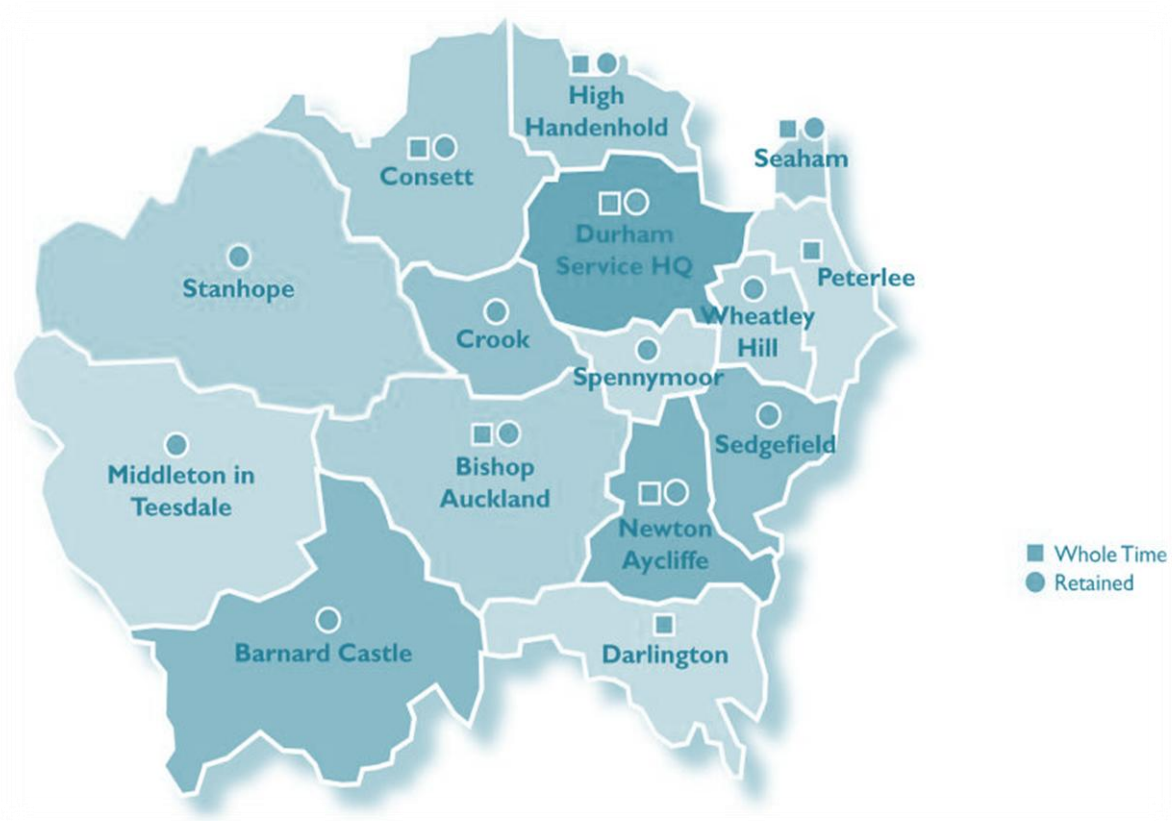


# County Durham and Darlington Fire and Rescue Service

## Annual Equality Data January 2013

(data including financial year 31<sup>st</sup> March 2012)



## **Introduction**

The Equality Act 2010 includes a public sector equality duty which requires public bodies to consider ways to:

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

The above is commonly referred to as The General Duty.

Durham and Darlington Fire and Rescue Service are covered by The Specific Duties which mean that we must publish equality information and objectives, this information must show how we meet the general equality duty in providing our services, employing staff and making decisions.

This information must be published at least annually, commencing from 31st January 2012.

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

### **Protected characteristics**

The protected characteristics covered by the Equality Act are:

- age,
- disability,
- gender or sex,
- gender reassignment,
- pregnancy and maternity,
- race,
- religion or belief,
- sexual orientation,
- marriage or civil partnership – this is only covered by the need to eliminate unlawful discrimination against someone because of their marriage or civil partnership, advancing equality and fostering good relations do not apply.

This document will detail both Service and Employee data to show how as a Fire Service we take protected characteristics into account in all we do, such as decision making, employment and the services we provide to the public.

## Service Data

As a service provider we carry out a number of functions, in this section we will look at both reactive work, this being operational activity and also preventative work, this being Home Fire Safety checks.

It will detail the information collated and how this relates to the protective characteristics, as detailed within the Equality Act.

