

Employment Monitoring Data 2013/14



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

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 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 '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 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:

Equality and Diversity Strategy

The Service's equality objectives were updated and published in 2013. They focus on continuing to embed equality and diversity within all aspects of service delivery and support functions, and developing partnerships to promote equality.

The Ethical Framework SPI was updated in 2013 and equality and diversity training has been embedded into the mandatory training programme, as part of promoting equality and diversity and the Service's values.

A Positive Action Sub Group has been established which focuses on supporting people from under-represented parts of the community who would like to work for Hereford & Worcester Fire and Rescue Service. In addition it helps to better promote Equality & Diversity across Hereford & Worcester Fire and Rescue Service.

Recruitment and staff in employment

Work has continued towards increasing our diversity levels as part of four On-Call (RDS) recruitment campaigns during 2013-14. Building on this the Positive Action Sub Group is currently exploring utilising the Diversity Jobs website and developing links with local community publications such as the 'Here for All' magazine for the Polish community.

During the last three years the overall number of employees have decreased from 856 to 826. The number of BME staff have increased from 21 to 27. The number of female staff have decreased from 129 to 111. The number of Support staff have reduced from 134 to 112 predominantly due to natural wastage and redundancies.

For retained positions, there has been an decrease in the overall number of applications; 63 compared to 123 last year. Whilst there was a decrease in the number of BME applicants for RDS the Service appointed 3 BME employees. The number of RDS BME employees has more than doubled over the last three years. There has been a slight increase in the number of female applicants and the the number of female RDS staff have now increased by 22% over the last three years. During the last years there have been less RDS staff who have left the Service; 32 compared to 52 last year.

In 2013/4 there has been a increase in female and BME applications for support staff roles. There have been 2 applicants, compared to 1 last year, who declared their sexual orientation to be other than heterosexual. In this year there were 9 applicants who declared their religion/belief to be other than Christian, which is the same total as the previous year. There was a signifiant increase in the number of applicants who declared their religion as 'other' and where specified, this included

Executive Summary 1 April 2013 to 31 March 2014

	Total	%BME (including White Other)	% Female	% Disability	% LGB
Staff in post as at 31 March 2014	827	3.2	13.4	1.6	0.6
Applications for Employment	150	5.3	26.7	4.6	1.4
Applications for Promotion	56	1.8	5.4	1.8	0.0
Leavers	76	0.0	26.3	2.60%	1.3
Discipline Cases	9	0.0	0.0	0.0	0.0
Grievance Cases	3	0.0	0.0	66.7	0.0
Harassment and Bullying Cases	0	0.0	0.0	0.0	0.0

Disability reporting has shown a decrease of 1 member of staff who class themselves as disabled i.e. 1.7% to 1.6% since last year. There has been no change in the number of staff with a sexual orientation other than hetrosexual since 2013. There is an additional member of staff who considers themselves to have a religion / belief other than Christian. We have no employees who have undergone gender reassignment.

Other Key Information

Work has been undertaken with Remploy to enhance the level of support that is provided to job applicants and employees that have mental health conditions, learning disabilities and physical disabilities. For example, seeking specialist advice on reasonable adjustments.

District Management Meeting templates have been developed which report trend information on case work including sickness, grievances, capability and disciplinaries. Training has been delivered for Managers at the Watch Commander Forums and locally on performance management

HR case work in relation to formal disciplinaries has decreased from 14 to 9 cases since last year. No formal disciplinary cases related to BME staff or female staff. HR case work in relation to grievances has decreased from 6 to 3 cases compared to last year. There have been no harassment and bullying cases reported. The previous year 2 harassment and bullying cases were reported.

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 establishment level therefore increased in 2012 and has decreased in both 2013 and 2014. The number of BME staff has steadily increased by 1 each year over the last 4 years.

