

REPORT REFERENCE NO.	HRMDC/18/19
MEETING	HUMAN RESOURCES MANAGEMENT & DEVELOPMENT COMMITTEE
DATE OF MEETING	23 MARCH 2018
SUBJECT OF REPORT	WORKFORCE CULTURE, DIVERSITY AND INCLUSION – QUARTERLY UPDATE
LEAD OFFICER	Director of Service Improvement
RECOMMENDATIONS	<i>That the report be noted.</i>
EXECUTIVE SUMMARY	This report sets out the current progress in work the Service is undertaking in planning and delivering cultural change driven by the requirements of the new IRMP, FRS Plan and national guidance.
RESOURCE IMPLICATIONS	None at this time
EQUALITY RISK AND BENEFITS ANALYSIS (ERBA)	Where required, ERBAs will be carried out on particular projects or areas of work.
APPENDICES	A. Extract of Quarterly Performance report B. Actions in Quarter Four C. Extract of annual ‘Diversity in Recruitment’ report
LIST OF BACKGROUND PAPERS	None

1. INTRODUCTION

- 1.1 This is the report detailing progress in the fourth quarter of the 2017-2018 financial year towards achieving a more diverse workforce and improved inclusion, highlighting any support that is needed from the Executive Board to facilitate organisational improvement.
- 1.2 On 27 December 2017, the Home Office started the Fire and Rescue National Framework for England Government consultation and the Service responded on 16 February 2018. The Framework under consultation is part of an ambitious programme of reform which Home Office is delivering within the fire and rescue sector. This revised National Framework seeks to embed these reforms, which includes driving forward workforce reform by enhancing professionalism; management and leadership; training and development; equality and diversity; improved culture; and options for flexible working.
- 1.3 Although all priorities and objectives for fire and rescue services, as suggested within the Framework proposed by the Home Office, impact on the local Diversity & Inclusion agenda, the most obvious ones are:
- be accountable to communities for the service they provide; and
 - develop and maintain a workforce that is resilient, skilled, flexible and diverse.
- 1.4 The Inclusive Fire Service Group identified improvement strategies within key theme one, which were published 5th June 2017 and Services were requested to complete a questionnaire. The four areas include promoting an **inclusive culture** (section 2), **recruitment, progression and retention** (section 3). NJC/1/18 was released on 25th January in relation to the outcomes of the survey and the results still need to be analysed to assess the implications on the Diversity & Inclusion agenda within the Service.

2. INCLUSIVE CULTURE/LEADERSHIP

- 2.1 Early in 2017, a culture review was undertaken by external consultants. This has resulted in a programme to redesign new Values and Leadership Behaviours, introduce an interim Appraisal process 2017/18, design a new Appraisal process from 2018, develop a transparent promotion process, and upskill leaders and managers including unconscious bias training.
- 2.2 Further evaluation of the Values has been carried out by contacting individuals who originally took part in the engagement sessions and the design work around them has been completed in time for start of implementation. The implementation plan has been drafted.
- 2.3 The work in relation to the development of a transparent promotion process has continued to gather pace with a workshop being held including representatives from all the relevant departments and individuals who have been directly impacted by the process currently in use. Methods were explored to allow those processes to be more dependent on information about performance of individuals in role rather than a snapshot in time on the selection day.
- 2.4 Work on development of the new appraisal process continues with determining objectives for the a few remaining roles. When this work is complete, the Information, Communications and Technology department (ICT) can start their work on building a suitable system to accommodate the process.

- 2.5 Unconscious bias training is ready for roll out in the next couple of months and the Equality & Diversity Training strategy has been updated accordingly. This updated strategy will remain in place until the people strategy has been developed and a leadership framework has been adopted, which will set out the skills and knowledge required from managers and staff in relation to an inclusive culture and inclusive leadership.
- 2.6 Although initial outcomes of this year's staff satisfaction survey have been available and have been presented to staff on 21 November 2017, in depth analysis and narrative have not been published yet. They will be available for discussion at the next Diversity & Inclusion Strategic Steering Group on 26 April 2018.
- 2.7 The Diversity & Inclusion Strategic Steering Group met on 18 December 2017 and 23 February 2018 when priorities were identified in relation to the National Equality Framework. Fire Authority members and trade union representatives have attended which ensured that various perspectives were offered up when considering matters relating to the Diversity & Inclusion agenda.
- 2.8 In relation to the development of the Service's Planning Framework, engagement with managers and departments is ongoing with the aim to put the framework out for consultation after editorial work. A communication plan in relation to the development of 'Our Plan' is being drafted.
- 2.9 An internal communications review has now been completed and the structure and resourcing of the communications team will be reviewed, including the introduction of the new role of Head of Corporate Communication, Engagement & Consultation.
- 2.10 Following discussions with representatives of the Retained Firefighters' Union (RFU), work commenced on implementing a more consistent approach to induction of On Call staff. Ideas in relation to introducing induction days for both and On Call Green Book staff are being explored.
- 2.11 Collaboration with Devon & Cornwall Constabulary's women's support network and Positive Action Team was progressed to the next level by attendance at a menopause conference at Middlemoor Police HQ by Service staff and police staff attending International Women's Day celebrations at Service HQ. Further meetings with the Police Positive Action team are due to take place in relation to community safety activity.

3 RECRUITMENT, PROMOTION & RETENTION

- 3.1 With the Fire & Rescue Service National Framework consultation, the Home Office has again emphasised that increasing the diversity of the firefighter workforce is a key priority in their fire reform programme.
- 3.2 The Home Office indicates they expect each Fire and Rescue Authority could achieve this by having in place a people strategy that has been designed in collaboration with the workforce. This strategy should take into account the principles set out in the NFCC's people strategy and at a minimum cover:
- improving the diversity of the workforce to ensure that it represents the community it serves;
 - equality, cultural values and behaviours;

- recruitment, retention and progression;
- flexible working;
- professionalism, skills and leadership;
- training opportunities;
- health, wellbeing and support; and
- a policy to tackle bullying and harassment.

The development of this strategy has been identified by the Diversity & Inclusion Strategic Steering Group as being one of the priorities.

