

**Tyne and Wear Fire
and Rescue Service**



ANNUAL EQUALITY DATA & GENDER PAY GAP REPORT 2022-2023



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Our Equality Commitment

Welcome to Tyne and Wear Fire and Rescue Authority's Annual Equality Data and Gender Pay Gap Report for 2022/23.

At Tyne and Wear Fire and Rescue Authority equality, diversity and inclusion are at the heart of the services we provide to our communities.

Delivering services that meet the needs of our communities through a workforce that is committed, representative and engaged is paramount to achieving our vision of 'Creating the Safest Community'.


As a team, we strive to ensure equality is embedded across the whole organisation by continuously promoting inclusive principles, through the work of our elected members, our leadership teams, our partners and our exceptional employees and volunteers. We see equality as a fundamental part of each of our core values.

Our aim is to deliver a service that is innovative, a service that is transparent and inclusive, and a service that embraces the diversity of our communities. To achieve these aims, we work hard together to remove inequalities, eliminate discrimination and promote equality of opportunity through positive working relationships between our workforce and our communities.

We have recently received our second formal His Majesties Inspectorate of Constabularies and Fire and Rescue Services (HMICFRS) report, where we received a rating of 'good' across all three inspection pillars. The report once again makes reference to the ongoing great work of our staff who work within our communities and also our ongoing commitment to continually improve the working environment for all employees.

We want to continually ensure that the services we provide are accessible to everyone and that we have a workforce that reflects the unique diversity of Tyne and Wear's communities. As a Service, we are on a journey of continuous improvement and we would appreciate any comments that you may have in relation to this report.

In writing this report, I can confirm that the published information contained within it is accurate.



Chris Lowther QFSM

Chief Fire Officer and Chief Executive
Clerk to Tyne and Wear Fire and Rescue Authority

Introduction

The Annual Equality Data Report and Gender Pay Gap Report provides data and information about our employees and the people who we provide a service to within Tyne and Wear. The findings enable us to identify equality priorities and development areas which inform our equality objectives.

This combined report also helps us to ensure we are meeting the requirements of the Equality Act 2010 and the Public Sector Equality Duty (PSED) which require 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.

Public authorities are required to publish information to demonstrate their compliance with the PSED annually. Data and information has been collated for the period 1 April 2022 to 31 March 2023. The Authority is also required to publish Gender Pay Gap data under The Equality Act 2010 (specific Duties and Public Authorities) Regulations 2017 and for this, the data is collated for a snapshot at 31 March 2023.

We actively work towards eliminating inequalities, discrimination, harassment and victimisation by promoting equality of opportunity and fostering positive working relations through our work within equality, diversity and inclusion. We strive to ensure that the service we provide is accessible to everyone and that we have a workforce that reflects the diversity of Tyne and Wear's communities.

His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) undertakes a regular, formal inspection programme against which our Service is assessed. The programme and framework focuses on three main themes:

- how effective each Fire and Rescue Service is at preventing, protecting against, and responding to fire and other risks;
- whether the Fire and Rescue Service provides value for money; and
- how well the Fire and Rescue Service looks after its people and ensures fairness and diversity.

On our last assessment in 2021-22, we were confirmed as a "Good" service, across each of the three inspection pillars of Effectiveness, Efficiency and People. Full report can be found on the following link:

[Effectiveness, efficiency and people 2021/22 – Tyne and Wear Fire and Rescue Service - HMICFRS \(justiceinspectorates.gov.uk\)](https://justiceinspectorates.gov.uk)

Equality Developments in 2022/23

Our commitment to equality, diversity and inclusion is central to our culture, behaviours and core values.

The Service successfully adapted its service delivery within the community during, and post pandemic. We continue with this dynamic approach as our flexible working practices enable TWFRS to continue to provide an effective service and response.

Our elected Fire Authority Members are also supported with understanding the Service's core values. The Service ensures the strategies, plans and processes we use enhance the delivery of our vision and embeds equality, diversity and inclusion within our Service and community.

We have made positive progress to further diversify the workforce, particularly through Operational Firefighters and Corporate Employee recruitment. The Service ensures diversity has continued to enhance our workforce; and by developing the talent of existing employees, we have provided development opportunities that benefit both individuals and the Service. Our Community Volunteers support employees in the delivery of fire safety messages and assist our Community Advocates in their work with community groups.

Our positive culture and active promotion has continuously improved, helping to embed equality and diversity in everything we do. The feedback from the previous report has allowed us to focus on our inclusion outcomes, challenging us to improve upon an already impressive body of achievement in this field and will help to shape our priorities and set the direction of travel going forward.

Following the level 3 Disability Confident Leader Award in August 2019, the Service has been successful in maintaining this accolade after collating and submitting evidence to support the renewal in early 2023.

In March 2023, we successfully met the criteria for renewal after our first year as an Endometriosis Friendly Employer. We were the first UK Fire & Rescue Service to sign up and therefore hoped to inspire our peers in recognising how this illness affects our employee's. We have since been joined by our colleagues in the Scottish Fire & Rescue Service, with hopefully many others following our lead.

The Service continues to support our communities, creating an inclusive workplace by maintaining our Stonewall Diversity, Women in the Fire Service and the Asian Fire Service Association Champion memberships. Such national membership highlights our consistent and continuous improvement to diversity within our workforce.

Actively leading equality, diversity and inclusion in our workforce and communities highlights a range of benefits and will help us to further improve diversity within our sector.

Our long history of collaborative working with Partner Organisation's is a key aspect of our continuous improvement to drive towards all areas. We actively promote and enhance diversity, through supporting and attending events such as Pride, Diwali and the Mela.

