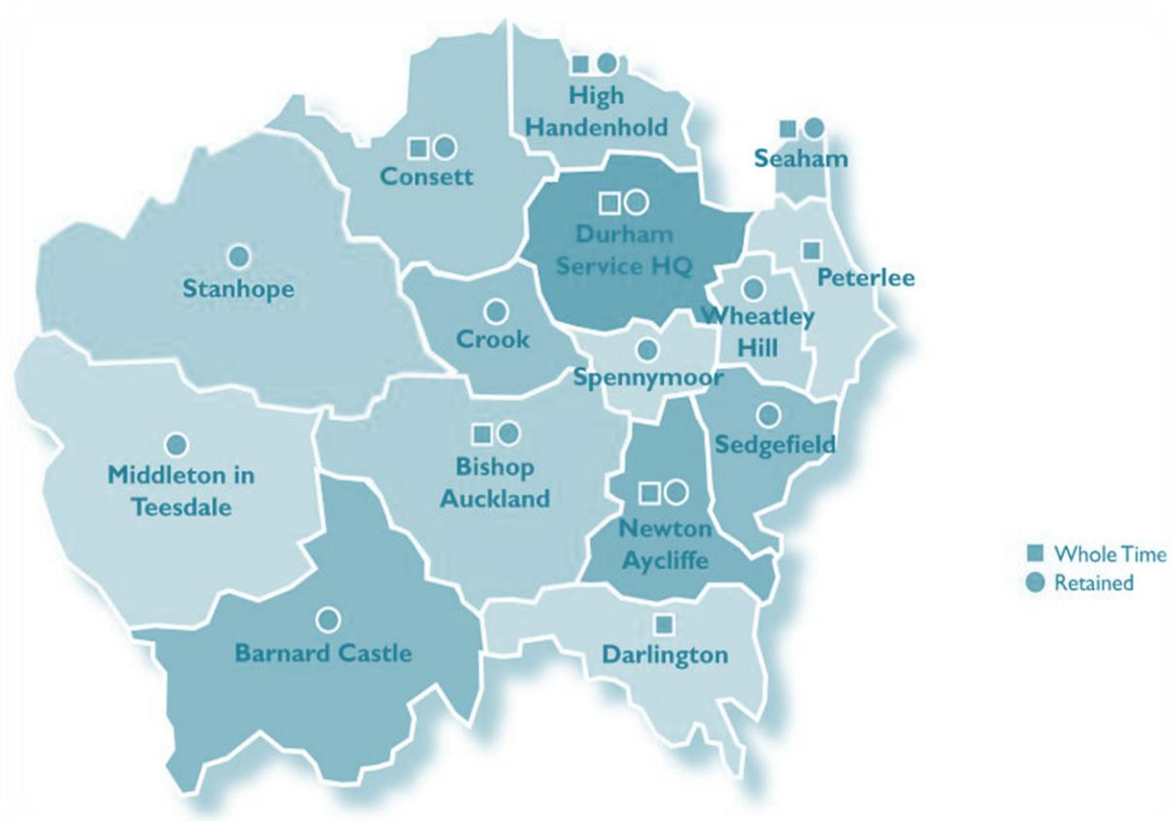


# County Durham and Darlington Fire and Rescue Service

## Annual Equality Data January 2012

(data including financial year 31<sup>st</sup> March 2011)



## **Introduction**

The Equality Act 2010 includes a public sector equality duty which requires public bodies to consider ways to:

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

The above is commonly referred to as The General Duty.

Durham and Darlington Fire and Rescue Service are covered by The Specific Duties which mean that we must publish equality information and objectives, this information must show how we meet the general equality duty in providing our services, employing staff and making decisions.

This information must be published at least annually, commencing from 31st January 2012.

We must also publish equality objectives, every four years commencing from 6<sup>th</sup> April 2012 to show how we meet the general equality duty.

### **Protected characteristics**

The protected characteristics covered by the Equality Act are:

- age,
- disability,
- gender or sex,
- gender reassignment,
- pregnancy and maternity,
- race,
- religion or belief,
- sexual orientation,
- marriage or civil partnership – this is only covered by the need to eliminate unlawful discrimination against someone because of their marriage or civil partnership, advancing equality and fostering good relations do not apply.

This document will detail both Service and Employee data to show how as a Fire Service we take protected characteristics into account in all we do, such as decision making, employment and the services we provide to the public.

## Service Data

As a service provider we carry out a number of functions, in this section we will look at both reactive work, this being operational activity and also preventative work, this being Home Fire Safety checks.

It will detail the information collated and how this relates to the protective characteristics, as detailed within the Equality Act.

