentage of your firefighters are White men? – **95.5%**
- What percentage of your firefighters are White women? – **4.5%**
- What percentage of your firefighters are Black men? – **0%**
- What percentage of your firefighters are Black women? – **0%**
- What percentage of your firefighters are Asian men? – **0%**
- What percentage of your firefighters are Asian women? – **0%**
- What percentage of your firefighters are Mixed men? – **0%**
- What percentage of your firefighters are Mixed women? – **0%**
- How many firefighters are you aiming to recruit in your F&RS in the next 3 years (2022, 2023, 2024) - **Will depend on resignations received during period, but we would expect 6 – 10**
- Please provide any details of positive action initiatives your F&RS may currently have in place. – **We do not have any positive action initiatives in place**
- Has your F&RS made any commitment to recruiting certain numbers from ethnic minority communities in the next 3 years (2022, 2023, 2024)? - **No**

### **Recruitment and Promotion**

- What firefighter recruitment processes have the F&RS scheduled for 2022? Please provide dates if applicable. – **None at present as no vacancies exist or anticipated**
- What staff recruitment processes have the F&RS scheduled for 2022? Please provide dates if applicable. – **None at present as no vacancies exist or anticipated**

- What firefighter promotion processes are scheduled for 2022 (of all ranks)? Please provide dates if applicable. – **None at present as no vacancies are anticipated**
- How many new firefighter recruits is your F&RS aiming to recruit in 2022? – **We recruited 6 new Firefighters at the start of January following a recruitment in 2021**
- How many individuals are the F&RS expecting to apply to each promotion scheme in 2022? – **There is nothing currently scheduled**