

CDDFRS Equality Data Report 2022



County Durham and Darlington
Fire and Rescue Service



About this report

This report contains equality information required by Regulation 2 of the Equality Act (Specific Duties) Regulations.

The Public Sector Equality Duty (PSED) requires public authorities, in carrying out their functions, to have due regard to the need to achieve the objectives set out in section 149 of the Equality Act 2010, which are to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Promoting equality of opportunity means public bodies have to:

- remove or minimise disadvantages for groups of people;
- take steps to meet the needs of protected groups of people;
- encourage all groups of people to participate in public life or other activity in situations where their participation is low.

To ensure transparency, and to assist in the performance of this duty, the Equality Act 2010 (Specific Duties) Regulations 2011 require public authorities, to publish:

- equality objectives, at least every four years;
- information to demonstrate their compliance with the public sector equality duty.

As a public authority, County Durham and Darlington Fire and Rescue Service (CDDFRS) is subject to this PSED.

This report shows how CDDFRS complies with the PSED in section 149 of the Equality Act 2010 in relation to its diversity and inclusion; as an employer and in the community.

Although compliance with the general equality duty is a legal obligation, CDDFRS recognises that it also makes good business sense. We believe that if we are able to provide appropriate services to meet the diverse needs of our communities, we will undertake our core business more efficiently and effectively. Furthermore, a workforce that has a supportive working environment is a more productive one.

The protected characteristics covered by the Equality Act are:

- Age;
- Disability;
- Gender reassignment;
- Marriage and civil partnership;
- Pregnancy and maternity;
- Race (including colour, nationality, ethnic and national origin);
- Religion or belief;
- Sex;
- Sexual orientation.

This report includes information about our employees and the people who we provide a service to, in County Durham and Darlington and will be accessible to the public. The information contained in the report will enable customers, staff, and our regulators to assess our equality performance. The findings will 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.

The report covers the period 1 January 2021 to 31 December 2021. It reflects the policies and approaches that were current during this period.

Copies of previous reports can be found on Sharepoint.

Background

Our Purpose

CDDFRS undertake a number of activities, aimed at making our communities safer and stronger. We know that responding to emergencies is our first duty but we also recognise we can help prevent fires in the home and at work.

We are committed to making sure that people, businesses and organisations in County Durham and Darlington are protected by:

- Planning and preparing for emergencies and providing a professional and effective response at all times;
- Providing professional advice and assurance to support business development and ensure public safety;
- Engaging and educating people to improve their safety and wellbeing;
- Delivering an efficient fire and rescue service through the effective use of public money and be accountable to the public;
- Working closely with our partners to improve public safety;
- Supporting and developing our staff and ensure our values are at the centre of everything we do.

Whilst our core purpose will remain to save lives and prevent incidents as an emergency response provider, we recognise that as society, the economy and technology shifts, this has an impact on how people conduct themselves at home, at work and in the community. The impact of COVID-19 and the UK's transition from the EU has further reinforced the need for a more flexible, resilient and responsive Service.

Our Strategic Objectives

We endeavour to 'Be the Best' and the Service of Choice and in order to fulfil our vital purpose, this report is based upon our strategic priority of 'Safest People, Safest Places' through:

- Business Fire Safety
- Community Safety
- Value for Money
- Working Together
- Our People Our Way
- Emergency Response
- Diversity and Inclusion

Our Values

Our core value is to be the best by:

- Being Professional
- Being Innovative
- Being Effective

The People We Serve

The Service area covers the two Unitary Authorities of County Durham and Darlington and a geographic area of 939 square miles. Within the Service area there are approximately 290,000 households and around 18,500 business premises.

The Office of National Statistics (ONS) provides key population information on the composition of the communities within County Durham and Darlington. The 2019 mid-year estimates for the population of County Durham and Darlington are shown below:

County Durham and Darlington Mid-Year (2019) Population.

Unitary Authority	Male Population	Female Population	Population
County Durham	260,881	269,213	530,094
Darlington	52,065	54,738	106,803
Total	312,946	323,951	636,897

Source: *Durham Insight and Darlington Borough profile*

A useful summary measure of ageing is the assessment of the median age of the populations of both County Durham and Darlington.

Year	Unitary Authority	
	County Durham	Darlington
Mid-2017	43.5	42.9
Mid-2018	43.5	43.1
Mid-2019	43.4	43.2

[Median age of County Durham and Darlington. Source: Population estimates: median ages for administrative, electoral and census geographies]

To provide a greater understanding of the longer-term direction of travel for the age of both County Durham and Darlington, data from 2001 shows that in mid-2019, the median age in County Durham was 43.4, an increase of 3.9 years since mid-2001, and Darlington was 43.2 years, an increase of 3.7 years since mid-2001. The increases in median age occur following a combination of significant changes to the frequency of births, deaths and net internal migration.

County Durham and Darlington Age Profile

Age Group	County Durham	Darlington
15 and under	17.2%	18.9%
16-64	61.9%	60.6%
65 and over	20.8%	20.5%
85 and over	2.4%	2.7%
Median age	43.4	43.2

[Age profile for County Durham and Darlington Source: Durham Insight and Darlington Borough Profile]

Darlington's age profile is that the dependency ratio of children and older people to working age adults is already higher than the national average. According to the ONS population projections, this is predicted to get worse and at a faster rate than elsewhere. Without intervention, this is likely to translate into increasing pressures on public services and risk future economic growth.

