



DORSET & WILTSHIRE
FIRE AND RESCUE
AUTHORITY

Annual Workforce Equality Report 2023-24



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INTRODUCTION

Diverse teams bring variety of thought, innovation, and creativity. An inclusive and welcoming workplace that embraces the diverse communities it serves will help us to attract, retain and develop the best people from a broad range of backgrounds. This means teams and people are safer, happier, and more operationally effective when their staff can be their authentic selves at work. A diverse workforce will also help us to better understand the needs of our communities so that we can provide our service in a way that best suits them. We also need to understand what our communities think of us and how they view us from a recruitment perspective. We therefore place equality, diversity, and inclusion at the heart of everything we do and in doing this we want to have a diverse workforce that truly reflects the communities we serve so that we can provide them the best service possible.

In support of this, the Equality Act 2010 states that everyone has the right to be treated fairly and equally. The Act also includes a duty called the Public-Sector Equality Duty (PSED) which requires public authorities like us to have due regard in the need to:

- Eliminate discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who have a protected characteristic and those who do not; and
- Foster good relations between people who have a protected characteristic and those who do not.

As part of this duty we are also required to publish equality information at least annually. This document provides equality monitoring information about our workforce, includes a national and local context to this information and sets out the positive actions we are taking in support of equality, diversity, and inclusion. We encourage our teams to have topical diversity discussions as part of their team and department meetings to help foster a wider understanding of diversity and inclusion. To continuously improve the equality data we hold about our staff, we continued our 'safe to say' campaign. This campaign has supportively encouraged staff to disclose their equality monitoring information and as a result the number of individuals not declaring their equality status has significantly reduced.

For more information about our work and commitment to equality, diversity and inclusion please visit our website or follow the link below: -

<https://www.dwfire.org.uk/about-us/equality-diversity-and-inclusion/>

SUMMARY ANALYSIS – WORKFORCE PROFILE

Please see below a summary of the analysis shown in this report:

Age Overview



How we compare with other fire and rescue services

Like other fire and rescue services, we have high numbers of staff in the 36-45 and 46-55 age groups. In many senses this is a good indicator as staff wish to stay in our employment, although we obviously need to ensure that we have robust succession planning arrangements in place. The majority of those leaving in the 46-55 age group, are retiring due to pension scheme regulations and the financial impact that would result from continued employment. This is a similar picture across fire and rescue services. It is also pleasing that our corporate staff are choosing to stay with us and are retiring later. Our new starters, particularly within our on-call staff group, have predominantly been in the lower age group.

Looking to the future

Our workforce and succession planning arrangements monitor our retirement profile so that timely recruitment activities are set in place to replace the loss of skilled staff. We have an extensive range of learning and development opportunities to develop our staff which has a positive impact on new skills development, retention and ensures long term value for money. Our flexible retirement and re-employment procedures enable us to retain or reemploy staff with specialist skills should the need arise. Our 'employment offer' and staff benefits are regularly reviewed to attract and retain high calibre staff. Our development offering includes a continued commitment to apprenticeships, and we are looking to further expand these opportunities in the future. In recognition that we are losing some of our on-call firefighters who are 'in development' stage, we have reviewed the content of our firefighter development programme and in the process of developing a revised approach.

Sex (Gender) Overview



How we compare to other fire and rescue services

Whilst we have a higher proportion of male employees than female employees in operational roles this is a feature of all fire & rescue services. The sex (gender) balance for corporate staff that include a number of public facing roles is a more equal split.

We have a mean hourly pay gap of 8.9% which is 3.2% more compared to all fire and rescue services. It is likely this is due to the number of females (particularly operational females) who occupy lower roles in the organisation when compared to other fire and rescue services. Our median hourly pay gap is 10.4% which is also higher than the national average for fire and rescue services (4.3% higher). Compared to last year, both our median and mean hourly pay gap have increased (1.2% higher for mean, 0.6% higher for median) which has meant that the gap between us and all fire and rescue services has also increased this year (2.4% higher for mean, 0.1% higher for median).

When looking at all temporary and substantive promotions over the past year, the majority of those promoted have been male

Looking to the future

We will continue to set in place development initiatives specifically aimed to encourage more female staff (as well as those in other under-represented groups) to progress within the Service. Our operational women staff network is working hard alongside us to secure further improvements to our processes and procedures so that we can attract, recruit, and retain more operational female staff. Our positive action initiatives include a buddying scheme to support those considering a career in the Fire Service. Many of our female operational staff are at the forefront of our positive action activities acting as role models and take part in social media campaigns. The Strategic Leadership Team (SLT) have reverse mentoring sessions with members of our staff so that they can better understand the culture and ways of working through a 'different lens'.

Ethnicity Overview

How we compare to other fire and rescue services

When comparing the ethnicity of our workforce to local population data, our current staff makeup is under-representative of the ethnic minority community by 5.5% however it pleasing to see that this gap has reduced by 0.1% compared to last year. When comparing to all fire and rescue services, we also have 4.2% fewer ethnic minority staff and compared to last year and this gap has increased by 0.7%. We have analysed the ethnicity data in relation to the location of our stations and this has shown that the ethnicity of our local communities broadly balances with our local workforce.

As a Service with a predominant on-call workforce who must be able to attend their local station within 5 – 8 minutes we have a much smaller catchment area to recruit in. This can sometimes impede our continuing efforts to recruit a more diverse workforce.

Looking to the future

We have a Minority Ethnic (ME) staff network who provide us with feedback on how what more we can do to support our staff as well as enhancing our community engagement activities with our diverse community groups.

Our stations carry out a high number of community engagement activities and will seek two-way feedback to ensure that we learn more about how we can better support the communities we serve as well as ensuring we are able to provide information about the services we provide to them. This not only builds trust in our service delivery arrangements but also seeks to encourage members of our diverse communities to think about the career opportunities that exist within the fire and rescue service.

Representatives from our ME staff network have taken part in our positive action social media campaigns, are part of our buddying arrangements and also have taken part in the SLT reverse mentoring sessions.

Sexual Orientation Overview



How we compare to other fire and rescue services

Compared to national fire and rescue service data, our staff population has 2% fewer LGBTQIA+ staff than the national figures. However, 18.18% of our Fire Control staff are LGBTQIA+ which, when comparable figures are used, is 15.2% higher than the national figures for Fire Control.

Looking to the future

In his role as the SLT network champion for our Firepride network; the DCFO meets regularly with the network lead to discuss any issues raised by the network. He has also led several leadership sessions on diversity and inclusion and the importance of this agenda more widely to the health and integrity of the Service. The network members provide regular articles on LGBTQIA+ issues on social media and our internal and external media. Our staff are encouraged, and do take part in, Pride celebrations across the Service area. We have invested in signage that can be placed on our operational appliances when they are used to attend community events. We have adapted our corporate flag to include the rainbow. The flag is flown all year at our headquarters. Representatives from the FirePride network have also taken part in the SLT reverse mentoring sessions.

Disability Overview



How we compare to other fire and rescue services

We have 2.86% staff who have declared a disability, which is consistent with last year.

Compared to national fire and rescue service data, our staff population has 2.94% fewer disabled staff than the national figures.

Looking to the future

We are formally recognised as a Disability Confident employer and is committed to ensuring that those living with a disability have equal access to inclusive and accessible recruitment and provision of reasonable adjustments during the recruitment process and during employment. The Health and Wellbeing team support our employees with disabilities within the workplace and seek to identify adjustments to equipment or working patterns to find a suitable solution that will aid staff in effectively performing their role within the workplace. In support of the mental and emotional wellbeing of our employees we provide fast track counselling services, mental health e-learning and awareness training, stress management interventions and information for managers. Our counselling service which can be accessed on a self-referral basis, provides our staff with support on a range of subjects across a broad geographical area. We have a neurodiversity staff network and works closely with network members to understand their views with regards to what further support can be put in place.

Religion Overview



How we compare to other fire and rescue services

Of our staff, 32.92% have declared a religion on their staff profiles, which has reduced by 1.91% compared to last year.

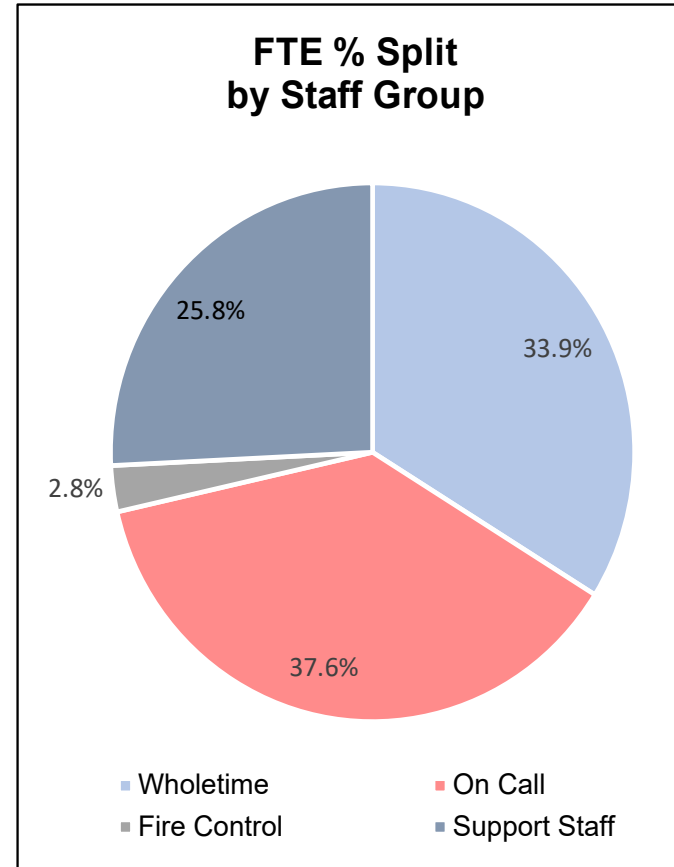
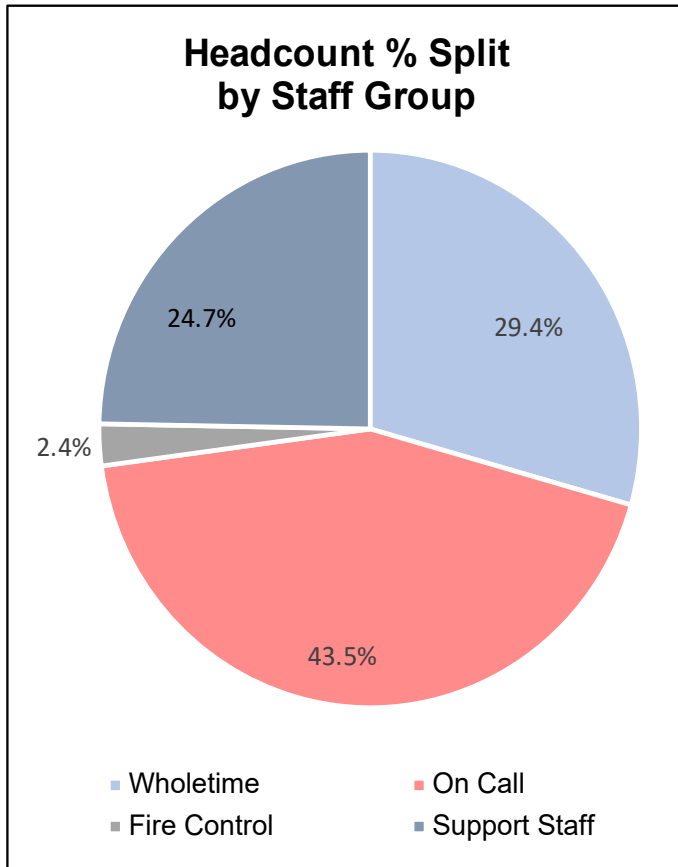
Comparing with national fire and rescue service data, our staff population has 2.3% fewer staff who have a religion than the national figures. The gap between the Service and the national data has increased by 1.8% compared to last year.

Looking to the future

Our community engagement activities include meetings with community faith leaders. We have developed community profiles that include pertinent information for our fire crews which includes information about cultural and religious festivals and sensitivities. Several community contact workshops have taken place to help us better understand needs and wants of our communities.