### Operational Data

#### Race

##### Primary Fire and Special Services

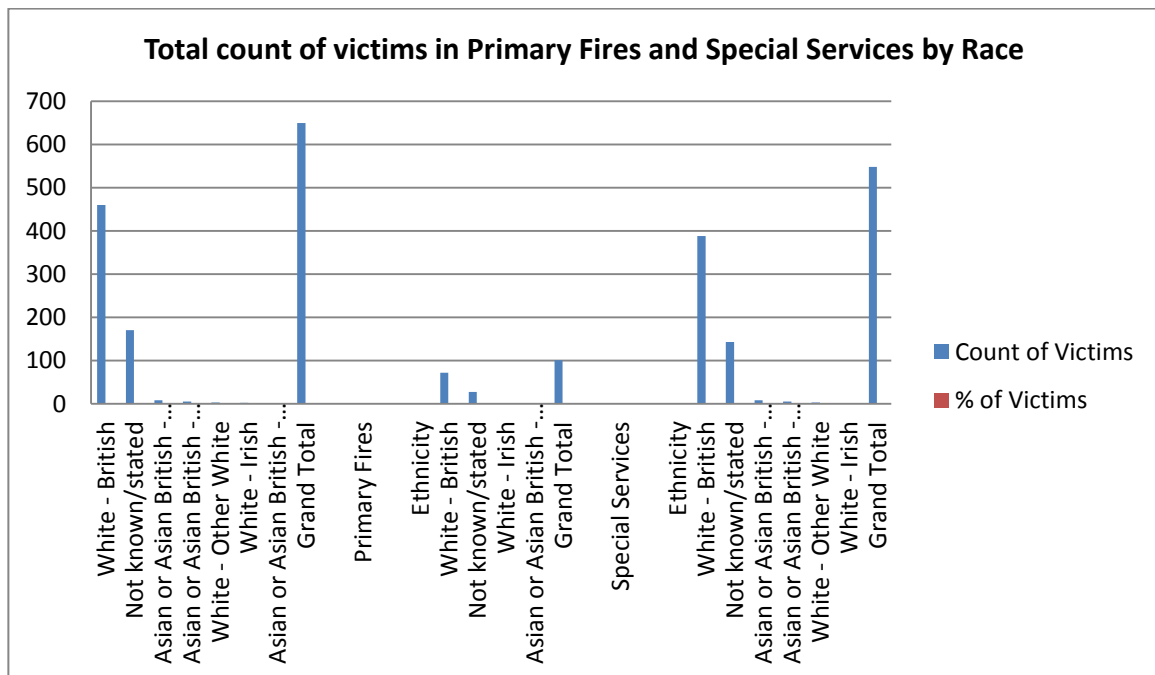
<b>Ethnicity</b>	<b>Count of Victims</b>	<b>% of Victims</b>
White - British	460	70.88%
Not known/stated	170	26.19%
Asian or Asian British - Indian	8	1.23%
Asian or Asian British - Pakistani	5	0.77%
White - Other White	3	0.46%
White - Irish	2	0.31%
Asian or Asian British - Bangladeshi	1	0.15%
<b>Grand Total</b>	<b>649</b>	<b>100.00%</b>

##### Primary Fires

<b>Ethnicity</b>	<b>Count of Victims</b>	<b>% of Victims</b>
White - British	72	71.29%
Not known/stated	27	26.73%
White - Irish	1	0.99%
Asian or Asian British - Bangladeshi	1	0.99%
<b>Grand Total</b>	<b>101</b>	<b>100.00%</b>

## Special Services

Ethnicity	Count of Victims	% of Victims
White - British	388	70.80%
Not known/stated	143	26.09%
Asian or Asian British - Indian	8	1.46%
Asian or Asian British - Pakistani	5	0.91%
White - Other White	3	0.55%
White - Irish	1	0.18%
<b>Grand Total</b>	<b>548</b>	<b>100.00%</b>



## **Gender**

### **Primary Fire and Special Services**

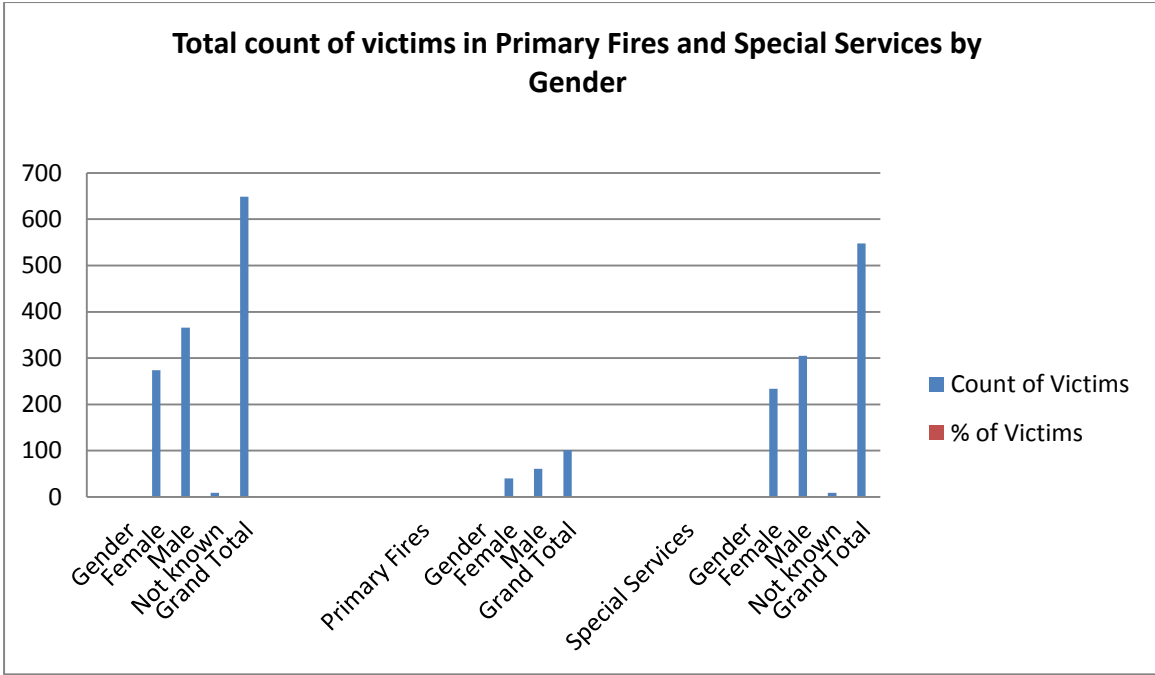
<b>Gender</b>	<b>Count of Victims</b>	<b>% of Victims</b>
Female	274	42.22%
Male	366	56.39%
Not known	9	1.39%
<b>Grand Total</b>	<b>649</b>	<b>100.00%</b>

