

Employment Monitoring Report

1 April 2017 - 31 March 2018



HEREFORD & WORCESTER
HWFR
FIRE AND RESCUE SERVICE

Introduction

Hereford & Worcester Fire and Rescue Service (HWFRS) are 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 are corporate members of the [Asian Fire Service Association](#) and [Networking Women in the Fire Service UK](#). These networks provide support to staff within these groups and assist the Service with development of the Service culture, values, behaviours, recruitment and retention initiatives.

In 2017 we supported the Worcestershire Pride and Worcester Pride events, and in 2018 we signed the Dying to Work Charter.



Nathan Travis
Chief Fire Officer/Chief Executive



People Strategy

In 2017 we developed a People Strategy, its strategic aim is to ensure we develop and maintain a well-skilled, diverse workforce able to deliver sustainable, high quality fire fighting, rescue, prevention and support services both as a Service and with our partners in the community.

We recognise that our workforce is our most valuable asset and is crucial in achieving our core purpose of providing our communities with sustainable, high quality fire-fighting, rescue and preventative services and our overall vision: saving more lives and making a difference every day.

The People Strategy creates a framework to enable this to happen. It is a living document that will change and adapt as we move forward to delivering the Service 2020 vision.

Six key commitments have been identified.



The Equality Duty

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 possess the 9 protective characteristics which are as follows: age, disability, gender reassignment, marriage/civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

This report contains data in relation to 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 and number of fitness test failures

Equality Objectives

The Service's equality objectives have been approved in 2017 and are published on our website, they are:

Leadership and Corporate Commitment

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

Service Delivery and Community Risk

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

People and Culture

To have a diverse workforce that represents our community.

Population

Hereford & Worcester Fire and Rescue Service are located in the Heart of England and extend from the metropolitan borders of the West Midlands to the rural southern borderland between England and Wales.

The geographical area amounts to some 390,000 hectares and has a total population of around 749,700. It covers two counties, Worcestershire in the east with a population of 566,169 and Herefordshire to the west with 183,477. 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').

Worcestershire				
Ethnic Group	Males	Females	All persons	BME %
White	266,563	275,495	542,058	96%
BME	12,228	11,883	24,111	4%
Total	278,791	287,378	566,169	100%
	49%	51%		

Herefordshire				
Ethnic Group	Males	Females	All persons	BME %
White	88,727	91,442	180,169	98%
BME	1,575	1,733	3,308	2%
Total	90,302	93,175	183,477	100%
	49%	51%		

Hereford & Worcester Fire and Rescue Service workforce totals

Workgroup	Headcount
Fire Control	22
On-call	371
Support	109
Wholetime	240
Grand Total	742

Employment Monitoring Data Trends

The Employment Monitoring Data covers six main areas: staff in post, applications for employment, and applications for promotion, leavers, casework and unsuccessful fitness test. The full set of data is set out in Appendix 1.

While there has been little change in employment information relating to the Protected Characteristics since the previous Employment Monitoring Data Report in 2016-17, there has been progress in a number of areas, as noted below.

Staff in Post – Data set 1

The overall figures for staffing have historically been based on the accumulative totals of the number of staff employed under each work group i.e. 742. (This is in line with National guidelines). However, 54 staff have secondary contracts; therefore the actual number of staff employed by the HWFRS is 688.

The data sets contained within the Employment Monitoring data report 2017/2018 are based on the overall staffing figure of 742.

Work Group	Actual Staff	Staff with Secondary role	Total posts occupied
Whole Time	239	33	
Fire Control	22	1	
Support Staff	106	18	
RDS	321	2	
TOTAL	688	54	742

Since 2012-13, the overall number of actual employees has reduced from 844 to 742. In 2017/2018 this is an overall reduction of 10 employees compared to last year. This reduction is in line with the Service Workforce Plan leading up to 2020.

Gender

The total number of female staff has decreased from 129 in 2012/13 to 107 in 2017/18, this is a further reduction of 5 females compared with 2016/2017 overall figures. The number of female Wholetime Fire Fighters has increased by 3 compared to last year whilst both the RDS and Fire Control and Support Staff have decreased by 8 females (5 : 2 : 1 respectively). Positive action initiatives targeting female candidates applying for RDS operational roles continues, including targeted advertising and offering female firefighter applicants a mentor to support them through the recruitment process, awareness sessions around the physical and fitness tests also take place. During 2019/20 further a review of existing Positive Action initiatives and a new plan will be developed to support the Services overarching workforce plan.

Ethnicity

The overall number of BME staff has remained at 14 for the last 2 years. The number of White British, White European and White Other is 658. Non-disclosure from staff remains at 16 for a second year.

Sexual Orientation

A total of 7 staff declared their sexual orientation as either Bisexual or Gay/Lesbian; this is the same as last year. 311 staff preferred not to say.

Disability

The number of employees declaring themselves as disabled has reduced to 13. Support Staff have increased by 1. All 688 staff declared either yes or no to this category. No one declined to declare.

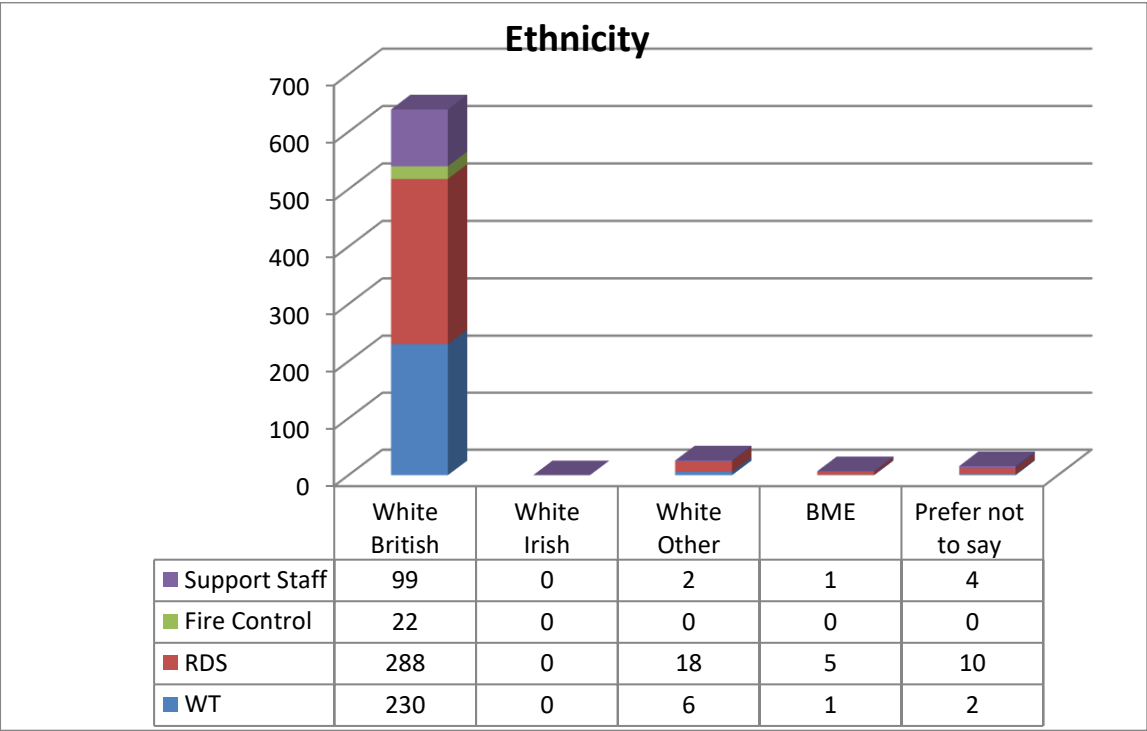
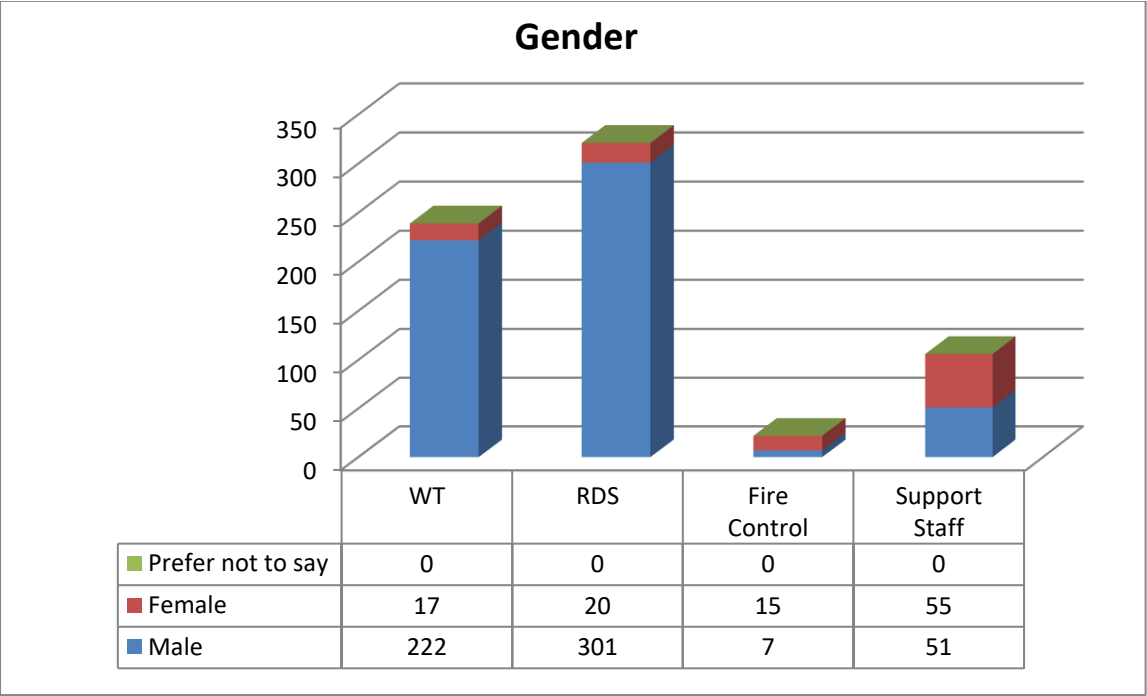
Religion

Overall these figures have remained relatively static for all areas. There has been a reduction in the number of staff who had previously preferred not to say from 345 to 308.

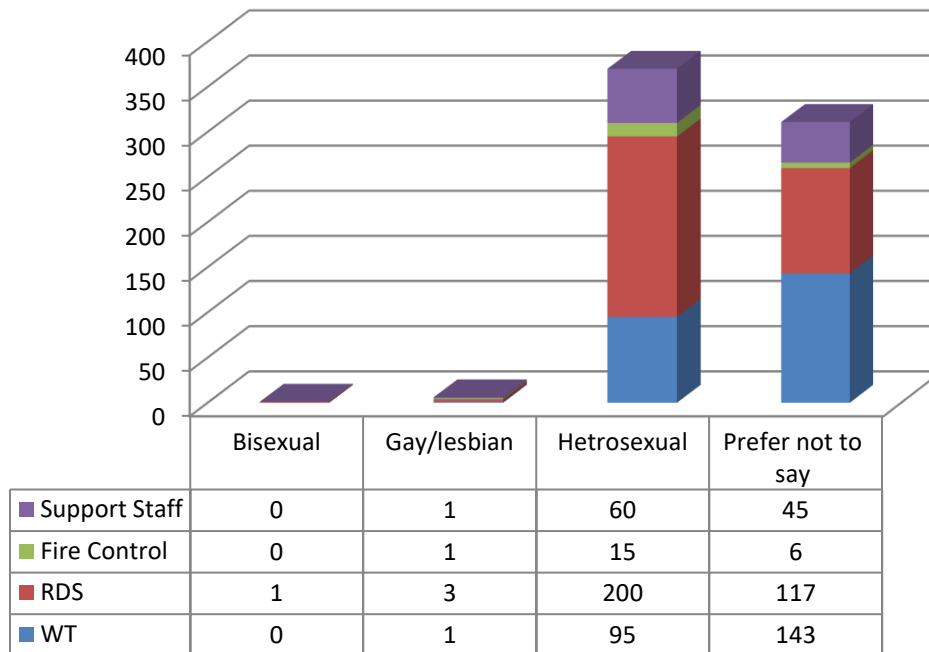
Age

The majority of staff across all work groups (Whole Time, RDS, Fire Control & Support Staff) fall within three main ages ranges: 25 to 35 = 176, 36 to 45 = 204, 46 to 55 = 223. This latter category is significant for Whole Time staff due to implications of the 1992 Pension scheme and the ability to retire at 50. The workforce age profile is routinely monitored via the Workforce Planning Group in order to ensure effective service delivery and to schedule future recruitment and promotion campaigns.

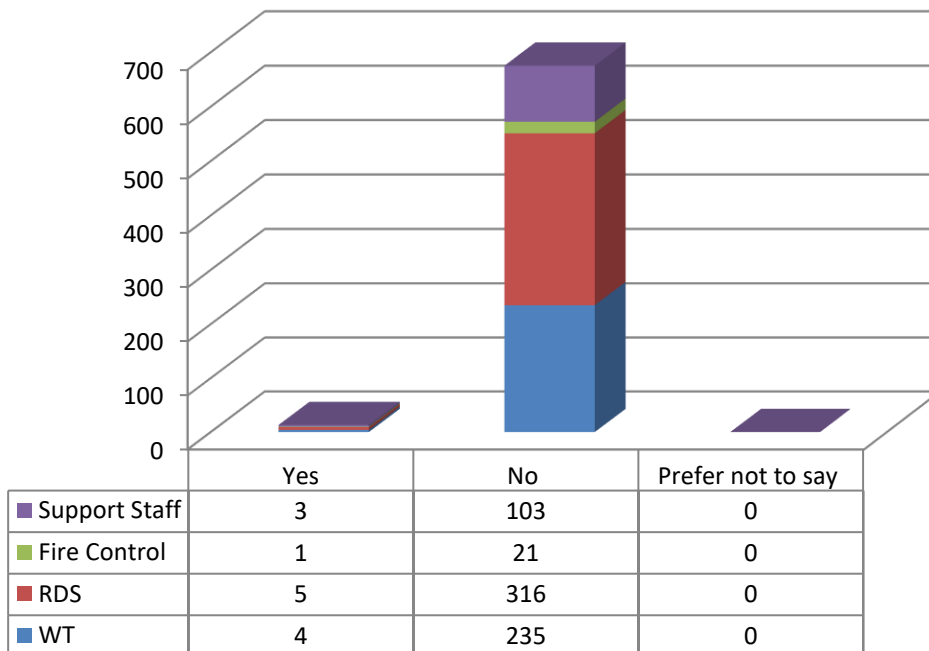
1.Staff in Post Data Set



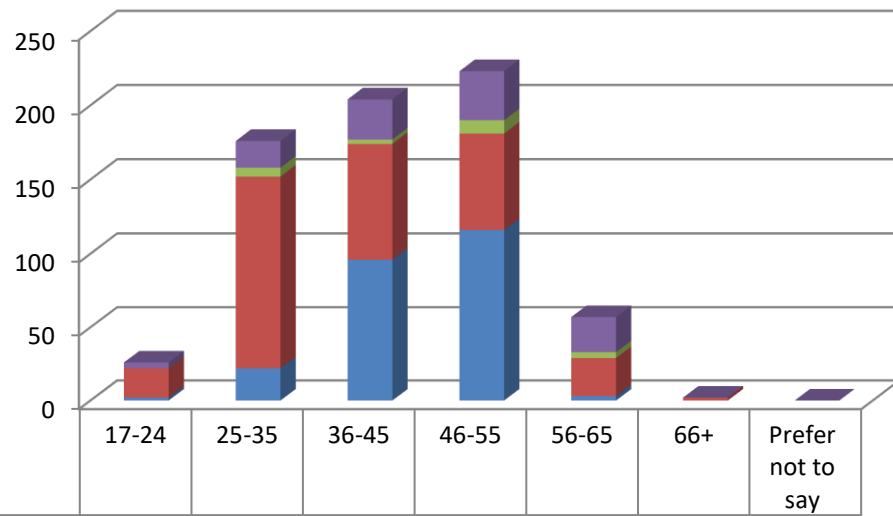
Sexual orientation



Disability

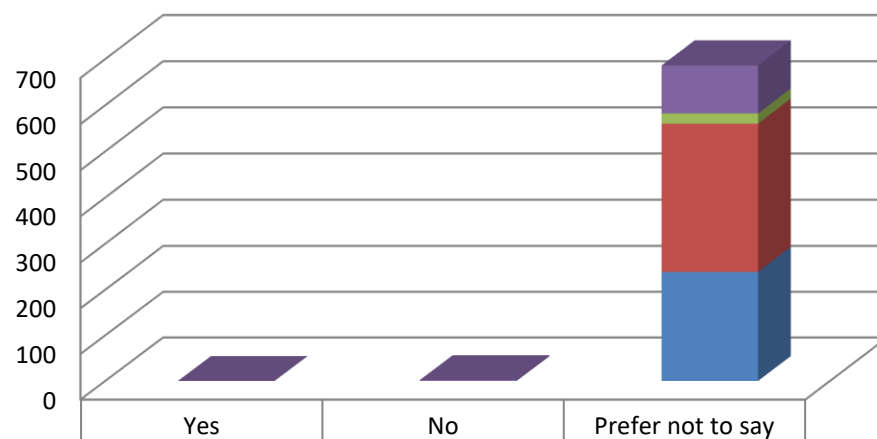


Age



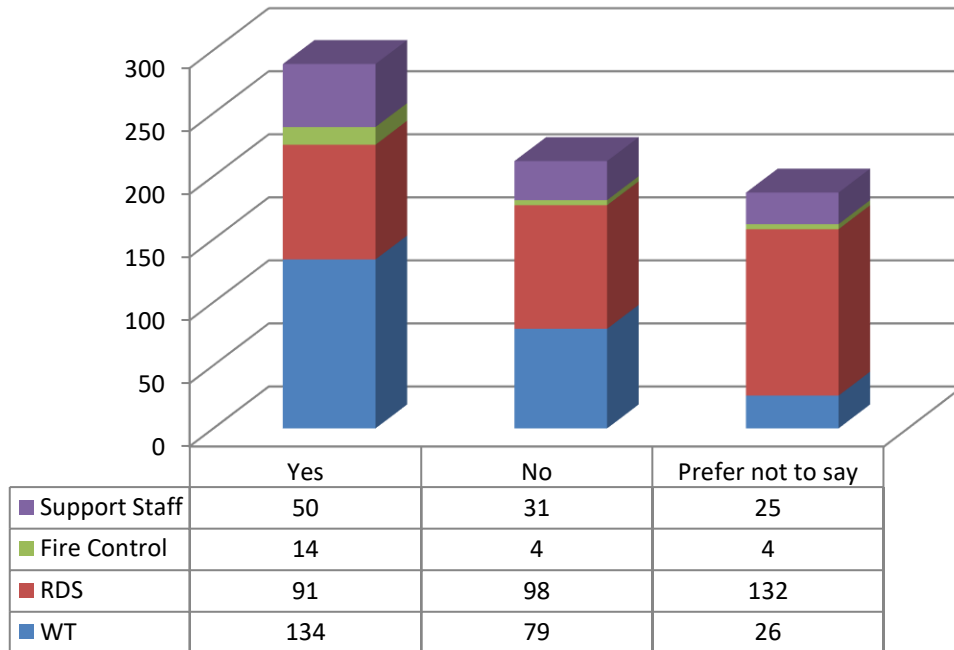
Support Staff	4	18	27	33	24	0	0
Fire Control	0	6	3	9	4	0	0
RDS	20	130	78	65	26	2	0
WT	2	22	96	116	3	0	0

