



Bedfordshire

Fire and Rescue Service



Public Sector Equality Duty

Report

31 January 2017

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Bedfordshire Fire and Rescue Service

Introduction

This publication reflects the progress we have made in meeting our Equality Duties since our first report was published in January 2012 and our four year Equality Action Plan was published in April 2012. This report, our fifth since 2012, provides an update in line with our obligations under the Equality Act 2010 (Specific Duties) Regulations 2011.

Our Service

As a Fire and Rescue Service we can be called to assist anyone living, working, studying or visiting Bedfordshire. We operate out of 14 fire stations across Bedfordshire. We employ 581 people out of which 385 are firefighters and 196 are support staff providing a range of services such as control, technical support, human resources, catering and administration.

Strategic Objectives

Vision 2013-2017:

‘To provide an excellent fire and rescue service’

Objectives 2013-2017:

1. To respond effectively, manage risks and reduce the number if emergency incidents we attend;
2. To ensure high standards of corporate governance and continue Service improvement;
3. To develop employees and create a safe, fair and caring workplace for our staff.

Strategic Priorities

The Service priorities are as follows:

- ❖ Making Every Contact Count;
- ❖ Service Delivery Effectiveness and Improvement;
- ❖ Firefighter Safety.

Equality Objectives

2012-2016

The Single Equality Scheme (SES) developed in 2012, identified 23 Equality Objectives for the service to work on over a 4 year period in order to:

- Demonstrate how the Service would promote equality and diversity and eliminate harassment & unlawful discrimination in the workplace and across the Service we provide;
- Highlight the actions the Service would take to improve its equality and diversity performance outcomes;
- Show how the Service intended to meet the legal responsibilities under the Equality Act 2010 and other legislation.

A report which reviewed progress and closed the 2012 SES was produced in 2016 and is available at www.bedsfire.com.

2016-2020

In preparation for the next 4 years, the Service has identified the following 5 equality objectives within the 2016-20 SES:

1. Achieving excellence against Equality Frameworks;
2. Improve public access to equality information using the BFRS website/social media;
3. Deliver equality and diversity training for all staff;
4. Improve equality monitoring across all Service areas;
5. Embed equality in commissioning and procurement activity.

In July/August 2016 the Service consulted with staff and the public on all of the above objectives as a consequence of this consultation, changes were made and the revised Single Equality Scheme was formally adopted and published and is available at www.bedsfire.com.

Internally, Bedfordshire FRS has a Corporate Equality Group (CEG) whose role is to monitor the equality objectives quarterly and receive reports by exception.

The People we Serve

The 2011 census shows that a total of 615,060 people are living across Bedford, Central Bedfordshire and Luton.

Bedford	Central Bedfordshire	Luton
157,479	254,381	203,200

The Office for National Statistics (ONS) Population Projections predicts that this total number will increase from 644,000 in 2014 to 721,000 in 2024.

The 2011 census also highlighted that Bedfordshire has a higher proportion of people over the age of 60 and a lower proportion aged 25-49 compared to other counties in East Region and the UK.

Our Practice

- Our workforce monitoring data forms part of the information we collate, monitor and publish to help us ensure equality considerations are embedded within our policies and practices, as well as meet our responsibilities under the Public Sector Equality Duty.
- The Service publishes its equality objectives separately within the Single Equality Scheme (SES). The latest SES 2016 – 2020 along with a report from the 2012 – 2016 SES can be found on the Services website at www.bedsfire.com.
- We have a well-established Equality Assessment process where all policies and changes to services are assessed for their potential impact against groups protected by the Equality Act (2010) known as 'Protected Characteristics' outlined below.
- All staff receives an equality handbook and a range of training which includes equality and diversity and cultural competence. We have also imbedded unconscious bias training in the induction program.
- We conduct bi-annual staff surveys of all our employees to develop a clear understanding of both the type of culture we have now and the type of culture we are aiming for.
- BFRS is committed to ensuring the wellbeing of all its employees and provides an in-house Occupational Health and Fitness provision and an Employee Assistance Programme.
- Understanding the value of a healthy work-life balance, Bedfordshire Fire and Rescue Service offer employees the opportunity to request flexible working hours, homeworking, part-time, job-share and compressed/staggered/annualised hours. Non-operational staff (where appropriate) work on a flexitime system between the hours of 8am and 6pm.

- Our approach to equality and diversity is driven by our equality department and progress is monitored through the Services Corporate Equality group (CEG).
- In 2016 the Service was awarded the status of being a Disability Confident organisation in recognition of our approach to disability.
- The Service is affiliated to the Asian Fire Service Association (AFSA), Women in the Fire Service (WFS), Stonewall and the Employers Network for Equality and Inclusion (ENEI).

DRAFT

The Law

Equality Act 2010

In the exercise of our functions we must have due regard to the need to:

1. eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
2. advance equality of opportunity between people who share a protected characteristic and people who do not share it;
3. foster good relations between people who share a protected characteristic and people who do not share it.

The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnerships
- Pregnancy and maternity
- Race
- Religion and belief
- Gender
- Sexual orientation

The Equality Duty helps us to consider the way our employment practices, spending decisions and service delivery affect different groups in the community. This will help us to:

- remove or minimise disadvantage suffered by people due to their protected characteristics;
- take steps to meet the needs of people from protected groups where these are different from the needs of other people;
- encourage people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The Specific Duties Regulations 2011

These duties require us to set out in SMART form and publish equality objectives at least every four years and publish information annually to demonstrate compliance with the PSED; in particular, information relating to their employees and others affected by their policies and practices (such as service users).

Executive Summary

As at 31 March 2016, Bedfordshire Fire and Rescue Service (BFRS) employed 581 people. 61 employees left during 2015/16 and there were 45 new appointments. Overall, there has been a steady decrease in staff number from 620 during 2013/14 to 598 during 2014/15 and 581 during 2015/16.

- Total firefighter strength at BFRS is 385 FTE. This figure is 10.4% lower than the previous year and 14.4% lower than five years ago
- During the financial year 2015/16, 61 people left the service, 42.1% left as a result of early/normal retirement the majority of leavers were firefighters (34.4% whole time and 37.7% RDS).
- As at 31 March 2016, 454 male staff were employed, out of which, 86.3% were firefighters. In contrast, only 17.8% of the 123 female employees were firefighters.
- 2.6% of staff described themselves as having a disability which has decreased from previous years, possibly as the number not declaring a disability has increased to 12.9% from 6.4% (2014/15).
- Staff not declaring their religion/belief had decreased from 19.9% during 2014/15 to 11.7% in 2015/16.
- 6.3% of our workforce declared they are from an ethnic minority group which is no significant change from previous years.
- 22.0% of our workforce is aged under 34, compared to 25.6% the previous year; 12.4% are aged over 55 compared to 10.1% the previous year.
- 1.9% of our workforce declared they are lesbian, gay or bisexual, similar to previous years.
- No employee has identified themselves as transgender.

