



# Annual Equality Data Report

Draft January 2015

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## **Consultation**

We welcome the views of our Members, employees, communities and partners regarding our equality data and information. Your comments are important to us and will help us to shape future equality priorities.

To feedback your comments, or request this report in a different format or language, please contact our Equality and Resources Manager Clare McCluskey before Friday 27 February 2015. Contact details are as follows:

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## Introduction

Our Equality Data Report provides equality data and information about our employees and the people who we provide a service to in Tyne and Wear. Findings enable us to identify equality priorities and development areas which in turn inform our equality objectives.

This report also helps us to ensure we are meeting the requirements of the Equality Act 2010 and the Public Sector Equality Duty which came into force on 1<sup>st</sup> April 2011, requiring us to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity for people with protected characteristics; and
- foster good relations between people who have a protected characteristic and those who do not.

Data and information has been collated for the period 1 January to 31 December 2014 and comparisons have been made to the previous year.

It is important to note that our proactive approach to equality cannot always be measured accurately by equality statistics. There are some factors such as the impact of organisational change and recruitment and promotion freeze, which make it difficult to compare data year on year and achieve a true picture of our performance.

## Key developments

During 2014 we continue to see a change to our equality data due to various factors such as the requirement of temporary/casual workers to support the Authority's activities resulting in an increase in the full-time workforce and the Government's pensions reform leading to higher numbers of employees taking retirement which is reflected in our age profile.

Whilst we are not recruiting at the moment, we have focussed our efforts on diversifying internally. In late 2014, we commissioned a ground breaking piece of independent research exploring employee attitudes to under-representation in the workplace which cuts across all protected characteristics. The recommendations from this work will be considered to support improvement in all areas of equality.

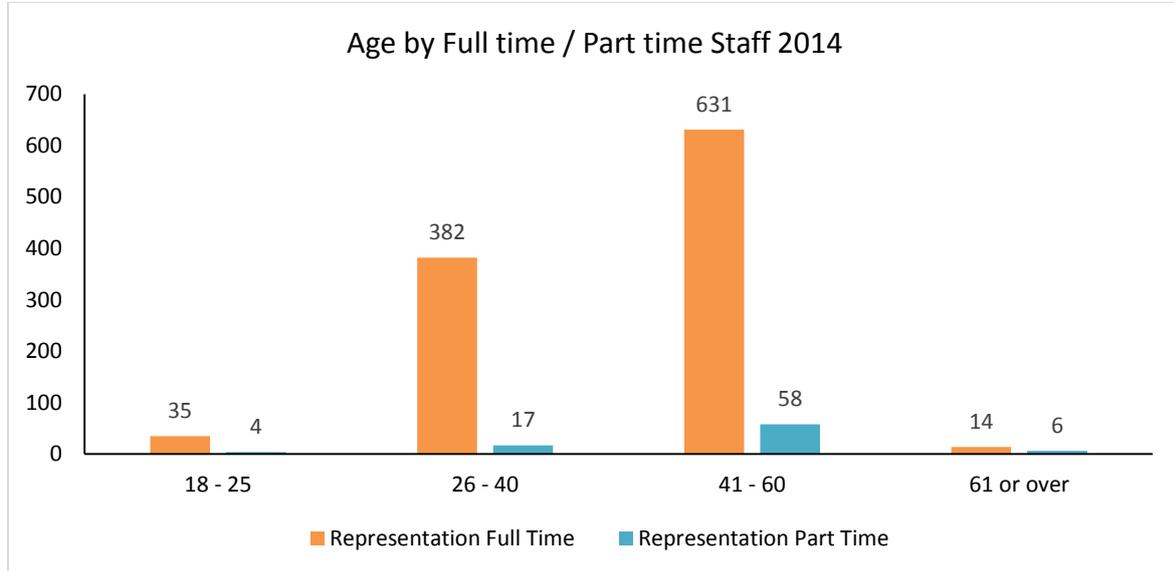
We have also promoted and expanded our staff networks which has resulted in two new networks being launched in early 2015 with volunteer representation on all of our groups. This direct link to our diverse communities, giving our volunteers an equal voice on our staff groups, will only strengthen our development work in the area of equalities.

In addition, we have also begun to prepare for our next employee census which we plan to undertake in 2015. This will enable us to renew and strengthen our employee data.

## Workforce Data

Staff profile broken down by protected characteristic:

### Age



### What does this data tell us?

The data above is a combination of the number of people who have declared their age and also new employees to the Service. As in previous years there are no employees under the age of 18 which is largely due to the nature of the role of firefighter and legislative requirements associated with recruitment.

We have seen a slight decrease in employees between the ages of 18 - 25 years during 2014, dropping from 42 in 2013 to 39 in 2014 and a 9% decrease in the number of employees within the 26 - 40 age range.

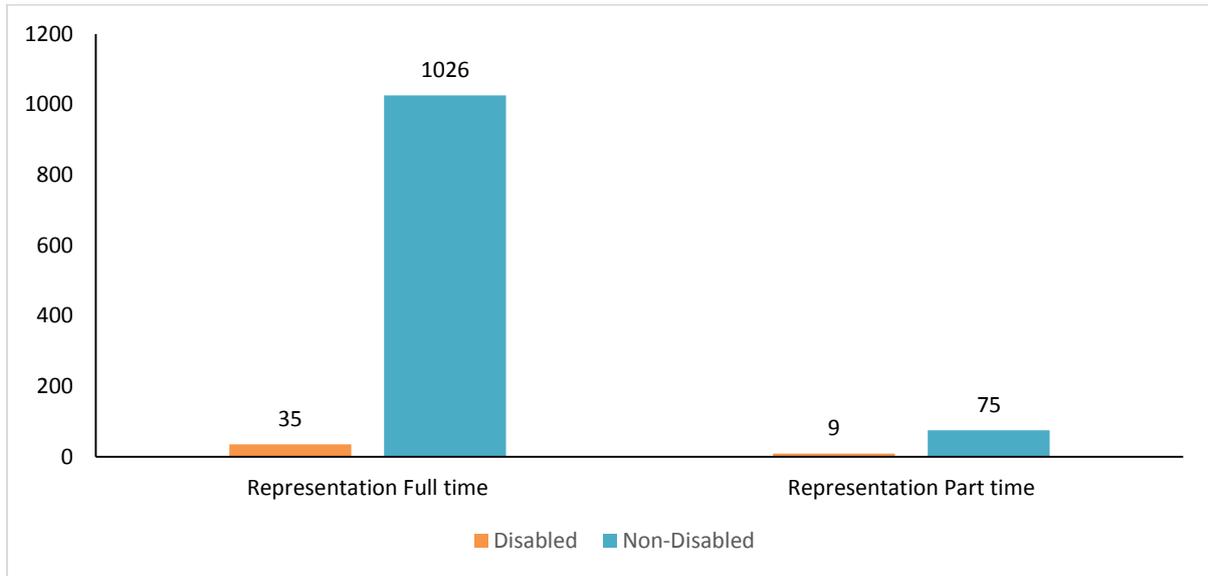
The majority of our staff, 60%, fall within the 41-60 age range; this is a slight increase compared to 58% reported in 2013. There has also been an increase of 42% (6) part-time workers over the age of 60 during 2014.