The number of BME staff on the RDS increased this year by 3 to 3.8% and the number of female staff on the RDS has increased by 1 to 5.6% since 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-11	31-Mar-12	31-Mar-13	31-Mar-14
Wholetime	312	322	313	297
BME (including White Other)	7 (2.2%)	8 (2.5%)	8 (2.5%)	8 (2.7%)
Female	17 (5.4%)	18 (5.6%)	16 (5.1%)	16 (5.4%)
Retained	385	383	372	396
BME (including White Other)	7 (1.8%)	10 (2.6%)	12 (3.2%)	15 (3.8%)
Female	18 (4.7%)	18 (4.7%)	21 (5.6%)	22 (5.6%)
Fire Control	25	25	24	22
BME (including White Other)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Female	19 (76.0)	19 (76.0)	18 (75.0%)	16 (72.7%)
Support Staff	134	133	135	112
BME (including White Other)	7 (5.2%)	6 (4.5%)	5 (3.7%)	4 (3.6%)
Female	75 (56.0%)	74 (55.6%)	74 (54.8%)	57 (50.9%)
Total	856	863	844	827
Total BME (inc. White Other)	21 (2.5%)	24 (2.7%)	25 (3.0%)	27 (3.2%)
Total Female	129 (15.1%)	129 (15.0%)	129 (15.3%)	111 (13.4%)

1. No. of staff in post as at 31 March 2014

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	297	35.9	281	94.6	16	5.4	286	96.3	0	0.0	6	2.0	2	0.7	3	1.0	6	2.0	291	98.0	0	0.0
Retained	396	47.9	374	94.4	22	5.6	380	96.0	0	0.0	8	2.0	7	1.8	1	0.2	4	1.0	392	99.0	0	0.0
Fire Control	22	2.7	6	27.3	16	72.7	21	95.5	1	4.5	0	0.0	0	0.0	0	0.0	0	0.0	22	100.0	0	0.0
Support	112	13.5	55	49.1	57	50.9	104	92.8	0	0.0	0	0.0	4	3.6	4	3.6	3	2.7	109	97.3	0	0.0
	827	100.0	716	86.6	111	13.4	791	95.6	1	0.1	14	1.7	13	1.6	8	1.0	13	1.6	814	98.4	0	0.0

Staff in Post

As at 31 March 2014 there was a total of 827 staff in post, 297 (35.9%) wholetime, 396 (47.9%) RDS, 22 (2.7%) Fire Control and 112 (13.5%) support staff. Compared to the last annual report there are 17 less staff in total i.e. (16 less wholetime, 24 more RDS and 2 less Fire Control and 23 less support members of staff).

The number of female staff has decreased by 18 since last year (an increase of 1 RDS, 2 less in Fire Control and 17 less support members of staff).

1.6% of staff are from BME groups and 1.7% of staff are from White Other groups. Based on the total of the two, there is an increase of 2 members of staff since the last annual report (3 more RDS and 1 less support).

1.6 % of staff consider themselves to be disabled which is an decrease of 1 since last year (0.1% decrease) - 1 less for support members of staff.

1.2 AGE

			AGE BRACKET											
Duty System	Total	%	17-24	%	25-35	%	36-45	%	46-55	%	56-65	%	66+	%
Wholetime	297	35.9	0	0.0	58	19.5	135	45.5	101	34.0	3	1.0	0	0.0
Retained	396	47.9	37	9.4	135	34.1	109	27.5	88	22.2	25	6.3	2	0.5
Fire Control	22	2.7	0	0.0	5	22.7	6	27.3	7	31.8	4	18.2	0	0.0
Support	112	13.5	3	2.7	23	20.5	29	25.9	36	32.1	20	17.9	1	0.9
	827	100.0	40	4.8	221	26.7	279	33.7	232	28.1	52	6.3	3	0.4

There are 20 less staff aged between 36 - 45.

1.3 SEXUAL ORIENTATION

Total	%	Bisexual	%	Gay/Lesbian	%	Heterosexual	%	Not Stated	%
827	100.0	2	0.2	3	0.4	353	42.7	469	56.7

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 2013.

1.4 RELIGION OR SIMILAR BELIEF

Total	%	Christian	%	Bhuddist	%	Hindu	%	Jewish	%	Muslim	%	Sikh	%	Other	%	None	%	Not Stated	%
827	100.0	220	26.6	2	0.3	0	0.0	1	0.1	1	0.1	1	0.1	11	1.3	136	16.5	455	55.0

We have encouraged staff to update their personal information on HR Connect, which has identified an additional 1 member of staff who consider themselves to have a religion/belief other than Christian which is a 0.2% increase since 2013.

