



DORSET & WILTSHIRE
FIRE AND RESCUE
AUTHORITY

Annual Workforce Equality Report 2019-20





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SUMMARY ANALYSIS

Please see below a summary of the analysis shown in this report:

Corporate Targets

20% of All Operational Staff Recruited to be from Under-Represented Groups

- In 2019-20, the percentage of all operational staff recruited from under-represented groups has decreased to 12.39% compare to 16.49% last year, However in the on-call staff group, the percentage recruited from under-represented groups has increased to 13.86% compared to 10.45% last year
- No wholetime (WDS) staff were recruited from any of the under-represented groups this financial year which is a significant reduction from the 30% of staff who were recruited the previous financial year.

Sickness to be Below the National Average

- Our average number of shifts lost per person has increased from last year by 0.32 shifts for all staff, excluding on-call, to 9.06 shifts lost per person for this financial year
- The average number of shifts lost per person for all staff, excluding on-call, is also slightly higher (0.16 shifts higher) than the fire and rescue service national benchmarking data for 2019-20, which is 8.9 shifts lost per person
- Corporate staff (LGS) average number of shifts lost per person (8.10 shifts) is 1.25 shifts lower than the national average of 9.35 shifts
- Fire Control staff average number of shifts lost per person (15.74 shifts) is considerably higher than the national average by 4.88 shifts compared to the national average of 10.86 shifts
- The gap between our performance and the national performance seems to be narrowing as we were 0.3 shifts higher than the national data last financial year. This financial year, we are only 0.16 shifts higher than the national data



- When comparing this year's average number of shifts lost per person against the two year average of our data, we are slightly above our target of 8.89 shifts (0.17 shifts higher).

Staff Headcount & Full Time Equivalent (FTE)

- The staff headcount has reduced from last year overall by 0.7% (10 staff)
- The Full Time Equivalent (FTE) compared to last year has reduced by 0.5% (5.7 FTE employees).

Age Overview

- The highest proportion of staff fall in the 46-55 age bracket (31.76% of all staff) with 43.82% of all staff being over the age of 46.
- This does vary across staff group however:
 - For on-call, the highest proportion of employees are in the 25-35 age bracket (27.14% of staff group)
 - Wholetime (WT) and corporate staff have a higher proportion of employees in the 46-55 bracket (WT = 46.53%, corporate staff = 30.58%).
 - Fire Control have a higher proportion of staff in the 36-45 age bracket (29.41% of staff group)
- Compared to national data, we have higher proportion of staff than the national figures for the following age brackets; 16-24, 25-35 and 56+. We have a smaller proportion compared to the national fire and rescue service data for the 36-45 and 46-55 age brackets
- When looking at local population data from the Office of National Statistics for people aged between 16 and 70, our staff headcount is over-represented in all age brackets apart from 16-24 (Dorset and Wiltshire Fire & Rescue Service's headcount is 7.97% less than the local population % split) and 66+ age bracket (-18.01%)
- The majority of staff that have started with the Service this financial year have been in the 25-35 age bracket, with the on-call having the majority of their leavers within this age bracket too (29.27%). Wholetime leavers have been mainly in the 46-55 age bracket.



Gender Overview

- The gender split for all employees is 82% male, 17.9% female and 0.1% who identify as other
- Compared to last year, the overall percentage of female staff in the Service has increased by 0.59%, with increases in both on-call (1.03% increase) and corporate staff (0.85% increase). Wholetime has reduced by 0.41% compared to last year and Fire Control has also reduced by 1.91% compared to last year, although Fire Control is still a predominantly female staff group (76.47% of the staff are female)
- Comparing to national data, we have a lower percentage of females across our individual staff groups than the national figures
- When looking at all temporary and substantive promotions over the past year, the majority of those promoted have been male (84.6%), however this is generally representative of the gender split across the Service. Looking at this data by staff group, all those promoted in Fire Control were female. The majority of staff promoted in wholetime and corporate staff groups were male (93.3% for wholetime and 55.6% for corporate staff).

Gender Pay Gap

- Overall, our mean hourly gender pay gap has increased compared to last year by 0.43%. However, we have seen the mean hourly pay gap reduce across wholetime (2.1% less than last year) and corporate staff (4.12% less than last year). Fire Control had a large pay gap in favour of women last year (22.9% in favour). Now there is only a 5.8% pay gap in favour of women, so this has dropped by 17.06%. The on-call mean hourly gender pay gap has increased by 3.81% compared to last year
- This year, there is a higher proportion of females in the Lower Quartile (+4%) and Lower Middle Quartile (+3%) for the Gender Pay report. We have also seen a slight reduction of females in the Upper Middle Quartile (-3%) but an ever so slight increase in the Upper Quartile (+1%). This indicates that we have a larger proportion of our female staff population in the lower paid roles when comparing to last year



- Comparing our gender pay gap against national information, we have a lower median hourly pay gap than the average for all fire and rescue services (1.89% less), however we have a larger gap in our mean hourly pay gap (0.71% higher). When comparing our pay quartiles, we do have a larger amount than the national data within our Lower Quartile (6% higher than national data) but all other quartiles are almost the same (only 1% difference on each one).

BAME Overview

- Most of our staff are white British (86.91%), with only 3.46% being from a black or minority ethnicity
- We have 6.1% of staff recorded in our HR system that chose to not state their ethnicity, additionally we have 3.53% of staff in the system where their ethnicity was not collected.
- Our Black, Asian and Minority Ethnic (BAME) staff population has increased by 0.22% compared to last year. This is due to having nine new starters who were BAME and only four leavers, increasing our BAME headcount by five staff
- When comparing this to local population data, our staff population is under-representative of the BAME community by 3.43%
- Against the Home Office data for all fire and rescue services, we also have a much lower proportion of BAME staff, 8.25% fewer than the Home Office figures.

Sexual Orientation Overview

- Most of our staff are heterosexual (66.99%), with only 0.96% being Lesbian, Gay, Bisexual and Transgender (LGBT), which has remained consistent with last year's figures
- We have 14.12% of staff in our HR system that chose not to state a sexual orientation, additionally we have 17.94% of staff where their sexual orientation was not collected.
- Comparing with national fire and rescue service data, our staff population has 2.24% fewer LGBT staff than the national figures
- We have not recruited anyone who has specified that they are LGBT in this financial year.



Disability Overview

- Overall, we have 3.01% of staff with a disability in Service, this has remained unchanged from last year's figures.
- There has been a slight increase in wholetime (+0.79%) and on-call (0.13%) for staff who have a disability compared to last year. There is a decrease in Fire Control (-1.99%) and corporate staff (-0.97%) compared to last year
- There were no new starters this year who specified a disability.

Religion Overview

- When looking at our staff split by religion, the highest proportion of our staff have stated they have no religion (42.28%)
- 32.43% of staff have stated a religion, which is a decrease of 0.96% compared to last year
- 25.29% of our staff do not have a religion stated or collected in our HR system. (This does not include those who stated 'no religion')
- Comparing with national fire and rescue service data, our staff population has 3.66% fewer staff who have a religion than the national figures.

Health & Wellbeing

- Compared to last year, our average number of shifts lost per person has increased by 0.89 shifts to 10.02 average shifts lost per person
- The only staff group that has improved this year is on-call, with a reduction in average days lost of 2.12 days
- The total number of shifts lost this year has decreased from 15,926.39 to 14,714.21 shifts lost. However, as the average FTE by staff group has also reduced this year it has meant that the average shifts lost are still higher than last year
- When comparing our average shifts lost per person with fire and rescue national benchmarking data, our average shifts lost per person is 0.67 shifts higher than the national data overall. The only staff group that is lower than the national average shifts lost is corporate staff who have 1.25 shifts fewer than the national figures



- Overall, 55.7% of all staff had a sickness absence this financial year compared to the current headcount
- Work related sickness has reduced from last year by 1.4% to 6.2% of all sickness.

Disciplinary & Grievances

- We have had a total of 22 disciplinary cases and appeals this year, the majority of these have come from the wholetime and Fire Control staff groups (17 cases). The remaining five cases were from the on-call staff group. There have been no cases for corporate staff
- The number of disciplinary cases and appeals has increased by 120% against last year, as we only had 10 cases last year.
- The main reason for disciplinary cases is 'breach of the RESPECT framework' which equates to 45% of all cases
- A 'written warning' is the most common outcome of disciplinary cases (23% of cases). There is also the same number of cases where the outcome was unknown at the end of the financial year (23%)
- The gender split of disciplinary cases and appeals is 82% male and 18% female, which is reflective of the overall gender by headcount (17.9% female, 0.1% Other, 82% male)
- The majority of all disciplinary cases and appeals were for the 46-55 age group (50%), although this is not reflective of our staff population as we only have 31.76% of staff that are within this age category when looking at current headcount. There were no cases for the 66+ age group
- We had a total of five bullying and harassment cases this financial year. This is a reduction from the previous year when we had seven cases. 40% of the cases for this year are for wholetime and Fire Control, 20% for on-call and 40% for corporate staff
- When looking at the gender split of the bullying and harassment cases, 60% were male and 40% female, which is not reflective of our current gender split for our headcount (17.9% female, 0.1% Other, 82% male). As with the disciplinary cases, the 46-55 age group has the highest proportion of these (40%)
- None of the bullying and harassment cases involved any protected characteristics (BAME, LGBT, gender etc.) this year
- There have been no formal grievances at all in this financial year. There were three formal grievances last year.



Contractual arrangements

- Most of our staff are on permanent contracts are in substantive roles (89.8%)
- 0.02% of staff are on temporary contracts (FTCs and agency staff)
- 52 staff were promoted this financial year, 28 being substantive promotions and 24 were temporary.

Staff Turnover

- The main reason for leaving was due to 'Other Reasons'. Developments in our HR system (HRMIS) are underway to amend the reasons for leaving, so that these reasons for leaving will be clearer in the future for reporting purposes
- The second reason for leaving was 'Retirement (Age)'. 32 people left for this reason in this financial year
- Overall, there has been an increase in staff turnover of 0.68% compared to last year, with 12.26% for this financial year. The majority of staff turnover has been voluntary turnover (8.53% voluntary staff turnover this year)
- The staff group with the biggest increase in staff turnover is Fire Control, increasing by 6.59% from 5.63% in 2018-19 to 12.22% this year
- This financial year, a third of all leavers in the firefighter job role left 'within development'. All but one of those leavers that left 'within development' were in the on-call staff group
- Of all the leavers in the financial year, only 33.54% leavers completed an exit interview, a reduction of 0.88% from last year. However, when looking at staff group data, both Fire Control and corporate staff had a higher percentage of exit interviews completed this year (Fire Control +25% to 75% and corporate staff +8.57% to 37.14%)
- 79% of leavers were offered an exit interview, of those who were offered one, only 43% of those completed an exit interview
- We have had 161 leavers this financial year and 168 new starters
- Most people who left had 20 or more years' length of service (25.47% of all leavers)
- 51% of all leavers this financial year were in the on-call staff group.