### **Primary Fires**

<b>Gender</b>	<b>Count of Victims</b>	<b>% of Victims</b>
Female	40	39.60%
Male	61	60.40%
<b>Grand Total</b>	<b>101</b>	<b>100.00%</b>

### **Special Services**

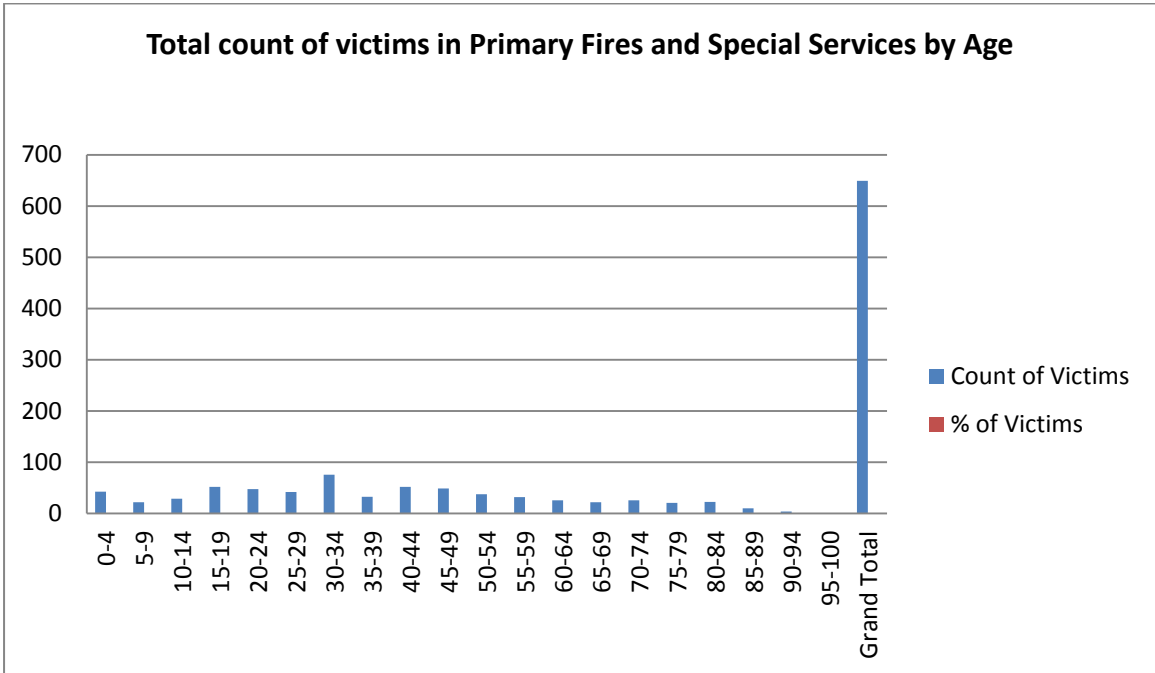
<b>Gender</b>	<b>Count of Victims</b>	<b>% of Victims</b>
Female	234	42.70%
Male	305	55.66%
Not known	9	1.64%
<b>Grand Total</b>	<b>548</b>	<b>100.00%</b>



**Age**

**Primary Fire and Special Services**

Age Range	Count of Victims	% of Victims
0-4	43	6.63%
5-9	22	3.39%
10-14	29	4.47%
15-19	52	8.01%
20-24	48	7.40%
25-29	42	6.47%
30-34	76	11.71%
35-39	33	5.08%
40-44	52	8.01%
45-49	49	7.55%
50-54	38	5.86%
55-59	32	4.93%
60-64	26	4.01%
65-69	22	3.39%
70-74	26	4.01%
75-79	21	3.24%
80-84	23	3.54%
85-89	10	1.54%
90-94	4	0.62%
95-100	1	0.15%
<b>Grand Total</b>	<b>649</b>	<b>100.00%</b>



**Disability, Gender reassignment, Pregnancy and maternity, Religion or belief, Sexual orientation, Marriage or civil partnership.**

Unfortunately data on the above characteristics are not collated.

