

Equality Data Report January 2019



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1. Introduction

The Public-Sector Equality Duty (PSED) requires public authorities like ourselves, to publish information to demonstrate we comply with the general equality duty. This requires authorities to have due regard in 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.

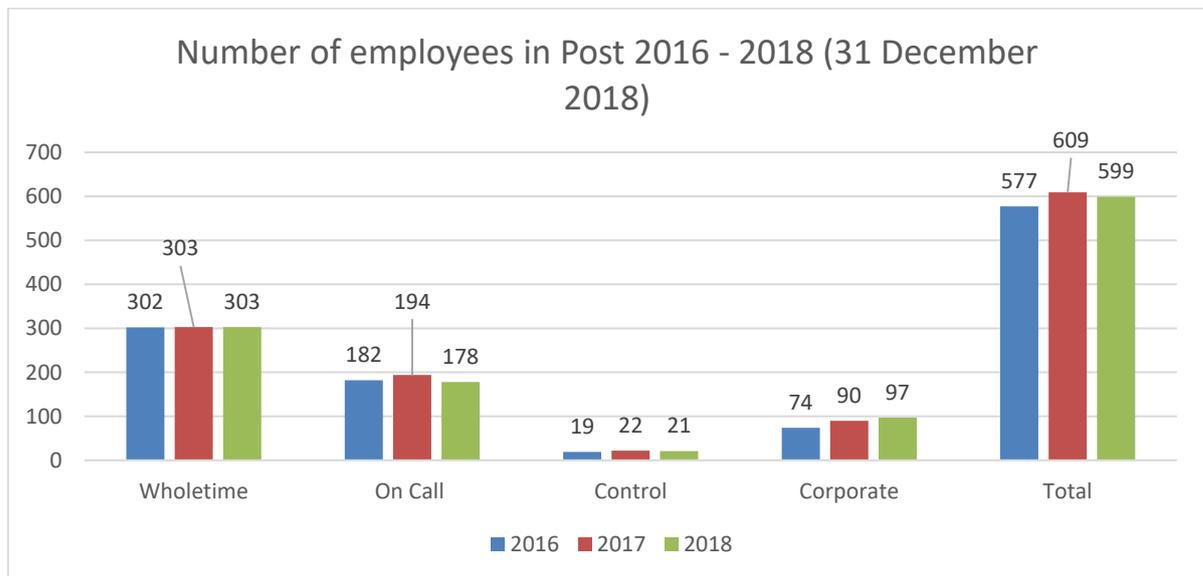
Data and information has been collated for the period 1 January 2018 to 31 December 2018 and some comparisons have been made to previous years. This report details both Service and employee data to show how as a fire and rescue service (FRS) we take protected characteristics into account in all we do, including 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 2016 – 2018 (31 December 18) | | | | | |
|--|-----------|---------|----------|-----------|---------------|
| Year | Wholetime | On Call | Control | Corporate | Total |
| 2016 | 302 | 182 | 19 | 74 | 577 |
| 2017 | 303 | 194 | 22 | 90 | 609 |
| 2018 | 303 | 178 | 21 | 97 | 599 |
| Change 17/18 | 0 | -16 | -1 | +7 | - 10 |
| % change 17/18 | 0 | - 8.24% | - 4.54 % | + 7.77 % | -1.64% |



What does this tell us?

The number of staff employed by (CDDFRS) has remained relatively unchanged in comparison to the 2017 reporting year.

The largest changes in staffing levels is present within our On Call (Retained Duty System RDS) and our Corporate employees. The 8.24% (16 person) decrease within our on-call staffing is primarily due to on call employees securing alternative primary employment (both within the FRS and other organisations). A number of CDDFRS on call staff have also been successful in securing a whole-time fire fighter role within our organisation (on both permanent and fixed term contracts).

Similar to the figures reported within 2017 our organisation has seen a greater increase within our Corporate workforce, within 2018 we recruited a further twelve firefighter apprentices.

Employee breakdown

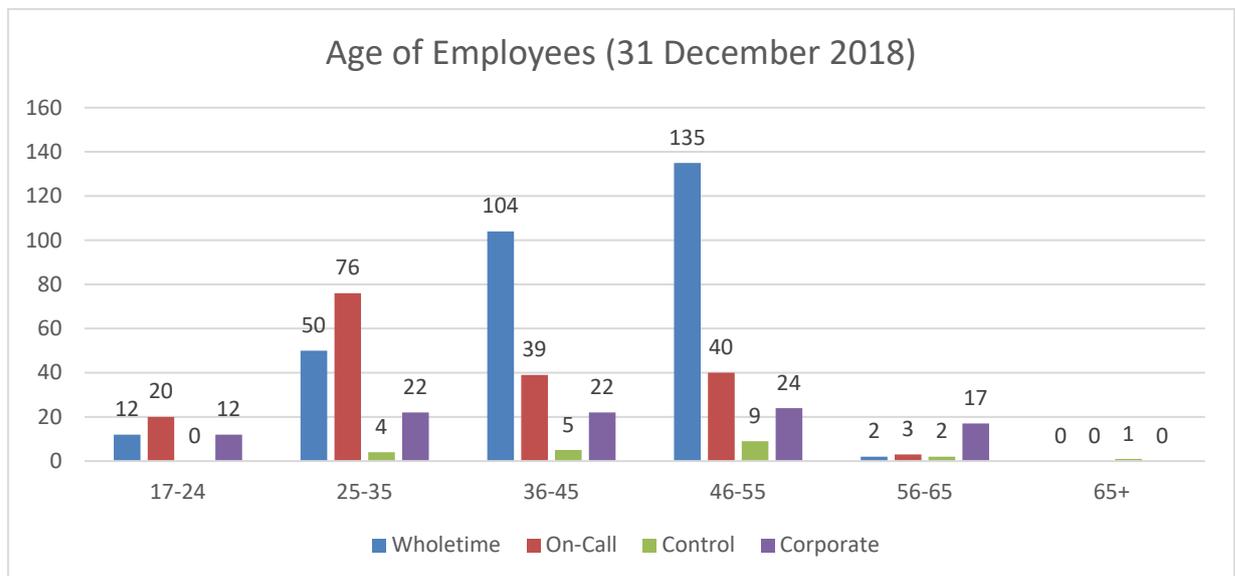
| Staffing strength (FTE) by role (31 December 2018) | | | | | |
|--|------------|---------------|-------------|--------------|---------------|
| Role | Wholetime | On-Call | Control | Corporate | Total |
| Principal officers | 3 | 0 | 0 | 1 | 4 |
| Area manager/Grade 15 | 3 | 0 | 0 | 2 | 5 |
| Group manager/Grade 14 | 5 | 0 | 0 | 0 | 5 |
| Station manager/Grade 10/13 | 23 | 0 | 1 | 9.59 | 33.59 |
| Watch manager/Grade 8-9 | 38 | 9.98 | 6.6 | 20 | 74.58 |
| Crew manager/Grade 7 | 55 | 25.81 | 4 | 16.22 | 101.03 |
| Firefighter/Grade 6 & below | 168 | 101.62 | 8 | 29.06 | 306.68 |
| Apprentice | 9 | 0 | 0 | 16 | 25 |
| Total | 304 | 137.41 | 19.6 | 93.87 | 554.88 |