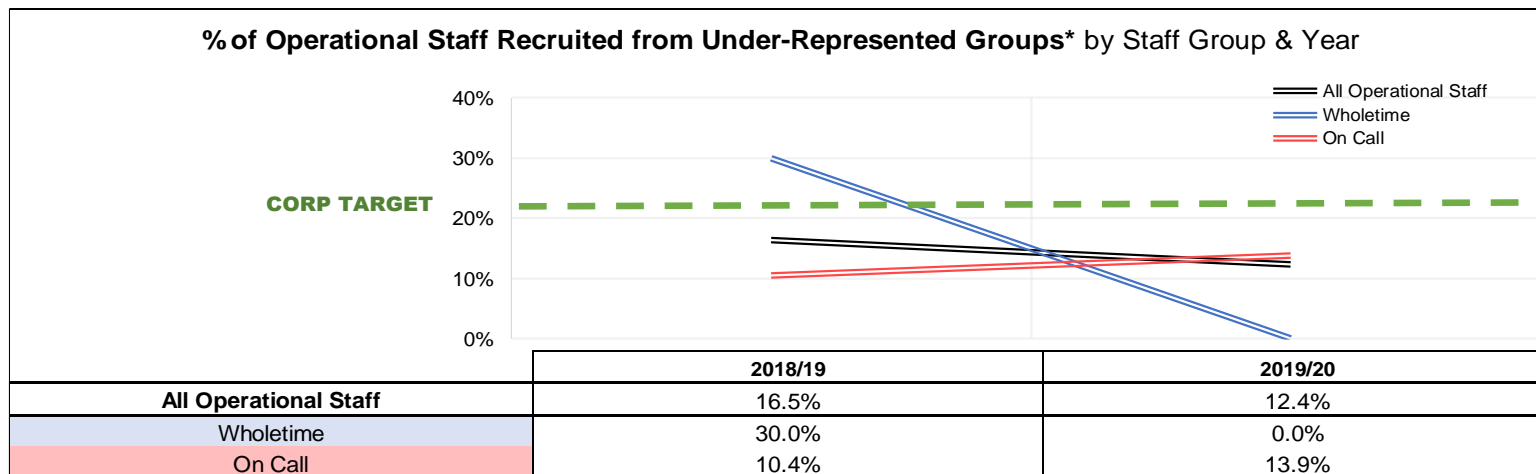


CORPORATE TARGETS

RECRUITMENT FROM UNDER-REPRESENTED GROUPS

CORPORATE TARGET	20% of All Operational Staff Recruited to be from Under-Represented Groups*	12.39%
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% of Staff Recruited from Under Represented Groups*			
Staff Group	This Year	Last Year	Difference vs Last Year
All Operational Staff	12.39%	16.49%	-4.11%
Wholetime	0.00%	30.00%	-30.00%
On Call	13.86%	10.45%	3.41%
Fire Control	75.00%	N/A	N/A
Support Staff	58.82%	56.82%	2.01%
All Staff	27.98%	29.29%	-1.31%



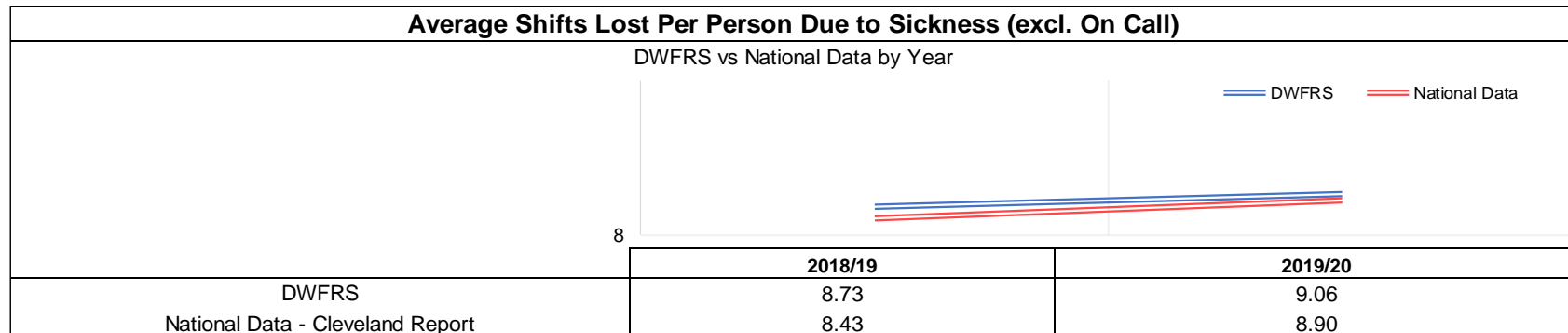
*Under Represented Group is inclusive of staff who identify as LGBT, BAME (this also includes White - Other and White - Irish ethnicities), Female or Other Genders. Any figures showing as N/A mean there were no applicants within that staff group at that time



SICKNESS VS NATIONAL AVERAGE

CORPORATE TARGET	Sickness to be Below the National Average [^]		
	ONS - Number of Days Lost Per Public Sector Worker ^{**}	Cleveland Report 2019/20	Target - 2 Year Average [*]
	5.60	8.90	8.89

Average Shifts Lost Per Person Due to Sickness					
Staff Group	This Year	Last Year	Difference vs Last Year	Comparison vs National Data [*]	
				Cleveland Report 2019/20	DWFRS vs Cleveland
All Staff (excl. On Call)	9.06	8.73	0.32	8.90	0.16
Wholetime	9.17	8.98	0.19	9.05	0.12
On Call	13.83	15.94	-2.12	13.20	0.63
Fire Control	15.74	12.28	3.46	10.86	4.88
Support Staff	8.10	7.84	0.26	9.35	-1.25
All Staff	10.02	9.13	0.89	9.35	0.67



^{*}Target is taken from a 2 year average of DWFRS Data, this excludes On Call. For information the years used to calculate this are:

2018/19, 2019/20

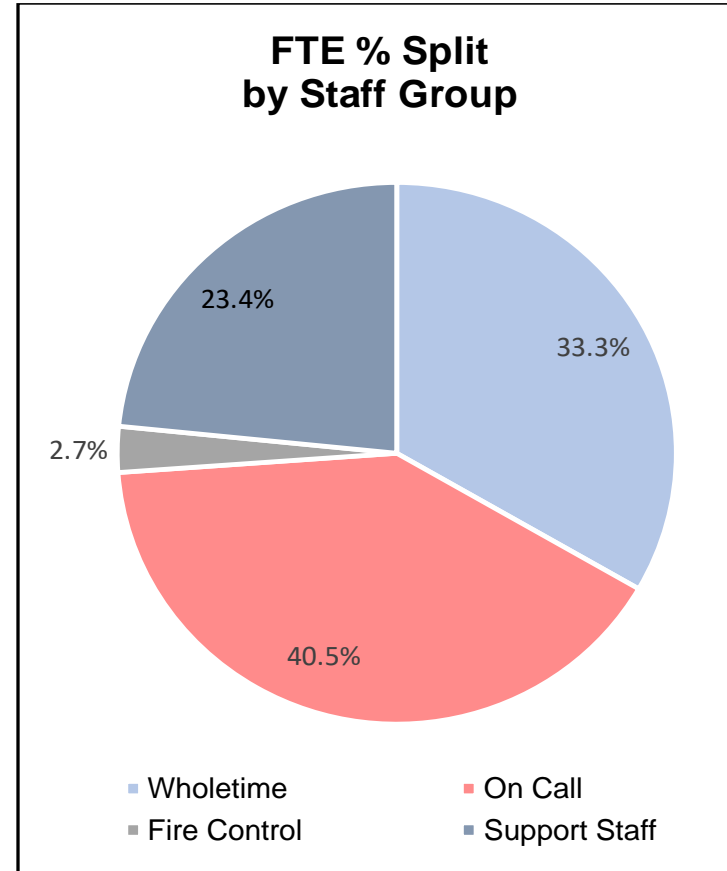
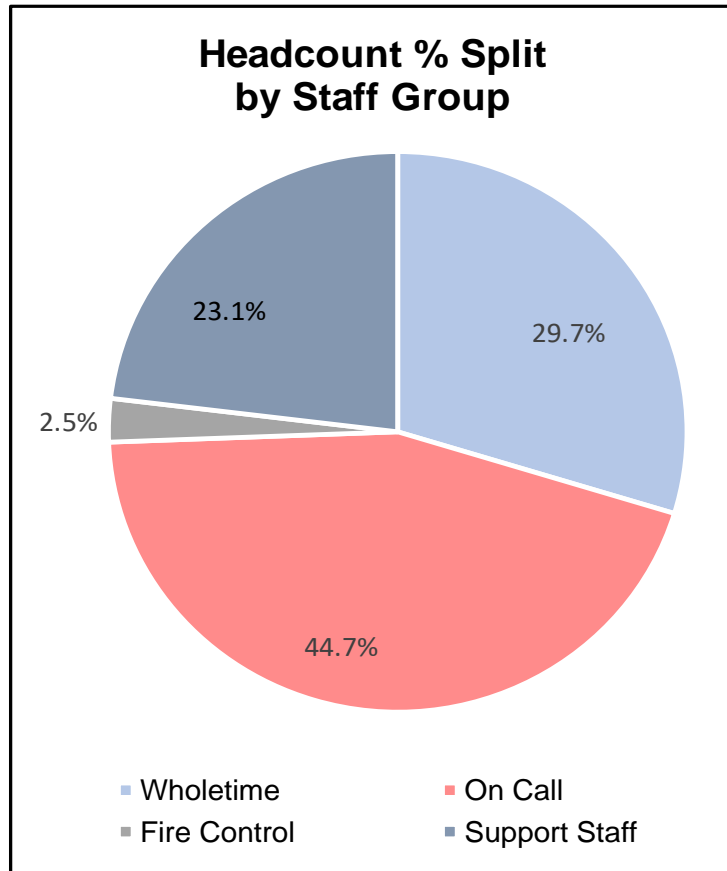
[^]Corporate Target is for Wholetime, Fire Control and Support Staff Only - figures quoted in this section are excluding On Call with exception of the ONS data as this is for all public sector workers

^{**}The ONS Data is taken from the latest 'Sickness Absence in the UK Labour Market' report available for the year of 2018 and is compared against the DWFRS YTD for All Staff



