



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority
Human Resources Committee

EQUALITIES MONITORING REPORT

Report of the Chief Fire Officer

Date: 22 January 2020

Purpose of Report:

To provide Members with an update on the breakdown of the workforce by protected characteristic between 1 January and 31 December 2020 and the work being done to improve diversity at Nottinghamshire Fire and Rescue Service.

Recommendations:

That Members note the content of the report and support the Service's continued commitment to attracting, recruiting and retaining a more diverse workforce.

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1. BACKGROUND

- 1.1 As part of Nottinghamshire Fire and Rescue Service's (NFRS) commitment to promoting equality and diversity, the Human Resources (HR) Committee considers updates on the breakdown of the workforce and the work being done to address under-representation by protected characteristic.
- 1.2 This report constitutes a one-year period from 1 January–31 December 2020. Please note this data was taken on 15 December 2020 to provide a timely reporting period to HR committee.

2. REPORT

WORKFORCE PROFILE

- 2.1 Workforce profile information is analysed by work group (Wholetime, On-call, Support). Breaking down the workforce in this way allows for the identification of specific issues by distinct employee groups. Each have differences in job type, conditions of service and workforce composition. The table below provides a snapshot of under-represented groups at the Service.

	1 Jan 2018	30 June 2018	31 Dec 2018	30 June 2019	31 Dec 2019	30 June 2020	31 Dec 2020
Total	893	899	902	894	856	845	849
Female firefighters No. of posts	5.74% (26 of 453)	6.09% (28 of 460)	6.55% (31 of 473)	6.66% (31 of 465)	8% (36 of 450)	8.02% (35 of 436)	7.82% (33 of 422)
Black, Asian and Minority Ethnic (BAME)	3.36% (30)	3.56% (32)	3.99% (36)	4.25% (38)	4.67% (40)	4.85% (41)	4.83% (41)
Lesbian, gay or bisexual	1.57% (14)	1.56% (14)	1.22% (11)	1.34% (12)	1.4% (12)	1.54% (13)	1.41% (12)
Disabled	4.37% (39)	4.23% (38)	4.21% (38)	4.25% (38)	4.32 (37)	4.38% (37)	4.71% (40)

GENDER

- 2.2 On 31 December 2020, women constituted 16.37% (139) of the total workforce. Of these, 42 women are employed in operational roles (including management roles), which represents 6.25% of operational roles undertaken. Table A in the Appendix shows the workforce profile by gender.

ETHNIC ORIGIN

- 2.3 On 31 December 2020, employees from BAME groups constituted 4.83% (41) of the workforce (excluding employees who defined themselves as Irish and White Other). Of these, 3.41% (29) were employed in operational roles.
- 2.4 In comparison to 31 December 2019 there has been a slight increase of 1 in BAME staff employed by the Service from 4.67% (40) to 4.83% (41). It should be noted that 38 people have chosen not to define their ethnic origin. Table B in the Appendix shows the workforce profile by ethnic origin.
- 2.5 To provide some context to these figures, the BAME community in Nottinghamshire is 11.2% based on the last census. This demonstrates that the organisation still faces a challenge to attract and recruit applicants from BAME backgrounds to fire service roles.
- 2.6 The Service continues to undertake positive action, particularly for firefighter roles which traditionally have received low levels of applications from BAME communities. It should be noted that On-call firefighting positions represent 28.7% of the total employees and, due to the restrictions of the On-call application process (must live within a certain distance of the fire station) and their geographical location, lower numbers of ethnic minority applicants are eligible to apply for these roles.

COMMUNITY ENGAGEMENT

- 2.7 Via Transformation and Efficiency funding the Fire Authority has invested in the Service's Organisational Development and Inclusion workstreams. In particular, a Community Engagement Manager post has been appointed to. This role will work to improve engagement with black, Asian and minority ethnic communities across Nottinghamshire, as well as contributing to positive action measures across the Service.

