DORSET & WILTSHIRE FIRE AND RESCUE AUTHORITY

Annual Workforce Equality Report 2021-22

CONTENTS

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 & Wiltshire Fire and Rescue Authority 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 continued our 'safe to say' campaign. This campaign has supportively encouraged staff to disclose their equality monitoring information and as a result the number of individuals not declaring their equality status has significantly reduced.

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/

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

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. In recognition that we are losing some of our on-call firefighters who are 'in development' stage, we are reviewing the content of our fire fighter development programme.

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.

We have a mean hourly pay gap of 9.7% which is 1.6% more compared to all fire and rescue services. Our median hourly pay gap is 13.1% which is also higher than the national average (6.7% higher).

When looking at all temporary and substantive promotions over the past year, the majority of those promoted have been male (87.8%), but this correlates to the gender balance of our workforce. It is pleasing to note that most staff promoted from support staff were female (87.5%).

Looking to the future

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 women 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 operational 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. We have also recently embarked on working more closely with local colleges to provide fire service input on public services courses, to encourage more future applicants to the Service. The Strategic Leadership Team have regular reverse mentoring sessions with members of our staff 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 2.7%. We are pleased that this has decreased compared to the previous year by 0.6%. When comparing to all fire and rescue services, we also have 7% 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 five – eight 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 Equality, Diversity, and Inclusion (EDI) team and appointed a Station Manager who leads on community engagement initiatives and has also set up a staff network for our BAME staff. Through this network we are looking at what more we can do to support our staff as well as enhancing our community engagement activities with our diverse community groups. Our EDI team have visited stations and departments to have mature and thought-provoking conversations about diversity issues. The EDI team are also working with station representatives who want to be local EDI community champions.

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 taken part in 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 1.8% fewer LBGT staff than the national figures. We are pleased that this gap has decreased by 0.5% compared to last year.

Looking to the future

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 Salisbury. 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 have also taken part in the SLT reverse mentoring sessions.

Disability Overview

How we compare to other fire and rescue services

We have 3.19% staff who have declared a disability. There are no national fire and rescue service comparisons available.

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. The Service has recently introduced a neurodiversity staff network and are seeking their views with regards to what further support can be put in place.

Religion Overview

How we compare to other fire and rescue services

34.1% of our staff have declared a religion on their staff profiles, which has increased by 1.7% compared to last year.

Comparing with national fire and rescue service data, our staff population has 2.4% fewer staff who have a religion than the national figures.

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. Several community contact workshops have taken place to help us better understand needs and wants of our communities.

Headcount % Split by Staff Group

- Wholetime: 29.6%
- On Call: 43.7%
- Fire Control: 2.3%
- Support Staff: 24.5%

Legend: Wholetime, On Call, Fire Control, Support Staff

FTE % Split by Staff Group

- Wholetime: 34.1%
- On Call: 37.9%
- Fire Control: 2.6%
- Support Staff: 25.4%

Legend: Wholetime, On Call, Fire Control, Support Staff

All Staff by Age Bracket

Legend: ■ 16-24 ■ 25-35 ■ 36-45 ■ 46-55 ■ 56-65 ■ 66+

4.8%
24.2%
0.7%
29.3%
29.5%
11.4%

Number of Staff by Age Bracket and Staff Group

	16-24	25-35	36-45	46-55	56-65	66+
Wholetime	12	76	132	165	14	0
On Call	44	185	182	123	54	1
Fire Control	1	8	8	11	3	0
Support Staff	8	58	73	99	83	9
All Staff	65	327	395	398	154	10

How do we compare against Local and National information?

Average Age			
Staff Group	DWFRS	National Data*	Difference
Wholetime	43	42	1
On Call	40	39	1
Fire Control	42	43	-1
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	13.8%	-9.0%
25-35	18.1%	6.1%
36-45	17.8%	11.5%
46-55	21.3%	8.2%
56-65	8.8%	2.6%
66+	20.1%	-19.4%

DWFRS Age Split vs National Data		
Age Bracket	National Data* % of Total FRS Staff	DWFRS vs National Data
16-24	4.0%	0.8%
25-35	24.5%	-0.2%
36-45	30.6%	-1.4%
46-55	31.4%	-1.9%
56+	9.3%	2.9%
Age Not Stated	0.3%	N/A

^ONS Data is based on the latest NOMIS 'Population Estimates - Local Authority based by Year of Age' report for the year of 2020

(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 2020/21

All Staff Groups - **Starters** - Number by Age Bracket & Quarter
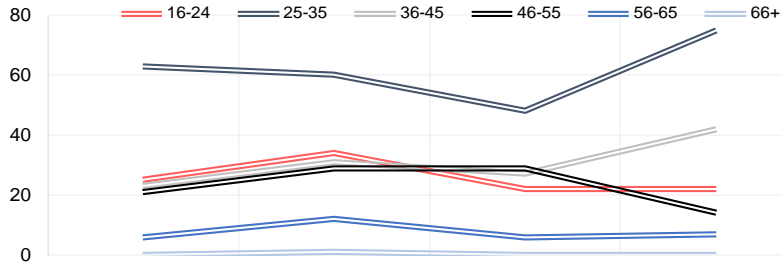
	2018/19	2019/20	2020/21	2021/22
16-24	25	34	22	22
25-35	63	60	48	75
36-45	23	31	27	42
46-55	21	29	29	14
56-65	6	12	6	7
66+	0	1	0	0

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

	2018/19	2019/20	2020/21	2021/22
16-24	9	18	14	14
25-35	41	34	29	43
36-45	32	28	23	31
46-55	43	55	39	48
56-65	24	24	29	22
66+	4	2	2	5

Starters This Year - Age Split by Staff Group

	All Staff	Wholetime	On Call	Fire Control	Support Staff
16-24	13.8%	12.5%	16.9%	-	11.4%
25-35	46.9%	50.0%	50.8%	100.0%	34.1%
36-45	26.3%	18.8%	27.7%	-	34.1%
46-55	8.8%	12.5%	1.5%	-	15.9%
56-65	4.4%	6.3%	3.1%	-	4.5%
66+	-	-	-	-	-

Leavers This Year - Age Split by Staff Group

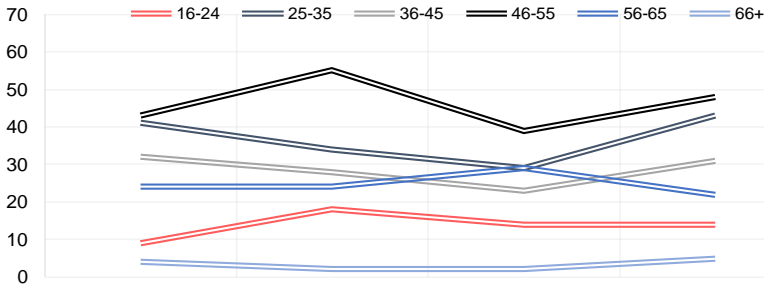|	All Staff	Wholetime	On Call	Fire Control	Support Staff
16-24	8.6%	4.0%	12.2%	20.0%	5.9%
25-35	26.4%	16.0%	32.4%	20.0%	29.4%
36-45	19.0%	10.0%	21.6%	60.0%	20.6%
46-55	29.4%	52.0%	21.6%	-	17.6%
56-65	13.5%	18.0%	9.5%	-	17.6%
66+	3.1%	-	2.7%	-	8.8%

Percentage of Staff Aged Over 46

Staff Group	Starters	Leavers	All Staff
Wholetime	18.8%	70.0%	44.9%
On Call	4.6%	33.8%	30.2%
Fire Control	0.0%	0.0%	45.2%
Support Staff	20.5%	44.1%	57.9%
All Staff	13.1%	46.0%	41.7%

Job Applicants This Year - Age Split by Staff Group

	All Applicants	Wholetime	On Call	Fire Control	Support Staff
16-24	18.5%	3.8%	25.7%	31.5%	12.3%
25-35	38.2%	33.9%	45.9%	39.4%	30.6%
36-45	22.5%	36.1%	21.9%	7.1%	21.9%
46-55	14.5%	25.7%	5.5%	15.0%	20.5%
56-65	4.1%	0.5%	0.8%	7.1%	8.7%
66+	0.1%	-	0.2%	-	-
Age Not Stated	0.6%	-	-	-	1.8%
Age Not Collected	1.5%	-	-	-	4.2%

All Staff - Gender Split

- Male
- Female
- Prefer Not To Say

0.37%
18.98%
80.65%
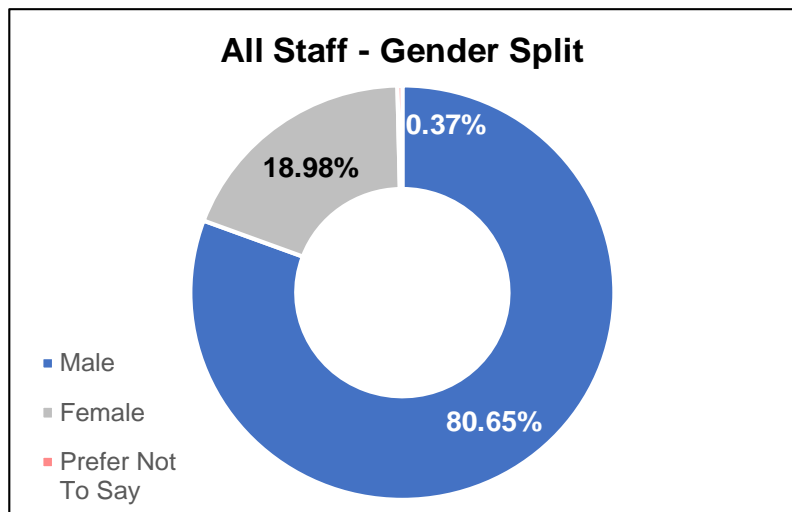
Percentage of Female Staff in Service

Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	6.77%	6.77%	0
On Call	4.92%	3.85%	1.07%
Fire Control	80.65%	81.82%	-1.17%
Support Staff	53.03%	52.81%	0.22%
All Staff	18.98%	18.24%	0.74%

How do we compare against National information?

