

CDDFRS Equality Data Report 2023



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 under s149 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 2022 to 31 December 2022. It reflects the policies and approaches that were current during this period.

Background

Our Purpose

CDDFRS undertakes 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:

- (a) Planning and preparing for emergencies and providing a professional and effective response at all times.
- (b) Providing professional advice and assurance to support business development and ensure public safety.
- (c) Engaging and educating people to improve their safety and wellbeing.
- (d) Delivering an efficient fire and rescue service through the effective use of public money and be accountable to the public.
- (e) Working closely with our partners to improve public safety.
- (f) 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.

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 Vision 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 with a population of approximately 623,000 people. Within the Service area there are approximately 290,000 households and around 18,500 business premises.

The Office of National Statistics provides key population information on the composition of the communities within County Durham and Darlington. The 2021 census figures for the population of County Durham and Darlington are shown below:

County Durham and Darlington Census 2021 population.

Unitary Authority	Male Population	Female Population	Population
County Durham	255,304	266,764	522,068
Darlington	52,670	55,129	107,799
Total	307,974	321,893	629,867

Source: Office for National Statistics – Census 2021

Since the last census carried out in 2011 County Durham has shown an annual population increase of 0.18% and Darlington an increase of 0.21%.

Section 1: Our Employees

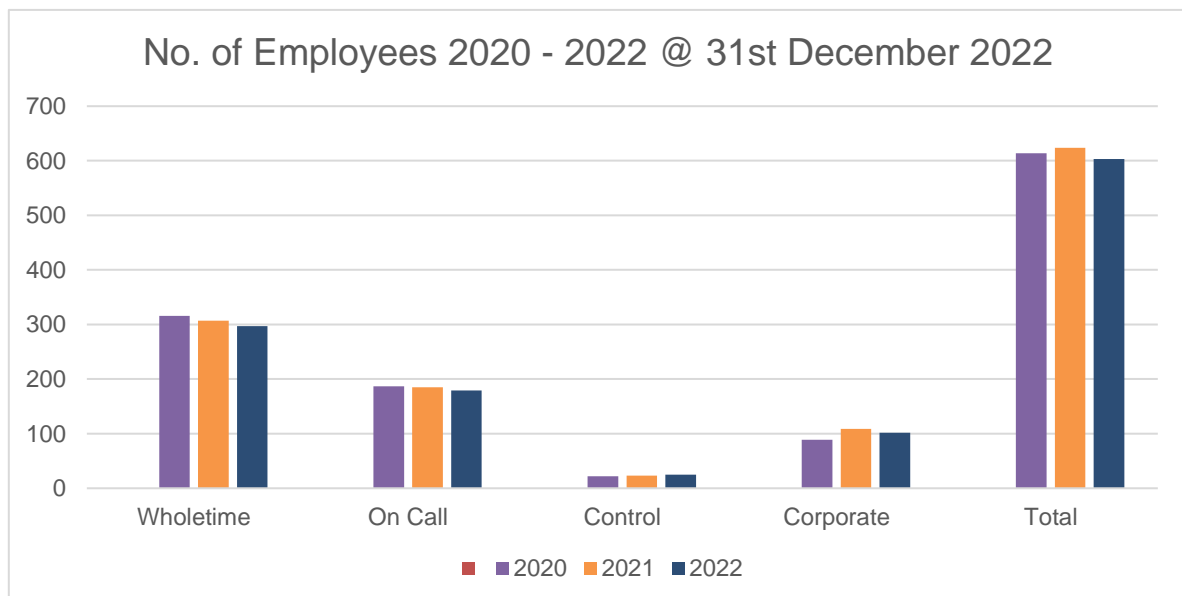
1.1 Workforce Profile

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 2022 and December 2022 was 603.

There has been a decrease of 21 employees in 2022 which is explained below.