2. No. of applications for employment between 1 April 2013 to 31 March 2014

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	63	42.0	55	87.3	8	12.7	59	93.7	0	0.0	4	6.3	0	0.0	0	0.0	1	1.6	62	98.4	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	0	0.0	0	0.0	0	0.0	0	0.0
Support*	87	58.0	54	62.1	32	36.8	72	82.8	0	0.0	1	1.1	8	9.2	6	6.9	6	6.9	80	92.0	1	1.1
	150	100.0	109	72.7	40	26.7	131	87.4	0	0.0	5	3.3	8	5.3	6	4.0	7	4.6	142	94.7	1	0.7

During this year there have been a total of 150 applications for employment compared to 168 applications last year. Compared to last year, there has been an increase in recruitment activity in relation to support posts. Applications for retained have decreased from 123 last year to 63 this year. **One applicant for a support staff post did not wish to state their gender.***

In total this year, 50 appointments were made into RDS posts (3 white other, 2 females), which is an increase from last year's figure of 29. There were 6 appointments into support roles of which 5 were existing members of staff (4 males, 1 female).

2.2 AGE

Duty System	Total	%	AGE BRACKET													
			17-24	%	25-35	%	36-45	%	46-55	%	56-65	%	66+	%	N/S	%
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	63	42.0	23	36.5	23	36.5	12	19.1	5	7.9	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	87	58.0	16	18.4	32	36.8	15	17.3	15	17.3	7	8.0	1	1.1	1	1.1
	150	100.0	39	26.0	55	36.6	27	18.0	20	13.3	7	4.7	1	0.7	1	0.7

In this year, there has been an increase in the percentage of applicants who are in the 25-35, 46-55 and 66+ age brackets compared to the previous year. In the 17-24 age bracket, there has been a significant increase in the percentage of applicants for support staff roles, but a decrease in the percentage of applicants for retained.

2.3 SEXUAL ORIENTATION

Total	%	Bisexual	%	Gay/Lesbian	%	Heterosexual	%	Not Stated	%
150	100.0	1	0.7	1	0.7	141	94.0	7	4.6

In this year there were 2 applicants, compared to 1 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	%
150	100.0	87	58.0	0	0.0	0	0.0	1	0.7	0	0.0	0	0.0	8	5.3	47	31.3	7	4.7

In this year there were 9 applicants who declared their religion/belief to be other than Christian, which is the same total as the previous year. There was a significant increase in the number of applicants who declared their religion as 'other' and where specified, this included Roman Catholic, Spiritualism and Agnostic.

Applications for employment				
	31-Mar-11	31-Mar-12	31-Mar-13	31-Mar-14
Wholetime	7	21	0	0
BME (inc. White Other)	0 (0.0%)	1 (4.8%)	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Retained	146	90	123	63
BME (inc. White Other)	6 (4.1%)	7 (7.8%)	15 (12.2%)	4 (6.3%)
Female	14 (9.6%)	13 (14.4%)	15 (12.2%)	8 (12.7%)
Fire Control	0	0	0	0
BME (inc. White Other)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Support Staff	32	278	45	87
BME (inc. White Other)	2 (6.3%)	24 (8.6%)	8 (17.8%)	9 (10.3%)
Female	5 (15.6%)	99 (35.6%)	13 (28.9%)	32 (36.8%)
Total	185	389	168	150

During the last year there have been 8 BME and 5 White Other applicants overall, of which 4 were for RDS posts.

For retained positions, there has been a decrease in the percentage of applicants who are BME/White Other but a slight increase in the percentage of applicants who are female.

