



HEREFORD & WORCESTER
HWFR
FIRE AND RESCUE SERVICE

Employment Monitoring 2016/17

Introduction

Hereford & Worcester Fire and Rescue Service (HWFRS) are committed to challenging discriminatory behaviour or practices. We are committed to creating an environment where our staff feel safe, secure, valued, motivated and developed so that they have the skills, knowledge and abilities to confidently flourish; enabling them to provide the highest quality service to the communities we serve. We want to ensure that our staff complement is reflective of our diverse communities and that we are recognised as an employer of choice.

Earlier this year we commissioned an external audit of our approach to equality and diversity, which was conducted by Sarah Rennie from the Wisdom Factory. The recommendations of the audit are being incorporated into a work plan which will support delivery of our People Strategy and Equality Objectives.

We are corporate members of the [Asian Fire Service Association](#) and [Networking Women in the Fire Service UK](#). These networks provide support to staff within these groups and assist the Service with development of the Service culture, values, behaviours, recruitment and retention initiatives. In 2016 we signed the [MIND Blue light Pledge](#) as part of demonstrating our commitment to challenging mental health stigma and promoting positive wellbeing within our workplace.



Nathan Travis
Chief Fire Officer



People Strategy

In 2017 we have developed a People Strategy, its strategic aim is to ensure we develop and maintain a well-skilled, diverse workforce able to deliver sustainable, high quality fire fighting, rescue, prevention and support services both as a Service and with our partners in the community.

We recognise that our workforce is our most valuable asset and is crucial in achieving our core purpose of providing our communities with sustainable, high quality fire-fighting, rescue and preventative services and our overall vision: saving more lives and making a difference every day.

The People Strategy creates a framework to enable this to happen. It is a living document that will change and adapt as we move forward to delivering the Service 2020 vision.

Six key commitments have been identified.



The Equality Duty

Monitoring of Equality Information

The Equality Act 2010 sets out the public sector Equality Duty. The Equality Duty requires public bodies with 150 or more employees to publish information at least annually about their employees, furthering the aims of the Equality Duty, and to consider how activities affect people who possess the 9 protective characteristics which are as follows: age, disability, gender reassignment, marriage/civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

This report contains data in relation to staff in post, applications for employment, applications for promotion, staff leaving the Service, staff subject to formal disciplinary procedures, staff who are involved in grievance procedures, the number and nature of harassment and bullying and number of fitness test failures

Equality Objectives

The Service's equality objectives have been approved in 2017 and are published on our website, they are:

Leadership and Corporate Commitment

We will encourage a culture that supports equal treatment, opportunity, inclusion and transparency at all levels of the Authority.

Service Delivery and Community Risk

We will make sure that our prevention, protection and response activities target the most vulnerable people and the greatest risks.

People and Culture

To have a diverse workforce that represents our community.

Population

Hereford & Worcester Fire and Rescue Service are located in the Heart of England and extend from the metropolitan borders of the West Midlands to the rural southern borderland between England and Wales.

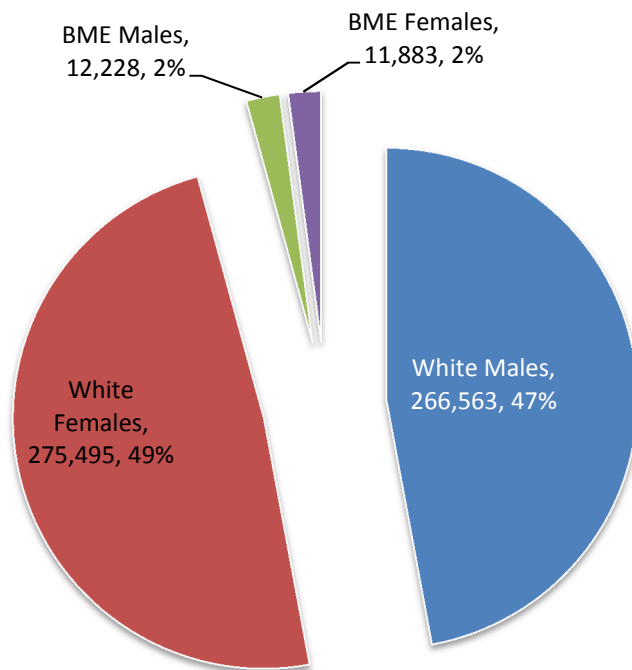
The geographical area amounts to some 390,000 hectares and has a total population of around 749,700. It covers two counties, Worcestershire in the east with a population of 566,169 and Herefordshire to the west with 183,477. Both counties are largely rural, however, Worcestershire's population mainly reside in the towns of Worcester, Bromsgrove, Droitwich, Evesham, Kidderminster, Malvern and Redditch.

The breakdown of the total working age population of the Herefordshire and Worcestershire area is shown in the table opposite (figures shown are in '000s').

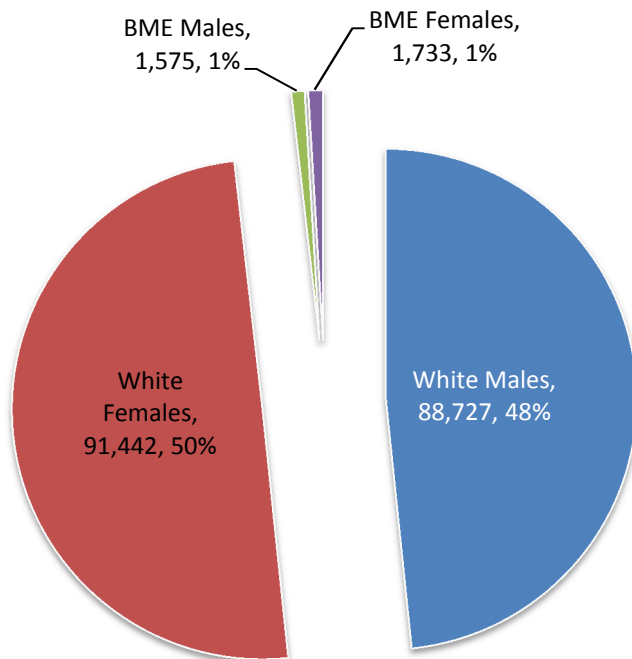
Worcestershire				
Ethnic Group	Males	Females	All persons	BME %
White	266,563	275,495	542,058	96%
BME	12,228	11,883	24,111	4%
Total	278,791	287,378	566,169	100%
	49%	51%		

Herefordshire				
Ethnic Group	Males	Females	All persons	BME %
White	88,727	91,442	180,169	98%
BME	1,575	1,733	3,308	2%
Total	90,302	93,175	183,477	100%
	49%	51%		

Worcestershire



Herefordshire



Overview



Staff in Post – Data Set 1

The Service currently employs 751 staff across four staffing groups - Whole time Fire fighters (WT) , Retained Duty System/On-call (RDS), Fire control (FC) and Support Staff (SS). The breakdown is as follows:

Year/Duty system	Total staff			
	WT	RDS	Control	Support
2016/17	238	382	23	108

Out of our 620 fire-fighting staff only 39 (6%) are female. Within Fire Control and our Support functions there are 73 females (55%) employed. The majority of our staff are, of white British or Irish ethnic origin, and this is reflected throughout the four staffing groups. We have 14 staff who declared a disability. The majority of our staff are within the 36-45 and 46-55 age brackets and 7 staff declared they are from the LGBT community.

It is noted that a significant number of our staff have indicated that they would prefer not to declare their sexual orientation, religion or belief and whether they are married or in a civil partnership. The underlying reasons for this will be explored and addressed as part of the delivery of the work plan to support the 'people and culture' equality objective and People Strategy.

Recruitment – (Data Set 2)

This year we have developed our recruitment monitoring data to include information on applications received, applications shortlisted and candidates appointed in order to provide intelligence not only on the sections of the community who apply for a job with us, but their progress throughout the recruitment process. This will inform a targeted approach to increasing our diversity levels to reflect the communities we serve.

The 2016/17 data indicates that we have had more applications from females (224) than males (209). This is the first time in 5 years that this has occurred. However, predominately male candidates apply for fire-fighting roles and predominately female candidates apply for Fire control and support roles. This reflects the traditional stereotypes which we are keen to breakdown, as part of our commitment to increasing the diversity of our workforce. We have also received a limited number of applications from minority ethnic (26), minority religious groups (6) and the LGBT community (14). The conversion rate from applications received to appointment from these groups is low (6).

In response to employment monitoring data from 2015/16 which indicated that female, LGBT and BME groups were under represented in fire fighter roles, we conducted an analysis of our on-call (RDS) fire-fighter selection process for 2016/17. (section 2.4 data) This showed that applications were predominately from the white, heterosexual, Christian/non-religious communities. 9 out of the 11 female, and the 2 LGBT candidates who applied failed to progress past the physical test stage of the recruitment process.

Promotion – (Data Set 3)

The data available on applications received for promotion for 2016/17 shows that the majority have been received from staff who are within the male, white British or Irish, and heterosexual groups. The dataset collected on our promotion processes will be expanded for 2017/18 to include information not only on applications received, but applications shortlisted and candidates appointed.

Leavers – (Data Set 4)

96 employees left the Service during 2015-2016. Of these 16 were female. The RDS work group continues to have the highest turnover of staff (54) followed by Whole Time (28.) during this period 1 minority ethnic, 1 person with a disability, 1 LGBT community left the organisation. Exit interviews indicate that 50 were due to resignation and 25 due to retirements. Resignation is the highest category (38) for RDS leavers.

Case Work – (Data Sets 5 to 7)

All 11 formal disciplinary cases involved male fire-fighters and there were 4 formal grievances involving male fire-fighters. This is not disproportionate given the Service has 639 (85%) male work force. No complaints of bullying or harassment were made.

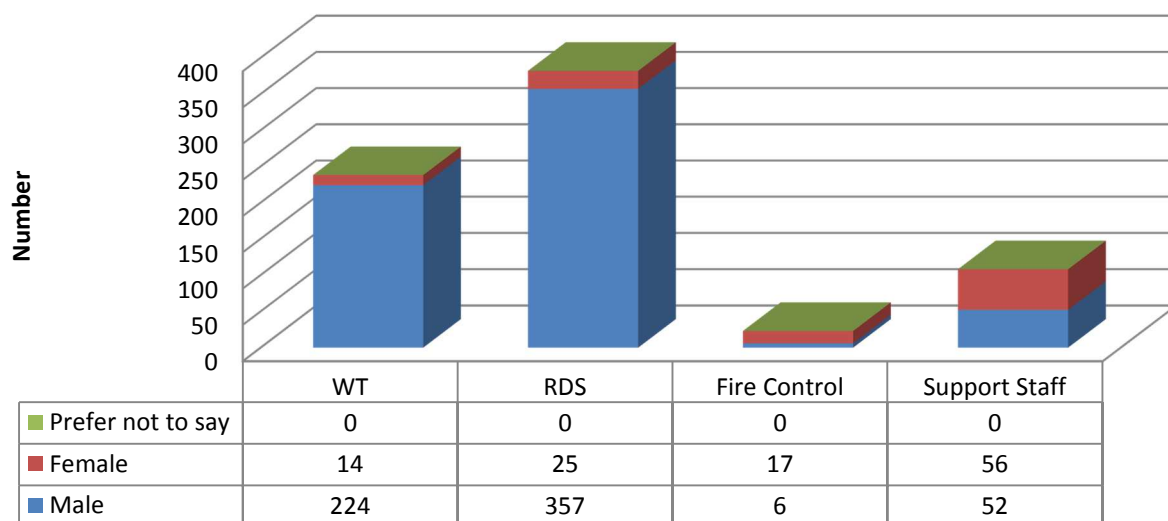
Unsuccessful Fitness Tests – (Data Set 8)

The case work data has been expanded this year to include information on unsuccessful fitness tests, as national research has indicated that an ageing workforce and women may find it more challenging to maintain the required fitness standard.

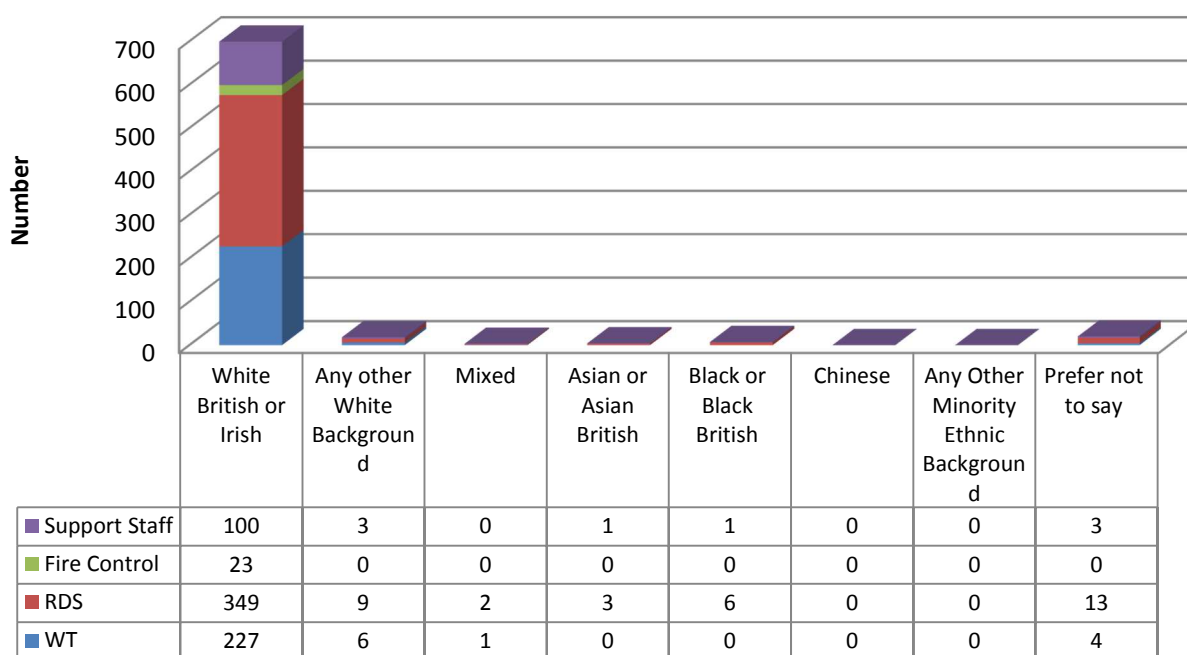
The number of unsuccessful fitness tests is low at 7. One of these was female. All cases were in the 36-45, 46-55 and 56-65 age brackets. There are a number of initiatives in place to support the maintenance of fitness standards including access to an Exercise Physiologist for diet and fitness advice, a number of staff have been trained as Register of Exercise Professionals (REPs) Level 2 qualified fitness instructors and can provide bespoke exercise programmes to support staff, signposting to free diet, fitness and exercise activities and discounts at local fitness centres. This is an area that will be expanded on during 2017/2018 as part of Health & Well-Being commitment within the People Strategy.

1. Staff in Post Data Set

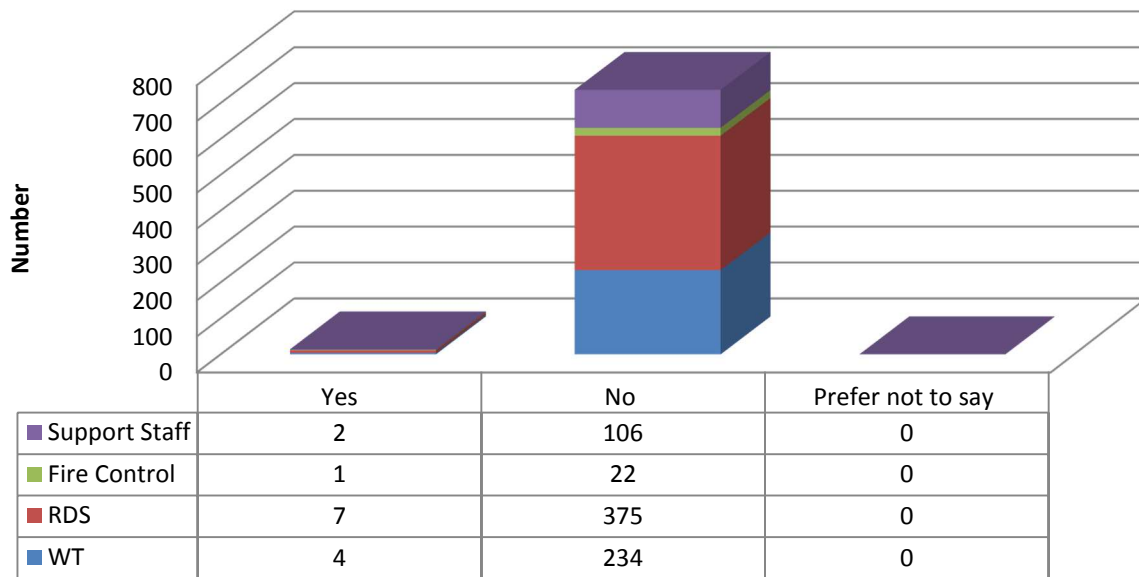
Staff in post by gender



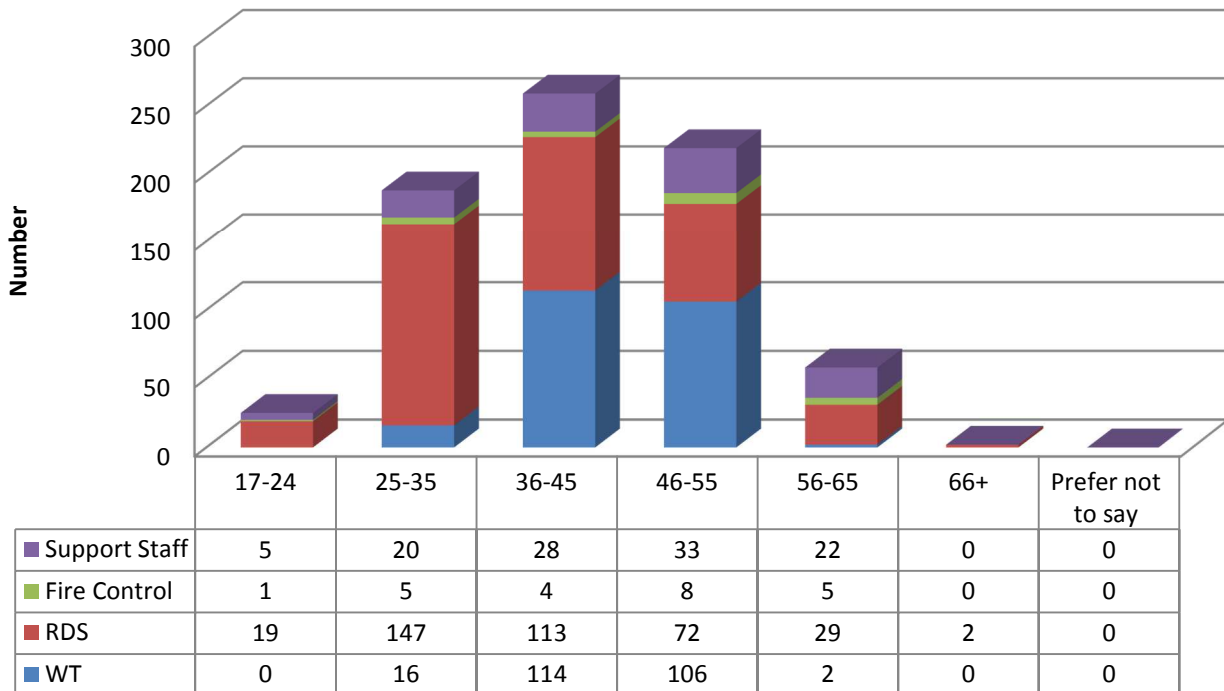
Staff in post by ethnic origin



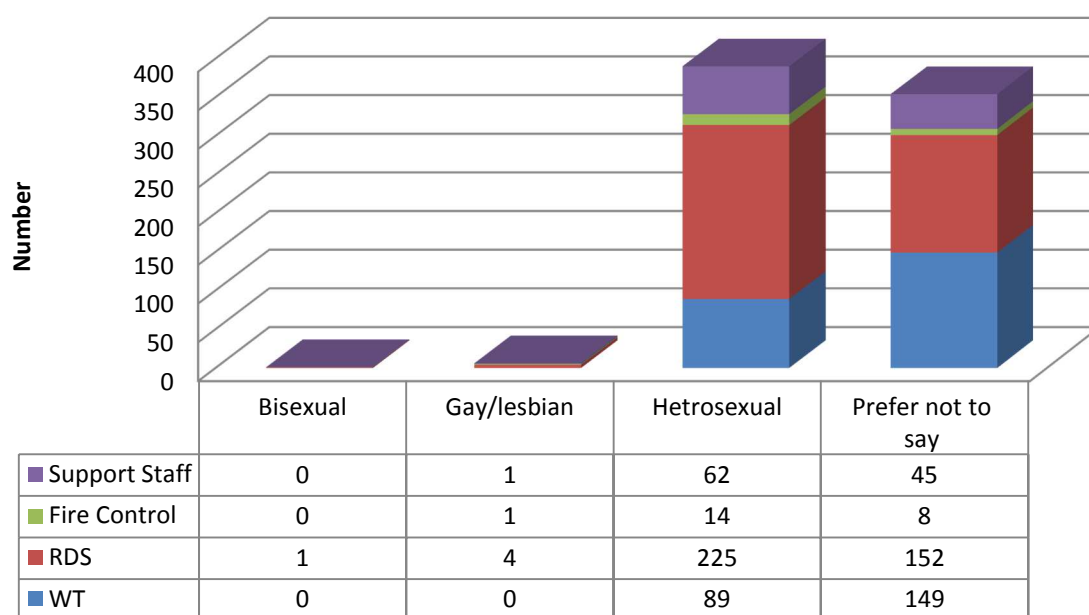
Staff in post that have declared a disability