Number of employees in post 2020 – 2022 (31 December 2022)

Year	Wholetime	On Call	Control	Corporate	Total
2020	316	187	22	89	614
2021	307	185	23	109	624
2022	297	179	25	102	603
Change 21/22	-10	-6	2	-7	-21
% Change 21/22	-3.3%	-3.4%	4.5%	-6.4%	-3.4%



1.2 Staffing Strength (FTE) by role (31 December 2022)

	Wholetime	On Call	Control	Corporate	Total
Principal Officers	2	0	0	0	2
Area Manager/Grade 15	2	0	0	2.61	4.61
Group Manager/Grade 14	5	0	0	1	6
Station Manager/Grade 10-13	18	0	3	14.26	35.26
Watch Manager/Grade 8-9	44	11.76	3.6	21.11	80.47
Crew Manager/Grade 7	55	21.04	4	24.7	104.74
Firefighter/Grade 6 & below	171	91.52	9	23	294.52
Apprentice	0	0	2	8	10
Total	297	124.32	21.6	94.68	537.6

The number of staff employed by CDDFRS has decreased by 3.4% over the last 12 months.

This is due to the Service undertaking further changes to the structure to ensure the Service continues to address the anticipated challenges 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, 2018/2019). As part of these changes the Service's Senior Leadership Team (SLT) was streamlined through natural turnover and corporate staff members were asked to express an interest in early retirement / voluntary redundancy if they would like to be considered. This was dependant on whether the role undertaken could be absorbed elsewhere. This is reflected in the 6.4% decrease in corporate employees.

The decrease of 3.3% in wholetime employees can be contributed to the retirement profile of the Service which shows us that a number of uniformed

personnel have reached retirement age. The Service is currently running a successful firefighter apprenticeship programme to alleviate any shortfalls that may occur. A further cohort of apprentices will be recruited during 2023.

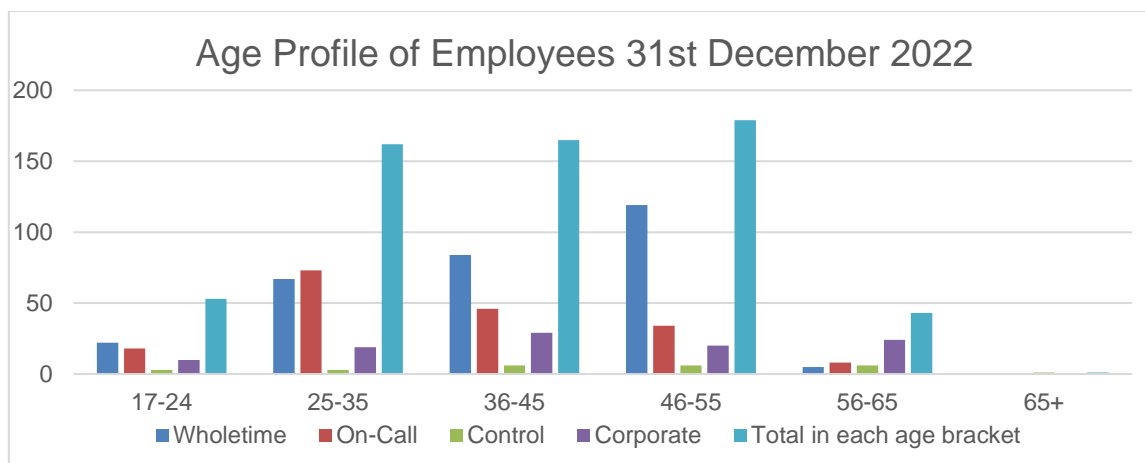
Although we carry out ongoing recruitment of on-call employees (Retained Duty System (RDS)) the number of employees has decreased by 3.4%. This can be accounted to retirements, work life balance of homelife and primary employments and the demographic population within a 5-minute response radius of our on-call stations. We do however continue to enhance our ability to attract and retain the very best talent we can in this area.

1.3 Age profile

The age profile of the workforce remains largely unchanged with the majority of staff aged between 46 and 55 (29.7%).

