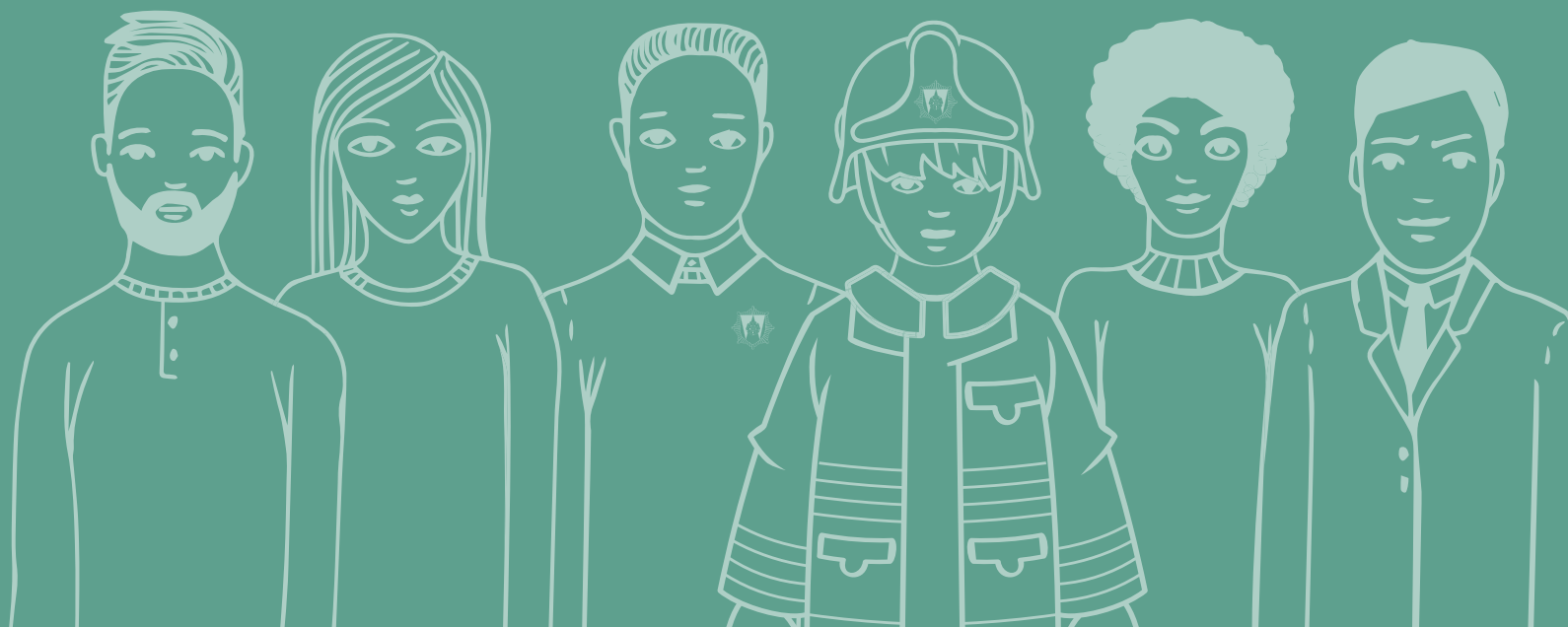




West Yorkshire
Fire & Rescue Service

Annual Equality Monitoring Report

2020/21





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Our Diverse County

There are 2.2 million people living in the five metropolitan districts of Bradford, Calderdale, Kirklees, Leeds and Wakefield, within an area of 800 square miles. WYFRS provides fire cover 24 hours a day, every day of the year from its 41 stations and Control Centre.



- ➔ According to the 2011 Census, **18%** of West Yorkshire citizens are BAME (Black, Asian, Minority Ethnic). The majority of this population reside in the Bradford region of West Yorkshire which has an Asian population of **20%**.
 - ➔ Approximately **18%** of the West Yorkshire population are disabled or live with long term illnesses.
 - ➔ The 2011 census indicated that **59.5%** of the population of West Yorkshire reported they were Christian. This was followed by those who reported no religion (**25.4%**). **6.2%** of the West Yorkshire population reported that they are Muslim.
 - ➔ **1.8%** of people in West Yorkshire identify as Lesbian, Gay or Bisexual.
 - ➔ As with most other counties West Yorkshire has gender parity in its population.
- WYFRS has a responsibility to serve our communities, but also to reflect the diversity of the population. Understanding the vulnerabilities and related fire risks facing these diverse groups is paramount in meeting these twin obligations.

“WYFRS has a responsibility to serve our communities, but also to reflect the diversity of the population”

Population	Personnel
2,240,700+	982
Size of area	Fire Appliances
800² miles	48

Why is Diversity and Inclusion important?

Diversity and inclusion are central to our core values and bring many benefits to our organisation. Having a diverse and inclusive workforce improves team performance, communication, innovation and wellbeing.

An inclusive workforce creates individuals who feel confident, valued and able to deliver the best service to our communities and each other. A host of research indicates that diversity at all levels of the organisation, and crucially in key decision making roles leads to more innovation, empathy and ultimately increased organisational performance.

We have an organisational, moral and legal responsibility to promote equality and diversity across all of the protected characteristics: race, sex, disability, age, sexual orientation, religion or belief, gender reassignment, marriage and civil partnerships and pregnancy and maternity.

