

Equality Monitoring Statistics

Report of the Chief Fire Officer

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1 Purpose of Report

This report is to provide Members with an overview of the Service's Equality Monitoring Statistics and how we use this data.

2 Recommendations

The Committee is asked to note the content of this report

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 GDPR (General Data Protection Regulation).

The Service may choose not to report on all data fields for reasons detailed above.

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, Diversity and Inclusion Steering Group, which reviews any recommendations made by the Equality, Diversity and Inclusion 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
- Employee events to support employees
- Voices representatives

6. Under-representation in the workforce

Members will note that in comparison with the wider community profile of Shropshire, Telford and Wrekin (see appendix B for details) there are low numbers of employees from Black, Asian or Minority Ethnic (BAME) communities, of lesbian, gay and bisexual + (LGB+) people, and that women are disproportionately under-represented in the operational workforce.

The Service have 2.03% (12 people) of our workforce from BAME groups as a total, this is an increase on last year from 1.56% (3 people).

The Census data for LGB+ is 2.31% for Shropshire and 2.75% for Telford and Wrekin's Communities. The Service's current figures show 2.03% of our employees' identity as LGB+ which equates to 6 people, an increase from 0.87% (5 people) in December 2023.

The Service has continued to encourage staff to accurately report their personal details and has completed a data cleanse and contacted employees directly to improve data. The service informs them of the use of their data and the importance of this during their EDI Induction, training, internal newsletter and annual performance review.

The figures below show that employees disclosure rates have increased across many categories and a notable reduction in the 'not stated' category as detailed below; this is the percentage reduced since the last report:

- 21.11% Disability,
- 8.46% Religion or Belief,
- 6.76% LGBT+,
- 5.35% Ethnicity.

This indicates that the strategies used to encourage reporting have had a positive impact over the last 12 months on those disclosing their data.

6 Financial Implications

There are no financial implications arising from this report.

7 Legal Comment

There are no legal implications arising from this report.

8 Equality Impact Assessment

The information contained in this report is historical data, therefore no EQIA is required.

Any project or activity arising from the use of this data would require a separate Equality Impact Assessment.

9 Appendices

Appendix A - Workforce Statistics: January 2025

Appendix B – Census data 2021 categories

10 Background Papers

There are no background papers associated with this report.

Workforce Statistics: January 2025

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 31/12/24

Age

	Number	%
16-25	38 (up 6)	6.42%
26-35	120 (up 5)	20.30%
36-45	199 (down 2)	33.67%
46-55	171 (up 11)	28.93%
56+	63 (down 3)	10.65%
Total	591 (up 17)	

Disability

	Number	%
Disability	45 (up 15)	7.61%
No Disability	401 (up 119)	67.85%
Not Stated	145 (down 117)	24.53%
Total	591	

Ethnicity

	Number	%
Any other ethnic group	0 (same)	0
Any other white	6 (up 1)	1.02%
Asian/Asian British	4 (same)	0.68%
Black or Black British	3 (same)	0.51%
Mixed / other background	1 (same)	0.17%
Mixed / White Asian	1 (up 1)	0.17%
Mixed White & Black Caribbean	2 (up 2)	0.34%
Not stated	93 (down 28)	15.73%
Other Asian	1 (same)	0.17%
Prefer not to say	11 (up 5)	1.86%
White British (Incl English/ Welsh/ Scottish)	466 (up 39)	78.84%
White Gypsy/Romany	0 (down 1)	0%
White Irish	3 (down 1)	0.51%
Total	591	

Religion or belief

	Number	%
Buddhist	0 (same)	0
Christian	263 (up 42)	39.93%
Hindu	1 (same)	0.17%
Jewish	0 (same)	0 %
Muslim	2 (same)	0.34%
No religion	204 (up 26)	34.51%
Not stated	124 (down 45)	20.98%
Other religion	2 (same)	0.34%
Prefer not to say	20 (up 20)	3.38%
Sikh	2 (up 1)	0.34%
Total	591	

Sex

	Number	%
Female	122 (up 7)	20.64%
Male	469 (up 10)	79.35%
Total	591	

Sexual Orientation

	Number	%
Bisexual	0 (same)	0%
Gay / Lesbian	6 (up 1)	1.01%
Heterosexual	452 (up 38)	76.48%
Prefer not to say	35 (up 13)	5.92%
Prefer to self describe	1 (up 1)	0.17%
Not stated	97 (down 65)	16.41%
Total	591	

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

Census Data 2021 Information

Residents by Ethnic Group 2011 vs **2021**

Classification	% Shropshire	% Telford and Wrekin
Asian, Asian British or Asian Welsh	1.0% 1.3%	4.2% 5.4%
Black, Black British, Black Welsh, Caribbean or African	0.2% 0.3%	1.1% 2.9%
Mixed or Multiple ethnic groups	0.7% 1.2%	1.8% 2.6%
White	98.0% 96.7%	92.7% 88.2%
Other Ethnic Groups	0.1% 0.4%	0.3% 0.9%

Source: Office for National Statistics – 2011 Census and Census 2021