- 3.3 An evaluation of the recruitment process is ongoing to ensure that future Wholetime and On Call processes are fair, transparent and make full use of the talent pool within our community. Discussions have taken place to increase the use of Positive Action initiatives especially relating to Fitness standards and testing.
- 3.4 Positive Action, as set out in the Equality Act 2010 (S.159), is used for purposes of achieving a more diverse workforce and improved inclusion, particularly within Recruitment and Promotion processes. A toolkit has been made available to recruiting managers to assist them to reach underrepresented groups in the community.
- 3.5 On 8 March 2018, Area Manager Joe Hassell attended the London conference 'Modernising the Fire and Rescue Service Workforce: Creating a 21st Century Service', to speak about practical steps towards recruiting and retaining a more diverse workforce, changing the image of a modern-day firefighter and effective recruitment strategies to create a workforce fit for purpose.
- 3.6 At the conference, it became clear that, with the application rate of women for On Call positions on the rise (below 10% in 2016, 14% in 2017 and in 2018 so far 20%), our recruitment campaign approach and results were well advanced of all other fire and rescue services present.
- 3.7 The Diversity & Inclusion Strategic Steering Group has been monitoring the following information:
- a. New Staff intake – women, Black and Minority Ethnic (BAME), Lesbian, Gay, Bisexual and Transgender (LGBT), disability;
 - b. Promotion and temporary promotion - women, BAME;
 - c. Gender/BAME/LGBT ratio.

An extract of the Quarterly report October-December 2017 has been included in Appendix A.

- 3.8 In addition, the D&I Steering Group have considered the annual diversity in recruitment report (extract in Appendix C) and noted the following:
- Improved percentage of female and LGBT applicants
 - The ethnic minority application rate is higher than the percentage of ethnic minorities in the community
 - The percentage of women applying for a Wholetime promotion position is higher than the percentage of women in the workforce

- The total percentage of women applying for a position in the Service is higher than the total percentage of women in the workforce
- The application rate for Support vacancies from women is higher than the percentage of women of working age in employment
- Female application rate for operational roles is similar to female employment rates in jobs which could be considered to be of a similar nature
- Grade 2 and 3 jobs attracted more female applicants than male
- The amount of disabled people applying for positions within the Service is well below the percentage of disabled people in the community or disabled working people in the community

3.9 Considering the need to change the approach to fitness and health of staff throughout their entire career, and discussions with union representatives, initiatives are to be discussed to raise awareness and provide for arrangements in relation to the impact of health issues like menopause.

4 LEGAL REQUIREMENTS

4.1 New legislation in force since April 2017 in relation to the Equality Act 2010 (Gender Pay Gap Information, Specific Duties and Public Authorities) requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. The first report is due 31 March 2018 and is required to be on the employer's website for 3 years.

4.2 The Gender Pay Gap report has been considered and agreed by the Diversity & Inclusion Steering Group and the Executive Board. They have determined the actions the Service needs to take to address any arising issues to reduce the Gender Pay Gap. The full report will be presented to the member's forum.

5. COMMUNITY INCLUSION

5.1 External consultation on the new Integrated Risk Management Plan has been completed. 209 responses to the online survey were received in total of which 25% was from staff. We also received 18 written responses either by letter or email. The breakdown of written responses is as follows:

- 6 - staff
- 4 – member of public
- 5 – town or parish council
- 3 – unions

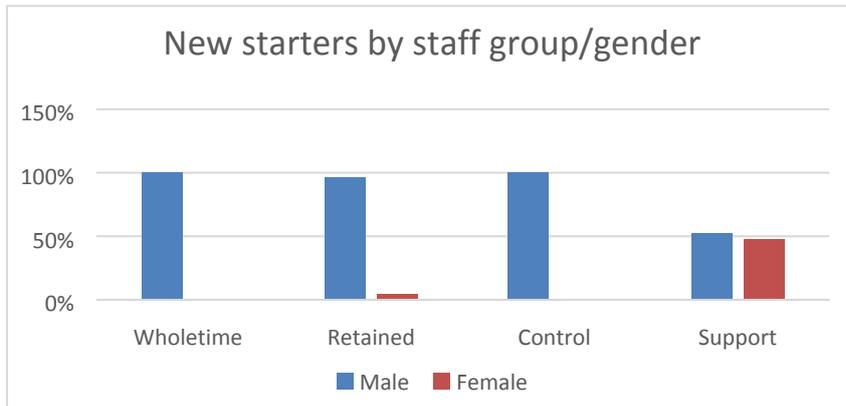
6. CONCLUSION

- 6.1 The Home Office started the Fire and Rescue National Framework for England. The framework under consultation is part of an ambitious programme of reform which Home Office is delivering with the fire and rescue sector. This revised National Framework seeks to embed workforce reform by enhancing professionalism; management and leadership; training and development; equality and diversity; improved culture; and options for flexible working. The Service is already undertaking activities in all these areas with some good results, most evident within recruitment.

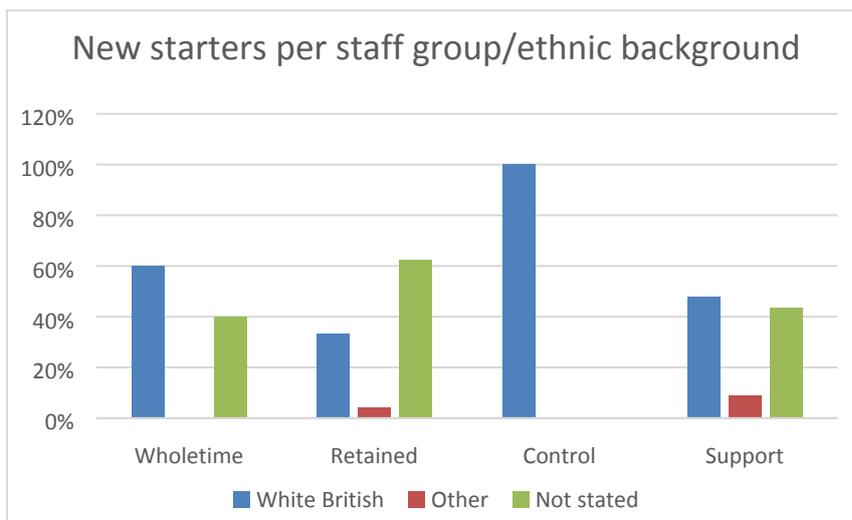
PETE BOND
Director of Service Improvement

4. New Starters

This quarter there were 55 new starters, of which 12 females. With 48% of employees starting in Support positions being female. No women started in Wholetime & Control positions and only 1 in On Call (4%).



