

# Equality Data Report January 2018



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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.

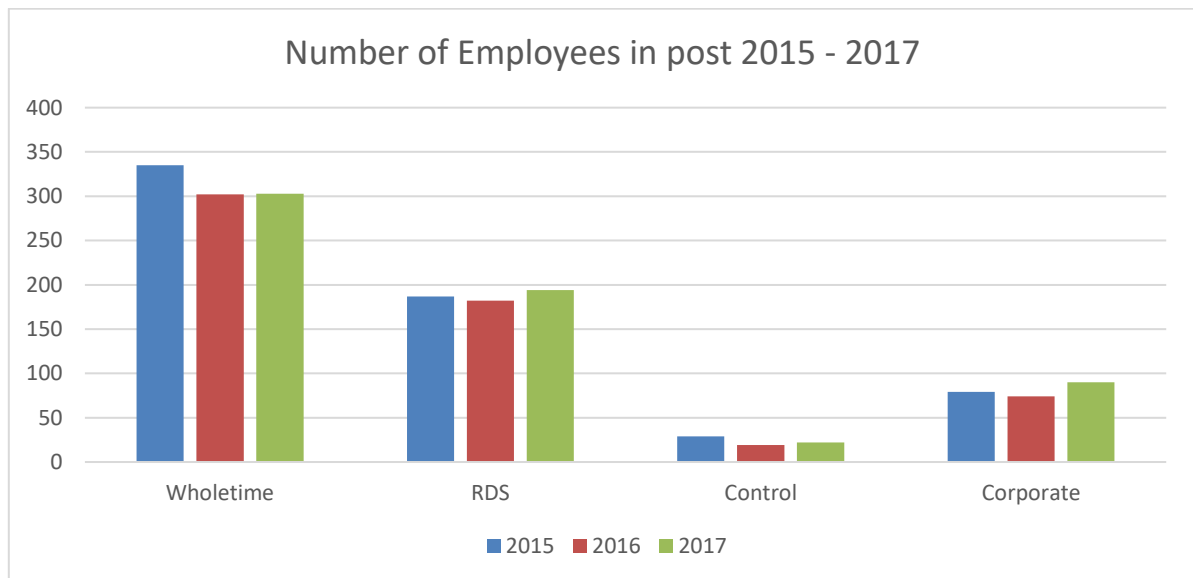
Data and information has been collated for the period 1 January 2017 to 31 December 2017 and some comparisons have been made to previous years. This report details both service and employee data to show how as a fire and rescue service we take protected characteristics into account in all we do, such 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 2015 – 2017 (31 December 17)					
Year	Wholetime	RDS	Control	Corporate	Total
2015	335	187	29	79	<b>630</b>
2016	302	182	19	74	<b>577</b>
2017	303	194	22	90	<b>609</b>
Change 16/17	+1	+12	+3	+16	<b>+32</b>
% change 16/17	.33%	6.6%	15.78%	21.62%	<b>5.54%</b>



### What does this tell us?

The number of staff employed by CDDFRS has increased in the last reporting year across all duty systems. The most significant increase is within the corporate staff. This is due to a number of apprenticeships which have been supported by our service. Ten of the apprenticeships which commenced in 2017 are firefighter apprentices. Due to some changes in our operational staffing levels CDDFRS were able to remove a recruitment freeze on wholetime firefighters which had been in place for many years. Following a successful recruitment process the service employed twelve firefighter trainees within the reporting period. The changes in operational staffing levels have been in line with normal retirements. As a result of on-going recruitment for Retained Duty

System (RDS) personnel the service saw an increase in this category of employee. Ongoing recruitment is necessary due to the fluidity of staffing levels and a number of RDS personnel successfully transferring into wholetime employment within recent years.