This year also saw the continued support for employees within our existing employee network groups; Disability & Wellbeing (formerly Disability), LGBT+ (Lesbian, Gay, Bisexual and Transgender) Gender, Multicultural (formerly BAME Black, Asian and Minority Ethnic) and Diversity of Thought. The network groups work to champion our ongoing commitment to greater employee involvement in the decision-making process and further increase personal development opportunities.

We have continued to demonstrate our commitment to equality and inclusion with the groups hosting online awareness conference events to promote and gain a greater understanding of underrepresented groups, and the protected characteristic they represent.

The introduction of the Policing and Crime Act 2017 promoted collaborative working with other emergency services sharing best practice in all areas of health and wellbeing.

Building upon this, we have continued to develop partnership and collaboration between Emergency Services and stakeholders, creating a multi-agency approach to equality to support shared delivery of key community safety themes at events and initiatives.

We are committed to improving the health and wellbeing of our employees both physically and mentally. Evidence has shown that providing high quality health promotion to employees leads to positive attitudes about workplace equality, diversity and inclusion.

The Trauma Support and Welfare Manager is a trained Mental Health First Aid instructor (MHFA). A series of MHFA courses have been and continue to be delivered across the Service to develop our Employee to support those with mental health issues.

The Occupational Health Unit and Human Resources functions work in collaboration to support individuals when they are absent from work. The aim of this approach is to enable an individual to return to and/or remain at work. The Health and Fitness Advisor has contributed to an improved attendance for those employees with injuries or returning from periods of sickness absence.

The Occupational Health Unit work with all departments within the Service, to ensure they are up to date with all legal medical requirements, including full health surveillance for employees that are legally required to have them.

Health Promotion and Wellbeing Sessions continue to be delivered to all TWFRS employees. Each year the topic delivered is developed from the feedback from those attending the sessions. The topic for April 2022 to March 2023 was 'The Impact of Change,' this included the Change Curve, the negative and positive impacts of change and the resources available for support.

Mental Health First Aid (MHFA) training courses are also being delivered regularly to both TWFRS employees as well as external organisations. These courses equip attendees with the skills to;

- Recognise poor mental health and provide first-level support
- Encourage someone to access professional help and other supports
- Practice active listening and empathy
- Converse with improved mental health literacy
- Understand boundaries and confidentiality
- Practise self-care

The Trauma Support Team (TST) is made up of volunteers from across the Service.

Following any incident involving a fatality, the TST will make contact with both Operational and Control employees to offer Trauma Support Sessions.

Trauma Support Sessions give employees the opportunity to talk about their feelings, help them to recognise and accept the different ways people deal with traumatic situations, and prepare them for future reactions. The sessions can also signpost individuals for further support, if required.

The TST continue to recruit for new members. They have trained and qualified TST members who retire from the team, this also includes the TST for County Durham and Darlington Fire and Rescue Service (CDDFRS).

Annual refresher training for all of the internal MHFAiders and the TST is designed, delivered and evaluated.

Work Force Data

Throughout the year, the Service has taken a more evolved approach to the collection of equality data to encourage and allow employees to identify themselves with more descriptive and relevant terms.

Our employee management information system enables employees to update their own personal information using a self-service system. All employees have access to the system to enable them to amend their own data when required. All employees are encouraged to declare and update their protected characteristics on the self-service system.

In compiling this report, the Fire Service has used the approved head count of 894 employees as the baseline comparator, as of 31 March 2023.

Each characteristic is reported below:

| Gender | Count 2021 / 22 | 2022 / 23 |
|--------------|-----------------|------------|
| Female | 209 | 221 |
| Male | 675 | 673 |
| Total | 884 | 894 |

| Age | Count 2021 / 22 | 2022 / 23 |
|--------------|-----------------|------------|
| 17-24 | 35 | 41 |
| 25-35 | 166 | 187 |
| 36-45 | 306 | 301 |
| 46-55 | 278 | 271 |
| 56-65 | 95 | 87 |
| 66+ | 4 | 7 |
| Total | 884 | 894 |

| Sexual Orientation | Count 2021 / 22 | 2022 / 23 |
|----------------------|-----------------|------------|
| Bi | 4 | 6 |
| Gay | 7 | 8 |
| Heterosexual | 758 | 771 |
| Lesbian | 7 | 9 |
| Prefer Not To Say | 83 | 87 |
| Prefer To Use My Own | 2 | 3 |
| Term (Add To Notes) | | |
| Not stated | 23 | 10 |
| Total | 884 | 894 |

| Religion | Count 2021 / 22 | 2022 / 23 | Disability | Count 2021 / 22 | 2022 / 23 |
|-------------------|-----------------|------------|-------------------|-----------------|------------|
| Atheist | 155 | 149 | No | 576 | 639 |
| Buddhist | 3 | 2 | Not Stated | 274 | 221 |
| Christian | 350 | 345 | Prefer not to say | 9 | 0 |
| Hindu | 1 | 1 | Yes | 25 | 34 |
| Islam | 4 | 3 | Total | 884 | 894 |
| Judaism | 0 | 1 | | | |
| None | 165 | 217 | | | |
| Not Stated | 31 | 18 | | | |
| Other | 21 | 20 | | | |
| Prefer Not To Say | 147 | 129 | | | |
| Spiritualist | 7 | 9 | | | |
| Total | 884 | 894 | | | |

| Ethnicity | Count 2021 / 22 | 2022 / 23 |
|--------------------------------------|-----------------|------------|
| Arab | 2 | 2 |
| Asian Or Asian British - Indian | 2 | 2 |
| Asian Or Asian British - Pakistani | 3 | 2 |
| Asian Or Asian British - Bangladeshi | 1 | 1 |
| Black Or Black British - African | 0 | 0 |
| Black Or Black British - Caribbean | 1 | 1 |
| Gypsy Or Traveller | 1 | 1 |
| Mixed - White And Asian | 5 | 4 |
| Mixed - White And Black African | 2 | 2 |
| Mixed - White And Black Caribbean | 2 | 2 |
| Not Known | 6 | 6 |
| Other Asian Background | 1 | 1 |
| Other Mixed Background | 2 | 3 |
| Other White Background | 7 | 12 |
| Prefer Not To Say | 25 | 26 |
| White - British | 808 | 817 |
| White - Other | 0 | 0 |
| White - Irish | 2 | 2 |
| Not stated | 14 | 10 |
| Total | 884 | 894 |

