

Employment Monitoring Data 2012/13



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 formal disciplinary procedures
- Staff who are involved in grievance procedures
- The number and nature of harassment and bullying

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

Hereford & Worcester Fire and Rescue Service is located in the Heart of England and extends 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 '000's').

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 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:

Recruitment - applications for employment

Work has continued towards increasing our diversity levels as part of four On-Call (RDS) recruitment campaigns during 2012-13. Positive action activities undertaken, include targeting residential areas and factories where there is a high proportion of ethnic minorities (displaying posters in shops within those areas) or having articles written about a female Firefighter issued as a press release to try and encourage females to apply.

Executive Summary 1 April 2012 to 31 March 2013					
	Total	%BME (including White Other)	% Female	% Disability	% LGB
Staff in post as at 31 March 2013	844	3.0	15.3	1.7	0.6
Applications for Employment	168	13.6	16.7	3.6	0.6

This year we have seen the highest number of BME and female applications for an RDS firefighter role (15 from each group which includes 9 candidates from "White Other") which resulted in 2 BME appointments and 3 female appointments. The Service now has 21 female RDS, 12 BME RDS employees which is an increase over the last three years.

We have continued our the review of the recruitment tests i.e. fitness and written tests. Candidates are now provided with the opportunity to practice the fitness test at an early stage in the process. Early indications show that more candidates are successful at the fitness tests.

Candidates are provided with a practice paper in advance of them undertaking the actual written test. Early indications show that more candidates are successful at the written tests. In addition we signpost candidates to free adult literacy and numeracy courses which could result in a qualification allowing them to be exempt from the fire service written tests.

Other key information

The Service has commenced monitoring of "White Other" which is reflected in this report. The Service has a total of 14 (1.7%) BME employees and 11 (1.3%) "White Other" employees.

Disability reporting has shown an increase of 1 member of staff who class themselves as disabled i.e. 1.5% to 1.7% since last year.

There has been a decrease of support staff aged over 55 i.e. 27.1% to 23% since last year.

The Sexual Orientation figures for Gay/Lesbian/Bisexual have remained the same.

An additional 2 members of staff have recorded that they consider themselves to have a religion/belief other than Christian.

Applications for Promotion	70	2.9	5.7	0.0	0.0
Leavers	74	1.4	14.9	1.4	0.0
Discipline Cases	14	0.0	0.0	0.0	0.0
Grievance Cases	6	0.0	0.0	0.0	0.0
Harassment and Bullying Cases	2	0.0	0.0	0.0	0.0

This year has seen 74 members of staff leaving the Service compared to 68 last year. There has been 52 RDS staff leaving the Service compared to 33 staff last year. Of the staff who left the Service, 11 were female (2 WT, 2 RDS, 1 Fire Control and 6 support), 1 was BME and 1 classed themselves as disabled. 36.5% of staff leaving the Service were aged between 46-55.

HR case work in relation to formal disciplinarys has increased from 8 to 14 cases since last year. 7 formal disciplinarys related to wholetime male firefighters, 6 related to Retained male firefighters and 1 related to a member of male support staff. No formal disciplinary cases related to BME staff or female staff. HR case work in relation to grievances and bullying and harassment has decreased compared to last year.

We have had 2 staff who have taken maternity leave during the year.

We have no employees who have undergone gender reassignment

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.

The number of BME staff on the RDS increased this year by 2 to 3.2% 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 4 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	31-Mar-13
Wholetime	326	312	322	313
BME (including White Other)	6 (1.8%)	7 (2.2%)	8 (2.5%)	8 (2.5%)
Female	17 (5.2%)	17 (5.4%)	18 (5.6%)	16 (5.1%)

Retained	369	385	383	372
BME (including White Other)	8 (2.2%)	7 (1.8%)	10 (2.6%)	12 (3.2%)
Female	18 (4.9%)	18 (4.7%)	18 (4.7%)	21 (5.6%)

Fire Control	26	25	25	24
BME (including White Other)	1 (3.8%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Female	21 (80.8)	19 (76.0)	19 (76.0)	18 (75.0%)

Support Staff	140	134	133	135
BME (including White Other)	8 (5.7%)	7 (5.2%)	6 (4.5%)	5 (3.7%)
Female	80 (57.1%)	75 (56.0%)	74 (55.6%)	74 (54.8%)