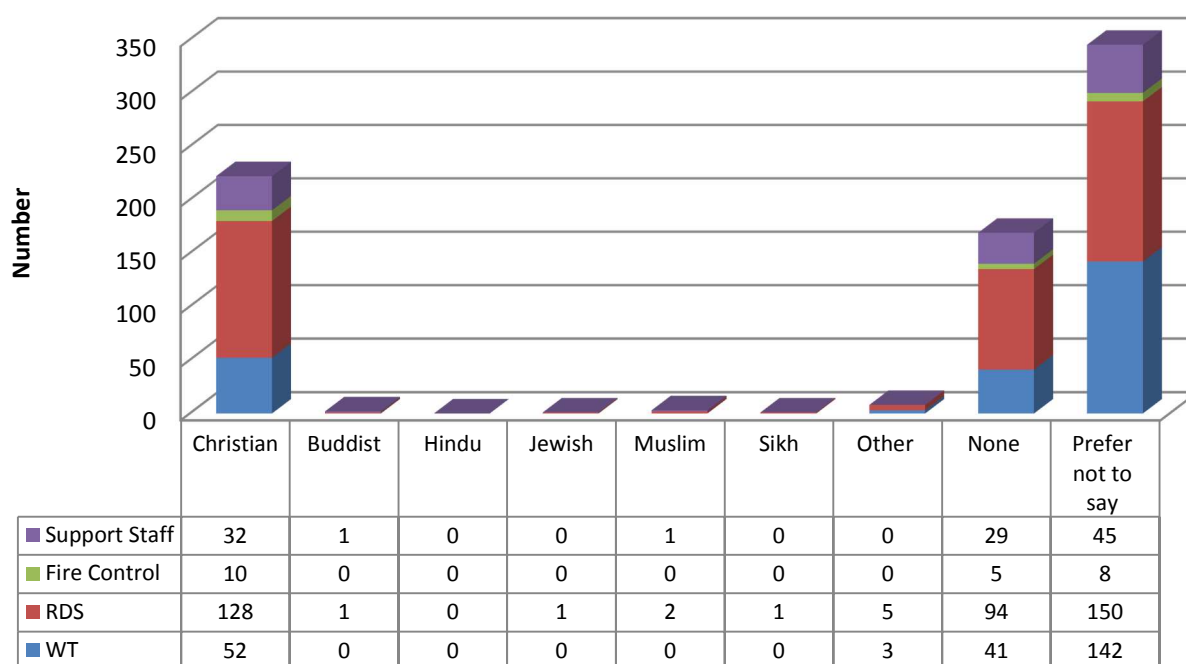
Staff in post by age range



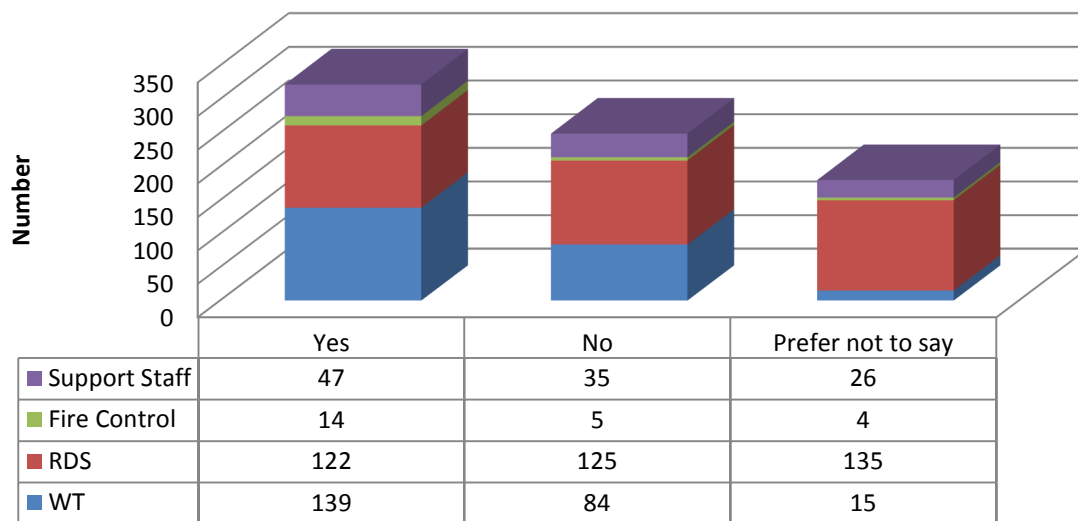
Staff in post by sexual orientation



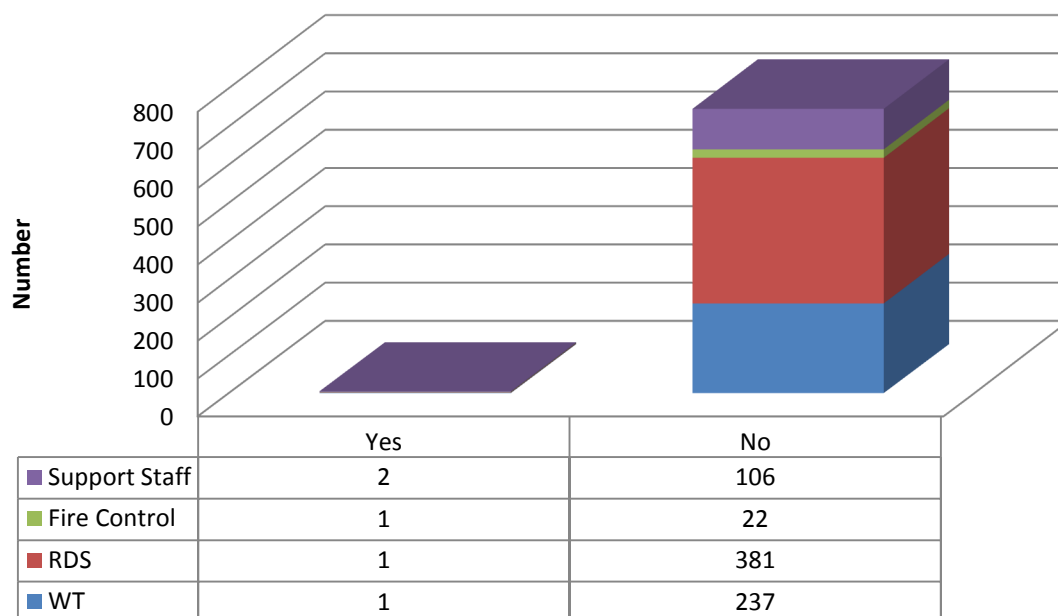
Staff by religion or belief



Staff who have declared they are married or in a civil partnership

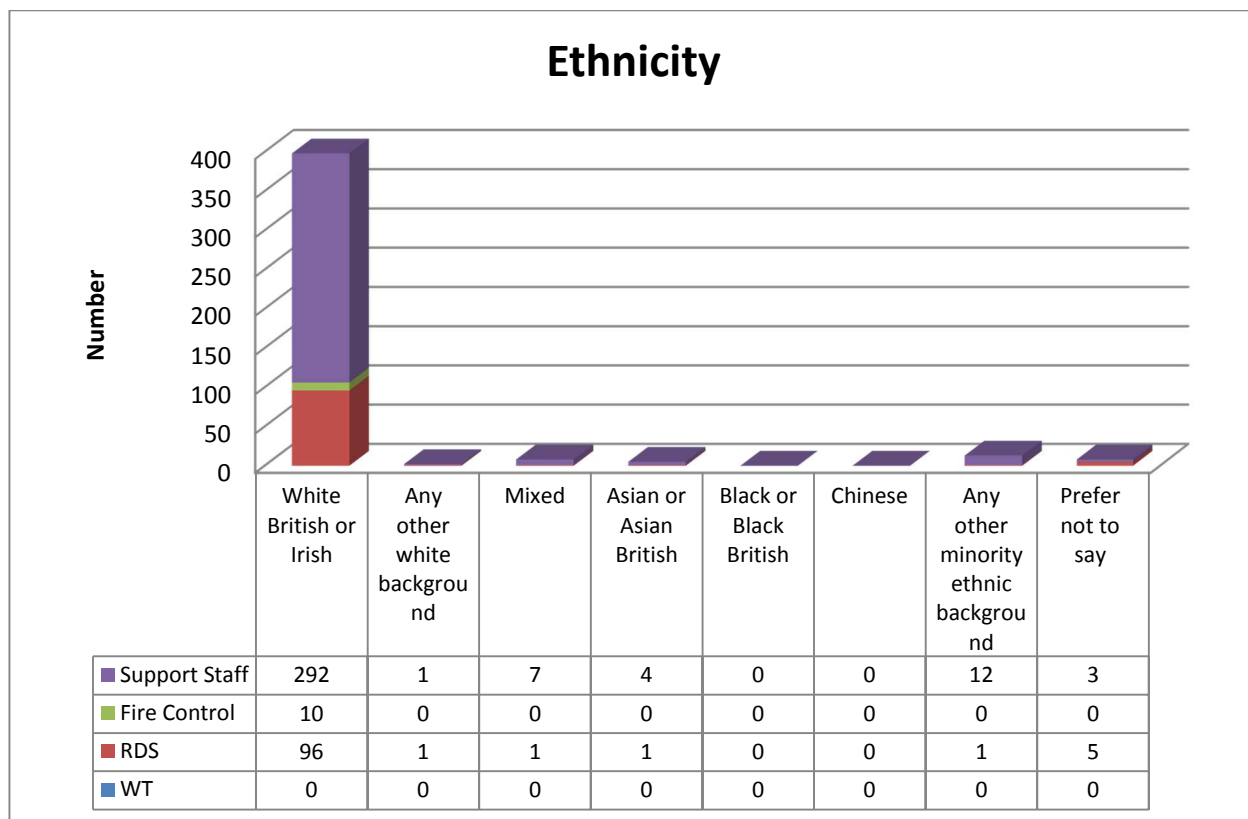
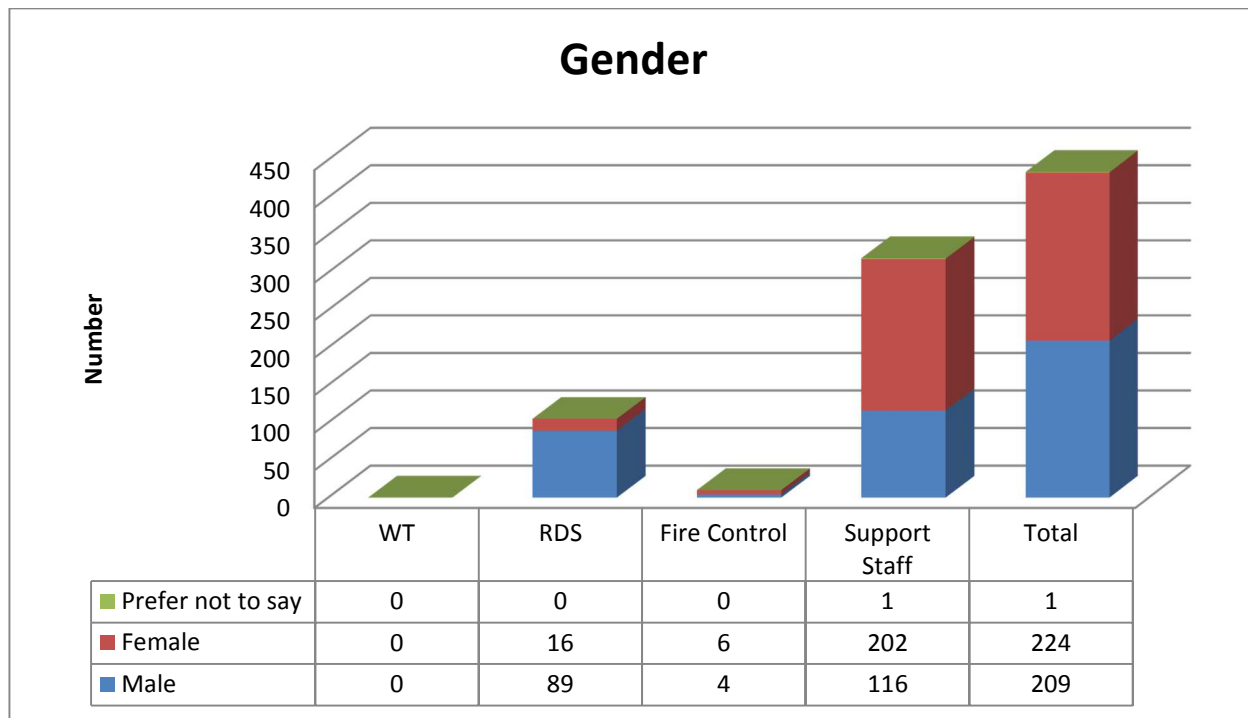