Age of employees (31 December 2022)

	17-24	25-35	36-45	46-55	56-65	65+
Wholetime	22	67	84	119	5	0
On-Call	18	73	46	34	8	0
Control	3	3	6	6	6	1
Corporate	10	19	29	20	24	0
Total in each age bracket	53	162	165	179	43	1
	8.8%	26.9%	27.4%	29.7%	7.1%	0.2%



As shown above CDDFRS continues to both attract and retain employees across a diverse age range which is generally representative of our communities (ONS Census 2021).

The majority of employees remains largely within the 36–45 and 46–55 age brackets which will be a legacy of the recruitment freeze experienced a few years ago.

The 17-24 bracket remains around 9% thus demonstrating our continued commitment to develop the next generation of employees within the Service which is done via our apprenticeship scheme where we have successfully recruited 6 cohorts of firefighter apprentices over the last 6 years. We have also recruited apprentices within control, workshops and other corporate roles.

We 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 a number of 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 will be running a positive action campaign for recruitment of our next apprentice cohort.

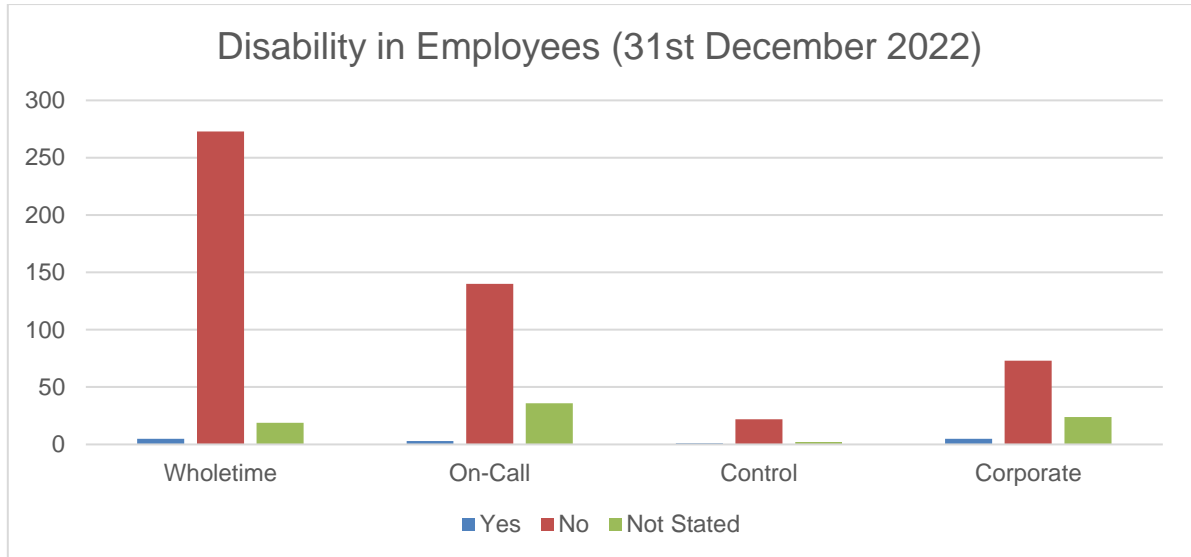
We are also committed to carrying out community events; open days, school visits where we can further demonstrate the vast variety of employment opportunities available. We are also carrying out an understanding our communities project allowing us to gain contacts from across our communities within underrepresented groups.

1.4 Disability

The disability profile of the workplace has decreased since 2021. Of the 14 employees stating they are classed as having a disability, only 5 were in support roles which is lower than the 8 in 2021. 3 individuals (corporate) with a disability left the Service during the early retirement / voluntary redundancy process. In Operational roles including Control there has been an increase of 1 person declaring themselves as having a disability. This represents 2.3% of the total workforce declaring themselves as having a disability in 2022.

Disability in Employees (31 December 2022)

	Yes	No	Not Stated	Total	Yes %
Wholetime	5	273	19	297	1.7%
On-Call	3	140	36	179	1.7%
Control	1	22	2	25	4.0%
Corporate	5	73	24	102	4.9%
Total	14	508	81	603	2.3%



We continue to record and monitor 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 employees with disabilities. We hold the 'Disability Confident Employer' certificate which was upgraded to 'Leader' this year showing our continued commitment to inclusiveness.