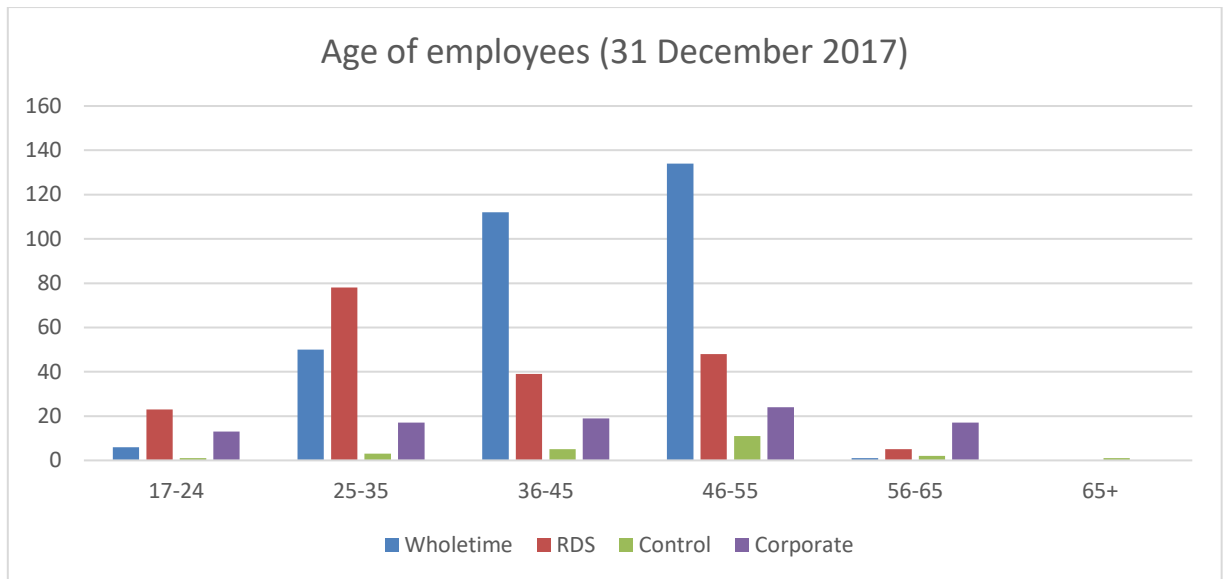
<b>Staffing strength (FTE) by role (31 December 2017)</b>					
<b>Role</b>	<b>Wholetime</b>	<b>RDS</b>	<b>Control</b>	<b>Corporate</b>	<b>Total</b>
Principal officers	2	0	0	1	<b>3</b>
Area manager/Grade 15	4	0	0	1	<b>5</b>
Group manager/Grade 14	5	0	0	0	<b>5</b>
Station manager/Grade 10/13	23	0	2	10.59	<b>35.59</b>
Watch manager/Grade 8-9	43	13.16	5.60	18	<b>79.76</b>
Crew manager/Grade 7	51	26.55	4	16.21	<b>97.76</b>
Firefighter/Grade 6 & below	174	108.70	9	24.38	<b>316.08</b>
Apprentice	0	0	0	14	<b>14</b>
<b>Total</b>	<b>302</b>	<b>148.41</b>	<b>20.6</b>	<b>85.18</b>	<b>556.19</b>

More senior roles (grades 14+) tend to be mainly occupied by wholetime operational employees as there is some requirement for operational knowledge. In future, where a vacancy arises, consideration may be given to these posts to assess the need for operational knowledge which could allow other categories of staff to apply for them.

Ten firefighter apprentices currently working alongside corporate sections will transfer across onto wholetime operational contracts in May 2018 allowing progress with year two of their apprenticeship, with a view to becoming a wholetime operational firefighter on successful completion. The remaining four apprentices are employed in corporate roles.

## **Age**

<b>Age of employees (31 December 2017)</b>						
	<b>17-24</b>	<b>25-35</b>	<b>36-45</b>	<b>46-55</b>	<b>56-65</b>	<b>65+</b>
Wholetime	6	50	112	134	1	0
RDS	23	78	39	48	5	0
Control	1	3	5	11	2	1
Corporate	13	17	19	24	17	0
<b>Total</b>	<b>43</b>	<b>148</b>	<b>175</b>	<b>217</b>	<b>25</b>	<b>1</b>



**What does this tell us?**

Within the reporting period we have seen a number of employees in the 46-55 age bracket retire. Recruitment processes within the reporting period have also taken place which increased the number of staff in the 17-24 and 25-25 age brackets, this equates to 28.7% of all staff being in the 17-24 age bracket and 24.3% of all staff in 25-35 age bracket. These figures can be linked to the transfer from RDS to wholetime along with recruitment of trainee wholetime firefighters and apprentices.

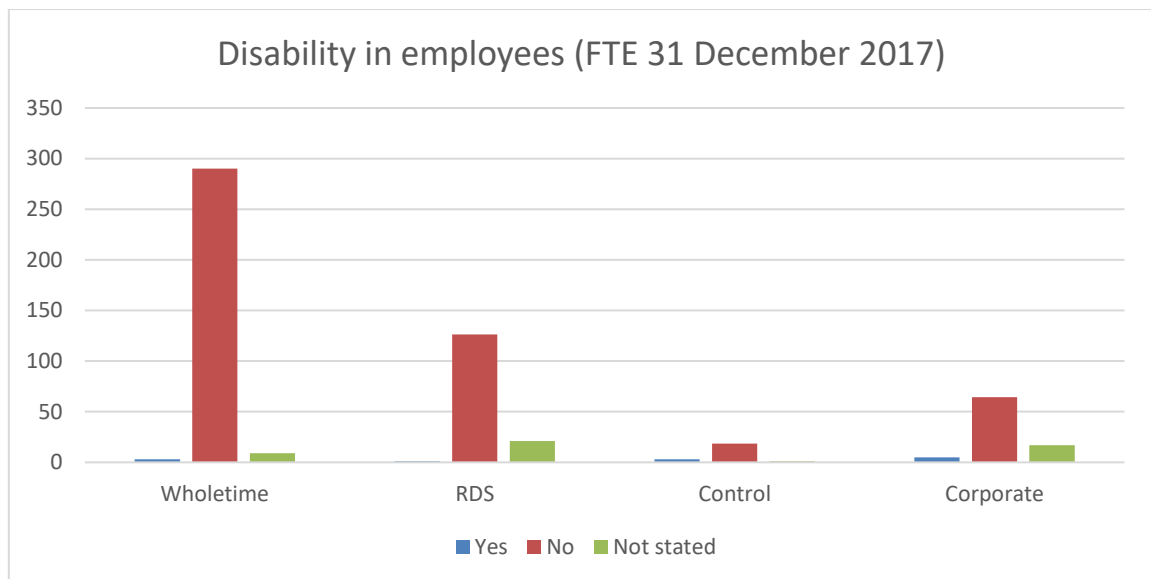
The service run young firefighter (YFA) and cadet schemes across most of our fire stations for young people to participate in which often results in members joining the RDS at a later date.