Authority Members

Tyne and Wear Fire and Rescue Authority (TWFA) is the democratically accountable body that oversees the activities of Tyne and Wear Fire and Rescue Service (TWFRS). The Authority is comprised of 17 members, 16 of which are elected members, nominated by the five constituent councils of Tyne and Wear, the seventeenth being the Police and Crime Commissioner for Northumbria. The members of the Authority have provided their equality data:

| Age | Count |
|--------------|-----------|
| 16-25 | 0 |
| 26-35 | 1 |
| 36-45 | 1 |
| 46-55 | 2 |
| 56+ | 9 |
| Not stated | 4 |
| Total | 17 |

| Sexual Orientation | Count |
|--------------------|-----------|
| Bisexual | 1 |
| Heterosexual | 10 |
| Not stated | 6 |
| Total | 17 |

| Nationality | Count |
|---------------|-----------|
| White British | 12 |
| Not stated | 5 |
| Total | 17 |

| Religion / Faith | Count |
|------------------|-----------|
| Agnostic | 1 |
| Atheist | 1 |
| None | 4 |
| Christian | 5 |
| Spiritual | 1 |
| Not stated | 5 |
| Total | 17 |

| Disability | Count |
|--------------|-----------|
| No | 11 |
| Yes | 2 |
| Not stated | 4 |
| Total | 17 |

| Gender | Count |
|--------------|-----------|
| Female | 3 |
| Male | 9 |
| Not stated | 5 |
| Total | 17 |

Our approach to Gender Pay Gap Reporting

In addition to the Public Sector Equality Duty reporting requirements, the Authority is also required to publish Gender Pay Gap data under The Equality Act 2010 (specific Duties and Public Authorities) Regulations 2017.

The gender pay gap differs from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. The gender pay gap shows the differences in the average pay between men and women.

For the purposes of gender pay reporting, the definition of who counts as an employee is defined in the Equality Act 2010, in this case all our employees and volunteers. The information is a snapshot on 31 March 2023. Our report includes the following calculations:

- The mean pay gap
- The median pay gap
- The proportion of males and female employee in each salary quartile band
- The mean bonus pay gap
- The median bonus pay gap
- The proportion of males and females receiving a bonus payment.

Following a review of the guidance, detachments and over time payment are included. For the purposes of this report, ordinary pay includes the following information before tax and any deductions for employee pension contributions:

- Basic pay (pay attributed to responsibilities of the role of which is applied equally)
- Allowances (additional responsibility over and above the basic responsibilities of the role)
 - Instructors allowance
 - Continuous professional development
 - Flexible duty officer rota allowance
 - Strategic rota allowance
 - Day Crewing Close Call allowance
 - Essential car user allowance
 - Urban Search and Rescue allowance
 - Detachment and acting up payments.

For the purposes of calculating the hourly rate of our employees the following hours per week have been utilised:

- Employees in roles governed by the 'National Joint Council for local government services National Agreement on Pay and Conditions of Service', (The 'Green Book') - 37 hours
- Firefighter to Watch Manager roles conditioned to Fire Stations - 42 hours
- Firefighter to Area Manager Day Shift conditioned roles - 42 hours
- Firefighters aligned to the Day Crewing Close Call system - 52.87hrs
- Officers conditioned to the Flexible Duty Rota – 48 hours
- Area Manager roles conditioned to the Executive Rota - 48 hours
- Principal Officers conditioned to the Executive Rota Continuous Cover pattern - 78 hrs.

Mean and Median pay gap

At 31 March 2023, we employed a total of 894 employees however due to the reporting requirements, the actual number of employees who were paid in March 2023 was 890; 218 (24%) were female and 672 (76%) were male.

The mean pay gap is 11.19% (*12.91%), equating to an hourly rate difference of £1.91 (*£2.05), and the median pay gap is 9.08% (*1.21%).

To explore the gender pay gap difference, further analysis of the data is required.

| Grey Book Employees | No Employees | Mean | Mean Pay Gap |
|-------------------------------|--------------|--------|------------------|
| Male | 558 | £17.06 | 7.52% (*1.31%) |
| Female | 44 | £15.77 | |
| Grey Book Employees - Control | No Employees | Mean | Mean Pay Gap |
| Male | 8 | £14.14 | -16.14% (*4.12%) |
| Female | 23 | £16.42 | |
| Green Book Employees | No Employees | Mean | Mean Pay Gap |
| Male | 106 | £17.69 | 16.04% (*21.23%) |
| Female | 151 | £14.86 | |
| Total | No Employees | Mean | Mean Pay Gap |
| Male | 672 | £17.12 | 11.19% (*12.91%) |
| Female | 218 | £15.21 | |

* Figures relate to previous year.

For all of our Green Book roles, we use a grade structure that uses the National Joint Council Pay Scales. This year has seen a decrease in the mean pay gap of for these roles, this can be attributed to amendments to department structures and a number of increases in grades for current post holders arising from increased responsibilities.