### Operational Data

#### Race

##### Primary Fire and Special Services

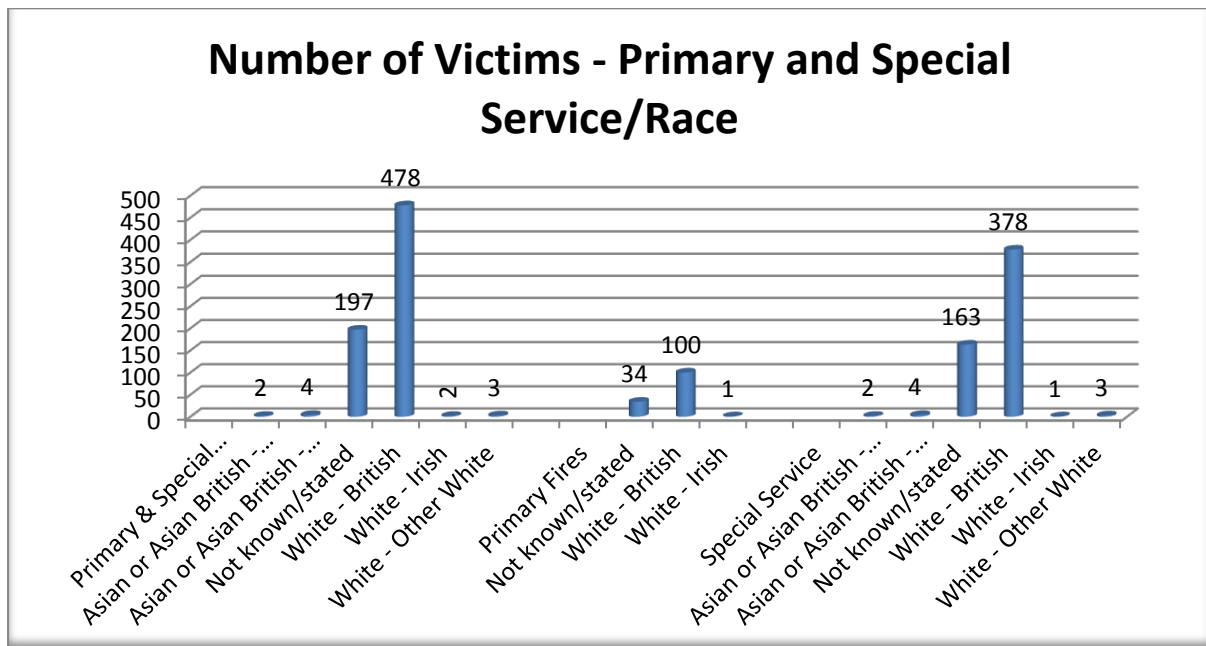
<b>Ethnicity</b>	<b>Victims</b>	<b>%</b>
Asian or Asian British - Indian	2	0.3
Asian or Asian British - Pakistani	4	0.6
Not known/stated	197	28.7
White - British	478	69.7
White - Irish	2	0.3
White - Other White	3	0.4
<b>Grand Total</b>	<b>686</b>	<b>100</b>

##### Primary Fires

<b>Ethnicity</b>	<b>Victims</b>	<b>%</b>
Not known/stated	34	25.2
White - British	100	74.1
White - Irish	1	0.7
<b>Grand Total</b>	<b>135</b>	<b>100</b>

## Special Services

Ethnicity	Victims	%
Asian or Asian British - Indian	2	0.4
Asian or Asian British - Pakistani	4	0.7
Not known/stated	163	29.6
White - British	378	68.6
White - Irish	1	0.2
White - Other White	3	0.5
<b>Grand Total</b>	<b>551</b>	<b>100</b>



## Gender

### Primary Fire and Special Services

Gender	Victims	%
Female	291	42.4
Male	383	55.8
Not known	10	1.5
Not specified	2	0.3
<b>Grand Total</b>	<b>686</b>	<b>100</b>

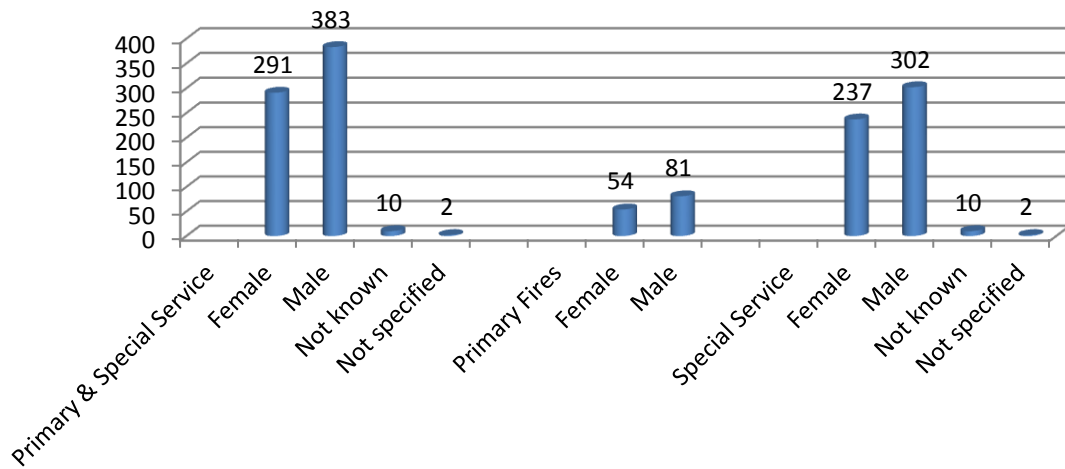
### Primary Fires

Gender	Victims	%
Female	54	40
Male	81	60
<b>Grand Total</b>	<b>135</b>	<b>100</b>

### Special Services

Gender	Victims	%
Female	237	43.0
Male	302	54.8
Not known	10	1.8
Not specified	2	0.4
<b>Grand Total</b>	<b>551</b>	<b>100</b>

