

Equality Data Report January 2016



1. INTRODUCTION

The Public Sector Equality Duty 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) is 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 these objectives every four years to show how we meet the general equality duty.

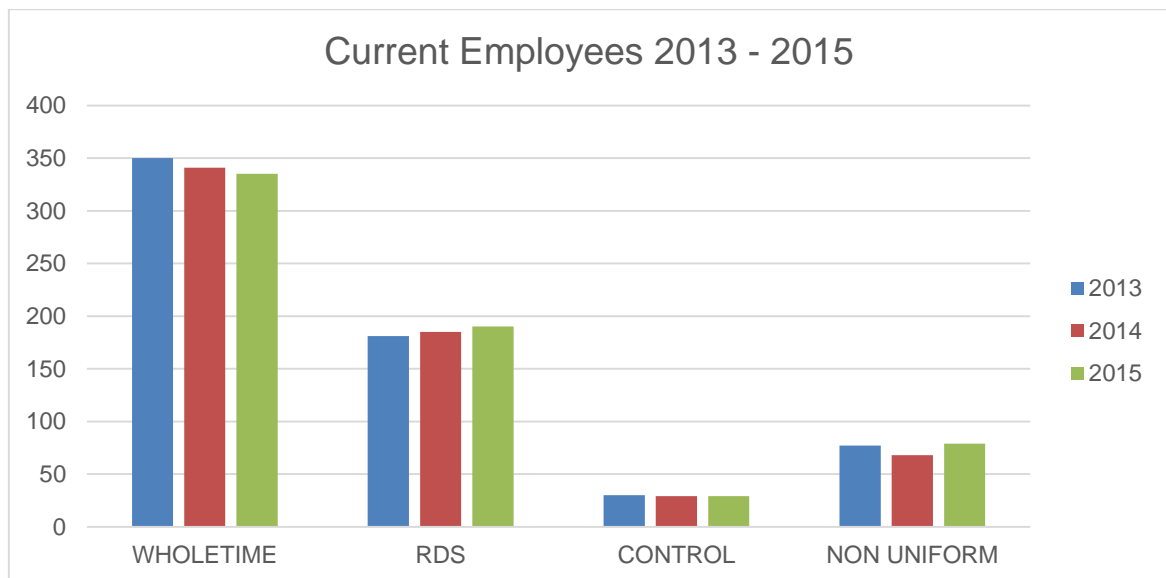
Data and information has been collated for the period 1 April 2014 to 31 March 2015 and some comparisons have been made to previous years. This report details both service and employee data to show how as a fire and rescue service we take protected characteristics into account in all we do, such as decision 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.

2. CURRENT EMPLOYEE DATA

Number of employees in post 2013 – 2015					
Year	Wholetime	RDS	Control	Non Uniform	Total
2013	350	181	30	77	638
2014	341	185	29	68	623
2015	335	187	29	79	630
Change 14/15	-6	+2	0	+11	+7
% change 14/15	-2%	+1%	0%	+16%	+1%



In recent years the number of staff employed by CDDFRS had gradually declined following a necessary restructure and changes in working practices in order to make the savings required, due to a reduction in budgets, in 14/15 however, the number of staff overall increased. Although wholetime staff have continued to decline due to retirements and the ongoing recruitment freeze, retained duty system (RDS) and corporate employees have increased. This is due to more flexibility in contracted hours for RDS staff, agency staff being permanently employed into vacant substantive posts and the organisation employing five apprentices.

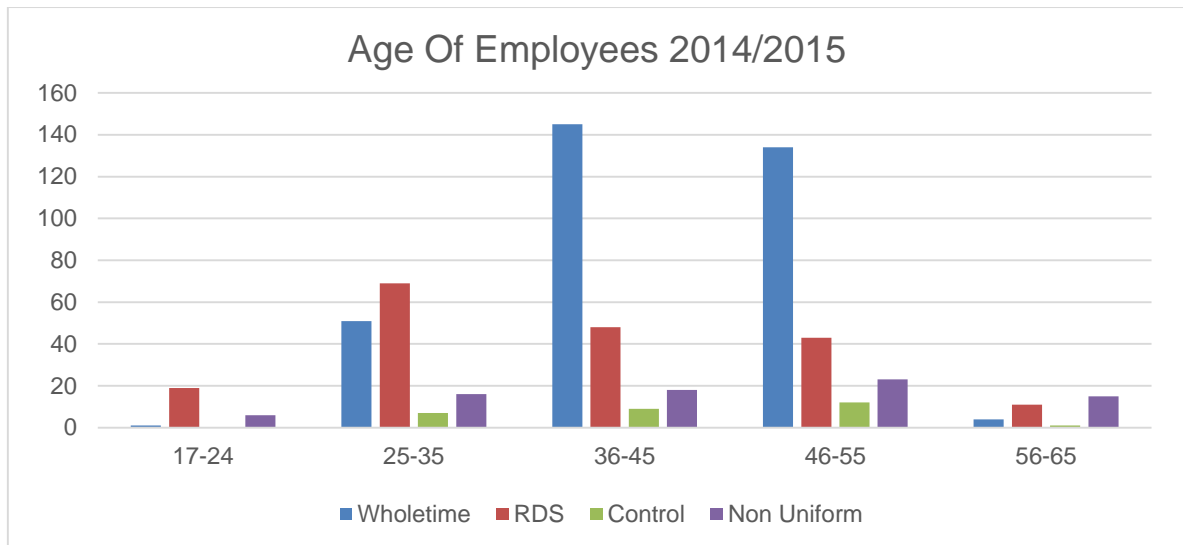
Staffing strength (FTE) by role 2014/2015 (31 March 2015)					
Role	Wholetime	RDS	Control	Non Uniform	Total
Principal officers	2	0	0	1	3
Area manager/ Grade 15	4	0	0	0	4
Group manager/ Grade 14	6	0	0	0	6
Station manager/ Grade 10/13	26	0	2	10	38
Watch manager/ Grade 8-9	51	15.61	6	16	86.61
Crew manager/ Grade 7	51	25.35	4	10.59	90.95
Firefighter/Grade 6 and below	195	112.52	16.5	32.92	356.94
Apprentice	0	0	0	5	5
Total	335	153.48	28.5	75.51	592.50

Higher roles tend to be mainly occupied by wholetime employees as the majority of these posts on the establishment require operational knowledge. In future, if a vacancy arises, the service may need to consider the possibility of reviewing these posts to assess the need for an operational requirement which could allow other categories of staff to apply for them.