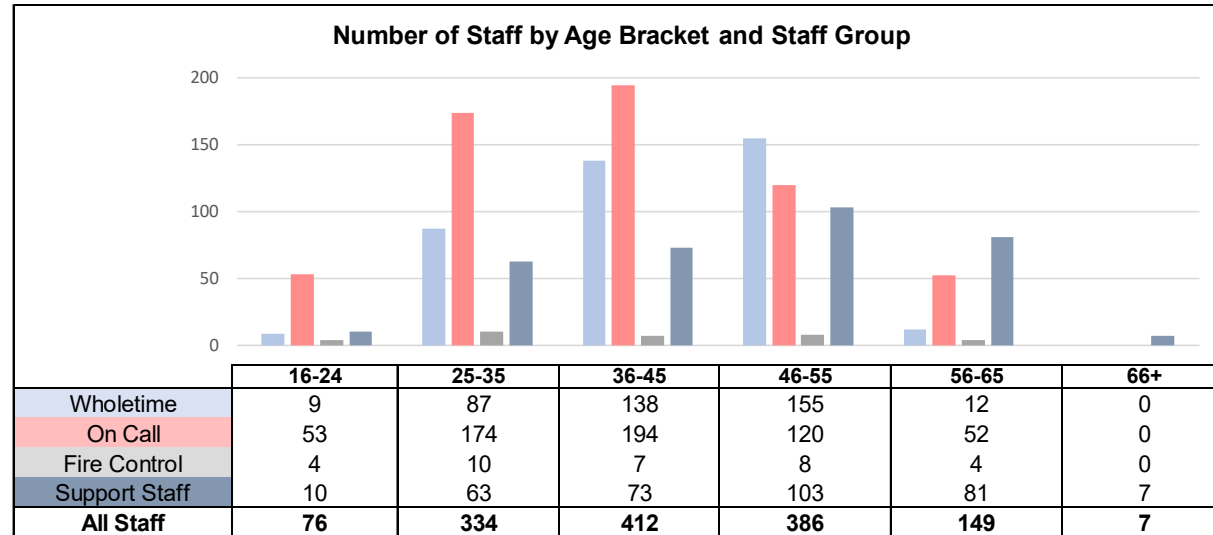
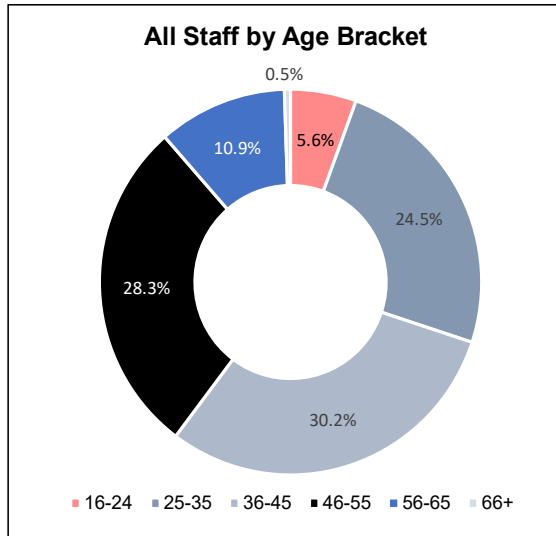
OUR PEOPLE

STAFF HEADCOUNT AND FTE





AGE



How do we compare against Local and National information?

Average Age			
Staff Group	DWFRS	National Data*	Difference
Wholetime	42	41	1
On Call	39	40	-1
Fire Control	40	42	-2
Support Staff	47	46	1
All Staff	42	42	=

DWFRS Age Split vs Local Data		
Age Bracket	ONS Data - % of Local Population between 16 and 70^	DWFRS vs Census
16-24	13.9%	-8.4%
25-35	19.1%	5.4%
36-45	18.1%	12.1%
46-55	19.9%	8.4%
56-65	8.5%	2.4%
66+	20.6%	-20.1%

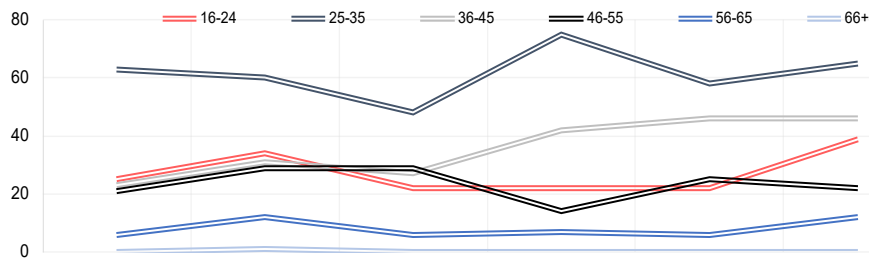
DWFRS Age Split vs National Data		
Age Bracket	National Data* % of Total FRS Staff	DWFRS vs National Data
16-24	4.3%	1.3%
25-35	25.5%	-1.0%
36-45	31.6%	-1.3%
46-55	28.8%	-0.5%
56+	9.8%	1.6%
Age Not Stated	0.0%	N/A

^ONS Data is based on the latest NOMIS 'Population Estimates - Local Authority based by Year of Age' report for the year of 2022
(For the purposes of comparison, data for anyone aged over 70 or under 16 has been excluded from the ONS Data)

*National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2022/23



All Staff Groups - Starters - Number by Age Bracket & Year



	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
16-24	25	34	22	22	22	39
25-35	63	60	48	75	58	65
36-45	23	31	27	42	46	46
46-55	21	29	29	14	25	22
56-65	6	12	6	7	6	12
66+	0	1	0	0	0	0

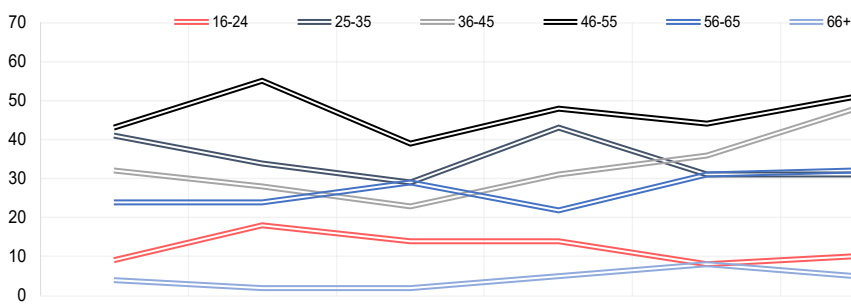
Starters This Year - Age Split by Staff Group

	All Staff	Wholetime	On Call	Fire Control	Support Staff
16-24	21.2%	16.3%	28.6%	-	16.1%
25-35	35.3%	32.6%	40.3%	100.0%	29.0%
36-45	25.0%	32.6%	22.1%	-	24.2%
46-55	12.0%	14.0%	6.5%	-	17.7%
56-65	6.5%	4.7%	2.6%	-	12.9%
66+	-	-	-	-	-

Leavers This Year - Age Split by Staff Group

	All Staff	Wholetime	On Call	Fire Control	Support Staff
16-24	5.6%	4.3%	6.2%	-	6.4%
25-35	17.5%	2.2%	29.6%	33.3%	10.6%
36-45	27.1%	23.9%	27.2%	-	31.9%
46-55	28.8%	54.3%	21.0%	66.7%	14.9%
56-65	18.1%	15.2%	16.0%	-	25.5%
66+	2.8%	-	-	-	10.6%

All Staff Groups - Leavers - Number by Age Bracket & Year



	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
16-24	9	18	14	14	8	10
25-35	41	34	29	43	31	31
36-45	32	28	23	31	36	48
46-55	43	55	39	48	44	51
56-65	24	24	29	22	31	32
66+	4	2	2	5	8	5

Percentage of Staff Aged Over 46

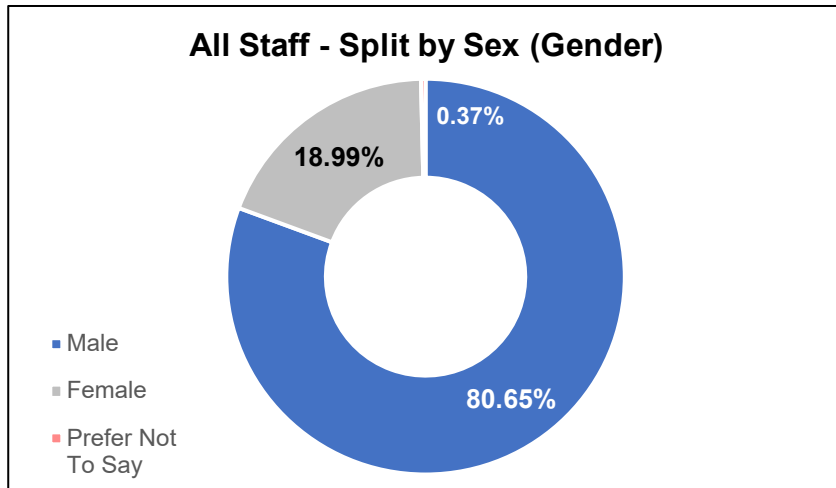
Staff Group	Starters	Leavers	All Staff
Wholetime	18.6%	69.6%	41.6%
On Call	9.1%	37.0%	29.0%
Fire Control	0.0%	66.7%	36.4%
Support Staff	30.6%	51.1%	56.7%
All Staff	18.5%	49.7%	39.7%

Job Applicants This Year - Age Split by Staff Group

	All Applicants	Wholetime	On Call	Fire Control	Support Staff
16-24	21.1%	7.8%	30.5%	36.9%	14.8%
25-35	36.1%	36.1%	43.0%	30.6%	31.2%
36-45	22.0%	32.2%	19.0%	19.8%	21.5%
46-55	15.1%	21.0%	5.9%	9.0%	22.0%
56-65	4.6%	1.0%	0.8%	3.6%	9.2%
66+	0.3%	-	0.4%	-	0.3%
Age Not Stated	0.8%	2.0%	0.4%	-	1.0%
Age Not Collected	-	-	-	-	-



SEX (GENDER)



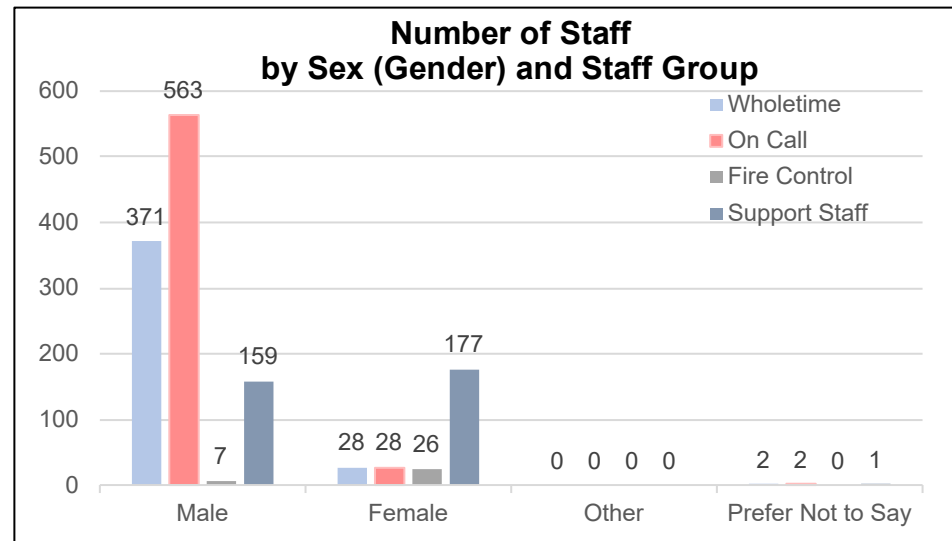
Percentage of Female Staff in Service

Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	6.98%	6.23%	0.75%
On Call	4.72%	5.35%	-0.63%
Fire Control	78.79%	82.35%	-3.57%
Support Staff	52.52%	53.05%	-0.53%
All Staff	18.99%	19.03%	-0.04%

How do we compare against National information?