Our Health and Fitness Advisor, Mental Health First Aiders, Trauma Support Team and People and Organisation Development Team continue to be proactive in raising the awareness of mental health issues. Our Mental Health First Aiders provide advice and support by assisting to identify the signs of mental health and how to signpost employees to the correct treatment and support. Our Trauma Support Team continues to be embedded into our employee welfare provision, the availability and support of which has been well received since it was established.

We also have ongoing access for employees to an employee assistance programme (PAM Assist); which has a free confidential helpline and mobile app for all employees, providing advice and guidance on a wide range of issues.

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. We continue to provide a hybrid working scheme allowing eligible employees to work from home or other service locations. 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.

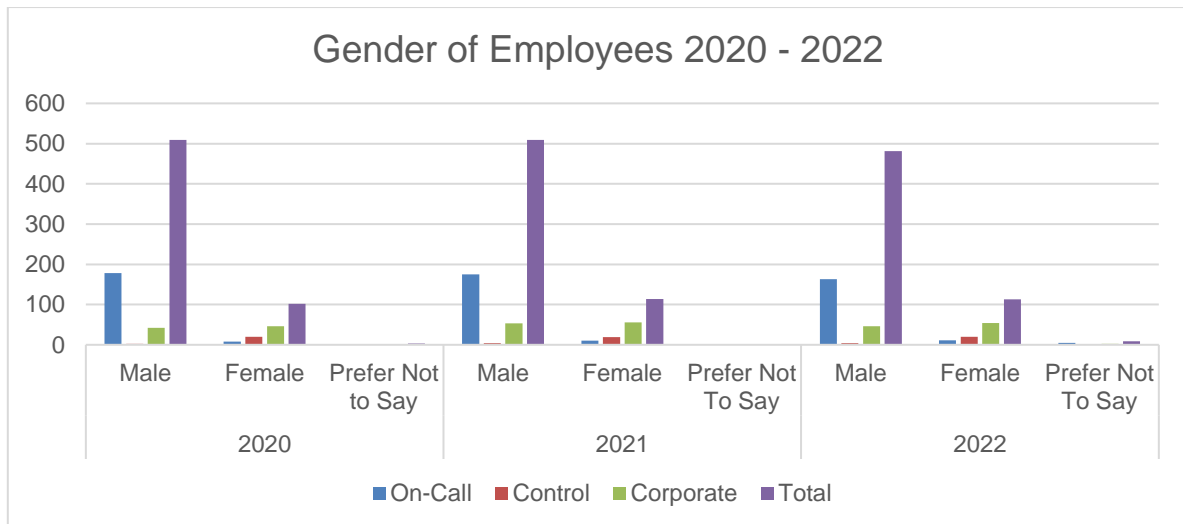
All new buildings across our estate are fully accessible and underwent an Equality Impact Assessment at various stages of planning and build. We aim to ensure adequate support and reasonable adjustments are supported whenever possible.

1.5 Gender

Even though there has been a decrease in the total number of employees there has been an increase in the ratio of female employees to male within the workforce. Almost 79.8% of employees within our organisation are male and 18.7% are female. 6.5% are female in an operational capacity.

Gender of employees 2020 – 2022 (31 December 2022)

	2020			2021			2022		
	Male	Female	Prefer Not to Say	Male	Female	Prefer Not to Say	Male	Female	Prefer Not to Say
Wholetime	287	28	1	277	29	1	268	28	1
On-Call	178	8	1	175	10	0	163	11	5
Control	2	20	0	4	19	0	4	20	1
Corporate	42	46	1	53	56	0	46	54	2
Total	509	102	3	509	114	1	481	113	9



As of 31 March 2022; 8.2% (2,862) of all firefighters employed by FRAs in the UK were women [source: www.gov.uk]. Therefore, CDDFRS lies slightly below the national average for female operational firefighters.