Total	861	856	863	844
Total BME (inc. White Other)	23 (2.7%)	21 (2.5%)	24 (2.7%)	25 (3.0%)
Total Female	136 (15.8%)	129 (15.1%)	129 (15.0%)	129 (15.3%)

1. No. of staff in post as at 31 March 2013

1.1 GENDER, ETHNICITY & DISABILITY

			GENDER				ETHNICITY										DISABILITY					
Duty System	Total	%	Male	%	Female	%	White British	%	White Irish	%	White Other	%	BME	%	Not Stated	%	Disabled	%	Not Disabled	%	Not Stated	%
Wholetime	313	37.1	297	94.9	16	5.1	302	96.5	0	0.0	6	1.9	2	0.6	3	1.0	6	1.9	307	98.1	0	0.0
Retained	372	44.1	351	94.4	21	5.6	359	96.5	0	0.0	5	1.3	7	1.9	1	0.3	4	1.1	368	98.9	0	0.0
Fire Control	24	2.8	6	25.0	18	75.0	23	95.8	1	4.2	0	0.0	0	0.0	0	0.0	0	0.0	24	100.0	0	0.0
Support	135	16.0	61	45.2	74	54.8	127	94.1	0	0.0	0	0.0	5	3.7	3	2.2	4	3.0	131	97.0	0	0.0
	844	100.0	715	84.7	129	15.3	811	96.1	1	0.1	11	1.3	14	1.7	7	0.8	14	1.7	830	98.3	0	0.0

Staff in Post
As at 31 March 2013 there was a total of 844 staff in post 313 (37.1%) wholetime, 372 (44.1%) RDS, 24 (2.8%) Fire Control and 135 (16.0%) support staff. Compared to the last annual report there are 19 less staff in total i.e. (9 less wholetime, 11 less RDS and 1 less Fire Control and 2 more support members of staff).

The overall number of female staff remains the same as last year.

1.7% of staff are from BME groups and 1.3% of staff are from White Other groups. Based on the total of the two, there is an increase of 1 member of staff since the last annual report (2 more RDS and 1 less support).

1.7 % of staff consider themselves to be disabled which is an increase of 1 since last year (0.2% increase) - 1 more for RDS.

1.2 AGE

			AGE BRACKET											
Duty System	Total	%	17-24	%	25-35	%	36-45	%	46-55	%	56-65	%	66+	%
Wholetime	313	37.1	1	0.3	64	20.4	145	46.3	98	31.3	5	1.6	0	0.0
Retained	372	44.1	38	10.2	118	31.7	112	30.1	79	21.2	23	6.2	2	0.5
Fire Control	24	2.8	0	0.0	5	20.8	6	25.0	8	33.3	5	20.8	0	0.0
Support	135	16.0	3	2.2	24	17.8	36	26.7	41	30.4	29	21.5	2	1.5
	844	100.0	42	5.0	211	25.0	299	35.4	226	26.8	62	7.3	4	0.5

There are 21 less staff aged between 36 - 45 and 3 additional staff aged over 66 compared to last year.

1.3 SEXUAL ORIENTATION

Total	%	Bisexual	%	Gay/Lesbian	%	Heterosexual	%	Not Stated	%
844	100.0	2	0.2	3	0.4	340	40.3	499	59.1

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 2012.

1.4 RELIGION OR SIMILAR BELIEF

Total	%	Christian	%	Bhuddist	%	Hindu	%	Jewish	%	Muslim	%	Sikh	%	Other	%	None	%	Not Stated	%
844	100.0	223	26.4	2	0.2	0	0.0	1	0.1	1	0.1	1	0.1	10	1.2	119	14.1	487	57.7

We have encouraged staff to update their personal information on HR Connect, which has identified an additional 2 staff who consider themselves to have a religion/belief other than Christian which is a 0.4% increase since 2012.

2. No. of applications for employment between 1 April 2012 to 31 March 2013

2.1 GENDER, ETHNICITY & DISABILITY

			GENDER				ETHNICITY								DISABILITY							
Duty System	Total	%	Male	%	Female	%	White British	%	White Irish	%	White Other	%	BME	%	Not Stated	%	Disabled	%	Not Disabled	%	Not Stated	%
Wholetime	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	0	0.0
Retained	123	73.2	108	87.8	15	12.2	107	87.0	0	0.0	9	7.3	6	4.9	1	0.8	3	2.4	120	97.6	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	0	0.0
Support	45	26.8	32	71.1	13	28.9	37	82.2	0	0.0	3	6.7	5	11.1	0	0.0	3	6.7	41	91.1	1	2.2
	168	100.0	140	83.3	28	16.7	144	85.7	0	0.0	12	7.1	11	6.5	1	0.6	6	3.6	161	95.8	1	0.6

During this year there have been a total of 168 applications for employment compared to 389 applications last year. It should be noted that recruitment activity in relation to support posts was low this year, compared to last year. Applications for retained have increased to 123 this year compared to 90 last year.

