

Equality Data Report January 2017



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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.

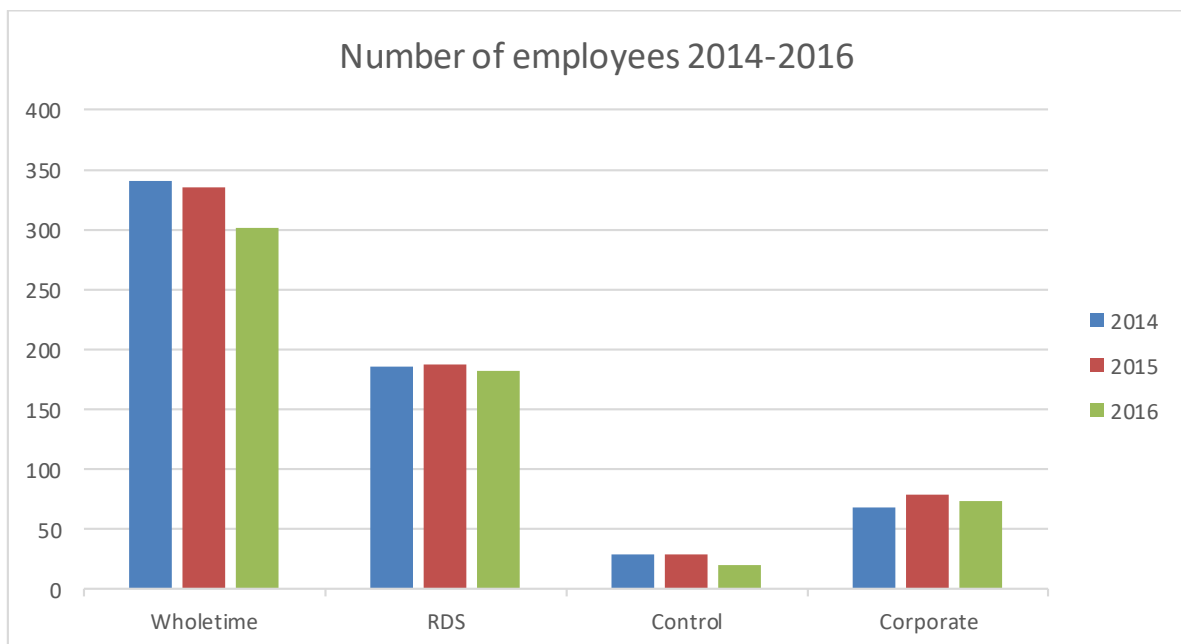
Data and information has been collated for the period 1 January 2016 to 31 December 2016 and some comparisons have been made to previous years. This report details both service and employee data to show how as a fire and rescue service we take protected characteristics into account in all we do, such 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. Workforce data

Number of employees in post 2014 – 2016 (31 December 16)					
Year	Wholetime	RDS	Control	Corporate	Total
2014	341	185	29	68	623
2015	335	187	29	79	630
2016	302	182	19	74	577
Change 15/16	-33	-5	-10	-5	-53
% change 15/16	-9.9%	-2.7%	-34.5%	-6.3%	-8.4%



What does this tell us?

The number of staff employed by CDDFRS has declined in the last year across all duty systems. The most significant reduction is in control staff, due to a recent request for voluntary redundancies and the introduction of a new shift system to provide efficiency savings. Voluntary redundancies and a subsequent restructure are also the reason for the reduction in corporate staff. Despite employing some of our retained duty system (RDS) staff into wholetime positions, the number of wholetime staff has continued to decline due to a wholetime recruitment freeze and a steady stream of retirements. This is unsustainable long term and as a result the service will be recruiting wholetime firefighters in 2017.