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 6.5% of the workforce, an increase of 0.25% on the previous year. Women account for 12.3% of support roles. The percentage of women in senior roles (Area Manager / Grade 15 and above) within the Service has increased to 40% due to changes within SLT.

As a Service we are aware that our gender split is primarily male dominated and we continue 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, we look to run a number of “taster” sessions 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.

1.6 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.

1.7 Pregnancy and Maternity

One person who has taken maternity leave in the last year has returned to their original roles the others are expected to return in 2023. This is a positive statistic which can be attributed to 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 and career breaks as well as various types of leave to employees to be as family friendly as practicable.

Pregnancy and maternity in employees 2020 – 2022 (31 December 2022)

	2020	2021	2022
Number expected to return	4	4	4
Total number returned	4	3	1

We continually review our maternity policy and maternity benefits to improve our current terms and conditions and incorporated the Shared Parental Leave Regulation. This enables us to gain credibility through women and family organisations, increase recruitment and retention of our workforce and improve staff morale and engagement.

1.8 Ethnicity

After 'White British or Irish', being the vast majority of the workforce (548), 42 people had not stated an ethnicity and 5 people had declared their ethnicity as 'Asian or Asian British'.

White British ethnicity remains the same as last year at 90%. Asian or Asian British denomination has increased by 2 since 2021. The percentage of staff who identify as being from an ethnic minority group has risen to 2.15% this year, which is relatively reflective of the communities, we serve according to the 2021 Census

which suggests that that just over 3% of the population of County Durham identify as ethnic minority.

Race of employees 2020 – 2022 (31 December 2022)

	2020	2021	2022
White British/Irish	540	566	548
White other	3	3	3
Mixed	1	1	1
Asian/Asian British	3	3	5
Black/Black British	6	5	4
Chinese	0	0	0
Other ethnic minority	0	0	0
Not stated/blank	61	50	42
Total % ethnic minority employees	2.1%	1.91%	2.15%

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 4.5% of firefighters were from the combined 'Asian, Black, Mixed and Other' (including Chinese) ethnic groups.

The national average of fire and rescue service staff (including support staff) from Asian, Black, Mixed and Other backgrounds in 2020 was around 5%. CDDFRS remain lower than the national average at 2.15% of the workforce being from ethnic groups but as previously advised we remain relatively reflective of the communities we serve.

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

We 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 our recruitment campaigns in an attempt to encourage more members of under-represented communities to come into our organisation and understand what career opportunities are available.

1.9 Religion and Belief

The religion or belief profile of the workforce remains largely unchanged when compared to 2021; those with no religion has increased by 2% and those claiming other has decreased by 2.7%. this can be attributed to the decrease in total number of employees within the service.

Religion of employees 2020– 2022 (31 December 2022)

	2020	2021	2022
Christian	173	194	192
Buddhist	3	3	2
Humanist	0	0	0
Sikh	0	0	0
No religion	131 (20%)	156 (25%)	164 (27%)
Other	230 (37%)	198 (31.7%)	176 (29%)
Not stated/blank	77 (12.33%)	73 (11.6%)	69 (11%)
Total	614	624	603



We continue to encourage all personnel to complete all aspects of equality data within the database provided. Currently 11% of staff have not stated or have left their religion blank which is shows a slight decrease which will hopefully continue through communication about the importance of data monitoring to staff and encourage accurate data collection through understanding the reason this information is collected and collated.

Collection of this data enables the Service to appreciate the religious requirements of our employees when developing our policies and procedures.

We also continue to engage with our communities through a range of activities, including promoting religious and beliefs festivals / events, in order to assist mutual understanding and respect for our diverse communities. Employees are required to undertake mandatory equality and diversity training every 2 years.

1.10 Sexual orientation

65% (394) of the Service’s 603 employees have declared their sexual orientation, an 7% increase on last year. 1.16% of the total number of employees have described themselves as Lesbian, Gay or Bisexual, a decrease of 0.44% since 2021. There has also been a positive decrease in the number of people declining to state, going from 252 in 2021 to 209 in 2022 equivalent to around 5% change.