BFRS's profile as at 31 March 2016 is provided in the appendix.

Section 1: WORKFORCE

Total Workforce

Total **firefighter strength at BFRS** for 2016 is 385 Full Time Equivalent (FTE). This figure is 0.4% lower than the previous year. The numbers of FTE whole time firefighters, retained duty system fire fighters, fire control staff and support staff were all lower compared with one year previously. The greatest decrease was in the number of whole time firefighters, which had decreased by 14.5%.

21.6% of all staff at BFRS are women, very little change from previous years. Female representation at senior levels remains consistent at 30.0%.

Black and Minority Ethnic employees represent 6% of Operational, 7.7% Control and 10.5% of support staff.

Staff declaring a disability account for 2.6% of the workforce, which is a decrease from previous years. The Service has a higher number of staff with disabilities at the middle management grade 13.6%, whilst senior management is 0.0% and lower grades 7.3%.

Gender

Section	Male	Female
Whole time & RDS	94.7%	5.3%
Control	11.5%	88.5%
Support	41.7%	58.3%

Ethnicity

Section	White (all)	BME group	Not disclosed
Whole time & RDS	90%	6%	4%
Control	92.3%	7.7%	0.0%
Support	88.5%	10.5%	1%

Age

The age of the majority of staff at BFRS is in the 45-54 age bracket, which remains the same as previous years.

Religion

The data recorded for BFRS show that 56.8% of the total workforce have declared a religion/belief, this compares with 26.3% recorded in 2013/14.

Workforce Leavers

During 2015/16, 61 employees left Bedfordshire Fire and Rescue Service (compared with 57 in 2014/15). Comparing the data from 2014/15, there was little difference in staff leaving who were aged 16-34 and a slight increase of those who left aged 55-64. There were also decreases in females, those from an ethnic minority background and disabled employees leaving the Service.

The Service conducts exit interviews to gather the reason(s) people are choosing to leave. This identifies any patterns, ensuring data is provided to enable research to correct any areas that can be improved.

During 2015/16, the largest proportions of leavers were firefighters (white, male) and of the 61 leavers across the Service as a whole, 42.1% retired from the Service.

Table: Staff leaving by role (2015-16)

W/Time	RDS	Control	Support	Total
21	23	3	14	61

Table: Reasons for leaving, 2015-16: (% in brackets is per 1000 employees)

Staff headcount (start of year)	Retirement Normal/early	Retirement Ill-health
594	25 (42.1%)	3 (5.1%)

Job Applications, Recruitment and Promotions

Recruitment to BFRS is through fair and open competition based on merit, with individuals assessed for their ability to demonstrate the required competences, knowledge and skills for the role.

BFRS is committed to ensure that all recruitment is free from unfair and unlawful discrimination. Reasonable adjustments for disabled people are made at all stages of the recruitment process, as required.

As part of the changes to the two tick accreditation awarded to employers who demonstrate they are committed to the employment, retention, training and career development of people with a disability. BFRS undertook a disability confident self-assessment which led to being awarded a disability confident organisation in 2016.

In 2015 we saw an increase in numbers of people with disabilities applying for support posts with BFRS. Out of 173 job applicants, 11 (6.4%) declared a disability, whereas during 2014/15, out of 101 job applicants, 2 (2%) declared a disability and during 2013/14, out of 248 jobs, 13 (5.2%) declared a disability.

Staff Starters

During 2015/16, 45 employees joined Bedfordshire Fire and Rescue Service (compared with 41 in 2014/15). Comparing the data of those who joined the Service in 2015/16 to 2014/15, there was a large decrease of those aged 16-34 but a large increase in those aged 34-44 and 55-64. There were also small decreases in females, non-heterosexuals and ethnic minority employees joining the Service. As a general observation, more people are now submitting information concerning their protected characteristics as the 'not declared' sections in all categories range from just 0.0% (age and gender) to 6.7% (Disability).

Pregnancy and Maternity Leave

As part of Bedfordshire Fire and Rescue Service's commitment to diversity, we support employee's balance between home and work through offering flexible employment policies and provide enhanced pay and leave for adoption, maternity and paternity.

Year	Women on Maternity Leave	Women on Maternity Leave carried forward to next year	Women returning to work from Maternity Leave
13/14	6	3	3
14/15	6	1	5
15/16	4	2	2

During 13/14 and 14/15 there were 6 employees who were either pregnant or on maternity leave. This number reduced to 4 during 15/16.

During 2013/14, 3 more women went on Maternity Leave totalling 6 for this year. 3 women returned to work and 3 remained on Maternity Leave.

During 2014/15, 3 more women went on Maternity Leave totalling 6. 5 women returned to work and 1 remained on Maternity Leave.

During 2015/16, 3 more women went on Maternity Leave totalling 4. 2 women returned to work and 2 remained on Maternity Leave.

Grievances

During 2015/16 only a small number of grievances (3) were raised by employees; of these none concerned discrimination/equal pay.

As the number of grievances raised was small, there can be no meaningful statistical analysis or conclusion.

Equal Pay and Reward

In 2016/17 the Service is investigating pay gaps through using a single measure by comparing full time equivalent earnings of different groups of staff (in relation to their protected characteristics). For example, the full-time gender pay gap compares the average hourly pay, excluding overtime, of men and women working full time.

It is important to note that a pay gap does not necessarily mean a difference in pay for comparable jobs or work of equal value.

We are committed to ensuring that our pay strategy is fair and transparent. We will also take action to address under-representation at different levels in the organisation through positive action.

Section 2: SERVICES

Responding to Incidents

We are pleased to report that the number of incidents including fires and road traffic collisions as well as the number of false alarms has reduced this year. This is in part due to our approach in identifying those at most risk, working with partners and targeting those who are most vulnerable with fire safety and installing alarms.

