



DORSET & WILTSHIRE
FIRE AND RESCUE
AUTHORITY

Annual Workforce Equality Report 2022-23



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INTRODUCTION

We place equality, 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 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 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 equality, 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

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 36-45 and 46-55 age groups. 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 the 46-55 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 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 have reviewed the content of our FF development programme and in the process of developing a revised approach.



Sex (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 sex (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 7.7% which is 0.8% more compared to all fire and rescue services. Our median hourly pay gap is 9.8% which is also higher than the national average (4.2% higher). However, compared to last year, both our median and mean hourly pay gap have reduced (2% lower for mean, 3.3% lower for median) which has meant that the gap between us and all fire and rescue services has also reduced (0.8% lower for mean, 2.5% lower for median).

When looking at all temporary and substantive promotions over the past year, the majority of those promoted have been male (87.2%), but this correlates to the sex (gender) balance of our workforce. It is pleasing to note that most staff promoted from support staff were female (73.7%).

Looking to the future

We will continue to 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 action 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 action 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 ethnic minority community by 5.6%. When comparing to all fire and rescue services, we also have 3.5% fewer ethnic minority staff, however compared to last year this gap has reduced by 3.5%. 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 Equality, Diversity, and Inclusion (EDI) team and appointed a Station Manager – Inclusion Officer who leads on community engagement initiatives and is also our BAME staff network lead. 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 our positive action social media campaigns and also have taken part in the SLT reverse mentoring sessions.



Sexual Orientation Overview

How we compare to other fire and rescue services

Compared to national fire and rescue service data, our staff population has 2% fewer LGBT staff than the national figures.

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 invested in signage that can be placed on our operational appliances when they are used to attend community events. We 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 2.94% 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 a neurodiversity staff network and works closely with network members to understand their views with regards to what further support can be put in place.



Religion Overview

How we compare to other fire and rescue services

34.83% of our staff have declared a religion on their staff profiles, which has increased by 0.73% compared to last year.

Comparing with national fire and rescue service data, our staff population has 0.5% fewer staff who have a religion than the national figures. The gap between us and the national data has reduced 1.9% compared to last year, bringing us more in line with the national figures this year.

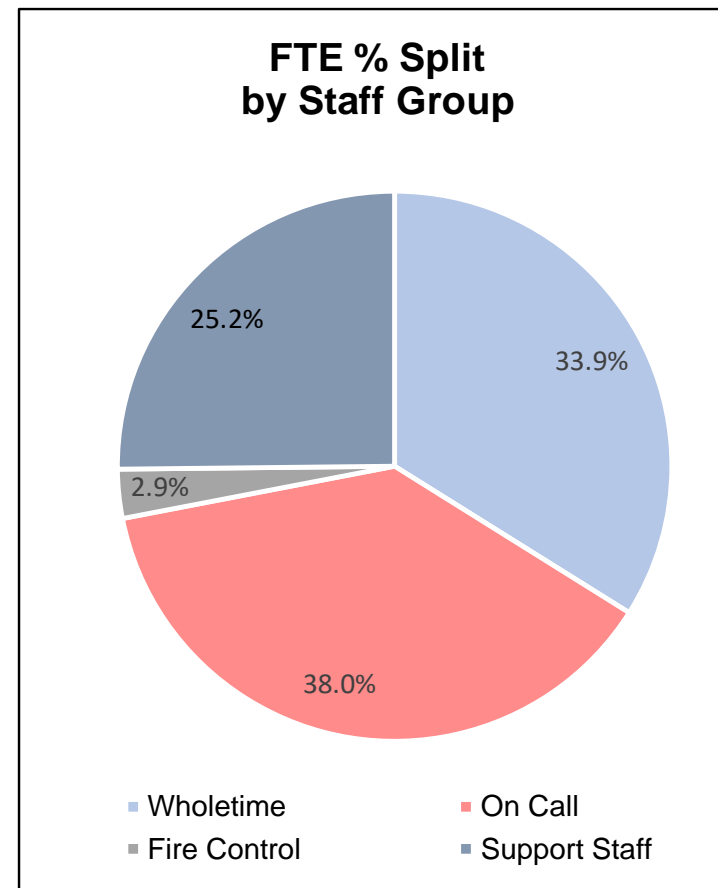
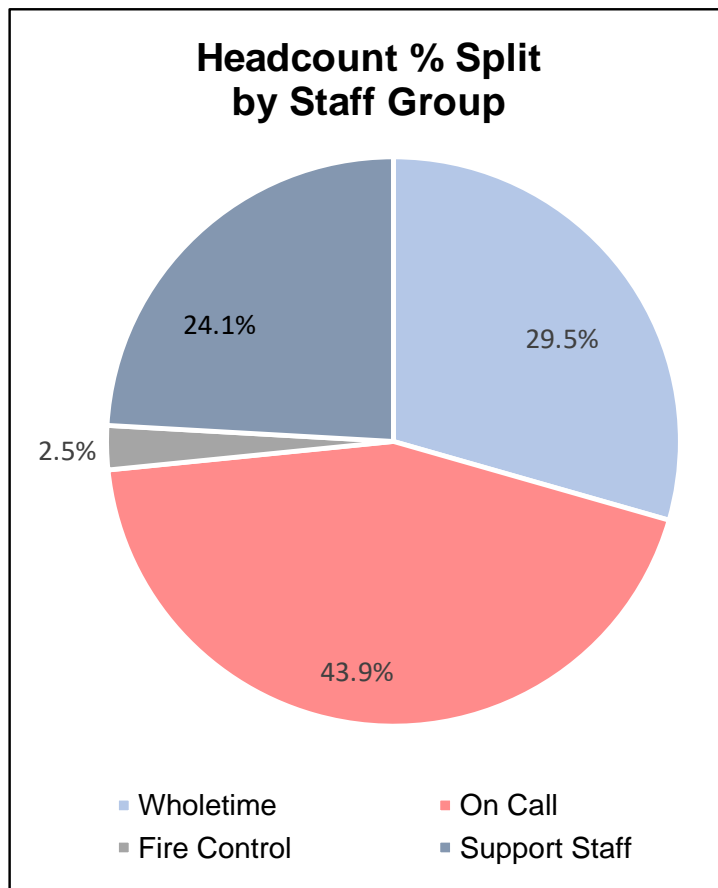
Looking to the future

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.



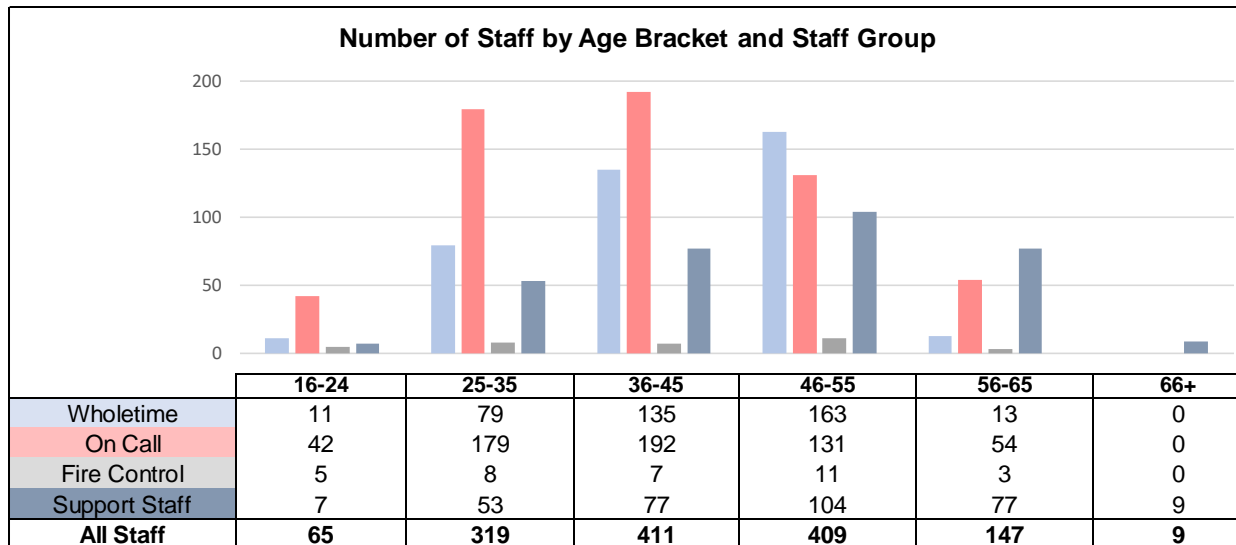
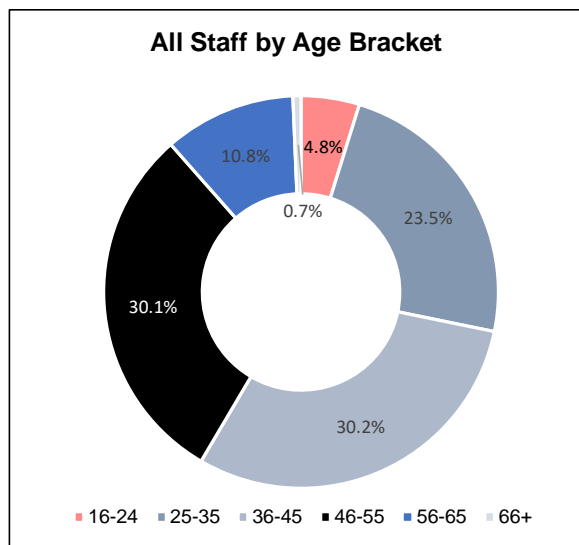
OUR PEOPLE

STAFF HEADCOUNT AND FTE





AGE



How do we compare against Local and National information?

Average Age			
Staff Group	DWFRS	National Data*	Difference
Wholetime	43	42	1
On Call	40	40	=
Fire Control	40	42	-2
Support Staff	47	46	1
All Staff	43	42	1

DWFRS Age Split vs Local Data		
Age Bracket	Census Data - % of Local Population between 16 and 70^	DWFRS vs Census
16-24	14.0%	-9.2%
25-35	19.2%	4.3%
36-45	17.8%	12.4%
46-55	20.5%	9.6%
56-65	8.5%	2.3%
66+	20.0%	-19.3%

DWFRS Age Split vs National Data		
Age Bracket	National Data* % of Total FRS Staff	DWFRS vs National Data
16-24	4.1%	0.7%
25-35	24.9%	-1.4%
36-45	31.3%	-1.1%
46-55	30.1%	0.0%
56+	9.6%	1.8%
Age Not Stated	0.0%	N/A

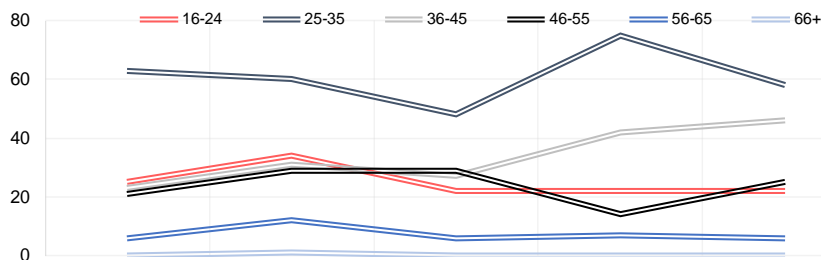
^Census Data is based on the latest Census report for the year of 2021

(For the purposes of comparison, data for anyone aged over 70 or under 16 has been excluded from the Census Data)