Section 1: Our Employees

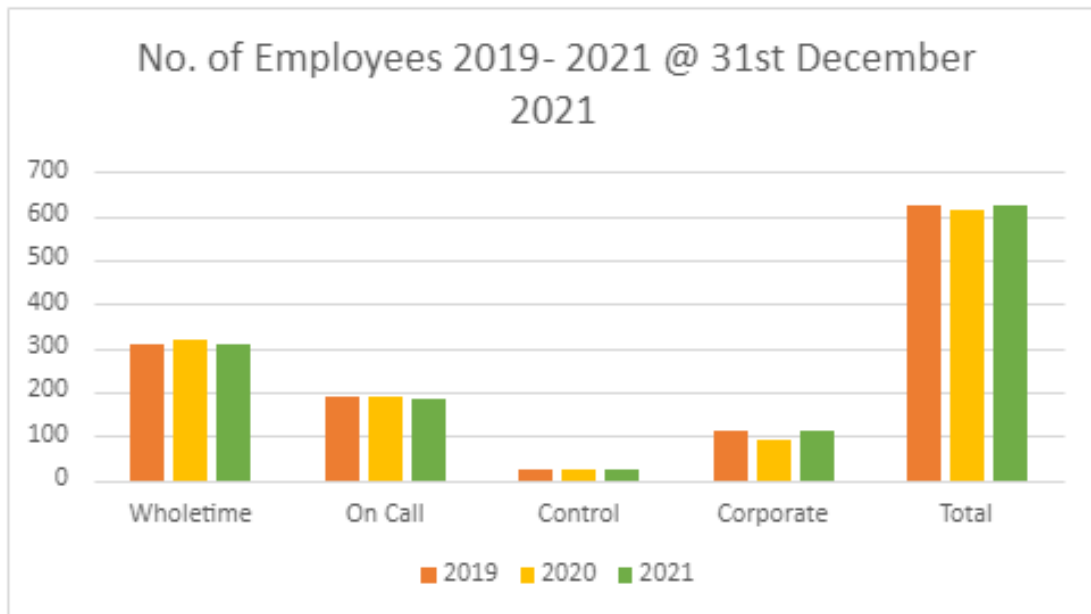
1.1 Workforce Profile

This information demonstrates that the make-up of our organisation strives to reflect the community we serve. The number of people employed by CDDFRS between January 21 and December 21 was 624.

There has been a small increase of 10 employees when compared to the previous year, predominantly within the Corporate Section.

Number of employees in post 2019 – 2021 (31 December 2021)

Year	Wholetime	On Call	Control	Corporate	Total
2019	306	188	22	109	625
2020	316	187	22	89	614
2021	307	185	23	109	624
Change 20/21	-9	-2	1	20	10
% Change 20/21	-2.8%	-1.1%	4.5%	22.5%	1.6%



1.2 Staffing Strength FTE by role at 31st December 2021

	WT	On Call	Control	Corporate	Total
Principal Officers	3	0	0	0.61	3.61
Area Manager/Grade 15	3	0	0	2	5
Group Manager/Grade 14	4	0	0	1	5
Station Manager/Grade 10-13	18	0	2	15.9	35.9
Watch Manager/Grade 8-9	45	11.43	5.81	20.61	82.85
Crew Manager/Grade 7	57	27.47	4	19.28	107.75
Firefighter/Grade 6 & below	169	94.06	8.5	32.5	304.06
Apprentice	8	0	2	12	22
Total	307	132.96	22.31	103.9	566.17

CDDFRS has undertaken a number of changes to the organisational structure to ensure the Service is well placed to address the challenges anticipated over the medium term; such as the uncertainty surrounding future funding for the sector, ensuring internal skills, capacity and ability to execute areas of improvement as required by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) (Effectiveness, Efficiency and People Report, 2019), as well as delivering considered responses to feedback received throughout our internal cultural surveys.

Structural changes have provided the opportunity to align service delivery, changing from a five district model to two divisions thus enabling reinvestment into key support functions. The focus of this reinvestment has been within People and Organisational Development Section.

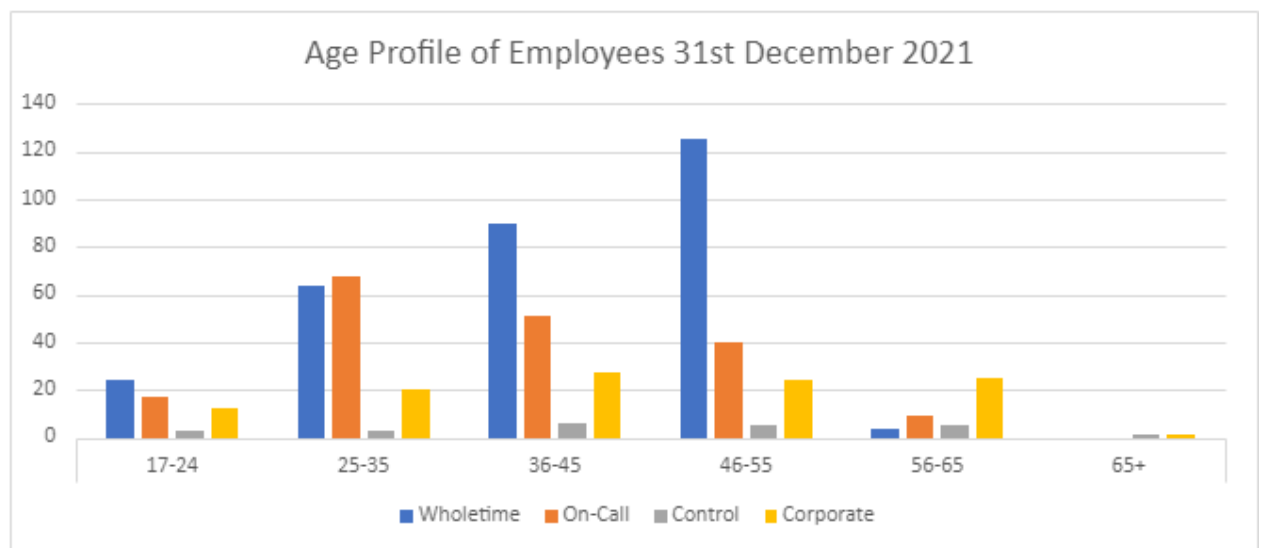
Due to the impact of Covid-19, planning assumptions which have been provided from government have enabled our Service to implement some early decisions to ensure staffing levels remained high within our key operational functions during the period.

