

## Employment Monitoring Data 2011/12



### Appendix 1

#### Introduction

Hereford & Worcester Fire and Rescue Service (HWFRS) is 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.

We recognise that equality and diversity must be at the heart of our day-to-day activity, it must be embraced with integrity and fairness underpinning all that we do. We recognise that our people management policies, procedures, recruitment and retention of staff are key aspects of mainstreaming equality and diversity across the organisation.

The Equality Act 2010 requires the Service to publish information relating to 8 of the protected characteristics i.e. race, gender, age, disability, religion/belief and sexual orientation, gender reassignment, pregnancy and maternity. There is no requirement to monitor marriage and civil partnership. The Executive summary provides an overview of the monitoring information and the attachments provide detailed information relating to gender, race, disability, age, sexual orientation and religion/belief in relation to the following categories:

Staff in post  
Applications for employment  
Applications for promotion  
Staff leaving the Service  
Staff subject to disciplinary procedures  
Staff who are involved in grievance procedures  
The number and nature of harassment and bullying

It is important to view the numbers behind the percentage figures in conjunction with the commentary to ensure that the full context is appreciated.

#### 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 566,200 and Herefordshire to the west with 183,500. 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').

Population			
	Total Population	BME	Female
	000's	000's	000's
Herefordshire	183.5	5.3 (2.9%)	93.2 (50.8%)
Worcestershire	566.2	33.1 (5.9%)	287.4 (50.8%)

Source: Census 2011 (first release of data) for total population and females

Source: ONS Mid Year Population 2010 for BME

#### Executive Summary

The chart opposite shows an overview of staff information. Further detail is provided in the attached appendices. Key areas to note are as follows:

There has been an increase of 3 BME staff i.e. 2.5% to 2.8% since last year. We have seen an increase of 1 BME applicant for RDS each year during the last 3 years. Last year there were 7 BME candidates who applied for an RDS firefighter post of which 3 were successful. 3 were unsuccessful at the psychometrics and 1 candidate was not appointed following the process.

The percentage of female applicants for RDS has increased since last year and 2 were successful compared to 1 last year. It should be noted that one female commences in June 2012).

2 female RDS candidates withdrew their applications (1 before starting the process, 1 after the psychometrics) and the others were unsuccessful at the following stages: 4 at psychometrics and 5 at

Executive Summary 1 April 2011 to 31 March 2012					
	Total	%BME	% Female	% Disability	% LGB
Staff in post as at 31 March 2011	863	2.8	14.9	1.5	0.5
Applications for Employment	389	8.2	28.8	2.1	2.0
Applications for Promotion	86	1.2	5.8	1.2	0.0

psychometrics) and the others were unsuccessful at the following stages, 4 at psychometrics and 3 at physical tests. 1 RDS female firefighter transferred from RDS to wholetime.

We are currently reviewing our recruitment processes to enable us to increase our attraction rates. In the last year we have reviewed our psychometric testing enabling candidates who have achieved the required level of English Language and Maths to be exempt from this element as they have already shown key skills in these areas.

Disability reporting has shown an increase of 4 members of staff who class themselves as disabled i.e. 1.1% to 1.5% since last year.

There has been an increase of 7 support staff aged over 55 i.e. 21.6% to 27.1% since last year.

The Sexual Orientation figures for Gay/Lesbian/Bisexual have remained the same. 62.5% of staff compared to 72% last year are not willing to state their sexual orientation.

There has been an increase of 5 staff reporting a religion or belief other than Christian.

Of the 68 leavers 3 were BME, 9 were female and 3 classed themselves as disabled (1 person was re-employed on 3 separate temporary contracts).

Compared to the last annual report there has been an additional 3 formal disciplinaries, 5 fewer formal grievances and 1 additional complaint of bullying and harrasment.

This year we have had 5 pregnant employees (2 wholetime, 3 support staff).

We have no employees who have undergone gender reassignment.

Leavers	68	4.4	13.2	4.4	0.0
Discipline Cases	8	0.0	25.0	0.0	0.0
Grievance Cases	9	0.0	44.4	0.0	0.0
Harassment and Bullying Cases	4	0.0	50.0	0.0	0.0

### Staffing Levels

The chart opposite shows the numbers and percentages of wholetime and retained firefighters, fire control and support staff in post as at 31 March each year over the past 3 years.