Sexual orientation of employees 2020 – 2022 (31 December 2022)

	2020	2021	2022
Heterosexual	307	362	387
Lesbian/Gay	2	5	6
Not Stated/Blank	305	252	209
Bisexual	0	5	1
Total	614	624	603



It is encouraging that more people feel confident to state their Sexual orientation. The majority of employees declare themselves to be Heterosexual.

However, we do recognise that sexual orientation can be a sensitive subject which may prevent some individuals from declaring this. We do endeavour to encourage a more inclusive workforce profile through positive action and similar activity and aim to create a working environment where people can be themselves.

We continue 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, transgender and queer (LGBTQ+) employees and community members.

Section 2: Our Processes

2.1 Internal disputes and concerns

There were three grievances raised and recorded in 2022. Two were from male members of staff and one was from a female member of staff with two grievances partially upheld, and one resolved.

Ten informal grievances were raised and resolved with satisfactory outcomes in 2022.

A number (9) of disciplinary cases were investigated and managed during 2022 resulting in various outcomes. Three were concerning female members of staff and 6 were concerning male members of staff.

2.2 Applications for flexible working

In 2022, there were 3 flexible working requests received and all were approved. One flexible retirement request was received and also granted. Three members of the on-call duty system applied for 3 / 6 months unpaid leave for various reasons, and all were authorised.

Staff entitled to do so (currently 46 agreements in place) continue to work under the hybrid working procedure that was introduced during the covid-19 pandemic. Employees wishing to apply 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 undertaken throughout 2022.

External recruitment processes included:

- Apprentice Firefighter recruitment

- On-going On-call Firefighter recruitment
- Various support roles including People Business Partner
- Control Apprentice recruitment

2.3.1 Applications for Employment

Applications received for all recruitment processes are broken down by Gender, Age, Sexual Orientation, Ethnicity, Religion and Disability. However due to the jobs market being flooded and difficulty in recruiting certain roles we used different methods of recruitment meaning equality and diversity data could not be obtained for all applicants. These have been recorded as blanks.

In 2022 the total number of applications received for all recruitment processes was 752.

Applications received by Gender 2022

	Male	Female	Prefer not to say	Blank
Internal	38	8	0	24
External	14	16	n/a	81
Online	386	90	6	89
Total	438	114	6	194

Applicants in 2022 were predominantly Male (58%), and 15% Female which is a slight decrease on last year where females applying were 16%. There has been an increase of 76 applicants recorded as blank but this can be contributed to the change in recruitment method as advised above.

Applications received by Age 2022

	under 18	18-24	25-40	41-59	59+	prefer not to say / blank
Internal	0	4	13	27	0	26
External	1	8	12	12	0	78
Online	51	196	266	35	0	23
Total	52	208	291	74	0	127

CDDFRS attracts more applicants within the 25-40 (38%) age range than any other. However, there is a fair spread of age groups who are interested in applying for posts within the Service.

7% of applications were received by individuals aged 18-24; and 27% of applications received by individuals aged 25-40. The significant reduction in 18-24 since 2021 is accountable to a change in age ranges so that all methods of recruitment, paper based and online are synchronised.

Applications received by Disability 2022

	Yes	No	Prefer not to say	Blank
Internal	2	45	0	23
External	2	30	0	81
Online	13	509	16	33
Total	17	584	16	137

2.25% of applications received regarded themselves as disabled which is slightly down from 2021. The percentage of applications received where no indication was provided (prefer not to say or blank) was around 20%. This is significantly more than last year but as advised we did change recruitment methods for some of our roles.

This does continue to highlight to the Service that we should endeavour to encourage more transparency for the purpose of equal opportunities monitoring and execution.

Applications received by Ethnicity 2022

	White	Indian	Mixed	Blank
Internal	45	0	1	24
External	29	1	2	79
Online	454	1	15	101
Total	528	2	18	204

The percentage of applications received where ethnicity was stated as 'White' was 70% which is a decrease compared with last year but the reasons for this have been explained earlier.

The percentage of applications received where ethnicity was stated as other than white was around 2.5%.

