

## Equality Monitoring Statistics

### Report of the Chief Fire Officer

For further information about this report please contact Rod Hammerton, Chief Fire Officer, on 01743 260201 or Natalie Parkinson, Equality and Diversity Officer on 01743 260236.

#### 1 Purpose of Report

This report is to provide Members with an overview of the Service's Equality Monitoring Statistics.

#### 2 Recommendations

The Committee is asked to note the content of this report and the potential change to reporting date in future years.

#### 3 Background

The Equality Act 2010 Public Sector Equality Duty requires Shropshire and Wrekin Fire and Rescue Authority to publish equality statistics, which are also necessary to establish the comparability between the composition of its workforce and that of the communities it serves.

#### 4 Equality Monitoring Statistics

The Service publishes workforce equality statistics 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 analysing them by employment areas might enable the identification of individuals, 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 our workforce, in order to identify protected characteristics that are under-represented by comparison with the makeup of the communities we serve. This enables us to plan for positive action and other appropriate initiatives to address imbalances.

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

- Positive action events to address under-representation of particular protected characteristic groups in the workforce
- Reviews of recruitment processes to ensure accessibility for under-represented groups
- Finding ways to encourage employees to participate in equality monitoring

A version of these statistics is available on our website:

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

**Please note that the date of this report may need to change to align to the new duty for Gender Pay Reporting for Public Sector Employers which must be published annually between 6 April 2017 and 3 April 2018 latest. Officers will be looking at the recently released guidance in the coming weeks with any proposed change in reporting being considered by Senior Management Team.**

## 6 Under-representation in the workforce

Members will note that in comparison with the wider community profile of Shropshire, Telford and Wrekin there are very low numbers of employees from Black and Other Minority Ethnic (BME) communities, of lesbian, gay and bisexual people, and that women are disproportionately under-represented in the operational workforce.

BME people in Shropshire, Telford and Wrekin constitute some 7% of the total population (2011 Census). They make up some 1% of the workforce. Generally accepted estimates put the percentage of lesbian, gay and bisexual people in the general population at around 7 – 10%. Current workforce monitoring responses show a figure of 0.34%, which is statistically improbable.

The Service continues to try to encourage staff to accurately report their personal details and this will form part of the national work on inclusion supported by the Home Office over the coming year.

Members will note that the Appendix shows that we are having some success in reducing the number of 'unknown' or 'prefer not to say' responses.

## **7 Financial Implications**

There are no financial implications arising from this report.

## **8 Legal Comment**

There are no legal implications arising from this report.

## **9 Initial Impact Assessment**

This report contains merely statements of fact / historical data. An Initial Impact Assessment is not, therefore, required.

## **10 Equality Impact Assessment**

This report contains merely statements of fact / historical data. An Equality Impact Assessment is not, therefore, required.

## **11 Appendix**

Workforce Statistics: January 2017

## **12 Background Papers**

There are no background papers associated with this report.

## Workforce Statistics: January 2017

Shropshire Fire and Rescue Service publishes the following statistical information every January to show the level of diversity within the workforce. This information enables the Service to monitor how the composition of the workforce reflects that of the communities we serve, and contributes to meeting our Statutory Equality Duty obligations under the Equality Act 2010.

The figures below relate to staff in post as at 31 December 2016.

### AGE

	Number	%
16-25	41 (↑4)	7.03
26-35	157 (↑14)	26.93
36-45	182 (↓8)	31.22
46-55	171 (↓6)	29.33
56+	32(↓2)	5.49
<b>Total</b>	<b>583</b>	<b>100</b>

### SEX

	Number	%
Male	503 (+2)	86.28
Female	80	13.72
<b>Total</b>	<b>583</b>	<b>100</b>

### SEXUAL ORIENTATION

	Number	%
Bisexual	1 (↓1)	0.17
Gay/Lesbian	1	0.17
Heterosexual	367 (↑14)	62.95
Prefer not to say	22 (↓5)	3.77
Unknown	192 (↓6)	32.93
<b>Total</b>	<b>583</b>	<b>100</b>

### DISABILITY

	Number	%
Disabled	23 (↑2)	3.94
Not Disabled	166 (↑58)	28.47
Not Stated/unknown	394 (↓58)	67.58
<b>Total</b>	<b>583</b>	<b>100</b>

### ETHNICITY

	Number	%
White British	390 (↑9)	66.89
White Irish	3	0.51
White Welsh	19 (↓2)	3.26
White Scottish	1	0.17
Any other White	4 (↑1)	0.69
Asian/Asian British	2 (↓1)	0.34
Black or Black British	2	0.34
Mixed / other background	2 (↑1)	0.34
Mixed & White Asian	0	0
Unknown	158 (↓6)	27.10
Prefer not to say	2	0.34
<b>Total</b>	<b>583</b>	<b>100</b>

### RELIGION

	Number	%
Christian	222 (↑5)	38.08
Buddist	1 (↓2)	0.17
Hindu	0	0
Jewish	1 (↑1)	0.17
Muslim	1 (↓1)	0.17
Sikh	1	0.17
Other	3 (↑3)	0.51
No religion	104 (↑16)	17.84
Not Stated	250 (↓17)	42.88
Prefer not to say	0 (↓2)	0.0
<b>Total</b>	<b>583</b>	<b>100</b>

Due to small numbers % may not add up to 100 exactly