

CDDFRS Equality Data

Report 2026



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 can 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 2025 to 31 December 2025. 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%.

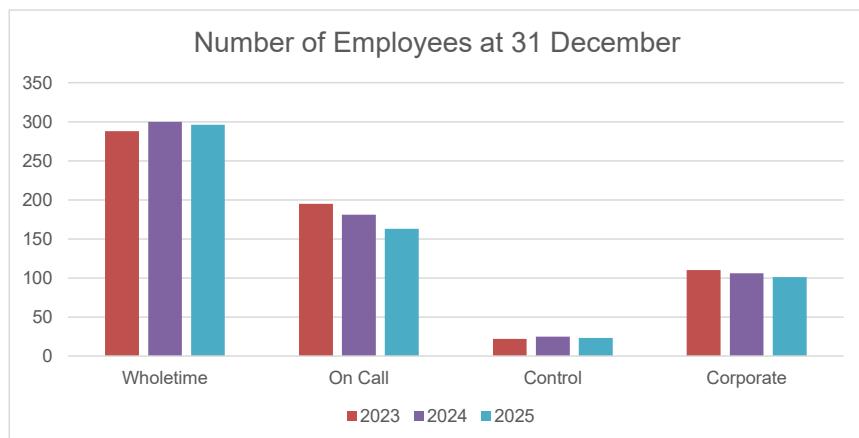
Section 1: Our Employees

1.1 Workforce Profile

As of the 31 December 2025, CDDFRS employed 583 within the various departments. There has been a decrease of 29 employees during 2025.

Number of employees in post 2023 – 2026 (31 December 2025)

Year	Wholetime	On Call	Control	Corporate	Total
2023	288	195	22	110	615
2024	300	181	25	106	612
2025	296	163	23	101	583
Change 24/25	-4	-18	-2	-5	-29
% Change 24/25	-1.3%	-9.9%	-8%	-4.7%	-4.7%



1.2 Staffing Strength (FTE) by role (31 December 2025)

	Wholetime	On Call	Control	Corporate	Total
Principal Officers	2	0	0	1	3
Directors	2	0	0	2	4
Head of Service (Group Manager/Grade 14 & 12)	7	0	0	7.5	14.5
Station Manager/Grade 10 & 11	17	0	2	8.07	27.07
Watch Manager/Grade 8-9	43	9.84	5.22	24.64	82.7
Crew Manager/Grade 7	54	23.92	3	20.11	101.03
Firefighter/Grade 6 & below	170.2	64.53	11.5	28	274.23
Apprentice	0	0	0	1	1
Total	295.2	98.29	21.72	92.32	507.53

Currently 3 employees who sit under Head of Service category and 1 employee under Station Manager / Grades 10 & 11 are on secondment to other organisations.

The number of staff employed by CDDFRS has decreased by 4.7% over the last 12 months.

The area that has seen the biggest reduction is the On Call category, with a reduction of 9.9% (18 individuals), which is the same category as previous years and is mainly because of on call requirements having a detrimental effect on their work life balance. CDDFRS continue to undertake On Call recruitment across the year, to

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CDDFRS continue to consider the workforce requirements 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 improve the areas identified during the inspection under during 2025/2026 by His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS).

A cohort of apprentices were recruited during 2025/2026 as part of workforce planning, when considering the age profile of the organisation and anticipated retirements.