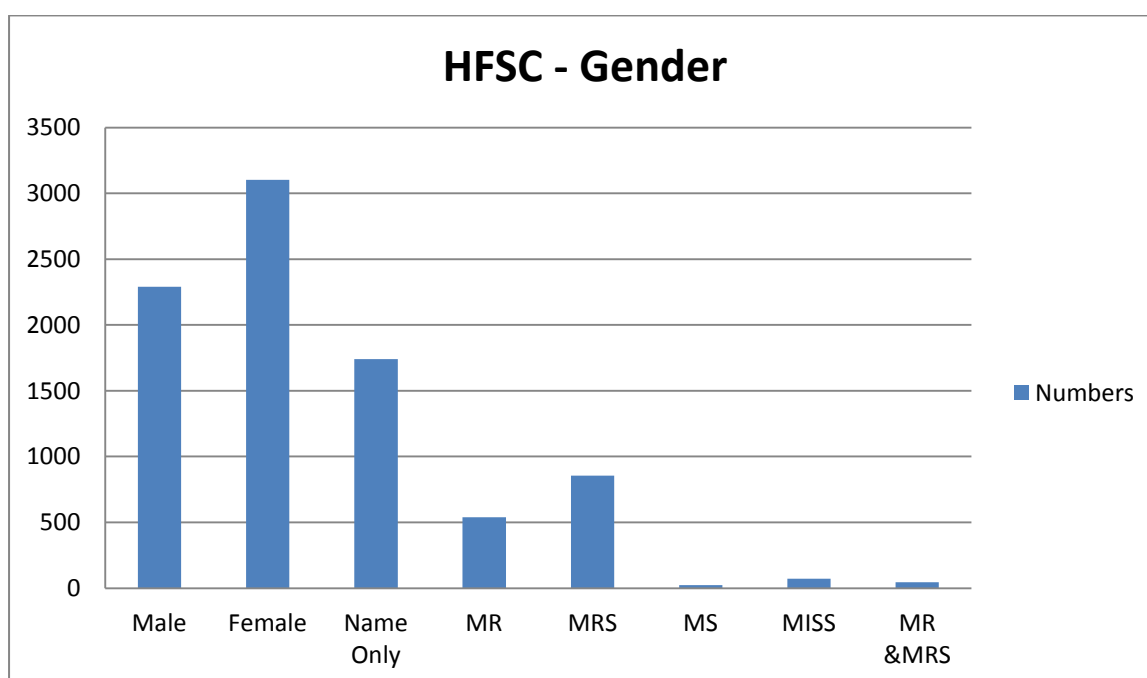
## Preventative work – Home Fire Safety Checks

### Gender

#### Home Fire Safety Checks 2010 – 2011

#### Total of 8666 HFSC carried out

Gender Stated	Number	Percentage
Male	2290	26%
Female	3102	36%
Name Only	1740	20%
MR	538	6.5%
MRS	856	10%
MS	24	0.2%
MISS	71	0.8%
MR & MRS	45	0.5%

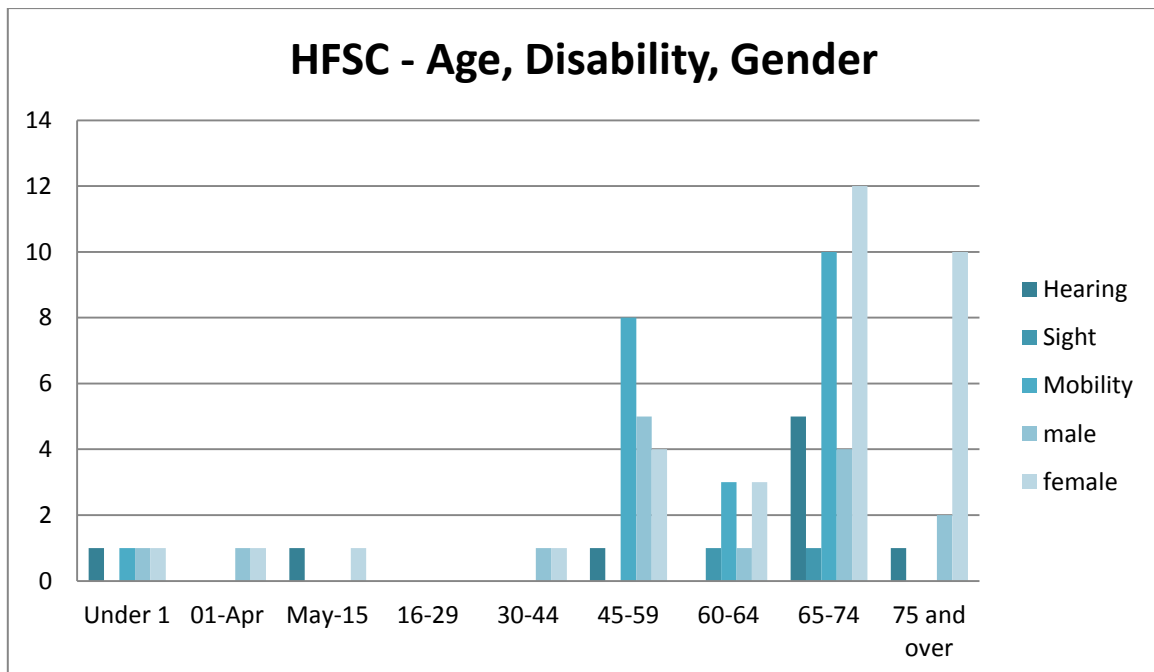


## **Age, Disability and Gender**

Data from HFSC – total carried out 8666

Age	Hearing	Sight	Mobility	male	female
Under 1	1	0	1	1	1
1-4	1*	1*	2*	1	1
5-15	1	0	0	0	1
16-29	0	0	0	0	0
30-44	1*	0	2*	1	1
45-59	1	0	8	5	4
60-64	0	1	3	1	3
65-74	5	1	10	4	12
75 and over	1	1*	11*	2	10