The organisational structure denotes that a significant number of senior roles can only be occupied by wholetime, operational employees. The organisation also operates a very lean back office function and has a low attrition rate, meaning opportunities for progression within corporate roles can be limited. This is also similar for those working on the on-call duty system (RDS) where roles are only available up to Watch Manager level. Within our Control Room, only one role exists at Station Manager level. The Service continues to review and reflect on the organisational structure.

Following the success of our award-winning apprenticeship programme our first cohort of apprentices have successfully moved forward into year two of their programme and are now considered within our wholetime figures. Our second cohort of (12) apprentices joined our organisation in September 2018 and began their apprenticeship journey learning alongside many departments and will remain within our corporate figures until they commence year two of their apprenticeship. CDDFRS continues to support and encourage apprenticeships across our diverse organisation.

Age profile

| Age of employees (31 December 2018) | | | | | | |
|-------------------------------------|-----------|------------|------------|------------|-----------|----------|
| | 17-24 | 25-35 | 36-45 | 46-55 | 56-65 | 65+ |
| Wholetime | 12 | 50 | 104 | 135 | 2 | 0 |
| On-Call | 20 | 76 | 39 | 40 | 3 | 0 |
| Control | 0 | 4 | 5 | 9 | 2 | 1 |
| Corporate | 12 | 22 | 22 | 24 | 17 | 0 |
| Total | 44 | 152 | 170 | 208 | 24 | 1 |



What does this tell us?

Our organisation continues to both attract and retain employees across a diverse age range. Due to ongoing successful recruitment campaigns we have seen an increase of employees aged between 17-24 joining our service in 2018.

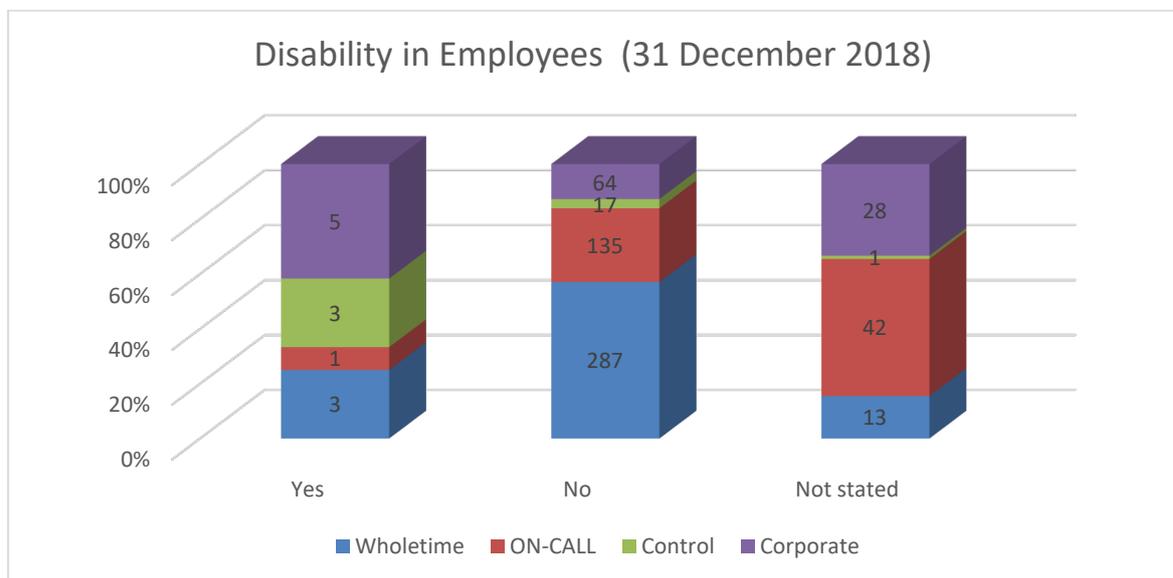
The largest number of employees within our organisation are within the 36 – 45 age range, 63%. Almost 89% of those employees within that age range are employed within an operational capacity on Grey Book Terms and Conditions (inclusive of On Call and Control employees). Many employees choose to retire in line with their pension arrangements which is reflective within the number of operational staff remaining within our employment following the age of 55. It is possible that changes to the Firefighters Pension Scheme may impact this statistic in coming years.