% of Females by Staff Group

Staff Group	National Data*	DWFRS vs National Data
Wholetime	8.1%	-1.3%
On Call	6.5%	-1.6%
Fire Control	76.0%	4.6%
Support Staff	54.8%	-1.8%
All Staff	18.0%	1.0%
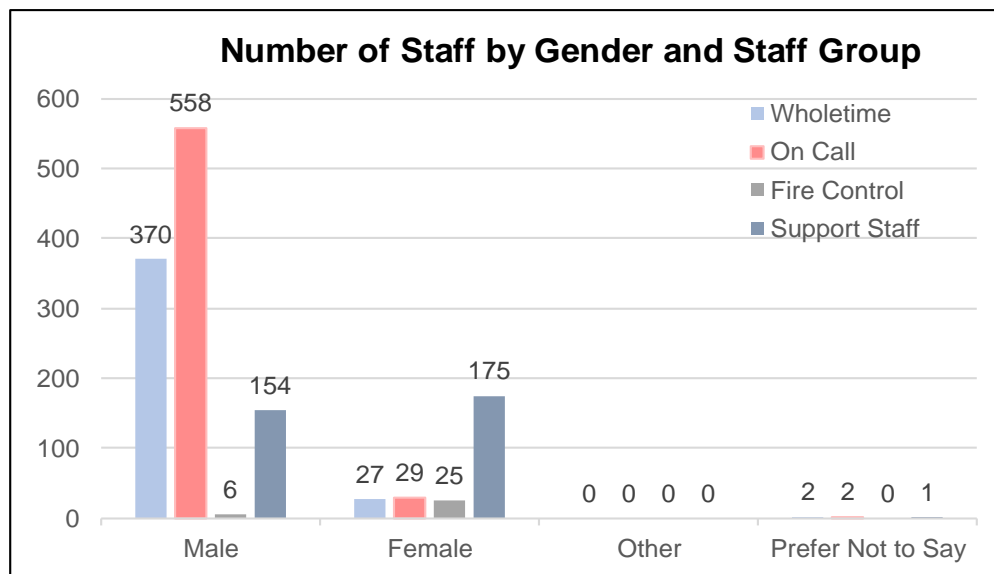
Number of Staff by Gender and Staff Group

- Wholetime
- On Call
- Fire Control
- Support Staff

Male: 370, 558, 6, 154
Female: 27, 29, 25, 175
Other: 0, 0, 0, 0
Prefer Not to Say: 2, 2, 0, 1

*National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2020/21

Males - Number of Starters & Leavers by Year
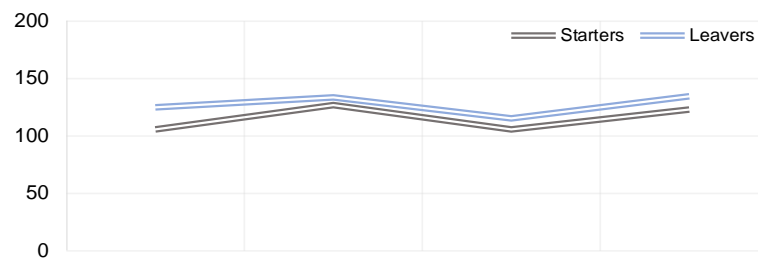
	2018/19	2019/20	2020/21	2021/22
Starters	105	127	105	123
Leavers	125	133	115	134

Females - Number of Starters & Leavers by Year
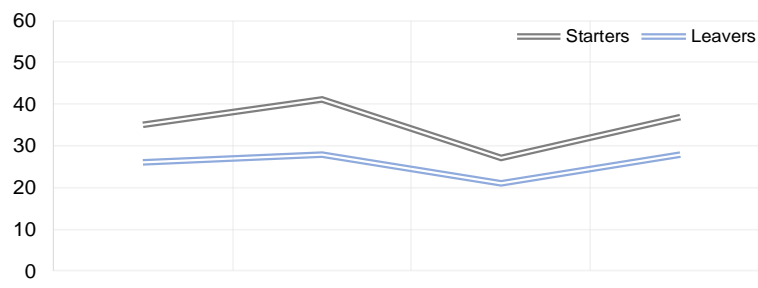
	2018/19	2019/20	2020/21	2021/22
Starters	35	41	27	37
Leavers	26	28	21	28

Average Length of Service (Years)

Staff Group	Male	Female	Other	Prefer Not to Say
Wholetime	13.3	13.3	N/A	11.8
On Call	10.9	4.1	N/A	27.7
Fire Control	5.2	18.4	N/A	N/A
Support Staff	9.0	8.3	N/A	6.9
All Staff	11.4	9.4	N/A	17.2

Percentage of Staff Working Part Time^

Staff Group	Male	Female	Other	Prefer Not to Say
Wholetime	0.5%	3.7%	N/A	0.0%
On Call*	100.0%	100.0%	N/A	100.0%
Fire Control	0.0%	4.0%	N/A	0.0%
Support Staff	16.2%	34.9%	N/A	0.0%
All Staff (excl. RDS)*	5.1%	27.8%	N/A	0.0%

Gender Split of Job Applicants

Staff Group	Male	Female	Prefer Not to Say	Gender Not Collected
Wholetime	95.6%	4.4%	0.0%	0.0%
On Call	84.5%	14.6%	0.9%	0.0%
Fire Control	40.2%	59.8%	0.0%	0.0%
Support Staff	35.5%	59.4%	0.9%	4.2%
All Applicants	64.6%	33.2%	0.7%	1.5%

*The On Call 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

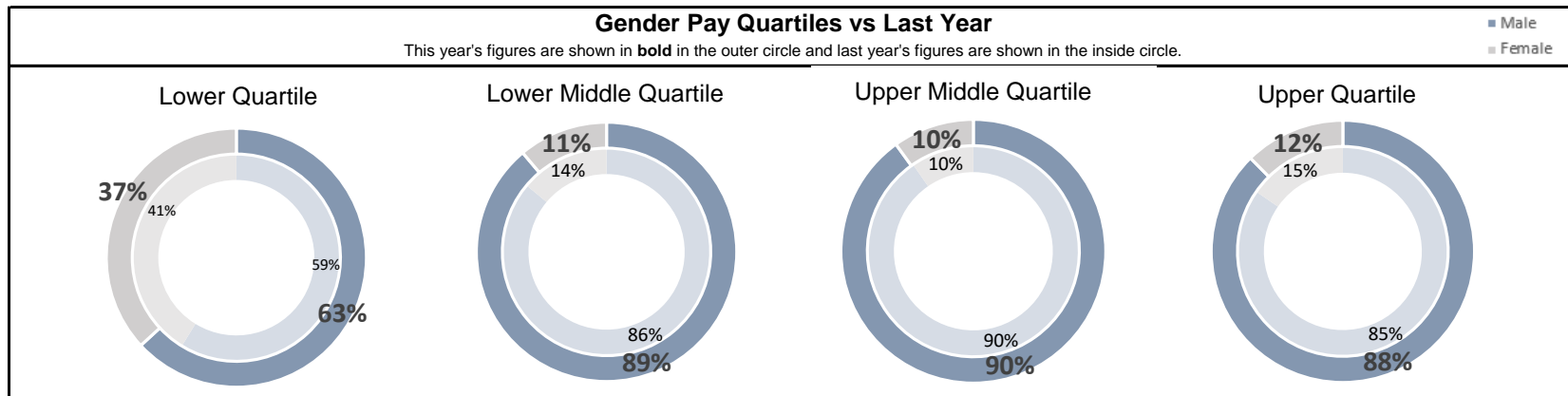| Staff Group	**This Year**	Last Year	Difference
Wholetime	**5.74%**	5.06%	0.68%
On Call (excl Salaried Staff)	**15.76%**	15.13%	0.63%
Fire Control	**-1.96%**	-3.05%	1.09%
Support Staff	**4.63%**	5.34%	-0.71%
All Staff	**9.69%**	8.61%	1.08%

Gender Split of Promotions This Year^
(Temporary & Substantive)

Staff Group	Male	Female
Wholetime	96.7%	3.3%
On Call	97.0%	3.0%
Fire Control	14.3%	85.7%
Support Staff	12.5%	87.5%
All Staff	**87.8%**	**12.2%**

Gender Pay Quartiles vs Last Year

This year's figures are shown in **bold** in the outer circle and last year's figures are shown in the inside circle.

■ Male ■ Female

Lower Quartile
37% / 41%
59%
63%

Lower Middle Quartile
11% / 14%
86%
89%

Upper Middle Quartile
10% / 10%
90%
90%

Upper Quartile
12% / 15%
85%
88%

How do we compare against National information*?

DWFRS Mean Hourly Pay Gap	9.7%
Average Mean Pay Gap for All FRS	8.1%
Difference vs National Information	1.6%

DWFRS Median Hourly Pay Gap	13.1%
Average Median Pay Gap for All FRS	6.4%
Difference vs National Information	6.7%

Gender Pay Quartiles vs National Average for All FRS

DWFRS figures shown in **bold** in the outer circle and national figures are shown on the inside circle.

■ Male ■ Female

Lower Quartile
37% / 35%
65%
63%

Lower Middle Quartile
11% / 12%
88%
89%

Upper Middle Quartile
10% / 14%
86%
90%

Upper Quartile
12% / 16%
84%
88%
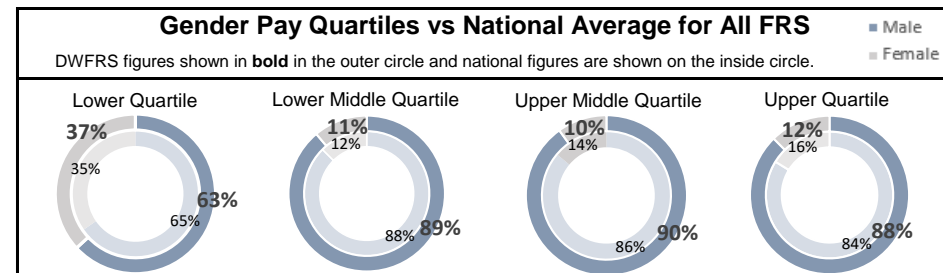
*The National Information is taken from the information submitted by all Fire Services on the government Gender Pay Portal for the financial year of 2021/22. This does not include any info for FRS' that are merged with the Council or Police as this would not be comparable data.