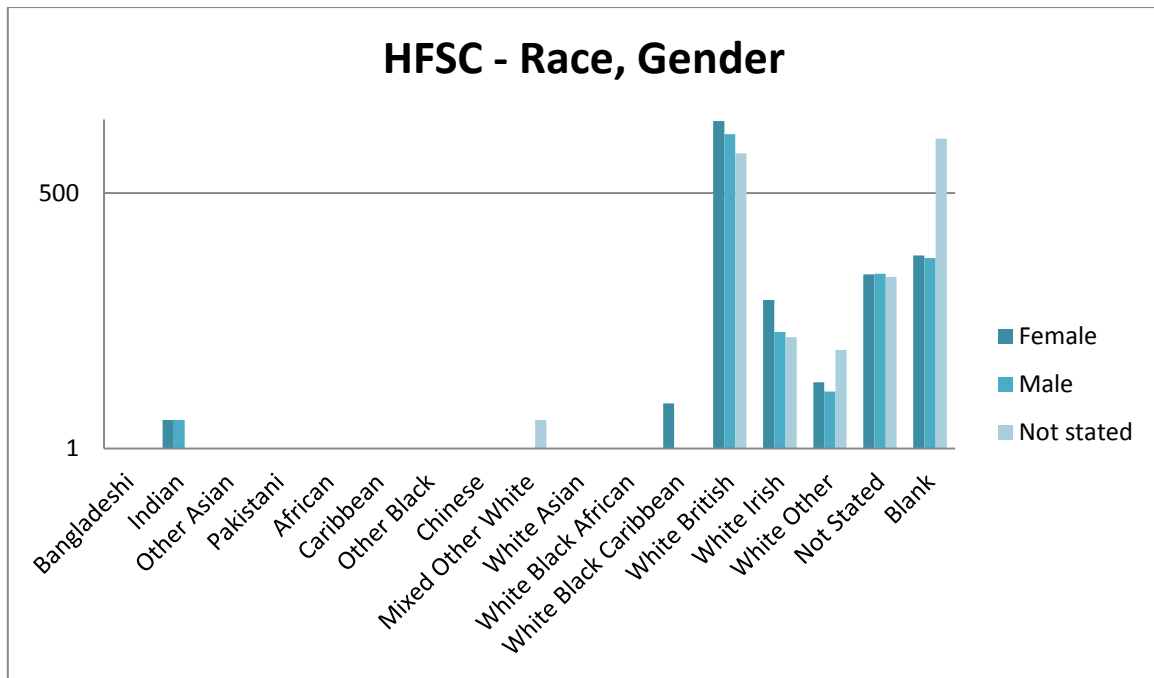
\*Denotes a person with a number of characteristics



## **Race, gender**

Data from HFSC – total carried out 8666

	Female	Male	Not stated
Bangladeshi	0	0	1
Indian	2	2	0
Other Asian	1	0	1
Pakistani	1	0	0
African	1	0	0
Caribbean	0	1	0
Other Black	0	0	1
Chinese	1	1	1
Mixed Other White	0	0	2
White Asian	1	1	1
White Black African	0	1	0
White Black Caribbean	3	0	0
White British	2873	2088	1308
White Irish	37	17	15
White Other	5	4	11
Not Stated	69	70	65
Blank	109	103	1868



**Gender reassignment, Pregnancy and maternity, Religion or belief, Sexual orientation, Marriage or civil partnership**

Unfortunately data on the above characteristics are not collated.

## Employee Data

### Number of staff in post

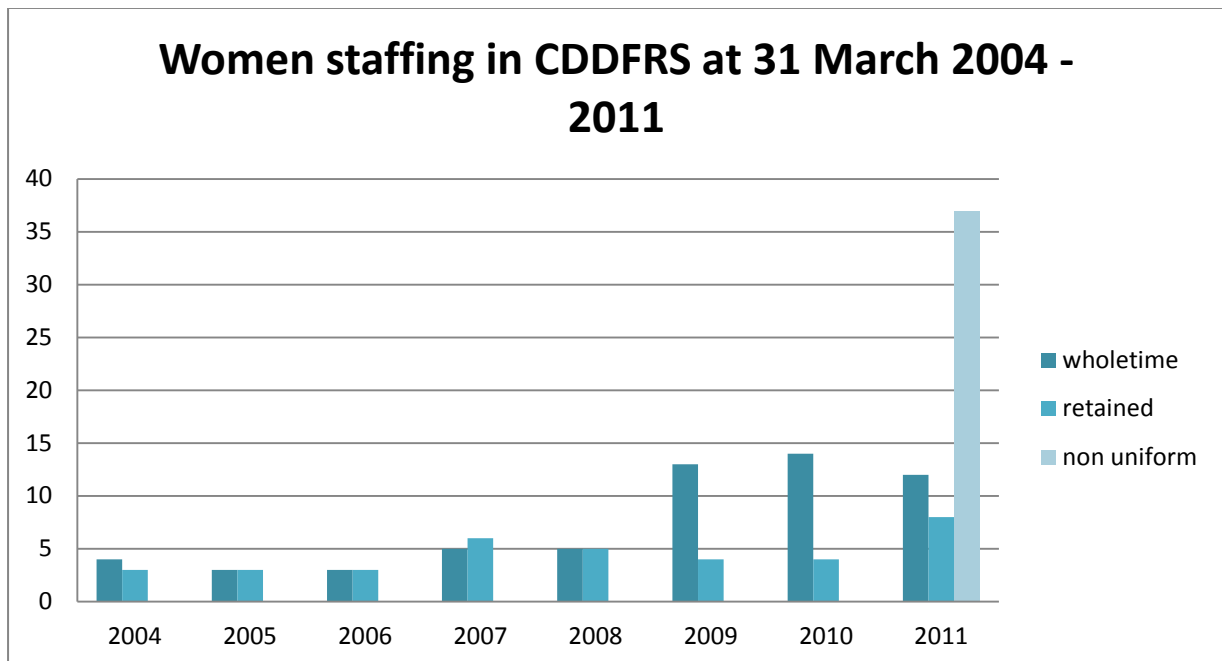
Number of staff in post in CDDFRS on 31 March, 2006 - 2011					
Year	Number of staff in post				
	Wholetime	RDS	Fire Control	Non Uniform	Total
2006	370	161	27	76	<b>636</b>
2007	381	161	30	76	<b>648</b>
2008	390	139	26	85	<b>640</b>
2009	374	153	27	95	<b>649</b>
2010	394	146	36	98	<b>674</b>
2011	381	152	31	86	<b>650</b>
<b>Change 2010 to 2011</b>	<b>-13</b>	<b>+6</b>	<b>-2</b>	<b>-12</b>	<b>-14</b>
<b>Percentage change 2010 to 2011</b>	<b>-3.2</b>	<b>+4.1</b>	<b>-13.8</b>	<b>-12.2</b>	<b>-3.6</b>
<b>Change 2006 to 2011</b>	<b>+9</b>	<b>-9</b>	<b>+4</b>	<b>+10</b>	<b>+24</b>
<b>Percentage change 2006 to 2011</b>	<b>+2.9</b>	<b>-5.5</b>	<b>+14.8</b>	<b>+13.2</b>	<b>+2.2</b>

