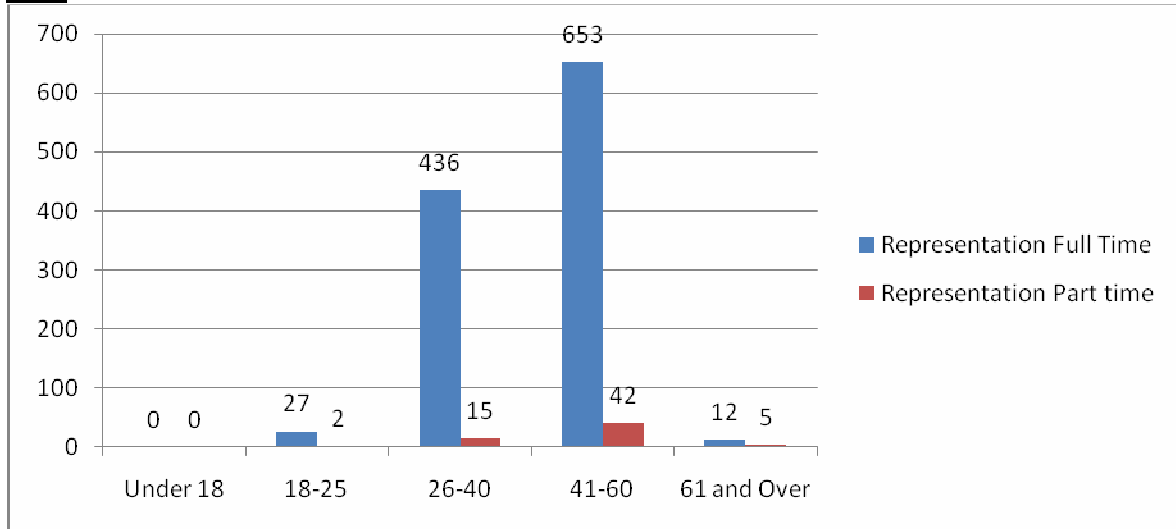


Equality Data- Full Report

July 2010 to July 2011

Internal data- (Staff profile data broken down by protected characteristic)

Age

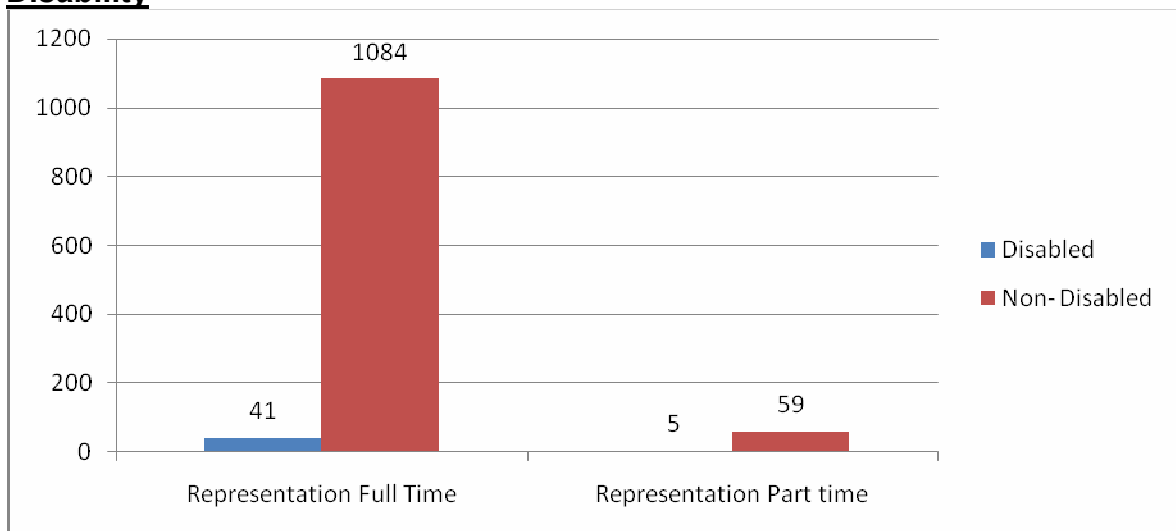


What does this data tell us and what are we doing / going to do as a result?