^There were no promotions for anyone in the 'Prefer Not to Say'or 'Other' gender categories this year

Number of Staff by Ethnicity and Staff Group

Legend: Wholetime, On Call, Fire Control, LGS

Bar chart values by ethnicity category (Wholetime, On Call, Fire Control, LGS):
- Asian or Asian British: 1, 1, 0, 2
- Black or Black British: 2, 1, 0, 0
- Mixed: 9, 4, 1, 3
- White - British: 346, 539, 28, 313
- White – Irish: 2, 1, 1, 1
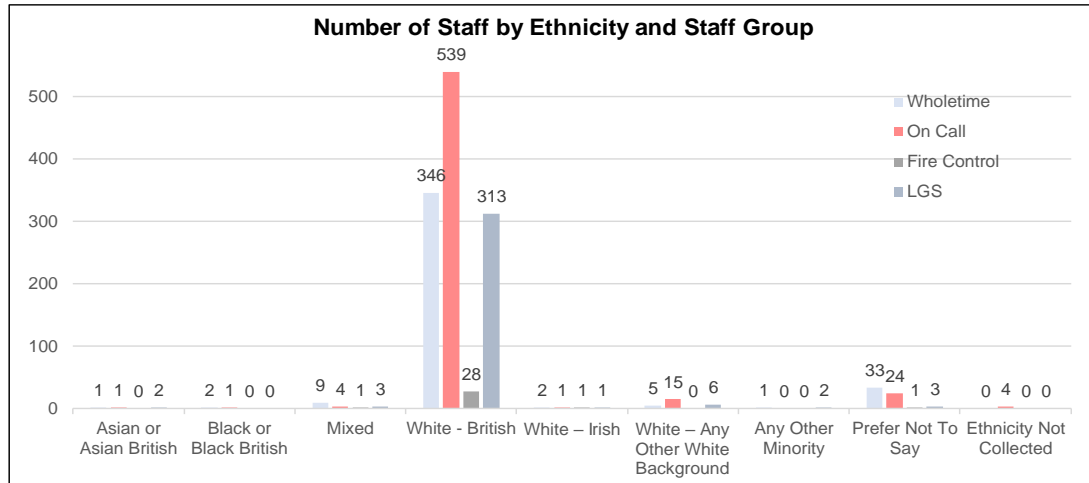- White – Any Other White Background: 5, 15, 0, 6
- Any Other Minority: 1, 0, 0, 2
- Prefer Not To Say: 33, 24, 1, 3
- Ethnicity Not Collected: 0, 4, 0, 0

Percentage of BAME** Staff in Service

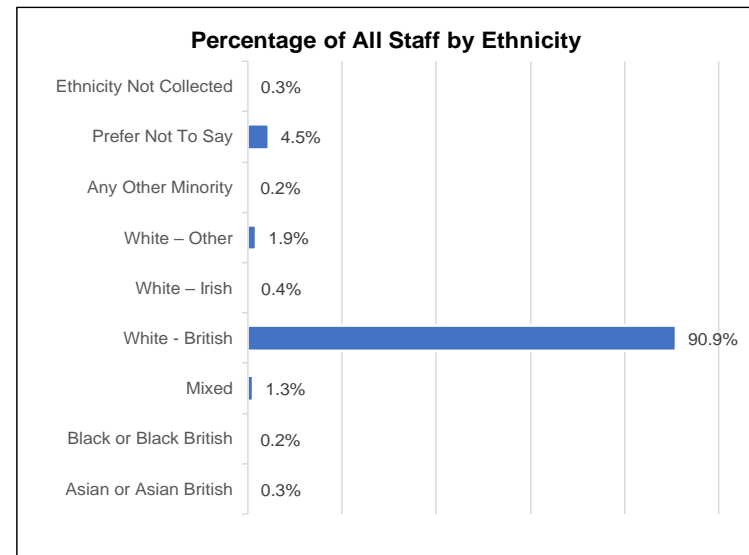| Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	**5.01%**	4.51%	0.50%
On Call	**3.74%**	3.02%	0.72%
Fire Control	**6.45%**	6.06%	0.39%
Support Staff	**4.24%**	2.81%	1.43%
All Staff	**4.30%**	3.48%	0.82%

How do we compare against Local and National information?

% of BAME Staff by Staff Group

Staff Group	DWFRS	National Data*	DWFRS vs National Data
Wholetime	3.3%	6.3%	-3.0%
On Call	1.0%	1.6%	-0.6%
Fire Control	3.2%	3.0%	0.2%
Support Staff	2.1%	8.1%	-6.0%
All Staff	2.0%	9.0%	-7.0%

% of Staff & Local Population by Ethnicity

Ethnicity	DWFRS Staff	Census Data - % of Total Local Population^	DWFRS vs Census
White	93.2%	95.3%	-2.1%
Mixed	1.3%	1.4%	-0.1%
Asian	0.3%	2.4%	-2.1%
Black	0.2%	0.7%	-0.4%
Other	0.2%	0.3%	-0.1%
Ethnic origin Not Stated	4.8%	0.0%	4.8%
Total % BAME	2.0%	4.7%	-2.7%

Percentage of All Staff by Ethnicity

- Ethnicity Not Collected: 0.3%
- Prefer Not To Say: 4.5%
- Any Other Minority: 0.2%
- White – Other: 1.9%
- White – Irish: 0.4%
- White - British: 90.9%
- Mixed: 1.3%
- Black or Black British: 0.2%
- Asian or Asian British: 0.3%

**BAME is the abbreviation for the Black, Asian and Minority Ethnic Population and 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 2020/21
In the National Data, the Black, Asian 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 population data is the latest data available and is based on the ONS Local Population Estimate Reports that have been estimated using the 2011 Census Report. The Census 2022 data has not yet been published yet, this will be used for the 2023 version of this 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-BAME in this section in order to directly compare with the Census data.

% of BAME Staff by Year & Staff Group

Legend: Wholetime — On Call — Fire Control — Support Staff — All Staff
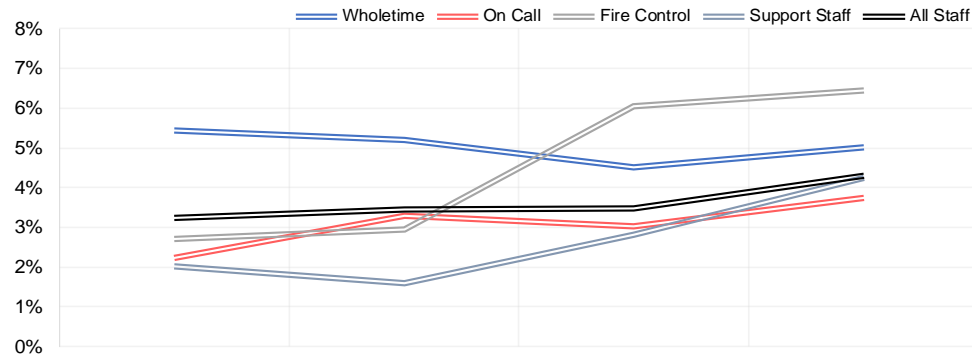
	2018/19	2019/20	2020/21	2021/22
Wholetime	5.4%	5.2%	4.5%	5.0%
On Call	2.2%	3.3%	3.0%	3.7%
Fire Control	2.7%	2.9%	6.1%	6.5%
Support Staff	2.0%	1.6%	2.8%	4.2%
All Staff	**3.2%**	**3.5%**	**3.5%**	**4.3%**

Number of BAME Starters & Leavers by Year

Legend: Starters — Leavers
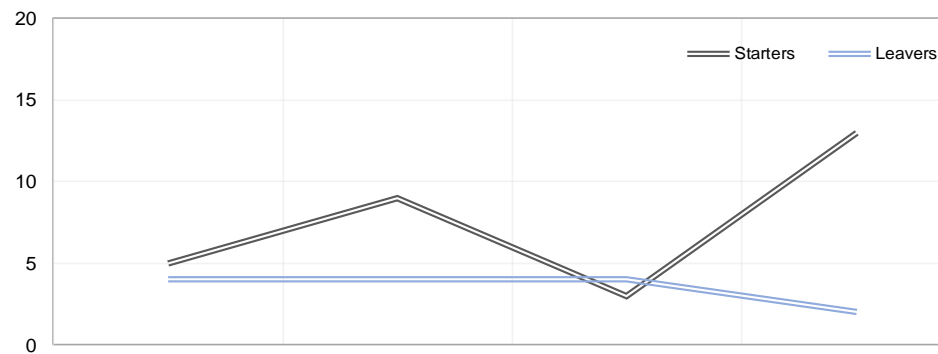
	2018/19	2019/20	2020/21	2021/22
Starters	5	9	3	13
Leavers	4	4	4	2

Average Length of Service (Years)

	BAME Staff	Not BAME or Not Stated
Wholetime	15.2	13.1
On Call	6.2	10.7
Fire Control	25.6	15.3
Support Staff	15.2	13.1
All Staff	9.7	11.0

Job Applicants This Year
BAME Split by Staff Group

	BAME	Not BAME or Not Stated
Wholetime	4.4%	95.6%
On Call	11.0%	89.0%
Fire Control	5.5%	94.5%
Support Staff	8.9%	91.1%
All Applicants	8.8%	91.2%

Starters This Year
BAME Split by Staff Group

	BAME Staff	Not BAME or Not Stated
Wholetime	4.2%	95.8%
On Call	9.2%	90.8%
Fire Control	0.0%	100.0%
Support Staff	11.4%	88.6%

Leavers This Year
BAME Split by Staff Group

	BAME Staff	Not BAME or Not Stated
Wholetime	4.0%	96.0%
On Call	0.0%	100.0%
Fire Control	0.0%	100.0%
Support Staff	0.0%	100.0%

Percentage of All Staff by Sexual Orientation***

Category	Percentage
Sexual Orientation Not Collected	2.4%
Prefer Not To Say	13.3%
Heterosexual	82.7%
Gay/Lesbian	0.6%
Bisexual	1.0%
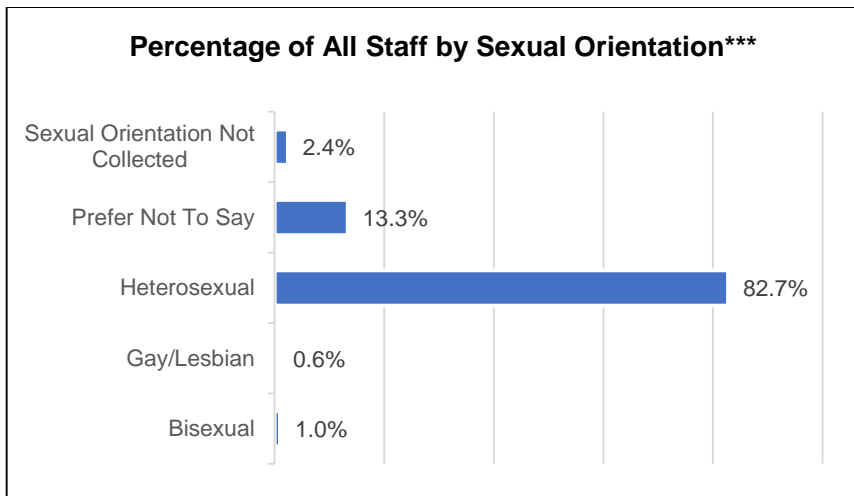
Percentage of LGBT** Staff in Service

Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	2.26%	1.55%	0.71%
On Call	0.68%	0.50%	0.17%
Fire Control	9.68%	2.78%	6.90%
Support Staff	1.52%	0.91%	0.60%
All Staff	1.56%	0.96%	0.59%

How do we compare against National information?
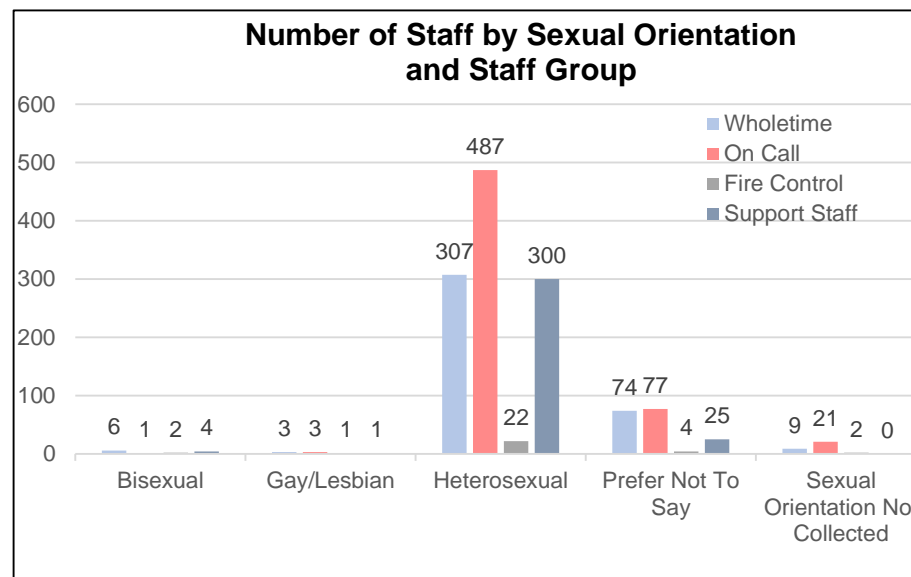
% of LGBT Staff by Staff Group

Staff Group	DWFRS	National Data*	DWFRS vs National Data
Wholetime	2.3%	4.1%	-1.8%
On Call	0.7%	2.2%	-1.5%
Fire Control & Support Staff	2.2%	3.4%	-1.2%
All Staff	1.6%	3.4%	-1.8%

Number of Staff by Sexual Orientation and Staff Group

Legend: Wholetime, On Call, Fire Control, Support Staff

Category	Wholetime	On Call	Fire Control	Support Staff
Bisexual	6	1	2	4
Gay/Lesbian	3	3	1	1
Heterosexual	307	487	22	300
Prefer Not To Say	74	77	4	25
Sexual Orientation Not Collected	9	21	2	0

***During the implementation of a single HR system, only complete and consistent data was migrated, resulting in higher numbers within the 'Sexual Orientation Not Collected' category.

**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 2020/21

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

Legend: Wholetime — On Call — Fire Control — Support Staff — All Staff
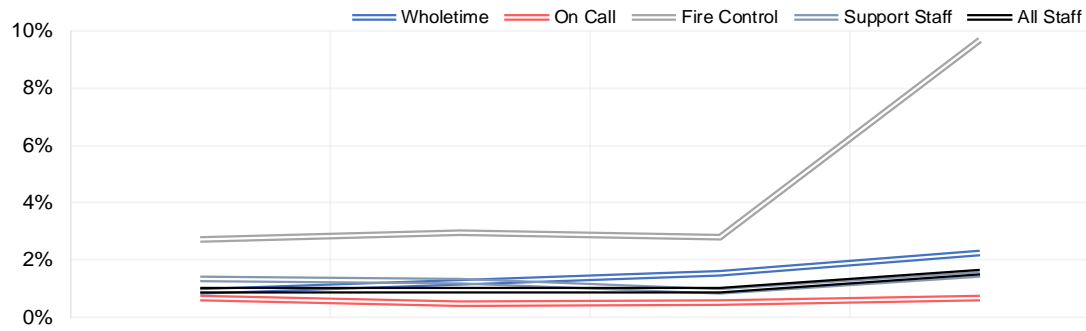
	2018/19	2019/20	2020/21	2021/22
Wholetime	0.9%	1.2%	1.5%	2.3%
On Call	0.7%	0.5%	0.5%	0.7%
Fire Control	2.7%	2.9%	2.8%	9.7%
Support Staff	1.3%	1.3%	0.9%	1.5%
All Staff	**1.0%**	**1.0%**	**1.0%**	**1.6%**

Number of LGBT Starters & Leavers by Year

Legend: Starters — Leavers
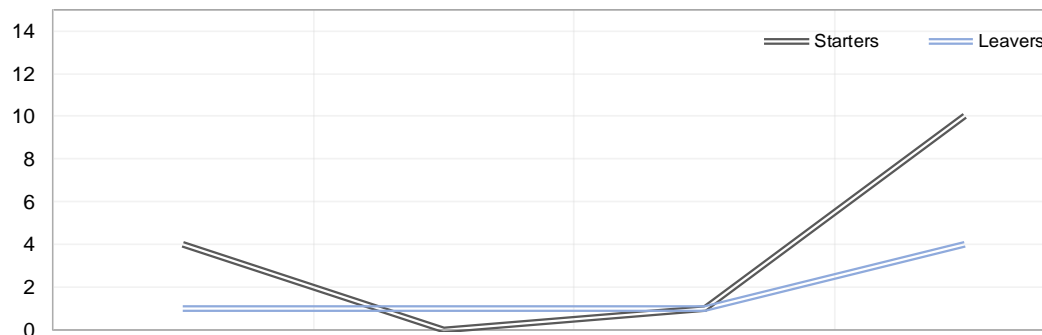
	2018/19	2019/20	2020/21	2021/22
Starters	4	0	1	10
Leavers	1	1	1	4

Average Length of Service (Years)

	LGBT Staff	Not LGBT or Not Stated
Wholetime	5.5	13.5
On Call	11.6	10.6
Fire Control	8.8	16.6
Support Staff	2.3	8.8
All Staff	**6.4**	**11.1**

Job Applicants This Year
LGBT Split by Staff Group

	LGBT	Not LGBT or Not Stated
Wholetime	1.1%	98.9%
On Call	4.9%	95.1%
Fire Control	16.5%	83.5%
Support Staff	6.5%	93.5%
All Applicants	6.1%	93.9%

Starters This Year
LGBT Split by Staff Group

	LGBT Staff	Not LGBT or Not Stated
Wholetime	8.3%	91.7%
On Call	1.5%	98.5%
Fire Control	66.7%	33.3%
Support Staff	6.8%	93.2%

Leavers This Year
LGBT Split by Staff Group

	LGBT Staff	Not LGBT or Not Stated
Wholetime	2.0%	98.0%
On Call	1.4%	98.6%
Fire Control	-	100.0%
Support Staff	5.9%	94.1%

% of Staff with a Disability by Year & Staff Group

Legend: Wholetime — On Call — Fire Control — Support Staff — All Staff
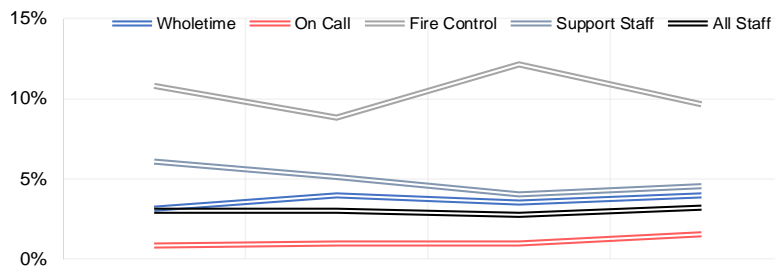
	2018/19	2019/20	2020/21	2021/22
Wholetime	3.2%	4.0%	3.5%	4.0%
On Call	0.9%	1.0%	1.0%	1.5%
Fire Control	10.8%	8.8%	12.1%	9.7%
Support Staff	6.1%	5.1%	4.1%	4.5%
All Staff	3.0%	3.0%	2.7%	3.2%

Percentage of Staff with a Disability in the Service

Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	4.01%	3.51%	0.50%
On Call	1.53%	1.01%	0.52%
Fire Control	9.68%	12.12%	-2.44%
Support Staff	4.55%	4.06%	0.48%
All Staff	3.19%	2.74%	0.44%

Average Length of Service (Years)

	Specified a Disability	No Disability or Not Specified
Wholetime	14.6	13.3
On Call	12.5	10.6
Fire Control	11.8	16.2
Support Staff	11.8	8.5
All Staff	13.0	11.0

Number of Starters & Leavers with a Disability by Year

Legend: Starters — Leavers
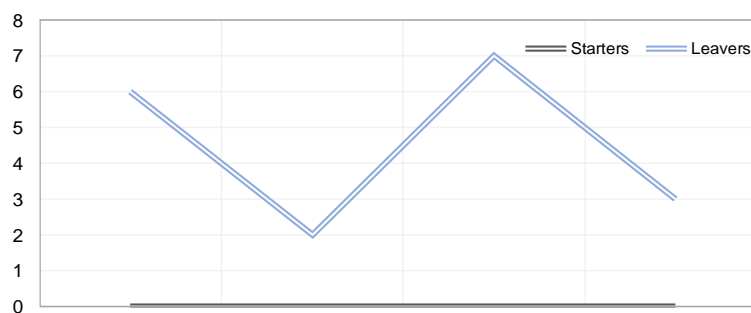
	2018/19	2019/20	2020/21	2021/22
Starters	0	0	0	0
Leavers	6	2	7	3

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	20.0%	80.0%
Support Staff	5.9%	94.1%

