



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: 13 January 2023

Purpose of Report:

To provide Members with an update on the breakdown of the workforce and applicant analysis by protected characteristic for the period 1 April to 31 October 2022.

Recommendations:

It is recommended that Members:

- Note the content of the report and support the Service's continued commitment to attracting, recruiting and retaining a more diverse workforce
- It is noted there is cross-over and duplication between this report and the Workforce Plan report. To maximise efficiency, it is proposed for this report to be combined with the workforce planning report and subsequent Human Resources Update after a six month period.

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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 six-month period from 01 April – 30 September 2022.

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 charts below provide a snapshot of under-represented groups at the Service and how they have changed over a 4-year period. The data from which these charts have been created can be found at Appendix A. With the exception of disability, all groups show an increase of under-represented groups across the workforce.

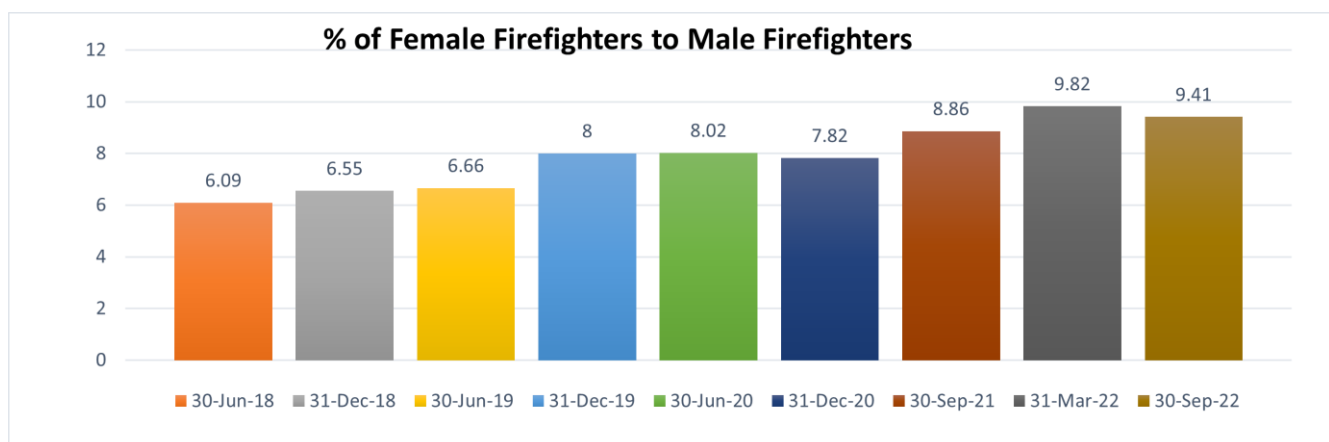


Table 1 – of all firefighters (wholetime and on-call) does not include Crew or Watch Managers