Staff who declared they were pregnant or on maternity leave

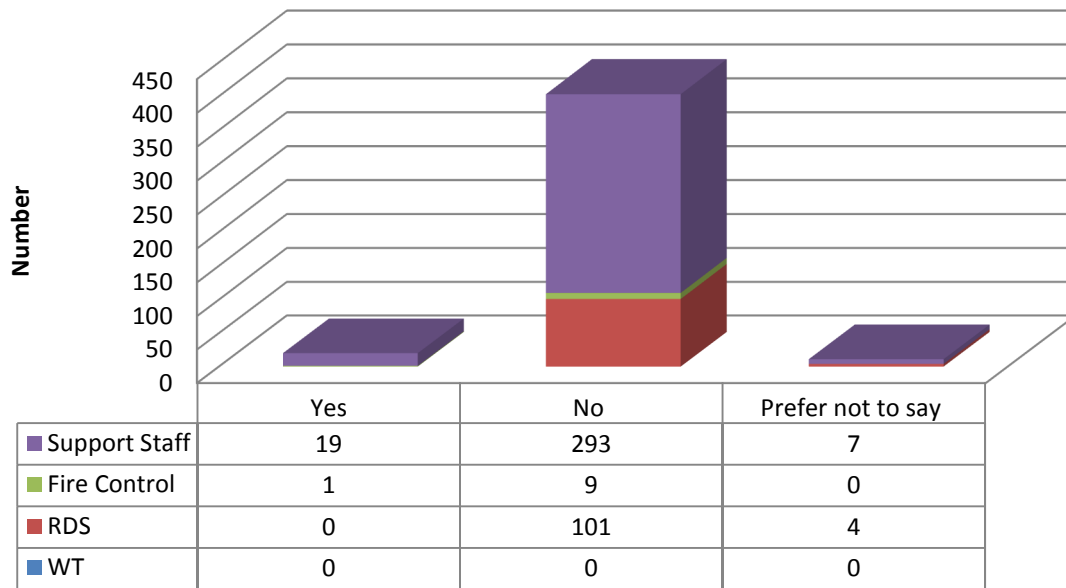


2. Recruitment Data Set

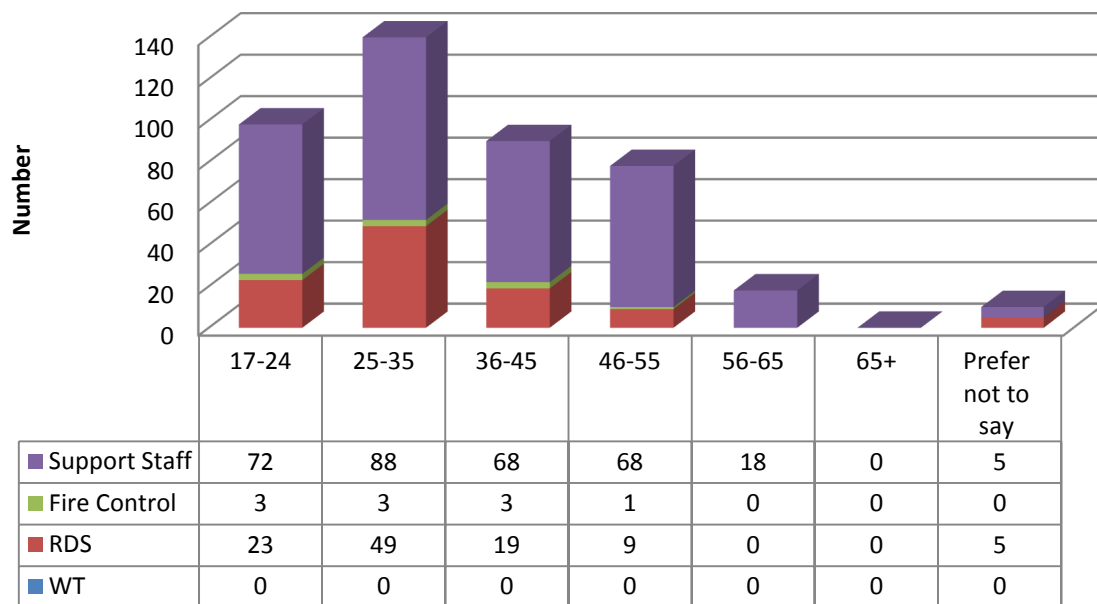
2.1 Applications received



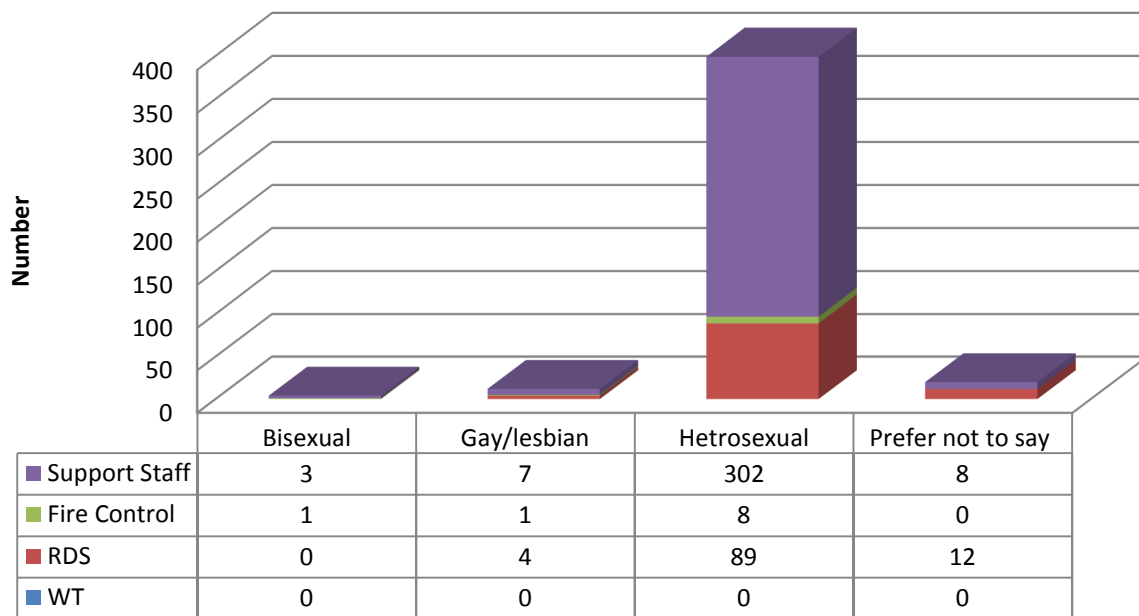
Disability



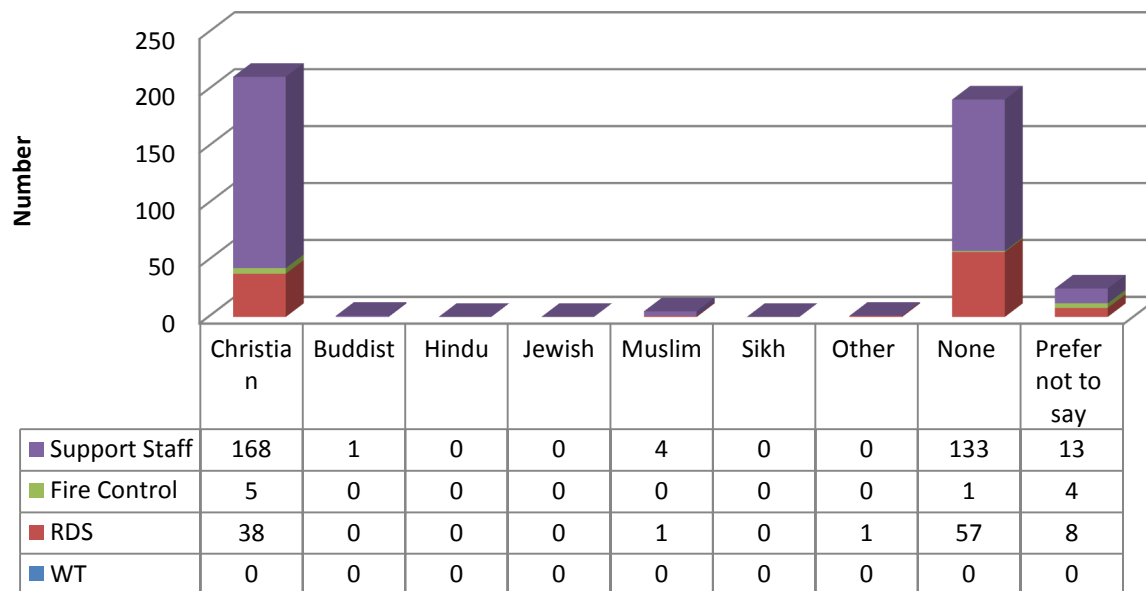
Age



Sexual orientation

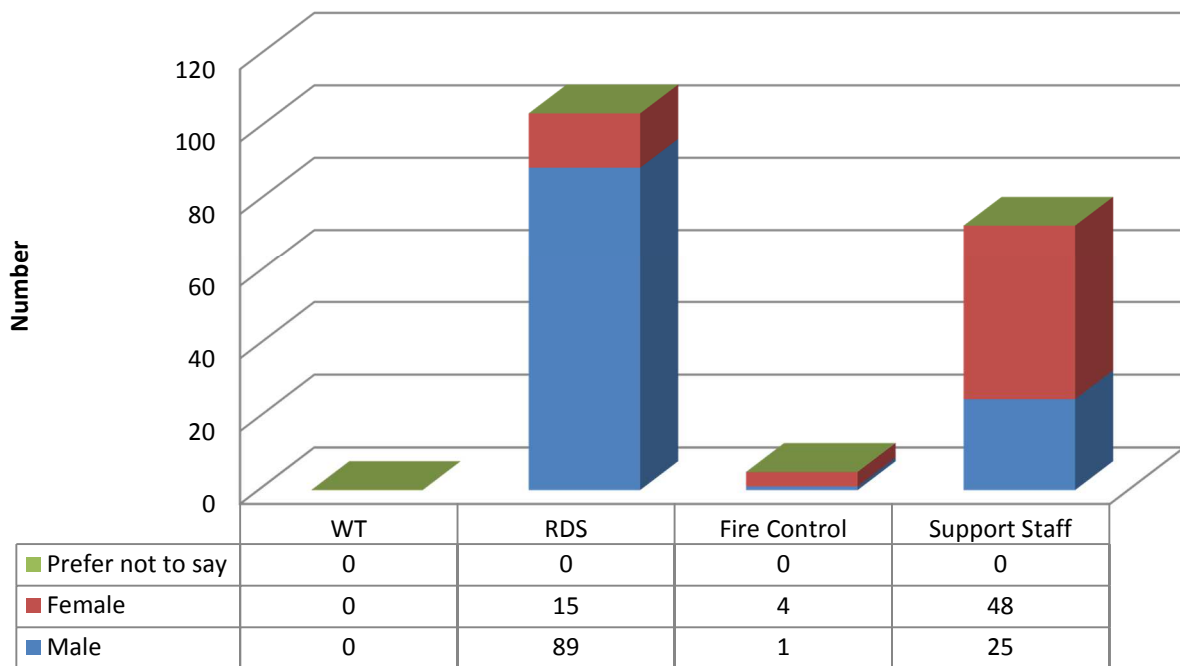


Religion or belief

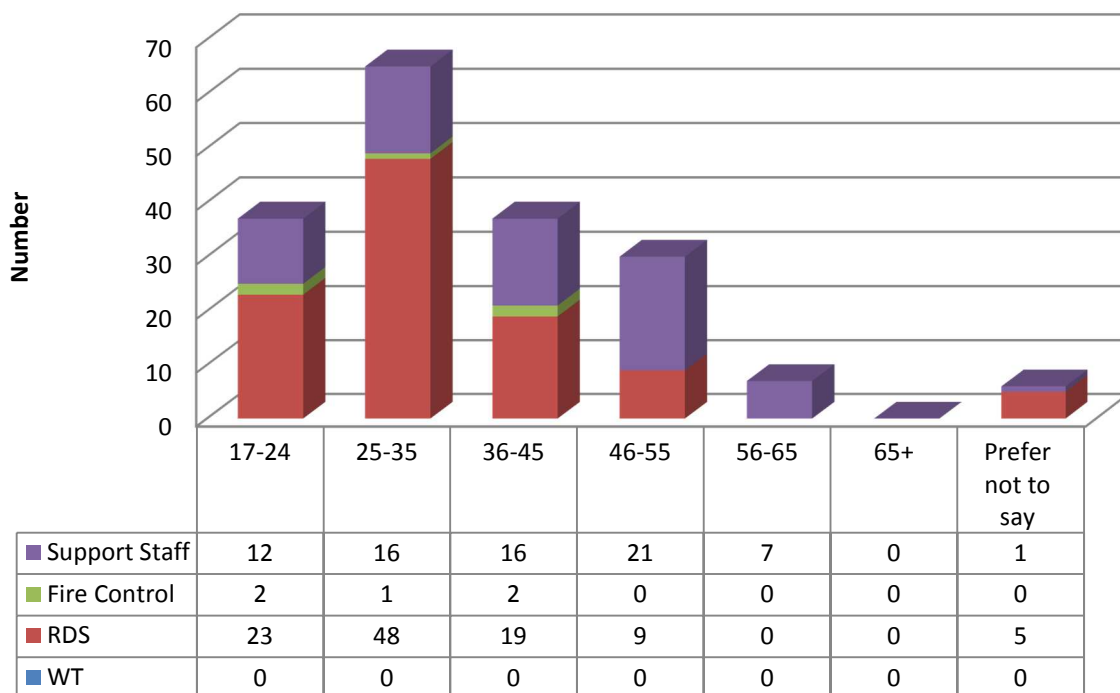


2.2 Applications shortlisted

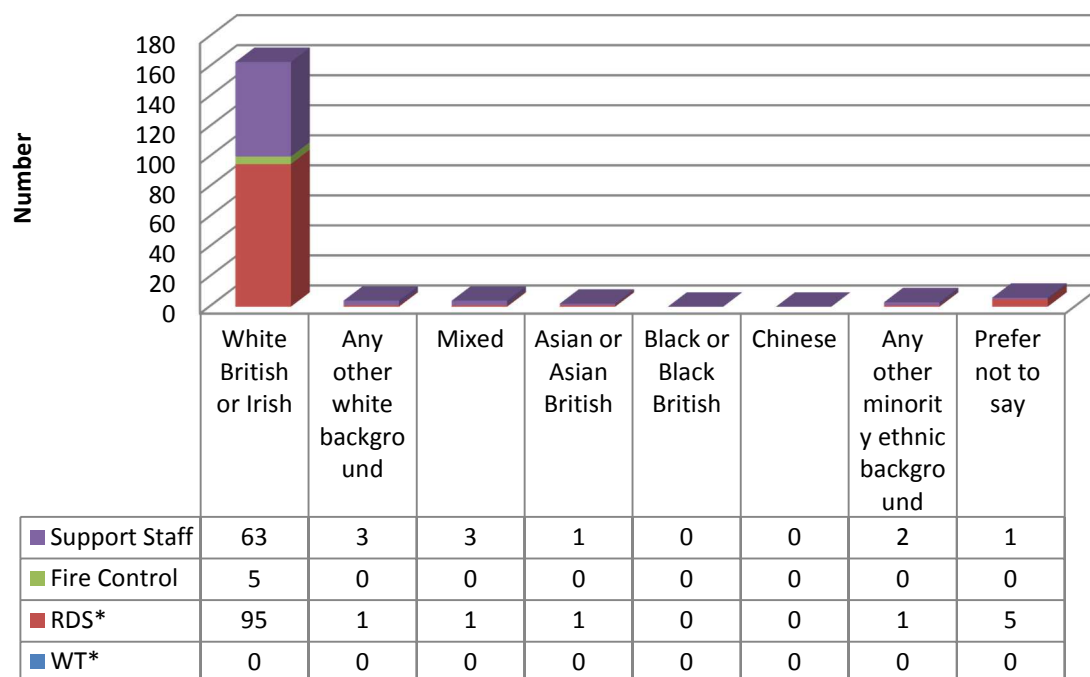
Gender



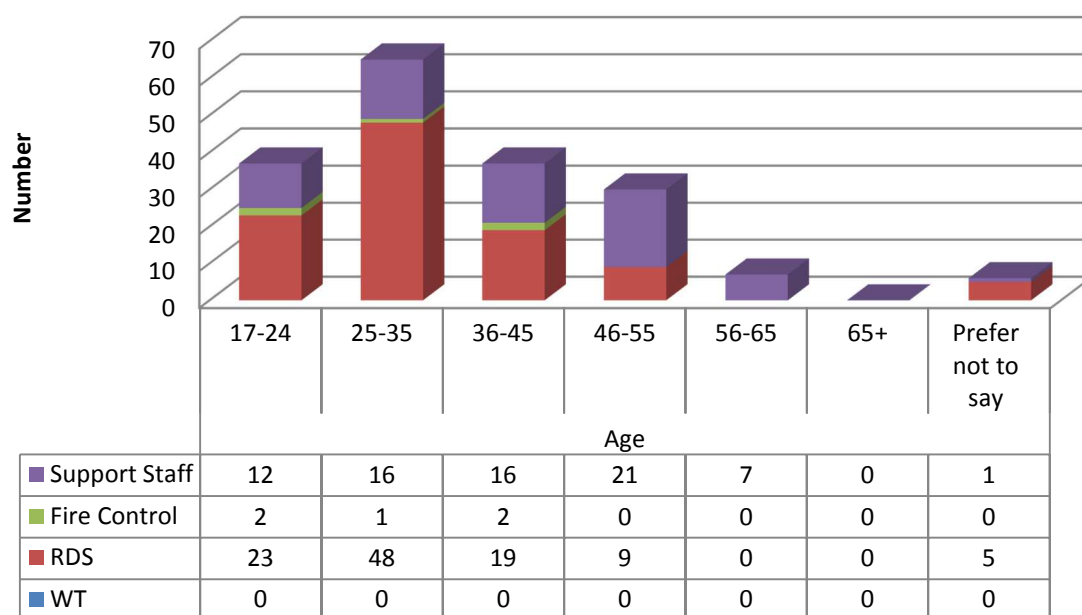
Disability



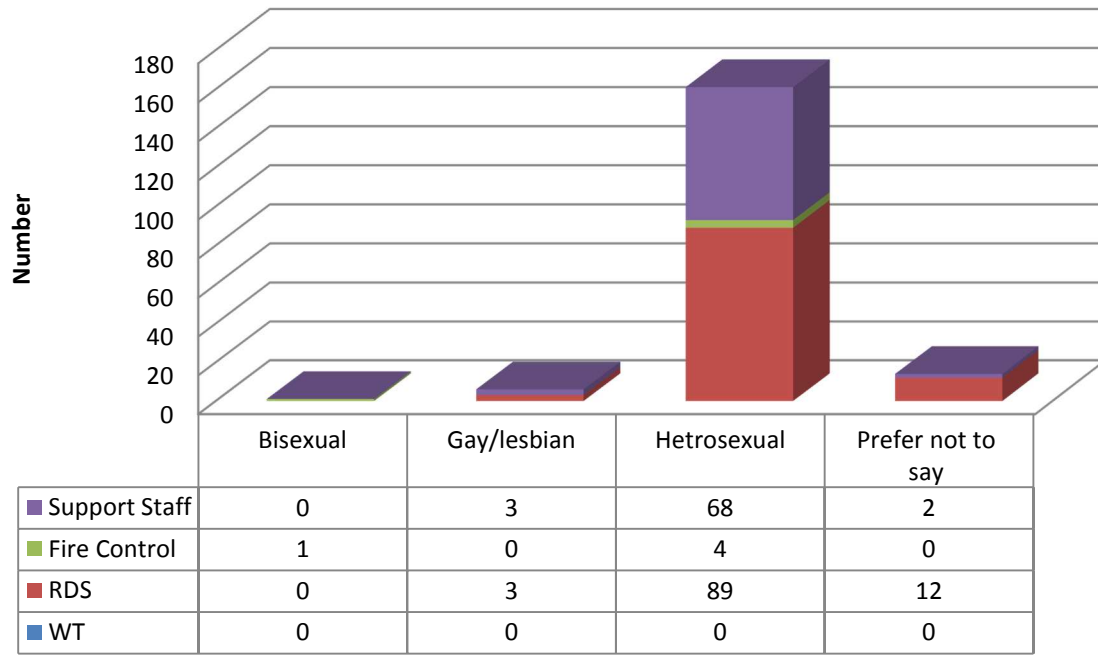
Ethnicity



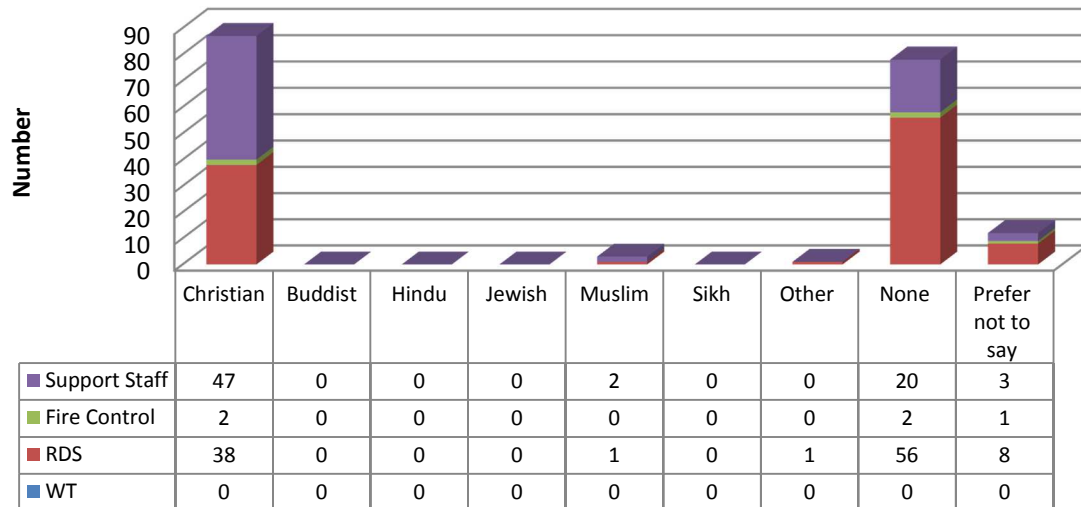
Age



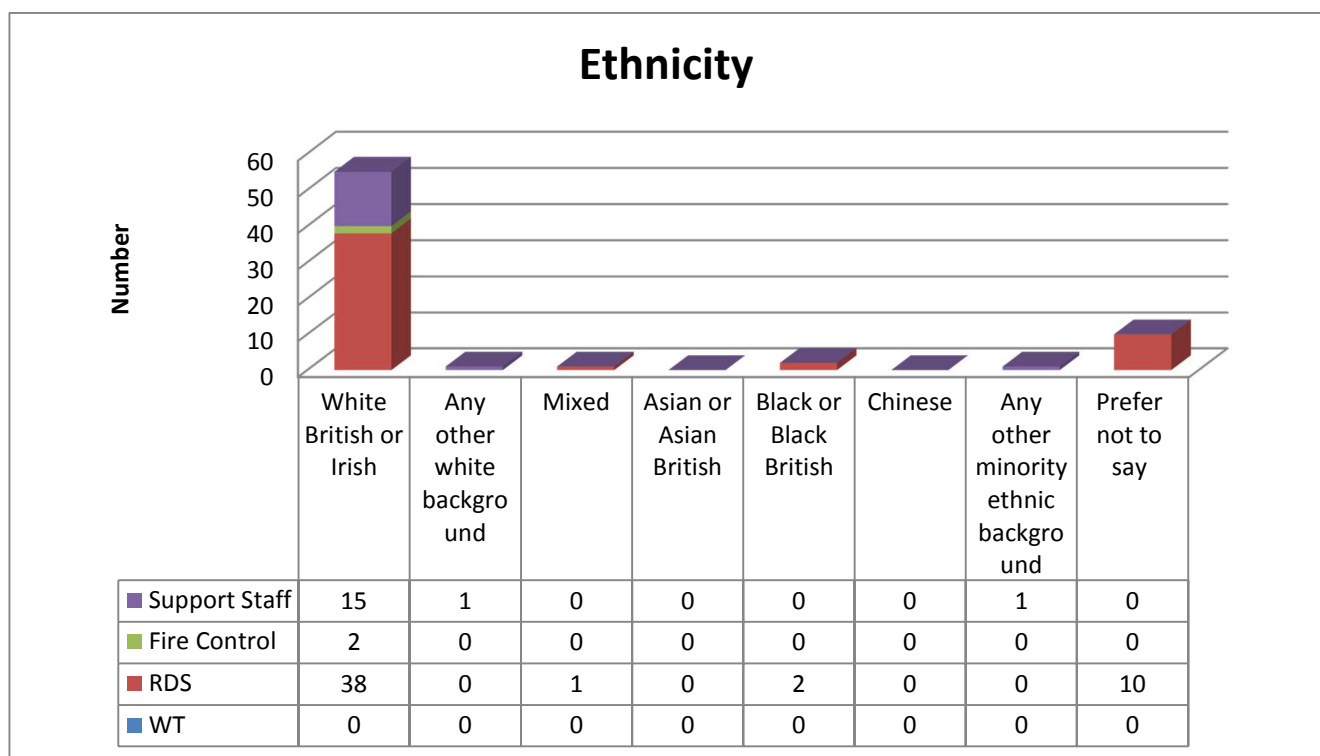
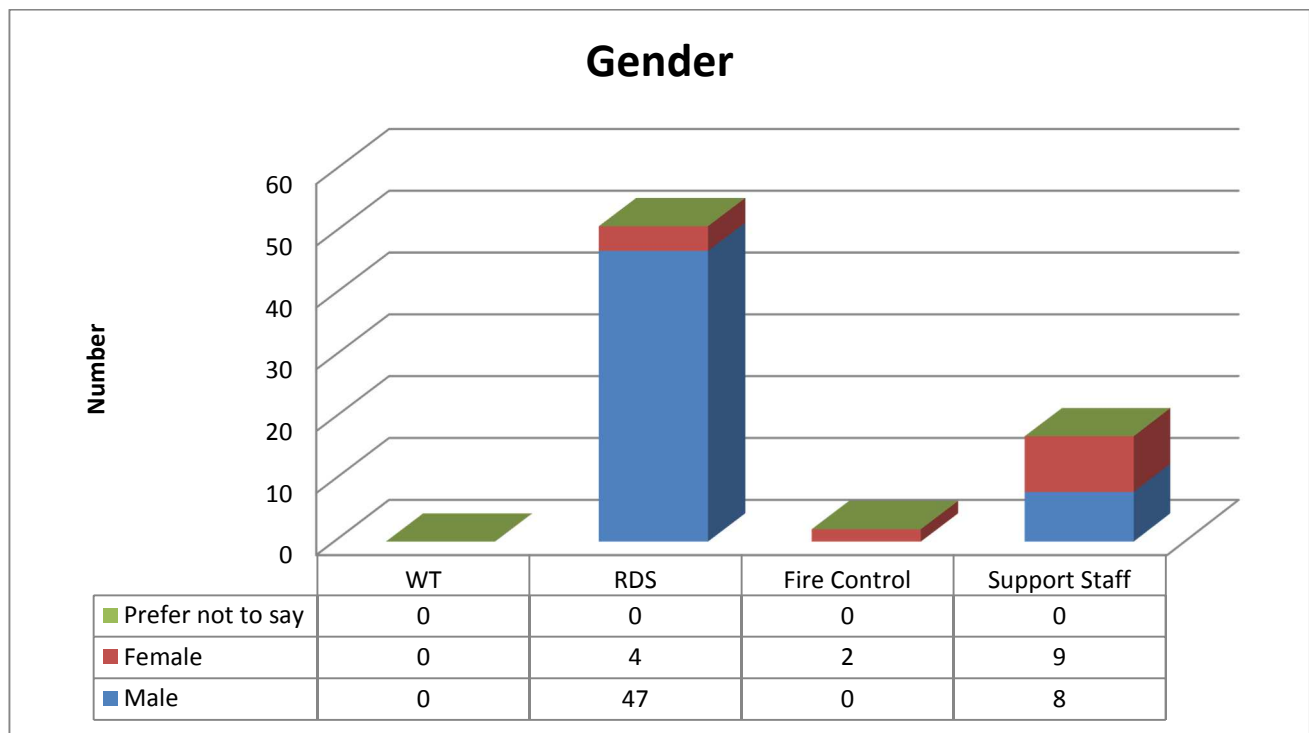
Sexual orientation