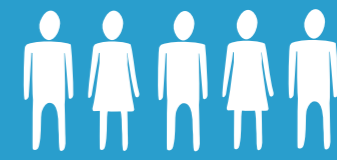
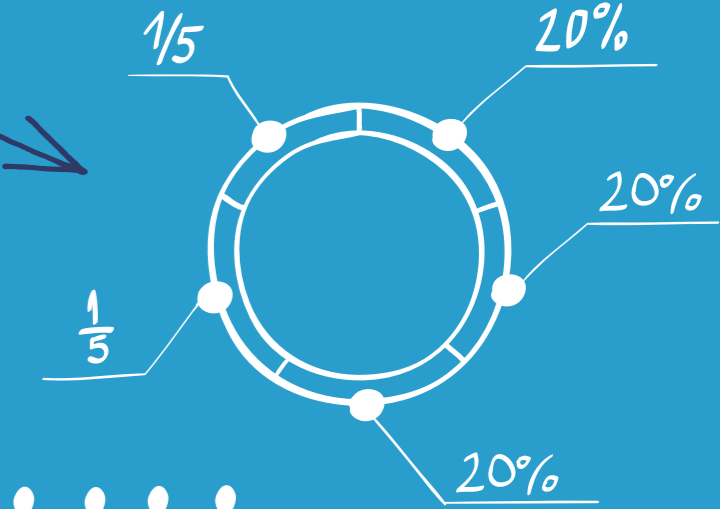
WYFRS promotes equality of opportunity for all by fostering good relations. We work under the Public Sector Equality Duty to eliminate illegal behaviour such as discrimination, harassment and victimisation.

“
An inclusive workforce creates individuals who feel confident, valued and able to deliver the best service to our communities and each other”



Why do we collect Equality data?

WYFRS aspires to reflect the diversity of the communities it serves. In order to demonstrate that we are working towards this, we collect equality data and analyse it. We produce this annual report to present the most recent equality data of the WYFRS workforce. We use this data to inform and direct our projects and initiatives including positive action, recruitment, retention, progression, reasonable adjustments and Equality Impact Assessments.



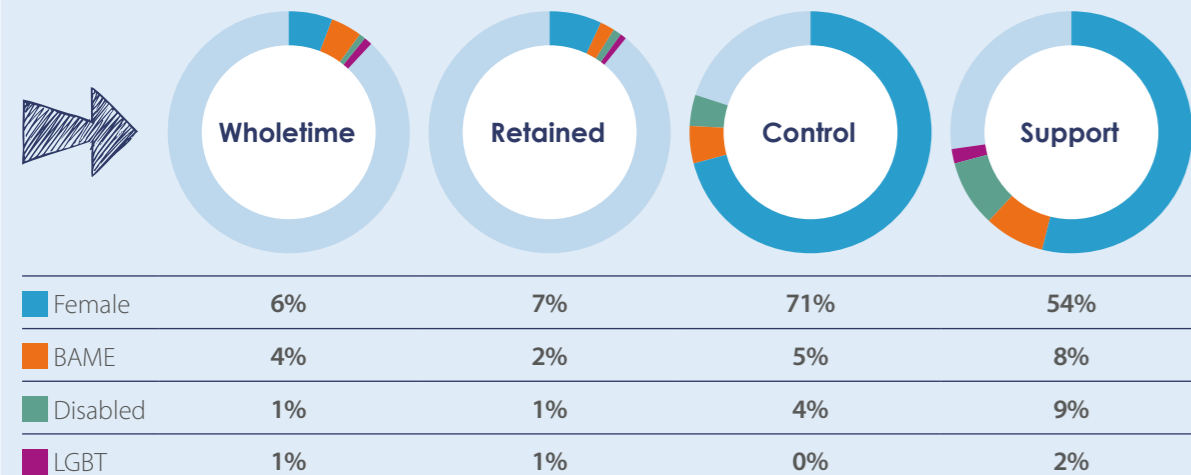
“
WYFRS aspires to reflect the diversity of the communities it serves”

Summary

This paper presents the equality data of WYFRS' workforce at March 2021. Reported information includes workforce profiles by age, gender, ethnicity, disability, religion and sexual orientation for Wholetime, Retained, Control and FRS Support Staff.



At 31st March 2021, WYFRS Workforce diversity is as follows:



There is 1 female in a Station Manager role and 2 in Group Manager positions following promotion. At strategic decision making levels there is **25%** female representation on WYFRS's Management Team. At the most senior level, there is a **20%** gender split on WYFRS Management Board. However, BAME individuals remain significantly under-represented at these levels.

The Diversity & Inclusion team appointed a secondment role in 2020 who took responsibility for positive action during the wholetime recruitment campaign. This reaped significant results in terms of improving our wholetime gender profile, however further work is needed to improve our BAME demographic and an additional recruitment exercise will allow us to adapt recruitment processes building on what worked well and adapting to meet the needs of other under-represented groups. The plans we had in place for the delivery of positive action initiatives had to be drastically altered due to the Covid-19 pandemic, though we are proud of the achievements we made our impact was somewhat reduced by reductions in face-to-face sessions.

“ At strategic decision making levels there is 25% female representation on WYFRS's Management Team ”

Plans for 2021/22

The Diversity and Inclusion Team will lead on several projects which aim to improve Equality Data. We will continue to innovate as we implement further Positive Action initiatives.

We will use our experience and learning points from previous initiatives to develop our long term Positive Action strategy, which will be developed and implemented with our next round of recruitment. We will fine tune and review the initiatives used for the 2020 / 2021 recruitment and implement further measures to improve under-representation.