Gender Reassignment

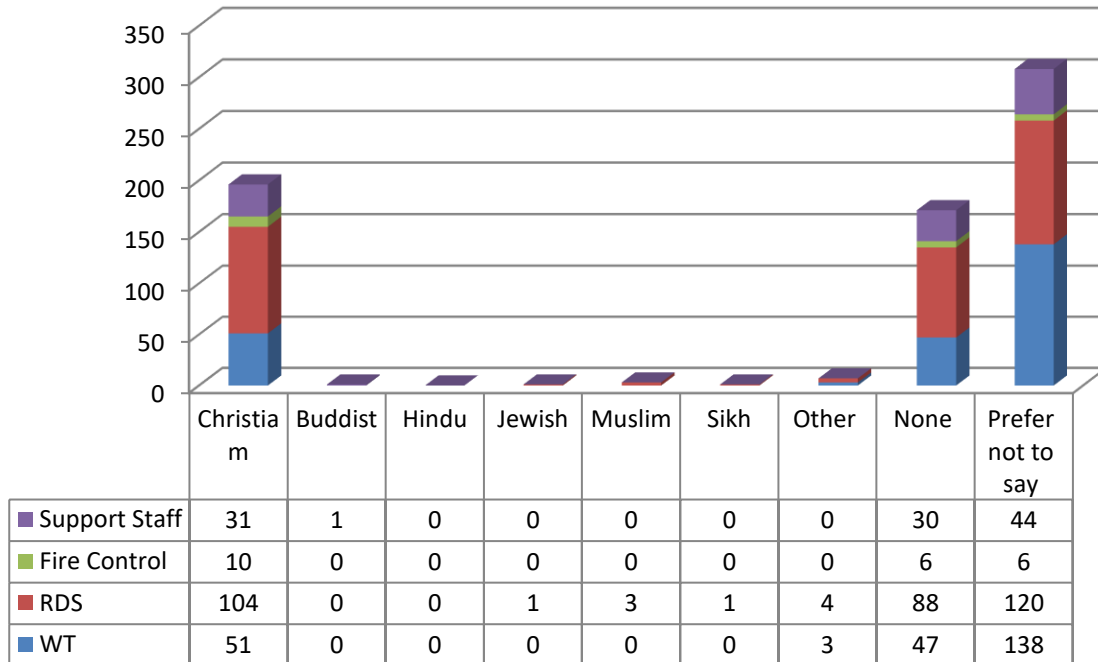


	Yes	No	Prefer not to say
Support Staff	0	2	104
Fire Control	0	0	22
RDS	0	0	321
WT	0	0	239

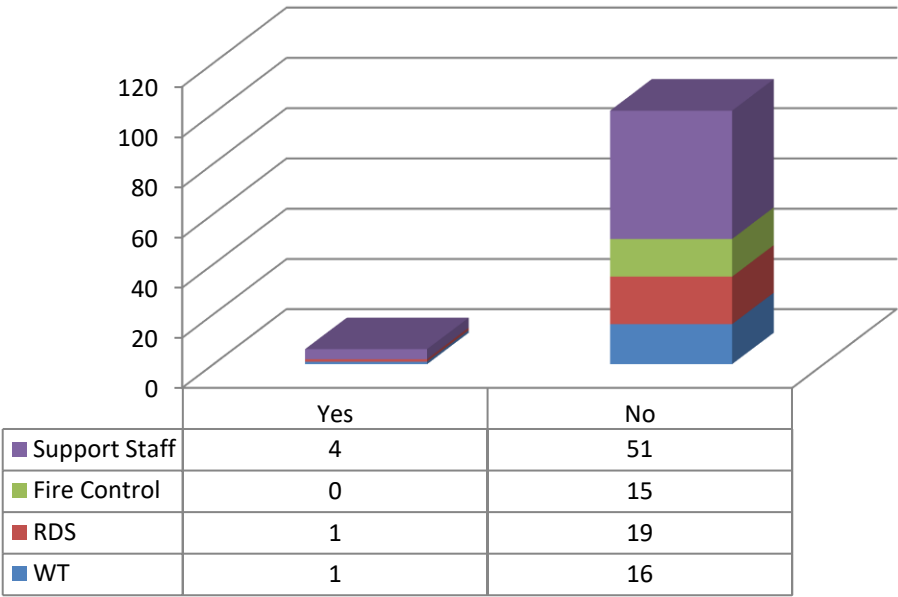
Marriage or Civil Partnership



Religion or belief



Pregnancy Declared or Maternity Leave



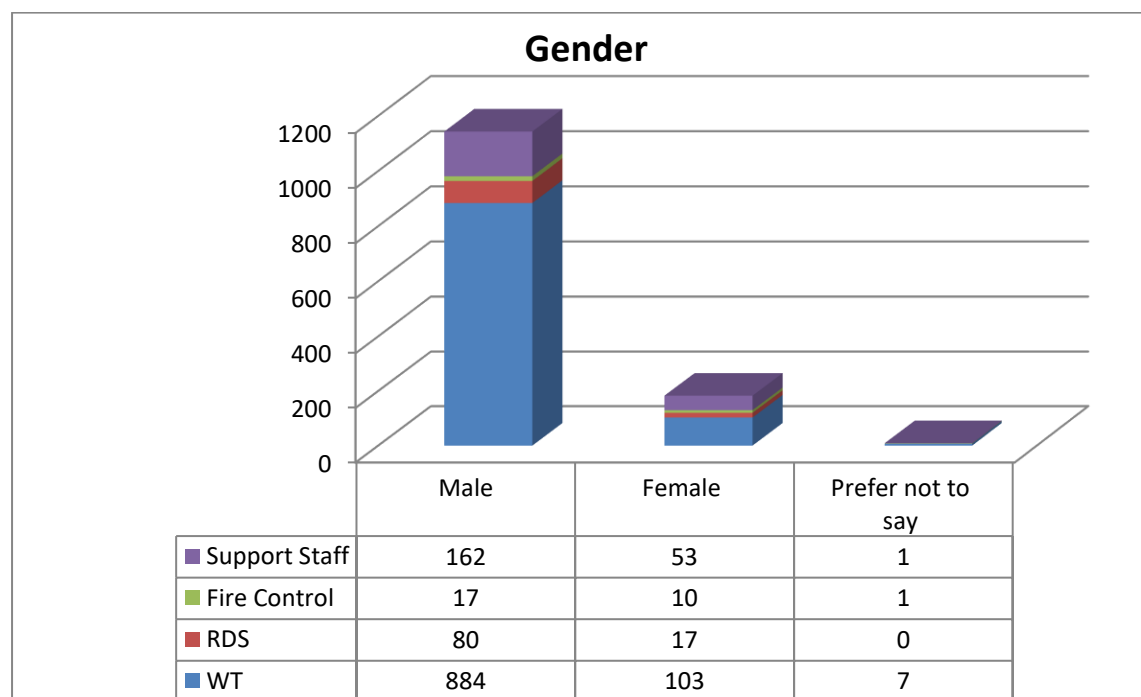
2. Recruitment Data Set

The overall 2017/18 recruitment data includes information relating to the Wholetime Fire Fighter recruitment campaign. This was the first recruitment campaign for over 10 years. This campaign attracted 994 applications, 884 male and 103 female with 7 applicants preferring not to say, 65 BME applications were also received. A total of 27 candidates successfully completed the six stage selection process 22 were male, 4 female, 2 were BME and 1 preferred not to say.

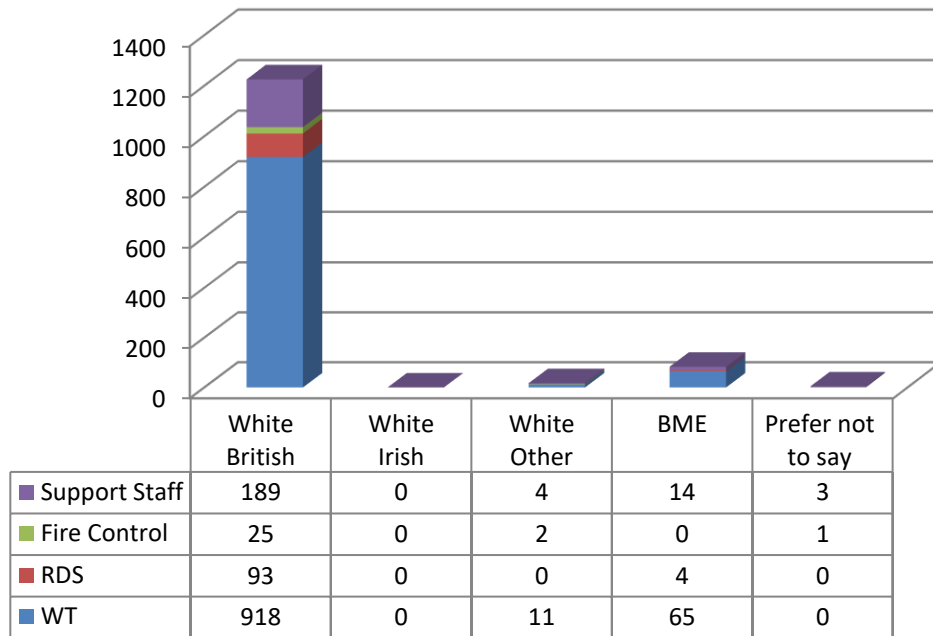
When comparing recruitment data for On Call, Fire Control and Support Staff recruitment only, there has been a reduction in the number of applications received from 434 in 2016/2017 to 341 applications in 2017/2018. On Call recruitment remained fairly consistent but Support Staff applications reduced from 319 to 216 in this period. This therefore impacted on the number of female applications received, reducing from 224 in 2016/2017 to only 80 in this period. Female applications for On Call roles increased by one from last year to 17 this year. BME applications were down 6 to 18 compared to last year.

Male candidates continue to apply for fire-fighting roles and predominately female candidates apply for Fire Control and Support roles. This reflects the traditional stereotypes which we are keen to breakdown, as part of our commitment to increasing the diversity of our workforce.