The majority of staff fall within the 41-60 age range and this is the case for both full-time and part-time employees. The reasons for this could be attributed to the Fire and Rescue Service being viewed as a role for life and many people joining at an early age and remaining in the organisation which has resulted in an older workforce. The 61 and over age group is likely to increase in the coming years due to the pension reform and abolition of the default retirement age.

It is worth noting that the reason why there are no employees under the age of 18 is largely due to the nature of the role of Fire fighter and legislative requirements associated with recruitment.

Disability



What does this data tell us and what are we doing / going to do as a result?

4% of our full-time workers and 4% of our part time workers have declared themselves to have a disability.

Unfortunately there is a potential under-reporting in terms of staff who declare themselves to have a disability which we can surmise from the number of reasonable adjustments we make and the amount of work carried out by our Occupational Health Department. One of the reasons for this is that many people within the organisation who require adjustments do not actually view themselves as disabled. We are actively working to promote and encourage reporting via staff censuses and the Employee Advisory Group for Disability.

On-going awareness takes place through the hosting of disability related conferences and placement schemes. We also demonstrate our commitment to disability through the Two Ticks Disability Symbol and by subscribing to ABLE (a national disabled persons magazine) where we promote ourselves as an employer of choice for disabled people via their website and publications.

It is encouraging to note that our employees who were involved in the disability placement scheme achieved a number of nominations in the RISE awards (internal staff recognising scheme) and actually won the award for Best Team for the dedication and support they provided to the young students with learning disabilities on their placement within the organisation.

Types of Disability and Reasonable Adjustments

Over 30 of our employees who have declared themselves to have a disability have been supported and assisted by our Occupational Health specialists to ensure they are able to remain in employment with our organisation.

Individuals with a range of conditions including hearing loss, dyslexia, spinal / musculo-skeletal have been provided with a range of equipment such as digital in ear hearing aids, relevant assessment/training, specific chairs, neck rests, key boards and so on.

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

We also operate a system of altered duties, phased return to work and restrictive hours to support employees and provide many minor adjustments that may not relate specifically to a specific disability but as a preventative measure to try and avoid future problems occurring for our staff.

Gender Reassignment

We do not ask questions around gender reassignment however, we have commenced awareness sessions for our staff and managers and on-going advice and support is provided by our Diversity and Equality Advisor.

We also employ Community Safety Advocates who speak a range of languages and work with minority ethnic groups and people in the local community on a daily basis to promote fire safety and the Authority as an employer of choice.

Religion and Belief

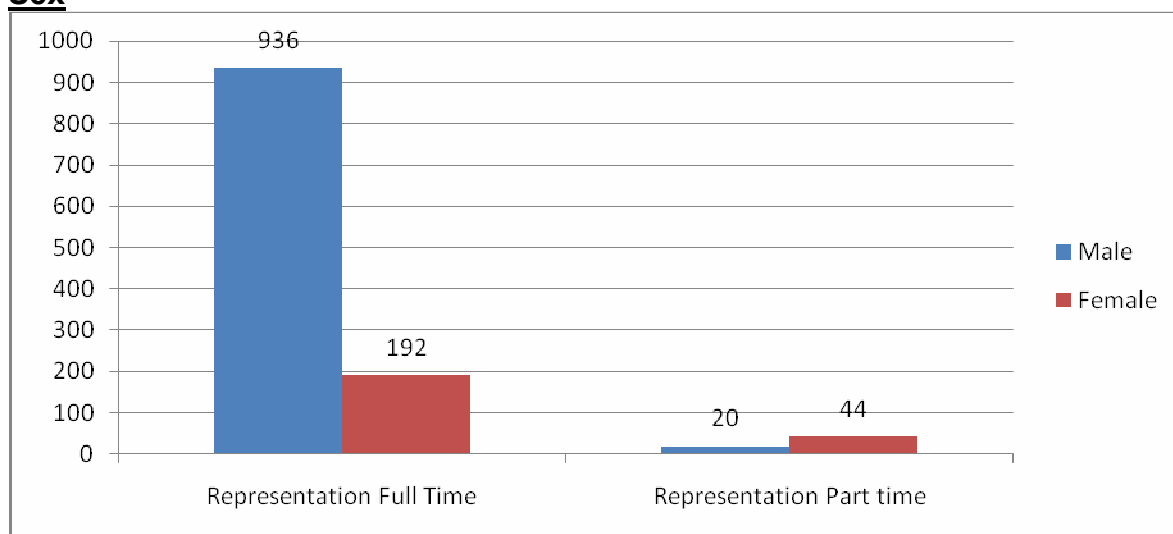
Religion or Belief	Representation Full Time	Representation Part time
Not stated	569	22
Agnostic	2	0
Atheist	4	0
Buddhist	5	0
Catholic	15	0
Christadelphian	1	0
Christian	519	39
Humanist	1	0
Jedi	2	0
Jewish	1	0
Methodist	2	0
Muslim	4	2
Pagan	0	1
Total	1125	64