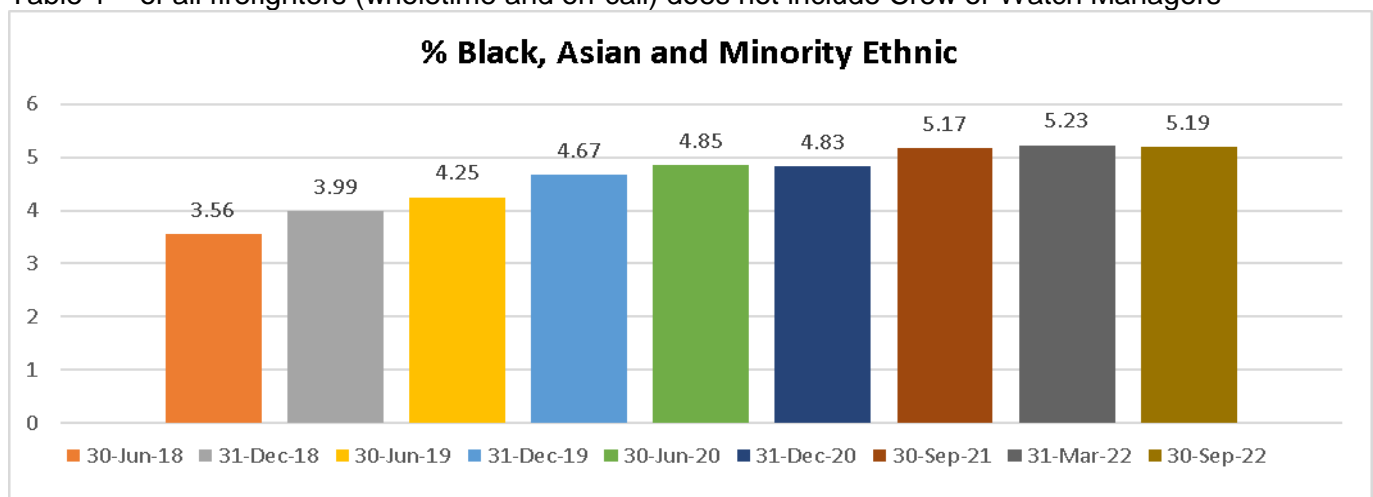


Table 2 – of all employees

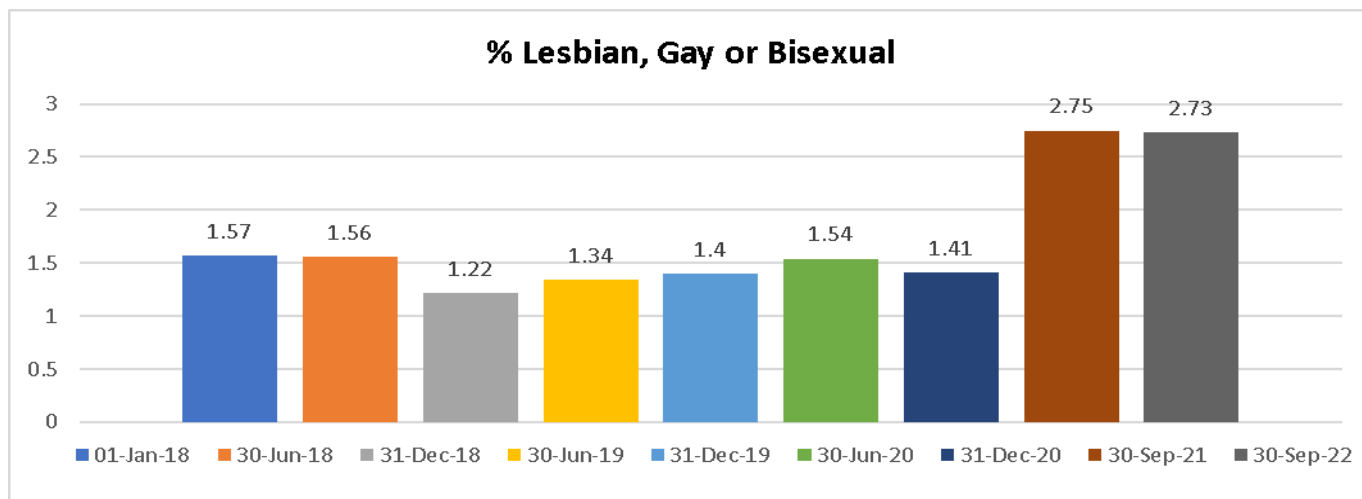


Table 3 – of all employees

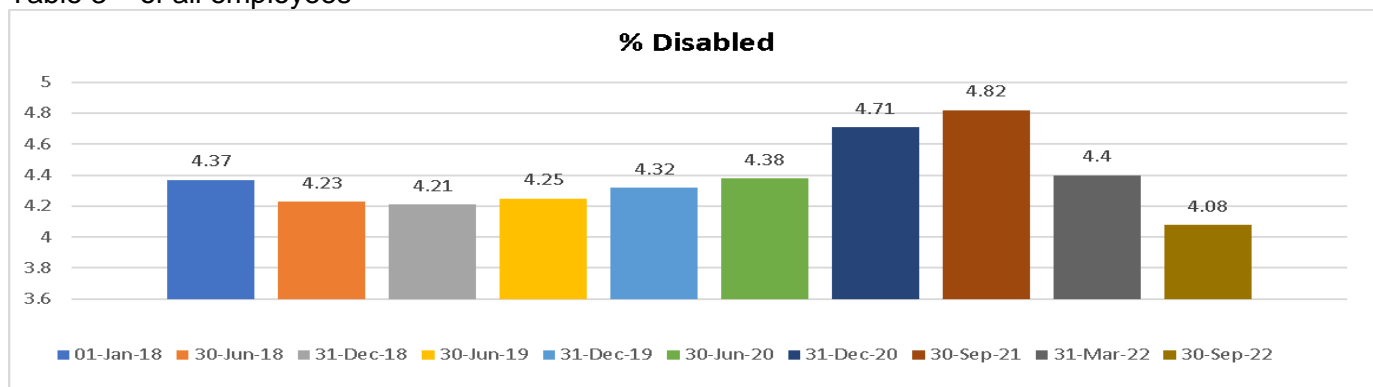


Table 4 – of all employees

GENDER

- 2.2 Women currently constitute 15.82% (128) of the total workforce. Of these, 38.28% (49) women are employed in operational roles (including management roles), which represents 7.46% of operational roles undertaken.
- 2.3 At a senior level, four members of the Strategic Leadership Team are women (33.33%) – and seven (28%) hold senior management support roles at Grade 8 and above, it should be noted there is currently one vacancy within the Service’s senior management team.
- 2.4 The recent station manager process which has taken place within the last six months, has seen substantive station manager appointments made up of 14.29% (1) female and 85.71% (6) male.
- 2.5 The Service supports career progression through its Aspiring Leaders and Look Ahead programmes for those considering a step up to supervisory or middle manager roles, which are open to all employees, and sponsors applications to the local Future Leaders programme for women.
- 2.6 Within the support workforce there continues to be more women 51.97% (79) than men employed 48.03% (73). However, it should be noted that men occupy higher numbers of senior organisational positions 64.7% than women 35.3%.

Support Employees	Men	Women	Disability	BAME	LGB
Grades 1-4 (plus	20	29	6	8	5

Apprentice)					
Grades 5-7	42	44	9	9	1
Grades 8-SLSM	11	6	0	0	

Table B in Appendix A shows the workforce profile by gender.

ETHNIC ORIGIN

- 2.7 Employees from BAME backgrounds constitute 5.19% (42) of the workforce (excluding employees who defined themselves as Irish and White Other). Of these, 4.3% (29) are employed in operational roles.
- 2.8 To provide some context to these figures, BAME communities constitute 11.2% of Nottinghamshire's population based on the 2011 census. This demonstrates that the organisation still faces a challenge to attract and recruit applicants from different ethnic backgrounds to fire service roles.