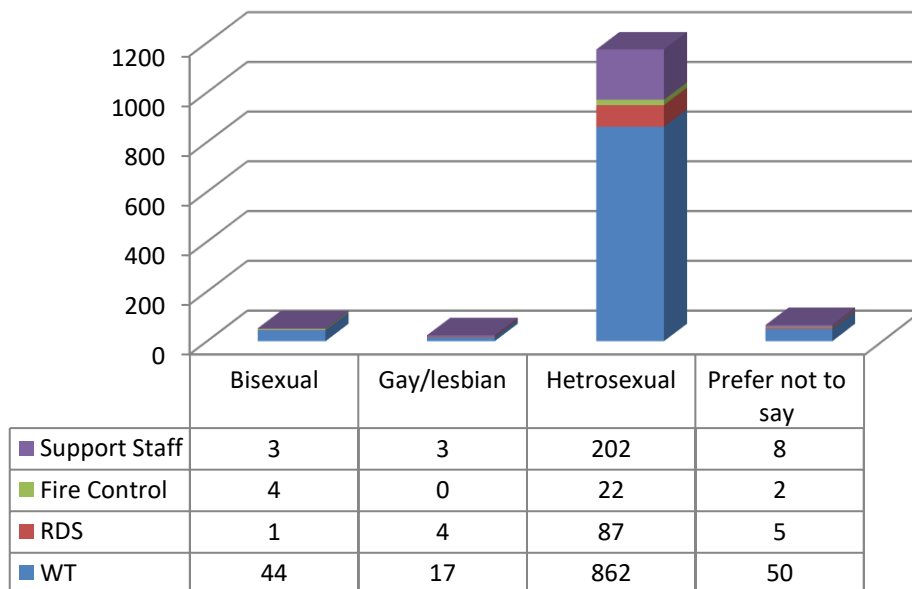
2.1 Applications received



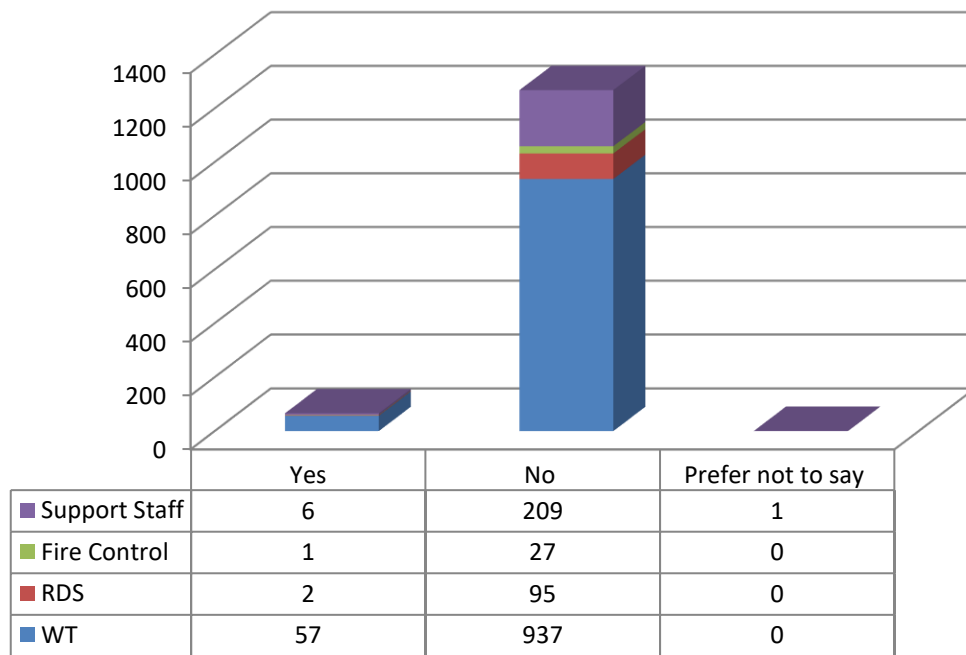
Ethnicity



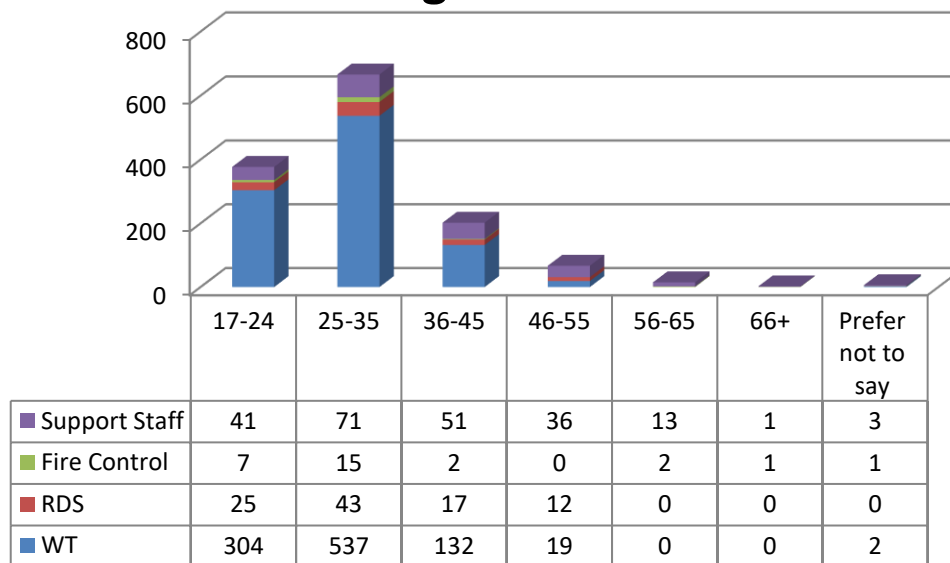
Sexual orientation



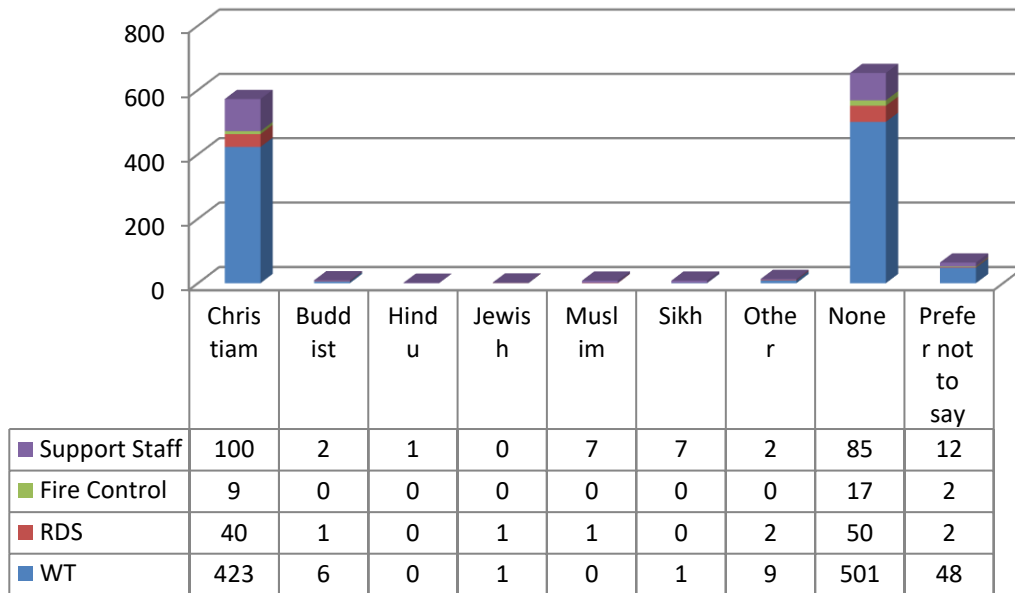
Disability



Age

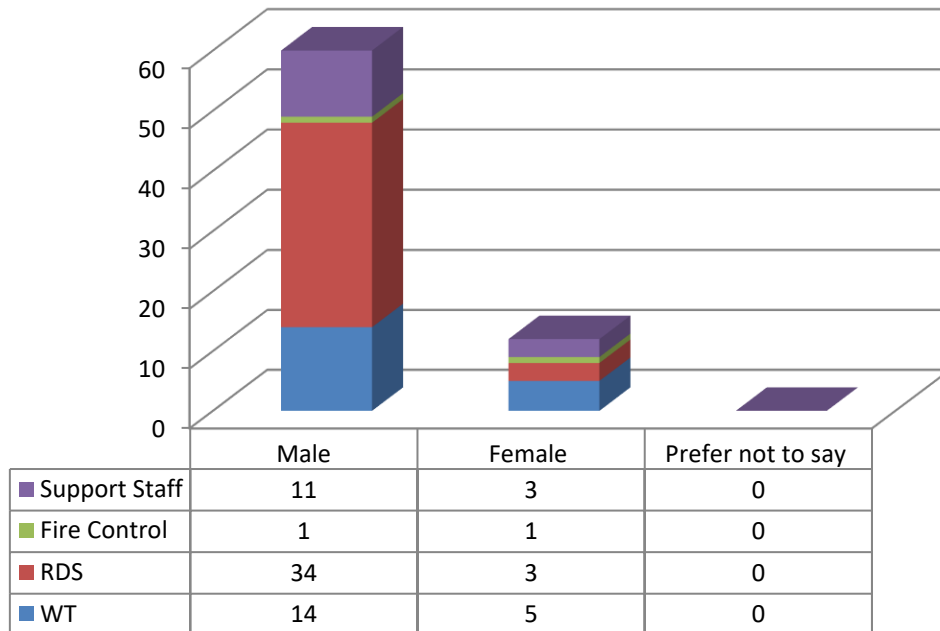


Religion or belief

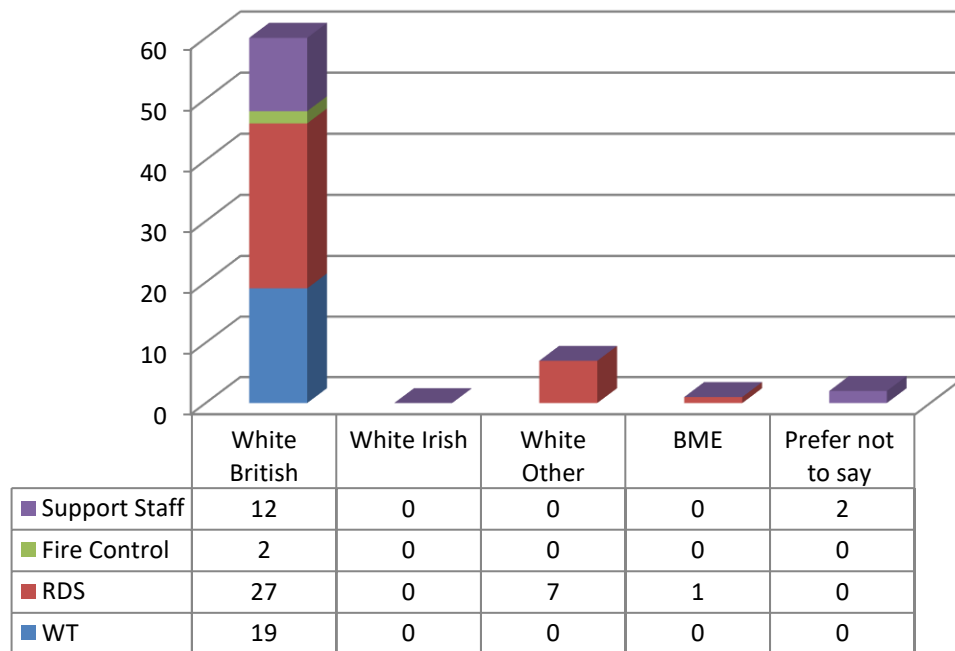


2.2 Applicants appointed

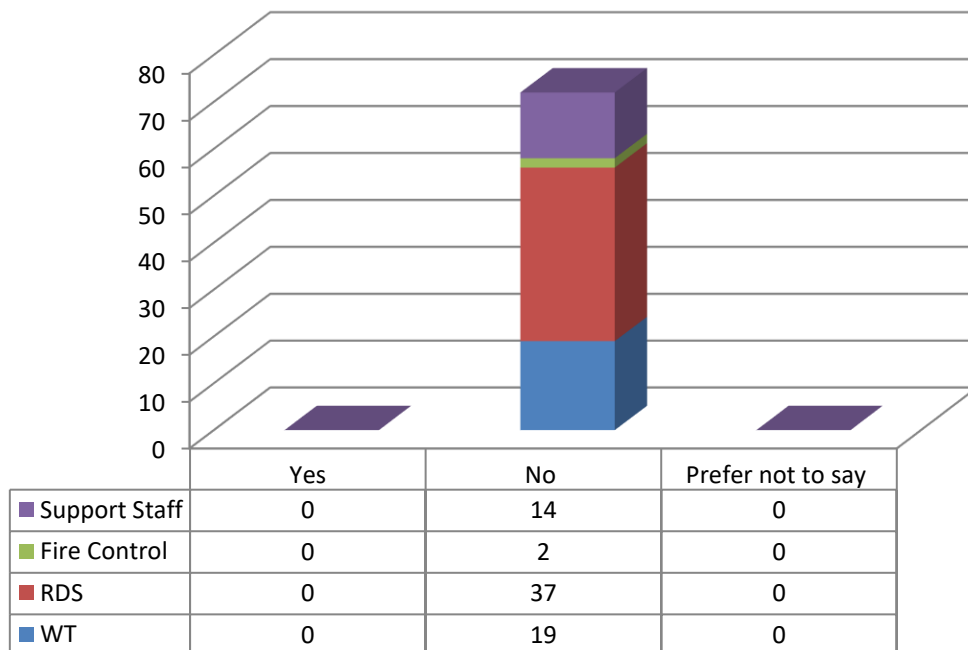
Gender



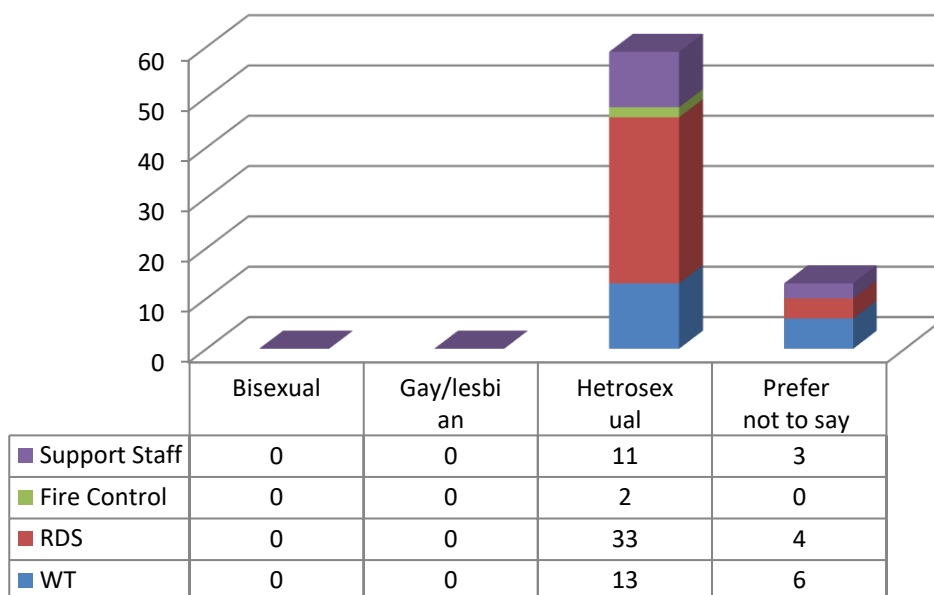
Ethnicity



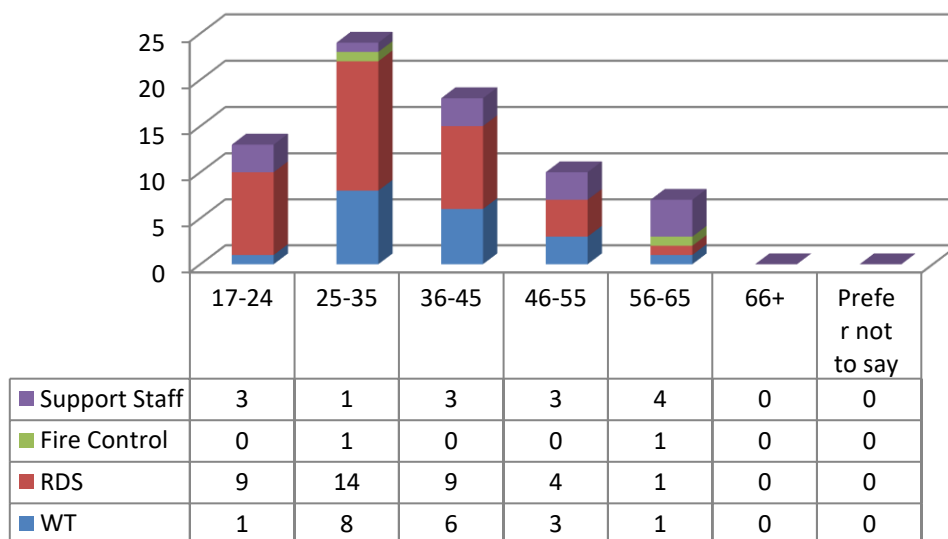
Disability



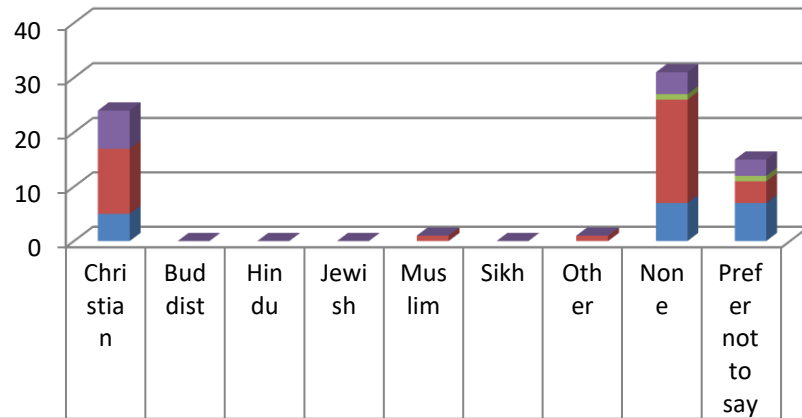
Sexual orientation



Age



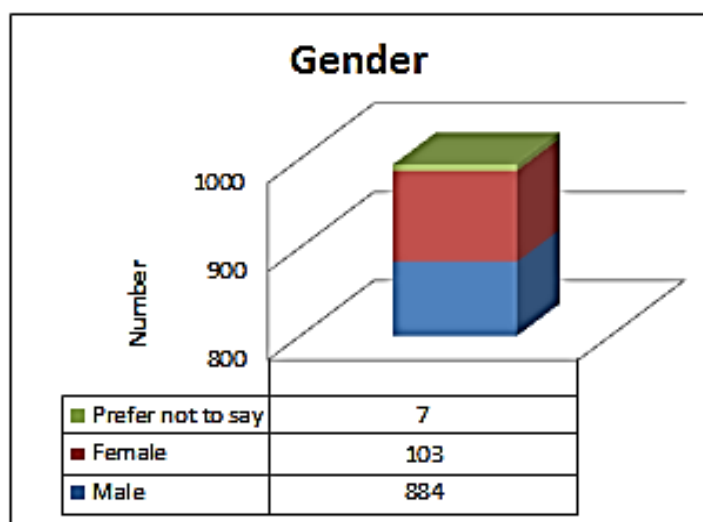
Religion or belief



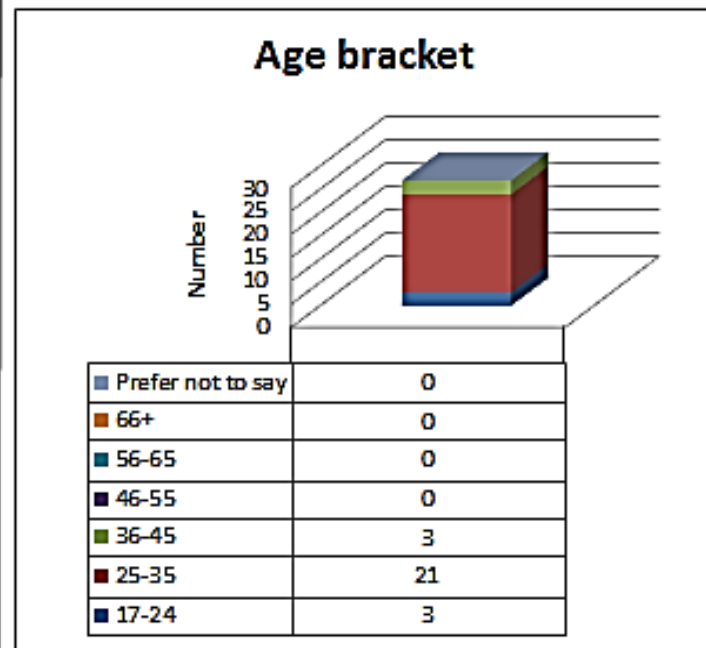
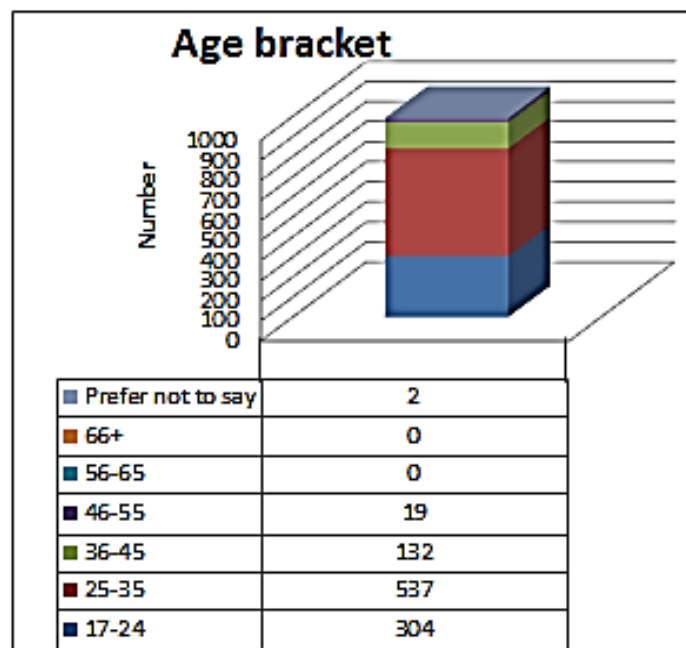
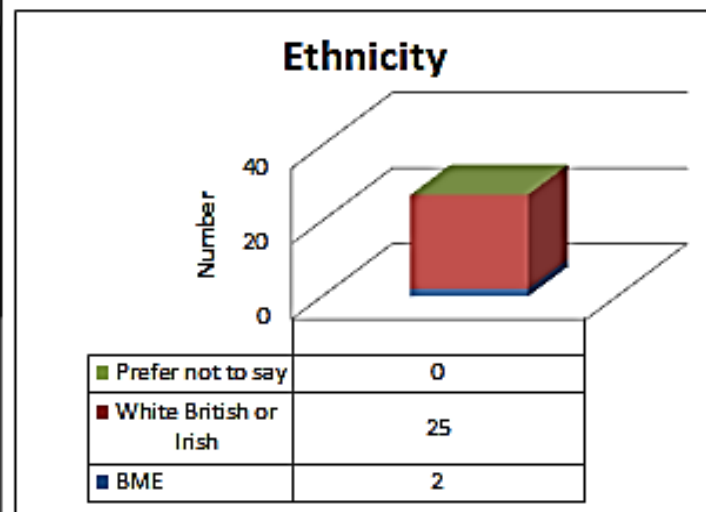
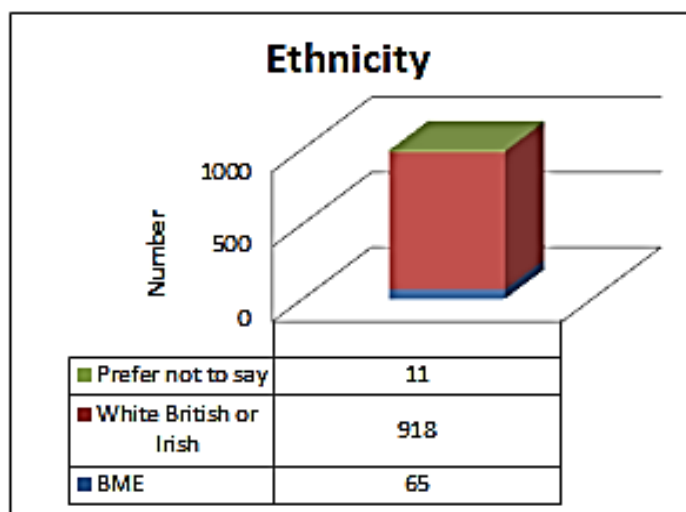
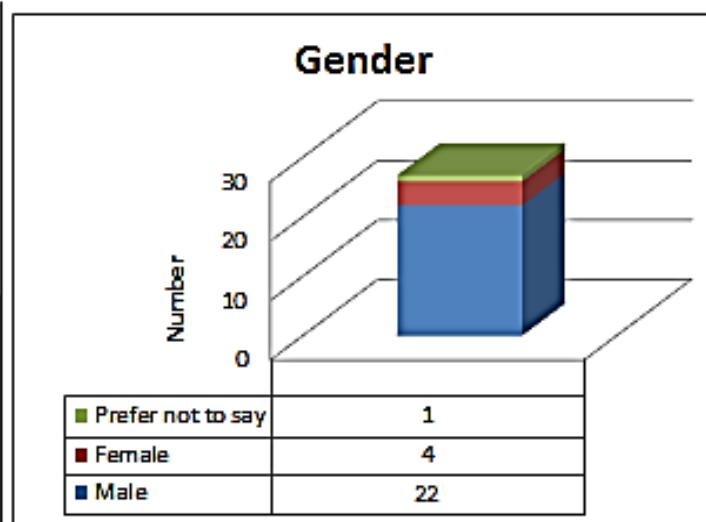
Support Staff	7	0	0	0	0	0	0	4	3
Fire Control	0	0	0	0	0	0	0	1	1
RDS	12	0	0	0	1	0	1	19	4
WT	5	0	0	0	0	0	0	7	7

2.3 Detailed analysis of Wholetime Recruitment 2017/2018

Total number of Applicants

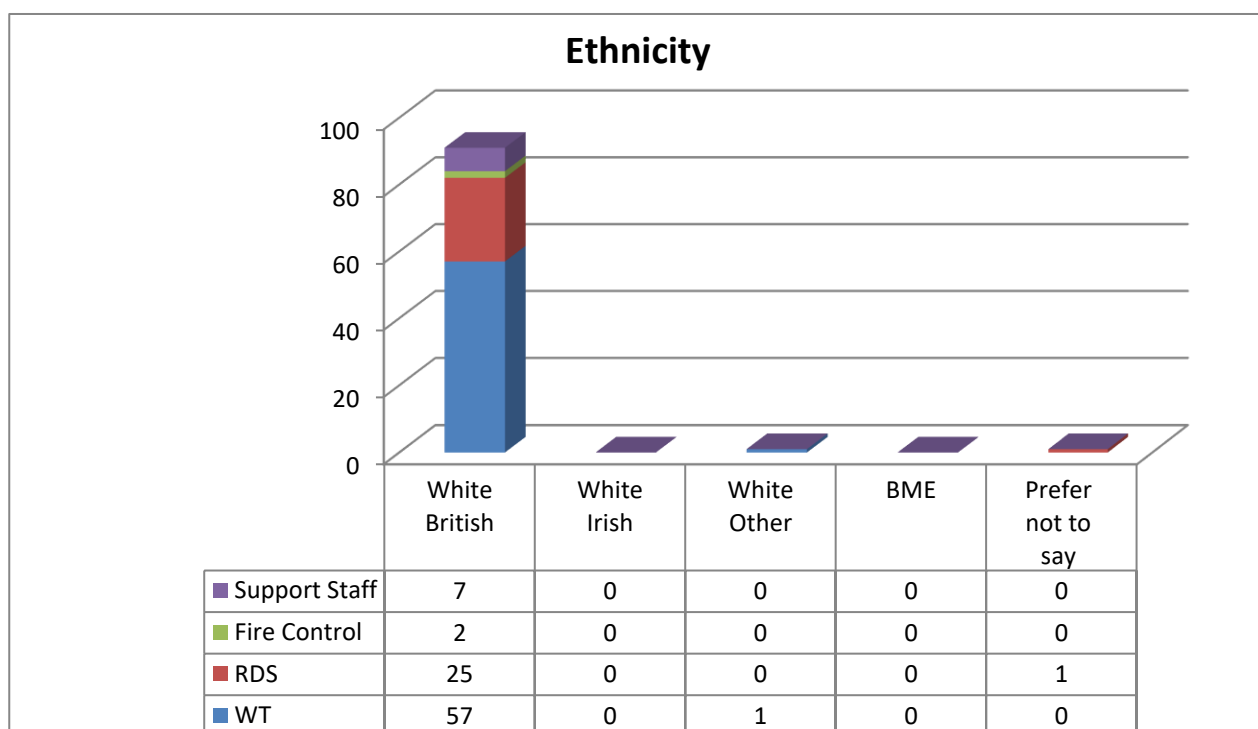
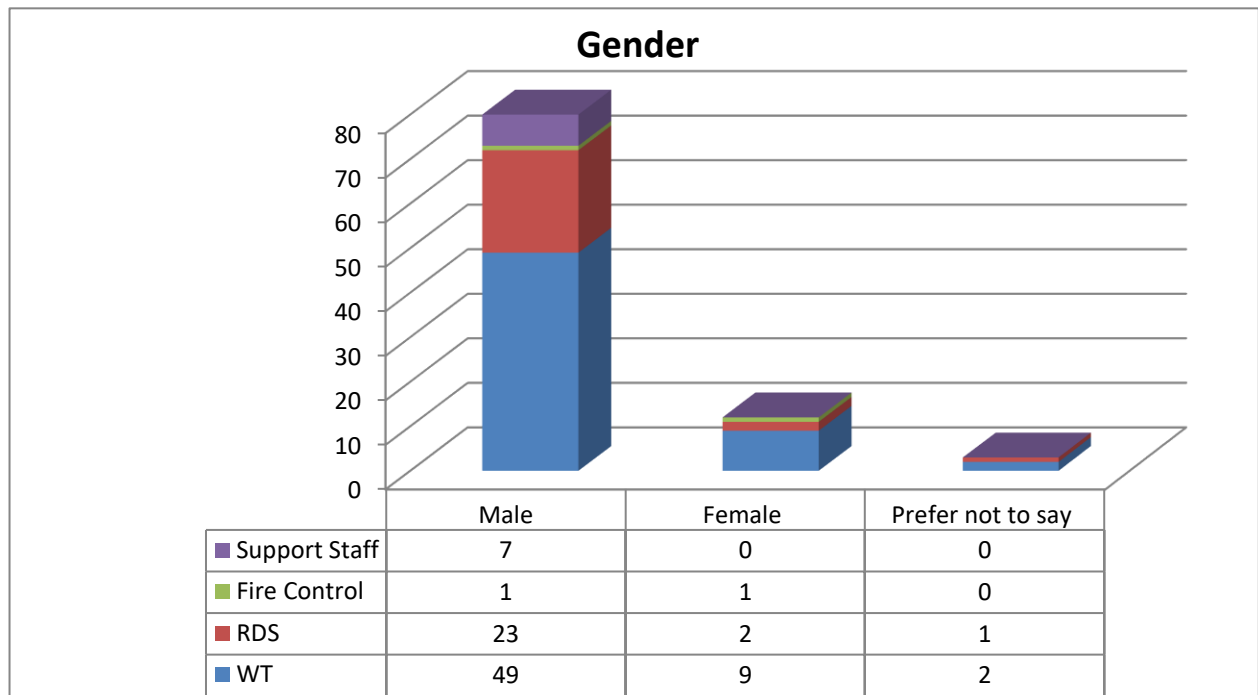