### What are we doing or going to do as a result?

We recognise that we have an ageing workforce with people choosing to work longer beyond retirement age and we continue to be proactive in promoting ourselves as a prospective employer to young people to readdress the balance of our future workforce.

In doing this we engage with young people in various ways for example through our Young Firefighters Association which has led to young people gaining employment with us. We also offer work experience placements and apprenticeship opportunities. Equally, we encourage older workers with valuable skills and experience to continue to work for us beyond retirement should they wish to do so.

## Disability



### What does this data tell us?

The data above is a combination of the number of people who have declared their disability and also new employees to the Service. Just over 3% (35) of our full-time workers have a disability in comparison to 3% (36) in the previous year. This could be due to the fact that 0.2% of employees who left the Service during 2014 had a disability, coupled with an increase in non-disabled employees joining us as part of our temporary workforce.

It is to be noted that 10% (9) of our part-time workers declared themselves to have a disability, this is a decrease of 25% (3) since 2013.

Of our employees who have a disability this is broken down into the following categories:

Type of Disability	% of Employees
Physical	27
Learning/Mental health	5
Disability (not specified)	68

### What are we doing or going to do as a result?

Our performance in the employment of disabled workers remains higher than the national average for the Fire and Rescue Service in England, where less than 1.5% of staff declared a disability. (Communities and Local Government Fire and Rescue Service Equality and Diversity Report, 2009).

Our Disability Network Group (DNG) continues to promote disability equality and inclusion in a range of ways having a major impact on raising awareness and supporting disabled people.

The group currently focus on developing and managing the staff Disability E-Network with news, resources and a discussion forum. This ensures there are appropriate mechanisms in place to enable staff with a disability to come together to share information and provide mutual support.

We continue to demonstrate our commitment to disability by renewing the Two Ticks Disability Symbol.

We are currently actively supporting the Mental Health challenge including a Member champion who will help drive the mental health strategy and assist with the excellent work of our Occupational Health team.

### Reasonable Adjustments

During the year our Occupational Health team facilitated 3 new reasonable adjustments to support employees. This included the provision of two new specialist chairs and modifications to an existing chair. A repair to an in-ear digital hearing aid originally provided in a previous year was also made as a reasonable adjustment.

We continue to provide a budget of £10,000 for reasonable adjustments and we are proud to state that we have always been successful in providing reasonable adjustments when required.

Our experienced Occupational Health professionals continue to take a proactive approach to reasonable adjustment.

We also operate a system of altered duties and phased return to work, including reduced days or hours. Both approaches are considered a temporary measure i.e. an employee with a condition will recover and results from many causes of ill health (both physical and psychological) that may or may not result in sickness absence.

Each individual is viewed on a case by case basis and where intervention of this kind can support an individual we will always put arrangements in place to do so. In 2014, our Occupational Health team advised that 53 individuals should be offered either altered duties or a phased return to work; all cases were approved.

### Ethnicity

Ethnicity	Full time (2013)	Part time (2013)	Full time (2014)	Part time (2014)
Asian or Asian British - Bangladeshi	2	0	2	0
Asian or Asian British - Indian	2	0	2	0
Asian or Asian British - Pakistani	1	1	1	1
Asian or Asian British - Other Asian	2	0	3	0
Black or Black British - African	0	2	2	2
Black or Black British - Caribbean	1	0	1	0
Black or Black British - Other Black	2	0	2	0
Chinese or Other Ethnic Group - Chinese	0	0	0	0
Mixed - White and Asian	8	0	8	0

Mixed - White and Black Caribbean	1	0	2	0
Mixed White/Black African	0	0	0	1
Mixed other	0	0	0	1
White - British	1071	64	1022	73
White - Irish	1	1	1	1
White - Other white	14	2	11	3
Not Stated	2	1	4	2
<b>Total</b>	<b>1107</b>	<b>71</b>	<b>1061</b>	<b>84</b>

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

The data above is a combination of the number of people who have declared their ethnicity and also new employees to the Service. The percentage of minority ethnic staff across the workforce is 3.8%. This is comparable to 3.9% nationally in the Fire and Rescue Service in England (Communities and Local Government Operational Statistics for England, 2013/14).

We have seen a slight increase in the number of minority ethnic employees, this is predominantly in part time staff which has increased from 6 in 2013 to 9 in 2014. 6% (5) of leavers were minority ethnic employees during 2014.

### **What are we doing or going to do as a result?**

We are committed to increasing the number of minority ethnic employees in our employment. Our Community Safety Advocates speak a range of languages and work with minority ethnic groups and individuals in the local community on a day to day basis, to promote fire safety and our Service as prospective employer.

As corporate members of AFSA (the Asian Fire Service Association), we continue to seek advice and support to help us to ensure that we are supporting our current employees and utilising best practice in relation to minority ethnic and other vulnerable and minority groups.

We are delighted to report that following the success one employee in 2013 a further four members of staff were successful in winning an AFSA Diversity Award in 2014. Our employees were recognised for doing outstanding and exceptional work in promoting the values of AFSA and the FRS, demonstrated by evidence of being an excellent role model for others and in supporting diverse communities.

In 2014 we began the planning process for a AFSA national development day which we will be hosting at our Service Headquarters in 2015.

Our newly established BME network will drive and appraise initiatives associated with race equality and assist us in looking at ways we can further increase minority ethnic employees across our workforce.