The five apprentices currently employed are all in corporate roles. In the future, the service will look at the possibility of employing apprentices in other areas of the service.

Age

Age of employees 2014/2015 (31 March 2015)					
	17-24	25-35	36-45	46-55	56-65
Wholetime	1	51	145	134	4
RDS	19	68	47	42	11
Control	0	7	9	12	1
Non uniform	6	16	18	23	16
Total	26	142	219	211	32



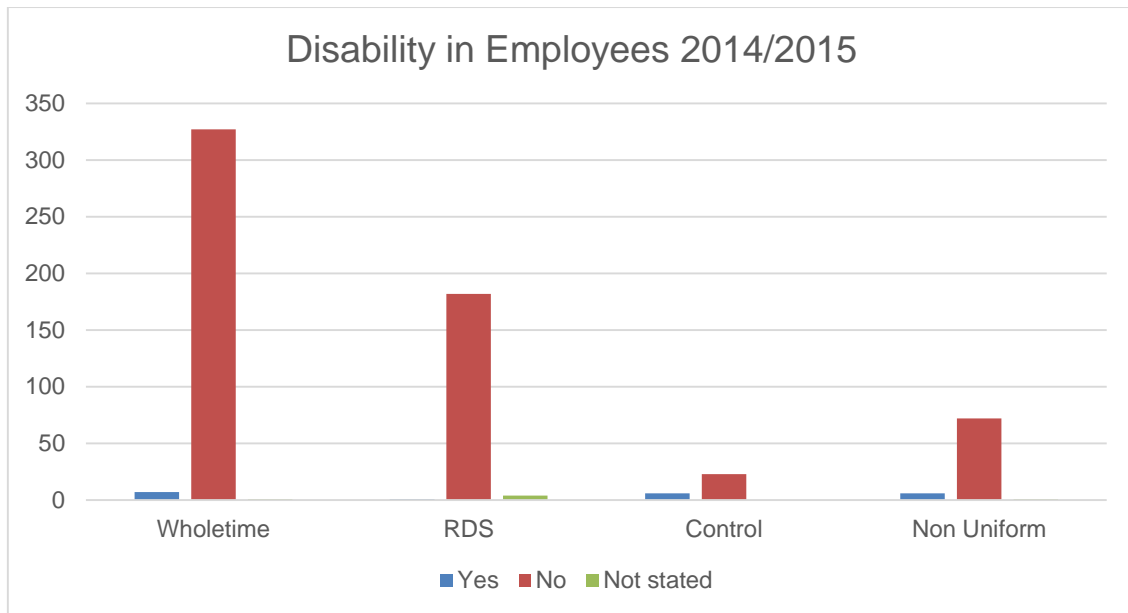
What does this tell us?

The majority of staff (35%) are within the 36-45 age range which is to be expected. We have a very small proportion of staff (4%) in the 17-24 age range, the majority of which are RDS staff. This has increased from last year as the service have recruited five apprentices. We will continue to engage with young people, visiting local educational establishments and careers events when the opportunity arises in order to try and improve these figures. We also run young firefighter(YFA) and cadet's schemes at four of our fire stations for young people to participate in and are looking to introduce these in more stations in the future.

We also have a small proportion (5%) 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. It is anticipated that the changes to the fire service pension scheme will impact this statistic moving forward.

Disability

Disability in employees 2014/2015 (31 March 2015)			
	Yes	No	Not stated
Wholetime	7	327	1
RDS	1	182	4
Control	6	23	0
Non Uniform	6	72	1
Total	20	604	6



What does this tell us?

3.2% of our workforce have declared themselves to have a disability. 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 last year we have fully signed up to the Blue Light Time to Change Programme which has been developed by the mental health charity MIND in association with the emergency services. This provides mental health support for emergency service staff and volunteers across England and encourages employees to talk about mental health in a more open way with their co-workers and to tackle stigma and discrimination in the workplace.

Our health and fitness advisor and Human Resources team also continue to be proactive in raising the awareness of mental health issues, we have mental health first aiders who are able to identify the signs of mental health and how to signpost employees to the correct treatment and support. We also continue to provide the Employee Assistance Programme (EAP) 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.

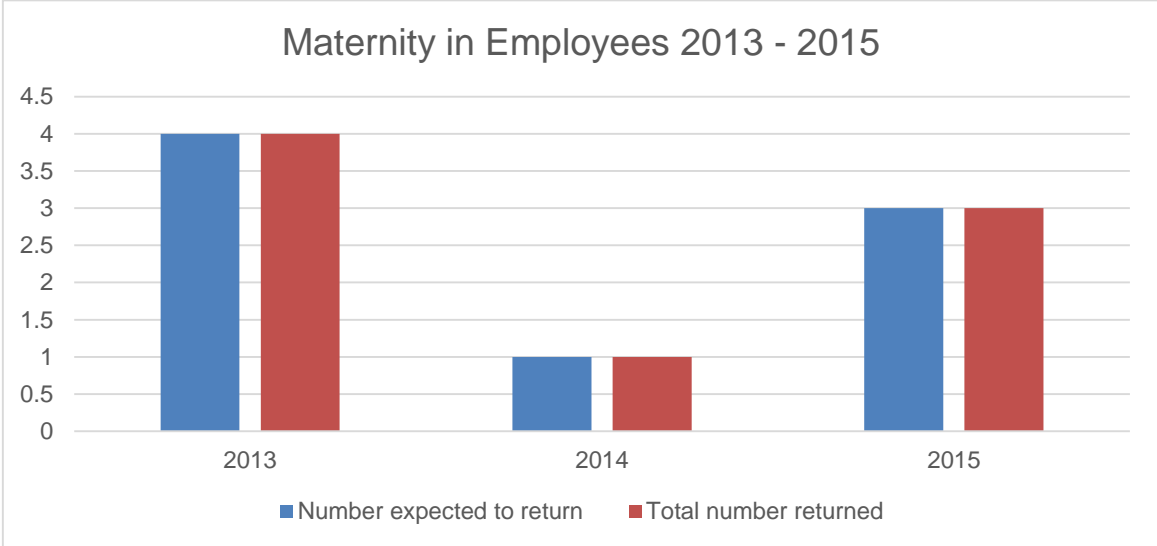
We also operate modified duties and phased return to work to support our employees. This is usually arranged when an individual is unable to continue with their current role due to an injury or when returning to work following a long term period of ill health.