1.3 Age profile

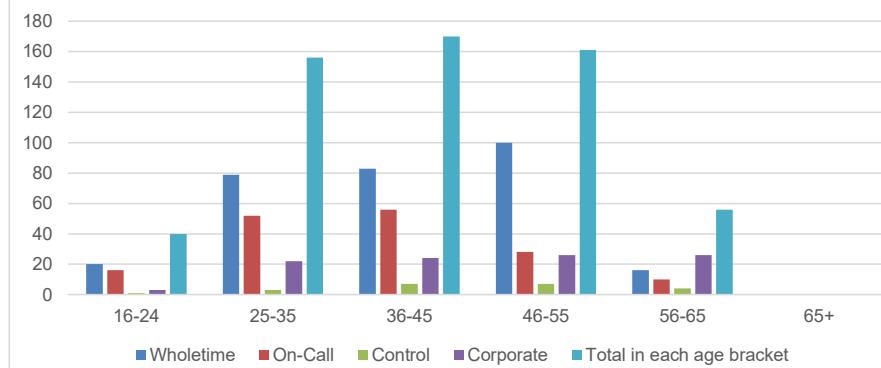
As shown above CDDFRS continues to both attract and retain employees across a diverse age range which is generally representative of our communities (ONS Census 2021).

The age profile of the workforce shows most staff that almost one third are aged between 36 and 45 (29.28%) which has increased slightly from 2024 (27.8%). There has been a reduction of from 9.5% to 6.9% of staff who are aged between 16-24.

Age of employees (31 December 2025)

Age Group	16-24	25-35	36-45	46-55	56-65	65+
Wholetime	20	79	83	100	16	0
On-Call	16	52	56	28	10	0
Control	1	3	7	7	4	0
Corporate	3	22	24	26	26	0
Total	40	156	170	161	56	0
Percentage	6.9%	26.8%	29.2%	27.6%	9.6%	0.0%

Age Profile of Employees at 31 December 2025



CDDFRS continue to commit to developing the next generation of employees by utilising apprenticeship schemes within both operational, control and 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 cadet scheme also continues to be ran across a number of fire stations encouraging individuals from our diverse communities to participate and understand the role of a firefighter.

CDDFRS remains committed to engage with all underrepresented groups through internal and external communication channels, achieving this through focused engagement, targeted communication, and community interaction. Positive Action events continue to be coordinated by CDDFRS and targeting of underrepresented groups will continue to be a focus.

To support engagement with the communities CDDFRS serve, there is a commitment to carrying out community events; open days, school visits where it can be demonstrated the varies roles available within the organisation.

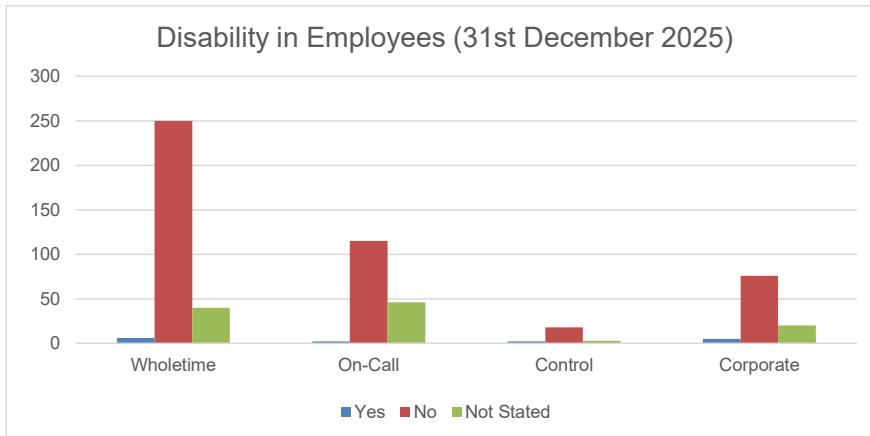
1.4 Disability

The number of employees declaring they have a disability has increased from 13 in 2024/2025 to 15 in 2025/2026, this represents 2.6% of the workforce.

Of the 15 employees stating they are classed as having a disability, 5 were in support roles. In operational roles, 6 are from wholetime, 2 in on-call and 2 in control.

Disability in Employees (31 December 2025)

Staff Group	Number of Staff with Disability (Yes)	Number of Staff with No Disability (No)	Number of Staff Not Stating their Disability Status (Not Stated)	Total	% of Staff with Disability
Wholetime	6	250	40	296	2.0%
On-Call	2	115	46	163	1.2%
Control	2	18	3	23	8.7%
Corporate	5	76	20	101	5.0%
Total	15	459	109	583	2.6%



During 2025, there has been significant work undertaken by the Neurodiversity Group in relation to raising awareness of Neurodiverse conditions, the support that is available to employees and introduction of a Neurodiversity tool kit across all sites within the Service.