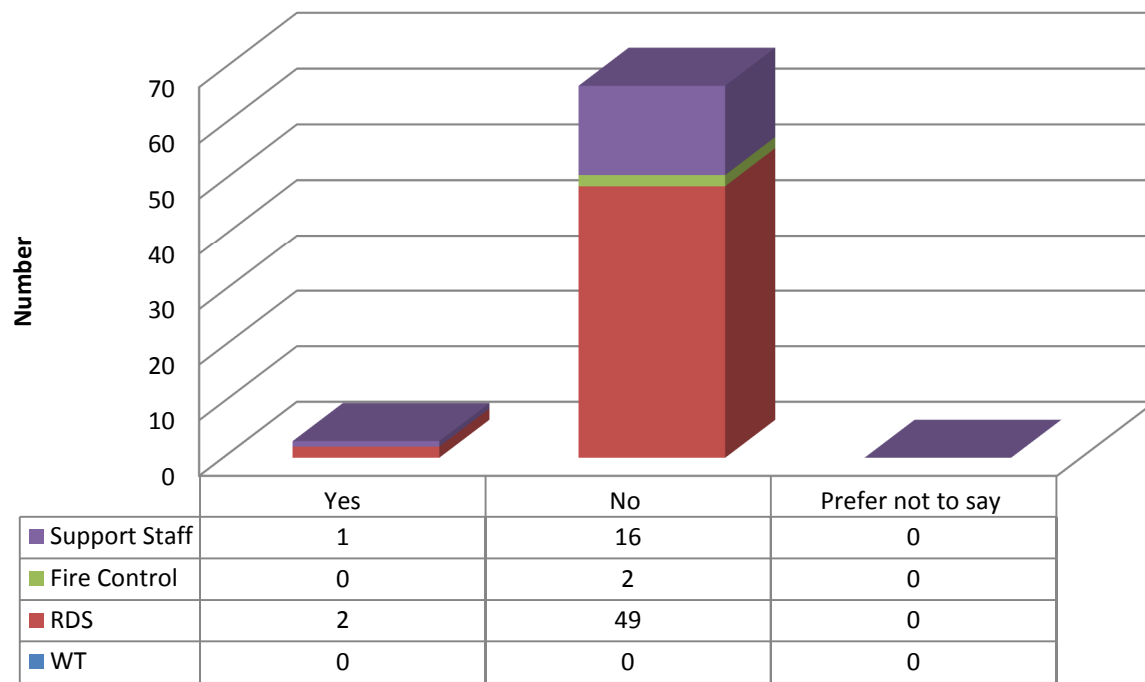
Religion or belief



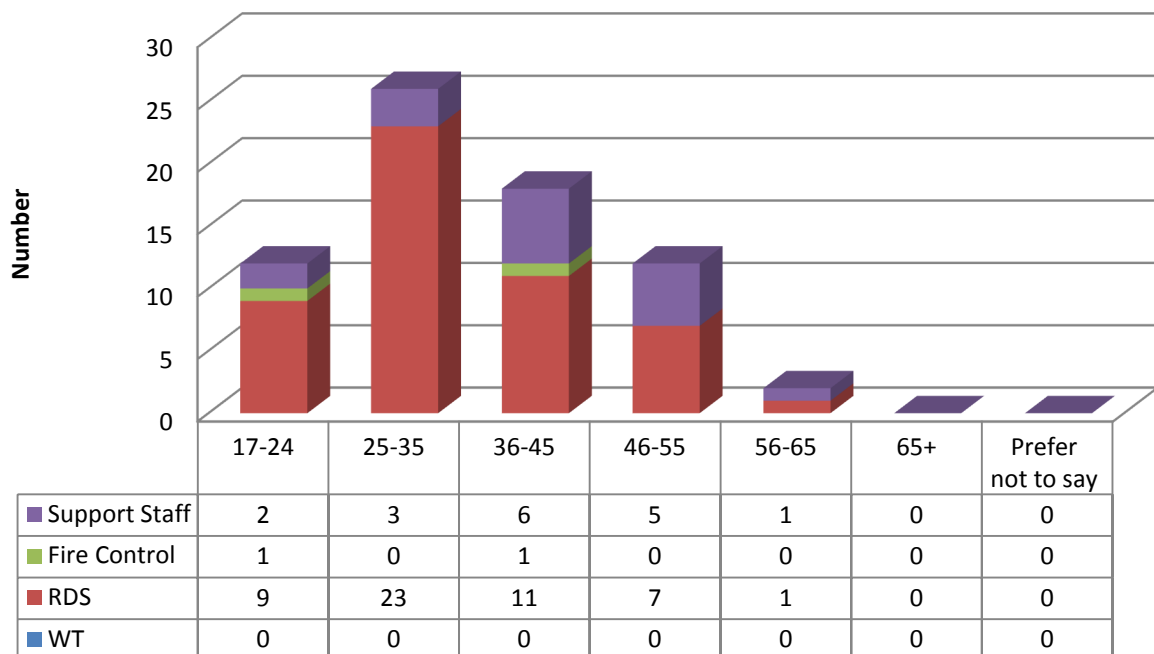
2.3 Applicants Appointed



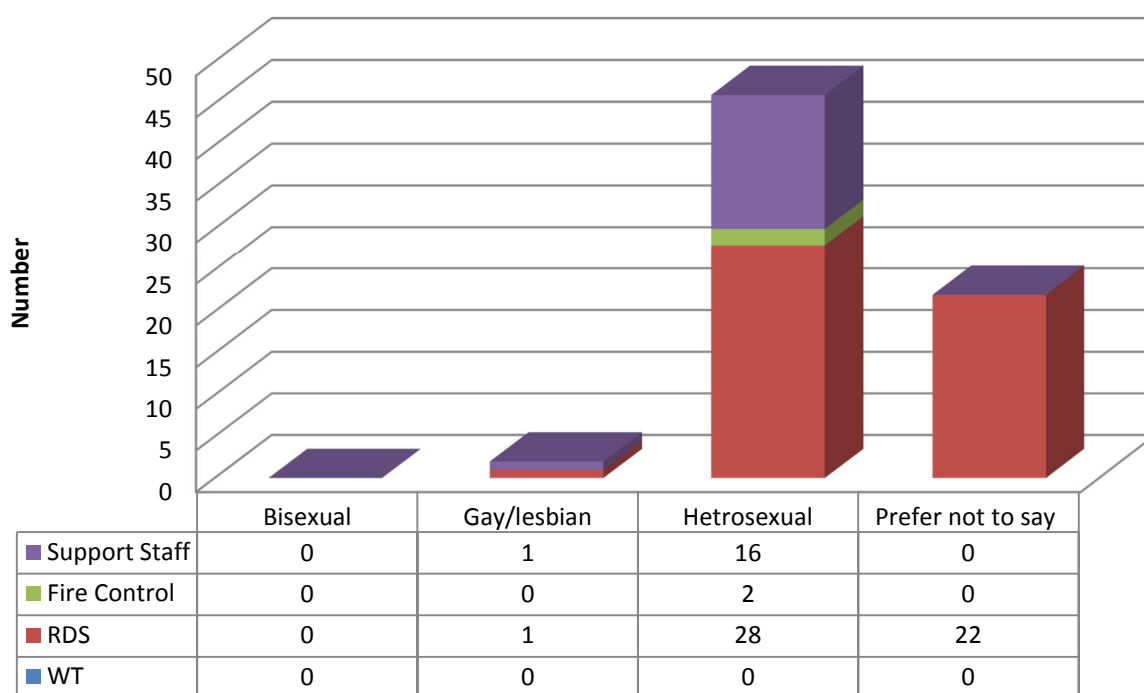
Disability



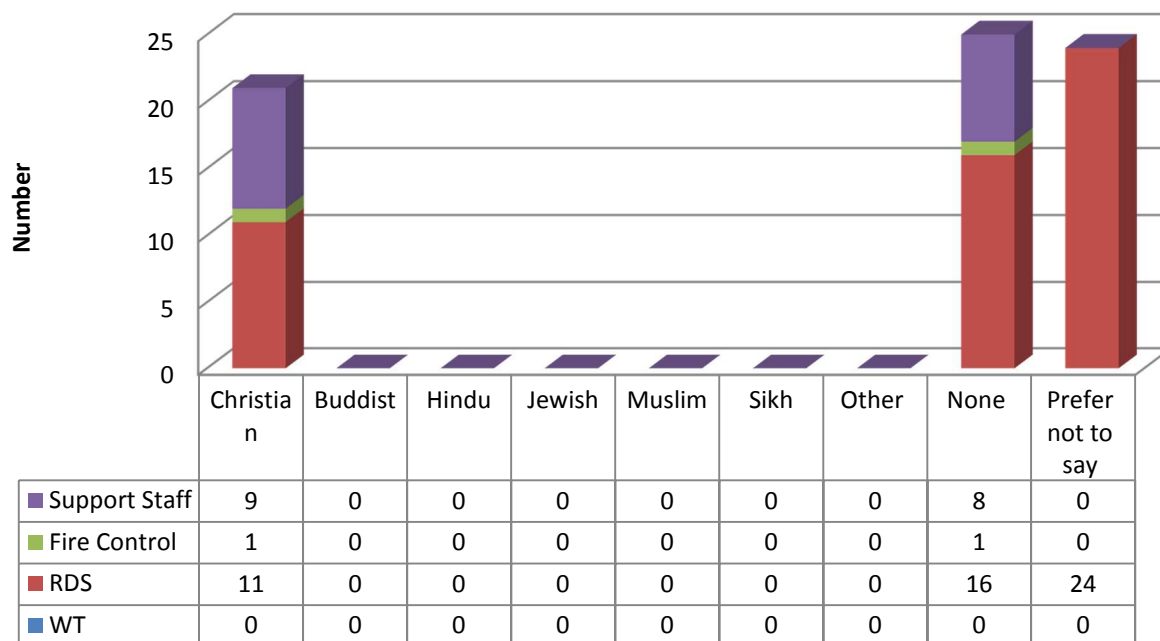
Age



Sexual orientation

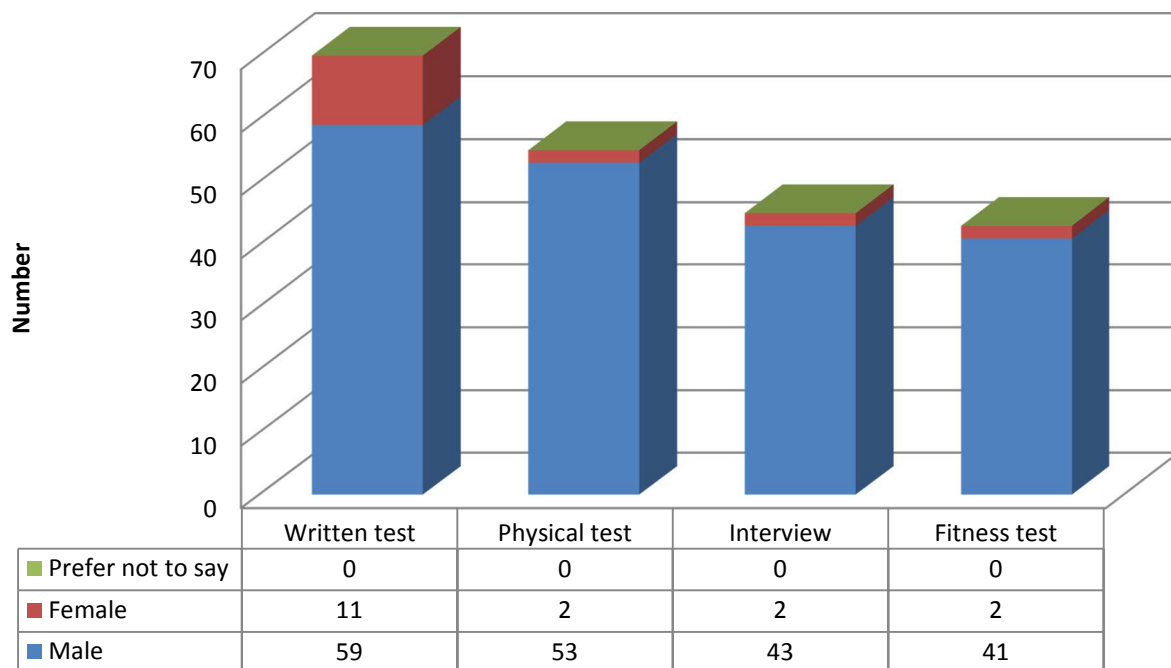


Religion or belief

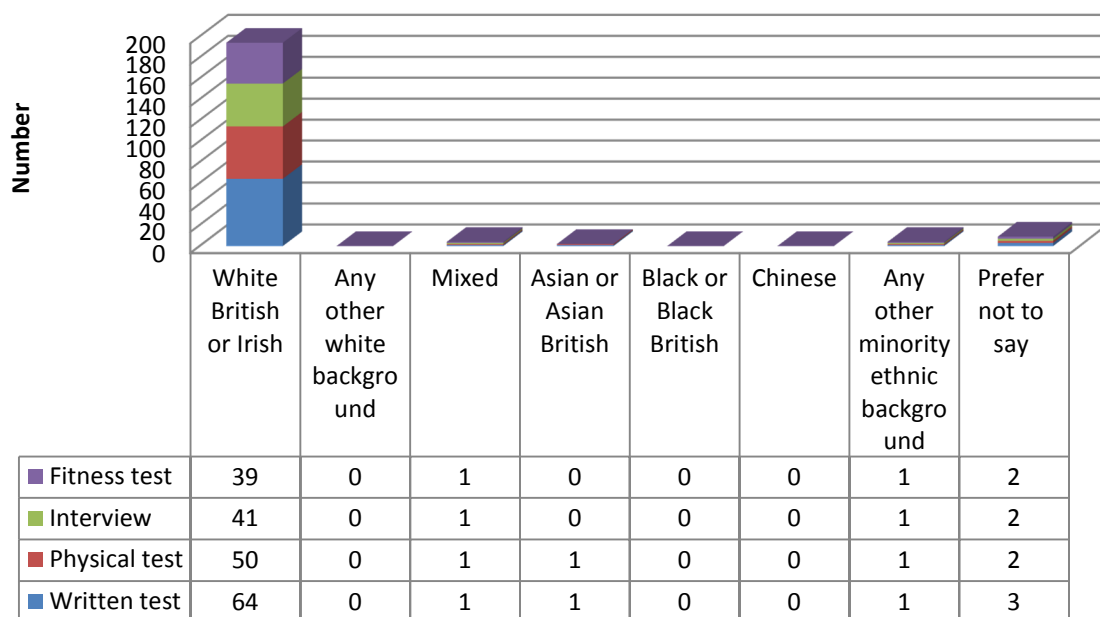


2.4 Detailed analysis of On-call Fire-fighter (RDS) Recruitment 2016/2017

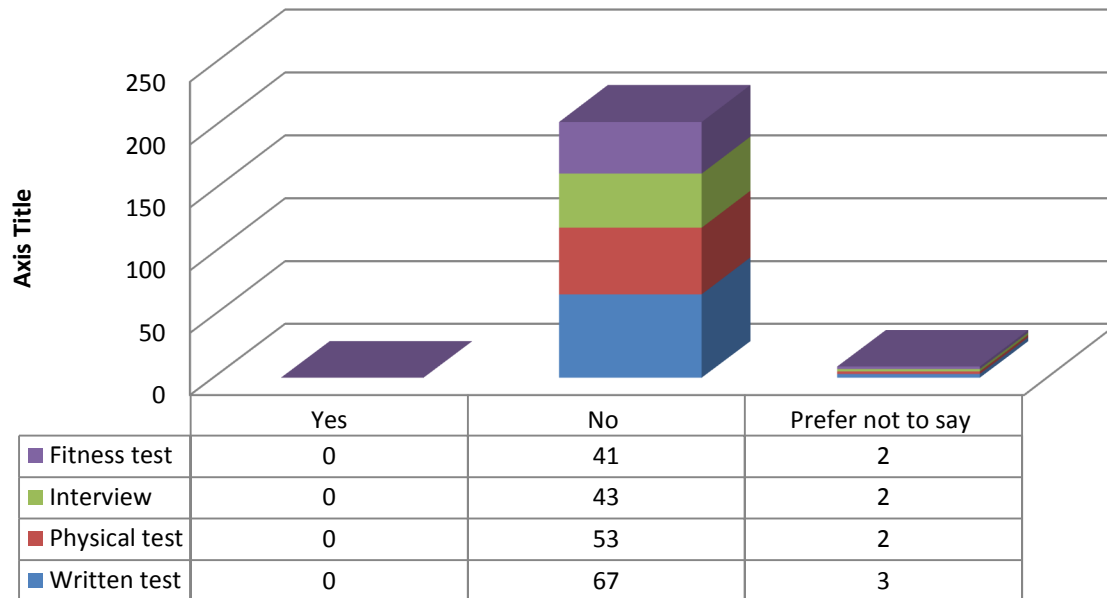
Firefighter selection process by gender



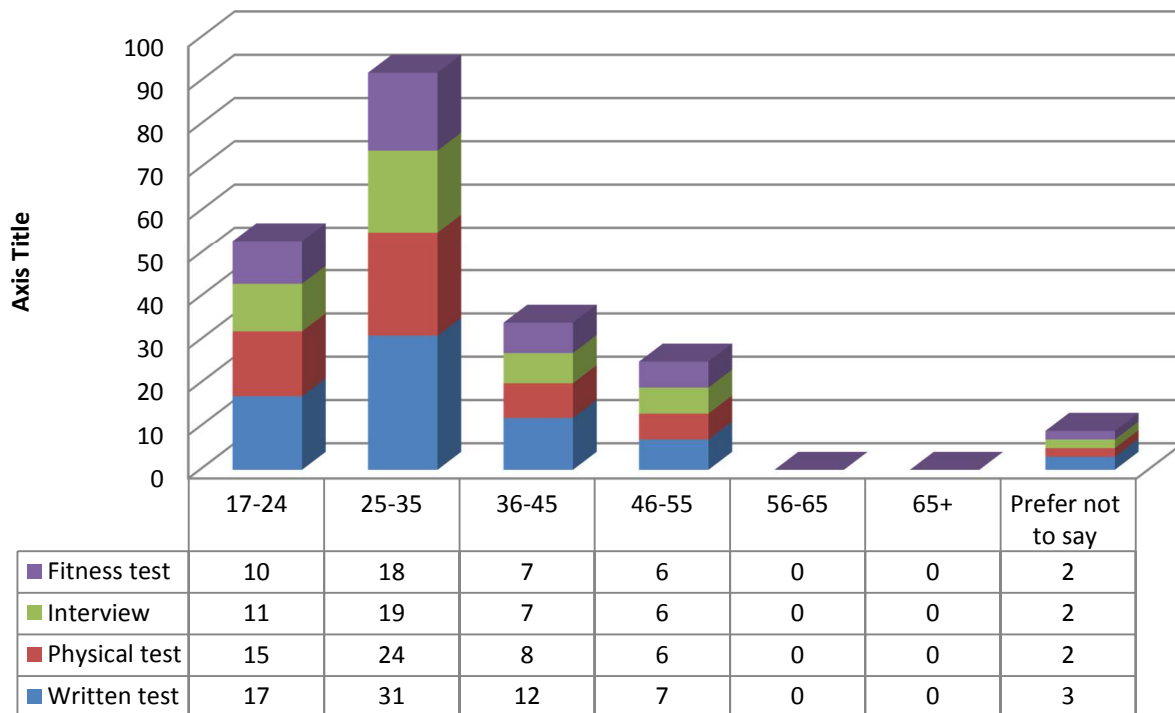
Ethnicity



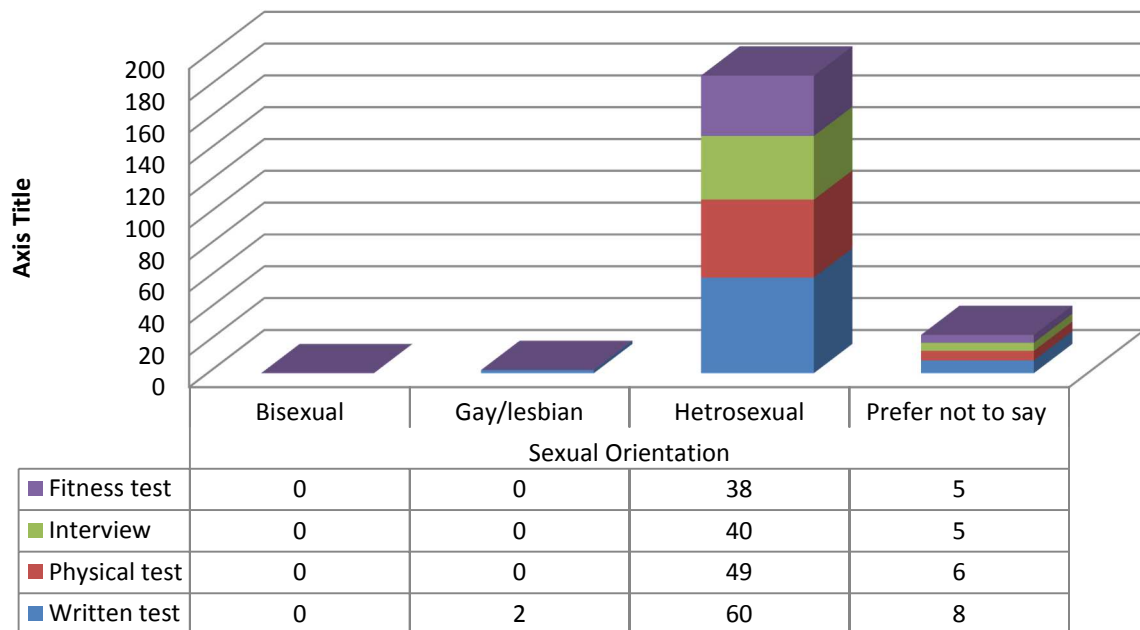
Firefighter selection process by disability