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.

Pregnancy and Maternity

Pregnancy and maternity in employees 2013 - 2015			
	2013	2014	2015
Number expected to return	4	1	3
Total number returned	4	1	3



What does this tell us?

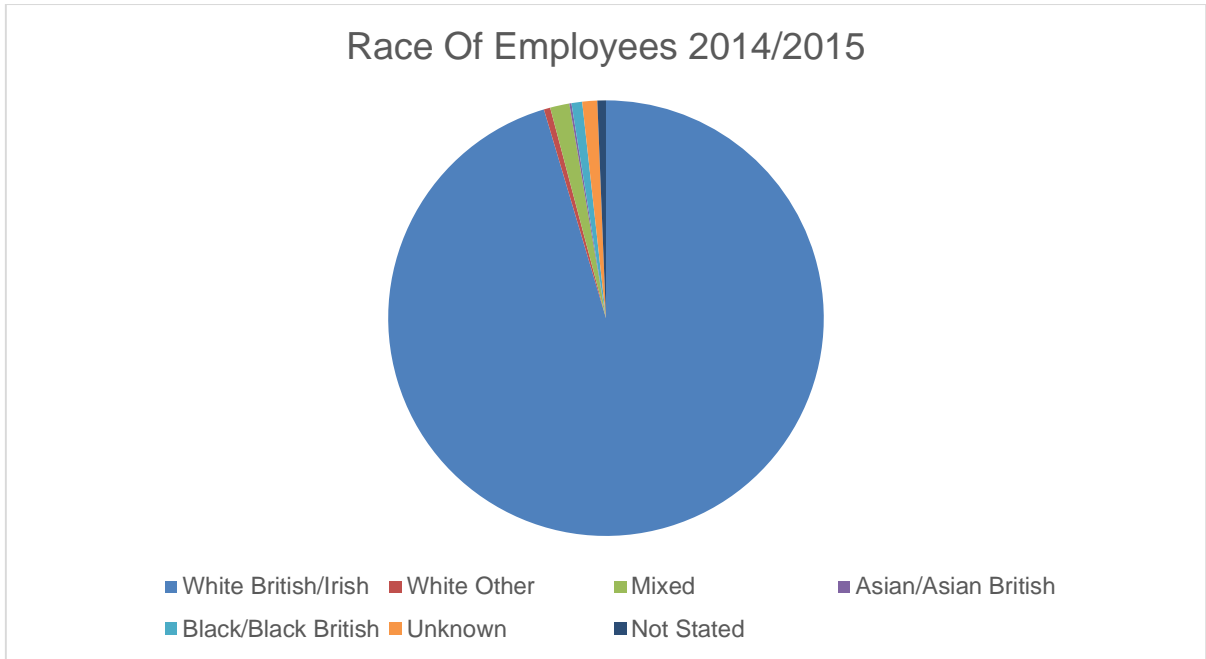
Women who have taken maternity leave in the last three years have all returned to their original roles. This is a positive statistic which can be attributed to the work we have done on our work life balance policies and flexible working options available to employees. We are committed to offering flexible 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 have reviewed our maternity policy and maternity benefits to improve our current terms and conditions and incorporated the Shared Parental Leave Regulations in 2015. 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. Employees will be able to share parental leave with their partner if they are also eligible, offering greater flexibility in meeting the child care issues of our employees.

Race

Race of employees 2013 – 2015			
	2013	2014	2015
White British/Irish	618	606	601
White other	5	5	3
Mixed	3	2	9
Asian/Asian British	2	2	1
Black/Black British	6	7	5
Chinese	0	0	0
Other ethnic minority	0	0	0
Not stated	4	1	4
Unknown	0	0	7
Total % ethnic minority employees	2.5%	2.6%	3%

Race Of Employees 2014/2015

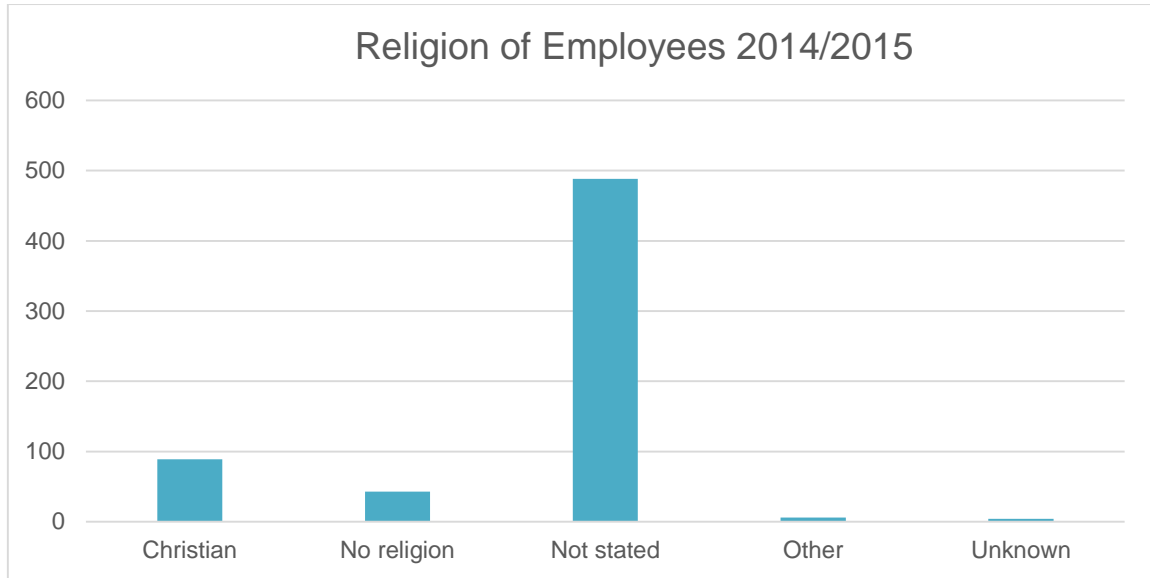


What does this tell us?