*National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2021/22



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



	2018/19	2019/20	2020/21	2021/22	2022/23
16-24	25	34	22	22	22
25-35	63	60	48	75	58
36-45	23	31	27	42	46
46-55	21	29	29	14	25
56-65	6	12	6	7	6
66+	0	1	0	0	0

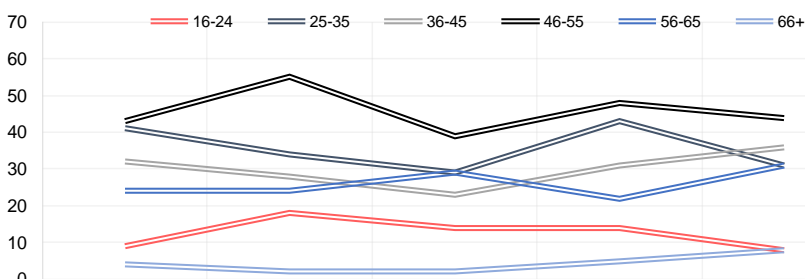
Starters This Year - Age Split by Staff Group

	All Staff	Wholetime	On Call	Fire Control	Support Staff
16-24	14.0%	3.2%	15.3%	62.5%	9.1%
25-35	36.9%	38.7%	40.0%	37.5%	27.3%
36-45	29.3%	22.6%	31.8%	-	36.4%
46-55	15.9%	32.3%	11.8%	-	15.2%
56-65	3.8%	3.2%	1.2%	-	12.1%
66+	-	-	-	-	-

Leavers This Year - Age Split by Staff Group

	All Staff	Wholetime	On Call	Fire Control	Support Staff
16-24	5.1%	-	7.9%	-	4.5%
25-35	19.6%	3.0%	26.3%	20.0%	20.5%
36-45	22.8%	9.1%	32.9%	-	18.2%
46-55	27.8%	69.7%	17.1%	80.0%	9.1%
56-65	19.6%	18.2%	14.5%	-	31.8%
66+	5.1%	-	1.3%	-	15.9%

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



	2018/19	2019/20	2020/21	2021/22	2022/23
16-24	9	18	14	14	8
25-35	41	34	29	43	31
36-45	32	28	23	31	36
46-55	43	55	39	48	44
56-65	24	24	29	22	31
66+	4	2	2	5	8

Percentage of Staff Aged Over 46

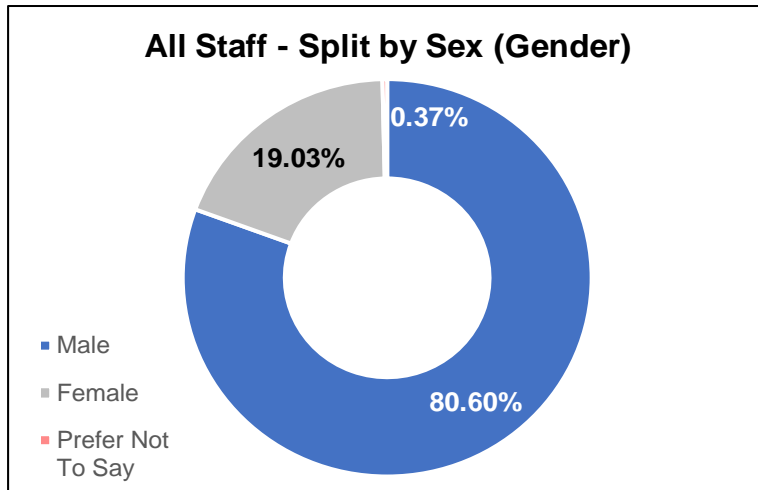
Staff Group	Starters	Leavers	All Staff
Wholetime	35.5%	87.9%	43.9%
On Call	12.9%	32.9%	30.9%
Fire Control	0.0%	80.0%	41.2%
Support Staff	27.3%	56.8%	57.9%
All Staff	19.7%	52.5%	41.5%

Job Applicants This Year - Age Split by Staff Group

	All Applicants	Wholetime	On Call	Fire Control	Support Staff
16-24	23.2%	2.6%	29.3%	42.0%	12.3%
25-35	36.4%	7.9%	43.0%	27.2%	31.8%
36-45	21.8%	34.2%	20.7%	11.1%	24.4%
46-55	13.0%	47.4%	5.7%	6.2%	21.6%
56-65	4.3%	2.6%	1.3%	6.2%	8.5%
66+	0.3%	-	-	1.2%	0.5%
Age Not Stated	1.0%	5.3%	-	6.2%	0.8%
Age Not Collected	-	-	-	-	-



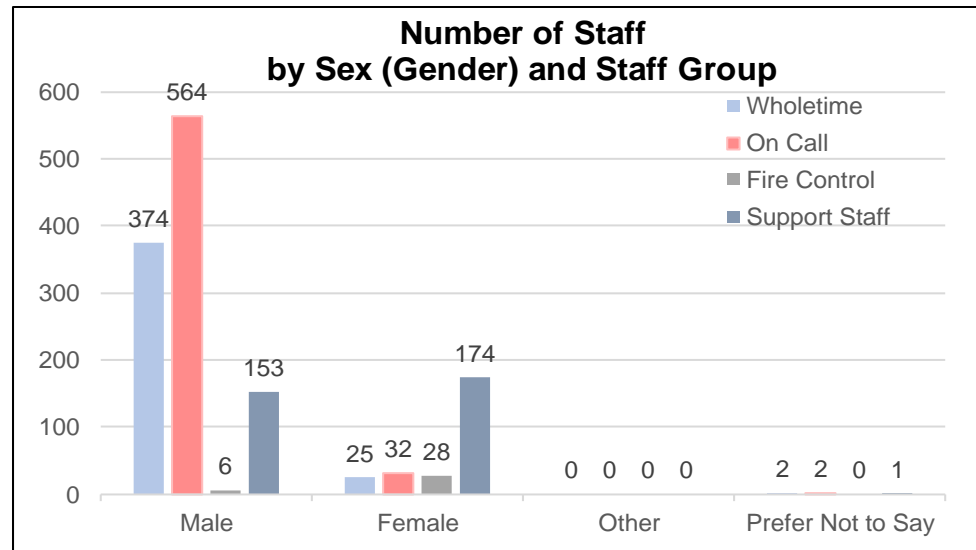
SEX (GENDER)



How do we compare against National information?

% of Females by Staff Group		
Staff Group	National Data*	DWFRS vs National Data
Wholetime	8.7%	-2.5%
On Call	7.3%	-1.9%
Fire Control	76.8%	5.6%
Support Staff	54.4%	-1.4%
All Staff	18.6%	0.4%

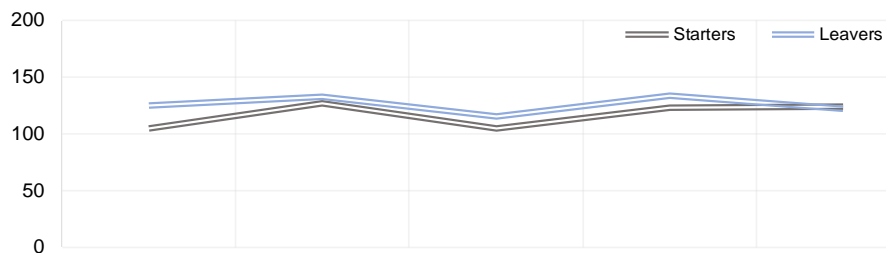
Percentage of Female Staff in Service			
Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	6.23%	6.77%	-0.53%
On Call	5.35%	4.92%	0.43%
Fire Control	82.35%	80.65%	1.71%
Support Staff	53.05%	53.03%	0.02%
All Staff	19.03%	18.98%	0.05%



*National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2021/22

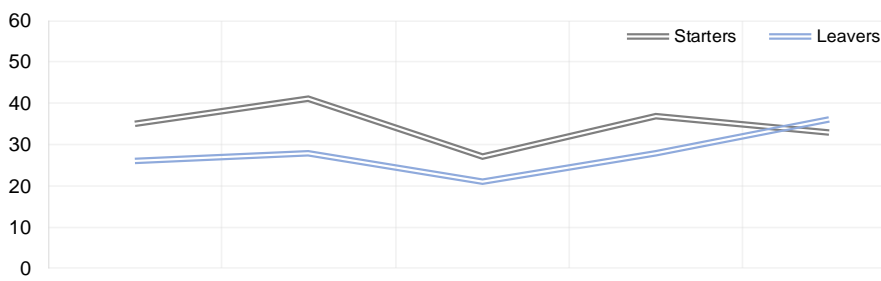


Males - Number of Starters & Leavers by Year



	2018/19	2019/20	2020/21	2021/22	2022/23
Starters	105	127	105	123	124
Leavers	125	133	115	134	122

Females - Number of Starters & Leavers by Year



	2018/19	2019/20	2020/21	2021/22	2022/23
Starters	35	41	27	37	33
Leavers	26	28	21	28	36

Average Length of Service (Years)

Staff Group	Male	Female	Other	Prefer Not to Say
Wholetime	13.1	13.4	N/A	12.8
On Call	10.7	4.3	N/A	28.7
Fire Control	4.9	16.6	N/A	N/A
Support Staff	8.6	8.5	N/A	7.9
All Staff	11.2	9.3	N/A	18.2

Percentage of Staff Working Part Time[^]

Staff Group	Male	Female	Other	Prefer Not to Say
Wholetime	0.3%	0.0%	N/A	0.0%
On Call*	100.0%	100.0%	N/A	100.0%
Fire Control	0.0%	3.6%	N/A	0.0%
Support Staff	14.4%	32.8%	N/A	0.0%
All Staff (excl. RDS)*	4.3%	25.6%	N/A	0.0%

Split by Sex (Gender) of Job Applicants

Staff Group	Male	Female	Prefer Not to Say	Gender Not Collected
Wholetime	78.9%	15.8%	5.3%	0.0%
On Call	85.7%	14.1%	0.2%	0.0%
Fire Control	43.2%	48.1%	8.6%	0.0%
Support Staff	52.9%	46.0%	1.1%	0.0%
All Applicants	70.4%	28.2%	1.4%	0.0%

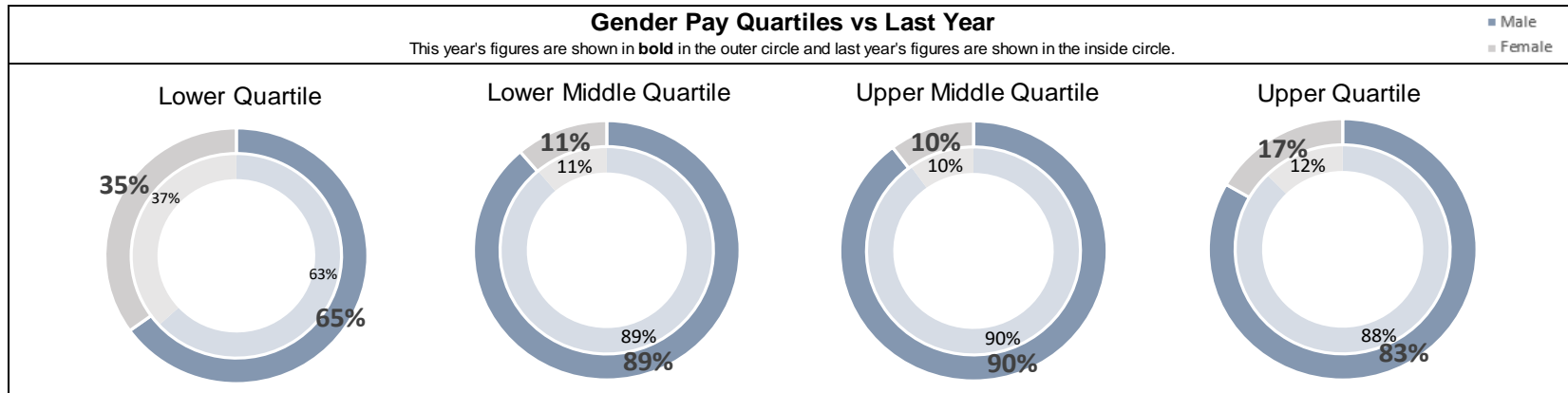
*The On Call Part Time figure is based on anyone who works less than Full or 100%, this is added for information only and is not part of the All Staff figure as it is not comparable to other staff groups