3. Number of applications for promotion between 1 April 2013 to 31 March 2014

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	39	69.6	39	100.0	0	0.0	39	100.0	0	0.0	0	0.0	0	0.0	0	0.0	1	2.6	38	97.4	0	0.0
Retained	14	25.0	12	85.7	2	14.3	13	92.9	0	0.0	0	0.0	1	7.1	0	0.0	0	0.0	12	85.7	2	14.3
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	0	0.0	0	0.0	0	0.0
Support	3	5.4	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	0	0.0
	56	100.0	53	94.6	3	5.4	55	98.2	0	0.0	0	0.0	1	1.8	0	0.0	1	1.8	53	94.6	2	3.6

3.2 AGE

			AGE BRACKET													
Duty System	Total	%	17-24	%	25-35	%	36-45	%	46-55	%	56-65	%	66+	%	Not stated	%
Wholetime	39	69.6	0	0.0	11	28.2	23	59.0	4	10.3	1	2.5	0	0.0	0	0.0
Retained	14	25.0	2	14.3	5	35.7	3	21.4	4	28.6	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	3	5.4	0	0.0	2	66.7	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0
	56	100.0	2	3.6	18	32.2	26	46	9	16.1	1	1.8	0	0.0	0	0.0

3.3 SEXUAL ORIENTATION

Total	%	Bisexual	%	Gay/Lesbian	%	Heterosexual	%	Not Stated	%
56	100.0	0	0.0	0	0.0	51	91.1	5	8.9

3.4 RELIGION OR SIMILAR BELIEF

Total	%	Christian	%	Bhuddist	%	Hindu	%	Jewish	%	Muslim	%	Sikh	%	Other	%	None	%	Not Stated	%
56	100.0	32	57.1	0	0.0	0	0.0	1	1.8	0	0.0	0	0.0	0	0.0	21	37.5	2	3.6

Promotions		
	31-Mar-13	31-Mar-14
Wholetime	60	39
BME (inc. White Other)	1 (1.7%)	0 (0.0%)
Female	2 (3.3%)	0 (0.0%)
Retained	7	14
BME (inc. White Other)	1 (14.3%)	1 (7.1%)
Female	0 (0.0%)	2 (14.3%)
Fire Control	1	0
BME (inc. White Other)	0 (0.0%)	0 (0.0%)
Female	1 (100.0%)	0 (0.0%)
Support Staff	2	3
BME (inc. White Other)	0 (0.0%)	0 (0.0%)
Female	1 (50.0%)	1 (33.3%)
Total	70	56

Applications for Promotion

This year there have been 56 applications for promotion compared to 70 applications last year.

39 wholetime, 14 RDS and 3 support staff.

One applicant was BME and 3 applicants were female.

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

4. Number of staff leaving the Service between 1 April 2013 to 31 March 2014

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	17	22.4	17	100.0	0	0.0	17	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	17	100.0	0	0.0
Retained	32	42.1	31	96.9	1	3.1	32	100.0	0	0.0	0	0.0	0	0.0	0	0.0	1	3.1	31	96.9	0	0.0
Fire Control	2	2.6	0	0.0	2	100.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	0	0.0
Support	25	32.9	8	32.0	17	68.0	24	96.0	0	0.0	0	0.0	1	4.0	0	0.0	1	4.0	24	96.0	0	0.0
	76	100.0	56	73.7	20	26.3	75	98.7	0	0.0	0	0.0	1	1.3	0	0.0	2	2.6	74	97.4	0	0.0

4.2 AGE

Duty System	Total	%	AGE BRACKET											
			17-24	%	25-35	%	36-45	%	46-55	%	56-65	%	66+	%
Wholetime	17	22.4	0	0.0	2	11.8	1	5.9	11	64.7	3	17.6	0	0.0
Retained	32	42.1	5	15.6	12	37.5	11	34.4	3	9.4	1	3.1	0	0.0
Fire Control	2	2.6	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0	1	50.0
Support	25	32.9	1	4.0	2	8.0	4	16.0	7	28.0	9	36.0	2	8.0
	76	100.0	6	7.9	16	21.1	16	21.1	22	28.9	13	17.1	3	3.9

4.3 SEXUAL ORIENTATION

Total	%	Bisexual	%	Gay/Lesbian	%	Heterosexual	%	Not Stated	%
76	100.0	0	0.0	0	0.0	41	53.9	35	46.1

4.4 RELIGION OR SIMILAR BELIEF

Total	%	Christian	%	Bhuddist	%	Hindu	%	Jewish	%	Muslim	%	Sikh	%	Other	%	None	%	Not Stated	%
76	100.0	22	28.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	1.3	18	23.7	35	46.1