1.3 Age Profile

The age profile of the workforce remains largely unchanged with the majority of staff aged between 46 and 55 (31.1%).

Age of employees (31 December 2021)

	17-24	25-35	36-45	46-55	56-65	65+
Wholetime	24	64	90	125	4	0
On-Call	17	68	51	40	9	0
Control	3	3	6	5	5	1
Corporate	12	20	27	24	25	1
Total in each age bracket	56	155	174	194	43	2
	9.0%	24.8%	27.9%	31.1%	6.9%	0.3%



There is a fair distribution of ages across CDDFRS. Our organisation continues to both attract and retain employees across a diverse age range which is generally representative of our communities (ONS Mid-Year population estimates mid-year 2019).

An encouraging 1% increase to 9% in the 17-24 bracket demonstrates our commitment to develop the next generation of employees within the Service.

Endeavouring to be an employer of choice, we continue to see broad demographic spread without suffering impact from the wider ageing population across the Authority areas.

We are committed to continue to raise the profile of our award-winning apprentice firefighter recruitment campaign throughout our communities to help 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 diverse 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. In addition, the Service remains committed to engage with all underrepresented groups through internal and external communication channels, achieving this through focused engagement, targeted communication and community interaction. We have also held a number of Positive Action events across the county to encourage under-represented groups to apply to the Service in operational roles.

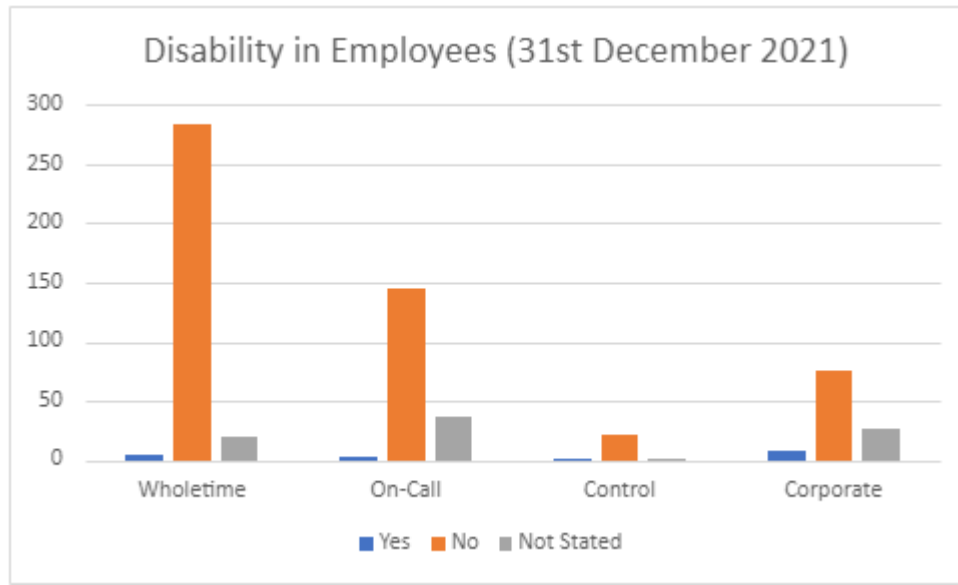
We are also committed to our community events; inclusive of open days, where we can further demonstrate the vast variety of employment opportunities available.

1.4 Disability

The disability profile of the workplace remains similar to 2020. Of the 16 employees stating they are classed as having a disability, 8 were in Support roles and 8 in Operational roles including Control. This represents 2.6% in total.

Disability in Employees (31 December 2021)

	Yes	No	Not Stated	Total	yes %
Wholetime	4	283	20	307	1.3%
On-Call	3	145	37	185	1.6%
Control	1	21	1	23	4.3%
Corporate	8	75	26	109	7.3%
Total	16	524	84	624	2.6%



We continue to record and monitor the disability profile of our workforce in order to best support employees with additional needs where appropriate.

We strive to understand and improve our support mechanisms and accessibility provisions for our disabled employees. We hold the 'Disability Confident Employer' certificate which also demonstrates our commitment to inclusiveness.

Our Health and Fitness Advisor, Mental Health at Work Committee and Human Resources Team 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 have ongoing access for employees to the Employee Assistance Programme (EAP); which is a free confidential helpline for all employees, providing advice and guidance on a wide range of issues. Our Trauma Support Team has been further embedded into our employee welfare provision, the availability and support of which has been well received within the last 12 months.