## Religion and Belief

Religion and Belief	Full time (2013)	Part time (2013)	Full time (2014)	Part time (2014)
Agnostic	9	2	7	2
Atheism	16	0	15	0
Buddhism	3	0	3	0
Catholicism	64	6	59	6
Christadelphian	1	0	1	0
Christianity	447	32	420	30
Hinduism	1	0	1	0
Humanism	1	0	1	0
Islam	2	1	2	1
Judaism	0	0	0	0
Jedi	0	0	6	0
Latter-day saint	0	0	0	0
Methodist	6	0	5	0
Pagan	0	0	0	0
Rastafarianism	1	0	1	0
Other	5	1	0	0
No Religion or Belief	329	10	306	10
Not Stated	105	4	138	30
Unknown	132	0	96	5
<b>Total</b>	<b>1122</b>	<b>56</b>	<b>1061</b>	<b>84</b>

### What does this data tell us?

The data above is a combination of the number of people who have declared their religion and also new employees to the Service.

By improving our employee census and allowing free text, we increased reporting and as a result have a greater understanding of the religions and beliefs of our employees as well as those who have no religion or belief.

It is interesting to note the additional religions and beliefs of our employees that have been declared over the past two years and that more people decided not to state their religion/belief, 14%, in 2014 in comparison to 10% in 2013.

Of those that did state, 39% identified themselves as Christian.

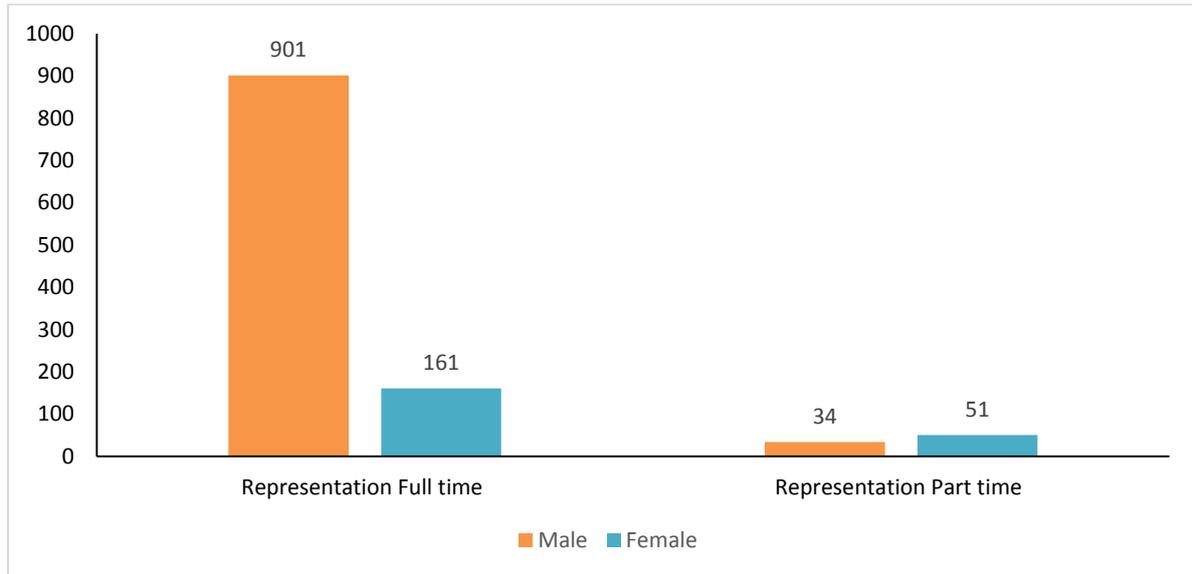
### What are we doing or going to do as a result?

It is important that we understand the religious preferences and beliefs of our employees so that we can take this into account when developing our policies and procedures to enable us to meet individual needs in respect of religion and belief.

We continue to provide opportunities for staff to attend a range of training and events around religion and belief such as an 'Introduction to Islam' course ran by community members to further their knowledge of the Muslim culture.

We also celebrate key religious festivals through our annual Festival Recognition Programme (FRP) promoting different religions and beliefs across the workforce to enhance mutual understanding and respect. Employees can then utilise this knowledge in the delivery of services to continue to ensure that all members of our diverse communities are treated with the same understanding and respect.

**Gender**



**What does this data tell us?**

The data above is a combination of the number of people who have declared their gender and also new employees to the Service. In 2014, just over 18% (212) of our workforce were women, this is a slight decrease of 2% (5) from 2013. In comparison, the number of men in the workforce has decreased by 3% from 964 in 2013 to 935 in 2014. These decreases could be a result of factors including the ongoing IRMP action implementation, early retirement or the impact of the pension dispute.

**What are we doing or going to do as a result?**

It is positive to note that our performance in relation to the number of women we employ, 18%, remains higher than the national average of 14% in the whole of the Fire and Rescue workforce (Communities and Local Government Operational Statistics for England 2012/13).

We continue to work closely with the Fire Brigades Union Women’s section who are represented on our Equality Committee, and are long standing supporters of the NWFS (Networking Women in the Fire Service). We also fully support our employees to attend networking women events throughout the year.

We are committed to increasing the number of women in our employment, specifically in relation to operational roles where there is a greater under-representation of women occupying posts.

Our highly successful award winning positive action campaign will be re-launched when there is a requirement to commence firefighter recruitment to assist us in achieving greater gender diversity.

Our new Gender Network will play a crucial role in advancing gender equality in the Service and will contribute to a range of developments in this area.

**Gender Reassignment**

In 2014 we conducted a full review of our trans policy and guidance and all employee related policies and procedures to ensure trans inclusivity.

We are unable to publish this data to ensure anonymity however we are able to report that our trans staff have greatly assisted us in developing our policies, procedures and training in conjunction with our LGBT Network Group.

For a number of years we have offered optional trans awareness training for our staff. We have also provided opportunities for employees to attend specialist trans training delivered by the LGBT charity Stonewall including members of our LGBT Network Group to gain a more in-depth understanding of trans.

In 2014 we also ran a successful pilot with Stonewall to deliver bespoke trans training for key staff who are closely involved in supporting trans employees and line managers.

**Pregnancy and Maternity**

<b>Pregnancy and Maternity</b>	<b>Full-time (2013)</b>	<b>Part-time (2013)</b>	<b>Full-time (2014)</b>	<b>Part-time (2014)</b>
Number expected to return	7	0	9	0
<b>Total number returned</b>	<b>7</b>	<b>0</b>	<b>9</b>	<b>0</b>

**What does this data tell us?**

For the fourth consecutive year of compiling this data, 100% of women who have taken maternity leave within the reporting period have returned to their respective roles.