The Service continue to hold the 'Disability Confident Leader' certificate which demonstrates our continued commitment to inclusiveness. The Service is also working with individual employees who have highlighted a diagnosis / disability to build personal health passports which documents any agreed reasonable adjustments.

The Service's 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.

Work is being undertaken during 2026, to strength the provision of Mental Health First Aiders and Trauma Support Team.

To support all employees, the Service have an employee assistance programme (Care first); which provides a confidential helpline which is also supported by a mobile app for all employees, which provides advice and guidance on a wide range of issues. The Service also have an Occupational Health and Physiotherapy contract in place and a Health and Safety provision to help us ensure we can support our employees' health and wellbeing needs at all times.



The Service have a hybrid working procedure in place which provides employees the flexibility of working from home or estate across the Service.

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.

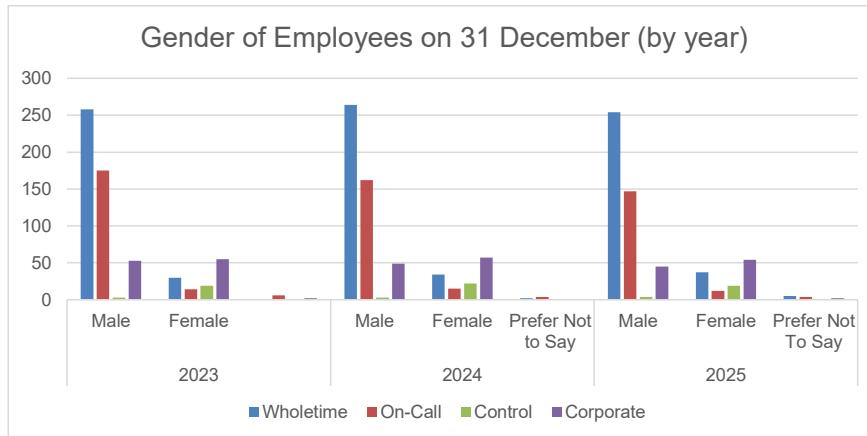
1.5 Gender

The workforce of the Service is made up of 77.19% male, 20.93% female and 1.89% do not wish to disclose their gender,

There has been a decrease of 6 in the number of females within the workforce during 2025. There has been a reduction of 3 females in the on-call workforce, a reduction of 3 from control and 3 within the corporate teams. There has been an increase of females within the wholetime workforce.

Gender of employees 2022 – 2024 (31 December 2025)

Year	2023	2023	2023	2024	2024	2024	2025	2025	2025
Gender	Male	Female	Prefer Not to Say	Male	Female	Prefer Not to Say	Male	Female	Prefer Not to Say
Wholetime	258	30	0	264	34	2	254	37	5
On-Call	175	14	6	162	15	4	147	12	4
Control	3	19	0	3	22	0	4	19	0
Corporate	53	55	2	49	57	0	45	54	2
Total	489	118	8	478	128	6	450	122	11



As of 31 March 2024; 9.3% (3,184) of all firefighters employed by Fire and Rescue Authorities (FRA's) in the UK were women [source: www.gov.uk]. Therefore, CDDFRS lies above the national average for female operational firefighters at 10.68% which is reduction from 11.3% in 2024. This may be contributed to the overall reduction of number of on-call employees.

Women account for over 53% of support roles (corporate). The percentage of women in senior roles (Director / Grade 15 and above) within the Service has remained the same during 2025.

Male's employees continue to dominate within operational roles. The Service are committed to addressing the unequal ratio of male to female within operational and run positive action events to encourage underrepresented groups to consider these roles as a career.

