

Equality Monitoring Statistics

Report of the Chief Fire Officer

For further information about this report please contact John Redmond, Chief Fire Officer, on 01743 260201 or Jonathan Hyams, Equality and Diversity Officer, on 01743 260236.

1 Purpose of Report

To provide elected 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

The Public Sector Equality Duty in the Equality Act 2010 requires Shropshire Fire and Rescue Service to publish equality statistics.

4 Equality Statistics

The Service publishes equality statistics on employment broken down by:

- Age
- Disability
- Ethnicity
- Religion or belief
- Sex
- Sexual orientation

In some areas (in particular ethnicity and sexual orientation) the numbers of employees are so low that breaking them down by employment areas might enable the identification of individual employees, in contravention of good employment practice and the requirements of the Data Protection Act.

5 Use of Statistics

The statistics are used to analyse the composition of the workforce and to identify characteristics that are under-represented within the Service's equality objectives in order to take positive action and other appropriate initiatives to address any imbalances.

The statistics are also reported to the Equality and Diversity Steering Group, who review any recommendations made by the Equality and Diversity Officer. These may include:

- Positive action events to redress under-representation of particular groups in recruitment
- Review of recruitment processes to ensure accessibility
- Finding ways to encourage employees to report on equality information

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

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

6 Financial Implications

The cost of any objective or action arising from the review of our equality monitoring statistics is reviewed by the Equality and Diversity Steering Group.

7 Legal Comment

This is a summary of action taken and does not require legal comment.

8 Initial Impact Assessment

This report provides statistical information only and does not require an Initial Impact Assessment. Any projects arising from this report will, however, require an Initial Impact Assessment.

9 Equality Impact Assessment

This report provides statistical information only and does not require an Equality Impact Assessment. Any projects arising from this report will, however, require an Equality Impact Assessment.

10 Appendix

Public Sector Duty Workforce Statistics: January 2014

11 Background Papers

There are no background papers associated with this report.

Public Sector Duty Workforce Statistics: January 2014

Shropshire Fire and Rescue Service publishes the following statistical information in accordance with the Equality Act 2010 to show the level of diversity within the organisation.

These figures relate to staff in post as at 31 December 2013, and will be updated annually.

Age

	Number	Percentage
16-25	43	7
26-35	158	27
36-45	200	34
46-55	153	26
56+	33	5.5
Total	592	100

Disability

	Number	Percentage
Disabled	18	3
Not disabled	14	2
Not stated / unknown	560	95
Total	592	100

Ethnicity

	Number	Percentage
White British	384	64.9
White Irish	3	0.51
White Welsh	19	3.21
White Scottish	5	0.84
Any other White	1	0.2
Asian / Asian British	2	0.3
Black / Black British	2	0.3
Mixed any other background	1	0.2
Mixed & White Asian	1	0.2
Prefer not to say	0	0
Unknown	174	29.4
Total	592	100

Religion

	Number	Percentage
Christian	205	35
Buddhist	2	0.3
Hindu	0	0
Jewish	0	0
Muslim	1	0.2
Sikh	1	0.2
Other	2	0.3
No religion	77	13
Not stated	304	51
Total	592	100

Sex

	Number	Percentage
Male	525	89
Female	67	11
Total	592	100

Sexual orientation

	Number	Percentage
Bisexual	3	0.51
Gay / Lesbian	1	0.2
Heterosexual	343	57.9
Prefer not to say / unknown	245	41.4
Total	592	100