

Fire and Rescue Equality and Diversity Workforce Recruitment Targets 2008 - 2013

Report of the Chief Fire Officer

For further information about this report please contact Alan Taylor, Chief Fire Officer, on 01743 260225 or Natalie Hill, Equality and Diversity Officer, on 01743 260236.

1 Purpose of Report

This report informs the Human Resources Committee of the progress with regard to setting the Equality and Diversity Workforce Recruitment Targets as detailed within the Equality and Diversity Strategy 2008 – 2018.

2 Recommendations

The Committee is asked to note the contents of the report.

3 Background

In May 2008 the Equality and Diversity Strategy 2008-2018 was published, within this strategy it required that all Fire and Rescue Services set recruitment targets for:

- Women in operational posts
- Minority ethnic people in all posts

4 Targets

Please find attached at the appendix, the letter that has been sent to Communities and Local Government (CLG) detailing the rationale for how we have set these targets and our proposed stretch targets.

Shropshire Fire and Rescue Services Targets are as follows:

Minority ethnic recruitment target of **5%**, with a stretch target of **7%**

Women's recruitment target of **15%**, with a stretch target of **18.0%**.

Shropshire Fire and Rescue Service have decided that they would like to set a stretch target in order to give momentum and drive in this area, this is particularly important for the recruitment of women, as this is one of our areas for improvement. If the stretch target is agreed by CLG they will provide the service with a capital grant payment of £42,000, paid in two instalments in April 2009 and April 2010.

5 Financial Implications

There are no direct financial implications arising from this report.

6 Legal Comment

There are no direct legal implications arising from this report.

7 Equality Impact Assessment

Officers have considered the Service's Brigade Order on Equality Impact Assessments (Personnel 5 Part 2) and have decided that there are no discriminatory practices or differential impacts upon specific groups arising from this report. An Initial Equality Impact Assessment has not, therefore, been completed.

8 Appendix

Letter to Communities and Local Government -

9 Background Papers

Fire and Rescue Service Equality and Diversity Strategy 2008 – 2018

Implications of all of the following have been considered and, where they are significant (i.e. marked with an asterisk), the implications are detailed within the report itself.

Balanced Score Card		Integrated Risk Management Planning	
Business Continuity Planning		Legal	*
Capacity		Member Involvement	
Civil Contingencies Act		National Framework	
Comprehensive Performance Assessment		Operational Assurance	
Efficiency Savings		Retained	
Environmental		Risk and Insurance	
Financial	*	Staff	
Fire Control/Fire Link		Strategic Planning	
Information Communications and Technology		West Midlands Regional Management Board	
Freedom of Information / Data Protection / Environmental Information		Equality Impact Assessment	*

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Cc Gill McManus

EPR/NH/AT

**Shropshire Fire and Rescue Service Equality and
Diversity Targets 2008-2013
Workforce Diversity Targets and Higher Recruitment Targets**

Dear Shona

Further to the recent Fire and Rescue Circulars and workshops regarding the target setting for recruitment, Shropshire Fire and Rescue Service (SFRS) have considered this information in detail and have set our targets accordingly.

Final Recruitment and Stretch Targets

Minority ethnic, recruitment target of **5%**, with a stretch target **7%**

Women's recruitment target of **15%**, with a stretch target **18.0%**

Given below is the rationale and detail on how these targets have been set.

Women's Recruitment Target

We would like to confirm that we will be going for the 18% stretch target for women, we recognise that our performance in this area could be better and it is for this reason that we are going for the stretch target to demonstrate our commitment to this and to focus our efforts in this area.

Minority Ethnic Recruitment Target

In order to explain how we have set our targets we must firstly give you some background information on our staff and the county that we deliver our service to.

SFRS covers the whole county of Shropshire which is England's largest inland county and is essentially rural in nature, 55% of the population is classified as urban and 45%

as rural. Shropshire is split into the administrative county of Shropshire (shortly to become a unitary authority) and the unitary authority of Telford and Wrekin. Telford and Wrekin have the larger minority ethnic population.

SFRS has 23 strategically located stations across the county, 19 are solely retained duty system (RDS), 1 solely wholetime and 3 a mixture of RDS and wholetime personnel.

The current staffing levels at SFRS (correct at 30.09.08) are as follows:

Wholetime	218
Retained	320
Non uniformed	82
Control	21

As you can see from this breakdown, 50% of SFRS employees are on the retained duty system, all of these particular members of staff are required to respond and get to their RDS station within 5 minutes.

As you may appreciate the highest proportion of our recruitment is undertaken for our RDS personnel, we have analysed the Labour Force Survey data and mapped this information across to see how this would impact on recruitment to our RDS stations.