**What are we doing or going to do as a result?**

This is a positive statistic which can be attributed to our work-life balance policies and flexible working options available to employees.

During 2013 we carried out a piece of internal research in respect of our maternity and paternity procedure and guidance. We engaged with employees, managers and specialist staff with personal experience of maternity and paternity and/or of

managing and supporting pregnant employees/new parents and also sought best practice.

The findings of this comprehensive research piece have now been published and we are currently implementing actions for improvement.

Our new Gender Network will act as an additional support mechanism for pregnant employees and new parents and to assist us in further developing related policies and procedures.

**Sexual Orientation**

<b>Sexual Orientation</b>	<b>% Full time (2013)</b>	<b>% Part time (2013)</b>	<b>% Full time (2014)</b>	<b>% Part time (2014)</b>
Lesbian, Gay, Bisexual, Trans	1	0	1	1
Heterosexual	71	69	69	60
Prefer not to say	28	31	29	39
Unknown	1	0	1	0

**What does this data tell us?**

The data above is a combination of the number of people who have declared their sexual orientation and also new employees to the Service. The majority of the workforce has declared themselves as Heterosexual with a smaller number of employees declaring themselves to be LGBT. 29% of full-time staff and 39% of part time staff selected 'prefer not to say'. There has been an increase in the number of LGBT employees during 2014.

**What are we doing or going to do as a result?**

Our aim is to ensure we create a work environment where people can be themselves at work allowing them to perform at their very best. For us this means employees feeling able to bring their whole selves to the workplace however sexual orientation can be a sensitive subject which may prevent some individuals from coming out at work and we fully respect that this is a personal choice.

We demonstrate our commitment to LGBT employees and community members as longstanding members of Stonewall and by taking part in the annual Workplace Equality Index (WEI) Top 100 gay friendly employers to measure our performance. In 2015 we continue to hold a place in the Top 100 list at 37<sup>th</sup> and maintain our position as a top 5 emergency service employer.

We have a programme of work throughout the year which enables us to engage with LGBT staff and community members to promote ourselves as an LGBT inclusive employer and service provider such as events ran by our LGBT Network Group, taking an active role in Pride and IDAHO.

## Pay Comparisons by Protected Characteristic

The data contained in the following section relating to pay is a snapshot of the organisation's payroll data on the 5<sup>th</sup> January 2015 and therefore cannot be used for comparison to the workforce data contained elsewhere within this report.

This year we have included further comparisons of pay for additional protected characteristics. Where this is available comparisons include temporary/casual workers data where appropriate. We have removed the number of employees for some of the protected characteristics to ensure anonymity is maintained.

The figures in the tables below compare basic salaries and include continuous professional development, flexi duty on-call allowance, car user allowance and instructor allowance.

### Pay by Disability

Role Grade	Average Salary (Non-disabled) £	Average Salary (Disabled) £
Manual/Clerical (Scale 1-2)	14,098	13,304
Technical/Admin (Scale 3-5)	18,505	17,381
Supervisory/Specialist (Scale 6-SO2)	25,673	24,594
Firefighters	23,041	31,901
Middle Managers (PO Grades)	36,371	32,072
Crew/Watch Managers	34,978	34,931
Station Manager	41,341	42,262
Group Manager	55,526	-
Area Manager and Above	85,395	-
<b>Totals (Average)</b>	<b>27,033</b>	25,405

### What does this data tell us?

There are no significant differences between disabled and non-disabled employees in terms of pay with the exception of middle manager roles however this could be due to the specific grade / scale point the individual is on the scale and the range of Principal Officer grades. Disabled employees are underrepresented within high level management roles.

### Pay by Ethnicity

Role Grade	All Staff	BME
	Average Salary	Average Salary
Manual/Clerical (Scale 1-2)	£ 13,138	£ 13,561
Technical/Admin (Scale 3-5)	£ 17,406	£ 19,342
Supervisory/Specialist (Scale 6-SO2)	£ 24,545	£ 28,127
Firefighters	£ 21,592	£ 21,005
Middle Managers (PO Grades)	£ 36,175	£ -

Crew/Watch Managers	£ 33,852	£ 38,142
Station Manager	£ 41,379	£ -
Group Manager	£ 48,093	£ -
Area Manager and Above	£ 78,331	£ 56,506
<b>Totals</b>	<b>£ 25,523</b>	<b>£ 22,300</b>

**What does this data tell us?**

Of the nine pay categories three have no minority ethnic employees. In four categories the minority ethnic employee’s average pay is higher than the overall average. Minority ethnic firefighters are paid on average, £587 less. Minority ethnic Area Manager and above are on average paid £21,825 less than the overall average, however, this can be explained by the wide range of specific grades and scale points at these levels. It is likely that minority ethnic employees are under-represented at certain grades within the organisation in particular at middle manager level and above.

**Pay by Gender**

Role Grade	Male		Female	
	Number	Average Salary	Number	Average Salary
Manual/Clerical (Scale 1-2)	14	13,549	35	14,136
Technical/Admin (Scale 3-5)	31	18,891	63	18,173
Supervisory/Specialist (Scale 6-SO2)	35	25,324	15	26,199
Firefighters	534	22,803	35	28,440
Middle Managers (PO Grades)	12	36,327	10	35,994
Crew/Watch Managers	222	35,106	30	34,018
Station Manager	23	41,161	1	46,394
Group Manager	23	55,526	0	-
Area Manager and Above	6	89,124	2	74,208
<b>Totals</b>	<b>900</b>	<b>27,585</b>	<b>191</b>	<b>24,101</b>

*\* Figures include temporary/casual workers.*

**What does this data tell us?**

The most apparent trend between years is the loss of staff, with a reduction of 5% of the male workforce (48) and 9% of the female workforce (19) + in 2014 due to a recruitment freeze and restructuring.

In our current workforce in general there are more women than men in the lower level grades and more men in firefighter, operational management and higher level managerial posts.

Whilst on average, women are paid slightly more in the supervisory Green Book posts (corporate staff), the data indicates that on average, men are paid more in Grey Book posts (operational and non-operational sector/non sector competent\* posts.)

As fewer women occupy management posts, their average salary tends to be less than their male counterparts particularly in the higher level posts, many of which carry additional allowances associated with operational sector competence\* which is the main reason for the difference.