The percentage of applications received where ethnicity was stated as 'blank' was 27%.

Applications received by Religion 2022

	Christian	Buddhist	Atheist	Hindu	Muslim	Other	No religion	Prefer not to say / blank
Internal	27	1	9	0	0	4	1	28
External	18	0	8	0	0	3	0	82
Online	171	0	35	0	1	5	242	117
Total	216	1	52	0	1	12	243	227

The vast majority of online applications stated they were of no particular religion or belief (33%), followed by prefer not to say / blank (30%) then Christianity (28%).

The percentage of applications received where religion is stated as 'Hindu' or 'Muslim' is >1%.

Applications received by Sexual Orientation 2022

The majority of applicants (68%) regarded themselves as Heterosexual, whilst Lesbian and Gay accounted for 2% and 1% respectively. The percentage of applications received where people preferred not to declare their sexual orientation was 25%.

	Heterosexual	Lesbian	Gay	Bisexual	Prefer not to say
Internal	46	0	0	0	24
External	31	0	0	1	79
Online	433	14	9	24	91
Total	510	14	9	25	194

Our communities remain interested and engaged with our recruitment campaigns and where opportunities for employment within CDDFRS arise, we continue to receive a significant volume of applicants within our operational roles.

We continue to host Positive Action events where applicable and hope to still attract under representative groups from these events.

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 leader 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 2022

During 2021, 68 employees left CDDFRS across all areas of the Service. 25 of those employees were wholetime operational members of staff. 18 of those wholetime employees left the organisation due to retirement, 1 left through ill health retirement, 3 transferred into another FRS and 3 other members of staff left our organisation for 'other reasons'.

18 corporate staff also left the Service; 12 resigned, 1 retired, 1 transferred to another FRS, 2 took voluntary redundancy and 2 left for other reasons / circumstances.

Number of leavers (1 January 2022 – 31 December 2022)

Reasons For Leaving	Wholetime	On-Call	Control	Corporate	Total
Voluntary Redundancy	0	0	0	2	2
Resignation	2	19	0	12	33
Transfer to another FRS	3	1	0	1	5
Normal Retirement	18	3	0	1	22
Ill Health Retirement	1	2	0	0	3

Other	1	0	0	2	3
Total	25	25	0	18	68

Age of leavers (2022)

17-24	3
25-35	13
36-45	13
46-55	25
55+	14
Total	68

Disability of leavers (2022)

Yes	4
No	53
Not stated	11
Total	68

Race of leavers (2022)

White British/Irish	57
Mixed other	2
Black/Black British	1
Not stated	8
Total	68

Religion of leavers (2022)

Christian	20
No religion	20

Other	20
Not stated	8
Total	68

Gender of leavers (2022)

Male	55
Female	13
Total	68

Sexual orientation of leavers (2022)

Heterosexual	41
Other	4
Prefer not to say	23
Total	68

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 heterosexual, although this was followed 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.

Where the risk to the individual is high, our Community Safety 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 Home Fire Safety Visits 2022 (31 December 2022)

Age	Number of People	Percentage
Under 65	12,933	66.82%
Over 65	6,421	33.18%
Total	19,354	100%

During 2022, the Service carried out 19,354 Home Fire Safety Visits (HFSV) which was an increase of 4,110 since 2021. Although the majority of visits were to those under 65, there was a significant increase of 654 visits to over 65 in 2022 than in 2021. This increase in successful visits could be attributable to the end of the Covid pandemic regulations allowing our staff to return to pre-pandemic rules.

