

Summary of Key Trend Information

Staff in post

1. Compared to the last annual report there are 19 less staff in total. The overall number of female staff remains the same as last year.
2. Overall the Service has a Black and Minority Ethnic (BME) workforce of 3% which is an increase of 0.2% based on 2011/12 staffing levels. Overall there has been an increase of 1 BME employee. There has been an increase of 2 BME in RDS and a reduction of 1 BME support member of staff.
3. It should be noted that the BME total working age population is based on the most recent available census data as follows:
 - Herefordshire 2.9%
 - Worcestershire 5.9%
4. 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.
5. The Sexual Orientation figures for Gay/Lesbian/Bisexual have remained the same.
6. There has been an increase of 2 members of staff who consider themselves to have a religion/belief other than Christian since last year.

Applications for Employment

7. 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; 45 applications compared with 278 applications last year.
8. The main key area of change has related to On-Call – Retained Duty System (RDS) recruitment where work has continued towards increasing our diversity levels. Applications for RDS employment have increased to 123 this year compared to 90 last year.
9. This year we have seen the highest number of BME and female applications for the RDS firefighter role; 15 females, 15 BME (includes 9 White Other) candidates. This compares to last year's data when we received 13 female and 7 BME applications. We are continuing to consider ways of increasing our attraction rates from under-represented groups.
10. There was only 1 applicant, compared to 8 last year, who declared their sexual orientation to be other than heterosexual.
11. There were 9 applicants compared to 16 last year who declared their religion/belief to be other than Christian.

Applications for Promotion

12. There have been 70 applications for promotion compared to 86 applications last year. 2 applicants were BME compared to 1 applicant last year. 4 applicants were female compared to 5 applicants last year. It should be noted that there have been less promotion processes this year.

Leavers

13. There has been an increase in the number of staff leaving the Service this year; 74 compared to 68 last year. Of the staff who left the Service, 11 were female compared to 9 last year, 1 was BME compared to 3 last year, 1 classed themselves as disabled compared to 3 last year. 1 person had a religion/belief other than Christian compared to none last year.
14. The main area of concern relates to 52 RDS staff who have left the Service compared to 33 last year. The main reason for RDS employees leaving the Service was for personal reasons and/or they were relocating. Many commented that their work-life balance was affected due to the increased commitment required.

Disciplinaries

15. There has been an increase in formal disciplinaries this year, 14 compared to 8 last year. There are no concerns relating to protected characteristics.

Grievances / Bullying and Harassment

16. There has been a reduction in the number of formal grievances submitted this year, 6 compared to 9 last year. The number of complaints of bullying and harassment have reduced this year 2 compared to 4 last year. There are no concerns relating to protected characteristics.