

Employment Monitoring Data 2014/15



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 and are 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, diversity and inclusion across the organisation.

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, Gender Disability, Gender reassignment Marriage/civil partnership status, Pregnancy and maternity, and Race – this includes ethnic or national origins, colour or nationality Religion or belief – this includes lack of belief Sex Sexual orientation. Whilst the Duty applies to marriage and civil partnership, this in respect of the requirement to have due regard to the need to eliminate discrimination.

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 566,169 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').

Population			
	Total Population	BME	Female
	000's	000's	000's
Herefordshire	183.477	3.6 (2.0%)	93.2 (51%)
Worcestershire	566.169	25.3 (4.7%)	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, diversity and inclusion 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 diversity and inclusion and the Service's values.

A Positive Action Sub Group (now entitled Open for All) 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 2014-15. Building on this, the Open for All group is currently exploring ways to develop links with the local community and has established links with publications such as the 'Here for All' magazine within the Polish community.

During the last three years the overall number of employees have decreased from 863 to 793. The number of BME staff has increased from 24 to 27. The number of female staff have decreased from 129 to 108. The number of Support staff have reduced from 133 to 103 predominantly due to natural wastage and redundancies.

For retained positions, there has been an increase in the overall number of applications; 305 compared to 150 last year. There has been an increase in the number of BME RDS applicants and the Service appointed 1 BME employee, compared to 3 the previous year. The number of RDS BME employees has increased by 66% over the last three years. There has been an increase in the number of female applicants (87 compared with 40 the previous year) and the the number of female RDS staff have now increased by 4 individuals (1%) since March 2013. During the last 12 months 82 individuals left the Service, 49 RDS individuals compared with 32 in 2013 -2014.

In 2014/2015 there has been a increase in female and BME applications for support staff roles. There have been 11 applicants, compared to 2 in 2013 -2014, who declared their sexual orientation to be other than heterosexual. In this year there were 15 applicants who declared their religion/belief to be other than Christian, which is higher than the previous year.

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Executive Summary 1 April 2014 to 31 March 2015

	Total	%BME (including White Other)	% Female	% Disability	% LGB
Staff in post as at 31 March 2015	793	3.4	13.6	2.1	0.6
Applications for Employment	305	8.2	28.5	4.6	3.6
Applications for Promotion	45	0.0	22.2	4.4	2.2
Leavers	82	2.4	17.1	0.00	0.0
Discipline Cases	9	0.0	11.1	0.0	0.0
Grievance Cases	0	0.0	0.0	0.0	0.0
Harassment and Bullying Cases	3	0.0	33.0	33.0	33.0

Disability reporting has shown an increase of 4 members of staff who classed themselves as disabled i.e. 2.1% to 1.6% since last year. There has been an increase in the number of staff with a sexual orientation other than heterosexual 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 is continuing with Remploy and Occupational Health 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 disciplinary.

Staffing Levels

The chart opposite shows the numbers and percentages of whole-time and retained firefighters, fire control and support staff in post as at 31 March each year over the past 4 years.

There was a reduction in whole-time 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 whole-time 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 Female employees within RDS increased this year by 3 to 6.6%

Support staff numbers have reduced by 30 during the last 4 years due to natural wastage.

Staffing Levels

	31-Mar-12	31-Mar-13	31-Mar-14	31-Mar-15
Wholetime	322	313	297	287
BME (including White Other)	8 (2.5%)	8 (2.5%)	8 (2.7%)	8 (2.8%)
Female	18 (5.6%)	16 (5.1%)	16 (5.4%)	16 (5.6%)
Retained	383	372	396	380
BME (including White Other)	10 (2.6%)	12 (3.2%)	15 (3.8%)	15 (4%)
Female	18 (4.7%)	21 (5.6%)	22 (5.6%)	25 (6.6%)
Fire Control	25	24	22	23
BME (including White Other)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Female	19 (76.0)	18 (75.0%)	16 (72.7%)	16 (69.6%)
Support Staff	133	135	112	103
BME (including White Other)	6 (4.5%)	5 (3.7%)	4 (3.6%)	4 (3.8%)
Female	74 (55.6%)	74 (54.8%)	57 (50.9%)	51 (49.5%)
Total	863	844	827	793
Total BME (inc. White Other)	24 (2.7%)	25 (3.0%)	27 (3.2%)	27 (3.4%)
Total Female	129 (15.0%)	129 (15.3%)	111 (13.4%)	108 (13.6%)