It remains imperative that we continue to work with our communities to attract a representative demographic. It is anticipated that the continued support of our apprentice firefighter recruitment campaign will encourage an age diverse workforce (there is no upper age limit to our apprenticeship schemes).

The Service continues to operate cadet schemes across most of our fire stations encouraging individuals from our communities to participate either as a cadet or to help us support the delivery of our schemes. It is encouraging that some of our cadets have decided to join our on-call workforce.

Disability

| Disability in Employees (31 December 2018) | | | |
|--|-----------|------------|------------|
| | Yes | No | Not stated |
| Wholetime | 3 | 287 | 13 |
| ON-CALL | 1 | 135 | 42 |
| Control | 3 | 17 | 1 |
| Corporate | 5 | 64 | 28 |
| Total | 12 | 503 | 84 |



What does this tell us?

2% of our workforce have declared to us that they have a disability. This figure places us slightly higher than the national average for the FRS 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). We strive to continue to understand and improve our support mechanisms and accessibility for our disabled employees. We hold the 'Disability Confident Employer' certificate which also demonstrates our commitment to disability.

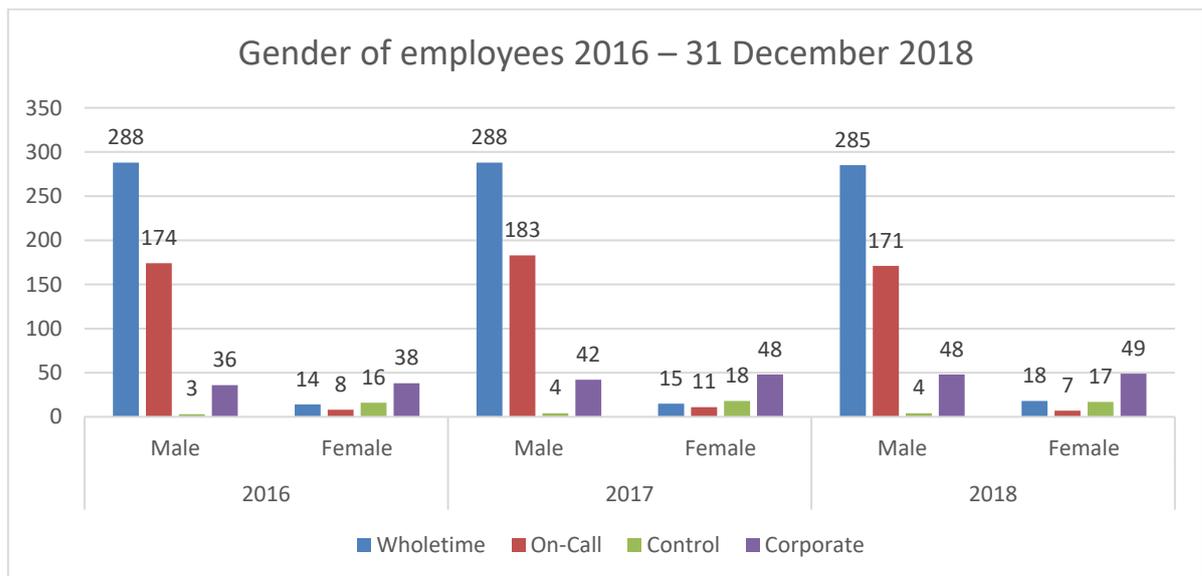
Our health and fitness advisor and human resources team also continue to be proactive in raising the awareness of mental health issues, we have mental health first aiders who are able to identify the signs of mental health and how to signpost employees to the correct treatment and support. We also continue 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. We aim to ensure adequate support and reasonable adjustments are supported whenever possible.

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 2016 – 31 December 2018 | | | | | | |
|---|------------|-----------|------------|-----------|------------|-----------|
| | 2016 | | 2017 | | 2018 | |
| | Male | Female | Male | Female | Male | Female |
| Wholetime | 288 | 14 | 288 | 15 | 285 | 18 |
| On-Call | 174 | 8 | 183 | 11 | 171 | 7 |
| Control | 3 | 16 | 4 | 18 | 4 | 17 |
| Corporate | 36 | 38 | 42 | 48 | 48 | 49 |
| Total | 501 | 76 | 517 | 92 | 508 | 91 |



What does this tell us?

85% of employees within our organisation are male and 15% of employees within our organisation are female. This figure is slightly less than the national average per Service as stated by the home office <https://www.gov.uk/government/statistical-data-sets/fire-statistics-data-tables#workforce-and-workforce-diversity>

The gender split within operational roles is 5.2% female 94.8% male. Within the operational roles five females occupy roles which attract a higher rate of pay. Further

details on the impact of Gender Pay Gap can be located within our Gender Pay Gap report.

As a Service we are aware that our gender split is primarily male dominated and we continue to work with our local communities to help us understand any barriers which may be perceived with the view to helping to remove these. We have taken some positive steps to modernise how, what and where we advertise our recruitment opportunities. Providing more information to our communities on the different varied career opportunities the FRS can offer.

Throughout our recent recruitment programme, a number of “come and try” sessions were advertised encouraging all potential candidates to find out a little more information about our recruitment processes and what could be expected in relation to physical fitness.

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 2016 – 2018 (31 December 2018) | | | |
|--|-------------|-------------|-------------|
| | 2016 | 2017 | 2018 |
| Number expected to return | 2 | 1 | 1 |
| Total number returned | 2 | 1 | 1 |

What does this tell us?