We will continue to work with our communities to attract a representative demographic including the engagement of working with young people, visiting local educational establishments and career events. It is anticipated that the continued support of our apprentice firefighter recruitment campaign will increase numbers within the 17-24 and potentially 25-35 age brackets (there is no age limit applied to our apprenticeship schemes).

We also have a small proportion (4.26%) 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 (FTE 31 December 2017)			
	Yes	No	Not stated
Wholetime	3	290	9
RDS	1	126.34	21.20
Control	3	18.6	1
Corporate	5	64.39	16.80
<b>Total</b>	<b>12</b>	<b>497.33</b>	<b>48</b>



### What does this tell us?

2.1% 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 (HR) 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.

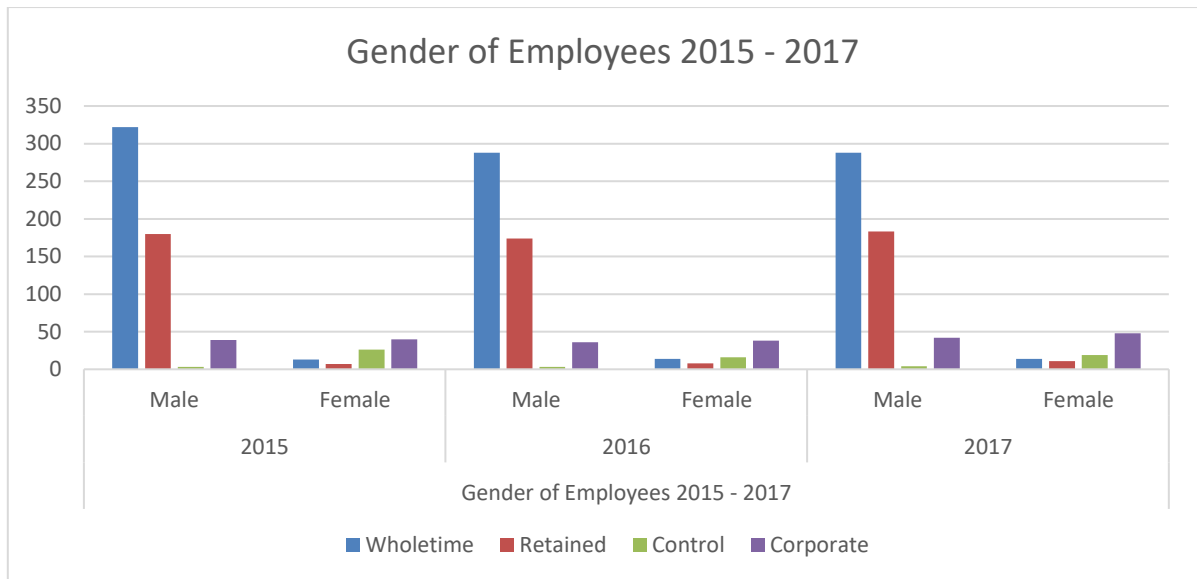
All new buildings across our estate are fully accessible enabling us to employ disabled members of staff and improve our engagement with the disabled community. We support our disabled employees by making reasonable adjustments where possible. For example, we have provided specialised keyboards and wrist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

<b>Gender of employees 2015 - 2017 (31 December 2017)</b>						
	<b>2015</b>		<b>2016</b>		<b>2017</b>	
	Male	Female	Male	Female	Male	Female
Wholetime	322	13	288	14	288	14
Retained	180	7	174	8	183	11
Control	3	26	3	16	4	19
Corporate	39	40	36	38	42	48
<b>Total</b>	<b>544</b>	<b>86</b>	<b>501</b>	<b>76</b>	<b>517</b>	<b>92</b>