Number of Staff by Religion and Staff Group

Legend:
- ■ Wholetime
- ■ On Call
- ■ Fire Control
- ■ Support Staff

Religion	Wholetime	On Call	Fire Control	Support Staff
Christian	101	153	12	143
Buddhist	3	3	0	1
Hindu	1	0	0	0
Jewish	0	0	0	0
Muslim	3	2	0	2
Sikh	0	0	0	0
Other	18	5	0	13
No Religion	197	317	12	144
Prefer Not To Say	75	91	7	24
Religion Not Collected	1	18	0	3
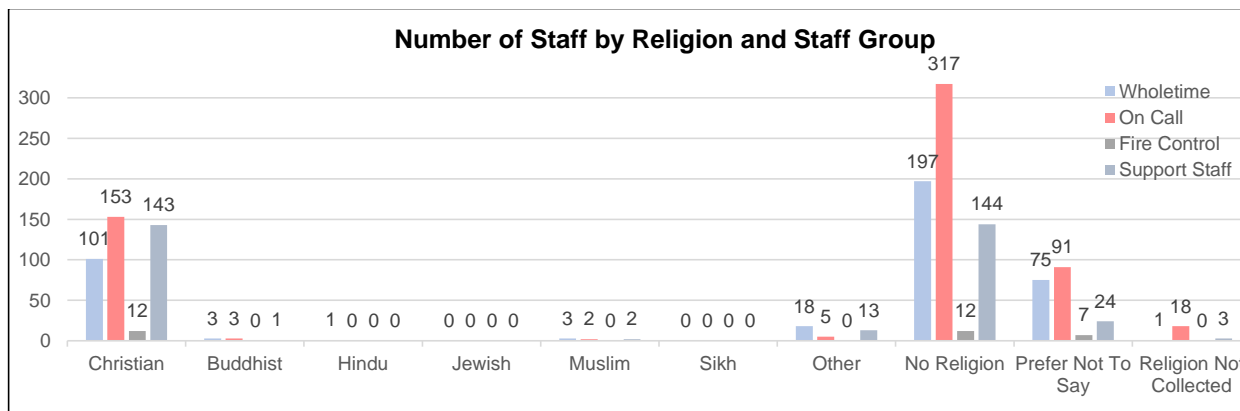
Percentage of Religious** Staff in Service

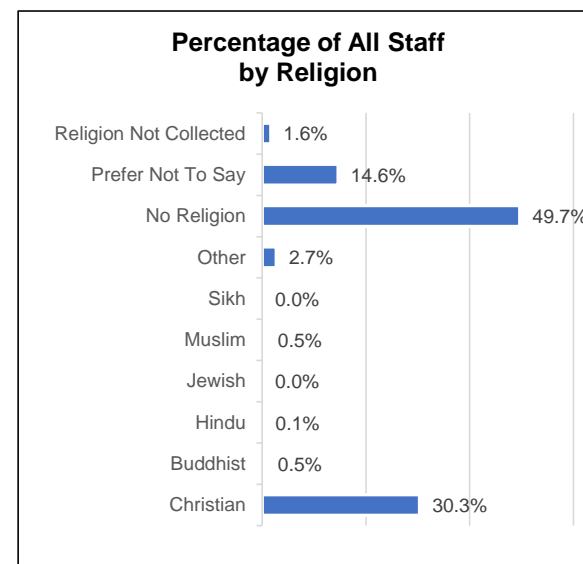| Staff Group	This Year	Last Year	Difference vs Last Yr
Wholetime	**27.39%**	24.94%	2.45%
On Call	**35.43%**	38.67%	-3.24%
Fire Control	**2.61%**	2.97%	-0.37%
Support Staff	**34.57%**	33.41%	1.16%
All Staff	**34.10%**	32.39%	1.70%

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	29.3%	35.0%	-5.8%
Fire Control & Support Staff	47.4%	42.3%	5.1%
All Staff	34.1%	36.5%	-2.4%

Local Population by Religion

Religion	Census Data - % of Total Local Population^	DWFRS vs Census
No Religion	41.4%	8.3%
Christian (All Denominations)	55.7%	-25.4%
Buddhist	0.3%	0.2%
Hindu	0.4%	-0.3%
Jewish	0.1%	-0.1%
Muslim	0.8%	-0.3%
Sikh	0.1%	-0.1%
Any Other Religion	1.2%	1.4%
Total % Religious	58.6%	-24.5%

Percentage of All Staff by Religion

Religion	Percentage
Religion Not Collected	1.6%
Prefer Not To Say	14.6%
No Religion	49.7%
Other	2.7%
Sikh	0.0%
Muslim	0.5%
Jewish	0.0%
Hindu	0.1%
Buddhist	0.5%
Christian	30.3%

**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 2020/21
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
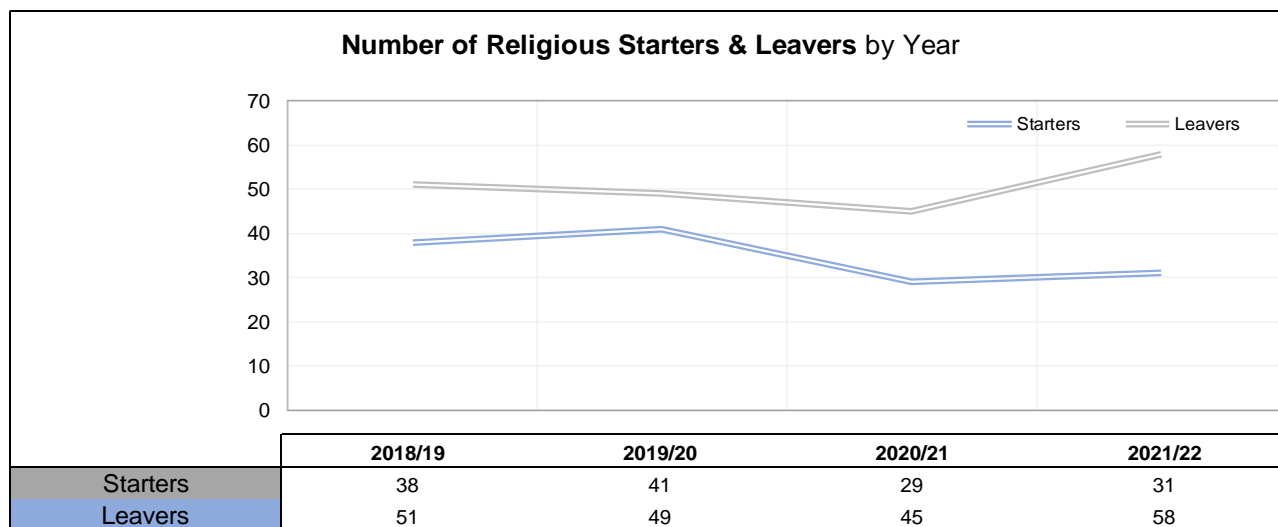
% of Religious Staff by Year & Staff Group

Legend: Wholetime, On Call, Fire Control, Support Staff, All Staff

	2018/19	2019/20	2020/21	2021/22
Wholetime	27.3%	24.5%	24.9%	27.4%
On Call	39.2%	41.0%	38.7%	35.4%
Fire Control	3.1%	2.7%	3.0%	2.6%
Support Staff	30.4%	31.7%	33.4%	34.6%
All Staff	**33.4%**	**32.4%**	**32.4%**	**34.1%**
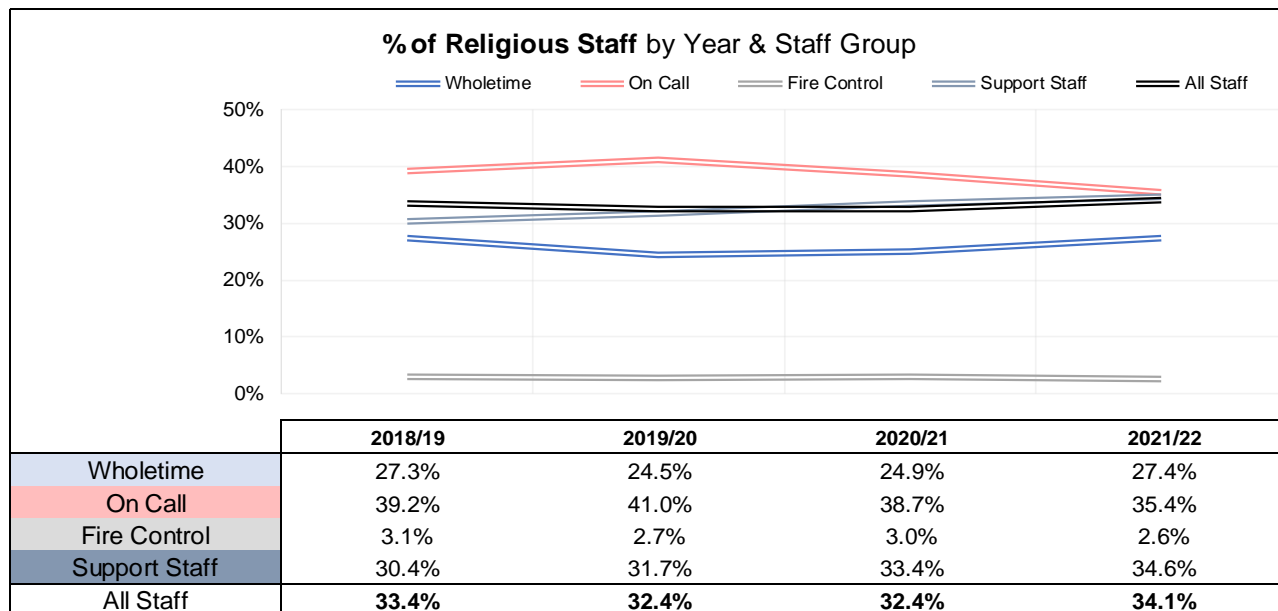
Average Length of Service (Years)

	Specified a Religion	No Religion or None Stated
Wholetime	14.1	13.0
On Call	13.3	9.6
Fire Control	20.5	12.9
Support Staff	10.3	7.2
All Staff	12.6	19.8

Job Applicants This Year
Religious Split by Staff Group

	Specified a Religion	No Religion or None Stated
Wholetime	25.1%	74.9%
On Call	19.3%	80.7%
Fire Control	21.0%	79.0%
Support Staff	30.1%	69.9%
All Applicants	24.3%	75.7%

