

Equality Data Report January 2020



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1. Introduction

The Public-Sector Equality Duty (PSED) requires public authorities like ourselves, to publish information to demonstrate we comply with the general equality duty. This requires authorities to have due regard in the need to:

- Eliminate discrimination, harassment and victimisation and other conduct prohibited by the Equality Act;
- Advance equality of opportunity between people who have a protected characteristic and those who do not; and
- Foster good relations between people who have a protected characteristic and those who do not.

County Durham and Darlington Fire and Rescue Service (CDDFRS) is required to produce an annual report to demonstrate our compliance with the general equality duty. This report must include information about our employees and the people who we provide a service to, in County Durham and Darlington. This report will be accessible to the public and will enable customers, staff and our regulators to assess our equality performance. Findings also enable us to identify equality priorities and development areas which inform our equality objectives. We also publish these objectives every four years to show how we meet the general equality duty.

Data and information has been collated for the period 1 January 2019 to 31 December 2019 and some comparisons have been made to previous years. This report details both Service and employee data to show how as a fire and rescue service (FRS) we take protected characteristics into account in all we do, including decision making, employment and the services we provide to the public.

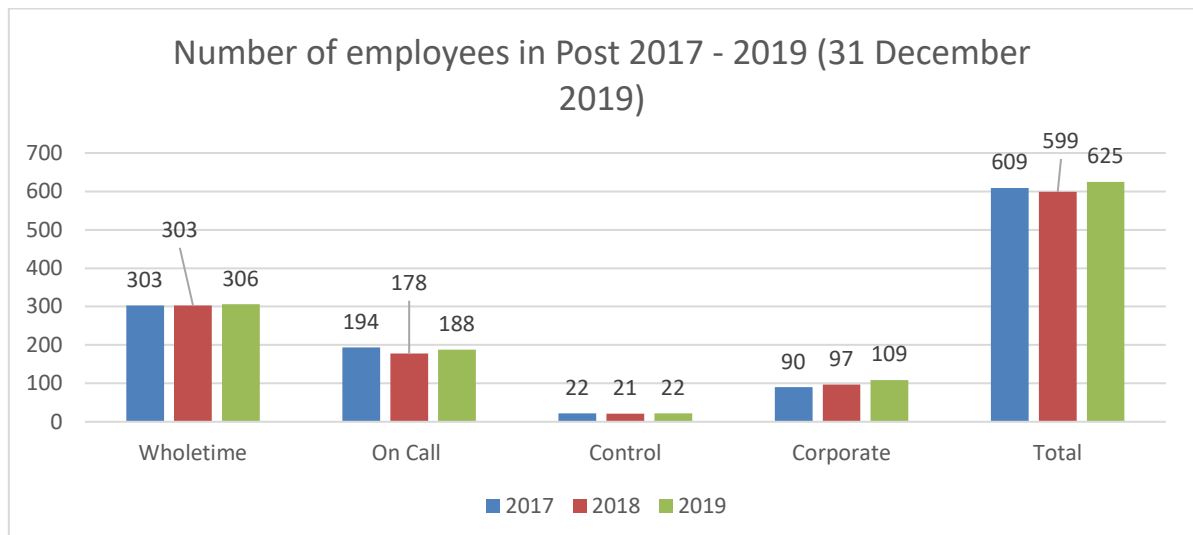
The protected characteristics covered by the Equality Act are:

- Age;
- Disability;
- Gender;
- Gender reassignment;
- Marriage and civil partnership;
- Pregnancy and maternity;
- Race;
- Religion and belief;
- Sexual orientation.

2. Workforce data

Number of employees in post 2017 – 2019 (31 December 19)

Year	Wholetime	On Call	Control	Corporate	Total
2017	303	194	22	90	609
2018	303	178	21	97	599
2019	306	188	22	109	625
Change 18/19	3	10	1	12	26
% change 18/19	0.99%	5.6%	4.76%	12.37%	4.34%



What does this tell us?

The number of staff employed by (CDDFRS) has increased by 4.34% in comparison to the 2018 reporting year.

The largest changes in our employee demographics are present within our On Call (Retained Duty System (RDS)) and our Corporate employees. The 5.6% (10 person) increase within our on-call staffing is primarily due to ongoing recruitment of on call employees, as a result of previous employees securing alternative primary employment (both within the FRS and other organisations). A number of CDDFRS on call staff have been successful in securing a whole-time fire fighter role within our organisation.

The figure showing in the table above for on-call personnel indicates the headcount. At the moment the Service remains below establishment for FTE within this category of staff.

Similar to the figures reported within 2018 our organisation has seen a greater increase within our Corporate workforce, within 2019 we have recruited a further 8 firefighter apprentices who are currently included in our corporate staff who following a successful apprenticeship are expected to transfer across into our wholetime operational employees.

Employee breakdown

Staffing strength (FTE) by role (31 December 2019)					
Role	Wholetime	On-Call	Control	Corporate	Total
Principal officers	4	0	0	1	5
Area manager/Grade 15	4	0	0	1	5
Group manager/Grade 14	4	0	0	0	4
Station manager/Grade 10/13	22	0	1	11.59	34.59
Watch manager/Grade 8-9	45	10.73	6.8	21	83.53
Crew manager/Grade 7	56	27.82	5	15.09	103.91
Firefighter/Grade 6 & below	161	103.91	8.5	29.5	302.91
Apprentice	10	0	0	26	36
Total	306	142.46	21.3	105.18	574.94

