

Employment Monitoring Data 2010/11



Appendix 1

Introduction

Hereford & Worcester Fire and Rescue Service (HWFRS) is committed to challenging discriminatory behaviour or practices, in order to create an environment where our staff feel safe, secure, are valued, are motivated and developed so that they have the skills, knowledge and abilities so that they may confidently flourish; enabling them to provide the highest quality service to the communities we serve. We want to ensure that our staff are reflective of all our diverse communities and 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 and integrity and fairness underpins all that we do. We understand that our people management, policies and procedures, recruitment, training & development and retention of our staff are key aspects of mainstreaming the importance of this area.

To help to ensure that this is achieved we monitor our employment profile and practices and this report shows our employment monitoring data from 1 April 2010 to 31 March 2011, providing information on race, gender, age, disability, religion/belief and sexual orientation for the year for the following categories:

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

* Due to the information not being available in the required format for reporting we are unable to provide information at the present time for the number of staff who applied for training and in receipt of training. The HR department are currently working with the Training department to resolve this. The Executive summary on the following page provides an overview of the figures

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 736,700. It covers two counties, Worcestershire in the east with a population of 557,400 and Herefordshire to the west with 179,300. 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 Hereford & Worcester Fire and Rescue Service area is shown in the table opposite (figures shown are in '000s'):

Population			
	Total Population	BME	Female
	000's	000's	000's
Herefordshire	179.3	5.3 (2.9%)	91.4 (50.9%)
Worcestershire	557.4	33.1 (5.9%)	282.1 (50.6%)

Source: ONS Mid Year Population Estimates 2010

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 were 14 females who applied for uniformed posts of which one was successful. The others failed at the following stages 1 medical, 3 physical tests, 7 psychometrics tests, 2 withdrew).

BME staff has seen an increase from 0.5% to 2.5% since last year, an increase of 4 people into Retained roles.

Disability reporting has seen a reduction in the number of staff who class themselves as disabled, possibly as a result of the self service function of HR Connect.

Over 22% of support staff are over the age of 55. 5.2% of retained staff are over the age of 55.

The Sexual Orientation figures for Gay/Lesbian have increased by 2 members of staff.

Religion or belief has seen an increase of 5 staff reporting a religion or belief other than Christian.

Of the 83 leavers only 4 classed themselves as disabled, 2 BME and 11 female.

Executive Summary Period 1 April 2010 to 31 March 2011

	Total	%BME	% Female	% Disability	% LGB
Staff in post as at 31 March 2011	856	2.5	15.1	1.1	0.6
Applications for Employment	185	4.3	10.3	4.3	2.7
Applications for Promotion	10	0.0	0.0	0.0	0.0
Discipline Cases	5	20.0	20.0	0.0	0.0
Grievance Cases	14	0.0	28.6	7.1	0.0
Harassment and Bullying Cases	2	0.0	50.0	0.0	0.0
Leavers	83	2.4	13.3	4.8	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.

The numbers of wholetime staff during the last 3 years has steadily reduced due to a lack of recruitment in this area with a natural wastage of leavers. The number of BME staff has remained consistent with an increase of 1 person this year due to successful positive action initiatives. The number of women has increased between 2009 and 2010 through retained to wholetime transfers and has remained the same this year.

Fire control numbers have remained quite constant, however the BME figure has reduced this year.

Support staff number rose significantly between 2009 and 2010 however have reduced during 2011 due to natural wastage and Service restructuring.

Staffing Levels

	31-Mar-09	31-Mar-10	31-Mar-11
Wholetime	337.5	326	312
BME	6 (1.7%)	6 (1.8%)	7 (2.2%)
Female	13.5 (4%)	17 (5.2%)	17 (5.4%)
Retained	319.75	369	385
BME	7 (2.1%)	8 (2.2%)	7 (1.8%)
Female	18 (5.6%)	18 (4.9%)	18 (4.7%)
Fire Control	24.5	26	25
BME	1 (4.1%)	1 (3.8%)	0 (0.0%)
Female	20.5 (83.6%)	21 (80.8)	19 (76.0)
Support Staff	122.6	140	134
BME	5 (4.1%)	8 (5.7%)	7 (5.2%)
Female	67.5 (55.1%)	80 (57.1%)	75 (56.0%)
Total	804.35	861	856