% of Females by Staff Group

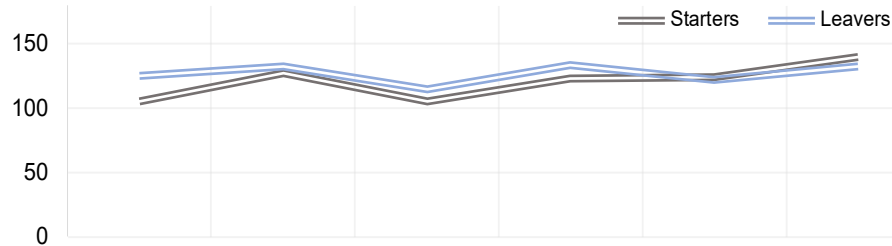
Staff Group	National Data*	DWFRS**	DWFRS vs National Data
Wholetime	9.3%	7.0%	-2.3%
On Call	7.6%	4.7%	-2.9%
Fire Control	76.1%	78.8%	2.7%
Support Staff	54.5%	52.7%	-1.8%
All Staff	19.4%	19.1%	-0.3%



*National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2022/23
The DWFRS figures in this table have been amended to match the Home Office, where percentage of female staff is calculated by excluding those who 'Prefer Not to Say'



Males - Number of Starters & Leavers by Year

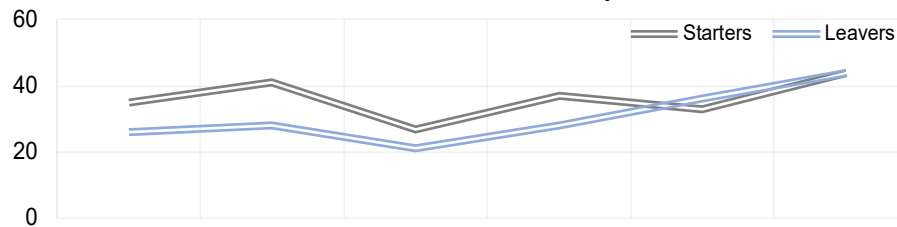


	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Starters	105	127	105	123	124	140
Leavers	125	133	115	134	122	133

Average Length of Service (Years)

Staff Group	Male	Female	Other	Prefer Not to Say
Wholetime	12.5	11.9	N/A	13.8
On Call	10.1	5.2	N/A	29.7
Fire Control	4.9	16.2	N/A	N/A
Support Staff	8.0	8.4	N/A	8.9
All Staff	10.6	9.2	N/A	19.2

Females - Number of Starters & Leavers by Year



	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Starters	35	41	27	37	33	44
Leavers	26	28	21	28	36	44

Percentage of Staff Working Part Time[^]

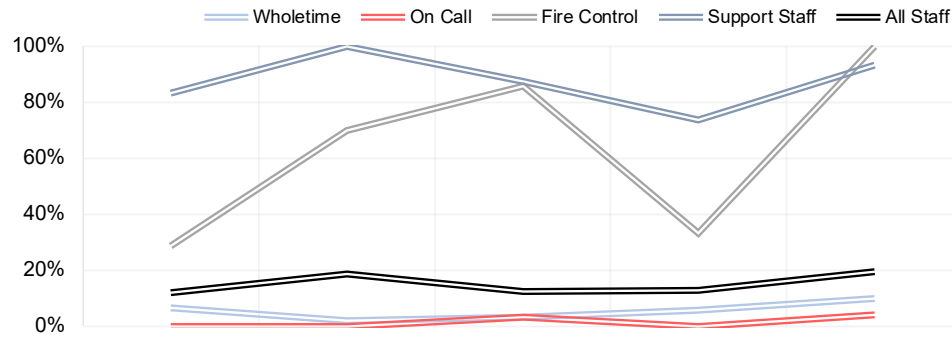
Staff Group	Male	Female	Other	Prefer Not to Say
Wholetime	0.0%	0.0%	N/A	0.0%
On Call*	100.0%	100.0%	N/A	100.0%
Fire Control	0.0%	11.5%	N/A	0.0%
Support Staff	16.4%	27.1%	N/A	0.0%
All Staff (excl. On Call)*	4.8%	22.1%	N/A	0.0%

*The On Call Part Time figure is based on anyone who works less than Full or 100%, this is added for information only and is not part of the All Staff figure as it is not comparable to other staff groups

[^]Part time working is based on the following FTE weekly hours; WDS 42, Fire Control 42, Support Staff 37



% of Promotions Awarded to Females



	2019/20	2020/21	2021/22	2022/23	2023/24
Wholetime	6.6%	2.0%	3.3%	5.5%	10.0%
On Call	0.0%	0.0%	3.0%	0.0%	4.0%
Fire Control	28.6%	70.0%	85.7%	33.3%	100.0%
Support Staff	83.3%	100.0%	87.5%	73.7%	93.3%
All Staff	11.8%	18.6%	12.2%	12.8%	19.4%

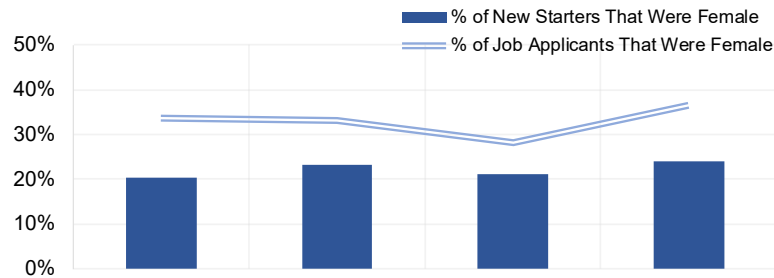
Split by Sex (Gender) of Promotions This Year[^]
(Temporary & Substantive)

Staff Group	Male	Female	Other	Prefer Not to Say
Wholetime	90.0%	10.0%	-	-
On Call	96.0%	4.0%	-	-
Fire Control	-	100.0%	-	-
Support Staff	6.7%	93.3%	-	-
All Staff	80.6%	19.4%	-	-

Split by Sex (Gender) of New Starters[^]

Staff Group	Male	Female	Other	Prefer Not to Say
Wholetime	90.7%	9.3%	-	-
On Call	93.5%	6.5%	-	-
Fire Control	50.0%	50.0%	-	-
Support Staff	45.2%	54.8%	-	-
All Staff	76.1%	23.9%	-	-

Females - Job Applicants vs New Starters



	2020/21	2021/22	2022/23	2023/24
% of Job Applicants That Were Female	33.6%	33.2%	28.2%	36.4%
% of New Starters That Were Female	20.5%	23.1%	21.0%	23.9%

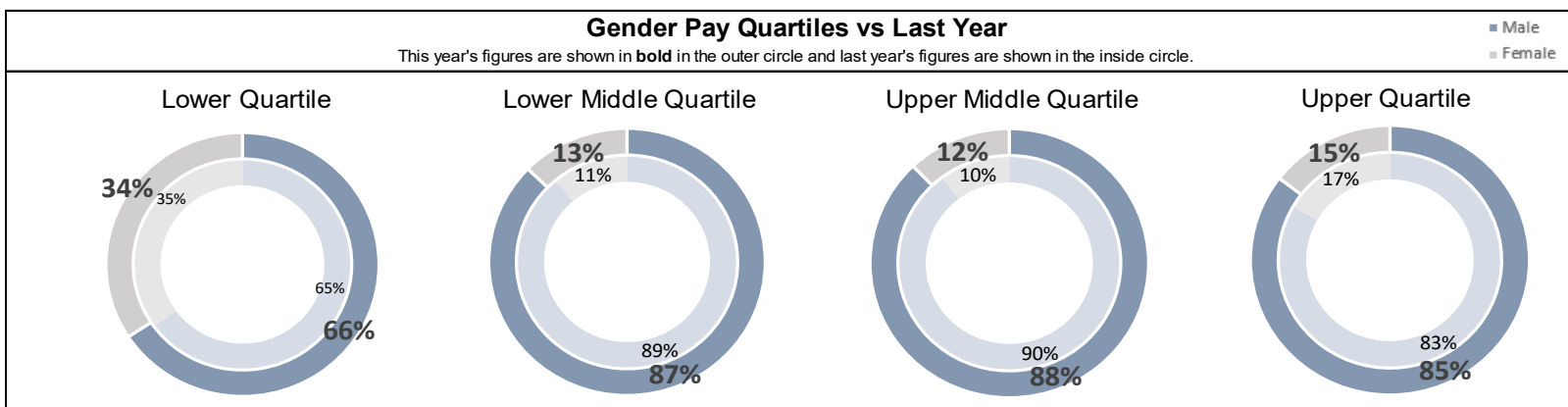
Split by Sex (Gender) of Job Applicants

Staff Group	Male	Female	Prefer Not to Say	Gender Not Collected
Wholetime	89.8%	7.8%	2.4%	-
On Call	85.0%	14.5%	0.6%	-
Fire Control	39.6%	59.5%	0.9%	-
Support Staff	38.6%	60.6%	0.8%	-
All Applicants	62.6%	36.4%	1.0%	-

[^]There were no promotions or new starters for anyone in the 'Prefer Not to Say' or 'Other' sex (gender) categories this year

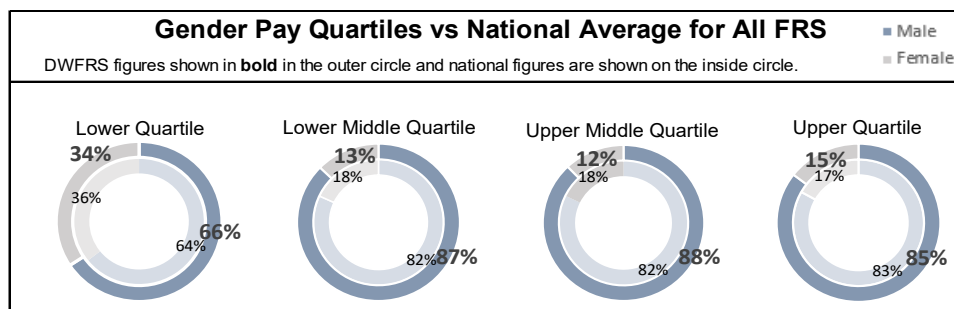


Gender Pay Gap - Mean Hourly Pay Gap			
Staff Group	This Year	Last Year	Difference
Wholetime	6.59%	2.28%	4.31%
On Call (excl Salaried Staff)	10.70%	13.80%	-3.10%
Fire Control	0.83%	1.77%	-0.94%
Support Staff	0.85%	1.09%	-0.24%
All Staff	8.93%	7.77%	1.16%



How do we compare against National information?

DWFRS Mean Hourly Pay Gap	8.9%
Average Mean Pay Gap for All FRS*	5.7%
Difference vs FRS Mean Pay Gap	3.2%
DWFRS Median Hourly Pay Gap	10.4%
Average Median Pay Gap for All FRS*	6.1%
Difference vs FRS Median Pay Gap	4.3%
ONS Average Median Pay Gap^	14.3%
Difference vs ONS Median Pay Gap	-3.9%

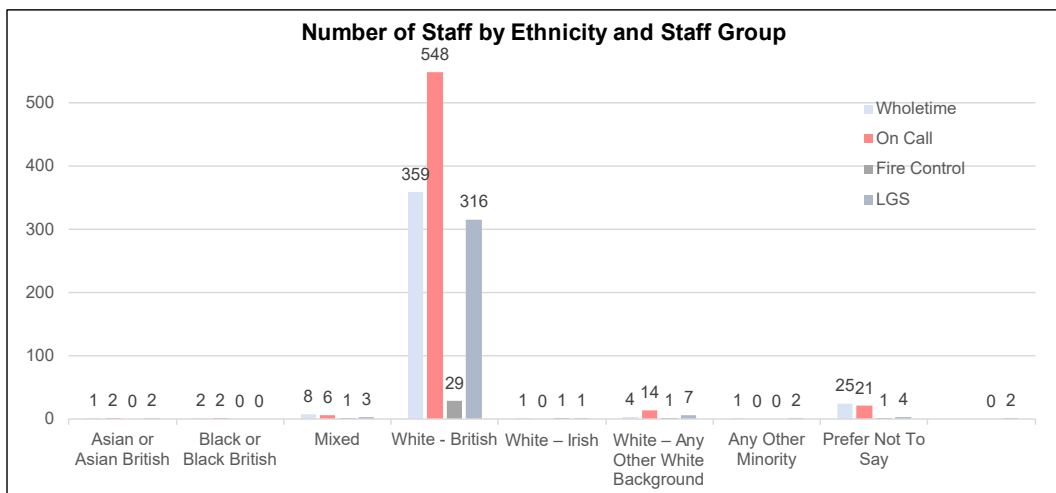


*The national data for FRSs is taken from the information submitted by all Fire Services on the government Gender Pay Portal for the financial year of 2023. This does not include any info for FRS' that are merged with the Council or Police as this would not be comparable data.