The introduction of a new back office system which enables us to report on data more accurately accounts for an increase in the percentage of ethnic minority staff from last year. This percentage of 3% is only slightly lower than the national average of 3.2% for the Fire and Rescue Service in England (Fire and Rescue Service Equality and Diversity Strategy 2008-2018). This is a relatively positive result as there is very little diversity within our communities, based on 2011 census data (Office for National Statistics Census 2011) which shows 1.9% of County Durham population are ethnic minority which would make it difficult for us as a service to ensure our percentage of staff compared to the national average.

Religion and Belief

Religion of employees 2014/2015 (31 March 2015)					
	Christian	No religion	Not stated	Other	Unknown
Wholetime	39	22	271	3	0
RDS	25	10	147	2	3
Control	3	0	26	0	0
Non Uniform	22	11	44	1	1
Total	89	43	488	6	4



The introduction of a new back office system in 2014 means we now collect data on the religion of our employees. The data shows at present the majority of staff (78%) prefer not to say what religion they are. We need to improve this data in order to enhance our understanding of the religions and beliefs of our employees. Recording the religious preferences and beliefs of our employees will enable us to take account of the individual requirements of our employees when developing our policies and procedures. We will work on communicating this to employees to enable them to understand why we collect the data and hopefully encourage them to choose to state their religion.

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

Sex

Sex of employees 2013 – 2015						
	2013		2014		2015	
	Men	Women	Men	Women	Men	Women
Wholetime	337	13	328	13	322	13
Retained	177	4	178	7	180	7
Control	3	27	3	26	3	26
Non uniform	43	34	34	34	39	40
Total	560	78	543	80	544	86



What does this tell us?

Uniformed employees are predominantly white males with only 3.6% of uniformed staff which are women. This may be due to females finding the selection tests more difficult than males due to the strength aspect as well males in general being more interested in a career as a fire fighter than females. We will continue to try and break down the barriers women face and encourage females to join the service. The introduction of cadet schemes may be a way of doing this.

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.

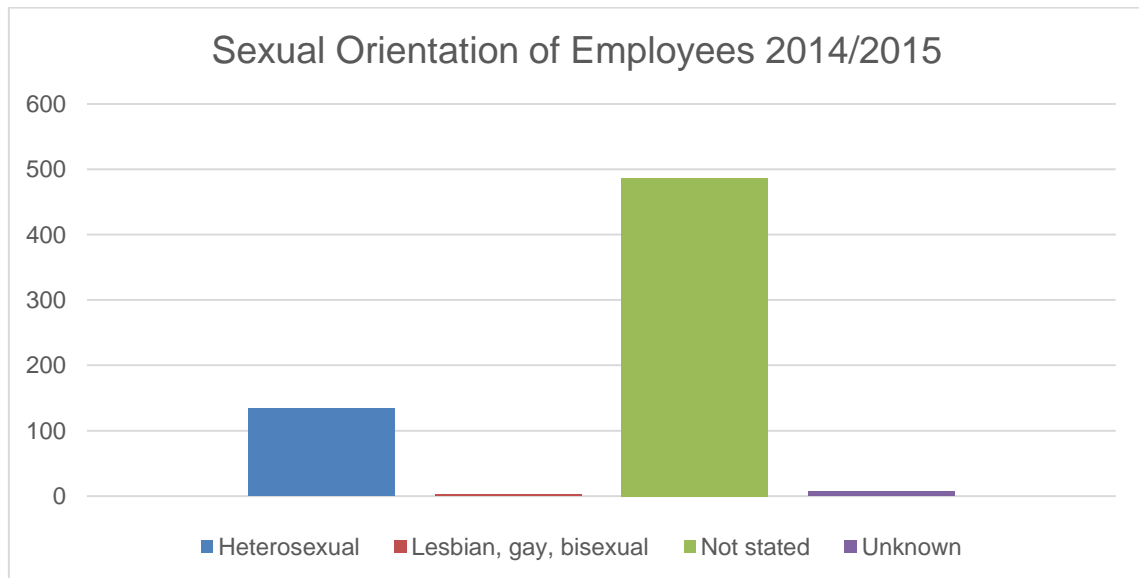
The number of uniformed female employees has remained the same in the last year which we will try to improve on in future. Although there is currently a recruitment freeze on wholetime employees, this may change and this together with the ongoing RDS recruitment should improve this figure in the coming years. We could consider in future recruitment, working more closely with organisations which encourage the recruitment, retention, development and progression of women within fire and rescue services.

An equal pay audit was carried out during the year which considered the equality impact of our pay and reward practices and compared the pay of men and women doing equal work. We will work to consistently apply good employment and pay practices and remove

any perceived barriers to progression for all employees. The equal pay audit can be accessed via our website.

Sexual Orientation

Sexual orientation of employees 2014/2015 (31 March 2015)				
	Heterosexual	Lesbian, gay, bisexual	Not stated	Unknown
Wholetime	61	1	272	1
RDS	38	1	143	5
Control	0	0	29	0
Non Uniform	35	0	43	1
Total	134	2	487	7



The introduction of a new back office system in 2014 means we now collect data on the sexual orientation of our employees. The data shows at present the majority of staff (78%) prefer not to say what sexual orientation they are. Our aim is to ensure we create a work environment where people can be themselves in the workplace allowing them to perform at their very best. We recognise however that sexual orientation can be a sensitive subject which may prevent some individuals from coming out at work and we fully respect that this is a personal choice. We will work on trying to increase the number of employees happy to state their sexual orientation by communicating the reasons why we need to collect the data and demonstrating our commitment to Lesbian, Gay, Bisexual and Transgender (LGBT) employees and community members.