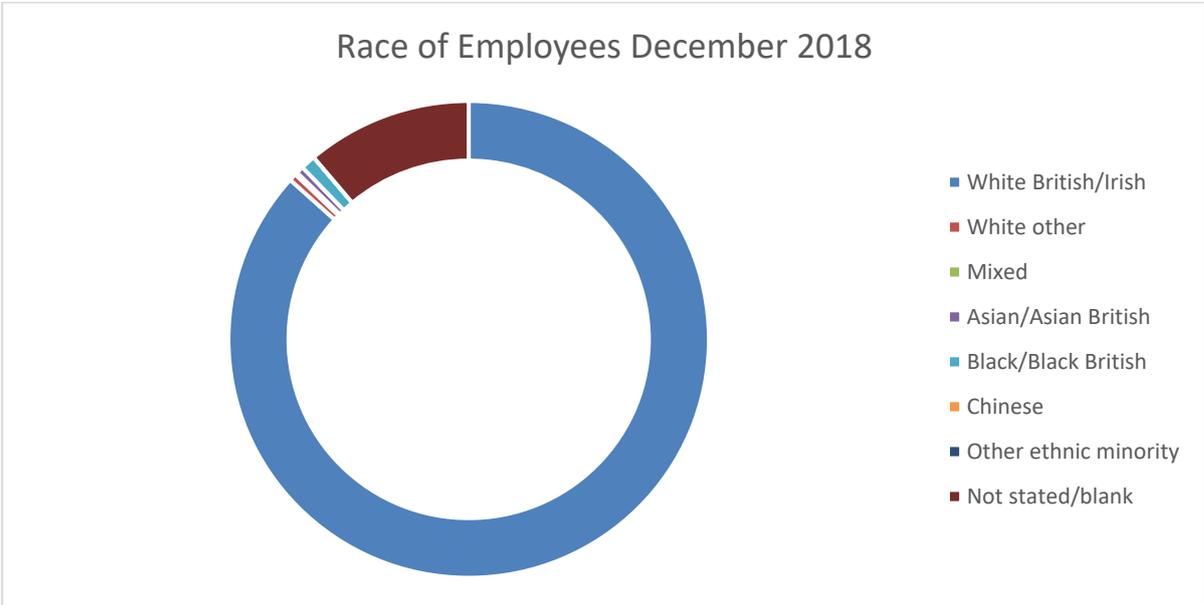
Women who have taken maternity leave in the last three years have all returned to their original roles. This is a positive statistic which can be attributed to the work we have done on our work life balance policies and flexible working options available to employees. We are committed to offering flexible 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 2016 – 2018 (31 December 18) | | | |
|---|-------------|-------------|-------------|
| | 2016 | 2017 | 2018 |
| White British/Irish | 542 | 549 | 520 |
| White other | 3 | 3 | 3 |
| Mixed | 6 | 7 | 1 |
| Asian/Asian British | 1 | 1 | 3 |
| Black/Black British | 4 | 4 | 6 |
| Chinese | 0 | 0 | 0 |
| Other ethnic minority | 0 | 0 | 0 |
| Not stated/blank | 21 | 45 | 66 |
| Total % ethnic minority employees | 2.4% | 2.4% | 2.2% |



What does this tell us?

Our percentage of ethnic minority staff has remained at 2.2%, which is relatively reflective of the communities which we serve according to the Office of National Statistics mid-year population statistics which suggest that less than 3% of the population of County Durham identify as ethnic minority.

However, in comparison to Fire and Rescue National statistics as published within the Fire Data statistics:

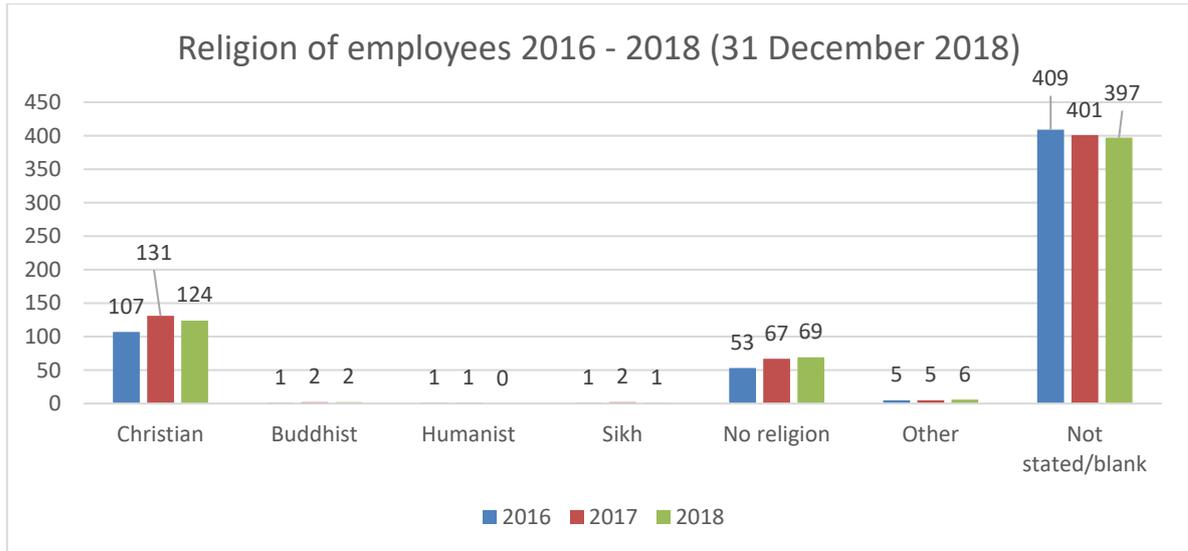
<https://www.gov.uk/government/statistical-data-sets/fire-statistics-data-tables#workforce-and-workforce-diversity>

CDDFRS remain lower than the national average. According to the Fire Data statistics 4.7% of the FRS (nationally) have declared as being of ethnic minority.