### What does this tell us?

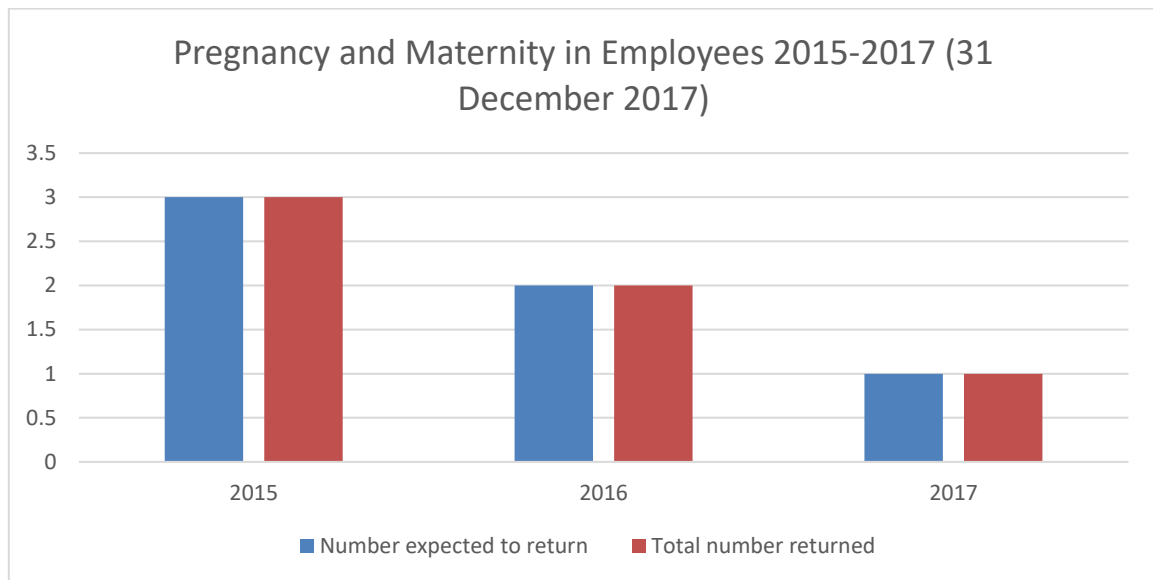
Uniformed employees (wholetime and RDS) are predominantly white males with only 5.5% of uniformed staff being female. This is increasing year on year from 3.8 in 2015 and 4.5 in 2016 as we continue to try and break down the barriers women may face and encourage females to join the service. Throughout 2017 two positive action events were held across the service area, in approximately 5 separate locations prior to recruitment. This was to encourage females along with underrepresented minority groups to visit our stations, talk to the operational crews and see for themselves what the role involves along with 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 planned ongoing recruitment for firefighter apprentices will enable further positive action events to be held in the future.

### 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 2015 – 2017 (31 December 2017)			
	2015	2016	2017
Number expected to return	3	2	1
Total number returned	3	2	1



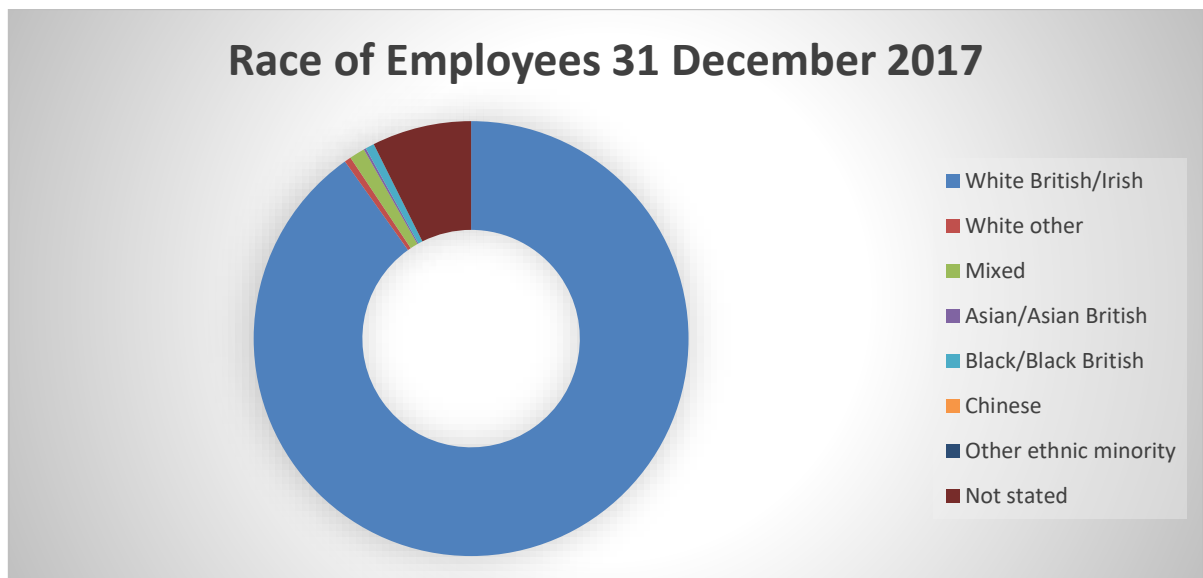
### What does this tell us?