In total this year, 29 appointments were made into RDS posts (2 white other, 3 females), which is an increase from last year's figure of 11, and there were 10 appointments into support roles ,which included 6 females.

2.2 AGE

Duty System	Total	%	AGE BRACKET												N/S	%
			17-24	%	25-35	%	36-45	%	46-55	%	56-65	%	66+	%		
Wholetime	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Retained	123	73.2	59	48.0	41	33.3	20	16.3	3	2.4	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
Support	45	26.8	4	8.9	11	24.4	11	24.4	11	24.4	8	17.8	0	0.0	0	0.0
	168	100.0	63	37.5	52	31.0	31	18.5	14	8.3	8	4.8	0	0.0	0	0.0

In this year there has been a decrease in applicants over all age brackets.

2.3 SEXUAL ORIENTATION

Total	%	Bisexual	%	Gay/Lesbian	%	Heterosexual	%	Not Stated	%
168	100.0	1	0.6	0	0.0	156	92.9	11	6.5

In this year there was only 1 applicant, compared to 8 last year, who declared their sexual orientation to be other than heterosexual.

2.4 RELIGION OR SIMILAR BELIEF

Total	%	Christian	%	Bhuddist	%	Hindu	%	Jewish	%	Muslim	%	Sikh	%	Other	%	None	%	Not Stated	%
168	100.0	87	51.8	1	0.6	0	0.0	0	0.0	6	3.6	1	0.6	1	0.6	65	38.7	6	3.6

In this year there were 9 applicants compared to 16 last year who declared their religion/belief to be other than Christian which is 5.4% of the total applications received.

Applications for employment			
	31-Mar-11	31-Mar-12	31-Mar-13
Wholetime	7	21	0
BME (inc. White Other)	0 (0.0%)	1 (4.8%)	0 (0.0%)
Female	0 (0.0%)	0 (0.0%)	0 (0.0%)
Retained	146	90	123
BME (inc. White Other)	8 (4.1%)	7 (7.8%)	15 (12.2%)
Female	14 (9.6%)	13 (14.4%)	15 (12.2%)
Fire Control	0	0	0
BME (inc. White Other)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	0 (0.0%)	0 (0.0%)
Support Staff	32	278	45
BME (inc. White Other)	2 (6.3%)	24 (8.6%)	8 (17.8%)
Female	5 (15.6%)	99 (35.6%)	13 (28.9%)
Total	185	389	168

During the last year there have been 11 BME and 12 White Other applicants overall of which 15 were for RDS posts.

We have received the highest number of applications from BME and White Other candidates and females for retained positions in this year, compared to the previous 3 years.



3. Number of applications for promotion between 1 April 2012 to 31 March 2013

3.1 GENDER, ETHNICITY & DISABILITY

			GENDER				ETHNICITY										DISABILITY					
Duty System	Total	%	Male	%	Female	%	White British	%	White Irish	%	White Other	%	BME	%	Not Stated	%	Disabled	%	Not Disabled	%	Not Stated	%
Wholetime	60	85.7	58	96.7	2	3.3	59	98.3	0	0.0	0	0.0	1	1.7	0	0.0	0	0.0	60	100.0	0	0.0
Retained	7	10.0	7	100.0	0	0.0	6	85.7	0	0.0	0	0.0	1	14.3	0	0.0	0	0.0	7	100.0	0	0.0
Fire Control	1	1.4	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	0	0.0
Support	2	2.9	1	50.0	1	50.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	0	0.0
	70	100.0	66	94.3	4	5.7	68	97.1	0	0.0	0	0.0	2	2.9	0	0.0	0	0.0	70	100.0	0	0.0