There was a reduction in wholetime staff in 2010/11 due to natural wastage of leavers, however, it was agreed in 2011 to take on a number of Firefighters and a number of RDS have transferred to wholetime at Crew Commander and Watch Commander level. The number of BME staff has steadily increased by 1 each year over the last 3 years. There has been an increase of 1 female last year through a retained to wholetime transfer.

The number of BME staff on the RDS increased this year by 3 to 2.6% and the number of female staff on the RDS have remained the same as last year.

Support staff numbers have slightly reduced during the last 3 years due to natural wastage and redundancies and each year there has been a reduction of 1 BME member of support staff.

Staffing Levels			
	31-Mar-10	31-Mar-11	31-Mar-12
<b>Wholetime</b>	<b>326</b>	<b>312</b>	<b>322</b>
<b>BME</b>	<b>6</b> (1.8%)	<b>7</b> (2.2%)	<b>8</b> (2.5%)
<b>Female</b>	<b>17</b> (5.2%)	<b>17</b> (5.4%)	<b>18</b> (5.6%)
<b>Retained</b>	<b>369</b>	<b>385</b>	<b>383</b>
<b>BME</b>	<b>8</b> (2.2%)	<b>7</b> (1.8%)	<b>10</b> (2.6%)
<b>Female</b>	<b>18</b> (4.9%)	<b>18</b> (4.7%)	<b>18</b> (4.7%)
<b>Fire Control</b>	<b>26</b>	<b>25</b>	<b>25</b>
<b>BME</b>	<b>1</b> (3.8%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)
<b>Female</b>	<b>21</b> (80.8)	<b>19</b> (76.0)	<b>19</b> (76.0)
<b>Support Staff</b>	<b>140</b>	<b>134</b>	<b>133</b>
<b>BME</b>	<b>8</b> (5.7%)	<b>7</b> (5.2%)	<b>6</b> (4.5%)
<b>Female</b>	<b>80</b> (57.1%)	<b>75</b> (56.0%)	<b>74</b> (55.6%)
<b>Total</b>	<b>861</b>	<b>856</b>	<b>863</b>

## 1. No. of staff in post as at 31 March 2012

### 1.1 GENDER, ETHNICITY & DISABILITY

Duty System	Total	%	GENDER				ETHNICITY								DISABILITY					
			Male	%	Female	%	White British	%	White Irish	%	BME	%	Not Stated	%	Disabled	%	Not Disabled	%	Not Stated	%
Wholetime	322	37.3	304	94.4	18	5.6	312	96.9	0	0.0	8	2.5	2	0.6	6	1.9	316	98.1	0	0.0
Retained	383	44.4	365	95.3	18	4.7	372	97.1	0	0.0	10	2.6	1	0.3	3	0.8	380	99.2	0	0.0
Fire Control	25	2.9	6	24.0	19	76.0	24	96.0	1	4.0	0	0.0	0	0.0	0	0.0	25	100.0	0	0.0
Support	133	15.4	59	44.4	74	55.6	126	94.7	0	0.0	6	4.5	1	0.8	4	3.0	129	97.0	0	0.0
	863	100.0	734	85.1	129	14.9	834	96.6	1	0.1	24	2.8	4	0.5	13	1.5	850	98.5	0	0.0

#### Staff in Post

As at 31 March 2012 there was a total of 863 staff in post 322 (37.3%) wholetime, 383 (44.4%) RDS, 25 (2.9%) Fire Control and 133 (15.4%) support staff. Compared to the last annual report there are 7 more staff in total i.e. 10 wholetime (8 employees transferred from RDS to WT), 2 less RDS and 1 less support member of staff.

Whilst the overall number of female staff remain the same as last year there has been 1 RDS recruit (plus an additional 1 who commences in June 2012) and 1 RDS transfer to Wholetime.

2.8% of staff are from BME groups, which is an increase of 3 staff since the last annual report - 1 additional wholetime, 3 additional RDS and 1 less support staff.

1.5 % of staff consider themselves to be disabled which is an increase of 4 since last year (0.4% increase) - 2 more for wholetime and 2 more for RDS.