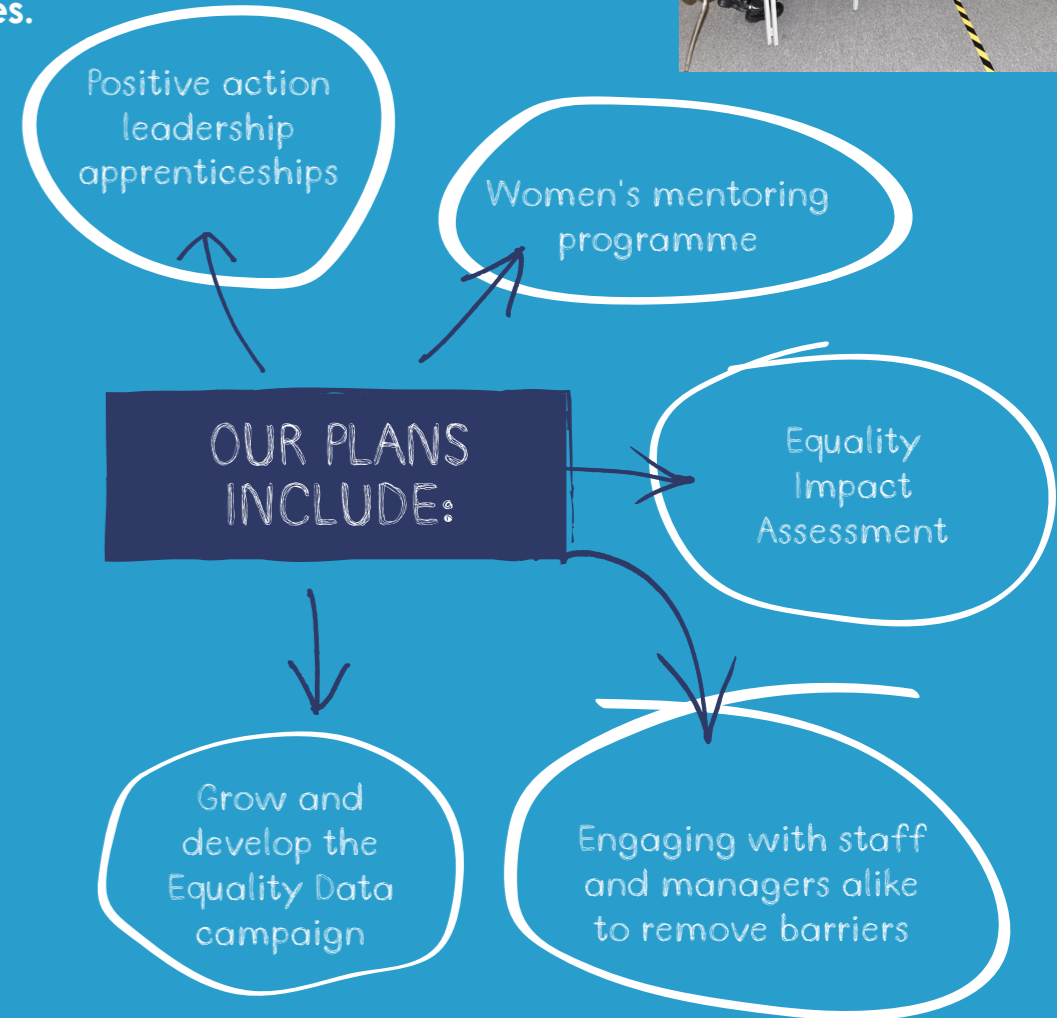
We are enabling four colleagues from racially diverse backgrounds to undertake a positive action leadership apprenticeship as part of our approach to talent management. We are also working with colleagues in the other Yorkshire and Humber FRSs to deliver a women's mentoring programme, which will hopefully become a national scheme in the next 12-18 months; these initiatives form part of our approach to identifying and developing talent from underrepresented groups.

Innovative and sector leading work continues on Equality Impact Assessment (EIA) which is a tool to identify if procedures, policies or changes have a detrimental impact on those with protected characteristics. The process we use for EIAs has been updated with a more robust procedure in place which allows consultation

with staff network leads which is helping mainstream the process and engaging with staff and managers alike to remove barriers.

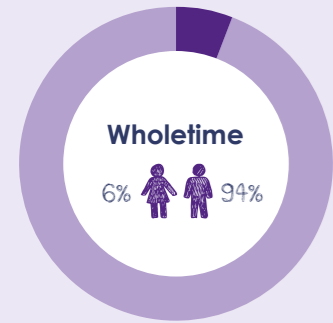
WYFRS gained Bronze accreditation from Inclusive Employers in March 2021 following a detailed submission of our D&I work. The feedback report highlighted many areas of work which are exemplary, including our D&I policies, EIA procedure, Senior Champions commitment and the positive action used in our most recent recruitment campaign. Some minor areas for improvement were specified and we will take the learning from this to introduce and embed new practices.

The Diversity and Inclusion Team will grow and develop the Equality Data campaign which informs and encourages staff to share their equality data anonymously. It is key that we are able to hold accurate data which demonstrates a true reflection of our organisational profile / demographic. The campaign will bust myths about anonymity and how the data will be used; it is hoped this will increase disclosure and remove any remaining misperceptions or concerns so staff can be comfortable and proud to be their true selves in the workplace.



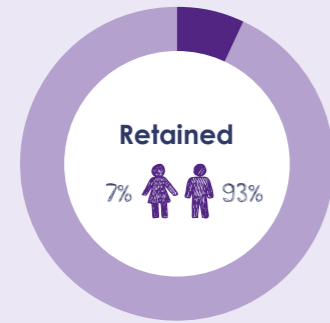
Workforce Diversity

Gender

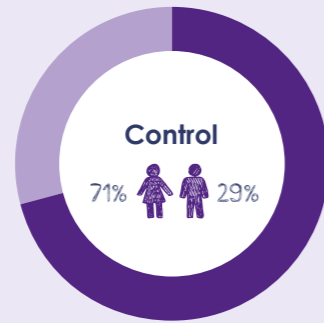


Across our Wholetime operational roles women make up **6%** of employees and is comparative with England FRS data.