The HFSV the Service provides places a large emphasis on the overall health and wellbeing of individuals. The support offered to over 65's during and after the HFSV 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 HFSV 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 HFSV 2022 (31 December 2022)

	Number of People	Percentage
Disability	1,591	8.22%
No disability	17,763	91.78%
Total	19,354	100%

The percentage of people receiving HFSV that have declared themselves to have a disability is 8.22% which is almost 0.3% more than the figure reported last year. This could also be attributed to covid restrictions being relaxed earlier in the 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 receiving HFSV 2022 (31 December 2022)

	Number of People	Percentage
White - British	18,544	95.81%
White - Irish	22	0.11%
White – Other White	138	0.71%
Mixed – White & Black Caribbean	4	0.02%
Mixed – White & Black African	4	0.02%
Mixed – White & Asian	11	0.06%
Mixed – Other mixed	12	0.06%
Asian or Asian British - Indian	46	0.24%
Asian or Asian British - Pakistani	10	0.05%
Asian or Asian British – Bangladeshi	9	0.05%
Asian or Asian British – Other Asian	19	0.10%
Black or Black British - Caribbean	8	0.04%

Black or Black British - African	24	0.12%
Black or Black British – Other Black	8	0.04%
Chinese or Other Ethnic Group - Chinese	15	0.08%
Chinese or Other Ethnic Group - Other	47	0.24%
Not stated	433	2.24%
Total	19,354	100%

There has been a slight decrease in the number of individuals not stating their ethnicity this year. This has declined by 0.16% since last year. Although only slightly up from previous year it is reassuring that individuals still feel at ease to report their race for quality and monitoring purposes.

The figures suggest that the majority of people receiving HFSV 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.

Gender of people receiving HFSV 2022 (31 December 2022)

	Number of People	Percentage
Female	6,498	33.57%
Male	4,976	25.71%
Blank	6,974	36.03%
Not disclosed	904	4.68%
Other	2	0.01%
Total	19,354	100%

This is the first year we have been able to provide this data so cannot compare it to previous years. It does show that 33% of the visits carried out are to females and 25% are to males.

Emergency Response Data (1 January 2022 – 31 December 2022)

Age group	number of victims	% of victims
0 to 4	48	6.35%
5 to 9	13	1.72%
10 to 14	33	4.37%
15 to 19	40	5.29%
20 to 24	39	5.16%
25 to 29	31	4.10%
30 to 34	45	5.95%
35 to 39	30	3.97%
40 to 44	35	4.63%
45 to 49	30	3.97%
50 to 54	26	3.44%
55 to 59	31	4.10%
60 to 64	29	3.84%
65 to 69	28	3.70%
70 to 74	27	3.57%
75 to 79	24	3.17%
80 to 84	19	2.51%
85 to 89	20	2.65%
90 to 94	6	0.79%
95 to 99	3	0.40%
Total	756	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 [County Durham and Darlington](#) the region from 644 in 2021 to 756 in 2022. The largest increase lying with the threshold of 0–4-year-olds and 45–49-year-olds.

In 2022, the age group of 0-4 years more frequently required the support and assistance from the Service (6.35%), which differs to 2021 as it was the 70-74 age range.

Gender of people involved in incidents 2022

gender	number of victims	% of victims
Female	327	43.25%
Male	408	53.97%
Not known/not specified	21	2.78%
Total	756	100.00%

The number of incidents and victims has risen in the last year and continues to be predominantly in the male gender group. The Service continues to engage in preventative activities particularly through HFSV 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 2022

Ethnicity grouping	number of victims	% of victims
Asian or Asian British	3	0.40%
Mixed	4	0.53%
Not known/stated	145	19.18%
other	7	0.93%
White - British	591	78.17%
White - Other White	6	0.79%
Total	756	100.00%

From the victims where the Service was able to establish ethnicity, 78.17% of people involved in incidents were 'White British', which is comparable, though slightly up, on 2021 figures. The number of victims from each ethnic group is also slightly up from the previous year, with the greatest difference occurring in the 'Not known/stated' category, where in the previous year there were 131 victims, and in the current reporting period, there were 145.

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 endeavours to ensure that the monitoring data collated in this report is used to assist 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 continue to be taken to change this dynamic however we are aware this will take time to become embedded. One of these steps has been the positive action programme which is ongoing and developing. 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 in the ratio of female to male employees this year even though the total number of employees has decreased.
- Data collected during HFSV will be used to inform any future developments of this scheme.
- The Understanding our Communities project which allows us to gain knowledge through contacts within the community.

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).
- North East Rainbow Alliance (NEERA).

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