- 2.9 Since 31 March 2022 there has been a slight decrease in the number of BAME staff, from 5.23% (44) to 5.19% (42). Table C in Appendix A shows the workforce profile by ethnic origin. It can be noted there has been 4.7% (2) leavers from BAME backgrounds of the leavers within the last six months and 10.71% (3) starters from BAME backgrounds.
- 2.10 The Service supports career progression through its Aspiring Leaders and Look Ahead programmes for those considering a step up to supervisory or middle manager roles, which are open to all employees, and sponsors applications to the local Future Leaders programme for BAME employees.
- 2.11 The Service continues to undertake positive action, particularly for firefighter roles which traditionally have received low levels of applications from BAME candidates.

DISABILITY, REASONABLE ADJUSTMENTS AND NEURODIVERSITY

- 2.12 The declaration rate of disability is 4.08% (33) of the total workforce. It can be noted this has decreased from 4.40% (37) when compared with 31st March 2022, there have been 3 disabled staff leave within the six-month period of this report, all 3 are support staff however it should be noted 1 was a dual contractor and thus accounts for 2 leavers.
- 2.13 The declaration rate amongst support employees is at 9.87% (15) which is just under the working age population in the UK that is disabled, which is approximately 10%. However, when operational employees are included this figure reduces to 4.08% (33) of the workforce.
- 2.14 The reduction relates to the fitness, strength and other medical requirements, such as sight and hearing, which ensure that prospective candidates are fit for role.
- 2.15 Whilst disability declaration rates remain relatively low, the Service continues to raise awareness of disability issues, such as dyslexia and mental health, to support employees to undertake their role and will consider reasonable adjustments wherever possible to allow them to continue in their role.