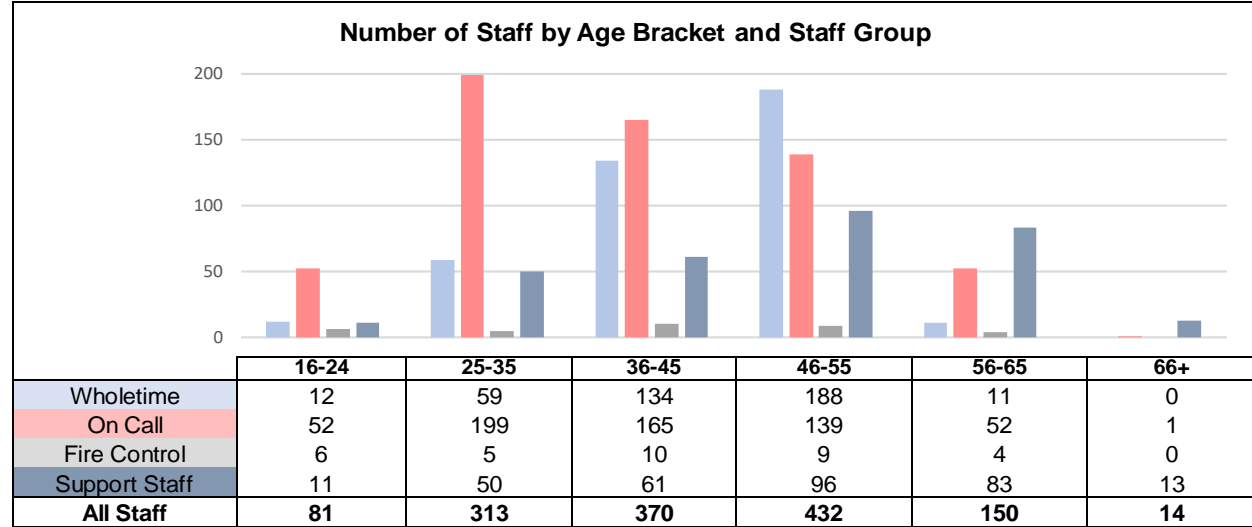
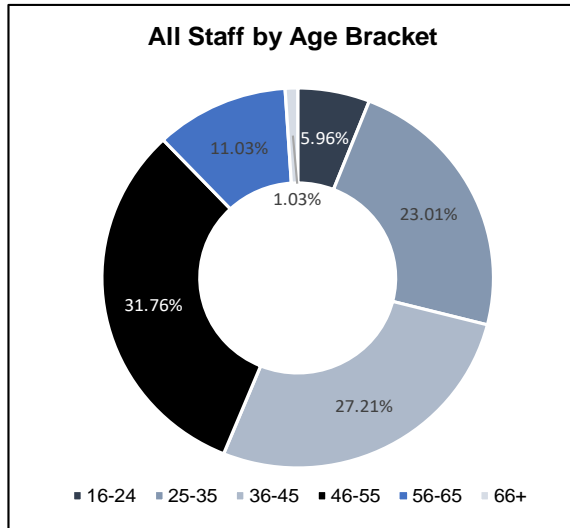
OUR PEOPLE

STAFF HEADCOUNT AND FTE





AGE



How do we compare against Local and National information?

Average Age			
Staff Group	DWFRS	National Data*	Difference
Wholetime	43	43	=
On Call	39	39	=
Fire Control	40	43	-3
Support Staff	47	46	1
All Staff	42	42	=

DWFRS Age Split vs Local Data		
Age Bracket	ONS Data - % of Local Population between 16 and 70^	DWFRS vs ONS
16-24	13.93%	-7.97%
25-35	18.41%	4.60%
36-45	17.89%	9.32%
46-55	21.63%	10.14%
56-65	9.10%	1.93%
66+	19.04%	-18.01%

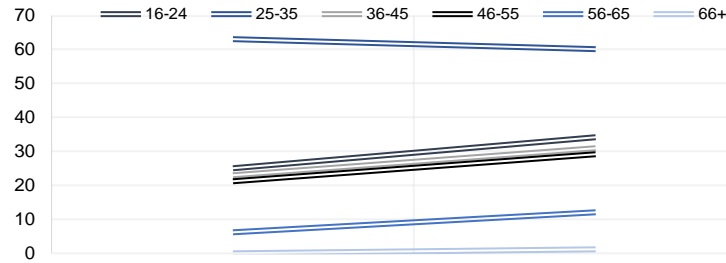
DWFRS Age Split vs National Data		
Age Bracket	National Data* % of Total FRS Staff	DWFRS vs National Data
16-24	3.94%	2.01%
25-35	22.90%	0.12%
36-45	31.21%	-4.00%
46-55	33.98%	-2.22%
56+	7.96%	4.10%
Age Not Stated	0.02%	N/A

^ONS Data is based on the latest NOMIS 'Population Estimates - Local Authority based by Year of Age' report for the year of 2018
(For the purposes of comparison, data for anyone aged over 70 or under 16 has been excluded from the ONS Data)

*National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2018/19

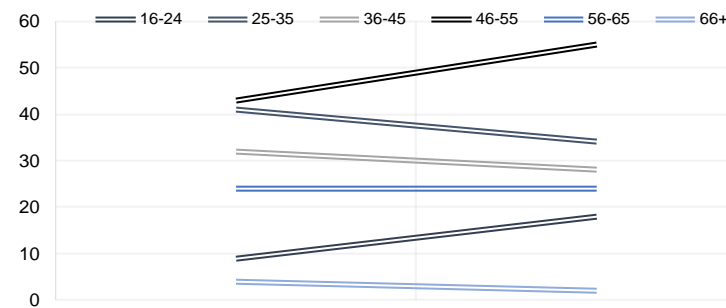


All Staff Groups - Starters - Number by Age Bracket & Quarter



	2018/19	2019/20
16-24	25	34
25-35	63	60
36-45	23	31
46-55	21	29
56-65	6	12
66+	0	1

All Staff Groups - Leavers - Number by Age Bracket & Quarter



	2018/19	2019/20
16-24	9	18
25-35	41	34
36-45	32	28
46-55	43	55
56-65	24	24
66+	4	2

Starters This Year - Age Split by Staff Group

	Wholetime	On Call	Fire Control	Support Staff
16-24	-	25.74%	75.00%	10.00%
25-35	50.00%	36.63%	25.00%	32.00%
36-45	25.00%	24.75%	-	6.00%
46-55	25.00%	11.88%	-	28.00%
56-65	-	0.99%	-	22.00%
66+	-	-	-	2.00%

Leavers This Year - Age Split by Staff Group

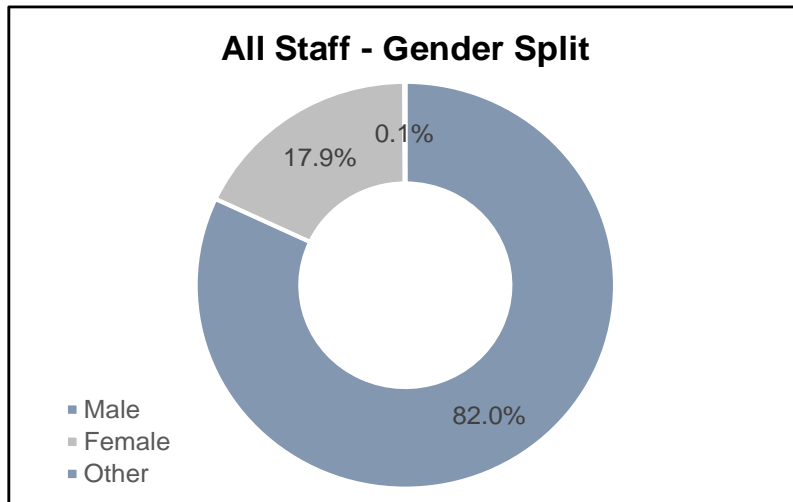
	Wholetime	On Call	Fire Control	Support Staff
16-24	2.50%	18.29%	-	5.71%
25-35	2.50%	29.27%	50.00%	20.00%
36-45	10.00%	20.73%	50.00%	14.29%
46-55	67.50%	23.17%	-	25.71%
56-65	17.50%	8.54%	-	28.57%
66+	-	-	-	5.71%

Percentage of Staff Aged Over 46

Staff Group	Starters	Leavers	All Staff
Wholetime	25.00%	85.00%	49.26%
On Call	12.87%	31.71%	31.58%
Fire Control	0.00%	0.00%	38.24%
Support Staff	52.00%	60.00%	61.15%
All Staff	25.15%	50.31%	43.82%



GENDER



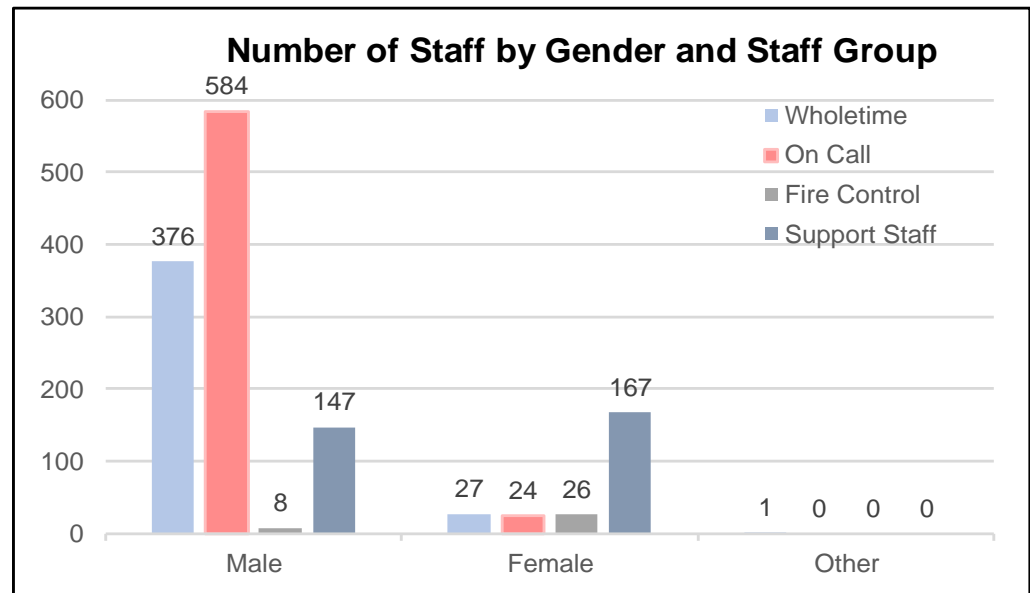
Percentage of Female Staff in Service

Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	6.68%	7.09%	-0.41%
On Call	3.95%	2.92%	1.03%
Fire Control	76.47%	78.38%	-1.91%
Support Staff	53.18%	52.33%	0.85%
All Staff	17.94%	17.35%	0.59%

How do we compare against National information?

% of Females by Staff Group

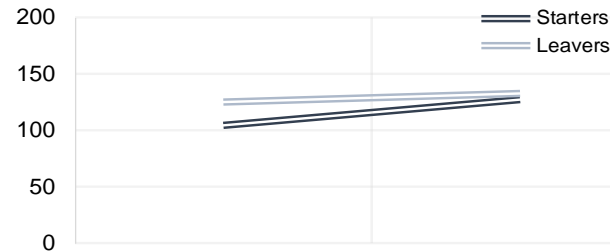
Staff Group	National Data*	DWFRS vs National Data
Wholetime	6.80%	-0.12%
On Call	5.60%	-1.65%
Fire Control	77.00%	-0.53%
Support Staff	53.20%	-0.02%
All Staff	16.70%	1.24%



*National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2018/19



Males - Number of Starters & Leavers by Year



	2018/19	2019/20
Starters	105	127
Leavers	125	133

Females - Number of Starters & Leavers by Year



	2018/19	2019/20
Starters	35	41
Leavers	26	28

**Average Length of Service
(Years)**

Staff Group	Male	Female
Wholetime	15.0	12.5
On Call	10.6	4.1
Fire Control	7.5	15.8
Support Staff	9.0	7.9
All Staff	11.9	8.9

Percentage of Staff Working Part Time[^]

Staff Group	Male	Female
Wholetime	0.0%	0.0%
On Call*	73.8%	87.5%
Fire Control	0.0%	11.5%
Support Staff	13.6%	32.3%
All Staff (excl. RDS)*	3.8%	25.9%

