



County Durham and Darlington
Fire and Rescue Service

Annual Equality Data Report

January 2014



Introduction

The Public Sector Equality Duty which came into force on 1st April 2011 requires public authorities like ourselves, to publish information to demonstrate we comply with the general equality duty. This requires authorities to have due regard to the need to:

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

County Durham and Darlington Fire and Rescue Service (CDDFRS) are required to produce an annual report to demonstrate our compliance with the general equality duty. This report must include information about our employees and the people who we provide a service to in County Durham and Darlington.

This report will be accessible to the public and will enable customers, staff and our regulators to assess our equality performance. Findings also enable us to identify equality priorities and development areas which inform our equality objectives.

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

Data and information has been collated for the period 1st April 2012 to 31st March 2013 and some comparisons have been made to the previous year. This report details both Service and Employee data to show how as a Fire Service we take protected characteristics into account in all we do, such as decision making, employment and the services we provide to the public.

The protected characteristics covered by the Equality Act are:

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

Employee Data

Current Employees

Number of employees in post 2011 – 2013 (31st March 2013)					
Year	Wholetime	RDS	Control	Non Uniform	Total
2011	381	171	27	89	668
2012	365	174	28	77	644
2013	350	181	30	77	638
Change 12 -13	-15	+7	+2	0	-6
Percentage change 12/13	-4.1%	+4.0%	+7.1%	0%	-0.9%

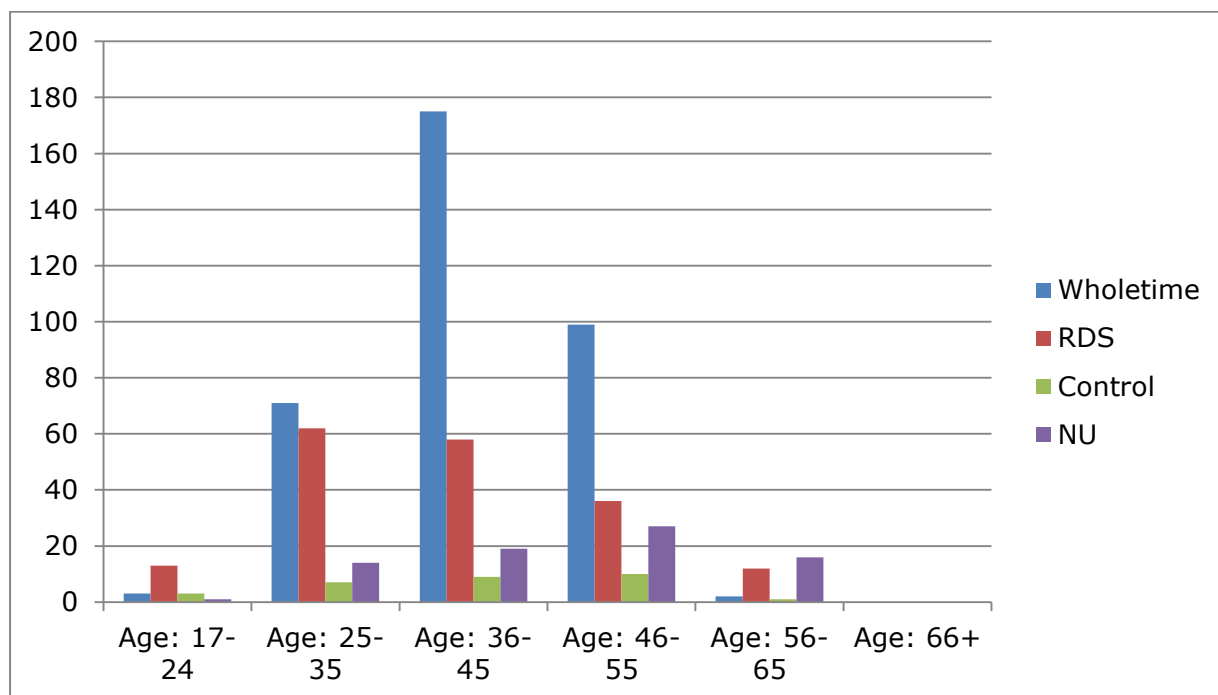
Over the last three years the number of staff employed by CDDFRS has reduced. In 2012 this was mainly due to necessary organisational restructure and the review and subsequent change to some of our ways of working. Employees were redeployed where possible and a recruitment freeze put in place, preventing the need for any compulsory redundancies.