- 2.16 The Service is implementing an electronic reasonable adjustments process, this will better enable the Service to maintain up to date records but also to monitor reasonable adjustments in addition to disability, as it is noted a number of employees require a reasonable adjustment but may not think of themselves as disabled.

SEXUAL ORIENTATION

- 2.17 The number of employees identifying as lesbian, gay or bisexual is 2.85% (23) of the workforce as of the 30 September 2022. The expected national LGBT+ population of is 5 - 7% (quoted by Stonewall).
- 2.18 The Service has worked hard to maintain LGBT+ equality within its workforce and engage with its LGBT+ communities. This hard work was rewarded with a Top 100 place in the 2022 Stonewall Workplace Equality.
- 2.19 The 2020 Wholetime firefighter campaign showed an increase in people who identify as LGBT+ choosing to apply for firefighter roles and the applicant figures in the current Wholetime recruitment campaign are very positive. This is an encouraging indicator and suggests that the Service's commitment to LGBT+ equality is resonating with applicants.

AGE

- 2.20 Table D of Appendix A sets out the numbers of employees by age and work group. These are grouped in ten-year intervals. The figures show that the largest single group are those people aged between 36 – 45 years old who make up 33.37% (270) of the workforce.
- 2.21 However, if employees aged over 45 are grouped together, this represents 41.41% (335) of the workforce – of these, 40.86% (168) undertake wholetime roles and 10.24% (25) undertake On-call roles. 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, 4.20% (34) of all employees are aged 16-25.
- 2.22 The annual Workforce Plan ensures that the Service has effective succession planning in place to mitigate against this anticipated turnover.

RELIGION

- 2.23 Table E of Appendix A sets out the numbers of employees by religion/faith. 42.65% (345) of the workforce state that they have no religion and 12.85% (104) chose not to specify. 41.29% (334) employees specify their religion as Christian.

GENDER IDENTITY

- 2.24 In July 2018, the Service started to monitor gender identity (how someone feels about their gender) and gender reassignment (declaring whether gender is different from that assigned at birth). Declaration is voluntary and, to date,

27.79% (224) of employees have provided gender reassignment data and 40.54% (328) have provided gender identity data.

RECRUITMENT

Substantive promotions

2.25 During the six-month period from 1 April – 30 September 2022, a station manager process took place. Some detail of the results of these processes can be found below:

	Station Manager			
	Female	Male	BAME	LGBT
Applicants	1 (5.88%)	16 (94.12%)	2 (11.76%)	1 (5.88%)
Interview	1 (8.33%)	11 (91.66%)	1 (8.33%)	1 (8.33%)
Appointed	1 (14.29%)	6 (85.71%)	0	1 (14.29%)

2.26 While representation of female, LGBT and BAME applicants remains low within both processes it is positive to see success of one female station manager and it is positive to see the success of an applicant identifying as LGBT.

Migration

2.27 A firefighter migration process has taken place, within the last six months.

2.28 The process attracted 28 applicants, all were male, 1 was from a BAME background and one identified as LGBT, 16 applicants were shortlisted, all were white British and one of whom identified as LGBT, 4 applicants were appointed to firefighter roles.

2.29 While these figures do not help the diversity of the workforce, migration is a means to help meet the services need for firefighters as they are already competent and trained.

Wholetime Recruitment

2.30 The Service opened Wholetime recruitment during summer 2022, the applicant figures to date are as follows:

	Female	Male	BAME	LGBT
Applicants 384 in total	50 (13.02%)	330 (85.94%)	34 (8.85%)	39 (10.16%)
Invited to Job-Related Tests (JRTs) 149 in total	13 (8.72%)	136 (91.28%)	18 (12.95%)	19 (13.67%)

2.31 It is noted female applicant numbers have reduced significantly between application and JRT stage, 10 female applicants withdrew from the process, 15 were rejected after application and 12 failed the fitness test. It should be noted the fitness test and JRTs are the stages where female applicants most commonly fall out of the process.

