

Equality Monitoring Statistics

Report of the Chief Fire Officer

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1 Purpose of Report

This report provides 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 Data Protection Act.

Since the last report the Equality Monitoring form has been updated and agreed with the Equality, Diversity and Inclusion (EDI) Steering Group and now includes a question on Gender Identity. 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 EDI 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
- Equality Monitoring form

A version of these statistics is available on our website:

<https://www.shropshirefire.gov.uk/equality-diversity>

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 1.91% of the workforce, this accounts to 11 people. This is a slight % increase from 1.84% last year (Figure remains the same at 11 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 0.69%, this accounts to 4 people, which is statistically improbable. There is a slight decrease from last year which was 0.83% (5 people). Note: 3.65% of employees, 21 people, selected the option of 'prefer not to say' when responding to this question.

The Service continues 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.

7 Capacity

There are no capacity impacts arising from this report.

8 Fire Alliance / Collaboration / Partnership Working

This is not applicable to this report.

9 Financial Implications

There are no financial implications arising from this report.

10 Legal Comment

There are no legal implications arising from this report.

11 Community Safety

There are no community safety impacts arising from this report.

12 Environmental

There are no environmental impacts arising from this report.

13 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.

14 Health and Safety

There are no health and safety impacts arising from this report.

15 Human Rights (including Data Protection)

There are no human rights impacts arising from this report.

16 ICT

There are no ICT impacts arising from this report.

17 Public Value / Service Delivery

There are no public value or service delivery impacts arising from this report.

18 Reputation

There are no reputational impacts arising from this report.

19 Security

There are no security impacts arising from this report.

20 Training

There are no training impacts arising from this report.

21 Appendix

Workforce Statistics: January 2021

22 Background Papers

There are no background papers associated with this report.

Workforce Statistics: January 2021

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 it serves and contributes to meeting its Statutory Equality Duty obligations under the Equality Act 2010.

The figures below relate to staff in post as at 31 December 2020.

Age

	Number		%
16-25	28	(down 9)	4.86
26-35	139	(down 3)	24.13
26-45	189	(down 6)	32.81
46-55	172	(down 8)	29.86
56+	48	(up 3)	8.33
Total	576	(down 23)	

Disability

	Number		%
Disabled	32	(same)	5.55
Not Disabled	248	(up 2)	43.06
Not Stated / Unknown	296	(down 25)	51.39
Total	576		

Ethnicity

	Number		%
White British	399	(down 18)	69.27
White Irish	4	(same)	0.69
White Welsh	11	(down 2)	1.91
White Scottish	2	(same)	0.35
Any other white	9	(up 1)	1.56
Asian/Asian British	3	(same)	0.52
Black or Black British	5	(up 1)	0.87
Mixed / other background	2	(same)	0.35
Mixed / White Asian	0	(same)	0
Any other ethnic group	1	(down 1)	0.17
Unknown	103	(down 41)	17.88
Prefer not to say	37	(up 37)	6.42
Total	576		

Religion or belief

	Number	%
Christian	222 (down 12)	38.54
Buddhist	0 (same)	0
Hindu	1 (up 1)	0.17
Jewish	0 (same)	0
Muslim	2 (down 1)	0.35
Sikh	1 (same)	0.17
Other	3 (same)	0.52
No religion	140 (down 1)	24.31
Not stated	207 (down 10)	35.94
Prefer not to say	0 (same)	0
Total	576	

Sex

	Number	%
Male	479 (down 20)	83.16
Female	97 (down 3)	16.84
Total	576	

Sexual Orientation

	Number	%
Bisexual	1 (down 1)	0.17
Gay / Lesbian	3 (same)	0.52
Heterosexual	388 (down 16)	67.36
Prefer not to say	21 (same)	3.65
Unknown	163 (down 6)	28.30
Total	576	

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