## Number of Victims - Primary and Special Service/Gender

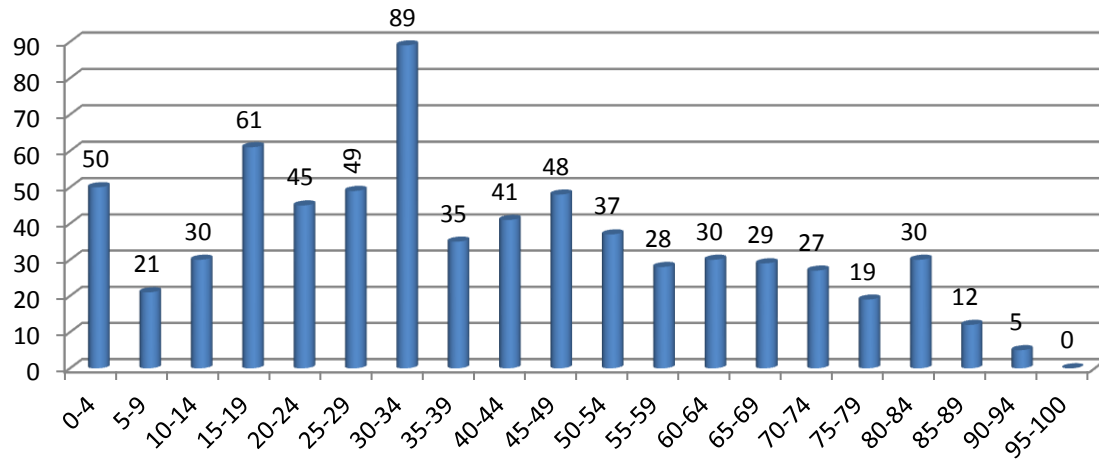


### Age

#### Primary Fire and Special Services

Age Range	Victims	%
0-4	50	7.3
5-9	21	3.1
10-14	30	4.4
15-19	61	8.9
20-24	45	6.6
25-29	49	7.1
30-34	89	13.0
35-39	35	5.1
40-44	41	6.0
45-49	48	7.0
50-54	37	5.4
55-59	28	4.1
60-64	30	4.4
65-69	29	4.2
70-74	27	3.9
75-79	19	2.8
80-84	30	4.4
85-89	12	1.7
90-94	5	0.7
95-100	0	0

## Number of Victims - Primary and Special Service/Age



**Disability, Gender reassignment, Pregnancy and maternity, Religion or belief, Sexual orientation, Marriage or civil partnership.**

Unfortunately data on the above characteristics are not collated.

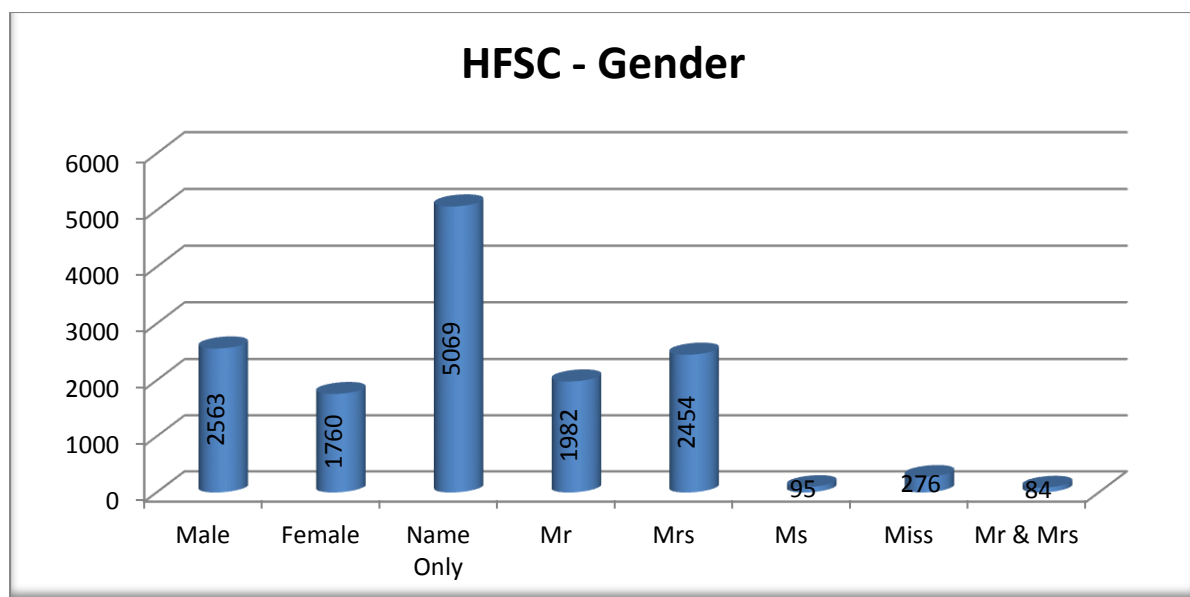
## **Preventative work – Home Fire Safety Checks**