The National Joint Council (NJC) agreed to a £1, 925 pay award to all Green Book employees along with the removal of Spinal Column Point 1 (SC1) with effect from 01 April 2022. This can also be attributed to the decrease in the mean pay gap as 42 % (41%) of our female Green Book employees are paid at the lower end of our pay points (Scale 3 and below), these include; administration, cleaning and catering roles.

The data has shown that for our Grey Book (Control) employees, there is negative pay gap, meaning females are paid more than males. This is due to the amount of females in higher paid roles within the department and our focus on positive action recruitment to employ more underrepresented groups in our community, resulting in more females in Control.

With females occupying only 17% of higher level management posts, compared to 83% occupied by male employees, this helps to explain the gender pay gap within our Service.

Salary Quartile Bands

The quartile distribution detailed below gives an indication of the proportion of females and males and in each quartile band.

| | Female | % Female | Male | % Male |
|-----------|--------|------------|------|------------|
| Top | 29 | 14% (*16%) | 184 | 86% (*84%) |
| Mid Upper | 32 | 15% (*15%) | 182 | 85% (*85%) |
| Mid Lower | 50 | 23% (*20%) | 168 | 77% (*80%) |
| Lower | 88 | 41% (*43%) | 128 | 59% (*57%) |

* Figures relate to previous year.

The high quartile salary band consists of 83% male employees, indicating they are the highest earners within the organisation. The composite of the salary bands for these employees are disproportionate to non-operational roles due to allowances attributed to Grey Book operational roles, resulting in our operational employees being paid at a higher rate of pay from entry (Firefighter) level through to strategic leaders (Chief Fire Officer).

Our progressive approach to equality and inclusion is not solely measured by equality data, but also in our approach to continually improve our equality, diversity and inclusion activities.

Bonus Payments

We do not offer a bonus scheme and do not make bonus payments; therefore, the following calculations are not applicable:

- The mean bonus pay gap
- The median bonus pay gap
- The proportion of males receiving a bonus payment
- The proportion of females receiving a bonus payment

Creating an inclusive workforce

Our commitment to equality and inclusion is central to our culture, behaviours and core values.

This is delivered through the Service's strategic plans, supported through our Leadership, which supports our employees, managers and members in understanding the behaviours that enable our core values. The focus of our strategy and plan is to ensure that the processes we use enhance the delivery of our vision and embeds equality, diversity and inclusion within our service and community.

Leadership of equality, diversity and inclusion is set out in our Organisational Development (OD) Strategy and new People and OD Plan.

Employee Network Groups

Our Employee Network groups aim to help the Service continue to improve our position with regard to equality and diversity and improve the position as an employer of choice. It is important to ensure that the services TWFRS provide are reflective of the needs of all employees and of the wider community we serve.

A network champion has been appointed from the Executive Leadership Team to each employee network group. This is crucial in offering strategic advice and guidance, as well as progressing projects.

Multicultural Network Group

The Multicultural network group (formerly BAME) was established in 2015 and was launched to provide advice and support to Employee, the organisation and stakeholders on all multicultural related matters.

This includes a diverse range of areas including how we support multiculturalised Employee, how we engage with our communities and how we strive to improve our understanding of the diverse make-up of Tyne and Wear.

Members of the Network group have attended many awareness sessions and celebrations including:

- Diwali
- Ramadan
- Refugee week.

The group have also created and translated Basic Fire Safety booklets in the following languages:

- Arabic
- Farsi Kurdish
- Ukrainian

Disability and Wellbeing Network Group

The Disability and Wellbeing network group (DNG) supports employees and visitors across the Service in respect of disability awareness, education, access, reasonable adjustments and general support as required.

Working in partnership with other employee network groups and the Inclusion team, the DNG have set up a Menopause peer support group. The aim of the group is to provide support to both female and male employees experiencing menopause issues either directly or indirectly. The group have also introduced practical adjustments and equipment to align with the Service Menopause Policy and an informal menopause café has been established to enable employees to share up to date guidance and advice.

In December 2022, the group held an internal event celebrating International Day Of People With Disabilities. This involved a presentation with several employees sharing their own personal stories.

To mark World Hearing Day on 3 March 2023, the group featured a case study of one employee who has lived with hearing loss since birth. This included the challenges faced throughout their life and how the Service has supported them throughout their career.

As part of Endometriosis awareness month, also in March 2023, the DNG featured the 'Faces of endo' campaign. This was a striking series of photographs and messages to highlight just how far reaching endometriosis is in Tyne and Wear Fire and Rescue Service.

Gender Network Group

The Gender network continues to proactively promote gender equality in the Service, raise awareness of key issues, support the decision making process and develop the knowledge and skills of its members.

International Men's day is celebrated worldwide (19 November), focusing on the positive value men bring to the world, their families and communities. The theme for 2022 was "Helping Men and Boys".

To celebrate International Men's Day the Gender Network Group reached out to men across the service to ask three simple questions:

Who Inspires you and why?

What International Men's Day means to you?

What are your health and well-being tips for Men?

Responses were collated and circulated across the Service via posters, intranet articles and social media platforms.

The Service continued to support the White Ribbon Campaign by helping to achieve the goals of White Ribbon Day on 25 November 2022.

In 2022, White Ribbon Day fell on the same week as the start of the FIFA men's World Cup. As a result, the hashtag #TheGoal was adopted to symbolise the goals to be achieved on a global scale.