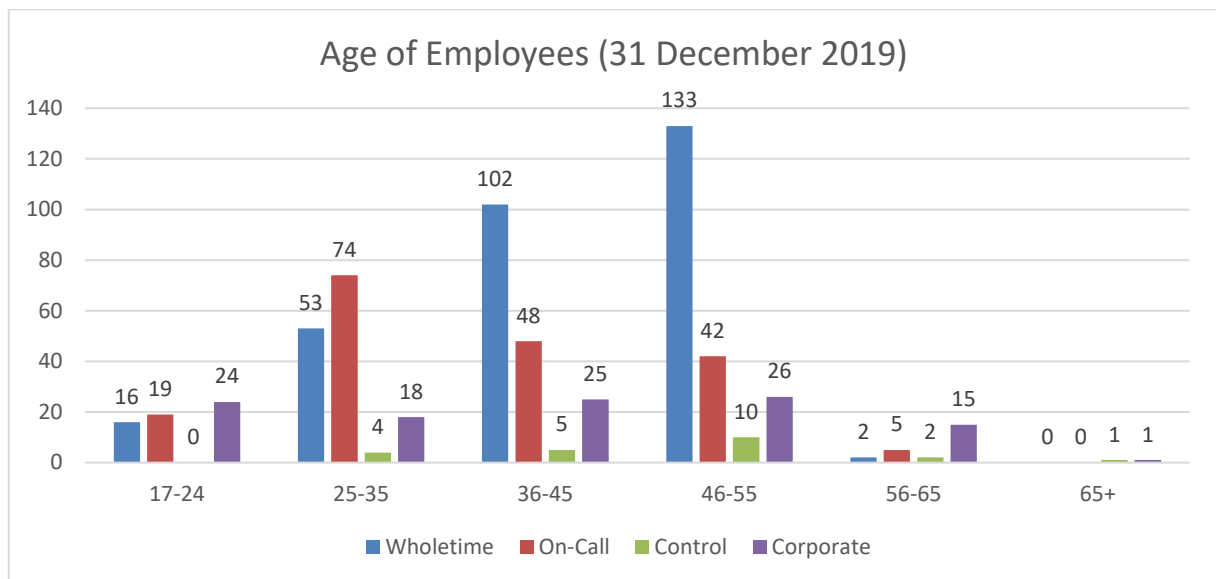
The organisational structure denotes that a significant number of senior roles can only be occupied by wholetime, operational employees. The organisation also operates a very lean back office function and has a low attrition rate, meaning opportunities for progression within corporate roles can be limited. This is also similar for those working on the on-call duty system (RDS) where roles are only available up to Watch Manager level. Within our Control Room, only one role exists at Station Manager level. The Service continues to review and reflect on the organisational structure.

Following the success of our award-winning apprenticeship programme our first cohort of apprentices have successfully moved forward into year three of their programme and are now considered within our wholetime figures. Our second cohort of (11) apprentices are now in year two of their apprenticeship and are also now considered within our wholetime figures. Cohort 3 joined our organisation in September 2019 and began their apprenticeship journey learning alongside many departments and will remain within our

corporate figures until they commence year two of their apprenticeship. CDDFRS continues to support and encourage apprenticeships across our diverse organisation currently with apprentice administrators in Finance, Training, Assets and Assurance, Organisational Development and IT sections along with an apprentice mechanic.

Age profile

Age of employees (31 December 2019)						
	17-24	25-35	36-45	46-55	56-65	65+
Wholetime	16	53	102	133	2	0
On-Call	19	74	48	42	5	0
Control	0	4	5	10	2	1
Corporate	24	18	25	26	15	1
Total	59	149	180	211	24	2



What does this tell us?

Our organisation continues to both attract and retain employees across a diverse age range. Due to ongoing successful recruitment campaigns we have seen an increase of employees aged between 17-24 joining our service in 2019.

The largest number of employees within our organisation are within the 46 - 55 age range, 34%. 87% of those employees within that age range are employed in an operational capacity on Grey Book Terms and Conditions (inclusive of wholetime, On Call and Control employees). Many employees choose to retire in line with their pension

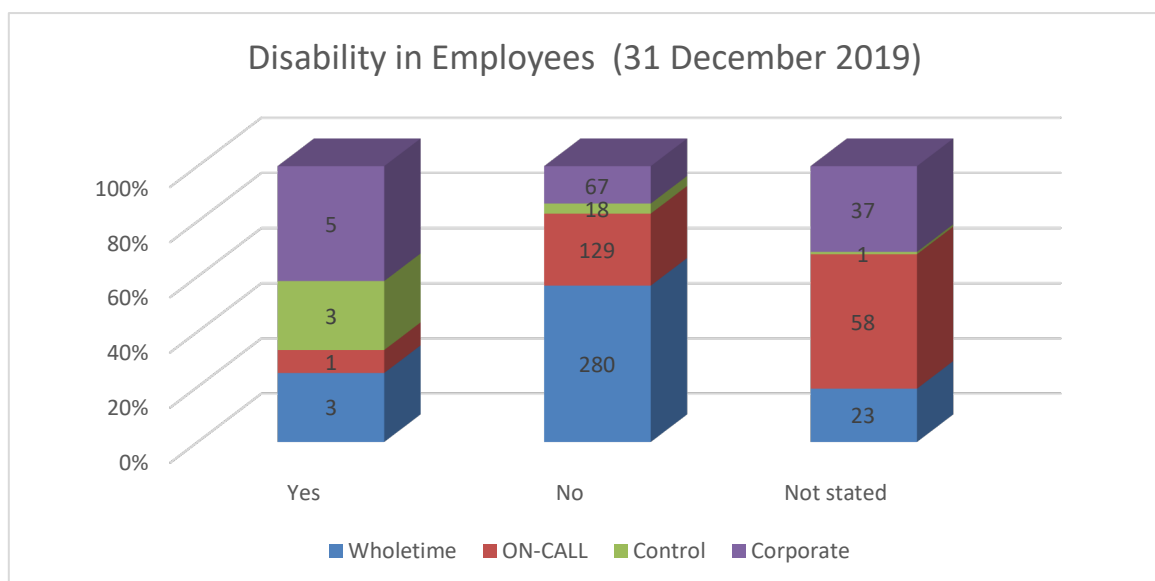
arrangements, which is reflective within the number of operational staff remaining within our employment following the age of 55. It is possible that changes to the Firefighters Pension Scheme may impact this statistic in coming years.