Type of Incidents	2014/15	2015/16
Fires	2,029	1,990
False Alarms	2,574	2,404
Non-Fire Incidents	2,404	1,322
Total number of Incidents	5,916	5,716

Main Type of Non-Fire Incidents

Main type of non-fire incident	2014/15	2015/16
Road Traffic Collisions	424	393
Effecting entry/exit	213	201
Flooding	103	138
Good Intention False Alarm	44	120
Lift Release	104	98

Home Fire Risk Checks

Total number of HFRC's	of which were for the Elderly	of which were completed by partners
4,346	2,684	1,145

Fire Safety Audits

No. of Fire Safety Audits	of which Satisfactory	of which Un-satisfactory
1,358	1,176	182

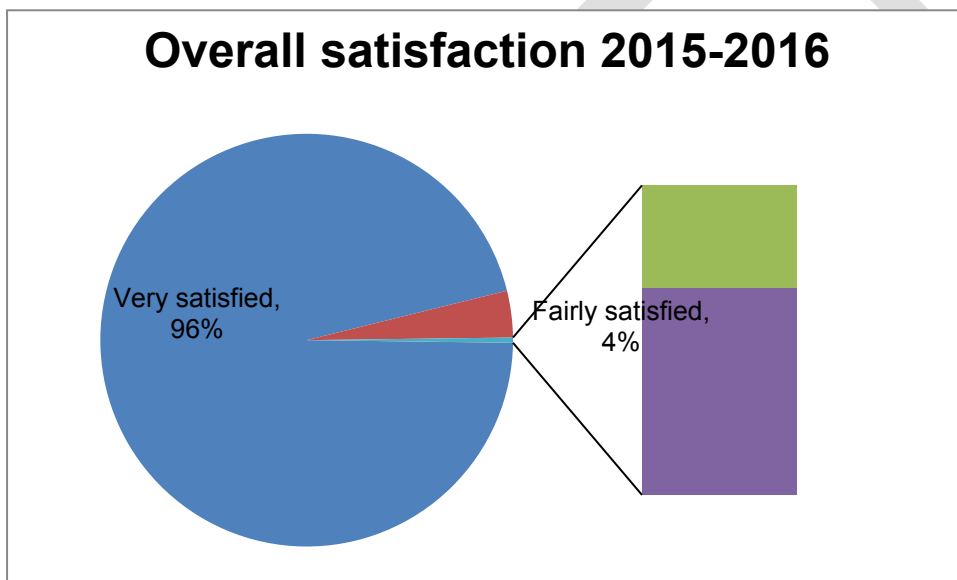
No. of enforcement notices served under Article 30	No. of prohibition notices served under Article 31	No. of prosecutions for offences under Article 32	No. of alteration notices served under Article 29	No. of premises satisfactory following enforcement action
2	3	0	0	23

During 2015/16 Quarterly Customer Satisfaction Surveys were undertaken to establish the levels of customer satisfaction in the following service areas:

- attending an incident at a domestic property;
- attending an incident at a non-domestic property;
- conducting a Home Fire Safety Check; and
- conducting a Fire Safety Audit.

Overall Results

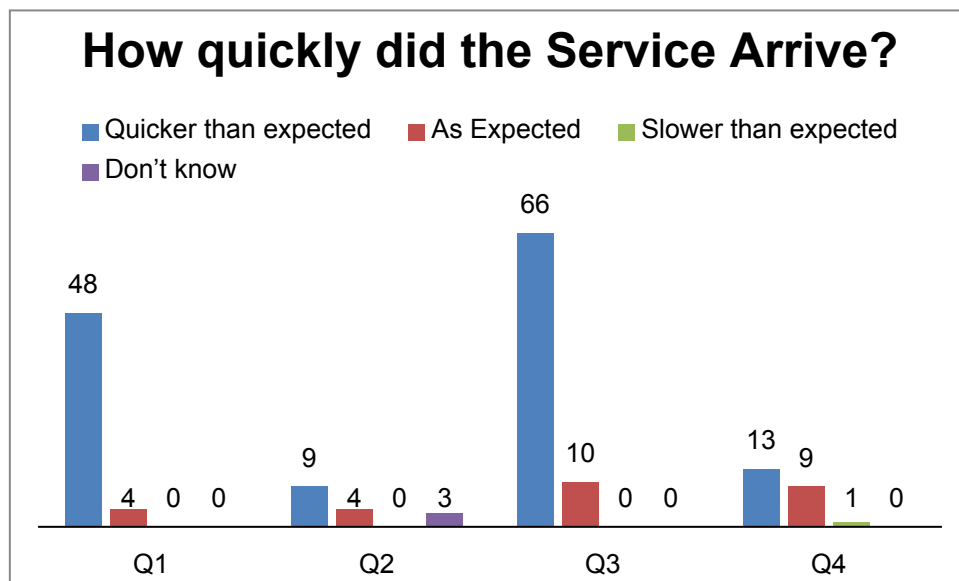
In 2015/16 we received a total of 767 surveys, compared to 1,707 in 2014/15, and of the 740 people who responded to the question 'How satisfied were you with our overall service?' 737 (99.6%) agreed they were very or fairly satisfied with the service they had received



Area Surveyed	Surveys Issued	Surveys Returned	Rate of Return 2015/16
After the Incident (Domestic)	354	178	50%
After the Incident (Non-Domestic)	144	82	57%
Home Fire Safety Check Follow Up Surveys	1,225	362	30%
Fire Safety Audits	193	145	75%

Area Surveyed	Return rate 2015/16	Return rate 2014/15	Return rate 2013/14
After the Incident (Domestic)	50%	66%	56%
After the Incident (Non-Domestic)	57%	60%	58%
Home Fire Safety Check Surveys	30%	79%	54%
Fire Safety Audits	75%	64%	30%

136 responders out of 167 who replied to this question (81%) stated the fire service arrived quicker than expected.



Q1 - Q4 Overall satisfaction with Service received

All 159 respondents who replied to the question 'How satisfied were you with our overall service?' were either very or fairly satisfied with the service they received.

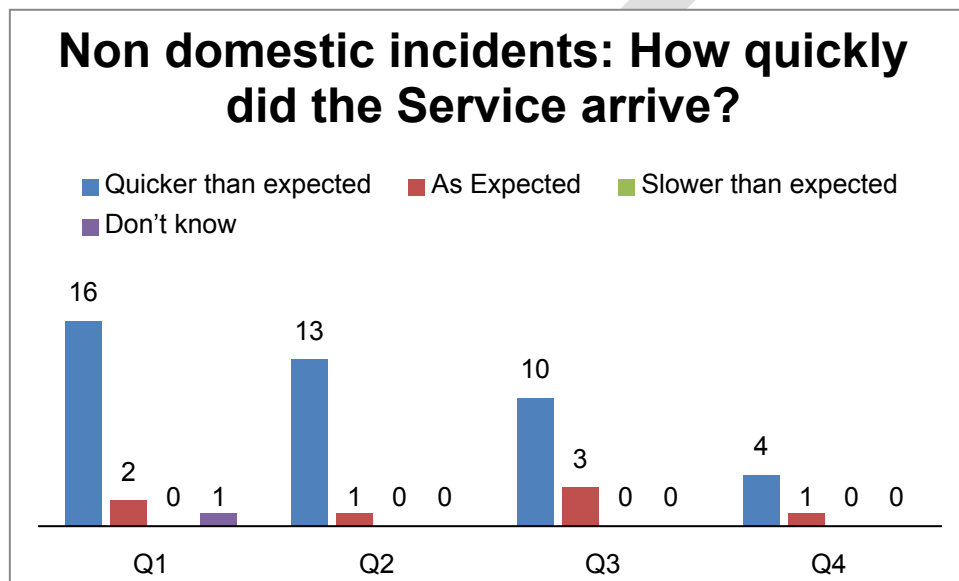


After the Incident (Non Domestic)