Leavers		
	31-Mar-13	31-Mar-14
Wholetime	9	17
BME (inc. White Other)	0 (0.0%)	0 (0.0%)
Female	2 (22.2%)	0 (0.0%)
Retained	52	32
BME (inc. White Other)	0 (0.0%)	0 (0.0%)
Female	2 (3.8%)	1 (3.1%)
Fire Control	1	2
BME (inc. White Other)	0 (0.0%)	0 (0.0%)
Female	1 (100.0%)	2 (100.0%)
Support Staff	12	25
BME (inc. White Other)	1 (8.3%)	1 (4.0%)
Female	6 (50.0%)	17 (68.0%)
Total	74	76

Staff leaving the Service

This year there has been an increase in the number of staff leaving the Service (76 compared to 74 last year). 17 (22.4%) were wholetime, 32 (42.1%) were RDS, 2 (2.6%) were from Fire Control and 25 (32.9%) were support members of staff.

Of the staff who left the Service, 20 were female (1 RDS, 2 Fire Control and 17 support), 1 was BME and 2 were those who classed themselves as disabled. 28.9% 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 76 leavers this year, 15 retired (11 WT, 1 RDS, 1 Fire Control and 2 support), 41 resigned (3 WT, 29 RDS, 1 Fire Control, 8 support), 2 had their contract terminated (1 WT, 1 support), 14 were made redundant (14 support) and 4 staff left due to other reasons (2 WT, 2 RDS).

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	15	11	1	1	2
Resignation	41	3	29	1	8
Termination of contract	2	1	0	0	1
Redundancy	14	0	0	0	14
Not indicated	0	0	0	0	0
Other	4	2	2	0	0
TOTAL	76	17	32	2	25

2 members of staff who classed themselves as disabled left (1 RDS, 1 non-operational) - 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 member of staff who classed themselves as "other" religion left - the reason for leaving was not related to their protected characteristic.

20 females left - the reasons for leaving were not related to their protected characteristics. Reasons for leaving are monitored via resignation letters, HR casework data and exit interview questionnaires.

5. Number of formal disciplinarys between 1 April 2013 to 31 March 2014

Formal disciplines		
	31-Mar-13	31-Mar-14
Wholetime	7	0
BME (inc. White Other)	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	0 (0.0%)
Retained	6	8
BME (inc. White Other)	0 (0.0%)	0 (0.0%)
Female	2 (28.6%)	0 (28.6%)
Fire Control	0	1
BME (inc. White Other)	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	0 (0.0%)
Support Staff	1	0
BME (inc. White Other)	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	0 (0.0%)
Total	14	9

Overall there has been a decrease of 5 formal disciplinarys this year compared to last year.

During this year there were 9 staff subject to formal disciplinary procedures (recorded as the date the discipline was received).

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 not stated, or who had a religion/belief other than Christian or not stated.

Detailed data has not been disclosed in order to protect individual information.

6. Number of formal grievances between 1 April 2013 to 31 March 2014

Grievances		
	31-Mar-13	31-Mar-14
Wholetime	5	2
BME (inc. White Other)	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	0 (0.0%)
Retained	1	0
BME (inc. White Other)	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	0 (0.0%)
Fire Control	0	1
BME (inc. White Other)	0 (0.0%)	0 (0.0%)
Female	0 (100.0%)	0 (0.0%)
Support Staff	0	0
BME (inc. White Other)	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	0 (0.0%)
Total	6	3

Overall there has been a decrease in 3 formal grievances submitted this year compared to last year.

During this year there were 3 staff who submitted formal grievance complaints (recorded as the date the grievance was received). All were male.

There were 2 formal grievances submitted by staff classed as disabled but these did not relate to their disability.

Detailed data has not been disclosed in order to protect individual information

7. The number and nature of harassment and bullying complaints between 1 April 2013 to 31 March 2014

Harassment + Bullying		
	31-Mar-13	31-Mar-14
Wholetime	1	0
BME (inc. White Other)	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	0 (0.0%)
Retained	1	0
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	0	0
BME (inc. White Other)	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	0 (0.0%)
Total	2	0

During this year there were no complaints of a bullying and harassment nature. In the previous year there were 2 complaints. 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 in this figure.

Detailed data has not been disclosed in order to protect individual information.