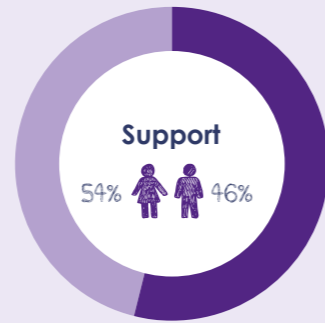
WYFRS opened up Wholetime recruitment in October 2020. Project plans and initiatives were introduced, and we delivered a targeted campaign which aimed to increase female and BAME candidates. We successfully recruited a total of 22 wholetime staff, including 7 female, and they will begin their training in 2021. Their equality data will be featured in the next financial year's report.



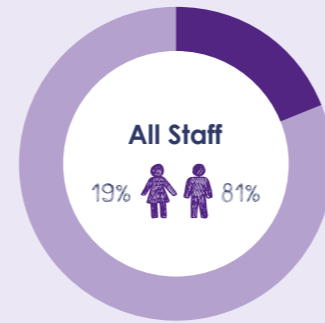
Female retained firefighters have increased by **1%** and work continues to promote opportunities for retained firefighters in communities where we have vacancies; within this initiative we are encouraging women to consider a career as a retained firefighter.



Within Control the gender split changes significantly with **71%** of staff being female.



The most equal gender split is within our support staff where **54%** of staff are female.

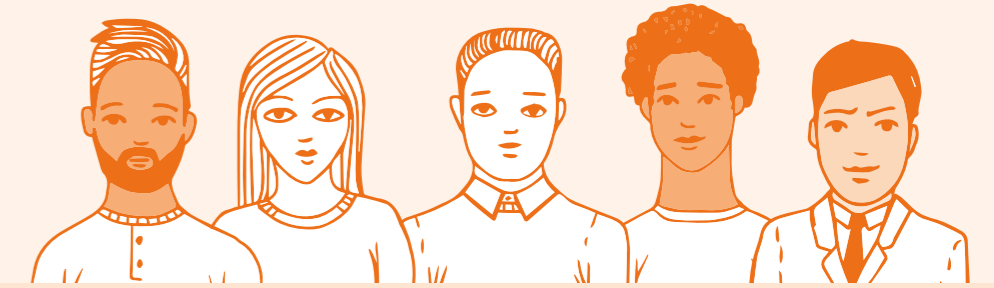


Across our organisation and across all roles, women make up **19%** of our workforce. We recognise that this needs improvement and projects are in place, such as positive action initiatives and training programmes, to address the imbalance. However, in times of little or no recruitment and limited turnover it is very difficult to make any significant impact on this.

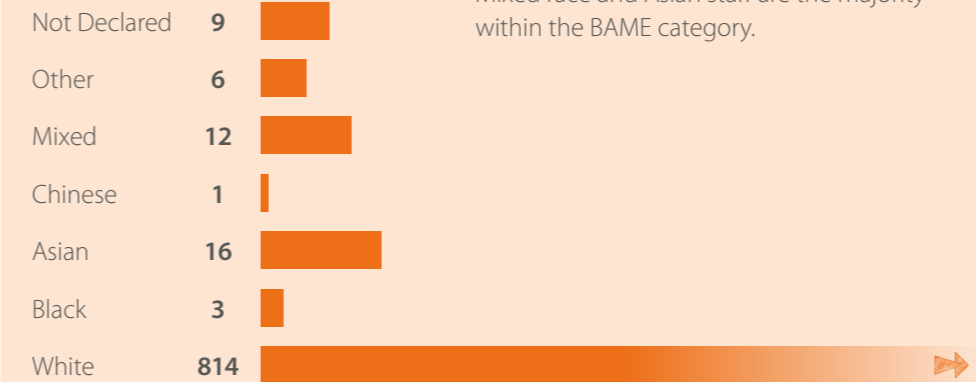
Female Male

Workforce Diversity

Ethnicity

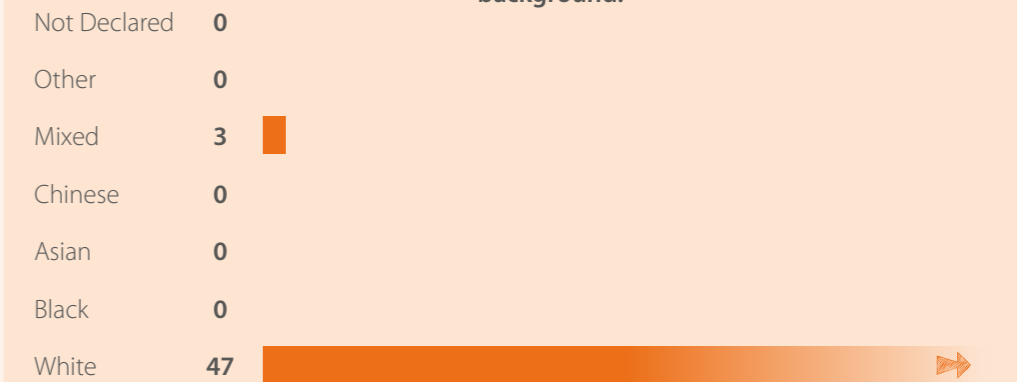


Wholetime



Our wholetime workforce are **96% White**. Mixed race and Asian staff are the majority within the BAME category.