[^]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	2.28%	5.74%	-3.46%
On Call (excl Salaried Staff)	13.80%	15.76%	-1.96%
Fire Control	1.77%	-1.96%	3.73%
Support Staff	1.09%	4.63%	-3.54%
All Staff	7.70%	9.69%	-1.99%

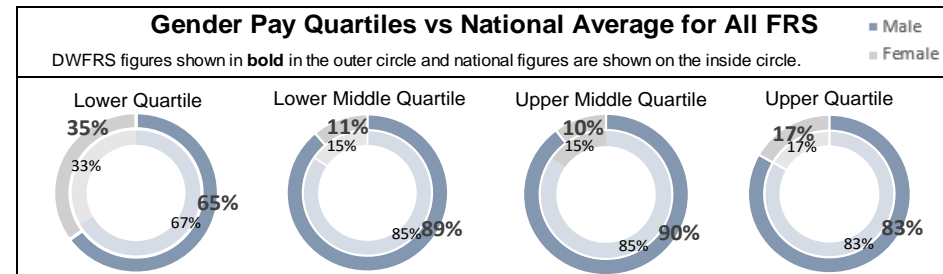
Split by Sex (Gender) of Promotions This Year [^] (Temporary & Substantive)		
Staff Group	Male	Female
Wholetime	94.5%	5.5%
On Call	100.0%	-
Fire Control	66.7%	33.3%
Support Staff	26.3%	73.7%
All Staff	87.2%	12.8%



How do we compare against National information*?

DWFRS Mean Hourly Pay Gap	7.7%
Average Mean Pay Gap for All FRS	6.9%
Difference vs National Information	0.8%

DWFRS Median Hourly Pay Gap	9.8%
Average Median Pay Gap for All FRS	5.6%
Difference vs National Information	4.2%

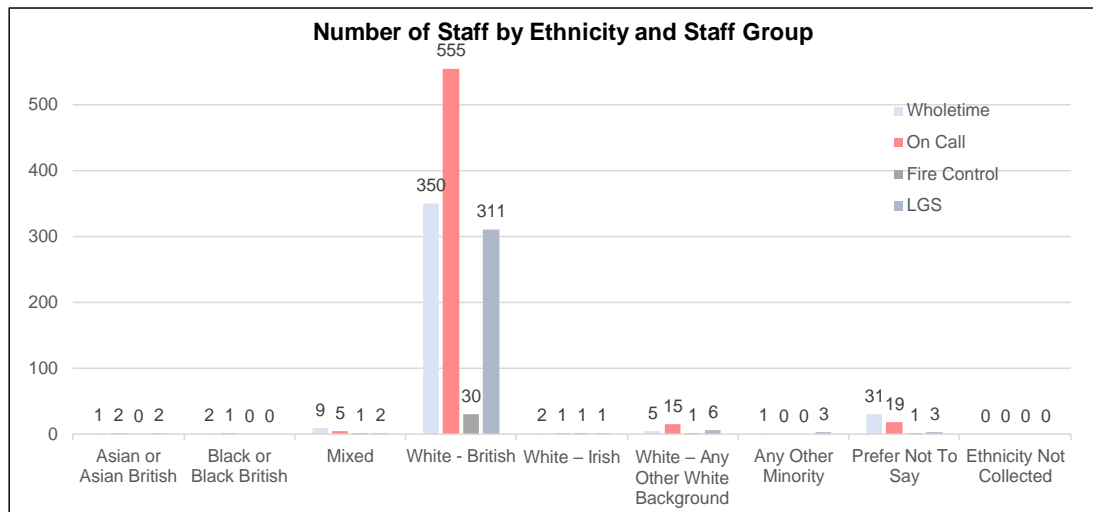


*The National Information is taken from the information submitted by all Fire Services on the government Gender Pay Portal for the financial year of 2022/23. This does not include any info for FRS' that are merged with the Council or Police as this would not be comparable data.

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



ETHNICITY



Percentage of Ethnic Minority Staff** in Service

Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	4.99%	5.01%	-0.03%
On Call	4.01%	3.74%	0.28%
Fire Control	8.82%	6.45%	2.37%
Support Staff	4.27%	4.24%	0.03%
All Staff	4.48%	4.30%	0.18%

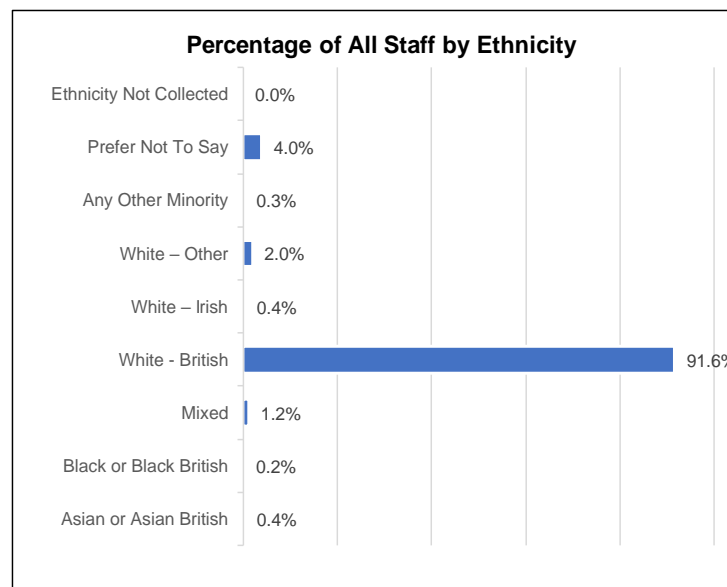
How do we compare against Local and National information?

% of Ethnic Minority Staff by Staff Group

Staff Group	DWFRS	National Data*	DWFRS vs National Data
Wholetime	3.2%	6.5%	-3.3%
On Call	1.3%	1.8%	-0.5%
Fire Control	2.9%	3.3%	-0.4%
Support Staff	2.1%	8.4%	-6.3%
All Staff	2.1%	5.6%	-3.5%

% of Staff & Local Population by Ethnicity

Ethnicity	DWFRS Staff	Census Data - % of Total Local Population^	DWFRS vs Census
White	93.9%	92.3%	1.6%
Mixed	1.2%	2.0%	-0.8%
Asian	0.4%	3.7%	-3.3%
Black	0.2%	1.1%	-0.9%
Other	0.3%	0.9%	-0.6%
Ethnic Origin Not Stated	4.0%	0.0%	4.0%
Total % Ethnic Minority	2.1%	7.7%	-5.6%



**Ethnic Minority Staff figures comprise of all ethnic groups with the exception of the White British ethnic category of the White ethnic group.

In the figures throughout this report the Ethnic Minority Staff category includes White Other and White Irish with the exception of comparing against Home Office FRS and Census population figures.

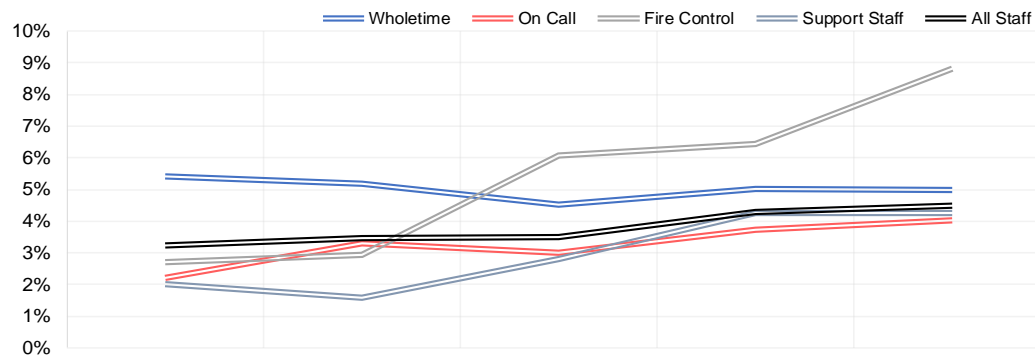
*National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2021/22

In the National Data, the Ethnic Minority 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 2021 Census Report. For comparison purposes, the DWFRS data has been regrouped to match the local Census data. White Other, White Irish has also been classed as not an ethnic minority in this section in order to directly compare with the Census data.



% of Ethnic Minority Staff by Year & Staff Group



	2018/19	2019/20	2020/21	2021/22	2022/23
Wholetime	5.4%	5.2%	4.5%	5.0%	5.0%
On Call	2.2%	3.3%	3.0%	3.7%	4.0%
Fire Control	2.7%	2.9%	6.1%	6.5%	8.8%
Support Staff	2.0%	1.6%	2.8%	4.2%	4.3%
All Staff	3.2%	3.5%	3.5%	4.3%	4.5%

Average Length of Service (Years)

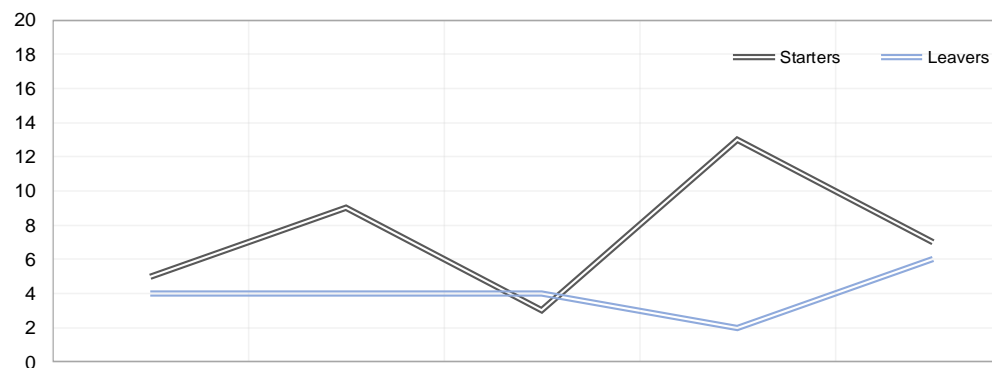
	Ethnic Minority Staff	Not Ethnic Minority or Not Stated
Wholetime	16.2	12.8
On Call	6.4	10.4
Fire Control	17.9	14.3
Support Staff	16.2	12.8
All Staff	10.1	10.8

Job Applicants This Year

Ethnic Minority Split by Staff Group

	Ethnic Minority Staff	Not Ethnic Minority or Not Stated
Wholetime	13.2%	86.8%
On Call	8.7%	91.3%
Fire Control	13.6%	86.4%
Support Staff	14.8%	85.2%
All Applicants	11.4%	88.6%

