

Equality & Gender Pay Gap Report

2020-21

1 April 2020 to 31 March 2021

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Foreword

Building a diverse and inclusive workforce remains a priority for Hereford & Worcester Fire and Rescue Service (HWFRS). We are committed to meeting the diverse needs of the communities we serve and recognise the importance of creating an environment where there is equality of opportunity for everyone. Despite the challenges of the past year, we have been working hard to increase diversity and inclusivity in our organisation and this report outlines the work we have undertaken, as well as our statutory duty to report on the following:

Monitoring of Equality Information

The Equality Act 2010 sets out the public sector Equality Duty. The Equality Duty requires public bodies with 150 or more employees to publish information at least annually about their employees, furthering the aims of the Equality Duty and to consider how activities affect people who have protected characteristics.

Gender Pay Gap

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require employers with 250 or more employees to publish statutory calculations every year showing the average difference in pay between their male and female employees (known as the gender pay gap). It is important to note that, our gender pay gap does not stem from paying men and women differently for the same or equivalent work. What is clear, however, is that our gender pay gap is affected by the roles in which men and women currently work within the Service and the associated salaries that these various roles attract.

Declaration

I can confirm that the Gender Pay Gap data included within this equality report is accurate and has been calculated according to the requirements of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Jonathan Pryce

Chief Fire Officer / Chief Executive

Our Purpose, Vision and Mission

Purpose

Why we are here

Keeping people safe from fire and other risks. Responding efficiently and effectively to incidents and emergencies.

Vision

What we want to do

Saving More Lives: Building on our successes to continue to make a difference, improve lives and help secure resilient communities.

Mission

What we do every day

As one professional team we will work hard every day to deliver high quality, sustainable services to our communities.

Who we are

Hereford & Worcester Fire and Rescue Service receives nearly 10,000 emergency calls each year requesting assistance at a wide variety of incidents, including property and countryside fires, road traffic collisions, collapsed structures, water rescues, hazardous materials and animal rescues. We attend just over 6,500 incidents each year – more than 125 incidents every week across the counties of Herefordshire and Worcestershire.

Our Fire Stations are staffed by a mix of 'Wholetime' Firefighters - operating on a full-time basis and providing an immediate response and On-Call Firefighters who live or work locally and are available within five minutes should they be needed. All our Fire Stations respond to emergencies 24 hours a day, 365 days a year. Some Stations are crewed by Wholetime Firefighters as well as On-Call colleagues. We also operate three 'day-crewed' stations that have Firefighters operating Wholetime during the day and On-Call overnight. The remaining Stations are all staffed solely by On-Call Firefighters.

Our Service is supported by our Fire Control team who answer emergency calls and deal with mobilising, communications and other activities and also our Support teams in our corporate areas such as ICT, HR & Development and Payroll, Operational Logistics and Finance.

Our core purpose, vision and mission are what drives and motivates our people to make the communities of Herefordshire and Worcestershire safer. To do this effectively we need to ensure we understand and appreciate the diversity of the communities we serve and that we have a workforce that is inclusive; where our people fully represent and understand those communities.

Our Values

How we carry out our core purpose is set out in **Our Values**. These are the guiding principles that are most important to us about the way we work. They help us to identify the right ways of working and acting within our organisation and with the public and our partners, and they help us to make important decisions.

- **Integrity**

We will do the right thing and show fairness and consistency in our approach, taking responsibility for the decisions we make and the actions we take.

- **Honesty**

We will be truthful in our actions and duties to build trust amongst our colleagues and within the communities we serve.

- **Respect**

We value the differences between individuals and will create an inclusive environment which recognises everyone's experiences and opinions.

- **Teamwork**

By working collaboratively, we can exceed expectations and go beyond the achievements of individuals.

- **Openness**

We will act in a way that is transparent and open to review and will welcome new or innovative ways of thinking.



We are also guided by the [Core Code of Ethics for Fire and Rescue Services](#) in England.

The Statutory Context

The Equality Act should make it easier for individuals to be aware of their rights under the law and for services and organisations to meet their legal responsibilities. The purpose of the Act is to ensure that everyone, whether at work or in using a service has the right to be treated fairly. It protects people from discrimination on the basis of certain characteristics. These are known as the nine protected characteristics.¹

- **Age**
A person belonging to a particular age or range of ages.
- **Disability**
A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
- **Gender reassignment**
The process of transitioning from one gender to another.
- **Marriage and civil partnership**
Marriage is a union between a man and a woman or between a same-sex couple. Same-sex couples can also have their relationships legally recognised as civil partnerships. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
- **Pregnancy and maternity**
Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context.
- **Race**
Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins.
- **Religion or belief**
Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.
- **Sexual orientation**
Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.
- **Sex**
A man or a woman.

¹ Definitions provided by the [Equality and Human Rights Commission](#) (2021)

The **Public Sector Equality Duty** is a duty on public authorities like Hereford & Worcester Fire Authority to consider how policies or decisions affect people with protected characteristics:

General Duty

Eliminate unlawful discrimination; harassment and victimisation and other conduct prohibited by the Act.

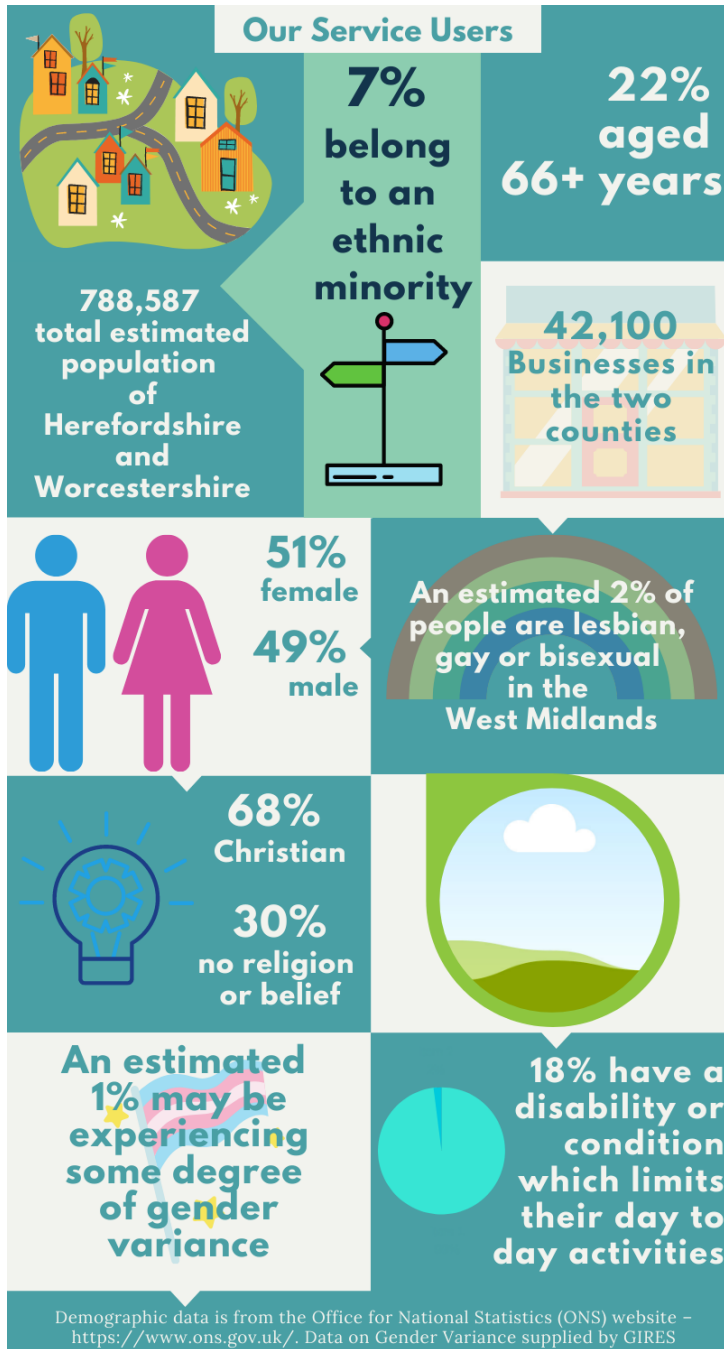
Advance equality of opportunity between people who share a protected characteristic and those who do not.

Foster good relations between people who share a protected characteristic and those who do not.

Specific Duty

Publish equality information at least once a year to show how we are complying with the equality duty.

Prepare and publish equality objectives every four years.



Our Service area

Our Service area extends from the metropolitan borders of the West Midlands to the rural southern borderland between England and Wales and covers two counties; Worcestershire in the east and Herefordshire to the west. The infographic gives a summary of what the population of Herefordshire and Worcestershire looks like. This helps us to see how reflective we are as a workforce, in comparison to the communities we serve.

Reporting

The annual equality report is presented to our Senior Management Board and our Joint Consultative Committee (JCC) which has Representative Body membership. The report is made publicly available via our website and to all our employees via our staff intranet.

The information in this report has been compiled from data provided voluntarily by our staff or applicants and covers the protected characteristics.

