

Equality Monitoring Statistics

Report of the Chief Fire Officer

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1 Purpose of Report

This report is to provide Members with an overview of the Service's Equality Monitoring Statistics and how we use this data.

2 Recommendations

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

3 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.

4 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 GDPR (General Data Protection Regulation).

The Service may choose not to report on all data fields for reasons detailed above.

5 Use of statistics

The statistics are used to analyse the composition of our workforce, in order to identify protected characteristics that are under-represented by comparison with the makeup of the communities we serve. This enables us to plan for positive action and other appropriate initiatives to address imbalances.

The statistics are also reported to the Equality, Diversity and Inclusion Steering Group, which reviews any recommendations made by the Equality, Diversity and Inclusion 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
- Employee events to support employees
- Voices representatives

6. Under-representation in the workforce

Members will note that in comparison with the wider community profile of Shropshire, Telford and Wrekin (see appendix B for details) there are low numbers of employees from Black, Asian or Minority Ethnic (BAME) communities, of lesbian, gay and bisexual + (LGB+) people, and that women are disproportionately under-represented in the operational workforce.

The Service have 1.56% (9 people) of our workforce from BAME groups as a total, this is an increase on last year from 1.35% (8 people).

The Census data for LGB+ is 2.31% for Shropshire and 2.75% for Telford and Wrekin's Communities. The Service's current figures show 0.87% of our employees' identity as LGB+ which equates to 5 people, an increase from 0.68% (4 people) in December 2022.

The Service has continued to encourage staff to accurately report their personal details and informs them of the use of their data and the importance of this during their EDI Induction, training, internal newsletter and annual performance review.

The figures below show that employees disclosure rates have increased across many categories and a notable reduction in the 'not stated' category as detailed below:

- 8.59% Disability,
- 4.45% Religion or Belief,
- 4.29% LGBT+,
- 3.83% for Ethnicity.

This indicates that the strategies used to encourage reporting have had a positive impact over the last 12 months on those disclosing their data.

6 Financial Implications

There are no financial implications arising from this report.

7 Legal Comment

There are no legal implications arising from this report.

8 Equality Impact Assessment

The information contained in this report is historical data, therefore no EQIA is required.

Any project or activity arising from the use of this data would require a separate Equality Impact Assessment.

9 Appendices

Appendix A: Workforce Statistics: January 2024

Appendix B: Census data 2021 categories

10 Background Papers

There are no background papers associated with this report.

Workforce Statistics: January 2024

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 31/12/23:

Age

	Number	%
16-25	32 (down 3)	5.57
26-35	115 (down 10)	20.03
36-45	201 (down 5)	35.02
46-55	160 (down 3)	27.87
56+	66 (up 5)	11.50
Total	574 (down 16)	

Disability

	Number	%
Disability	30 (same)	5.23
No Disability	282 (up 42)	49.13
Not Stated	262 (down 58)	45.64
Total	574	

Ethnicity

	Number	%
Any other ethnic group	0 (same)	0
Any other white	5 (same)	0.87
Asian/Asian British	4 (up 1)	0.70
Black or Black British	3 (same)	0.52
Mixed / other background	1 (same)	0.17
Mixed / White Asian	0 (same)	0
Not stated	121 (down 26)	21.08
Other Asian	1 (same)	0.17
Prefer not to say	6 (up 3)	1.05
White British (Incl English/ Welsh/ Scottish)	428 (up 7)	74.56
White Gypsy/Romany	1 (same)	0.17
White Irish	4 (same)	0.70
Total	574	

Religion or belief

	Number		%
Buddhist	0	(same)	0
Christian	221	(up 1)	38.50
Hindu	1	(same)	0.17
Jewish	0	(same)	0
Muslim	2	(same)	0.35
No religion	178	(up 14)	31.01
Not stated	169	(down 31)	29.44
Other religion	2	(same)	0.35
Prefer not to say	0	(same)	0
Sikh	1	(same)	0.17
Total	574		

Sex

	Number		%
Female	115	(up 4)	20.03
Male	459	(down 20)	79.97
Total	574		

Sexual Orientation

	Number		%
Bisexual	0	(same)	0
Gay / Lesbian	5	(up 1)	0.87
Heterosexual	414	(up 10)	68.47
Prefer not to say	22	(up 2)	3.39
Not stated	162	(down 29)	23.17
Total	574		

***Due to small numbers % may not add up to 100**

Census Data 2021 Information.

Residents by Ethnic Group 2011 vs **2021**

Classification	% Shropshire	% Telford and Wrekin
Asian, Asian British or Asian Welsh	1.0% 1.3%	4.2% 5.4%
Black, Black British, Black Welsh, Caribbean or African	0.2% 0.3%	1.1% 2.9%
Mixed or Multiple ethnic groups	0.7% 1.2%	1.8% 2.6%
White	98.0% 96.7%	92.7% 88.2%
Other Ethnic Groups	0.1% 0.4%	0.3% 0.9%

Source: Office for National Statistics – 2011 Census and Census 2021