1.6 Gender Reassignment

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

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1.7 Pregnancy and Maternity

Three employees have commenced maternity leave during 2025. It is anticipated that all 3 will return to their roles. As a Service 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 several types of leave to employees to be as family friendly as practicable.

Pregnancy and maternity in employees 2023 – 2025 (31 December 2025)

	2023	2024	2025
Number expected to return	3	2	3
Total number returned	3	2	3

The Service continually review the Family Leave procedure to ensure that it reflects legislation and best practice. During 2025 the procedure has been updated to reflect the changes to neonatal leave. By having a fair procedure enables the Service to offer family leave with the intention of improving recruitment and retention of our workforce and improve staff morale and engagement.

1.8 Ethnicity

'White British, Irish or White Other,' make up 92.45% of the workforce. There has been a reduction from 42 to 35 in 2025 of employees who have not declared ethnicity. the majority of the workforce (553). 42 people had not declared their ethnicity and 6 people had declared their ethnicity as 'Asian or Asian British'.

The percentage of staff who identify as being from an ethnic minority group has slightly increased from 2.78% to 2.92%. This is even closer to the results of the 2021 Census which advises the communities, we serve in County Durham has just over 3% of the population identifying as people from ethnic minority backgrounds.

Race of employees 2023 – 2025 (31 December 2025)

	2023	2024	2025
White British/Irish	552	553	531
White other	3	6	8
Mixed	3	2	4

Asian/Asian British	5	6	2
Black/Black British	3	3	3
Chinese	0	0	0
Other ethnic minority	0	0	0
Not stated/blank	49	42	35
Total % ethnic minority employees	2.28%	2.78%	2.92%

The national average of fire and rescue service staff (including support staff) from Asian, Black, Mixed and Other backgrounds in 2022 was around 5.6%. CDDFRS remain lower than the national average at 2.92% 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>

The Service will continue to work towards ensuring it reflects the community that it serves and build on the work undertaken with Teakisi over 2024.

Understanding the communities that are served within the geographical area is key and this is done through the CONNECT work undertaken within the Service by operational crews.

1.9 Religion and Belief

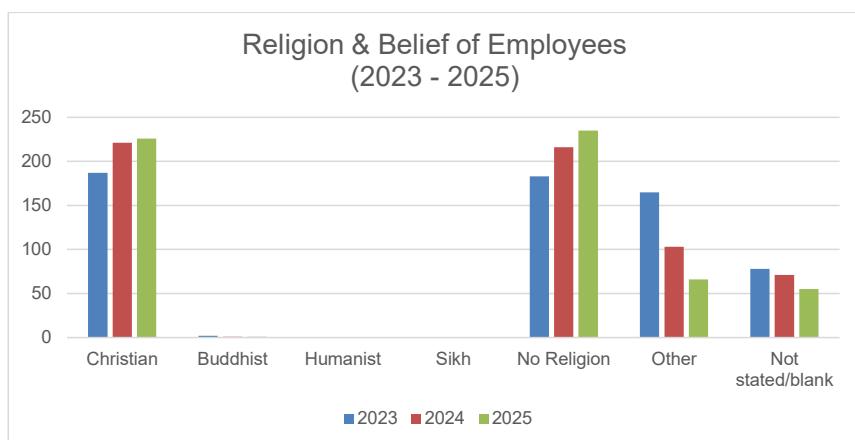
The number of employees who have stated that they have no religion has increased from 35.29% in 2024 to 40.31% in 2025. This may account for the change in relation to 'Other' as this has decreased from 16.83% in 2024 to 11.32% in 2025.