It remains imperative that we continue to work with our communities to attract a representative demographic. It is anticipated that the continued support of our apprentice firefighter recruitment campaign will encourage an age diverse workforce (there is no upper age limit to our apprenticeship schemes).

The Service continues to operate cadet schemes across most of our fire stations encouraging individuals from our communities to participate either as a cadet or to help us support the delivery of our schemes. It is encouraging that some of our cadets have decided to join our firefighter apprenticeship scheme and on-call workforce.

Disability

Disability in Employees (31 December 2019)			
	Yes	No	Not stated
Wholetime	3	280	23
On Call	1	129	58
Control	3	18	1
Corporate	5	67	37
Total	12	494	119



What does this tell us?

Of our workforce, 1.9% have declared to us that they have a disability. This figure places us slightly higher than the national average for the FRS in England, where less than 1.5% of staff declared a disability (Communities and Local Government Fire and Rescue Service Equality and Diversity Report 2009). We strive to continue to understand and improve our support mechanisms and accessibility for our disabled employees. We hold the 'Disability Confident Employer' certificate which also demonstrates our commitment to disability.

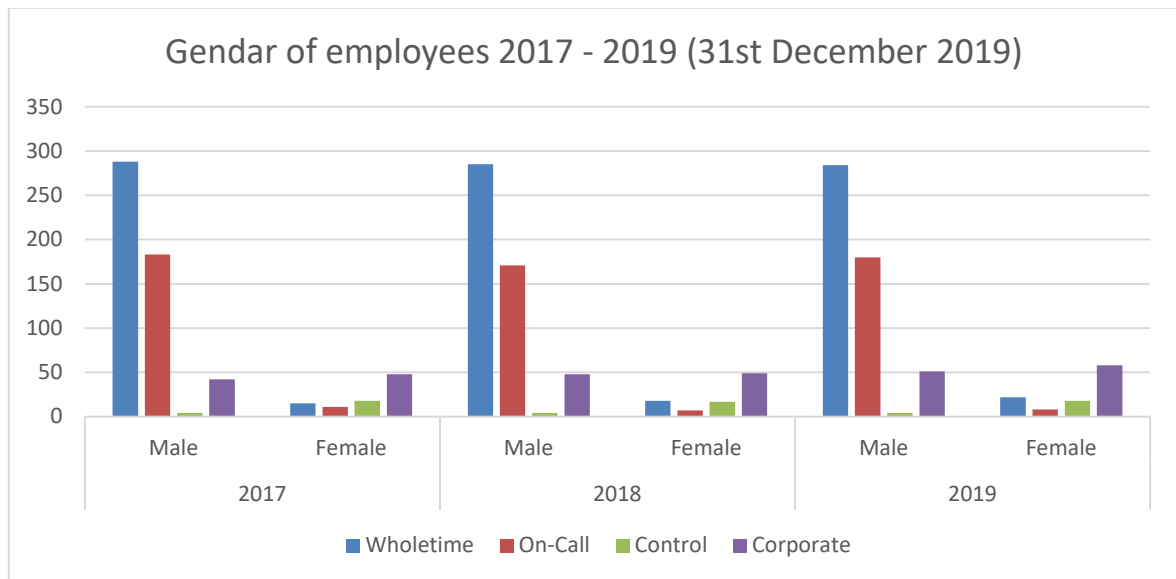
Our health and fitness advisor, mental health at work committee and human resources team also continue to be proactive in raising the awareness of mental health issues, we have mental health first aiders who are able to identify the signs of mental health and how to signpost employees to the correct treatment and support. We also continue to provide the Employee Assistance Programme (EAP) which is a free confidential helpline for all employees, providing advice and guidance on a wide range of issues. In the last 12 months the service has introduced a Trauma Support Team as well as suicide intervention trained staff.

All new buildings across our estate are fully accessible and undergo an Equality Impact Analysis at various stages of planning and build. We aim to ensure adequate support and reasonable adjustments are supported whenever possible.

We continue to work with the Fire Brigades Union (FBU) to raise awareness of dyslexia and to implement changes to support employees who are affected by dyslexia. FBU lifelong learning has provided training which has resulted in the introduction of dyslexia awareness assessors within the Service who employees can access for advice and initial screening if they think they may be affected.

Gender

Gender of employees 2017 – 31 December 2019						
	2017		2018		2019	
	Male	Female	Male	Female	Male	Female
Wholetime	288	15	285	18	284	22
On-Call	183	11	171	7	180	8
Control	4	18	4	17	4	18
Corporate	42	48	48	49	51	58
Total	517	92	508	91	519	106



What does this tell us?

83% of employees within our organisation are male and 17% are female. This figure is slightly less than the national average per Service as stated by the home office <https://www.gov.uk/government/statistical-data-sets/fire-statistics-data-tables#workforce-and-workforce-diversity>

The gender split within operational roles is 7.1% female 92.8% male. According to data published by HMICFRS <https://www.justiceinspectors.gov.uk/hmicfrs/fire-and-rescue-services/data/about-the-data-2018-19/> our Service is slightly ahead of the statistics in this area.

Within the operational roles five females occupy roles which attract a higher rate of pay. Further details on the impact of Gender Pay Gap can be located within our Gender Pay Gap report.

As a Service we are aware that our gender split is primarily male dominated and we continue to work with our local communities to help us understand any barriers which may be perceived with the view to helping to remove these. We have taken some positive steps to modernise how, what and where we advertise our recruitment opportunities providing more information to our communities on the different varied career opportunities the FRS can offer.