### **Gender**

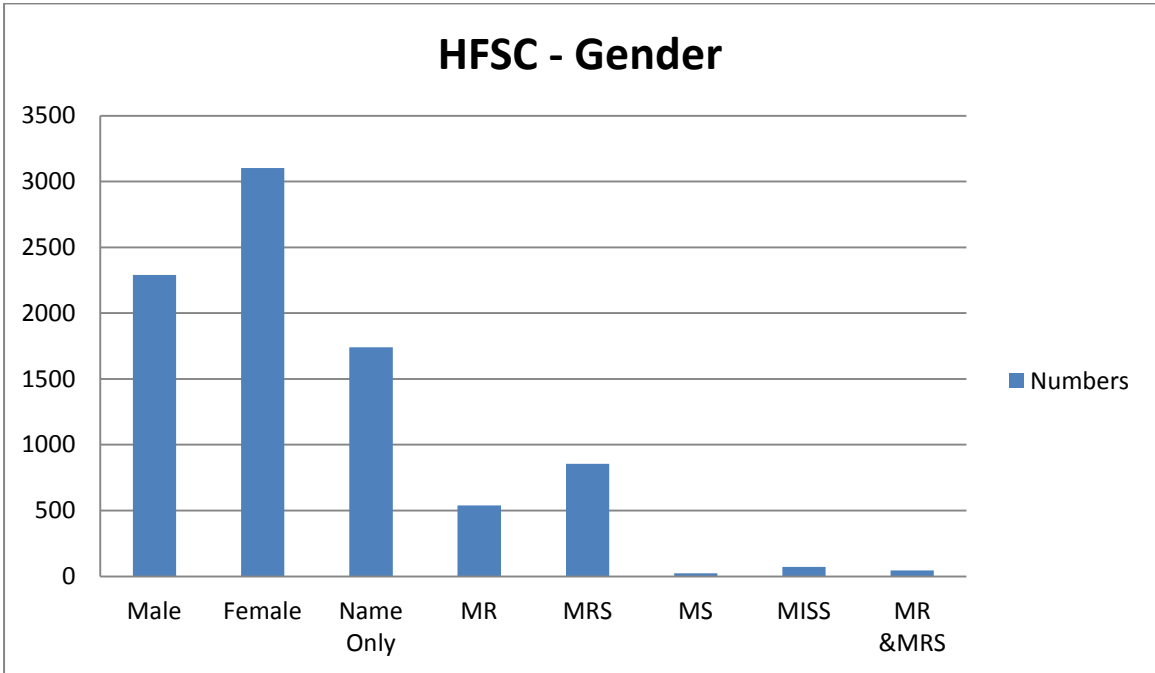
#### **Home Fire Safety Checks 2011 – 2012**

#### **Total of 9886 HFSC carried out**

<b>Gender</b>	<b>Number</b>	<b>%</b>
Male	2563	25.9
Female	1760	17.8
Name Only	5069	51.3
Mr	1982	20.0
Mrs	2454	24.8
Ms	95	1.0
Miss	276	2.8
Mr & Mrs	84	0.8