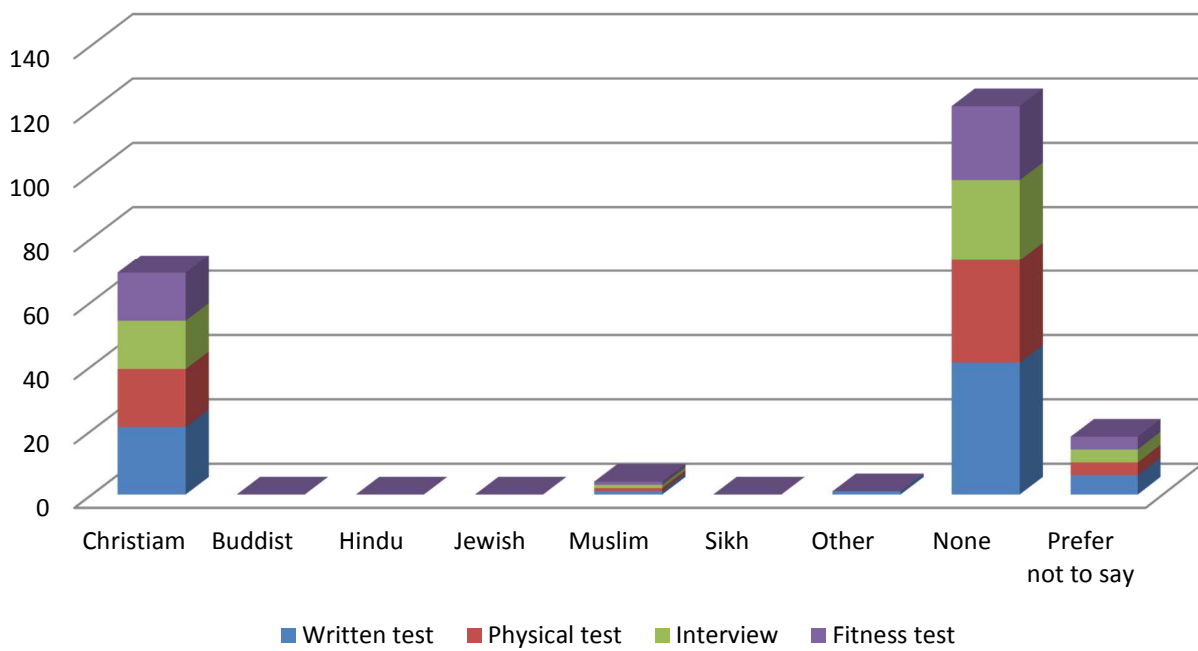
Firefighter selection process by age



Firefighter selection process by sexual orientation

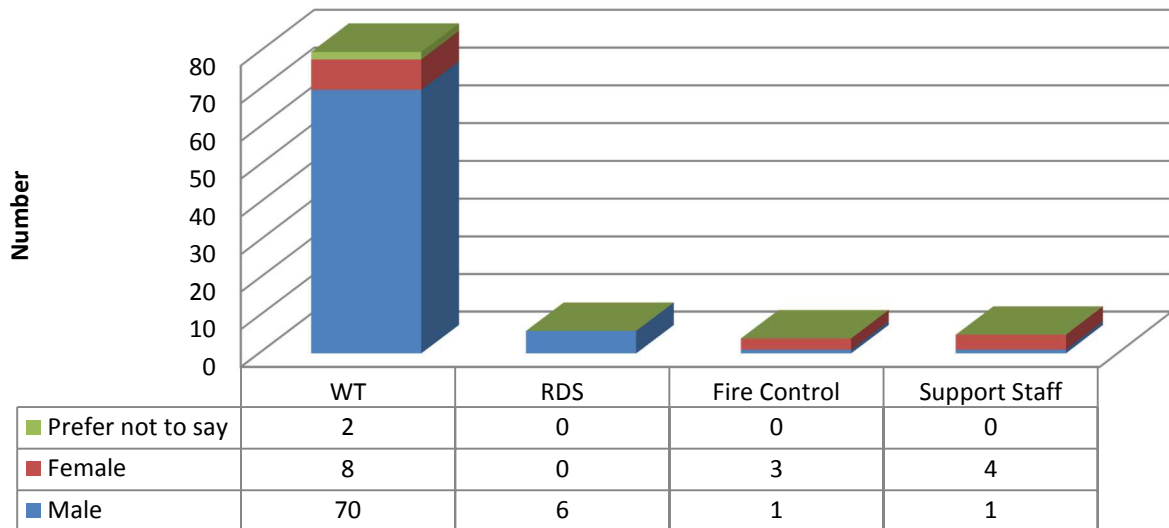


Firefighter selection process by religion or belief

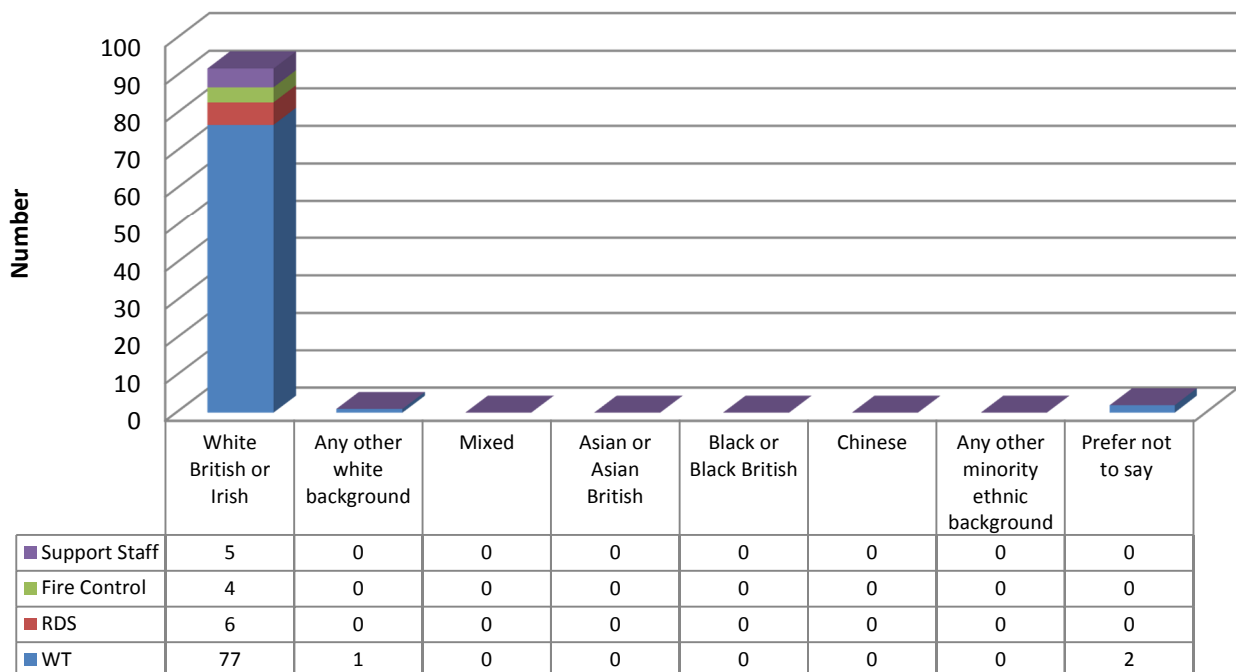


3. Promotion Applications

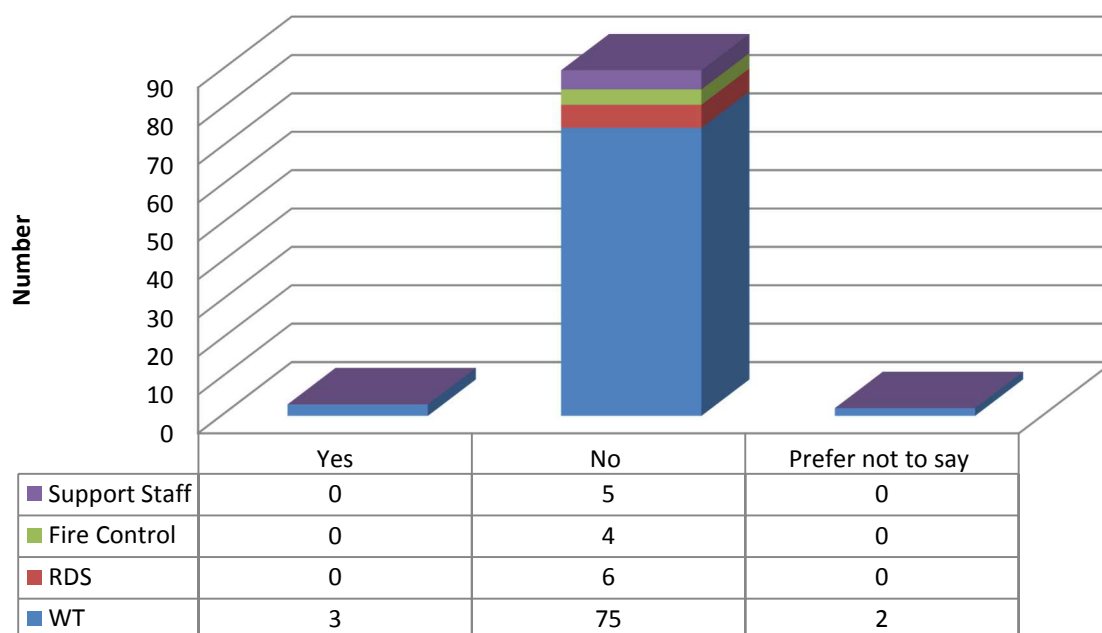
Applications received by gender



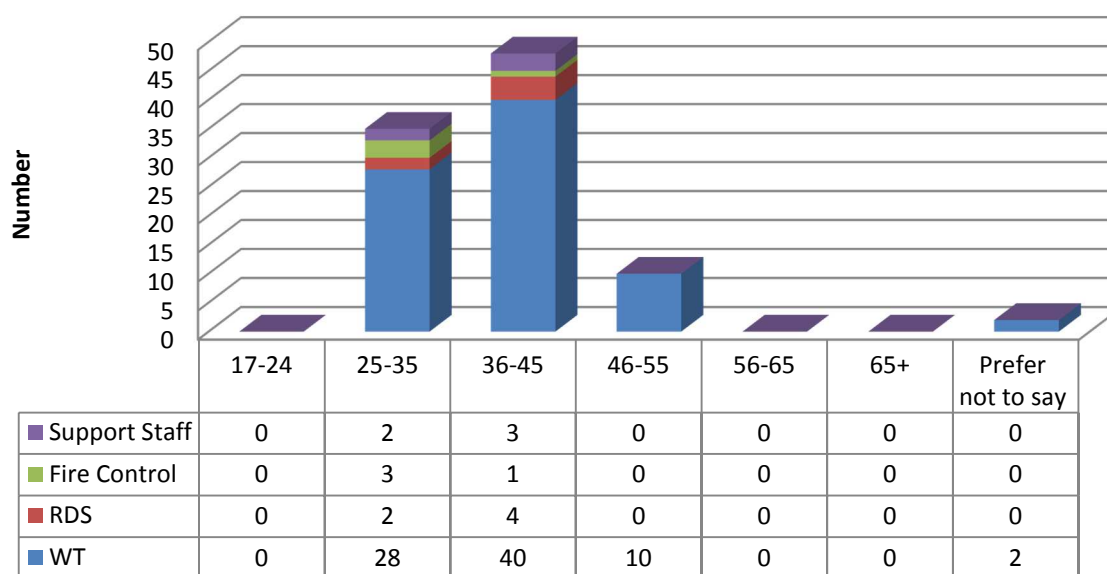
Applications received by ethnicity



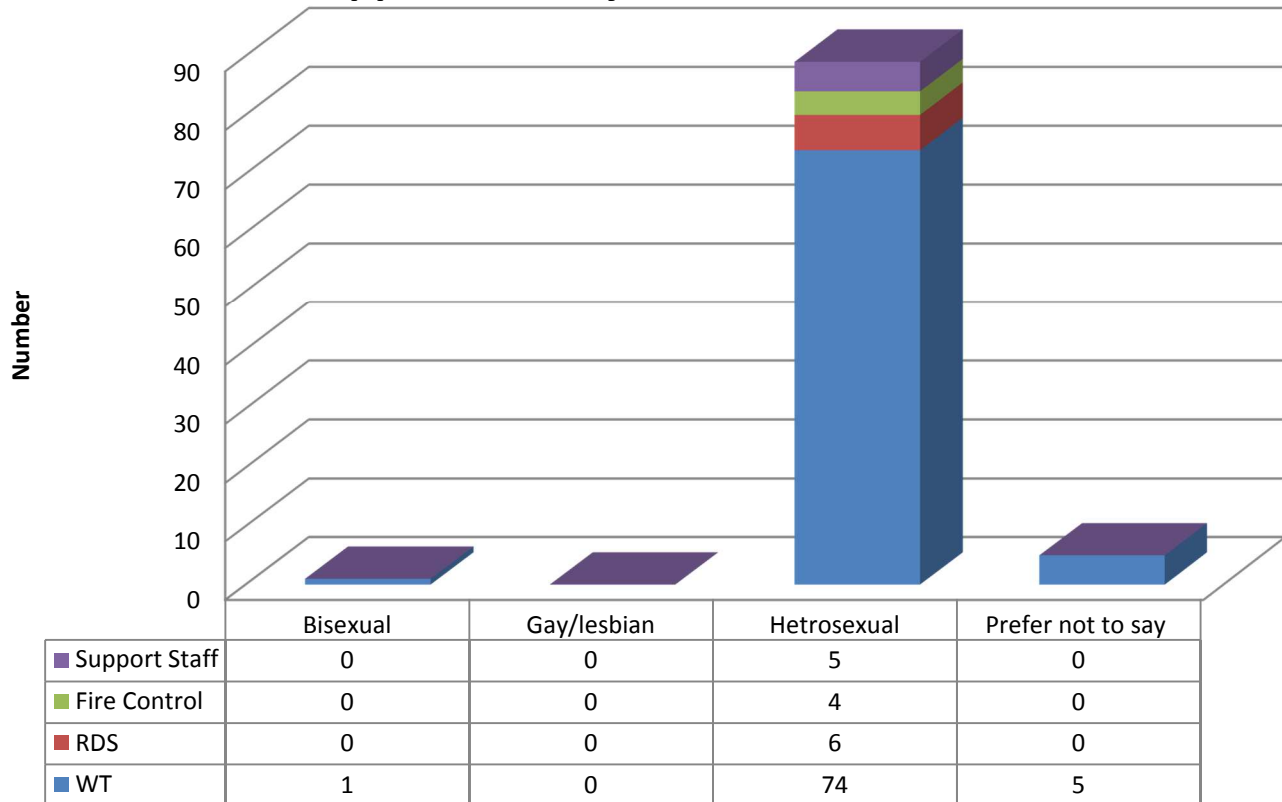
Applicants who have declared a disability