WORKFORCE BY GRADE AND ROLE

- 2.8 3.79% (8) of Crew and Watch Managers at NFRS are women and there are no female middle managers at Station or Group Manager level. As at 31 December 2020, one principal officer is female and two are male, all operational area managers are men, although there are three non-operational female Strategic Managers (Area Manager equivalents) within the Strategic Leadership Team.
- 2.9 There continues to be a low number of employees from BAME backgrounds in operational supervisory roles at 3.79% (8), and there are no middle managers or senior operational managers from BAME backgrounds.
- 2.10 There continues to be low numbers of Lesbian, Gay and Bisexual LGB employees in operational and support roles, (the analysis of Support roles can be seen below. There are 1.21% (3) of supervisory, middle and senior managers who identify as LGB.

2.11 According to monitoring data the Service does not have any employees who identify as Trans.

2.12 Within the support workforce there continues to be more women (97) than men employed (80). However, it should be noted that men occupy higher numbers of senior organisational positions (6.77%) than women (4.52%).

	Men	Women	BAME	LGB
Grades 1-4 (plus Apprentice)	26	41	4	2
Grades 5-7	42	48	8 (grades 5-SLM)	1 (grades 5-SLM)
Grades 8-SLSM	12	8		

DISABILITY

2.13 The declaration rate of disability on 31 December is 4.71% (40) of the total workforce.

2.14 The declaration rate amongst support employees is at 7.34% which is lower than the working age population in the UK that is disabled, which is approximately 10%. When operational employees are included this figure reduces to 4.71%. This is due to the fitness, strength and other functional aspects, such as sight and hearing standards, which are a requirement of operational roles. It should be noted that as a workforce gets older disability issues are likely to increase.

2.15 Whilst disability declaration rates remain relatively low, the Service continues to raise awareness of disability issues such as dyslexia and mental health.

2.16 It is acknowledged some employees who meet the definition of disability under the Equality Act may not consider themselves as being disabled, thus monitoring of reasonable adjustments is being considered for future reporting.

2.17 The Service works hard to ensure that older and disabled employees have the support they need via line manager support, a proactive approach to reasonable adjustments, Occupational Health and additional support via third party health provider.

SEXUAL ORIENTATION

2.18 Numbers of employees who identify as lesbian, gay or bisexual has remained the same as 31 December 2019. 1.41% (12) of the work force identify as being lesbian, gay or bisexual, however this is low compared to the expected national population of 5 - 7% quoted by Stonewall.

2.19 The Service continues to work with Stonewall to improve its performance in relation to LGBTQ+ issues. The most recent Wholetime firefighter campaign showed an increase in people who identify as LGBT choosing to apply for

firefighter roles. This is really encouraging and may indicate that the Service's commitment to LGBTQ+ equality is resonating with applicants.

AGE

- 2.20 Table C of the Appendix sets out the numbers of employees by age and work group. The figures show that the largest age group are those people between 46 – 55 years old who make up 33.69% (286) of the workforce. As the typical retirement age for operational personnel is between 50 and 60, this has implications for projected turnover over the next ten years, and the associated loss of experience and knowledge to the service. At the other end of the age scale, 3.77% (32) of all employees are aged 16-25.
- 2.21 The annual Workforce Plan ensures that the Service has effective succession planning in place to mitigate against this anticipated turnover.

RELIGION

- 2.22 Table D of the Appendix sets out the numbers of employees by religion/faith. 39.58% (336) of the workforce state that they have no religion and 15.38% (179) chose not to specify. The highest number of employees specify their religion as Christian 40.75% (346).
- 2.23 The Service piloted some Faith training online during 2020 and this will be rolled out further in 2021. An e-learning package focusing on religion and belief is also in development.

GENDER IDENTITY

- 2.24 In July 2018, the Service started to monitor gender identity and gender reassignment. Declaration is voluntary and, to date, only 9.66% (82) of employees have provided gender reassignment data and 15.78% (134) have provided gender identity data. As such figures are too low to provide any meaningful analysis, no useful conclusions can be drawn at this time, however work continues to raise awareness of this reporting mechanism and why the Service collects the data in an effort to improve declaration levels.