We have dedicated Occupational Health, Physiotherapy and Health and Safety provision to help us ensure we can support our employees' health and wellbeing needs at all times; consideration is given to employee safety and wellbeing both at home and at work. Throughout the reporting period we have, due to the Covid-19 pandemic, adapted how and where our employees work with consideration to their safety being of the highest priority. Additional measures have been implemented in respect of our colleagues working from home. All employees who are home working are asked to complete an online training package regarding their health and safety at home in addition to undertaking a DSE assessment. Following all assessments, where employees require

additional equipment to ensure their safety and health is maintained, arrangements are made to provide these.

All new buildings across our estate are fully accessible and underwent an Equality Impact Analysis during 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 provision of dyslexia assessments within the Service.

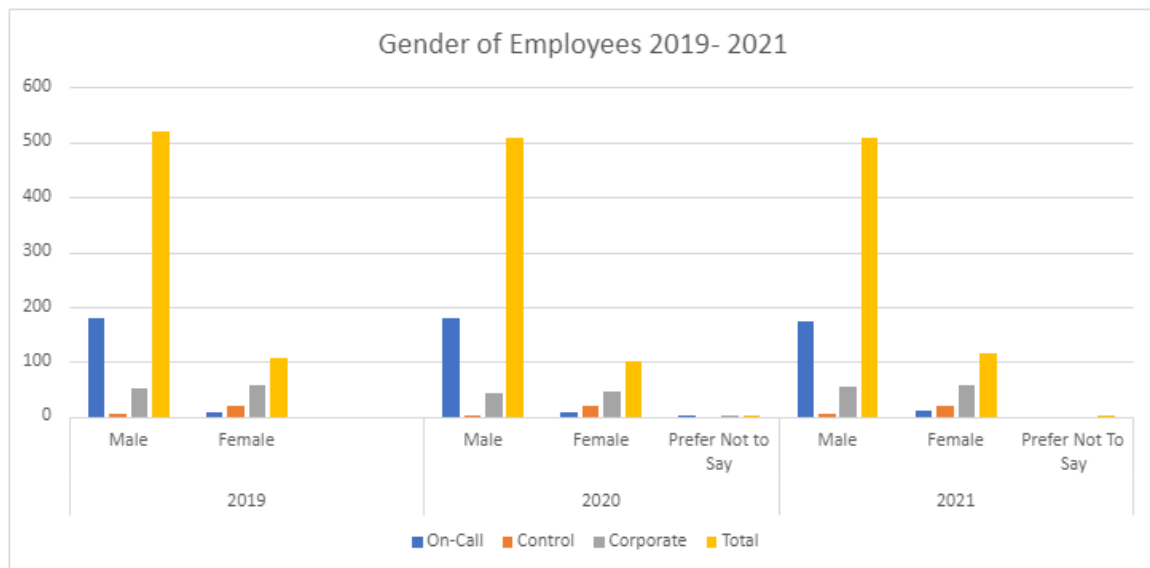
Following an extensive review of our internal attendance management procedures we have implemented additional supporting procedures to facilitate tailored, supportive and rehabilitative help to our employees who require adjustments or modifications to their working environment, time available to work or role (wherever reasonably possible).

1.6 Gender

Overall, there has been a slight increase in the number of female employees within the workforce from 2020 to 2021. Almost 81.6% of employees within our organisation are male and 18.3% are female. 6.25% are female in an operational capacity.

Gender of employees 2019 – 31 December 2021

	2019		2020			2021		
	Male	Female	Male	Female	Prefer Not to Say	Male	Female	Prefer Not To Say
Wholetime	284	22	287	28	1	277	29	1
On-Call	180	8	178	8	1	175	10	0
Control	4	18	2	20	0	4	19	0
Corporate	51	58	42	46	1	53	56	0
Total	519	106	509	102	3	509	114	1



As of 31 March 2020; 7% (2,461) of all firefighters employed by FRAs in the UK were women [source: www.gov.uk]. Therefore, CDDFRS lies very close to the national average for female operational crew.

Within the operational roles, a number of 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.

In operational roles, women represent 6.25% of the workforce, an increase of 1.8% on the previous year. Women account for 12% of support roles. The percentage of women in senior roles (Area Manager and above) within the Service remains at 25%.

As a Service we are aware that our gender split is primarily male dominated. We are committed to working 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 recruitment programme, a number of “taster “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.

1.7 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.

1.8 Pregnancy and maternity

All but one person who has taken maternity leave in the last year have returned to their original roles. This is a positive statistic which can in part 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 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 practicable.

Pregnancy and maternity in employees 2019 – 2021 (31 December 2021)

	2019	2020	2021
Number expected to return	4	4	4
Total number returned	1	4	3

We continually review our maternity policy and maternity benefits to improve our current terms and conditions and incorporate the Shared Parental Leave Regulation. 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.

1.9 Ethnicity

After 'White British or Irish', being the vast majority of the workforce (566), 50 people had not stated an ethnicity and 5 people had declared their ethnicity as 'Black or Black British'.

White British ethnicity make up the majority of this Service at 90% compared with 88% in 2020. Black or Black British denomination has decreased by one person in 2021 than 2020. Interestingly, there was a 1% increase in respondents declaring ethnicity in 2021 compared with 2020.