In 2013 although wholetime numbers have decreased significantly due to retirements and the ongoing recruitment freeze, the Retained Duty System (RDS) numbers have increased. This is due to more flexibility in contracted hours, enabling us to take on more staff with lower percentage cover.

Staffing strength (FTE) by role (31st March 2013)					
Role	Wholetime	RDS	Control	Non Uniform	Total
Brigade Manager	1	0	0	2	3
Area Manager/Grade 15	4	0	0	1	5
Group Manager/ Grade 14	6	0	0	0	6
Station Manager/ Grade 10-13	27	0	2	9	38
Watch Manager/ Grade 8-9	56	15	6	15	92
Crew Manager/ Grade 7	54	32	4	11	101
Firefighter/ Grade 6 and below	202	115	18	37	372
Total	350	162	30	75	

Age

Age of employees (31 st March 2013)					
	17-24	25-35	36-45	46-55	56-65
Wholetime	3	71	175	99	2
RDS	13	62	58	36	12
Control	3	7	9	10	1
Non Uniform	1	14	19	27	16
Total	20	154	261	172	31



What does this tell us?

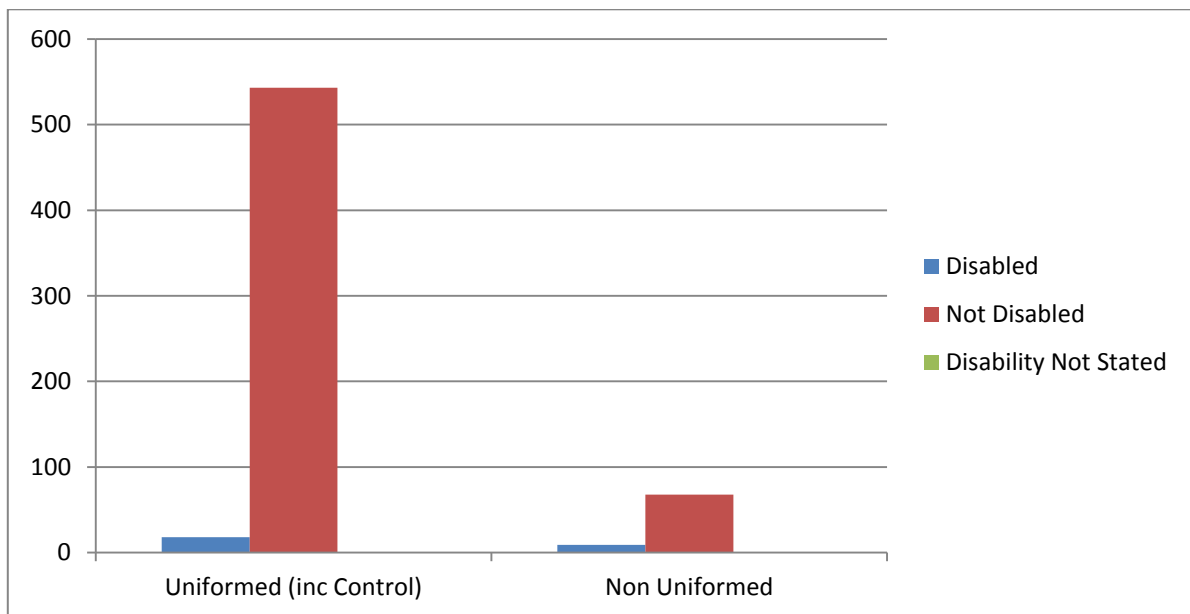
The majority of staff (41%) are within the 36-45 age range which is to be expected. We have a very small proportion of staff (3%) in the 17-24 age range, the majority of which are RDS staff. Due to the nature of the role of firefighter and legislative requirements associated with recruitment we have no employees under the age of 18. We are currently reviewing our work experience policy which will result in the Service engaging with more young people which may improve these figures. Our operational crews and community safety staff visit local educational establishments when the opportunity arises and three of our fire stations run Young Firefighters Schemes.

We also have a small proportion (4.9%) of staff over the age of 56. Although the Service encourages workers to remain after retirement age, it tends to be a small minority of employees who do remain in the Service after they are able to retire. Although we offer recognition of long service in the form of long service medals, it may be that the Service needs to look at other options to improve

these numbers. The physical nature of a firefighters role and the recent increase in pension age may be a contributory factor to this figure.