Throughout our recent recruitment programme, a number of “come and try” sessions were advertised encouraging all potential candidates to find out a little more information about our recruitment processes and what could be expected in relation to physical fitness.

Gender reassignment

We currently do not collect gender reassignment data from employees and would be unable to publish any data to ensure anonymity for our employees.

Pregnancy and maternity

Pregnancy and maternity in employees 2017 – 2019 (31 December 2019)			
	2017	2018	2019
Number expected to return	1	1	4
Total number returned	1	1	1

What does this tell us?

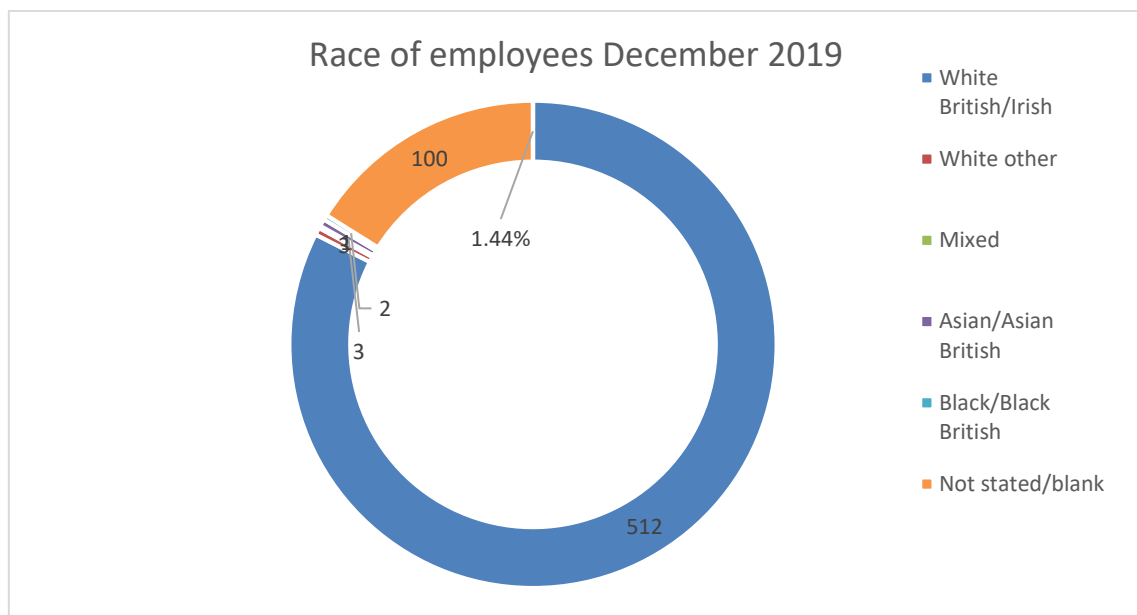
Women who have taken maternity leave in the last three years have all returned to their original roles. Of the 4 personnel who undertook maternity leave in 2019 all 4 are expected to return to work in 2020. This is a positive statistic which can be attributed to the work we have done on our work life balance policies and flexible working options available to employees. We are committed to offering flexible employment practices which recognise that staff want to find a sensible balance between their home and work

life. We offer flexible working, job share, career breaks, childcare vouchers as well as various types of leave to employees to be as family friendly as possible.

We reviewed our maternity policy and maternity benefits to improve our current terms and conditions and incorporated the Shared Parental Leave Regulations. This will enable us to gain credibility through women and family organisations, increase recruitment and retention of our workforce and improve staff morale and engagement. Employees will be able to share parental leave with their partner if they are also eligible, offering greater flexibility in meeting the childcare issues of our employees.

Race

Race of employees 2017 – 2019 (31 December 19)			
	2017	2018	2019
White British/Irish	549	520	512
White other	3	3	3
Mixed	7	1	1
Asian/Asian British	1	3	3
Black/Black British	4	6	2
Chinese	0	0	0
Other ethnic minority	0	0	0
Not stated/blank	45	66	104
Total % ethnic minority employees	2.4%	2.2%	1.4%



What does this tell us?

The percentage of our staff who have stated their ethnicity is 1.4% which is relatively reflective of the communities which we serve according to the Office of National Statistics mid-year population statistics which suggest that less than 3% of the population of County Durham identify as an ethnic minority.

However, in comparison to Fire and Rescue National statistics as published within the Fire Data statistics:

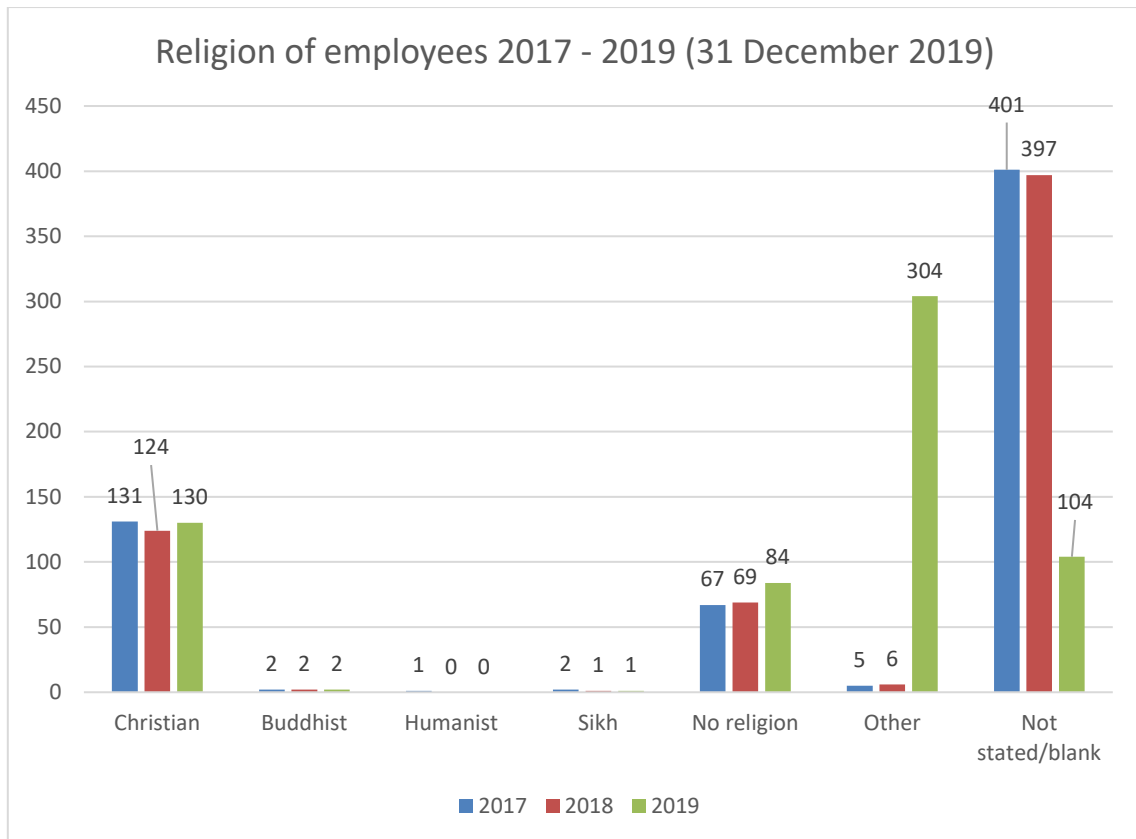
<https://www.ethnicity-facts-figures.service.gov.uk/workforce-and-business/workforce-diversity/fire-and-rescue-services-workforce/latest>

CDDFRS remain lower than the national average. According to the Fire Data statistics 4.1% of the FRS (nationally) have declared as being of ethnic minority.

We will continue to work with ethnic minority groups within the community to build relationships, understand challenges and opportunities and continue with further positive action events throughout 2020 in an attempt to encourage more members of under-represented communities to come in to our organisation and understand what career opportunities are available.

Religion and belief

Religion of employees 2017– 2019 (31 December 2019)			
	2017	2018	2019
Christian	131	124	130
Buddhist	2	2	2
Humanist	1	0	0
Sikh	2	1	1
No religion	67	69	84
Other	5	6	304
Not stated/blank	401	397	104
Total	609	599	625



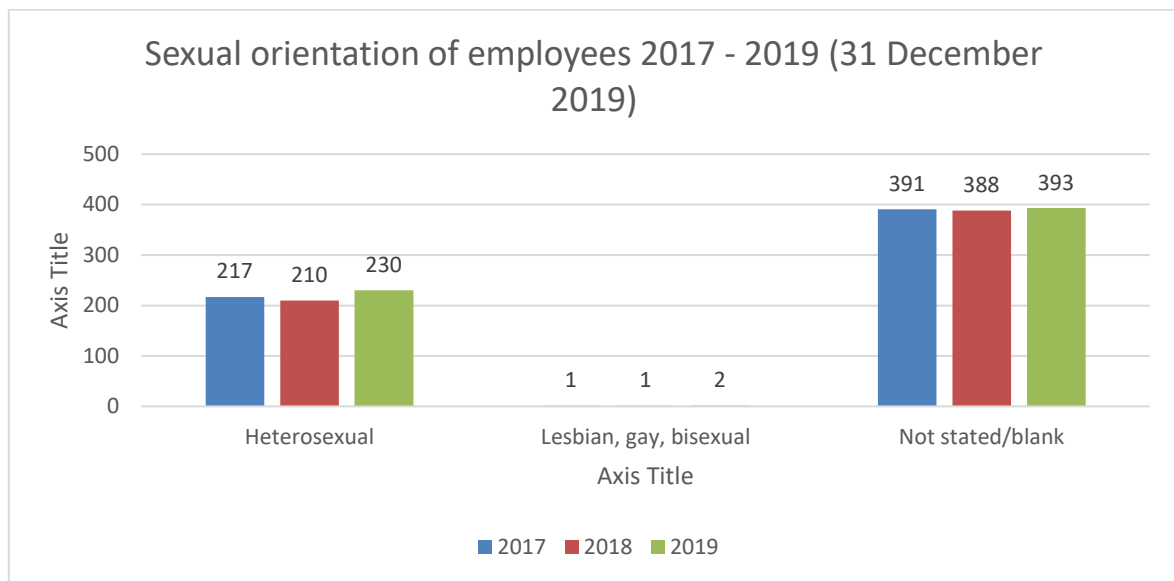
What does this tell us?

We will continue to encourage all personnel to complete all aspects of equality data within the database provided. Currently 49% of staff list their religion as ‘other’ with 17% of staff leaving this category blank. We need to continue to improve this data to enhance our understanding of the religions and beliefs of our employees. Recording the religious preferences and beliefs of our employees will enable us to take account of the individual requirements of our employees when developing our policies and procedures. We will continue to work on communicating this to employees to enable them to understand why we collect the data and hopefully encourage them to choose to state their religion.

We will continue to engage with our communities through a range of activities and raise awareness of religion and belief amongst our employees via regular staff equality and diversity training which will assist mutual understanding and respect for our diverse communities.

Sexual orientation

Sexual orientation of employees 2017 – 2019 (31 December 2019)			
	2017	2018	2019
Heterosexual	217	210	230
Lesbian, gay, bisexual	1	1	2
Not stated/blank	391	388	393
Total	609	599	625



What does this tell us?

Our back-office database enables the Service to collect data on the sexual orientation of our employees. The majority of staff prefer not to say what sexual orientation they are, at present this is 63%. Although the information is stored securely individuals recording themselves as LGBT remains low although this has increased in 2019. We believe this may be remains low due to individuals believing the information is more visible than it is.