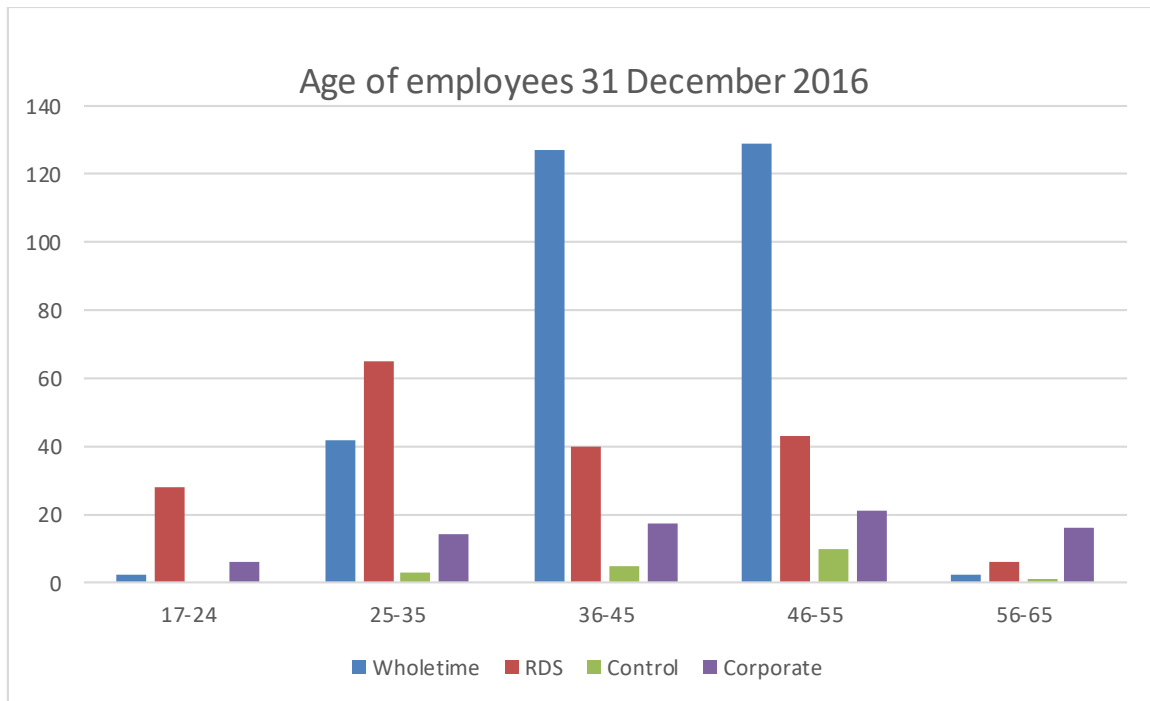
Staffing strength (FTE) by role (31 December 2016)					
Role	Wholetime	RDS	Control	Corporate	Total
Principal officers	2	0	0	1	3
Area manager/Grade 15	4	0	0	0	4
Group manager/Grade 14	6	0	0	0	6
Station manager/Grade 10/13	23	0	1	12	36
Watch manager/Grade 8-9	47.6	12.81	2	15	77.41
Crew manager/Grade 7	50	24.11	4	16.42	94.53
Firefighter/Grade 6 & below	168	107.59	11.5	21	308.09
Apprentice	0	0	0	5	5
Total	300.6	144.51	18.5	70.42	534.03

More senior 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 however this will change in the future with wholetime apprentices starting with the service in 2017.

Age

Age of employees (31 December 2016)					
	17-24	25-35	36-45	46-55	56-65
Wholetime	2	42	127	129	2
RDS	28	65	40	43	6
Control	0	3	5	10	1
Corporate	6	14	17	21	16
Total	36	124	189	203	25



What does this tell us?

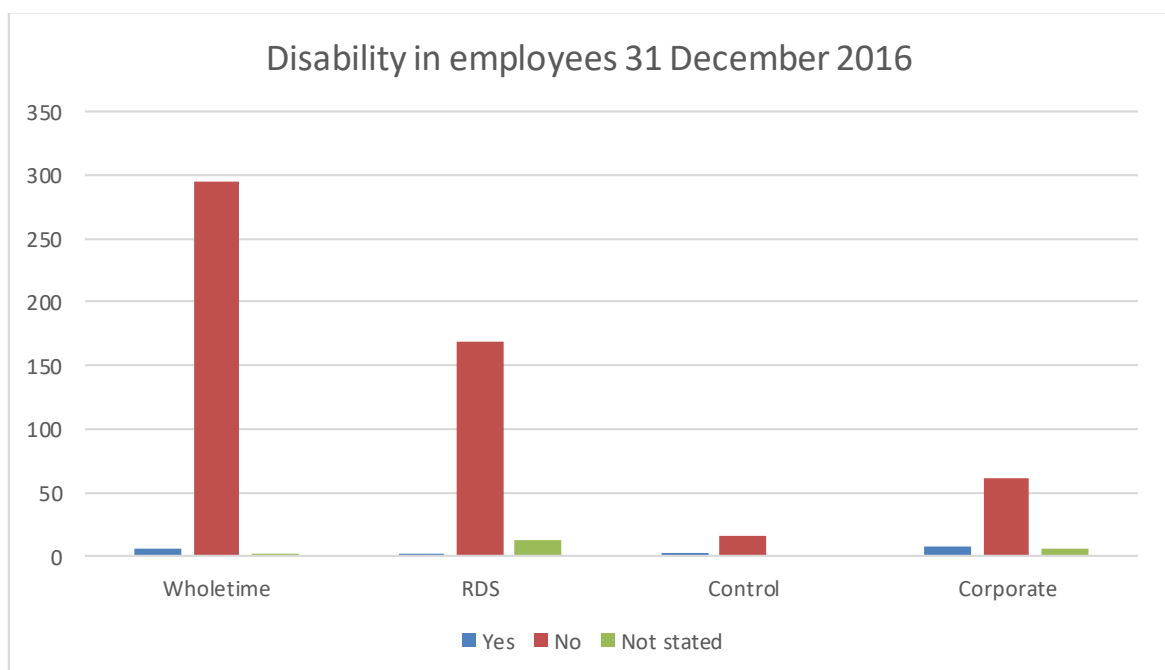
The majority of staff (35%) are within the 46-55 age range which is to be expected due to the wholetime recruitment freeze resulting in an ageing workforce, however we will be recruiting wholetime firefighters in 2017 which could positively impact this statistic. We have a very small proportion of staff (6%) in the 17-24 age range, the majority of which are RDS staff. We run young firefighter (YFA) and cadet schemes across most of our fire stations for young people to participate in which often results in members joining the RDS at a later date.