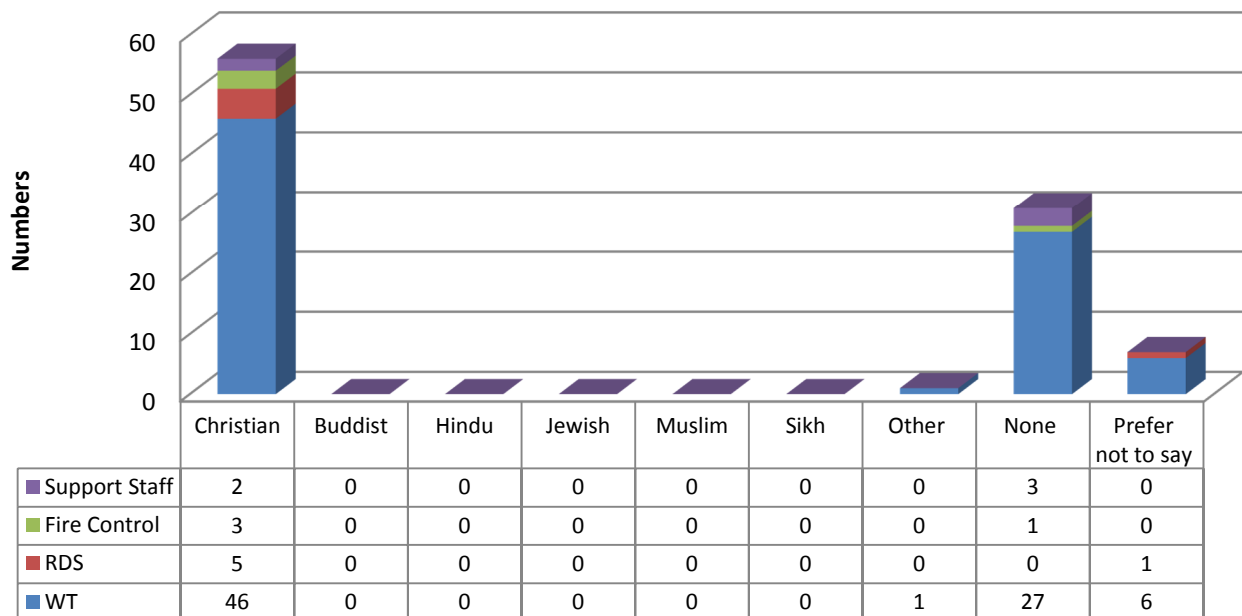
Applications by age bracket



Applications by sexual orientation

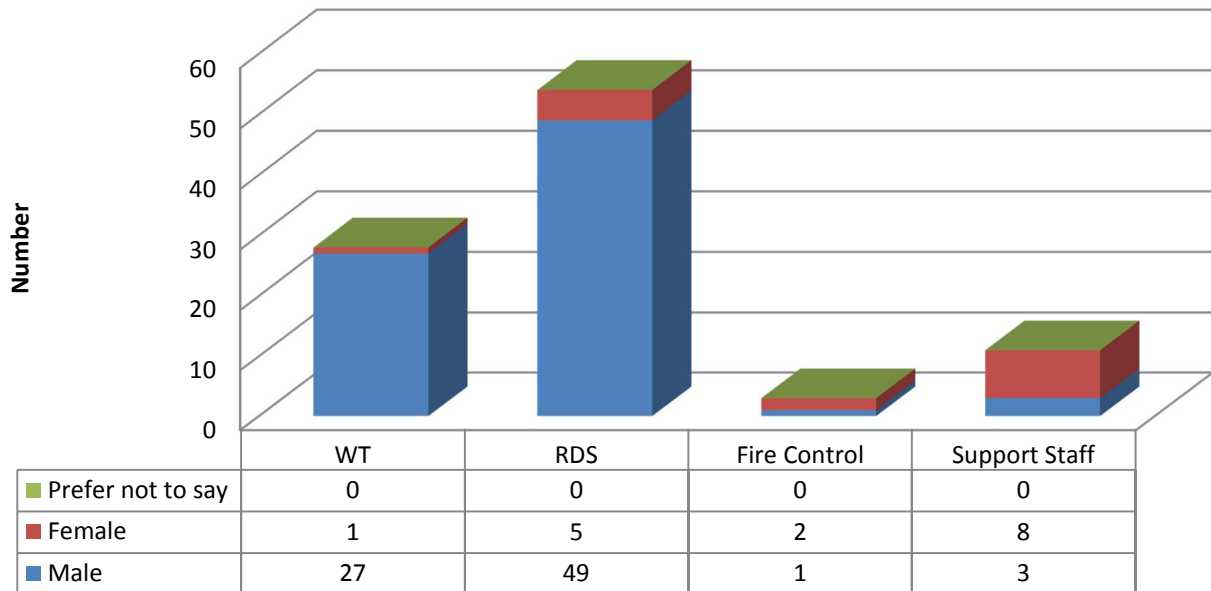


Applications by religion or belief

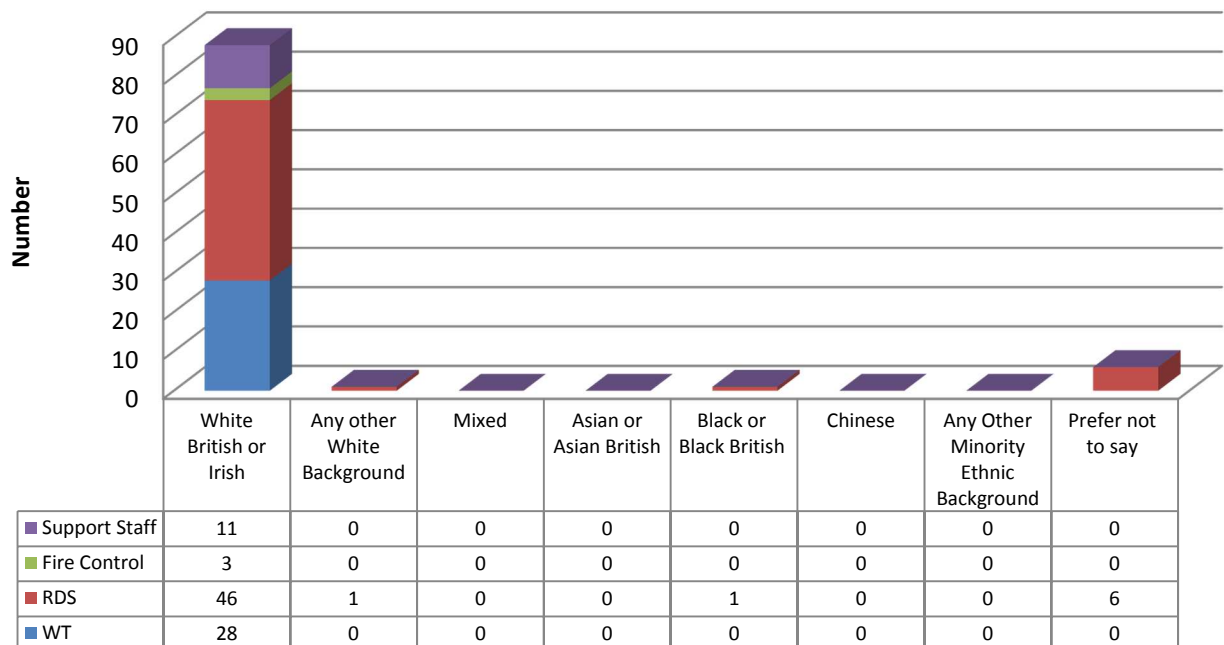


4. Number of staff leaving

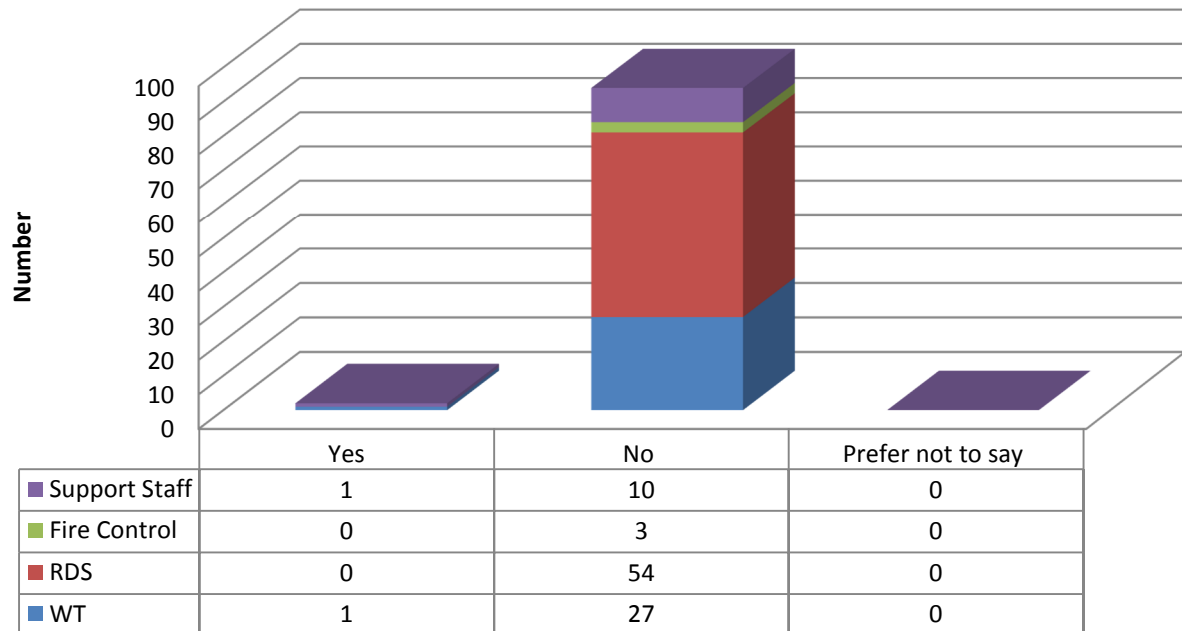
Leavers by gender



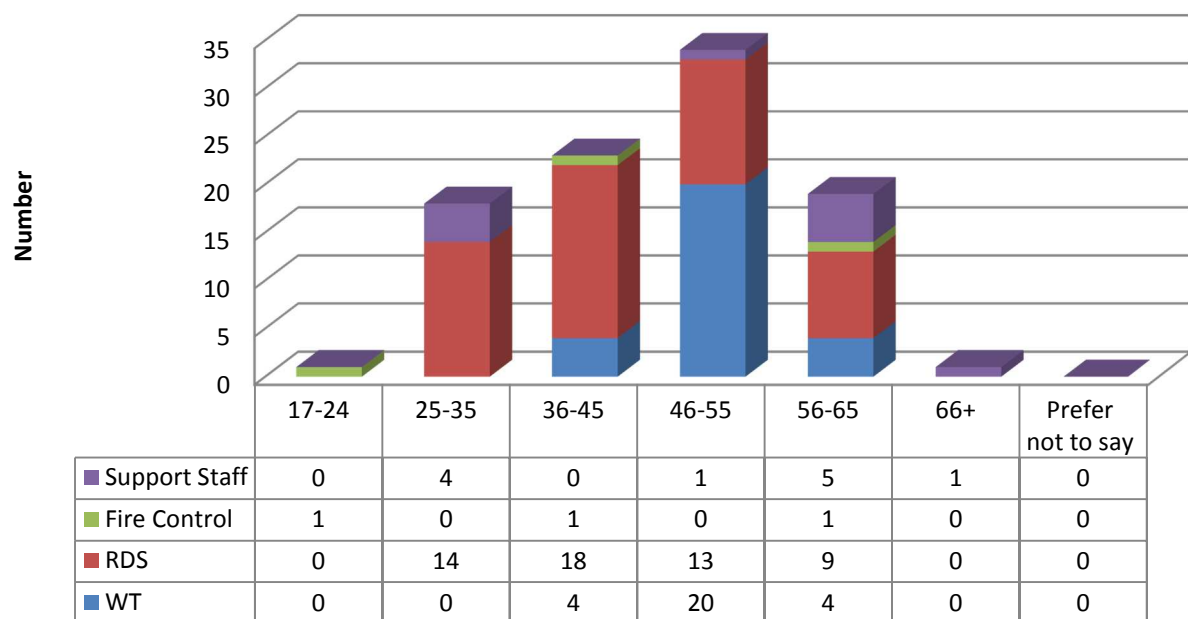
Leavers by ethnic origin



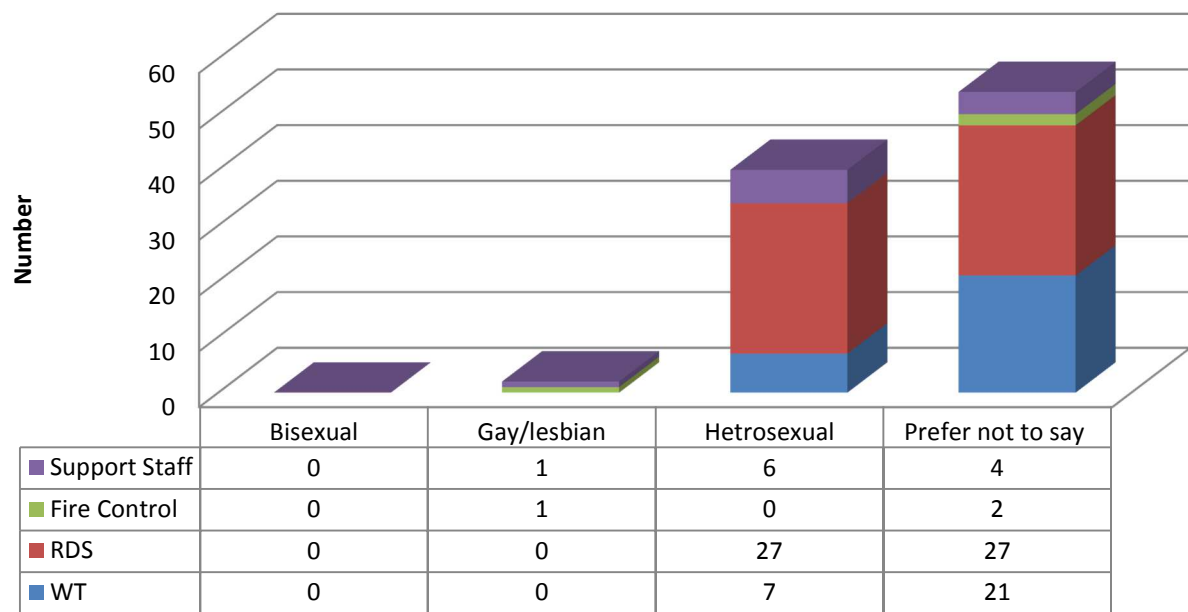
Leavers that have declared a disability



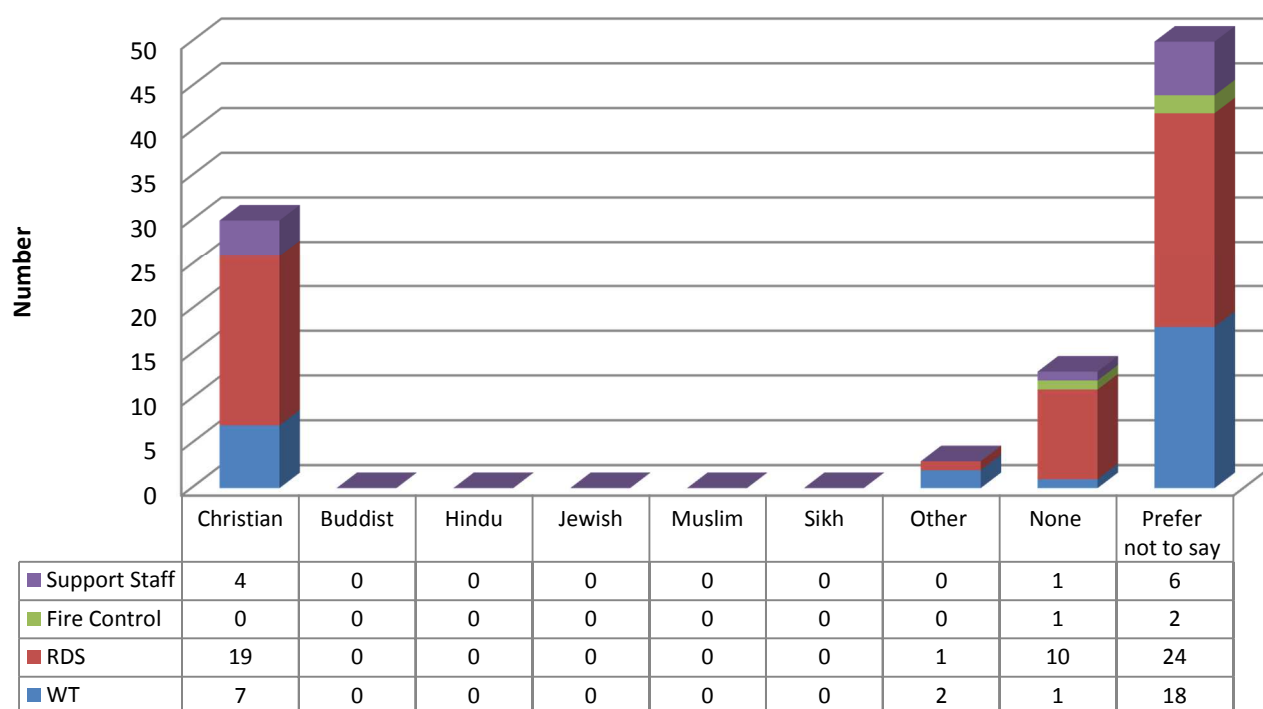
Leavers by age



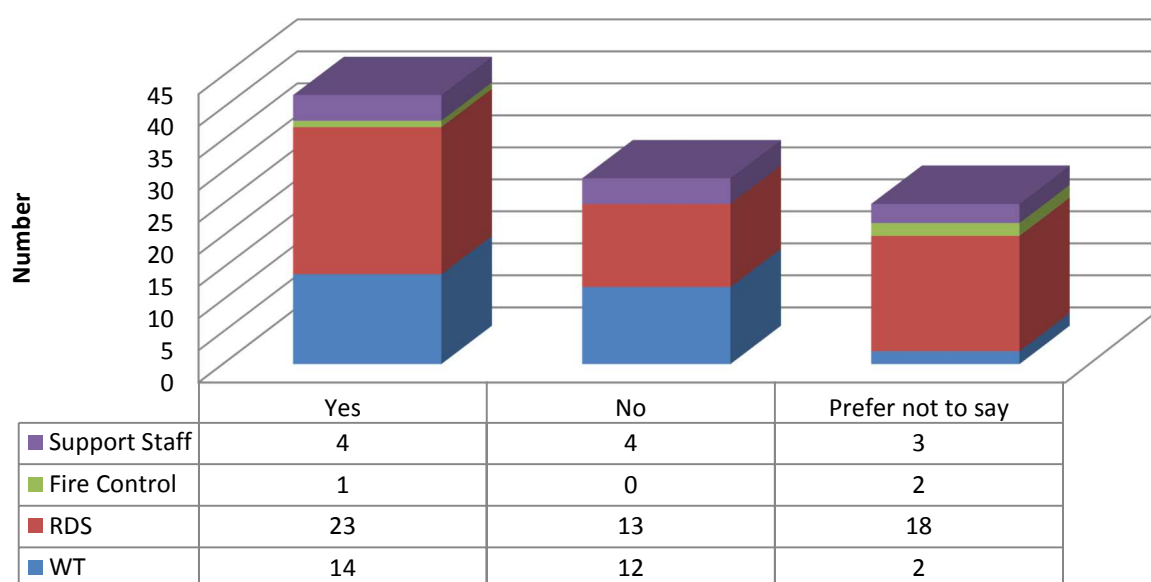
Leavers by sexual orientation



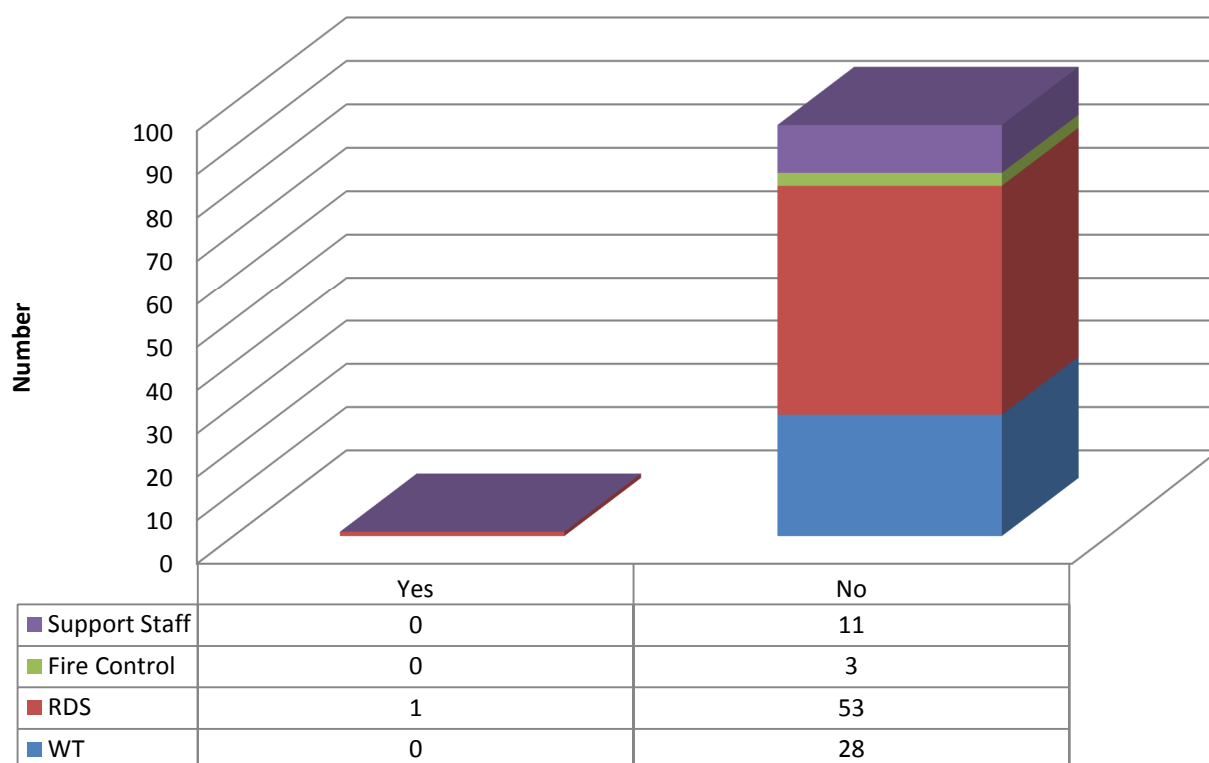
Leavers by religion and belief



Leavers who have declared they are married or in a civil partnership

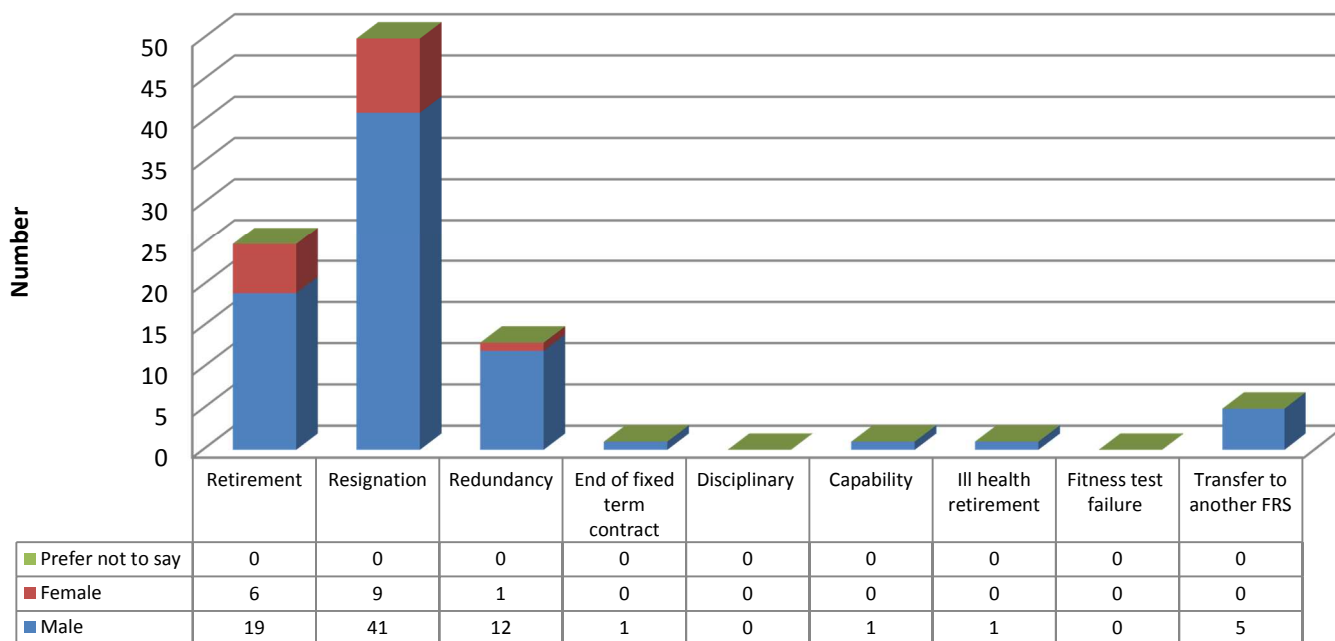


Leavers who are pregnant or on maternity leave



4.1. Reasons for staff leaving

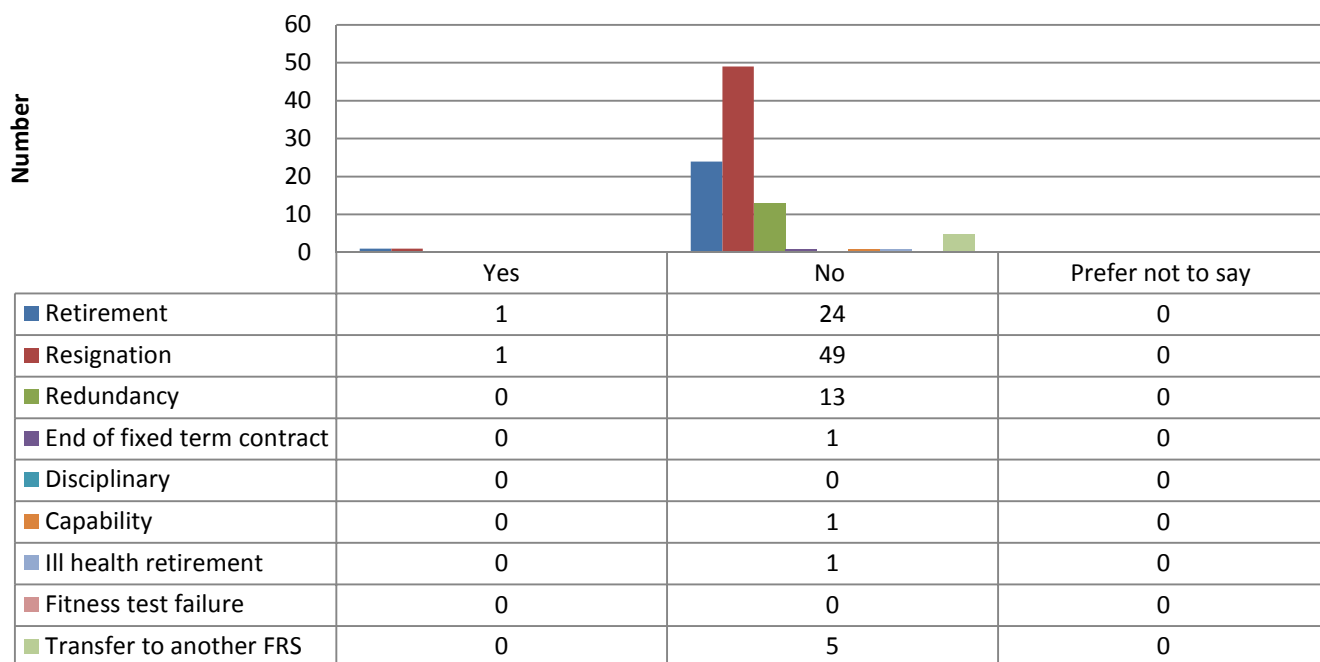
Reason for leaving by gender



Leavers by Ethnicity

Reason for leaving	Ethnicity							
	White British or Irish	Any other White Background	Mixed	Asian or Asian British	Black or Black British	Chinese	Any Other Minority Ethnic Background	Prefer not to say
Retirement	25	0	0	0	0	0	0	0
Resignation	43	1	0	0	0	0	0	6
Redundancy	13	0	0	0	0	0	0	0
End of fixed term contract	1	0	0	0	0	0	0	0
Disciplinary	0	0	0	0	0	0	0	0
Capability	0	0	0	0	1	0	0	0
Ill health retirement	1	0	0	0	0	0	0	0
Fitness test failure	0	0	0	0	0	0	0	0
Transfer to another FRS	5	0	0	0	0	0	0	0

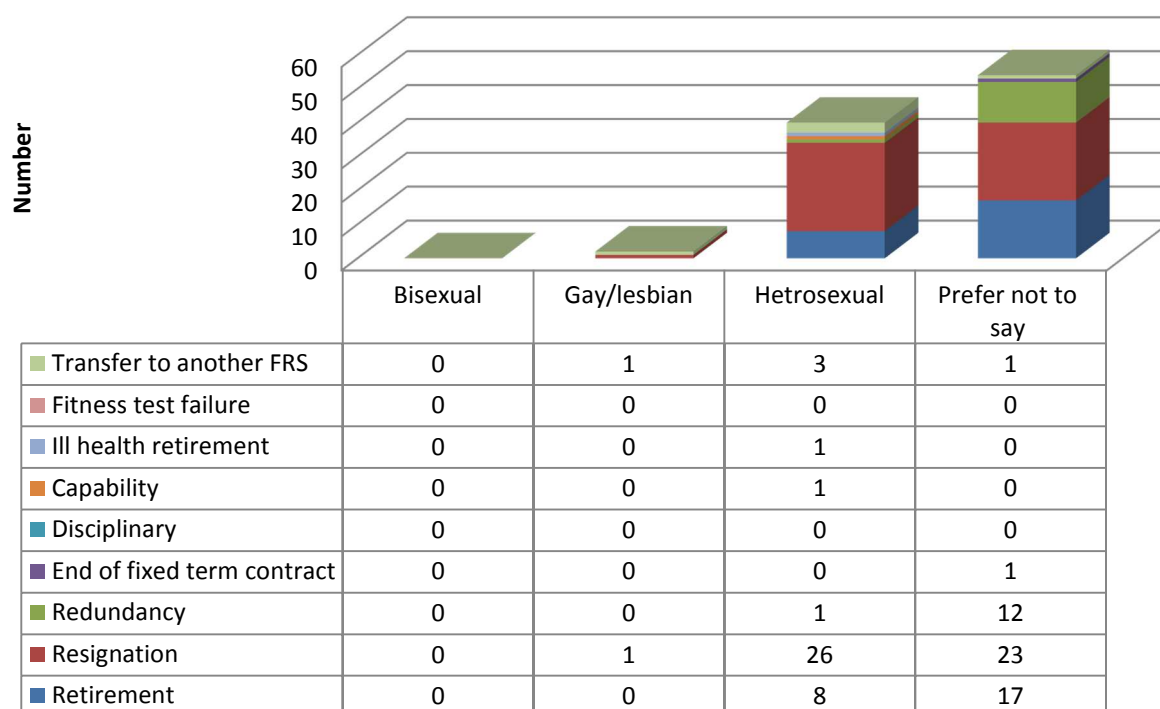
Leavers who have declared a disability



Leavers by Age

Reason for leaving	Age						
	17-24	25-35	36-45	46-55	56-65	66+	Prefer not to say
Retirement	0	0	0	10	14	1	0
Resignation	0	18	18	11	3	0	0
Redundancy	0	0	0	11	2	0	0
End of fixed term contract	0	0	1	0	0	0	0
Disciplinary	0	0	0	0	0	0	0
Capability	0	0	0	1	0	0	0
Ill health retirement	0	0	1	0	0	0	0
Fitness test failure	0	0	0	0	0	0	0
Transfer to another FRS	1	0	3	1	0	0	0