White Ribbon Day and its wider activities are also supported by Blue Light Emergency Service colleagues who continually champion the prevention of violence against women and girls throughout the region. The service continues to be an accredited organisation, supported by our Executive and Senior Leadership Teams.

To celebrate International Women's Day in March 2023, the Gender Network group with the support of our other employee network groups held a lunchtime drop in session. This was an opportunity for employees to meet up and discuss some of the issues facing women in society today. Some of the topics included raising awareness about discrimination and taking action to drive gender parity.

The Gender network with the help of our Corporate Communications team produced a case study human interest piece which was published in the local press, radio and on social media platforms.

LGBT+ Network Group

The LGBT+ network group aim to create an environment where people can be themselves at work, allowing them to perform at their very best. This means employees feeling empowered to bring their whole-selves to the workplace.

The network group continue to demonstrate commitment to LGBT+ employees and wider community by continuing to be a 'Diversity Champion' member of Stonewall.

The network group has ensured continued support to our employees and their family members, providing confidential and practical support to a number of individuals and their families around LGBT+ issues. The employee network has a confidential and secure email address and the growing confidence in the network co-chairs has contributed towards this objective. This essential and primary provision continues to form a significant and crucial part of the work. This also includes work around mentoring and supporting our LGBT+ allies, as well as increased cross network collaboration, both internally and externally.

The network group works hard to promote the Service as a fully inclusive employer, and in July 2022, network members took part in UK Pride which was hosted and held at the Northern Pride event in Newcastle. As with every year, events kicked off with the 5km run on the Friday evening, followed by the Pride Blue Light Breakfast with our peers and colleagues, which leads into the march through Newcastle upon Tyne city centre, before finishing at the event ground for the rest of the weekend.

The group has taken part in various engagement events and online lunch and learn sessions, as well as actively supporting LGBT+ visibility and remembrance days. In February 2023, network members took part in 'About the B in LGBTQ+ - A Living Library Session'.

In March 2023 the network group and the Service supported the 12th Hadrian's Cup at Percy Park in North Shields. This is an annual rugby 10's tournament organised by the Newcastle Ravens which is the biggest inclusive rugby tournament in Europe, celebrating of the LGBT+ community. 36 Teams attended from across the UK and Ireland, including Dublin, Belfast, London, Aberdeen and Brighton, as well as local clubs from Tynemouth, Whitley Bay and Alnwick. To promote inclusivity, a touch tournament was included which facilitated the event to be opened up to mixed groups, allowing females to take part. The network group and the Service were proud to provide and sponsor the match balls for all games, showing our ongoing support for equality, diversity and inclusion.

Diversity of Thought Network Group

The Diversity of Thought Network Group continues to raise awareness, improve understanding, provide support for both employees and family members who are neuro diverse whilst advocating for changes in the workplace to better accommodate neuro diverse employees.

The group has 44 members and benefits from a diverse range of perspectives from across the organisation.

Members of the group attended the Autism walk for acceptance at Herrington Country Park in April 2022. Conversations at this event have contributed to the Service gaining a greater understanding of how TWFRS can support Autistic employees and members of the public.

The group has been assisted by BBC Cape (BBC's Neurodiversity programme), promoting acceptance and appreciation of Neurodiversity, who have linked the group to other Neurodiversity employee networks around the world.

The group is keen to make improvements that benefit everyone and are working with management to promote awareness and understanding of neurodiversity, and to develop strategies for making the workplace more inclusive and accessible.

Recruitment and Promotion

From 1 April 2022 to 31 March 2023, the service has been actively recruiting for permanent, temporary and fixed term posts. The service is promoted as an employer of choice, encouraging applicants from underrepresented groups to apply, across all recruitment campaigns, ranging from managerial roles to a variety of support roles.

The service has undertaken promotion processes at Crew Manager, Station Manager and Group Manager level, filling current vacancies and creating candidate pools to furnish future vacancies.

Firefighter Recruitment

The recruitment of Firefighters is crucial to ensuring the effective management of operational deployment in line with budget and risk critical activities to support the delivery of the Strategic Community Safety Plan. Fire and Rescue Services from across the United Kingdom continue to face challenges in the diversification of their workforce, in particular within operational roles, i.e. Firefighters.

Since 2018 when Tyne and Wear Fire and Rescue Service resumed Firefighter recruitment for the first time after a period of 9 years, the service has continued to strive towards having a workforce that reflects the communities we serve. The service acknowledges that there is some way to go in achieving this aim, there are continuing development plans on how we can attract candidates from diverse backgrounds. An Inclusion team has been established who will work to assess the effectiveness of current Positive Action activities.

From 1 April 2022 to 31 March 2023, 2 trainee courses have taken place, the diversity of the trainee Firefighters in terms of our under-represented groups within those courses was as follows:-

- Sexual Orientation: 7% of trainees identified as gay, lesbian, bisexual or in another way.
- Female: 15% were female.
- Ethnicity: 2% were from an ethnic minority background.

Building on our successful recruitment of Wholetime Firefighters from our 2020 campaign, the recruitment of individuals from under-represented groups has remained at the forefront of our campaigns. In January 2023 a new campaign launched with the Corporate Communications team developing a promotional campaign that featured Firefighters from diverse backgrounds and this was widely promoted via social media platforms.

Prior to the launch of the campaign we enabled prospective candidates to pre-register their interest for the role of a Firefighter. The pre-registration information was used to implement positive action activities comprising of webinars, taster sessions at Service Headquarters and station visits.

1041 applicants applied for the 2023 campaign with the following diversity breakdown:-

- Sexual Orientation: 7% of applicants identified as gay, lesbian, bisexual or in another way.
- Female: 12% were female.
- Ethnicity: 5% were from an ethnic minority background.