STARTERS

- 2.25 There were 44 starters from 1 January – 31 December 2020.

Of these starters (as set out in Table E of the Appendix):

- 40.91% (18) were female and 59.09% (26) were male.
- The majority of appointments were to Support posts 72.72% (32), 20.45% (9) were to On-call posts and 6.81% (3) were to Wholetime posts including the new Assistant Chief Fire Officer.
- 79.54% (35) appointees defined their ethnic origin as White British, 2.27% (1) appointee was from a BAME background, 18.18% (8) preferred not to declare.
- The majority of new starters 45.45% (20) were in the age range 46+.

LEAVERS

2.26 There were 64 leavers from 1 January – 31 December 2020.

Of these leavers (as set out in Table F of the Appendix):

- 20.31% (13) were female and 79.69% (51) were male. This is fairly representative of the workforce profile.
- 78.13% (50) defined their ethnic origin as White British, 6.25% (4) described their ethnic origin as White Other and 15.63% (10) preferred not to disclose their ethnic origin.
- The majority of leavers 64.06% (41) were over 46 years old.

2.27 These figures indicate that there is no specific gender or ethnic origin issues relating to retention levels.

SUPPORT STAFF RECRUITMENT

2.28 From 1 January – 31 December 2020 the Service received 338 applicants in total for 23 vacancies. It should be noted 5 of these vacancies weren't appointed to through the Service's application process as there were no successful applicants.

51.18% (173) of all applicants were female and 48.22% (163) were male, it should be noted 2 applicants did not specify their gender. 46.32% (44) of shortlisted applicants were female and 53.68% (51) were male, 39.13% (9) of appointed applicants were female and 60.87% (14) were male.

2.29 The Service received 21.59% (73) of applications from individuals from BAME backgrounds and 15.79% (15) of shortlisted applicants identified as BAME and 7.14% (1) of BAME applicants was successful.

2.30 4.44% (15) of applications received by the Service, were from applicants who identified as being LGBT, 5.26% (5) of all applicants interviewed identified as LGBT, no applicants identifying as LGBT were appointed.

2.31 The Service continues to use a diverse range of role models, within its recruitment campaigns, utilises social media messages for its diversity campaigns messages such as Pride and advertise in a range of media to promote its vacancies to the widest range of potential applicants.

2.32 The Service received 9.47% (32) of applicants identifying as having a disability, 12.63% (12) of shortlisted applicants identified as having a disability and 14.28% (2) were appointed. It is worth noting that the Service guarantees applicants with a disability an interview providing they meet the essential criteria if they opt into being assessed under the guaranteed interview scheme.

- 2.33 The highest number of applications 36.09% (122) were from applicants within the age range of 26 - 35.
- 2.34 It should be noted that all applicants are interviewed and appointed according to merit.

ON-CALL RECRUITMENT

- 2.35 The Service received 49 applicants for one recruitment campaign for On-call firefighters during the period of 1 January 2020 – 31 December 2020. It is important to note there have been two other On-call firefighter campaigns cancelled after the application stage due to COVID-19 restrictions, as a result applicants from those campaigns have been moved to the next process.
- 2.36 Of the applicants for On-call roles, 6.12% of applicants were female, 8.33% of shortlisted applicants were female and 9.09% appointed applicants were female.
- 2.37 4.08% of applications received were from individual(s) identifying as BAME, no applicants from BAME backgrounds were successfully shortlisted at the interview stage. The Service continues to use a diverse range of role models within its recruitment campaigns to target its recruitment at BAME communities, however there is a limited applicant pool when recruiting to On-call positions due to the location of On-call stations in rural areas with low numbers of BAME communities.
- 2.38 4.08% of applications received by the Service, were from applicants who identified as being LGBT, 8.33% of whom were interviewed but none were appointed.

SUPERVISORY MANAGEMENT RECRUITMENT

- 2.39 From 1 January – 31 December 2020 the Service received 42 applicants in total for a Watch and Crew Manager recruitment process. 28 applicants were shortlisted and 18 were appointed.
- 2.40 All appointed applicants were male. Due to low numbers of appointments, further breakdown of personal characteristics isn't supplied for this recruitment process for this report.
- 2.41 In total, 10 Crew Manager and 8 Watch Manager roles were recruited to role.