Proportionally, most males started in Wholetime (5), which is already a male dominated staff group. Although the new starters were 100% male, as the Wholetime leavers (13) were also all male, the proportion of women in the Wholetime staff group increased from 4.7 to 4.8%. It is also notable that in Control, 100% of the starters were male and of White British ethnic background. This is likely to have been the result of recruiting internally only. 46% of new entrants was White British and 6% from another ethnic background. However, with 49% not stating their ethnic origin it is difficult to determine the actual intake of BAME or the Workforce diversity in that respect. Similar issues arise when considering LGBT and disabled intake with respectively 49% and 53% not recording their status. This high percentage of 'not stated' is due to a backlog of recording diversity information for new starters.



The Retained Duty System provides the clearest opportunity to recruit more women and BAME into the operational service due to the high numbers of employees in this staff group and relative high turnover compared to other staff groups. In this period 24 individuals started employment in this staff group. None of them identified as disabled, 4.2% as an ethnic minority (5.1-5.4% of local population is of ethnic minority) and none as LGBT.

5. Promotion/Transfer

Promotion, whether temporary or permanent, is a regular occurrence within the uniformed roles and part of a career in an organisation with a rank/role structure like the Fire Service. This is much less so within Control and Support roles where the diversity and amount of available roles is limiting.

Compared to the size of the group, the amount of staff gaining promotion within a staff group is between 1% and 5% with the lowest percentage in the On Call & Support staff groups. The Wholetime and Control staff groups had a promotion percentage of 3 and 5% respectively.

All promotions in Control and Support were females, no BAME staff was promoted this quarter.

6. Total Staff

Overall in DSFRS women make up 11.9% of the workforce at the end of the quartile. Within the operational categories this proportion was around 4.7% at the beginning of the period. Due to more male Wholetime staff leaving than joining, the Wholetime figure rose to 4.8% which is the same as the average of 4.8% for Fire Services nationally.

At the start of the period 78% of Control staff were women, due to 3 men starting in this staff group, the percentage has decreased to 73.8%. In the Support staff group the percentage of women increased slightly from 45.3% to 45.7%, this is close to the percentage of women of working age in employment of 47%.

Not taking into account the 8.8% of individuals who have chosen not to state their ethnic background, currently the Service's workforce consists of 2.1% BAME minority staff, with the Support Staff group having the highest diversity in that respect with 5.0% up from 4.5% as a result of new staff joining.

The main location for Support Staff is Service Headquarters and, although many staff travel from other parts of the counties, the main catchment area would be Exeter which has 7% of its population of an ethnic background other than White (Census 2011 data).

Compared to other Fire & Rescue Services in a survey completed in 2016, DSFRS has a much lower rate of 'not stated' (23% vs 8.8%), and a slightly lower diversity on ethnic background (3.2% vs 2.1%)

The identification as LGBT (anything else than Heterosexual) is low, with 1.7% identifying within this category, but with 20.8% 'not stated'. With such a high non-disclosure, it will be difficult to give any reasoned conclusions about the actual composition of the workforce. The percentage of this group in the community was 2.5% in 2011.

Considering that the non-disclosure on Ethnicity is only 8% it may be that staff still feel uncomfortable stating their sexual orientation or it could be that besides the options 'gay/lesbian' and Bisexual' there is only the option 'other' with no further explanation.

Besides the 9% of individuals who have chosen not to state whether they have a disability (visible or invisible), currently only 2% of the Service's workforce has declared a disability. This is far off the average of 16% within the community i.e. individuals of working age (Papworth Trust - Disability in the United Kingdom 2016 Facts & Figures)

7 Leavers

In this period there were 51 Leavers, resulting in a turnover rate of 2.5% over all staff categories. The On Call and Wholetime Staff turnover rates were both 2.2%, Support Staff 3.5% and Control 7.1%. The latter is due to the fact that this is a small staff group where a few individuals leaving has a relatively big impact.

A group of 10 On Call staff (out of 25) left for one of three reasons; relocation, work/life balance or for reasons to do with their primary work. Ten staff left without informing the Service of their reasons or for 'other' reasons.

More than 46% of the Wholetime Leavers retired and so did 12% of On Call Staff. No Support or Control Staff retired. All leavers voluntarily left the organisation with 2 Wholetime leavers transferring to another service through a job swap.

8 Discipline and Grievance cases

In this period 10 disciplinary cases were ongoing of which 3 were new. All cases concerned men of White British background.

Five grievance cases were ongoing, including 3 new ones. Of the 5, 4 were White British men and 1 was submitted by a White British woman.

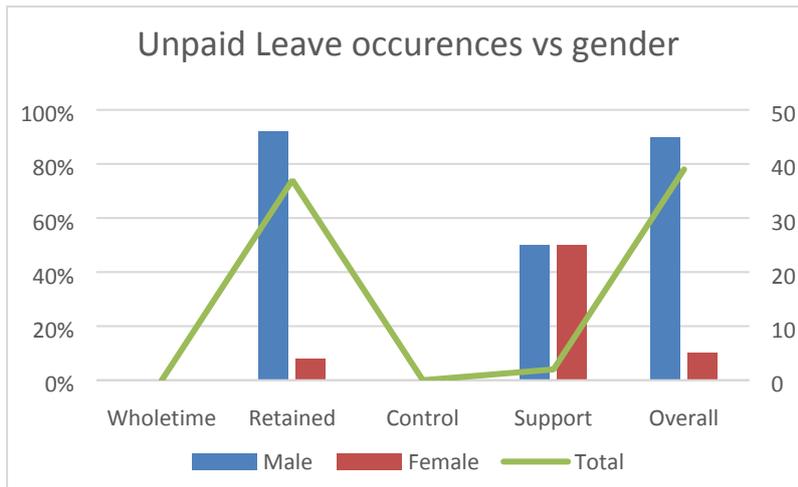
9 Unpaid Leave and Career Breaks

The purpose of the Career Break Scheme is to allow employees to request an opportunity to leave their employment on a medium to long-term basis (normally between six months and 2 years), with the intention of returning to the same or a similar post afterwards. Longer periods may be approved in exceptional circumstances. Shorter periods may be considered as Special Leave. The employee will be considered to have resigned from their post during the career break which means that these figures will appear in the Leavers data table.