Race of employees 2019 – 2021 (31 December 21)

	2019	2020	2021
White British/Irish	512	540	566
White other	3	3	3
Mixed	1	1	1
Asian/Asian British	3	3	3
Black/Black British	2	6	5
Chinese	0	0	0
Other ethnic minority	0	0	0
Not stated/blank	104	61	50
Total % ethnic minority employees	1.4%	2.1%	1.44%

According to Fire and Rescue National statistics as published within the Fire Data statistics in 2020, 94.9% of all Fire and Rescue employees were 'White' and 8.0% of support staff were from the combined 'Asian, Black, Mixed and Other' (including Chinese) ethnic groups.

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

At CDDFRS our demographics are 91% White British/Irish or White other, 1.4% from the combines Asian, Black, Mixed and Other ethnic groups. The remaining did not state their race.

According to the ONS Census 2021, 85.5% of the population in County Durham was White or White Other. The combination of all other ethnicities was 14.4%.

(Source County Durham - Population - Overview V2 | County Durham | Instant Atlas Reports (durhaminsight.info))

According to the statistics from the census 2011, CDDFRS ethnicity of employees could more appropriately reflect the population representative of the local community.

As was in 2020, CDDFRS remain lower than the national average. According to the Fire Data statistics 5% 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 2021 in an attempt to encourage more members of under-

represented communities to come into the organisation and understand what career opportunities are available.

1.10 Religion and belief

The religion or belief profile of the workforce remains largely unchanged when compared to 2020; the biggest change being a 5% increase in those who stated they had no religion.

Religion of employees 2019– 2021 (31 December 2021)

	2019	2020	2021
Christian	130	173	194
Buddhist	2	3	3
Humanist	0	0	0
Sikh	1	0	0
No religion	84	131 (20%)	156 (25%)
Other	304	230 (37%)	198 (31.7%)
Not stated/blank	104	77 (12.33%)	73 (11.6%)
Total	625	614	624



We will continue to encourage all personnel to complete all aspects of equality data within the database provided, in order for us to gauge how we compare with equality distributions throughout the organisation and compare this to the demographic of the local communities we serve. This will also enable the organisation to appreciate the religious requirements

of our employees when developing our policies and procedures. We will endeavour to relay the communication about the importance of data monitoring and encourage accurate data collection through understanding the reason this information is collected and collated.

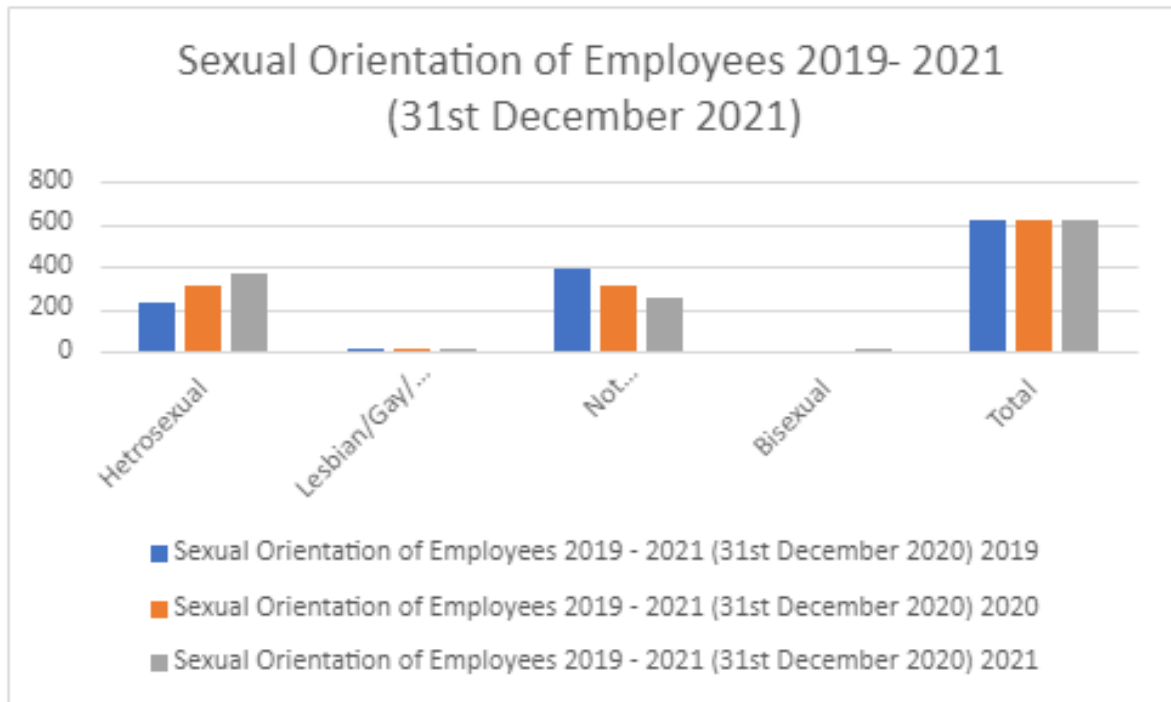
We will also continue to engage with our communities through a range of activities, including raising awareness of religion and belief amongst our employees via regular staff equality and diversity training, in order to assist mutual understanding and respect for our diverse communities.

1.11 Sexual orientation

58% (362) of the Service's 624 employees have declared their sexual orientation, an 8% increase on last year. 1.6% of the total number of employees have described themselves as Lesbian, Gay or Bisexual, an increase of 1.3%. There has also been a positive decrease in the number of people declining to state, with 305 declining in 2020 compared to 252 in 2021.

