

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 the Service 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 General Data Protection Regulation (GDPR).

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 Equality, Diversity and Inclusion (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 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 2021 Census data has now been released and with regards to BAME communities this shows a slight increase for both Telford and Wrekin with 11.8% and Shropshire with 3.2%, see Appendix B for details. As a Service 1.35% (8 people) of the workforce is from BAME groups as a total, which is a decrease on last year where it was 1.81% (10 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 0.68% of its employees which equates to 4 people, an increase from 0.54% (3 people) last year.

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 review.

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 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.

10 Appendices

Appendix A

Workforce Statistics: January 2023

Appendix B

Census data 2021 categories

11 Background Papers

There are no background papers associated with this report.

Workforce Statistics: January 2023

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 2022.

Age

	Number		%
16-25	35	(up 6)	5.93
26-35	125	(up 2)	21.19
36-45	206	(up 14)	34.91
46-55	163	(up 8)	27.63
56+	61	(up 8)	10.34
Total	590	(up 38)	

Disability

	Number		%
Disability	30	(same)	5.09
No Disability	240	(up 8)	40.68
Not Stated / Unknown	320	(up 30)	54.23
Total	590		

Ethnicity

	Number		%
Asian/Asian British	3	(same)	0.50
Any other ethnic group	0	(same)	0
Any other white	5	(up 1)	0.85
Black or Black British	3	(down 1)	0.51
Mixed / other background	1	(down 1)	0.17
Mixed / White Asian	0	(same)	0
Not stated	147	(up 10)	24.91
Other Asian	1	(same)	0.17
Prefer not to say	3	(up 1)	0.51
White British (Incl English/ Welsh/ Scottish)	421	(up 37)	71.36
White Irish	4	(up 1)	0.68
White Gypsy/Romany	1	(same)	0.68
Total	590		

Religion or belief

	Number		%
Buddhist	0	(same)	0
Christian	220	(up 11)	37.29
Hindu	1	(same)	0.17
Jewish	0	(same)	0
Muslim	2	(same)	0.33
No religion	164	(up 25)	27.79
Not stated	200	(up 2)	33.89
Other religion	2	(same)	0.33
Prefer not to say	0	(same)	0
Sikh	1	(same)	0.17
Total	590		

Sex

	Number		%
Female	111	(up 10)	18.81
Male	479	(up 28)	81.19
Total	590		

Sexual Orientation

	Number		%
Bisexual	0	(same)	0
Gay / Lesbian	4	(up 1)	0.68
Heterosexual	404	(up 32)	68.47
Prefer not to say	20	(down 2)	3.39
Not stated	162	(up 7)	27.46
Total	590		

Due to small numbers, percentages may not add up to 100

Census Data 2021 Information

Residents by Ethnic Group 2011 vs 2021

	Shropshire	Telford and Wrekin
	2011 2021	2011 2021
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 - Census 2011 and Census 2021