The data reported here is anonymised which means that a person cannot be identified from the information provided. We may only provide percentages in relation to the overall workforce for some protected groups in order to effectively anonymise, particularly where numbers of people with that characteristic are numerically low, potentially making it easier to identify individuals e.g. data relating to sexual orientation.

The data in this report covers the period 1 April 2020 to 31 March 2021.

Where possible, a simple RAG status red/amber/green colour-coded arrow shows where there is a negative/no change/positive change from last year's report 2019/2020.

Our equality objectives – key highlights 2020/21

The Public Sector Equality Duty requires us to develop and publish equality objectives at least every four years. As part of the Service's on-going work and commitment to equality, we formally set our [new equality objectives for 2021-2025](#) in July 2021, which are aligned with our Equality, Diversity and Inclusion Plan (2020-2025). As this report covers the reporting period 2020/21, a summary of work is reported against our previous Equality Objectives as follows:

Leadership and Corporate Commitment

We will encourage a culture that supports equal treatment, opportunity, inclusion and transparency at all levels of the Authority

- Two members of the Fire Authority became **EDI Champions**, to promote, support and drive improvement in regard to equality, diversity and inclusion through all activities of the Authority.
- Despite the pandemic, the Service continued recruiting in order to maintain staffing levels and diversify our workforce. Our processes continue to be aligned to a set of **Recruitment and Promotion Principles**, which include independent scrutiny by a cross-section of employees from across the organisation, as well as representative bodies.
- In the final year of the **People Strategy 2017-2020**, we continued to make progress in our commitment to equality and diversity, through the appointment of an Equality, Diversity and Inclusion Officer, whose role is to support the embedding of EDI throughout the Service and help strengthen links with minority groups in our communities.
- Our staff network, **Women@HWFire** has developed and grown in membership. Despite restrictions, the network played a key role in supporting female Wholetime Firefighter applicants by offering encouragement with their fitness training. The group has supported the introduction of adaptable uniform items; benefitting all operational staff of a smaller build. Women@HWFire have an ambitious plan to support the Service in building an inclusive culture for all.
- Work continues on embedding the use of **people impact assessments** across the Service, so the protected characteristics of our staff and our communities are always considered when introducing policies, procedures or activities. This work continues into 2021/2022.

Service Delivery & Community Risk

We will make sure that our prevention, protection and response activities target the most vulnerable people and the greatest risks

- We continue to be involved in the **Multi-Agency Targeted Enforcement (MATE)** initiative which brings together several agencies, combining differing powers of entry and intelligence on premises of concern. There are sometimes very vulnerable people at risk in such premises and therefore this kind of partnership working is extremely valuable. During the pandemic, the exchange of information continued through online meetings and visits were conducted for significant concerns.
- Our **Dying to Drive** initiative is a multi-agency road safety scheme aimed at reducing death and serious injury amongst young road users in Herefordshire and Worcestershire. Pandemic restrictions meant we had to adapt our delivery so an electronic package was created for schools to deliver the same core messages. This scheme ultimately helps to keep young people in our communities safer on our roads.
- Our Prevention team continued to liaise with local school networks using a variety of methods to deliver key safety messages to our communities.
- We also adapted how our **Safe and Well checks** were conducted so we were able to continue to conduct these for the most vulnerable people - ensuring this was done as quickly and as safely as possible.



People and Culture

To have a diverse workforce that represents our community

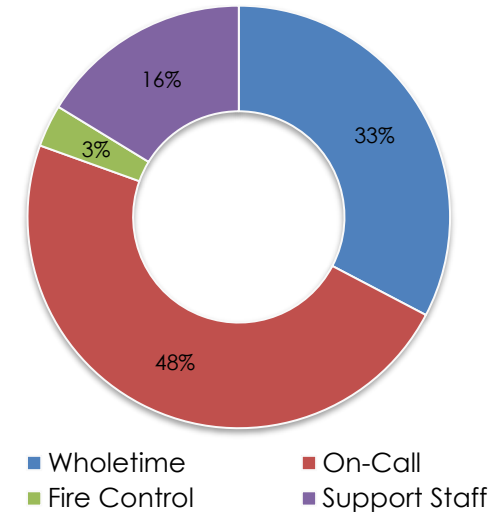
- Our Wholetime Firefighter Recruitment Process in 2020 provided an opportunity for us to actively encourage women to consider the role as a career. We implemented activities to encourage women to apply and to prepare for our Wholetime Firefighter selection process, as part of our Positive Action work. We developed a bespoke **14-week Fitness Programme** (also opened to women applying for On-Call Firefighter roles) which resulted in 48% of women passing the job-related physical tests – more than any previous Wholetime Firefighter recruitment process.
- We have improved our **dyslexia support offer**, with the development of an online central information point for staff, better use of technological support and individual plans for employees to help them explore what strategies work best for them. This has led to an increase in the number of employees seeking support and we are now exploring the creation of a dyslexia staff network.
- Embedding equality, diversity and inclusion into our Service culture has continued through signposting staff to a variety of webinars and online **educational sessions on equality and inclusion**. The Service supported virtual Pride events (which were unfortunately postponed during 2020) through social media and flying the Pride flag at Malvern and Worcester Fire Stations as a gesture of support.
- We have maintained our corporate membership to the **Asian Fire Services Association (AFSA)** and continue to access AFSA's knowledge, research and training opportunities in the field of diversity and equality.
- We continue to be corporate members of **Women in the Fire Service (WFS) UK** to demonstrate our commitment to support gender equality in the Fire and Rescue Service. A number of our operational managers took part in virtual WFS UK "Choose to Challenge" sessions, reflecting on some real-life scenarios relating to equality, diversity and inclusion.



Our Workforce profile

Our workforce stands at 774 (as at 31st March 2021) - this figure is the number of total posts occupied. In analysing our workforce data, secondary contracts are included and this is done in order to reflect the workforce data submitted to the Home Office as part of our annual Fire Statistics return. Otherwise, the data would disregard secondary contracts which make up a portion of our establishment and also helps us to identify any potential trends in particular workforce groups. This also helps us to give a more accurate view of how the diversity of our employees reflects that of the communities we serve.

Our Service is made up of four main workforce groups and for the purposes of this report are defined as follows, in line with Home Office definitions:



- Wholetime:** A full-time Firefighter, regardless of rank.
- On-Call:** A Firefighter responding when required during their “on-call” hours, regardless of rank.
- Fire Control:** A Uniformed member of staff working in our Control Centre to answer emergency calls and deal with mobilising, communications and related activities, regardless of rank.
- Support:** A member of staff who is not a Firefighter or in Fire Control. It includes, for example, administrative roles, analytical support, finance, vehicle maintenance, etc.

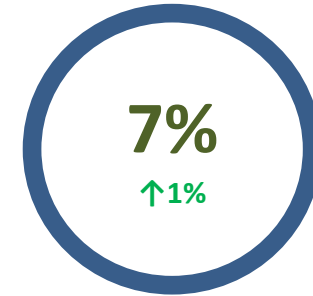
Our workforce at a glance



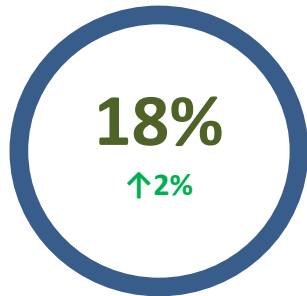
the largest proportion of our employees are aged 46-55 years



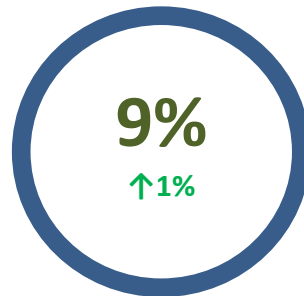
the declared disability profile across the workforce



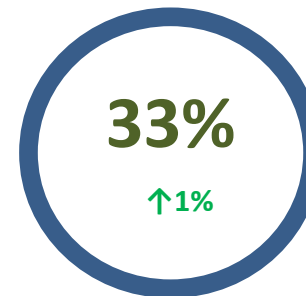
the profile of employees belonging to an ethnic minority