### 1.2 AGE

Duty System	Total	%	AGE BRACKET											
			17-24	%	25-35	%	36-45	%	46-55	%	56-65	%	66+	%
Wholetime	322	37.3	4	1.2	67	20.8	155	48.1	93	28.9	3	0.9	0	0.0
Retained	383	44.4	36	9.4	116	30.3	120	31.3	89	23.2	22	5.7	0	0.0
Fire Control	25	2.9	1	4.0	5	20.0	7	28.0	9	36.0	3	12.0	0	0.0
Support	133	15.4	1	0.8	21	15.8	38	28.6	37	27.8	35	26.3	1	0.8
	863	100.0	42	4.9	209	24.2	320	37.1	228	26.4	63	7.3	1	0.1

There are 4 less staff aged between 17 - 24 and 8 additional staff aged over 55 compared to last year.

### 1.3 SEXUAL ORIENTATION

Total	%	Bisexual	%	Gay/Lesbian	%	Heterosexual	%	Not Stated	%
863	100.0	2	0.2	3	0.3	319	37.0	539	62.5

Whilst we have encouraged staff to update their personal information on HR Connect, the number of staff with a sexual orientation other than heterosexual remains low and further work is required in this area. There has been no change in the number of staff with a sexual orientation other than heterosexual since 2011, although there have been 77 members of staff who have updated their details during the last year.

### 1.4 RELIGION OR SIMILAR BELIEF

Total	%	Christian	%	Bhuddist	%	Hindu	%	Jewish	%	Muslim	%	Sikh	%	Other	%	None	%	Not Stated	%
863	100.0	196	22.7	1	0.1	0	0.0	1	0.1	2	0.2	1	0.1	8	0.9	118	13.7	536	62.1

We have encouraged staff to update their personal information on HR Connect and 65 members of staff have updated their religion / belief details, which has identified an additional 5 staff who consider themselves to have a religion/belief other than Christian which is a 0.5% increase since 2011.

## 2. No. of applications for employment between 1 April 2011 to 31 March 2012

### 2.1 GENDER, ETHNICITY & DISABILITY

Duty System	Total	%	GENDER				ETHNICITY								DISABILITY					
			Male	%	Female	%	White British	%	White Irish	%	BME	%	Not Stated	%	Disabled	%	Not Disabled	%	Not Stated	%
Wholetime	21	5.4	21	100.0	0	0.0	20	95.2	0	0.0	1	4.8	0	0.0	0	0.0	21	100.0	0	0.0
Retained	90	23.1	77	85.6	13	14.4	80	88.9	1	1.1	7	7.8	2	2.2	1	1.1	85	94.4	4	4.4
Fire Control	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Support	278	71.5	157	56.5	99	35.6	230	82.7	0	0.0	24	8.6	24	8.6	7	2.5	245	88.1	26	9.4
	389	100.0	255	65.6	112	28.8	330	84.8	1	0.3	32	8.2	26	6.7	8	2.1	351	90.2	30	7.7

During this year there has been a total of 389 applications for employment compared to 185 applications last year. 22 applicants did not state their gender. It should be noted that recruitment activity in relation to support posts was low last year, compared to this year.

In total this year, 18 appointments were made into RDS posts (3 BME, 1 female), 15 into support roles and 22 in wholetime which included 1 female appointed RDS to wholetime.

In addition, 10 members of support staff were redeployed following a redundancy process. Of these 7 were female, 2 BME and 1 disabled.

### 2.2 AGE

Duty System	Total	%	AGE BRACKET												N/S	%
			17-24	%	25-35	%	36-45	%	46-55	%	56-65	%	66+	%		
Wholetime	21	5.4	2	9.5	8	38.1	4	19.0	6	28.6	1	4.8	0	0.0	0	0.0
Retained	90	23.1	31	34.4	37	41.1	19	21.1	1	1.1	0	0.0	0	0.0	2	2.2
Fire Control	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Support	278	71.5	36	12.9	59	21.2	54	19.4	66	23.7	40	14.4	0	0.0	23	8.3
	389	100.0	69	17.7	104	26.7	77	19.8	73	18.8	41	10.5	0	0.0	25	6.4

In this year there has been an increase in applicants aged between 56-65 (10.5% of the total applications received). In comparison to last year when there were 5 applications from candidates aged between 56-65 ( 2.7 % of the total applications received).

In this year we have seen a reduction in the number of applications from 17-24 year olds (79 last year to 69 this year).