1. No. of staff in post as at 31 March 2015

1.1 GENDER, ETHNICITY & DISABILITY

Duty System	Total	%	GENDER				ETHNICITY										DISABILITY					
			Male	%	Female	%	White British	%	White Irish	%	White Other	%	BME	%	Not Stated	%	Disabled	%	Not Disabled	%	Not Stated	%
Wholetime	287	36.2	271	94.4	16	5.6	276	96.2	0	0.0	6	2.1	2	0.7	3	1.0	6	2.1	281	97.9	0	0.0
Retained	380	47.9	355	93.4	25	6.6	364	95.8	0	0.0	9	2.4	6	1.6	1	0.2	4	1.1	376	98.9	0	0.0
Fire Control	23	2.9	7	30.4	16	69.6	23	100.0	0	0.0	0	0.0	0	0.0	0	0.0	1	4.3	22	95.7	0	0.0
Support	103	13.0	52	50.5	51	49.5	95	92.2	1	1.0	2	1.9	2	1.9	3	2.9	6	5.8	97	94.2	0	0.0
	793	100.0	685	86.4	108	13.6	758	95.6	1	0.1	17	2.1	10	1.3	7	0.9	17	2.1	776	97.9	0	0.0

Staff in Post

As at 31 March 2015 there was a total of 793 staff in post, 287 (36.2%) wholetime, 380 (47.9%) RDS, 23 (2.9%) Fire Control and 103 (13.0%) support staff. Compared to the last annual report there are 34 less staff in total i.e. (10 less wholetime, 16 less RDS, 1 more Fire Control and 9 less support members of staff).

The number of female staff has decreased by 3 since last year (an increase of 3 RDS and 6 less support members of staff).

1.3% of staff are from BME groups and 2.1% of staff are from White Other groups. Based on the total of the two, there are the same numbers of members of staff since the last annual report.

2.1% of staff consider themselves to be disabled which is an increase of 4 since last year (0.5% increase) - 1 more for Fire Control and 3 more support members of staff.

1.2 AGE

			AGE BRACKET											
Duty System	Total	%	17-24	%	25-35	%	36-45	%	46-55	%	56-65	%	66+	%
Wholetime	287	36.2	0	0.0	50	17.4	123	42.9	112	39.0	2	0.7	0	0.0
Retained	380	47.9	22	5.8	136	35.8	104	27.4	87	22.9	29	7.6	2	0.5
Fire Control	23	2.9	1	4.3	4	17.4	6	26.1	9	39.1	3	13.0	0	0.0
Support	103	13.0	2	1.9	20	19.4	26	25.2	35	34.0	19	18.4	1	1.0
	793	100.0	25	3.2	210	26.5	259	32.7	243	30.6	53	6.7	3	0.4

As at 31st March 2015 there has been a reduction of 15 employees aged between 17-24, a reduction of 11 employees aged between 25-35, 20 employees aged between 36 - 45 and 11 employees between 46-55.

1.3 SEXUAL ORIENTATION

Total	%	Bisexual	%	Gay/Lesbian	%	Heterosexual	%	Not Stated	%
793	100.0	3	0.4	4	0.5	359	45.3	427	53.8

Whilst we have encouraged staff to update their personal information on the HR recording system, HR Connect, the number of staff that have disclosed that they have a sexual orientation other than heterosexual remains low and it has been identified that further work is required in this area. moving forward An increase has been noted in the number of staff that have identified a sexual orientation other than heterosexual when compared to the previous twelve months

1.4 RELIGION OR SIMILAR BELIEF

Total	%	Christian	%	Bhuddhist	%	Hindu	%	Jewish	%	Muslim	%	Sikh	%	Other	%	None	%	Not Stated	%
793	100.0	226	28.5	2	0.3	0	0.0	1	0.1	1	0.1	1	0.1	12	1.5	138	16.5	412	52.0

Within the last twelve months we have encouraged employees to update their personal information on HR Connect,. This has identified an additional 1 employee who consider themselves to have a religion/belief other than Christian which is a 0.2% increase since 2014.