1. Staff in Post as at 31 March 2011

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	312	36.4	295	94.6	17	5.4	304	97.4	0	0.0	7	2.2	1	0.3	4	1.3	308	98.7	0	0.0
Retained	385	45.0	367	95.3	18	4.7	378	98.2	0	0.0	7	1.8	0	0.0	1	0.3	384	99.7	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	134	15.7	59	44.0	75	56.0	122	91.0	2	1.5	7	5.2	3	2.2	4	3.0	130	97.0	0	0.0
	856	100.0	727	84.9	129	15.1	828	96.7	3	0.4	21	2.5	4	0.5	9	1.1	847	98.9	0	0.0

Staff in Post

As at 31 March 2011 there were a total of 856 staff in post 312 (36.4%) wholetime, 385 (45%) RDS, 25 (2.9%) Fire Control and 134 (15.7%) support staff. Compared to the last annual report there are 6 less employees in total (16 less wholetime which is a reduction in 1.7%, 16 more RDS which is an increase in 2.2%, 1 less Fire Control which is a reduction in 0.1% and 5 less support staff which is reduction of 0.4%).

There are 15.1% employees who are female, 3 less females (support staff) since last year, which is a reduction of 0.1%. The number of uniformed female employees has remained the same through transfers within the Service and we have not had a uniformed female new recruit into the Service, although we have had 14 applications from female applicants.

There are 2.5% of employees from BME groups, which has been an increase of 0.5% since the last annual report - 4 more for RDS which is an increase of 0.8% and a total 1.8% of total staff in post and 1 less support staff which is a total of 5.2% of total staff in post. The total number of BME employees from wholetime is 2.2% and there are no BME employees within Fire Control.

There are 1.1% of employees who consider themselves to be disabled which is 9 less employees since last year which is a 0.9% reduction.

1.2 AGE

Duty System	Total	%	AGE BRACKET											
			17-24	%	25-35	%	36-45	%	46-55	%	56-65	%	66+	%
Wholetime	312	36.4	6	1.9	70	22.4	152	48.7	80	25.6	4	1.3	0	0.0
Retained	385	45.0	38	9.9	108	28.1	131	34.0	88	22.9	20	5.2	0	0.0
Fire Control	25	2.9	1	4.0	5	20.0	9	36.0	7	28.0	3	12.0	0	0.0
Support	134	15.7	1	0.7	23	17.2	35	26.1	46	34.3	28	20.9	1	0.7
	856	100.0	46	5.4	206	24.1	327	38.2	221	25.8	55	6.4	1	0.1

There are 55 members of staff aged between 56-65 which in total is 5.5%, and is 4 more employees than last year, which includes 4 wholetime and 20 RDS. Of these 20 RDS employees, 2 of them are new recruits. There is 1 employee over the age of 66 (support staff).

It should be noted that the data cleansing within HR Connect is ongoing and has continued over the last year and that this may have been the reason for the change in data. It is also useful to point out that with the introduction of the HR Connect system, employees can update this information themselves at any point.

1.3 SEXUAL ORIENTATION

Total	%	Bisexual	%	Gay/Lesbian	%	Heterosexual	%	Not Stated	%
856	100.0	2	0.2	3	0.4	235	27.5	616	72.0

We have asked staff to update their personal information on HR Connect which includes Sexual Orientation, although the numbers are still low and further work is required in this area. The numbers are slowly increasing.

There are now 2 more staff who consider themselves to be of a sexual orientation other than that of heterosexual, which is a 0.2% increase since 2010.

1.4 RELIGION OR SIMILAR BELIEF

Total	%	Christian	%	Bhuddist	%	Hindu	%	Jewish	%	Muslim	%	Sikh	%	Other	%	None	%	Not Stated	%
856	100.0	157	18.3	1	0.1	0	0.0	0	0.0	1	0.1	0	0.0	6	0.7	90	10.5	601	70.2

We have asked staff to update their personal information on HR Connect which includes Religion or Belief, similar to Sexual Orientation above the numbers are very low but have seen a slight increase.

There are 5 more employees who consider themselves to have a religion/belief other than Christian which is a 0.6% increase since 2010.