2.32 A range of positive action measures have been taken to attract a diverse range of applicants and prepare them for the process. This work has included bespoke mentoring and support regarding the recruitment process, awareness of the role, fitness sessions and events in the community and on fire stations. A firefighter was seconded to the People and Organisational Development Department to co-ordinate this work.

Support Staff Recruitment

2.33 Between 1 April 2022 – 30 September 2022 the Service received 60 applicants in total for 11 vacancies. It should be noted that 4 of these vacancies were not filled within the review period. The breakdown of applicants, those shortlisted for interview and appointed was as follows:

	Female	Male	BAME	Disabled	LGBT
Applicants	33	27	8	4	3
Shortlisted	11	10	2	1	0
Appointed	4	3	1	0	0

2.34 The highest number of applications 28.33% (17) were from applicants within the age range of 26 - 35.

2.35 To extend the range of recruitment adverts for vacancies the Service utilises social media messaging, national and local recruitment platforms and shares vacancy information with organisations representing under-represented groups to try to increase the diversity of applicants, wherever possible.

2.36 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. All applicants are interviewed and appointed according to merit.

STARTERS AND LEAVERS

	Starters			Leavers		
	On-call	Wholetime	Support	On-call	Wholetime	Support
Women	2	0	5	0	0	16
Men	16	0	5	9	11	7
BAME	0	0	0	0	0	0
LGB	0	0	0	0	0	2

2.37 There have been 28 starters and 43 leavers, please note leavers may still be counted within the headcount due to the report date. The table below shows details of these starters and leavers.

2.38 It can be noted the Service recruited 2 (11.11%) female firefighters to On-call firefighters roles out of 18 recruits, it is noted there were no recruits from BAME or from LGBT backgrounds. The service does continue to develop positive action measures to achieve a more diverse workforce.

2.39 The figures for both On-Call and Wholetime leavers are not unusual and are a result of resignations, retirements, end of fixed term contracts etc. It can be noted there have been 25 leavers within the support workforce, this is higher than usual, there isn't evidence to suggest any factors relating to protected characteristics.

CONCLUSION

2.40 The above data represents the diversity of the Service's workforce overall, it shows some slight improvements in employee numbers of female fighters, a slight dip of staff from BAME backgrounds and staff who identify as being disabled but numbers of LGBT staff remain consistent. The longer-term trend shows the workforce profile is becoming more representative of the local population. Clearly, further work is required to improve upon diversity figures.

2.41 Women represent 15.82% of the NFRS workforce, and account for 7.46% of the operational workforce and 61.32% of those undertaking non-operational support roles. Improving the diversity of the workforce, including the numbers of women in operational roles remains a priority for the Service.

2.42 It should be noted there have not been any On-Call recruitment campaigns which have closed within the period. Although the report does show starters from a recruitment campaign which closed before the reporting period of this report. It is positive to see 2 female On-Call starters within the reporting period.

2.43 The Service is in the process of undertaking a wholetime recruitment campaign and at the time of writing this report, job related tests are being carried out. diversity figures are shown in the body of the report. Female applicant figures are lower than desired, though from previous campaigns, the fitness test stage is the part of the process where female applicants are commonly lost along with strength, it is noted the Service has undertaken work to prepare female applicants for the strength requirements. Representation of BAME and LGBT applicants is positive to see, the Service works hard to continue to attract diverse range of applicants and uses relevant positive action measures to do this. As the process progresses, outcomes and diversity figures will continue to be reported.

2.44 The Service continues to provide targeted development opportunities for staff from underrepresented groups within its workforce. Particularly through its Ethnic Minority Alliance, Disability Matters, Women's and LGBT networks but also through bespoke conferences, mentoring, leadership development and career development conversations.

2.45 In terms of declaration levels, 'Not Stated' or 'Prefer not to Say' remain an area in need of improvement in religion/belief (12.85%) and sexual orientation (11.75%), although a reduction in levels of 'prefer not to say' has been achieved over recent years, a data verification communication was used late last year which has had an impact and will be repeated before the end of the year.

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 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 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 to promote equality of opportunity.

10. RECOMMENDATIONS

It is recommended that Members:

- 10.1 Note the content of the report and support the Service's continued commitment to attracting, recruiting and retaining a more diverse workforce
- 10.2 It is noted there is cross-over and duplication between this report and the workforce planning report. To maximise efficiency, it is proposed for this report to be combined with the Workforce Plan report and subsequent Human Resources Update after a six month period.