It is important to consider other factors which can make it difficult to compare like for like with pay; such as length of service and the impact this can have on where employees are within a pay scale and development rate of pay (Grey Book staff).

**Pay by Sexual Orientation**

<b>Role Grade</b>	<b>Average Salary (Gay) £</b>	<b>Average Salary (Heterosexual) £</b>	<b>Average Salary (Lesbian) £</b>	<b>Average Salary (Not declared) £</b>
Manual/Clerical (Scale 1-2)	-	14,015	-	13,851
Technical/Admin (Scale 3-5)	16,604	18,485	-	18,159
Supervisory/Specialist (Scale 6-SO2)	-	25,444	-	26,156
Firefighters	-	28,529	29,992	15,214
Middle Managers (PO Grades)	-	36,083	-	37,094
Crew/Watch Managers	36,959	35,075	36,959	34,502
Station Manager	-	40,855	-	43,368
Group Manager	-	55,452	-	56,306
Area Manager and Above	-	89,522	-	56,506
<b>Totals</b>	<b>26,782</b>	<b>30,223</b>	<b>33,476</b>	<b>19,486</b>

**What does this data tell us?**

Pay comparisons are difficult due to the small number of LGBT employees, however, we recognise that regardless of potential under declaration it is likely that LGBT staff are under-represented at higher level management grades within our organisation.

*\* Sector competence is where an individual is paid at a development rate during the period up until they are assessed as fully competent in their role.*

**What are we doing or going to do as a result?**

Rate of pay is based solely on the job role itself and the attached duties and responsibilities. Salaries are governed by national pay and conditions of service for Grey Book staff and we have a job evaluation process in place to evaluate all new or revised Green Book posts which are linked to local government pay scales and conditions.

We are focused on ensuring we are doing all we can to encourage under-represented groups into our employment and providing access to the development that they need to achieve their career aspirations. We recognise the need to achieve further diversity across all levels in the organisation, specifically in managerial roles.

One of our equality objectives is to gain a greater understanding of pay parity within the Service and we are monitoring management development accessed by under-represented groups, shifting our focus to internal positive action whilst we have a recruitment freeze in place.

We are particularly interested in finding out more about why our female operational staff are not progressing to higher level operational posts within the organisation and in 2014 we commissioned independent research to assist us in exploring why this is the case. We are currently considering the findings of this research to assist us in this area.

### **Grievances and Dismissals**

There were no grievances or dismissals recorded in 2014, the same as 2013.

### **Applications for Flexible Working and success rates**

In 2014 6 employees requested flexible working. This is a reduction of 7 requests compared to 2013. Of these, 4 were approved and 2 refused. 4 requests were from female employees and 2 were from males.

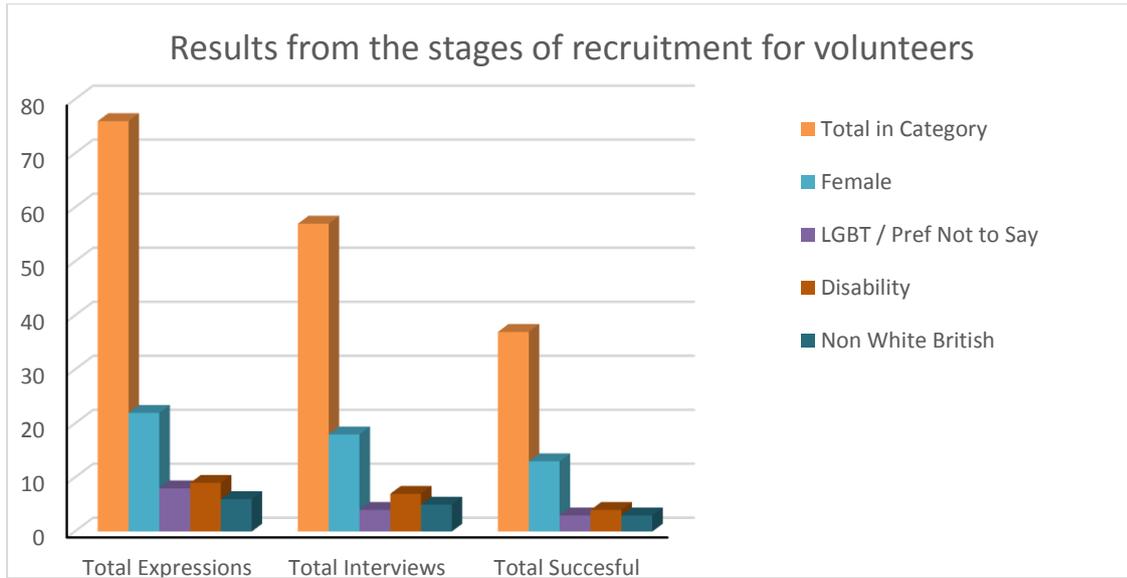
### **Authority Members**

The Authority comprises 16 elected members, nominated by the five constituent councils of Tyne and Wear. 31% identified as White British and 6% as minority ethnic. Most members fall within the 41-60 and 61 and over age ranges. 25% of our members are women. 19% have declared themselves to have a disability (an increase since 2011). 6% identify as LGB, 44% of members are of Christian faith.

### **Recruitment and Actual Promotion**

There were no permanent promotions in 2014. There was one permanent transfer for a corporate staff member.

Volunteer recruitment in 2014 attracted a wide range of successful candidates which contributed towards further diversifying our workforce. Of the 37 recruited volunteers, 73% were White British, 35% were female while 10% have a disability. The table below provides further equality information on the volunteer recruitment stages:



We have a specific equality objective related to improving the numbers of individuals applying for promotion from under-represented groups and in 2014 we undertook a key piece of independent research to explore why employees from under-represented group may not be going for promotion and to identify ways of encouraging them to do so if they wish.

## Uptake of Training and Promotion Opportunities

In this section we analyse data in relation to management development training and promotion opportunities accessed by employees.

There are **three levels** of management development and associated promotion gateways within the organisation categorised as:

- Supervisory Management development which includes our Crew Managers Programme, Institute of Leadership and Management (ILM) Level 3 Certificate and supervisory manager promotion via the appropriate Managerial Assessment Process (MAP).
- Middle Management development which incorporates ILM Level 5 Certificate and middle manager promotion via the appropriate MAP.
- Strategic Management development which includes ILM Level 7 Certificate and strategic manager promotion via appropriate MAP.