^The ONS data is taken from the provisional 'All Staff' median pay gap from the latest release of the the ONS Gender Pay Gap report for the year of 2023. This data is calculated from a sample of all company data in the Annual Survey for Hours and Earnings, not just for Fire & Rescue Services.



ETHNICITY



Percentage of Ethnic Minority Staff** in Service

Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	4.24%	4.99%	-0.75%
On Call	4.05%	4.01%	0.03%
Fire Control	9.09%	8.82%	0.27%
Support Staff	4.45%	4.27%	0.18%
All Staff	4.33%	4.48%	-0.16%

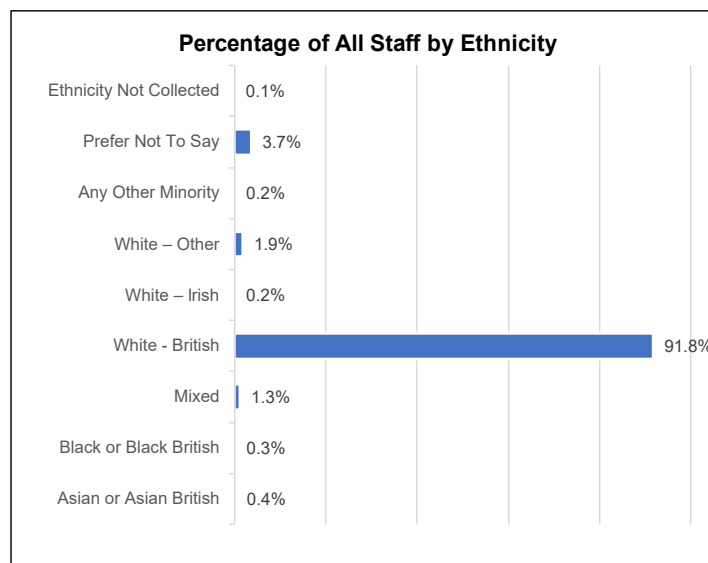
How do we compare against Local and National information?

% of Ethnic Minority Staff by Staff Group

Staff Group	DWFRS	National Data*	DWFRS vs National Data
Wholetime	4.3%	9.4%	-5.1%
On Call	4.2%	5.1%	-0.9%
Fire Control	6.3%	5.6%	0.7%
Support Staff	9.7%	10.9%	-1.2%
All Staff	4.3%	8.5%	-4.2%

% of Staff & Local Population by Ethnicity

Ethnicity	DWFRS Staff	Census Data - % of Total Local Population^	DWFRS vs Census
White	97.7%	92.3%	5.5%
Mixed	1.3%	2.0%	-0.7%
Asian	0.4%	3.7%	-3.3%
Black	0.3%	1.1%	-0.8%
Other	0.2%	0.9%	-0.7%
Ethnic Origin Not Stated	3.9%	0.0%	3.9%
Total % Ethnic Minority	2.2%	7.7%	-5.5%



**Ethnic Minority Staff figures comprise of all ethnic groups with the exception of the White British ethnic category of the White ethnic group.

In the figures throughout this report the Ethnic Minority Staff category includes White Other and White Irish with the exception of comparing against Home Office FRS and Census population figures.

*National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2022/23

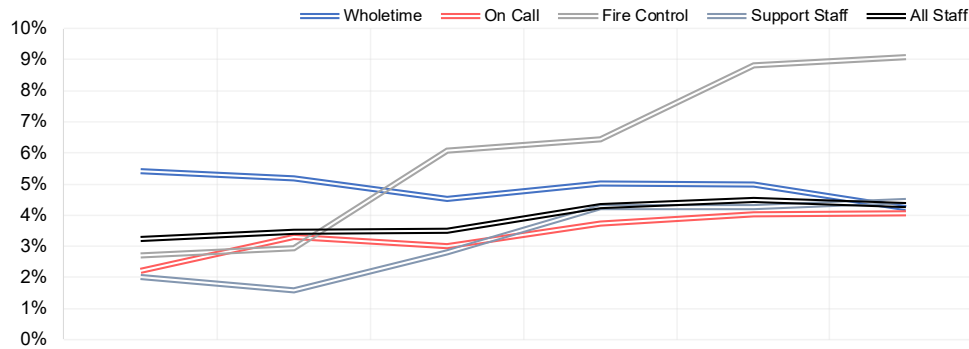
In the National Data, the Ethnic Minority Population comprises of all ethnic groups with the exception of the White British & White Irish.

For comparison purposes, the DWFRS data in this comparison has been regrouped to match the Home Office calculations, which also means that the DWFRS figures in this table for those who are 'Prefer not to Say' or ethnicities that have not been collected are also excluded from the calculations (as per the Home Office method).

^The local population data is the latest data available and is based on the 2021 Census Report. For comparison purposes, the DWFRS data has been regrouped to match the local Census data. White Other, White Irish has also been classed as not an ethnic minority in this section in order to directly compare with the Census data.



% of Ethnic Minority Staff by Year & Staff Group



	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Wholetime	5.4%	5.2%	4.5%	5.0%	5.0%	4.2%
On Call	2.2%	3.3%	3.0%	3.7%	4.0%	4.0%
Fire Control	2.7%	2.9%	6.1%	6.5%	8.8%	9.1%
Support Staff	2.0%	1.6%	2.8%	4.2%	4.3%	4.5%
All Staff	3.2%	3.5%	3.5%	4.3%	4.5%	4.3%

Average Length of Service (Years)

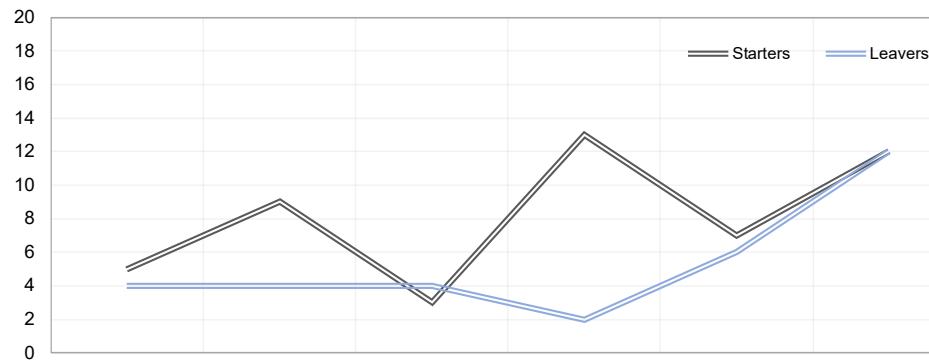
	Ethnic Minority Staff	Not Ethnic Minority or Not Stated
Wholetime	15.5	12.3
On Call	6.2	9.9
Fire Control	18.9	13.3
Support Staff	15.5	12.3
All Staff	8.9	10.3

Job Applicants This Year

Ethnic Minority Split by Staff Group

	Ethnic Minority	Not Ethnic Minority or Not Stated
Wholetime	8.8%	91.2%
On Call	11.1%	88.9%
Fire Control	15.3%	84.7%
Support Staff	18.3%	81.7%
All Applicants	14.1%	85.9%

Number of Ethnic Minority Starters & Leavers by Year



	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Starters	5	9	3	13	7	12
Leavers	4	4	4	2	6	12

Starters This Year

Ethnic Minority Split by Staff Group

	Ethnic Minority Staff	Not Ethnic Minority or Not Stated
Wholetime	2.3%	97.7%
On Call	7.8%	92.2%
Fire Control	0.0%	100.0%
Support Staff	8.1%	91.9%

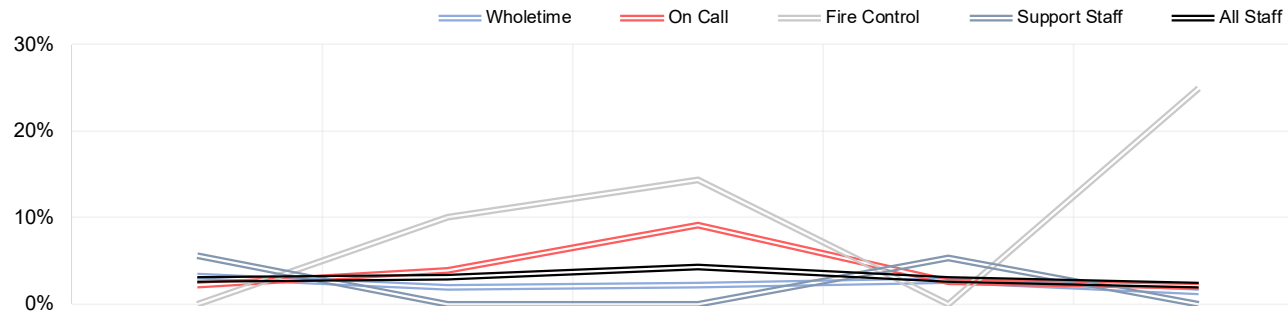
Leavers This Year

Ethnic Minority Split by Staff Group

	Ethnic Minority Staff	Not Ethnic Minority or Not Stated
Wholetime	6.5%	93.5%
On Call	7.4%	92.6%
Fire Control	0.0%	100.0%
Support Staff	6.4%	93.6%

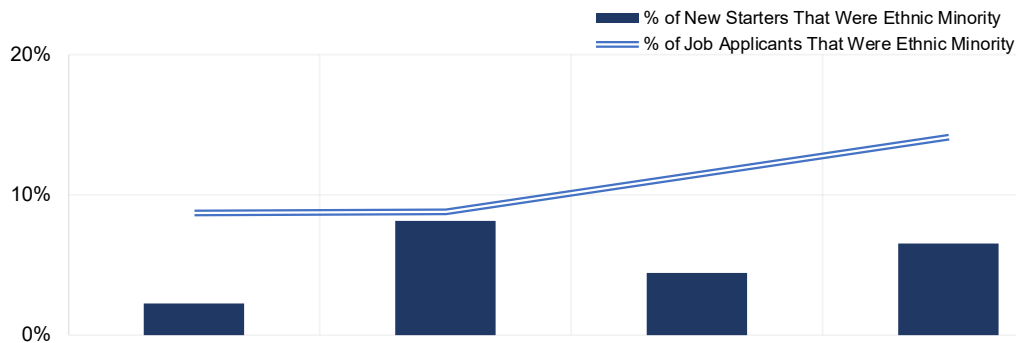


% of Promotions Awarded to Ethnic Minority Staff



	2019/20	2020/21	2021/22	2022/23	2023/24
Wholetime	3.3%	2.0%	2.2%	2.8%	1.4%
On Call	2.2%	3.8%	9.1%	2.6%	2.0%
Fire Control	0.0%	10.0%	14.3%	0.0%	25.0%
Support Staff	5.6%	0.0%	0.0%	5.3%	0.0%
All Staff	2.8%	3.1%	4.3%	2.9%	2.2%

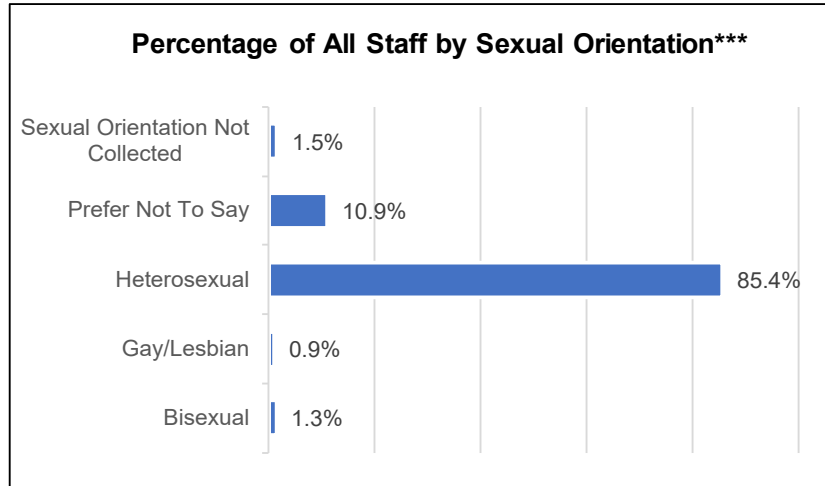
Ethnic Minority - Job Applicants vs New Starters