Religion of employees 2023 – 2025 (31 December 2025)

	2023	2024	2025
Christian	192 (31.2%)	221 (36.1%)	226 (38.77%)
Buddhist	2	1	1
Humanist	0	0	0



Sikh	0	0	0
No religion	183 (29.8%)	216 (35.29%)	235 (40.31%)
Other	165 (26.8%)	103 (16.83%)	66 (11.32%)
Not stated/blank	78 (12.7%)	71 (11.6%)	55 (9.43%)
Total	615	612	583

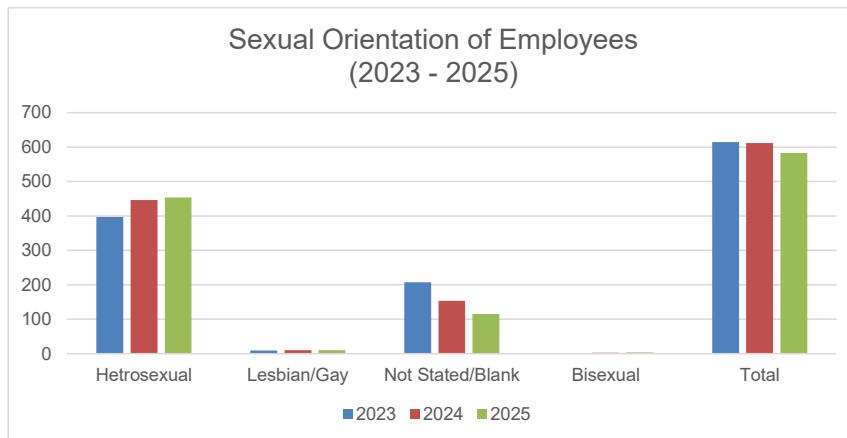


As a Service we promote various religious and beliefs festivals and events, to improve understanding and respect for the diverse communities we serve.

1.10 Sexual orientation

Sexual orientation of employees 2023 – 2025 (31 December 2025)

	2023	2024	2025
Heterosexual	397	446	454
Lesbian/Gay	9	10	10
Not Stated/Blank	207	153	115
Bisexual person	2	3	4
Total	615	612	583



The number of employees who did not declare their sexual orientation has decreased from 25% in 2024 to 19.73% in 2025. 77.87% of employees declare themselves to be Heterosexual. Declaring sexual orientation can be an emotive and the Service continue to undertake work to encourage individuals feel comfortable informing colleagues of their sexual orientation and where they are comfortable being 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, queer (or questioning), intersex, and asexual (or allies), (LGBTQIA+) employees and community members.

Section 2: Our Processes

2.1 Internal disputes and concerns

There were 15 fairness at work concerns (grievances) raised during 2025. Of the 15 concerns, 11 were raised by male employees, 3 by female employees and one was a collective grievance.

Following conclusion of the Fairness at Work procedure and relevant investigations, 5 were partially upheld, 6 were not upheld and 4 have not yet been fully heard.

Following conclusion of any fairness at work investigation, any learning or recommendations taken from the findings of the investigation are reviewed and relevant changes are made.

In regard to dignity at work concerns, there were 5 raised during 2025. 4 were raised by male employees and 1 was raised by a female employee. 4 of the 5 concerns were partially upheld with various action taken as a result of the investigation. 1 of the cases raised in 2025, has not yet been fully investigated and outcome confirmed.

There were six disciplinary investigations undertaken during 2025 resulting in various outcomes. All disciplinaries undertaken were concerning male members of staff.

2.2 Applications for flexible working

In 2025, there were 3 flexible working requests received, and all were approved. There were 2 flexible retirement requests received during 2025, both of which were approved.

There were 4 requests for a career break received during 2025, 2 from wholetime employees and 2 from on-call employees. All 4 requests were approved.

62 employees who are entitled to do so, have a hybrid working agreement in place.



The Service are committed to supporting employees with flexible working arrangements whilst providing an emergency response service and meeting the needs of the community.

Alternative working arrangements such as flexible working, part-time, job-share and compressed/staggered/ annualised hours can be discussed with non-operational employees as part of the commitment to work life balance.

3. Promotions and recruitment

A variety of internal and external recruitment processes were run during 2025. The data within this section includes the various promotions processes that were undertaken throughout 2025. External recruitment processes included Apprentice Firefighter, On-going On-call Firefighter and various corporate support roles

2.3.1 Applications for Employment

Applications received for recruitment processes are usually broken down by Gender, Age, Sexual Orientation, Ethnicity, Religion and Disability. In 2025 the total number of applications received for all recruitment processes was 598.