Disability

Types of disability of employees (31st March 2013)	
Type of Disability	Percentage of Employees
Physical	74%
Mental Health	11%
Learning	11%
Not specified	4%



What does this tell us?

4.2% of our workforce have declared themselves to have a disability, the majority of which are physical disabilities. This is higher than the national average for the Fire and Rescue Service in England, where less than 1.5% of staff declared a disability. (Communities and Local Government Fire and Rescue Service Equality and Diversity Report 2009). This may be due to our commitment to improving support mechanisms and accessibility for our disabled employees. We have held the Two Ticks Disability Symbol for over a decade which also demonstrates our commitment to disability.

Over the past year we have recognised that mental health issues are on the increase. Our Health and Fitness Advisor and Human Resources Team have been proactive in raising the awareness of mental health issues, providing mental health first aider training for a group of staff who are able to identify the signs of mental health and how to signpost employees to the correct treatment and support. We also provide the Employee Assistance Programme which is a free

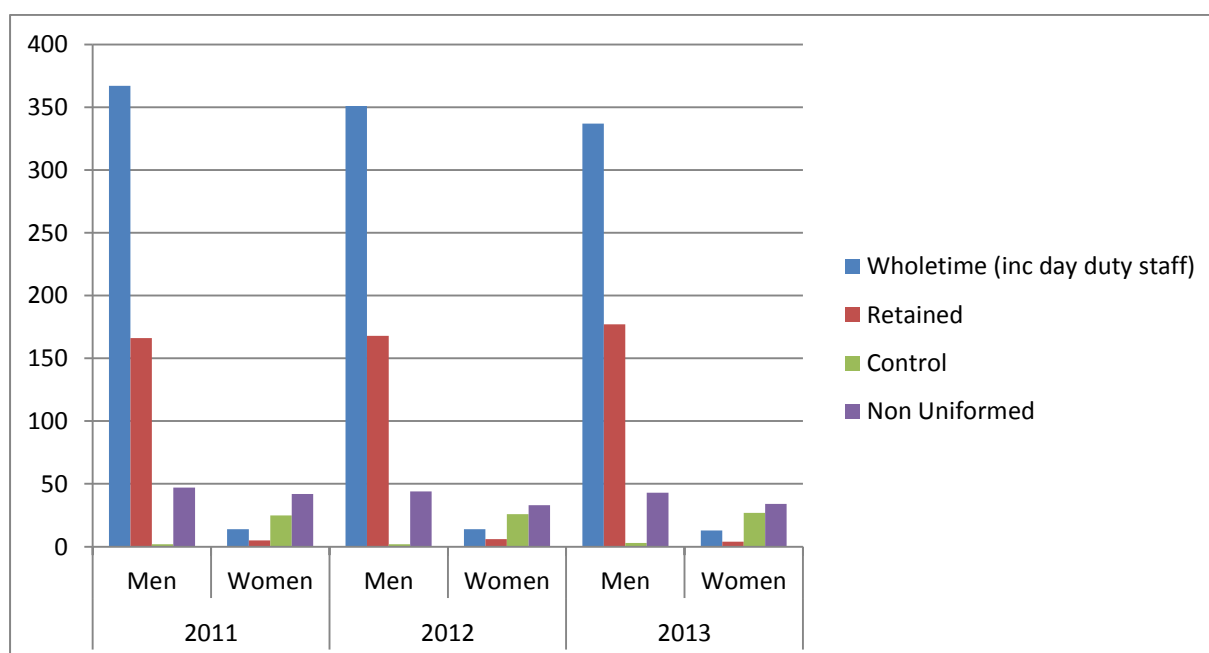
confidential helpline for all employees, providing advice and guidance on a wide range of issues.

All new buildings across our estate are fully accessible enabling us to employ disabled members of staff and improve our engagement with the disabled community. We support our disabled employees by making reasonable adjustments where possible. For example, we have provided specialised keyboards and wrist rests, specialist chairs and desk adjustments where necessary.

We also operate modified duties and phased return to work to support employees when returning to work following a long term period of ill health. These are a temporary measure and are usually arranged where an individual is unable to continue with their current role due to a potentially temporary condition.

Gender

Gender of employees 2011 – 2013 (31st March 2013)						
	2011		2012		2013	
	Men	Women	Men	Women	Men	Women
Wholetime	367	14	351	14	337	13
Retained	166	5	168	6	177	4
Control	2	25	2	26	3	27
Non Uniform	47	42	44	33	43	34
Total	582	86	565	79	560	78



What does this tell us?