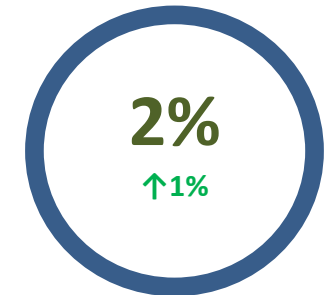
the profile of female employees



the percentage of operational staff who are female



Christianity is the largest religious grouping



of employees declared their sexual orientation as Lesbian, Gay or Bisexual

Profile of employees by sex

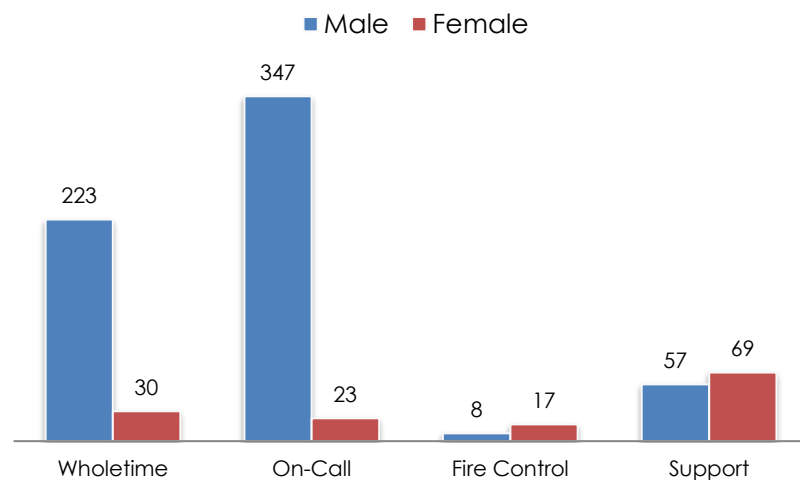
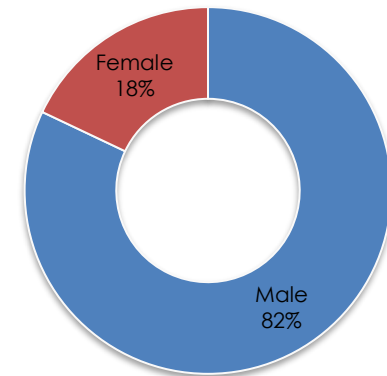
Male employees make up the majority of our workforce - the total distribution of female employees across our Service is 18%.

The percentage of women in our Wholetime workforce group has seen a further increase from last year's figure (10%) and now stands at 12%. Our Wholetime Firefighter recruitment campaign in 2020 provided an opportunity to attract more women to the role and we had some successful outcomes following our positive action activities. 15% of applicants who were not already employed as a Firefighter in another Service, were female.

The percentage of women in our On-Call workforce group is 6% (unchanged from last year).

Our Support workforce group continues to be fairly balanced, with women making up 55% of this group.

Total Workforce by Sex



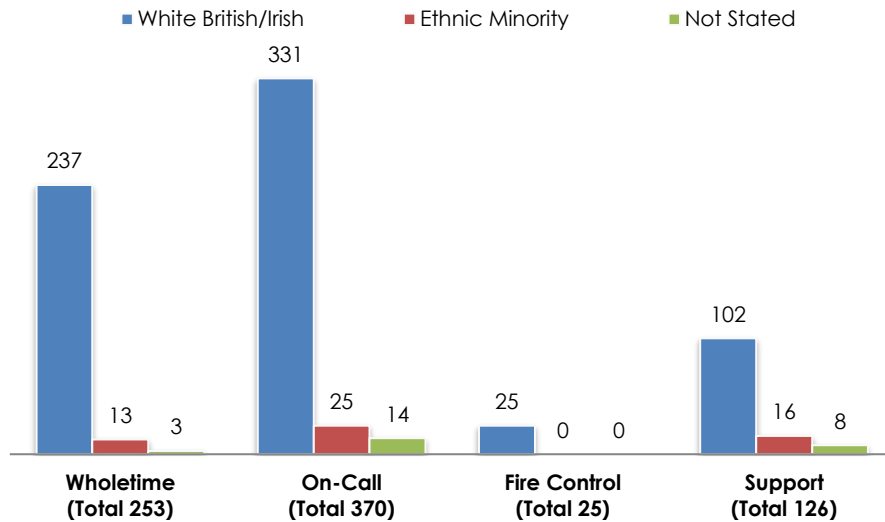
The Service's workforce is not currently reflective of the local population of Herefordshire and Worcestershire which stands at 51% female and 49% male.² This is a trend which is replicated across the fire sector.

Our [Positive Action Plan](#) sets out our ambitions to continually work to address the gender balance, specifically in operational roles.

We recognise that monitoring numbers of transgender employees is highly sensitive and for data protection reasons we do not currently publish this data.

² Office of National Statistics (2021) Population estimates for the UK mid-2020

Profile of employees by ethnicity



The profile of employees identifying as belonging to an ethnic minority³ is 7% which is an increase of 1% from last year, continuing an upward trend. In comparison to our communities of Herefordshire and Worcestershire, 7% of the population identify as belonging to an ethnic minority⁴ so as an organisation we are reflective of our local community in relation to ethnicity.

The profile of our total operational workforce who belong to an ethnic minority group is 6% - an increase from last year's figure by 1%.

The declaration rate for ethnicity has also increased by 1% to 97%.

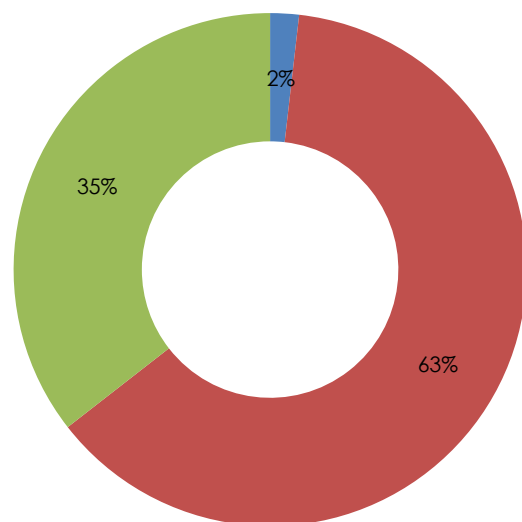
We have maintained our corporate membership to AFSA who are an organisation striving to progress inclusion in the fire service. With the majority of UK fire services as members, this provides us with opportunities to share learning and increase our knowledge and understanding of inequalities. During the pandemic, AFSA continually supported their membership through the provision of numerous online resources such as electronic magazines, training webinars and virtual conferences, which were made available to all our employees.

³ We use 'ethnic minorities' to refer to all ethnic groups except the White British group. Ethnic minorities include White minorities, such as Gypsy, Roma and Irish Traveller groups.

⁴ Office of National Statistics (2011) Census

Profile of employees by sexual orientation

■ Lesbian/Gay or Bisexual ■ Heterosexual ■ Not Stated



The proportion of staff across the workforce declaring their sexual orientation as Lesbian, Gay or Bisexual (LGB) has increased to 2%. For data protection reasons we have combined these categories and provided them as a percentage only. Data relating to sexual orientation was unavailable in relation to our local communities, however, the Office of National Statistics estimates that 3% of people identify as LGB in the West Midlands.⁵ Recent Home Office data also indicates that 3% of all staff employed by Fire and Rescue Authorities across England and Wales identify as LGB.⁶

The declaration rate for sexual orientation in our Service has seen a 3% increase, and this figure is now 65%. National FRS data suggests that 66% of all FRS staff in England choose to declare their sexual orientation, which indicates a slight increase from last year's data.⁶

COVID-19 restrictions meant that many of our local Pride events were cancelled in 2020, however we were still able to support online celebrations where these took place. The number of Pride events in our area is increasing and we look forward to supporting these as part of our ongoing inclusion work. It is also hoped this ongoing support for our LGBT communities will be reflected in a continued increase in our employee disclosure rates.

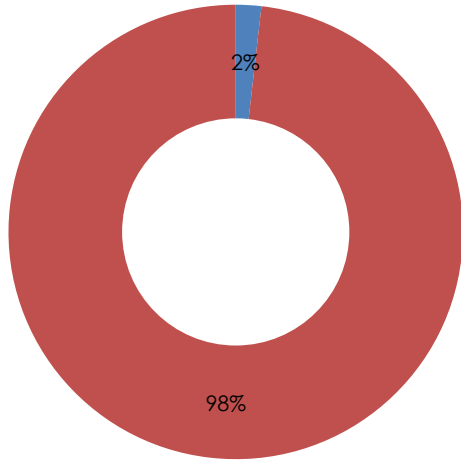


⁵ Office of National Statistics (2019) [Experimental statistics on sexual orientation in the UK](#)

⁶ Home Office (2021) [FRS workforce and pension statistics, 2020-2021](#)

Profile of employees by disability

■ Declared Disability ■ Declared No Disability



The disability profile across the workforce is 2%, which has remained unchanged from 2019/20. For data protection reasons we have combined these categories and provided them as a percentage only.

Although conditions such as dyslexia may meet the definition of disability in the Equality Act 2010, individuals with dyslexia and other similar learning differences do not necessarily consider it a disability. This may go some way to explain why our workforce disability profile figures are low. The [British Dyslexia Association](#) estimates that 10% of the population is believed to be dyslexic so we could reasonably estimate that we have a greater proportion of our workforce with a disability.⁷

Considerable work has been done in this area and the last 12 months have seen a significant increase in the number of staff coming forward for support. The pandemic has delayed some of our plans, such as a dyslexic staff network, however a central information point for staff is available and robust processes are in place to ensure that individuals who are diagnosed with dyslexia are fully supported. The ongoing work is increasing staff awareness, which will contribute to greater disclosure.

Our Occupational Health provider continues to work with our managers and staff to identify reasonable adjustments that could be implemented to provide appropriate support for individuals at work.