Applications received by Gender 2025

	Male	Female	Prefer not to say	Blank
Internal	35	6	0	0
External	20	18	0	0
Online	428	81	8	2
Total	483	105	8	2

17.56% of applicants were female, compared to 80.77% of males during all recruitment processes in 2025. There has been a very slight reduction in the number of female applicants when compared to 2024, which was 18%.

Applications received by Age 2025

	under 18	18-24	25-40	41-59	59+	prefer not to say / blank
Internal	0	0	6	16	0	19
External	0	4	13	9	0	12
Online	27	249	218	22	0	3
Total	27	253	237	47	0	34

The age groups that have submitted most applications are those between 18-24 (42.31%) and 25-40 (39.63%). All applicants under 18 (4.52%) applied for the firefighter apprenticeship scheme during 2025, as this was the method of application via an online system.

Applications received by Disability 2025

	Yes	No	Prefer not to say	Blank
Internal	0	22	0	19
External	5	21	0	12
Online	20	479	10	10
Total	25	522	10	41

4.18% of prospective candidates applying for vacancies within the Service outlined that they had a disability. This was an increase from 2024, where 3.3% of applications received were from candidates with a disability.

When compared to last year, the percentage of candidates who have left the question in relation to disability blank or stated that they would prefer not to say, this has been constant at 8%.

The Service has continued to be awarded the Disability Confident Leader award, for continuing to support those individuals with a disability.

Applications received by Ethnicity 2025

	White	Indian	Mixed	Black African	Black Caribbean	Blank / Prefer not to say
Internal	22	0	0	0	0	19
External	24	1	1	0	0	12
Online	415	2	2	2	2	96
Total	461	3	3	2	2	127

The percentage of applications received where ethnicity was stated as 'White' was 77.09% which was similar to 2024 which was 75.5%. The percentage of applications received where ethnicity was stated as 'blank / prefer not to say' has also remained similar to the previous year. 21.24% have not declared their ethnicity in 2025, compared to 20% in 2024.

Applications received by Religion 2025

	Christian	Buddhist	Atheist	Hindu	Muslim	Other	No religion	Prefer not to say / blank
Internal	18	0	1	0	0	3	0	19
External	12	0	7	0	0	3	0	16
Online	148	1	0	0	4	2	338	26
Total	178	1	8	0	4	8	338	61

The vast majority of online applications stated they were of no particular religion or belief (56%), followed by Christianity (29%) then prefer not to say / blank (11%).

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

Applications received by Sexual Orientation 2025

	Heterosexual	Gay Woman	Gay	Bisexual person	Blank / Prefer not to say
Internal	22	0	0	0	19
External	22	1	2	0	13
Online	432	12	7	36	32
Total	476	13	9	36	64

The majority of applicants 79.6% regarded themselves as Heterosexual compared to 81% in 2024. Gay Women and Gay accounted for 2.17% and 1.51%, respectively of applications. The percentage of applications received where people preferred not to declare their sexual orientation was 10.7%.

2.3.2 Leavers of the Service 2025

During 2025, 59 employees left CDDFRS across all areas of the Service.

17 of those employees were wholetime operational members of staff. 16 of those wholetime employees left the organisation due to retirement, and 1 other members of staff left our organisation for 'other reasons'.

9 corporate staff also left the Service; 3 of these employees left the organisation due to retirement, 4 left resigned for alternative employment and 2 left for other reasons / circumstances.