We will continue to engage with young people, visiting local educational establishments and careers events when the opportunity arises to try and improve these figures. The introduction of firefighter apprentices will increase the number of younger people employed by the service in the future.

We also have a small proportion (4%) 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 (31 December 2016)			
	Yes	No	Not stated
Wholetime	6	295	1
RDS	1	168	13
Control	3	16	0
Corporate	7	61	6
Total	17	540	20



What does this tell us?

2.9% 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 hold the 'Disability Confident Employer' certificate which also demonstrates our commitment to disability.

We continue to champion 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.

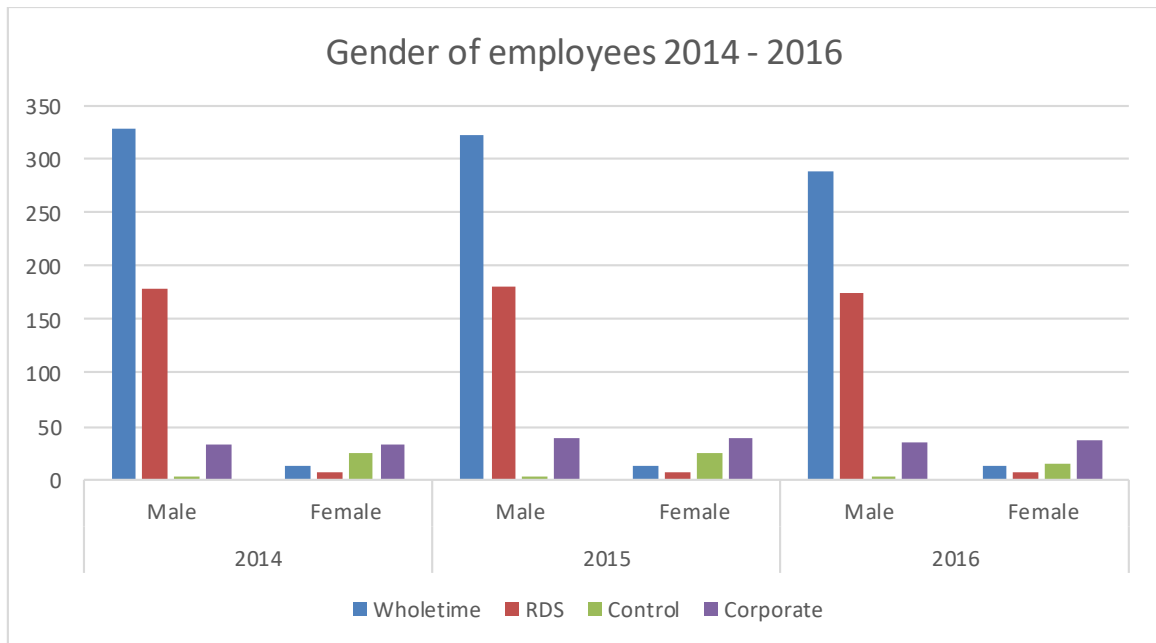
Our health and fitness advisor and human resources team also continue to be proactive in raising the awareness of mental health issues, we have mental health first aiders who are able to identify the signs of mental health and how to signpost employees to the correct treatment and support. We also continue 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 continue to work with the Fire Brigades Union (FBU) to raise awareness of dyslexia and to implement changes to support employees who are affected by dyslexia. FBU lifelong learning has provided training which has resulted in the introduction of dyslexia awareness assessors within the service who employees can access for advice and initial screening if they think they may be affected.

Gender

Gender of employees 2014 - 2016						
	2014		2015		2016	
	Male	Female	Male	Female	Male	Female
Wholetime	328	13	322	13	288	14
Retained	178	7	180	7	174	8
Control	3	26	3	26	3	16
Corporate	34	34	39	40	36	38
Total	543	80	544	86	501	76



What does this tell us?