⁷ British Dyslexia Association (2019) Dyslexia

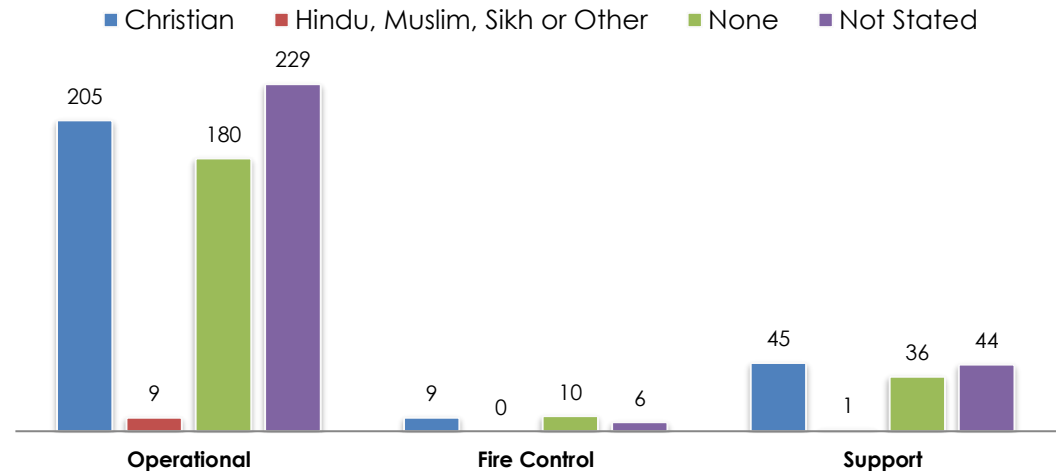
Profile of employees by religion or belief

Christianity is the largest religious grouping within our Service at 33% and this is followed by 29% of staff with no religion or belief at all. The proportion of other faiths when combined account for less than 1% of the workforce.

In comparison to our communities, Christianity is the largest religious grouping at 68% with 30% having no religion or belief. The remaining 2% per cent are made up of five main religions: Buddhist, Hindu, Jewish, Muslim and Sikh plus a further 'Other' category for other religions.⁸

The percentage of staff who declare their religion or belief (or as having no religion or belief) is continuing to increase, with a rise of 3% from last year. Declaration rates are still an area we would like to see improvements in, particularly within our Wholetime and On-Call workforce groups.

We continue to offer a Chaplaincy service that works across faith and belief boundaries and offers support to everyone by supplementing our existing staff wellbeing services.



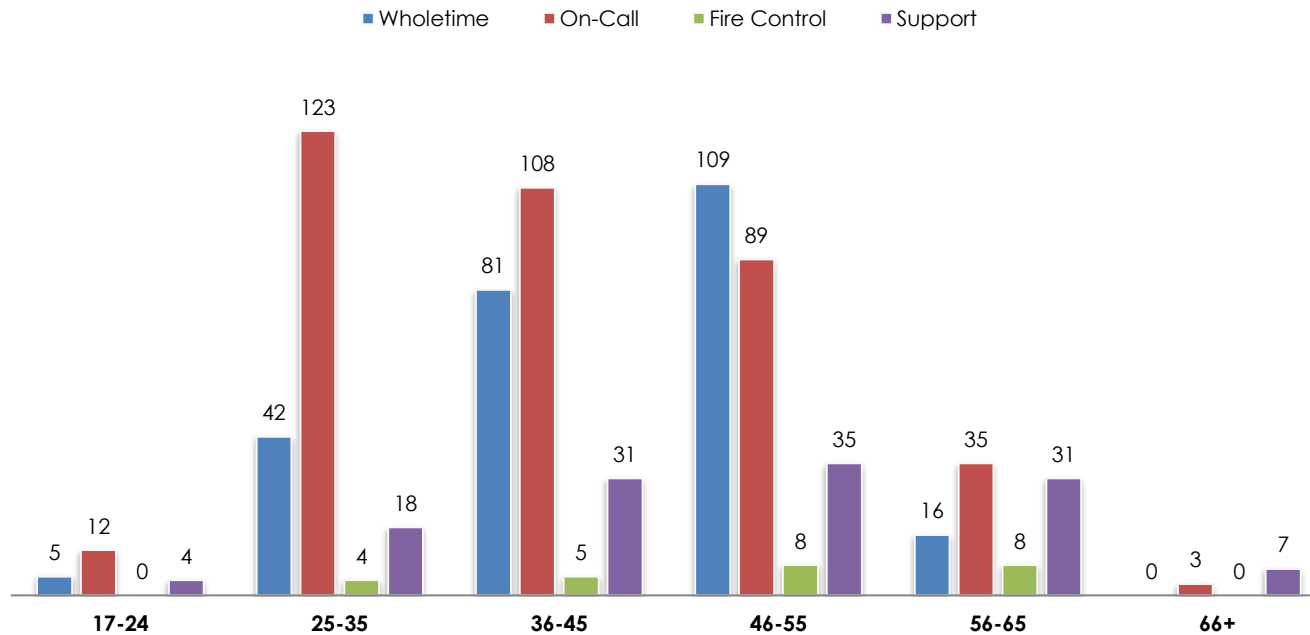
Pregnancy, maternity and marital status

We collect and monitor data relating to other protected characteristics such as pregnancy and maternity and marital status. 3% of women employed by the Service were on maternity leave during 2020/21. No staff opted to take shared parental leave and nationally, there continues to be a low take-up rate of this type of family friendly leave.⁹ At the end of March 2021, 37% of our employees were in a marriage or civil partnership.

⁸ [HWFRS \(2019\) CRMP 2021-2025 Risk Review – People & Places.](#)

⁹ People Management (Sept 2020) – [Shared parental leave uptake still 'exceptionally low', research finds](#)

Profile of employees by age



The largest proportion of our workforce is aged between 46 and 55 years (31% of the entire workforce), which is on a par with last year. The average age of our workforce is 43 years.

The largest proportion of our Wholetime staff are aged between 46 and 55 years (43%) and there has been a consistent increase in this age bracket over the last four years. Prior to this, the largest proportion of Wholetime staff were aged between 36 and 45 years.

The majority of our On-Call staff are aged between 25 and 35 years (33%). This difference in age brackets between On-Call and their Wholetime colleagues has been consistent over the last nine years.

The UK population is growing larger and getting older. When broken down by age, there are three important groupings; children and young people aged 0-15 years, people of a working age between 16 and 64 years, and people of a pensionable age (aged 65 years and over). The national trend shows that the proportion of those of a working age is continuing to shrink, whilst those of a pensionable age is increasing. The pattern is similar across Herefordshire and Worcestershire, though with a lower proportion of people of normal working age and a relatively high proportion of people aged 65 years and over.⁸

⁷[HWFRS \(2019\) CRMP 2021-2025 Risk Review – People & Places.](#)

Recruitment - In the year ending 31 March 2021

1,107

total number of applications received

89

total number of appointments

2%

↑1%

of new employees declared a disability

14%

↑3%

of new employees in operational roles were women

6%

↑5%

of new employees declared their sexual orientation as Lesbian, Gay or Bisexual

8%

↑4%

of new employees identified as belonging to an ethnic minority

Applications for employment and appointments

Our vacancies are advertised through our [website](#), our social media, our internal staff Bulletin and a regional public sector specific jobs board – [WM Jobs](#). We also advertise positions through the [National Fire Chiefs Council](#) website, [AFSA](#) and [Women in the Fire Service UK](#).

Applicants are asked to complete a diversity monitoring form and submit this with their job application securely and confidentially through our online recruitment portal. Applicants' protected characteristics are not provided to recruiting managers so shortlisting and selection decisions are based on vacancy-related information demonstrated by the applicant.

We do not set specific recruitment targets in relation to protected groups. Our recruitment and selection processes are closely monitored to ensure all applicants are treated fairly and consistently in line with all legal, statutory and good practice requirements.

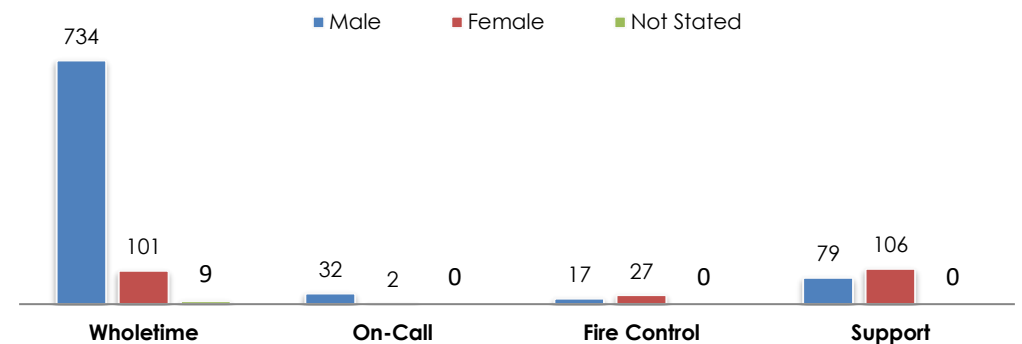
For this year's report, we have examined the conversion rates of application to appointment specifically for women and ethnic minorities, in order to examine the impact of our positive action work, particularly for our Wholetime Firefighter recruitment process.