Our aim is to ensure we create a work environment where people can be themselves in the workplace allowing them to perform at their very best. We recognise however that sexual orientation can be a sensitive subject which may prevent some individuals from coming out at work and we fully respect that this is a personal choice. We will work to try to increase the number of employees happy to state their sexual orientation by communicating the reasons why we need to collect the data, reassuring staff this will

remain confidential and demonstrating our commitment to lesbian, gay, bisexual and transgender (LGBT) employees and community members.

We continue to value our Stonewall membership and welcome the advice and support that this membership provides to our organisation with the view to enriching the diversity within our workforce. We are working on further initiatives to ensure we provide an environment for staff which is free from discrimination.

Grievances and dismissals

There were five disciplinary cases recorded in 2019, two recorded cases were withdrawn by the complainant one was upheld; one was not upheld; one is ongoing.

Applications for flexible working

In 2019, 2 members of the on call duty system applied for 3 months unpaid leave, this was to enable them to undertake initial wholetime training with other fire and rescue services (FRS). Both applications were authorised. The service also received 3 requests for flexible working from corporate members of staff for various personal reasons. All 3 requests were approved.

Promotions and recruitment

A number of recruitment and promotional processes were held throughout 2019. Internal recruitment opportunities (inclusive of promotion) are available for application to existing FRS employees both internal to CDDFRS and the national FRS. External recruitment processes are available for application by candidates external to CDDFRS and national FRS employment.

External recruitment processes included:

- Wholetime Fire Fighter recruitment
- Apprentice Fire Fighter recruitment
- On-going On Call Fire Fighter recruitment
- A number of corporate recruitment campaigns (to strengthen our back-office functions)

Internal recruitment processes inclusive of the national FRS included:

- Area Manager
- Group Manager
- Station Manager
- Crew Manager
- Specialist RDS Post

The charts below demonstrate the breakdown elements of our recruitment processes into the protected characteristics Age

Age of Applicants 2019	Total number of applicants for WT Firefighter Role
18 - 24	589
25 – 40	1430
41 – 59	143
60 +	1
Under 18	35
Blanks	10
Total	2208

Age of Applicant 2019	Total Number of Applicants for Firefighter Apprentice Role
18 - 24	216
25 - 40	94
41 - 59	10
60+	1
Under 18	91
Blanks	4
Total	416

Age of Applicant 2019	Total Number of Applicant for On Call Firefighter Role
18 - 24	88
25 - 40	178
41 - 59	30
60 +	0
Blanks	8
Total	304

Age of Applicant 2019	Total Number of Internal and External Applicants for 'Other' Roles
17 - 24	9
25 - 35	36
36 - 45	40
46 - 55	46
56 - 65	4
Blanks	11
Total	146

Gender

Gender of Applicants 2019	Applicants for WT Firefighter Role	Applicants for FF Apprentice Role	Applicants for On-Call Firefighter Role	Internal & External Applicants for 'Other' Roles
Male	1904	324	256	114
Female	287	90	46	22
In Another way	0	0	0	0
Prefer Not to Say	17	2	2	10
Total	2209	416	304	146

Disability

Disability of Applicants 2019	Applicants for WT Firefighter Role	Applicants for FF Apprentice Role	Applicants for On-Call Firefighter Role	Internal & External Applicants for 'Other' Roles
Yes	21	10	9	3
No	2145	398	288	129
Prefer Not to Say	24	3	4	0
Not stated	29	5	3	14
Total	2209	416	304	146

Ethnicity

Race of Applicants 2019	Applicants for WT Firefighter Role	Applicants for FF Apprentice Role	Applicants for On-Call Firefighter Role	Internal & External Applicants for 'Other' Roles
White British/Irish	1784	376	250	120
White Other	60	5	5	1
Arab	0	0	0	0
Asian	0	0	1	1
Black	11	0	2	1
Chinese	0	0	0	0
Other	339	34	2	17
Prefer Not to Say	15	1	44	6
Total	2209	416	304	146

Sexual Orientation

Sexual Orientation of Applicants 2019	Applicants for WT Firefighter Role	Applicants for FF Apprentice Role	Applicants for On-Call Firefighter Role	Internal & External Applicants for 'Other' Roles
Heterosexual	1943	363	271	121
LGBT	145	26	17	5
Prefer Not to Say	121	27	16	20
Use own Term	0	0	0	0
Total	2209	416	304	146

Religion & Belief

Religion & Belief of Applicant 2019	Applicants for WT Firefighter Role	Applicants for FF Apprentice Role	Applicants for On-Call Firefighter Role	Internal & External Applicants for 'Other' Roles
Christian	722	159	101	68
No Religion	1320	232	186	44
Other	19	15	7	4
Prefer not to Say	148	10	10	30
Total	2209	416	304	146