	2020/21	2021/22	2022/23	2023/24
% of Job Applicants That Were Ethnic Minority	8.7%	8.8%	11.4%	14.1%
% of New Starters That Were Ethnic Minority	2.3%	8.1%	4.5%	6.5%



SEXUAL ORIENTATION



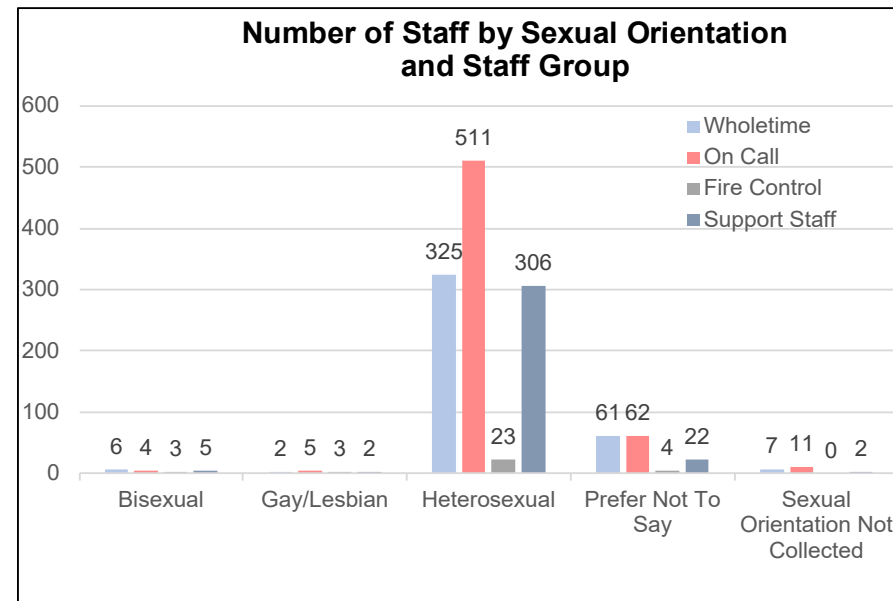
Percentage of LGBTQIA+ Staff in Service**

Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	2.00%	2.00%	0.00%
On Call	1.52%	1.17%	0.35%
Fire Control	18.18%	17.65%	0.53%
Support Staff	2.08%	1.52%	0.55%
All Staff	2.20%	1.91%	0.29%

How do we compare against National information?

% of LGBTQIA+ Staff by Staff Group

Staff Group	DWFRS	National Data*	DWFRS vs National Data
Wholetime	2.4%	4.8%	-2.4%
On Call	1.7%	3.2%	-1.5%
Fire Control	20.7%	5.5%	15.2%
Support Staff	2.2%	3.7%	-1.5%
All Staff	2.2%	4.2%	-2.0%



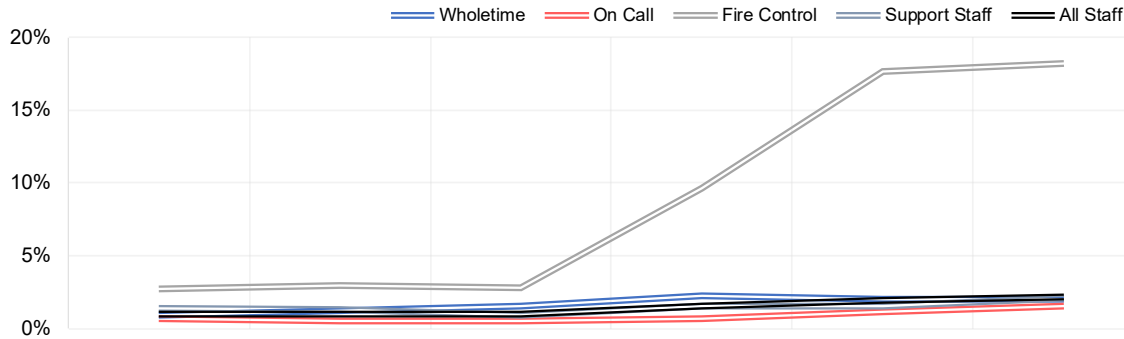
**LGBTQIA+ is an initialism that stands for lesbian, gay, bi-sexual, transgender, intersex, queer/questioning, or asexual.

*National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2022/23

The National Data has excluded those who 'Prefer Not to Say' or have not had their Sexual Orientation collected from their calculations, therefore the DWFRS figures have been amended in this table to match in order to directly compare.



% of LGBTQIA+ Staff by Year & Staff Group



	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Wholetime	0.9%	1.2%	1.5%	2.3%	2.0%	2.0%
On Call	0.7%	0.5%	0.5%	0.7%	1.2%	1.5%
Fire Control	2.7%	2.9%	2.8%	9.7%	17.6%	18.2%
Support Staff	1.3%	1.3%	0.9%	1.5%	1.5%	2.1%
All Staff	1.0%	1.0%	1.0%	1.6%	1.9%	2.2%

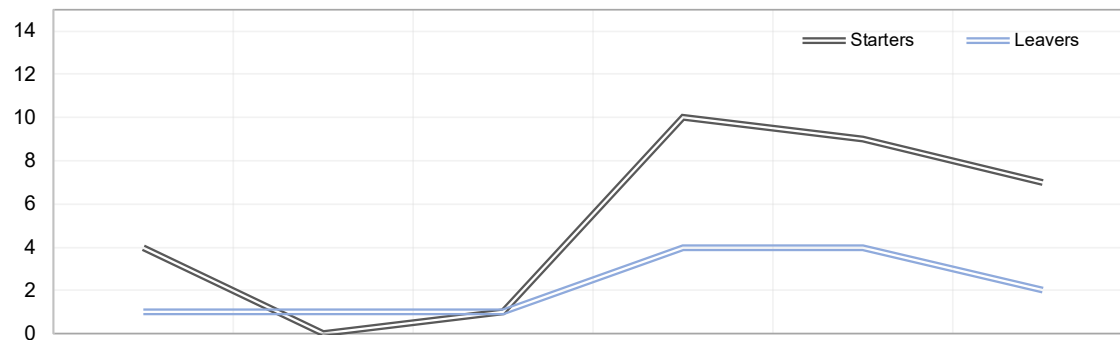
Average Length of Service (Years)

	LGBTQIA+	Not LGBTQIA+ or Not Stated
Wholetime	5.4	12.6
On Call	6.6	10.0
Fire Control	6.1	15.5
Support Staff	2.8	8.4
All Staff	5.3	10.5

**Job Applicants This Year
LGBTQIA+ Split by Staff Group**

	LGBTQIA+	Not LGBTQIA+ or Not Stated
Wholetime	5.9%	94.1%
On Call	5.5%	94.5%
Fire Control	15.3%	84.7%
Support Staff	5.5%	94.5%
All Applicants	6.4%	93.6%

Number of LGBTQIA+ Starters & Leavers by Year



	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Starters	4	0	1	10	9	7
Leavers	1	1	1	4	4	2

**Starters This Year
LGBTQIA+ Split by Staff Group**

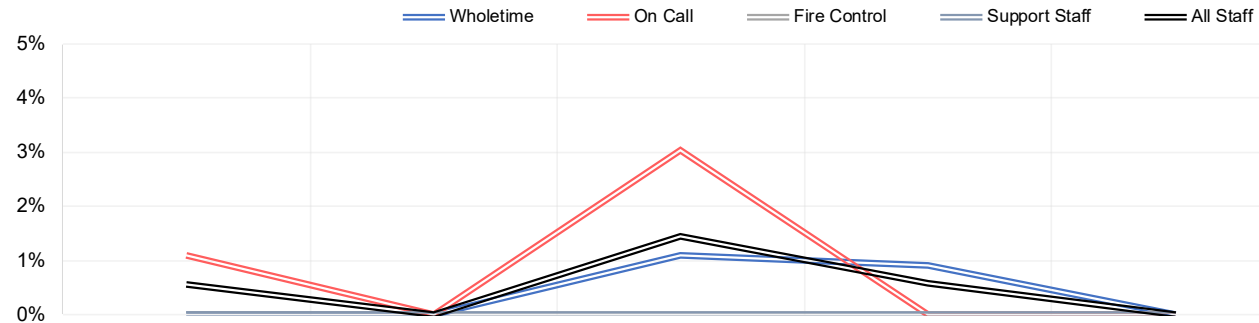
	LGBTQIA+	Not LGBTQIA+ or Not Stated
Wholetime	2.3%	97.7%
On Call	2.6%	97.4%
Fire Control	0.0%	100.0%
Support Staff	6.5%	93.5%

**Leavers This Year
LGBTQIA+ Split by Staff Group**

	LGBTQIA+	Not LGBTQIA+ or Not Stated
Wholetime	2.2%	97.8%
On Call	0.0%	100.0%
Fire Control	0.0%	100.0%
Support Staff	2.1%	97.9%

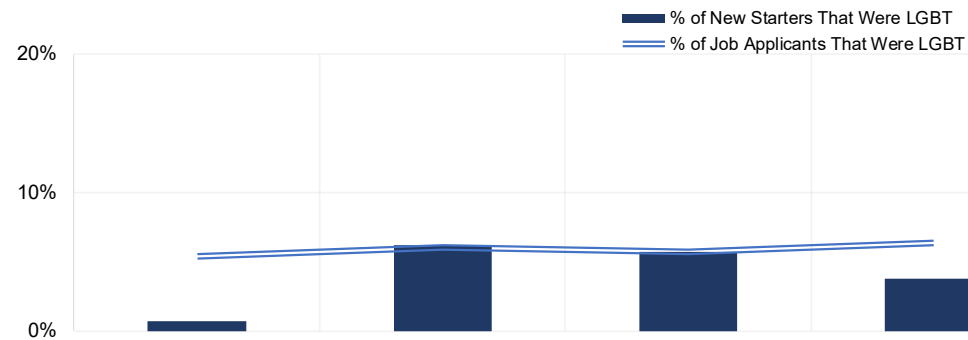


% of Promotions Awarded to LGBTQIA+ Staff



	2019/20	2020/21	2021/22	2022/23	2023/24
Wholetime	0.0%	0.0%	1.1%	0.9%	0.0%
On Call	1.1%	0.0%	3.0%	0.0%	0.0%
Fire Control	0.0%	0.0%	0.0%	0.0%	0.0%
Support Staff	0.0%	0.0%	0.0%	0.0%	0.0%
All Staff	0.6%	0.0%	1.4%	0.6%	0.0%

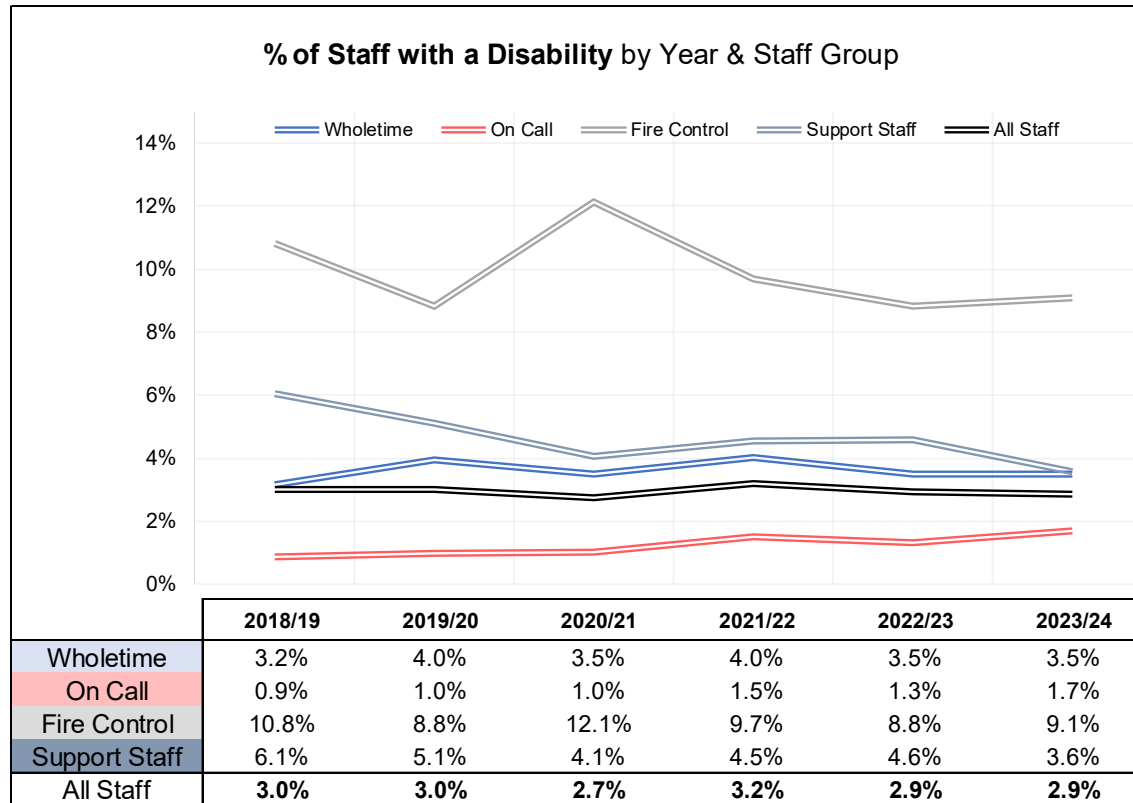
LGBTQIA+ - Job Applicants vs New Starters



	2020/21	2021/22	2022/23	2023/24
% of Job Applicants That Were LGBTQIA+	5.4%	6.1%	5.8%	6.4%
% of New Starters That Were LGBTQIA+	0.8%	6.3%	5.7%	3.8%



DISABILITY



Percentage of Staff with a Disability in the Service			
Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	3.49%	3.49%	0.00%
On Call	1.69%	1.34%	0.35%
Fire Control	9.09%	8.82%	0.27%
Support Staff	3.56%	4.57%	-1.01%
All Staff	2.86%	2.94%	-0.08%

How do we compare against National information?