Uniformed employees are predominantly white males with only 3% of uniformed staff which are women. This is due to females finding the selection tests more difficult than males due to the strength aspect as well as males in general being more interested in a career as a fire fighter than females.

The wholetime data includes employees who are not currently operational and work the day duty system. As mentioned earlier in the report the number of male wholetime employees has steadily reduced over the last three years due to the recruitment freeze and retirements.

The number of uniformed female employees has reduced from 20 (of which 15 were operational firefighters) in 2012 down to 17 (of which 12 were operational firefighters) in 2013. This decrease was due to female RDS firefighters leaving the Service due to other commitments. CDDFRS welcome female RDS firefighters and ongoing RDS recruitment should improve this figure in the coming years.

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.

Marriage and civil partnership

We currently do not collate marriage and civil partnership data from employees. However the introduction of a new back office system will enable us to gather this information from employees so that future data can be reported on.

Pregnancy and Maternity

Pregnancy and maternity in employees 2012-2013 (31st March 2013)		
	2012	2013
Number expected to return	3	4
Total number returned	3	4

What does this tell us?

Women who have taken maternity leave in the last two years have all returned to their original roles. This is a positive statistic which can be attributed to the work we have done on our work life balance policies. CDDFRS are committed to offering flexible, employment practices which recognise that staff want to find a sensible balance between their home and work life. We offer flexible working, job share, career breaks, child care vouchers as well as various types of leave to employees to be as family friendly as possible.

We are currently reviewing our maternity policy and maternity benefits to improve our current terms and conditions. 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. The service supports and understands the employee’s family responsibilities.

Race

Ethnicity of employees 2011 – 2013 (31st March 2013)			
Ethnicity	2011	2012	2013
White British/Irish	646	623	618
White Other	5	4	5
Mixed	3	3	3
Asian/Asian British	2	2	2
Black/Black British	6	6	6
Chinese	0	0	0
Other Ethnic Minority	0	0	0
Not Stated	6	6	4
Total percentage ethnic minority employees	2.4%	2.3%	2.5%

What does this tell us?

The number of ethnic minority employees has remained fairly constant over the last three years. However, the percentage of ethnic minority staff across the overall workforce has slightly increased due to a drop in staff numbers who were all white British. This percentage of 2.5% is lower than the national average 5.5% for the Fire and Rescue Service in England (Communities and Local Government Fire and Rescue Service Equality and Diversity Report 2009). However 2011 census data (Office for National Statistics Census 2011) shows 98.1% of County Durham population are white and 95.9% of Darlington are white. There is very little diversity within our communities which would make it difficult for us as a service to ensure our percentage of staff compared to the national average.

Religion and belief

We currently do not collate religion and belief data from employees. However the introduction of a new back office system will enable us to gather this information from employees so that future data can be reported on.

Sexual Orientation

We currently do not collate sexual orientation data from employees. However the introduction of a new back office system will enable us to gather this information from employees so that future data can be reported on.

Recruitment

Despite the recruitment freeze for wholetime firefighters, CDDFRS did recruit for RDS firefighters throughout the period March 2012 to April 2013. CDDFRS application forms include an equality questionnaire which allows us to collate equality data on the protected characteristics shown below which enables us to monitor the types of people applying for roles with the service.

At the 31st March 2013, of the 67 applicants, 17 were successful, 20 were unsuccessful and 30 were undergoing various stages of the recruitment process.

Age, Gender and Race

Age, gender and ethnicity of RDS applicants (31st March 2013)					
Age		Gender		Ethnicity	
17-24	31	Male	61	White British	62
25-35	26	Female	4	White Other	1
36-45	8	Not stated	2	Other	1
Not stated	2			Mixed White/Asian	1
				Not stated	2

What does this tell us?

Most applicants were British males under the age of 24 which correlate with the employee data already discussed in the report. The demographic make-up of the area, physical aspect of a firefighter's role and fitness level required to pass the recruitment tests are all contributory factors in this.

It is positive to note 6% of applicants were female however none of these were successful which suggests females find the recruitment tests more difficult to pass. It also shows that female interest in the role of firefighter is higher than our employee statistics suggest.

Disability, Religion and Sexual Orientation

Disability, religion and sexual orientation of RDS applicants (31st March 2013)					
Disability		Religion		Sexual Orientation	
Yes	1	Christian	24	Heterosexual	58
No	64	Buddhist	1	Lesbian/gay	1
Not stated	2	None	34	Prefer not to say	8
		Other	1		
		Prefer not to say	7		

What does this tell us?