### 2.3 SEXUAL ORIENTATION

Total	%	Bisexual	%	Gay/Lesbian	%	Heterosexual	%	Not Stated	%
389	100.0	4	1.0	4	1.0	336	86.4	45	11.6

In this year there were 8 applicants compared to 5 last year who declared their sexual orientation to be other than heterosexual, which is 2.0% of the total applications received.

### 2.4 RELIGION OR SIMILAR BELIEF

Total	%	Christian	%	Bhuddist	%	Hindu	%	Jewish	%	Muslim	%	Sikh	%	Other	%	None	%	Not Stated	%
389	100.0	216	55.5	1	0.3	1	0.3	0	0.0	7	1.8	2	0.5	5	1.3	109	28.0	48	12.3

In this year there were 16 applicants compared to 12 last year who declared their religion/belief to be other than Christian which is 4.2% of the total applications received.

Applications for employment			
	31-Mar-10	31-Mar-11	31-Mar-12
Wholetime	0	7	21
BME	0 (0.0%)	0 (0.0%)	1 (4.8%)
Female	0 (0.0%)	0 (0.0%)	0 (0.0%)
Retained	96	146	90
BME	5 (5.2%)	6 (4.1%)	7 (7.8%)
Female	10 (10.4%)	14 (9.6%)	13 (14.4%)
Fire Control	0	0	0
BME	0 (0.0%)	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	0 (0.0%)	0 (0.0%)
Support Staff	502	32	278
BME	34 (6.7%)	2 (6.3%)	24 (8.6%)
Female	264 (52.6%)	5 (15.6%)	99 (35.6%)
Total	598	185	389
BME	39 (6.5%)	8 (4.3%)	24 (6.2%)

During the last year there have been 32 BME applicants overall of which 7 were for RDS posts.

Last year we received a higher percentage of applications from female candidates for RDS posts.

During the last 3 years there have been 1172 applications in total of which:  
- 71 (6.1%) were from BME candidates - note - 4 in total were successful for operational posts - 1 wholetime, 3 RDS.  
- 392 (33.5%) were from female candidates - note - 2 were successful for operational posts, 1 wholetime, 1 RDS.

We have received an increase of 1 BME applicant for RDS each year during the last 3 years.

### 3. Number of applications for promotion between 1 April 2011 to 31 March 2012

#### 3.1 GENDER, ETHNICITY & DISABILITY

			GENDER				ETHNICITY								DISABILITY					
Duty System	Total	%	Male	%	Female	%	White British	%	White Irish	%	BME	%	Not Stated	%	Disabled	%	Not Disabled	%	Not Stated	%
Wholetime	52	60.5	51	98.1	1	1.9	50	96.2	1	1.9	1	1.9	0	0.0	1	1.9	49	94.2	2	3.8
Retained	32	37.2	30	93.8	2	6.3	29	90.6	0	0.0	0	0.0	3	9.4	0	0.0	31	96.9	1	3.1
Fire Control	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Support	2	2.3	0	0.0	2	100.0	1	50.0	0	0.0	0	0.0	1	50.0	0	0.0	2	100.0	0	0.0
	86	100.0	81	94.2	5	5.8	80	93.0	1	1.2	1	1.2	4	4.7	1	1.2	82	95.3	3	3.5

#### 3.2 AGE

Duty System	AGE BRACKET															
	Total	%	17-24	%	25-35	%	36-45	%	46-55	%	56-65	%	66+	%	N/S	%
Wholetime	52	60.5	0	0.0	11	21.2	25	48.1	15	28.8	0	0.0	1	1.9	0	0.0
Retained	32	37.2	3	9.4	13	40.6	7	21.9	6	18.8	1	3.1	0	0.0	2	6.3
Fire Control	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Support	2	2.3	0	0.0	1	50.0	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0
	86	100.0	3	3.5	25	29.1	32	37.2	21	24.4	2	2.3	1	1.2	2	2.3

#### 3.3 SEXUAL ORIENTATION

Total	%	Bisexual	%	Gay/Lesbian	%	Heterosexual	%	Not Stated	%
86	100.0	0	0.0	0	0.0	77	89.5	9	10.5

#### 3.4 RELIGION OR SIMILAR BELIEF

Total	%	Christian	%	Bhuddist	%	Hindu	%	Jewish	%	Muslim	%	Sikh	%	Other	%	None	%	Not Stated	%
86	100.0	59	68.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	16	18.6	11	12.8

Promotions		
	31-Mar-11	31-Mar-12
Wholetime	9	52
BME	0 (0.0%)	1 (1.9%)
Female	0 (0.0%)	1 (1.9%)
Retained	0	32
BME	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	2 (6.3%)
Fire Control	0	0
BME	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	0 (0.0%)
Support Staff	1	2
BME	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	2 (100.0%)
Total	10	86

#### Applications for Promotion

This year there have been 86 applications for promotion compared to 10 applications last year.