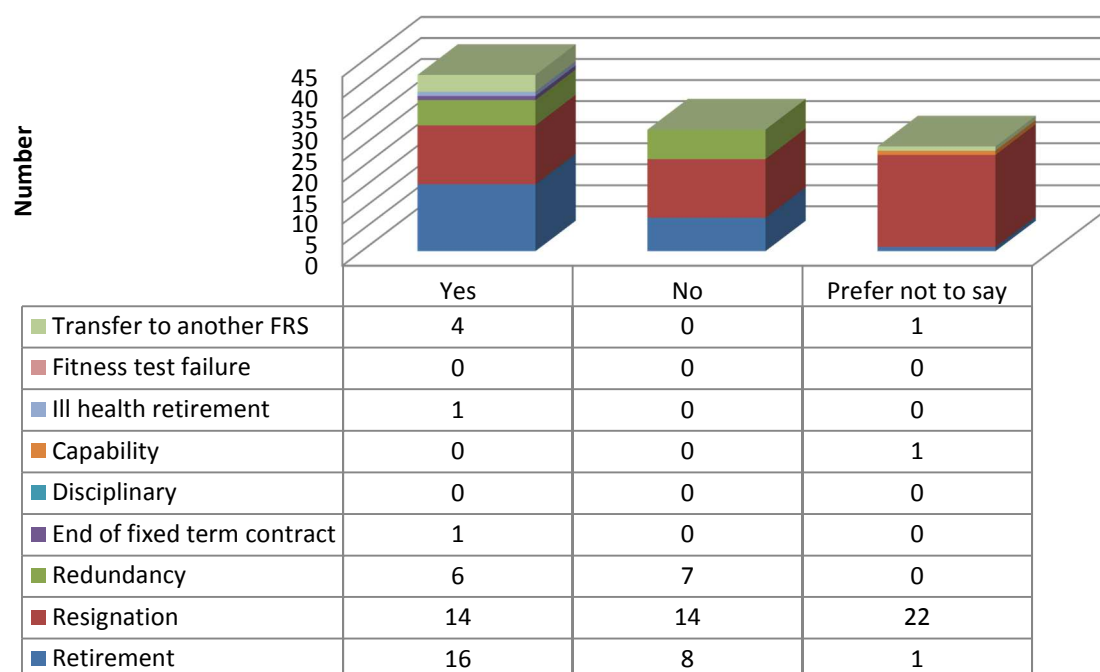
Leavers by sexual orientation



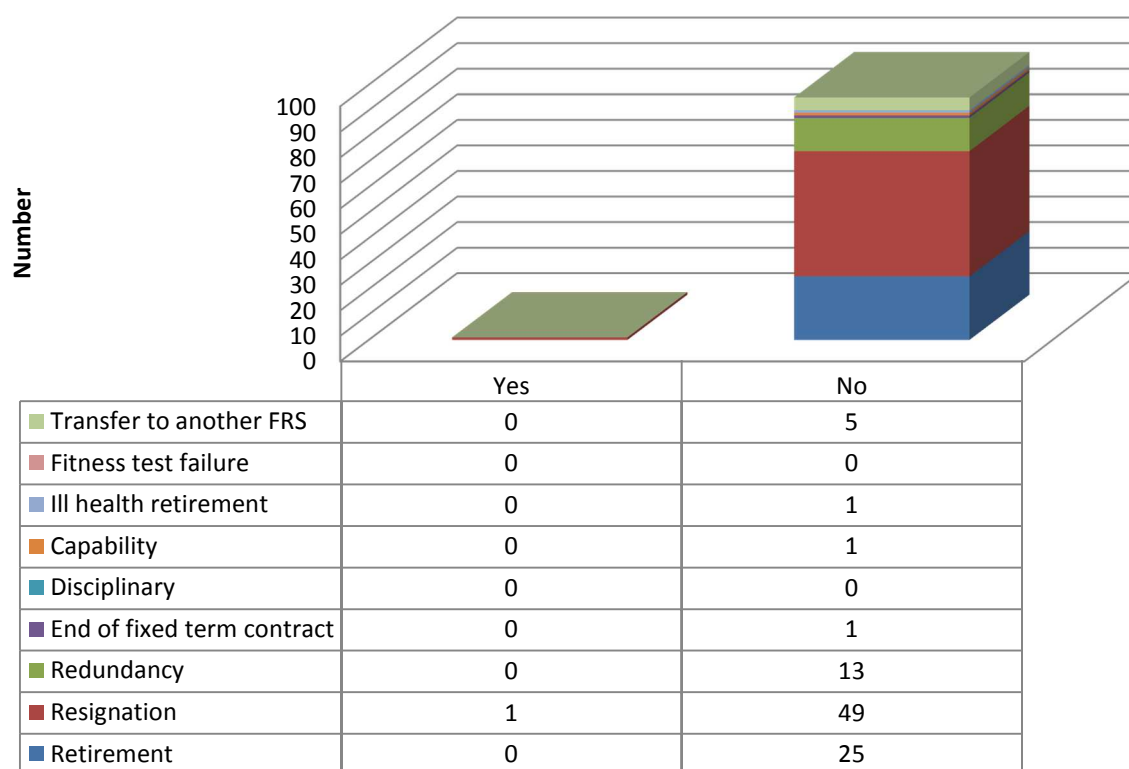
Leavers by religion or belief

Reason for leaving	Religion or Belief								
	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say
Retirement	7	0	0	0	0	0	1	1	16
Resignation	17	0	0	0	0	0	1	10	22
Redundancy	2	0	0	0	0	0	0	1	10
Termination of contract - end of fixed term contract	0	0	0	0	0	0	0	0	1
Termination of contract - disciplinary	0	0	0	0	0	0	0	0	0
Termination of contract - capability	1	0	0	0	0	0	0	0	0
Termination of contract - ill health retirement	1	0	0	0	0	0	0	0	0
Termination of contract fitness test failure	0	0	0	0	0	0	0	0	0
Transfer to another FRS	2	0	0	0	0	0	1	1	1
Not indicated	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0

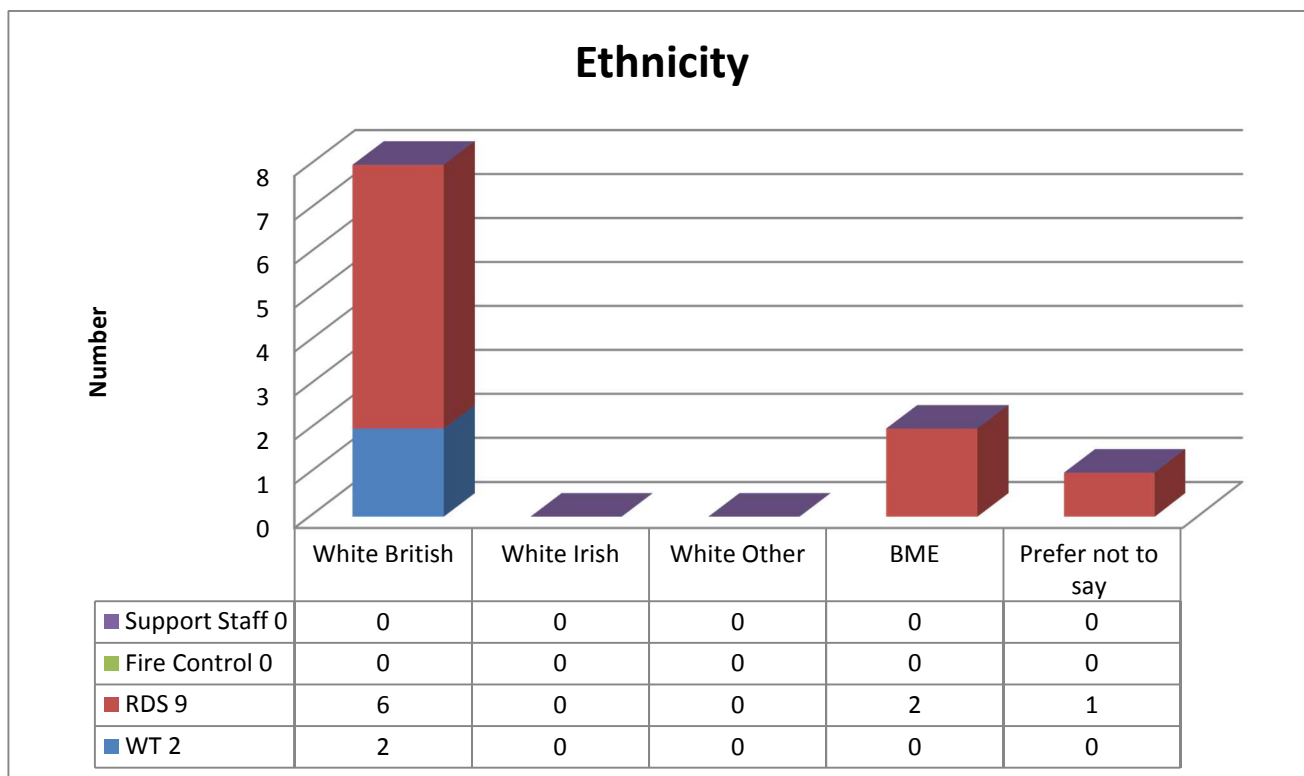
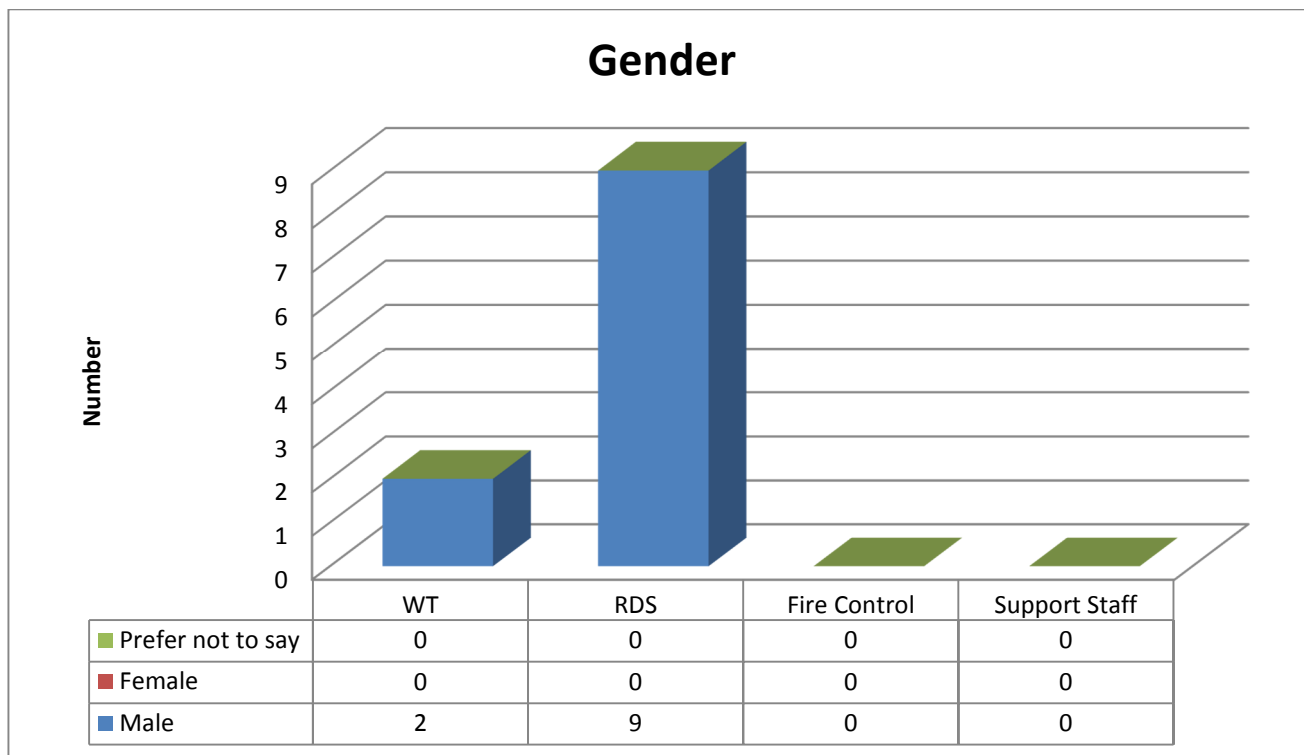
Leavers who have declared they are married or in a civil partnership



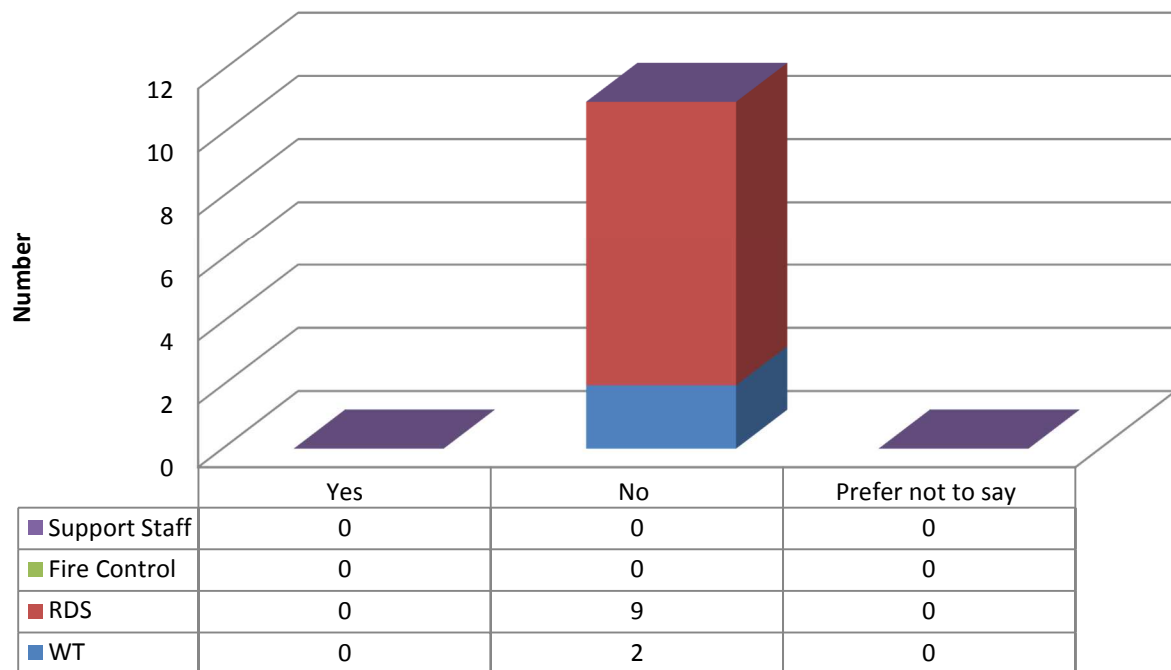
Leavers who are pregnant or on maternity leave