2. Applications for Employment from 1 April 2010 to 31 March 2011

2.1 GENDER, ETHNICITY & DISABILITY

			GENDER				ETHNICITY								DISABILITY					
Duty System	Total	%	Male	%	Female	%	White British	%	White Irish	%	BME	%	Not Stated	%	Disabled	%	Not Disabled	%	Not Stated	%
Wholetime	7	3.8	7	100.0	0	0.0	7	100.0	0	0.0	0	0.0	0	0.0	1	14.3	6	85.7	0	0.0
Retained	146	78.9	132	90.4	14	9.6	140	95.9	0	0.0	6	4.1	0	0.0	6	4.1	138	94.5	2	1.4
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	32	17.3	27	84.4	5	15.6	30	93.8	0	0.0	2	6.3	0	0.0	1	3.1	31	96.9	0	0.0
	185	100.0	166	89.7	19	10.3	177	95.7	0	0.0	8	4.3	0	0.0	8	4.3	175	94.6	2	1.1

During this year there have been a total of 185 applications for employment. There were 146 for RDS posts, of which 14 were from female applicants (1 successful, 1 failed medical, 3 physical, 7 psychometrics, 1 withdrew), 6 BME (3 Psychometrics 1 Withdrew) and 6 from disabled applicants. Compared to last year there were a total of 598 applications (96 RDS, 502 support staff). It should be noted that recruitment activity in relation to support posts was high last year, as compared to this year where we have held off recruitment activity to the majority of posts.

In total this year, 44 appointments were made into RDS posts, 10 into support roles, 1 into Fire Control and 1 Chief Executive/Chief Fire Officer appointment.

2.2 AGE

Duty System	AGE BRACKET													
	Total	%	17-24	%	25-35	%	36-45	%	46-55	%	56-65	%	66+	%
Wholetime	7	3.8	0	0.0	0	0.0	5	71.4	2	28.6	0	0.0	0	0.0
Retained	146	78.9	74	50.7	48	32.9	17	11.6	5	3.4	2	1.4	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	32	17.3	5	15.6	8	25.0	9	28.1	7	21.9	3	9.4	0	0.0
	185	100.0	79	42.7	56	30.3	31	16.8	14	7.6	5	2.7	0	0.0

In this year there were 5 applicants who were aged between 56-65, (2 RDS and 3 support staff), which is 10.8% of the total applications received. In comparison to last year, there were 45 applicants who were aged between 56-65 which was 9% of the total application received.

In this year there were 50.7% of applicants for RDS vacancies who were aged between 17-24.

2.3 SEXUAL ORIENTATION

Total	%	Bisexual	%	Gay/Lesbian	%	Heterosexual	%	Not Stated	%
185	100.0	1	0.5	4	2.2	173	93.5	7	3.8

In this year there were 5 applicants who had a sexual orientation that was other than heterosexual, which is 2.7% of the total applications received. Compared to last year there were 19 applicants who had a sexual orientation that was other than heterosexual which was 3.8% of the total applications received.

2.4 RELIGION OR SIMILAR BELIEF

Total	%	Christian	%	Bhuddist	%	Hindu	%	Jewish	%	Muslim	%	Sikh	%	Other	%	None	%	Not Stated	%
185	100.0	93	50.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	12	6.5	74	40.0	6	3.2

In this year there were 12 applicants who had a religion/belief that was other than Christian which is 6.5% of the total applications received. Compared to last year there were 13 applicants who had a religion/belief that was other than Christian which was 3% of the total applications received.

3. Applications for Promotion from 1 April 2010 to 31 March 2011

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	9	90.0	9	100.0	0	0.0	9	100.0	0	0.0	0	0.0	0	0.0	0	0.0	9	100.0	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	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	1	10.0	1	100.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0
	10	100.0	10	100.0	0	0.0	10	100.0	0	0.0	0	0.0	0	0.0	0	0.0	10	100.0	0	0.0

3.2 AGE

			AGE BRACKET											
Duty System	Total	%	17-24	%	25-35	%	36-45	%	46-55	%	56-65	%	66+	%
Wholetime	9	90.0	0	0.0	0	0.0	6	66.7	3	33.3	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	1	10.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
	10	100.0	0	0.0	1	10.0	6	60.0	3	30.0	0	0.0	0	0.0

3.3 SEXUAL ORIENTATION

Total	%	Bisexual	%	Gay/Lesbian	%	Heterosexual	%	Not Stated	%
10	100.0	0	0.0	0	0.0	9	90.0	1	10.0

3.4 RELIGION OR SIMILAR BELIEF

Total	%	Christian	%	Bhuddist	%	Hindu	%	Jewish	%	Muslim	%	Sikh	%	Other	%	None	%	Not Stated	%
10	100.0	3	30.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	5	50.0	2	20.0

Applications for Promotion
There have been 10 applications for promotion this year, 9 for wholetime and 1 for support roles. All of the applicants were white, male, and not disabled. None of the applicants had a sexual orientation that was other than heterosexual or who had a religion/belief that was other than Christian.