The service continues to utilize pre-registration for campaigns and further positive action initiatives will be adopted, particularly focusing on under-representation from those with an ethnic minority background.

Appointments and Promotion

Throughout 2022/23, we have recruited for various roles across all departments resulting in 60 new appointments and 49 internal promotions.

Applicant Information

The information below is the protected characteristics of the candidates that applied for these roles. This shows the reach that the Service is making with our underrepresented groups and informs our positive action direction.

| Gender | Total |
|--------------|------------|
| Female | 342 |
| Male | 520 |
| Not stated | 11 |
| Total | 873 |

| Age Range | Total |
|--------------|------------|
| 16-24 | 97 |
| 23-35 | 283 |
| 36-45 | 271 |
| 46-55 | 179 |
| 56+ | 43 |
| Not stated | 0 |
| Total | 873 |

| Sexual Orientation | Total |
|---------------------------|------------|
| Bi | 25 |
| Gay | 22 |
| Lesbian | 15 |
| Heterosexual | 765 |
| Prefer not to say | 41 |
| Prefer to use my own term | 5 |
| Total | 873 |

| Disability | Total |
|-------------------|------------|
| No | 780 |
| Prefer not to say | 52 |
| Yes | 41 |
| Total | 873 |

| Religion | Total |
|-------------------|------------|
| Athiest | 106 |
| Buddhist | 5 |
| Christian | 282 |
| Hindu | 1 |
| Islam | 6 |
| Judaism | 3 |
| None | 409 |
| Other | 4 |
| Prefer not to say | 44 |
| Spiritualist | 13 |
| Total | 873 |

| Ethnicity | Total |
|--------------------------------------|------------|
| Arab | 1 |
| Asian Or Asian British - Bangladeshi | 1 |
| Asian Or Asian British - Indian | 2 |
| Asian Or Asian British - Pakistani | 4 |
| Black Or Black British - African | 11 |
| Black Or Black British - Caribbean | 1 |
| Chinese | 4 |
| Mixed - White And Asian | 10 |
| Mixed - White And Black African | 1 |
| Mixed - White And Black Caribbean | 5 |
| Other Asian Background | 1 |
| Other Ethnic Group | 1 |
| Other Mixed Background | 2 |
| Other White Background | 9 |
| Prefer Not To Say | 11 |
| White - British | 797 |
| White - Irish | 12 |
| Total | 873 |

Promotion Information

The following data shows the protected characteristics of applicants across a number of promotion processes. Our promotion processes are advertised externally.

| Age Range 2022/23 | Total |
|-------------------|-----------|
| 23-35 | 3 |
| 36-45 | 25 |
| 46-55 | 21 |
| Total | 49 |

| Gender 2022/23 | Total |
|----------------|-----------|
| Female | 1 |
| Male | 48 |
| Total | 49 |

| Religion 2022/23 | Total |
|-------------------|-----------|
| Athiest | 8 |
| Christian | 23 |
| None | 7 |
| Not stated | 1 |
| Other | 2 |
| Prefer not to say | 7 |
| Spiritual | 1 |
| Total | 49 |

| Ethnicity 2022/23 | Total |
|---------------------------------|-----------|
| Gypsy or Traveller | 1 |
| Mixed - White And Asian | 1 |
| Mixed - White And Black African | 1 |
| Not known | 1 |
| White - British | 43 |
| Prefer not to say | 1 |
| Not stated | 1 |
| Total | 49 |

| Sexual Orientation 2022/23 | Total |
|----------------------------|-----------|
| Heterosexual | 44 |
| Not stated | 1 |
| Prefer not to say | 3 |
| Prefer to use own term | 1 |
| Total | 49 |

| Disability 2022/23 | Total |
|--------------------|-----------|
| None | 30 |
| Not stated | 17 |
| Yes | 2 |
| Total | 49 |

Training and Development Opportunities

The Learning and Development department aims to ensure all service personnel can perform their roles safely, confidently, effectively and efficiently in accordance with service training policy and in accordance with identified role maps, National operational guidance and Fire professional standards. The department aspires to develop excellence both operational and non-operational areas, all across the Service. Learning and development is key to service performance improvement through the development of our employees and teams.

The Learning and Development department continues to support all employees, to promote high performance and continuous improvement. Working collaboratively and inclusively, ensuring our employees and their performance is the best it can be. By supporting employees to acquire, maintain and continuously develop the appropriate technical and professional skills and underpin knowledge specific to their role.

The Learning and Development department uses feedback effectively to review any learning that is undertaken across the Service. The feedback received is used to improve the learning to ensure we offer the best opportunities for all of our employees.

Key areas of focus from April 2022 to March 2023 were:

- Introduction of improved evaluation system for all learning across the Service, aiming to provide the best methods of learning available
- Implementation of a new Learning Management System for all employees (myFRS)
- Continued development of our bespoke competency recording system to ensure it is fully aligned with National Operational Guidance (NOG)
- Development of training our employees in the delivery of adult education
- Review of training facilities to facilitate an 'all hazards' approach to training and therefore improve Firefighter safety.

Gender Reassignment

We are unable to publish specific employee data to ensure anonymity. Members of our LGBT+ network group have continued to assist us in developing our policies, procedures and training in conjunction with our Gender network group.

We have provided advice and guidance for managers and employees with the publication of our transgender policy and revised guidance. This supports information in other Service policies such as the Equality and Diversity Policy and Dignity at Work Policy.

We have also actively supported Trans Awareness week, raising our Trans flag at Service Headquarters, and our employees showed their support by displaying their Trans epaulettes.