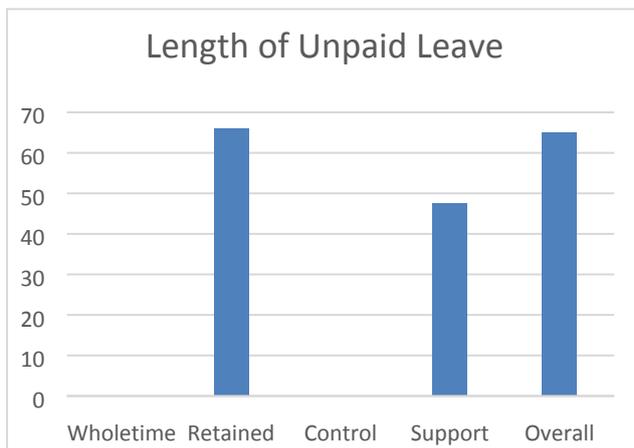
DSFRS will consider requests for special leave in any circumstances not covered by policies. This might include extending the entitlements for maternity, adoption, paternity, parental or compassionate leave; leave to cover periods of care; leave to cover attendance at rehabilitation centres, or unpaid leave of less than 6 months for the purposes of a career break. The individual normally returns to their previous post/role.

Unpaid Leave and Career Breaks are a regularly used option by the On Call staff Group when they experience periods when they are not able to provide the availability required within their contract due to a (temporary) change in primary employment or personal circumstances. The length of the periods is usually longer in nature. The difference in uptake between men and women could be explained by the fact there are overall more men than women in this staff group.

On Call staff account for 37 occurrences of unpaid leave, compared to 2 in total by the other staff groups (both by Support Staff). Only 1 Wholetime member of staff started a Career Break in this period.



The length/amount of Unpaid Leave taken by staff other than On Call is significantly less both in occurrence and duration as it impacts on the primary income of the individual involved, unlike with On Call staff. The uptake of Unpaid Leave among male and female Support Staff is fairly equal.



APPENDIX B TO REPORT HRMDC/18/19

National Fire Chiefs Council's 'An Inclusive Fire Service – The twenty-first century fire and rescue service' Key themes:

1. Requirement to change the culture of the service to become more inclusive one which values individuals for the abilities they bring.
2. Requirement to alter the perception of the service so the public can see the profession in its modern form.
3. Requirement to learn from other sectors and other Fire Services.
4. The political leadership of the fire service must fully support the change required and ensure the service delivers on diversity and exemplify inclusive leadership in the way staff treat each other and they portray themselves in public.

1. Requirement to change the culture of the service to become more inclusive one which values individuals for the abilities they bring.

- Marking of International Women's Day on 8 March 2018



Buckfastleigh Fire Station January 16 at



2. Requirement to alter the perception of the service so the public can see the profession in its modern form.

- Attendance at various career fairs with some female operational staff crewing the stands
- Videos and photos of recruits on social media

supportive messages of thanks from our communities for fire crews' tireless work through the weather. We'd like to thank all our #999family Devon & Cornwall Police Avon and... [More](#)



the bedroom and once enough information and checks had been made crews were able to lift the patient back onto the bed for more comfort for... [More](#)

Devon & Somerset Fire & Rescue Service shared Ivybridge Fire Station's post. January 16 at 9:20am · 🌐



Ivybridge Fire Station January 15 at 5:47pm · 🌐

WE ARE RECRUITING.
Ivybridge Fire Station is currently recruiting for On-call Firefighters. Men and women can apply who are aged 18 or older. There is no upper age limit!
You must live or work within 5 minutes...
... a local schoolgirl and her mum popped in with a slight problem... washer stuck on her finger. Our crews used small

A huge thanks from all at the hospital to the many organisations and volunteers who are helping us keep our patients and staff safe in this severe weather. Here are some members of Devon & Somerset Fire & Rescue... [More](#)



...tion added 5 0:01pm · 🌐

...ng of Farms and



Devon & Somerset Fire & Rescue Service shared Exmouth Fire Station's post. January 9 at 12:30pm · 🌐

Our Specialist Rescue Team and his handler Paul, are in Exmouth, Devon training Mickey, our live scent search dog. Mickey is able to detect live human scent in a variety of environments, from collapsed... [More](#)



3. Requirement to learn from other sectors and other Fire Services.

- Conference 8/3/18 Modernising the FRS Workforce: Creating a 21st Century Service

4. The political leadership of the fire service must fully support the change required and ensure the service delivers on diversity and exemplify inclusive leadership in the way staff treat each other and they portray themselves in public.

Devon & Somerset Fire & Rescue Service Yesterday at 11:38am · 🌐

Councillor Redman supporting #internationalwomensday #beinspired



3. Summary of key issues identified

The key findings identified in this set of data are:

- women are under-represented in all uniformed roles other than in Control;
- The percentage of women applying for a Wholetime promotion position is higher than the percentage of women in the workforce
- The application rate for Support vacancies from women is higher than the percentage of women of working age in employment
- Female application rate for operational roles is similar to female employment rates in jobs which could be considered to be of a similar nature
- The ethnic minority application rate is higher than the percentage of ethnic minorities in the community
- Grade 2 and 3 jobs attracted more female applicants than male

4. Total number of job applicants from different groups

In 2017 1871 Applicants applied through the recruitment system for 239 jobs. This does not include the 2607 candidates of the WT recruitment campaign who completed the online tests, but weren't invited to apply through the online system. Total of 4657 candidates¹