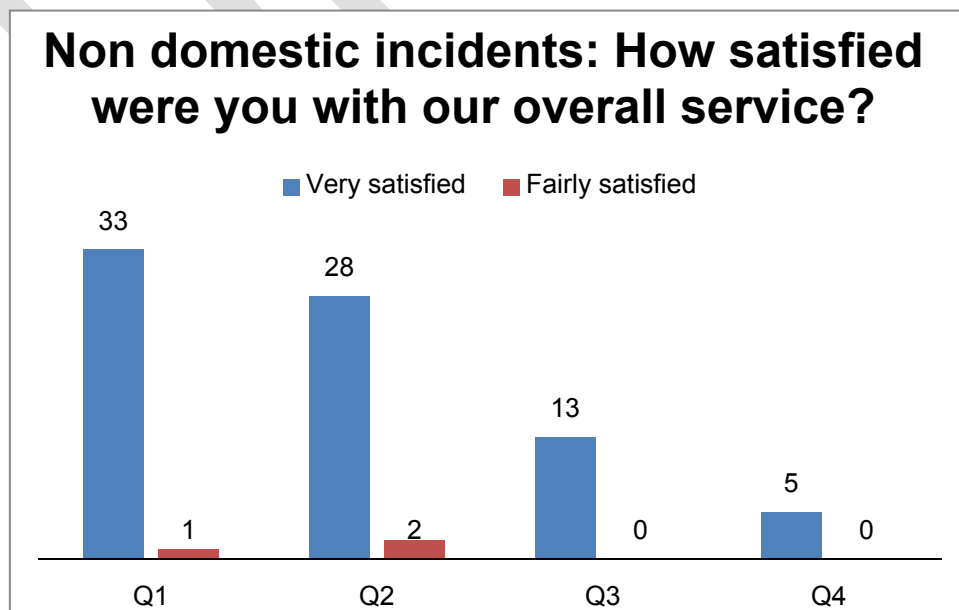
144 surveys were issued by either post or emailed via a survey link and 82 completed surveys were received back for reporting purposes. No complaints were received through the customer satisfaction surveys.

Q1 – Q4 Incident response times

51 of the 82 responders (84%) said the Fire Service arrived quicker than expected.



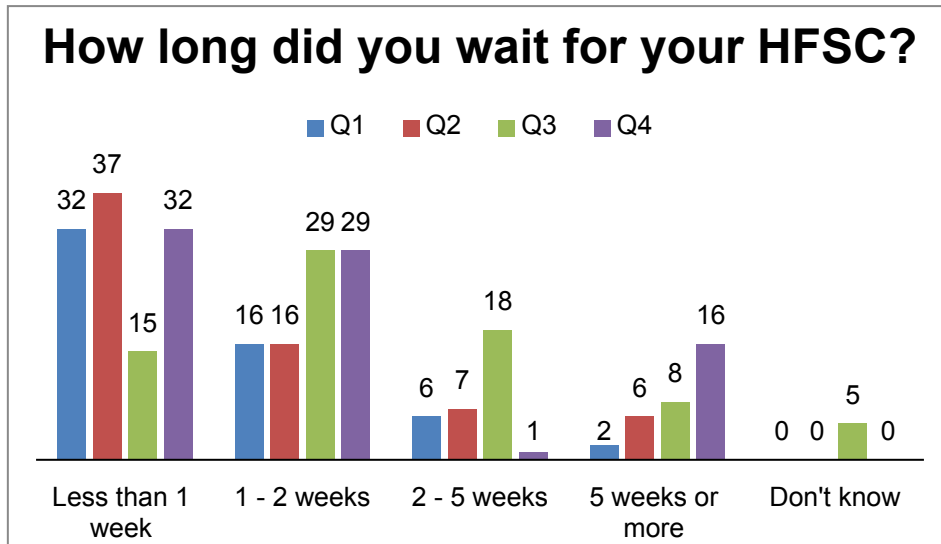
All of the 82 people who responded said they were very or fairly satisfied with the service they received.



Home Fire Safety Check Surveys

Through the year 362 people responded to our survey and almost all stated they were either very or fairly satisfied with the service they received.

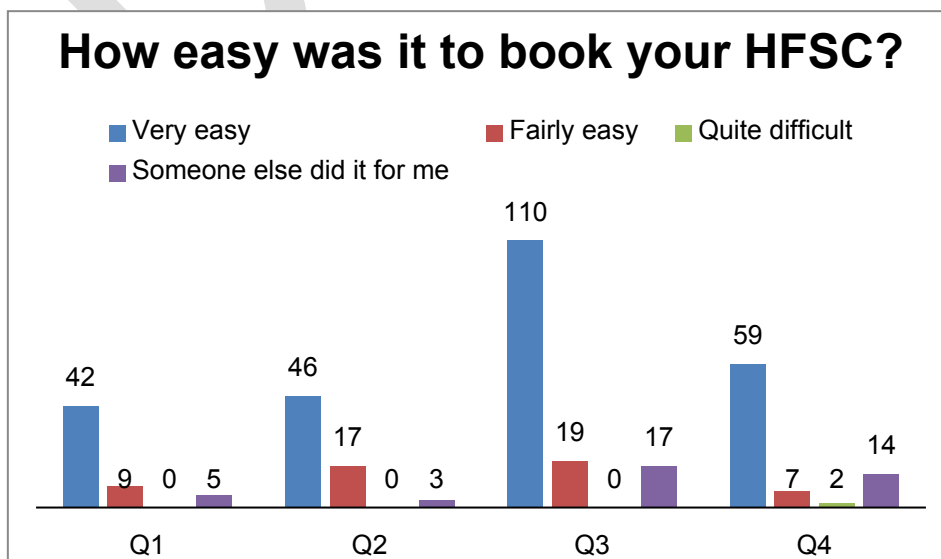
116 respondents said they received a HFSC within less than 1 week, with 90 saying they waited between 1-2 weeks and 69 respondents waited over two weeks.



Almost all the comments received from those receiving Home Fire Safety Checks praised the attitude, helpfulness and friendliness of the Community Safety Fitters.