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 2015 – 2017 (31 December 17)			
	2015	2016	2017
White British/Irish	601	542	549
White other	3	3	3
Mixed	9	6	7
Asian/Asian British	1	1	1
Black/Black British	5	4	4
Chinese	0	0	0
Other ethnic minority	0	0	0
Not stated	11	21	45
<b>Total % ethnic minority employees</b>	<b>3%</b>	<b>2.4%</b>	<b>2.4%</b>



### What does this tell us?

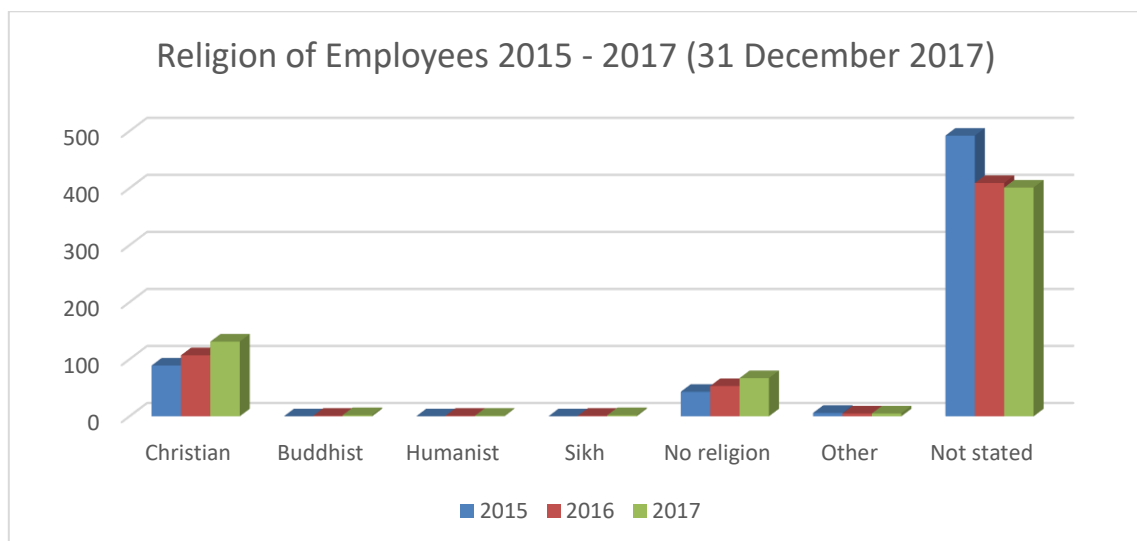
Our percentage of ethnic minority staff has remained at 2.4%, which is relatively reflective of the communities which we serve according to the Office of National Statistics mid-year population statistics which suggest that less than 3% of the population of County Durham identify as ethnic minority.

<https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/bulletins/annualmidyearpopulationestimates/mid2016>

We will continue to work with ethnic minority groups within the community to build relationships and continue with further positive action events throughout 2018 in an attempt to 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 – 2017 (31 December 2017)			
	2015	2016	2017
Christian	89	107	131
Buddhist	0	1	2
Humanist	0	1	1
Sikh	0	1	2
No religion	43	53	67
Other	6	5	5
Not stated	492	409	401
<b>Total</b>	<b>630</b>	<b>577</b>	<b>609</b>



### What does this tell us?

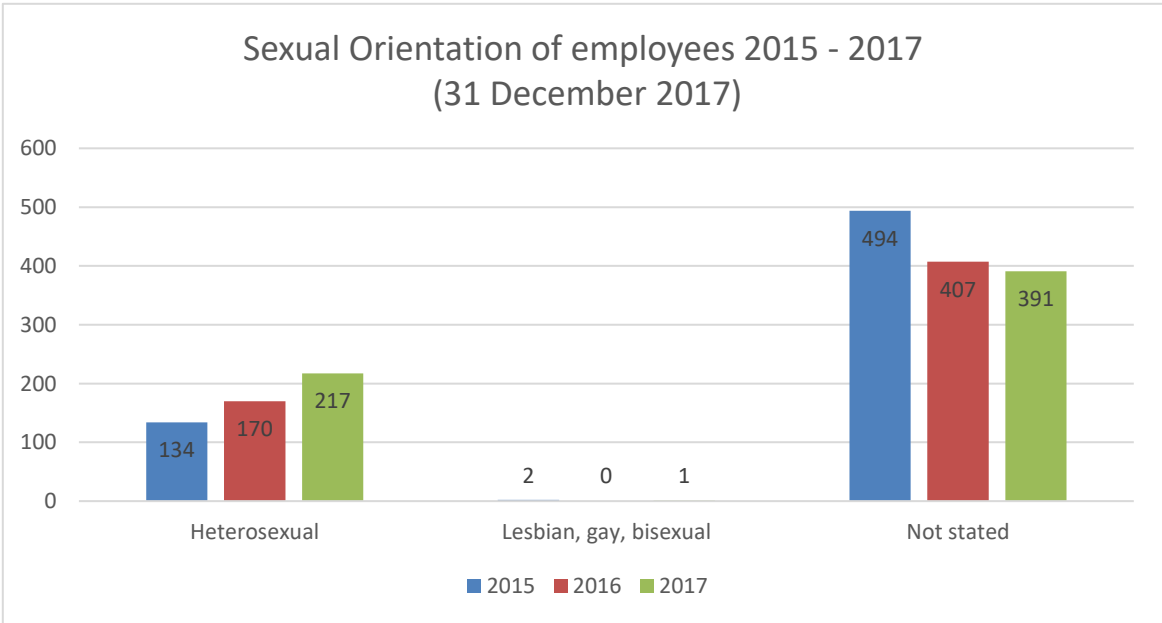
The introduction of a new back office system in 2014 means we now collect data on the religion of our employees. Although the majority of staff prefer not to say what religion they are at present (65%), this has improving year on year with more employees recording their religion on the system. We need 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**