Applications for employment by sex

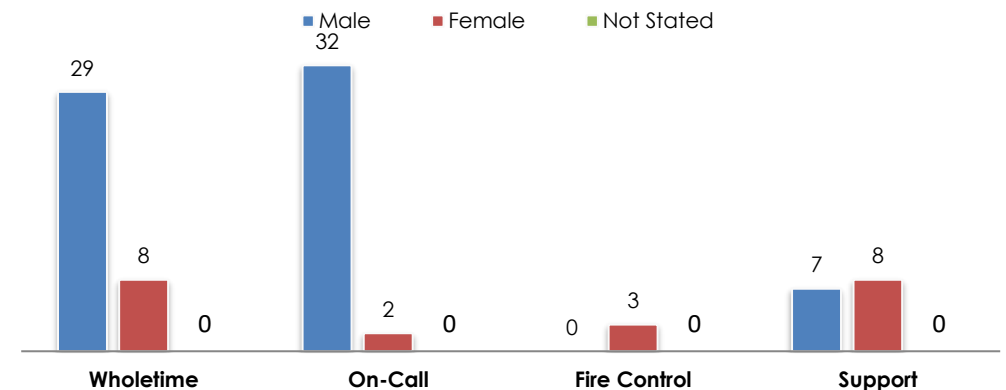
The proportion of women who applied for vacancies was 32%.

For operational roles, women accounted for 12% of the overall applications. Analysing this further, 12% of applications for Wholetime roles were from women and 6% of applications were from women for On-Call roles. Following the success of our positive action initiatives for the 2020 Wholetime Firefighter recruitment process, we aim to use this approach to encourage more women to consider the On-Call Firefighter role.



Appointments made

There is a continuing upward trend in the number of women appointed into operational roles, with an increase of 3% from last year's figure (14% this year). The appointment rate in comparison to men is however, still low. Our Firefighter recruitment process includes a Physical Tests stage which assesses a candidate's ability to meet job-related strength and fitness standards. Our data suggests that currently, male candidates are more likely to pass the Physical Tests stage than female candidates – it is at this point in the process where we see the highest number of fallout rates for women. Our positive action initiative targeting female Wholetime Firefighter applicants increased the number of successful outcomes at this stage, with a 48% pass rate for women. Work is currently being done locally to help prepare all On-Call applicants who need support, however we will continue to monitor success rates for women and develop targeted support initiatives with the aim of increasing the number of women appointed.

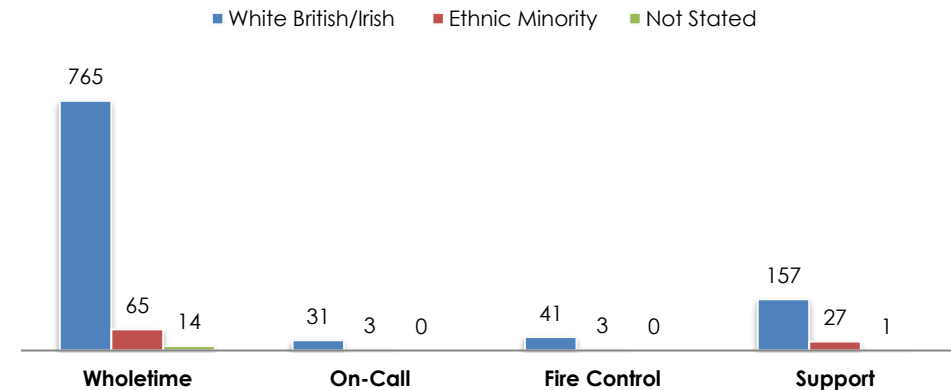


Applications and appointments for Support vacancies tend to be more evenly balanced with regards to sex profile. This may be due to the greater variety of roles available appealing to a wider range of individuals.

Applications for employment by ethnicity

90% of applicants were White British/Irish and 9% of applicants had an ethnic minority background. Our data tell us that in 2020/21, Wholetime and On-Call recruitment mainly attracted White British/Irish applicants (91%), which is reflective of the local demographic.

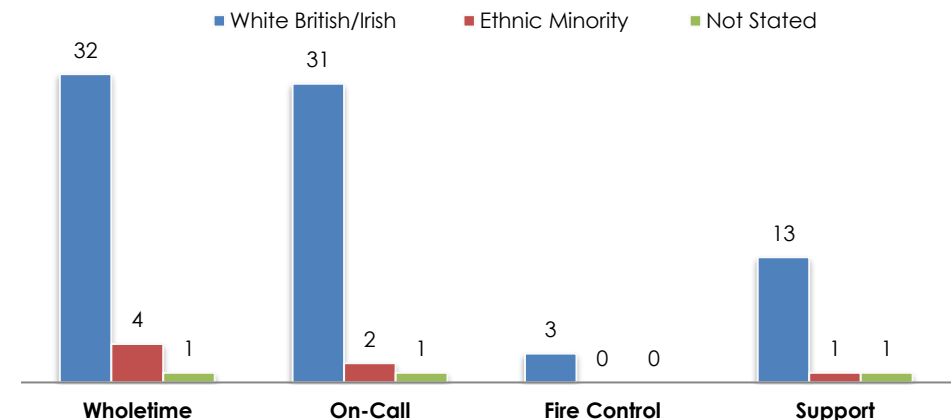
Our Wholetime Firefighter recruitment process attracted 8% of applicants from an ethnic minority, which is 1% higher than our previous process in 2017. The number of applications received from people from an ethnic minority for On-Call recruitment has fallen slightly to 9% (12% last year) however, as recruitment for this role was put on hold for a number of months due to the pandemic, the number of applications overall was reduced in comparison to previous years. We expect the number of applications to rise to normal levels for next year's annual report.



Appointments made

The proportion of new recruits in an operational role from an ethnic minority background was 8%, which is an increase from last year (5%) and a trend that we welcome in striving to create a more diverse workforce. When compared to the make up of our local communities, this is a positive outcome as 7% of Herefordshire and Worcestershire residents belong to an ethnic minority. The proportion of new recruits who did not disclose their ethnic background was 3%, which has risen from last year (2%).

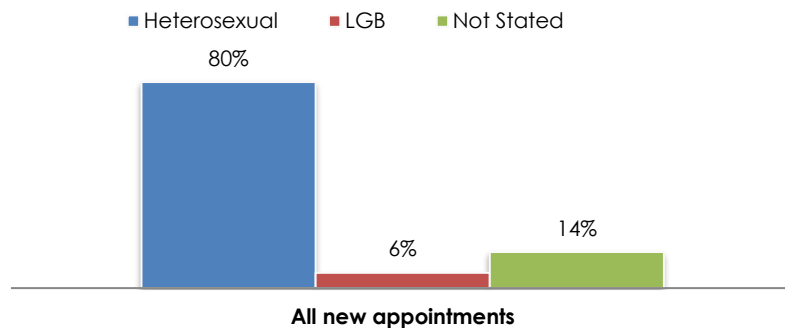
86% of new starters in a Support role were White British/Irish, 7% were from an ethnic minority and the remaining 7% did not disclose. All appointees in Fire Control were White British/Irish.



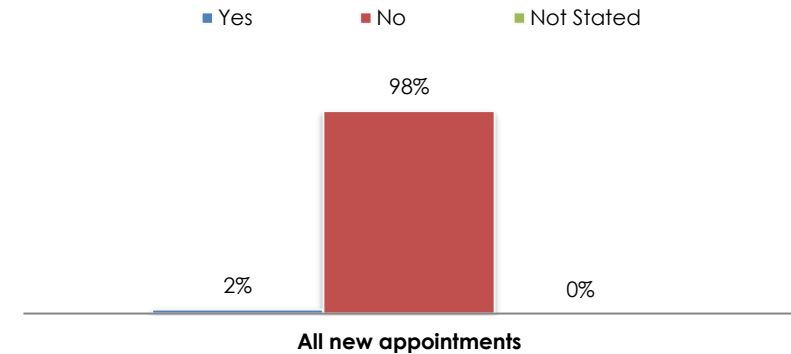
Appointments made: sexual orientation, disability, religion and belief, age

Of the 89 appointments made during 2020-2021, 3% of those appointed identified as Lesbian, Gay or Bisexual, which has increased from last year (1%). 4% declared a religion other than Christian and the highest proportion of appointees were aged 25-35 years (47%). The number of appointees declaring a disability remains low at 2%; however, many neurodiverse people do not consider themselves to have a disability, for example, people with dyslexia.