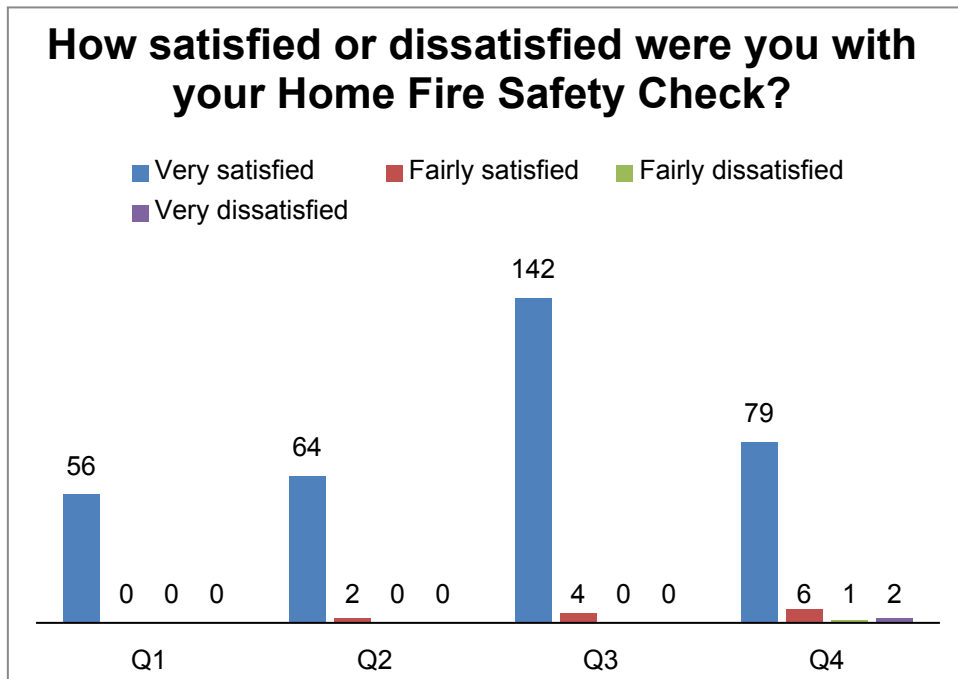
How easy was it to make the appointment?

Of the 350 who responded to this question 309 said that it was very easy or fairly easy to make the appointment while 39 of the remaining 41 said someone else had made the appointment for them. Only two said it was quite difficult to book the appointment.



Overall satisfaction with HFSC service

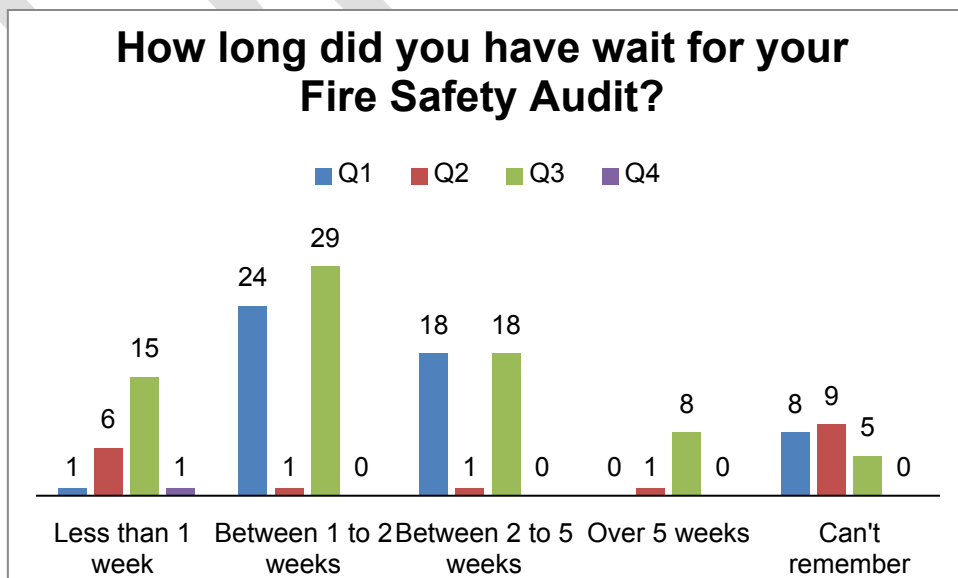
353 of 356 respondents said they were either very or fairly satisfied with the HFSC service.



Fire Safety Audit Surveys

A total of 193 Fire Safety Audit surveys were issued throughout the year with a return of 145 completed surveys.

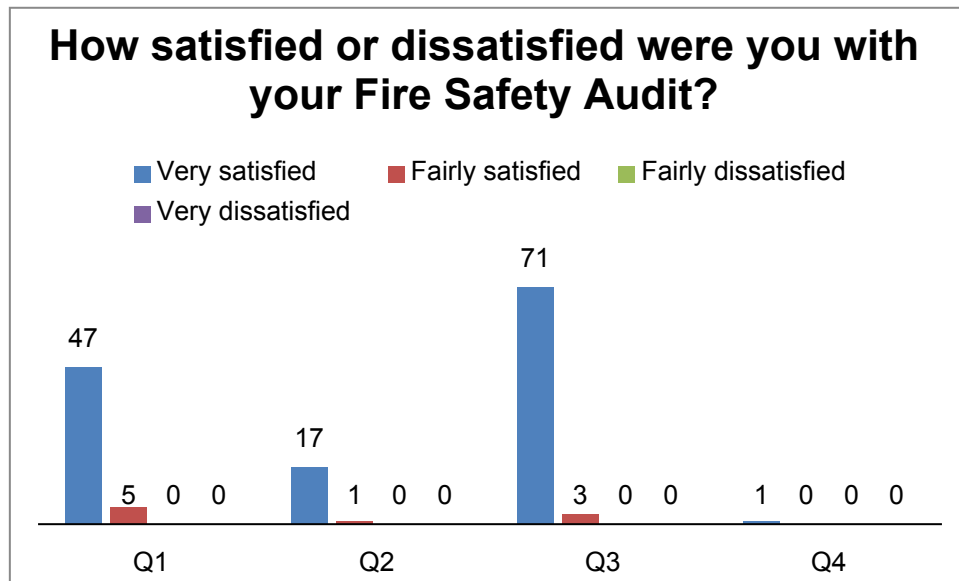
How long did you wait for your Fire Safety Audit?



122 of the 145 respondents stated they felt better equipped to deal with risk after the audit process and 123 thought the process was fair.

100 responders confirmed they had received a written report and stated they were either very or fairly satisfied with the contents.

145 responders said they were either very or fairly satisfied with the audit process.



Customer Satisfaction

Complaints

21 complaints were received during 2015/16.

Compliments

68 compliments were received during 2015/16.

Community Fire Safety House

Our Community Fire Safety House enables visitors to participate safely in realistic situations illustrating everyday hazards and learn how to prevent them. The house has many visitors throughout the year.