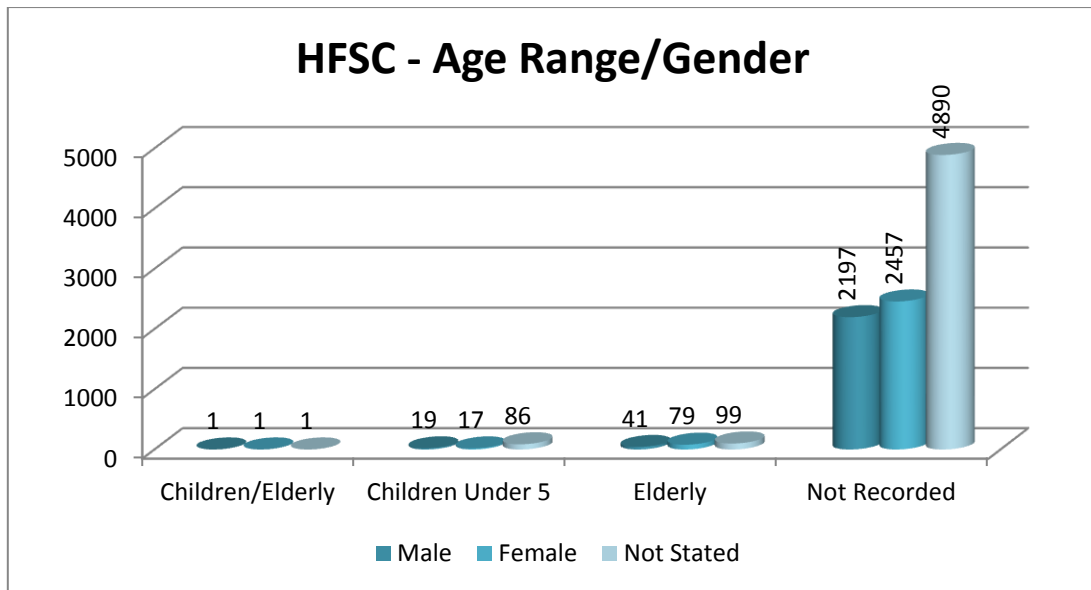




**Age, Disability and Gender**

Data from HFSC – total carried out 9886

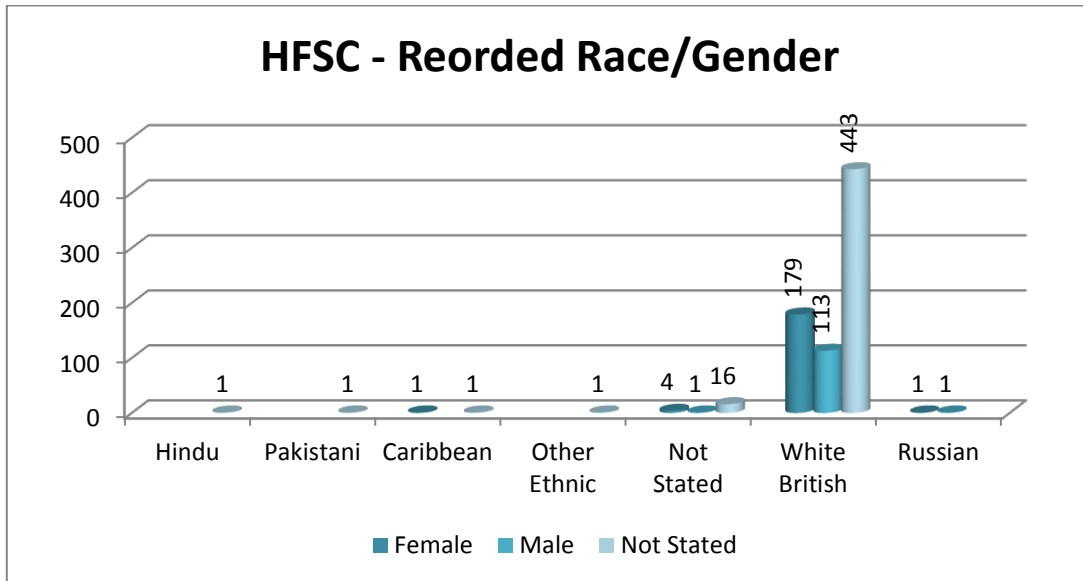
Age Range	Male	Female	Not Stated
Children/Elderly	1	1	1
Children Under 5	19	17	86
Elderly	41	79	99
Not Recorded	2197	2457	4890



## **Race, gender**

Data from HFSC – total carried out 9886

Race/Gender	Female	Male	Not Stated
Hindu			1
Pakistani			1
Caribbean	1		1
Other Ethnic			1
Not Stated	4	1	16
White British	179	113	443
Russian	1	1	
Not Recorded	2642	1982	



**Gender reassignment, Pregnancy and maternity, Religion or belief, Sexual orientation, Marriage or civil partnership**

Unfortunately data on the above characteristics are not collated.

## Employee Data

### Number of staff in post

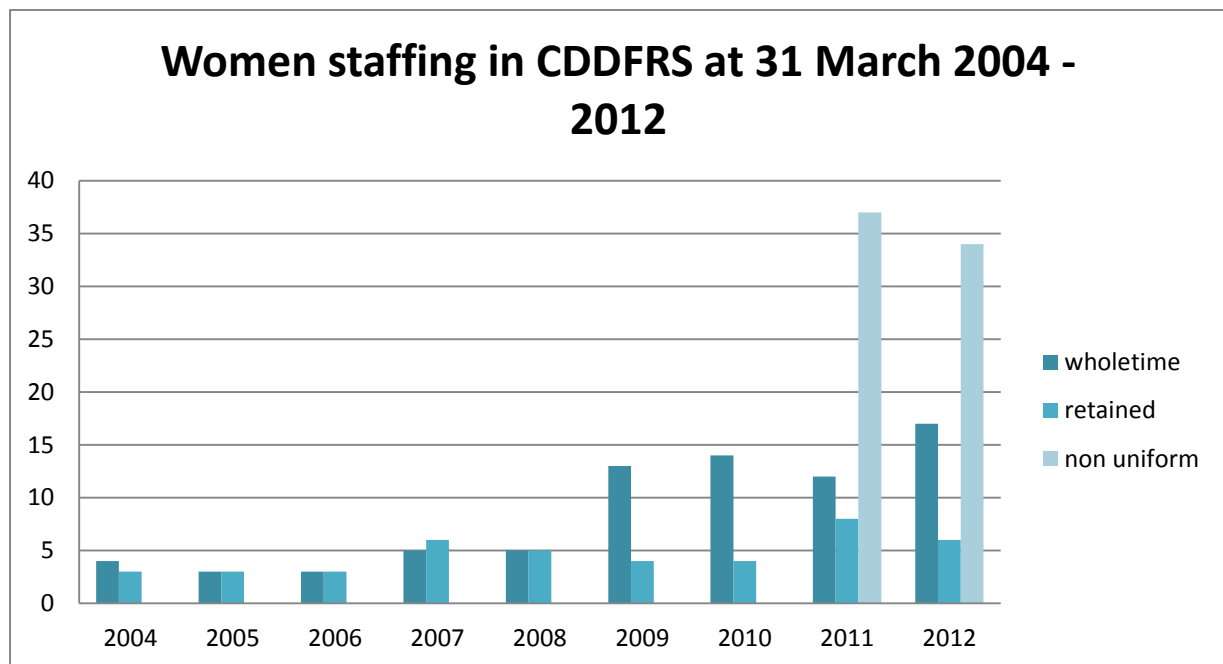
Number of staff in post in CDDFRS on 31 March, 2006 - 2012					
Year	Number of staff in post				
	Wholetime	RDS	Fire Control	Non Uniform	Total
2006	370	161	27	76	<b>636</b>
2007	381	161	30	76	<b>648</b>
2008	390	139	26	85	<b>640</b>
2009	374	153	27	95	<b>649</b>
2010	394	146	36	98	<b>674</b>
2011	381	152	31	86	<b>650</b>
2012	366	174	28	78	<b>646</b>
<b>Change 2011 to 2012</b>	<b>-15</b>	<b>+22</b>	<b>-3</b>	<b>-8</b>	<b>-4</b>
<b>Percentage change 2011 to 2012</b>	<b>-3.9</b>	<b>+14.4</b>	<b>-9.6</b>	<b>-9.3</b>	<b>-0.6</b>
<b>Change 2006 to 2012</b>	<b>-4</b>	<b>+13</b>	<b>+1</b>	<b>+2</b>	<b>+10</b>
<b>Percentage change 2006 to 2012</b>	<b>-1.1</b>	<b>+8.1</b>	<b>+3.7</b>	<b>+2.6</b>	<b>+1.5</b>

