



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: 05 April 2019

Purpose of Report:

To provide Members with an update on the breakdown of the workforce by protected characteristic between 1 July and 31 December 2018 and the work being done to improve diversity at Nottinghamshire Fire and Rescue Service.

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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 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 1 July – 31 December 2018.

2. REPORT

WORKFORCE PROFILE

- 2.1 Workforce profile information is analysed by work group (wholetime, on-call, control, support). Breaking down the workforce in this way allows for the identification of specific issues by distinct employee groups, each of whom have differences in job type, conditions of service and workforce composition. The information contained within this report is based upon 902 posts in total; 716 substantive operational posts (not including vacancies) on 31 December 2018. The table below provides a snapshot of under-represented groups at the Service.

	1 January 2018	30 June 2018	31 December 2018
Total	893	899	902
Female (of all firefighters)	5.74% (26 of 453 posts)	6.09% (28 of 460 posts)	6.55% (31 of 473 posts)
Black, Asian and Minority Ethnic (BAME)	3.66% (30)	3.56% (32)	3.99% (36)
Lesbian, gay or bisexual	1.57% (14)	1.55% (14)	1.22% (11)
Disabled	4.37% (39)	4.23% (38)	4.21% (38)

GENDER

- 2.2 On 31 December 2018, women constituted 16.52% (149) of the total workforce. Of these, 31 are employed in the role of firefighter (6.55%). If women employed in all operational roles (including management roles) are included, this changes the figure to 5.30% (38) of operational roles (three of these women are 'dual-contractors' – occupying whole-time and on-call firefighter roles). This is broadly in line with national trends.

ETHNIC ORIGIN

- 2.3 On 31 December 2018, employees from BAME groups constituted 3.99% (36) of the workforce (excluding employees who defined themselves as Irish and White Other). Of these, 25 were employed in operational roles (not including Control).
- 2.4 In comparison to 1 July 2018 there has been a slight increase in BAME staff employed by the Service. It should be noted that 58 people have chosen not to define their ethnic origin. The table in Appendix B 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.

WORKFORCE BY GRADE AND ROLE

- 2.6 2.94% of Crew and Watch Managers at NFRS are women and 3.33% are middle managers at Station or Group Manager level. As at 31 December 2018 all operational Area Managers and Principal Officers are men, although there are three non-operational female Strategic Managers (Area Manager equivalents) within the Strategic Leadership Team. There continues to be a low number of employees from BAME backgrounds in supervisory (2.94%), middle (3.33%) management roles, and none in senior operational management positions, in the Service.
- 2.7 Within the support roles there continues to be more women (90) than men employed (69). It should be noted men occupy higher numbers of senior organisational positions (69.42%).

	Men	Women	BAME
Grades 1-4	23	34	3
Grades 5-7	31	49	7
Grades 8-SLSM	13	6	0

DISABILITY

- 2.8 In comparison to 1 July 2018, the number of employees declaring a disability on 31 December has remained at 38 people (4.21% of the total workforce).
- 2.9 The declaration of disability remains stable and in line with a reduction in the overall workforce. The declaration rate amongst support employees is at 5.66% 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 4.21%. 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.

- 2.10 Disability declaration rates remain relatively low. The Service continues to raise awareness of disability issues including dyslexia and mental health. The Service will be writing to all employees in the forthcoming months, to ensure there is awareness of how to declare a disability and the support available within the Service, including the application of reasonable adjustments.

SEXUAL ORIENTATION

- 2.11 Declaration rates for employees who identify as lesbian, gay or bisexual has decreased slightly within the last year. A declaration rate of 1.22% (11) is low compared to the expected national population of 5-7% quoted by Stonewall. The Service continues to work within the Stonewall Workplace Equality Index in order to promote LGBT equality across the Service and has recently been recognised within the Stonewall Index for its commitment to promoting equality issues.

AGE

- 2.12 The table at Appendix C sets out the numbers of employees by age and work group. The figures show that the largest age group are those people between 46 and 55 years old who make up 36.36% of the workforce. As the typical retirement age is between 50 and 55, this has implications for turnover over the next ten years, with the associated loss of experience and knowledge. At the other end of the age scale, 3.55% of all employees are aged 16-25.
- 2.13 The annual Workforce Plan, produced by the Human Resources Department, ensures that the Service has effective succession planning in place to mitigate against this anticipated turnover.

RELIGION

- 2.14 The table at Appendix D sets out the numbers of employees by religion/faith. 36.92% of the workforce state that they have no religion and 19.84% chose not to specify. The percentage of people not specifying is only slightly higher to that for sexual orientation and could suggest that trust and privacy may be issues in the declaration of such protected characteristics.

GENDER IDENTITY

- 2.15 In July 2018, the Service started to monitor gender identity and gender reassignment. Declaration is voluntary and, to date, only 4.43% of employees have provided gender reassignment data and 6.20% have provided gender identity data. As such figures are too low to provide any meaningful analysis and work will continue to raise awareness of this reporting mechanism.

STARTERS

2.16 There were 39 starters from 1 July – 31 December 2018.

Of these starters:

- 17.95% were female and 82.05% were male;
- The majority of appointments were to on-call posts (17). Of these, 5.88% were female;
- 82.05% appointees defined their ethnic origin as White British, 7.69% of appointees were from a BAME background and 10.26% preferred not to declare;
- The majority of new starters were in the age range 26 – 35 (53.85%).