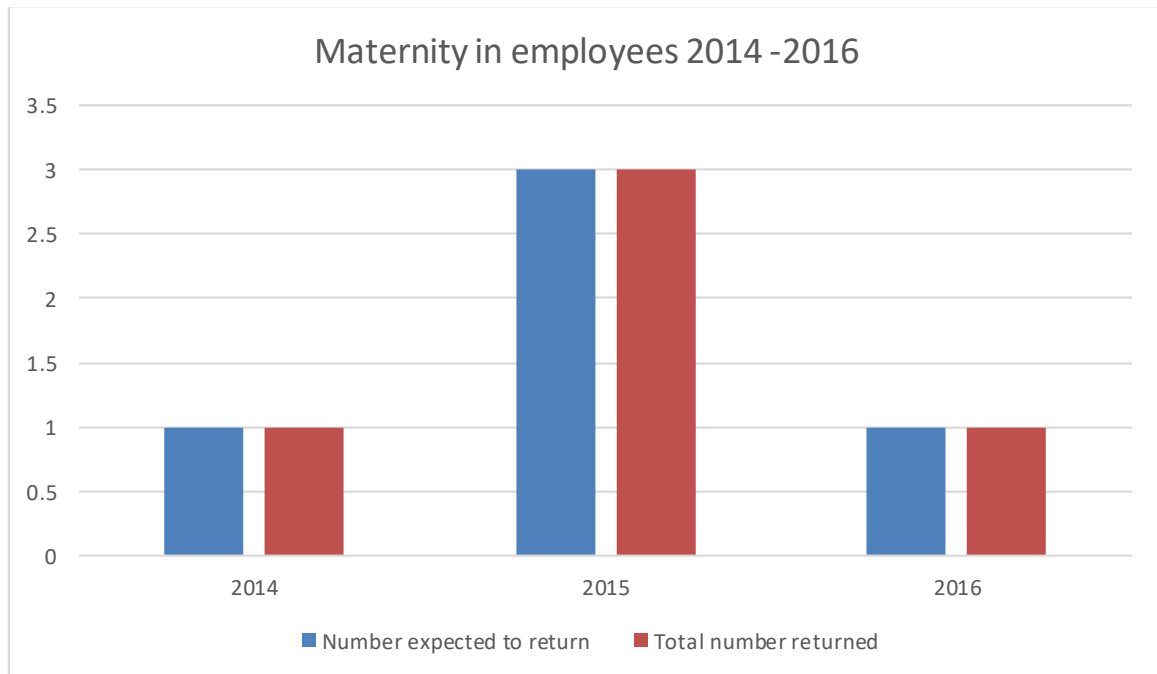
Uniformed employees are predominantly white males with only 4.1% of uniformed staff who are female. This has increased from last year's figure of 3.8% as we continue to try and break down the barriers women may face and encourage females to join the service. We held five positive action events across the service in December 2016 to encourage females to visit our stations, talk to the operational crews and see for themselves what the role involves and the types of equipment a firefighter may use. We received positive feedback following these events and intend to continue with these events in the future. The introduction of the firefighter apprenticeship scheme and a wholetime recruitment campaign in 2017 will also give us the opportunity to improve our number of female operational staff which hasn't been possible over recent years due to a wholetime recruitment freeze.

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 2014 – 2016 (31 December 2016)			
	2014	2015	2016
Number expected to return	1	3	2
Total number returned	1	3	2



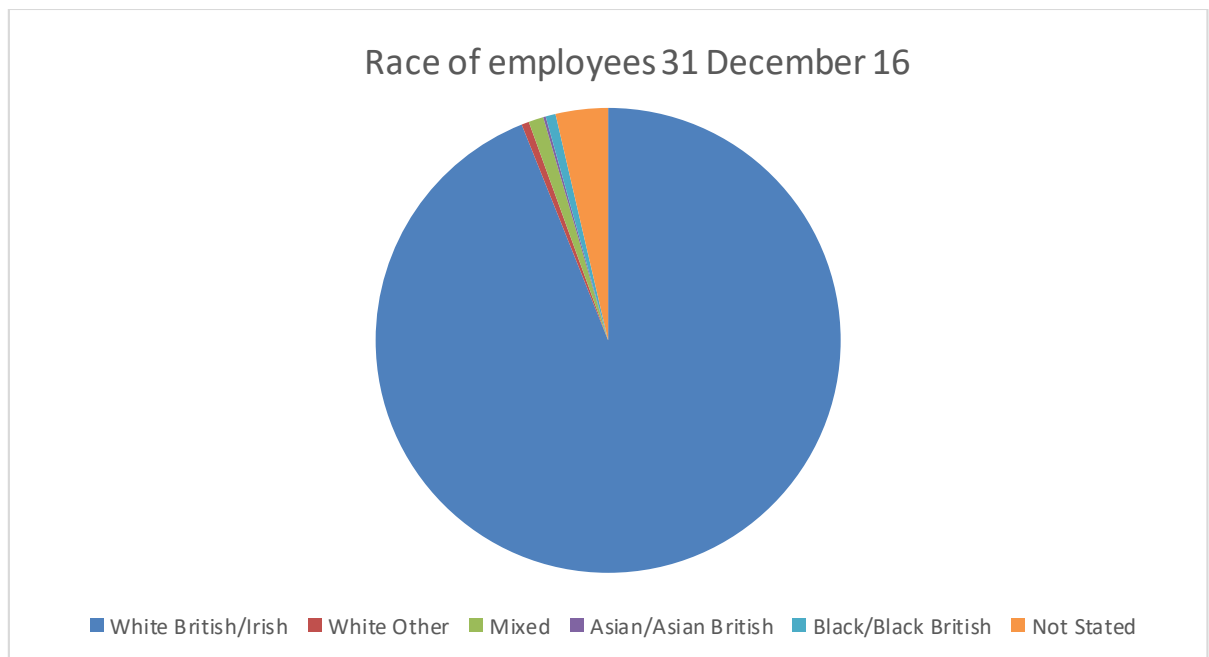
What does this tell us?