### Staffing strength (FTE)

Staffing strength (FTE) by role in CDDFRS at 31 March 2012			
Role	Wholetime	RDS	Total
Brigade Manager	1	0	<b>1</b>
Area Manager	4	0	<b>4</b>
Group Manager	5	0	<b>5</b>
Station Manager	27	0	<b>27</b>
Watch Manager	60	15	<b>75</b>
Crew Manager	58	33	<b>91</b>
Firefighter	211	126	<b>337</b>
<b>All Operational Staff</b>	<b>366</b>	<b>174</b>	<b>540</b>
<b>Non Operational Staff</b>			<b>78</b>

## Gender

Firefighters in CDDFRS are predominantly male white. However the proportion of women firefighters has decreased in numbers from 29 to 23.



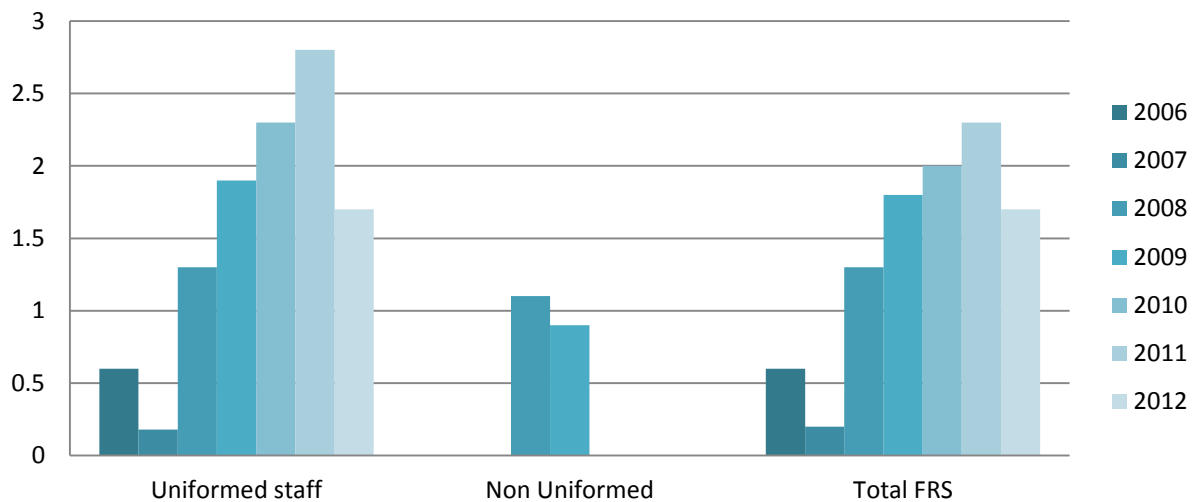
The percentage of firefighters from minority ethnic backgrounds has also increased steadily from 0 in 2004 to 2.4 per cent in 2012. The percentage of staff whose ethnicity was reported as 'not stated' has decreased from 69.2 per cent in 2004 to less than 1 per cent at 31 March 2012.

## Gender, Race

Staffing by gender and ethnicity in CDDFRS on 31 March 2004 - 2012					
	Gender		Ethnicity		
	Men	Women	White	Ethnic minority	Not stated
Per cent					
2004	90.8	9.2	30.8	0	69.2
2005	91.9	8.1	27.4	0	72.6
2006	92.4	7.6	30.4	0.7	68.9
2007	92.7	7.3	51.1	0.2	48.7
2008	92.8	7.2	96.9	1.2	1.9
2009	92.1	7.8	96.9	1.9	1.2
2010	91.9	8.1	96.6	2.3	1.1
2011	92.3	7.7	96.2	2.8	1.0
2012	87.6	12.4	97.5	1.7	0.8

## Race

### Proportion of FRS ethnic staff in CDDFRS 2006 - 2012



The proportion of ethnic minority staff in CDDFRS increased from 0 per cent in 2004 to 1.7 per cent in 2012.

The numbers of uniformed staff from ethnic minority background increased from 2 staff on 31 March 2006 to 11 in 2012 – from 0.5 to 1.7 per cent of all uniformed staff.