### Staffing strength (FTE)

Staffing strength (FTE) by role in CDDFRS at 31 March 2011			
Role	Wholetime	RDS	Total
Brigade Manager	2	0	<b>2</b>
Area Manager	3	0	<b>3</b>
Group Manager	4	0	<b>4</b>
Station Manager	30	0	<b>30</b>
Watch Manager	63	15	<b>78</b>
Crew Manager	59	30	<b>89</b>
Firefighter	220	107	<b>327</b>
<b>All Operational Staff</b>	<b>381</b>	<b>152</b>	<b>533</b>
<b>Non Operational Staff</b>			<b>86</b>

## Gender

Firefighters in CDDFRS are predominantly male white. However the proportion of women firefighters has increased steadily in numbers from 29 to 45. However on a percentage basis this has decreased from 9.2 to 7.7 per cent in 2011.



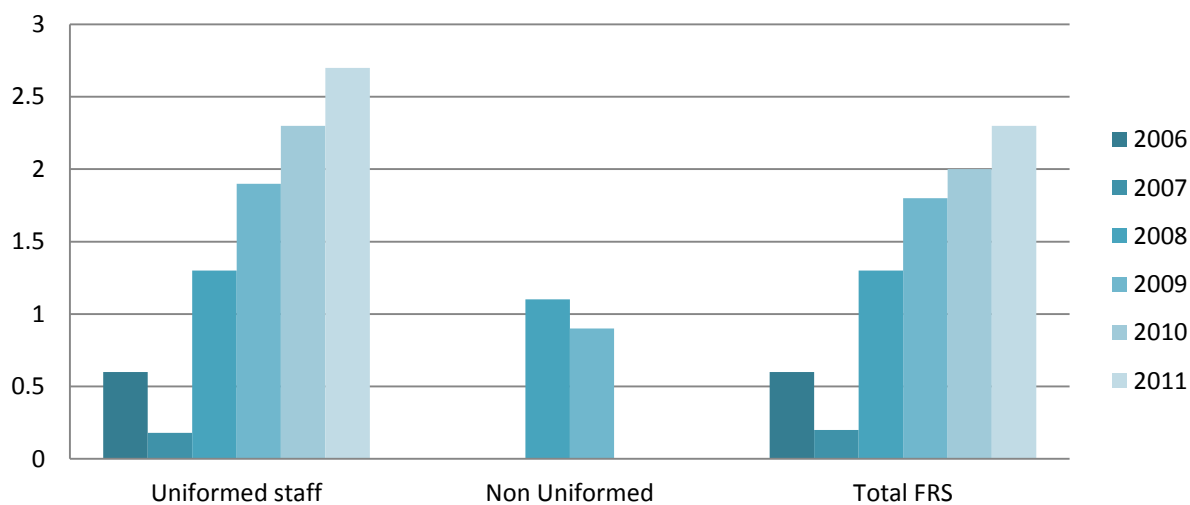
The percentage of firefighters from minority ethnic backgrounds has also increased steadily from 0 in 2004 to 2.8 per cent in 2011. The percentage of staff whose ethnicity was reported as 'not stated' has decreased from 69.2 per cent in 2004 to 1 per cent at 31 March 2011.

## Gender, Race

Staffing by gender and ethnicity in CDDFRS on 31 March 2004 - 2011					
	Gender		Ethnicity		
	Men	Women	White	Ethnic minority	Not stated
Per cent					
2004	90.8	9.2	30.8	0	69.2
2005	91.9	8.1	27.4	0	72.6
2006	92.4	7.6	30.4	0.7	68.9
2007	92.7	7.3	51.1	0.2	48.7
2008	92.8	7.2	96.9	1.2	1.9
2009	92.1	7.8	96.9	1.9	1.2
2010	91.9	8.1	96.6	2.3	1.1
2011	92.3	7.7	96.2	2.8	1.0

## Race

### Proportion of FRS ethnic staff in CDDFRS 2006 - 2011



The proportion of ethnic minority staff in CDDFRS increased from 0 per cent in 2004 to 2.8 per cent in 2011.

The numbers of uniformed staff from ethnic minority background increased from 2 staff on 31 March 2006 to 16 in 2011 – from 0.5 to 2.7 per cent of all uniformed staff.