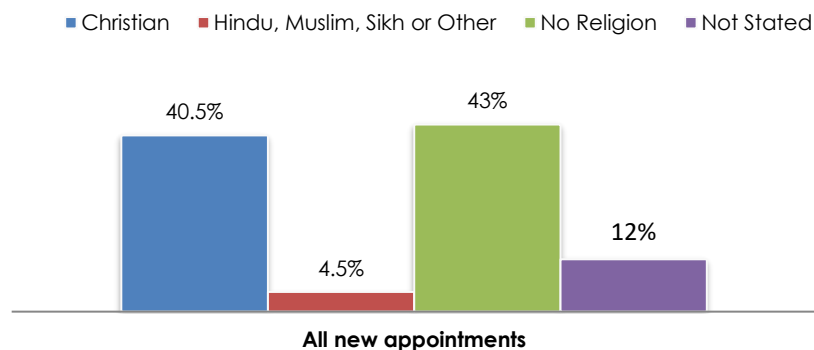
Sexual Orientation



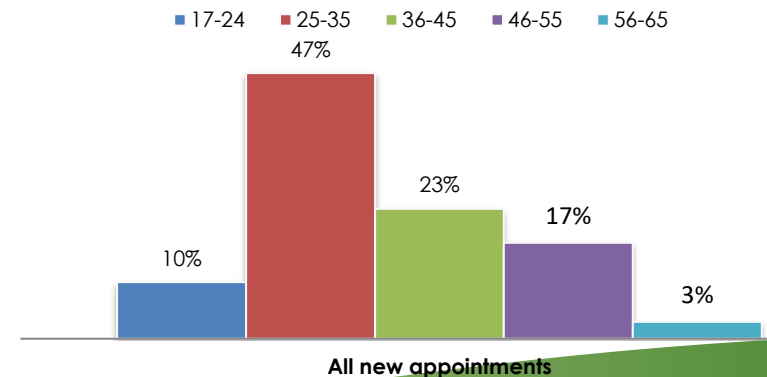
Disability



Religion and Belief



Age



Expressions of interest in the On-Call Firefighter role

People who are interested in becoming an On-Call Firefighter can initially complete and submit an expression of interest before potentially going on to complete a full application form. This is so direct contact can be made to discuss the role and to determine whether they can meet the geographical criteria i.e. that they live or work within 5 minutes of their local Fire Station.

14% of those attracted to the role last year were women. This represents a decrease of 4% from last year's figure, however the overall number of expressions of interest were significantly lower during 2020 due to recruitment being put on hold for a number of months. During 2020/21 we received 413 expressions of interest, in comparison to the previous year, when 666 were submitted to us. The easing of restrictions will allow us to focus once again on the ambitions set out in our Positive Action Plan, particularly concentrating on On-Call recruitment.



To encourage all types of people to consider a career as an On-Call Firefighter, our website features ['crew stories'](#) of some of our On-Call Firefighters. These stories explore how they achieve their work/home balance, and what being an On-Call Firefighter means to them.

For more information about becoming an On-Call Firefighter, please visit [our website](#).



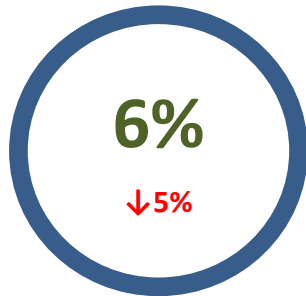
Promotion - In the year ending 31 March 2021



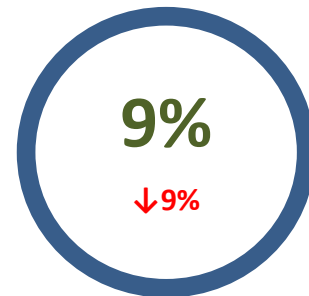
total number of applications for promotion



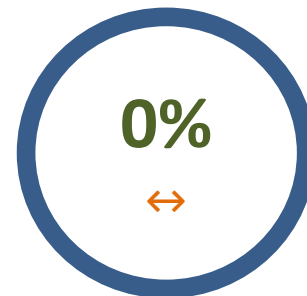
total number of promotions



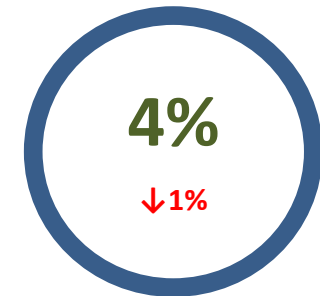
of applications for Wholetime/On-Call promotion were from women



of promoted employees were women



of promoted employees belonging to an ethnic minority



of promoted employees declared their sexual orientation as Lesbian, Gay or Bisexual

Applications and promotions

For the purpose of this report, a promotion is considered as a permanent change in role to a higher pay grade. Promotions usually occur within operational areas of the Service and mostly draw from the existing workforce. Therefore, the following data relates to our Wholetime, On-Call and Fire Control workforce. Our promotion process follows an overarching framework of principles designed to ensure fairness and transparency and to ensure opportunities are equally accessible.

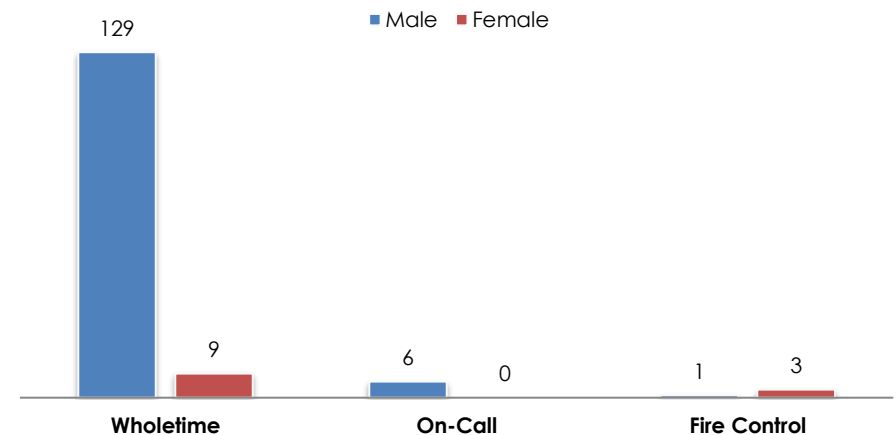
As we continually work to promote our Service as an inclusive employer to specific groups (women, ethnic minorities, LGBT community), we have analysed the conversion rate of application to appointment for individuals with these protected characteristics. This is so that we can determine whether there are any further barriers after they have been attracted to apply.

Applications and promotions by sex

Of all the applications for Wholetime and On-Call promotion in 2020/21, 6% were from female operational staff. No applications for promotion in the On-Call workforce were from women. For Fire Control promotions, 75% of applications were from female staff.

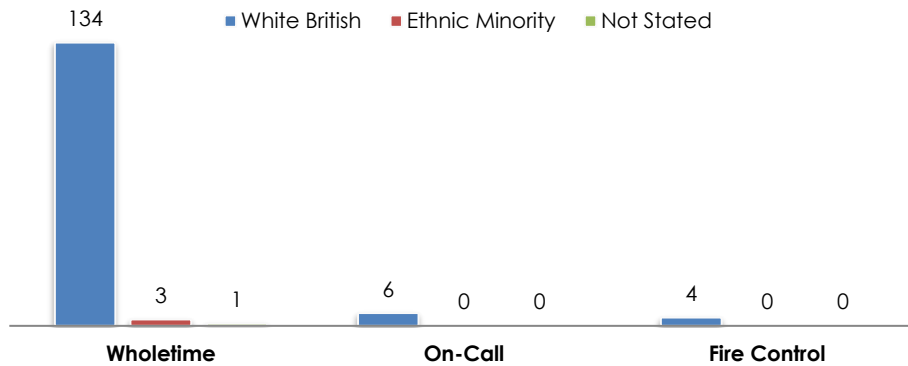
The success rate for women who applied for Wholetime promotion was 67% and for men it was 70%.

Research suggests that men apply for a job when they meet only 60% of the qualifications but women are less likely than men to apply for a role if they do not meet all the job requirements.¹⁰ This knowledge was at the core of our positive action activities in 2020, but also forms the basis of future plans to encourage more women to apply for promotion.



¹⁰ Harvard Business Review (2014) Why Women Don't Apply for Jobs Unless They're 100% Qualified.

Applications and promotions by ethnicity



The percentage of people applying for promotion from an ethnic minority group was 2%, which has risen by 1% from last year. The profile of operational employees belonging to an ethnic minority is 7%.

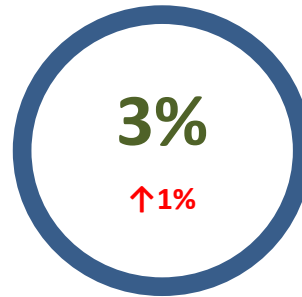
The majority of those promoted were White British/Irish; continuing trends from previous years.

Retention

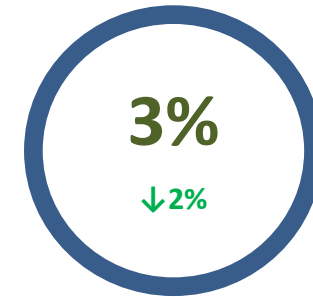
In the year ending 31 March 2021, 66 employees left the Service. 58 of those were operational staff (35 were On-Call and 23 were Wholetime personnel), whilst 8 were Support staff. Individuals that ended one of their contracts but remained employed with the Service have been included. Note that there were no leavers from our Fire Control workforce.