## **Leavers**

During 2011-12, 45 staff left CDDFRS – 6.9 per cent of all personnel, slightly less than the 9.5 per cent of staff who left in 2011-12.

The most common reason for leaving varied greatly by type of staff, for example:

- Of the 11 redundancies, one hundred per cent were non-uniformed staff
- Just over eighty two per cent of wholetime firefighters who left, did so on retirement, compared to just over sixteen per cent of other staff.

In total, 12 retained duty system firefighters and 17 wholetime firefighters left.

CDDFRS leavers by reasons for leaving in 2011 - 2012					
Reasons for leaving	Number of staff leaving				Total
	Wholetime	RDS	Fire Control	Non Uniform	
Dismissal on disciplinary grounds	1	0	0	0	<b>1</b>
Medical discharge	1	0	0	0	<b>1</b>
Resignation due to harassment or discrimination	0	0	0	0	<b>0</b>
Poor performance/efficiency	0	0	0	0	<b>0</b>
Compulsory redundancy	0	0	0	0	<b>0</b>
Voluntary redundancy	0	0	0	11	<b>11</b>
End of fixed term contract	0	0	1	0	<b>1</b>
Early retirement	0	0	0	0	<b>0</b>

Normal retirement	14	0	0	0	<b>14</b>
Resignation to take other employment outside Fire Service	1	0	1	3	<b>5</b>
Deceased	0	0	0	0	<b>0</b>
Other reasons	0	12	0	0	<b>12</b>
<b>Total staff leaving (excluding re-employment)</b>					
	<b>17</b>	<b>12</b>	<b>2</b>	<b>14</b>	<b>45</b>
Re-employment by another FRS					
	0	0	0	0	<b>0</b>
Re-employment as support personnel within FRS					
	0	0	0	0	<b>0</b>
<b>Total staff leaving (including re-employment)</b>					
	<b>17</b>	<b>12</b>	<b>2</b>	<b>14</b>	<b>45</b>

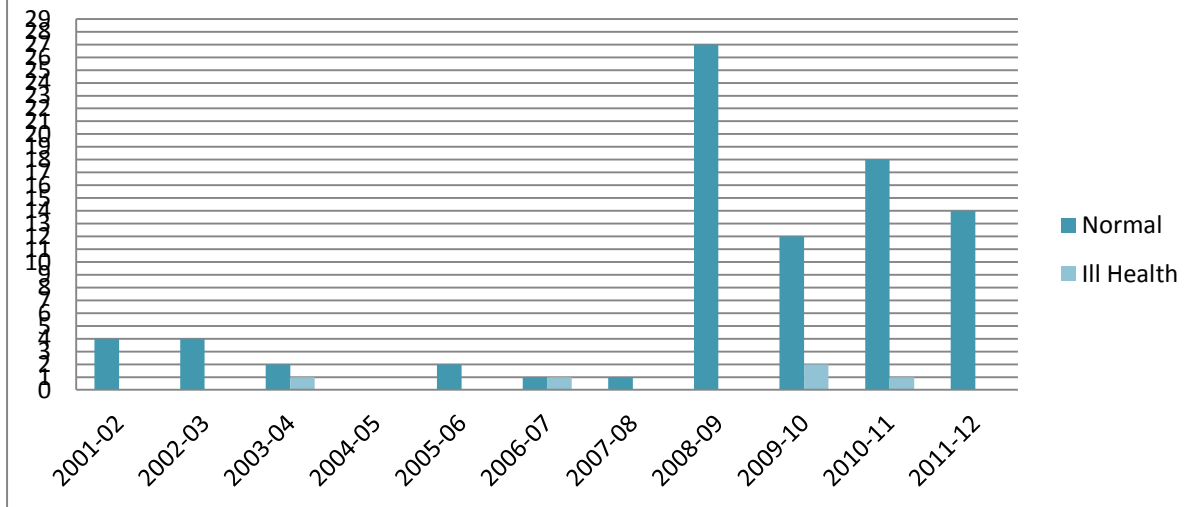
## **Retirements**

Ill-health retirements in CDDFRS at 31 March 2012 remains low, at 1 member of staff within the year. This has been the case for the last ten year.

As highlighted by the figures on number of staff leaving the fire service, normal retirements in the last three years have been the highest in the last ten years. The main reason for this was the addition, nationally of an extra watch at the end of the 1970's. Many of the people recruited at the time are now reaching retirement age.