CONCLUSION

- 2.42 The above data represents some gradual improvements in the diversity of the Service's workforce.
- 2.43 The workforce profile is not representative of the local population in terms of employees from BAME backgrounds. The Service continues to use positive action to promote the fire service as a career during firefighter recruitment campaigns. However, as the majority of vacancies are for On-call roles, and

these are very specific to location, the impact has been limited. The Service is also coming to the end of a Wholetime recruitment campaign and has successfully undertaken positive action to attract underrepresented groups to its recruitment campaign.

- 2.44 Support staff vacancies are also promoted to applicants from under-represented groups through targeted advertising. Some gradual improvements can be noticed in Support staff diversity within recent years.
- 2.45 Representation in terms of gender also stands out as women are clearly under represented in operational roles, similarly to BAME employees. The Service continues to undertake positive action to address this underrepresentation. It is also worth noting that a female Assistant Chief Fire Officer has been appointed and commenced her appointment in June.
- 2.46 As can be noted from the last Wholetime recruitment campaign, targeted positive action, using a range of awareness events, mentoring and fitness/strength development activities has previously helped to lead to positive diversity figures and such measures will continue to be used within the Service's recruitment campaigns.
- 2.47 The Service continues to engage with the local community, for instance through its social media messages for diversity campaigns, such as Ramadan, Eid and Pride and this engagement will be extended to develop a continuous presence which, in time, may lead to an increased number of applications to the Service. Other engagement methods are also being explored such as promoting news stories to radio stations targeted at minority communities including Radio Faza, Kemet and Radio Dawn.
- 2.48 The Service continues to provide targeted development opportunities for women and other under represented groups within the Service's workforce. The Aspiring Leaders Programme and Future Leaders Programme (multi-agency) are some of the courses used by NFRS which can help encourage a more diverse range of employees to engage in career development. The Service also promotes the Women in the Fire Service conference to its staff each year (the conference didn't run this year due to COVID-19).
- 2.49 Levels of 'Not Stated' or 'Prefer not to Say' remain an area in need of improvement in religion/belief (15.38%) and sexual orientation (13.78%). Also, as discussed within this report, those disclosing a disability remains low compared to national figures.
- 2.50 Awareness-raising and training will continue to ensure employees understand the reasons why declaration is so important, to provide reassurance and to promote the support available.

3. FINANCIAL IMPLICATIONS

There are no financial implications arising from this report.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

- 4.1 Human resources implications are addressed throughout the report. The monitoring shows that there is still an under-representation of women in operational roles, and of employees from BAME backgrounds or who define themselves as LGBT, or who declare a disability across the workforce.
- 4.2 Whilst measures have been put in place to address the issues leading to this under-representation, the Service continues to commit to further improve both the applicant and appointment rates from under-represented groups. This includes the continued requirement for targeted positive action measures and support through the provision of the appropriate resources.

5. EQUALITIES IMPLICATIONS

An equality impact assessment has not been undertaken because this is not a policy, function or service. However, it should be noted that this information is used to analyse equality outcomes and inform changes to practices and positive action.

6. CRIME AND DISORDER IMPLICATIONS

There are no crime and disorder implications arising from this report.

7. LEGAL IMPLICATIONS

The advancement of equality of opportunity between people who share a protected characteristic and people who do not share it is a key element of the Public Sector Equality Duty (Equality Act 2010).

8. RISK MANAGEMENT IMPLICATIONS

A failure to represent the community being served can impact upon trust and confidence in public services. Nottinghamshire Fire and Rescue Service is cognisant of this as a risk to its reputation and ability to engage with its communities and service users.

9. COLLABORATION IMPLICATIONS

The Service attends community engagement events in collaboration with Nottinghamshire Police and works as a key stakeholder on the Future Leaders of Nottingham steering group. The Service also holds events in partnerships with public services covering a range of protected characteristics in order to promote equality of opportunity.