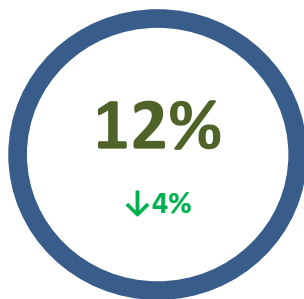
of leavers were aged 46–55
(the highest proportion of leavers in 2019-20 were aged 25-35)



of leavers declared a disability



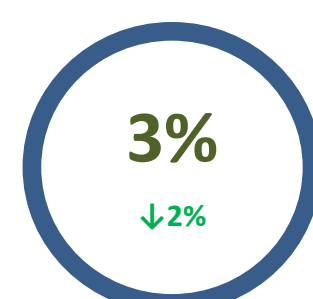
of leavers belong to an ethnic minority



of leavers were women



of leavers had no religion or belief
(35% of leavers also declared their faith as Christian)



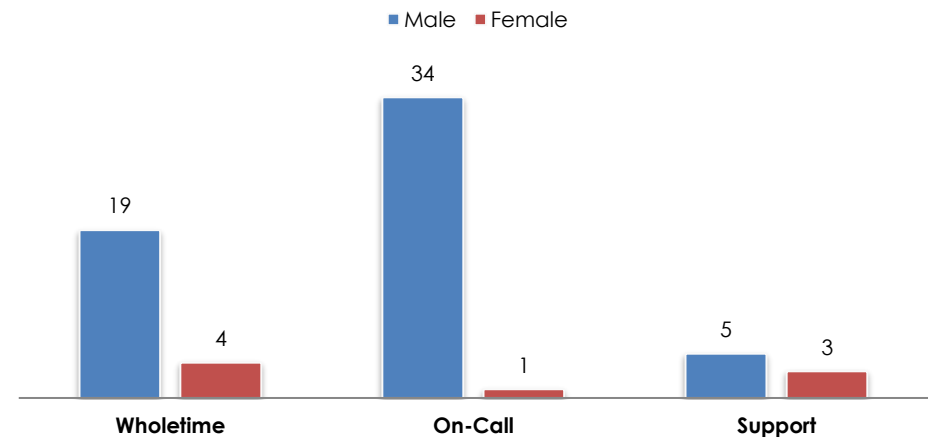
of leavers declared their sexual orientation as Lesbian, Gay or Bisexual

Leavers by sex

In the year ending 31 March 2021 the proportion of women who left the Service is 12%, which is a decrease from last year (16%).

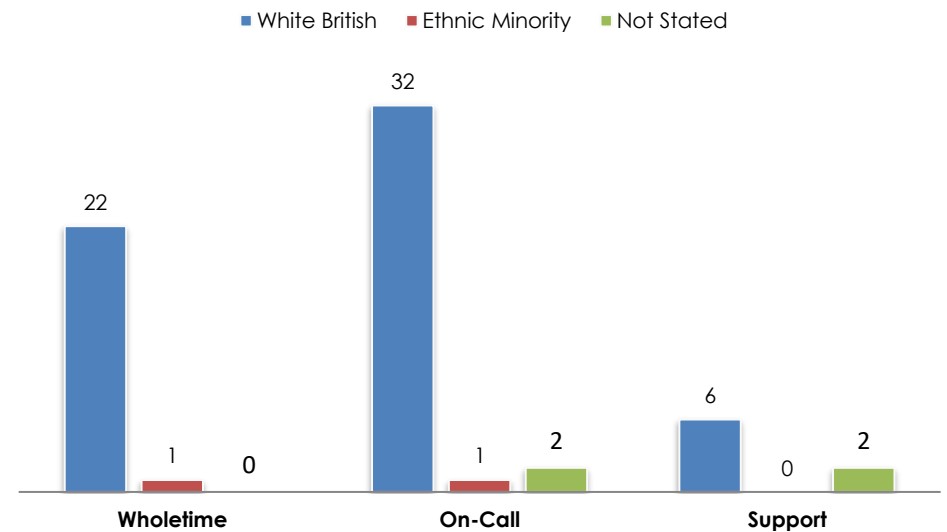
The proportion of female leavers in operational roles is 9% which is an increase from last year's figure (7%).

Overall there is a continuing positive trend of the proportion of women joining the Service (13%) being higher than those leaving.



Leavers by ethnicity

In the year ending 31 March 2021 91% of leavers were White British/Irish, which is on par with last year's figure. Employees from an ethnic minority background accounted for 3% of all leavers, which has decreased from last year (5%). There has been a rise in the proportion of leavers who have not recorded their ethnicity – this has increased to 6%.

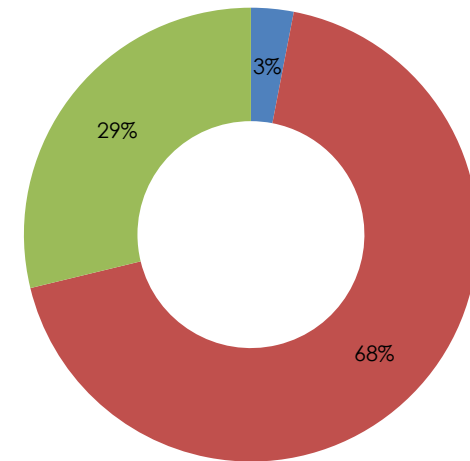


Leavers by sexual orientation

The proportion of staff leaving the Service who declared their sexual orientation as Lesbian, Gay or Bisexual is 3%, which is balanced against the proportion of LGB staff appointed – also 3%.

The number who did not declare their sexual orientation was 29%. Last year, this figure was 33% showing an upward trend in the number of staff leaving the Service who have declared their sexual orientation.

■ Lesbian, Gay or Bisexual ■ Heterosexual ■ Not Stated



Leavers by disability

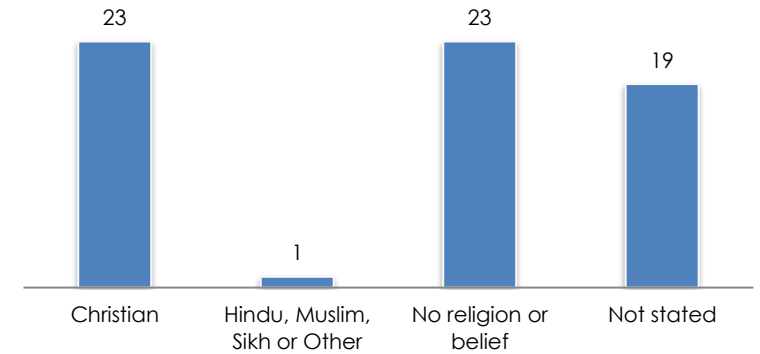
3% of staff who left the Service in 2020/21 declared a disability, which is an increase of 1% from last year. The number of leavers declaring a disability is higher than the number of new starters who declared a disability (1%). However, as awareness of dyslexia increases in the Service and more staff understand it can be considered a disability under the Equality Act, we may see an increase in overall declaration rates for this protected characteristic.

There were no employees leaving the Service who had not declared their disability status.

Leavers by religion or belief

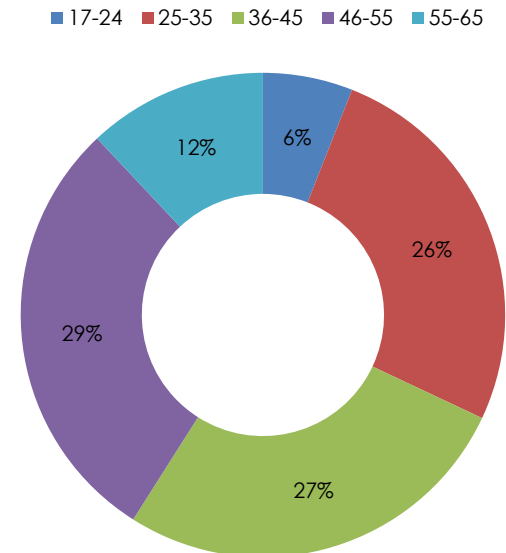
Employees with no religion or belief accounted for 35% of leavers. Those of the Christian faith also accounted for 35% of leavers.

29% did not disclose their religion or belief, which is significantly higher than the 12% of new starters who chose not to declare. This indicates that our new appointees were more willing to declare their religion/belief than those leaving the Service.



Leavers by age

The largest proportion of leavers were in the age group of 46-55. The number of leavers aged between 25 and 45 is consistent with previous years, mainly occurring with the On-Call workforce group, who are predominantly from this age group.



Turnover and reasons for leaving

Staff turnover refers to the percentage of employees who leave an organisation and are replaced by new employees.

27% of all leavers left within one year of employment; 17% of On-Call staff left within one year of employment.

