

Summary of Key Trend Information

Staff in post

1. Compared to the last annual report there are 34 less staff in total. The overall number of female staff has decreased by 3 since last year. However the number of female RDS staff has increased from 22 to 25 since March 2014.
2. The number of BME staff has remained the same since last year. 1.3% of staff are from BME groups and 2.1% of staff are from White other groups. The number of BME staff has increased from 24 to 27 during the last 3 years. BME RDS post holders have increased by 3 since March 2013.
3. It should be noted that the BME total working age population is based on the most recent available census data as follows:
 - Herefordshire 2%
 - Worcestershire 4.7%
4. Disability reporting has shown an increase of 4 employees who class themselves as disabled, totalling 2.1%.
5. There has been an increase in the number of staff that has disclosed a sexual orientation other than heterosexual. (7 compared to 5 the previous year)
6. There has been an increase of 1 employee who considers themselves to have a religion/belief other than Christian since last year (This is a 0.2% increase since March 2014)

Applications for Employment

7. During this year there have been a total of 305 applications for employment compared to 150 applications last year.
8. The main key area of change has related to On-Call – Retained Duty System (RDS) recruitment where work has continued towards increasing our diversity levels. Applications for RDS employment has increased from 63 to 95 this year. However, the number of new appointments has decreased from 50 last year to 16 this year which includes 1 white other and 1 female.
9. It is positive to note that within this year there were 11 applicants, compared to 2 last year, who declared their sexual orientation to be other than heterosexual.
10. In this year there were 20 applicants who declared their religion/belief to be other than Christian, compared to 9 the previous year.

Applications for Promotion

11. This year there have been 45 applications for promotion, compared to 56 applications last year. 26 Wholetime, 6 RDS, 7 Fire Control and 6 support staff. No applicants were from a BME background and 10 applicants were female. One applicant had a sexual orientation other than heterosexual, but no candidates had a religion/belief other than Christian.

Leavers

12. This year there has been an increase in the number of staff leaving the Service (82 compared to 76 last year). 13.4% 11 were Wholetime, 59.8% 49 were RDS compared to 32 last year, 2.4% 2 were from Fire Control and 24.4% 20 were support members of staff. Of the staff who left the Service, 14 were female (1 RDS, 1 Fire Control and 12 support), 2 were BME and no leavers classed themselves as disabled. 29.3% of staff leaving the Service were aged between 25-35. No leaver had a sexual orientation other than heterosexual and 1 leaver had a religion/belief other than Christian.
13. This year has seen more RDS employees leaving the Service, 49 compared to 32 last year. The main reason for RDS employees resigning was for personal reasons and/or they were relocating. Many commented that their work-life balance was affected due to the increased commitment required. For support staff, the main reason for leaving was that they had resigned to take up another post with another organisation or redundancy.

Disciplinaries

14. Overall the number of formal disciplinaries has remained the same this year when compared to last year. During this year there were 9 staff subject to formal disciplinary procedures – 3 WT and 6 RDS and there are no concerns relating to protected characteristics.

Grievances / Bullying and Harassment

15. There has been a reduction in the number of formal grievances submitted this year, there was one formal grievance submitted this year compared to 3 last year.
16. There were three complaints of bullying and harassment this year compared to none last year. There are no concerns relating to protected characteristics.