Please see below for our past 5 years recruitment figures:

Type of staff	2003	2004	2005	2006	2007	Mean
Wholetime (including transferees)	11	13	15	4	13	11.2
Retained	33	15	25	11	36	24*
Non uniformed & Control	10 (1)	11 (3)	13 (3)	10 (3)	9 (2)	10.6

We have used the above data to forecast our future requirements which are detailed below:

Type of staff	2008	2009	2010	2011	2012
Wholetime (including transferees)	10	10	10	10	10

Retained	20*	20*	20*	20*	20*
Non uniformed & Control	10	10	10	10	10

*** this figure is lower than in previous years due to the successful recruitment strategies implemented since the retained review, less recruitment of RDS personnel will be needed in future years as staffing are now at required levels.**

Please see the map attached at Appendix 1 showing the location of our RDS stations compared to the numbers of the minority ethnic/white other working age populations. We have had to split our recruitment into 2 areas, retained and wholetime, non uniformed and control. We have used the labour force survey figure of 7.7% for our wholetime, non uniformed and control personnel as these can be recruited from any part of Shropshire. However, the RDS staff can only be recruited from the 5 minute radius and according to your LFS data, we do not have any (or too few to be countable) ethnic minorities in the following areas:

Bridgnorth
North Shropshire
Oswestry
South Shropshire

We also do not have any white other in the areas of:

Bridgnorth
North Shropshire
Oswestry

The numbers of white other are also very low in Shrewsbury and Atcham and South Shropshire.

We have therefore had to use a separate calculation to work out our recruitment targets for our RDS recruits as some of these do not have any minority ethnic or white other people living in that area or so few that these are non reportable. Please find attached at Appendix 2 the calculation we have used. Using this calculation we have devised a recruitment figure of 4.7%, as SFRS are committed to increasing our minority ethnic staff we propose to add 2% to this figure giving an overall stretch target of 6.7 %.

We hope that the rationale for this is clear and that the target proposed to use originally would not be possible due to the number of retained personnel we employ and the locations of these stations in the county.

If you would like us to explain any of this information further please do not hesitate to contact us, we will be happy to give you any additional information you require.

We look forward to receiving your response and that you are happy with the proposed targets given the rational and justification we have provided.

Yours sincerely

Alan Taylor
Chief Fire Officer

Stuart West
Chair of the Fire Authority

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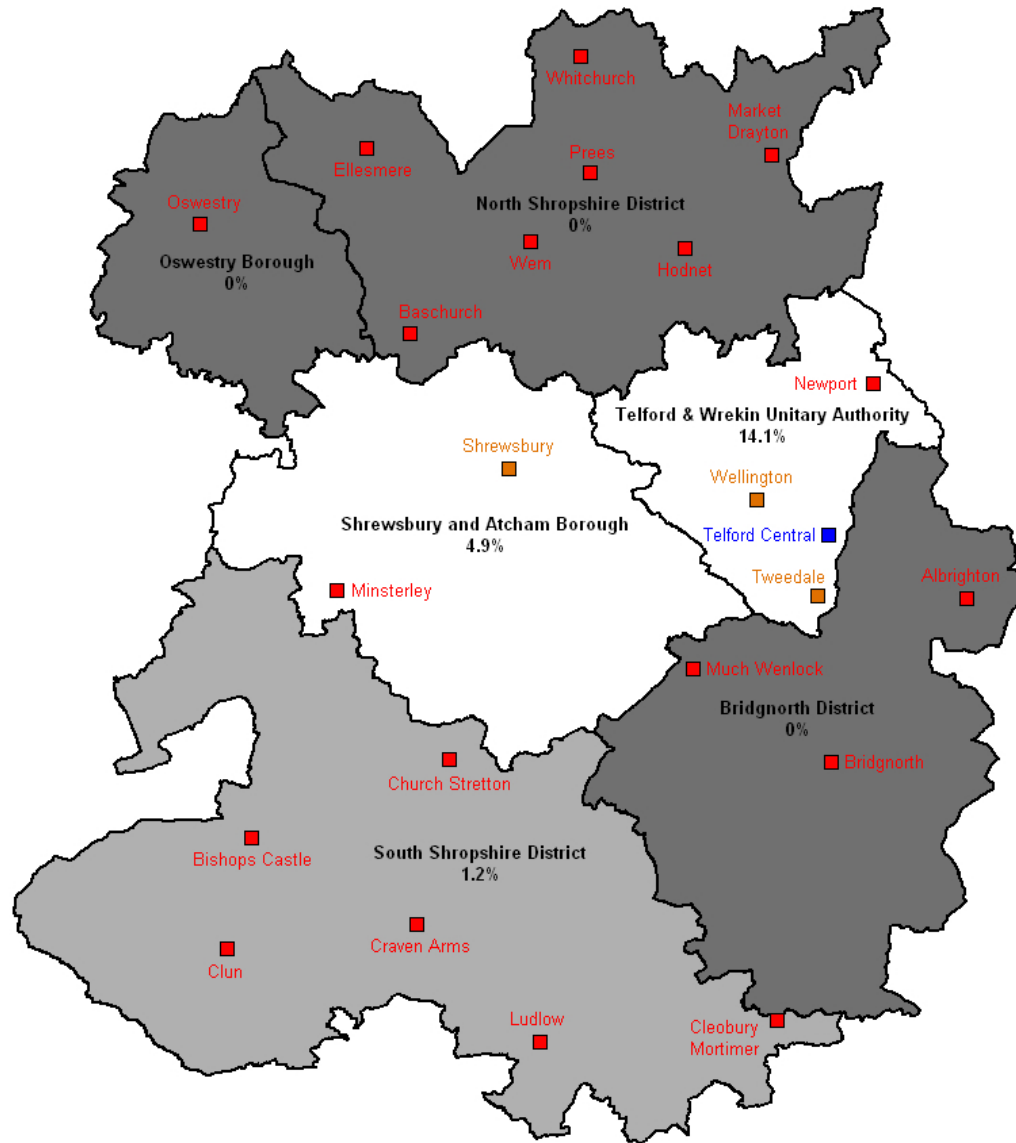
Appendix 1 – Map of Shropshire showing minority ethnic populations within district authorities