What does this data tell us and what are we doing / going to do as a result?

Almost half of the workforce have not declared their religion or belief. Of those who did declare, there are a range of minority faiths with a significant proportion of the workforce stating that they are of the Christian faith.”

Although a large proportion of our employees are of the Christian faith, it is interesting to note that there is a range of minority faiths within the workforce. We will be reviewing the content and approach to how we undertake future staff censuses to encourage reporting in all areas therefore we hope to see an increase in the not stated category for religion or belief.

Sex



What does this data tell us and what are we doing / going to do as a result?

20% of our workforce are female. In comparison, 51.6% of the population are female. We recognise that work needs to continue to promote ourselves as an employer of choice for women, particularly in the operational field and to ensure women have equal opportunities in the workplace.

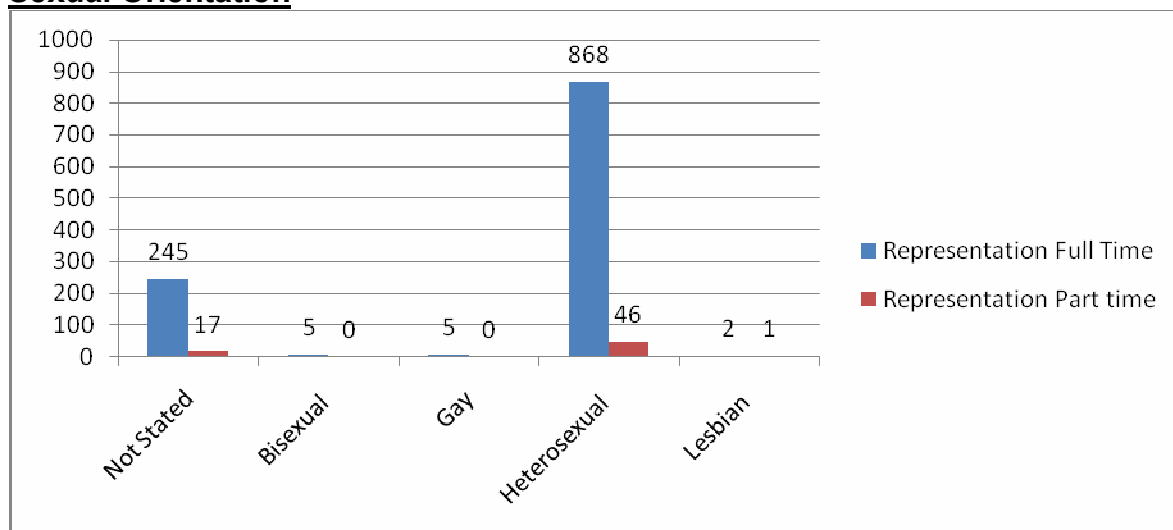
Our brand campaign which focused on promoting ourselves as an employer of choice to minority ethnic people and women helped us to achieve a significant increase in the number of female candidates, leading to a 300% increase in amount of females successful at physical stage compared to the previous campaign. As a result we have exceeded our target with an increase of 20% of females employed in operational roles.