Number of Ethnic Minority Starters & Leavers by Year



	2018/19	2019/20	2020/21	2021/22	2022/23
Starters	5	9	3	13	7
Leavers	4	4	4	2	6

Starters This Year

Ethnic Minority Split by Staff Group

	Ethnic Minority Staff	Not Ethnic Minority or Not Stated
Wholetime	0.0%	100.0%
On Call	5.9%	94.1%
Fire Control	12.5%	87.5%
Support Staff	3.0%	97.0%

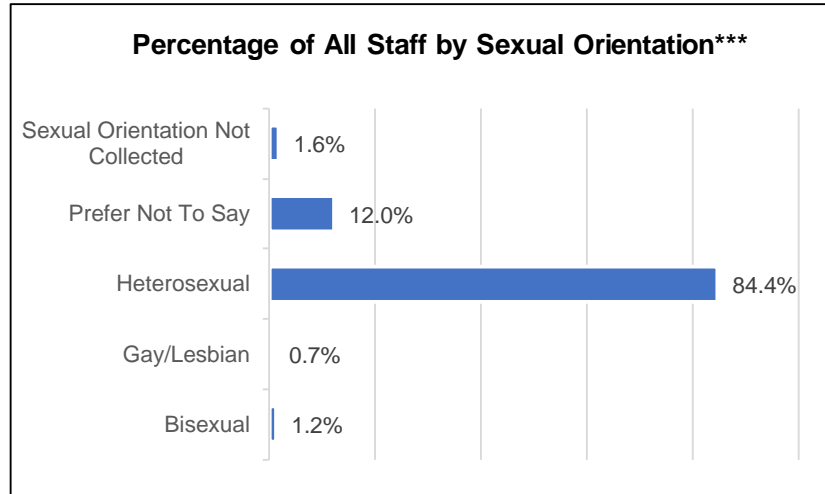
Leavers This Year

Ethnic Minority Split by Staff Group

	Ethnic Minority Staff	Not Ethnic Minority or Not Stated
Wholetime	3.0%	97.0%
On Call	3.9%	96.1%
Fire Control	0.0%	100.0%
Support Staff	4.5%	95.5%



SEXUAL ORIENTATION



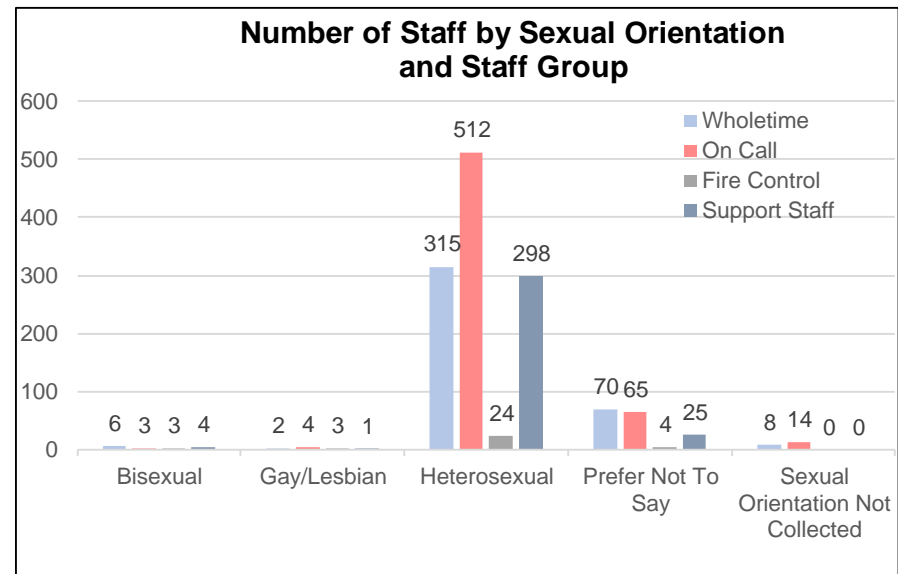
Percentage of LGBT** Staff in Service

Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	2.00%	2.26%	-0.26%
On Call	1.17%	0.68%	0.49%
Fire Control	17.65%	9.68%	7.97%
Support Staff	1.52%	1.52%	0.01%
All Staff	1.91%	1.56%	0.35%

How do we compare against National information?

% of LGBT Staff by Staff Group

Staff Group	DWFRS	National Data*	DWFRS vs National Data
Wholetime	2.0%	4.5%	-2.5%
On Call	1.2%	2.7%	-1.5%
Fire Control & Support Staff	3.0%	3.9%	-0.9%
All Staff	1.9%	3.9%	-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.

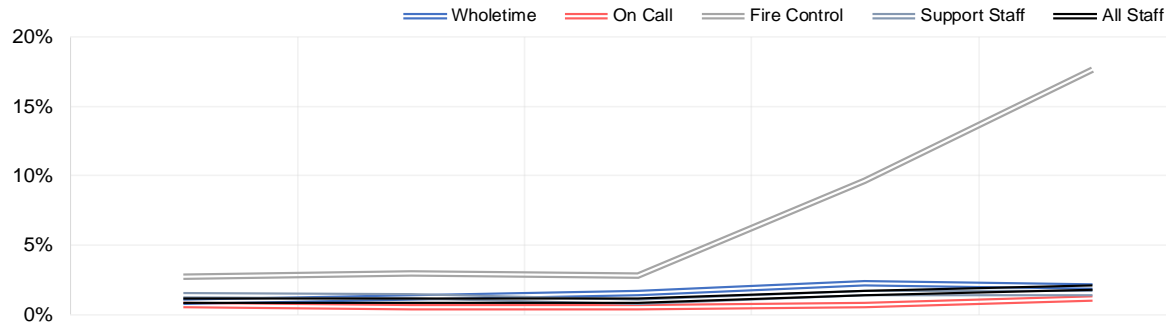
**LGBT is an initialism that stands for lesbian, gay, bi-sexual and transgender.

*National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2021/22

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	2020/21	2021/22	2022/23
Wholetime	0.9%	1.2%	1.5%	2.3%	2.0%
On Call	0.7%	0.5%	0.5%	0.7%	1.2%
Fire Control	2.7%	2.9%	2.8%	9.7%	17.6%
Support Staff	1.3%	1.3%	0.9%	1.5%	1.5%
All Staff	1.0%	1.0%	1.0%	1.6%	1.9%

Average Length of Service (Years)

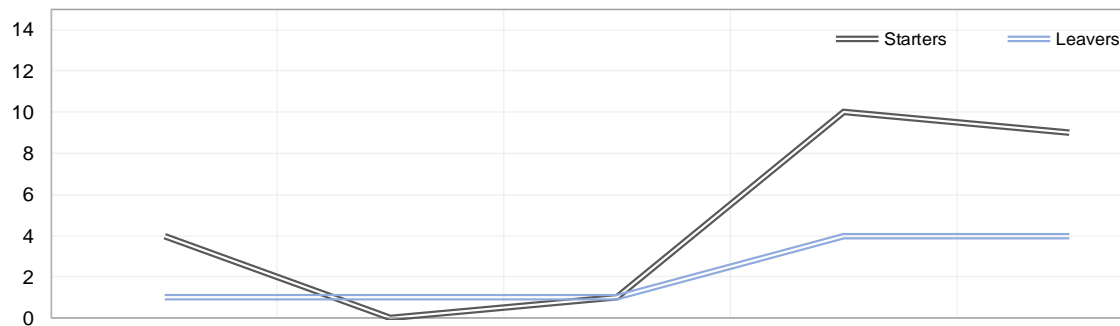
	LGBT Staff	Not LGBT or Not Stated
Wholetime	4.7	13.3
On Call	7.3	10.5
Fire Control	5.1	16.5
Support Staff	3.3	8.6
All Staff	5.3	11.0

Job Applicants This Year

LGBT Split by Staff Group

	LGBT	Not LGBT or Not Stated
Wholetime	7.9%	92.1%
On Call	5.4%	94.6%
Fire Control	16.0%	84.0%
Support Staff	3.8%	96.2%
All Applicants	5.8%	94.2%

Number of LGBT Starters & Leavers by Year



	2018/19	2019/20	2020/21	2021/22	2022/23
Starters	4	0	1	10	9
Leavers	1	1	1	4	4

Starters This Year

LGBT Split by Staff Group

	LGBT Staff	Not LGBT or Not Stated
Wholetime	-	100.0%
On Call	4.7%	95.3%
Fire Control	37.5%	62.5%
Support Staff	6.1%	93.9%

Leavers This Year

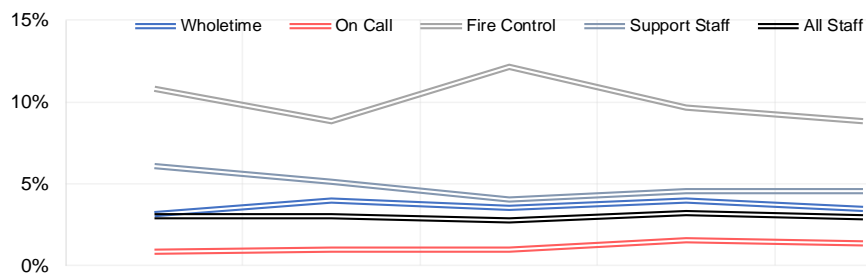
LGBT Split by Staff Group

	LGBT Staff	Not LGBT or Not Stated
Wholetime	3.0%	97.0%
On Call	1.3%	98.7%
Fire Control	-	100.0%
Support Staff	4.5%	95.5%



DISABILITY

% of Staff with a Disability by Year & Staff Group



	2018/19	2019/20	2020/21	2021/22	2022/23
Wholetime	3.2%	4.0%	3.5%	4.0%	3.5%
On Call	0.9%	1.0%	1.0%	1.5%	1.3%
Fire Control	10.8%	8.8%	12.1%	9.7%	8.8%
Support Staff	6.1%	5.1%	4.1%	4.5%	4.6%
All Staff	3.0%	3.0%	2.7%	3.2%	2.9%

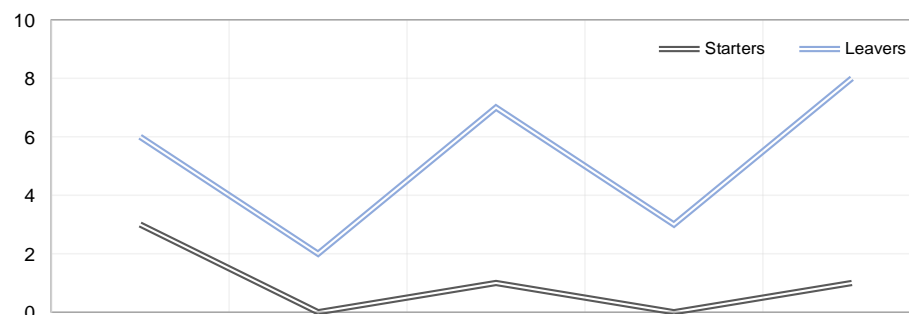
Percentage of Staff with a Disability in the Service

Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	3.49%	4.01%	-0.52%
On Call	1.34%	1.53%	-0.19%
Fire Control	8.82%	9.68%	-0.85%
Support Staff	4.57%	4.55%	0.03%
All Staff	2.94%	3.19%	-0.25%