Control



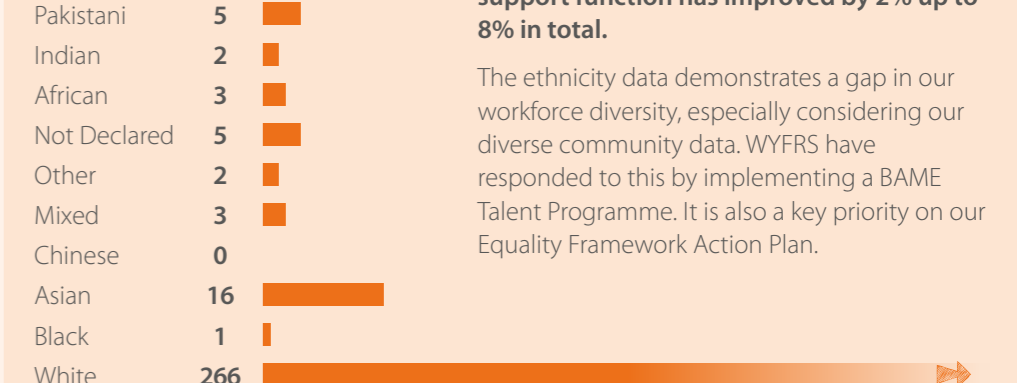
Control staff have **5% of staff from a BAME background**.

Retained



The ethnicity data for Retained staff shows a **98% White demographic**. This is due to the location of the retained stations and the population who live within the 5 minute radius.

Support



The representation of BAME staff within our support function has improved by **2% up to 8% in total**.

The ethnicity data demonstrates a gap in our workforce diversity, especially considering our diverse community data. WYFRS have responded to this by implementing a BAME Talent Programme. It is also a key priority on our Equality Framework Action Plan.

Workforce Diversity

Sexual Orientation



Wholetime staff have the highest declaration of gay / lesbian status with 9 members of staff. However this only amounts to **1%** of the wholetime workforce. A campaign will be launched to encourage staff to share their equality data with confidence.

The LGBT representation within retained staff has increased from 0 to **1%** over the last year.

Control staff have **0** members of staff declaring gay, lesbian or bi-sexual status.

Support staff have **2%** declaration of sexual orientation, which is a **1%** increase from last year. All tables show that some staff have not declared and this needs analysing to assess whether it is through personal choice, or they feel they cannot come out at work.



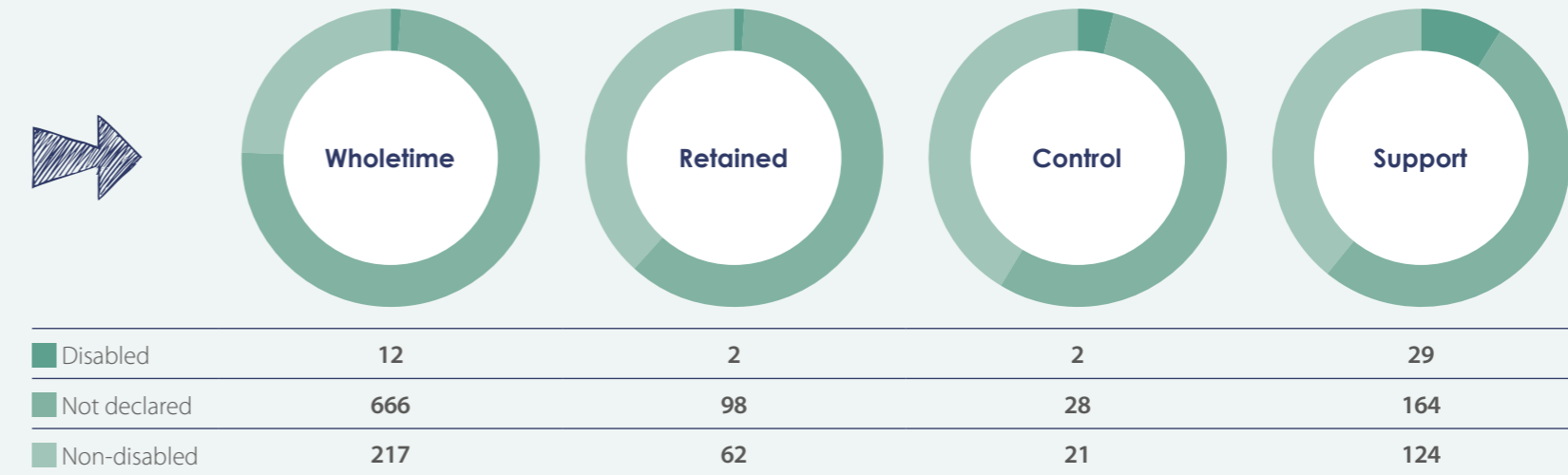
“ Fire doesn't discriminate, neither do we ”

Workforce Diversity

Disability

We have screened and assessed a number of staff over this financial year and we have implemented support, equipment and training to ensure they feel included in the workplace.

Dyslexia is categorised as a disability for the purposes of it being protected by equality law. We have targeted new recruits through screening processes to ensure they receive full support from the point of entry. We have also procured and implemented site licenses for assistive software which has been made available to all staff and workplace champions have been identified and trained to deliver bespoke support.



1% of Wholetime staff have declared a disability with 12 operational disabled staff members in total. This increase is due to the neurodiversity screening programme we have in place and an increase in dyslexic staff.

1% of Retained staff have declared a disability.

4% of Control staff have declared a disability.

The highest volume of disabled staff is within the Support Roles with **9%** of staff declaring a disability. This is comparable with the national statistic of **10%**.