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 2014 – 2016 (31 December 16)			
	2014	2015	2016
White British/Irish	606	601	542
White other	5	3	3
Mixed	2	9	6
Asian/Asian British	2	1	1
Black/Black British	7	5	4
Chinese	0	0	0
Other ethnic minority	0	0	0
Not stated	1	11	21
Total % ethnic minority employees	2.6%	3%	2.4%



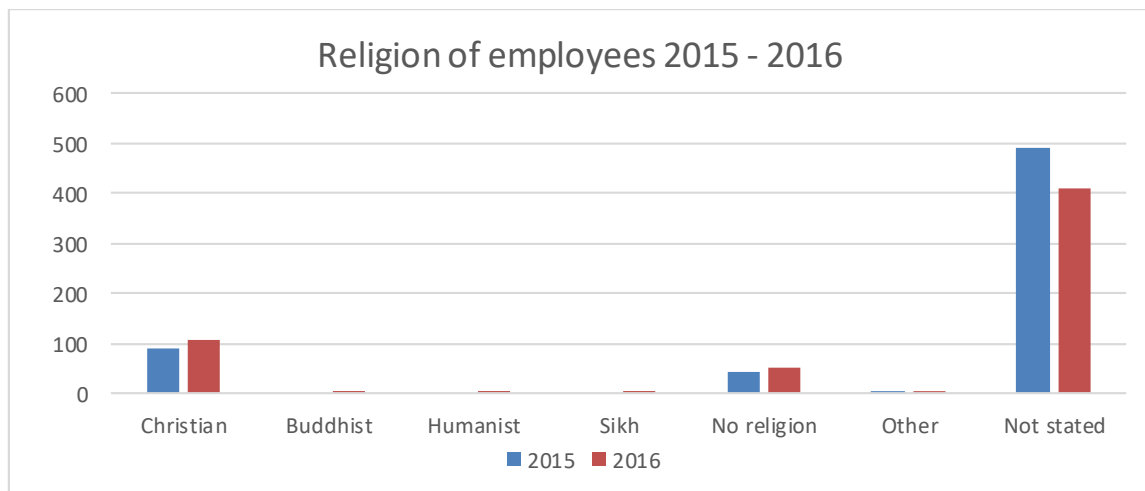
What does this tell us?

Although our percentage of ethnic minority staff has reduced from last year to 2.4%, there is very little diversity within our communities, based on 2011 census data (Office for National Statistics Census 2011) which shows 1.9% of the population of County Durham are ethnic minority. This shows our employee diversity is higher than the area we live in. The national average of 3.2% for the fire and rescue service in England (Fire and Rescue Service Equality and Diversity Strategy 2008-2018) would be difficult for us to achieve as a service due to the limited diversity in the area.

We will continue to work with ethnic minority groups within the community to build relationships and we held five positive action events in December 2016 to try and encourage more members of under-represented communities to come in to our fire stations and understand what the role entails.

Religion and belief

Religion of employees 2015 – 2016 (31 December 2016)		
	2015	2016
Christian	89	107
Buddhist	0	1
Humanist	0	1
Sikh	0	1
No religion	43	53
Other	6	5
Not stated	492	409
Total	630	577



What does this tell us?

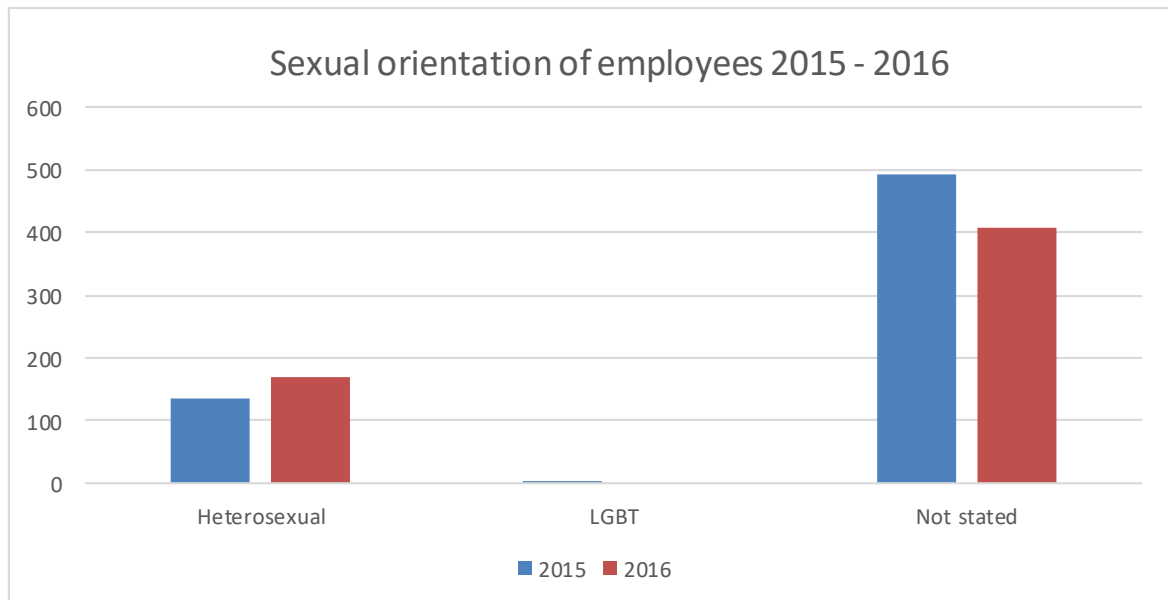
The introduction of a new back office system in 2014 means we now collect data on the religion of our employees. Although the majority of staff prefer not to say what religion they are at present (71%), this has improved from the year before with more employees recording their religion on the system. We need to continue to improve this data 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 continue to 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.