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

None.

Craig Parkin
CHIEF FIRE OFFICER

Appendix A

Table A

	30 June 2018	31 Dec 2018	30 June 2019	31 Dec 2019	30 June 2020	31 Dec 2020	30 Sept 2021	31 st Mar 2022	30 th Sept
Total	899	902	894	856	845	849	871	841	809
Female firefighters No. of posts	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)	8.86% (39 out of 440)	9.82% (39 out of 416)	9.41% (40 out of 425 roles)
Black, Asian and Minority Ethnic (BAME)	3.56% (32)	3.99% (36)	4.25% (38)	4.67% (40)	4.85% (41)	4.83% (41)	5.17% (45)	5.23% (44)	5.19% (42)
Lesbian, gay or bisexual	1.56% (14)	1.22% (11)	1.34% (12)	1.4% (12)	1.54% (13)	1.41% (12)	2.75% (24)	2.73% (23)	2.85% (23)
Disabled	4.23% (38)	4.21% (38)	4.25% (38)	4.32% (37)	4.38% (37)	4.71% (40)	4.82% (42)	4.40% (37)	4.08% (33)

Table B

Workforce by Gender

Gender	Wholetime	On-call	Support	Total	%
Male	378	230	73	681	84.18%
Female	35	14	79	128	15.82%
Total	413	244	152	809	

Table C

Workforce by Ethnic Origin

Ethnic Origin	Wholetime	On-Call	Support	Total	%
BAME	24	5	13	42	5.19%
Not declared	22	6	7	31	3.83%
White British	347	220	127	694	85.78%
White Irish / White Other	20	13	5	38	4.70%
Total	413	244	152	809	

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 D

Workforce Profile by Age

	Wholetime	On-call	Support	Total	%
16-25	5	19	10	34	4.20%
26-35	83	64	23	170	21.01%
36-45	157	80	33	270	33.37%
46-55	145	56	45	246	30.41%
56-65	23	25	38	86	10.63%
+65			3	3	0.37%
Total	413	244	152	809	

Workforce by Religious Belief

Table E

Religion	Total Number	% Total
Any other Religion	6	0.74
Buddhist	3	0.37
Christian (all denominations)	334	41.29
Hindu	2	0.25
Muslim	3	0.37
No Religion	345	42.65
Not Specified	104	12.85
Other	9	1.11
Sikh	3	0.37
Total	809	

Table F

Starters by gender ethnic origin and sexual orientation

	Wholetime	On-call	Support	Total	%
Female		2	5	7	25.00%
Male		16	5	21	75.00%
Total		18	10	28	
Ethnicity					
BAME		1	2	3	10.71%
Not disclosed		17	8	25	89.29%
White British		18	10	28	
Age					
17-25		5	3	8	28.57%
26-35		5	3	8	28.57%
36-45		1	4	5	17.86%
46+		18	10	28	
Total					
Sexual Orientation					
Bisexual		0	0	0	
Declined to specify			2	2	7.14%
Gay/lesbian					
Straight/Hetrosexual		18	8	26	92.86%
Total		18	10	28	

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 G

Reasons for leaving by gender, ethnic origin and age

	Resignation	Retirement	Fixed Term	Other	Total	%
By Gender						
Female	13	2	1		16	38.10%
Male	13	8	3	2	26	61.90%
Total	26	10	4	2	42	
By ethnic origin						
BAME	2					4.76
White British	19	10	4	1	36	80.95%
White Irish/ White Other	1			1	2	4.76%
Not disclosed	4				4	9.52%
Total	26	10	4	2	42	

By Age						
<25	5		1		6	14.29%
26-35	6				6	14.29%
36-45	3		1	2	6	14.29%
46+	12	10	2		24	57.14%
Total	26	10	4	2	42	
By sexual orientation						
Declined to specify	1		2	2.33%	3	2.33%
LGB			2	4.66%	2	2.33%
Straight heterosexual	10	9	19	44.19%	38	88.37%
Total	11	9	23		43	

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.