Average Length of Service (Years)

	Specified a Disability	No Disability or Not Specified
Wholetime	13.8	13.1
On Call	13.3	10.4
Fire Control	12.8	14.7
Support Staff	12.8	8.3
All Staff	13.2	10.8

Number of Starters & Leavers with a Disability by Year



	2018/19	2019/20	2020/21	2021/22	2022/23
Starters	3	0	1	0	1
Leavers	6	2	7	3	8

Starters This Year

Disability Split by Staff Group

	Specified a Disability	No Disability or Not Specified
Wholetime	3.2%	96.8%
On Call	-	100.0%
Fire Control	-	100.0%
Support Staff	-	100.0%

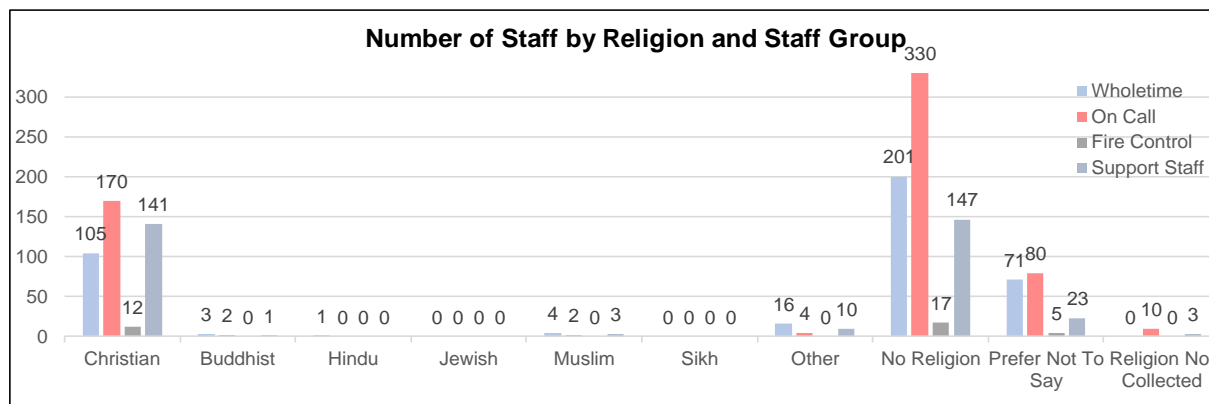
Leavers This Year

Disability Split by Staff Group

	Specified a Disability	No Disability or Not Specified
Wholetime	9.1%	90.9%
On Call	3.9%	96.1%
Fire Control	-	100.0%
Support Staff	4.5%	95.5%



RELIGION & BELIEF



Percentage of Religious** Staff in Service

Staff Group	This Year	Last Year	Difference vs Last Yr
Wholetime	27.22%	27.39%	-0.18%
On Call	37.55%	35.43%	2.12%
Fire Control	2.53%	2.61%	-0.08%
Support Staff	32.70%	34.57%	-1.86%
All Staff	34.83%	34.10%	0.73%

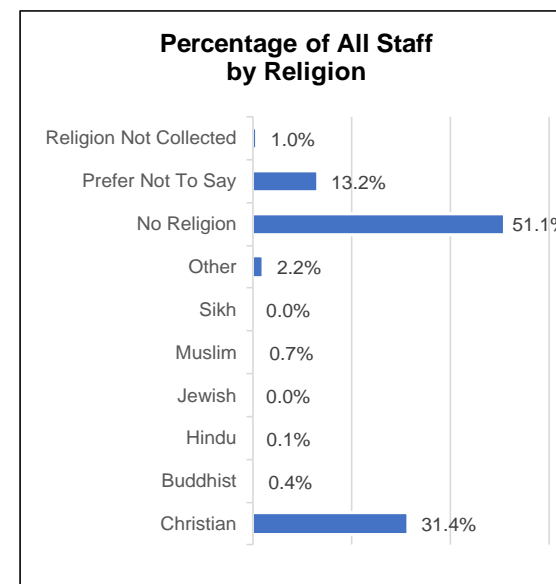
How do we compare against Local and National information?

% of Religious Staff by Staff Group

Staff Group	DWFRS	National Data*	DWFRS vs National Data
Wholetime & On Call	30.7%	33.4%	-2.7%
Fire Control & Support Staff	46.1%	42.7%	3.4%
All Staff	34.8%	35.4%	-0.5%

Local Population by Religion

Religion	Census Data - % of Total Local Population^	DWFRS vs Census
No Religion	41.1%	10.0%
Christian (All Denominations)	49.1%	-17.7%
Buddhist	0.5%	-0.1%
Hindu	0.8%	-0.7%
Jewish	0.2%	-0.2%
Muslim	1.2%	-0.5%
Sikh	0.2%	-0.2%
Any Other Religion	0.7%	1.5%
Not Specified	6.3%	7.8%
Total % Religious	52.6%	-17.8%



**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

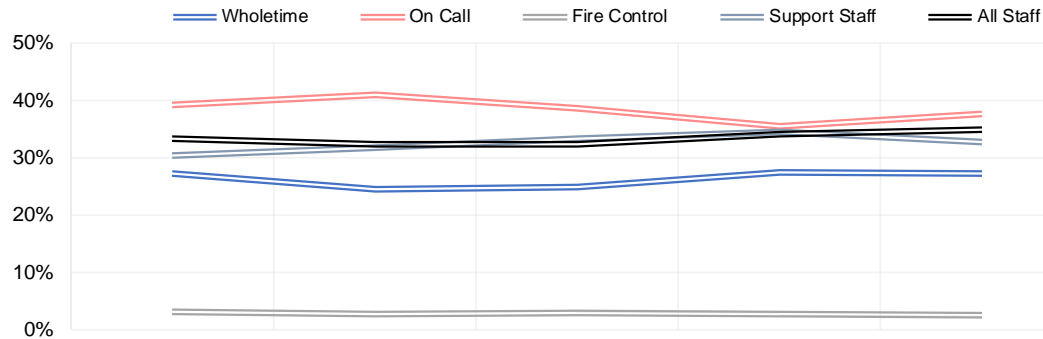
*National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2021/22

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 Census Report for the year of 2021



% of Religious Staff by Year & Staff Group



	2018/19	2019/20	2020/21	2021/22	2022/23
Wholetime	27.3%	24.5%	24.9%	27.4%	27.2%
On Call	39.2%	41.0%	38.7%	35.4%	37.6%
Fire Control	3.1%	2.7%	3.0%	2.6%	2.5%
Support Staff	30.4%	31.7%	33.4%	34.6%	32.7%
All Staff	33.4%	32.4%	32.4%	34.1%	34.8%

Average Length of Service (Years)

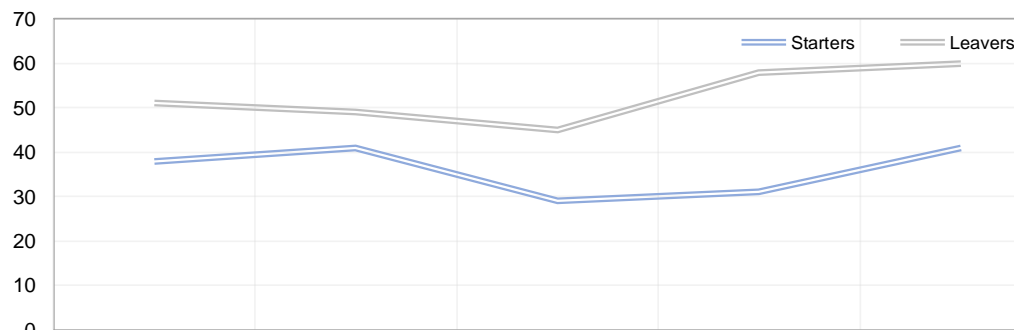
	Specified a Religion	No Religion or None Stated
Wholetime	14.1	12.7
On Call	13.0	9.4
Fire Control	20.2	11.4
Support Staff	10.0	7.2
All Staff	12.5	18.7

Job Applicants This Year

Religious Split by Staff Group

	Specified a Religion	No Religion or None Stated
Wholetime	28.9%	71.1%
On Call	15.7%	84.3%
Fire Control	18.6%	81.4%
Support Staff	32.9%	67.1%
All Applicants	22.9%	77.1%

Number of Religious Starters & Leavers by Year



	2018/19	2019/20	2020/21	2021/22	2022/23
Starters	38	41	29	31	41
Leavers	51	49	45	58	60

Starters This Year

Religious Split by Staff Group

	Specified a Religion	No Religion or None Stated
Wholetime	38.7%	61.3%
On Call	23.5%	76.5%
Fire Control	25.0%	75.0%
Support Staff	21.2%	78.8%

Leavers This Year

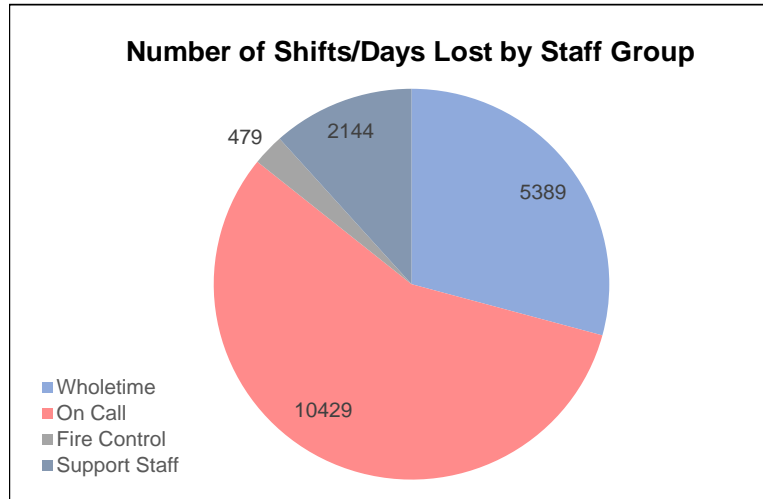
Religious Split by Staff Group

	Specified a Religion	No Religion or None Stated
Wholetime	30.3%	69.7%
On Call	27.6%	72.4%
Fire Control	40.0%	60.0%
Support Staff	61.4%	38.6%



THE HEALTH AND WELLBEING OF OUR WORKFORCE

SICKNESS ABSENCE



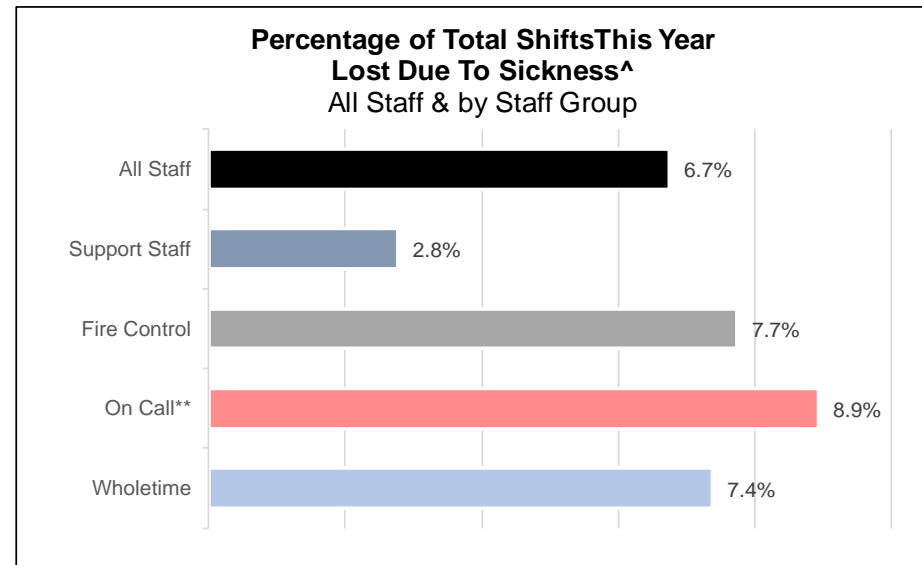
Average Shifts Lost Per Person***

Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	13.40	12.58	0.82
On Call	17.76	18.96	-1.20
Fire Control	16.04	13.71	2.33
Support Staff	7.25	5.86	1.39
All Staff	10.99	10.47	0.52

How do we compare against the National information?