<b>Sexual orientation of employees 2015 – 2017 (31 December 2017)</b>			
	<b>2015</b>	<b>2016</b>	<b>2017</b>
Heterosexual	134	170	217
Lesbian, gay, bisexual	2	0	1
Not stated	494	407	391
<b>Total</b>	<b>630</b>	<b>577</b>	<b>609</b>



## **What does this tell us?**

The introduction of a back-office system in 2014 means we now 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 64%, however this is improving year on year with more employees recording their sexual orientation on the system. Although the information is stored securely, individuals recording themselves as lesbian, gay, bisexual and transgender (LGBT) has fluctuated over the last 3 years.

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 LGBT employees and community members.

We are a member of Stonewall and are included on their Workplace Equality Index (WEI) on which we increased our position by 82 places in 2017 continuing our year on year improvement on 2016 where we increased our position by 90 places. We 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 three disciplinary cases recorded in 2017, one of which resulted in a final written warning; a further was dealt with informally, the third is on-going.

## **Applications for flexible working**

In 2017, 6 employees undertook flexible working. Two were submitted by female employees which were successful, the remaining four were RDS who are now on a career break, all four employees are expected to return to their employment within a 12-month period.

## Promotions and recruitment

2017 was a busy year for CDDFRS with regards to recruitment. Fifty-seven external applicants were offered permanent appointments to fill vacant, substantive positions. The service employed twelve wholetime trainee firefighters and nineteen RDS firefighters. All thirty-one of these personnel are located at various fire stations across the service area. The service also employed eight new corporate members of staff as well as one member of staff on a fixed term contract into a temporary position. Three members of staff were transferred over under TUPE regulations and are now employees of CDDFRS.

The service also employed fourteen apprentices, ten of which are firefighter apprentices; three of which are business apprentices and one of which is an apprentice mechanic. On completion of the apprenticeships a decision will be made as to whether a full-time post can be offered within the service.

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

Age of Applicants 2017	Applicants for WT Firefighter Role
U18	48
18-24	1212
25-40	2772
41-59	198
60+	1
Not Stated	15
Total	4246

Age of Applicants 2017	Internal and External Applicants for 'Other' Roles
17-24	51
25-35	79
36-45	42
46-55	40
56-65	6
Not Stated	26
Total	244

<b>Gender of Applicants 2017</b>	<b>Applicants for WT Firefighter Role</b>	<b>Internal and External Applicants for 'Other' Roles</b>
Male	3791	73
Female	441	166
Not stated	13	5
Blank	1	0
Total	4246	244

<b>Disability of Applicants 2017</b>	<b>Applicants for WT Firefighter Role</b>	<b>Internal and External Applicants for 'Other' Roles</b>
Yes	38	4
No	4145	234
Prefer Not to Say	21	0
Not stated	42	6
Total	4246	244

<b>Race of Applicants 2017</b>	<b>Applicants for WT Firefighter Role</b>	<b>Internal and External Applicants for 'Other' Roles</b>
White British/Irish	3858	232
White Other	14	5
Mixed	51	1
Other	43	3
Not Stated/Blank	280	3
Total	4246	244

<b>Religion &amp; Belief of Applicant 2017</b>	<b>Applicants for WT Firefighter Role</b>	<b>Internal and External Applicants for 'Other' Roles</b>
Christian	1707	102
No Religion	2361	88
Other	62	3
Not Stated/Blank/Prefer not to Say	116	51
Total	4246	244



<b>Sexual Orientation of Applicants 2017</b>	<b>Applicants for WT Firefighter Role</b>	<b>Internal and External Applicants for 'Other' Roles</b>
Heterosexual	3886	211
LGBT	180	5
Prefer Not to Say	126	7
Blank	54	21
Total	4246	244