Number of Religious Starters & Leavers by Year

Legend: Starters, Leavers

	2018/19	2019/20	2020/21	2021/22
Starters	38	41	29	31
Leavers	51	49	45	58

Starters This Year
Religious Split by Staff Group

	Specified a Religion	No Religion or None Stated
Wholetime	20.8%	79.2%
On Call	16.9%	83.1%
Fire Control	-	100.0%
Support Staff	22.7%	77.3%

Leavers This Year
Religious Split by Staff Group

	Specified a Religion	No Religion or None Stated
Wholetime	40.0%	60.0%
On Call	32.4%	67.6%
Fire Control	20.0%	80.0%
Support Staff	38.2%	61.8%

SICKNESS ABSENCE

Number of Shifts/Days Lost by Staff Group

- Wholetime
- On Call
- Fire Control
- Support Staff
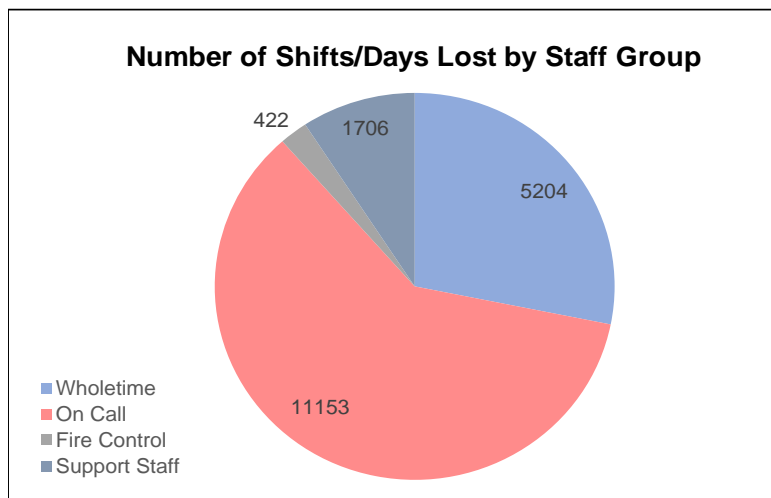
Average Shifts Lost Per Person***			
Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	12.58	9.22	3.36
On Call	18.96	14.59	4.37
Fire Control	13.71	8.16	5.55
Support Staff	5.86	5.39	0.47
All Staff	10.47	8.33	2.14

How do we compare against the National information?

Average Shifts Lost Per Person		
Staff Group	National Data*	DWFRS vs National Data
Wholetime	11.16	1.42
On Call**	14.27	4.69
Fire Control	12.77	0.94
Support Staff	9.32	-3.46
All Staff	11.42	-0.95

Percentage of Total Shifts This Year Lost Due To Sickness^
All Staff & by Staff Group

- All Staff — 7.8%
- Support Staff — 2.2%
- Fire Control — 7.6%
- On Call** — 13.8%
- Wholetime — 7.2%
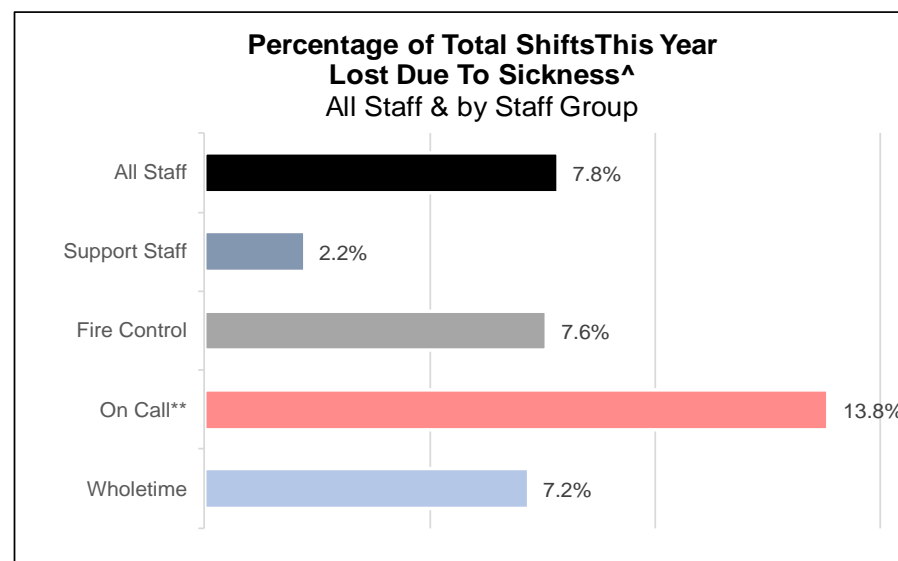
*The National Data is taken from the Occupational Health Report (which is compiled by Cleveland FRS) for the following year; 2021/22

^Total Shifts for Year has been calculated by Staff Group from FTE number of staff multiplied by FTE weekly hours

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

***DWFRS Figures have been rounded to align to our internal reporting. On Call is calculated on days lost rather than shifts.

Average Shifts Lost Per Person by Year & Staff Group

Legend: Wholetime, On Call, Fire Control, Support Staff, All Staff
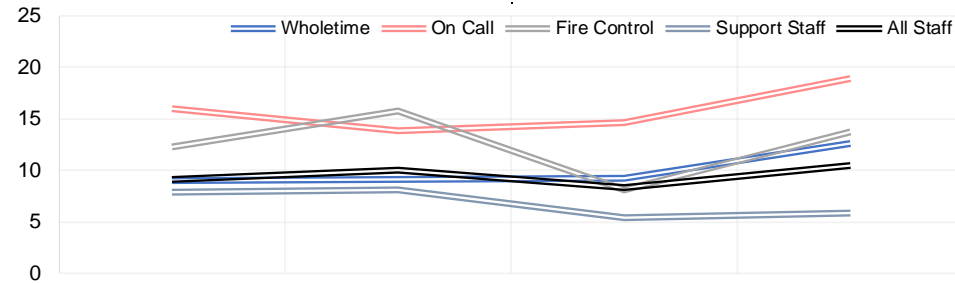
	2018/19	2019/20	2020/21	2021/22
Wholetime	8.98	9.17	9.22	12.58
On Call	15.94	13.83	14.59	18.96
Fire Control	12.28	15.74	8.16	13.71
Support Staff	7.84	8.10	5.39	5.86
All Staff	9.13	10.02	8.33	10.47

Split of Long Term and Short Term Sickness

	Short Term	Long Term
Wholetime	36.3%	63.7%
On Call	39.8%	60.2%
Fire Control	31.5%	68.5%
Support Staff	62.1%	37.9%
All Staff	40.7%	59.3%

% of Sickness Absence This Year that is Work Related

Wholetime	6.0%
On Call	9.9%
Fire Control	0.0%
Support Staff	5.7%
All Staff	8.2%

% of Work Related Sickness by Year & Staff Group

Legend: Wholetime, On Call, Fire Control, Support Staff, All Staff
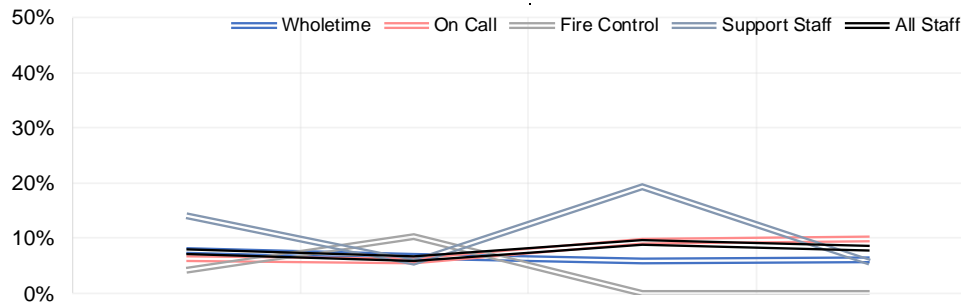
	2018/19	2019/20	2020/21	2021/22
Wholetime	7.8%	6.6%	5.9%	6.0%
On Call	6.3%	5.9%	9.4%	9.9%
Fire Control	4.1%	10.3%	-	-
Support Staff	14.1%	5.6%	19.4%	5.7%
All Staff	7.6%	6.2%	9.3%	8.2%

Number of Shifts Lost by Sickness Type

	Work Related	Not Work Related
Wholetime	314	4890
On Call	1108	10045
Fire Control	-	422
Support Staff	98	1608
All Staff	1520	16965

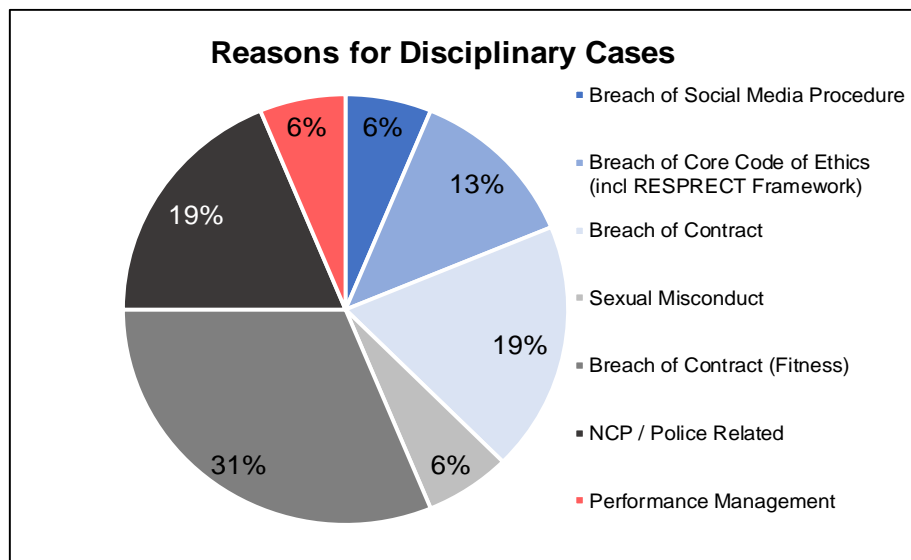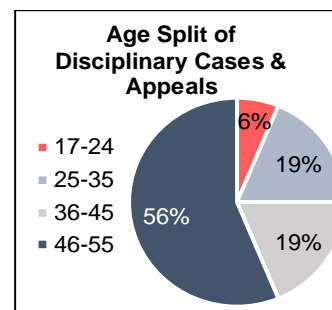## % of Employees Who Had A Sickness Absence This Year (vs. average headcount)