We will continue to work with ethnic minority groups within the community to build relationships, understand challenges and opportunities and continue with further positive action events throughout 2019 in an attempt to encourage more members of under-represented communities to come in to our organisation and understand what career opportunities are available.

Religion and belief

| Religion of employees 2016– 2018 (31 December 2018) | | | |
|---|------------|------------|------------|
| | 2016 | 2017 | 2018 |
| Christian | 107 | 131 | 124 |
| Buddhist | 1 | 2 | 2 |
| Humanist | 1 | 1 | 0 |
| Sikh | 1 | 2 | 1 |
| No religion | 53 | 67 | 69 |
| Other | 5 | 5 | 6 |
| Not stated/blank | 409 | 401 | 397 |
| Total | 577 | 609 | 599 |



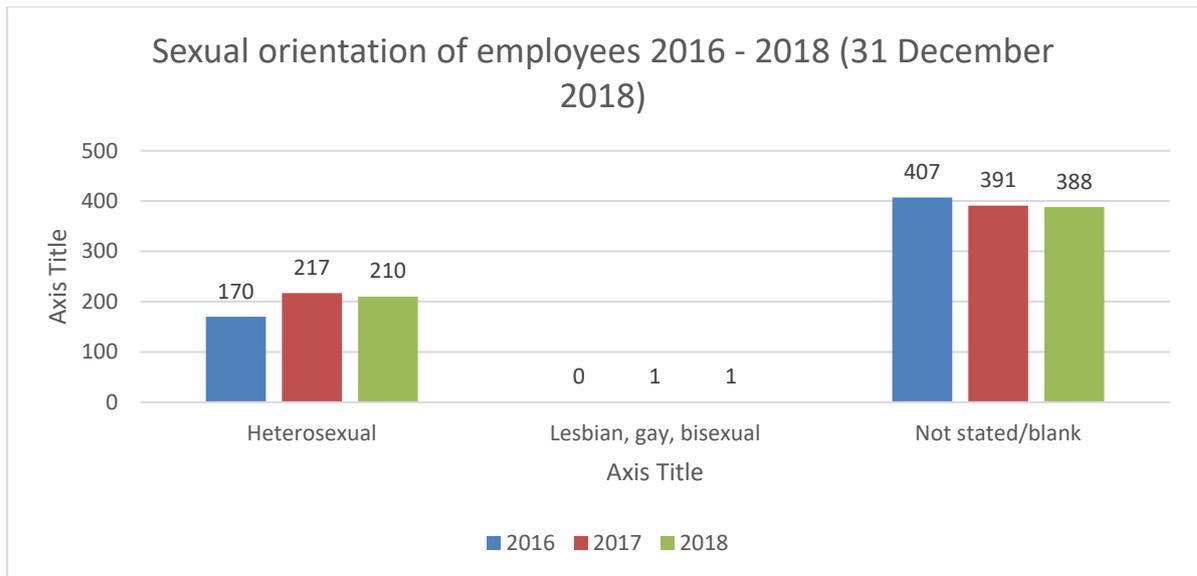
What does this tell us?

We will continue to encourage all personnel to complete all aspects of equality data within the database provided. Currently the majority of staff (66%) prefer not to say what religion they are. 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 2016 – 2018 (31 December 2018) | | | |
|---|-------------|-------------|-------------|
| | 2016 | 2017 | 2018 |
| Heterosexual | 170 | 217 | 210 |
| Lesbian, gay, bisexual | 0 | 1 | 1 |
| Not stated/blank | 407 | 391 | 388 |
| Total | 577 | 609 | 599 |



What does this tell us?

Our back-office database enables the Service to collect data on the sexual orientation of our employees. The majority of staff prefer not to say what sexual orientation they are, at present this is 65%. Although the information is stored securely individuals recording themselves as LGBT has remained the same for the last 2 years. We believe this may be due to individuals believing the information is more visible than it is.

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 continue to value our Stonewall membership and welcome the advice and support that this membership provides to our organisation with the view to enriching the diversity within our workforce. We are working on further initiatives to ensure we provide an environment for staff which is free from discrimination.

Grievances and dismissals

There were six disciplinary cases recorded in 2018, one of which resulted in a dismissal; two of which resulted in resignations prior to completion of the case; one resulted in an initial written warning; and two remain on-going.

Applications for flexible working

In 2018, 1 female employee from the corporate staff applied for flexible working which was successful. Two personnel applied for a career break, 1 from a member of the on-call staff and 1 from the wholetime, both of these requests were approved, and both personnel are expected to return to full employment within a 12-month period.

Promotions and recruitment

A number of recruitment and promotional processes were held throughout 2018. Changes within our organisational structure required for a larger number of internal promotional processes to be managed in comparison to previous years. Internal recruitment opportunities (inclusive of promotion) are available for application to existing Fire and Rescue employees both internal to CDDFRS and the national fire and rescue service. External recruitment processes are available for application by candidates external to CDDFRS and National Fire Service employment.