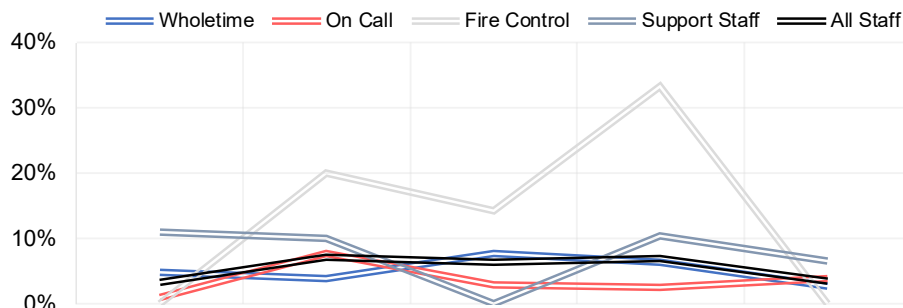
% of Disabled Staff by Staff Group*			
Staff Group	DWFRS	National Data*	DWFRS vs National Data
Wholetime	3.76%	5.20%	-1.44%
On Call	1.72%	3.70%	-1.98%
Fire Control	9.09%	8.30%	0.79%
Support Staff	3.59%	9.70%	-6.11%
All Staff	2.96%	5.90%	-2.94%

*National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2022/23

The National Data has excluded those who 'Prefer Not to Say' or have not had their Disability status collected from their calculations, therefore the DWFRS figures have been amended in this table to match in order to directly compare.



% of Promotions Awarded to Disabled Staff



	2019/20	2020/21	2021/22	2022/23	2023/24
Wholetime	4.9%	3.9%	7.7%	6.4%	2.9%
On Call	1.1%	7.7%	3.0%	2.6%	4.0%
Fire Control	0.0%	20.0%	14.3%	33.3%	0.0%
Support Staff	11.1%	10.0%	0.0%	10.5%	6.7%
All Staff	3.4%	7.2%	6.5%	7.0%	3.6%

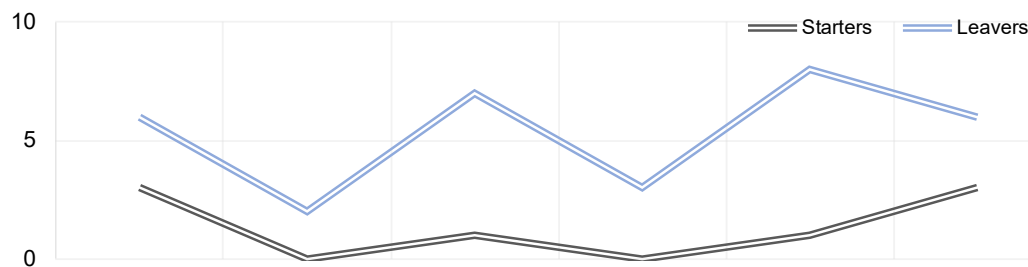
Average Length of Service (Years)

	Specified a Disability	No Disability or Not Specified
Wholetime	13.6	12.4
On Call	14.0	9.9
Fire Control	13.8	13.8
Support Staff	8.7	8.2
All Staff	12.2	10.3

Starters This Year Disability Split by Staff Group

	Specified a Disability	No Disability or Not Specified
Wholetime	2.3%	97.7%
On Call	0.0%	100.0%
Fire Control	0.0%	100.0%
Support Staff	3.2%	96.8%

Number of Starters & Leavers with a Disability by Year



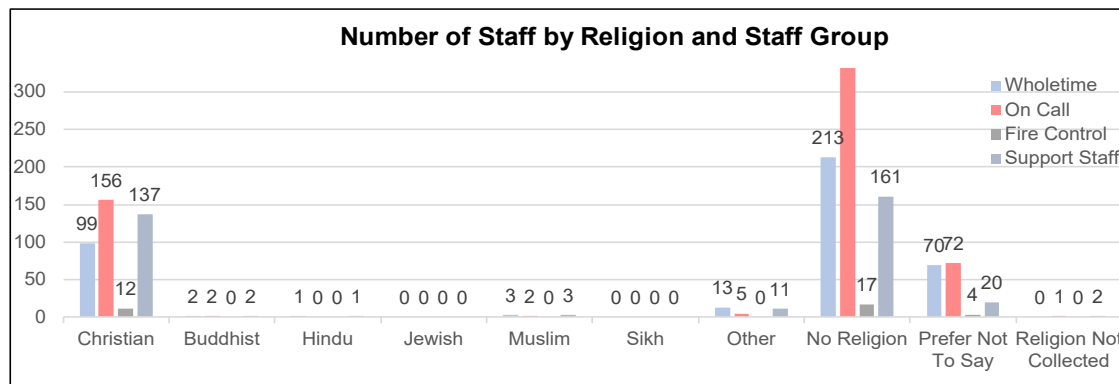
	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Starters	3	0	1	0	1	3
Leavers	6	2	7	3	8	6

Leavers This Year Disability Split by Staff Group

	Specified a Disability	No Disability or Not Specified
Wholetime	2.2%	97.8%
On Call	0.0%	100.0%
Fire Control	0.0%	100.0%
Support Staff	10.6%	89.4%



RELIGION & BELIEF



Percentage of Religious** Staff in Service

Staff Group	This Year	Last Year	Difference vs Last Yr
Wholetime	29.43%	32.17%	-2.74%
On Call	27.82%	29.77%	-1.94%
Fire Control	36.36%	35.29%	1.07%
Support Staff	45.70%	47.26%	-1.56%
All Staff	32.92%	34.83%	-1.91%

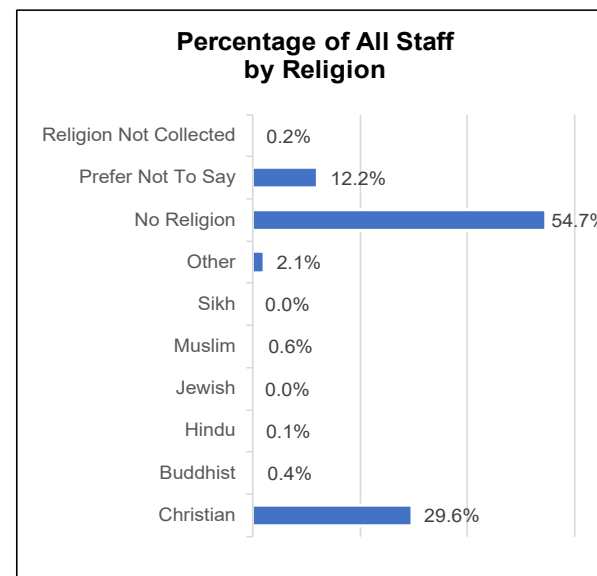
How do we compare against Local and National information?

% of Religious Staff by Staff Group

Staff Group	National Data*	DWFRS vs National Data
Wholetime	34.8%	-5.4%
On Call	31.1%	-3.3%
Fire Control	34.4%	2.0%
Support Staff	42.1%	3.6%
All Staff	35.2%	-2.3%

Local Population by Religion

Religion	Census Data - % of Total Local Population^	DWFRS vs Census
No Religion	41.1%	13.6%
Christian (All Denominations)	49.1%	-19.5%
Buddhist	0.5%	-0.1%
Hindu	0.8%	-0.6%
Jewish	0.2%	-0.2%
Muslim	1.2%	-0.6%
Sikh	0.2%	-0.2%
Any Other Religion	0.7%	1.5%
Not Specified	6.3%	6.1%
Total % Religious	52.6%	-19.7%



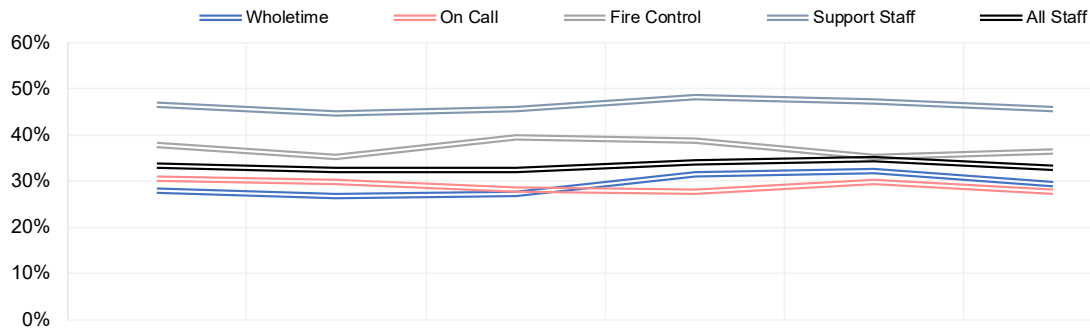
**Religious Staff includes all staff with exception of those that have specified 'No Religion', have not stated their religion or have not had their religion collected

*National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2022/23
As no religious % is given in the Home Office Data, this has been calculated based on DWFRS methodology so is comparable to our figures.