We work closely with the Fire Brigades Union Women’s section who are represented on our Diversity and Equality Committee on specific projects such as the review of provisions for female workers to ensure dignity and respect at work.

We also support NWFS (Networking Women in the Fire Service) and support and promote membership throughout the organisation.

In addition to the above, we actively promote training opportunities for women with a focus on management development. It is promising to note that 20% of the attendees of recent supervisory management development opportunities were women.

Sexual Orientation



What does this data tell us and what are we doing / going to do as a result?

A large portion of our workforce have declared themselves to be heterosexual with a smaller number of employees declaring themselves to be lesbian, gay and bisexual (LGB).

Unfortunately, as sexual orientation can be quite a sensitive subject for some people, it is not surprising that 22% of the workforce have not declared their sexual orientation. In response to this we are encouraging more people to declare their sexuality in future staff censuses by carefully explaining why we collect this data, how we use it to make improvements in the organisation whilst promoting confidentiality as part of the exercise.

We work closely with our Employee Advisory Group for Sexual Orientation who actively review policy, procedures and practice in respect of LGB employees/issues. We seek out opportunities to promote ourselves as an employer of choice to LGB

people for example advertising in LGB media and holding conferences to raise awareness / share good practice.

We are members of Stonewall which is a national organisation that supports LGB people in the workplace. Stonewall provides us with advice and guidance in relation to LGB employees and raising awareness of the issues they can face in the workplace.

We recently achieved 60th Place in the Stonewall Workplace Equality Index of Top 100 gay friendly employers and top Fire and Rescue Service in the country in terms of our approach to supporting our LGB employees and promoting LGB issues / awareness.

Grievances and dismissals by protected characteristic

No grievances or dismissals within the data reporting period.

Gender balance by varying levels within the organisation

Gender analysis as at July 2011

Grade	No. of Males	Average salary (Men) per Annum	No. of Females	Average salary (Women) per Ann
Manual/Clerical (scale 1-2)	25	14,349	67	14,444
Technical/Admin (scale 3-5)	47	19,414	61	18,328
Supervisory Manager/Specialist (scale 6-SO2)	36	25,448	22	26,149
Middle Manager (PO grades)	29	33,083	40	31,766
Fire-fighters (CM, WM, GM)	333	36,023	23	33,993
Fire-fighters (FF)	480	28,499	24	26,932
Area Manager and Above	8	88,875	2	73,542

What does this data tell us and what are we doing/going to do as a result?

The above data is based on employee numbers as at July 2011. In addition to basic salary this data includes Continuous Professional Development, Flexi Duty (on call) Allowance, Car User Allowance and Instructor Allowance.

The table shows that there are differences in the salaries of men and women at most levels, particular in the higher level posts, where on average men tend to be paid a slightly higher annual salary. Many of these posts carry the additional allowances associated with operational sector competence which is the main reason for this difference.

We have more women in manual/clerical type posts and supervisor manager/specialist posts and on average they are paid more than men at this level.

We intend to carry out an equal pay audit to further examine our position as an organisation in terms of gender pay gap.

Applications for Flexible Working and success rates

During the reporting period 5 employees requested flexible working and all requests were successful.

Authority Members

The Authority comprises 16 elected members, nominated by the five constituent councils of Tyne and Wear. We have a diverse group of Members on our Fire Authority. The majority of our Members are White British with one member being minority ethnic. There is a wide age range amongst Members from 37 to 69 years. Four of our Members are women, two have declared themselves to have a disability, one member is openly gay.

Recruitment and promotion by protected characteristic

No recruitment took place within the reporting period. Contract worker data cannot be provided as this is not currently collected by the organisation.