4. Staff Leaving the Service from 1 April 2010 to 31 March 2011

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	26	31.3	25	96.2	1	3.8	24	92.3	1	3.8	1	3.8	0	0.0	2	7.7	24	92.3	0	0.0
Retained	42	50.6	40	95.2	2	4.8	42	100.0	0	0.0	0	0.0	0	0.0	1	2.4	41	97.6	0	0.0
Fire Control	2	2.4	0	0.0	2	100.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	0	0.0
Support	13	15.7	7	53.8	6	46.2	12	92.3	0	0.0	1	7.7	0	0.0	1	7.7	12	92.3	0	0.0
	83	100.0	72	86.7	11	13.3	80	96.4	1	1.2	2	2.4	0	0.0	4	4.8	79	95.2	0	0.0

4.2 AGE

Duty System	Total	%	AGE BRACKET											
			17-24	%	25-35	%	36-45	%	46-55	%	56-65	%	66+	%
Wholetime	26	31.3	0	0.0	1	3.8	2	7.7	19	73.1	4	15.4	0	0.0
Retained	42	50.6	3	7.1	14	33.3	15	35.7	9	21.4	1	2.4	0	0.0
Fire Control	2	2.4	0	0.0	0	0.0	0	0.0	1	50.0	1	50.0	0	0.0
Support	13	15.7	2	15.4	1	7.7	4	30.8	2	15.4	3	23.1	1	7.7
	83	100.0	5	6.0	16	19.3	21	25.3	31	37.3	9	10.8	1	1.2

4.3 SEXUAL ORIENTATION

Total	%	Bisexual	%	Gay/Lesbian	%	Heterosexual	%	Not Stated	%
83	100.0	0	0.0	0	0.0	10	12.0	73	88.0

4.4 RELIGION OR SIMILAR BELIEF

Total	%	Christian	%	Bhuddist	%	Hindu	%	Jewish	%	Muslim	%	Sikh	%	Other	%	None	%	Not Stated	%
83	100.0	7	8.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	7	8.4	69	83.1

Staff leaving the Service

There have been 83 employees who have left the Service during this year, of which 26 (31.3%) were wholetime, 42 (50.6%) were RDS, 2 (2.4%) were Fire Control and 13 (15.7%) were support members of staff. 11 were female (1 wholetime, 2 RDS, 2 fire control and 6 support), 2 were BME and 4 were those who classed themselves as disabled. 31 staff were between the age of 46-55, 9 from the age between 56-65 and 1 was from over the age of 66.

None of the staff had a sexual orientation that was other than heterosexual or who had a religion/belief that was other than Christian.

Points of interest - During this year, out of the 83 leavers, 27 retired (24 uniformed, 2 support, 1 fire control), 42 resignations (31 were RDS, 2 wholetime, 8 support, 1 fire control). The main reason for RDS employees resigning was that it was for personal reasons and/or they were relocating. However the majority of this data has only been recorded as 'resignation', without the reason for the resignation. For support staff, the main reason for leaving was that they had resigned to take up another post.

Out of the 83 leavers, 14 have completed exit questionnaires. The HR department do not have a record of the total number of exit interviews carried out as this is arranged locally, although every employee who leaves the Service, (other than those that are dismissed) are offered an exit interview.

Managers need to be made aware of the importance of encouraging staff to complete the exit interview forms and attending exit interview meetings so that we can ascertain reasons for the high number of resignations specifically related to RDS staff.

4.5 REASON FOR STAFF LEAVING THE SERVICE

Reason for Leaving	Total	Wholetime	Retained	Fire Control	Support
Retirement	27	22	2	1	2
Resignation	42	2	31	1	8
Termination of contract	7	1	5		1
Not indicated	2		2		
Other	5	1	2		2
TOTAL	83	26	42	2	13

Disabled staff - 4 people have left with no links to their protected characteristic

BME - 2 people have left again with no links to their protected characteristic

Females - 11 people have left with no links as a result of their protected characteristic.