## **Leavers**

During 2010-11, 62 staff left CDDFRS – 9.5 per cent of all personnel, slightly more than the 6.3 per cent of staff who left in 2009-10.

The most common reason for leaving varied greatly by type of staff, for example:

- Of the 11 redundancies, eighty one per cent were non-uniformed staff
- Just over eighty three per cent of wholetime firefighters who left, did so on retirement, compared to just over sixteen per cent of other staff.

In total, 17 retained duty system firefighters and 18 wholetime firefighters left

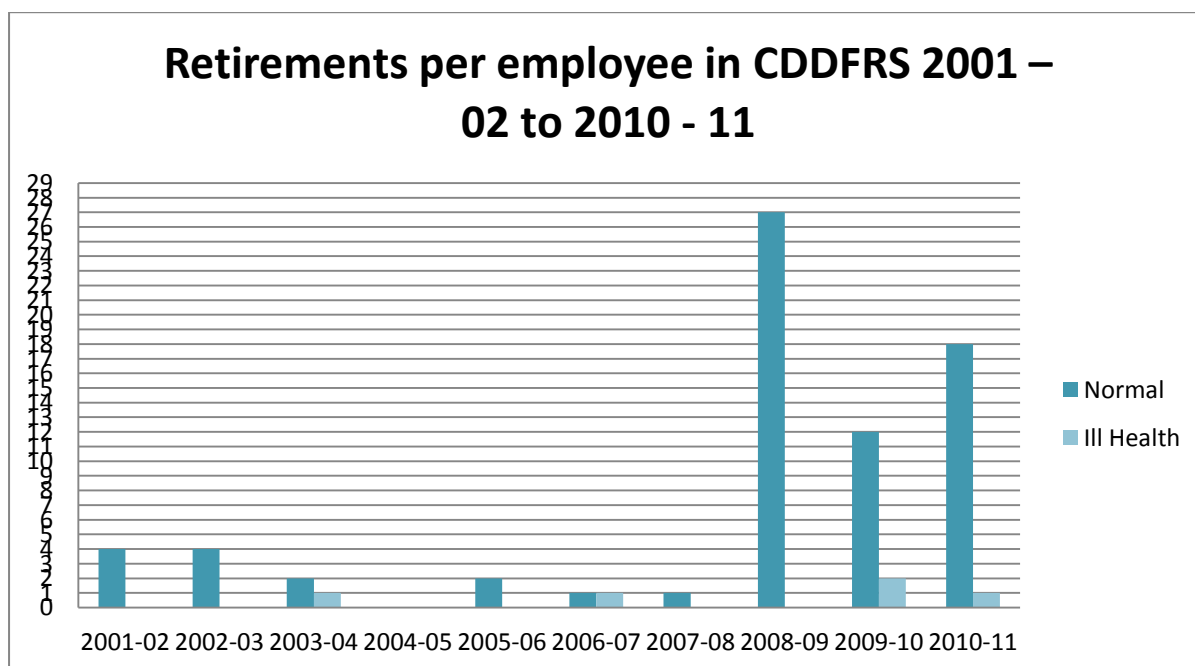
CDDFRS leavers by reasons for leaving in 2010 - 2011					
Reasons for leaving	Number of staff leaving				Total
	Wholetime	RDS	Fire Control	Non Uniform	
Dismissal on disciplinary grounds	0	0	0	0	<b>0</b>
Medical discharge	1	0	0	3	<b>4</b>
Resignation due to harassment or discrimination	0	0	0	0	<b>0</b>
Poor performance/efficiency	0	0	0	0	<b>0</b>
Compulsory redundancy	0	0	4	0	<b>4</b>
Voluntary redundancy	0	0	0	9	<b>9</b>
Early retirement	0	0	0	0	<b>0</b>
Normal retirement	15	2	0	1	<b>18</b>

Resignation to take other employment outside Fire Service	1	2	2	6	<b>11</b>
Deceased	0	0	0	0	<b>0</b>
Other reasons	1	13	1	1	<b>16</b>
<b>Total staff leaving (excluding re-employment)</b>	<b>18</b>	<b>17</b>	<b>7</b>	<b>20</b>	<b>62</b>
Re-employment by another FRS	0	0	0	0	<b>0</b>
Re-employment as support personnel within FRS	0	0	0	0	<b>0</b>
<b>Total staff leaving (including re-employment)</b>	<b>18</b>	<b>17</b>	<b>7</b>	<b>20</b>	<b>62</b>

## Retirements

Ill-health retirements in CDDFRS at 31 March 2011 remains low, at 1 member of staff within the year. This has been the case for the last ten year.

As highlighted by the figures on number of staff leaving the fire service, normal retirements in the last three years have been the highest in the last ten years. The main reason for this was the addition, nationally of an extra watch at the end of the 1970's. Many of the people recruited at the time are now reaching retirement age.