Pregnancy and Maternity

Feedback from our employees has shown that our flexible approach has enabled them to continue to work in a rewarding career within Tyne and Wear Fire and Rescue Service. We currently have 5 employees who have taken maternity leave, 5 of those have returned and 3 who we expect to return to their role.

Shared parental leave is available to our employees, this enables eligible mothers, fathers, partners and adopters to choose how to share time off work to care for their child. The policy allows parents more flexibility in how to share the care of their child in the first year following birth or adoption. This provides a wider range of options for our employees and their partners in managing the demands of both the workplace and home.

100% of employees who have taken maternity leave within the reporting period have returned to their respective roles. This is very positive and can be attributed to our work-life balance policies and flexible working options, available to all employees. Our overall package supports employees to return to work with flexibility and balance.

Flexible working applications and success rates

The scheme of flexible hours for personnel forms part of the Employee Friendly Work/Life Balance policy, integral to the Authority's Diversity and Equality Policy. This is part of a range of areas including formal schemes of flexible working hours, job sharing, part-time working, term time working, seasonal working, home working and, in some instances, combinations of these arrangements, which are kept under constant review.

The ultimate aim of these schemes is to address the needs of personnel and the Authority in providing a service to the community that we serve. Within the period of 2022/23, 9 employees requested flexible working which was successfully implemented. These include 3 Grey Book and 6 Green Book conditioned employees working various shift patterns and hours across a variety of roles.

Reasonable Adjustments

During 2022/23 our Health and Wellbeing team facilitated 63 alternate duties, phased return to work and/or reasonable adjustment assessments, enabling employees to be present at work or return to work sooner following an absence or injury. Our experienced Health and Wellbeing team take a proactive approach to reasonable adjustments, with each individual assessed on a case by case basis and bespoke support provided.

To ensure that all employees and managers have an understanding of reasonable adjustments, a flow chart has been published highlighting each individual's role. This includes how access to work applications are conducted. Our employees have successfully completed these applications and their requirements have been implemented.

Grievances and Dismissals

There were 7 grievances recorded in 2022/23, which is a decrease in comparison to 16 recorded in 2021/22. Of the grievances raised, there was 1 grievance which involved discriminatory behavior and 1 included a claim of bullying and harassment. Of all the grievances heard, 5 were not upheld, 1 was partially upheld and 1 was no further action required. There were 17 disciplinary cases recorded in 2022/23 with 0 dismissals following a disciplinary process.

Leavers from the Organisation

The Service collects and monitors leaver information enabling us to continue to address any possible equality imbalances within the workplace and ensures compliance with the Public Sector Equality Duty requirements. Our employee's views are important to us, with suggestions or feedback being considered to continually improve the Service. Leavers are invited to undertake a face to face exit interview with the Chief Fire Officer and to complete an online questionnaire which provides us with feedback reports.

| Ethnicity 2022 / 23 | | Disability 2022 / 23 | |
|------------------------------------|-----------|----------------------|-----------|
| | Total | | Total |
| Asian or Asian British - Pakistani | 1 | Not stated | 50 |
| Mixed - White And Asian | 1 | No | 46 |
| Not stated | 26 | Yes | 1 |
| Prefer not to say | 3 | Prefer not to say | 2 |
| White - British | 68 | Total | 99 |
| Total | 99 | | |

| Sexual Orientation 2022 / 23 | | Religion 2022 / 23 | |
|------------------------------|-----------|------------------------|-----------|
| | Total | | Total |
| Bi | 2 | Atheist | 10 |
| Heterosexual | 65 | Christianity | 30 |
| Lesbian | 1 | Islam | 1 |
| Not stated | 26 | None | 15 |
| Prefer not to say | 5 | Not stated | 27 |
| Total | 99 | Other - please specify | 1 |
| | | Prefer not to say | 15 |
| | | Total | 99 |

Fire Safety Visits by Ethnicity

The aim of the Tyne and Wear Fire and Rescue Fire Safety Department is to undertake a programme of engagement with the business community within Tyne and Wear. This engagement focuses on the building risk, occupancy type and previous compliance within the built environment and not on the ethnicity of those that operate, own or use a certain premises type.

The Engagement Department is driven by the Services risk based inspection programme, which assesses the known risks within the built environment to ensure workload is directed to those most at risk or those most likely to be non-compliant. However, so that we address the most immediate risks within our community we undertake a substantial amount of reactive work, which is driven by concerns raised by partner agencies, members of the public or internally from fire crews. We also attend every commercial premises following a fire and engage with the local area so that they are aware of any new risks. We have also undertook a large programme of engagement with those responsible for high rise residential premises. The main aim was to ensure that they were compliant following the Grenfell Tower Inquiry outcomes, and to provide assurances to the National Fire Chiefs Council that TWFRS are aware of the buildings and risk from fire in these buildings. This work still continues.

The activities of the Fire Safety department are delivered in accordance with the Services enforcement and engagement policy, which is underpinned by the Regulators' Code, to ensure all enforcement action is delivered fairly and in a transparent manner relative to the risk identified.

Community Engagement 2022/23

Safe and Well Checks

In 2022/2023 Prevention and Education activities have almost returned to pre pandemic levels, including the delivery of our Safe and Well checks. Over the last 2 years we have reviewed our ways of working and as a result implemented a new department structure. This temporarily reduced the number of safe and well checks and other engagements, when compared to our targets for the year.

Although the service no longer records ethnicity as part of a Safe and Well check, the service does record details of the vulnerabilities of occupiers and this is pertinent to our equality recording. 47% of Safe and Well checks were delivered in premises with at least one vulnerability.