### **What does this tell us?**

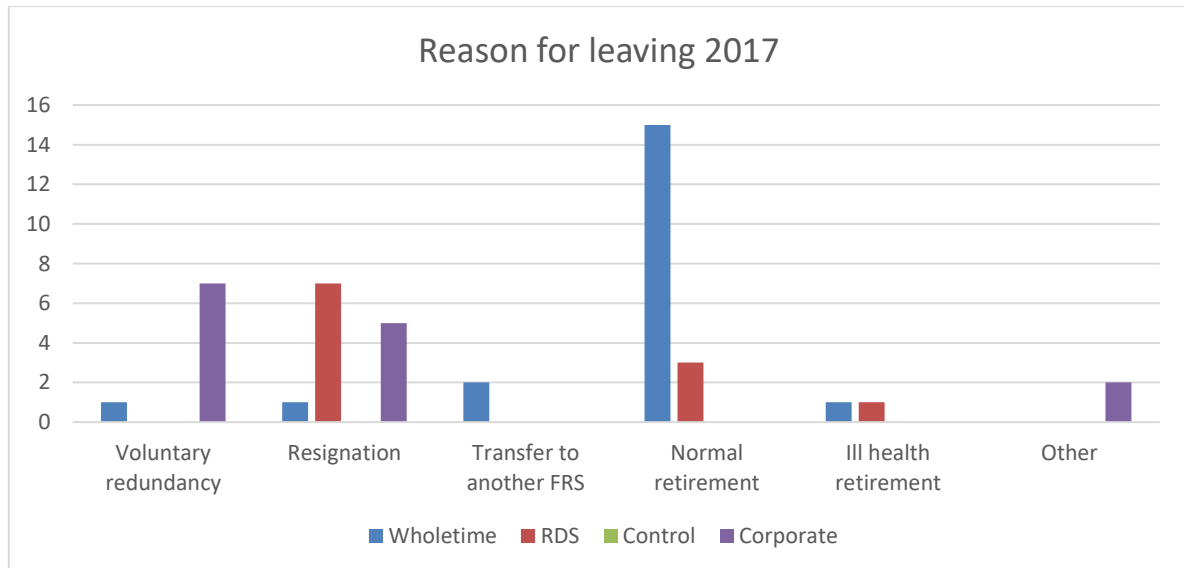
The applicants for external roles were mainly white British heterosexual young males with no disabilities. It is important we improve the numbers of individuals from under-represented groups within the service to increase diversity within the organisation and more work needs to be done to encourage individuals 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 education establishments. 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 twenty-seven permanent promotions in 2017. Twenty-two were on wholetime contracts, four on RDS and one member of Control. Of these 15% were female and 85% were male, with 19% in the age range 25-35, 51% were in the 36-45 age range and 30% in the 46-56 age range.

## Leavers

Number of leavers (1 January 17 – 31 December 17)				
Reason for leaving	Wholetime	RDS	Control	Corporate
Voluntary redundancy	1	0	0	7
Resignation	1	7	0	5
Transfer to another FRS	2	0	0	0
Normal retirement	15	3	0	0
Ill health retirement	1	1	0	0
Other	0	0	0	2
<b>Total</b>	<b>20</b>	<b>11</b>	<b>0</b>	<b>14</b>



Age of leavers (2017)	
17-24	4
25-35	7
36-45	3
46-55	22
56-65	9
65+	0
<b>Total</b>	<b>45</b>

Disability of leavers (2017)	
Yes	4
No	39
Not stated	2
<b>Total</b>	<b>45</b>

Race of leavers (2017)	
White British/Irish	42
Mixed other	0
Black/Black British	0
Not stated	3
<b>Total</b>	<b>45</b>

Religion of leavers (2017)	
Christian	9
No religion	6
Other	1
Not stated	29
<b>Total</b>	<b>45</b>

<b>Gender of leavers (2017)</b>	
Male	35
Female	10
Total	45

<b>Sexual orientation of leavers (2017)</b>	
Heterosexual	15
Not stated	30
Total	45

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

### **What does this tell us?**

During 2017, forty-five employees left CDDFRS across all areas of the service. Twenty of these were wholetime employees with the main reason for leaving being retirement. Whereas the main reason for RDS leavers is resignations for personal reasons, although within 2017 three RDS personnel reached retirement age and left the service along with one person leaving on ill health grounds. 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 corporate staff also left the service, seven of which were due to voluntary redundancy due to a service restructure necessitated by a reduction in central government funding and two further resignations where people had found alternative employment.

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. 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 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 2017 (31 December 2017)		
Age	Number of people	Percentage
Under 65	13,062	64.56%
Over 65	7,171	35.44%
<b>Total</b>	<b>20,233</b>	<b>100.00%</b>

#### What does this tell us?

The service operates a policy of targeting high risk wards and as well as responding to partner agency referrals and direct requests from the public. The previous Home Fire Safety Checks were upgraded to Safe and Wellbeing Visits (SWV) 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 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 would be 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 2017 (31 December 2017)		
Disability	Number of people	Percentage
Disability	1,212	5.99%
No disability	19,021	94.01%
<b>Total</b>	<b>20,233</b>	<b>100.00%</b>

#### What does this tell us?

The percentage of people receiving SWv that have declared themselves to have a disability is 5.99% which is an increase on last year's figure. This helps to demonstrate that targeting of SWv has enabled support to those who are at higher risk from fire. Not all disabilities are immediately identifiable and rely on the individual disclosing this at the

time of the visit which will mean that the above figure may actually be higher in reality as some people will be reluctant to share this information. Further work with key partners will take place to improve engagement and support for members of the community moving forward. This will include building on the current support offered to members of the community with disabilities to further enhance the service provided thus making communities safer.