LEAVERS

2.17 There were 46 leavers from 1 July – 31 December 2018. These are set out by reason for leaving in Appendix F.

Of these leavers:

- 8.7% were female and 91.30% were male. This is fairly representative of the workforce profile;
- 80.42% defined their ethnic origin as White British and 15.22% preferred not to disclose their ethnic origin;
- The majority of leavers (58.70%) were over 46 years old

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

SUPPORT STAFF RECRUITMENT

2.19 From 1 July – 31 December 2018. Within this period, the Service received 55 applicants in total for seven vacancies.

2.20 32.73% of all applicants were female and 67.27% were male, 66.66% of female applicants and 33.33% of male applicants were appointed meaning that female success rates were better than that of their male counterparts.

2.21 The Service received 14.54% of applications from individuals from BAME backgrounds and 16.66% of successful applicants were appointed from BAME backgrounds, meaning that success rates were broadly in line with the proportion of applications made.

2.22 5.46% of applicants who identified as being lesbian, gay or bisexual were received by the Service, although 10% of all applicants interviewed identified as LGB, no applicants who identified as LGBT were appointed. The Service continues to use a diverse range of role models within its recruitment campaigns to promote its vacancies to the widest range of potential applicants.

- 2.23 The Service received one application from an individual identifying themselves as disabled. It is worth noting though 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.
- 2.24 The highest number of applications 16 (29.09%) were from applicants between the ages of 26-35. Analysis of the figures does not show a disproportionate impact linked to the age range of applications.

ON-CALL RECRUITMENT

- 2.25 The Service received 52 applicants within one recruitment campaign for on-call firefighters during the period of 1 July 2018 – 31 December 2018. Of the 52 applicants for on-call roles, 3.72% (2) of applicants were female, however none were shortlisted.
- 2.26 One application was received from an individual identifying as BAME or LGBT, and none were shortlisted. The Service continues to use a diverse range of role models within its recruitment campaigns to target its recruitment at BAME communities.
- 2.27 The highest number of applications 19 (30%) were aged 25 or under and only 5.66% (3) applications were received from individuals over 46 years of age. However, no disproportionate impacts have been identified from the age data.

WHOLETIME FIREFIGHTER RECRUITMENT PROCESS 2018

- 2.28 The Service undertook a whole-time firefighter recruitment process between March and July 2018, and the first and second cohorts of trainee firefighters commenced initial training in September and January respectively.
- 2.29 A package of positive action measures was implemented to attract a wide range of potential applicants to attend awareness days and apply for the role. This proved to be successful in attracting and appointing a more diverse range of applicants than previous recruitment campaigns. In total, 44 appointments were made from this process.
- 2.30 Further information regarding the Wholetime Recruitment process and associated positive action were reported to Human Resources Committee in November 2018 and the relevant report can be found [here](#) or on the Nottingham City Council website.

CONCLUSION

- 2.31 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 fairly limited. Support

staff vacancies are also marketed at under-represented groups through targeted advertising.

- 2.32 The Service continues to engage with the local community, for instance through attendance at community festivals such as Pride events and Carnival, and this engagement needs to be extended to develop a continuous presence which, in time, may lead to an increased number of applications to the Service.
- 2.33 The Service continues to provide targeted development opportunities for women but unfortunately this has not resulted in promotion during this reporting period. The Aspiring Leaders Programme, Springboard and Future Leaders Programme (multi-agency) are some of the targeted courses used by NFRS which can help encourage a more diverse range of employees to develop themselves.
- 2.34 Levels of 'not stated' or 'prefer not to say' remain high in religion/belief (19.84% of people) and sexual orientation (14.86% of people). Also, as discussed within this paper, those telling the Service about a disability remains low. Awareness-raising and training will continue to ensure employees understand the reasons why declaration is so important.

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 who define themselves as LGBT, and 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 measures.

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

APPENDIX A

WORKFORCE BY GENDER

Gender	Wholetime	On-Call	Support	Control	Total	%
Male	424	254	69	6	753	83.48%
Female	27	11	90	21	149	16.52%
Total	451	265	159	27	902	

Please note – this information is *based upon* posts (902) and not individuals (835)

APPENDIX B

WORKFORCE BY ETHNIC ORIGIN

Ethnic Origin	Wholetime	On-Call	Support	Control	Total	%
BAME	21	5	10	0	36	3.99%
Not Distributed	23	15	20	0	58	6.43%
White British	378	232	126	25	761	84.37%
White Irish / White Other	29	13	3	2	47	5.21%
	451	265	159	27	902	

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

Please note, these figures are based on posts (902)

APPENDIX C

WORKFORCE PROFILE BY AGE

	Wholetime	On-Call	Support	Control	Total	%
16-25	2	24	5	1	32	3.55%
26-35	88	88	24	6	206	22.84%
36-45	159	62	33	6	260	28.82%
46 - 55	184	73	64	7	328	36.36%
56 – 65	18	18	30	7	73	8.09%
+65	0	0	3	0	3	0.33%

Please note, these figures are based on posts (902)

APPENDIX D**WORKFORCE BY RELIGIOUS BELIEF**

Religion	Total Number	% Total
Any other religion	17	1.88%
Buddhist	8	0.89%
Christian (all denominations)	365	40.47%
No religion	333	36.92%
Not Specified	179	19.84%