

Equality Monitoring Statistics 2021

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 it uses 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 the Service's workforce, in order to identify protected characteristics that are under-represented by comparison with the makeup of the communities it serves. This enables the Service 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 EDI 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
- Voices representatives

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 1.81% of the workforce, this accounts to 10 people. This is a slight decrease from 1.91% last year (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 0.54%, this accounts to 3 people, which is statistically improbable. There is a slight decrease from last year which was 0.69% (same number of people, 3 people).

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 and annual review.

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 Appendix

Workforce Statistics: January 2022

10 Background Papers

There are no background papers associated with this report.

Workforce Statistics: January 2022

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 the Service's Statutory Equality Duty obligations under the Equality Act 2010.

The figures below relate to staff in post as of 31 December 2021.

Age

	Number		%
16-25	29	(up 1)	5.25
26-35	123	(down 16)	22.28
36-45	192	(up 3)	34.78
46-55	155	(down 17)	28.08
56+	53	(up 4)	9.42
Total	552	(down 24)	

Disability

	Number		%
Disability	30	(down 2)	0.18
No Disability	232	(down 16)	42.03
Not Stated / Unknown	290	(down 6)	52.34
Total	552		

Ethnicity

	Number		%
Asian/Asian British	3	(same)	0.54
Any other ethnic group	0	(down 1)	0
Any other white	4	(down 5)	0.72
Black or Black British	4	(same)	0.72
Mixed / other background	2	(same)	0.36
Mixed / White Asian	0	(same)	0
Other Asian	1	(up 1)	0.18
Prefer not to say	2	(down 35)	0.36
Unknown	137	(up 34)	24.82
White British	384	(down 15)	69.56
White Irish	3	(down 1)	0.54
White Welsh	10	(down 1)	1.81
White Scottish	1	(down 1)	0.18
White Gypsy/Romany	1	(new category)	0.18
Total	552		

Please note some of the above categories have been amended since the last report to reflect the Service's updated monitoring categories.

Religion or belief

	Number		%
Buddhist	0	(same)	0
Christian	209	(down 13)	37.86
Hindu	1	(up 1)	0.18
Jewish	0	(same)	0
Muslim	2	(down 1)	0.36
No religion	139	(down 1)	25.18
Not stated	198	(down 9)	35.86
Other religion	2	(down 1)	0.36
Prefer not to say	0	(same)	0
Sikh	1	(same)	0.18
Total	552		

Sex

	Number		%
Female	101	(up 4)	18.30
Male	451	(down 28)	81.70
Total	552		

Sexual Orientation

	Number		%
Bisexual	0	(down 1)	0
Gay / Lesbian	3	(same)	0.54
Heterosexual	372	(down 16)	67.39
Prefer not to say	22	(up 1)	3.98
Unknown	155	(down 8)	28.08
Total	552		

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