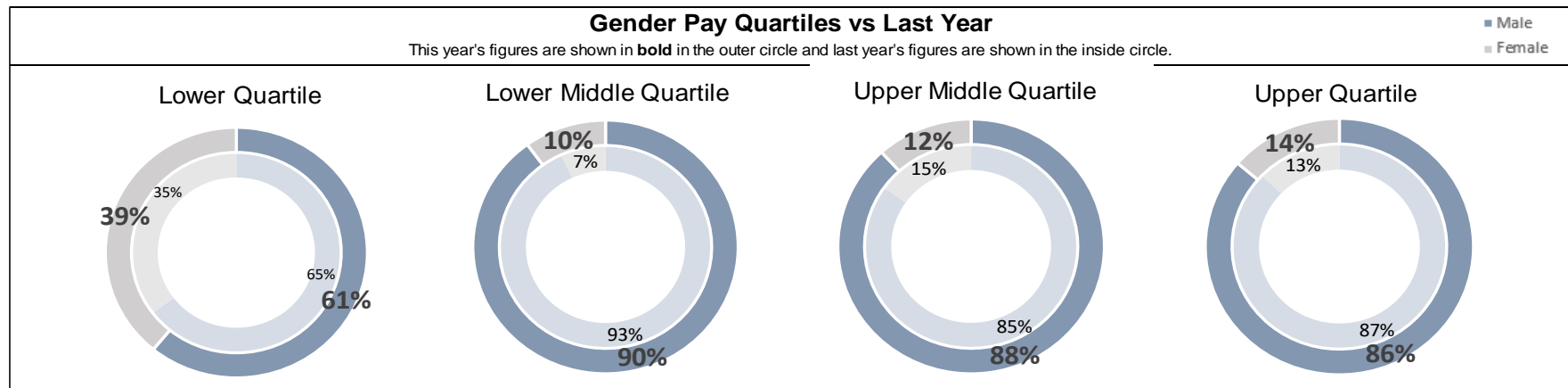
*The RDS Part Time figure is based on anyone who works less than Full or 100%, this is added for information only and is not part of the All Staff figure as it is not comparable to other staff groups

[^]Part time working is based on the following FTE weekly hours; WDS 42, Fire Control 42, Support Staff 37



Gender Pay Gap - Mean Hourly Pay Gap			
Staff Group	This Year	Last Year	Difference
Wholetime	4.3%	6.4%	-2.10%
On Call (excl Salaried Staff)	13.3%	9.5%	3.81%
Fire Control	-5.8%	-22.9%	17.06%
Support Staff	6.2%	10.3%	-4.12%
All Staff	10.8%	10.4%	0.43%

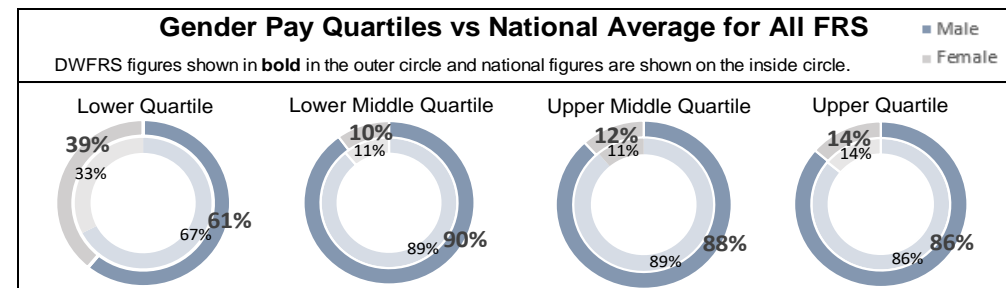
Gender Split of Promotions This Year (Temporary & Substantive)		
Staff Group	Male	Female
Wholetime	93.3%	6.7%
On Call	100.0%	-
Fire Control	-	100.0%
Support Staff	55.6%	44.4%
All Staff	84.6%	15.4%



How do we compare against National information*?

DWFRS Mean Hourly Pay Gap	10.81%
Average Mean Pay Gap for All FRS	10.10%
Difference vs National Information	0.71%

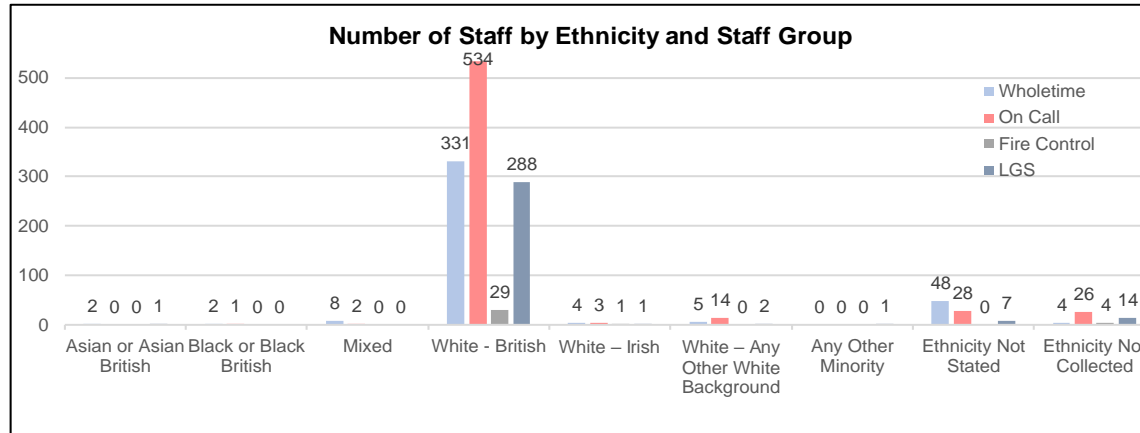
DWFRS Median Hourly Pay Gap	7.10%
Average Median Pay Gap for All FRS	8.99%
Difference vs National Information	-1.89%



*The National Information is taken from the information submitted by all Fire Services on the government Gender Pay Portal for the financial year of 2019/20. This does not include any info for FRS' that are merged with the Council or Police as this would not be comparable data.



ETHNICITY

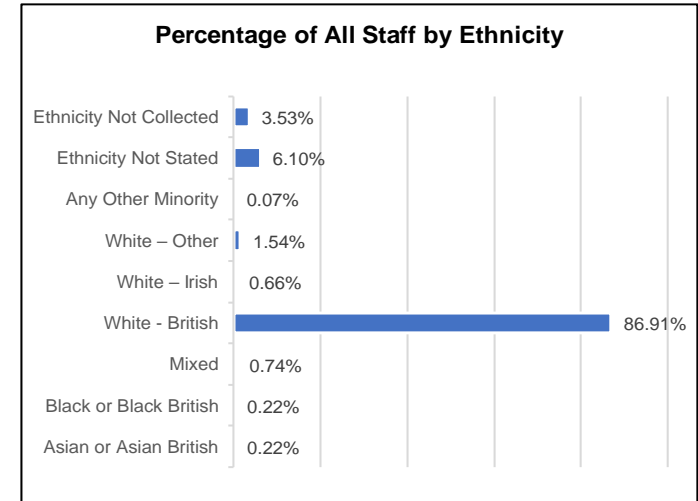


Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	5.20%	5.43%	-0.23%
On Call	3.29%	2.23%	1.06%
Fire Control	2.94%	2.70%	0.24%
Support Staff	1.59%	2.02%	-0.43%
All Staff	3.46%	3.24%	0.22%

How do we compare against Local and National information?

Staff Group	DWFRS	National Data*	DWFRS vs National Data
Wholetime	2.97%	5.80%	-2.83%
On Call	0.49%	14.40%	-13.91%
Fire Control	0.00%	2.50%	-2.50%
Support Staff	0.64%	8.00%	-7.36%
All Staff	1.25%	9.50%	-8.25%

Ethnicity	DWFRS Staff	Census Data - % of Total Local Population^	DWFRS vs Census
White	89.12%	95.32%	-6.20%
Mixed	0.74%	1.36%	-0.62%
Asian	0.22%	2.37%	-2.15%
Black	0.22%	0.65%	-0.43%
Other	0.07%	0.31%	-0.23%
Ethnic origin Not Stated	9.63%	0.00%	9.63%
Total % BAME	1.25%	4.68%	-3.43%



**BAME is the abbreviation for the Black and Minority Ethnic Population as defined by the Race Relations (Amendment) Act 2000. Under this definition the Black and Minority Ethnic Population comprises all ethnic groups with the exception of the White British ethnic category of the White ethnic group. In the figures throughout this report BAME includes White Other and White Irish with the exception of comparing against Home Office FRS and Census population figures

*National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2018/19

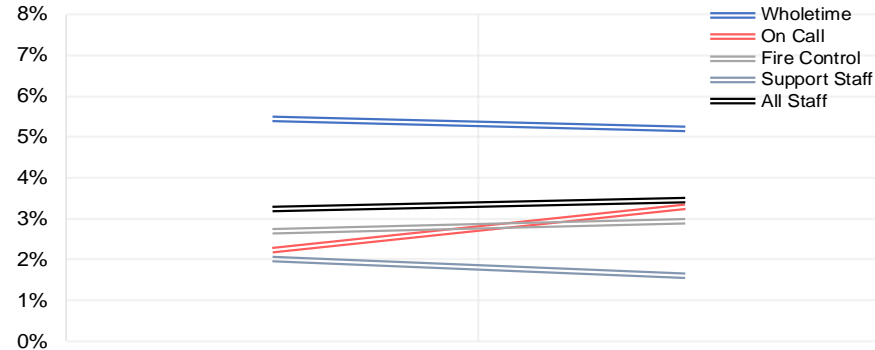
In the National Data, the Black and Minority Ethnic Population comprises of all ethnic groups with the exception of the White British, White Irish and White Other. For comparison purposes, the DWFRS data in this comparison has been regrouped to match this.

^The Local data is latest data available and is obtained from the 2011 Census Report

For comparison purposes, the DWFRS data has been regrouped to match the local Census data. White Other, White Irish has also been classes as Non-BME in this section in order to directly compare with the Census data



% of BAME Staff by Year & Staff Group



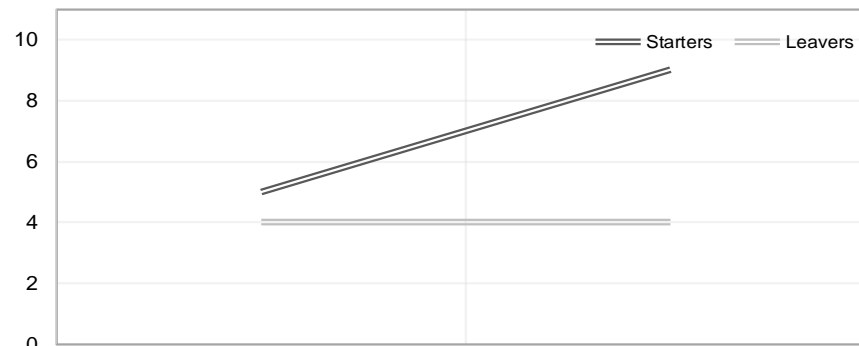
	2018/19	2019/20
Wholetime	5.43%	5.20%
On Call	2.23%	3.29%
Fire Control	2.70%	2.94%
Support Staff	2.02%	1.59%
All Staff	3.24%	3.46%

Average Length of Service

(Years)

	BAME Staff	Not BAME or Not Stated
Wholetime	15.4	14.9
On Call	7.9	10.7
Fire Control	40.0	14.1
Support Staff	15.4	14.9
All Staff	11.7	11.5