^The Local data is latest data available and is obtained from the Census Report for the year of 2021



% of Religious Staff by Year & Staff Group



	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Wholetime	28.1%	26.7%	27.3%	31.6%	32.2%	29.4%
On Call	30.5%	29.8%	28.3%	27.7%	29.8%	27.8%
Fire Control	37.8%	35.3%	39.4%	38.7%	35.3%	36.4%
Support Staff	46.5%	44.6%	45.6%	48.2%	47.3%	45.7%
All Staff	33.4%	32.4%	32.4%	34.1%	34.8%	32.9%

Average Length of Service (Years)

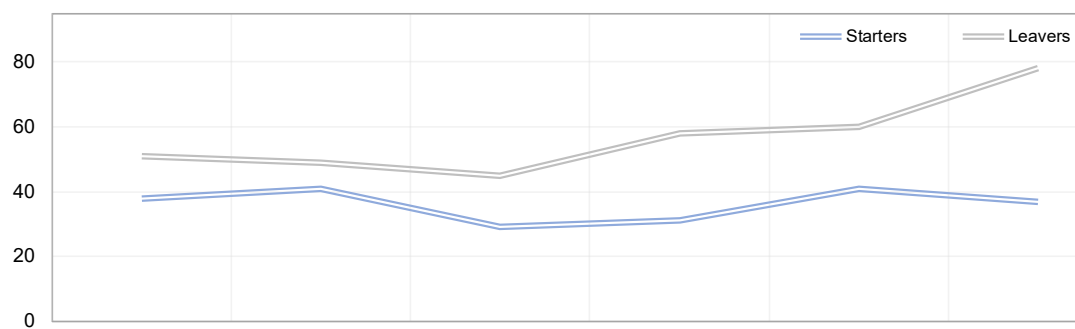
	Specified a Religion	No Religion or None Stated
Wholetime	14.2	11.7
On Call	12.6	9.0
Fire Control	18.2	11.3
Support Staff	10.2	6.6
All Staff	12.3	19.1

Job Applicants This Year

Religious Split by Staff Group

	Specified a Religion	No Religion or None Stated
Wholetime	24.4%	75.6%
On Call	16.8%	83.2%
Fire Control	20.7%	79.3%
Support Staff	32.2%	67.8%
All Applicants	24.8%	75.2%

Number of Religious Starters & Leavers by Year



	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Starters	38	41	29	31	41	37
Leavers	51	49	45	58	60	78

Starters This Year

Religious Split by Staff Group

	Specified a Religion	No Religion or None Stated
Wholetime	16.3%	83.7%
On Call	11.7%	88.3%
Fire Control	50.0%	50.0%
Support Staff	32.3%	67.7%

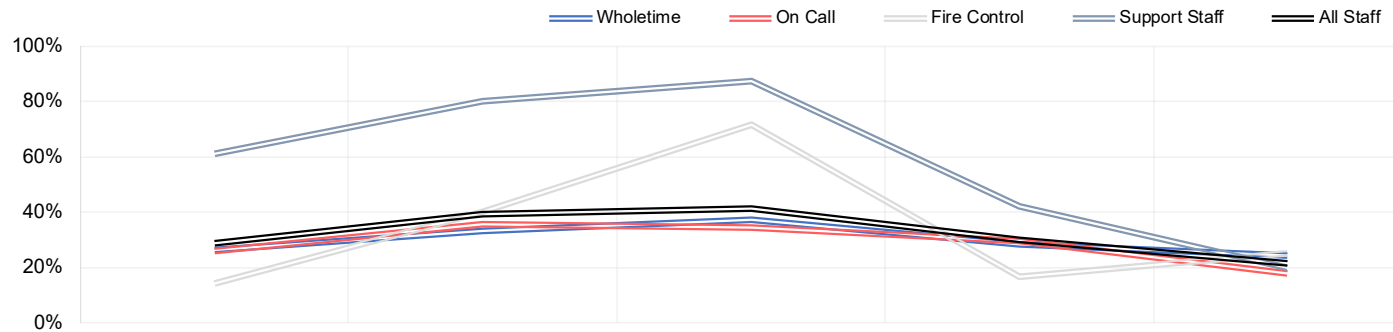
Leavers This Year

Religious Split by Staff Group

	Specified a Religion	No Religion or None Stated
Wholetime	45.7%	54.3%
On Call	35.8%	64.2%
Fire Control	33.3%	66.7%
Support Staff	57.4%	42.6%

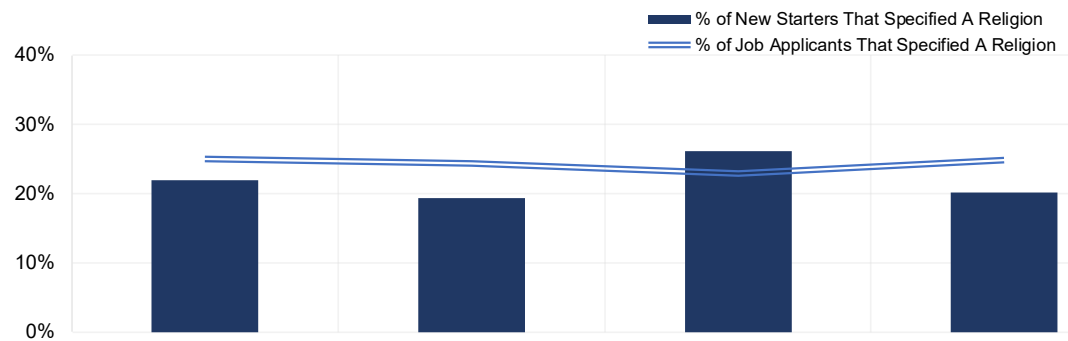


% of Promotions Awarded to Religious Staff



	2019/20	2020/21	2021/22	2022/23	2023/24
Wholetime	26.2%	33.3%	37.4%	28.4%	24.3%
On Call	25.7%	35.7%	34.3%	29.5%	18.0%
Fire Control	14.3%	40.0%	71.4%	16.7%	25.0%
Support Staff	61.1%	80.0%	87.5%	42.1%	20.0%
All Staff	28.7%	39.4%	41.1%	29.8%	21.6%

Religious - Job Applicants vs New Starters

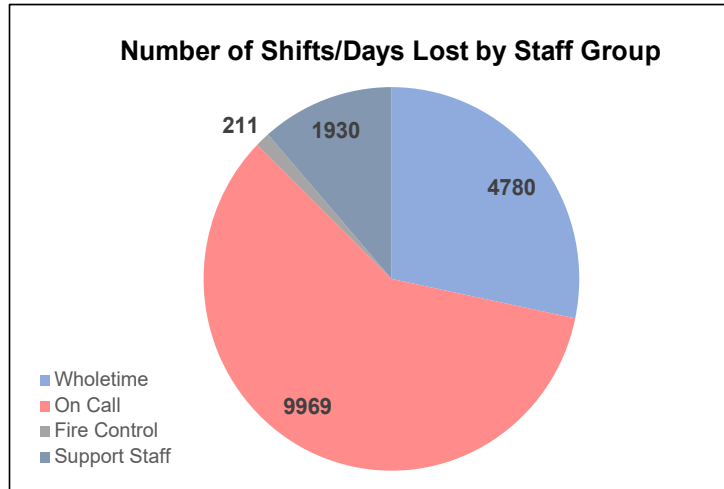


	2020/21	2021/22	2022/23	2023/24
% of Job Applicants That Specified A Religion	25.1%	24.3%	22.9%	24.8%
% of New Starters That Specified A Religion	22.0%	19.4%	26.1%	20.1%



THE HEALTH AND WELLBEING OF OUR WORKFORCE

SICKNESS ABSENCE



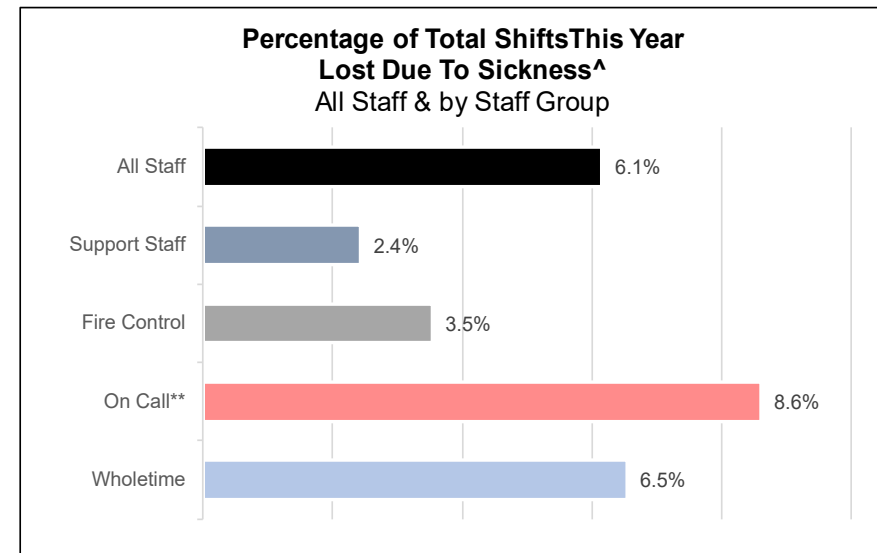
Average Shifts Lost Per Person***

Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	11.85	13.40	-1.55
On Call	16.77	17.76	-0.99
Fire Control	6.70	16.04	-9.34
Support Staff	6.49	7.25	-0.76
All Staff	10.78	10.99	-0.21

How do we compare against the National information?

Average Shifts Lost Per Person

Staff Group	National Data*	DWFRS vs National Data
Wholetime	11.27	0.58
On Call**	15.99	0.78
Fire Control	12.11	-5.41
Support Staff	9.77	-3.28
All Staff	11.68	-0.90



*The National Data is taken from the Occupational Health Report (which is compiled by Cleveland FRS) for the following year; 2023/24

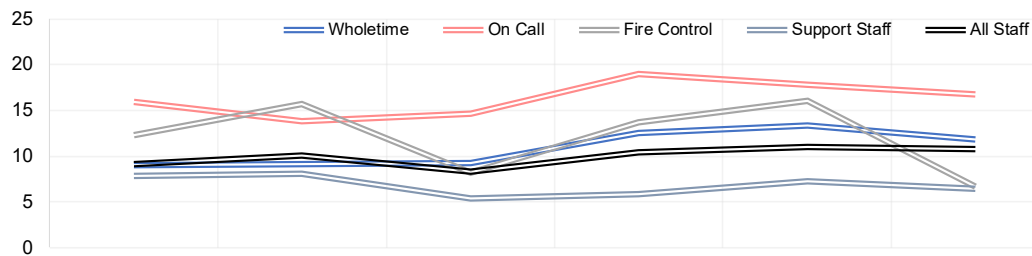
^Total Shifts for Year has been calculated by Staff Group from FTE number of staff multiplied by FTE weekly hours

**On Call is calculated on availability as they do not have guaranteed shifts

***DWFRS Figures have been rounded to align to our internal reporting. On Call is calculated on days lost rather than shifts.



Average Shifts Lost Per Person by Year & Staff Group*



	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Wholetime	8.98	9.17	9.22	12.58	13.40	11.85
On Call	15.94	13.83	14.59	18.96	17.76	16.77
Fire Control	12.28	15.74	8.16	13.71	16.04	6.70
Support Staff	7.84	8.10	5.39	5.86	7.25	6.49
All Staff	9.13	10.02	8.33	10.47	10.99	10.78

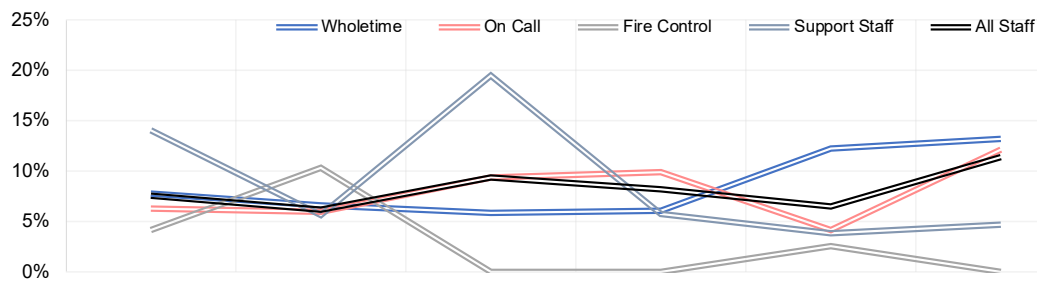
Split of Long Term and Short Term Sickness

	Short Term	Long Term
Wholetime	28.1%	71.9%
On Call	21.4%	78.6%
Fire Control	66.4%	33.6%
Support Staff	42.1%	57.9%
All Staff	26.2%	73.8%

% of Sickness Absence This Year that is Work Related

Wholetime	13.2%
On Call	12.1%
Fire Control	0.0%
Support Staff	4.7%
All Staff	11.4%

% of Work Related Sickness by Year & Staff Group



	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Wholetime	7.8%	6.6%	5.9%	6.0%	12.2%	13.2%
On Call	6.3%	5.9%	9.4%	9.9%	4.2%	12.1%
Fire Control	4.1%	10.3%	-	-	2.5%	-
Support Staff	14.1%	5.6%	19.4%	5.7%	3.8%	4.7%
All Staff	7.6%	6.2%	9.3%	8.2%	6.4%	11.4%

Number of Shifts Lost by Sickness Type*

	Work Related	Not Work Related
Wholetime	630	4150
On Call	1204	8765
Fire Control	-	211
Support Staff	91	1839
All Staff	1925	14965

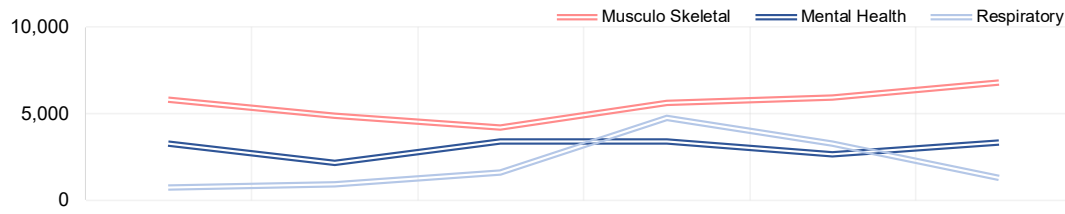
% of Employees Who Had A Sickness Absence This Year (vs. average headcount)

