

TYNE AND WEAR FIRE AND RESCUE AUTHORITY**Item 10****MEETING: 20 SEPTEMBER 2010**

SUBJECT: REVIEW OF ESTABLISHMENT LEVELS**REPORT OF THE CHIEF FIRE OFFICER**

1. INTRODUCTION

1.1 The Authority will be aware that a review of the current and future operational establishment revealed a requirement for an initial training course of 30 trainees to commence on 6th September 2010. This report presents the diversity monitoring statistics of that course for the information of Members.

2 DIVERSITY MONITORING

2.1 As Members will be recall, at the meeting held on 16 June 2008, the Authority committed to achieve higher targets than the minimum required by the Fire and Rescue Service National Equality and Diversity Strategy (Minute 14(ii)/2008 Refers). These targets were in addition to the Authority's existing diversity targets.

2.2 These higher targets, known as 'Stretch Targets', apply to women joining the service in an operational capacity and black and minority ethnic staff joining the service in any capacity and are as follows:

- By 2013, the percentage of new women entrants joining the operational sector of the service to be 18% of the total number of new entrants.
- By 2013, the percentage of new entrants from black and minority ethnic groups employed across the whole organisation to be 9.2% of the total number of new entrants.

2.3 The trainee firefighter course that has just commenced comprises 30 trainees and the Chief Fire Officer is pleased to present the diversity monitoring statistics as follows:

- **Gender Breakdown** – the course is made up of 25 male and 5 female trainees which equates to 83% male and 17% female. This is 1% below the stretch target set to be achieved by 2013. Furthermore, if all are successful in completing the course it will increase our percentage of women firefighters currently employed by the Authority to 5.6%. (This is 0.27% above the target set for 2010/2011).
- **Ethnicity** – there are two trainees from a black or minority ethnic background on the course which represents 6.6% of the total trainees. This will assist in meeting the 2013 stretch target for employment across the whole workforce. It also means that the Authority's BME diversity target for 2010/2011, to have 2.7% of the workforce drawn from black or minority ethnic backgrounds, has been achieved, with the figure now standing at 2.8%.

- **Age** – the youngest member of the course is 18 and the oldest 33. The average age for the course is 25.5 years.
- **Disability** – there are no individuals with a disability on the course.
- **Religion** – 30% of the course describe themselves as Christian, 40% state they have no religion and 30% did not declare.
- **Sexual Orientation** – 80% of the course describe themselves as heterosexual with 20% choosing not to declare.

2.4 The above information indicates how well the Authority is progressing the diversification of the workforce. All the information presented is accurate at the date of this report however should there be a failure of any one or more individuals on the course the information is likely to alter.

3 FINANCIAL IMPLICATIONS

3.1 There are no financial implications with regard to this specific report.

4 RECOMMENDATIONS

4.1 The Authority is requested to:-

- a) Note the content of this report;
- b) Endorse the actions of the Chief Fire Officer is working towards the diversification of the workforce;
- c) Receive further reports as appropriate.

BACKGROUND PAPERS

The under mentioned Background Papers refer to the subject matter of the above report:

- Fire and Rescue Service National and Equality and Diversity Study 2008 - 2013