Number of leavers (1 January 2025 – 31 December 2025)

Reasons For Leaving	Wholetime	On-Call	Control	Corporate	Total
Voluntary Redundancy	0	0	0	0	0
Resignation	0	25	1	4	30
Transfer to another FRS	0	0	0	0	0
Normal Retirement	14	3	1	3	21
Ill Health Retirement	2	1	0	0	3
Other	1	2	0	2	5
Total	17	31	2	9	59

Age of leavers (2025)

17-24	4
25-35	18
36-45	6
46-55	19
55+	12
Total	59

Disability of leavers (2025)

Yes	0
No	50
Not stated	9
Total	59

Race of leavers (2025)

White British/Irish	53
Mixed other – White/Asian	1
Not stated	5
Total	59

Religion of leavers (2025)

Christian	26
No religion	16
Other	12
Not stated	5

Total	59
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Gender of leavers (2025)

Male	45
Female	13
Prefer not to say	1
Total	59

Sexual orientation of leavers (2025)

Heterosexual	43
Prefer not to say	16
Total	59

Employees who leave the organisation are asked to complete a exit questionnaire or have the opportunity to have a one-to-one meeting the Chief Fire Officer. The questions asked relate to the leavers overall experience within the Service, job satisfaction, suggestions of potential improvements within the Service.

Two age groups saw similar number of leavers during 2025, these were 25-35 (18) and 46-55 (19). Due to the age profile of the workforce, it would be anticipated that due to retirements, the age group of 46-55 would be one of the groups that would see the most number of leavers. In 2024, the age group of 25-35 saw the majority of leavers which is similar to this year.



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 over the age of 65, have medical dependency and are living alone fall within the high risk.

The majority of Home Fire Safety Visits (HFSV) are conducted by local operational crews, however, to the most vulnerable members of our communities, the Service's Community Safety Officers (CSO's) will undertake the HFSV.

Age of People receiving Home Fire Safety Visits 2025 (31 December 2025)

Elderly	Number of jobs	%GT number of jobs
Over 65	6629	28.57%
Under 65	16574	71.43%
Total	23203	100.00%

During 2025, the Service carried out 23,203 HFSV's which was an increase of 2,235 since 2024. Most visits were to those under 65, and there was an increase of 859 visits to over 65 in 2025 than in 2024.

The HFSV the Service provides places an emphasis on the overall health and wellbeing of individuals. Due to the increased number of fire fatalities across the Service area, there has been increased engagement with partner agencies to help identify what data is available to the Service to understand those in the community are most vulnerable. As a result of this work it is anticipated that the number of over 65's receiving a HFSV will continue to increase.

Disability of people receiving HFSV 2025 (31 December 2025)

Disability	Number of jobs	%GT number of jobs
Disability	2445	10.54%
No disability	20758	89.46%
Total	23203	100.00%

The percentage of people receiving HFSV that have declared themselves to have a disability is 10.54% which is an increase of 1.11% compared to 2024 data. There is a reliance on individuals disclosing any disabilities and therefore this percentage may be higher.

Race of people receiving HFSV 2025 (31 December 2025)

Ethnicity	Number of jobs	%GT number of jobs
White – English/Welsh/Scottish/Northern Irish-British	17704	76.30%
Not stated	4729	20.38%
Not disclosed	387	1.67%
White – Any other white background	112	0.48%
Asian or Asian British – Indian	60	0.26%
Black or Black British – African	46	0.20%
Asian or Asian British – Any other Asian background	26	0.11%
Asian or Asian British – Chinese	24	0.10%
Black or Black British – Any other Black/African/Caribbean background	18	0.08%
Mixed – Any other mixed/multiple ethnic background	17	0.07%

Ethnicity	Number of jobs	%GT number of jobs
Other Ethnic Group – Any other ethnic group	17	0.07%
Asian or Asian British – Pakistani	14	0.06%
Asian or Asian British – Bangladeshi	11	0.05%
White – Irish	9	0.04%
Black or Black British – Caribbean	7	0.03%
Mixed – White and Asian	7	0.03%
Mixed – White and Black African	7	0.03%
Mixed – White and Black Caribbean	3	0.01%
White – British	2	0.01%
White – Gypsy or Irish traveller	2	0.01%
British	1	0.00%
Total	23203	100.00%

As in the previous year, the number of individual's not wishing to disclose their ethnicity has increased. 20.38% of individuals who had a HFSV did not disclose their ethnicity compared to 11.69% in 2024.

