

## Equality Monitoring Statistics

### Report of the Chief Fire Officer

For further information about this report please contact John Redmond, Chief Fire Officer, on 01743 260201 or Natalie Parkinson, Equality and Diversity 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.

## **5 Use of Statistics**

The statistics are used to analyse the composition of the workforce, in order to identify protected characteristics that are under-represented by comparison with the makeup of the communities served by the Fire Authority. This enables officers 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; and
- Finding ways to encourage employees to participate in equality monitoring.

## **6 Under-Representation of Particular Groups 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 and Other Minority Ethnic (BME) communities, of lesbian, gay and bisexual (LGB) people, and that women are disproportionately under-represented in the operational workforce.

BME people in Shropshire, Telford and Wrekin constitute some 7% of the total population (2011 Census). They make up some 1% of the workforce. Generally accepted estimates put the percentage of LGB people in the general population at around 7 to 10%. Current workforce monitoring responses show a figure of 0.5%, which is statistically improbable.

## **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 2016

## **12 Background Papers**

There are no background papers associated with this report.

## Workforce Statistics: January 2016

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 2015.

### AGE

	Number	%
16-25	37	6.5
26-35	143 (↑1)	24.6
36-45	190 ((↓1)	32.7
46-55	177 (↑11)	30.5
56+	34 ((↓3)	5.8
Total	581 (↑6)	100.1

### SEX

	Number	%
Male	501 (-4)	86
Female	80 (↑10)	14
Total	581	100

### SEXUAL ORIENTATION

	Number	%
Bisexual	2 (↓1)	0.3
Gay / Lesbian	1 (↑1)	0.2
Heterosexual	353 (↑16)	60.7
Prefer not to say	27	4.6
Unknown	198 (↓37)	34.1
Total	581	99.9

### DISABILITY

	Number	%
Disabled	21 (↑4)	3.6
Not Disabled	108 (↑42)	18.6
Not Stated / Unknown	452 (↓40)	77.8
Total	581	100

### ETHNICITY

	Number	%
White British	381 (↑15)	65.6
White Irish	3	0.5
White Welsh	21 (↑1)	3.6
White Scottish	1 (↓2)	0.3
Any other White	3 (↑1)	0.5
Asian / Asian British	3 (↑)	0.5
Black / Black British	2	0.3
Mixed / Other Background	1	0.2
Mixed & White Asian	0 (↓1)	0
Unknown	164 (↓11)	28.2
Prefer not to say	2	0.3
Total	581	100

### RELIGION

	Number	%
Christian	217 (↑10)	37.3
Buddhist	3	0.5
Hindu	0	0
Jewish	0	0
Muslim	2 (↑1)	0.3
Sikh	1	0.2
Other	1	0.2
No religion	88 (↑8)	15.1
Not Stated	267 (↓15)	45.9
Prefer not to say	2	0.3
Total	581	99.8

Due to the small numbers the percentages may not add up to 100 exactly.