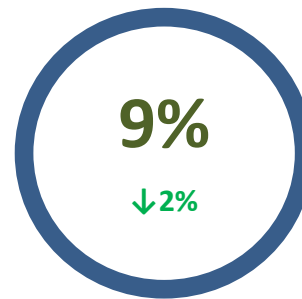
Wholetime



Turnover rate for Wholetime workforce

13% Resigned
43% Fixed Term Contract
39% Retired
4% Other reasons

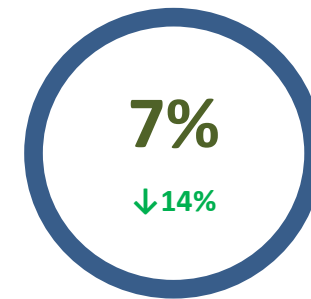
On-Call



Turnover rate for On-Call workforce

97% Resigned
3% Retired

Support



Turnover rate for Support workforce

50% Resigned
13% Fixed Term Contract
25% Retired
13% Other reasons

Disciplinary and Grievances, Bullying and Harassment

The Service reports on all formal cases of discipline, grievance, bullying and harassment which are a key indicator of workplace culture.

Disciplinary cases

The number of disciplinary cases is very small so any percentages based on these figures will look disproportionately high and this should be taken into consideration when reviewing the data.

There were 10 disciplinary cases during 2019-20 which is a similar figure to last year (9). The majority of cases involved male, White/British employees. No employee declared their sexual orientation as Lesbian, Gay or Bisexual (3 did not declare their sexual orientation). The proportion of those cases with employees who declared a disability was very low (actual number not disclosed due to small numbers).

The proportion of staff from a Christian faith was 50% compared to 33% of the workforce. Those with no religion or belief accounted for 20% (2) compared to 29% of the workforce. 30% (3) did not state their religion or belief. The age profile indicates most disciplinary cases involved those aged 25 – 35 years (40%), with the remaining employees aged between 36-45 (30%) and 46-55 (30%).

Grievance and Bullying and Harassment cases

There were no formal grievances raised, or formal cases of bullying and harassment reported in 2020/21.

Gender Pay Gap as at 31 March 2021

As an employer with 250 or more employees, we have a duty under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 to publish gender pay gap information relating to our employees. We must publish this information on our external website and a dedicated Government website: <https://gender-pay-gap.service.gov.uk/>.

The gender pay gap shows the difference in the average pay between men and women in a workforce. There are six calculations as follows:

1. **Mean gender pay in hourly pay** – the percentage difference between the mean average hourly rates of men and women’s pay
2. **Median gender pay gap in hourly pay** – the percentage difference between the midpoints in the ranges of men and women’s pay.
3. **Mean bonus gender pay gap**¹¹
4. **Median bonus gender pay gap**¹¹
5. **Proportion of men and women receiving a bonus payment**¹¹
6. **Proportion of men and women in each pay quartile** – calculated by dividing employees into four even groups according to their pay. The upper quartile with the highest level of pay and the lower quartile with the lowest levels of pay.

All staff who were deemed to be full pay relevant employees at 31 March 2021 are included. The figures are based on established contracted posts within the Service and include Wholetime / On-Call Firefighter dual roles and secondary employment contracts.

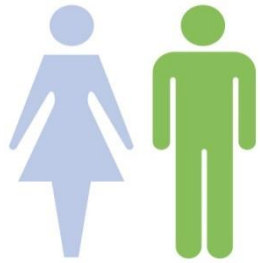
The salaries of all operational staff (Wholetime, On-Call and Fire Control) are established within the “Grey Book” (terms and conditions) and are standard throughout the UK Fire and Rescue Service. Support staff salary levels are based upon a job description formally evaluated for the role. Annual Pay awards are negotiated nationally.

For our On-Call employees, the average weekly working hours can vary significantly across this workforce group and drastically distort the calculations and so the nationally agreed basic fixed hourly rate of pay is used. It should also be noted that other Fire and Rescue Services may choose to calculate the hourly rate of On-Call and other employees differently and this should be taken into consideration if making direct comparisons.

¹¹ We do not pay bonuses to staff and therefore do not provide calculations relating to points 3, 4 and 5 above.

Our pay gap figures

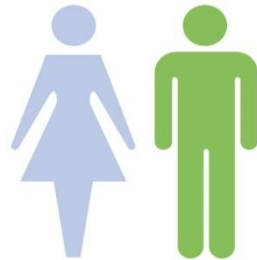
Mean pay gap 6% ↔



£14.50 £15.50

Difference: £1.00 per hour

Median pay gap 3% ↑



£14.10 £14.51

Difference: £0.41 per hour

The **mean pay gap** shows women on average earn **6%** less than men in our organisation (no change from 2019-20).

The **median pay gap** shows the midpoint in the range of women's pay is **3%** less than the midpoint in the range of pay for men (an increase from 2019-20 which was nil).

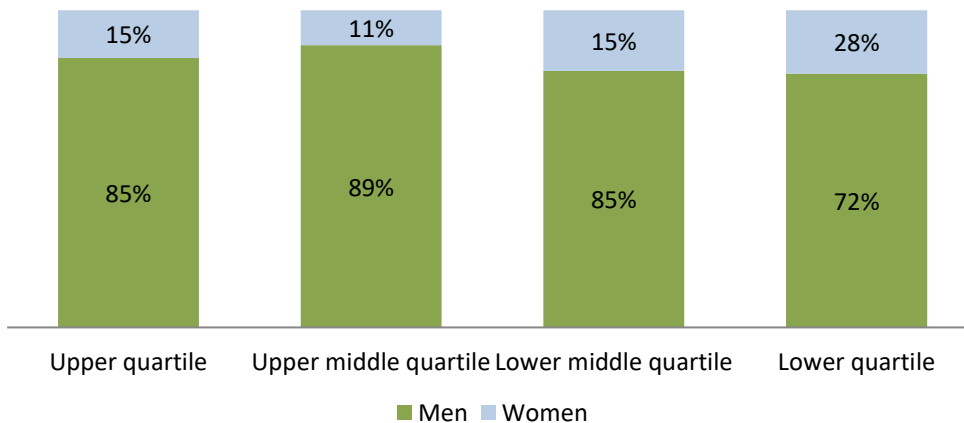
We believe the gender pay gap does not arise from paying men and women differently for the same work but is as a result of the roles in which they work and the salaries these roles attract.

Men and women in our organisation undertaking the same role are paid the same. However, there are more men than women in our workforce and essentially more men occupying higher level positions within the Service.

Our **pay quartile** data reflects our organisation's current workforce profile – there are a high proportion of men compared to women. There are small fluctuations in the lower quartiles of pay which may be attributed to an increase in the number of women recruited into entry level roles (e.g. Wholetime Firefighter). This is a positive step towards progressing women beyond the lower quartiles as their careers progress.

We recognise a lack of representation of women in the Fire sector as a whole and continue to drive change through the implementation of our equality objectives and Positive Action Plan.

Men and Women by Pay Quartiles



Contributory factors

There are some factors which may contribute to our gender pay gap:

- An imbalance in the number of men and women throughout the organisation, particularly women in senior management positions in operational roles.
- An under-representation of women in operational roles in the Fire sector, although there were successful outcomes from our positive action initiatives for Wholetime Firefighter recruitment in 2020.
- Within Support roles, women tend to be in posts within the lower pay scales such as administration, whereas specialist support roles which attract higher rates of pay, such as ICT, tend to be predominately male.
- Women are also more likely to take time out of the labour market to raise children which may delay career progression, contributing to a lack of representation of women at higher levels.

Closing the gap and our future equality work

Our ambitions to create a more inclusive organisation are set out in our [People Strategy](#) and the focus continues through the implementation of our [Equality, Diversity and Inclusion Plan](#) and our [Positive Action Plan](#).

The last year has been challenging and despite this, we have set our new strategic equality objectives, increased our use of people impact assessments for key decisions, policies and processes and supported our staff networks – particularly Women@HWFire whose membership and activities have expanded.

Over the next year we will focus on the following areas:

- Embedding the Core Code of Ethics
- Engagement with minority groups in our communities
- Positive action on under-represented groups
- Development opportunities to support career progression for women

Conclusion

We are continuing to work on creating a more diverse workforce and promoting our Service as an inclusive employer who values everyone. Although we are pleased with the results of our initiatives so far, there is still much to do. We will build on the successes we've had and work to strengthen links with our communities in order to achieve those aims.

Further information on our equality, diversity and inclusion work can be found on our website: www.hwfire.org.uk. Our Equality, Diversity & Inclusion Officer can also be contacted at info@hwfire.org.uk and we welcome any feedback you may have on this report.

All published documents on our website work well with Google Translate, enabling the content to be accessed in languages other than English.

If you would like a paper copy of the report or require it in an alternative format, please contact us on the details above.

Jeśli chcesz otrzymać papierową kopię raportu lub potrzebujesz go w alternatywnym formacie, skontaktuj się z nami w sprawie powyższych szczegółów.

Jei norite popierinės ataskaitos kopijos arba norite jos kitu formatu, susisiekite su mumis naudodami aukščiau pateiktą informaciją.

اگر آپ رپورٹ کی کاغذی کاپی چاہتے ہیں یا متبادل فارمیٹ میں اس کی ضرورت ہے تو براہ کرم اوپر دی گئی تفصیلات پر ہم سے رابطہ کریں۔

如果您需要报告的纸质副本或需要其他格式，请通过上述详细信息与我们联系。



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