3.2 AGE

			AGE BRACKET													
Duty System	Total	%	17-24	%	25-35	%	36-45	%	46-55	%	56-65	%	66+	%	Not stated	%
Wholetime	60	85.7	2	3.3	18	30.0	32	53.3	8	13.3	0	0.0	0	0.0	0	0.0
Retained	7	10.0	0	0.0	1	14.3	5	71.4	1	14.3	0	0.0	0	0.0	0	0.0
Fire Control	1	1.4	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0
Support	2	2.9	0	0.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	70	100.0	2	2.9	21	30.0	37	52.9	10	14.3	0	0.0	0	0.0	0	0.0

3.3 SEXUAL ORIENTATION

Total	%	Bisexual	%	Gay/Lesbian	%	Heterosexual	%	Not Stated	%
70	100.0	0	0.0	0	0.0	67	95.7	3	4.3

3.4 RELIGION OR SIMILAR BELIEF

Total	%	Christian	%	Bhuddist	%	Hindu	%	Jewish	%	Muslim	%	Sikh	%	Other	%	None	%	Not Stated	%
70	100.0	46	65.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	17	24.3	7	10.0

Promotions		
	31-Mar-12	31-Mar-13
Wholetime	52	60
BME (inc. White Other)	1 (1.9%)	1 (1.7%)
Female	1 (1.9%)	2 (3.3%)
Retained	32	7
BME (inc. White Other)	0 (0.0%)	1 (14.3%)
Female	2 (6.3%)	0 (0.0%)
Fire Control	0	1
BME (inc. White Other)	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	1 (100.0%)
Support Staff	2	2
BME (inc. White Other)	0 (0.0%)	0 (0.0%)
Female	2 (100.0%)	1 (50.0%)
Total	86	70

Applications for Promotion

This year there have been 70 applications for promotion compared to 86 applications last year.

60 wholetime, 7 RDS, 1 Fire Control and 2 support staff.

Two applicants were BME and 4 applicants were female.

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 2012 to 31 March 2013

4.1 GENDER, ETHNICITY & DISABILITY

			GENDER				ETHNICITY									DISABILITY						
Duty System	Total	%	Male	%	Female	%	White British	%	White Irish	%	White Other	%	BME	%	Not Stated	%	Disabled	%	Not Disabled	%	Not Stated	%
Wholetime	9	12.0	7	77.8	2	22.2	9	100.0	0	0.0	0	0.0	0	0.0	0	0.0	1	11.1	8	88.9	0	0.0
Retained	52	70.3	50	96.2	2	3.8	52	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	52	100.0	0	0.0
Fire Control	1	1.3	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	0.0	0	0.0
Support	12	16.0	6	50.0	6	50.0	11	91.7	0	0.0	0	0.0	1	8.3	0	0.0	0	0.0	12	100.0	0	0.0
	74	99.6	63	85.1	11	14.9	73	98.6	0	0.0	0	0.0	1	1.4	0	0.0	1	1.4	73	98.6	0	0.0

4.2 AGE

			AGE BRACKET											
Duty System	Total	%	17-24	%	25-35	%	36-45	%	46-55	%	56-65	%	66+	%
Wholetime	9	12.2	0	0.0	0	0.0	1	11.1	8	88.9	0	0.0	0	0.0
Retained	52	70.3	1	1.9	11	21.2	17	32.7	19	36.5	4	7.7	0	0.0
Fire Control	1	1.4	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Support	12	16.2	0	0.0	1	8.3	3	25.0	0	0.0	7	58.3	1	8.3
	74	100.0	1	1.4	13	17.6	21	28.4	27	36.5	11	14.9	1	1.4

4.3 SEXUAL ORIENTATION

Total	%	Bisexual	%	Gay/Lesbian	%	Heterosexual	%	Not Stated	%
74	100.0	0	0.0	0	0.0	36	48.6	38	51.4

4.4 RELIGION OR SIMILAR BELIEF

Total	%	Christian	%	Bhuddist	%	Hindu	%	Jewish	%	Muslim	%	Sikh	%	Other	%	None	%	Not Stated	%
74	100.0	21	28.4	0	0.0	0	0.0	0	0.0	1	1.4	0	0.0	0	0.0	13	17.6	39	52.7

Leavers		
	31-Mar-12	31-Mar-13
Wholetime	12	9
BME (inc. White Other)	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	2 (22.2%)
Retained	33	52
BME (inc. White Other)	1 (3.0%)	0 (0.0%)
Female	1 (3.0%)	2 (3.8%)
Fire Control	0	1
BME (inc. White Other)	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	1 (100.0%)
Support Staff	23	12
BME (inc. White Other)	2 (8.7%)	1 (8.3%)
Female	8 (34.8%)	6 (50.0%)
Total	68	74

Staff leaving the Service

This year there has been an increase in the number of staff leaving the Service (74 compared to 68 last year). 9 (12.0%) were wholetime, 52 (70.3%) were RDS, 1 (1.3%) was from Fire Control and 12 (16.0%) were support members of staff which is 9% of the total number of support staff.

