

CHESHIRE FIRE AUTHORITY

MEETING OF: PERFORMANCE AND OVERVIEW COMMITTEE
DATE: 6TH SEPTEMBER 2017
REPORT OF: DIRECTOR OF TRANSFORMATION
AUTHOR: MELANIE HOCKENHULL

SUBJECT: ANNUAL EQUALITY MONITORING
REPORT 2016-17

Purpose of Report

1. This report provides a summary of key issues identified in the Service's Annual Equality Monitoring Report 2016-17 which is attached to the report as Appendix 1. This is the third year in which the Monitoring Report has been presented in this format and feedback on the format has once again been positive.

Recommended that:

- [1] The Annual Equality Monitoring Report 2016-2017 be received.

Background

2. The Performance and Overview Committee has previously received update reports highlighting the progress the Service has made in relation to equality and diversity. Reports have included achievement of the Excellent Standard in the Fire and Rescue Service Equality Framework, progress against the Service's Equalities Action Plan and the Annual Equality Monitoring Reports.
3. Production and analysis of the Monitoring Report provides reassurance that there are no barriers or adverse impacts in how the Authority delivers its services to communities and how it employs and works with staff, as well as satisfying statutory requirements under national equality legislation.

Information

4. The Service has been monitoring its employment practices for a number of years, while monitoring of key areas of service began in 2010-2011. Annual equality monitoring reports have been presented to the Performance and Overview Committee since that time.
5. Relevant monitoring information is collated on a quarterly basis and presented to the Equality Steering Group ('ESG'). Representatives on the ESG then scrutinise the information to identify any positive or adverse trends. Where trends are identified, appropriate action is

discussed and taken. This can range from further analysis to get a better understanding of the issues, to direct action to mitigate the impact.

6. The format of the Monitoring Report has evolved in recent years. Particular attention has once again been paid to making the information as accessible and user friendly as possible.
7. The Monitoring Report was endorsed at the July meeting of the ESG. Please note, areas of the report may be subject to minor change based on further data cleansing and validation.

Summary

8. The Equality Monitoring report is divided into two sections: Employment and Community Engagement. This reflects internal and external monitoring.
9. Additional data has been presented this year in the Employment section as follows: Top 5% of Earners; Leavers: Promotions; and Training.
10. No additional data has been provided in relation to Community Engagement, although youth engagement activities have been separated into three sections to cover the three activities we offer: Cadets; Respect; and Princes Trust.
11. In relation to the 2016-2017 Monitoring Report key areas of interest in the two sections include:

Employment

- The Service employs 921 staff. The majority of employees are white British males, aged between 35-44. This position is similar to that reported in 2015-2016.
- Six percent of operational staff are female, a slight increase from the 5% reported in 2015-2016. The number of women in operational roles has increased by 7 in the last year and by 14 in the last 2 years. There was also a small increase in the numbers of women being promoted.
- There are currently 188 volunteers, the majority of whom are aged 17-24, male and white British. Again, this is similar to the position in 2015-2016.
- The percentage of staff accessing training decreases with each age group after 35-44; this might suggest that more needs to be done to promote training opportunities to older staff.
- In terms of operational recruitment:
 - **Wholetime recruitment** - 17 candidates were successfully taken on as wholetime firefighters in 2017. Of those who were successful, 6% are from a BAME background, 24% are women and 24% identify as LGBT. No successful candidates declared a disability.

- **Apprentices** – 11 apprentices were recruited in 2016. Of these, 36% are female, 9% declared a disability and 9% declared a religion other than Christianity or no religion.
- **On call recruitment** – 67 new on-call firefighters were recruited, with the majority being white British men.

Community Engagement

- Eighty-eight percent of residents receiving an HSA were aged over 65, in line with targeted risk methodology.
 - Most young people taking part in youth engagement activities are between 15 and 17 and the majority are White British males.
 - As with previous reports, the number of outcomes following business premises audits against people of Chinese origin has increased. Focused engagement work in this area will continue.
 - In the previous year, people involved in injuries and fatalities were aged between 36 and 45, partly as a result of the serious incident at Bosley and other injuries occurring as a result of fires outside the home. This year, the most common age range of such victims was over 65, which helps validate our targeted risk methodology.
 - The majority of victims of injuries and fatalities occurring as a result of accidental fires in the home were also aged over 65, which helps validate our targeted risk methodology.
12. Work is already underway to try to ensure that any issues highlighted within the report are being addressed appropriately. In particular, positive action campaigns are continuing from last year to encourage individuals from under-represented groups to apply in the upcoming recruitment process for wholetime firefighters.

Financial Implications

13. There may be limited costs associated with some of the actions needed to ensure that the Service is addressing the trends identified within the report, mainly associated with holding events and courses. Such costs will be captured either from the day to day budgets of the relevant department or via the equalities budget.

Legal Implications

14. Production of the Annual Equality Monitoring Report helps the Authority to comply with its statutory responsibilities.

Equality and Diversity

15. The Annual Equality Monitoring Report is produced to ensure that there are no barriers or adverse impacts to our employment policies/practices and community engagement.

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BACKGROUND PAPERS: NONE

Appendix 1 – Annual Equality Monitoring Report 2016-17