Only 1.5% of applicants were disabled which is lower than our workforce data (4.2%) but in line with the national average. CDDFRS offer reasonable adjustments where possible during the recruitment process, for example, extra time on written tests for candidates with dyslexia.

The majority of RDS applicants have no religion (51%) which is high compared to 21% shown in 2011 census information for County Durham (Office for National Statistics Census 2011). This is likely to be due to the majority of RDS recruitment data coming from the under 35 age group with the census covering all age groups.

The majority of applicants were heterosexual (86.5%) CDDFRS are members of Stonewall and representatives regularly attend meetings and events. We also work with local groups such as Gay Advice Darlington (GAD) to raise awareness and keep up to date with local issues.

This year we have revised the equality questionnaire to include improved monitoring of the remaining protected characteristics so that in future we will be able to report on marriage and civil partnership, gender reassignment and pregnancy or maternity.

Leavers

Number of leavers (1st April 2012 - 31st March 2013)				
Reason for leaving	Wholetime	RDS	Control	Non Uniform
Dismissal on disciplinary grounds		1		
Medical discharge				
Resignation due to harassment or discrimination				
Poor performance/efficiency				
Compulsory redundancy				
Voluntary redundancy				3
Early retirement				
Normal retirement	12			
Re employment with another FRS		1		
Resignation to undertake other employment	3	13		4
Deceased				
Other			1	
Total	15	15	1	7

Age, Gender and Race

Age, gender and ethnicity of leavers (31st March 2013)							
Age		Gender		Ethnicity		Disability	
17-24	0	Male	32	White British	38	Yes	0
25-35	6	Female	6	Any other	0	No	38
36-45	9						
46-55	19						
56-65	4						

What does this tell us?

During 2012-13, 38 employees left CDDFRS. Wholetime employees left mainly due to retirements, as many employees recruited in the 70s are now reaching retirement age. There were however, no ill health retirements.

RDS leavers were mainly due to employees finding alternative employment. This is commonly the case with the RDS as it is a part-time role and in the majority of cases their primary employment takes priority. It is for this reason that the RDS have a relatively high turnover and require regular recruitment drives.

Of the leavers, all were white British, none were disabled and most were male. Again this correlates with the general profile of a firefighter in the County Durham and Darlington area. The female leavers were all non-uniform or control staff who had taken voluntary redundancy or found alternative employment. The age range of leavers varies but as would be expected the majority of leavers were in the 46-55 age bracket which is the retirement age for firefighters.

Service User Data

Home Fire Safety Visits

Age

Age of people receiving home fire safety visits 2012/2013 (31st March 2013)		
Age	Number of people	Percentage
Under 65	9274	69.7%
Over 65	4029	30.3%
Total	13303	100%

What does this tell us?

The percentage of people over 65 (elderly) receiving home fire safety visits is 30% which is a huge increase from the previous year which was only 2%. This can be directly related to work done by the Community Safety Team. They have provided training to county councils, other initiatives and care homes which have resulted in a greater awareness within the community and therefore a greater demand for home fire safety checks. A large number of referrals for fire safety checks into the service are from care homes and accommodation for the elderly where there are a large proportion of elderly residents.

Disability

Disability of people receiving home fire safety visits 2012/2013 (31st March 2013)		
	Number of people	Percentage
Disability	247	1.86%
No disability	13056	98.14%
Total	13303	100%

What does this tell us?

The percentage of people receiving home fire safety visits who have declared themselves to have a disability, is only 1.86% which is relatively low. Census 2011 data for the County Durham area (Office for National Statistics Census 2011) shows 12% of people, considered themselves to have a long term health problem or disability which affected their day to day activity a lot and a further 11% which affected their day to day activity a little. Although the above data shows a discrepancy between the number of vulnerable households visited to the expected percentage of the community with disclosed disabilities, operational activity is focused on higher risk areas and people at most risk from fire. Having a disability will not immediately put that individual at risk from fire. 85% of our home visits have been in high risk areas or with people vulnerable to fire.

Gender

Gender of people receiving home fire safety visits 2012/2013 (31st March 2013)		
Gender	Number of people	Percentage
Female	5548	41.7%
Male	4230	31.8%
Not stated	3525	26.5%
Total	13303	100%

What does this tell us?