Workforce Diversity

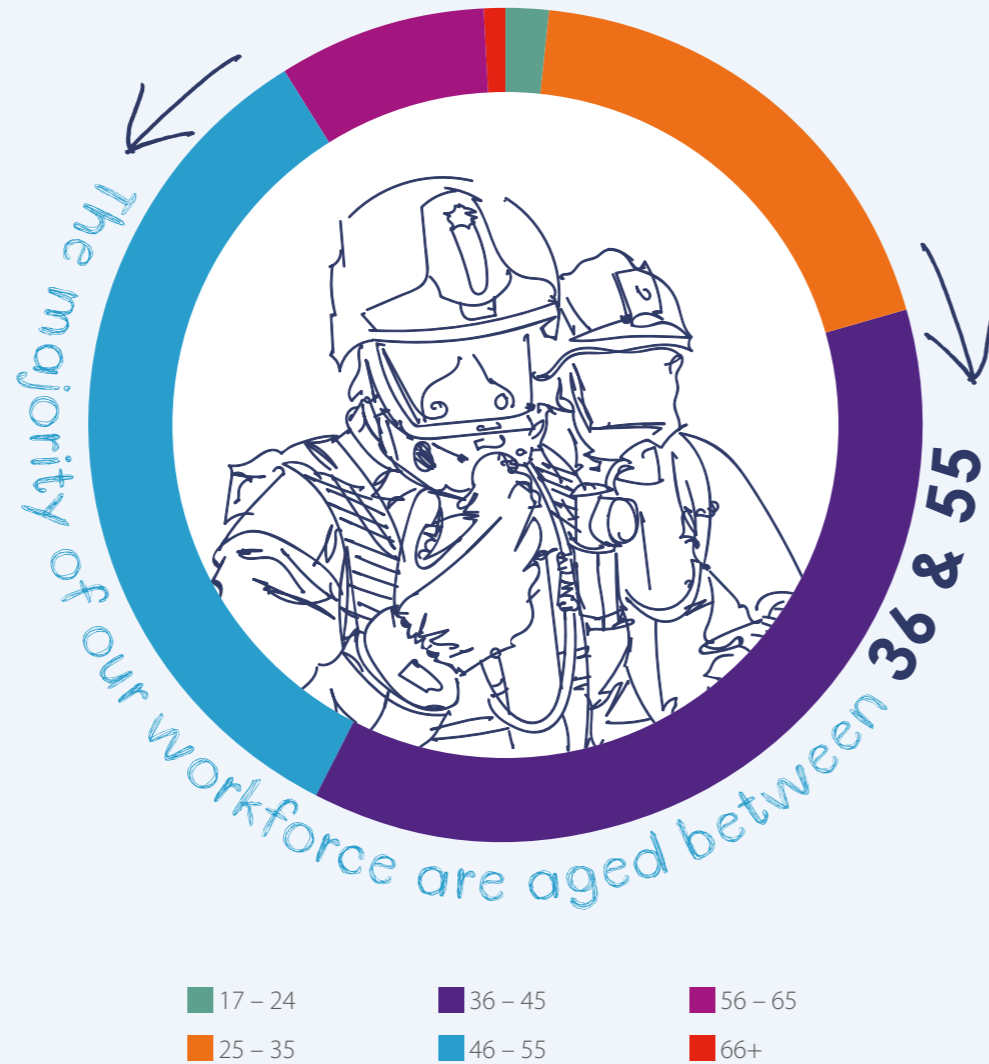
Age

The majority of our workforce are aged between 36 and 55.

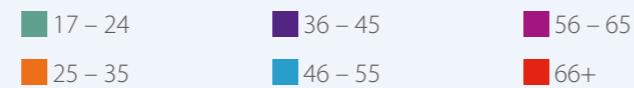
Within wholtime staff the age profile reduces after the age of 55, which is due in part to the low retirement age of firefighters. The numbers of younger wholtime staff has increased due mainly to the most recent recruitment campaigns.

There is a more even spread of age profiles amongst retained staff. Recruitment for retained staff is ongoing and regular which allows for a wider representation of ages.

The figures for support staff represent all ages. We employ apprentices in some roles which supports our aim to improve the number of 17 - 24 year olds.



	Wholtime	Retained	Control	Support	Totals
17 - 24	4	12	0	8	24
25 - 35	153	51	14	51	269
36 - 45	392	46	9	81	528
46 - 55	327	39	14	97	477
56 - 65	15	15	15	69	114
66+	0	0	0	11	11
Totals	891	163	52	317	1423