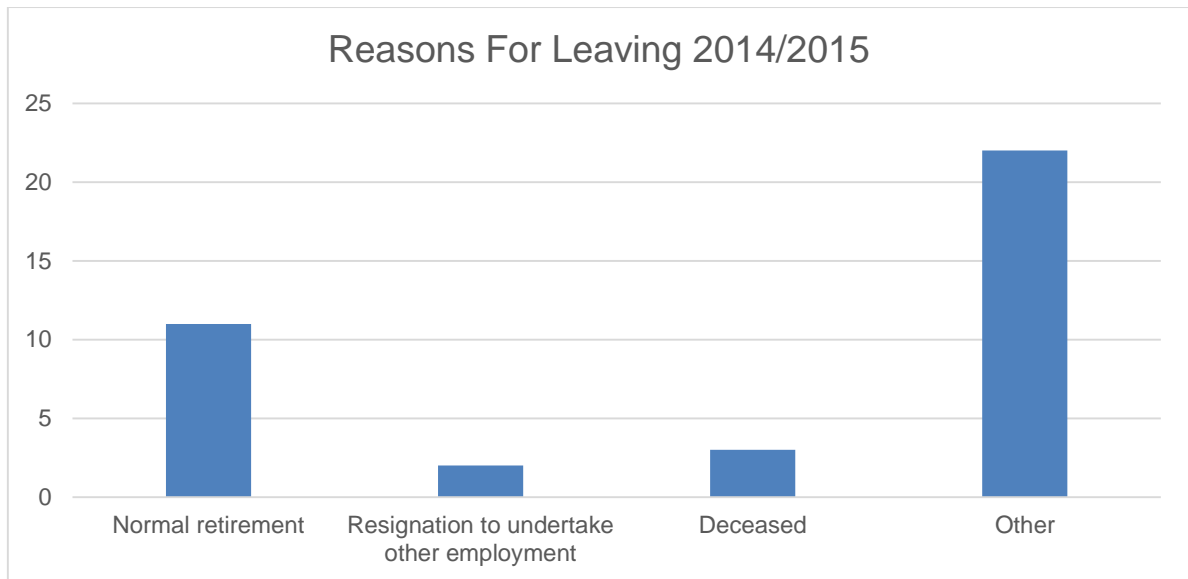
We are a member of Stonewall and are now included on their Workplace Equality Index (WIE) and are working on further initiatives to ensure we provide an environment for all staff that is free from discrimination based on sexual orientation and should improve our position on the WEI. We attend regional Pride events and we hope to implement an LGBT network to provide support for LGBT staff and increase the understanding of LGBT issues.

3. RECRUITMENT DATA

Due to the change in the service's procedure for RDS recruitment and the current wholetime recruitment freeze, no data is available for this area. However, the service is considering a data collection procedure which will provide detailed statistics to cover this area.

4. LEAVERS DATA

Number of leavers (1 April 2014 – 31 March 2015)				
Reason for leaving	Wholetime	RDS	Control	Non Uniform
Dismissal on disciplinary grounds	0	0	0	0
Medical discharge	0	0	0	0
Resignation due to harassment or discrimination	0	0	0	0
Poor performance/efficiency	0	0	0	0
Compulsory redundancy	0	0	0	0
Voluntary redundancy	0	0	0	0
Early retirement	0	0	0	0
Normal retirement	8	2	0	1
Re employment with another FRS	0	0	0	0
Resignation to undertake other employment	0	1	0	1
Deceased	3	0	0	0
Other	4	18	0	0
Total	15	21	0	2



Age of leavers (2014/2015)		Disability of leavers (2014/2015)	
17-24	3	Yes	0
25-35	5	No	37
36-45	11	Not stated	1
46-55	12		
56-65	6		
65+	1		

Race of leavers (2014/2015)		Religion of leavers (2014/2015)	
White British/Irish	33	Not stated	24
White other	2	Unknown	14
Black/Black British	1		
Not stated	0		
Unknown	2		

Sex of leavers (2014/2015)		Sexual orientation of leavers (2014/2015)	
Male	37	Not stated	24
Female	1	Unknown	14

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

What does this tell us?

During 2014-15, 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 no ill health retirements.

RDS leavers were mainly due to resignations for personal reasons. Quite often family and home life situations can change and it seems work life balance is becoming more important to people with people leaving to spend more time with their families. This is commonly the case with the RDS as it is usually a secondary role so the RDS have a relatively high turnover and require regular recruitment drives.

Of the leavers, the majority 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 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. The religion and sexual orientation data for leavers doesn't tell us anything significant as the data is not stated or unknown for all individuals. However the introduction of a new back office system which now records this data for leavers will allow us to report on these categories next year.

5. SERVICE USER DATA

Home Fire Safety Checks

Age

Age of people receiving home fire safety checks 2014/2015 (31 March 2015)		
Age	Number of people	Percentage
Under 65	12,765	67.25%
Over 65	6,216	32.75%
Total	18,981	100%

What does this tell us?

The percentage of people over 65 (elderly) receiving home fire safety visits is 32.75% which maintains the improvement seen last year. This is a positive result as the number of people receiving Home Fire Safety Checks (HFSCs) has risen from 15,955 in 2013/14 to 18,981 in 2014/15 but the data suggests we have still been able to reach older people

with its fire safety messages. We received external funding of £500,000 to introduce a Safer Homes scheme working in partnership with the police and local councils. This encouraged partner organisations and the public to refer those people in our communities they considered to be more vulnerable to harm from fire or crime. This resulted in many more referrals involving a higher risk level and therefore it is pleasing that we still managed to increase the number of interactions with all persons, but in particular the over 65 group. We are continuing our efforts to reach older people and have entered into further partnership working with Age UK, the Alzheimer’s Society and others, which we hope will improve engagement even more.

Disability

Disability of people receiving home fire safety checks 2014/2015 (31 March 2015)		
	Number of people	Percentage
Disability	406	2.14%
No disability	18,575	97.86%
Total	18,981	100%

What does this tell us?