Vacancies advertised - Internal 96 adverts/ External 143 adverts

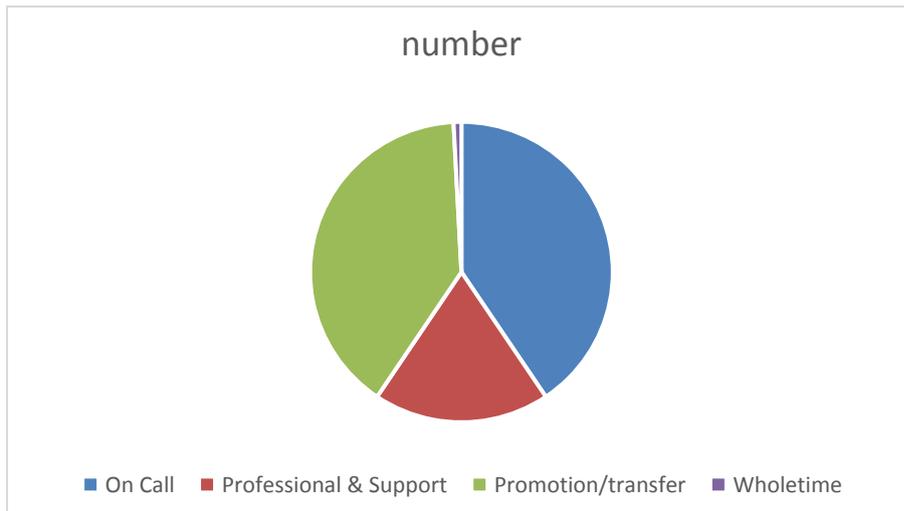
Contract type	13 casual jobs 1 contract not applicable (mentor) 189 permanent jobs (both internal & external) 2 secondments 33 temporary/fixed term 1 volunteer (staff supporter)
Vacancy type	97 On Call (all external) ² 45 Professional & Support (all external) ³ 95 Promotion/transfer (all internal, 70 uniformed (1 FFC, 41 CM, 23 WM, 2 SM, 1 GM), 27 Professional & Support) 2 Wholetime (external) ⁴

1 not including any other recruitment which was done without support from the Talentink system

2 all vacancies for On Call have been combined to 1 advert in November 2017

3 all internal Support vacancies are 'Promotion/transfer'

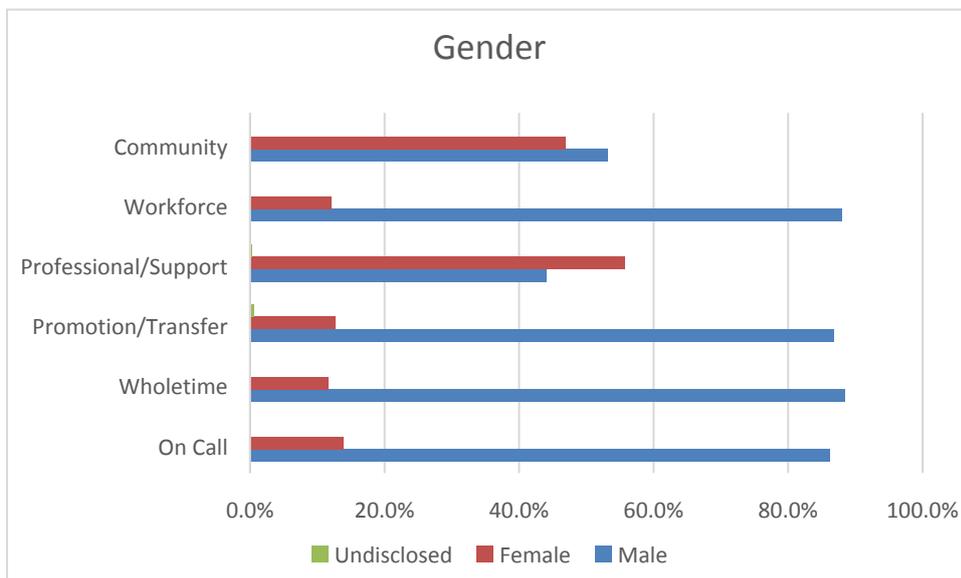
4 all external Promotion/transfer vacancies are 'Wholetime'



The below table shows the vacancy type against applicant gender.

	Male	Female	Undisclosed	Total
On Call	842	135	0	977
Wholetime	2599	342	0	2941
Promotion/Transfer	356	52	2	410
Professional/Support	168	213	1	382