Substantive promotion by protected characteristic:-

Age at the time of promotion	Representation
Under 18	0
18-25	0
26-40	8
41-60	17
61 and Over	0
Total	25

Disability - Of the 25 participants **none** declared a disability.

Gender	Representation
Male	24
Female	1
Total	25

What does this data tell us and what are we doing / going to do as a result?

As we have fewer women than men in operational roles it is expected that fewer women will achieve a substantive promotion however, 4% of females were promoted in the reporting year. Assessment Development Centres are open to all employees who wish to develop and achieve promotion.

Training Opportunities

In this section we analyse data in relation to management development training opportunities taken up by employees.

There are two levels of development within the organisation categorised as:

- Supervisory Management Development which includes our Crew Managers Programme, Institute of Leadership and Management Level 3 Certificate and Supervisory Manager Assessment Development Centre.

- Middle Management development which incorporates the Institute of Leadership and Management Level 5 Certificate and Middle Manager Assessment Development Centre.

Age

Age	Supervisory	Middle
Under 18	0	0
18-25	3	1
26-40	138	20
41-60	126	65
61 and Over	0	0
Total	267	86

Disability

Disability	Supervisory	Middle
Yes	18	6
No	249	80
Total Number	267	86

Pregnancy and Maternity

Pregnancy/Maternity	Supervisory	Middle
Number given training	4	0
Total Number	4	0

Race

Ethnic Groups	Supervisory	Middle
Asian or Asian British/Bangladeshi	1	
Asian or Asian British/Indian		
Asian or Asian British/Pakistani		
Black or Black British/African		
Black or Black British/Caribbean		
Black or Black British Other Black	1	1
Chinese or Other Ethnic		
Mixed White/Asian		
Mixed White/Black Caribbean		
Not Stated		
Other Mixed		1
White British	265	83
White Irish		
White Other		1
Total	267	86

Sex

Gender	Supervisory	Middle
Male	213	81
Female	54	5
Total Number	267	86

Sexual Orientation

Sexual Orientation	Supervisory	Middle
Not stated	55	10
Bisexual	4	0
Gay	0	1
Heterosexual	208	75
Lesbian	0	0
Total	267	86

What does this data tell us and what are we doing / going to do as a result?

Of those employees who took up management development opportunities, 5% have a disability, 1% are gay / bisexual (18% not declared / unknown sexual orientation), 1% are from an ethnic minority, 1% are pregnant and 20% were women.

Whilst it is encouraging to see that many of the protected characteristics are represented here in terms of attendance on management development courses, some of the minority groups could have greater representation.

Attendance in most cases is voluntary and therefore improvement will be achieved through line management encouraging all employees including those with a protected characteristic to take up such opportunities through the Personal Development Planning process.

Every year we offer a place to lesbian, gay and bisexual employees on the Stonewall Leadership Programme however this is rarely taken up. Research will also take place to identify whether there are any specific reasons why employees with a particularly characteristic may not be putting themselves forward for management development.

Leavers from the organisation

Age

Age	Voluntary	Redundancy
Under 18	0	0
18-25	15	2
26-40	21	8
41-60	51	2
61 and Over	14	0
Total	101	12

Disability

Disability	Voluntary	Redundancy
Disabled	2	0
Non- Disabled	99	12
Total	101	12

Pregnancy and Maternity

Maternity	Representation	Redundancy
Total number returned	2	0
Total Number of leavers	0	1

Race

Ethnic Groups	Voluntary	Redundancy
Asian or Asian British/Bangladeshi		
Asian or Asian British/Indian	0	1
Asian or Asian British/Pakistani		
Black or Black British/African	1	
Black or Black British/Caribbean		
Black or Black British Other Black		
Chinese or Other Ethnic		
Mixed White/Asian		
Mixed White/Black Caribbean		
Not Stated	1	
Other Mixed		
White British	98	11
White Irish	1	
White Other		
Total	101	12