Wholetime	62.7%
On Call	73.5%
Fire Control	55.7%
Support Staff	64.3%
All Staff	67.7%

DISCIPLINARIES & GRIEVANCES

Number of Disciplinary Cases & Appeals

Staff Group	This Year	Last Year	Difference vs Last Yr
Wholetime & Fire Control	8	5	3
On Call	6	13	-7
Support Staff	2	4	-2
All Staff	16	22	-6

Gender Split of Disciplinary Cases & Appeals

- Male
- Female

6%
94%

Age Split of Disciplinary Cases & Appeals

- 17-24
- 25-35
- 36-45
- 46-55

6%
19%
19%
56%

Disciplinary Cases & Appeals by Role

- Firefighter
- Crew Manager
- Watch Manager
- Station Manager
- Support Staff
- GM & Above

6%
13%
12%
44%
19%
6%

Reasons for Disciplinary Cases

- Breach of Social Media Procedure
- Breach of Core Code of Ethics (incl RESPECT Framework)
- Breach of Contract
- Sexual Misconduct
- Breach of Contract (Fitness)
- NCP / Police Related
- Performance Management

6%
6%
13%
19%
19%
31%
6%

Outcomes of Disciplinary Cases & Appeals*

- No Case to Answer/Insufficient Evidence
- Resigned or Retired Prior to Conclusion
- Local Management Action
- Written Warning
- Dismissal
- Outcome Not Known Yet (as at 31.03)
- Reinstated (Appeal)

6%
6%
19%
31%
13%
19%
6%

*Outcomes as at 31.03.22.

Disciplinary & Grievance Cases by Year
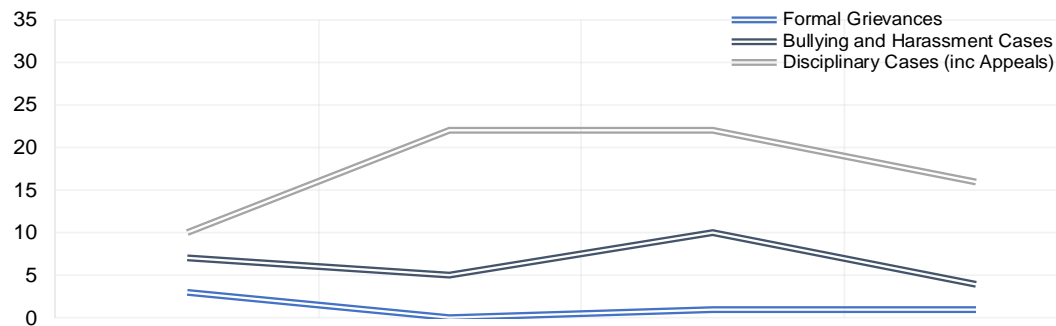
	2018/19	2019/20	2020/21	2021/22
Formal Grievances	3	0	1	1
Bullying & Harrassment Cases	7	5	10	4
Disciplinary Cases	10	22	22	16

Number of Bullying & Harrassment Cases

Staff Group	This Year	Last Year	Difference vs Last Yr
Wholetime & Fire Control	1	5	-4
On Call	1	4	-3
Support Staff	2	1	1
All Staff	4	10	-6

Age Split of Bullying & Harrassment Cases

- 25-35 — 50%
- 46-55 — 50%
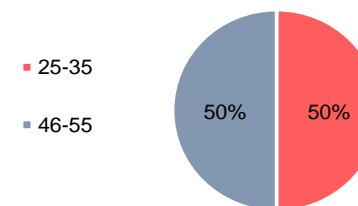
Number of Formal Grievances

Staff Group	This Year	Last Year	Difference vs Last Yr
Wholetime	0	1	-1
On Call	0	0	0
Fire Control	1	0	1
Support Staff	0	0	0
All Staff	1	1	0

Gender Split of Bullying & Harrassment Cases

- Male — 50%
- Female — 50%

STAFF PROMOTIONS

Current Number of Staff by Contract Type and Staff Group

Legend:
- Permanent Contract - Substantive Role
- Permanent Contract - Temporary Role
- Fixed Term Contract
- Agency
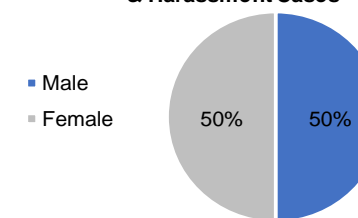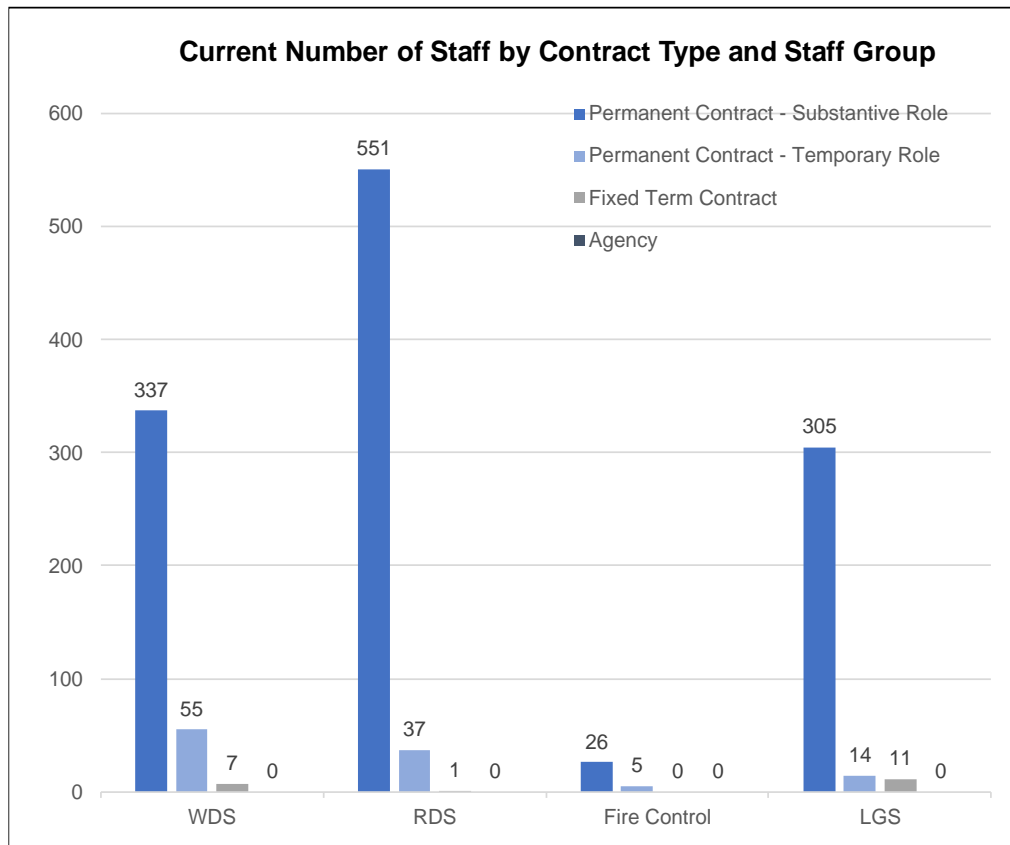
Total Number of Promotions			
Staff Group	**This Year**	Last Year	Difference vs Last Year
Wholetime	**91**	51	40
On Call	**33**	26	7
Fire Control	**7**	10	-3
Support Staff	**8**	10	-2
All Staff	**139**	97	42

Temporary Promotions			
Staff Group	**This Year**	Last Year	Difference vs Last Year
Wholetime	**56**	33	23
On Call	**26**	21	5
Fire Control	**1**	9	-8
Support Staff	**7**	6	1
All Staff	**90**	69	21

Substantive Promotions			
Staff Group	**This Year**	Last Year	Difference vs Last Year
Wholetime	**35**	18	17
On Call	**7**	5	2
Fire Control	**6**	1	5
Support Staff	**1**	4	-3
All Staff	**49**	28	21

Staff Turnover

Type of Staff Turnover	This Year	Last Year	Difference vs Last Year
Voluntary*	7.33%	6.93%	0.40%
Involuntary^	4.99%	3.43%	1.56%
All Staff	12.32%	10.36%	1.96%

Voluntary* Staff Turnover by Staff Group & Year

	2018/19	2019/20	2020/21	2021/22
Wholetime	1.6%	2.6%	2.2%	1.2%
On Call	11.0%	11.8%	9.0%	10.5%
Fire Control	5.6%	12.2%	15.6%	16.4%
Support Staff	12.2%	9.9%	8.3%	8.6%
All Staff	8.0%	8.5%	6.9%	7.3%

Number of Voluntary Leavers by Reason

Reason	Number
Difficulties maintaining contracted availability	2
Resignation due to Harrassment and Discrimination	2
RDS/On Call Duty System Work Life Balance	7
Personal / Work Commitments	18
Other Reasons	30
Obtained Employment Elsewhere	23
Moving Away from Catchment Area	13
Changes in Primary Employment	1
Better Career Prospects	1

Number of Involuntary Leavers by Reason

Reason	Number
Retirement (Ill Health)	3
Retirement (Full Service)	15
Retirement (Age)	26
Redundancy	2
End of Temporary Contract	20

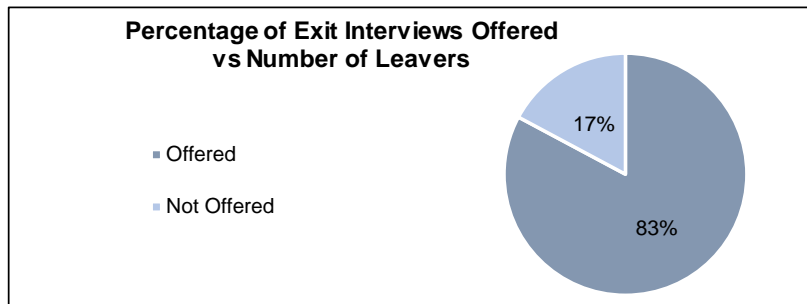^Involuntary Leavers includes anyone who has left DWFRS due to the following reasons;