Typical range of visitors are Carers, Care Home Staff, Health Visitors, Children Centres, Cubs, Beavers, Brownies, Falcon Cubs, reflecting people of all ages from children aged 6 years to those aged 60 and above.

The majority of those visiting the house were female which reflect the fact that the most of people who are carers or who work in care homes are women, however this does highlight the need for the service to actively target men

Demographic data is not collected from evaluation forms of children under 18 who attended as part of their club, school or scout/cadet group.

Station Open Days

A popular approach that the Service has adopted are the station open day's where local communities come onto each fire station, take part in demonstrations, receive fire safety messages through a variety of interactive sessions such as 'dunking the firefighter, seeing the effects of putting water on a cooking fire, have a go firefighting sessions for children, road safety messages etc. These days continue to be popular with over 100 families turning up to each event.

Plans are in place to introduce evaluation forms for 2016, so that the Service can measure the interest of these events across all communities.

APPENDIX

Reporting Categories

Our reporting categories are defined as follows:

Age

Staff members were asked to place themselves into one of six age groups:

- 16-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+
- Prefer not to say

Disability

Staff members were asked whether they consider themselves to be disabled under the definitions of the Equality Act 2010:

Section 6(1) of the Equality Act 2010 states that a person has a disability if:

- a) that person has a physical or mental impairment, and
- b) the impairment has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Staff members were asked to select one of the following:

- Yes – Limited a lot
- Yes – Limited a little
- No
- Prefer not to say

Gender

This is recorded as male or female.

Gender Reassignment

Staff members were asked whether they defined themselves as transgender.

Ethnicity

Staff members were asked to classify themselves on the basis of the Census 2011 categories of ethnicity:

White

- English/Welsh/Scottish/Irish/Northern Irish/British
- Gypsy/Irish Traveller

Mixed/Multiple Ethnic Groups

- White and Black Caribbean
- White and Black African
- White and Asian
- Any other mixed/multiple ethnic background

Asian/Asian British

- Indian
- Pakistani
- Bangladeshi
- Chinese
- Any other Asian background

Black/African/Caribbean/Black British

- African
- Caribbean
- Any other Black/African/Caribbean background

Other Ethnic Groups

- Arab
- Any other ethnic group
- Any other white background

Religion or Belief

Staff members were asked to classify themselves on the basis of the Census 2011 categories of religion or belief:

- No religion
- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Sikh
- Any other religion
- Prefer not to say

Sexual Orientation

Staff members were given the options of:

- Heterosexual
- Gay woman/lesbian
- Gay man
- Bisexual
- Other
- Prefer not to say

Workforce Profile

Protected Characteristic	31/03/2016	31/03/2015	31/03/2014
Age			
16-24	1.7%	1.4%	1.9%
25-34	20.3%	24.2%	24.9%
35-44	30.4%	30.2%	30.3%
45-54	35.4%	34.1%	33.5%
55-64	11.9%	9.6%	8.5%
65+	0.5%	0.5%	0.8%
Disabled			
Disabled	2.6%	3.5%	3.7%
Non-disabled	84.6%	90.0%	89.7%
Not declared	12.9%	6.4%	6.6%
Gender			
Male	78.4%	78.0%	78.7%
Female	21.6%	22.0%	21.3%
Gender reassignment			
Transgender or Transsexual	0.0%	0.0%	0.0%
Not declared	100.0%	100.0%	100.0%
Ethnicity			
Black and ethnic minority	6.3%	6.9%	7.1%
White	89.9%	89.0%	88.1%
Not declared	3.8%	4.1%	4.8%
Religion or belief			
Religion or belief	56.8%	50.0%	26.3%
No Religion or Belief	31.6%	30.1%	49.0%
Not declared	11.7%	19.9%	24.7%
Sexual Orientation			
Gay/Lesbian/Bisexual/Other	1.9%	1.7%	1.6%
Heterosexual	79.9%	78.4%	74.0%
Not declared	18.2%	19.9%	24.4%

15/16 n = 581

14/15 n = 592

13/14 n = 620

Workforce Profile by Pay Band

Protected Characteristic	Support: Apprentice - Grade 13	Support: Grade 14 - 18	Uniformed: Fire-fighter, Crew Manager & Watch Manager	Uniformed: Station Manager & Group Manager	Senior Management Tier	31/03/2016 BFRS Profile
Age						
16-24	0.0%	0.0%	2.4%	0.0%	0.0%	1.7%
25-34	14.6%	7.3%	24.5%	0.0%	0.0%	20.3%
35-44	12.5%	17.1%	37.1%	18.2%	0.0%	30.4%
45-54	34.4%	29.3%	33.3%	77.3%	10.0%	35.4%
55-64	35.4%	46.3%	2.7%	4.5%	60.0%	11.9%
65+	3.1%	0.0%	0.0%	0.0%	30.0%	0.5%
Not declared	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Disability						
Disabled	7.3%	4.9%	0.7%	13.6%	0.0%	2.6%
Non-disabled	84.4%	90.2%	84.2%	77.3%	100.0%	84.6%
Not declared	8.3%	4.9%	15.0%	9.1%	0.0%	12.9%
Gender						
Male	33.3%	65.9%	90.0%	81.8%	70.0%	78.4%
Female	66.7%	34.1%	10.0%	18.2%	30.0%	21.6%
Not declared	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Gender reassignment						
Transgender or Transsexual	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Not declared	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Ethnicity						

Black and ethnic minority	11.5%	9.8%	4.9%	9.1%	0.0%	6.3%
White	87.5%	90.2%	90.5%	86.4%	100.0%	89.9%
Not declared	1.0%	0.0%	4.6%	4.5%	0.0%	3.8%
Religion or belief						
Religion or belief	63.5%	58.5%	43.2%	68.2%	90.0%	56.8%
No Religion or Belief	24.0%	31.7%	35.0%	13.6%	10.0%	31.6%
Not declared	12.5%	9.8%	21.8%	18.2%	0.0%	11.7%
Sexual Orientation						
Gay/Lesbian/Bisexual/Other	3.1%	0.0%	1.7%	0.0%	0.0%	8.2%
Heterosexual	81.3%	92.7%	77.4%	81.8%	100.0%	79.6%
Not declared	15.6%	7.3%	20.9%	18.2%	0.0%	12.2%