The percentage of people receiving HFSCs that have declared themselves to have a disability is 2.14% which is a decrease on last year’s figure of 2.3%. Having a disability will not immediately put an individual at risk from fire, but it may have been expected that the Safer Homes scheme (see above) would have resulted in an increase in this figure, but this has proven not to be the case. 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. We will continue to target those most at risk but without carrying out a dedicated study separate from the delivery of HFSCs, the reason for the figure being much lower than the 12% figure from the Census 2011 will not be known.

Race

Race of people receiving home fire safety checks 2014/2015 (31 March 2015)		
Ethnicity	Number of people	Percentage
White – British	18,050	95.1%
White – Irish	242	1.27%
White – Other White	106	0.56%
Mixed – White & Black Caribbean	3	0.02%
Mixed – White & Black African	3	0.02%
Mixed – White & Asian	5	0.03%
Mixed – Other mixed	6	0.03%
Asian or Asian British – Indian	13	0.07%
Asian or Asian British – Pakistani	10	0.05%
Asian or Asian British – Bangladeshi	3	0.02%
Asian or Asian British – Other Asian	13	0.07%
Black or Black British - Caribbean	3	0.02%
Black or Black British - African	9	0.05%
Black or Black British – Other Black	1	0.01%
Chinese or Other Ethnic Group – Chinese	9	0.05%
Chinese or Other Ethnic Group – Other	7	0.04%
Not stated	498	2.62%
Total	18,981	100%

What does this tell us?

In 2014/15, 95.1% of the people who received a HFSC were White British, a rise from 94% in 2013/14. It is encouraging to note a decrease in the number of 'not stated', 3.9% in 2013/14 to 2.62%, which hopefully reflects the community being more willing to answer this question as well as the work done by the community safety team, district management teams and staff delivering the HFSCs in improving the quality of the data collected. The number of people receiving HFSCs from ethnic communities has risen from 2.1% to 2.28%. A notable change in 2014/15 compared to 2013/14 is 'white – other white', an increase to 106 from 60 in 2013/4. This may be a reflection of the growing Polish, Lithuanian and other east European communities in our area and the efforts being made by district teams to reach them with our fire safety message. As ever it is difficult to

categorically state why some statistics have changed when the numbers of non-white British people in our communities is so small.

Sex

Sex of people receiving home fire safety checks 2014/2015 (31 March 2015)		
Sex	Number of people	Percentage
Female	10,173	53.6%
Male	7,968	42%
Not stated	840	4.4%
Total	18,981	100%