26.5% did not state gender, which is a huge improvement from the previous year where 51.3% of people didn't state gender. Improved recording systems developed by the Community Safety Team has attributed to this improvement although the Service are trying to improve this by introducing further training on the importance of recording the information correctly to the operational crews who carry out the home fire safety visits.

Race

Ethnicity of people receiving home fire safety visits 2012/2013 (31st March 2013)		
Ethnicity	Number of people	Percentage
White – British	11,868	89.20%
White – Irish	90	0.68%
White – Other White	57	0.43%
Mixed – White & Black Caribbean	2	0.02%
Mixed – White & Black African	1	0.01%
Mixed – White & Asian	3	0.02%
Mixed – Other mixed	4	0.03%
Asian or Asian British – Indian	26	0.20%
Asian or Asian British – Pakistani	12	0.09%
Asian or Asian British – Bangladeshi	3	0.02%
Asian or Asian British – Other Asian	7	0.05%
Black or Black British - Caribbean	5	0.03%
Black or Black British - African	2	0.02%
Black or Black British – Other Black	1	0.01%
Chinese or Other Ethnic Group – Chinese	6	0.05%
Chinese or Other Ethnic Group – Other	3	0.02%
Not stated	1213	9.12%
Total	13,303	100%

What does this tell us?

In 12/13, 89% of the people who received a home fire safety visit were White British and 2% were from ethnic communities. As discussed earlier in the report, the percentage of ethnic minorities receiving home fire safety visits correlates with the percentage of ethnic minority people living in the County Durham area (Office for National Statistics Census 2011). This is a vast improvement from last year where 47% of those surveyed were recorded as not stated. This can be largely explained by work done by the community and fire safety teams on producing new forms which fire crews are now using to record the data when completing home fire safety visits, as well as encouraging crews to ask the

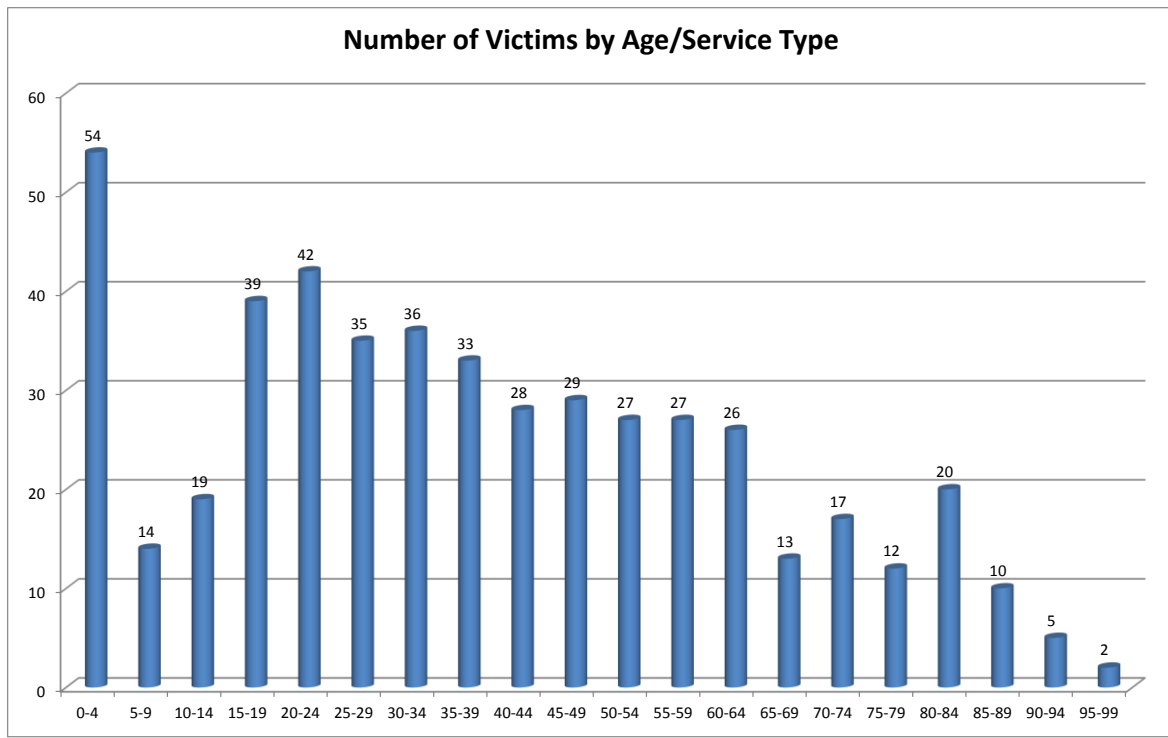
questions and educating members of the public on the reasons behind asking the questions.