Capability (sickness), Dismissal, 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
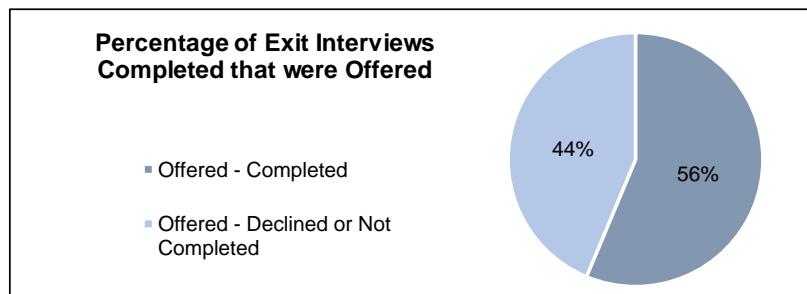
Percentage of Exit Interviews Completed vs Total Leavers by Staff Group

Staff Group	This Year	Last Year	Difference vs Last Yr
Wholetime	**34.00%**	43.59%	-9.59%
On Call	**48.65%**	41.27%	7.38%
Fire Control	**60.00%**	20.00%	40.00%
Support Staff	**58.82%**	51.72%	7.10%
All Staff	**46.63%**	43.38%	3.24%

Leavers by Length of Service

	Wholetime	On Call	Fire Control	Support Staff
Less than 6M	1	5	1	8
6M to 2 Years	20	17	-	7
2+ Yrs to 5 Yrs	1	19	1	8
5+ Yrs to 10 Yrs	-	10	2	6
10+ Yrs to 20 Yrs	11	14	1	4
20+ Years	17	9	-	1
Average Length of Service for Leavers (Yrs)	**13.42**	**8.32**	**5.47**	**5.02**

Percentage of Exit Interviews Offered vs Number of Leavers

- Offered
- Not Offered

17%
83%

Starters and Leavers This Financial Year

	Voluntary Leavers	Involuntary Leavers	Total Leavers	Total Starters
Wholetime	5	45	**50**	**48**
On Call	62	12	**74**	**65**
Fire Control	5	-	**5**	**3**
Support Staff	25	9	**34**	**44**
All Staff	97	66	**163**	**160**

Percentage of Exit Interviews Completed that were Offered

- Offered - Completed
- Offered - Declined or Not Completed

44%
56%

Number of Firefighters who Left Within Development This Year*

	Wholetime	On Call	Total
Trainee - Length of Service within 6 Months	-	2	**2**
Trainee - Length of Service over 6 Months	-	-	**-**
Left in Development	1	27	**28**

- All Other FF Leavers
- FF within Development

34%
66%

*This information only includes those with the job role of Firefighter within Wholetime & On Call
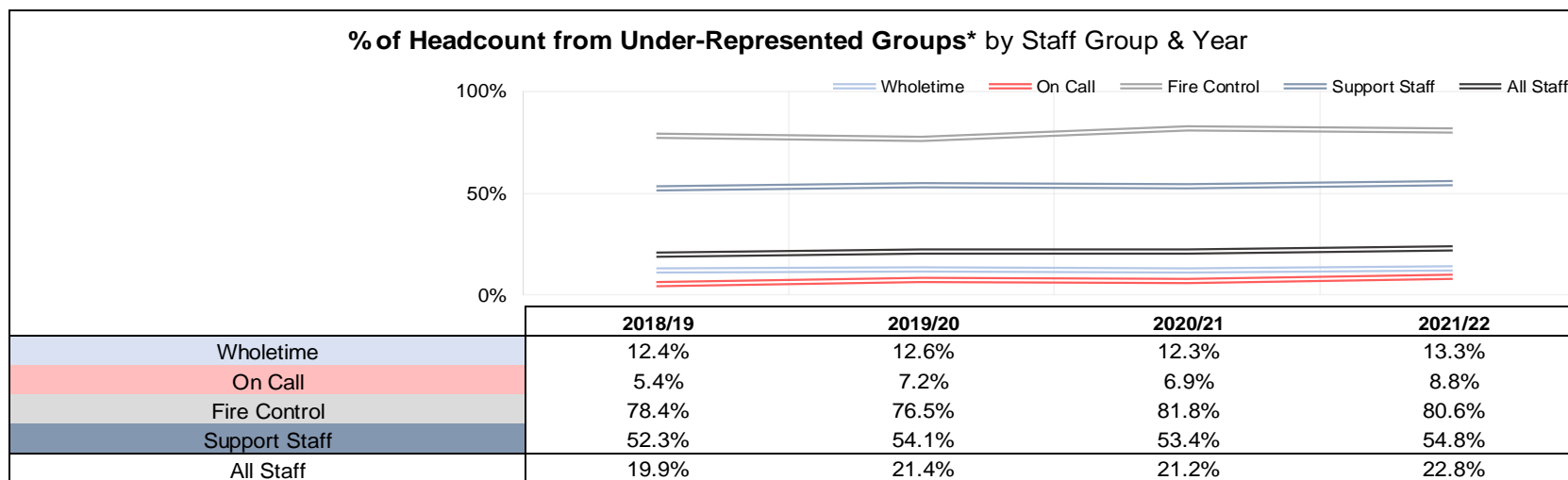
TO IMPROVE THE DIVERSITY OF OUR WORKFORCE

CORPORATE TARGET	We will improve the diversity of our workforce as a whole, compared to the last five years	Target - 5 Year Average
		21.30%

% of Headcount from Under Represented Groups*			
Staff Group	**This Year**	Last Year	Difference vs Last Year
All Staff	**22.82%**	21.20%	1.62%
Wholetime	**13.28%**	12.28%	1.00%
On Call	**8.83%**	6.87%	1.96%
Fire Control	**80.65%**	81.82%	-1.17%
Support Staff	**54.85%**	53.44%	1.41%

% of Headcount from Under-Represented Groups* by Staff Group & Year

	2018/19	2019/20	2020/21	2021/22
Wholetime	12.4%	12.6%	12.3%	13.3%
On Call	5.4%	7.2%	6.9%	8.8%
Fire Control	78.4%	76.5%	81.8%	80.6%
Support Staff	52.3%	54.1%	53.4%	54.8%
All Staff	19.9%	21.4%	21.2%	22.8%

*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.

Due to this being the first year we have reported in this way, the 'All Staff' figures have been taken from our current internal reporting at the end of the reporting year, staff group figures have been calculated from the day after the reporting year ends each year (1st April).
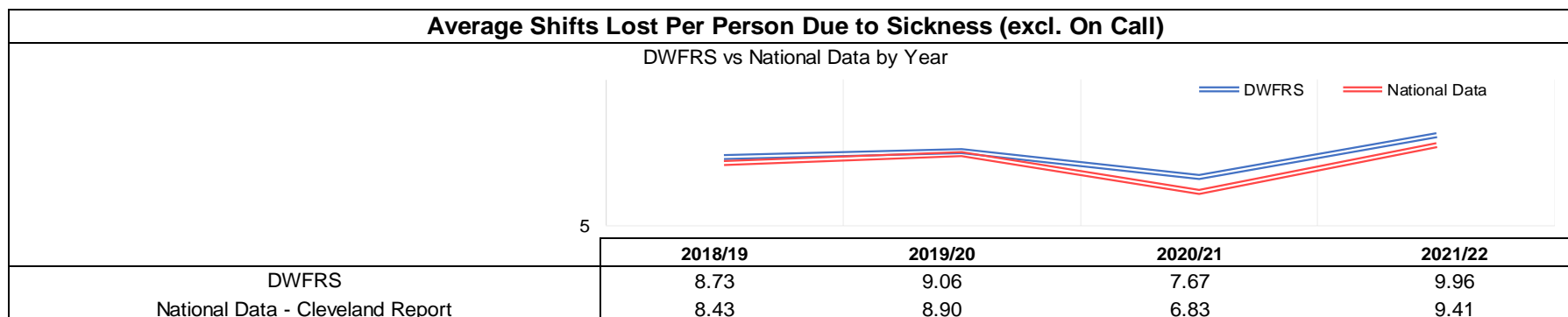
CORPORATE TARGET	We will achieve a reduction in the average sickness levels, compared to the average during the last five years	Target - 5 Year Average*	National Data*	
			Cleveland Report 2021/22	ONS - Number of Days Lost Per Public Sector Worker**
		8.82	9.41	6.40

Average Shifts Lost Per Person Due to Sickness^					
Staff Group	This Year	Last Year	Difference vs Last Year	Comparison vs National Data	
				Cleveland Report 2021/22	DWFRS vs Cleveland
All Staff (excl. On Call)	9.96	7.67	2.29	9.41	0.55
Wholetime	12.58	9.22	3.36	11.16	1.42
On Call	18.96	14.59	4.37	14.27	4.69
Fire Control	13.71	8.16	5.55	12.77	0.94
Support Staff	5.86	5.39	0.47	9.32	-3.46
All Staff	10.47	8.33	2.14	11.42	-0.95

Average Shifts Lost Per Person Due to Sickness (excl. On Call)				
DWFRS vs National Data by Year				

	2018/19	2019/20	2020/21	2021/22
DWFRS	8.73	9.06	7.67	9.96
National Data - Cleveland Report	8.43	8.90	6.83	9.41

*Separate additional analysis shows that if we excluded Coronavirus sicknesses for this year then we would have achieved our corporate target for sickness.

Due to only having 4 year's worth of data, the 'Target - 5 year Average' has been calculated using the previous 4 years; 17-18, 18-19, 19-20 and 20-21.

The Corporate Target and the National Data 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 2021 and is compared against the DWFRS YTD for All Staff

^DWFRS figures have been rounded to align to our internal reporting

- All data for current employees is taken from a report generated from HRMIS on 1 April 2022. Data in order to compare to last year was taken from HRMIS on 1 April 2021. No adjustment has been made to these reports.

- All data for joiners and leavers for this year has been taken from 1 April 2021 to 31 March 2022 this data was generated from the system on 31 May 2022 in order to capture late processed starters and leavers.

- The sickness data for 2018/19 and 2019/20 had 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 been calculated using this method, this data is comparable year on year. Please note that the data used for subsequent years has been taken by adding together the original quarterly sickness reports that were published at the time and no adjustments have been made to these reports.

- Staff turnover has been calculated via the following method:
  - Number of leavers for the financial year divided by average number of staff for the financial year
  - Average staff for financial year has been calculated by adding the 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 DWFRS.

- Most numbers and percentages have been rounded to one decimal place except for when we are comparing against our performance last year, so when comparisons are made there may be rounding issues.