52 wholetime, 32 RDS and 2 support staff.

One applicant was White Irish and one BME, 5 applicants were female and one applicant was disabled.

None of the applicants had a sexual orientation other than heterosexual or a religion/belief other than Christian.

#### 4. Number of staff leaving the Service between 1 April 2011 to 31 March 2012

##### 4.1 GENDER, ETHNICITY & DISABILITY

				GENDER				ETHNICITY							DISABILITY					
Duty System	Total	%	Male	%	Female	%	White British	%	White Irish	%	BME	%	Not Stated	%	Disabled	%	Not Disabled	%	Not Stated	%
Wholetime	12	17.6	12	100.0	0	0.0	12	100.0	0	0.0	0	0.0	0	0.0	1	8.3	6	50.0	5	41.7
Retained	33	48.5	32	97.0	1	3.0	32	97.0	0	0.0	1	3.0	0	0.0	0	0.0	25	75.8	8	24.2
Fire Control	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Support	23	33.8	15	65.2	8	34.8	19	82.6	1	4.3	2	8.7	1	4.3	2	8.7	17	73.9	4	17.4
	68	100.0	59	86.8	9	13.2	63	92.6	1	1.5	3	4.4	1	1.5	3	4.4	48	70.6	17	25.0

##### 4.2 AGE

			AGE BRACKET											
Duty System	Total	%	17-24	%	25-35	%	36-45	%	46-55	%	56-65	%	66+	%
Wholetime	12	17.6	0	0.0	2	16.7	0	0.0	6	50.0	4	33.3	0	0.0
Retained	33	48.5	5	15.2	7	21.2	9	27.3	10	30.3	2	6.1	0	0.0
Fire Control	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Support	23	33.8	1	4.3	3	13.0	4	17.4	9	39.1	6	26.1	0	0.0
	68	100.0	6	8.8	12	17.6	13	19.1	25	36.8	12	17.6	0	0.0

##### 4.3 SEXUAL ORIENTATION

Total	%	Bisexual	%	Gay/Lesbian	%	Heterosexual	%	Not Stated	%
68	100.0	0	0.0	0	0.0	22	32.4	46	67.6

##### 4.4 RELIGION OR SIMILAR BELIEF

Total	%	Christian	%	Bhuddist	%	Hindu	%	Jewish	%	Muslim	%	Sikh	%	Other	%	None	%	Not Stated	%
68	100.0	18	26.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	4	5.9	46	67.6

##### Staff leaving the Service

This year there has been a reduction in the number of staff leaving the Service (68 compared to 83 last year). 12 (17.6%) were wholetime, 33 (48.5%) were RDS and 23 (33.8%) were support members of staff which is 15% of the total number of support staff.

Of the staff who left the Service, 9 were female (1 RDS and 8 support), 3 were BME and 3 were those who classed themselves as disabled. It should be noted that this was one person who was employed on three separate occasions during this period. 36.8% of staff leaving the Service were aged between 46-55.

No leaver had a sexual orientation other than heterosexual or a religion/belief other than Christian.

Out of the 68 leavers this year, 10 retired (8 uniformed, 2 support), 43 resigned (2 wholetime, 30 RDS, 11 support), 7 had their contract terminated (2 wholetime, 1 RDS, 4 support), 6 were made redundant (6 support staff) and 2 RDS staff left due to other reasons.

The main reason for RDS employees resigning was for personal reasons and/or they were relocating. For support staff, the main reason for leaving was that they had resigned to take up another post with another organisation.

Out of the 68 leavers, 5 have completed exit questionnaires and attended exit interviews. Every employee who leaves the Service, (other than those that are dismissed) are offered an exit interview. This practice will be reviewed to ensure effective monitoring is in place.