Operational Data

CDDFRS collect data from members of the public (service users) involved in incidents including primary fires and special services such as road traffic collisions, other rescues and secondary fires.

Age

Age of people involved in incidents 2012/2013 (31st March 2013)		
Age	Number of people	Percentage
0-4	54	7.56%
5-9	14	1.97%
10-14	19	2.66%
15-19	39	5.46%
20-24	42	5.88%
25-29	35	4.90%
30-34	36	5.04%
35-39	33	4.62%
40-44	28	3.92%
45-49	29	4.06%
50-54	27	3.78%
55-59	27	3.78%
60-64	26	3.64%
65-69	13	1.83%
70-74	17	2.38%
75-79	12	1.68%
80-84	20	2.80%
85-89	10	1.40%
90-94	5	0.71%
95-99	2	0.28%
Not stated	226	31.65%
Total	714	100.00%

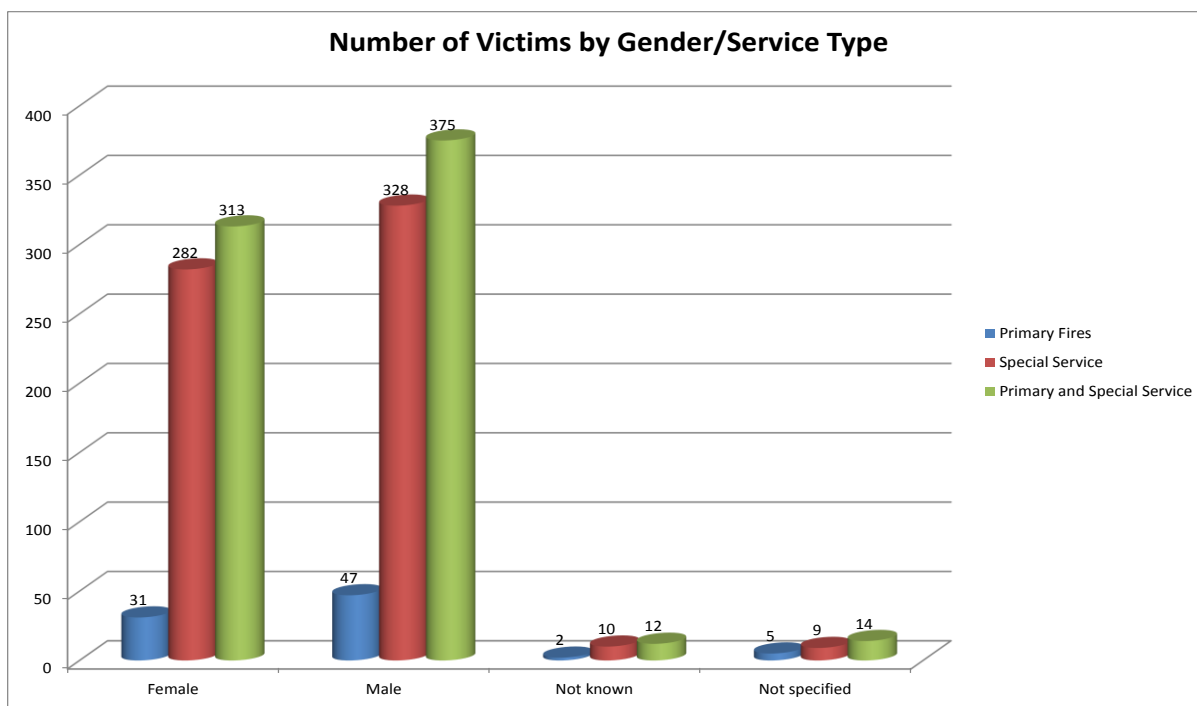


What does this tell us?

The largest proportions of people involved in incidents were infants age 0-4. This is due to the heightened level of precautionary checks that children of this age group require. Families with young children are a higher risk group which are targeted via community safety education and home fire safety visits. The second highest proportion is young people within the 15-19 and 20-24 age groups. Road traffic collisions can account for a heightened number of casualties in this area. Operational teams under the guide of their District Manager educate these age groups with RTC reduction information as part of focussed campaigns throughout the year e.g. Road Safety Week.