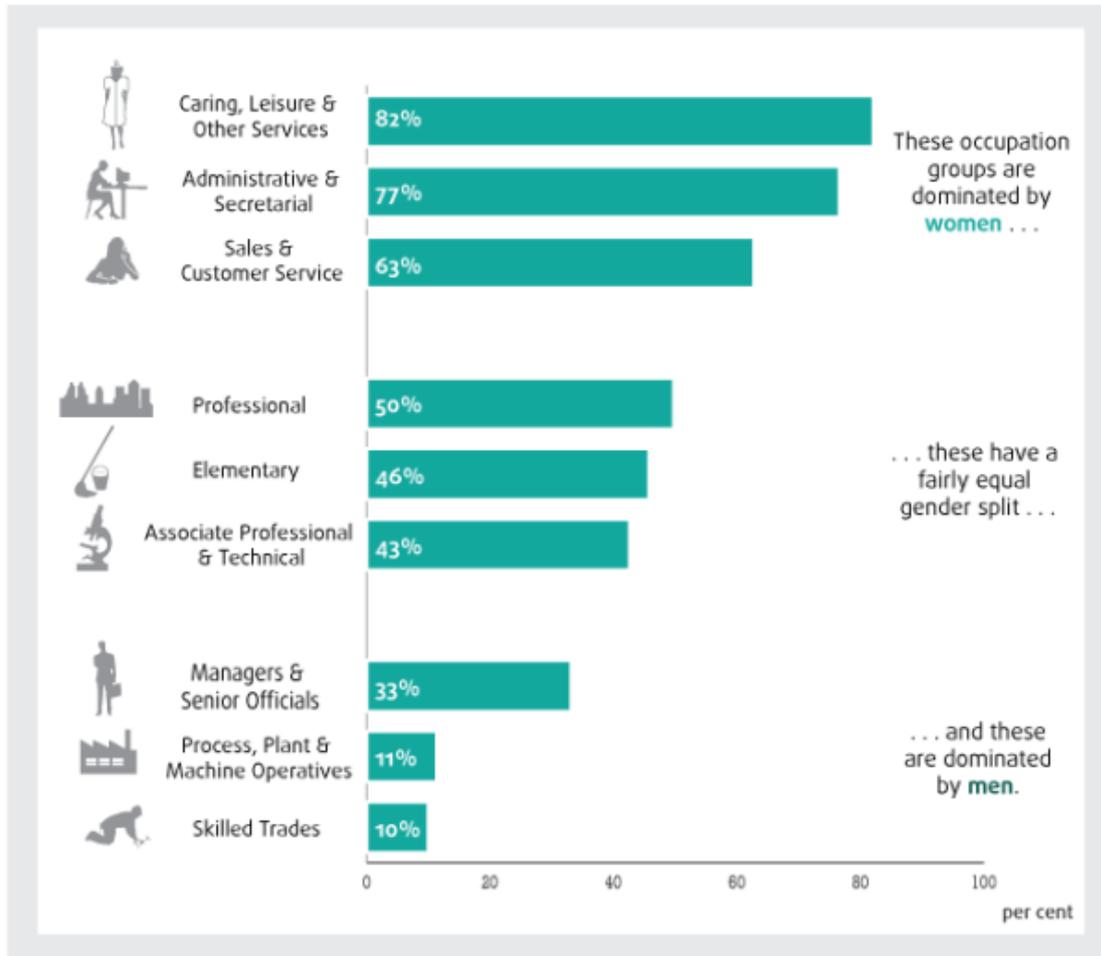
The graph shows the vacancy type against applicant gender and the gender percentages for the workforce and the Community.



The graph shows that the application rate for Support vacancies from women is higher than the percentage of women of working age in employment⁵. None of the other categories come close with Wholetime vacancies a percentage of 11.6% and On Call 13.8%. Although, the percentage of women of working age in employment is 47%, it needs to be noted that not all of those women would be interested in an operational role with the Fire & Rescue Service. This is for various reasons including the fact that it is a male dominated environment, which can be perceived as too physical/too dangerous, and personal aspiration⁸. In other manual roles like 'skilled

trades', 'process, plant & machine operatives' and armed forces (11.3%⁹) in general, some of these reasons apply as well and a (low) level of female employment is recorded in those professions.

The percentage of workers in each occupation group that are women, April to June 2013, UK



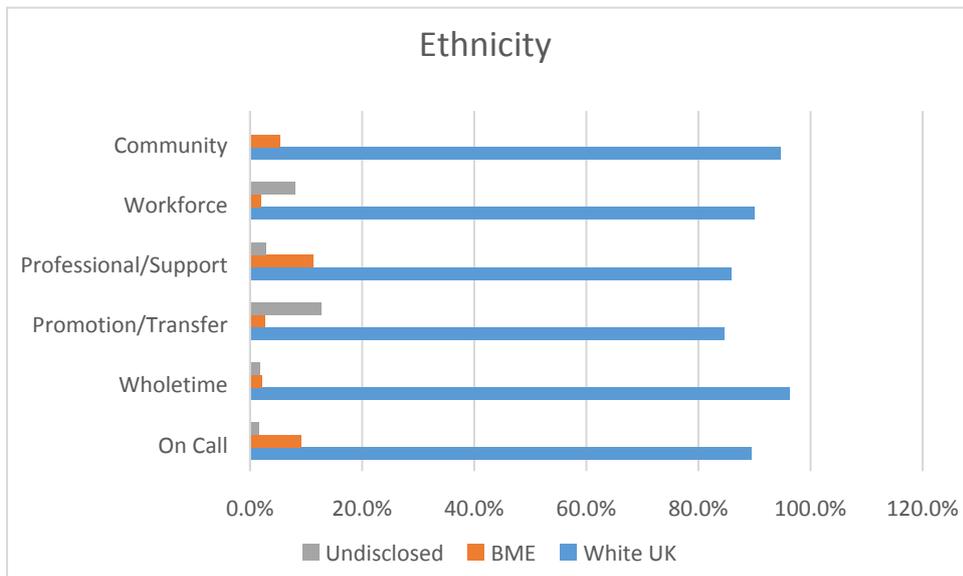
Source: Labour Force Survey - Office for National Statistics

- 5 In 2013 about 76% of working age men were employed and 67% of working age women – ONS report Women in the Labour Market Sept 2013
- 6 Devon County Council data, 2011 census <https://new.devon.gov.uk/factsandfigures/data-table/?postId=ethnicity&geography=464>
- 7 Nomisweb data, census 2011 <https://www.nomisweb.co.uk/census/2011>
- 8 Future Thinking report on why women are reluctant to apply to join the London Fire Brigade see: <http://moderngov.london-fire.gov.uk/mgconvert2pdf.aspx?id=5777>
- 9 UK Armed Forces Biannual Diversity Statistics 1 April 2016 – UK regular forces 10.2%, Volunteer reserve 13.6%

The below table shows the vacancy type against applicant ethnicity.