Sexual orientation

Sexual orientation of employees 2015 – 2016 (31 December 2016)		
	2015	2016
Heterosexual	134	170
Lesbian, gay, bisexual	2	0
Not stated	494	407
Total	630	577



What does this tell us?

The introduction of a new back office system in 2014 means we now collect data on the sexual orientation of our employees. Although the majority of staff prefer not to say what sexual orientation they are at present (71%), this has improved from the year before with more employees recording their sexual orientation on the system. Less people have stated they are LGBT which may indicate that these individuals have chosen to select 'Not

stated' which may be a result of the introduction of the new back office system, although the information is stored securely they may think the information is more visible.

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 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 and transgender (LGBT) employees and community members.

We are a member of Stonewall and are now included on their Workplace Equality Index (WEI) and increased our position by 90 places in 2016 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 local and regional Pride events and networks and we hope to implement an LGBT network to provide support for LGBT staff and increase the understanding of LGBT issues.

Grievances and dismissals

There were two grievances recorded in 2016, both of which were resolved informally.

Applications for flexible working

In 2016, 2 employees requested flexible working, both were from female members of staff and both were both approved.

Promotions and recruitment

Seventeen external applicants were offered permanent appointments to fill vacant, substantive positions, ten of which were RDS firefighter positions at various fire stations across County Durham and Darlington. We offered one fixed term contract to cover a temporary position.

The charts below show the characteristics of candidates at the application stage in our recruitment process.

Age of applicants (2016)	
17-24	30
25-35	51
36-45	6
46-55	5
56-65	3
Not stated	6
Total	101

Disability of applicants (2016)	
Yes	0
No	95
Not stated	6
Total	101

Gender of applicants (2016)	
Male	87
Female	9
Not stated	5
Total	101

Race of applicants (2016)	
White British/Irish	95
White other	1
Mixed	1
Not stated	4
Total	101

Religion & belief of applicants (2016)	
Christian	49
No religion	42
Other	1
Not stated	9
Total	101

Sexual orientation of applicants (2016)	
Heterosexual	95
LGBT	1
Not stated	5
Total	101

What does this tell us?

The applicants for external roles were mainly White British heterosexual young males with no disabilities. It is important we improve the numbers of individuals from under-represented groups within the service to increase diversity within the organisation and more work needs to be done to encourage individuals from these groups to apply.

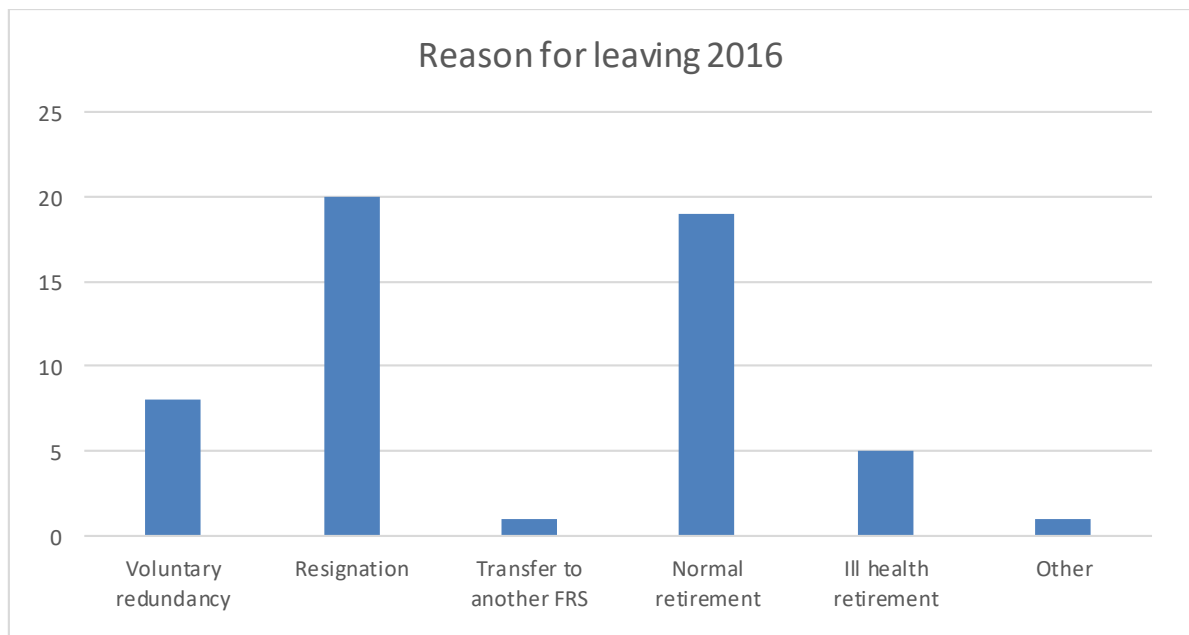
The service will continue to promote our disability confident employer status and membership of Stonewall on all recruitment paperwork and ensure advertisements for vacancies are shared with the appropriate organisations. We will strive to improve our disability confident employer status and aim to reach disability confident leader status by next year. We will continue to try and build relationships with partner organisations and

charities and attend careers events and schools. We will also host positive action events to invite those from underrepresented groups to visit their local fire stations showing them aspects of the role to encourage them to apply for roles when vacancies arise.