Leavers		
	31-Mar-11	31-Mar-12
Wholetime	26	12
BME	1 (3.8%)	0 (0.0%)
Female	1 (3.8%)	0 (0.0%)
Retained	42	33
BME	0 (0.0%)	1 (3.0%)
Female	2 (4.8%)	1 (3.0%)
Fire Control	2	0
BME	0 (0.0%)	0 (0.0%)
Female	2 (100.0%)	0 (0.0%)
Support Staff	13	23
BME	1 (7.7%)	2 (8.7%)
Female	6 (46.2%)	8 (34.8%)
Total	83	68

#### 4.5 Reasons for staff leaving the Service

Reason for Leaving	Total	Wholetime	Retained	Fire Control	Support
Retirement	10	8	0	0	2
Resignation	43	2	30	0	11
Termination of contract	7	2	1	0	4
Redundancy	6	0	0	0	6
Not indicated	0	0	0	0	0
Other	2	0	2	0	0
<b>TOTAL</b>	<b>68</b>	<b>12</b>	<b>33</b>	<b>0</b>	<b>23</b>

Disabled staff - 1 person who classed themselves as disabled was employed on 3 separate occasions due to the end of temporary roles. The end of the temporary roles were not related to their protected characteristic.

3 BME staff (1 RDS and 2 support staff) left - the reasons for leaving were not related to their protected characteristic.

9 females left - the reasons for leaving were not related to their protected characteristic.

## 5. Number of formal disciplinarys between 1 April 2011 to 31 March 2012

### 5.1 GENDER, ETHNICITY & DISABILITY

Duty System	Total	%	GENDER				ETHNICITY								DISABILITY					
			Male	%	Female	%	White British	%	White Irish	%	BME	%	Not Stated	%	Disabled	%	Not Disabled	%	Not Stated	%
Wholetime	1	12.5	1	100.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0
Retained	7	87.5	5	71.4	2	28.6	7	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	7	100.0
Fire Control	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	8	100.0	6	75.0	2	25.0	8	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	8	100.0

### 5.2 AGE

			AGE BRACKET											
Duty System	Total	%	17-24	%	25-35	%	36-45	%	46-55	%	56-65	%	66+	%
Wholetime	1	12.5	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Retained	7	87.5	0	0.0	2	28.6	2	28.6	3	42.9	0	0.0	0	0.0
Fire Control	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	8	100.0	0	0.0	3	37.5	2	25.0	3	37.5	0	0.0	0	0.0

### 5.3 SEXUAL ORIENTATION

Total	%	Bisexual	%	Gay/Lesbian	%	Heterosexual	%	Not Stated	%
8	100.0	0	0.0	0	0.0	0	0.0	8	100.0

### 5.4 RELIGION OR SIMILAR BELIEF

Total	%	Christian	%	Bhuddist	%	Hindu	%	Jewish	%	Muslim	%	Sikh	%	Other	%	None	%	Not Stated	%
8	100.0	1	12.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	7	87.5

Formal disciplines		
	31-Mar-11	31-Mar-12
Wholetime	2	1
BME	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	0 (0.0%)
Retained	3	7
BME	1 (33.3%)	0 (0.0%)
Female	1 (33.3%)	2 (28.6%)
Fire Control	0	0
BME	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	0 (0.0%)
Support Staff	0	0
BME	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	0 (0.0%)
Total	5	8

Overall there has been an increase of 3 formal disciplinarys this year compared to last year.

During this year there were 7 staff subject to formal disciplinary procedures (recorded as the date the discipline was received) - 1 wholetime and 6 RDS.

One female member of staff had two formal disciplines during this time and so is counted twice in the figures above.

There were no members of staff, subject to disciplinary procedures, who were classed as BME, disabled or had a sexual orientation other than heterosexual or who had a religion/belief other than Christian.

## 6. Number of formal grievances between 1 April 2011 to 31 March 2012

### 6.1 GENDER, ETHNICITY & DISABILITY

Duty System	Total	%	GENDER				ETHNICITY								DISABILITY					
			Male	%	Female	%	White British	%	White Irish	%	BME	%	Not Stated	%	Disabled	%	Not Disabled	%	Not Stated	%
Wholetime*	3	33.3	2	66.7	1	33.3	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	3	100.0
Retained	1	11.1	1	100.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0
Fire Control	1	11.1	0	0.0	1	100.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0
Support	4	44.4	2	50.0	2	50.0	4	100.0	0	0.0	0	0.0	0	0.0	0	0.0	1	25.0	3	75.0
	9	100.0	5	55.6	4	44.4	9	100.0	0	0.0	0	0.0	0	0.0	0	0.0	1	11.1	8	88.9