Of the staff who left the Service, 11 were female (2 WT, 2 RDS, 1 Fire Control and 6 support), 1 was BME and 1 was those who classed themselves as disabled. 36.5% of staff leaving the Service were aged between 46-55.

No leaver had a sexual orientation other than heterosexual and 1 leaver had a religion/belief other than Christian.

Out of the 74 leavers this year, 9 retired (5 WT, 3 RDS and 1 support), 48 resigned (1 wholetime, 42 RDS, 1 Fire Control, 4 support), 7 had their contract terminated (1 wholetime, 6 RDS), 6 were made redundant (6 support) and 4 staff left due to other reasons (2 wholetime, 1 RDS, 1 support).

The main reason for RDS employees resigning was for personal reasons and/or they were relocating. Many commented that their work-life balance was affected due to the increased commitment required. For support staff, the main reason for leaving was that they had resigned to take up another post with another organisation. or redundancy

Every employee who leaves the Service, (other than those that are dismissed) are offered an exit interview. The information gained from forms that are returned is monitored and any significant information recorded.

4.5 Reasons for staff leaving the Service

Reason for Leaving	Total	Wholetime	Retained	Fire Control	Support
Retirement	9	5	3	0	1
Resignation	48	1	42	1	4
Termination of contract	7	1	6	0	0
Redundancy	6	0	0	0	6
Not indicated	0	0	0	0	0
Other	4	2	1	0	1
TOTAL	74	9	52	1	12

- 1 member of staff who classed themselves as disabled left (wholetime) - the reason for leaving was not related to their protected characteristic.
- 1 BME member of staff (support staff) left - the reason for leaving was not related to their protected characteristic.
- 1 Muslim member of staff left - the reason for leaving was not related to their protected characteristic.
- 11 females left - the reasons for leaving were not related to their protected characteristics.

5. Number of formal disciplinarys between 1 April 2012 to 31 March 2013

5.1 GENDER, ETHNICITY & DISABILITY

			GENDER				ETHNICITY										DISABILITY					
Duty System	Total	%	Male	%	Female	%	White British	%	White Irish	%	White Other	%	BME	%	Not Stated	%	Disabled	%	Not Disabled	%	Not Stated	%
Wholetime	7	50.0	7	50.0	0	0.0	7	50.0	0	0.0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	7	50.0
Retained	6	42.9	6	42.9	0	0.0	6	42.9	0	0.0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	6	42.9
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	0.0	0	0.0
Support	1	7.1	1	7.1	0	0.0	1	7.1	0	0.0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	7.1
	14	100.0	14	100.0	0	0.0	14	100.0	0	0.0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	14	100.0

5.2 AGE

Duty System	Total	%	AGE BRACKET											
			17-24	%	25-35	%	36-45	%	46-55	%	56-65	%	66+	%
Wholetime	7	50.0	0	0.0	1	14.3	2	28.6	3	42.9	1	14.3	0	0.0
Retained	6	42.9	0	0.0	1	16.7	2	33.3	3	50.0	0	0.0	0	0.0
Fire Control	0	0.0	0	0.0	0	0.0	0	0.0	4	0.0	0	0.0	0	0.0
Support	1	7.1	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0	0	0.0
	14	100.0	0	0.0	2	14.3	4	28.6	10	71.4	2	14.3	0	0.0

5.3 SEXUAL ORIENTATION

Total	%	Bisexual	%	Gay/Lesbian	%	Heterosexual	%	Not Stated	%
14	100.0	0	0.0	0	0.0	6	42.9	8	57.1

5.4 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	0	0.0	0	0.0	10	71.4

Formal disciplines		
	31-Mar-12	31-Mar-13
Wholetime	1	7
BME (inc. White Other)	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	0 (0.0%)
Retained	7	6
BME (inc. White Other)	0 (0.0%)	0 (0.0%)
Female	2 (28.6%)	0 (28.6%)
Fire Control	0	0
BME (inc. White Other)	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	0 (0.0%)
Support Staff	0	1
BME (inc. White Other)	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	0 (0.0%)
Total	8	14

Overall there has been an increase of 6 formal disciplinarys this year compared to last year.

