

Bedfordshire and Luton Fire and Rescue Service

Workforce Profile as on the 31st March 2009

	All	%	Women	%	Male	%	White	%	Ethnic Minority	%	No Disability	%	Has a Disability	%
Operational	495	79%	47	7%	448	71%	468	75%	27	4%	495	78.82%	0	0.00%
Non-Operational	133	21%	81	13%	52	8%	121	19%	12	2%	132	21.02%	1	0.16%
Total	628	100%	128	20%	500	80%	589	94%	39	6%	627	99.84%	1	0.16%

Leavers between 1st April 2008 - 31st March 2009

	All	%	Women	%	Male	%	White	%	Ethnic Minority	%	No Disability	%	Has a Disability	%
Operational	38	86%	2	5%	36	82%	38	86%	0	0%	38	86%	0	0%
Non-Operational	6	14%	5	11%	1	2%	5	11%	1	2%	6	14%	0	0%
Total	44	100%	7	16%	37	84%	43	98%	1	2%	44	100%	0	0%

Joiners between 1st April 2008 - 31st March 2009

	All	%	Women	%	Male	%	White	%	Ethnic Minority	%	No Disability	%	Has a Disability	%
Operational	44	81%	7	13%	37	69%	42	78%	2	4%	44	81%	0	0%
Non-Operational	10	19%	7	13%	3	6%	8	15%	2	4%	10	19%	0	0%
Total	54	100%	14	26%	40	74%	50	93%	4	7%	54	100%	0	0%

Grievances between 1st April 2008 - 31st March 2009

	All	%	Women	%	Male	%	White	%	Ethnic Minority	%	No Disability	%	Has a Disability	%
Operational	3	100%	0	0%	3	100%	3	100%	0	0%	3	100%	0	0%
Non-Operational	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Total	3	100%	0	0%	3	100%	3	100%	0	0%	3	100%	0	0%

Disciplinarys between 1st April 2008 - 31st March 2009

	All	%	Women	%	Male	%	White	%	Ethnic Minority	%	No Disability	%	Has a Disability	%
Operational	36	95%	3	8%	29	76%	26	68%	8	21%	0	0%	0	0%
Non-Operational	2	5%	0	0%	2	5%	2	5%	0	0%	0	0%	0	0%
Total	38	100%	3	8%	31	82%	28	74%	8	21%	0	0%	0	0%

Exit Interviews between 1st April 2008 - 31st March 2009

	No.	%	Women	%	Males	%	White	%	Ethnic Minority	%	No Disability	%	Has a Disability	%
No. of Leavers	44	100%	7	16%	37	84%	43	98%	1	2%	44	100%	0	0%
No. of Exit Interviews Taken Place	7	16%	1	2%	6	14%	7	16%	0	0%	7	16%	0	0%
No. of Exit Interviews Not Taken Place	37	84%	6	14%	31	70%	36	82%	1	2%	37	84%	0	0%

Promotions between 1st April 2008 - 31st March 2009

	All	%	Women	%	Male	%	White	%	Ethnic Minority	%	No Disability	%	Has a Disability	%
Operational	13	87%	2	13%	11	73%	13	87%	0	0%	13	87%	0	0%
Non-Operational	2	13%	2	13%	0	0%	2	13%	0	0%	2	13%	0	0%
Total	15	100%	4	27%	11	73%	15	100%	0	0%	15	100%	0	0%

Disability Audit 2007 - 2008

	No.	%
Request Sent Out	612	100%
Returns Received	170	28%
Not Returned	442	72%
No. of Workforce with no disability	149	24%
No. of Workforce with a disability	13	2%
No of Workforce with disability not stated	8	1%