	White UK	BME	Undisclosed	Total
On Call	873	89	15	977
Wholetime	2828	60	53	2941
Promotion/Transfer	347	11	52	410
Professional/Support	328	43	11	382

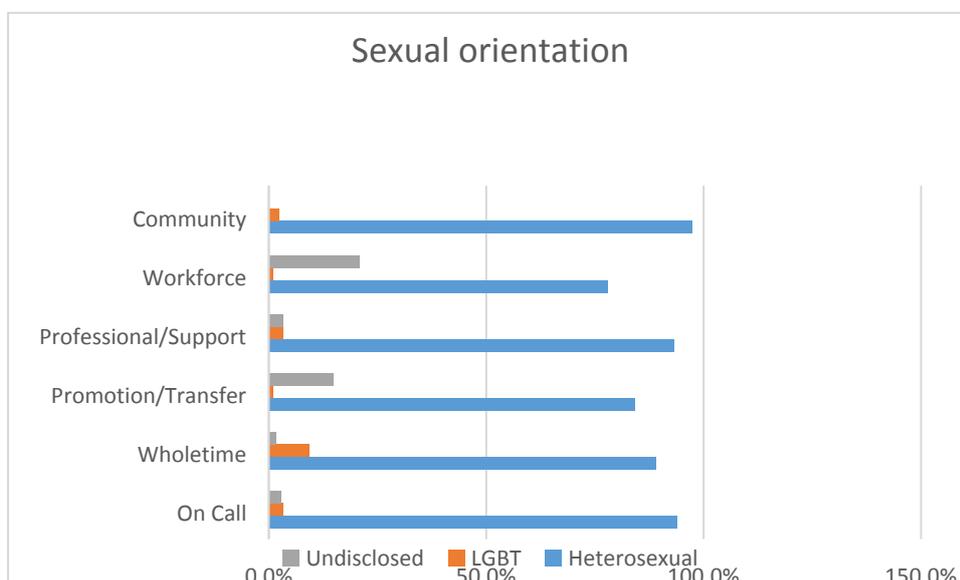
The graph shows the vacancy type against applicant ethnicity and the ethnicity percentages for the workforce and the Community.



The graph shows that the application percentage from BAME is highest for Support vacancies (11.3%) closely followed by On Call applications (9.1%). This is about 2 times the percentage of BME in the Devon community (5.3%), higher than the BAME population percentage in Exeter (7%)⁶, and higher than the percentage in the Southwest⁷ (8%).

The below table shows the vacancy type against applicant sexual orientation.

	Heterosexual	LGBT	Undisclosed	Total
On Call	918	32	27	977
Wholetime	2615	273	53	2941
Promotion/Transfer	345	4	61	410
Professional/Support	356	13	13	382



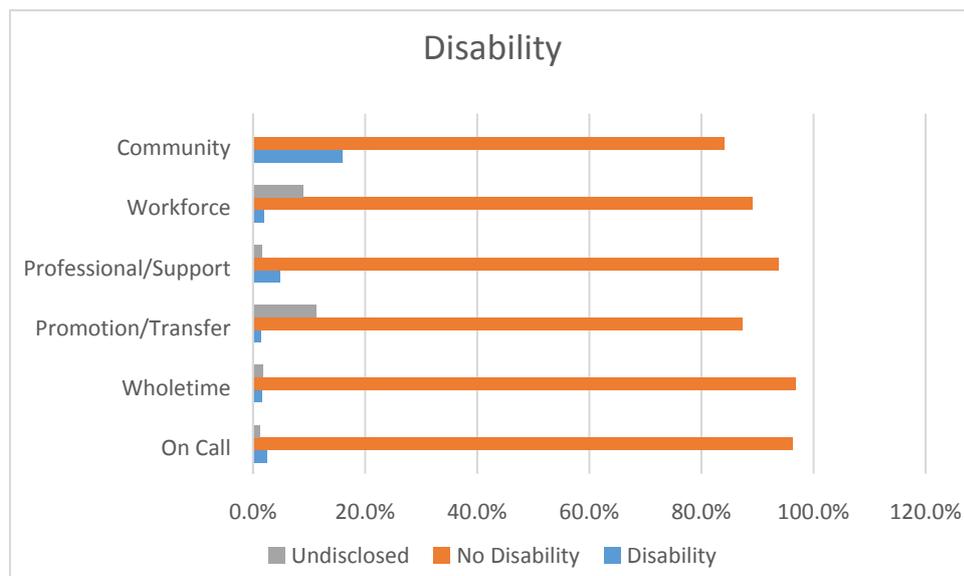
The graph shows the vacancy type against applicant sexual orientation and the sexual orientation percentages for the workforce and the Community.

From the graph it is apparent that the application rates from LGBT for Professional/Support (3.4%), Wholetime (9.3%) and On Call 3.3% are higher than the community (2.5% in 2011). The application rate from LGBT staff within promotion/transfer vacancies reflects the workforce composition as those vacancies are internal to the organisation. It should be noted that a fair percentage of staff have not disclosed their sexual orientation, and as such affecting the Promotion/transfer applicants' percentage.

The below table shows the vacancy type against applicant disability.

	Disability	No Disability	Undisclosed	Total
On Call	24	941	12	977
Wholetime	47	2841	53	2941
Promotion/Transfer	6	358	46	410
Professional/Support	18	358	6	382

The graph shows the vacancy type against applicant disability and the disability percentages for the workforce and the Community.



In the community 16% of people of working age live with some sort of disability. There are more disabled women than men in the UK. People from white ethnic groups are almost twice as likely as those from non-white ethnic groups to have a limiting long-standing illness or disability (20% compared with 11%). Disabled people are less likely to be in employment. In January 2016, the UK employment rate among working age disabled people was 46.5%, compared to 84% of non-disabled people⁸. This means that only 7.4% of the working age population is disabled and working.

5. Number of job applicants Wholetime recruitment

Wholetime Firefighter

2888 individuals applied for the Wholetime Firefighter positions via an external system linked to the online tests. After completion of the tests a shortlist was drawn up and 245 candidates were invited to apply in the recruitment system and their process was managed with the support of this system. Twenty three of those applicants were women and 7 of those were employed.

	Applied %	Behaviour tests	Numeracy Literacy	Physical		Interviews	Successful %
				Fitness	Practical		
BME	2.10%	2.50%	2.50%	4.50%	0.60%	0.00%	0.00%
Female	11.70%	17.40%	11.20%	9.40%	7.10%	8.00%	25.00%
Disability	1.60%	1.60%	1.50%	1.20%	1.20%	0.00%	0.00%
LGBT	9.50%	6.90%	6.90%	6.50%	6.50%	8.00%	14.30%

BME/BAME = all ethnic backgrounds other than White British

LGBT = Gay/Lesbian/Bisexual/Other

Wholetime applicant statistics:

337 Female (11.7%) <u>2551 Male</u> 2888 total	2828 White UK + undisclosed <u>60 Other ethnic background</u> (incl Other White) (2.1%) 2888 total
47 Disability (1.6%) <u>2841 No disability + Undisclosed</u> 2888 total	273 LGBT (9.5%) <u>2615 Heterosexual + undisclosed</u> 2888 total

Station Managers

53 individuals applied for the Station Managers positions, both internal and external applicants. 5 Females applied (1 internal in process, 2 external (1 rejected due to qualifications, 1 withdrawn) 6.1%)

5 Female (9.4%)

48 Male

53 total

This percentage is higher than the percentage of women in the workforce (4.7%).