There were 11 permanent promotions in 2016. Of these 9% were female and 91% were male, with 36% in the age range 25-35 and 36% in the age range 36-45.

Leavers

Number of leavers (1 January 16 – 31 December 16)				
Reason for leaving	Wholetime	RDS	Control	Corporate
Voluntary redundancy	0	0	7	1
Resignation	1	12	1	6
Transfer to another FRS	1	0	0	0
Normal retirement	15	3	1	0
Ill health retirement	4	1	0	0
Other	0	0	0	1
Total	21	16	9	8



Age of leavers (2016)		Disability of leavers (2016)	
17-24	5	Yes	3
25-35	13	No	47
36-45	6	Not stated	4
46-55	24		
56-65	6		
65+	0		

Race of leavers (2016)		Religion of leavers (2016)	
White British/Irish	47	Christian	5
Mixed other	1	No religion	4
Black/Black British	1	Other	1
Not stated	5	Not stated	44

Gender of leavers (2016)		Sexual orientation of leavers (2016)	
Male	41	Heterosexual	9
Female	13	Not stated	45

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

What does this tell us?

During 2016, 54 employees left CDDFRS. The main reason for wholetime employees leaving the service is retirement as a proportion of our workforce are now reaching retirement age. Whereas the main reason for RDS leavers is 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.

Nine control staff left the service in 2016, which is an unusually high number, due to the service requesting applications for voluntary redundancy which proved popular. Seven control staff were approved to take voluntary redundancy. Eight corporate staff also left the service, one of which was voluntary redundancy but six were resignations where people had found alternative employment.

Of all the leavers, across all staffing groups, the majority were white British; not disabled and most were male. As the majority of our staff are operational i.e. Wholetime or RDS, 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 for most individuals. We need to continue to work on communicating the reasons for collecting this data to staff and encouraging them to record their data.

3. Service user data (Home fire safety checks)

Age

Age of people receiving home fire safety checks 2015/2016 (31 March 2016)		
Age	Number of people	Percentage
Under 65	14,167	68.98%
Over 65	6,370	31.02%
Total	20,537	100.00%

What does this tell us?

Compared to last year this shows an increase in the number of over 65s of 154 (6216 in 14/15), although the percentage as a whole shows a decrease of 1.73% (32.75% in 14/15). The overall number of Home Fire Safety Checks (HFSC) increased in 2015/16 (20,537 compared to 18,981 in 14/15) and crews were directed to continue the service policy of targeting high risk wards and as well as responding to partner agency referrals and direct requests from the public. The service introduced Safe and Wellbeing Visits (SWVs) in February 2016 so that the service delivered to the public, but particularly to the over 65s, is greatly improved as they focus more on lifestyle and health issues which can impact on fire risk. The support now offered to over 65s during and after the SWVs should help them make significant improvements in terms of their overall health and safety, not just home fire safety. As more people are made aware of the new type of home visit via service publicity and partner agency involvement it would be expected that the number and percentage of over 65s receiving a visit will keep pace with the overall number and hopefully even increase in comparison.

Disability

Disability of people receiving home fire safety checks 2015/2016 (31 March 2016)		
Disability	Number of people	Percentage
Disability	474	2.31%
No disability	20,063	97.69%
Total	20,537	100.00%

What does this tell us?

The percentage of people receiving HFSC that have declared themselves to have a disability is 2.31% which is an increase on last year's figure of 00.17%. The number of people with a disability receiving a HFSC has increased by 68, a percentage increase of 16.71% compared to last year (406 in 14/15). This also demonstrates that targeting of HFSC has enabled support to those who are at higher risk from fire. The percentage of the total number of people having HFSC who declare themselves as having a disability is less than would be expected based on census data (Office for National Statistics Census 2011 shows 12% of people in County Durham consider themselves to have a disability). It is impossible to state with any certainty whether the low percentage is due to people with disabilities being unwilling to disclose that information during a HFSC, unknown barriers existing for people with disabilities requesting HFSC or whether other factors are involved. As the service's collaboration with health partners continues and they provide more SWV referrals to us we will hopefully see this percentage get closer to what would be expected.

Gender

Gender of people receiving home fire safety checks 2015/2016 (31 March 2016)		
Gender	Number of people	Percentage
Female	10,968	53.41%
Male	7,794	37.95%
Not stated	1,775	8.64%
Total	20,537	100.00%

What does this tell us?

The number of 'not stated' has risen from 4.4% to 8.64% which is a concern as it is probably as a result of the recording of the data rather than the public's refusal to answer a question. Work has already begun to deliver additional community safety training to the operational crews and improving data collection will form a major part of this. The balance of male and females recorded has changed again this year but it is difficult to draw any conclusions from this as crews have the option to choose to record either one of more people present during the visit.