Number of BAME Starters & Leavers by Year



	2018/19	2019/20
Starters	5	9
Leavers	4	4

Starters This Year

BAME Split by Staff Group

	BAME Staff	Not BAME or Not Stated
Wholetime	0.0%	100.0%
On Call	6.9%	93.1%
Fire Control	0.0%	100.0%
Support Staff	3.9%	96.1%

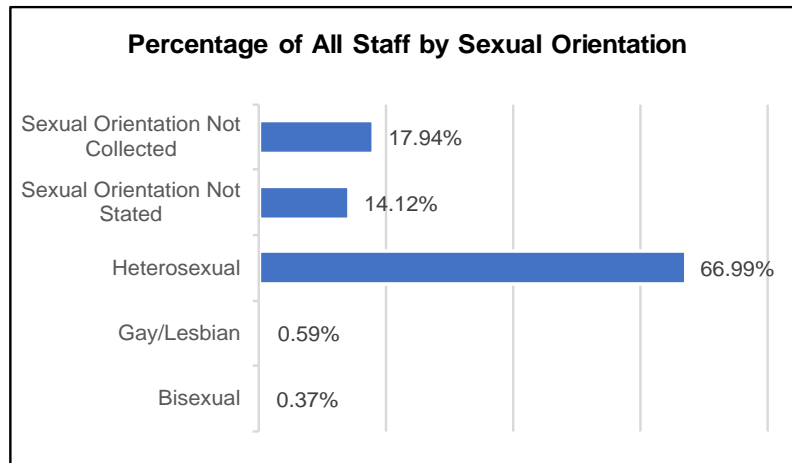
Leavers This Year

BAME Split by Staff Group

	BAME Staff	Not BAME or Not Stated
Wholetime	5.0%	95.0%
On Call	1.2%	98.8%
Fire Control	0.0%	100.0%
Support Staff	2.9%	97.1%



SEXUAL ORIENTATION



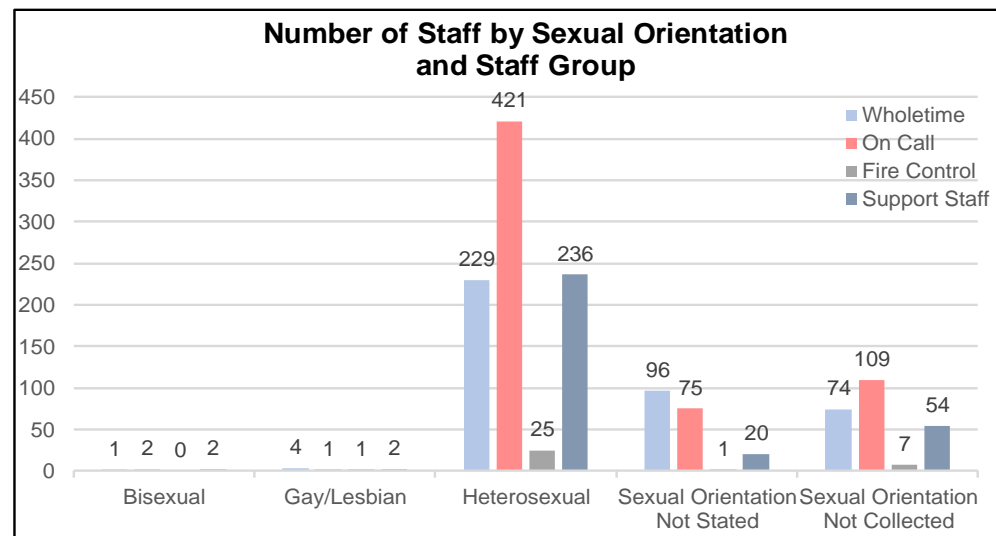
Percentage of LGBT** Staff in Service

Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	1.24%	0.90%	0.33%
On Call	0.49%	0.68%	-0.19%
Fire Control	2.94%	2.70%	0.24%
Support Staff	1.27%	1.35%	-0.07%
All Staff	0.96%	0.96%	0.00%

How do we compare against National information?

% of LGBT Staff by Staff Group

Staff Group	DWFRS	National Data*	DWFRS vs National Data
Wholetime	1.24%	3.80%	-2.56%
On Call	0.49%	2.00%	-1.51%
Fire Control & Support Staff	1.44%	3.20%	-1.76%
All Staff	0.96%	3.20%	-2.24%



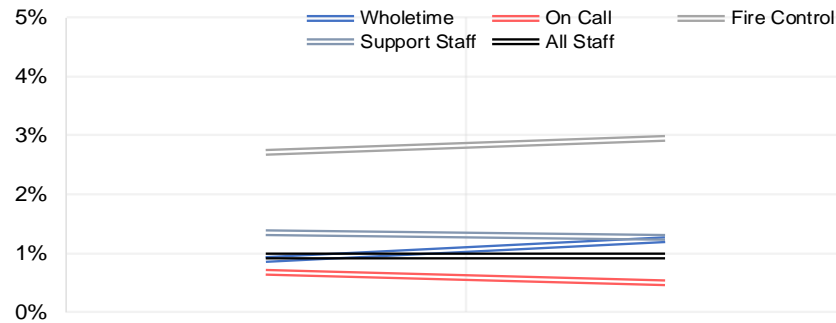
**LGBT is an initialism that stands for lesbian, gay, bi-sexual and transgender.

*National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2018/19

The National Data has Fire Control and Support Staff combined in their figures, therefore the DWFRS figures have been combined in the comparison in order to directly compare



% of LGBT Staff by Year & Staff Group

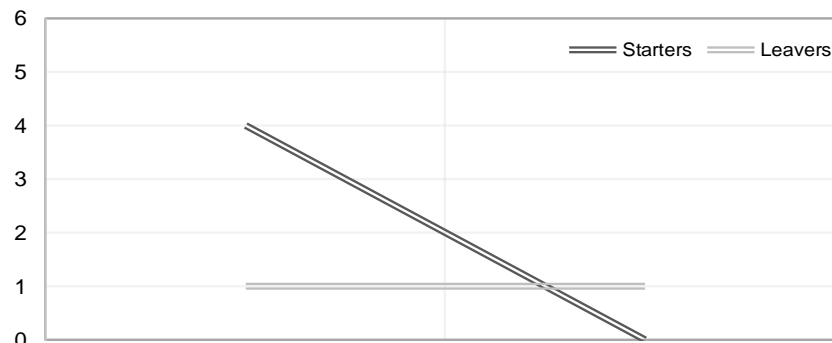


	2018/19	2019/20
Wholetime	0.90%	1.24%
On Call	0.68%	0.49%
Fire Control	2.70%	2.94%
Support Staff	1.35%	1.27%
All Staff	0.96%	0.96%

Average Length of Service (Years)

	LGBT Staff	Not LGBT or Not Stated
Wholetime	6.1	14.9
On Call	19.1	10.3
Fire Control	23.0	13.5
Support Staff	4.6	8.4
All Staff	9.9	11.5

Number of LGBT Starters & Leavers by Year



	2018/19	2019/20
Starters	4	0
Leavers	1	1

Starters This Year

LGBT Split by Staff Group

	LGBT Staff	Not LGBT or Not Stated
Wholetime	-	100.0%
On Call	-	100.0%
Fire Control	-	100.0%
Support Staff	-	100.0%

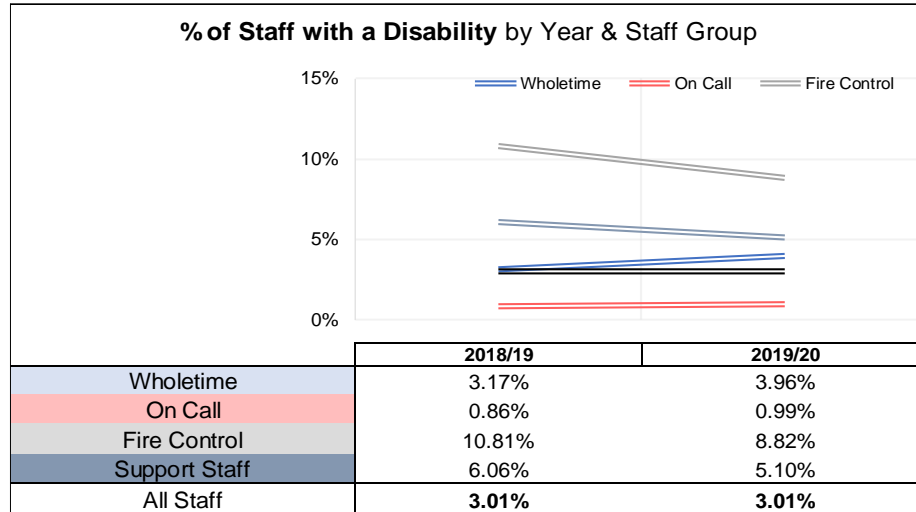
Leavers This Year

LGBT Split by Staff Group

	LGBT Staff	Not LGBT or Not Stated
Wholetime	-	100.0%
On Call	1.2%	98.8%
Fire Control	-	100.0%
Support Staff	-	100.0%



DISABILITY

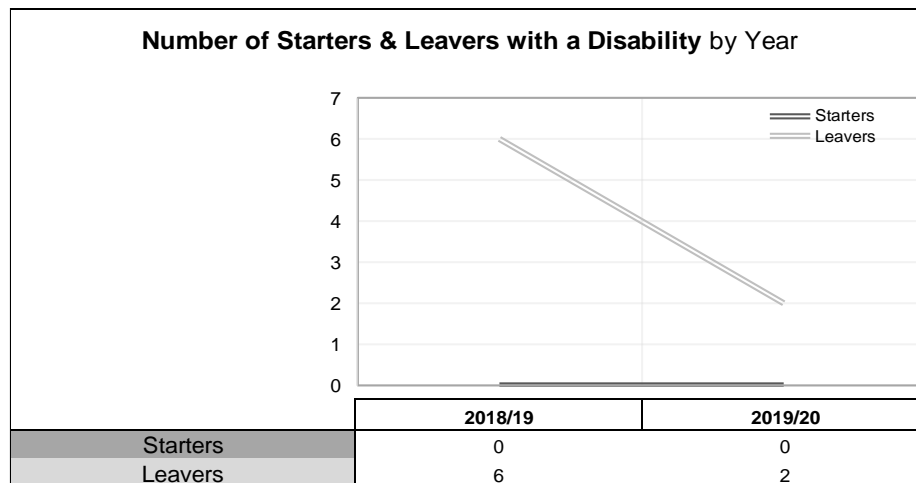


Percentage of Staff with a Disability in the Service

Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	3.96%	3.17%	0.79%
On Call	0.99%	0.86%	0.13%
Fire Control	8.82%	10.81%	-1.99%
Support Staff	5.10%	6.06%	-0.97%
All Staff	3.01%	3.01%	0.00%

Average Length of Service (Years)

	Specified a Disability	No Disability or Not Specified
Wholetime	14.8	14.8
On Call	8.4	10.4
Fire Control	13.7	13.8
Support Staff	11.6	8.2
All Staff	12.5	11.5



Starters This Year

Disability Split by Staff Group

	Specified a Disability	No Disability or Not Specified
Wholetime	-	100.0%
On Call	-	100.0%
Fire Control	-	100.0%
Support Staff	-	100.0%