NB These figures are by permanent posts

n = 581

Job Applications – Support Staff

Protected Characteristic	31/03/2016 BRFS Support Workforce Profile	31/03/2016	31/03/2015	31/03/2014
Age				
16-24	1.7%	6.4%	3.0%	11.7%
25-34	20.3%	16.2%	22.8%	17.3%
35-44	30.4%	16.8%	20.8%	16.5%
45-54	35.4%	24.3%	27.7%	25.8%
55-64	11.9%	17.3%	12.9%	10.9%
65+	0.5%	1.2%	0.0%	0.0%
Not declared	0.0%	17.9%	12.9%	17.7%
Disability				
Disabled	2.6%	6.4%	2.0%	5.2%
Non-disabled	84.6%	68.2%	91.1%	79.8%
Not declared	12.9%	25.4%	6.9%	14.9%
Gender				
Male	78.4%	43.4%	39.6%	49.2%
Female	21.6%	40.5%	55.4%	40.3%
Not declared	0.0%	16.2%	5.0%	10.5%
Gender reassignment				
Transgender or Transsexual	0.0%	0.0%	0.0%	0.0%
Not declared	100.0%	100.0%	100.0%	100.0%
Ethnicity				
Black and ethnic minority	6.3%	20.2%	27.7%	19.8%
White	89.9%	61.8%	63.4%	64.9%
Not declared	3.8%	17.9%	8.9%	15.3%
Religion or belief				
Religion or belief	56.8%	57.2%	61.4%	53.6%
No Religion or Belief	31.6%	24.3%	27.7%	27.4%
Not declared	11.7%	18.5%	10.9%	19.0%
Sexual Orientation				
Gay/Lesbian/Bisexual/Other	1.9%	5.8%	12.9%	15.3%
Heterosexual	79.9%	77.5%	85.1%	77.4%
Not declared	18.2%	16.8%	2.0%	7.3%

15/16 n = 173

14/15 n = 101

13/14 n = 248

Job Applications – Uniformed Staff

Protected Characteristic	31/03/2016 BRFS Uniformed Workforce Profile	31/03/2016	31/03/2015	31/03/2014
Age				
16-24	1.7%		22.9%	6.8%
25-34	20.3%		47.9%	53.0%
35-44	30.4%		18.8%	28.8%
45-54	35.4%		8.3%	7.6%
55-64	11.9%		0.0%	0.0%
65+	0.5%		0.0%	0.0%
Not declared	0.0%		2.1%	3.8%
Disability				
Disabled	2.6%	1.1%	0%	0.8%
Non-disabled	84.6%	73.9%	97.9%	93.9%
Not declared	12.9%	25.3%	2.1%	5.3%
Gender				
Male	78.4%	51.7%	75.0%	94.7%
Female	21.6%	5.6%	25.0%	3.8%
Not declared	0.0%	24.7%	0.0%	1.5%
Gender reassignment				
Transgender or Transsexual	0.0%	0.1%	0.0%	0.0%
Not declared	100.0%	99.9%	100.0%	100.0%
Ethnicity				
Black and ethnic minority	6.3%	11.2%	89.6%	7.6%
White	89.9%	63.3%	8.3%	84.8%
Not declared	3.8%	25.5%	2.1%	7.6%
Religion or belief				
Religion or belief	56.8%	32.0%	33.3%	45.5%
No Religion or Belief	31.6%	40.4%	56.3%	45.5%
Not declared	11.7%	27.6%	10.4%	9.8%
Sexual Orientation				
Gay/Lesbian/Bisexual/Other	1.9%	4.5%	0.0%	2.3%
Heterosexual	79.9%	55.8%	95.8%	87.9%
Not declared	18.2%	28.7%	4.2%	9.8%

15/16 n = 806

14/15 n = 48

13/14 n = 132

Uniformed Staff are those who are Wholetime, Retained and Control

NB Age has been excluded from 15/16 because of inconsistency in the data.

Staff Starters

Protected Characteristic	31/03/2016	31/03/2015	31/03/2014
Age			
16-24	8.9%	12.2%	6.3%
25-34	37.8%	53.7%	45.8%
35-44	17.8%	19.5%	27%
45-54	20.0%	14.6%	14.6%
55-64	15.6%	0.0%	6.3%
65+	0.0%	0.0%	0.0%
Not declared	0.0%	0.0%	0.0%
Disability			
Disabled	0.0%	0.0%	2.1%
Non-disabled	93.9%	92.7%	95.8%
Not declared	6.7%	7.3%	2.1%
Gender			
Male	82.2%	80.5%	79.2%
Female	17.8%	19.5%	20.8%
Not declared	0.0%	0.0%	0.0%
Gender reassignment			
Transgender or Transsexual	0.0%	0.0%	0.0%
Not declared	100.0%	100.0%	100.0%
Ethnicity			
Black and ethnic minority	6.7%	12.2%	14.6%
White	91.1%	87.8%	85.4%
Not declared	2.2%	0.0%	0.0%
Religion or belief			
Religion or belief	40.0%	43.9%	45.8%
No Religion or Belief	55.6%	41.5%	31.3%
Not declared	4.4%	14.6%	22.9%
Sexual Orientation			
Gay/Lesbian/Bisexual/Other	0.0%	2.4%	4.2%
Heterosexual	95.6%	83.0%	77.1%
Not declared	4.4%	14.6%	18.7%

15/16 n = 45

14/15 n = 41

13/14 n = 48

Staff Leavers

Protected Characteristic	31/03/2016	31/03/2015	31/03/2014
Age			
16-24	3.2%	5.3%	3.8%
25-34	22.6%	21.1%	18.9%
35-44	19.4%	17.5%	17.0%
45-54	33.9%	36.8%	35.8%
55-64	19.4%	14.0%	17.0%
65+	1.6%	5.3%	7.5%
Not declared	0.0%	0.0%	0.0%
Disability			
Disabled	6.5%	3.5%	5.7%
Non-disabled	85.5%	91.2%	79.2%
Not declared	8.1%	5.3%	15.1%
Gender			
Male	83.9%	80.7%	86.8%
Female	16.1%	19.3%	13.2%
Not declared	0.0%	0.0%	0.0%
Gender Reassignment			
Transgender or Transsexual	0.0%	0.0%	0.0%
Not declared	100.0%	100.0%	100.0%
Ethnicity			
Black and ethnic minority	4.8%	12.3%	9.4%
White	87.1%	84.2%	81.1%
Not declared	8.1%	3.5%	9.4%
Religion or Belief			
Religion or belief	53.2%	50.9%	60.4%
No Religion or Belief	25.8%	24.6%	9.4%
Not declared	21.0%	24.6%	30.2%
Sexual Orientation			
Gay/Lesbian/Bisexual/Other	1.6%	1.8%	1.9%
Heterosexual	75.8%	78.9%	67.9%
Not declared	22.6%	19.3%	30.2%