During this year there were 14 staff subject to formal disciplinary procedures (recorded as the date the discipline was received) - 7 wholetime , 6 RDS and 1 support staff.

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 2012 to 31 March 2013

6.1 GENDER, ETHNICITY & DISABILITY

Duty System	GENDER						ETHNICITY										DISABILITY					
	Total	%	Male	%	Female	%	White British	%	White Irish	%	White Other	%	BME	%	Not Stated	%	Disabled	%	Not Disabled	%	Not Stated	%
Wholetime*	5	83.3	5	83.3	0	0.0	5	83.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	5	83.3
Retained	1	16.7	1	16.7	0	0.0	1	16.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	16.7
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	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	0	0.0
	6	100.0	6	100.0	0	0.0	6	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	6	100.0

6.2 AGE

Duty System	AGE BRACKET													
	Total	%	17-24	%	25-35	%	36-45	%	46-55	%	56-65	%	66+	%
Wholetime	5	83.3	0	0.0	1	20.0	1	20.0	3	60.0	0	0.0	0	0.0
Retained	1	16.7	0	0.0	0	0.0	1	100.0	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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	6	100.0	0	0.0	1	16.7	2	33.3	3	50.0	0	0.0	0	0.0

6.3 SEXUAL ORIENTATION

Total	%	Bisexual	%	Gay/Lesbian	%	Heterosexual	%	Not Stated	%
6	100.0	0	0.0	0	0.0	2	33.3	4	66.7

6.4 RELIGION OR SIMILAR BELIEF

Total	%	Christian	%	Bhuddist	%	Hindu	%	Jewish	%	Muslim	%	Sikh	%	Other	%	None	%	Not Stated	%
6	100.0	1	16.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	5	83.3

Grievances		
	31-Mar-12	31-Mar-13
Wholetime	3	5
BME (inc. White Other)	0 (0.0%)	0 (0.0%)
Female	1 (33.3%)	0 (0.0%)
Retained	1	1
BME (inc. White Other)	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	0 (0.0%)
Fire Control	1	0
BME (inc. White Other)	0 (0.0%)	0 (0.0%)
Female	1 (100.0%)	0 (0.0%)
Support Staff	4	0
BME (inc. White Other)	0 (0.0%)	0 (0.0%)
Female	2 (50.0%)	0 (0.0%)
Total	9	6

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

During this year there were 6 staff (5 wholetime, 1 RDS,) who submitted formal grievance complaints (recorded as the date the grievance was received). All were male.

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 or not disclosed.

7. The number and nature of harassment and bullying complaints between 1 April 2012 to 31 March 2013

7.1 GENDER, ETHNICITY & DISABILITY

			GENDER				ETHNICITY										DISABILITY					
Duty System	Total	%	Male	%	Female	%	White British	%	White Irish	%	White Other	%	BME	%	Not Stated	%	Disabled	%	Not Disabled	%	Not Stated	%
Wholetime	1	50.0	1	50.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0
Retained	1	50.0	1	50.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0
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	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	0	0.0
	2	100.0	2	100.0	0	0.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0

7.2 AGE

			AGE BRACKET											
Duty System	Total	%	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	50.0	0	0.0	0	0.0
Retained	1	50.0	0	0.0	0	0.0	0	0.0	1	50.0	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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2	100.0	0	0.0	0	0.0	0	0.0	2	100.0	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	1	50.0	1	50.0

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	0	0.0	1	50.0	1	50.0

Harrasment + Bullying		
	31-Mar-12	31-Mar-13
Wholetime	2	1
BME (inc. White Other)	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	0 (0.0%)
Retained	0	1
BME (inc. White Other)	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	0 (0.0%)
Fire Control	0	0
BME (inc. White Other)	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	0 (0.0%)
Support Staff	2	0
BME (inc. White Other)	0 (0.0%)	0 (0.0%)
Female	2 (100.0%)	0 (0.0%)
Total	4	2

During this year there were 2 complaints of a bullying and harassment nature (1 wholetime and 1 Retained).

There were no complaints submitted by staff classed as BME, disabled or who had a sexual orientation other than heterosexual or not stated or who had a religion/belief other than Christian or not disclosed.