2. No. of applications for employment between 1 April 2014 to 31 March 2015

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	95	31.1	82	86.3	13	13.7	77	81.1	0	0.0	5	5.3	0	0.0	13	13.7	2	2.1	79	83.2	14	14.7
Fire Control	10	3.3	7	0.0	3	0.0	10	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0	9	0.0	0	0.0
Support*	200	65.6	127	63.5	71	35.5	170	85.0	0	0.0	5	2.5	15	7.5	8	4.0	12	6.0	181	90.5	7	3.5
	305	100.0	216	70.8	87	28.5	257	87.4	0	0.0	10	3.3	15	4.9	21	6.9	15	4.6	269	88.2	21	6.9

During this year there have been a total of 305 applications for employment compared to 150 applications last year. Compared to last year, there has been an increase in recruitment activity in relation to support and retained posts 16 appointments were made into RDS posts (1 white other, 1 female) which is an decrease from last year's figure of 50 There were 5 appointments into support roles and one of these was an existing member of staff - 1 male and 5 females

2.2 AGE

			AGE BRACKET													
Duty System	Total	%	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	95	31.1	35	36.8	31	32.6	12	19.1	10	10.5	1	1.1	0	0.0	6	6.3
Fire Control	10	3.3	7	0.0	1	0.0	1	0.0	1	0.0	0	0.0	0	0.0	0	0.0
Support	200	65.6	28	14.0	80	40.0	32	17.3	41	17.3	15	7.5	1	0.5	3	1.5
	305	100.0	70	23.0	112	36.6	45	14.8	52	17.0	16	5.2	1	0.3	9	3.0

During this year there has been an increase in the percentage of applicants across all age brackets compared to the twelve months There has also been an increase in those applications not stating their age. (9 compared to 1 the previous year)

2.3 SEXUAL ORIENTATION

Total	%	Bisexual	%	Gay/Lesbian	%	Heterosexual	%	Not Stated	%
305	100.0	3	1.0	8	2.6	257	84.3	22	4.6

During this year there were 11 applicants, compared to 2 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	%
305	100.0	140	45.9	4	1.3	5	1.6	0	0.0	5	1.6	1	0.3	5	1.6	96	31.5	49	16.1

In this year there were 20 applicants who declared their religion/belief to be other than Christian, which is 11 more than in 2013 - 2014.

Applications for employment					
	31-Mar-11	31-Mar-12	31-Mar-13	31-Mar-14	31-Mar-15
Wholetime	7	21	0	0	0
BME (inc. White Other)	0 (0.0%)	1 (4.8%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Female	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Retained	146	90	123	63	95
BME (inc. White Other)	6 (4.1%)	7 (7.8%)	15 (12.2%)	4 (6.3%)	5 (5.2%)
Female	14 (9.6%)	13 (14.4%)	15 (12.2%)	8 (12.7%)	13 (13.6%)
Fire Control	0	0	0	0	10
BME (inc. White Other)	0 (0.0%)	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%)	3 (30%)
Support Staff	32	278	45	87	200
BME (inc. White Other)	2 (6.3%)	24 (8.6%)	8 (17.8%)	9 (10.3%)	15 (7%)
Female	5 (15.6%)	99 (35.6%)	13 (28.9%)	32 (36.8%)	71 (35%)
Total	185	389	168	150	305

Within the 2014 -2015 year there have been 20 applications from the BME community and 10 applicants from those that declared themselves as White Other.

5 applied for RDS posts and 15 applied for Support staff roles.

in 2013 -2014 year there were 13 applicants which declared that they were from the BME community, (compared with 25 within this year)

3. Number of applications for promotion between 1 April 2014 to 31 March 2015

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	26	57.8	25	96.2	1	3.8	26	100.0	0	0.0	0	0.0	0	0.0	0	0.0	2	7.7	9	34.6	15	57.7
Retained	6	13.3	5	83.3	1	16.7	6	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	3	50.0	3	50.0
Fire Control	7	15.6	1	14.3	6	85.7	7	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	7	100.0
Support	6	13.3	4	66.7	2	33.3	6	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0
	45	100.0	35	77.8	10	22.2	45	100.0	0	0.0	0	0.0	0	0.0	0	0.0	2	4.4	12	26.7	26	57.8

3.2 AGE

			AGE BRACKET													
Duty System	Total	%	17-24	%	25-35	%	36-45	%	46-55	%	56-65	%	66+	%	Not stated	%
Wholetime	26	57.8	1	3.8	7	26.9	15	57.7	3	10.3	0	2.5	0	0.0	0	0.0
Retained	6	13.3	0	0.0	1	16.7	4	66.7	0	0.0	1	16.7	0	0.0	0	0.0
Fire Control	7	15.6	0	0.0	3	0.0	2	0.0	2	0.0	0	0.0	0	0.0	0	0.0
Support	6	13.3	1	16.7	1	16.7	1	16.7	2	33.3	0	0.0	0	0.0	1	16.7
	45	100.0	2	4.4	12	32.2	22	49	7	15.6	1	2.2	0	0.0	1	2.2

3.3 SEXUAL ORIENTATION

Total	%	Bisexual	%	Gay/Lesbian	%	Heterosexual	%	Not Stated	%
45	100.0	0	0.0	1	2.2	29	64.4	15	33.3