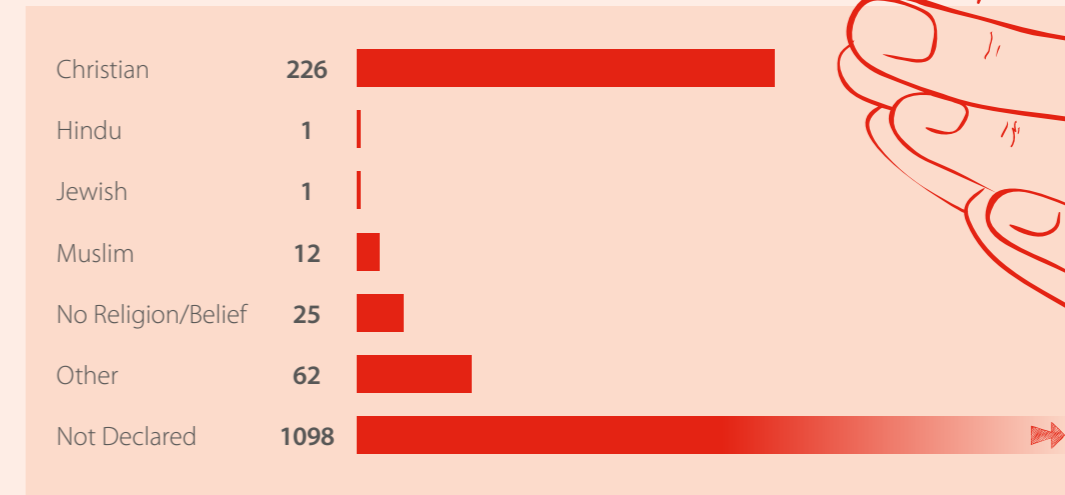


Workforce Diversity

Religion

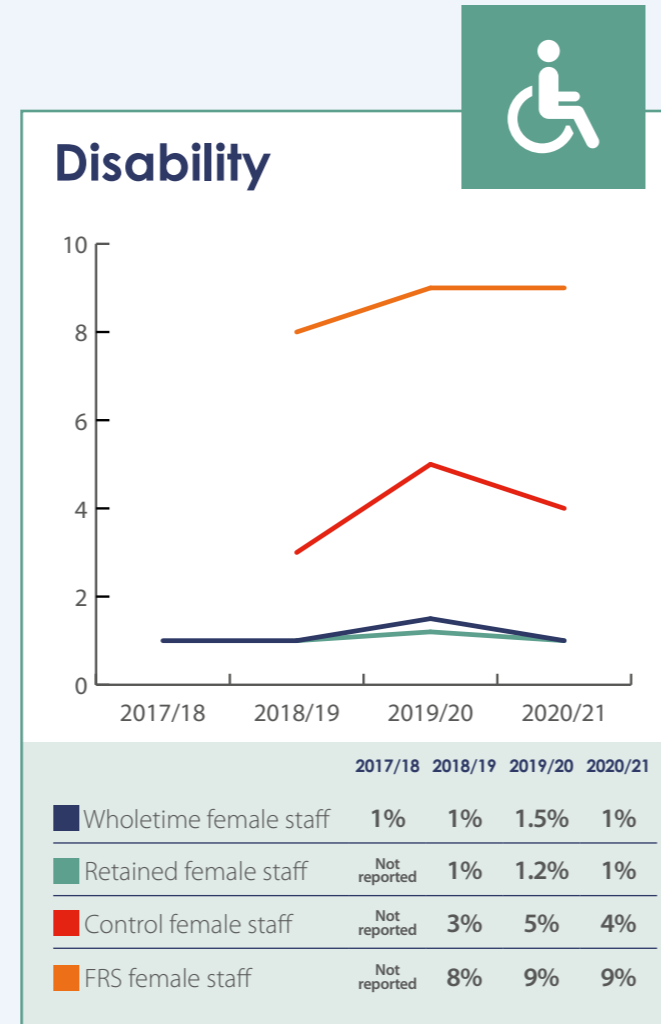
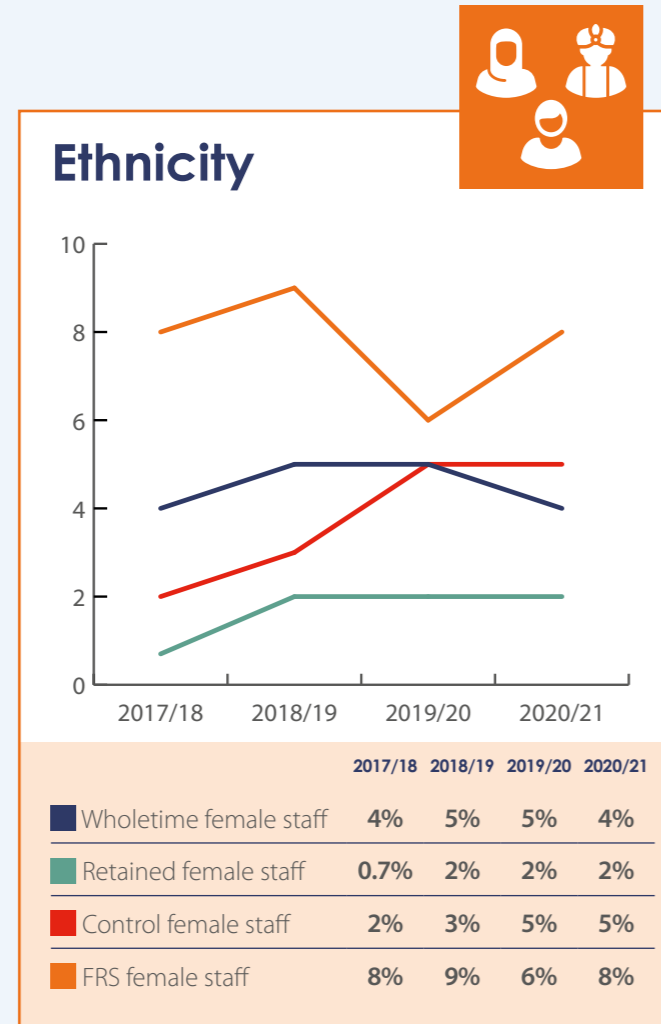
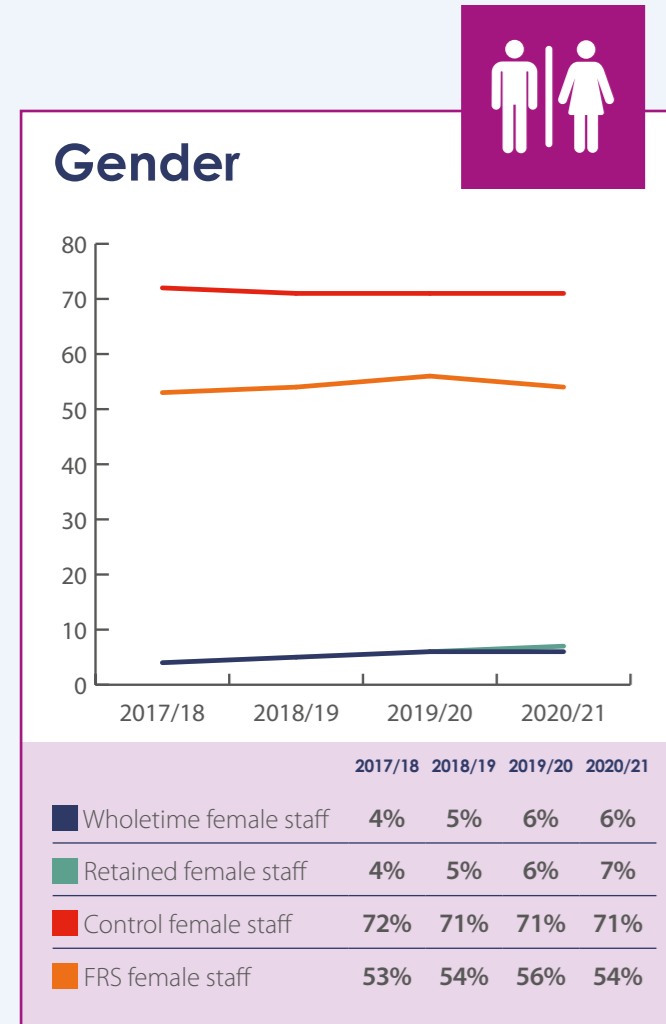
Across all staff the highest number declare as Christian at 14%. 0.8% of staff are Muslim, 4% of staff have declared 'other' and this needs further exploration to see if we need to make more categories available to staff. 66% of staff have not declared, either through choice or through lack of awareness on how to update their data. However, the declaration rate for religion has improved by 13% in the last 12 months.

