

## Equality Monitoring Statistics

### Report of the Chief Fire Officer

For further information about this report please contact Rod Hammerton, Chief Fire Officer, on 01743 260201 or Natalie Parkinson, Equality, Diversity & Inclusion Officer on 01743 260236.

#### 1 Purpose of Report

This report is to provide Members with an overview of the Service's Equality Monitoring Statistics.

#### 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 Data Protection Act.

At this present time, we do not monitor Gender-reassignment, however the monitoring form will be reviewed by the Equality, Diversity and Inclusion Steering group in early 2020.

## 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 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
- Equality Monitoring form

A version of these statistics is available on our website.

## 6 Under-representation in the workforce

Members will note that in comparison with the wider community profile of Shropshire, Telford and Wrekin there are very 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.

BAME people in Shropshire, Telford and Wrekin constitute some 7% of the total population (2011 Census). They make up some 1.84% of the workforce, this accounts to 11 people. This is a slight increase from 1.62% last year (9 people).

Generally accepted estimates put the percentage of lesbian, gay and bisexual people in the general population at around 7 – 10%. Current workforce monitoring responses show a figure of 0.83%, this accounts to 5 people, which is statistically improbable. There is a slight increase from last year which was 0.54% (2 people).

The Service continues to encourage staff to accurately report their personal details and this will form part of the national work on inclusion supported by the Home Office over the coming year. This has included using the new electronic Individual Performance Development Review (IPDR) process implement in early 2020 and during an employee's induction.

## **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 2020

## **12 Background Papers**

There are no background papers associated with this report.

## Workforce Statistics: January 2020

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 2019.

### Age

	Number		%
16-25	37	(up 2)	6.18
26-35	142	(up 6)	23.71
26-45	195	(up 18)	32.55
46-55	180	(up 10)	30.05
56+	45	(up 9)	7.51
Total	599	(up 45)	

### Disability

	Number		%
Disabled	32	(up 11)	5.34
Not Disabled	246	(up 23)	41.07
Not Stated / Unknown	321	(up 11)	53.59
Total	599		

### Ethnicity

	Number		%
White British	417	(up 22)	69.62
White Irish	4	(same)	0.67
White Welsh	13	(down 1)	2.17
White Scottish	2	(up 1)	0.33
Any other white	8	(up 1)	1.33
Asian/Asian British	3	(up 1)	0.50
Black or Black British	4	(same)	0.67
Mixed / other background	2	(down 1)	0.33
Mixed / White Asian	0	(same)	0
Any other ethnic group	2	(new category)	0.33
Unknown	144	(up 20)	24.04
Prefer not to say	0		0
Total	599		

## Religion or belief

	Number		%
Christian	234	(up 9)	39.06
Buddist	0	(same)	0
Hindu	0	(same)	0
Jewish	0	(same)	0
Muslim	3	(up 1)	0.50
Sikh	1	(same)	0.17
Other	3	(same)	0.50
No religion	141	(up 17)	23.54
Not stated	217	(up 18)	36.23
Prefer not to say	0		0
Total	599		

## Sex

	Number		%
Male	499	(up 28)	83.30
Female	100	( up 17)	16.69
Total	599		

## Sexual Orientation

	Number		%
Bisexual	2	(up 1)	0.33
Gay / Lesbian	3	(up 1)	0.50
Heterosexual	404	(up 23)	67.44
Prefer not to say	21	(up 2)	3.50
Unknown	169	(up 18)	28.21
Total	599		

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