No other diversity data recorded.

6. Number of job applicants On Call

135 women applied for On Call positions out of a total of 977 applicants (13.8%). This is a better percentage than for the Wholetime position and in line with the percentage of women starting in On Call positions of 14% in the third quarter of 2017. Positive Action activities seems to have resulted in a higher than usual intake of female operational staff in the third quarter of 2017, as in the 4th quarter the On Call female intake has dropped to 4%.

On Call applicant statistics:

135 Female <u>842 Male</u> 977 total	952 White 2 Irish applicants 32 Other White 873 White UK 45 undisclosed 1 Asian 4 Black African 4 Mixed 1 Other ethnic group <u>15 undisclosed</u> 977 total
10 bisexual 18 Gay/Lesbian 4 other 27 undisclosed <u>918 Heterosexual</u> 977 total	24 Disability 941 No disability <u>12 Undisclosed</u> 977 total

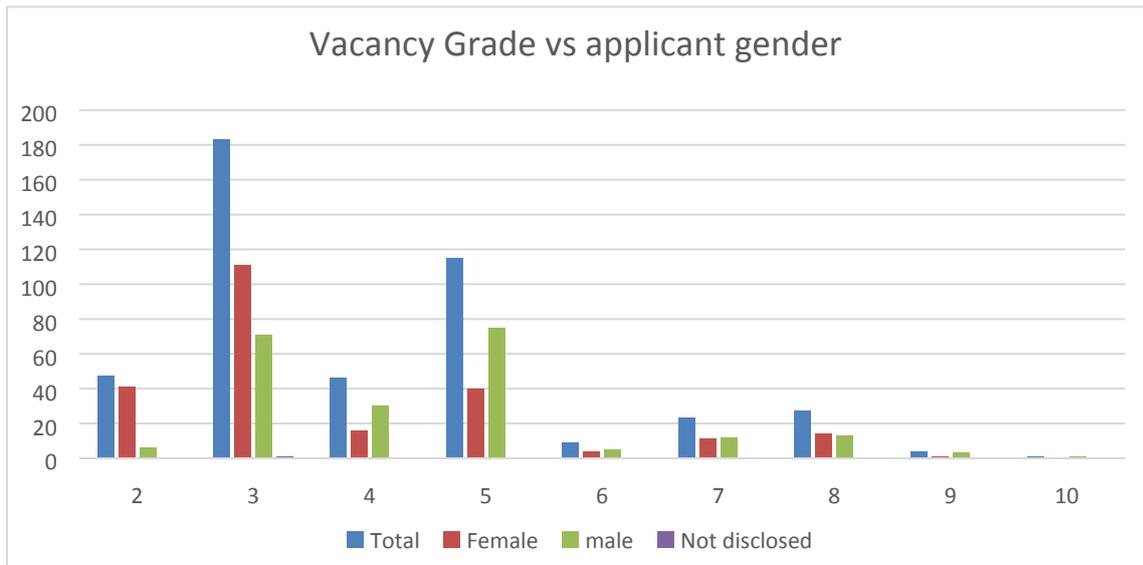
7 Number of job applicants Professional & Support Staff

In 2017 382 people applied for 45 jobs which were all externally advertised. Most applications were for the Grade 3 and Grade 5 jobs, which is as a result of the amount of vacancies at that level. Grade 2 and 3 jobs, which are of an administrative nature, attracted more female applicants than male. Grade 6-9 vacancies saw fairly equal amounts of women and men apply. The Grade 10 vacancy had not reached its closing date and the data has therefore been disregarded due to it being incomplete.

Applicant statistics:

1 undisclosed 213 Female <u>168 Male</u> 382 total	354 White 6 Irish applicants 20 Other White 304 White UK 24 undisclosed 7 Asian 4 Black African 6 Mixed
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	<u>11 undisclosed</u> 382 total
5 bisexual 7 Gay/Lesbian 1 other 13 undisclosed <u>356 Heterosexual</u> 382 total	18 Disability 358 No disability <u>6 Undisclosed</u> 382 total



8 Number of job applicants Control

In 2017 the vacancies for Control were advertised internally only and as such are treated statistically as Promotion/Transfer. However, looking specifically at the position for Control Operator, data could be extracted to give the below information.

7 Female

13 Male

20 total

No ethnic background, sexual orientation and disability data available.

Proportionally, most females (3) started in Control (75%), which is already a female dominated staff group. It is also notable that in Control, 100% of the starters were of White British ethnic background. This is likely to have been the result of recruiting internally only. This influx of new staff has reduced the total percentage of BAME from 3% to 2% for that staff group. Numbers of applicants for promotions within Control have not been extracted for this report.

9 Number of job applicants Promotion/Transfer

Vacancies advertised under 'Promotion/Transfer' are opportunities for staff to gain a promotion or to change job role and/or location. It is, therefore, expected that the diversity data will at least reflect the staff composition data.

2 undisclosed 52 Female <u>356 Male</u> 410 total	356 White 1 Irish applicants 8 Other White 336 White UK 11 undisclosed 2 Mixed <u>52 undisclosed</u> 410 total
3 bisexual 1 Gay/Lesbian 61 undisclosed <u>345 Heterosexual</u> 410 total	6 Disability 358 No disability <u>46 Undisclosed</u> 410 total

Overall in DSFRS women make up 12% of the workforce and the percentage of female applicants was 12.7%, 2% of staff is of an ethnic background other than White UK and so is 2.7% of applicants, 1% of staff are in the LGBT group and so is 1% of applicants and 1% of staff have disclosed a disability and so has 1% of applicants.