Safe and Well Checks 2022/2023

| | |
|--|-------|
| Overall visits conducted | 19778 |
| Premises where a vulnerability was encountered | 9346 |
| Vulnerabilities recorded* | |
| 65 and over | 7743 |
| Cognitive loss | 423 |
| Dementia | 428 |
| Frailty / falls | 801 |
| Hearing loss | 1328 |
| Heart / Lung disease | 1009 |
| Immobile | 424 |
| Language | 116 |
| Learning disability | 260 |
| Mental Health / illness | 491 |
| Physical disability | 512 |
| Restricted mobility | 2996 |
| Sight loss | 460 |

* There may be more than one vulnerability per household.

Community Engagement Team

The Community Engagement Team (CET) has made strides in creating new relationships with vulnerable and hard to reach groups as well as re-connecting with groups they had previously worked with before the Covid-19 pandemic. These new relationships include working with the Children's Foundation R.V.I. to include fire safety advice in a box of resources provided to vulnerable new mothers. This has in turn led to working with NHS Gateshead to ensure safe and well check referrals can be made by health visitors and midwives.

Continuing the work they did last year, the CET has had their “Basic Fire Safety” booklet translated into 6 languages including Ukrainian, Polish, Arabic, Farsi, Kurdish and Romanian. These booklets are key for spreading the Fire Safety message across multiple communities.

The CET has been actively involved in numerous community events such as Pride, the Mela, Chinese New Year, Vaisakhi, Passover and Eid. These events have provided opportunities to engage with a wide variety of community members and continue to deliver key fire safety messages.

Youth Engagement / Safeguarding

The Prince’s Trust team Programme supports unemployed young people aged 16-25 into employment, training, education or volunteering. The support helps young people to improve their confidence and employability skills. Through cooperation with Firefighters and the Phoenix Project, Prince’s Trust students also receive education on the consequences of anti-social behaviour, arson and attacks on Firefighters.

The Juvenile Firesetters Education Programme (JFEP) continues to deliver education and advice to young people that have been identified as currently involved in or on the cusp of fire setting behaviour. In 2022 we increased our number of facilitators, with every district team member being trained to deliver the programme and to meet the demand for the service.

The total number of Safeguarding referrals rose from 448 in 2021/22 to 605 in 2022/23. This 35% increase follows last year’s 54% increase on the previous year, and indicates the increasing prominence safeguarding holds in priorities of our front line employees. The recruitment of our new Prevention and Education (P&E) delivery team members has also significantly affected this improvement in referral numbers, from 55 in 2021/22 to 150 in 2022/23.

Safeguarding training is now delivered to all new Firefighter recruits as part of their core training, this also contributes to the Supervisory command course for Crew Managers.

The Service currently has four cadet units located across the service area, providing a training and development programme for young people aged between 11 and 17 years of age. Through the use of fire service activities, young people are encouraged to make the most of their physical and mental capabilities and become more responsible, safe and caring members of their communities. Fire cadets are also encouraged to take part in social action activities in the community for the benefit of their community. These four Cadet branches are currently at full capacity with a waiting list of people eager to join. The service is looking to increase the number of cadet branches to six over the next year to increase the availability of places.

The Phoenix Project uses the positive role model of a Firefighter to provide a life-changing programme for young people who are the most disadvantaged in local society. During 2022/23, the team are reviewing and relaunching a revised and redeveloped programme, loosely based on the original 3 programmes Aspire, Respect and Pride. The team have also developed some new bespoke shorter courses, following market research. There will be a continuation of signposting the young people into Fire Cadets, Sunderland Community Hub, Prince’s Trust courses, or partner organisation as suitable. This has an impact on the community as it reduces anti-social behaviour, with less young people on the streets.

The Safetyworks team continues to deliver important home fire safety and anti-social behaviour messages to pupils in KS2 Year 6s, and KS3 Year 8’s. They also continue to deliver key safety messages with the support of partners including Nexus, local authority road safety teams, Northumbria Police and the Royal National Lifeboats Institution (RNLI).

Conclusion and Objectives

During 2022/23 we have made positive progress to further diversify the workforce, particularly through Operational Firefighters, Corporate employees and Community Volunteer recruitment. The Service ensures diversity has continued to enhance our workforce; and by developing the talent of existing employees, we have provided development opportunities that benefit both individuals and the Service. Our Community Volunteers adapted their roles to support the most vulnerable community members across Tyne and Wear.

We will continue to monitor our recruitment processes to ensure that they assess skill-based selection process, assessing the candidate's suitability for the role. These processes ensure fairness across all candidates, showing transparency throughout the recruitment process with objective and evidence-based decisions.

Our senior leaders champion flexible working and job sharing, with this benefit being available to all employees, including operational Firefighter roles. We will continue to enable our employees to work more flexibly, creating a better work/life balance for all.

Our core values guide all of our employees to promote and embrace inclusivity and foster positive working relationships. We continue to support our employees with our five employee network groups; Disability & Wellbeing, LGBT+ (Lesbian, Gay, Bisexual and Transgender), Gender, Multicultural and Diversity of Thought.

We continue to support our network groups work to champion our ongoing commitment to greater employee involvement in the decision making process and further increase personal development opportunities.

To help the Service to achieve an inclusive workforce, we have developed an Inclusion Policy which includes objectives that specifically contribute to equality, diversity and inclusion of our service.

The inclusion objectives will help to further diversify our workforce to ensure we reflect the whole community; to have clear, fair and transparent routes to both employment and progression and to have a positive culture where everyone is valued and takes pride and ownership of their actions and behaviour.



**ANNUAL EQUALITY DATA
& GENDER PAY GAP REPORT
2022-2023**

**Tyne and Wear Fire
and Rescue Service**