3.4 RELIGION OR SIMILAR BELIEF

Total	%	Christian	%	Bhuddist	%	Hindu	%	Jewish	%	Muslim	%	Sikh	%	Other	%	None	%	Not Stated	%
45	100.0	22	48.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	4.4	21	46.7

Promotions			
	31-Mar-13	31-Mar-14	31-Mar-15
Wholetime	60	39	26
BME (inc. White Other)	1 (1.7%)	0 (0.0%)	0 (0.0%)
Female	2 (3.3%)	0 (0.0%)	1 (3.8%)
Retained	7	14	6
BME (inc. White Other)	1 (14.3%)	1 (7.1%)	0 (0.0%)
Female	0 (0.0%)	2 (14.3%)	1 (16.7%)
Fire Control	1	0	7
BME (inc. White Other)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Female	1 (100.0%)	0 (0.0%)	6 (85.7%)
Support Staff	2	3	6
BME (inc. White Other)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Female	1 (50.0%)	1 (33.3%)	2 (33%)
Total	70	56	45

Applications for Promotion

This year there have been 45 applications for promotion compared to 56 applications last year.

26 were wholetime, 6 RDS, 7 within Fire Control and 6 support staff.

No applicants were from the BME community however 10 applicants were female, with 6 of these were within Fire Control

One applicant disclosed their sexual orientation as Gay/Lesbian however no candidates disclosed a religion/belief other than Christian.

4. Number of staff leaving the Service between 1 April 2014 to 31 March 2015

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	11	13.4	11	100.0	0	0.0	11	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	11	100.0	0	0.0
Retained	49	59.8	48	98.0	1	2.0	48	98.0	0	0.0	1	2.1	0	0.0	0	0.0	0	0.0	49	100.0	0	0.0
Fire Control	2	2.4	1	50.0	1	50.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	0	0.0
Support	20	24.4	8	40.0	12	60.0	18	90.0	0	0.0	0	0.0	1	5.0	1	5.0	0	0.0	20	100.0	0	0.0
	82	100.0	68	82.9	14	17.1	79	96.3	0	0.0	1	1.2	1	1.2	1	1.2	0	0.0	82	100.0	0	0.0

4.2 AGE

			AGE BRACKET											
Duty System	Total	%	17-24	%	25-35	%	36-45	%	46-55	%	56-65	%	66+	%
Wholetime	11	13.4	0	0.0	0	0.0	2	18.2	7	63.6	2	18.2	0	0.0
Retained	49	59.8	6	12.2	18	36.7	10	20.4	8	16.3	7	14.3	0	0.0
Fire Control	2	2.4	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0	1	50.0
Support	20	24.4	0	0.0	6	30.0	6	30.0	2	10.0	5	25.0	1	5.0
	82	100.0	6	7.3	24	29.3	19	23.2	17	20.7	14	17.1	2	2.4

4.3 SEXUAL ORIENTATION

Total	%	Bisexual	%	Gay/Lesbian	%	Heterosexual	%	Not Stated	%
82	100.0	0	0.0	0	0.0	41	50.0	41	50.0

4.4 RELIGION OR SIMILAR BELIEF

Total	%	Christian	%	Bhuddist	%	Hindu	%	Jewish	%	Muslim	%	Sikh	%	Other	%	None	%	Not Stated	%
82	100.0	17	20.7	0	0.0	1	1.2	0	0.0	0	0.0	0	0.0	0	0.0	20	24.4	44	53.7

Leavers			
	31-Mar-13	31-Mar-14	31-Mar-15
Wholetime	9	17	11 (13.4%)
BME (inc. White Other)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Female	2 (22.2%)	0 (0.0%)	0 (0.0%)
Retained	52	32	49 (59.8%)
BME (inc. White Other)	0 (0.0%)	0 (0.0%)	1 (2.1%)
Female	2 (3.8%)	1 (3.1%)	1 (2.0%)
Fire Control	1	2	2 (2.4%)
BME (inc. White Other)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Female	1 (100.0%)	2 (100.0%)	1 (50.0%)
Support Staff	12	25	20 (24.4%)
BME (inc. White Other)	1 (8.3%)	1 (4.0%)	1 (5.0%)
Female	6 (50.0%)	17 (68.0%)	12 (60.0%)
Total	74	76	82

Staff leaving the Service

Between April 2014 and March 2015 there has been an increase in the number of staff leaving the Service (82 compared to 76 last year). 11 (13.4%) were wholetime, 49 (59.8%) were RDS, 2 (2.4%) were from Fire Control and 20 (24.4%) were support members of staff.