Race

Race of people receiving home fire safety checks 2015/2016 (31 March 2016)		
Ethnicity	Number of people	Percentage
White – British	20,000	97.39%
White – Irish	68	0.33%
White – Other White	150	0.73%
Mixed – White & Black Caribbean	3	0.01%
Mixed – White & Black African	1	0.005%
Mixed – White & Asian	3	0.01%
Mixed – Other mixed	10	0.05%
Asian or Asian British – Indian	36	0.18%
Asian or Asian British – Pakistani	9	0.04%
Asian or Asian British – Bangladeshi	6	0.03%
Asian or Asian British – Other Asian	14	0.07%
Black or Black British - Caribbean	3	0.01%
Black or Black British - African	11	0.05%
Black or Black British – Other Black	2	0.01%
Chinese or Other Ethnic Group – Chinese	12	0.06%
Chinese or Other Ethnic Group – Other	6	0.03%
Not stated	203	0.99%
Total	20,537	100.00%

What does this tell us?

In 2015/16, 97.39% of the people who received a HFSC were White British, a rise from 95.1% in 2014/15. The number of 'not stated' fell from 2.62% in 14/15 to 0.99%, hopefully demonstrating a greater willingness by the public to share this information with the service and our crews being more diligent in collecting the data. The total number of people from non-white British groups receiving HFSCs has fallen from 2.28% to 1.62%. As ever it is difficult to categorically state why this has fallen when the numbers of non-white British people in our communities is so small.

4. Operational data

Age

Age of people involved in accidents 2015/2016 (31 March 2016)		
Age	Number	Percentage
0-4	46	2.89%
5-9	10	0.63%
10-14	30	1.89%
15-19	62	3.90%
20-24	61	3.84%
25-29	60	3.77%
30-34	55	3.46%
35-39	63	3.96%
40-44	62	3.90%
45-49	63	3.96%
50-54	64	4.03%
55-59	49	3.08%
60-64	57	3.58%
65-69	69	4.34%
70-74	95	5.97%
75-79	87	5.47%
80-84	84	5.28%
85-89	84	5.28%
90-94	48	3.02%
95-99	11	0.69%
Not stated	430	27.04%
Total	1590	100%

What does this tell us?

When compared to the 2014/15 data reported in the January 2016 equality report we observe that there has been a significant increase in the number of “victims” which has risen from 867 to 1590 (83%). Previous equality reports have used the term “victim” as a 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 the additional victims come from special service calls which have increased by 997 from the previous year which includes road traffic collisions, however the increase is mainly attributable to the rise in the number of operational incidents attended as part of the service involvement in the national Emergency Medical Response (EMR) trial.

This has also altered the age profile of people involved in operational incidents from 2014/15 with the largest proportion of victims coming from the age range 70–74 with a general increase in the age ranges between 65–99.

In 2015/16 the service experienced an increase (3%) from the previous year in the number of road traffic collisions (RTC’s) that it was called to respond to however we also observed a reduction in the number of extrications carried out with the number of “make scene safe” and “standby no action” increasing. The most at risk group of people who are more likely to be injured in an RTC continues to be those in the age range 17- 24. Road safety advice and education continues to be focused 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. The service continues to support a range of national safety weeks and carries out high profile prevention campaigns through the operations delivery and community safety sections.

In 2015/16 the number of people receiving injury following their involvement in an accidental dwelling fire reduced from 36 to 17 (53% - source BIRT). Where the service were able to ascertain the age of the people involved there were 5 age groups ranging from 20– 24, 40 – 44, 50– 54, 65- 69, & 85 – 89, with males and females evenly affected. In 2015/16 a slightly different picture is seen when compared to 2014/15 where more people have been injured “discovering fire” as opposed to “fighting the fire”. Reassuringly of the 13 people injured “discovering fire” 10 of the properties were fitted with smoke detectors. The service continues to target high risk people and properties in all aspects of community safety activity.

Gender

Gender of people involved in incidents 2015/2016 (31 March 2016)		
Sex	Number of people	Percentage
Female	768	48.30%
Male	793	49.87%
Not known/not specified	29	1.83%
Total	1590	100.00%

What does this tell us?

In 2015/16 there were a slightly higher number of males reported as “victims” of incidents than females (+1.57%) however this figure has reduced when compared to the data produced in 2014/15 where the gap was 8.88%. This increase is mainly attributable to a higher number of females requiring the EMR service. The service continues to engage in preventative activities particularly through its Safe & Wellbeing visits 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 district and service projects and plans.

Race

Race	Number	Percentage
Asian or Asian British	16	1.01%
Black or Black British	3	0.19%
Chinese	2	0.13%
Not known/stated	329	20.69%
Other ethnic group	1	0.06%
White - British	1218	76.60%
White - Irish	6	0.38%
White - Other White	15	0.94%
Total	1590	100.00%

What does this tell us?

76.6% of people involved in incidents were “White British” which is a fairly static figure when compared to previous years’ reports. Although not relative to the increase in the number of “victims” involved (+83%) we have seen a slight increase in the number of “victims” from the “Asian or Asian British” ethnic group rising from 3 to 16 and a reduction in the number of people from the Chinese ethnic group reducing from 7 to 2.

The number of victims being predominately from the “White British” 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.