Sexual orientation of employees 2019 – 2021 (31 December 2021)

	2019	2020	2021
Heterosexual	230	307	362
Lesbian/Gay/Bisexual	2	2	5
Not Stated/Blank	393	305	252
Bisexual	0	0	5
Total	625	614	624



It is encouraging that more people feel confident to state their sexual orientation. The majority of employees declare themselves to be Heterosexual. The proportion of the UK population aged 16 years and over identifying as heterosexual or straight decreased from 94.6% in 2018 to 93.7% in 2019. Individuals stating themselves as LGBT has increased, although remains low.

It is recognised that sexual orientation can be a sensitive subject which may prevent some individuals from declaring this. We will endeavour to encourage a more inclusive and dynamic workforce profile through positive action and similar activity.

We continue to value our LGBT networks and welcome the advice and support these bring with the view to enriching the diversity within our workforce. We are continuously working on further initiatives to ensure we provide an environment for staff which is free from discrimination.

Section 2: Our Processes

2.1 Internal disputes and concerns

There were 5 grievances raised and recorded in 2021. Two grievances were partially upheld, two are being dealt with informally and one is ongoing.

A small number (5) of disciplinary cases were investigated and managed during 2021 resulting in various outcomes.

2.2 Applications for flexible working

In 2021, there were 4 flexible working requests received and all were approved. Three requests were from female employees and one from a male employee.

Following the Covid-19 pandemic, a new hybrid working procedure has been developed. Employees can access this through Sharepoint. This procedure reflects our commitment to flexible working whilst enabling us to deliver a service that is agile and efficient.

Understanding the value of a healthy work-life balance, CDDFRS offer employees the opportunity to request flexible working hours, homeworking, part-time, job-share and compressed/staggered/ annualised hours. Non-operational staff (where appropriate) work on a flexitime system between the hours of 8am and 6pm.

2.3 Promotions and recruitment

A variety of internal and external recruitment and promotional processes were executed throughout 2021. Internal recruitment opportunities (inclusive of promotion) were available to existing FRS employees; both internal to CDDFRS and the national FRS. External recruitment processes were available for application by candidates external to CDDFRS and national FRS employment, however, internal candidates are also eligible to apply.

External recruitment processes included:

- Apprentice Firefighter recruitment
- On-going On-call Firefighter recruitment
- On-call to Wholetime recruitment process (providing On-call employees the opportunity for full time employment)
- Firefighter Transferee process (providing opportunities for firefighters working at other FRS the opportunity to transfer their service to CDDFRS)

2.3.1 Applications for Employment

Applications received for all recruitment processes are broken down by Gender, Age, Sexual Orientation, Ethnicity, Religion and Disability.

In 2021 the total number of applications received for all recruitment processes was 945.

Applications received by Gender 2021

	Male	Female	Prefer not to say	Blank
Internal	87	12	1	55
External	50	43	n/a	63
Online	527	104	3	0
Total	664	159	4	118

Applicants in 2021 were predominantly Male (70%), and 16% Female.

Applications received by Age 2021

	17-24	25-35	36-45	46-65	56-65	prefer not to say
Internal	4	17	46	29	2	1
External	16	28	24	22	1	0
Online	6	14	0	2	0	0
Total	26	59	70	53	3	1

CDDFRS attracts more applicants within the 36-45 (33%) age range than any other. However, there is a fair spread of age groups who are interested in applying for posts within the Service.

12% of applications were received by individuals aged 17-24; and 27% of applications received by individuals aged 26-45. This is a significant reduction since 2020. One quarter of total applicants were aged 46-55.

Applications received by Disability 2021

	Yes	No	Prefer not to say	Blank
Internal	7	89	2	57
External	7	82	3	52
Online	14	607	8	5
Total	28	778	13	114

3% of applications received regarded themselves as disabled, whereby the majority did not (83%). The percentage of applications received where no indication was provided (prefer not to say or blank) was 13%. This is more than double those who were prepared not to state/blank in 2020 and therefore highlights to the Service that we should endeavour to encourage more transparency for the purpose of equal opportunities monitoring and execution.

Applications received by Ethnicity 2021

The percentage of applications received where ethnicity was stated as 'White' was 94% which is a 9% increase compared with last year;

The percentage of applications received where ethnicity was stated as mixed/multiple ethnic groups was >1%;

The percentage of applications received where ethnicity was stated as 'Asian/Asian British' was >1%;

The percentage of applications received where ethnicity was stated as 'another ethnic group' was >1%;

The percentage of applications received where no ethnicity was stated as 'prefer not to say / Blank' was >5%.

Applications received by Religion 2021

	Christian	Buddhist	Atheist	Hindu	Muslim	Other	No religion	Prefer not to say
Internal	51	0	7	0	0	13	12	10
External	47	1	22	0	0	5	1	2
Online	192	1	1	1	2	1	411	21
Total	290	2	30	1	2	19	424	33

The vast majority of online applications stated they were of no particular religion or belief (53%), followed by Christianity 36%. This is similar to recordings in 2020.

The percentage of applications received where religion is stated as 'Hindu' or 'Muslim' is >1%; whereas 4% of people preferred not to say.