Average Shifts Lost Per Person

Staff Group	National Data*	DWFRS vs National Data
Wholetime	11.43	1.97
On Call**	16.44	1.32
Fire Control	14.49	1.55
Support Staff	9.56	-2.31
All Staff	11.91	-0.92



*The National Data is taken from the Occupational Health Report (which is compiled by Cleveland FRS) for the following year; 2022/23

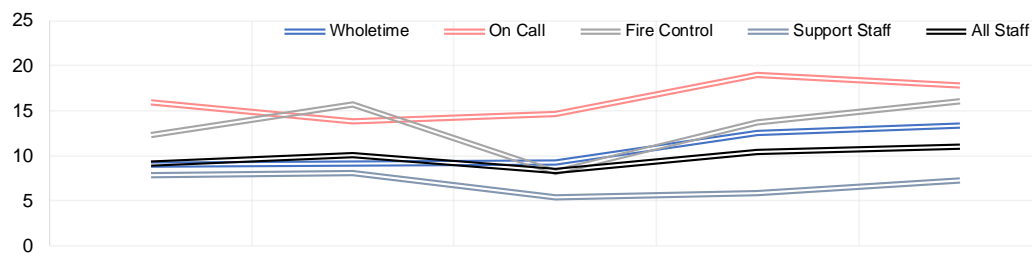
^Total Shifts for Year has been calculated by Staff Group from FTE number of staff multiplied by FTE weekly hours

**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*



	2018/19	2019/20	2020/21	2021/22	2022/23
Wholetime	8.98	9.17	9.22	12.58	13.40
On Call	15.94	13.83	14.59	18.96	17.76
Fire Control	12.28	15.74	8.16	13.71	16.04
Support Staff	7.84	8.10	5.39	5.86	7.25
All Staff	9.13	10.02	8.33	10.47	10.99

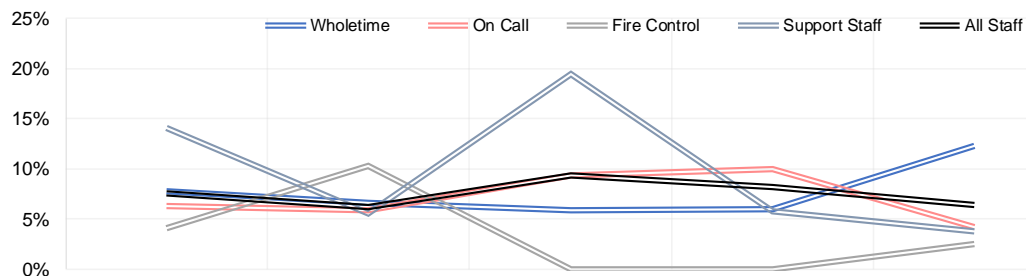
Split of Long Term and Short Term Sickness

	Short Term	Long Term
Wholetime	33.8%	66.2%
On Call	33.0%	67.0%
Fire Control	44.3%	55.7%
Support Staff	55.4%	44.6%
All Staff	36.1%	63.9%

% of Sickness Absence This Year that is Work Related

	% of Sickness Absence This Year that is Work Related
Wholetime	12.2%
On Call	4.2%
Fire Control	2.5%
Support Staff	3.8%
All Staff	6.4%

% of Work Related Sickness by Year & Staff Group



	2018/19	2019/20	2020/21	2021/22	2022/23
Wholetime	7.8%	6.6%	5.9%	6.0%	12.2%
On Call	6.3%	5.9%	9.4%	9.9%	4.2%
Fire Control	4.1%	10.3%	-	-	2.5%
Support Staff	14.1%	5.6%	19.4%	5.7%	3.8%
All Staff	7.6%	6.2%	9.3%	8.2%	6.4%

Number of Shifts Lost by Sickness Type*

	Work Related	Not Work Related
Wholetime	660	4729
On Call	434	9995
Fire Control	12	467
Support Staff	81	2063
All Staff	1187	17254

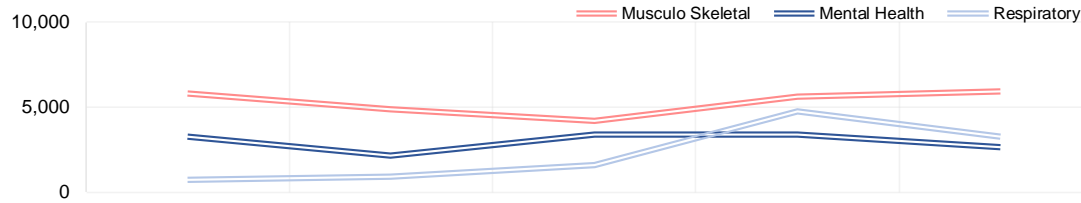
% of Employees Who Had A Sickness Absence This Year (vs. average headcount)

	% of Employees Who Had A Sickness Absence This Year (vs. average headcount)
Wholetime	73.3%
On Call	71.7%
Fire Control	93.2%
Support Staff	70.6%
All Staff	72.4%

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



Total Number of Shifts/Days Lost to Sickness for Top 3 Sickness Causations by Year (All Staff)



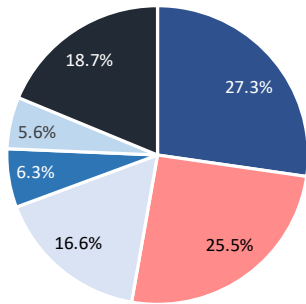
	2018/19	2019/20	2020/21	2021/22	2022/23
Musculo Skeletal	5835.9	4886.7	4219.8	5633.0	5928.1
Mental Health	3304.1	2182.6	3400.9	3398.7	2678.1
Respiratory	753.6	952.5	1633.6	4730.3	3256.5

Percentage of Total Sickness Shifts Lost vs National Average (All Staff)

Top 3 Causation Category	DWFRS	National Average (Cleveland Report)	Difference vs National Data
Musculo Skeletal	32.15%	30.54%	1.60%
Mental Health	14.52%	21.62%	-7.10%
Respiratory	17.66%	11.94%	5.72%

Wholetime

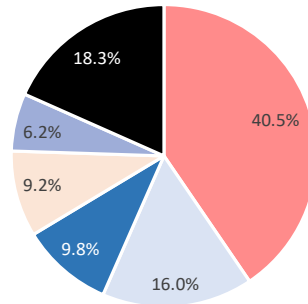
Top 5 Sickness Causations
(% of Total Sickness for Staff Group)



- Mental Health
- Respiratory
- Gastro-Intestinal
- Musculo Skeletal
- Heart/Cardiac
- All Other Sicknesses

On Call*

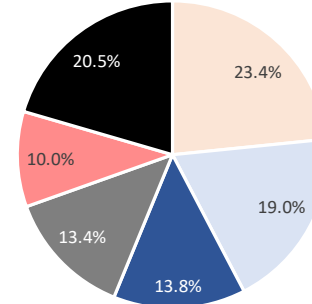
Top 5 Sickness Causations
(% of Total Sickness for Staff Group)



- Musculo Skeletal
- Heart/Cardiac
- Hospital/Post Operative
- Respiratory
- Other/Not Specified
- All Other Sicknesses

Fire Control

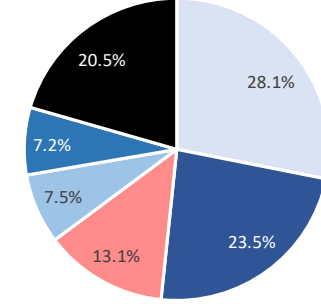
Top 5 Sickness Causations
(% of Total Sickness for Staff Groups)



- Other/Not Specified
- Mental Health
- Musculo Skeletal
- Respiratory
- Pregnancy Related
- All Other Sicknesses

Corporate

Top 5 Sickness Causations
(% of Total Sickness for Staff Group)



- Respiratory
- Musculo Skeletal
- Heart/Cardiac
- Mental Health
- Gastro-Intestinal
- All Other Sicknesses

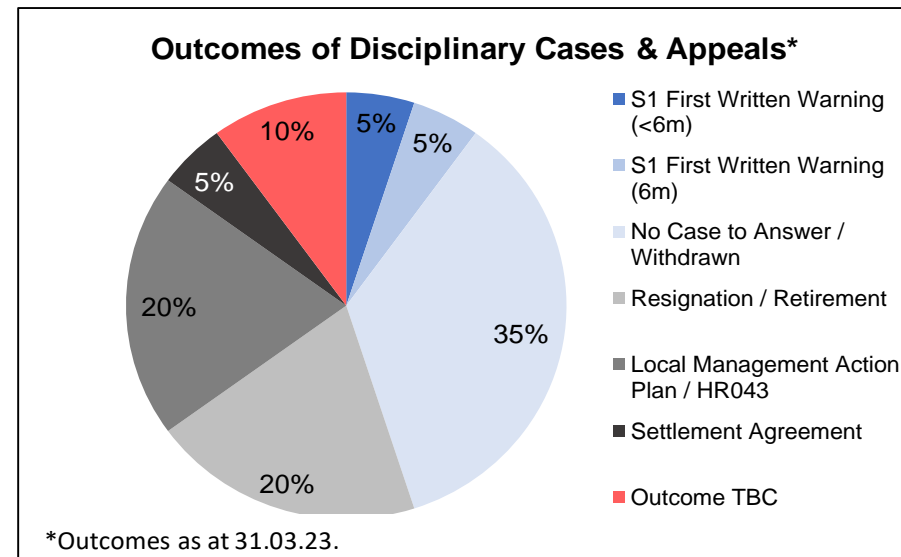
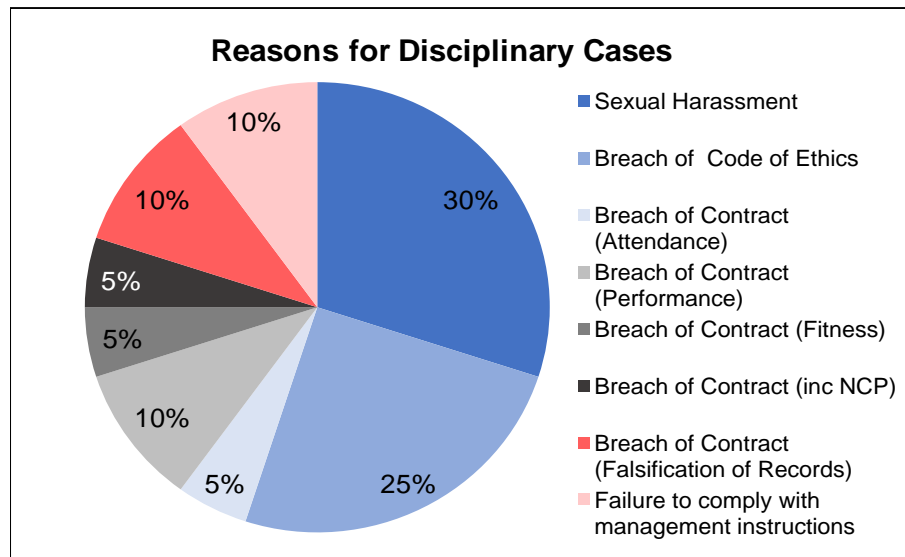
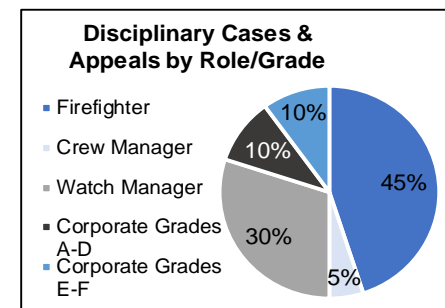
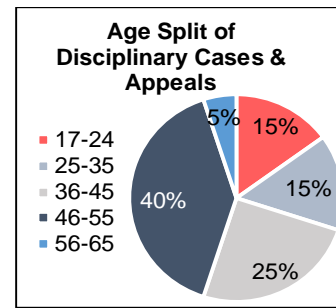
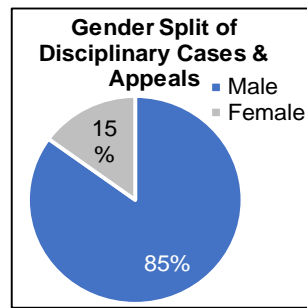
*On Call is calculated on calendar days as they do not have guaranteed shifts