Appendix 2 – SFRS formula for minority ethnic targets

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Appendix 1

Map of Shropshire showing Minority Ethnic populations within district authorities



Working age populations in district authorities

- Areas with working age population minority ethnic populations
- Very low white other, no minority ethnic populations
- No minority ethnic or white other populations

	Ethnic Minority	White other	Total
Bridgnorth	-	-	-
North Shropshire	-	-	-
Oswestry	-	-	-
Shrewsbury & Atcham	3.9	1.0	4.9
South Shropshire	-	1.2	1.2
Telford & Wrekin	11.4	2.7	14.1
Totals	5.6	2.1	7.7

Estimates from Labour Force Survey averaged over 8 quarters 2006-2007

Shropshire Stations

- Retained Duty System
- Wholetime & Retained Duty System
- Wholetime

Appendix 2

SFRS formula for Minority Ethnic recruitment targets

Part 1 – wholetime, non uniformed and control recruitment

Shropshire's wholetime, fire control non uniformed vacancies which can be recruited from anywhere in Shropshire.

The estimated figures for recruitment to these are approximately **20** people per year, as these can be recruited from any part of the county we have used the figure of 7.7% from the labour force survey in this calculation.

$20 \text{ recruits} \times 7.7\% = 1.54 \text{ people per year.}$

Part 2 – retained duty system recruitment

SFRS have **22** retained duty system stations that can only be recruited from a 5 minute radius of the station.

The estimated figure for recruitment to RDS stations is approximately **20** people per year. Using the labour force survey data, **17** of our RDS stations have none or very little minority ethnic population; it is for this reason that we have had to discount these stations for our target setting purposes (see map at Appendix 1).

We have therefore had to reduce our recruitment figure proportionally to reflect this so that we can set a meaningful target, please see the calculation below on how we have achieved this.

$20 \text{ recruits} / 22 \text{ retained stations} = 0.91 \text{ of a person per station per year.}$

Only 5 stations are in areas that have any reasonable chance of recruiting people from minority ethnic backgrounds.

$5 \text{ stations} \times 0.91 \text{ people} = 4.55 \text{ people in total to these stations.}$ We have then used the percentage from the labour force survey to work out how many of these should be minority ethnic recruits.

$4.55 \text{ people} \times 7.7\% = 0.35 \text{ people (in total for all stations per year)}$

Part 3 – Combining figures for a final recruitment percentage

From part 1 - 1.54 people (wholetime and non-uniformed/control)

From part 2 - 0.35 people (retained stations)

This gives a total of 1.89 total people per year.

$1.89 \text{ people} / 40 \text{ (recruits)} = 4.7\%$

As Shropshire and Wrekin Fire Authority recognise that we have had to ignore the very small percentage of white other population in South Shropshire and that we have slightly round down some of our estimated recruitment figures we have decided to round up the 1.89 figure to 2 people.

Our revised recruitment target in view of this is now 5.0%, with 2% added to this target for the stretch giving a final recruitment figure including the stretch of 7%.