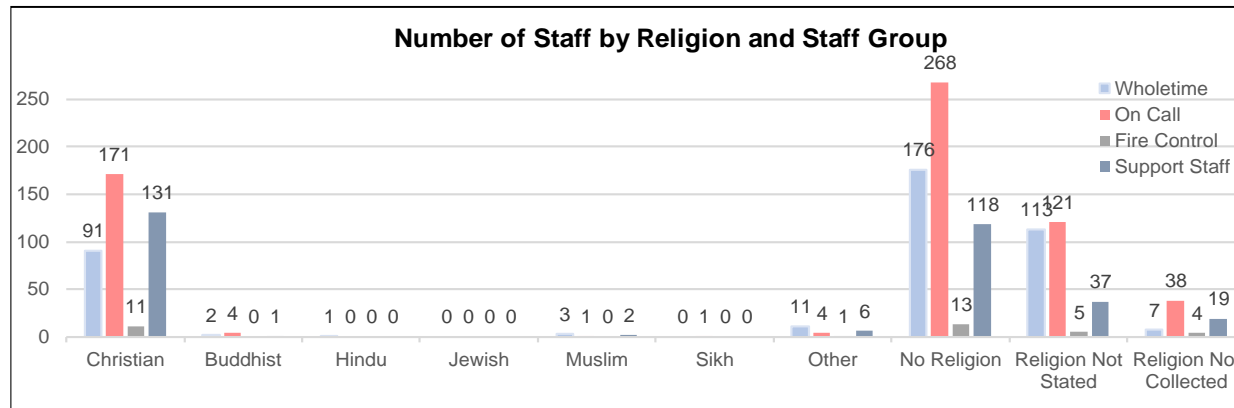
Leavers This Year

Disability Split by Staff Group

	Specified a Disability	No Disability or Not Specified
Wholetime	-	100.0%
On Call	-	100.0%
Fire Control	-	100.0%
Support Staff	5.7%	94.3%



RELIGION & BELIEF



Percentage of Religious** Staff in Service

Staff Group	This Year	Last Year	Difference vs Last Yr
Wholetime	24.49%	27.31%	-2.82%
On Call	41.04%	39.21%	1.84%
Fire Control	2.72%	3.08%	-0.36%
Support Staff	31.75%	30.40%	1.35%
All Staff	32.43%	33.38%	-0.96%

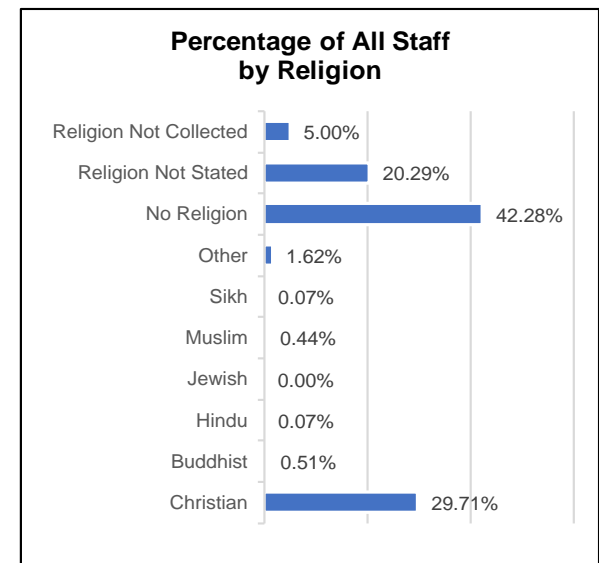
How do we compare against Local and National information?

% of Religious Staff by Staff Group

Staff Group	DWFRS	National Data*	DWFRS vs National Data
Wholetime & On Call	28.56%	34.55%	-6.00%
Fire Control & Support Staff	43.68%	41.94%	1.73%
All Staff	32.43%	36.09%	-3.66%

Local Population by Religion

Religion	Census Data - % of Total Local Population [^]	DWFRS vs Census
No Religion	41.39%	0.89%
Christian (All Denominations)	55.68%	-25.98%
Buddhist	0.33%	0.18%
Hindu	0.37%	-0.30%
Jewish	0.15%	-0.15%
Muslim	0.77%	-0.33%
Sikh	0.08%	-0.01%
Any Other Religion	1.23%	0.39%
Total % Religious	58.61%	-26.18%



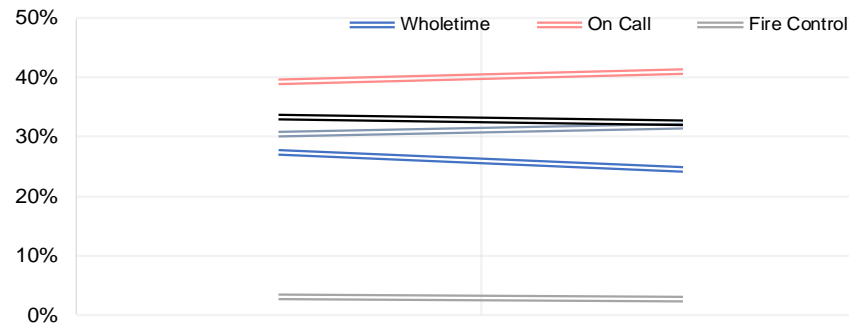
**Religious Staff includes all staff with exception of those that have specified 'No Religion', have not stated their religion or have not had their religion collected

*National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2018/19
For comparison purposes, the DWFRS data has been regrouped to match the National data which groups WDS & RDS together and also groups Fire Control & Support Staff

[^]The Local data is latest data available and is obtained from the Office of National Statistics for the year of 2018



% of Religious Staff by Year & Staff Group

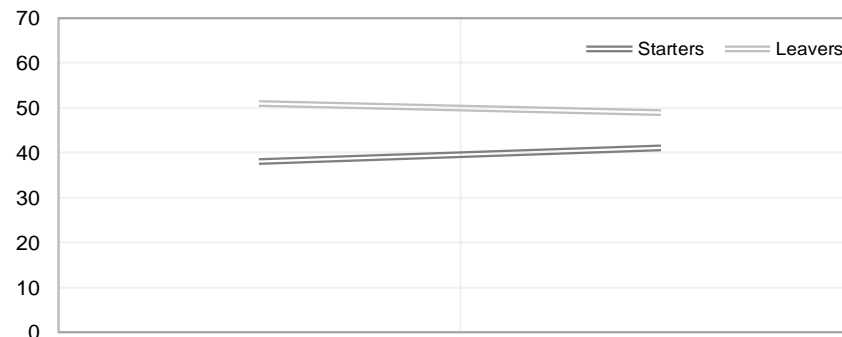


	2018/19	2019/20
Wholetime	27.31%	24.49%
On Call	39.21%	41.04%
Fire Control	3.08%	2.72%
Support Staff	30.40%	31.75%
All Staff	33.38%	32.43%

Average Length of Service (Years)

	Specified a Religion	No Religion or None Stated
Wholetime	15.1	14.6
On Call	12.5	9.5
Fire Control	21.3	9.7
Support Staff	9.8	7.3
All Staff	12.5	22.9

Number of Religious Starters & Leavers by Year



	2018/19	2019/20
Starters	38	41
Leavers	51	49

Starters This Year

Religious Split by Staff Group

	Specified a Religion	No Religion or None Stated
Wholetime	16.7%	83.3%
On Call	23.8%	76.2%
Fire Control	-	100.0%
Support Staff	29.4%	70.6%

Leavers This Year

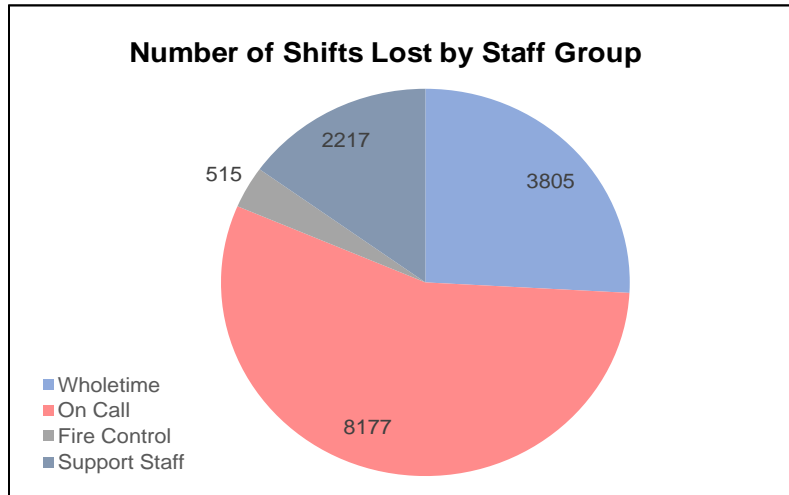
Religious Split by Staff Group

	Specified a Religion	No Religion or None Stated
Wholetime	35.0%	65.0%
On Call	28.0%	72.0%
Fire Control	-	100.0%
Support Staff	34.3%	65.7%



HEALTH & WELLBEING

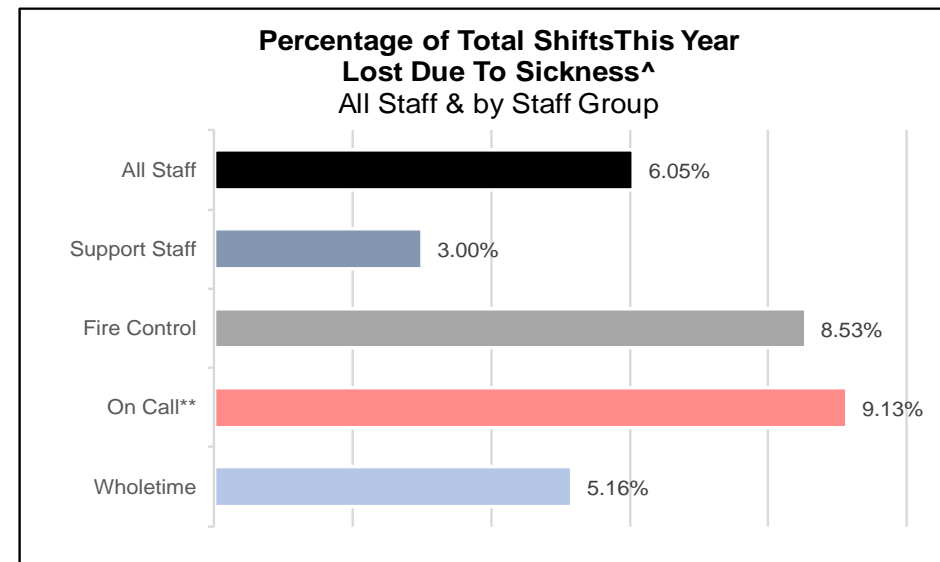
SICKNESS ABSENCE



Average Shifts Lost Per Person			
Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	9.17	8.98	0.19
On Call	13.83	15.94	-2.12
Fire Control	15.74	12.28	3.46
Support Staff	8.10	7.84	0.26
All Staff	10.02	9.13	0.89

How do we compare against the National information?