<b>Race of people receiving safe and wellbeing visits 2017 (31 December 2017)</b>		
<b>Ethnicity</b>	<b>Number of people</b>	<b>Percentage</b>
White – British	19,559	96.67%
White – Irish	46	0.23%
White – Other White	123	0.61%
Mixed – White & Black Caribbean	3	0.01%
Mixed – White & Black African	3	0.01%
Mixed – White & Asian	8	0.04%
Mixed – Other mixed	9	0.05%
Asian or Asian British – Indian	37	0.18%
Asian or Asian British – Pakistani	11	0.06%
Asian or Asian British – Bangladeshi	10	0.05%
Asian or Asian British – Other Asian	25	0.12%
Black or Black British - Caribbean	5	0.02%
Black or Black British - African	12	0.07%
Black or Black British – Other Black	5	0.02%
Chinese or Other Ethnic Group – Chinese	19	0.09%
Chinese or Other Ethnic Group – Other	9	0.05%
Not stated	349	1.72%
<b>Total</b>	<b>20,233</b>	<b>100.00%</b>

**What does this tell us?**

There has been a slight drop in the number of White – British, Irish and Other White ethnicity categories compared to last year. However, this has been off-set by a higher increase in the remaining categories. This suggests that SWv are targeting a slightly greater diversity of citizens in their prevention work. Data would also suggest a slight increase in the diversity of the community in general over this period. Community safety work is targeted towards the most vulnerable in the community and therefore will help to steer 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. For example, working with Spice FM community radio station to get fire safety messages out to the Asian community.

**Gender of people receiving home fire safety checks**

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

## 4. Emergency Response Data (01-01-17 – 31-12-17)

### Age of victims

Age of people involved in accidents 1st January - 31st December 2017		
Age	Number	Percentage
0-4	43	2.29%
5-9	16	0.85%
10-14	21	1.12%
15-19	54	2.88%
20-24	76	4.05%
25-29	70	3.73%
30-34	56	2.98%
35-39	44	2.34%
40-44	66	3.52%
45-49	61	3.25%
50-54	67	3.57%
55-59	69	3.68%
60-64	72	3.84%
65-69	83	4.42%
70-74	96	5.11%
75-79	103	5.49%
80-84	104	5.54%
85-89	81	4.32%
90-94	64	3.41%
95-99	17	0.91%
Not stated	614	32.71%
<b>Total</b>	<b>1877</b>	<b>100%</b>

### 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 2017 we observe that there has been a significant increase in the number of “victims” rising from 1590 to 1877 (15.3%).

The majority of the additional victims arise from special service calls, which have greatly influenced an increase in the number of Emergency Response incidents attended as part of our involvement in the national Emergency Medical Response (EMR) trial. From 01/01/17 the service attended 1208 EMR calls

Last year’s report concluded that the age group of 70–74 year-old were the group more frequently requiring the support and assistance from the service (5.97%). In 2017 we



note that this has changed slightly to the 80–84 year-old group (5.54%) although the three age groups included in the age range of 70 – 84 year old are fairly similar.

From 01/01/16 to 31/12/16 the service attended 316 reported Road Traffic Collisions (RTC's) which resulted in us carrying out 124 extrications or releases due to physical and or medical entrapment. For the same date range in 2017 the service attended 295 reported RTC's (- 9.3%\*) however carried out 130 extrications or releases due to physical and or medical entrapment (+ 9.5%\*).

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 prioritise 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 Prevention, Protection and Road Safety (PPRS) calendar through the Emergency Response and Community Risk Management sections.

From 01/01/16 to 31/12/16 the number of people receiving injury following their involvement in an accidental dwelling fire was 21\*. The same figure was reported in 2017 over same date range\*.

A range of 8 age groups have been injured in accidental dwelling fires during this reporting period ranging from 15–94 year-old with the 50% males and females being equally affected. 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 localised fire safety information to those most vulnerable in their district areas

\*Source Metrics Manager

## Gender

<b>Gender of People Involved In Incidents 1st January - 31st December 2017</b>		
<b>Gender</b>	<b>Number of people</b>	<b>Percentage</b>
Female	908	48.38%
Male	946	50.40%
Not known/not specified	23	1.23%
<b>Total</b>	<b>1877</b>	<b>100.00%</b>

### What does this tell us?

Although the number of incidents/victims has increased the figures reported above are relative and consistent with those reported in 2017. This increase is mainly attributable to a higher number of people requiring EMR support. The service continues to engage in preventative activities particularly through its SWv 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	6	0.32%
Black or Black British	3	0.16%
Chinese	2	0.11%
Mixed	3	0.16%
Not known/stated	415	22.11%
Other Ethnic group	2	0.11%
White - British	1425	75.92%
White - Irish	6	0.32%
White - Other White	15	0.80%
<b>Total</b>	<b>1877</b>	<b>100.00%</b>

### What does this tell us?

From the victims where the service was able to establish ethnicity, 75.92% 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 we have seen a slight decrease in the number of “victims” from the “Asian or Asian British” ethnic group reducing from 16 to 6 with the number of people from the Chinese ethnic group remaining at 2.

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.