### 6.2 AGE

Duty System	Total	%	AGE BRACKET											
			17-24	%	25-35	%	36-45	%	46-55	%	56-65	%	66+	%
Wholetime	3	33.3	0	0.0	2	66.7	1	33.3	0	0.0	0	0.0	0	0.0
Retained	1	11.1	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0
Fire Control	1	11.1	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Support	4	44.4	0	0.0	0	0.0	2	50.0	1	25.0	1	25.0	0	0.0
	9	100.0	0	0.0	3	33.3	4	44.4	1	11.1	1	11.1	0	0.0

### 6.3 SEXUAL ORIENTATION

Total	%	Bisexual	%	Gay/Lesbian	%	Heterosexual	%	Not Stated	%
9	100.0	0	0.0	0	0.0	2	22.2	7	77.8

### 6.4 RELIGION OR SIMILAR BELIEF

Total	%	Christian	%	Bhuddist	%	Hindu	%	Jewish	%	Muslim	%	Sikh	%	Other	%	None	%	Not Stated	%
9	100.0	1	11.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	8	88.9

Grievances		
	31-Mar-11	31-Mar-12
Wholetime	11	3
BME	0 (0.0%)	0 (0.0%)
Female	1 (9.1%)	1 (33.3%)
Retained	0	1
BME	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	0 (0.0%)
Fire Control	0	1
BME	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	1 (100.0%)
Support Staff	3	4
BME	0 (0.0%)	0 (0.0%)
Female	3 (100.0%)	2 (50.0%)
Total	14	9

Overall there has been a reduction in the number of formal grievances submitted this year compared to last year.

During this year there were 9 staff (3 wholetime, 1 RDS, 1 FC and 4 support staff) who submitted formal grievance complaints (recorded as the date the grievance was received). 4 were female.

There were no formal grievances submitted by staff classed as BME, disabled or who had a sexual orientation other than heterosexual or a religion/belief other than Christian.

## 7. The number and nature of harassment and bullying complaints between 1 April 2011 to 31 March 2012:

### 7.1 GENDER, ETHNICITY & DISABILITY

Duty System	Total	%	GENDER				ETHNICITY								DISABILITY					
			Male	%	Female	%	White British	%	White Irish	%	BME	%	Not Stated	%	Disabled	%	Not Disabled	%	Not Stated	%
Wholetime	2	50.0	2	100.0	0	0.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0
Retained	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Fire Control	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Support	2	50.0	0	0.0	2	100.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0	1	50.0
	4	100.0	2	50.0	2	50.0	4	100.0	0	0.0	0	0.0	0	0.0	0	0.0	1	25.0	3	75.0

### 7.2 AGE

Duty System	Total	%	AGE BRACKET											
			17-24	%	25-35	%	36-45	%	46-55	%	56-65	%	66+	%
Wholetime	2	50.0	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0
Retained	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Fire Control	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Support	2	50.0	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0	0	0.0
	4	100.0	0	0.0	1	25.0	3	75.0	0	0.0	0	0.0	0	0.0

### 7.3 SEXUAL ORIENTATION

Total	%	Bisexual	%	Gay/Lesbian	%	Heterosexual	%	Not Stated	%
4	100.0	0	0.0	0	0.0	2	50.0	2	50.0

### 7.4 RELIGION OR SIMILAR BELIEF

Total	%	Christian	%	Bhuddist	%	Hindu	%	Jewish	%	Muslim	%	Sikh	%	Other	%	None	%	Not Stated	%
4	100.0	1	25.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	3	75.0

#### Harassment + Bullying

	31-Mar-11	31-Mar-12
Wholetime	2	2
BME	0 (0.0%)	0 (0.0%)
Female	1 (50.0%)	0 (0.0%)

Retained	0	0
BME	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	0 (0.0%)

Fire Control	0	0
BME	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	0 (0.0%)

Support Staff	1	2
BME	0 (0.0%)	0 (0.0%)
Female	1 (100.0%)	2 (100.0%)

Total	3	4
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During this year there were 4 complaints of a bullying and harassment nature (the 2 support staff were both female).

There were no complaints submitted by staff classed as BME, disabled or who had a sexual orientation other than heterosexual or who had a religion/belief other than Christian.