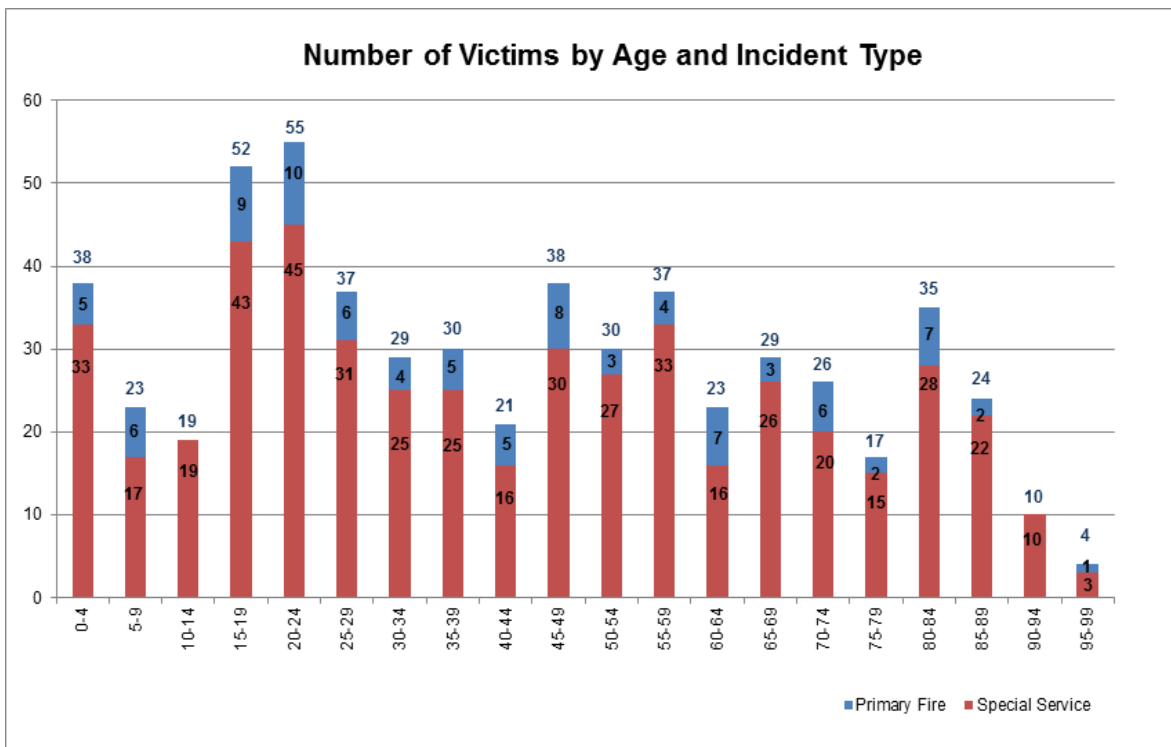
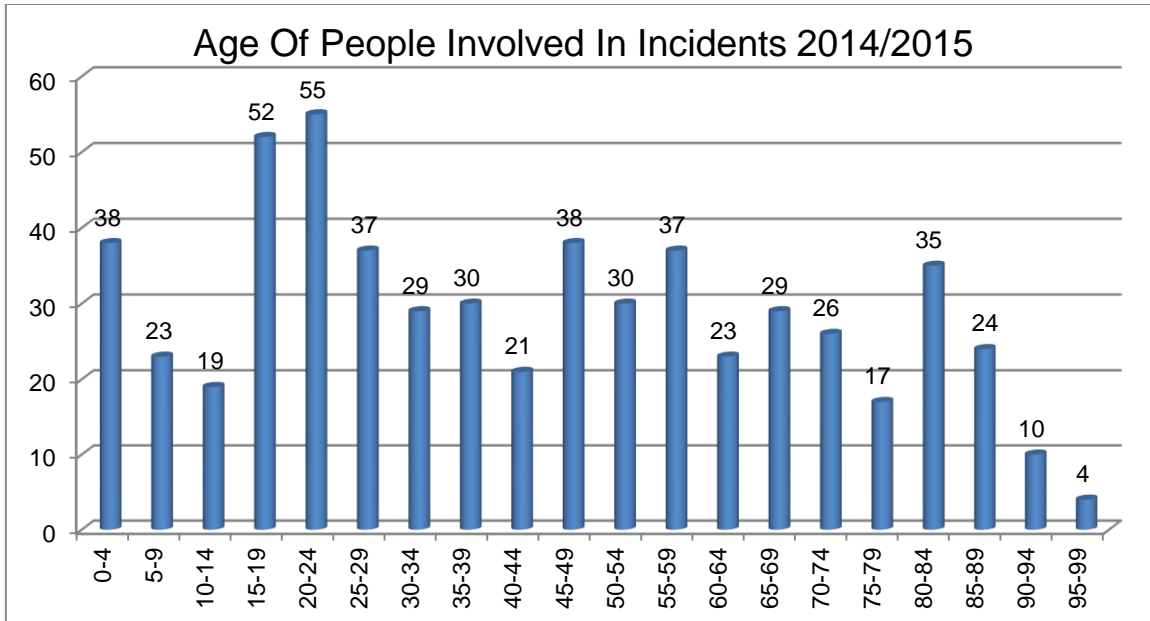
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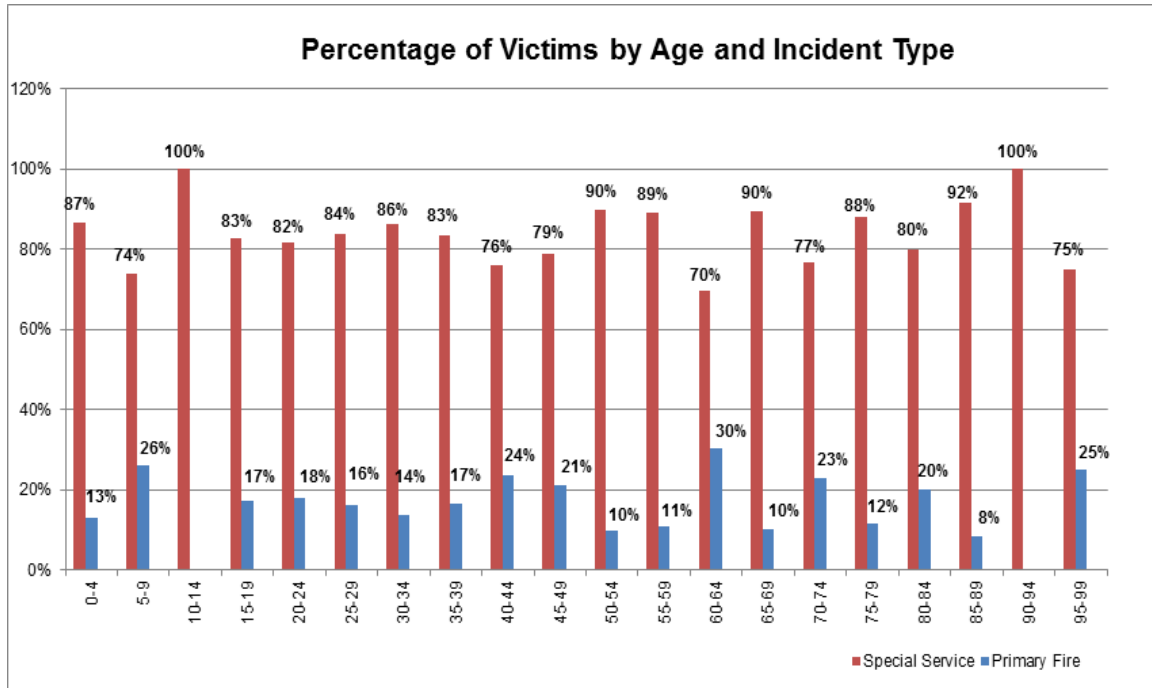
4.4% did not state sex, which is a continued improvement from 2012/13 when 26.5% of people chose not to state their sex and 2013/14 when 7.4% didn't. This figure reflects the ongoing efforts of the community safety team, district management teams and the staff inputting the data following a home fire safety check, to improve the quality of the data being recorded. There is an improvement in the number of males receiving a HFSC, 42% compared to last year 38.6%. This is a pleasing trend but it may be a number of years before it becomes clear whether this is evidence of more males being receptive to the fire safety message, or other factors that are out of the control of the service, are influencing the figure.

6. OPERATIONAL DATA

Age

Age of people involved in incidents 2014/2015 (31 March 2015)		
Age	Number of people	Percentage
0-4	38	4.38%
5-9	23	2.65%
10-14	19	2.19%
15-19	52	6.00%
20-24	55	6.34%
25-29	37	4.27%
30-34	29	3.34%
35-39	30	3.46%
40-44	21	2.42%
45-49	38	4.38%
50-54	30	3.46%
55-59	37	4.27%
60-64	23	2.65%
65-69	29	3.34%
70-74	26	3.00%
75-79	17	1.96%
80-84	35	4.04%
85-89	24	2.77%
90-94	10	1.15%
95-99	4	0.46%
Not stated	290	33.45%
Total	867	100%