10. RECOMMENDATIONS

That Members note the content of the report and support the Service's continued commitment to attracting, recruiting and retaining a more diverse workforce.

11. BACKGROUND PAPERS FOR INSPECTION (OTHER THAN PUBLISHED DOCUMENTS)

None.

John Buckley
CHIEF FIRE OFFICER

APPENDICES

TABLE A

Workforce by Gender

Gender	Wholetime	On-call	Support	Total	%
Male	397	233	80	710	83.63%
Female	31	11	97	139	16.37%
Total	428	244	177	849	

TABLE B

Workforce by Ethnic Origin

Ethnic Origin	Wholetime	On-Call	Support	Total	%
BAME	22	7	12	41	4.83%
Not declared	20	10	8	38	4.48%
White British	361	210	142	713	83.98
White Irish / White Other	24	15	6	45	5.30%
Total	1	2	9	12	1.41%
	428	244	177	849	

Please note – to protect the identity of those in minority ethnic groups, a classification of BAME has been used to denote employees defining their ethnic origin as Asian British, Indian, Pakistani, Asian Other, Black, Black British, Black Caribbean, Black Other, Chinese, Mixed White Asian, White Black British, Mixed Other, Other Ethnic group.

TABLE C

Workforce Profile by Age

	Wholetime	On-call	Support	Total	%
16-25	2	14	16	32	3.77%
26-35	86	82	21	189	22.26%
36-45	162	65	33	260	30.62%
46-55	157	66	63	286	33.69%
56-65	21	17	41	79	9.31%
+65			3	3	0.35%
Total	428	244	177	849	

Table D

Workforce by Religious Belief

Religion	Total Number	% Total
Any other Religion	5	0.59
Buddhist	6	0.71
Christian (all denominations)	346	40.75
Hindu	2	0.24
Muslim	4	0.47
No Religion	336	39.58
Not Specified	179	15.38
Other	7	0.82
Sikh	4	0.47
Total	849	

Table E

Starters by gender and ethnic origin

	Wholetime	On-call	Support	Total	%
Female	2	1	15	18	40.91%
Male	1	8	17	26	59.09%
Total	3	9	32	44	
White British	2	8	25	35	79.55%
BAME			1	1	2.27
Not disclosed	1	1	6	8	18.18%
Age					
17-25		3	9	12	27.27%
26-35	1	4	3	8	18.18%
36-45		1	3	4	9.09%
46+	2	1	17	20	45.45%
Total	3	9	32	44	
Bisexual			1	1	2.27%
Declined to specify	1	1	4	6	13.64%
Straight/Heterosexual	2	8	27	37	84.09%
LGB	0	0	0	0	0%

Please note – to protect the identity of those in small ethnic groups, a classification of BAME has been used to denote employees defining their ethnic origin as Asian British, Indian, Pakistani, Asian Other, Black, Black British, Black Caribbean, Black Other, Chinese, Mixed White Asian, White Black British, Mixed Other, Other Ethnic group.

TABLE F**Reasons for leaving by gender, ethnic origin and age**

	Resignation	Retirement	Other	Total	%
Female	11	1	1	13	20.31%
Male	16	28	7	51	79.69%
Total	27	29	8	64	
Not disclosed	4	4	2	10	15.63%
White British	22	22	6	50	78.13%
White Irish/ White Other	1	3		4	6.25%
Age					
<25	3			3	4.69%
26-35	7			7	10.94%
36-45	12	1		13	20.31%
46+	5	28	8	41	64.06%
Prefer not to specify	6	7	2	15	23.44%
Straight heterosexual	21	22	6	49	76.56%
LGB	0	0	0	0	

Please note – to protect the identity of those in small ethnic groups, a classification of BME has been used to denote employees defining their ethnic origin as Asian British, Indian, Pakistani, Asian Other, Black, Black British, Black Caribbean, Black Other, Chinese, Mixed White Asian, White Black British, Mixed Other, Other Ethnic group.