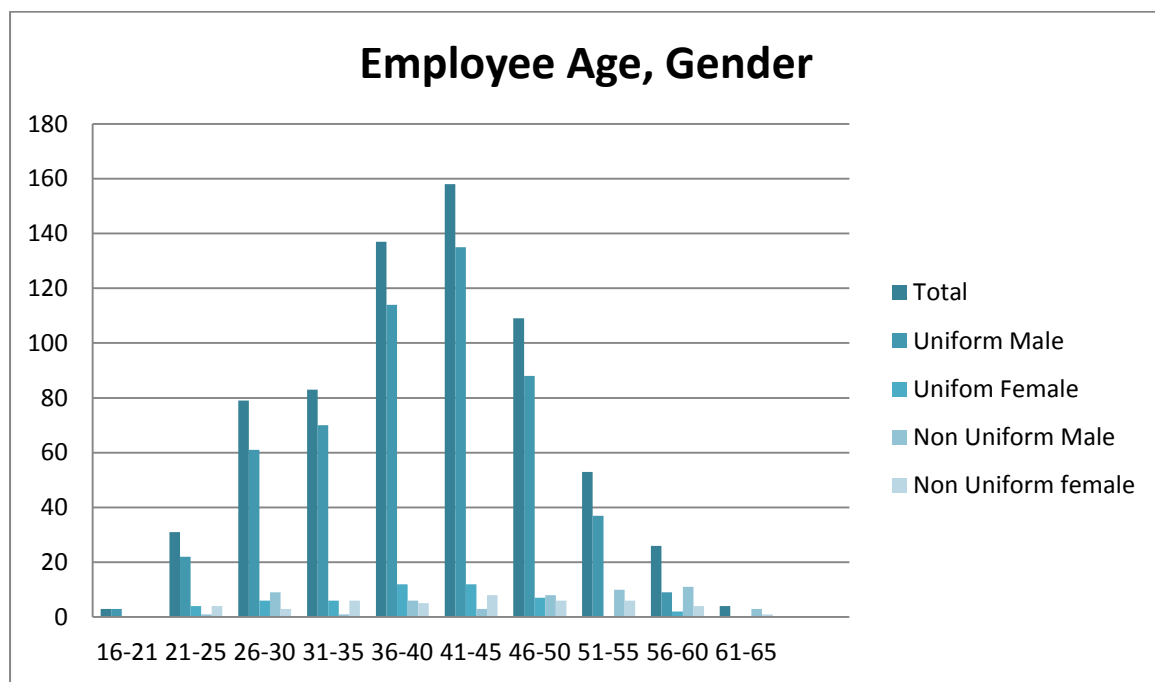


## Pregnancy and maternity

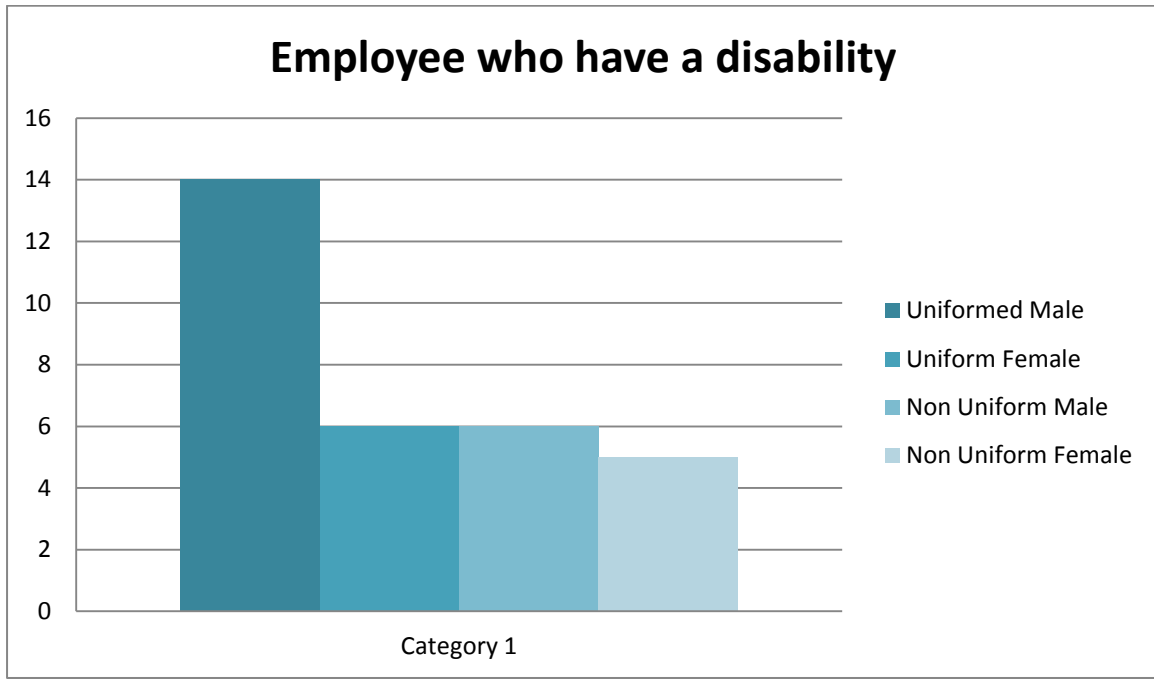
Maternity	Representation Full Time	Representation Part time
Number expected to return	2	0
<b>Total Number returned</b>	<b>2</b>	<b>0</b>

## Age, Gender

Age	Total	Uniformed		Non uniformed	
		Male	Female	Male	Female
16-21	3	3	0	0	0
21-25	31	22	4	1	4
26-30	79	61	6	9	3
31-35	83	70	6	1	6
36-40	137	114	12	6	5
41-45	158	135	12	3	8
46-50	109	88	7	8	6
51-55	53	37	0	10	6
56-60	26	9	2	11	4
61-65	4	0	0	3	1



**Disability**



**Gender reassignment, Sexual orientation, Religion Belief, Marriage or civil partnership**

Unfortunately data on the above characteristics are not collated.