External recruitment processes included:

- Wholetime Fire Fighter recruitment
- Apprentice Fire Fighter recruitment
- A number of corporate recruitment campaigns (to strengthen our back-office functions)

Internal recruitment processes inclusive of the National FRS included:

- Assistant Chief Fire Officer
- Area Manager
- Group Manager
- Station Manager
- On call (RDS) to Wholetime transfers

The charts below demonstrate the breakdown elements of our recruitment processes into the protected characteristics Age

| Age of Applicants 2018 | Total number of applicants for WT Firefighter Role |
|-------------------------------|---|
| 17-24 | 1226 |
| 25-35 | 2638 |
| 36-45 | 585 |
| 46-55 | 69 |
| 56-65 | 1 |
| 66+ | 1 |
| Not Stated | 0 |

| | |
|-------|------|
| Total | 4520 |
|-------|------|

| Age of Applicant | Total number of applicants for FF Apprentice Role |
|------------------|---|
| U18 | 110 |
| 18 - 24 | 387 |
| 25 - 40 | 224 |
| 41 - 59 | 23 |
| | |
| Not Stated | 3 |
| Total | 747 |

| Age of Applicant | Total number of Internal and External Applicants for 'Other' Roles |
|------------------|--|
| 17-24 | 53 |
| 25-35 | 100 |
| 36-45 | 57 |
| 46-55 | 76 |
| 56-65 | 8 |
| 66+ | 1 |
| Not Stated | 33 |
| Total | 328 |

Gender

| Gender of Applicants 2018 | Applicants for WT Firefighter Role | Applicants for FF Apprentice Role | Internal and External Applicants for 'Other' Roles |
|----------------------------------|---|--|---|
| Male | 3935 | 631 | 192 |
| Female | 559 | 110 | 109 |
| In Another way | 2 | 0 | 0 |
| Prefer Not to Say | 24 | 6 | 27 |
| | | | |
| Total | 4520 | 747 | 328 |

Disability

| Disability of Applicants 2018 | Applicants for WT Firefighter Role | Applicants for FF Apprentice Role | Internal and External Applicants for 'Other' Roles |
|--------------------------------------|---|--|---|
| Yes | 84 | 11 | 5 |
| No | 4412 | 729 | 292 |
| Prefer Not to Say | 24 | 7 | 31 |
| Not stated | | | |
| | | | |
| Total | 4520 | 747 | 328 |

Ethnicity

| Race of Applicants 2018 | Applicants for WT Firefighter Role | Applicants for FF Apprentice Role | Internal and External Applicants for 'Other' Roles |
|--------------------------------|---|--|---|
| White British/Irish | 4301 | 557 | 290 |
| White Other | 69 | 10 | 2 |
| Arab | 2 | 1 | |
| Asian | 21 | 6 | |
| Black | 18 | 2 | |
| Chinese | 2 | 0 | |
| Other | 75 | 134 | 4 |
| Prefer Not to Say | 32 | 37 | 32 |
| Total | 4520 | 747 | 328 |

Sexual Orientation

| Sexual Orientation of Applicants 2018 | Applicants for WT Firefighter Role | Applicants for FF Apprentice Role | Internal and External Applicants for 'Other' Roles |
|--|---|--|---|
| Heterosexual | 4065 | 676 | 285 |
| LGBT | 258 | 31 | 4 |
| Prefer Not to Say | 172 | 40 | 39 |
| | | | |
| Use own Term | 25 | | |
| | | | |
| | | | |
| Total | 4520 | 747 | 328 |

Religion & Belief

| Religion & Belief of Applicant 2018 | Applicants for WT Firefighter Role | Applicants for FF Apprentice Role | Internal and External Applicants for 'Other' Roles |
|--|---|--|---|
| Christian | | 277 | 163 |
| No Religion | | 393 | 114 |
| Other | | 11 | 1 |
| Not Stated Blank Prefer not to Say | | 66 | 50 |
| Total | | 747 | 328 |

What does this tell us?

The majority of applications received during our external recruitment campaigns were received from those applicants who considered themselves as being white British, heterosexual, males, within the 25 – 45 years of age brackets, declaring no disabilities.

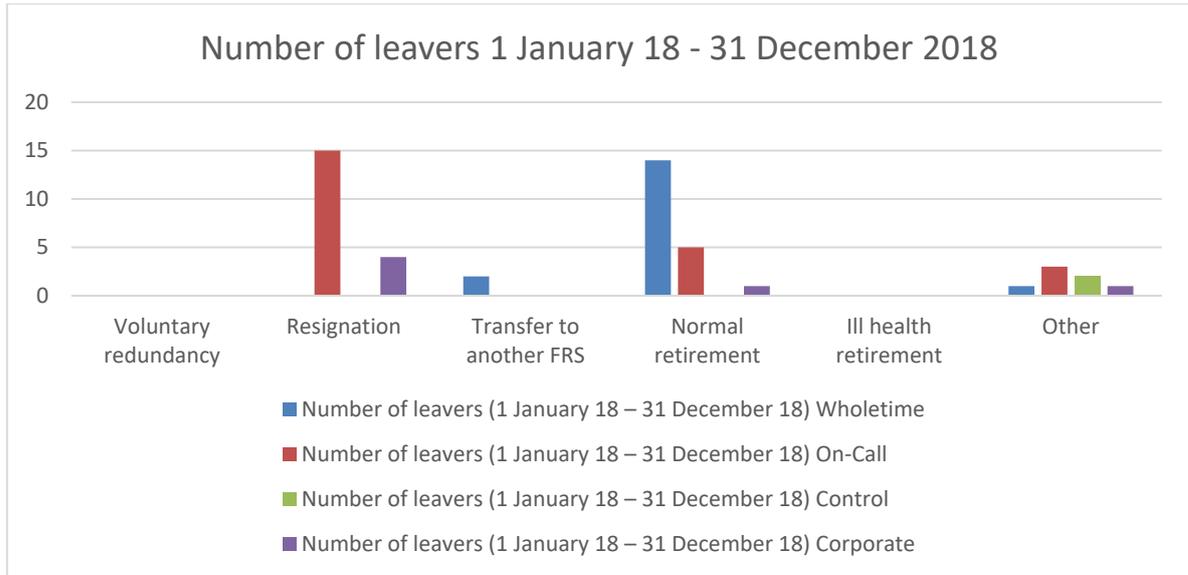
The Service will continue to promote our disability confident employer status and membership of Stonewall on all recruitment paperwork and ensure advertisements for vacancies are shared with the appropriate organisations. We will strive to improve our disability confident employer status and aim to reach disability confident leader status. 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 2018. 7 were on wholetime contracts across all roles, 2 on on-call contracts and 2 members of corporate staff. Of these 11, 1 was female and 10 were male.

