

Equality Monitoring Statistics

Report of the Chief Fire Officer

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1 Purpose of Report

This report provides Members with an overview of the Service's Equality Monitoring Statistics.

2 Recommendations

The Committee is asked to note the content of this report.

3 Background

Under the Equality Act 2010, and The Public Sector Equality Duty within this legislation, Shropshire Fire and Rescue Service is required to publish equality statistics.

4 Equality Statistics

The Service has published information on employment statistics, broken down by the following protected characteristics:

- Gender
- Ethnicity
- Disability
- Age
- Sexual Orientation
- Religion or belief

In some areas, such as 'Ethnicity', as the reporting rates are so low, the Service is not able to break these down into employment areas, because this may identify individual employees, and contravene the Data Protection Act.

5 Use of Statistics

These statistics are used to analyse the composition of the Service's workforce and, where appropriate, to look at implementing equality objectives and initiatives to address any imbalances.

These statistics are also reported to the Equality and Diversity Steering Group, who will review any recommendations made by the Equality and Diversity Officer. For example, these may include actions such as:

- Positive action events to redress under-representation in recruitment
- Review of recruitment processes – ensuring accessibility
- How to encourage reporting on equality information from employees

A version of these statistics is available on our website using the following link:

<http://www.shropshirefire.gov.uk/managing-the-service/equality-and-diversity/equality-act/statistics>

The statistics also show the number of grievances received in 2011 and 2012.

6 Financial Implications

Any objective or action implemented from the review of Equality Monitoring statistics is reviewed by the Equality and Diversity Steering Group.

7 Legal Comment

Under the Equality Act 2010, and The Public Sector Equality Duty within this legislation, Shropshire Fire and Rescue Service is required to publish equality statistics.

8 Risk Monitoring

When writing this report officers have reviewed Brigade Order 3 Part 2 Risk Management Protocol and have determined that there are no risk implications associated with it.

9 Equality Impact Assessment

This report is on statistical information only and as such does not require an Equality Impact Assessment. Any projects introduced from this will, however, require an Equality Impact Assessment.

10 Appendix

Appendix - Equality Monitoring Statistics Report

11 Background Papers

There are no background papers associated with this report.