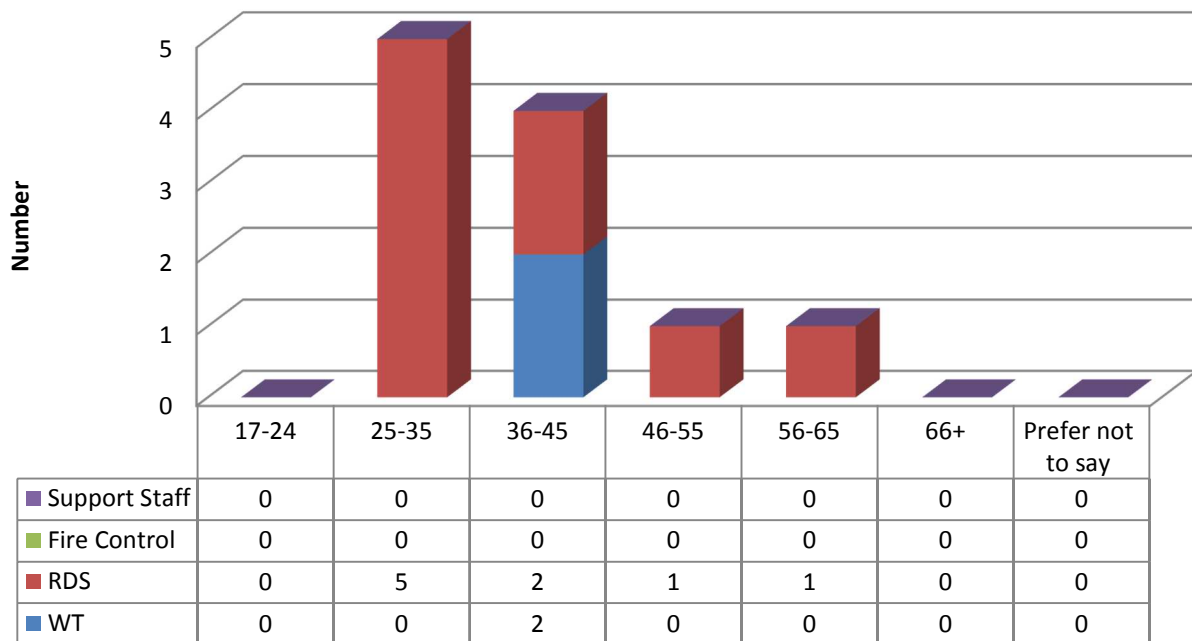
5. Formal discipline case work



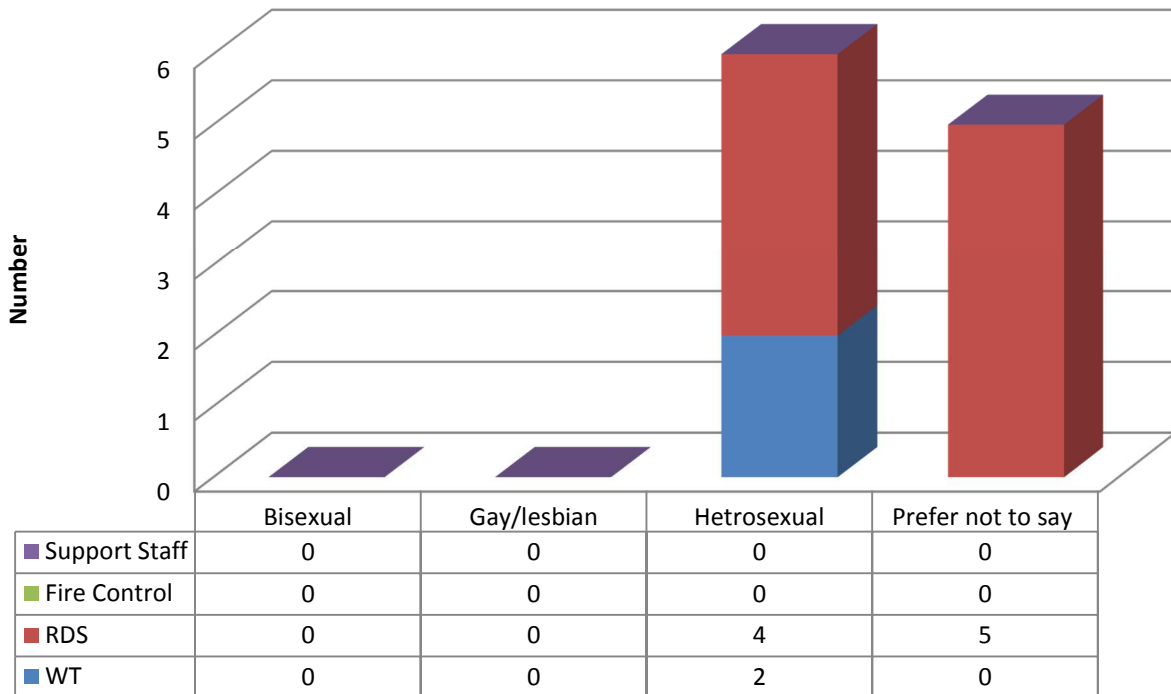
Disability



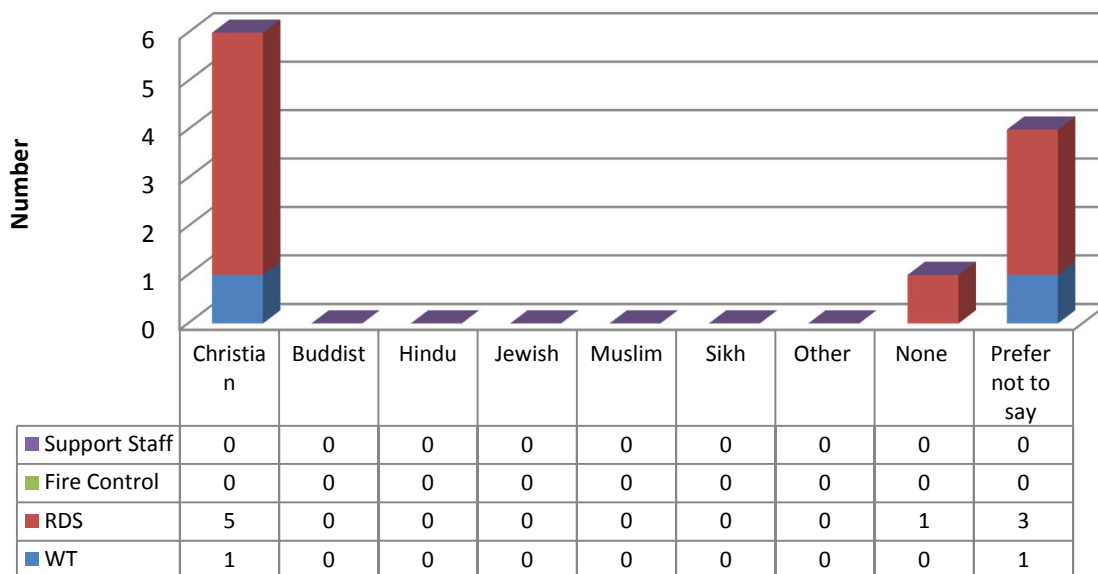
Age



Sexual orientation

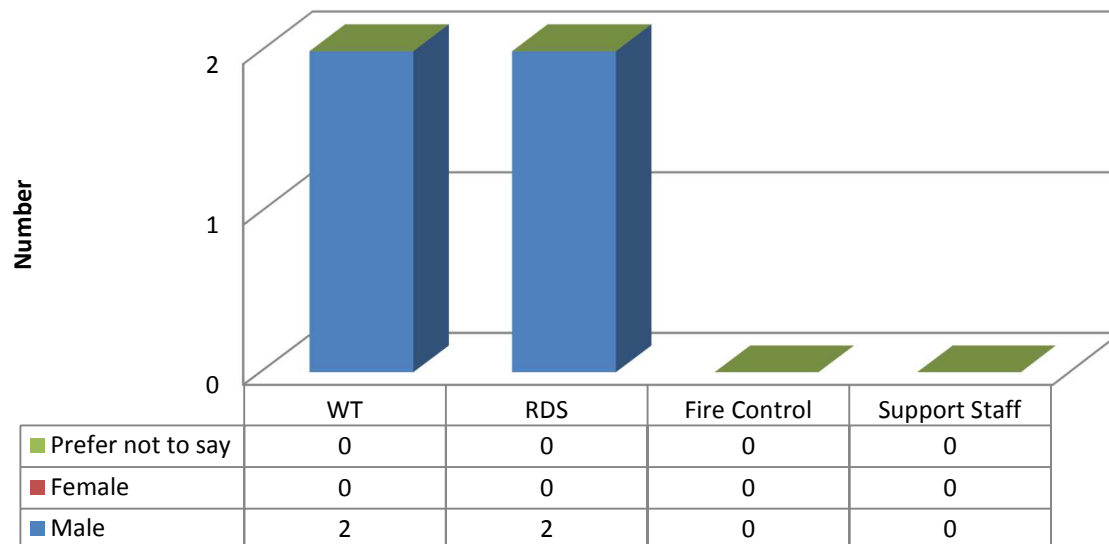


Religion or belief



6. Grievance case work

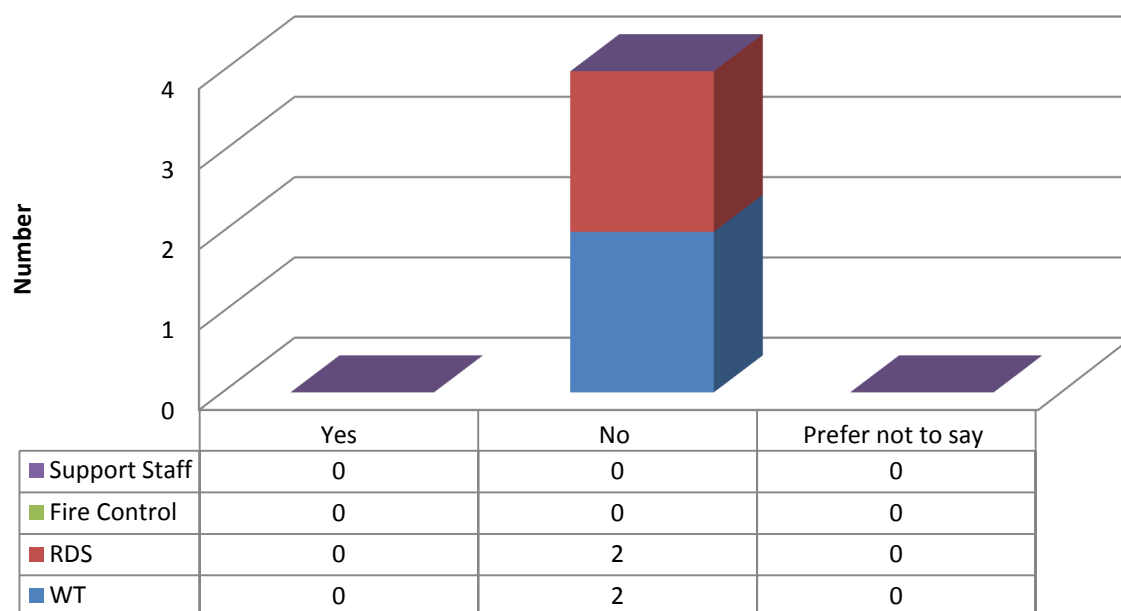
Gender



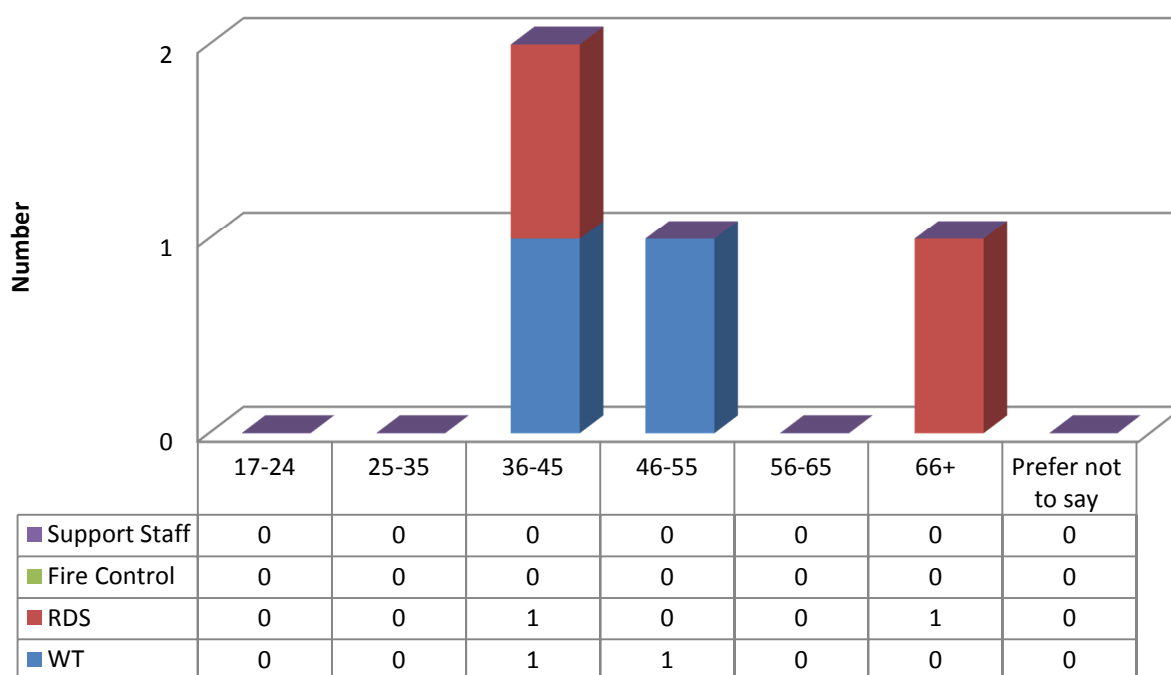
Ethnicity



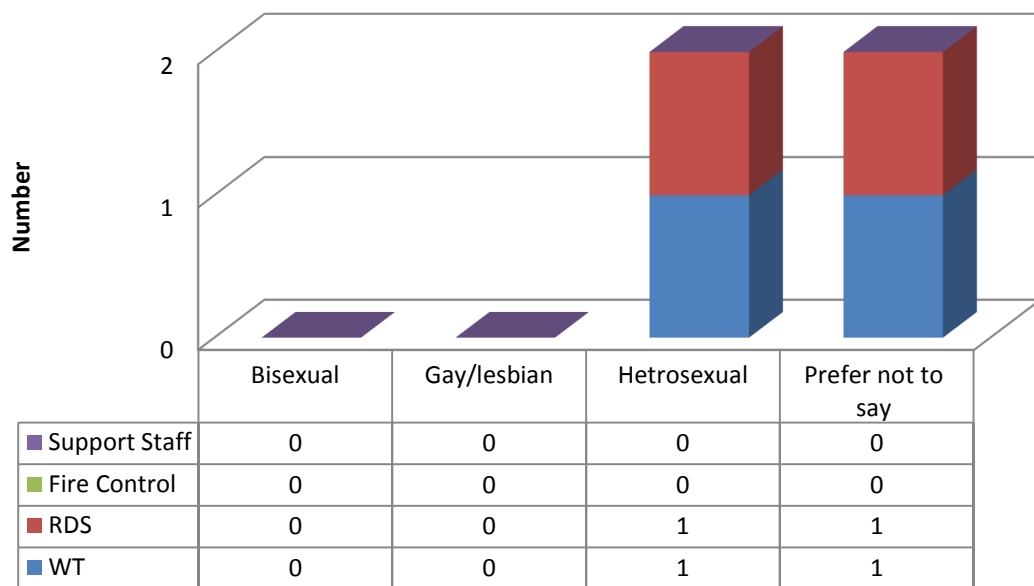
Disability



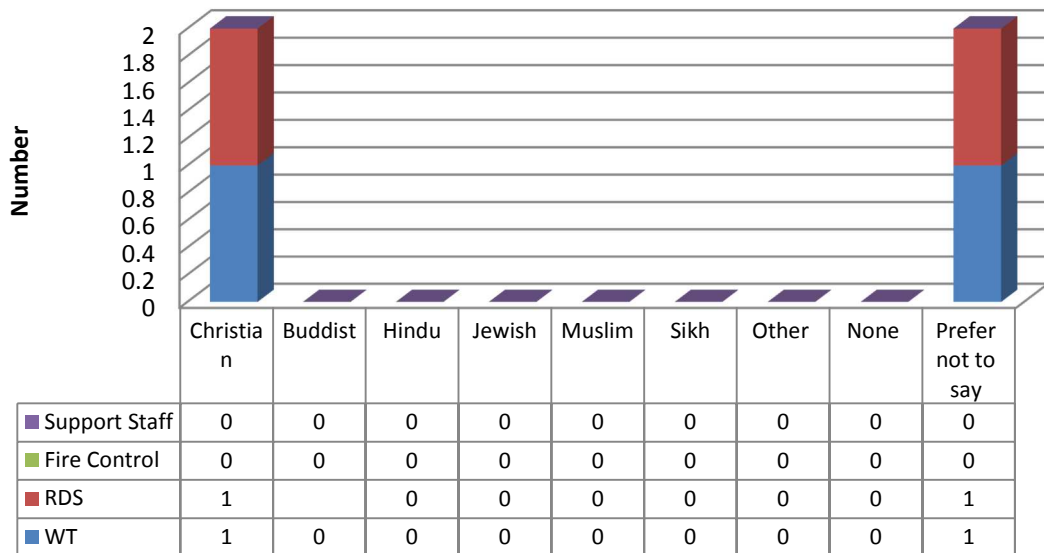
Age



Sexual orientation



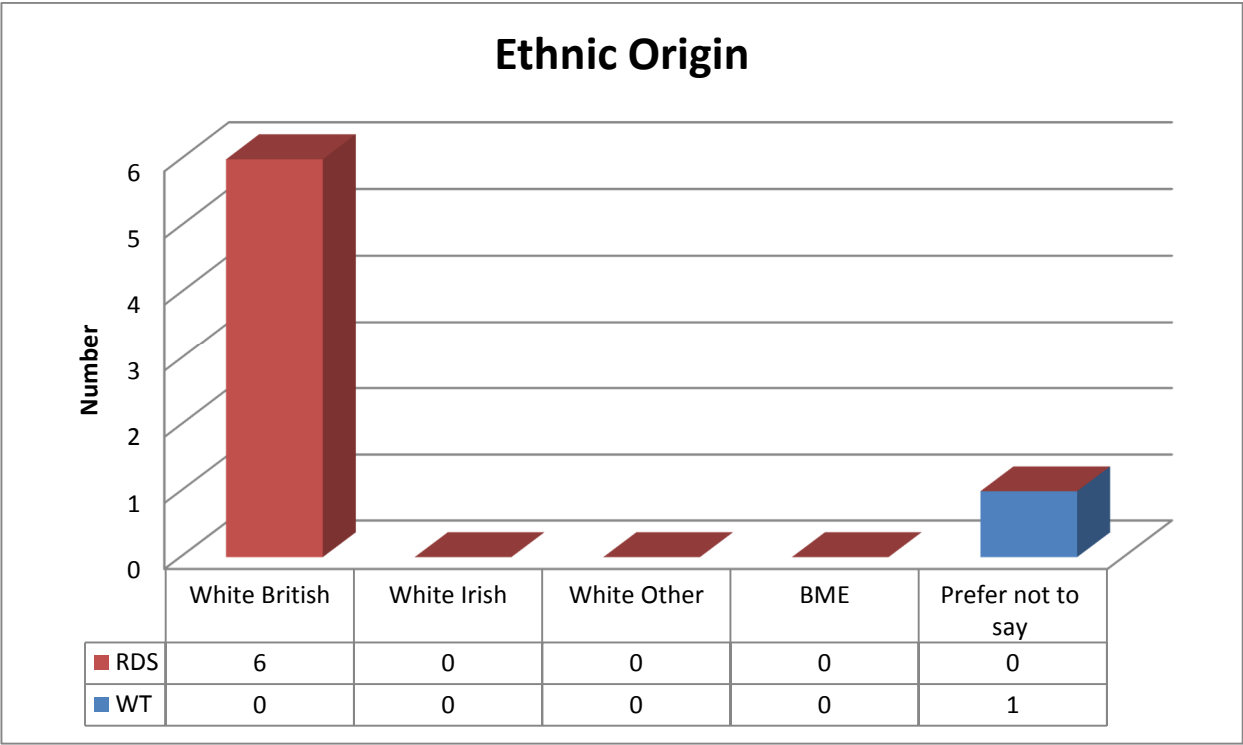
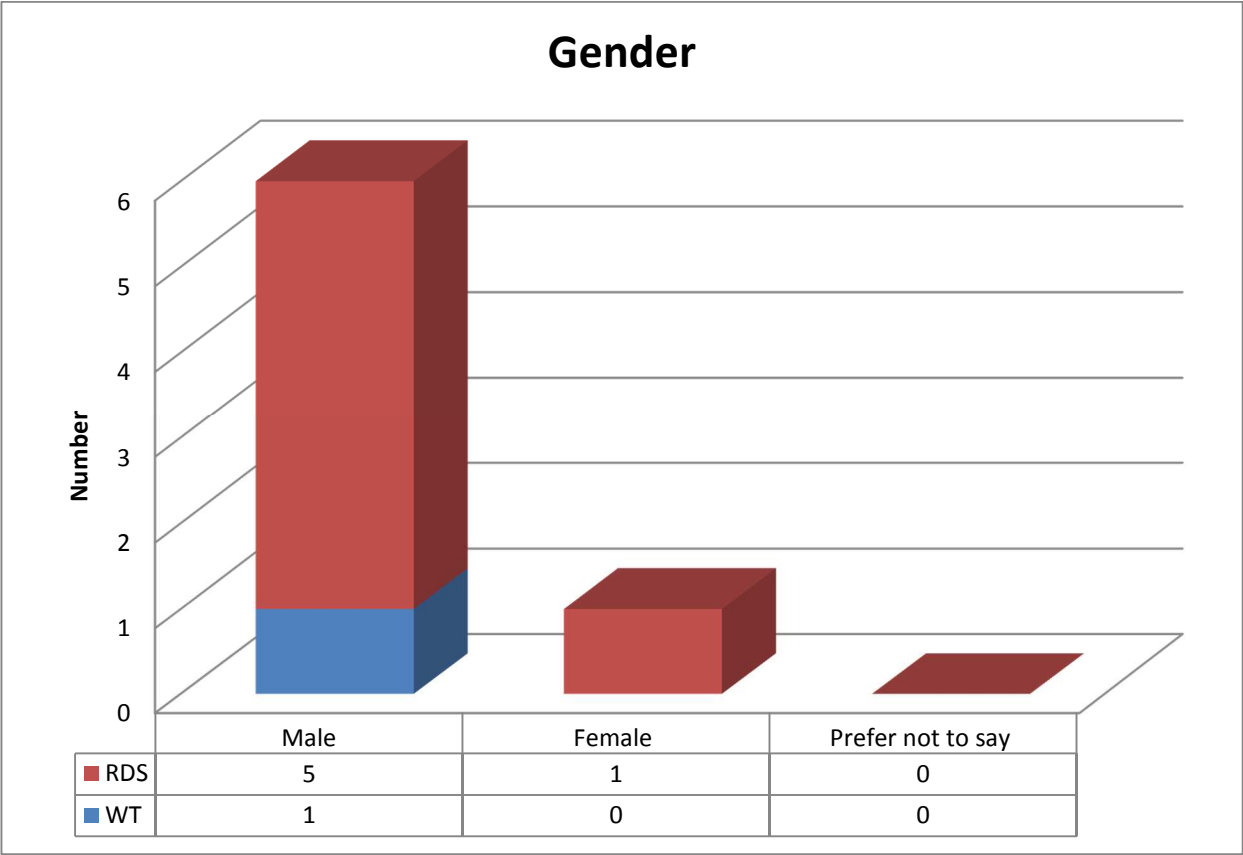
Religion or belief



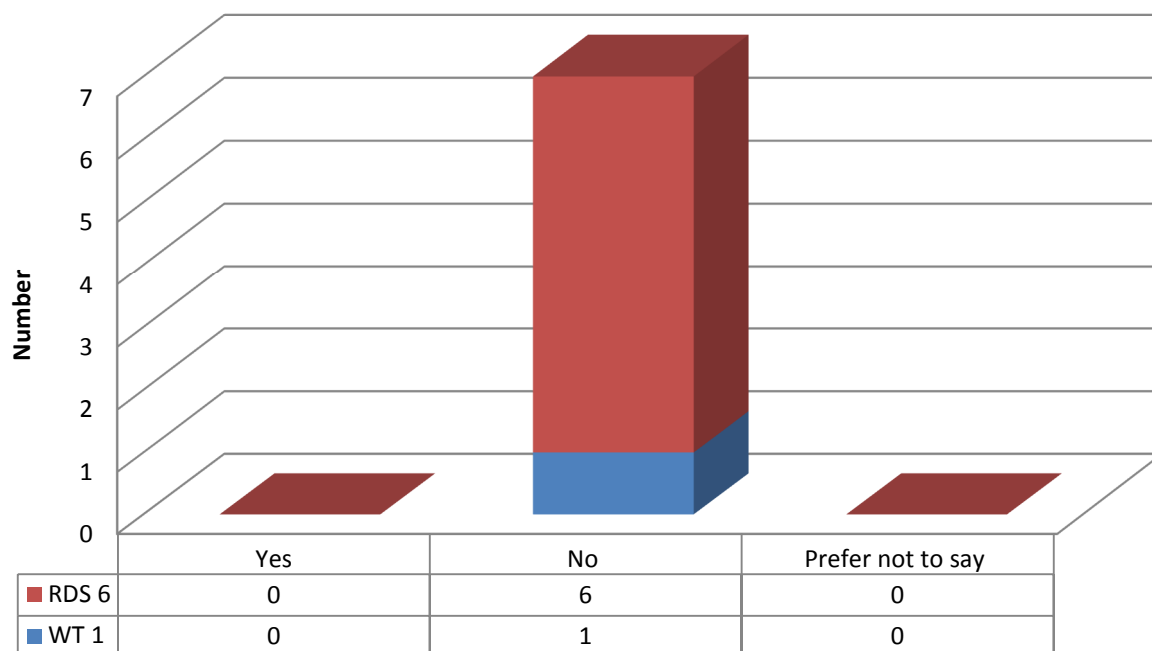
7. Bullying and harassment case work

During this year there have been no complaints raised.

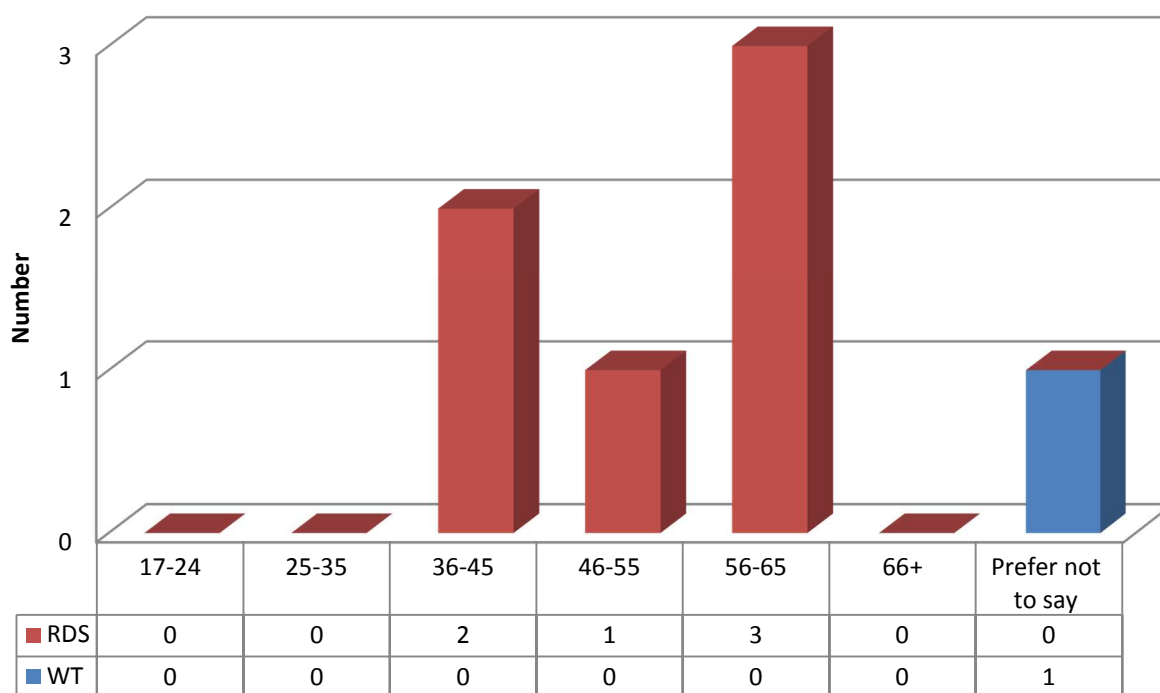
8. Unsuccessful Fitness tests



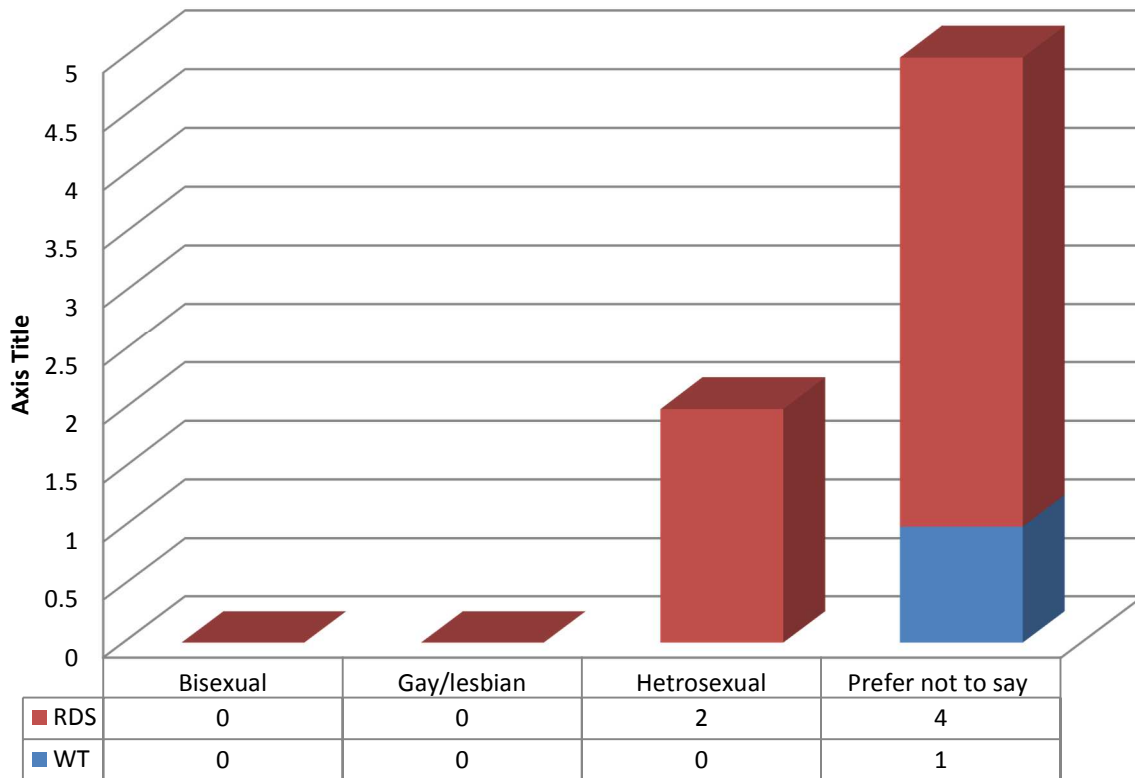
Disability



Age



Sexual orientation



Religion or belief