Applications received by Sexual Orientation 2021

The majority of applicants (89%) regarded themselves as Heterosexual, whilst Lesbian and Gay accounted for 2% and 4% respectively. This is a similar reflection in 2020. The percentage of applications received where people preferred not to declare their sexual orientation was 12%.

	Heterosexual	Lesbian	Gay	Bisexual	Prefer not to say
Internal	93	1	1	0	3
External	13	0	0	0	0
Online	555	15	6	30	25
Total	661	16	7	30	28

Due to the pandemic, we have been less able to host community events and campaigns which would have ordinarily been very prevalent throughout the year. However, despite this, our communities remain interested and engaged with our recruitment campaigns and where opportunities for employment within CDDFRS arise, we can receive a significant volume of applicants, particularly in respect of our operational roles.

In the latter half of 2021, when Covid-19 restrictions were lifted, we were able to host a series of Positive Action events. We expect and hope to attract under representative groups from these events into the recruitment pool.

Applicants and therefore prospective employees continue to be underrepresented by females and LBGTQ+ communities, BAME communities and individuals who are disabled. Further work is required to engage with these populous to understand what is preventing or discouraging applications. CDDFRS will continue to promote our disability confident employer status on all recruitment paperwork and ensure advertisements for vacancies are shared with the appropriate organisations. Our disability champions will assist employees to understand and appreciate diversity through disabilities within the workforce, as well as educating our communities through a variety of interventions and programmes.

2.3.2 Leavers of the Service 2021

During 2021, 39 employees left CDDFRS across all areas of the Service. 17 of those employees were wholetime operational members of staff. 13 of those wholetime employees left the organisation due to retirement, 2 transferred into another FRS and 2

other members of staff left our organisation for 'other reasons'. 14 On-Call employees left the Service for a variety of reasons as listed in the table below. 8 corporate staff also left the Service; 5 resigned, one retired and two attributable to other reasons/circumstances.

Number of leavers (1 January 2021 – 31 December 2021)

Reasons For Leaving	Wholetime	On-Call	Control	Corporate	Total
Voluntary Redundancy	0	0	0	0	0
Resignation	0	7	0	5	12
Transfer to another FRS	2	1	0	0	3
Normal Retirement	10	1	0	1	12
Ill Health Retirement	3	0	0	0	3
Other	2	5	0	2	9
Total	17	14	0	8	39

Age of leavers (2021)

17-24	4
25-35	3
36-45	10
46-55	17
55+	5
Total	39

Disability of leavers (2021)

Yes	0
No	35
Not stated	4
Total	39

Race of leavers (2021)

White British/Irish	No data
Mixed other	No data
Black/Black British	No data
Not stated	No data
Total	No data

Religion of leavers (2021)

Christian	14
No religion	4
Other	16
Not stated	5
Total	39

Gender of leavers (2021)

Male	32
Female	7
Total	39

Sexual orientation of leavers (2021)

Heterosexual	19
Not stated	3
Prefer not to say	17
Total	39

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

The majority of leavers fell into categories of Males aged between 46 and 55; which is the retirement age for firefighters. Most leavers were of Christian denomination and Heterosexual, although this was followed closely by people who prefer not to declare sexual orientation. We continue encouraging employees to record their data in order to produce accurate information and detect areas of unrepresented groups within the Service and subsequently to intervene and improve this.

Section 3: Service User Data

The Service operates a targeted approach to identifying high risk people and properties as well as responding to partner agency referrals and direct requests from the public. Those initial calls are conducted by our local operational crews. Where the occupant is unable to install smoke alarms themselves a home visit will be arranged by a member of our operational crew in line with Covid -19 restrictions with a view to safely installing a smoke alarm(s).

Where the risk to the individual is high, our Community Risk Officers continue to complete face to face visits to the most vulnerable members of our communities, many of whom will fall into the over 65 category.

Age of People receiving Safe and Wellbeing Visits 2021 (31 December 2021)

Age	Number of People	Percentage
Under 65	9,477	62.17%
Over 65	5,767	37.83%
Total	15,244	100%

During 2020 and 2021, the Global Pandemic inevitably impacted upon the volume of completed safe and wellbeing visits (SWV). Despite this, there were almost double the number completed in 2021 compared with 2020. Although the majority of visits were to those under 65, there was a significant increase of 13.38% of visits to over 65 in 2021 than in 2020. This increase in successful visits could be attributable to the return of a significant proportion of individuals back to work from furlough, and more of a hybrid approach to working. This could also be due to a significant proportion of the population receiving covid vaccinations and therefore more amenable to receiving visits. It's expected lots of people may have also been grateful for the SWV's after significant isolation during 2020. Greater availability of operation crew following shielding, or isolation absence could also have been a contributing factor.

The SWV the Service provides places a large emphasis on the overall health and wellbeing being of individuals. The support offered to over 65's during and after the SWV 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 SWV via Service publicity and partner agency involvement it is expected that the number and percentage of over 65s receiving a visit will rise moving forward.

Disability of people receiving Safe and Wellbeing Visits 2021 (31 December 2021)

	Number of People	Percentage
Disability	1,209	7.93%
No disability	14,035	92.07%
Total	15,244	100%

The percentage of people receiving SWV that have declared themselves to have a disability is 7.93% which is almost 3.5% less than the figure reported last year. Not all disabilities are immediately identifiable during the visits and there is a subsequent reliance on an individual disclosing this information. Therefore, the actual figure of those people with disabilities may be higher than the reported figure suggests.