Of the total number of leavers, 14 were female (1 RDS, 1 Fire Control and 12 support), 1 was White Other and 1 was BME. None of the leavers classed themselves as disabled. 20.7% 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 82 leavers within this period, 12 retired (7 WT, 3 RDS, 1 Fire Control and 1 support), 61 resigned (2 WT, 44 RDS, 1 Fire Control, 14 support), 3 had their contract terminated (1 WT, 2 RDS), 5 were made redundant (5 support) and 1 member of staff left due to other reasons (1 WT).

The main reason for RDS employees resigning was stated as personal reasons and/or they were relocating outside of the turn out area. 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 are monitored and any significant information recorded.

4.5 Reasons for staff leaving the Service

Reason for Leaving	Total	Wholetime	Retained	Fire Control	Support
Retirement	12	7	3	1	1
Resignation	61	2	44	1	14
Termination of contract	3	1	2	0	0
Redundancy	5	0	0	0	5
Not indicated	0	0	0	0	0
Other	1	1	0	0	0
TOTAL	82	11	49	2	20

82 individuals left the Service between April 2014 and March 2015.

1 White Other and 1 BME member of staff (1 RDS and 1 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.

14 females left - the reason confirmed for leaving the Service was not related to their protected characteristic.

5. Number of formal disciplinarys between 1 April 2014 to 31 March 2015

Formal disciplinarys			
	31-Mar-13	31-Mar-14	31-Mar-15
Wholetime	7	0	3
BME (inc. White Other)	0 (0.0%)	0 (0.0%)	0
Female	0 (0.0%)	0 (0.0%)	0
Retained	6	8	6
BME (inc. White Other)	0 (0.0%)	0 (0.0%)	0
Female	2 (28.6%)	0 (28.6%)	1
Fire Control	0	1	0
BME (inc. White Other)	0 (0.0%)	0 (0.0%)	0
Female	0 (0.0%)	0 (0.0%)	0
Support Staff	1	0	0
BME (inc. White Other)	0 (0.0%)	0 (0.0%)	0
Female	0 (0.0%)	0 (0.0%)	0
Total	14	9	9

Overall the total number of formal disciplinarys that commenced between April 2014 and March 2015 have remained the same when compared to the previous year (2013 - 2014)

During this year there were 9 staff subject to formal disciplinary procedures (recorded as the date the discipline was received and commenced) - 3 Whole Time employees and 6 RDS employees.

There were no employees 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 2014 to 31 March 2015

Grievances			
	31-Mar-13	31-Mar-14	31-Mar-15
Wholetime	5	2	1
BME (inc. White Other)	0 (0.0%)	0 (0.0%)	0
Female	0 (0.0%)	0 (0.0%)	0
Retained	1	0	0
BME (inc. White Other)	0 (0.0%)	0 (0.0%)	0
Female	0 (0.0%)	0 (0.0%)	0
Fire Control	0	1	0
BME (inc. White Other)	0 (0.0%)	0 (0.0%)	0
Female	0 (100.0%)	0 (0.0%)	0
Support Staff	0	0	0
BME (inc. White Other)	0 (0.0%)	0 (0.0%)	0
Female	0 (0.0%)	0 (0.0%)	0
Total	6	3	1

It is positive to note that overall there has been a decrease with one formal grievances submitted in 2014 -2015 compared to 3 within the previous year.

There were 2 informal grievances submitted within this period by one male and one female.

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 2014 to 31 March 2015

Harassment + Bullying			
	31-Mar-13	31-Mar-14	31-Mar-15
Wholetime	1	0	2
BME (inc. White Other)	0 (0.0%)	0 (0.0%)	0
Female	0 (0.0%)	0 (0.0%)	1
Retained	1	0	1
BME (inc. White Other)	0 (0.0%)	0 (0.0%)	0
Female	0 (0.0%)	0 (0.0%)	0
Fire Control	0	0	0
BME (inc. White Other)	0 (0.0%)	0 (0.0%)	0
Female	0 (0.0%)	0 (0.0%)	0
Support Staff	0	0	0
BME (inc. White Other)	0 (0.0%)	0 (0.0%)	0
Female	0 (0.0%)	0 (0.0%)	0
Total	2	0	3

During this year there were three complaints that were considered in line with the Services Bullying and Harassment SPI.

In the previous year there were no complaints. There was 1 complaint submitted by a female employee and one complaint by one employee who was classed as BME, disabled or who had a sexual orientation other than heterosexual.

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