Shropshire and Wrekin Fire and Rescue Authority

Human Resources Committee

17 March 2015

**Equality Monitoring Statistics**

Report of the Chief Fire Officer

For further information about this report please contact John Redmond, Chief Fire Officer, on 01743 260201 or Jonathan Hyams, Equality and Diversity Officer on 01743 260236.

1. Purpose of Report

This report provides an overview of the Service’s Equality Monitoring Statistics.

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|  | Recommendations  The Committee is asked to note the content of this report. |

1. Background

The Equality Act 2010 Public Sector Equality Duty requires Shropshire and Wrekin Fire and Rescue Authority to publish equality statistics, which are also necessary to establish the comparability between the composition of its workforce and that of the communities it serves.

1. Equality Monitoring Statistics

The Service publishes workforce equality statistics broken down by:

* Age
* Disability
* Ethnicity
* Religion or belief
* Sex
* Sexual Orientation

In some areas (in particular ethnicity and sexual orientation) the numbers of employees are so low that analysing them by employment areas might enable the identification of individuals, in contravention of good employment practice and the requirements of the Data Protection Act.

1. Use of Statistics

The statistics are used to analyse the composition of the Service’s workforce, in order to identify protected characteristics that are under-represented by comparison with the makeup of the communities served by the Fire Authority. This enables officers to plan for positive action and other appropriate initiatives to address imbalances.

The statistics are also reported to the Equality and Diversity Steering Group, which reviews any recommendations made by the Equality and Diversity Officer. These may include:

* Positive action events to address under-representation of particular protected characteristic groups in the workforce
* Reviews of recruitment processes to ensure accessibility for under-represented groups
* Finding ways to encourage employees to participate in equality monitoring

A version of these statistics is available on the Service’s website via the following link:

<http://www.shropshirefire.gov.uk/equality-diversity/equality-act-2010-%E2%80%93-equality-public-sector-duty-statistics>

1. Under-Representation in the Workforce of Particular Groups

Members will note that, in comparison with the wider community profile of the Shropshire and Telford & Wrekin areas, there are very low numbers of employees from Black and Other Minority Ethnic (BMOE) communities, of lesbian, gay and bisexual (LGB) people, and that women are disproportionately under-represented in the operational workforce.

BMOE people in the Shropshire and Telford & Wrekin areas constitute some 7% of the total population (2011 Census). They make up some 1.1% of the workforce. Generally accepted estimates put the percentage of LGB people in the general population at around 7 – 10%. Current workforce monitoring responses show a figure of 0%, which is statistically so improbable as to verge on impossible. Even with the recent appointments of four women into Retained Duty System posts, the percentage of women in operational posts is 4.6%, compared with 51% in the wider population.

7. Financial Implications

There are no financial implications arising from this report.

8. Legal Comment

There are no legal implications arising from this report.

9. Initial Impact Assessment

This report contains merely statements of fact / historical data. An Initial Impact Assessment is not, therefore, required.

10 Equality Impact Assessment

This report contains merely statements of fact / historical data. An Equality Impact Assessment is not, therefore, required.

11. Appendix

Workforce Statistics: January 2015

12 Background Papers

There are no background papers associated with this report.

**Appendix** to report on Equality Monitoring Statistics

Shropshire and Wrekin Fire and Rescue Authority

Standards and Human Resources Committee

17 March 2015

**Workforce Statistics January 2015**

Shropshire Fire and Rescue Service publishes the following statistical information every January to show the level of diversity within the workforce. This information enables the Service to monitor how the composition of the workforce reflects that of the communities we serve, and contributes to meeting our Statutory Equality Duty obligations under the Equality Act 2010.

The figures below relate to staff in post as at 31 December 2014.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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| **Age**   |  |  |  | | --- | --- | --- | |  | **Number** | **%** | | 16-25 | 37 | 6 | | 26-35 | 144 | 25 | | 36-45 | 191 | 33 | | 46-55 | 166 | 29 | | 56+ | 37 | 7 | | **Total** | **575** | **100** | | **Sex**   |  |  |  | | --- | --- | --- | |  | **Number** | **%** | | Male | 505 | 88 | | Female | 70 | 12 | | **Total** | **575** | **100** | |
|  |  |
| **Sexual Orientation**   |  |  |  | | --- | --- | --- | |  | **Number** | **%** | | Bisexual | 3 | 0.5 | | Gay/Lesbian | 0 | 0 | | Heterosexual | 337 | 59 | | Prefer not to say/unknown | 235 | 40.5 | | **Total** | **575** | **100** | | **Disability**   |  |  |  | | --- | --- | --- | |  | **Number** | **%** | | Disabled | 17 | 3 | | Not Disabled | 66 | 11 | | Not Stated/unknown | 492 | 86 | | **Total** | **575** | **100** | |
|  |  |
| **Ethnicity**   |  |  |  | | --- | --- | --- | |  | **Number** | **%** | | White British | 366 | 65 | | White Irish | 3 | 0.5 | | White Welsh | 20 | 3 | | White Scottish | 3 | 0.5 | | Any other White | 2 | 0.3 | | Asian/Asian British | 2 | 0.3 | | Black or Black British | 2 | 0.3 | | Mixed other background | 1 | 0.1 | | Mixed & White Asian | 1 | 0.1 | | Unknown | 175 | 30 | | **Total** | **575** | **100** | | **Religion**   |  |  |  | | --- | --- | --- | |  | **Number** | **%** | | Christian | 207 | 36 | | Buddhist | 3 | 0.5 | | Hindu | 0 | 0 | | Jewish | 0 | 0 | | Muslim | 1 | 0.1 | | Sikh | 1 | 0.1 | | Other | 1 | 0.1 | | No religion | 80 | 14 | | Not Stated | 282 | 49 | | **Total** | **575** | **100** | |