Successful Applicants

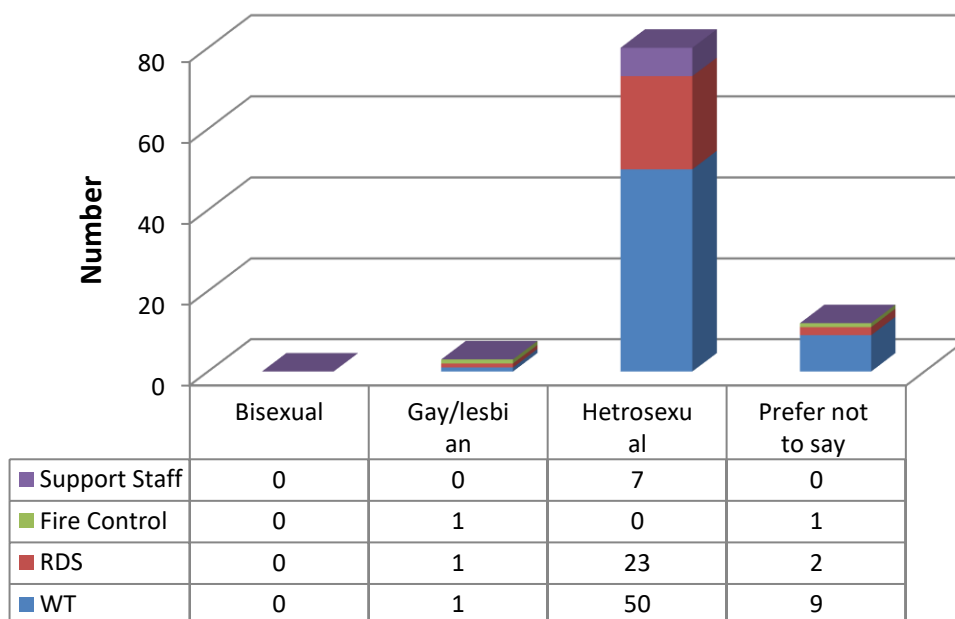


3. Promotion applications

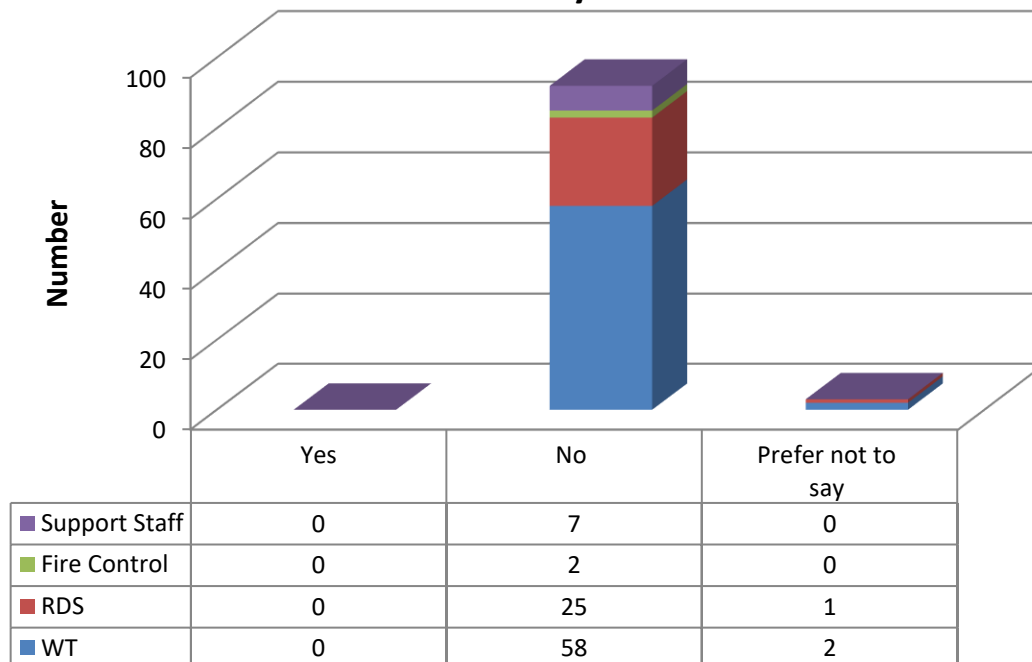
95 candidates applied for promotion opportunities of which 46 staff were successfully promoted during 2017/2018. 36 were male, 9 female and 1 candidate preferred not to say. Of the 95 candidates who applied for promotion there were 80 males, 12 females and 3 preferred not to say. This equates to a 75% success rate for female promotions candidates and a 45 % success rate for males. No BME candidates applied for promotion.



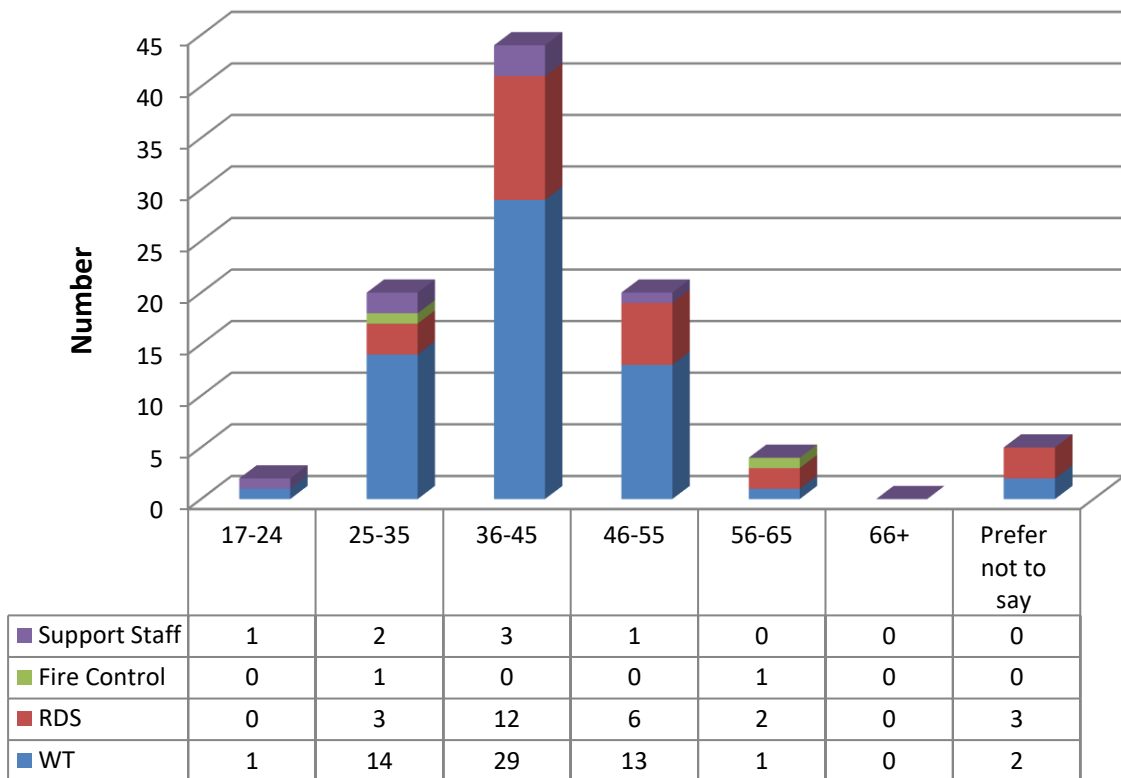
Sexual orientation



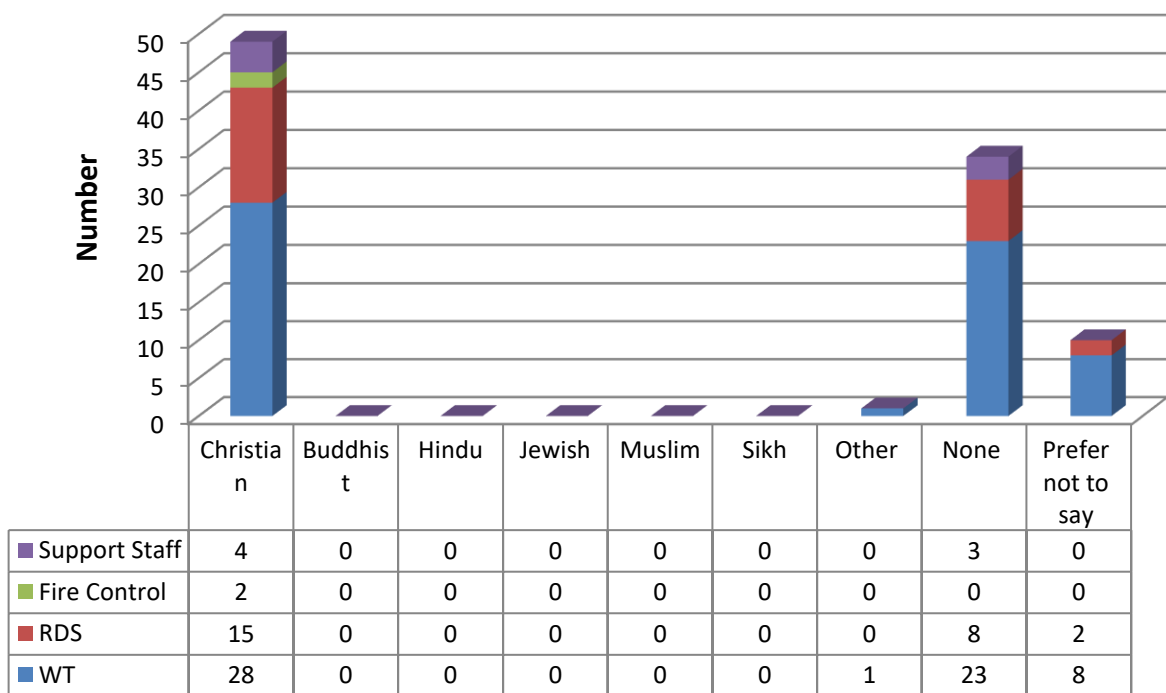
Disability



Age



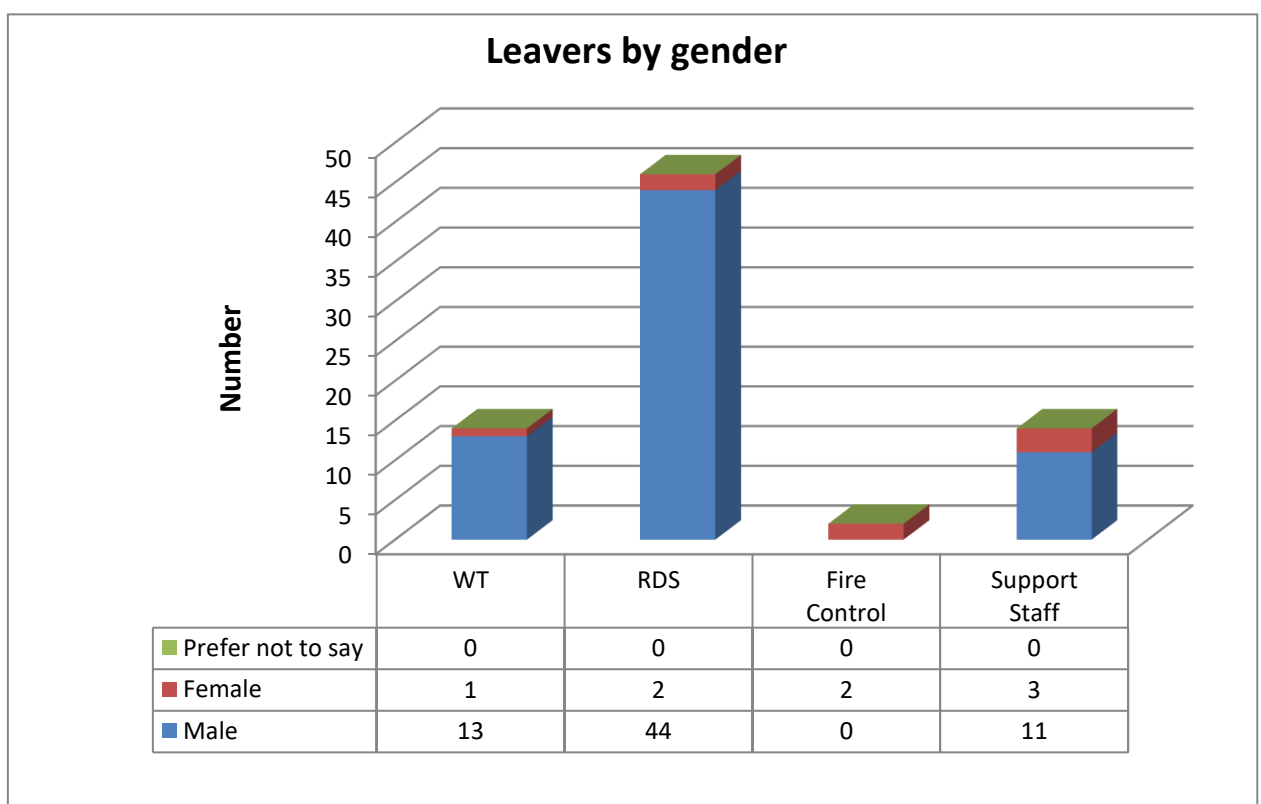
Religion or belief



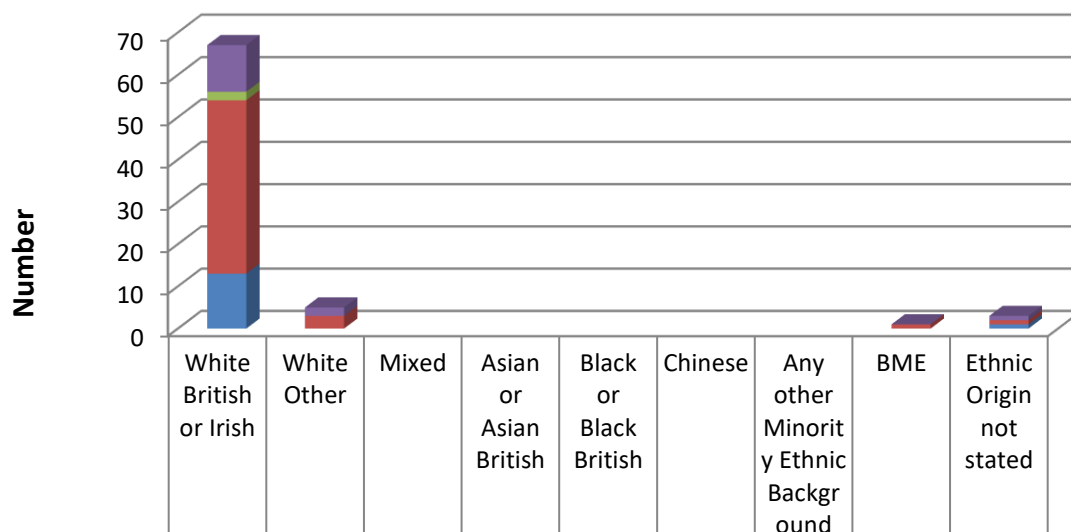
4. Number of staff leaving

2017/18 has seen a slight reduction in the numbers of leavers from 96 down to 76. The majority of leavers were due to 55 resignations. Retirements were down to 1, a reduction of 13 on last year. 46 resignations were from On Call staff, 14 Wholetime, 14 Support staff and 2 from Fire Control. 68 leavers were male and 8 female. 72 were white and 4 were BME staff.

For Whole time employees, this was predicted and is in line with the Workforce Plan based on the age profile of the workforce.

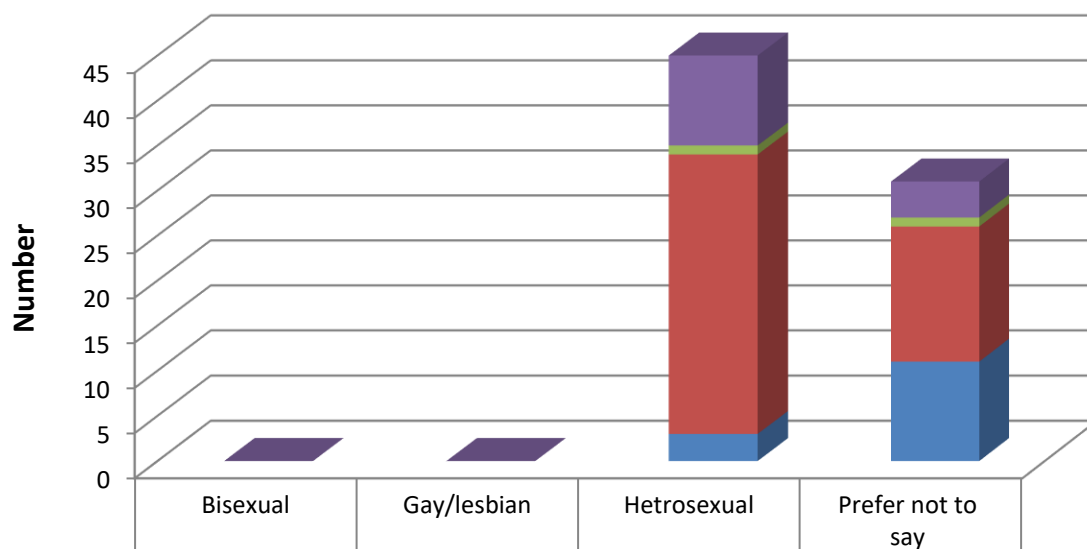


Leavers by ethnic origin



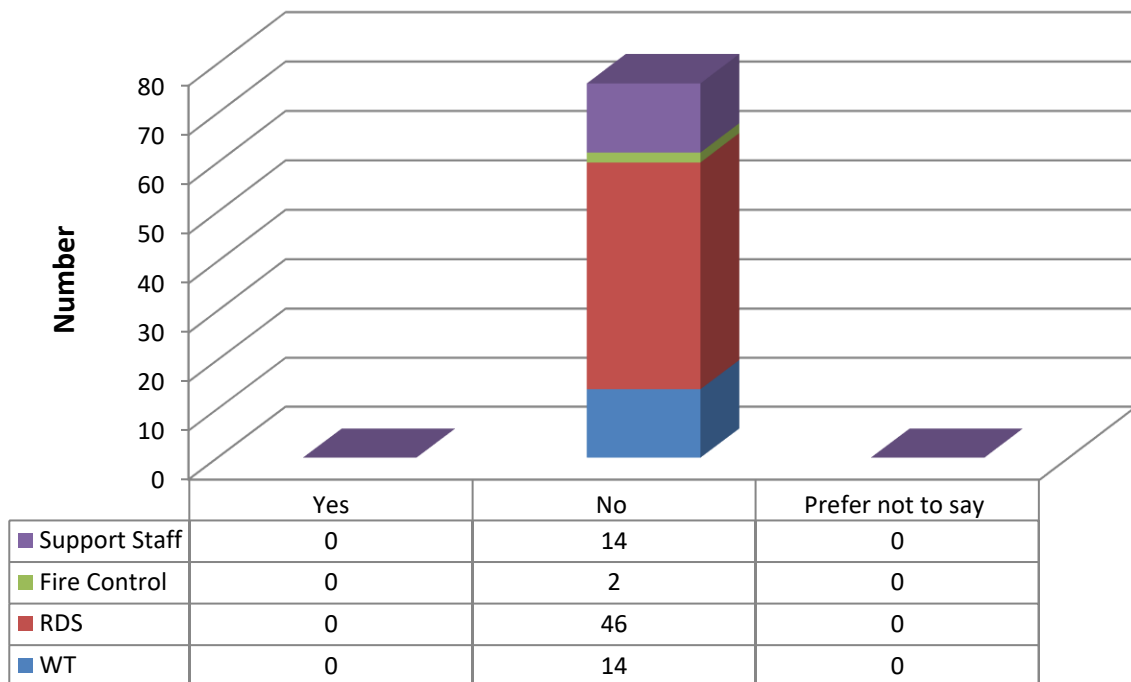
Support Staff	11	2						0	1
Fire Control	2	0						0	0
RDS	41	3						1	1
WT	13	0						0	1