Gender

Gender of people involved in incidents 2012/2013 (31st March 2013)		
Gender	Number of people	Percentage
Female	313	43.84%
Male	375	52.52%
Not known	12	1.68%
Not specified	14	1.96%
Total	714	100%

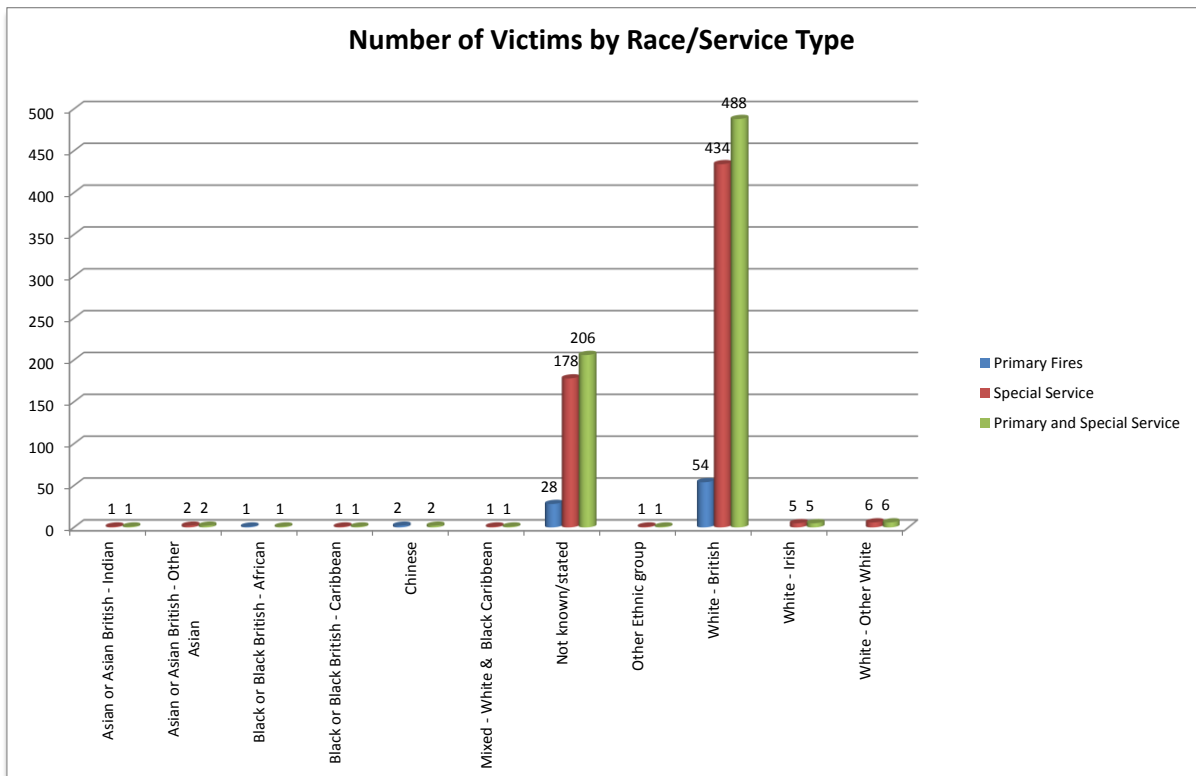


What does this tell us?

Most people involved in incidents were men, although this was only marginally more than women. This can be attributed to lone male occupants of properties being at higher risk to fire and also the proportion of male drivers involved in road traffic collisions. Both of these groups are targeted as part of District and Service projects and plans.

Race

Ethnicity	Number of people	Percentage
Asian or Asian British - Indian	1	0.14%
Asian or Asian British - Other Asian	2	0.28%
Black or Black British - African	1	0.14%
Black or Black British - Caribbean	1	0.14%
Chinese	2	0.28%
Mixed - White & Black Caribbean	1	0.14%
Not known/stated	206	28.85%
Other ethnic group	1	0.14%
White - British	488	68.35%
White - Irish	5	0.70%
White - Other White	6	0.84%
Total	85	100%



What does this tell us?

68.35% of people involved in incidents were White British which is much lower than the percentage of White British people living in the County Durham area of 98.1% (Office for National Statistics Census 2011). This difference could be accounted for by the 28.85% percentage of people who didn't state what ethnicity they were.

The remainder of people who were involved in incidents 2.8% is fairly proportionate to the 1.9% of ethnic minority people living in the County Durham area.