15/16 n = 61

14/15 n = 57

13/14 n = 53

Promotions - All Staff

Protected Characteristic	31/03/2016	31/03/2015	31/03/2014
Age			
16-24	0.0%	0.0%	0.0%
25-34	12.5%	22.2%	33.3%
35-44	68.8%	33.3%	40.0%
45-54	18.8%	33.3%	26.7%
55-64	0.0%	11.1%	0.0%
65+	0.0%	0.0%	0.0%
Not declared	0.0%	0.0%	0.0%
Disability			
Disabled	6.3%	5.6%	0.0%
Non-disabled	81.3%	94.4%	73.3%
Not declared	12.5%	0.0%	26.7%
Gender			
Male	93.8%	77.8%	100.0%
Female	6.3%	22.2%	0.0%
Not declared	0.0%	0.0%	0.0%
Gender reassignment			
Transgender or Transsexual	0.0%	0.0%	0.0%
Not declared	100.0%	100.0%	100.0%
Ethnicity			
Black and ethnic minority	6.3%	5.6%	13.3%
White	87.5%	94.4%	80.0%
Not declared	6.3%	0.0%	6.7%
Religion or belief			
Religion or belief	43.8%	66.7%	53.3%
No Religion or Belief	43.8%	22.2%	20.0%
Not declared	12.5%	11.1%	26.7%
Sexual Orientation			
Gay/Lesbian/Bisexual/Other	0.0%	5.6%	0.0%
Heterosexual	75.0%	83.3%	73.3%
Not declared	25.0%	11.1%	26.7%

15/16 n = 16

14/15 n = 17

13/14 n = 15

Crew Manager Promotion (WT and RTD) as at 31 March 2016

Protected Characteristic	WT/RTD FF Number	Within Process	Promoted
Promotion			
Fire Fighter to Crew Manager	287	116	10
Gender			
Male	94.1%	95.7%	90.0%
Female	5.9%	4.3%	10.0%
Not declared	0.0%	0.0%	0.0%
Ethnicity			
Black and ethnic minority	4.5%	5.2%	10.0%
White	89.9%	87.1%	80.0%
Not declared	4.5%	7.8%	10.0%

Watch Manager Promotion (WT and RTD) as at 31 March 2016

Protected Characteristic	WT/RTD CM Number	Within Process	Promoted
Promotion			
Crew Manager to Watch Manager	60	48	2
Gender			
Male	95.0%	93.8%	100.0%
Female	5.0%	6.2%	0.0%
Not declared	0.0%	0.0%	0.0%
Ethnicity			
Black and ethnic minority	3.3%	8.3%	0.0%
White	96.7%	91.7%	100.0%
Not declared	8.3%	0.0%	0.0%

Station Manager Promotion (WT and RTD) as at 31 March 2016

Protected Characteristic	WT/RTD Number eligible	Within Process	Promoted
Promotion			
Watch Manager to Station Manager	42	27	1
Gender			
Male	97.6%	96.3%	100.0%
Female	2.4%	3.7%	0.0%
Not declared	0.0%	0.0%	0.0%
Ethnicity			
Black and ethnic minority	4.8%	3.7%	0.0%
White	95.8%	96.3%	100.0%
Not declared	0.0%	0.0%	0.0%

Group Manager Promotion (WT and RTD) as at 31 March 2016

Protected Characteristic	WT/RTD SM Number	Within Process	Promoted
Promotion			
Station Manager to Group Manager	12	5	1
Gender			
Male	97.1%	100.0%	100.0%
Female	8.3%	0.0%	0.0%
Not declared	0.0%	0.0%	0.0%
Ethnicity			
Black and ethnic minority	8.3%	20.0%	0.0%
White	83.3%	80.0%	100.0%
Not declared	8.3%	0.0%	0.0%

Area Manager Promotion (WT and RTD) as at 31 March 2016

Protected Characteristic	WT/RTD GM Number	Within Process	Promoted
Promotion			
Group Manager to Area Manager	7	2	1
Gender			
Male	100.0%	100.0%	100.0%
Female	0.0%	0.0%	0.0%
Not declared	0.0%	0.0%	0.0%
Ethnicity			
Black and ethnic minority	0.0%	0.0%	0.0%
White	100.0%	100.0%	100.0%
Not declared	0.0%	0.0%	0.0%

Grievances

Protected Characteristic	31/03/2016	31/03/2015	31/03/2014
Age			
16-24	0.0%	0.0%	0.0%
25-34	0.0%	14.3%	0.0%
35-44	66.7%	28.5%	0.0%
45-54	33.3%	42.9%	100.0%
55-64	0.0%	14.3%	0.0%
65+	0.0%	0.0%	0.0%
Not declared	0.0%	0.0%	0.0%
Disability			
Disabled	0.0%	0.0%	0.0%
Non-disabled	100.0%	71.4%	100.0%
Not declared	0.0%	28.6%	0.0%
Gender			
Male	33.3%	71.4%	100.0%
Female	66.7%	28.6%	0.0%
Not declared	0.0%	0.0%	0.0%
Gender reassignment			
Transgender or Transsexual	0.0%	0.0%	0.0%
Not declared	100.0%	100.0%	100.0%
Ethnicity			
Black and ethnic minority	0.0%	14.3%	0.0%
White	66.7%	57.1%	100.0%
Not declared	33.3%	28.6%	0.0%
Religion or belief			
Religion or belief	33.4%	28.6%	100.0%
No Religion or Belief	33.3%	42.9%	0.0%
Not declared	33.3%	28.6%	0.0%
Sexual Orientation			
Gay/Lesbian/Bisexual/Other	0.0%	0.0%	0.0%
Heterosexual	66.7%	71.4%	100.0%
Not declared	33.3%	28.6%	0.0%

15/16 n = 3 14/15 n = 7 13/14 n = 1

External Training – FRST 35s

Protected Characteristic	31/03/2016
Age	
16-24	0.3%
25-34	17.0%
35-44	32.2%
45-54	39.4%
55-64	11.0%
65+	0.0%
Not declared	0.0%
Disability	
Disabled	4.4%
Non-disabled	94.0%
Not declared	1.6%
Gender	
Male	78.5%
Female	21.5%
Not declared	0.0%
Gender reassignment	
Transgender or Transsexual	0.0%
Not declared	100.0%
Ethnicity	
Black and ethnic minority	9.8%
White	89.0%
Not declared	1.3%
Religion or belief	
Religion or belief	59.0%
No Religion or Belief	25.9%
Not declared	15.1%
Sexual Orientation	
Gay/Lesbian/Bisexual/Other	3.5%
Heterosexual	85.2%
Not declared	11.4%

n: 317

Community Safety Engagement

Protected Characteristic	31/03/2016
Age	
18-25	9.1%
26-30	19.7%
31-40	21.2%
41-50	15.1%
51-60	15.1%
60+	13.6%
Not declared	6.2%
Gender	
Male	15.1%
Female	80.3%
Not declared	4.6%
Ethnicity	
Black and Ethnic Minority	78.8%
White	21.2%
Not declared	0.0%

n: 66 Feedback forms received