Leavers by sexual orientation

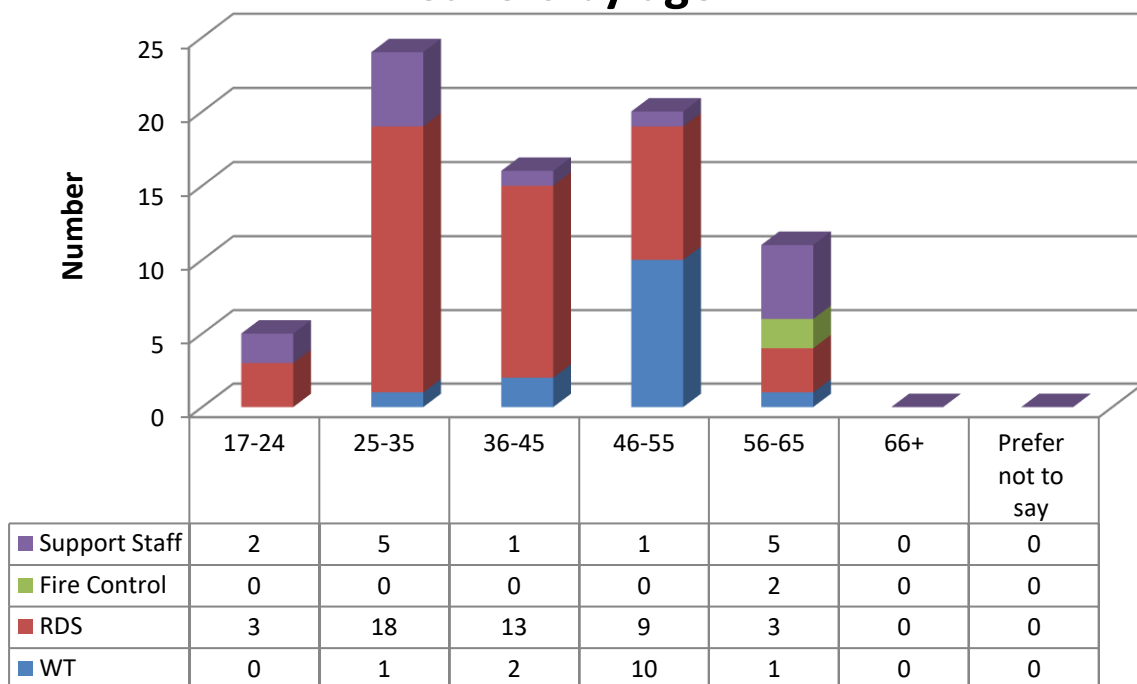


Support Staff	0	0	10	4
Fire Control	0	0	1	1
RDS	0	0	31	15
WT	0	0	3	11

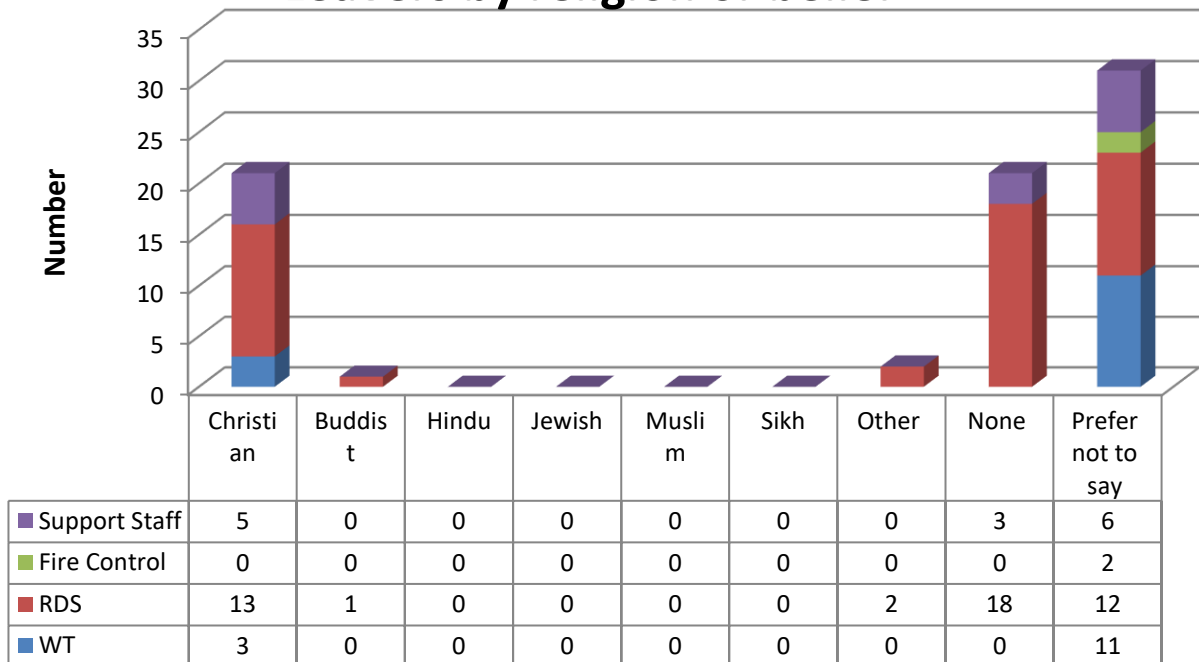
Leavers that have declared a disability



Leavers by age

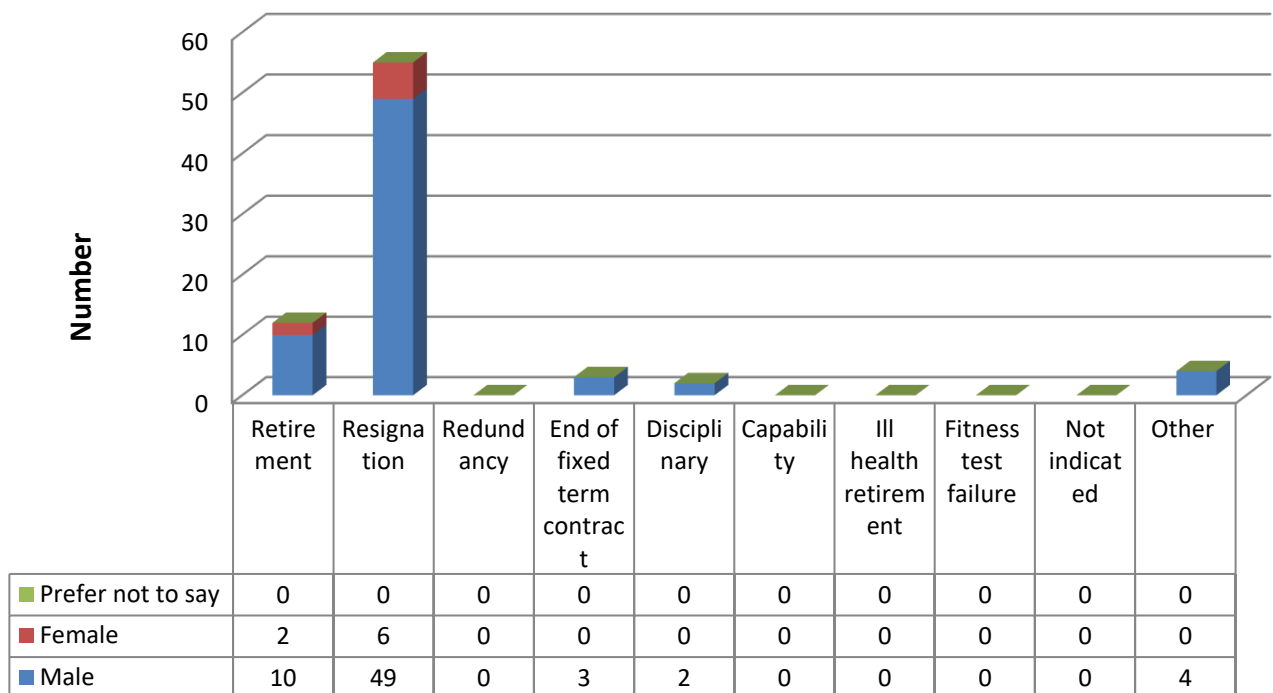


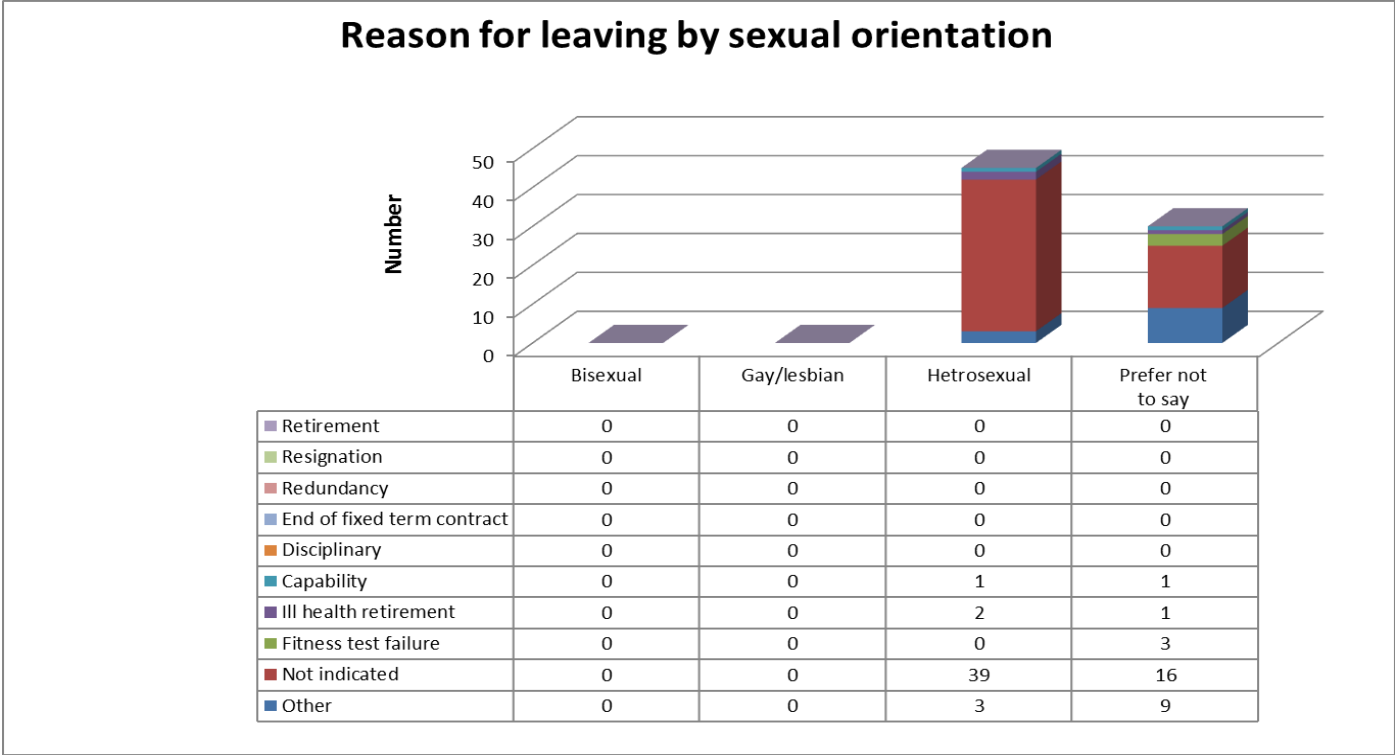
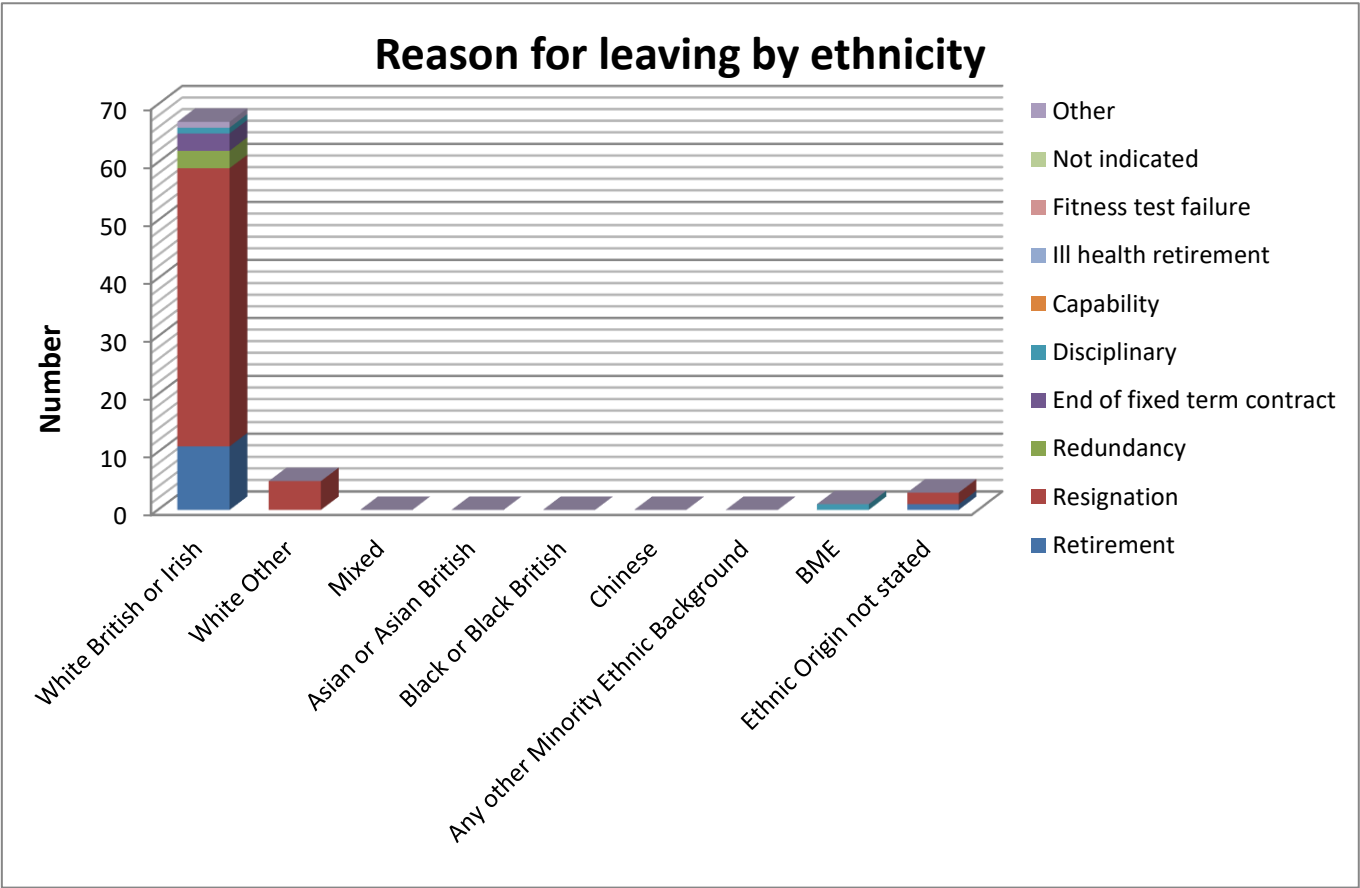
Leavers by religion or belief