Religion and Belief

Religion or Belief	Voluntary	Redundancy
Unknown	46	10
Agnostic	0	
Atheist	0	
Buddhist	0	
Catholic	2	
Christadelphian	0	
Christian	51	1
Humanist	0	
Jedi	0	
Jewish	0	
Methodist	0	
Muslim	0	1
Pagan	2	
Total	101	12

Sex

Gender	Voluntary	Redundancy
Male	76	5
Female	25	7
Total	101	12

Sexual Orientation

Sexual Orientation	Voluntary	Redundancy
Unknown	35	9
Bisexual	0	0
Gay	0	0
Heterosexual	65	3
Lesbian	1	0
Total	101	12

External Equality Data

Service User Data

Data shown has been collected for the period July 2010 to July 2011.

Service user data broken down by protected characteristic:-

Satisfaction Surveys – After the Incident Survey (ATIS)

An ATIS has been specifically commissioned in order to determine levels of customer satisfaction amongst domestic and non-domestic premises that have recently experienced a primary fire.

The surveys ask questions on each aspect of the victims (individuals who have been injured or rescued) involvement with Tyne and Wear Fire and Rescue Service including making the initial call, experiences at the scene and any subsequent follow up work with our Prevention and Education department etc.

As part of the ATIS questions are asked regarding each protected characteristic in order to ensure that standards are consistent across the Service.

The ATIS revealed the following results per protected characteristic:

- 35% of those who completed the survey were male, 65% were female.
- The average age of those who completed the survey was 50.31 years
- 47% of those who completed the survey classed themselves as 'White British', 8% classed themselves as 'White English', 4% classed themselves as 'Black British' and 4% classed themselves as 'Black African'
- 30% of those who completed the survey indicated that they have some form of disability
- 86% of those who completed the survey classified themselves as heterosexual, 8% preferred not to say and 1% classed themselves as gay.

What does this data tell us and what are we doing / going to do as a result?

The percentages above paint a picture of the people that have been injured or rescued over the reporting period. We use this data to help us establish which specific groups of people we may need to target. This data will be fed into our Prevention and Education strategies to enable us to focus on those that are at most risk in our local communities.

Complaints

No complaints received during the reporting period were in relation to a protected characteristic. Of the 25 complainants received the following protected characteristics were identified:

Age	Race	Sex	Sexual Orientation
20-39 years = 1	White British = 11	Male = 13	Heterosexual = 2
40-49 = 3	Caribbean = 1	Female = 11	Not declared = 23
Not stated = 21	Not stated = 13	Unknown = 1	

What does this data tell us and what are we doing / going to do as a result?

There is a similar number of male and female complainants and whilst some were happy to provide information regarding their Age, Race and Sexual Orientation many decided not to state these three characteristics. We recognise the need to provide more information about monitoring which will encourage people to provide such data in future.

Protection and Technical visits by ethnicity

Ethnic Groups	Number of people
Asian or Asian British - Bangladeshi	11
Asian or Asian British - Indian	46
Asian or Asian British - Other Asian	44
Asian or Asian British - Pakistani	16
Black or Black British - African	1
Chinese or Other Ethnic Group - Chinese	27
Chinese or Other Ethnic Group - Other	3
Mixed - Other Mixed	990
Mixed - White and Asian	67
Mixed - White and Black African	4
Not Stated	40
White - British	4123
White - Irish	25
White - Other White	89
Total visits	6886

What does this data tell us and what are we doing / going to do as a result?

40% of the people who our Protection and Technical staff engaged with were from a minority ethnic group. Nearly 1,000 people identified themselves as “Other Mixed”. This data help us to identify which specific groups of people we may need to target. It will be fed into our Protection and Technical strategies to enable us to focus on those that are at most risk.

