



**Annual Workforce Equality Report 2020-21**

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# INTRODUCTION

We place diversity and inclusion at the heart of everything we do and in doing this we want to have a diverse workforce that truly reflects the communities we serve so that we can provide them the best service possible.

Diverse teams bring variety of thought, innovation, and creativity. An inclusive and welcoming workplace that embraces the diverse communities it serves will help us to attract, retain and develop the best people from a broad range of backgrounds. This means teams and people are safer, happier, and more operationally effective when their staff can be their authentic selves at work. A diverse workforce will also help us to better understand the needs of our communities so that we can provide our service in a way that best suits them. We also need to understand what our communities think of us and how they view us from a recruitment perspective.

In support of this, the Equality Act 2010 states that everyone has the right to be treated fairly and equally. The Act also includes a duty called the Public-Sector Equality Duty (PSED) which requires public authorities like us to have due regard in the need to:

• Eliminate discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.

• Advance equality of opportunity between people who have a protected characteristic and those who do not; and

• Foster good relations between people who have a protected characteristic and those who do not.

As part of this duty Dorset and Wiltshire Fire and Rescue Service is also required to publish equality information at least annually.

This document provides equality monitoring information about our workforce, includes a national and local context to this information and sets out the positive actions we are taking in support of equality, diversity, and inclusion. We encourage our teams to have topical diversity discussions as part of their team and department meetings to help foster a wider understanding of diversity and inclusion. To continuously improve the equality data, we hold about our staff we also launched our ‘safe to say’ campaign.

For more information about our work and commitment to diversity and inclusion please visit our website or follow the link below: -

<https://www.dwfire.org.uk/about-us/equality-diversity-and-inclusion/>



# SUMMARY ANALYSIS – WORKFORCE PROFILE

**Age Overview**

How we compare with other fire and rescue services

Like other fire and rescue services we have high numbers of staff in the 46-55 age group. In many senses this is a good indicator as staff wish to stay in our employment, although we obviously need to ensure that we have robust succession planning arrangements in place. Those leaving in this age group are retiring due to pension scheme regulations and the financial impact that would result from continued employment. This is a similar picture across fire and rescue services. It is also pleasing that our corporate staff are choosing to stay with us, and these are retiring later. Our new starters, particularly within our on-call staff group, have predominantly been in the lower age group.

Looking to the future

Our workforce and succession planning arrangements monitor our retirement profile so that timely recruitment activities are set in place to replace the loss of skilled staff. We have an extensive range of learning and development opportunities to develop our staff which has a positive impact on new skills development, retention and ensures long term value for money. Our flexible retirement and re-employment procedures enable us to retain or reemploy staff with specialist skills. Our ‘employment offer’ and staff benefits are regularly reviewed to attract and retain high calibre staff. Our development offering includes a continued commitment to apprenticeships, and we are looking to further expand these opportunities in the future.

**Gender Overview**

How we compare to other fire and rescue services

Whilst we have a higher proportion of male employees than female employees in operational roles this is a feature of all fire & rescue services. The gender balance for corporate staff that include a number of public facing roles is a more equal split.

Good progress has been made in addressing our mean hourly gender pay gap which has closed by 2.20% compared to last year. We have a lower mean hourly pay gap than the average for all fire and rescue services (3.03% less), however we have a larger gap in our median hourly pay gap (2.75% higher).

When looking at all temporary and substantive promotions over the past year, the majority of those promoted have been male (81.48%), but this correlates to the gender balance of our workforce. It is pleasing to note that the majority of staff promoted from support staff were female (71.43%).

Looking to the future

Our gender pay gap is an improving picture. We have made excellent progress in addressing our gender pay gap through completing our action plan.

We have set in place development initiatives specifically aimed to encourage more female staff (as well as those in other under-represented groups) to progress within the Service. Our operational female staff network is working hard alongside us to secure further improvements to our processes and procedures so that we can attract, recruit, and retain more female staff. Our positive attraction initiatives include a buddying scheme to support those considering a career in the Fire Service. Many of our female operational staff are at the forefront of our positive attraction campaigns acting as role models and take part in social media campaigns. The Strategic Leadership Team have regular reverse mentoring sessions with members of our staff networks so that they can better understand the culture and ways of working through a ‘different lens’. This approach has been very well received and is assisting with cultural change and our ‘One-team ethos.