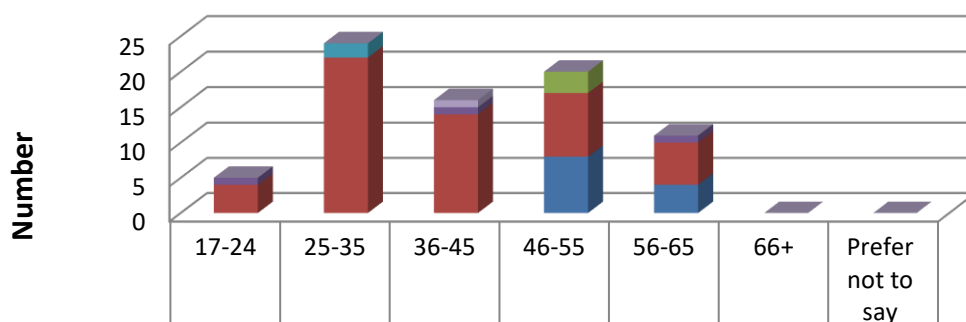
4.1 Reasons for staff leaving

Reason for leaving by gender

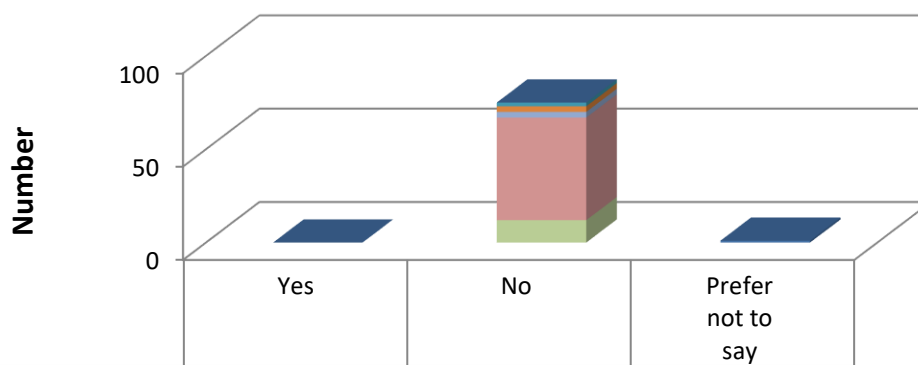




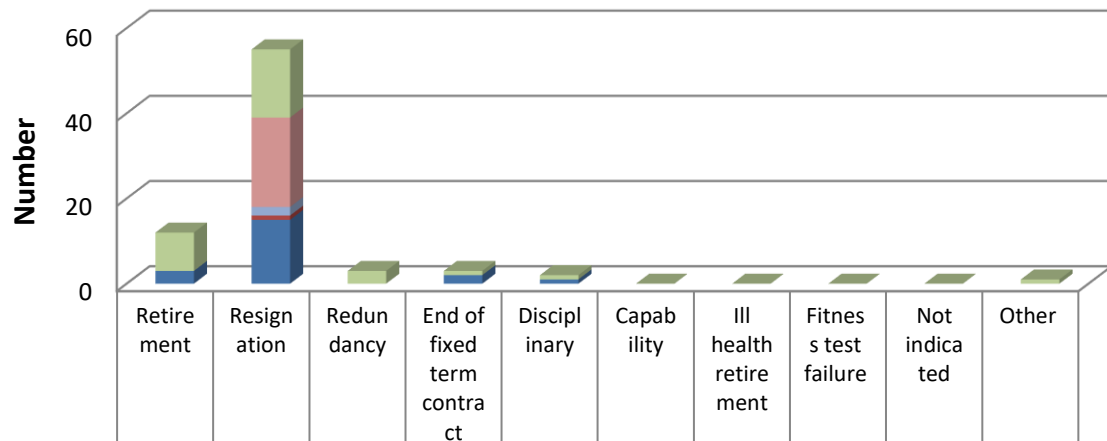
Reason for leaving by age



Reason for leaving by those who have declared a disability



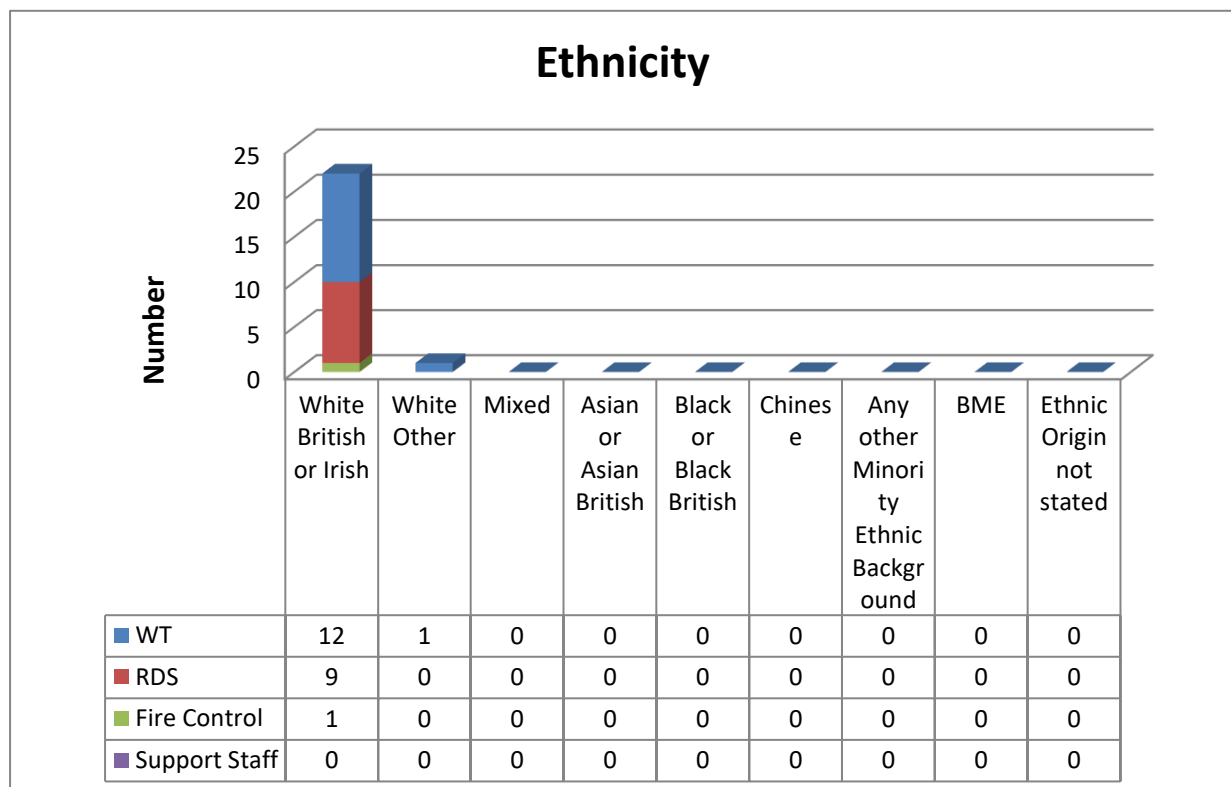
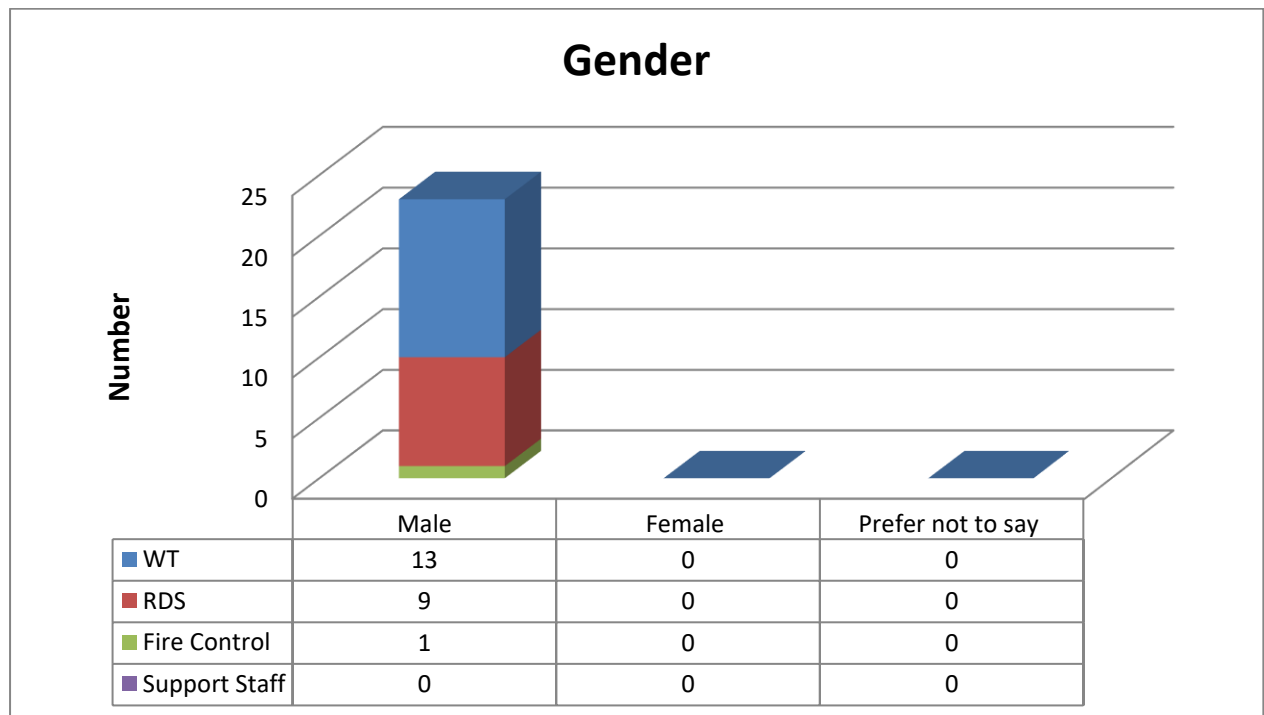
Reason for leaving by religion or belief



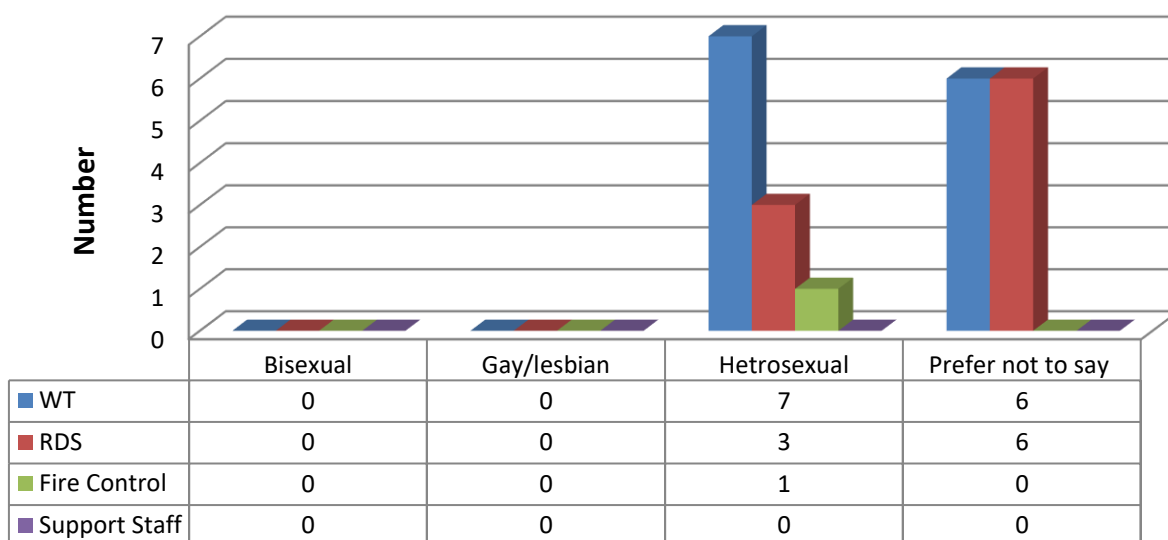
Prefer not to say	9	16	3	1	1	0	0	0	0	1
None	0	21	0	0	0	0	0	0	0	0
Other	0	2	0	0	0	0	0	0	0	0
Sikh	0	0	0	0	0	0	0	0	0	0
Muslim	0	0	0	0	0	0	0	0	0	0
Jewish	0	0	0	0	0	0	0	0	0	0
Hindu	0	0	0	0	0	0	0	0	0	0
Buddhist	0	1	0	0	0	0	0	0	0	0
Christian	3	15	0	2	1	0	0	0	0	0

5. Formal discipline case work

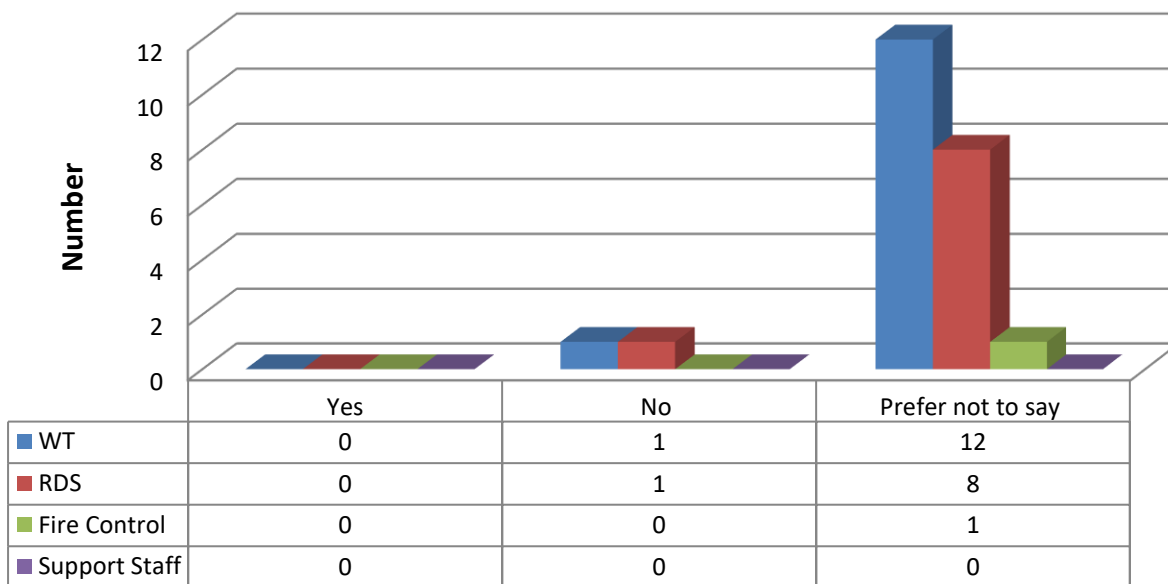
2017/2018 saw an increase in the number of discipline cases rising from 11 last year to 23 in this year. 9 of these related to RDS staff and 13 of these related to Whole time staff, this is an increase on last year when only 2 RDS staff featured in this category. None of these were from the BME or female staff.



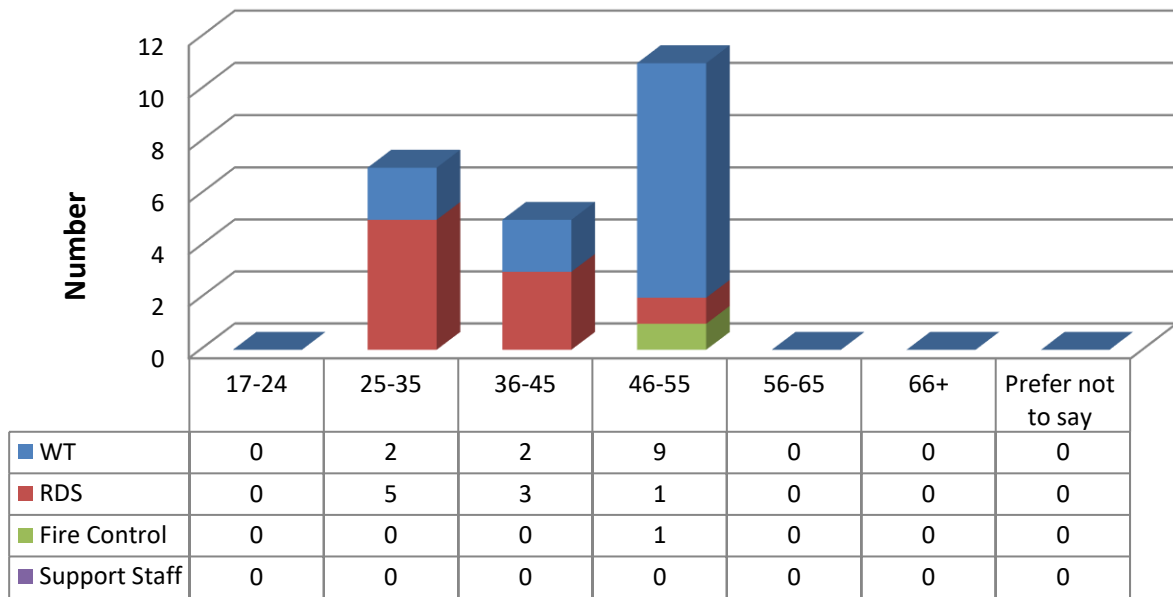
Sexual Orientation



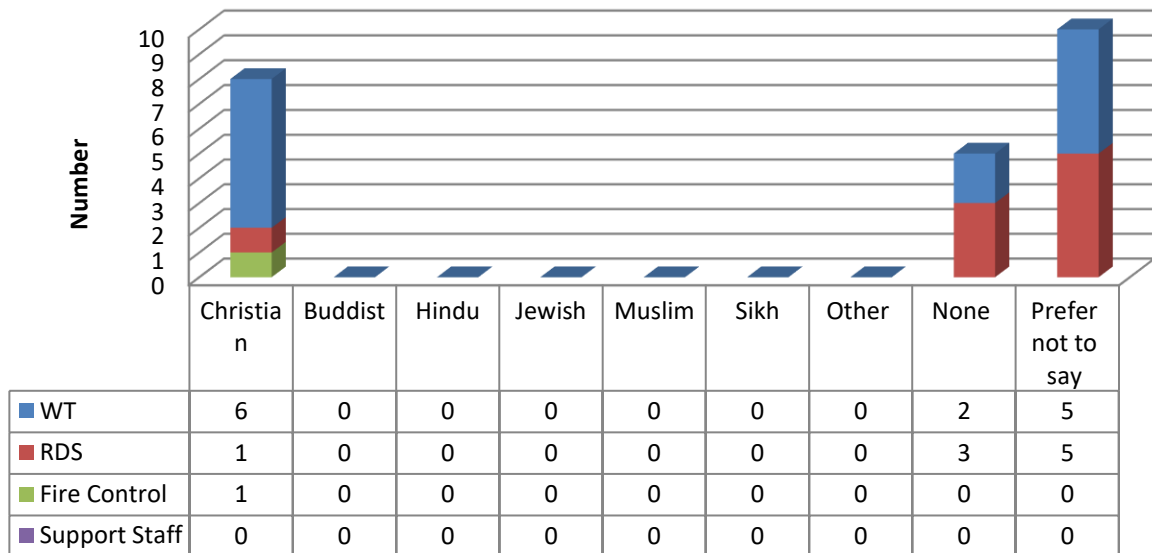
Disability



Age bracket

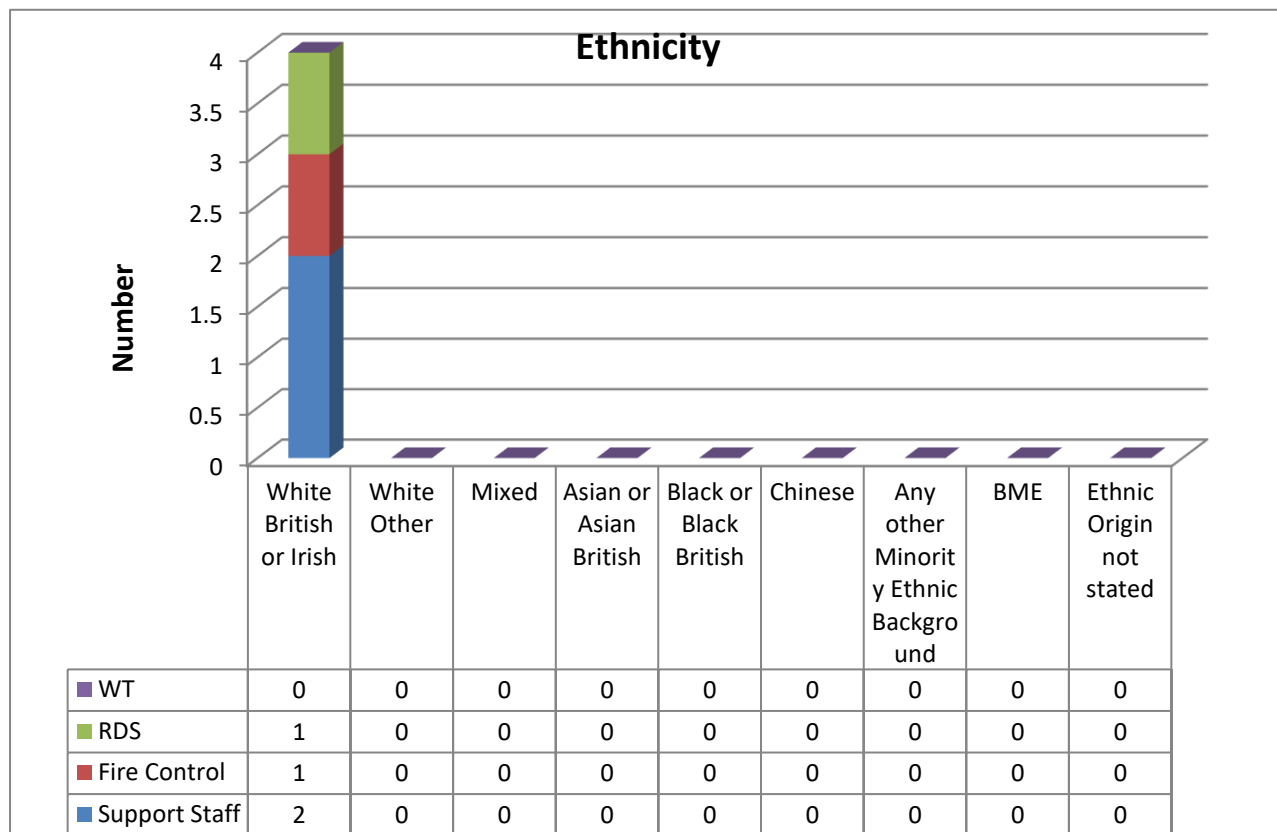
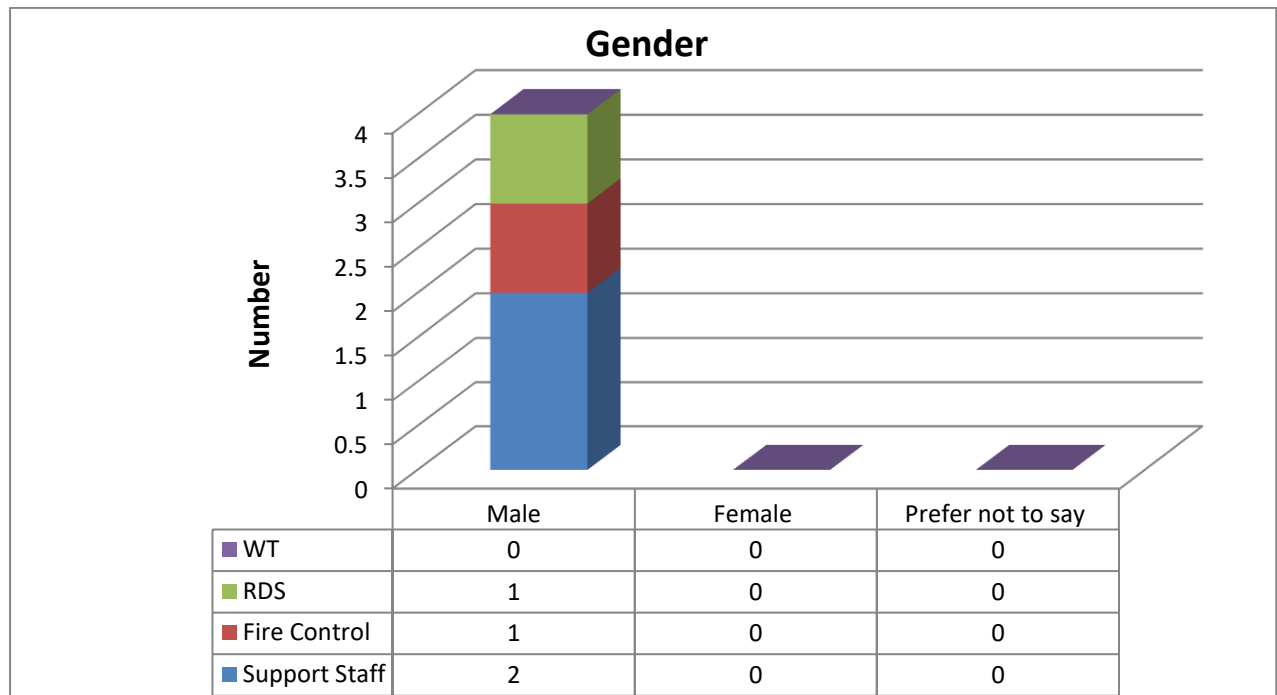