PERFORMANCE MANAGEMENT

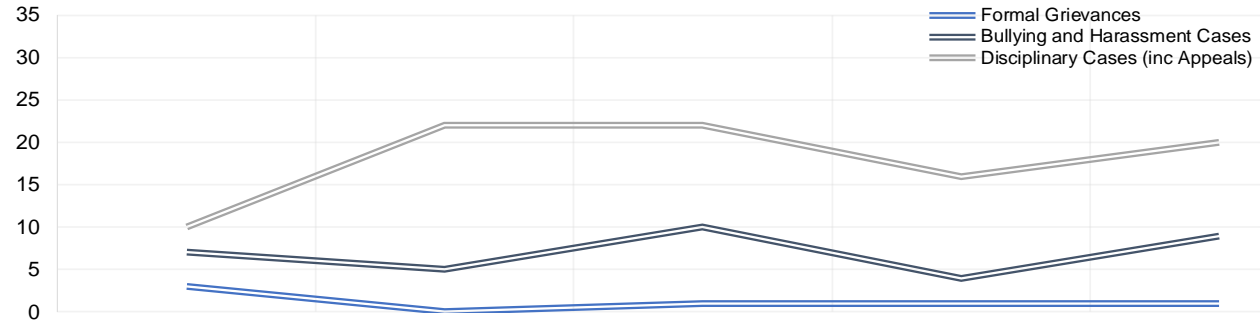
DISCIPLINARIES & GRIEVANCES

Number of Disciplinary Cases & Appeals			
Staff Group	This Year	Last Year	Difference vs Last Yr
Wholetime & Fire Control	10	8	2
On Call	6	6	0
Support Staff	4	2	2
All Staff	20	16	4





Disciplinary & Grievance Cases by Year

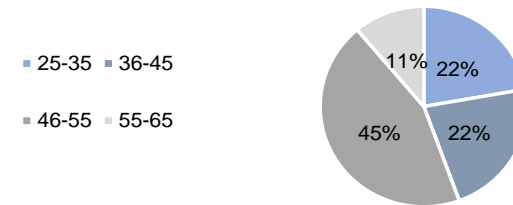


	2018/19	2019/20	2020/21	2021/22	2022/23
Formal Grievances	3	0	1	1	1
Bullying & Harassment Cases	7	5	10	4	9
Disciplinary Cases	10	22	22	16	20

Number of Bullying & Harassment Cases

Staff Group	This Year	Last Year	Difference vs Last Yr
Wholetime & Fire Control	6	1	5
On Call	3	1	2
Support Staff	0	2	-2
All Staff	9	4	5

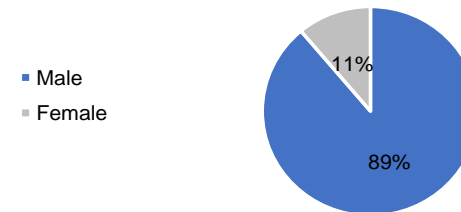
Age Split of Bullying & Harassment Cases



Number of Formal Grievances

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

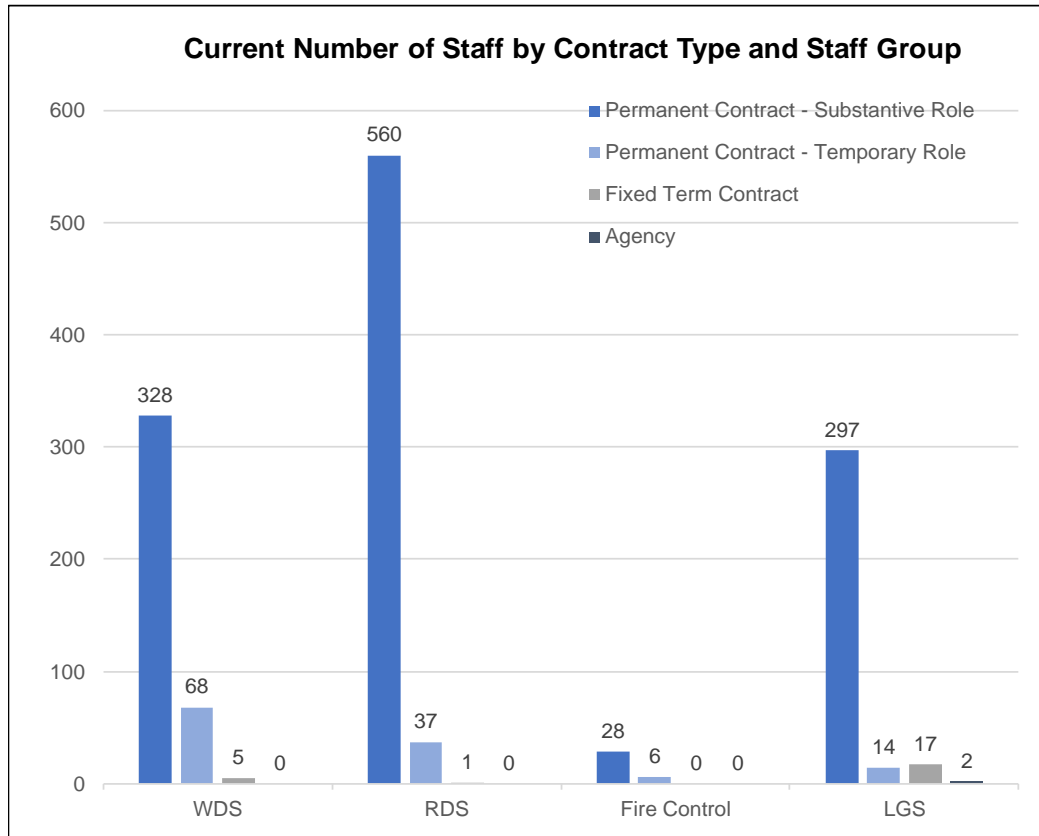
Gender Split of Bullying & Harassment Cases





STAFF PROGRESSION & RETENTION

STAFF PROMOTIONS



Total Number of Promotions

Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	109	91	18
On Call	38	33	5
Fire Control	6	7	-1
Support Staff	19	8	11
All Staff	172	139	33

Temporary Promotions

Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	63	56	7
On Call	24	26	-2
Fire Control	5	1	4
Support Staff	4	7	-3
All Staff	96	90	6

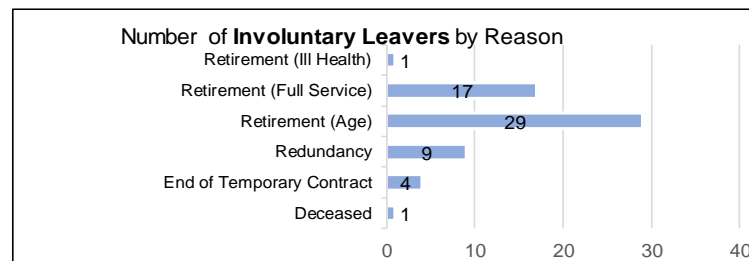
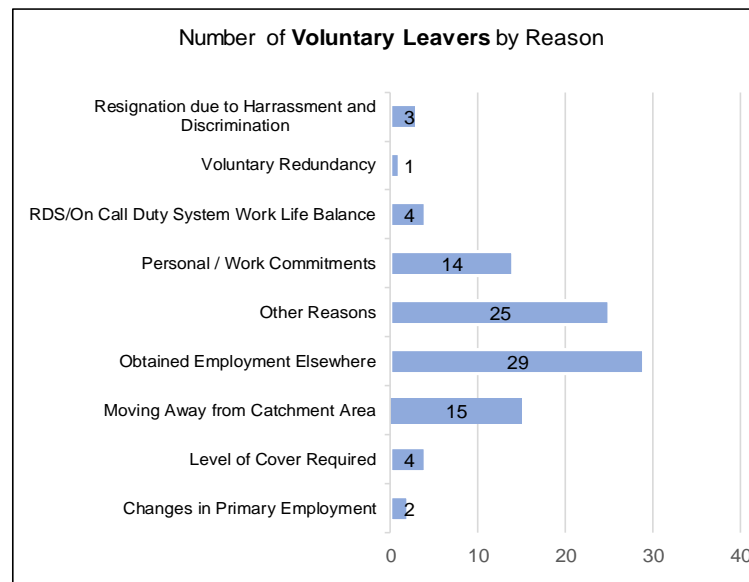
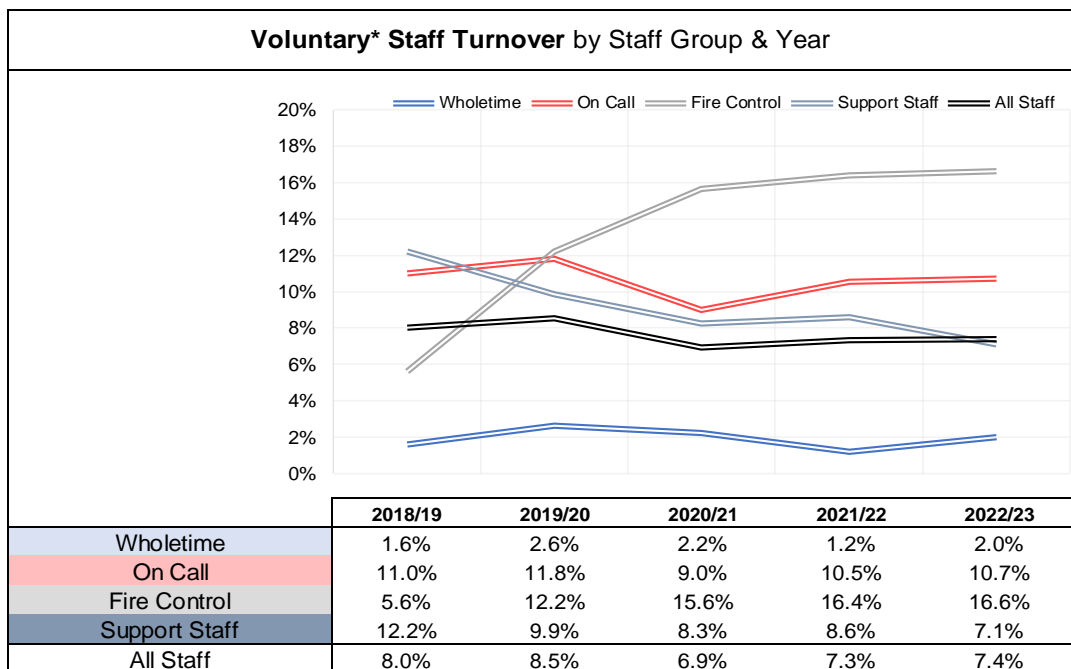
Substantive Promotions

Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	46	35	11
On Call	14	7	7
Fire Control	1	6	-5
Support Staff	15	1	14
All Staff	76	49	27



STAFF TURNOVER

Staff Turnover			
Type of Staff Turnover	This Year	Last Year	Difference vs Last Year
Voluntary*	7.37%	7.33%	0.04%
Involuntary^	4.64%	4.99%	-0.35%
All Staff	12.01%	12.32%	-0.31%



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

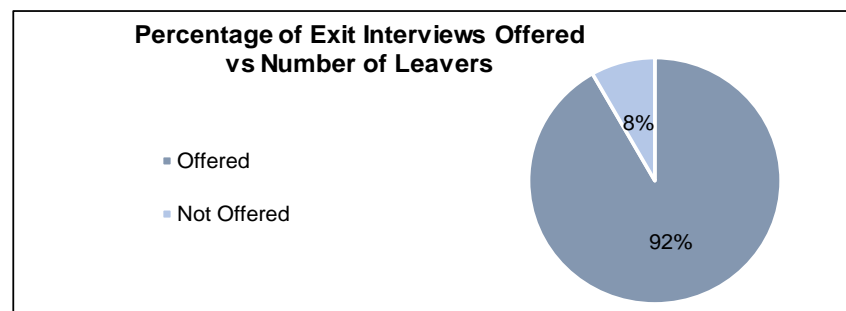
Capability (sickness), Dismissal, Deceased, Employment Terminated by Mutual Consent, End of Temp Contract, Redundancy, Retirement (Age, Full Service or Ill Health), TUPE Transfer

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

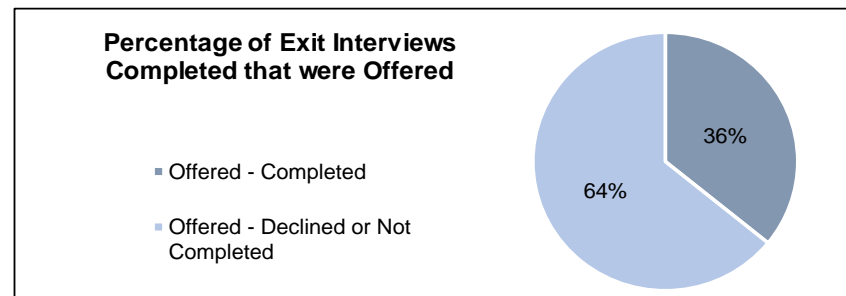


Percentage of Exit Interviews Completed vs Total Leavers by Staff Group			
Staff Group	This Year	Last Year	Difference vs Last Yr
Wholetime	27.27%	34.00%	-6.73%
On Call	26.32%	48.65%	-22.33%
Fire Control	40.00%	60.00%	-20.00%
Support Staff	47.73%	58.82%	-11.10%
All Staff	32.91%	46.63%	-13.71%

Leavers by Length of Service				
	Wholetime	On Call	Fire Control	Support Staff
Less than 6M	2	10	-	3
6M to 2 Years	6	11	1	9
2+ Yrs to 5 Yrs	4	19	1	9
5+ Yrs to 10 Yrs	-	14	1	7
10+ Yrs to 20 Yrs	3	9	2	8
20+ Years	18	13	-	8
Average Length of Service for Leavers (Yrs)	16.21	8.68	9.42	10.72



Starters and Leavers This Financial Year				
	Voluntary Leavers	Involuntary Leavers	Total Leavers	Total Starters
Wholetime	8	25	33	31
On Call	63	13	76	85
Fire Control	5	-	5	8
Support Staff	21	23	44	33
All Staff	97	61	158	157



Number of Firefighters who Left Within Development This Year*			
	Wholetime	On Call	Total
Trainee - Length of Service within 6 Months	-	6	6
Trainee - Length of Service over 6 Months	-	-	-
Left in Development	-	24	24

Category	Percentage
FF within Development	59%
All Other FF Leavers	41%

*This information only includes those with the job role of Firefighter within Wholetime & On Call

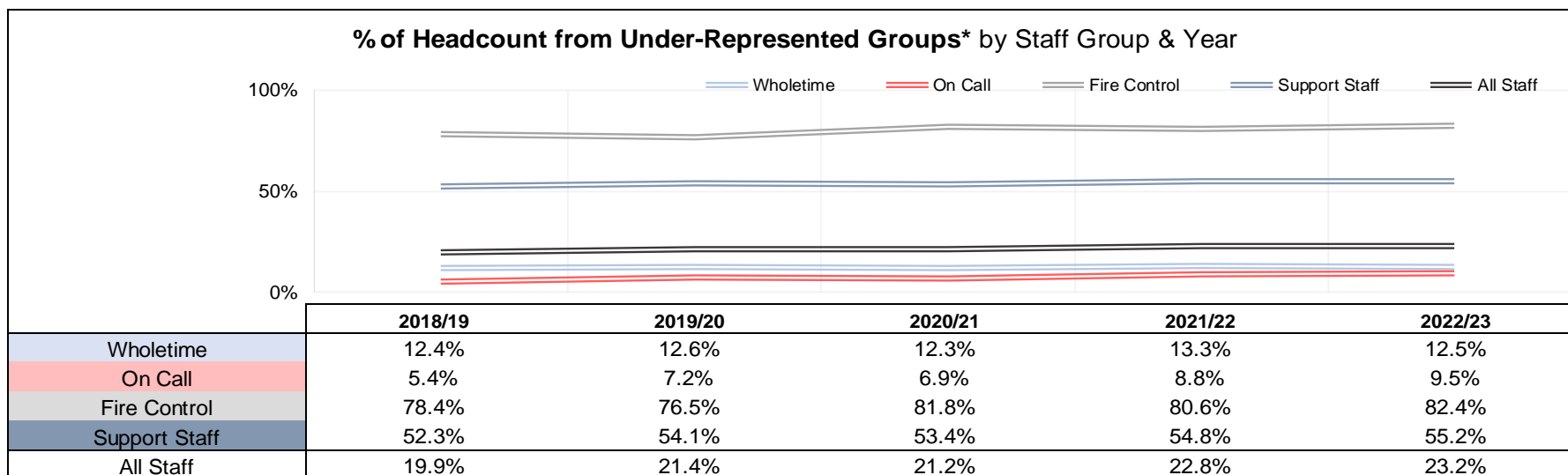


CORPORATE TARGETS

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
		21.80%

% of Headcount from Under Represented Groups*			
Staff Group	This Year	Last Year	Difference vs Last Year
All Staff	23.22%	22.82%	0.40%
Wholetime	12.47%	13.28%	-0.81%
On Call	9.53%	8.83%	0.70%
Fire Control	82.35%	80.65%	1.71%
Support Staff	55.18%	54.85%	0.33%



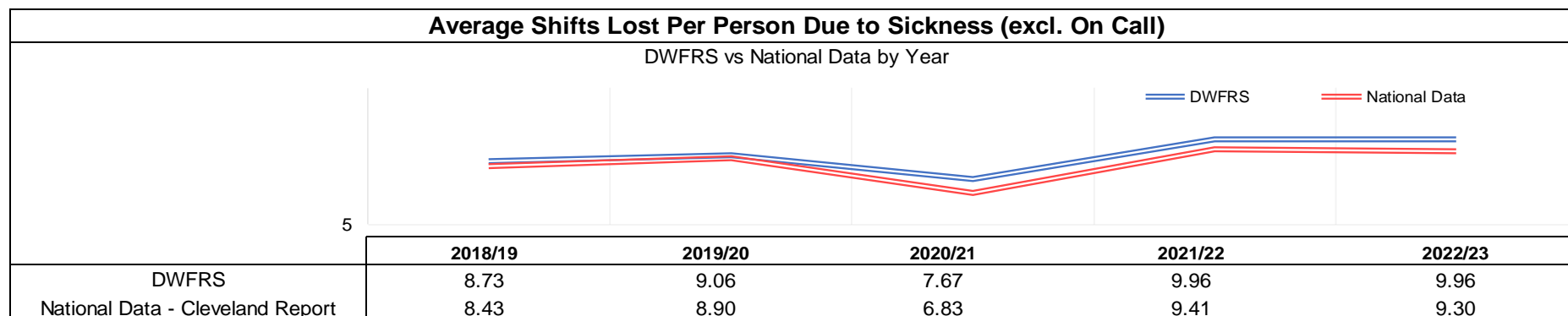
*Under Represented Group is inclusive of staff who identify as LGBT, Ethnic Minority (this also includes White - Other and White - Irish ethnicities), Female or Other Genders.



TO ACHIEVE A REDUCTION IN SICKNESS LEVELS

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*	
		9.05	Cleveland Report 2022/23	ONS - Number of Days Lost Per Public Sector Worker**
			9.30	7.70

Average Shifts Lost Per Person Due to Sickness[^]					
Staff Group	This Year	Last Year	Difference vs Last Year	Comparison vs National Data	
				Cleveland Report 2022/23	DWFRS vs Cleveland
All Staff (excl. On Call)	11.00	9.96	1.04	9.30	1.70
Wholetime	13.40	12.58	0.82	11.43	1.97
On Call	17.76	18.96	-1.20	16.44	1.32
Fire Control	16.04	13.71	2.33	14.49	1.55
Support Staff	7.25	5.86	1.39	9.56	-2.31
All Staff	10.99	10.47	0.52	11.91	-0.92



*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 2022 and is compared against the DWFRS YTD for All Staff

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



REPORT INFORMATION

- All data for current employees is taken from a report generated from HRMIS on 31st March 2023, this has changed on previous years to ensure that we use the same dataset that aligns to our internal reporting. Data in order to compare to last year was taken from HRMIS on 1st April 2022. No adjustment has been made to these reports.
- All data for Joiners and Leavers for this year has been taken from 1st April 2022 to 31st March 2023 this data was generated from the system on 31st May 2023 in order to capture late processed starters and leavers.
- As the new Census data (for the 2021 data capture) was published in 2022, this has been used in place of the ONS population estimates when comparing to the national population figures for this year. Therefore, the gap between DWFRS figures and national figures could have changed more dramatically than in previous years as the national figures are not estimated in this year's report, they are true figures. This is particularly true for the Ethnic Minority figure which has seen a sharper increase for 22-23 than in previous years for the gap between DWFRS and national comparisons.
- 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 1 decimal place except for when we are comparing against our performance last year, so when comparisons are made there may be rounding issues.