Prevention and Education Home Safety Checks by Protected Characteristic

Protected Characteristic	Number of people
White British	29478
White Irish	41
Other White	621
Mixed White And Black Caribbean	31
Mixed White And Black African	30
Mixed White And Asian	72
Other Mixed	115
Asian Indian	304
Asian Pakistani	100
Asian Bangladeshi	101
Asian Other Asian	177
Black Caribbean	52
Black African	108
Other Black	67
Chinese Or Other Ethnic Group Chinese	120

Chinese Or Other Ethnic Group Other	45
Not Stated	164
Total number of Home Safety Checks	35388

Children (under 5 Years)	3555
Elderly (65 And Above)	14387
Single Parent Families	796
Disabled	2836
Total	

Ethnic Group	Number of P & E Jobs	Number of people
Asian or Asian British - Bangladeshi	1	40
Asian or Asian British - Indian	2	2
Asian or Asian British - Other Asian	2	30
Chinese or Other Ethnic Group - Chinese	3	227
Mixed - Other mixed	572	58276
Mixed - White and Asian	25	916
Mixed - White and Black African	1	20
Not Stated	87	10590
Other	5	93
White - British	784	15601
White - Other white	2	58
White European	3	80
Total	1487	85933

What does this data tell us and what are we doing / going to do as a result?

17% of people who had a Home Safety Check were from a minority ethnic group. Over 14,000 Home Safety Checks were carried out with Elderly people (age 65+), nearly 3,000 checks were undertaken with disabled people and just over 3,500 children were engaged with.

We engaged with over 70,000 people from a minority ethnic background during the reporting year as part of our prevention and education work.

General Engagement work

As part of the decision making process, we regularly consult with the community on our plans and proposals. Examples of this include:

Retained Fire Appliance-We consulted with the community in the Birtley area regarding the proposed removal from service of the retained appliance at that station. A number of community consultations were carried out with the local community which comprised of a number of people from each of the protected characteristics.

Uniform-Staff were consulted on a choice of two new corporate uniforms. After extensive consultation, one was chosen which led to a greatly reduced cost implication for the community rather than choosing the more expensive option.

Chinese New Year – We engaged with **approximately 400 people** as part of the Chinese New Year celebrations. This included contact with over 200 Chinese businesses, presence at the Chinese New Year festival and support from the Newcastle Chinese Association and local business people on the text and design of the ‘Happy New Year’ card.

Vaisakhi – For this celebration we consulted with community members regarding developing a Happy Vaisakhi card and engaged with **around 100 people**.

Idaho/Northern Pride – 280 surveys were completed by lesbian, gay, bisexual and transgender (LGBT) people in the community at various events aimed at raising awareness of fire safety and the Fire and Rescue Service as an employer of choice with **approximately 600 LGBT people reached**.

Deaf Awareness – Contact was made with approximately **150 Deaf and Hard of hearing people** through the launch of a film, including engagement with the Deaf Charity ‘Becoming Visible’ who advised on the format and content of the film and we also had over **1000 people** viewed it on YouTube.

Advocate engagement in relation to fire safety initiatives

Protected characteristic	Numbers
Minority ethnic	8423
Disabled	90
LGBT	19

Safety Works

Our Safety Works! centre enables visitors to participate safely in realistic situations illustrating everyday hazards and how to prevent them. The centre has many visitors throughout the year:-

Visitor Type	Numbers
Youth	3408
Older Persons	324
Minority ethnic	26
Disability	346
Other*	289

*Other includes engaging with care agencies, partner organisations, third sector etc.

Phoenix

As part of our Phoenix Project, the positive role model of a firefighter is used to provide a life changing programme for young people who are the most challenging and disadvantaged in local society.

The Sunderland Phoenix delivered to 498 young people aged between 11-17 years. Newcastle Phoenix ran 20 Courses and delivered to 248 young people between the age of 11-17 years

Four courses were ran in Gateshead on a 6 course pilot scheme funded by Barnardo's with 32 young people attending.

Young Firefighters Association

The Young Firefighters Association provides young people from a variation backgrounds for example those who are at risk of offending or non-attendees at school, a programme of practical and theoretical instructions on Fire Service related subjects.

During the reporting period, 10 branches with an average of 10 young people attending each branch on a weekly basis, 100 young people in total.

Predominantly, these would be the same people attending each week. 13 of the 100 young people had a disability. All were aged between 11 and 17.