Religion or belief

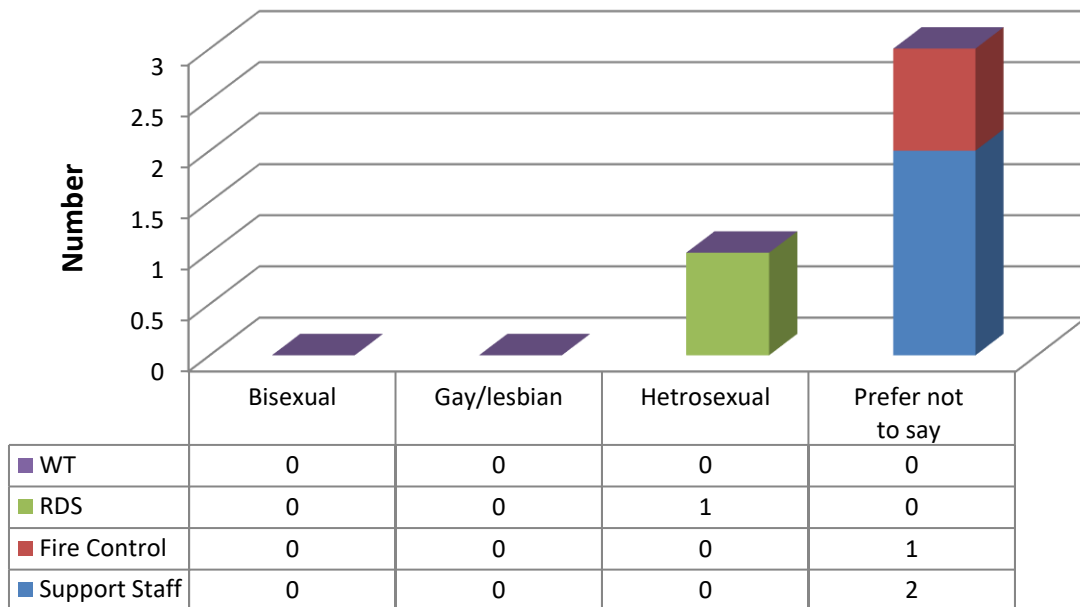


6. Grievance case work

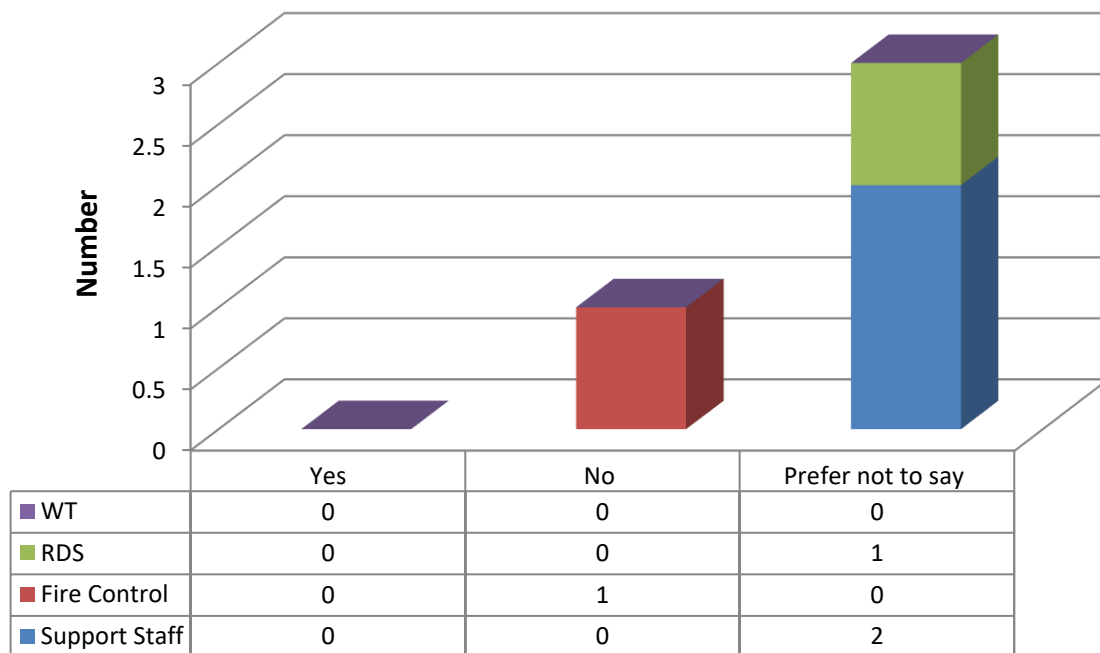
Grievances have remained consistent at 4. There were 2 from Wholetime, 1 from RDS and 1 from Fire Control. None of these grievances involved staff from any protected characteristic groups.



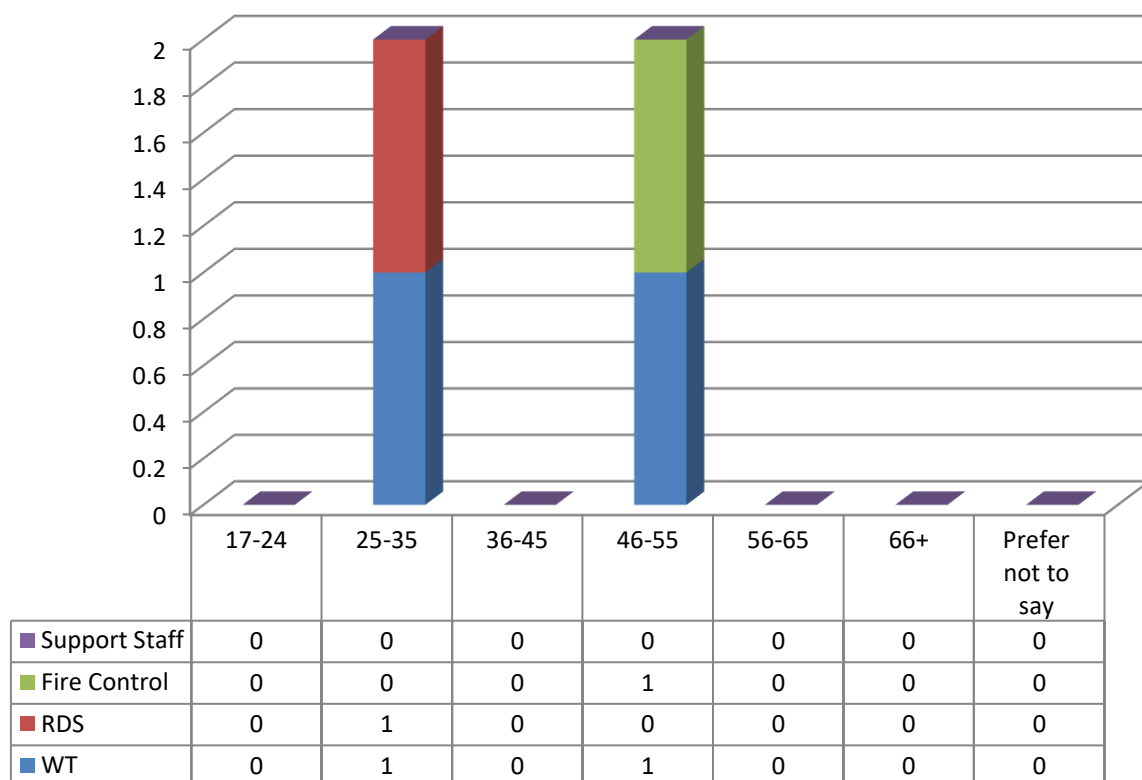
Sexual orientation



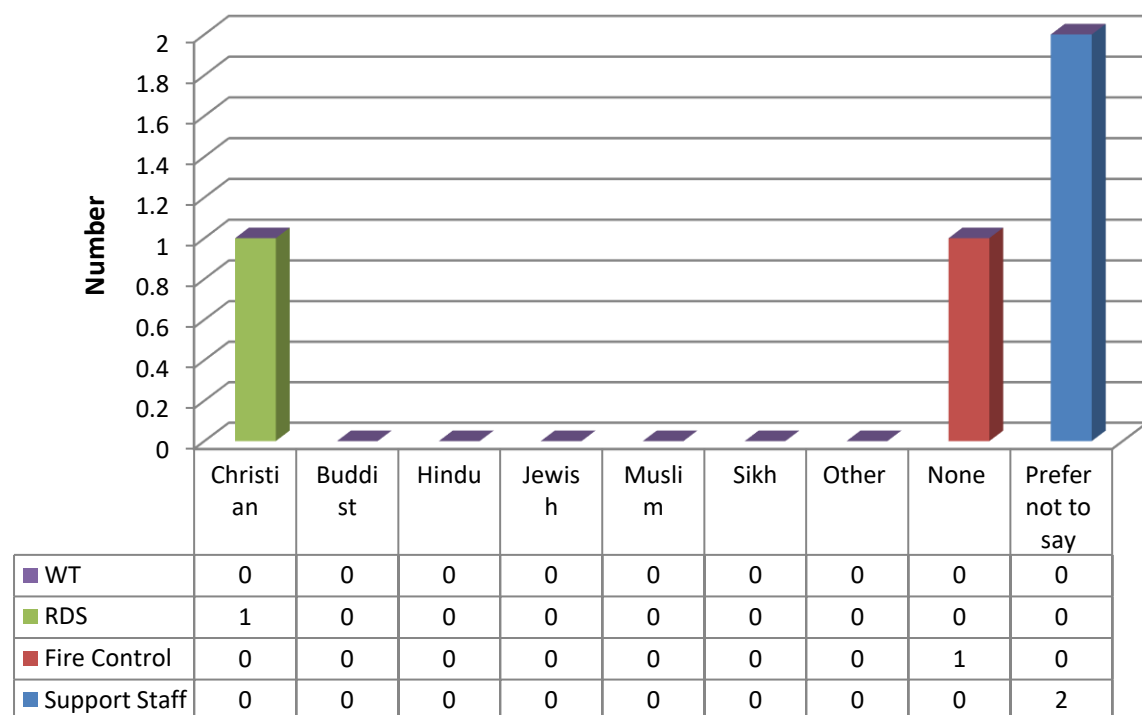
Disability



Age

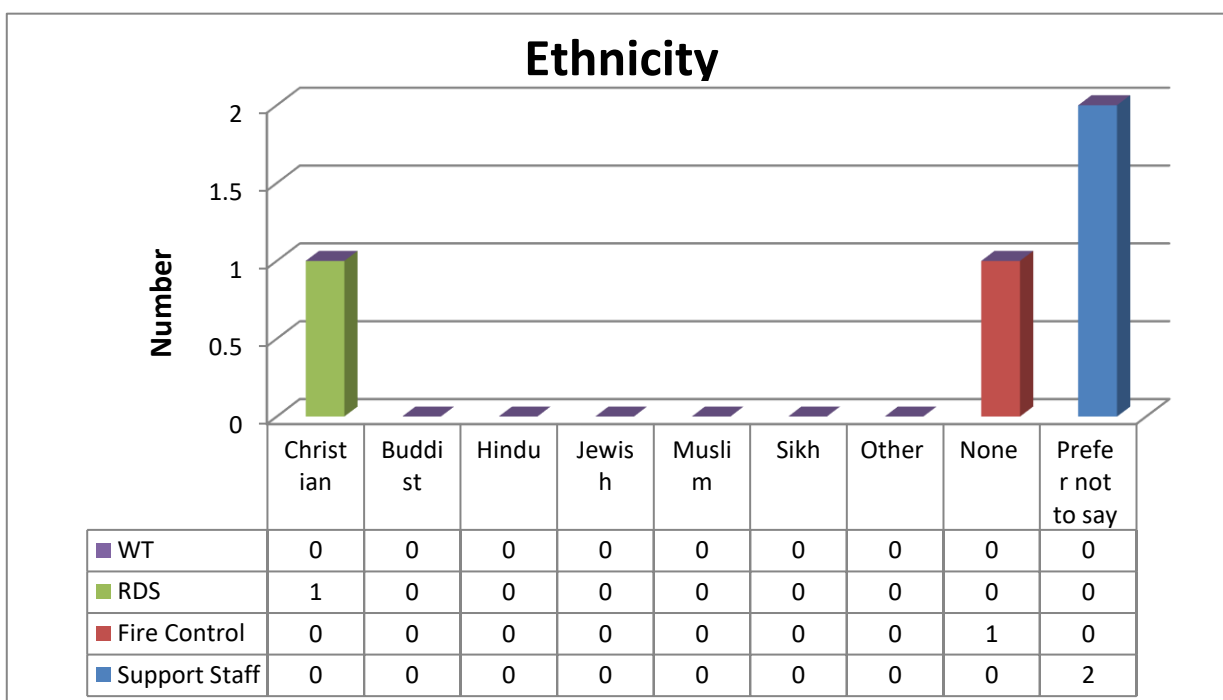
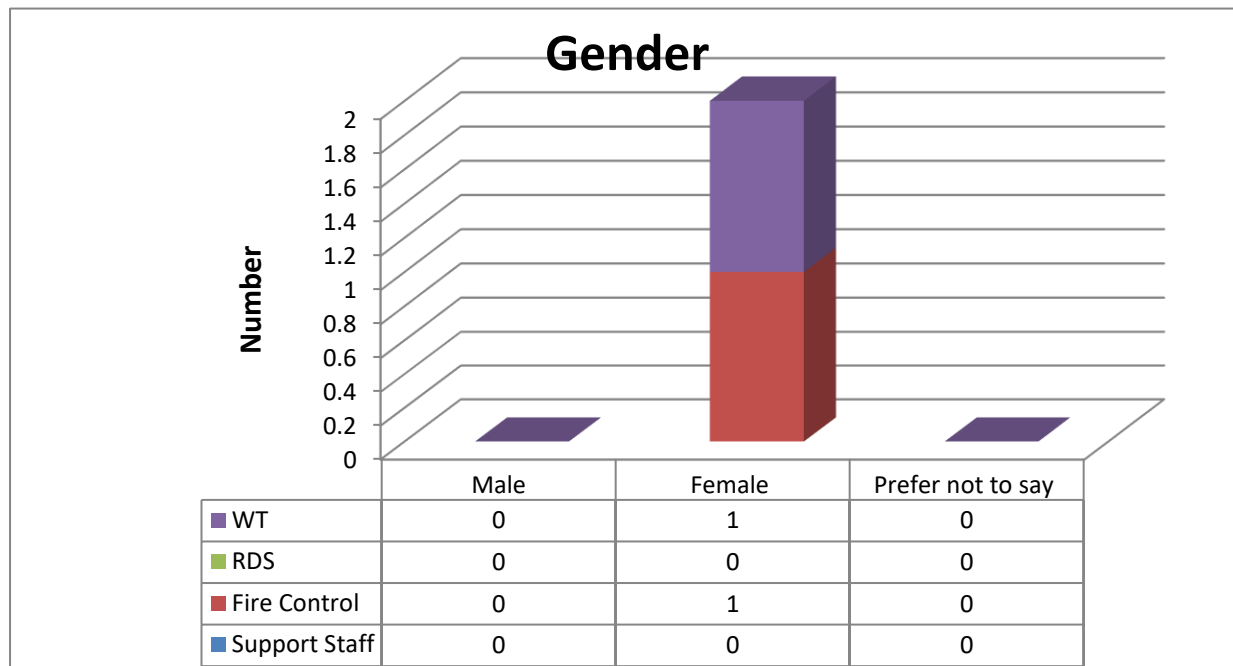


Religion or belief

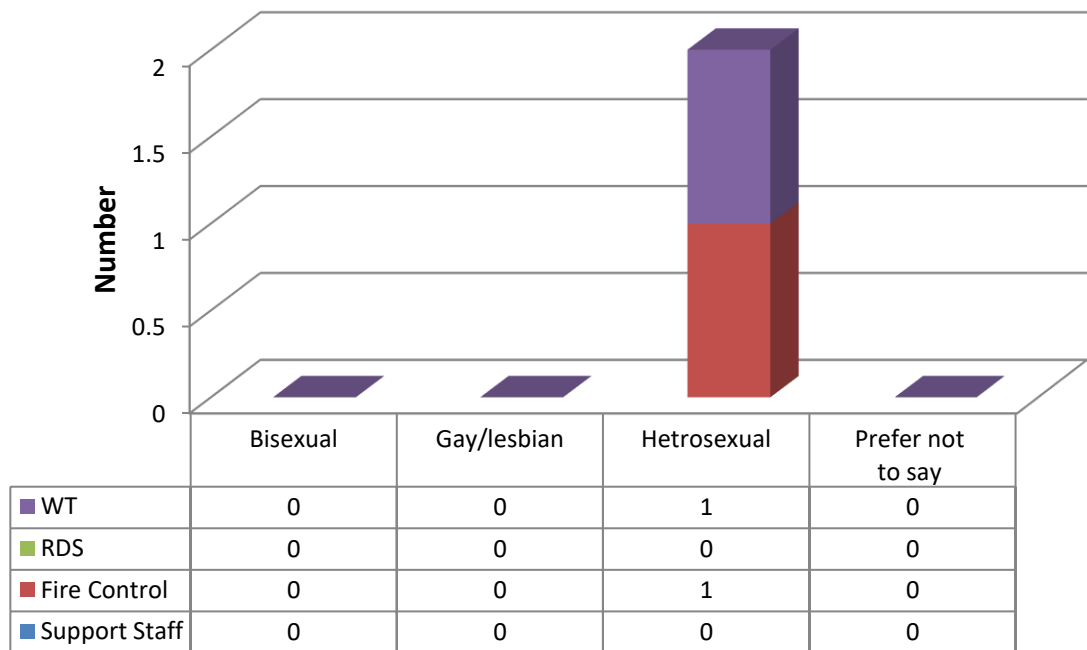


7. Bullying and harassment casework

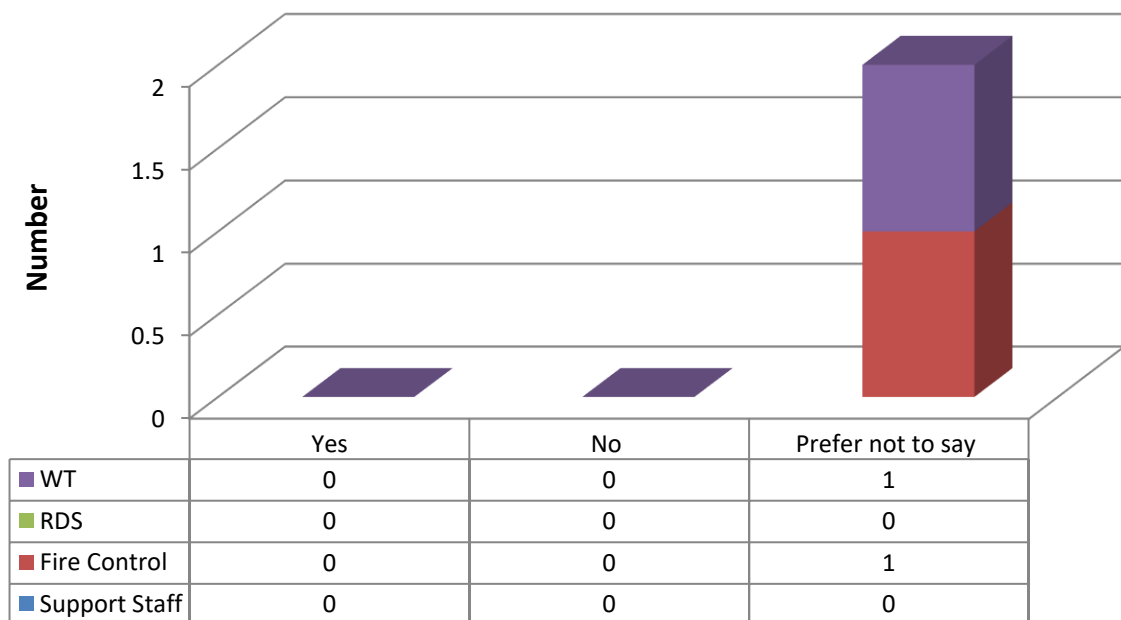
2 Female staff (1 x RDS and 1 x Support Staff) raised issues in relation to harassment and bullying during this period. All other casework has applied or has been raised by males. There is nothing in the trend data over the last 5 years to indicate that this is an area of concern as the ratio of males to female is 1:5. This area will be closely monitored to ensure that females are not being prevented from raising grievances or are being treated differently in respect of disciplinary matters.