“The Chaplain is there with a care for everybody without exception, including uniformed and non-uniformed personnel. The Chaplain may belong to a particular church but a Chaplain is available to all irrespective of faith or denomination.”



Data Trends and Comparison

The table below shows the equality data for Gender, Ethnicity and Disability alongside previous years.

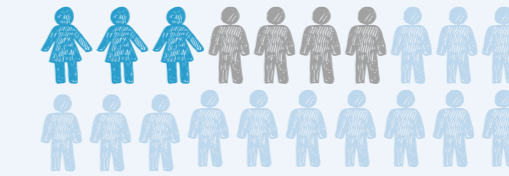


Grievance and Disciplinary

During the 20/21 financial year WYFRS received a total of 19 grievances. A reduction of almost 20% from the previous year.

Of the 15 formal cases, 1 was fully upheld, 8 were partially upheld and 6 were not; one is still ongoing. Of these, 3 were from females and 4 were from BAME members of staff. This totals **36% of grievances coming from under-represented staff (female and BAME)** which is an **increase of 6%** compared with the previous year.

During the same time period WYFRS conducted a total of **11 formal disciplinary investigations**, 7 more than the previous year. Of these, 5 received written warnings, 4 received final written warnings, one resulted in no case to answer and one is still ongoing. Two were female (**18%**) and 3 were BAME members (**27%**). This is a slight increase to the previous year; however it should be noted that as the numbers are few, a small change has a disproportionate effect on percentages.

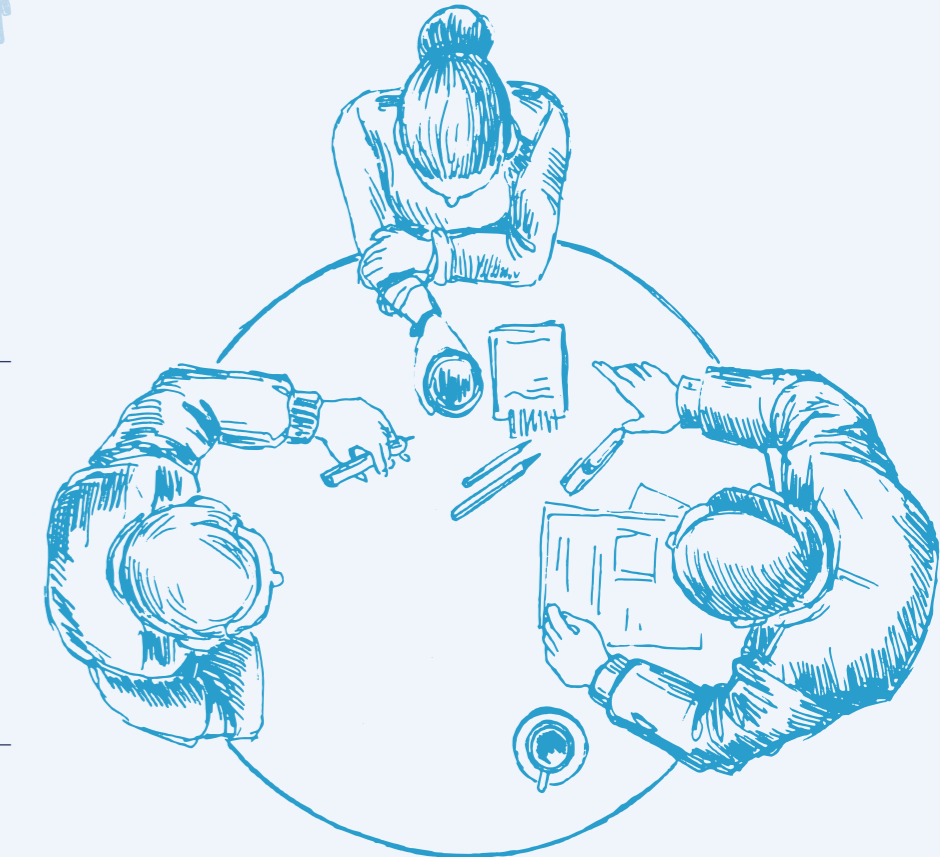


36%
of grievances came from under-represented staff...female and BAME

Total grievances in 2020/21

= 19
> 1
than 2019/20

11 disciplinary actions



Fire

DOESN'T DISCRIMINATE

NEITHER DO

We