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 2025 (31 December 2025)

Gender	Number of jobs	%GT number of jobs
Female	9370	40.38%
Not stated	7076	30.50%
Male	6750	29.09%
Other	7	0.03%
Total	23203	100.00%

During 2025m 40.38% of the HFSV completed were for female and 29.09% were male, compared to 45.87% and 34.69% in 2024. The number of individuals who have not stated their gender has increased from 19.37% in 2024 to 30.50% in 2025.



Emergency Response Data (1 January 2025 – 31 December 2025)

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.

Age group	Number of victims	% of victims
0 to 4	41	5.44%
5 to 9	16	2.12%
10 to 14	23	3.05%
15 to 19	34	4.52%
20 to 24	65	8.63%
25 to 29	45	5.98%
30 to 34	32	4.25%
35 to 39	42	5.58%
40 to 44	23	3.05%
45 to 49	20	2.66%
50 to 54	33	4.38%
55 to 59	33	4.38%
60 to 64	28	3.72%
65 to 69	26	3.45%
70 to 74	27	3.59%
75 to 79	39	5.18%
80 to 84	30	3.98%
85 to 89	19	2.52%
90 to 94	13	1.73%
95 to 99	4	0.53%
Not stated	160	21.25%
Total	753	100.00%



The number of victims over 2025 has slightly decreased to 753, compared to 775 during 2024.

The largest proportion of victims falls into the "not stated" age group (21.25%), while among stated ages, the "20 to 24" group has the highest percentage of victims at 8.63%.

Gender of people involved in incidents 2025.

Gender	Number of victims	% of victims
Female	315	41.83%
Male	426	56.57%
Not known / not specified	12	1.59%
Total	753	100.00%

Males remain the predominate gender that are victims at 56.57% over 2025 which is very similar to 2024 with 56.26%. The Service continues to provide education and preventative activities across all sections of the community including social exclusion and isolation.

Ethnicity of people involved in incidents 2025.

Ethnicity grouping	Number of victims	% of victims
Asian or Asian British	12	1.59%
Mixed	5	0.66%
Not known / stated	68	9.03%
Other	9	1.20%
White – British	651	86.45%
White – Other White	8	1.06%
Total	753	100.00%

87.51% of victims were White British or White Other group and 3.45% of victims were from ethnic minorities groups during 2025. In 2024 only 1.42% of victims were from ethnic minorities.

These percentages in relation to ethnicity are reflective of the population across the Service area.



Section 4: Summary

The Service use data available to assist in decision making to meet the needs of the community and workforce. Using previous data, the Service has taken the following steps:

- Provided Bystander Training across the Service to aid individuals in raising concerns and challenging inappropriate behaviour.
- Working with New College Durham ran a Fire Futures Programme for young adults who are interested in a career in the Fire Service.
- Continued to undertake positive action work by running 'Have a Go' taster sessions and targeting under representative groups.
- Reviewed the Equality and Diversity mandatory training to ensure it reflects the changes to legislation around sexual harassment.
- Work to evaluate the 'Connect' project implemented a couple of years ago has commenced to ensure that the Service continue to meet the needs of the community.
- Introduction of neurodiversity tools across all stations and promotion of the Health Support Passport for employees who require reasonable adjustments.
- Successful attainment of Disability Confident Leader status.
- Provision of information in various languages and 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.

The Service also engage with a number of external networks to ensure learning from others and aid the implementation of best practice. The networks that are engaged with are:

- Inclusive Fire Service Group (IFSG).
- National Fire Chiefs Council (NFCC) Inclusion Practitioners Group.
- Asian Fire Service Association (AFSA).
- Women in the Fire Service (WFS).
- Armed Forces Covenant
- Disability Confidence

- NEREO Equality Network

The Service continues to be committed to meet the diverse needs of our communities and workforce.