Employees who took up the opportunities described above are broken down into development/promotion level and protected characteristic as follows:

Age	2013 (% of staff)			2014 (% of staff)		
	Supervisory	Middle	Strategic	Supervisory	Middle	Strategic
18-25	0	0	0	0	0	0
26-40	36	20	0	16	25	0
41-60	64	80	100	84	75	0
61 and Over	0	0	0	0	0	0

Disability	2013 (% of staff)			2014 (% of staff)		
	Supervisory	Middle	Strategic	Supervisory	Middle	Strategic
Yes	3	6	0	3.4	0	0
No	97	94	100	96.6	100	0

Pregnancy and Maternity	2013 (% of staff)			2014 (% of staff)		
	Supervisory	Middle	Strategic	Supervisory	Middle	Strategic
Number accessing training	1	0	0	2	0	0

Ethnicity	2013 (% of staff)			2014 (% of staff)		
	Supervisory	Middle	Strategic	Supervisory	Middle	Strategic
Asian or Asian British/Bangladeshi	0.5	0	0	0		0
Asian or Asian British/Indian	0	0	0	0	0	0
Asian or Asian British/Pakistani	0	0	0	0	0	0
Black or Black British/African	0	0	0	0	0	0
Black or Black	0	0	0	0	0	0

OFFICIAL

British/Caribbean						
Black or Black British Other Black	0.5	0	0	0.4	0	0
Chinese or Other Ethnic Group/Chinese	0	0	0	0	0	0
Mixed White/Asian	0	0	0	0	0	0
Mixed White/Black Caribbean	0	0	0	0	0	0
Not Stated	0	2	0	0.3	0	0
Other Mixed	0	0	0	0.2	0	0
White British	99	96	100	98.6	100	0
White Irish	0	0	0	0	0	0
White Other	0	2	0	0.5	0	0

Gender	2013 (% of staff)			2014 (% of staff)		
	Supervisory	Middle	Strategic	Supervisory	Middle	Strategic
Male	87	86	100	84.8	100	0
Female	13	14	0	15.2	0	0

Sexual Orientation	2013 (% of staff)			2014 (% of staff)		
	Supervisory	Middle	Strategic	Supervisory	Middle	Strategic
Unknown	16	7	0	17.8	0	0
Bisexual	1	0	0	0	0	0
Gay	0	0	0	0.4	0	0
Heterosexual	83	91	100	81.6	100	0
Lesbian	0	2	0	0.2	0	0

Religion and Belief	2013 (% of staff)			2014 (% of staff)		
	Supervisory	Middle	Strategic	Supervisory	Middle	Strategic
Agnostic	0	0	0	1.5	0	0
Atheism	4	0	0	0.8	0	0
Buddhism	1	0	0	0.5	0	0
Catholicism	9	5	22	7.3	8.3	0
Christadelphian	0	0	0	0.4	0	0
Christianity	45	59	67	48.2	33.3	0
Hinduism	0	0	0	0	0	0
Humanism	0	0	0	0.2	0	0
Islam	0	0	0	0	0	0
Jedi	0	0	0	1.1	0	0
Judaism	0	0	0	0	0	0
Latter-day saint	0	0	0	0	0	0
Methodist	0.5	2	0	0.9	0	0
Pagan	0	0	0	0	0	0
Rastafarianism	0	0	0	0	0	0
Other	0.5	0	0	0	0	0
No Religion or Belief	0	0	0	29.5	50	0
Not Stated	39	33	11	9.6	8.3	0
Unknown	0	0	0	0	0	0

**What does this data tell us?**

In 2014 there was a decrease in employees from the 26-40 age group accessing supervisory training/promotion and a decrease for Middle Manager training.

The data shows a slight increase in the numbers of disabled staff accessing supervisory level and a decrease accessing middle manager level training, however it is positive to note that there is still a good representation of disabled staff accessing management training/promotion opportunities.

The number of minority ethnic staff accessing management training/promotion has decreased slightly since 2013 which may be attributable to 6% of minority ethnic staff leaving the organisation during 2014.

It is positive to note that there has been a 2.2% increase in the percentage of women accessing supervisory level training/promotion however there has been a decrease in the number of women accessing middle manager training/promotion in 2014 compared to the previous year.

During the year we achieved an increase in the number of LGBT employees accessing supervisory level management training/promotion however we have seen a decrease of LGBT staff accessing middle manager level (since 2013).

The data tells us that no staff from the above groups accessed strategic manager level training/promotion in the last year.

**What are we doing or going to do as a result?**

We have an equality objective aimed at promoting management development to under-represented groups which will be further progressed during 2015/16.

## Leavers from the organisation

Age	2013		2014	
	Voluntary	Redundancy	Voluntary	Redundancy
18-25	6	0	4	0
26-40	21	0	25	0
41-60	50	0	56	0
61 and Over	7	0	1	0
<b>Total</b>	<b>84</b>	<b>0</b>	<b>86</b>	<b>0</b>

Disability	2013		2014	
	Voluntary	Redundancy	Voluntary	Redundancy
Disabled	5	0	3	0
Non-disabled	79	0	83	0
<b>Total</b>	<b>84</b>	<b>0</b>	<b>86</b>	<b>0</b>

Ethnicity	2013		2014	
	Voluntary	Redundancy	Voluntary	Redundancy
Asian or Asian British/Bangladeshi	0	0	0	0
Asian or Asian British/Indian	0	0	0	0
Asian or Asian British/Pakistani	0	0	0	0
Black or Black British/African	0	0	0	0
Black or Black British/Caribbean	0	0	0	0
Black or Black British Other Black	0	0	0	0
Chinese or Other Ethnic Group/Chinese	1	0	0	0
Mixed White/Asian	0	0	1	0
Mixed White/Black Caribbean	0	0	0	0
Not Stated	0	0	1	0
Other Mixed	0	0	0	0
White British	81	0	80	0
White Irish	0	0	0	0
White Other	2	0	4	0
<b>Total</b>	<b>84</b>	<b>0</b>	<b>86</b>	<b>0</b>

Religion and Belief	2013		2013	
	Voluntary	Redundancy	Voluntary	Redundancy
Unknown	25	0	24	0
Agnostic	0	0	1	0
Atheist	2	0	1	0
Buddhist	1	0	0	0
Catholic	8	0	5	0
Christadelphian	0	0	0	0
Christian	31	0	31	0
Humanist	1	0	0	0
Jedi	0	0	0	0
Jewish	1	0	0	0
Methodist	1	0	1	0
Muslim	0	0	0	0
Pagan	1	0	0	0
No Religion or belief	13	0	23	0
<b>Total</b>	<b>84</b>	<b>0</b>	<b>86</b>	<b>0</b>