There were approximately 60 temporary promotions within 2018. 44 undertaken by wholetime personnel across all operational roles; 12 were undertaken by on call personnel and 2 were undertaken by corporate personnel.

Leavers

| Number of leavers (1 January 18 – 31 December 18) | | | | |
|---|-----------|-----------|----------|-----------|
| Reason for leaving | Wholetime | On-Call | Control | Corporate |
| Voluntary redundancy | 0 | 0 | 0 | 0 |
| Resignation | 0 | 15 | 0 | 4 |
| Transfer to another FRS | 2 | 0 | 0 | 0 |
| Normal retirement | 14 | 5 | 0 | 1 |
| Ill health retirement | 0 | 0 | 0 | 0 |
| Other | 1 | 3 | 2 | 1 |
| Total | 17 | 23 | 2 | 6 |



| Age of leavers (2018) | |
|------------------------------|-----------|
| 17-24 | 2 |
| 25-35 | 6 |
| 36-45 | 9 |
| 46-55 | 21 |
| 56-65 | 10 |
| 65+ | 0 |
| Total | 48 |

| Disability of leavers (2018) | |
|-------------------------------------|-----------|
| Yes | 0 |
| No | 47 |
| Not stated | 1 |
| | |
| | |
| | |
| Total | 48 |

| Race of leavers (2018) | |
|-------------------------------|-----------|
| White British/Irish | 45 |
| Mixed other | 2 |
| Black/Black British | 0 |
| Not stated | 1 |
| Total | 48 |

| Religion of leavers (2018) | |
|-----------------------------------|-----------|
| Christian | 14 |
| No religion | 5 |
| Other | 27 |
| Not stated | 2 |
| Total | 48 |

| Gender of leavers (2018) | |
|---------------------------------|-----------|
| Male | 39 |
| Female | 9 |
| Total | 48 |

| Sexual orientation of leavers (2018) | |
|---|-----------|
| Heterosexual | 23 |
| Not stated | 25 |
| Total | 48 |

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

What does this tell us?

During 2018, 48 employees left CDDFRS across all areas of the Service. 17 of those employees were wholetime operational members of staff. Those employees left the

organisation due to retirement. Whereas, the main reason for on-call leavers choosing to leave our organisation is due to personal reasons, changes in home life and primary employment being a significant contributory factor.

6 corporate staff also left the Service, 4 due to resignations where people had found alternative employment, 1 due to normal retirement and 1 due to other reasons.

Of all the leavers, across all staff groups, the majority were white British; not disabled and most were male. As most of our staff are operational i.e. wholtime or on-call, 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 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

| Age of people receiving safe and wellbeing visits 2018 (31 December 2018) | | |
|--|-------------------------|-------------------|
| Age | Number of people | Percentage |
| Under 65 | 12,466 | 63.10% |
| Over 65 | 7,290 | 36.90% |
| Total | 19,756 | 100.00% |

What does this tell us?

The Service operates a targeted approach in identifying high risk people and properties as well as responding to partner agency referrals and direct requests from the public. The previous Home Fire Safety Checks model was upgraded to Safe and Wellbeing Visits in February 2016 with a large emphasis being placed on the overall health and wellbeing being of individuals. The support now offered to over 65s during and after the welfare visits has helped make significant improvements in terms of their overall health and safety, not just home fire safety. As more people are made aware of the new type of home visit via Service publicity and partner agency involvement it is expected that the number and percentage of over 65s receiving a visit will continue to rise moving forward.

| Disability of people receiving safe and wellbeing visits 2018 (31 December 2018) | | |
|---|-------------------------|-------------------|
| Disability | Number of people | Percentage |
| Disability | 1,335 | 6.76% |
| No disability | 18,421 | 93.24% |
| Total | 19,756 | 100.00% |

What does this tell us?

The percentage of people receiving Safe and Wellbeing Visits that have declared themselves to have a disability is 4.94% which is lower than the figure reported last year. It must be considered that not all disabilities are immediately identifiable during the visits and there is also a reliance on the individual disclosing this information, therefore the actual figure of those people with disabilities may be higher than the reported figure suggests.

| Race of people receiving safe and wellbeing visits 2018 (31 December 2018) | | |
|---|-------------------------|-------------------|
| Ethnicity | Number of people | Percentage |
| White – British | 18,853 | 95.43% |
| White – Irish | 50 | 0.25% |
| White – Other White | 133 | 0.67% |
| Mixed – White & Black Caribbean | 11 | 0.056% |
| Mixed – White & Black African | 3 | 0.015% |
| Mixed – White & Asian | 3 | 0.015% |
| Mixed – Other mixed | 15 | 0.076% |
| Asian or Asian British – Indian | 49 | 0.25% |
| Asian or Asian British – Pakistani | 13 | 0.066% |
| Asian or Asian British – Bangladeshi | 8 | 0.04% |
| Asian or Asian British – Other Asian | 21 | 0.11% |
| Black or Black British - Caribbean | 6 | 0.03% |

| | | |
|---|---------------|----------------|
| Black or Black British - African | 9 | 0.046% |
| Black or Black British – Other Black | 7 | 0.035% |
| Chinese or Other Ethnic Group – Chinese | 11 | 0.056% |
| Chinese or Other Ethnic Group – Other | 10 | 0.05% |
| Not stated | 554 | 2.8% |
| Total | 19,756 | 100.00% |

What does this tell us?