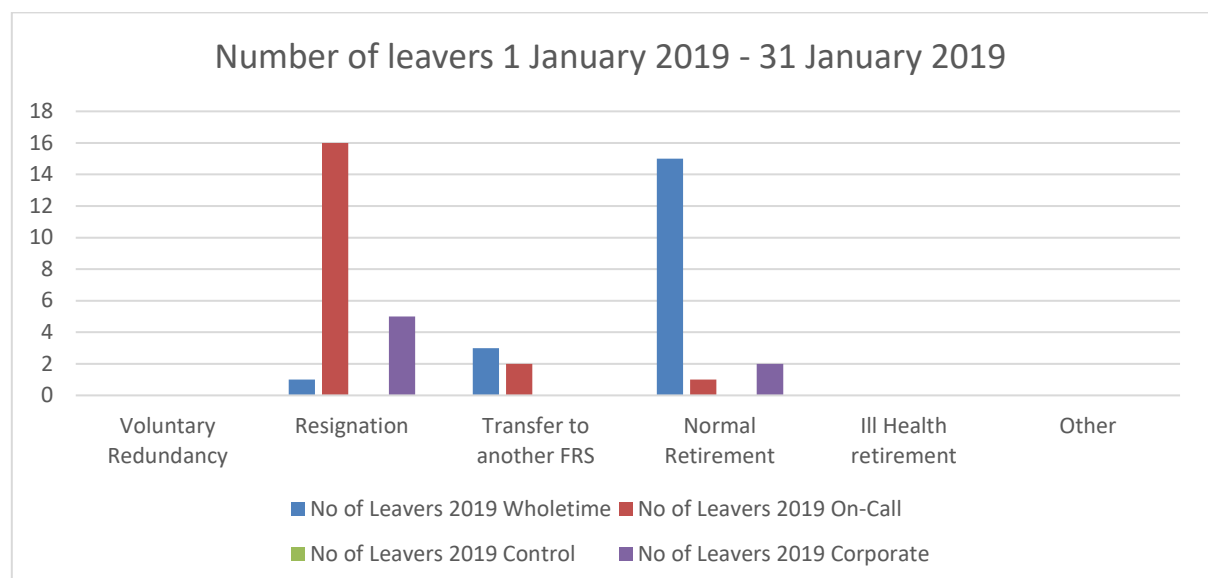
What does this tell us?

The majority of applications received during our external recruitment campaigns were received from those applicants who considered themselves as being white British, heterosexual, males, within the 25 – 45 years of age brackets, declaring no disabilities.

The Service will continue to promote our disability confident employer status and membership of Stonewall on all recruitment paperwork and ensure advertisements for vacancies are shared with the appropriate organisations. We will strive to improve our disability confident employer status and aim to reach disability confident leader status. We will continue to try and build relationships with partner organisations and charities and attend careers events and schools. We will also host positive action events to invite those from underrepresented groups to visit their local fire stations showing them aspects of the role to encourage them to apply for roles when vacancies arise.

Leavers

Number of leavers (1 January 19 – 31 December 19)				
Reason for leaving	Wholetime	On-Call	Control	Corporate
Voluntary redundancy	0	0	0	0
Resignation	1	16	0	5
Transfer to another FRS	3	2	0	0
Normal retirement	15	1	0	2
Ill health retirement	0	0	0	0
Other	0	0	0	0
Total	19	19	0	7



Age of leavers (2019)	
17-24	2
25-35	10
36-45	6
46-55	20
56-65	6
65+	1
Total	45

Disability of leavers (2019)	
Yes	0
No	36
Not stated	9
Total	45

Race of leavers (2019)	
White British/Irish	38
Mixed other	0
Black/Black British	0
Not stated	7
Total	45

Religion of leavers (2019)	
Christian	10
No religion	4
Other	26
Not stated	5
Total	45

Gender of leavers (2019)	
Male	42
Female	3
Total	45

Sexual orientation of leavers (2019)	
Heterosexual	18
Not stated	27
Total	45

All leavers are invited to undertake an exit interview with our Chief Fire Officer.

What does this tell us?

During 2019, 45 employees left CDDFRS across all areas of the Service. 19 of those employees were wholetime operational members of staff. 15 of those wholetime employees left the organisation due to retirement, 3 transferred into another FRS and 1 resigned to undertake alternative employment. Whereas, the main reason for on-call staff choosing to leave our organisation is primarily due to personal reasons, changes in home life and primary employment being a significant contributory factor.

7 corporate staff also left the Service, 5 due to resignations where people had found alternative employment, 2 due to retirement.

Of all the leavers, across all staff groups, the majority were white British; not disabled and most were male. As most of our staff are operational i.e. wholetime or on-call, this correlates with the general profile of a firefighter in the County Durham and Darlington area. The age range of leavers varies but as would be expected the majority were in the 46-55 age bracket which is the retirement age for firefighters. The religion and sexual orientation data for leavers doesn't tell us anything significant as the data is not stated for most individuals. We need to continue to work on communicating the reasons for collecting this data to staff and encouraging them to record their data.

3. Service User Data

Age of people receiving safe and wellbeing visits 2019 (31 December 2019)		
Age	Number of people	Percentage
Under 65	12,388	63.2%
Over 65	7,226	36.8%
Total	19,614	100%

What does this tell us?

The Service operates a targeted approach in identifying high risk people and properties as well as responding to partner agency referrals and direct requests from the public. The previous Home Fire Safety Checks model was upgraded to Safe and Wellbeing Visits in February 2016 with a large emphasis being placed on the overall health and wellbeing being of individuals. The support now offered to over 65s during and after the welfare visits has helped make significant improvements in terms of their overall health and safety, not just home fire safety. As more people are made aware of the new type of home visit via Service publicity and partner agency involvement it is expected that the number and percentage of over 65s receiving a visit will continue to rise moving forward

Disability of people receiving safe and wellbeing visits 2019 (31 December 2019)		
Disability	Number of people	Percentage
Disability	1,647	8.4%
No disability	17,967	91.6%
Total	19,614	100%

What does this tell us?

The percentage of people receiving Safe and Wellbeing Visits that have declared themselves to have a disability is 8.4% which is higher than the figure reported last year. It must be considered that not all disabilities are immediately identifiable during the visits and there is also a reliance on the individual disclosing this information, therefore the actual figure of those people with disabilities may be higher than the reported figure suggests.