Gender	2013		2014	
	Voluntary	Redundancy	Voluntary	Redundancy
Male	71	0	72	0
Female	13	0	14	0
<b>Total</b>	<b>84</b>	<b>0</b>	<b>86</b>	<b>0</b>

Sexual Orientation	2013		2014	
	Voluntary	Redundancy	Voluntary	Redundancy
Unknown	20	0	18	0
Bisexual	2	0	0	0
Gay	0	0	0	0
Heterosexual	50	0	54	0
Lesbian	0	0	1	0
Prefer not to say	12	0	13	0
<b>Total</b>	<b>84</b>	<b>0</b>	<b>86</b>	<b>0</b>

All leavers during 2014 were voluntary.

All leavers are invited to undertake an exit interview with our Chief Fire Officer and to complete a telephone interview conducted by independent organisation that then provides us with feedback reports of the results on a quarterly basis.

## Service User Data

### After The Incident Survey (Domestic)

165 After the Incident Surveys (ATIS) were completed in 2014 (146 in 2013). Of those who completed the surveys the following data was recorded:

- 37.5% were male, 61.03% female (35% male, 65% female in 2013).
- Of those who stated their ethnicity, 79.70% were White British/British or English (91% White British in 2013).
- 34.56% of respondents declared a disability (28% in 2013).
- Of those who stated their sexuality, 72.79% were heterosexual, 2.94% were LGBT and 9.56% preferred not to say (in 2013, 79.5% identified as heterosexual, 8.2% as LGBT and 12.3% preferred not to say).

Results of our ATIS are fed into our HSC Targeting Strategy to ensure we are engaging with those who are identified as most vulnerable and at greater risk of fire.

### Complaints

We received 18 complaints during 2014. Of the 18 complaints received only one person completed the information requested on our form with regards to equalities information

We are keen to increase equality monitoring as part of this process and intend to review this as part of our overall equality objective aimed at improving monitoring.

It is positive to note that all complaints investigated were resolved without issue and concluded to a satisfactory outcome which is evident by the absence of any subsequent appeals.

### Fire Safety Visits by Ethnicity

Ethnicity	No. of people	
	2013	2014
Asian or Asian British - Bangladeshi	21	14
Asian or Asian British - Indian	82	52
Asian or Asian British - Other Asian	110	62
Asian or Asian British - Pakistani	26	11
Black or Black British - African	2	2
Black or Black British - Caribbean	1	1
Black or Black British - Other Black	7	0
Chinese or Other Ethnic Group - Chinese	120	38
Chinese or Other Ethnic Group - Other	20	17
Mixed - Other Mixed	411	246
Mixed - White and Asian	57	25
Mixed - White and Black African	4	0

Mixed - White and Black Caribbean	3	0
Not Stated	33	46
White - British	3136	2173
White - Irish	7	2
White - Other White	72	34
<b>Total</b>	<b>4112</b>	<b>2723</b>

In 2014, 80% of the people who received a service from our Fire Safety teams were White British and 20% were from minority ethnic communities, compared to 24% in 2013.

### Prevention and Education Home Safety Check (HSC) Visits

Ethnicity	No. of HSCs	
	2013	2014
Asian or Asian British - Bangladeshi	53	81
Asian or Asian British - Indian	294	299
Asian or Asian British - Other Asian	181	172
Asian or Asian British - Pakistani	153	101
Black or Black British - African	102	87
Black or Black British - Caribbean	50	41
Black or Black British - Other Black	72	62
Chinese or Other Ethnic Group - Chinese	169	121
Chinese or Other Ethnic Group - Other	23	36
Mixed - Other mixed	87	97
Mixed - White and Asian	90	101
Mixed - White and Black African	22	19
Mixed - White and Black Caribbean	28	24
Not Stated	2813	125
White - British	27638	25833
White - Irish	37	59
White - Other	240	455
<b>Total</b>	<b>32052</b>	<b>27713</b>

In 2014, 93% of the individuals that received a HSC were White British. 7% were from a minority ethnic community, compared to 14% in 2013.

Groups receiving an HSC	No. of people	
	2013	2014
People 65+	12153	13280
Disabled people	4562	4914
Under 5 years	3808	841
Lone Parents	731	896
<b>Total</b>	<b>21254</b>	<b>21945</b>

During this reporting period over 13,000 HSCs were conducted with people aged 65+, this is a 9% increase from the previous year. Almost 5000 checks were undertaken with disabled people. There is a significant reduction in the amount of children under 5 engaged with as part of the HSC process compared to 2013. The reason being that in line with current CLG IRMP reporting requirements TWFRS ceased recording this information as of 1<sup>st</sup> April 2014.

## **Community Engagement**

Once again, community engagement has increased significantly during 2014, due to additional support from volunteers assisting the work of our three Black and Minority Ethnic (BME) Advocates, Community Engagement Coordinator and Service staff. Levels of BME engagement have improved on last year, as well as an increase in engagement with LGBT groups.

Activities during the year have included:

### **BME Engagement**

This area has seen a significant improvement, thanks to the hard work of our community advocates, the addition of an advocate to assist in reaching out to Czech Roma and Gypsy traveller groups has also seen development in this area.

MELA - Newcastle MELA event was again well supported by advocates, service staff and volunteers. Over 4000 people were reached over the 2 day event.

Advocates continue to ensure that the service plays and active part in reinforcing fire safety messages during a whole host of BME festivals including Chinese New Year, Vaisakhi, Ramadan, Eid, and Diwali – working with community leaders, places of worship and groups to ensure people understand the importance of staying safe and smoke alarm ownership.

Engagement with Citizenship ceremonies, ESOL (English for Speakers of other languages) classes and support for international students has also helped us to reach many new BME residents in Tyne and Wear throughout 2014.

Numerous engagement activities with asylum seekers and refugees including regular attendance at drop-ins, fire safety talks with vulnerable asylum seekers and refugees and targeted activities for Refugee Week in partnership with the Red Cross.