There has been a significant increase in the number of individuals not stating their ethnicity with the remainder of the categories remaining fairly similar to last year. The figures suggest that the majority of people receiving Safe and Wellbeing Visits are still 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 Safe and Wellbeing Visits

Currently the gender of occupants present during safe and wellbeing visits is not collected and therefore cannot be provided for this report.

4. Emergency Response Data (01-01-18 – 31-12-18)

Age of victims

Age

| Age of people involved in accidents 1st January - 31st December 2018 | | |
|--|------------|-------------|
| Age | Number | Percentage |
| 0-4 | 38 | 5.47% |
| 5-9 | 11 | 1.58% |
| 10-14 | 19 | 2.73% |
| 15-19 | 29 | 4.17% |
| 20-24 | 38 | 5.47% |
| 25-29 | 29 | 4.17% |
| 30-34 | 28 | 4.03% |
| 35-39 | 23 | 3.31% |
| 40-44 | 16 | 2.30% |
| 45-49 | 16 | 2.30% |
| 50-54 | 30 | 4.32% |
| 55-59 | 21 | 3.02% |
| 60-64 | 20 | 2.88% |
| 65-69 | 12 | 1.73% |
| 70-74 | 19 | 2.73% |
| 75-79 | 23 | 3.31% |
| 80-84 | 26 | 3.74% |
| 85-89 | 13 | 1.87% |
| 90-94 | 12 | 1.73% |
| 95-99 | 1 | 0.14% |
| Not stated | 271 | 38.99% |
| Total | 695 | 100% |

What does this tell us?

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. From the last publication of the Equality Data Report in January 2018 we observe that there has been a significant decrease in the number of “victims” dropping from 1877 to 695 (- 63%).

The reduction in victims can be attributed to the change in scope of the Service’s Emergency Medical Response (EMR) provision which is now mainly delivered in the more rural areas of County Durham and Darlington. During 2017 the Service attended 1208 EMR calls. We have seen a significant drop in volume of EMR calls to 19 during 2018 which is a drop of 98% accounting for the reduction in ‘victim’ numbers.

Last year's report concluded that the age group of 80-84 years-old were the group more frequently requiring the support and assistance from the service (5.54%).

In 2018 we note that this has changed to the 0-4 and 20-24 years-old category both (5.47%). The highest age group is 'not stated' which sits at 38.99%.

From 01/01/17 to 31/12/17 the Service attended 344 reported Road Traffic Collisions (RTC's) which resulted in us carrying out 130 extrications or releases due to physical and or medical entrapment. For the same date range in 2018 the Service attended 330 reported RTC's (- 4 %*) however carried out 139 extrications or releases due to physical and or medical entrapment (+ 7 %*).

Consistent with 2017 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. The Service continues to be a partner in the Safe Durham Partnership Road Safety Group who prioritize their road safety advice and education towards new and younger drivers to help to mitigate the risks associated with that age group in vehicle accidents. Work across the Service continues to promote safety in and around water with the Service recently being heavily involved in promoting the Safe Durham Partnership "Dying to be cool" campaign. The Service also continues to support a range of national safety weeks and carries out high profile prevention campaigns from the **Pre**vention Protection and Road Safety calendar through the Emergency Response and Community Risk Management sections.

From 01/01/18 to 31/12/18 the number of people receiving injury following their involvement in an accidental dwelling fire was 16*. In 2017 there were 21 injuries reported over the same date range*.

A range of 7 age groups have been injured in accidental dwelling fires during this reporting period ranging from 0-79 years old with 50% males and 38% females being equally affected. The remaining 12% of age groups were not stated. The most common reported cause of injury is the occupant being bedridden or chair bound and being exposed to smoke. District management teams are heavily encouraged to interrogate fire data in order to deliver localized fire safety information to those most vulnerable in their district areas.

Gender

| Gender of People Involved In Incidents 1st January - 31st December 2018 | | |
|---|------------------|----------------|
| Gender | Number of people | Percentage |
| Female | 284 | 40.86% |
| Male | 374 | 53.81% |
| Not known/not specified | 37 | 5.32% |
| Total | 695 | 100.00% |

What does this tell us?

Although the number of incidents/victims has decreased the figures reported above are relative and broadly consistent with those reported in 2017. This decrease is mainly attributable to a significantly lower number of people requiring EMR support. The Service continues to engage in preventative activities particularly through its Safe and 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

| Ethnicity | Number | Percentage |
|------------------------|------------|----------------|
| Asian or Asian British | 12 | 1.73% |
| Black or Black British | 2 | 0.29% |
| Mixed | 3 | 0.43% |
| Not known/stated | 194 | 27.91% |
| White - British | 475 | 68.35% |
| White - Irish | 1 | 0.14% |
| White - Other White | 8 | 1.15% |
| Total | 695 | 100.00% |

What does this tell us?

From the victims where the Service was able to establish ethnicity, 68.35% 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 decrease in the overall number of “victims” involved we have seen an increase in the number of “victims” from the “Asian or Asian British” ethnic group increasing from 6 in 2017 to 12 in 2018.

The number of victims being predominately from the “White British” ethnic group is reflective of the relatively low levels of diversity across the Service area. There are no specific ethnic groups which are currently noted at higher risk from the mean. Based on current and previous data it is also likely that those who have preferred not to state their ethnicity or have ethnicity unknown are predominately from the “White British” category. We provide information in various languages and have access to an interpreter scheme to ensure that education and advice can also be given to non-English speaking members of the community if required.