Average Shifts Lost Per Person		
Staff Group	National Data*	DWFRS vs National Data
Wholetime	9.05	0.12
On Call	13.20	0.63
Fire Control	10.86	4.88
Support Staff	9.35	-1.25
All Staff	9.35	0.67



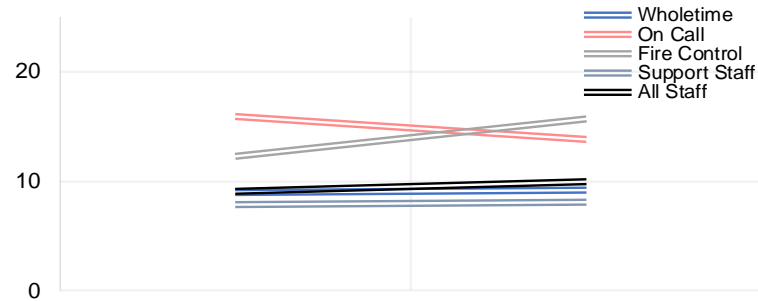
*The National Data is taken from the Occupational Health Report (which is compiled by Cleveland FRS) for the following year; 2019/20

[^]Total Shifts for Quarter has been calculated by Staff Group from FTE number of staff multiplied by FTE weekly hours, then multiplied by weeks in year and divided by 4 to get a quarterly value.

**On Call is calculated on availability as they do not have guaranteed shifts



Average Shifts Lost Per Person by Year & Staff Group



	2018/19	2019/20
Wholetime	8.98	9.17
On Call	15.94	13.83
Fire Control	12.28	15.74
Support Staff	7.84	8.10
All Staff	9.13	10.02

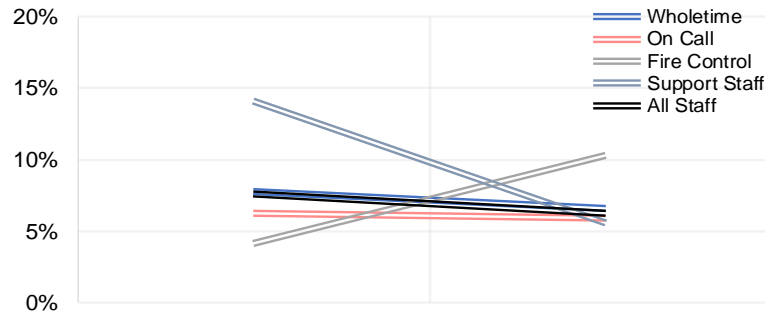
Split of Long Term and Short Term Sickness

	Short Term	Long Term
Wholetime	36.9%	63.1%
On Call	25.9%	74.1%
Fire Control	26.2%	73.8%
Support Staff	37.8%	62.2%
All Staff	30.5%	69.5%

% of Sickness Absence This Year that is Work Related

	% of Sickness Absence This Year that is Work Related
Wholetime	6.6%
On Call	5.9%
Fire Control	10.3%
Support Staff	5.6%
All Staff	6.2%

% of Work Related Sickness by Year & Staff Group



	2018/19	2019/20
Wholetime	7.8%	6.6%
On Call	6.3%	5.9%
Fire Control	4.1%	10.3%
Support Staff	14.1%	5.6%
All Staff	7.6%	6.2%

Number of Shifts Lost by Sickness Type

	Work Related	Not Work Related
Wholetime	252	3553
On Call	485	7692
Fire Control	53	462
Support Staff	124	2093
All Staff	914	13800

% of Employees Who Had A Sickness Absence This Year

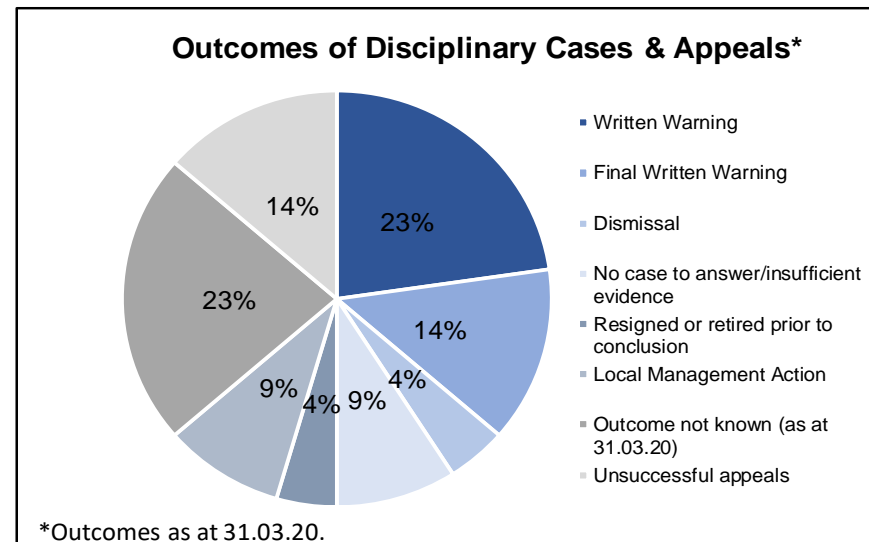
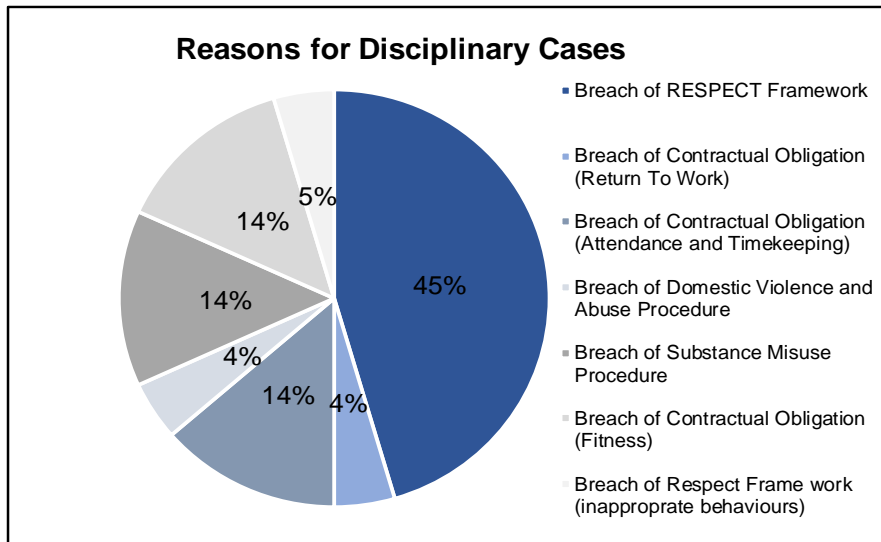
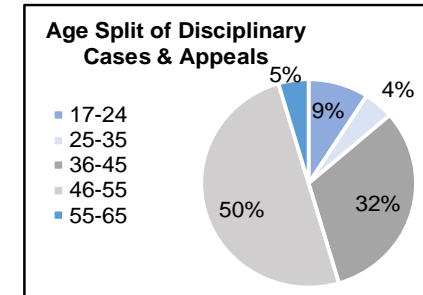
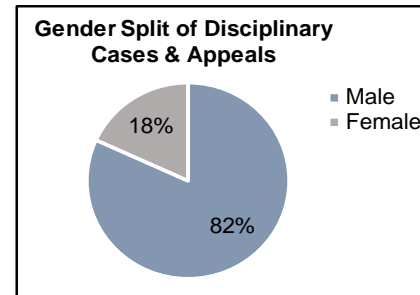
	% of Employees Who Had A Sickness Absence This Year
Wholetime	62.6%
On Call	49.5%
Fire Control	88.2%
Support Staff	55.4%
All Staff	55.7%



PERFORMANCE MANAGEMENT

DISCIPLINARIES & GRIEVANCES

Number of Disciplinary Cases & Appeals			
Staff Group	This Year	Last Year	Difference vs Last Yr
Wholetime & Fire Control	17	Data Not Available [^]	N/A
On Call	5	Data Not Available [^]	N/A
Support Staff	0	Data Not Available [^]	N/A
All Staff	22	10	12

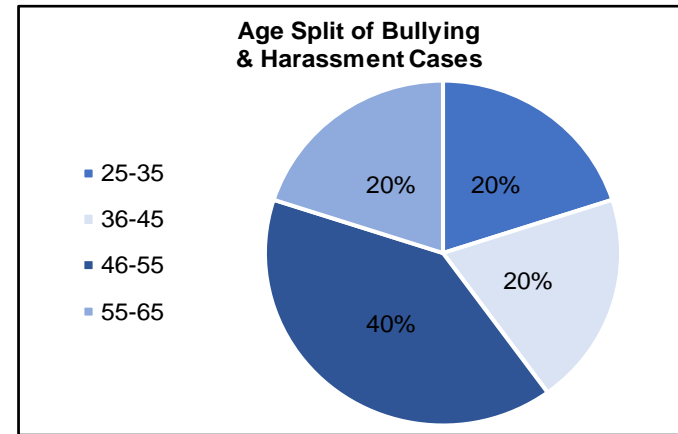
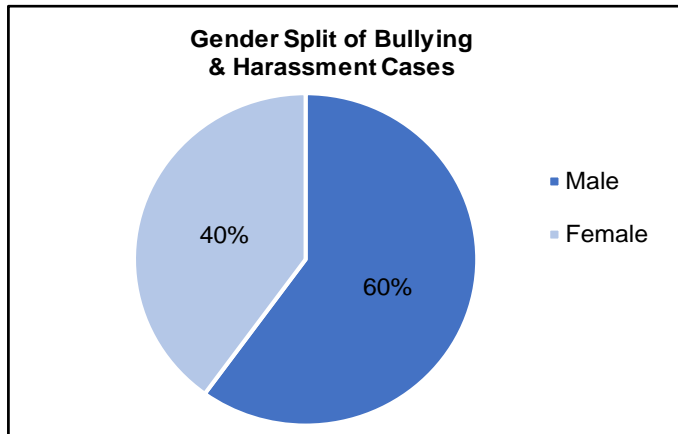


[^]Staff Group data was not collected for cases until this financial year

*Outcomes as at 31.03.20.