### **LGBT Engagement**

It has been another great year, engaging with LGBT residents of Tyne and Wear through IDAHO events, Newcastle Pride (which was a 2 Day event this year) and Sunderland Pride. Again, the two Pride events gave us an opportunity to hold our emergency services breakfast events, bringing the community together with TWFRS, Northumbria Police and NEAS. Feedback from these events was extremely positive and gives us an excellent platform to continually improve how we support the LGBT community.

### **Dementia**

We have begun to record engagement with people suffering from Dementia and their carers, which we have done through Dementia Café's and Support Groups. This has helped us to give individuals vital fire safety information and will help to launch

some support materials to remind those with dementia about fire safety in the coming year.

**Other engagement activities**

The service has also recorded more engagement activities for people suffering from addictions to drugs and alcohol with increased support through treatment centres and recovery groups. Levels of engagement with older people have also remained steady with support for Older Persons Day and other key events. We also continue to support people with disabilities through engagement with numerous groups, attendance at Disability North Exhibition, disabled events and work for Deaf awareness week.

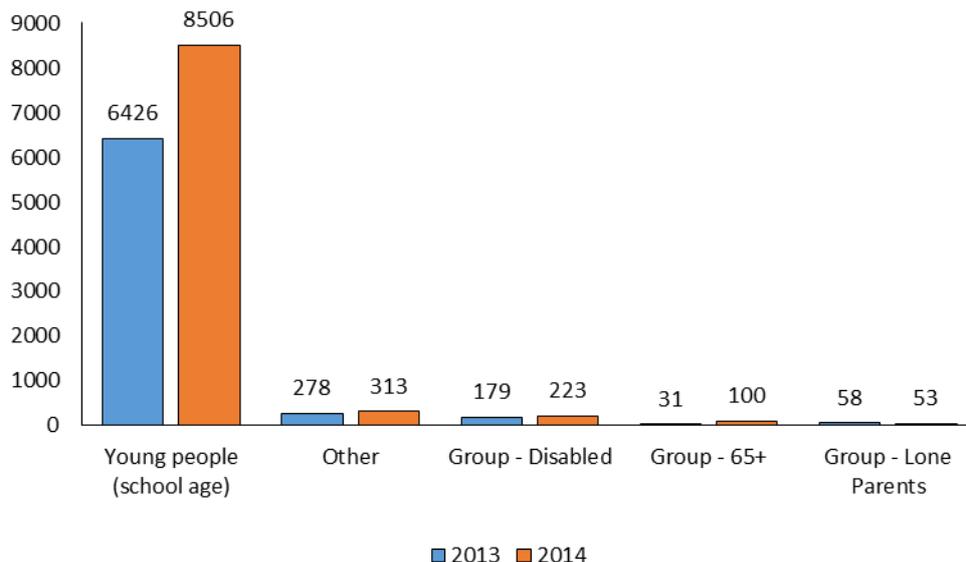
The table below summarises groups engaged over the year:

<b>Vulnerable Group</b>	<b>Engaged</b>	<b>HSCs</b>
Disabled	2284	49
BME	19679	262
LGBT	4003	174
Older Persons	921	47
Youth	3128	11
Drugs and Alcohol	103	11
Dementia	418	36
<b>Total Vulnerable/Hard to reach</b>	<b>30536</b>	<b>590</b>
Other (not stated above)	32257	337
<b>Overall Total</b>	<b>62793</b>	<b>927</b>

**SafetyWorks!**

Our SafetyWorks! Centre enables visitors to participate safely in realistic situations illustrating everyday hazards and learn how to prevent them. The centre has many visitors throughout the year. The chart below compares visitors to the centre during 2013 and 2014:

### Range of visitors to SafetyWorks



The range of visitors to SafetyWorks included:

SafetyWorks activities by group type	Sessions	Attendees
Group - 65+	10	100
Group - Disabled	13	223
Group - Lone Parents	3	53
Young People (school age)	245	8506
Other/Mixed group	20	313
<b>Total</b>	<b>291</b>	<b>9195</b>

SafetyWorks activities by Ethnicity	Sessions	Attendees
Not Stated	247	7848
Mixed - Other mixed	11	392
White - British	4	80
White European	29	875

### Phoenix Project

Our Phoenix Project uses the positive role model of a firefighter to provide a life changing programme for young people who are the most challenging and disadvantaged in local society. In 2014 the project was delivered to the following groups:

Phoenix activities by group type	Sessions	Attendees
Aged 18 - 64	13	20
Young people (school age)	9	68
Mixed group	21	173

Attendees by Ethnicity	Sessions	Attendees
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Mixed - Other Mixed	9	82
White - British	34	279

### Young Firefighters Association (YFA)

YFA provides young people from a variety of backgrounds for example, those who are at risk of offending or non-attendees at school, with a programme of practical and theoretical instructions on Fire and Rescue Service related subjects. A breakdown of individuals we engaged with as part of the YFA is as follows:

YFA activities by group type	Sessions	Attendees
Young Firefighters 11-17yrs	289	2229

YFA activities by Ethnicity	Sessions	Attendees
Not Stated	111	565
Mixed - Other mixed	32	383
Mixed - White and Asian	2	17
Not Stated	10	84
White - British	131	1144
White - Other white	3	36

### Princes Trust

Our Princes Trust Programme provides personal development courses, enabling teams of young people, from diverse backgrounds, to work in the community and give them incentives to continue to make a contribution of lasting impact both to themselves and their communities. A breakdown of individuals we engaged with as part of this programme is as follows:

Princes Trust by group type	Sessions	Attendees
Aged 18 - 64	5	55
Mixed	3	33

Princes Trust by Ethnicity	Sessions	Attendees
Mixed - Other mixed	2	23
Mixed - White and Asian	1	12
White - British	5	53

### Ignite

The ignite programme is a full-time study programme aimed primarily at 16 – 18 year olds. The students attend their course at Gosforth Community Fire Station and are funded through Sunderland College. They are engaged in full-time learning over the course of the academic year. Throughout the programme FRS objectives such as fire safety education, road safety education, ASB prevention and FRS activities are used in order to gather evidence for each module as well as provide enrichment activities for students. Students also assist P&E teams in Newcastle with their initiatives such as darker/lighter night's campaigns. A breakdown of individuals we engaged with as part of this programme is as follows:

OFFICIAL

<b>Ignite by group type</b>	<b>Sessions</b>	<b>Attendees</b>
KS5 – years 12 and 13	1	8

<b>Ignite by Ethnicity</b>	<b>Sessions</b>	<b>Attendees</b>
White - British	1	8