**Ethnicity Overview**

How we compare to other fire and rescue services

When comparing the ethnicity of our workforce to local population data, our current staff makeup is under-representative of the BAME community by 3.35%. When comparing to all fire and rescue services, we also have 3.77% fewer BAME staff. We have analysed the ethnicity data in relation to the location of our stations and this has shown that the ethnicity of our local communities broadly balances with our local workforce.

As a Service with a predominant on-call workforce who must be able to attend their local station within 5 – 8 minutes we have a much smaller catchment area to recruit in. This can sometimes impede our continuing efforts to recruit a more diverse workforce.

Looking to the future

We have increased our Diversity and Inclusion team and appointed a Watch Manager who has set up a new staff network for our BAME staff. Through this network we are looking at what more we can do to support our staff which in turn will enable us to enhance our community engagement activities with our diverse community groups. Our Diversity and Inclusion team have visited stations and departments to have mature and thought-provoking conversations about diversity issues.

Our Inclusion Officer has strengthened our partnership networking so that we can work more closely on community initiatives. They have also met with community leaders to provide a more detailed oversight on the role of the fire service and has sought open and honest feedback about the perceptions our communities have about the fire service so that we can take steps to address them. Representatives from our BAME network have led on the SLT reverse mentoring sessions.

**Sexual Orientation Overview**

How we compare to other fire and rescue services

Comparing with national fire and rescue service data, our staff population has 2.34% fewer LBGT staff than the national figures.

What action are we taking?

In his role as the SLT network champion for our Firepride network; the DCFO meets regularly with the network lead to discuss any issues raised by the network. He has also led several leadership sessions on diversity and inclusion and the importance of this agenda more widely to the health and integrity of the Service. The network members provide regular articles on LGBT issues on social media and our internal and external media. Our staff are encouraged, and do take part in, Pride celebrations across the Service area. We have sponsored and led Pride festivals in Bournemouth and Swindon. We have invested in a specific community appliance and have adapted our corporate flag to include the rainbow. The flag is flown all year at our headquarters. Representatives from the FirePride network will also be taking part in the SLT reverse mentoring sessions.

**Disability Overview**

Looking to the future

The Service is formally recognised as a Disability Confident employer and is committed to ensuring that those living with a disability have equal access to inclusive and accessible recruitment and provision of reasonable adjustments during the recruitment process and during employment. The Health and Wellbeing team support our employees with disabilities within the workplace and seek to identify adjustments to equipment or working patterns to find a suitable solution that will aid staff in effectively performing their role within the workplace. In support of the mental and emotional wellbeing of our employees we provide fast track counselling services, mental health e-learning and awareness training, stress management interventions and information for managers. Our counselling service which can be accessed on a self-referral basis, provides our staff with support on a range of subjects across a broad geographical area.



How we compare to other fire and rescue services

We have 2.74% staff who have declared a disability. There are no national fire and rescue service comparisons available.

**Religion Overview**

Looking to the future

Our community engagement activities include meetings with community faith leaders. We have developed community profiles that include pertinent information for our fire crews which includes information about cultural and religious festivals and sensitivities. A programme of community contact workshops will commence to help us better understand needs and wants of our communities.

How we compare to other fire and rescue services

32.39% of our staff have declared a religion on their staff profiles. Comparing with national fire and rescue service data, our staff population has 3.49% fewer staff who have a religion than the national figures.

# OUR PEOPLE

## Staff Headcount and FTE



## Age



## Gender





## EthnicitY



## SEXUAL ORIENTATION







## Disability





## RelIgion & Belief





# The HEALTH & WELLBEING of our workforce

## Sickness Absence



# PERFORMANCE MANAGEMENT

## Disciplinaries & Grievances





# STAFF progression & RETENTION

## Staff Promotions



## Staff Turnover



# CORPORATE TARGETS

## Recruitment from Under-Represented Groups



## Sickness vs National Average

# REPORT INFORMATION

* All data for current employees is taken from a report generated from our HR system (HRMIS) on 01.04.2021. Data, in order to compare to last year, was taken from HRMIS on 01.04.2020. No adjustment has been made to these reports.
* 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.
* Ethnicity analysis was completed using 2011 census information cross mapped with MOSIAC data