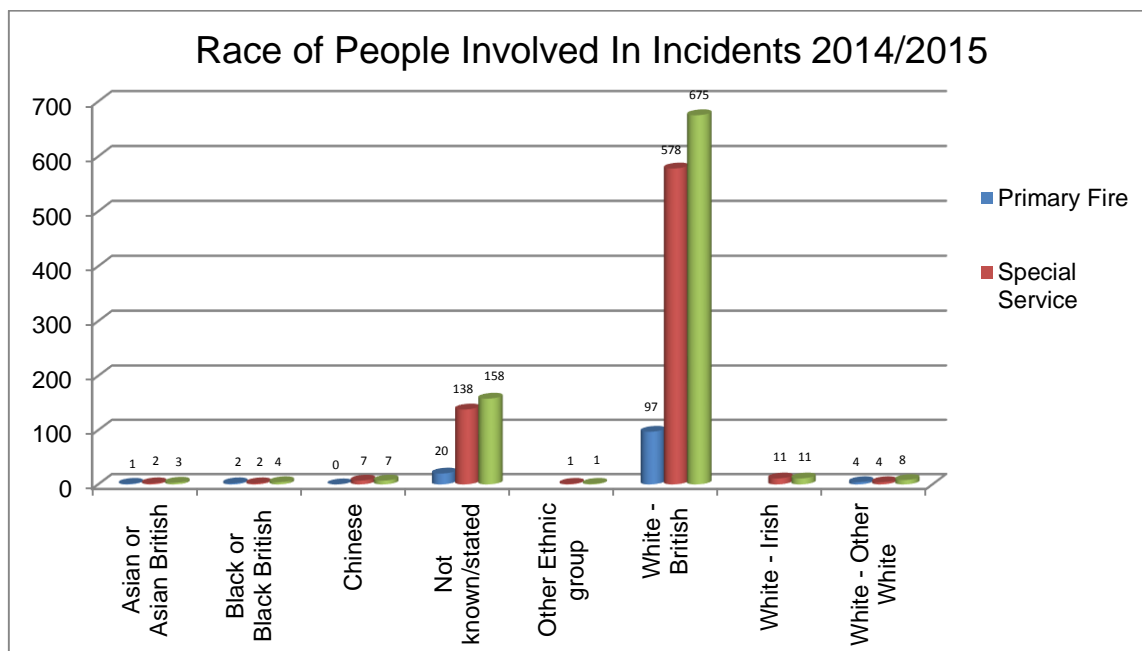


What does this tell us?

In this data the term victim refers to any person who has been rescued by fire service personnel or injured as a result of the incident concerned. It can be seen from the data that the majority of victims come from special service calls including road traffic collisions. The largest proportion of victims come from the age range 15 to 24 and are most likely to be injured in a non-fire related incident. The 17% and 18% likelihood of being a victim of fire falls in line with the normal average across all age groups and therefore are not significantly at more risk. The main incident types for this age range include road traffic collisions, water incidents and other rescues. Adults aged 40-49 are showing a greater likelihood of being a victim of fire which can be attributed to evidence which suggests that people in this age range are more likely to tackle a fire prior to evacuating from their premises. People over the age of 60 are also more likely to be a victim of fire. We target community safety education towards these age groups for fire safety and evacuation advice as well as the encouragement of smoke alarm ownership to give early warning of a problem in their homes. Road safety advice and education is focussed towards new and younger drivers to help to mitigate the risks associated with that age group in vehicle accidents. Work has also taken place to promote safety in and around water. We supports a range of national safety weeks and carries out high profile prevention campaigns through the operations and community safety sections.

Race

Race	Number of people	Percentage
Asian or Asian British	3	0.35%
Black or Black British	4	0.46%
Chinese	7	0.81%
Not known/stated	158	18.22%
Other Ethnic group	1	0.12%
White - British	675	77.85%
White - Irish	11	1.27%
White - Other White	8	0.92%
Total	867	100.00%



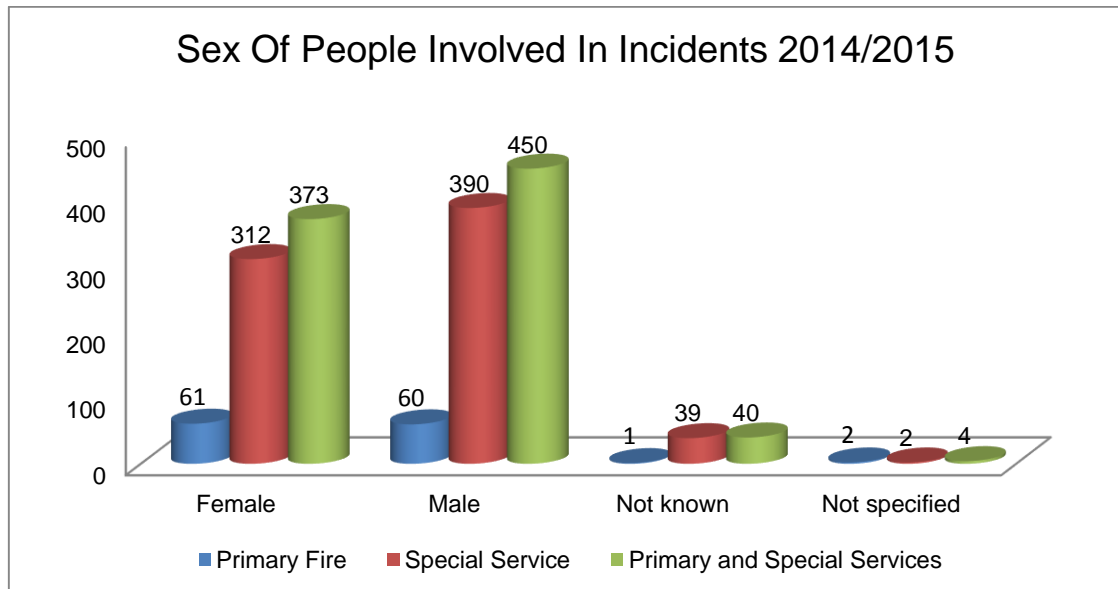
What does this tell us?

77.85% of people involved in incidents were White British which is a static figure based on previous years' reports. The number of victims being predominately from this ethnic group is reflective of the relatively low levels of diversity in 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.

Sex

Sex of people involved in incidents 2014/2015 (31 March 2015)		
Sex	Number of people	Percentage
Female	373	43.02%
Male	450	51.90%
Not known	40	4.61%
Not specified	4	0.46%
Total	867	100.00%



What does this tell us?

There are a slightly higher number of males reported as victims of incidents than females. This can be attributed to more males tackling fires in their home than females and consequently sustaining injuries and also males are significantly more likely to be involved in road traffic collisions. Males are also more likely to be involved in industrial accidents which can be linked to their higher representation in heavier industry. We engage in preventative activities to address issues of social exclusion and isolation amongst all sections of the community. This is targeted as part of district and service projects and plans.