Race of people receiving safe and wellbeing visits 2019 (31 December 2019)		
Ethnicity	Number of people	Percentage
White – British	18,372	93.67%
White – Irish	66	0.34%
White – Other White	141	0.72%
Mixed – White & Black Caribbean	9	0.046%
Mixed – White & Black African	3	0.015%
Mixed – White & Asian	4	0.02%
Mixed – Other mixed	13	0.066%
Asian or Asian British – Indian	37	0.19%
Asian or Asian British – Pakistani	16	0.08%
Asian or Asian British – Bangladeshi	12	0.06%
Asian or Asian British – Other Asian	28	0.14%
Black or Black British - Caribbean	4	0.02%
Black or Black British - African	12	0.06%
Black or Black British – Other Black	6	0.14%
Chinese or Other Ethnic Group – Chinese	20	0.10%
Chinese or Other Ethnic Group – Other	9	0.046%
Not stated	862	4.39%
Total	19,614	100%

What does this tell us?

There has been a significant increase in the number of individuals not stating their ethnicity with the remainder of the categories remaining fairly similar to last year. The figures suggest that the majority of people receiving Safe and Wellbeing Visits are still white British, however there is also a wide range of other ethnicities that have received a visit. Community safety work in general is targeted towards the most vulnerable in the community irrespective of ethnicity and will therefore assist in steering education and services to those who need it most. Community safety teams have access to education

material in a range of languages helping them with engagement and have also used community leaders to get safety messages across to a diverse range of ethnic groups.

Gender of people receiving Safe and Wellbeing Visits

Currently the gender of occupants present during safe and wellbeing visits is not collected and therefore cannot be provided for this report.

4. Emergency Response Data (01-01-19 – 31-12-19)

Age

Age

Age of people involved in accidents 1st January - 31st December 2019		
Age	Number	Percentage
0-4	42	5.59%
5-9	13	1.73%
10-14	34	4.53%
15-19	34	4.53%
20-24	30	3.99%
25-29	25	3.33%
30-34	27	3.60%
35-39	26	3.46%
40-44	18	2.40%
45-49	30	3.99%
50-54	26	3.46%
55-59	22	2.93%
60-64	30	3.99%
65-69	18	2.40%
70-74	39	5.19%
75-79	20	2.66%
80-84	24	3.20%
85-89	18	2.40%
90-94	7	0.93%
95-99	3	0.40%
Not stated	265	35.29%
Total	751	100%

What does this tell us?

Previous equality reports have used the term “victim” as a person who has been rescued by fire service personnel or injured as a result of the incident concerned. From the last publication of the Equality Data Report in January 2019 we observe that there has been an increase in the number of “victims” from 695 to 751 (8%).

Last year’s report concluded that the age group of 0-4 years-old were the group more frequently requiring the support and assistance from the Service (5.47%). In 2019 we note that this is unchanged with the 0-4 category although the 10-14 years and the 15-19-year-old category both are jointly sitting at 4.53%. The highest recording in an age group is in the ‘not stated’ group which sits at 35.29%.

From 1 January 2018 to 31 December 2018 the Service attended 330 reported Road Traffic Collisions (RTC's) which resulted in us carrying out 139 extrications or releases due to physical and or medical entrapment. For the same date range in 2019, the Service attended 317 reported RTC's (- 4 %*) and carried out 118 extrications or releases due to physical and or medical entrapment (- 15 %*).

Consistent with 2018 the most at-risk group of people who are more likely to be injured in an RTC continues to be those in the age range 17-24. The Service continues to be a partner in the Safe Durham Partnership Road Safety Group who prioritise their road safety advice and education towards new and younger drivers to help to mitigate the risks associated with that age group in vehicle accidents. Work across the Service continues to promote safety in and around water with the Service recently being heavily involved in promoting the Safe Durham Partnership "Dying to be cool" campaign. The Service also continues to support a range of national safety weeks and carries out high profile prevention campaigns from the Prevention Protection and Road Safety calendar through the Emergency Response and Community Risk Management sections.

From 1 January 2018 to 31 December 2018 the number of people receiving injury following their involvement in an accidental dwelling fire was 21*. In 2019 there were 20 injuries reported over the same date range*

A range of 7 age groups have been injured in accidental dwelling fires during this reporting period ranging from 0-79 years old with 53% males and 46% females being equally affected. The most common reported cause of injury is the occupant being bedridden or chair bound. District management teams interrogate fire data in order to deliver localised fire safety information to those most vulnerable in their district areas.

Gender

Gender of People Involved In Incidents 1st January - 31st December 2019		
Gender	Number of people	Percentage
Female	336	44.74%
Male	392	52.20%
Not known/not specified	23	3.06%
Total	751	100.00%

What does this tell us?

Although the number of incidents/victims has increased the figures reported above are relative and broadly consistent with those reported in 2018. The Service continues to engage in preventative activities particularly through its Safe and Wellbeing visits that aim to address a wide range of issues across all sections of the community including social exclusion and isolation. This is targeted as part of district and Service projects and plans.

Race

Ethnicity	Number	Percentage
Asian or Asian British	2	0.27%
Black or Black British	2	0.26%
Mixed	1	0.13%
Not known/stated	204	27.16%
White - British	535	71.24%
White - Irish	2	0.27%
White - Other White	2	0.27%
Other	3	0.40%
Total	751	100.00%

What does this tell us?

From the victims where the Service was able to establish ethnicity, 71.24% of people involved in incidents were “White British” which is a fairly static figure when compared to previous years’ reports. Although not relative to the decrease in the overall number of “victims” involved we have seen a decrease in the number of “victims” from the “Asian or Asian British” ethnic group decreasing from 12 in 2018 to 2 in 2019.

The number of victims being predominately from the “White British” ethnic group is reflective of the relatively low levels of diversity across the Service area. There are no specific ethnic groups which are currently noted at higher risk from the mean. Based on current and previous data it is also likely that those who have preferred not to state their ethnicity or have ethnicity unknown are predominately from the “White British” category. We provide information in various languages and have access to an interpreter scheme to ensure that education and advice can also be given to non-English speaking members of the community if required.