5. Staff subject to Disciplinary Procedures from 1 April 2010 to 31 March 2011

5.1 GENDER, ETHNICITY & DISABILITY

			GENDER				ETHNICITY								DISABILITY					
Duty System	Total	%	Male	%	Female	%	White British	%	White Irish	%	BME	%	Not Stated	%	Disabled	%	Not Disabled	%	Not Stated	%
Wholetime	2	40.0	2	100.0	0	0.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	0	0.0
Retained	3	60.0	2	66.7	1	33.3	2	66.7	0	0.0	1	33.3	0	0.0	0	0.0	3	100.0	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	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
	5	100.0	4	80.0	1	20.0	4	80.0	0	0.0	1	20.0	0	0.0	0	0.0	5	100.0	0	0.0

5.2 AGE

Duty System	Total	%	AGE BRACKET											
			17-24	%	25-35	%	36-45	%	46-55	%	56-65	%	66+	%
Wholetime	2	40.0	1	50.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0
Retained	3	60.0	2	66.7	0	0.0	0	0.0	1	33.3	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
	5	100.0	3	60.0	0	0.0	1	20.0	1	20.0	0	0.0	0	0.0

5.3 SEXUAL ORIENTATION

Total	%	Bisexual	%	Gay/Lesbian	%	Heterosexual	%	Not Stated	%
5	100.0	0	0.0	0	0.0	0	0.0	5	100.0

5.4 RELIGION OR SIMILAR BELIEF

Total	%	Christian	%	Bhuddist	%	Hindu	%	Jewish	%	Muslim	%	Sikh	%	Other	%	None	%	Not Stated	%
5	100.0	1	20.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	4	80.0

Recorded as the date the discipline was received

During this year there were 5 employees (2 wholetime and 3 RDS) subject to disciplinary procedures (recorded as the date the discipline was received) 1 was female and 1 was BME. Non were disabled or had a sexual orientation that was other than heterosexual or who had a religion/belief that was other than Christian.

6. Staff who are involved in Grievance Procedures from 1 April 2010 to 31 March 2011

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*	11	78.6	10	90.9	1	9.1	11	100.0	0	0.0	0	0.0	0	0.0	1	9.1	10	90.9	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	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	3	21.4	0	0.0	3	100.0	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0	3	100.0	0	0.0
	14	100.0	10	71.4	4	28.6	14	100.0	0	0.0	0	0.0	0	0.0	1	7.1	13	92.9	0	0.0

* 8 wholetime staff were involved in a collective grievance

6.2 AGE

Duty System	Total	%	AGE BRACKET											
			17-24	%	25-35	%	36-45	%	46-55	%	56-65	%	66+	%
Wholetime	11	78.6	0	0.0	3	27.3	6	54.5	2	18.2	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	3	21.4	0	0.0	0	0.0	2	66.7	1	33.3	0	0.0	0	0.0
	14	100.0	0	0.0	3	21.4	8	57.1	3	21.4	0	0.0	0	0.0

6.3 SEXUAL ORIENTATION

Total	%	Bisexual	%	Gay/Lesbian	%	Heterosexual	%	Not Stated	%
14	100.0	0	0.0	0	0.0	5	35.7	9	64.3

6.4 RELIGION OR SIMILAR BELIEF

Total	%	Christian	%	Bhuddist	%	Hindu	%	Jewish	%	Muslim	%	Sikh	%	Other	%	None	%	Not Stated	%
14	100.0	4	28.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	7.1	1	7.1	8	57.1

Recorded as the date the grievance was received

During this year there were 14 employees (11 wholetime and 3 support staff) who submitted formal grievance complaints (recorded as the date the grievance was received) 4 were female, 1 was disabled and 1 had a religion/belief that was other than Christian. None were BME or had a sexual orientation that was other than heterosexual.

Point of interest - in the wholetime category, 8 employees were involved in a collective grievance.

7. The numbers and nature of harassment and bullying complaints from 1 April 2010 to 31 March 2011

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	1	50.0	1	100.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	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	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	1	50.0	0	0.0	1	100.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0
	2	100.0	1	50.0	1	50.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	0	0.0

7.2 AGE

Duty System	Total	%	AGE BRACKET											
			17-24	%	25-35	%	36-45	%	46-55	%	56-65	%	66+	%
Wholetime	1	50.0	0	0.0	0	0.0	0	0.0	1	100.0	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	1	50.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0
	2	100.0	0	0.0	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0

7.3 SEXUAL ORIENTATION

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

7.4 RELIGION OR SIMILAR BELIEF

Total	%	Christian	%	Bhuddist	%	Hindu	%	Jewish	%	Muslim	%	Sikh	%	Other	%	None	%	Not Stated	%
2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0	1	50.0	0	0.0

During this year there were 2 complaints of bullying and harassment nature (1 wholetime and 1 from support staff). 1 of the staff members was female. None were BME, disabled or had a sexual orientation that was other than heterosexual or who had a religion/belief that was other than Christian.