## Retirements per employee in CDDFRS 2001 – 02 to 2011 - 12

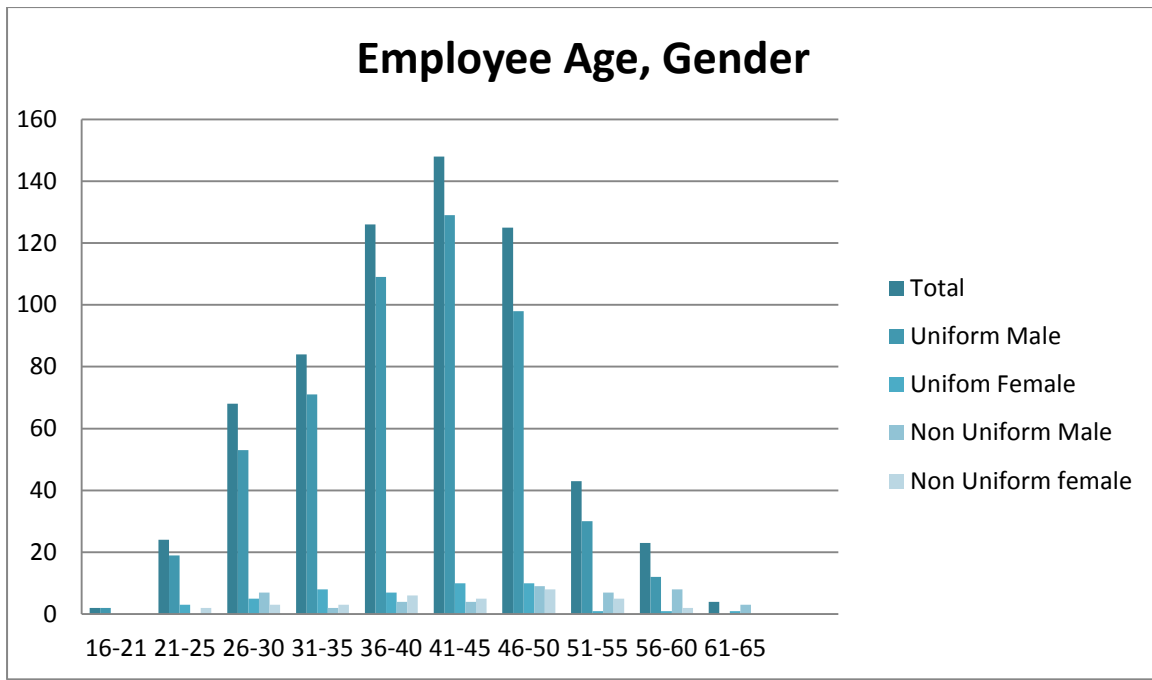


### Pregnancy and maternity

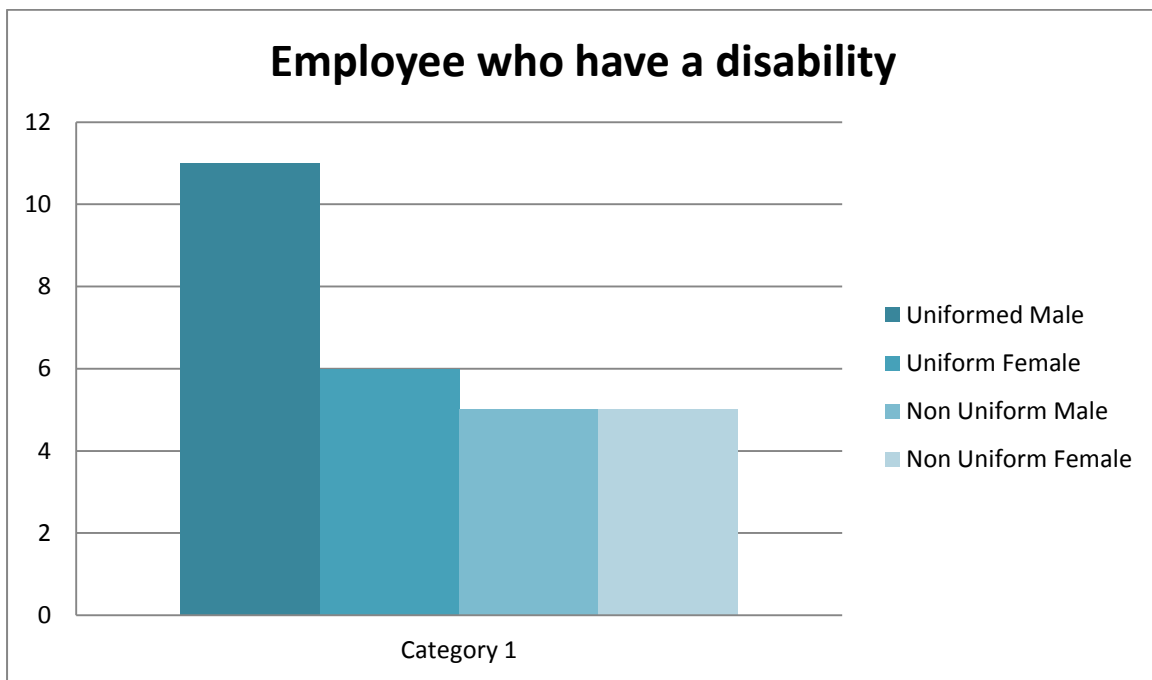
Maternity	Representation Full Time	Representation Part time
Number expected to return	3	0
<b>Total Number returned</b>	<b>3</b>	<b>0</b>

### Age, Gender

Age	Total	Uniformed		Non uniformed	
		Male	Female	Male	Female
16-21	2	2	0	0	0
21-25	24	19	3	0	2
26-30	68	53	5	7	3
31-35	84	71	8	2	3
36-40	126	109	7	4	6
41-45	148	129	10	4	5
46-50	125	98	10	9	8
51-55	43	30	1	7	5
56-60	23	12	1	8	2
61-65	4	0	1	3	0



### Disability



### Gender reassignment, Sexual orientation, Religion Belief, Marriage or civil partnership

Unfortunately data on the above characteristics are not collated.