Number of Bullying & Harassment Cases			
Staff Group	This Year	Last Year	Difference vs Last Yr
Wholetime & Fire Control	2	Data Not Available^	N/A
On Call	1	Data Not Available^	N/A
Support Staff	2	Data Not Available^	N/A
All Staff	5	7	-2



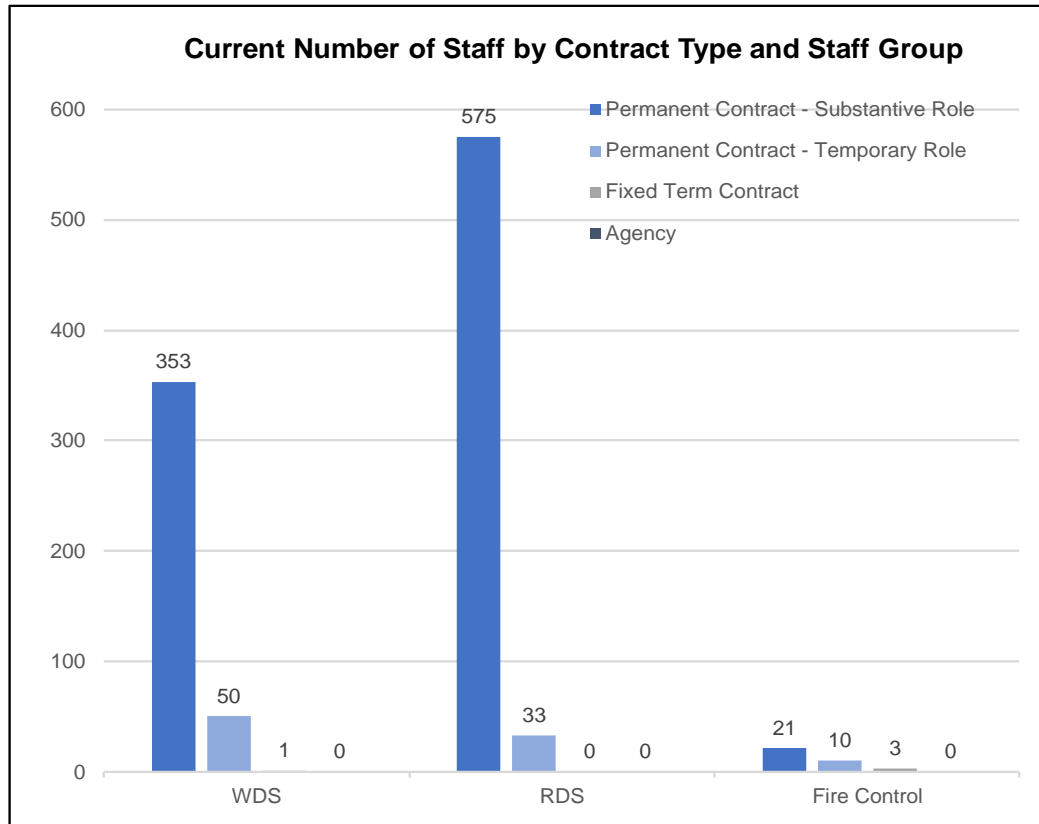
Number of Formal Grievances			
Staff Group	This Year	Last Year	Difference vs Last Yr
Wholetime	0	Data Not Available^	N/A
On Call	0	Data Not Available^	N/A
Fire Control	0	Data Not Available^	N/A
Support Staff	0	Data Not Available^	N/A
All Staff	0	3	-3

^Staff Group data was not collected for cases until this financial year



STAFF RETENTION

STAFF PROMOTIONS



Total Number of Promotions			
Staff Group	This Year	Last Year*	Difference vs Last Year
Wholetime	29	Data Not Available	N/A
On Call	15	Data Not Available	N/A
Fire Control	1	Data Not Available	N/A
Support Staff	7	Data Not Available	N/A
All Staff	52	Data Not Available	N/A

Temporary Promotions			
Staff Group	This Year	Last Year*	Difference vs Last Year
Wholetime	14	Data Not Available	N/A
On Call	7	Data Not Available	N/A
Fire Control	1	Data Not Available	N/A
Support Staff	2	Data Not Available	N/A
All Staff	24	Data Not Available	N/A

Substantive Promotions			
Staff Group	This Year	Last Year*	Difference vs Last Year
Wholetime	15	Data Not Available	N/A
On Call	8	Data Not Available	N/A
Fire Control	0	Data Not Available	N/A
Support Staff	5	Data Not Available	N/A
All Staff	28	Data Not Available	N/A

*Last year's data for promotions is not available due to not being able to obtain all the data needed to calculate this for the year.

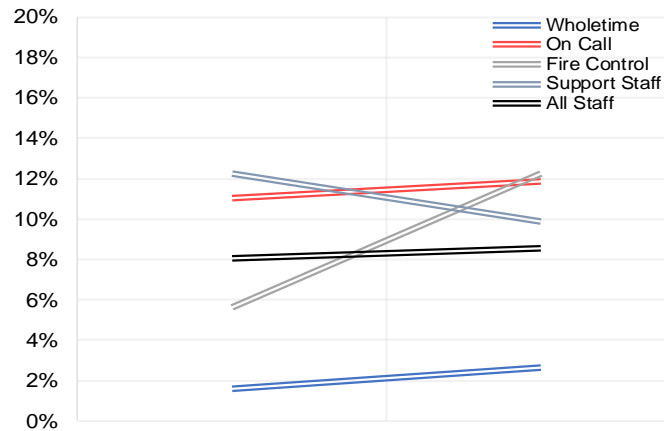
Going forward there are copies that run every month so we will be able to do a comparison to the previous year on the next annual report



STAFF TURNOVER

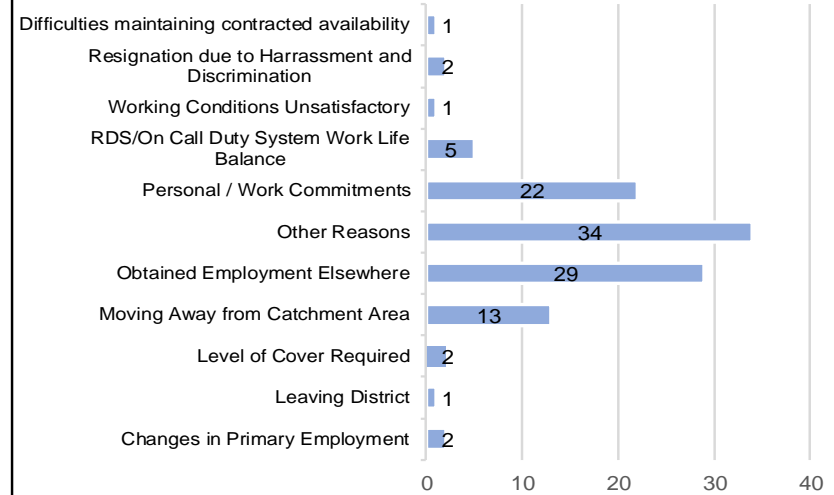
Staff Turnover			
Type of Staff Turnover	This Year	Last Year	Difference vs Last Year
Voluntary*	8.53%	8.05%	0.48%
Involuntary^	3.73%	3.46%	0.27%
All Staff	12.26%	11.58%	0.68%

Voluntary* Staff Turnover by Staff Group & Year

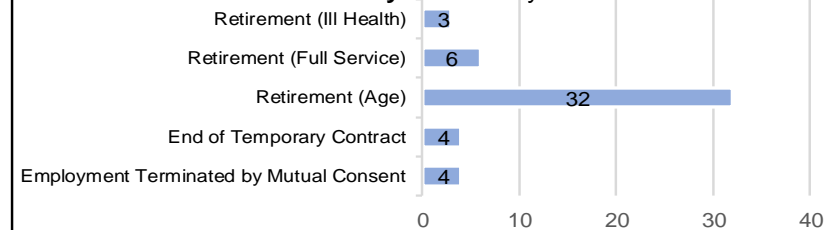


	2018/19	2019/20
Wholetime	1.61%	2.65%
On Call	11.03%	11.84%
Fire Control	5.63%	12.22%
Support Staff	12.22%	9.86%
All Staff	8.05%	8.53%

Number of Voluntary Leavers by Reason



Number of Involuntary Leavers by Reason



^Involuntary Leavers includes anyone who has left DWFRS due to the following reasons;

Capability (sickness), Death in Service, Employment Terminated by Mutual Consent, End of Temp Contract, Redundancy, Retirement (Age, Full Service or Ill Health), TUPE Transfer

*All employees with leaving reasons different to those highlighted above are included as Voluntary Leavers

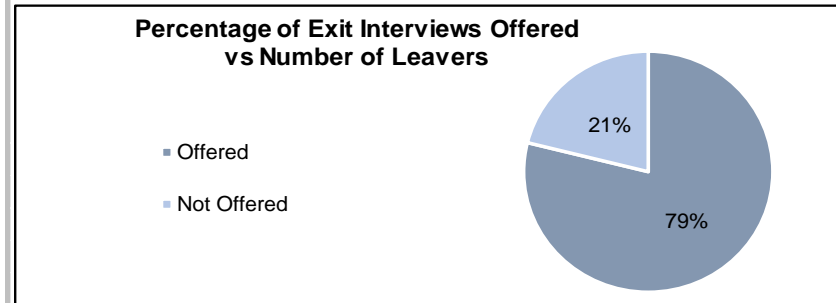


Percentage of Exit Interviews Completed vs Total Leavers by Staff Group

Staff Group	This Year	Last Year	Difference vs Last Yr
Wholetime	25.00%	30.00%	-5.00%
On Call	34.15%	38.75%	-4.60%
Fire Control	75.00%	50.00%	25.00%
Support Staff	37.14%	28.57%	8.57%
All Staff	33.54%	34.42%	-0.88%

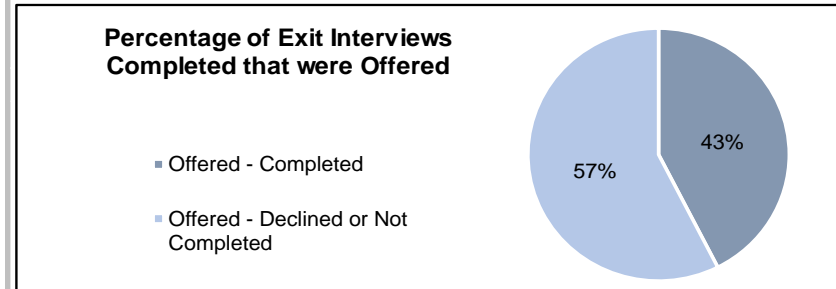
Leavers by Length of Service

	Wholetime	On Call	Fire Control	Support Staff
Less than 6M	-	6	-	3
6M to 2 Years	3	17	-	12
2+ Yrs to 5 Yrs	-	17	-	12
5+ Yrs to 10 Yrs	1	15	4	2
10+ Yrs to 20 Yrs	14	10	-	4
20+ Years	22	17	-	2
Average Length of Service for Leavers (Yrs)	21.41	9.35	5.74	4.89



Starters and Leavers This Financial Year

	Voluntary Leavers	Involuntary Leavers	Total Leavers	Total Starters
Wholetime	11	29	40	12
On Call	70	12	82	101
Fire Control	4	-	4	4
Support Staff	27	8	35	51
All Staff	112	49	161	168



Number of Firefighters who Left Within Development This Year*

	Wholetime	On Call	Total
Trainee - Length of Service within 6 Months	-	4	4
Trainee - Length of Service over 6 Months	-	-	-
Left in Development	1	24	25

Category	Percentage
All Other FF Leavers	33%
FF within Development	67%

*This information only includes those with the job role of Firefighter



REPORT INFORMATION

- All data for current employees is taken from a report generated from our HR system (HRMIS) on 01.04.2020. Data, in order to compare to last year, was taken from HRMIS on 01.04.2019. No adjustment has been made to these reports
- All data for Joiners and Leavers for this year has been taken from 01.04.19 to 31.03.2020 this data was generated from the system on 30.07.2020, to capture late processed starters and leavers
- The sickness data has all been recalculated using the new method of calculation which started in Q3 19-20 (this includes FTE calculations for part time employees and sickness shifts lost against actual work patterns). This has meant that this is more accurate and as all years used in this report have now been recalculated this data is now comparable year on year
- Staff turnover has been calculated via the following method:
 - Average Staff for Financial Year divided by number of leavers for financial YTD
 - Average staff for Financial Year has been calculated by adding the average staff numbers for each month and dividing them by 12 (the total number of months in the financial year).
 - Number of leavers is taken from the leavers report generated
- Agency staff are excluded from the figures as they are not employed by the Service
- Most numbers and percentages have been rounded to two decimal places so when comparisons are made there may be rounding issues.