Race of people received Safe and Wellbeing Visits 2021 (31 December 2021)

	Number of People	Percentage
White - British	14,644	96.06%
White - Irish	11	0.07%
White – Other White	81	0.53%
Mixed – White & Black Caribbean	4	0.03%
Mixed – White & Black African	4	0.03%
Mixed – White & Asian	10	0.066%
Mixed – Other mixed	8	0.06%
Asian or Asian British - Indian	20	0.13%
Asian or Asian British - Pakistani	3	0.02%
Asian or Asian British – Bangladeshi	3	0.02%
Asian or Asian British – Other Asian	15	0.1%
Black or Black British - Caribbean	3	0.02%
Black or Black British - African	6	0.04%
Black or Black British – Other Black	8	0.06%
Chinese or Other Ethnic Group - Chinese	10	0.066%
Chinese or Other Ethnic Group - Other	48	0.31%
Not stated	366	2.40%
Total	15,244	100%

There has been a huge decrease in the number of individuals not stating their ethnicity this year. This has declined from a concerning 64.82% to a significant 2.40%. It is reassuring that individuals feel at ease to report their race for quality and monitoring purposes.

The figures suggest that the majority of people receiving SWV remain to be 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.

New software has been introduced to allow the Service to begin collecting data on participant gender.

Gender of people receiving Safe and Wellbeing Visits 2021 (31 December 2021)

We do not currently collect this data, but this category is being included in the current SWV Nintex form development

Emergency Response Data (1 January 2021 – 31 December 2021)

Age of people involved in incidents 1 Jan 2021 - 31 Dec 2021		
Age	Number	Percentage
	Number	Percentage
0-4	31	4.81%
5-9	14	2.17%
10-14	34	5.28%
15-19	43	6.68%
20-24	28	4.35%
25-29	15	2.33%
30-34	36	5.59%
35-39	24	3.73%
40-44	29	4.50%
45-49	14	2.17%
50-54	24	3.73%
55-59	21	3.26%
60-64	26	4.04%
65-69	17	2.64%
70-74	39	6.06%
75-79	24	3.73%
80-84	20	3.11%
85-89	13	2.02%
90-94	9	1.40%
95-99	1	0.16%
not stated	182	28.26%
Total	644	100.00%

The term 'victim' is used to describe a person who has been rescued by fire service personnel, or who are injured as a result of an incident. It can be observed that there has been an increase in the number of victims in the region from 512 in 2020 to 644 in 2021. The largest increase lying with the threshold of 30–34-year-olds and 70-74 year olds.

In 2021, the age group of 70 - 74 years more frequently required the support and assistance from the Service (6.06%), which differs to 2020 as it was the 15 – 19 age range. The highest recording in an age group is in the 'not stated' group with 28.26% which is a 6% reduction comparable to 2020.

Gender of people involved in incidents 2021

Gender of people involved in accidents 1 Jan 2021 - 31 Dec 2021		
Gender	Number	Percentage
Female	273	42.39%
Male	350	54.35%
Not known/not specified	21	3.26%
Total	644	100.00%

The number of incidents and victims has risen in the last year and continues to be predominantly in the Male gender group. It is unknown whether this data has been impacted by the pandemic whereby lots of individuals were forced to spend more time at home. The Service continues to engage in preventative activities particularly through SWV 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 Service project and station plans.

Ethnicity of people involved in incidents 2021

Ethnicity of people involved in accidents 1 Jan 2021 - 31 Dec 2021		
Ethnicity	Number	Percentage
Asian or Asian British	3	0.47%
Mixed	1	0.16%
Not Known/Stated	131	20.34%
Other	1	0.16%
White - British	500	77.64%
White - Other White	8	1.24%
Total	644	100.00%

From the victims where the Service was able to establish ethnicity, 77.64% of people involved in incidents were 'White British', which is comparable, though slightly up, on 2020 figures. The number of victims from each ethnic group is broadly consistent with those from the previous year, with the greatest difference occurring in the 'Not known/stated' category, where in the previous year there were 125 victims, and in the current reporting period, there were 131.

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.

Section 4: Conclusions and findings

CDDFRS will endeavour to ensure that the monitoring data collated in this report is used to inform its employment practices and service delivery. As a result, this information will be used to develop significant policies and practices, key examples of which are as follows:

- Women and members of Ethnic Minorities and LGBT+ communities remain underrepresented in the Service, particularly in operational roles. Steps have been taken in order to change this dynamic however this will take time to become embedded. One of these steps has been a programme of positive action. This includes attending community events, schools' career days, holding awareness sessions, developing online resources for potential applicants in order to raise awareness about firefighting career and encourage members of underrepresented groups to apply. We are confident this will bring positive change moving forward.
- The report shows an overall increase amongst the number of female employees across all roles, when compared to the previous year.
- Data collected during Safe and Well Visits will be used to inform any future developments of this scheme.

The Service is an active member of a number of external networks and working groups which enable the sharing of best practice and provide guidance and support across all strands of equality. These include:

- Inclusive Fire Service Group (IFSG);
- National Fire Chiefs Council (NFCC) Inclusion Practitioners Group;
- Asian Fire Service Association (AFSA);
- Women in the Fire Service (WFS);
- Rainbow Alliance (Pride);
- Stonewall

We will continue to use any best practices and information from these groups to further develop our Equality objectives.

For any enquiries or comments on this report, or on equality and diversity in general, please contact Nicola Linkleter (HR).