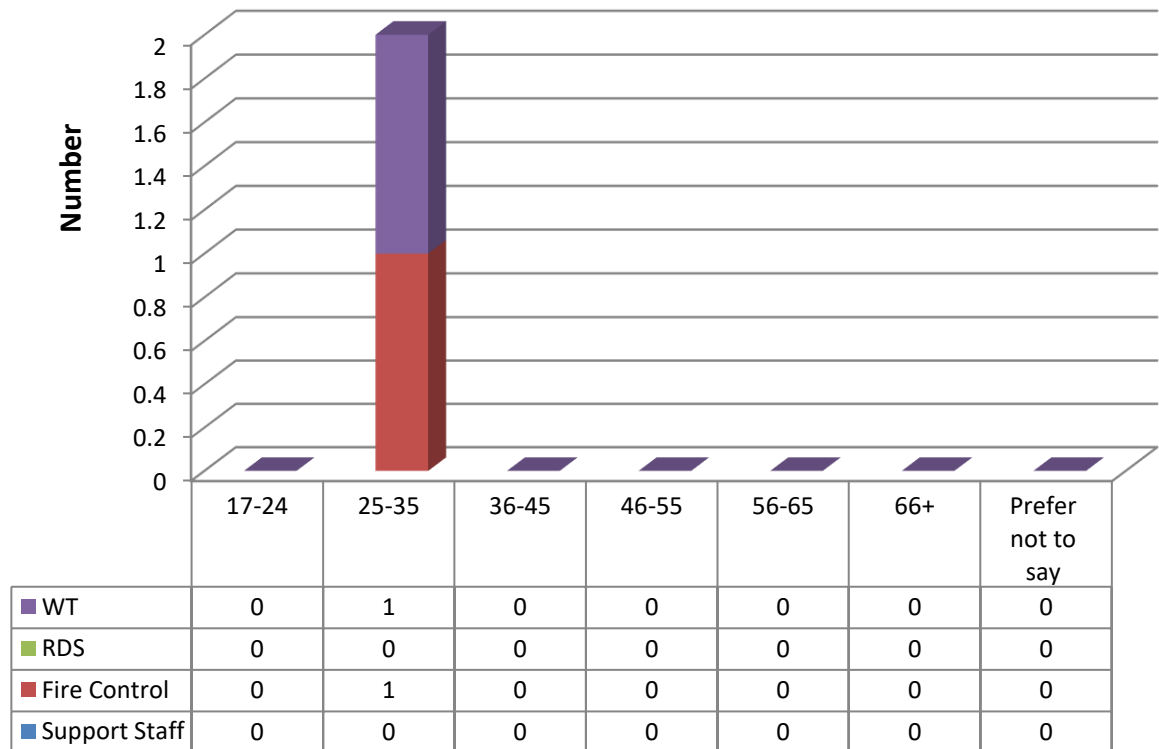
Sexual orientation



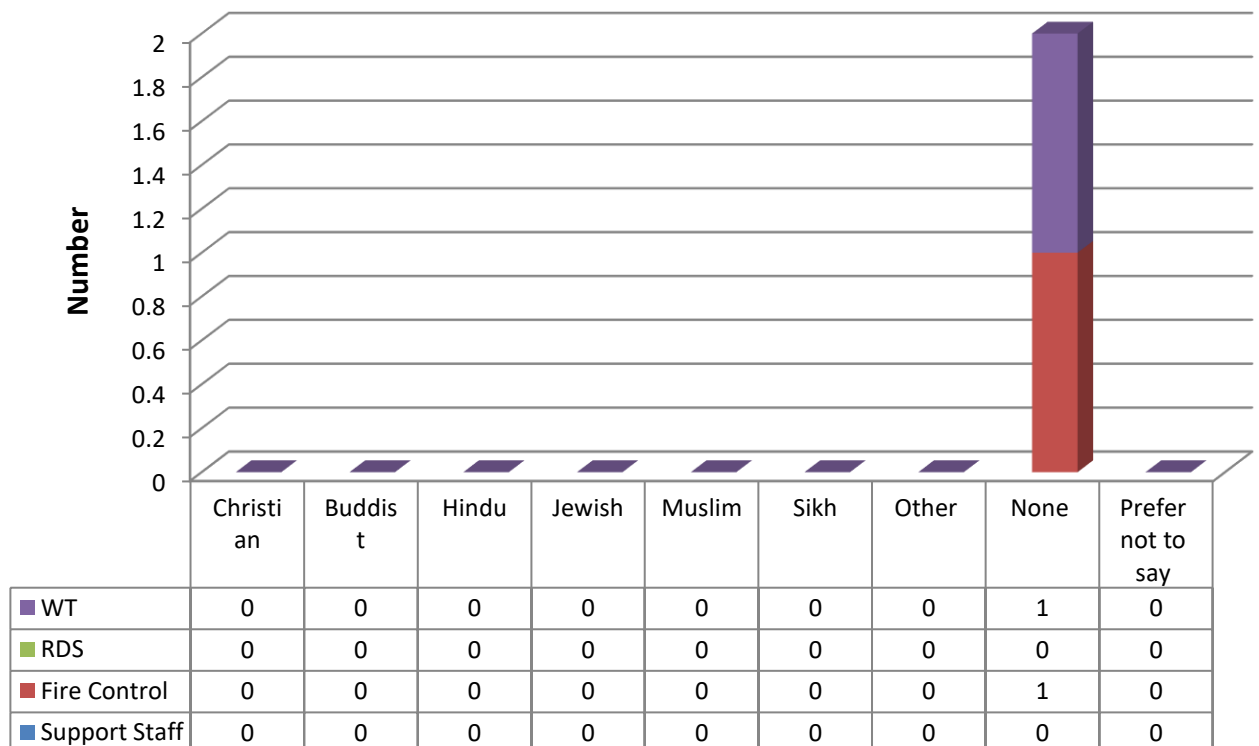
Disability



Age

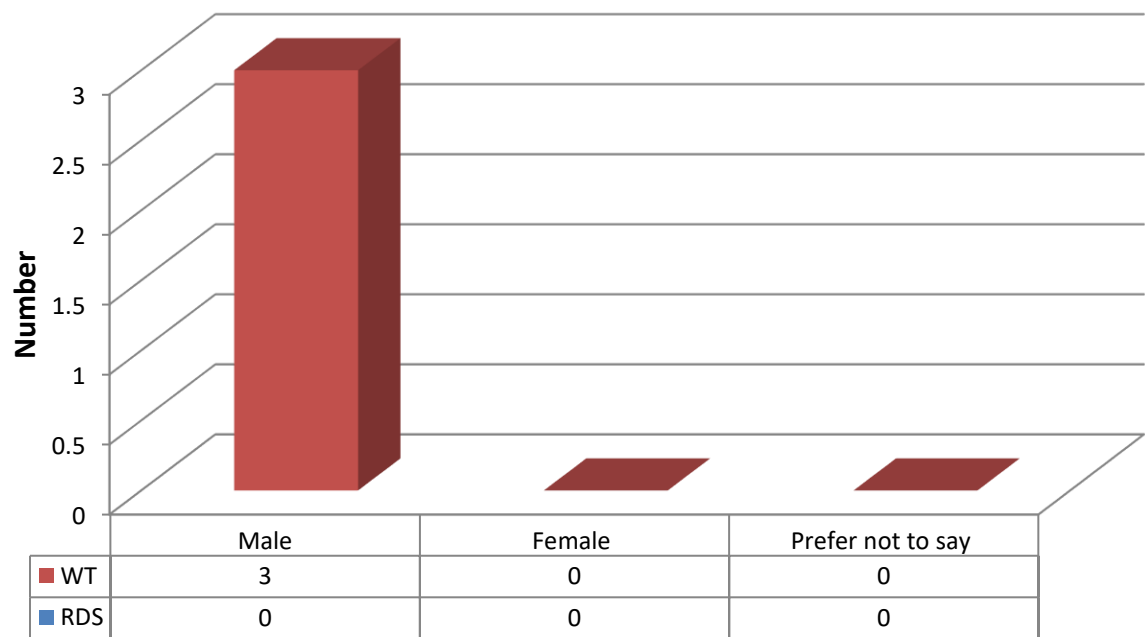


Religion or belief

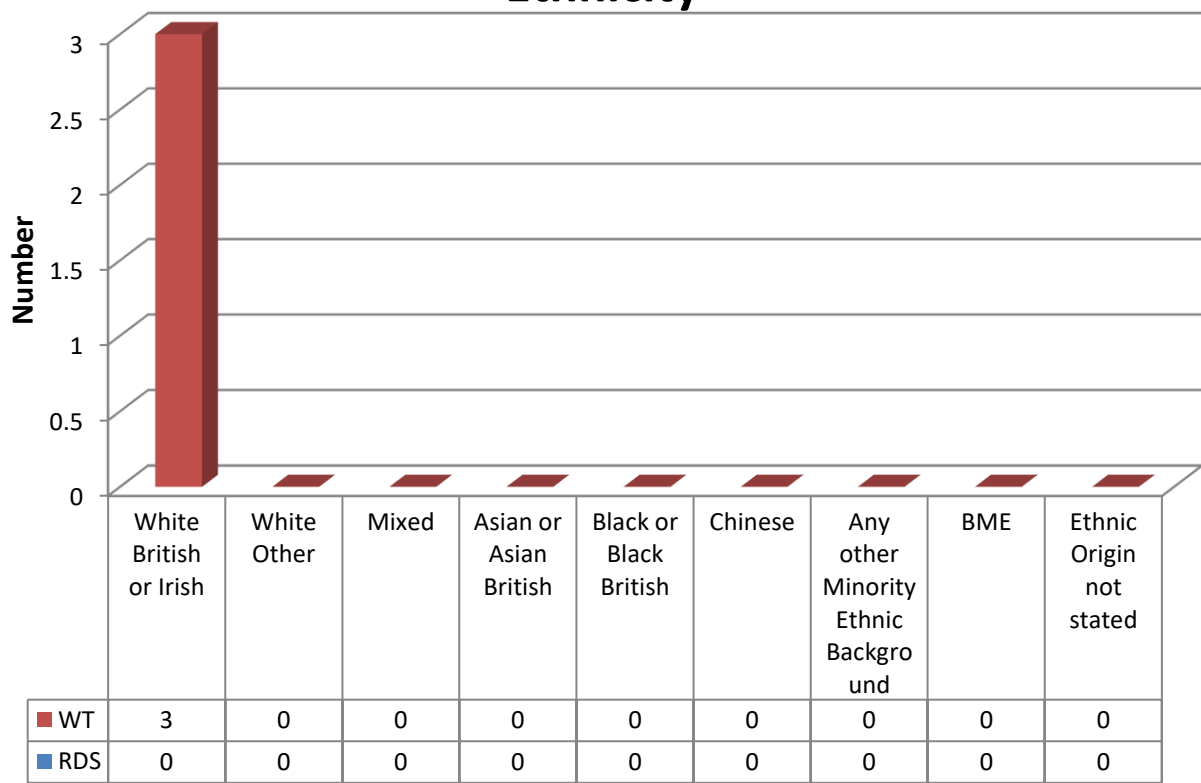


8. Unsuccessful fitness tests

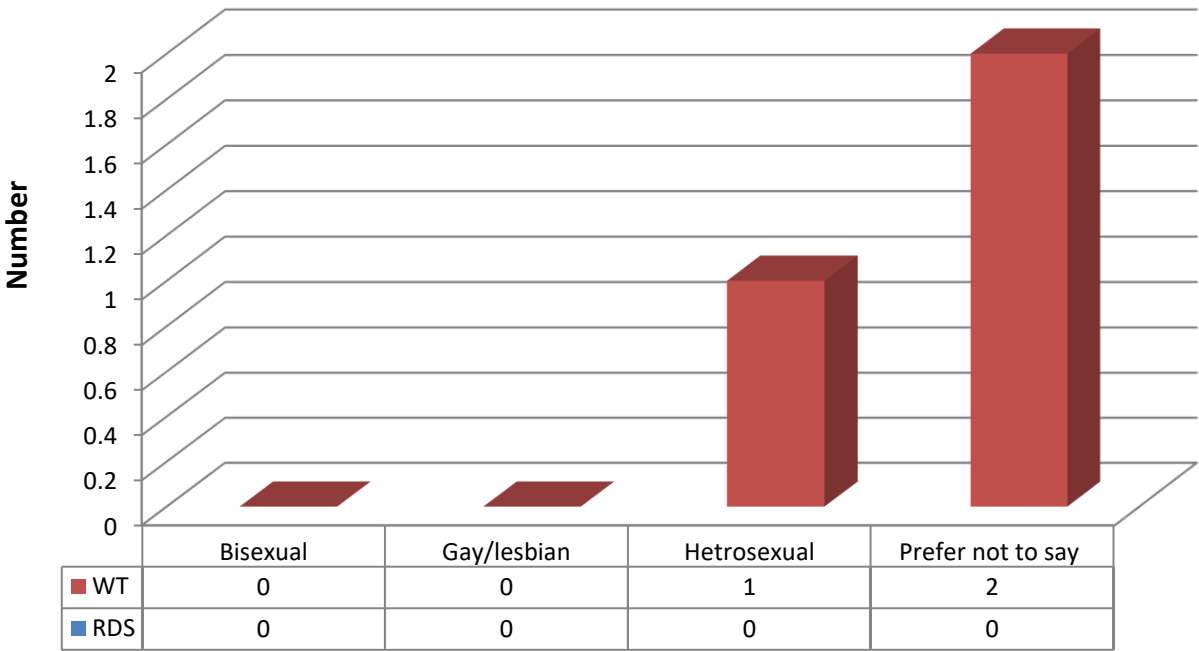
Gender



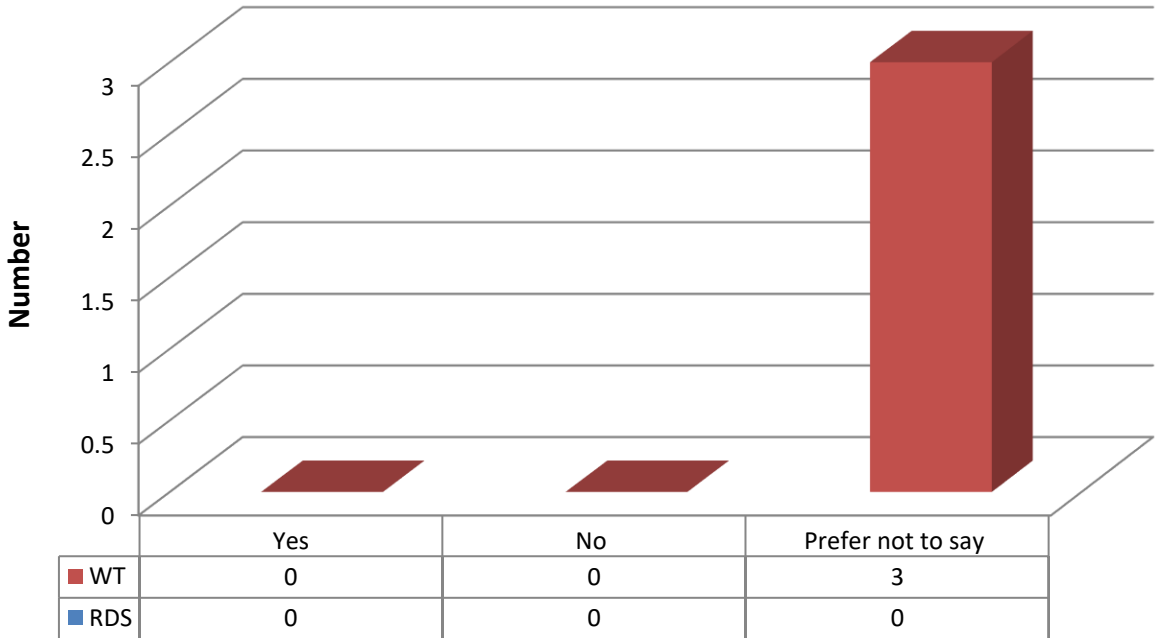
Ethnicity



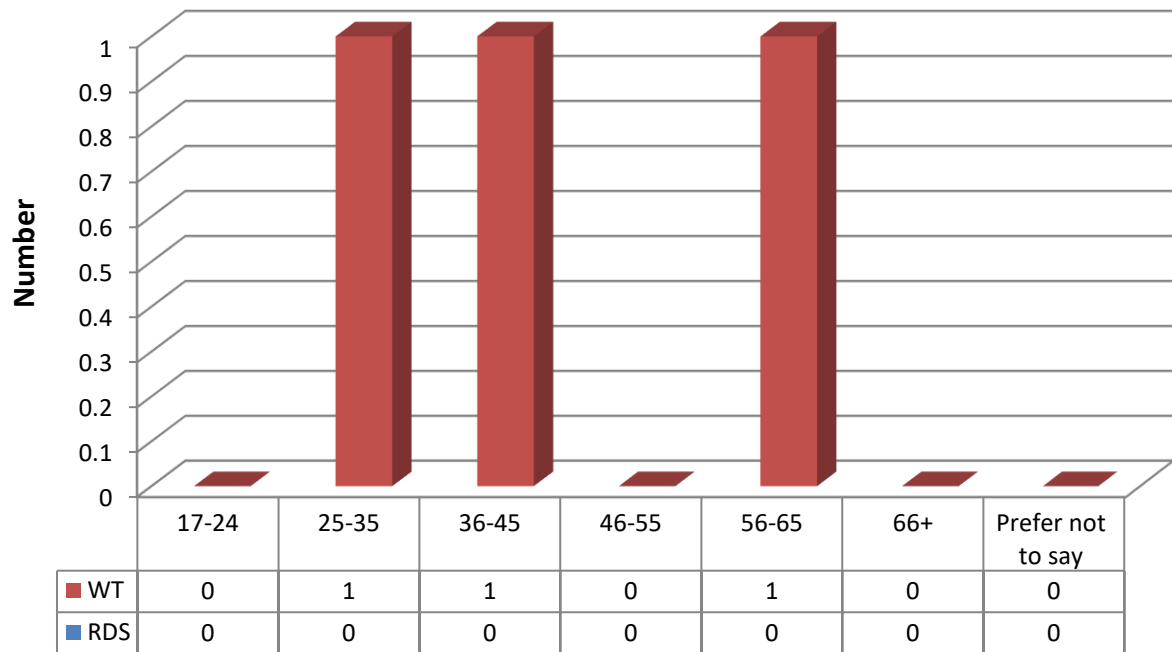
Sexual orientation



Disability



Age



Religion or belief