Wholetime	67.7%
On Call	23.4%
Fire Control	72.8%
Support Staff	53.1%
All Staff	44.9%

*On Call is calculated on calendar days as they do not have guaranteed shifts



Total Number of Shifts/Days Lost to Sickness for Top 3 Sickness Causations by Year (All Staff)



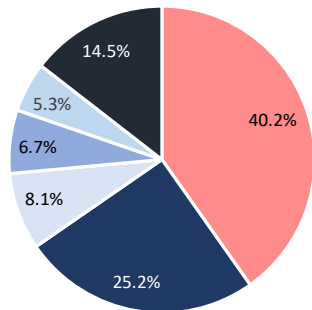
	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Musculo Skeletal	5835.9	4886.7	4219.8	5633.0	5928.1	6826.8
Mental Health	3304.1	2182.6	3400.9	3398.7	2678.1	3333.6
Respiratory	753.6	952.5	1633.6	4730.3	3256.5	1305.4

Percentage of Total Sickness Shifts Lost vs National Average (All Staff)

Top 3 Causation Category	DWFRS	National Average (Cleveland Report)	Difference vs National Data
Musculo Skeletal	40.42%	31.85%	8.57%
Mental Health	19.74%	25.76%	-6.02%
Respiratory	7.73%	9.63%	-1.90%

Wholetime

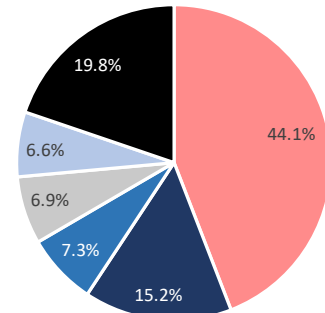
Top 5 Sickness Causations
(% of Total Sickness for Staff Group)



- Musculo Skeletal
- Mental Health
- Respiratory
- Hospital/Post Operative
- Gastro-Intestinal
- All Other Sicknesses

On Call*

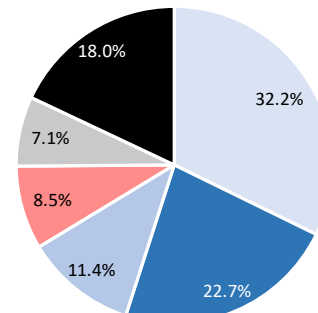
Top 5 Sickness Causations
(% of Total Sickness for Staff Group)



- Musculo Skeletal
- Mental Health
- Heart/Cardiac
- Headache/Migraine/Neurological
- Gastro-Intestinal
- All Other Sicknesses

Fire Control

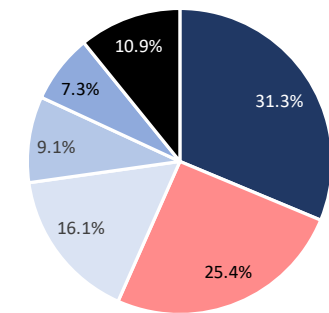
Top 5 Sickness Causations
(% of Total Sickness for Staff Groups)



- Respiratory
- Heart/Cardiac
- Gastro-Intestinal
- Musculo Skeletal
- Headache/Migraine/Neurological
- All Other Sicknesses

Support Staff

Top 5 Sickness Causations
(% of Total Sickness for Staff Group)



- Mental Health
- Musculo Skeletal
- Respiratory
- Gastro-Intestinal
- Hospital/Post Operative
- All Other Sicknesses

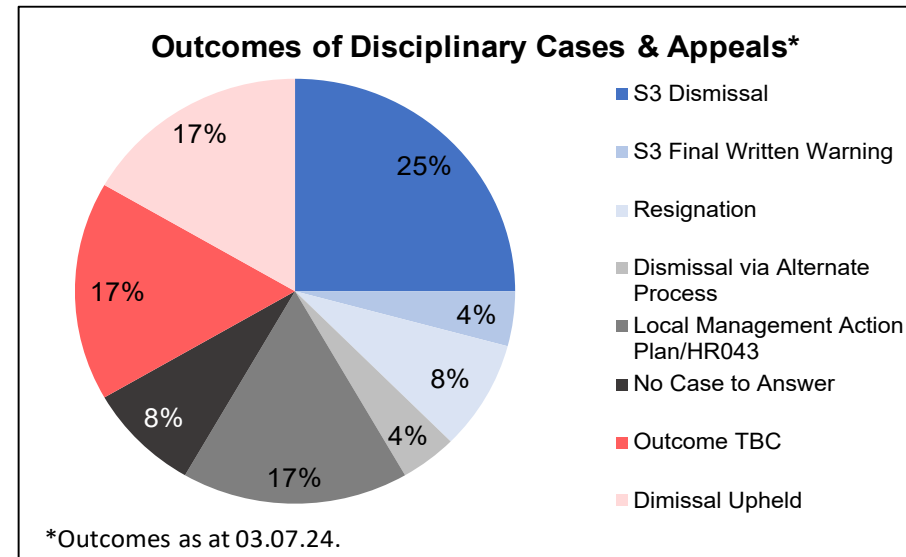
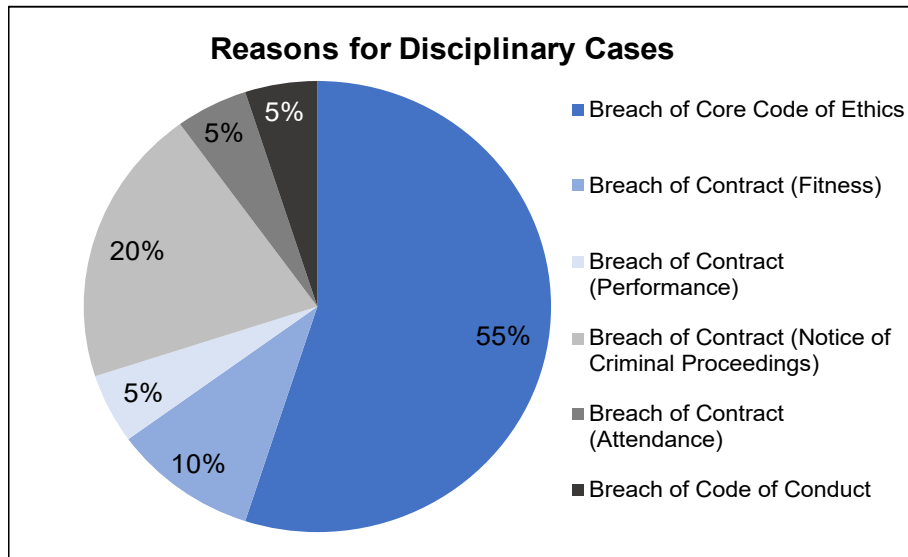
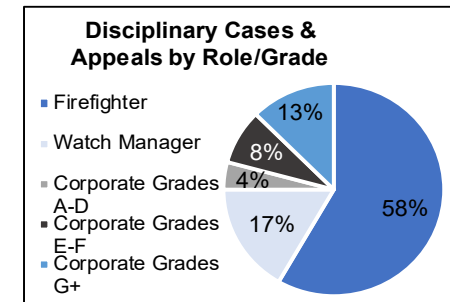
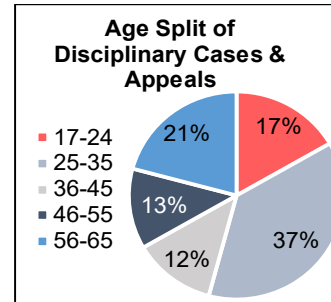
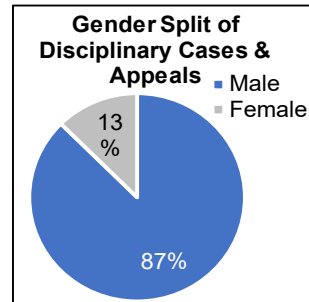
*On Call is calculated on calendar days as they do not have guaranteed shifts

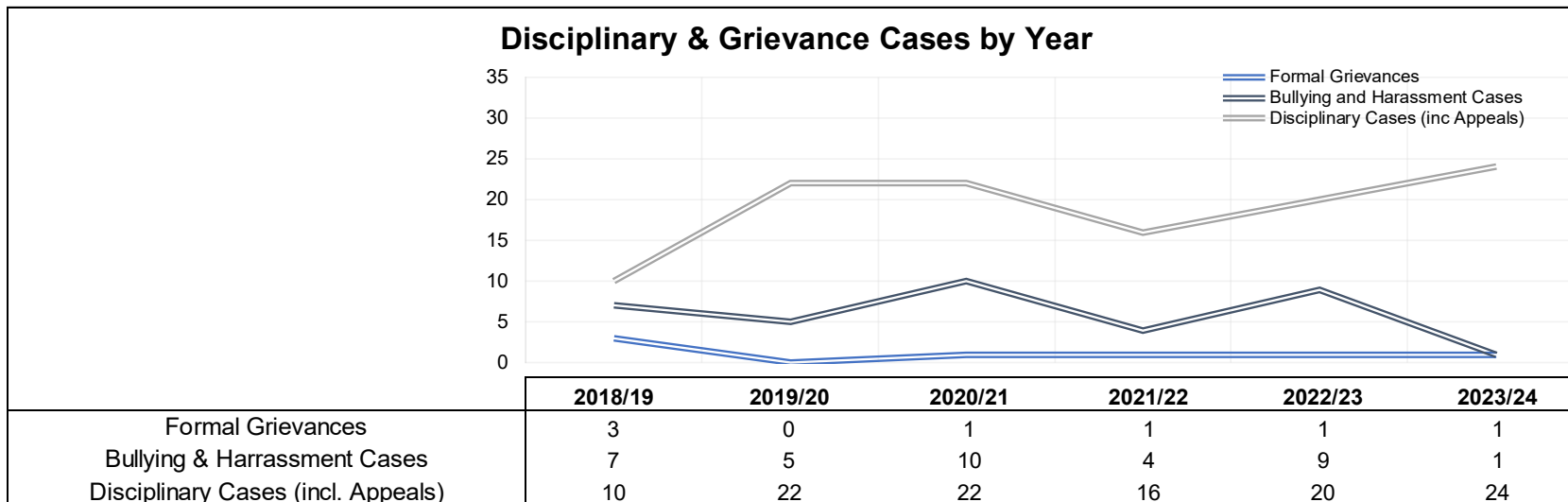


PERFORMANCE MANAGEMENT

DISCIPLINARIES & GRIEVANCES

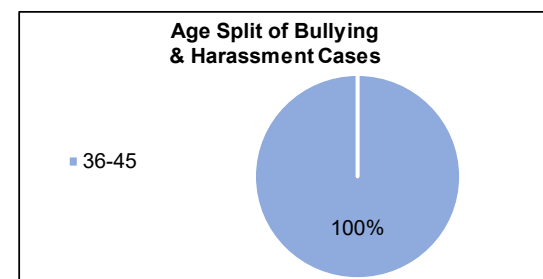
Number of Disciplinary Cases & Appeals			
Staff Group	This Year	Last Year	Difference vs Last Yr
Wholetime & Fire Control	4	10	-6
On Call	15	6	9
Support Staff	5	4	1
All Staff	24	20	4





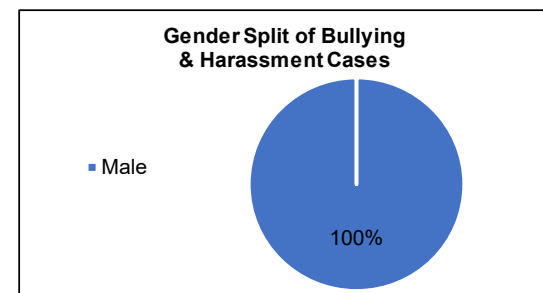
Number of Bullying & Harassment Cases

Staff Group	This Year	Last Year	Difference vs Last Yr
Wholetime & Fire Control	1	6	-5
On Call	0	3	-3
Support Staff	0	0	0
All Staff	1	9	-8



Number of Formal Grievances

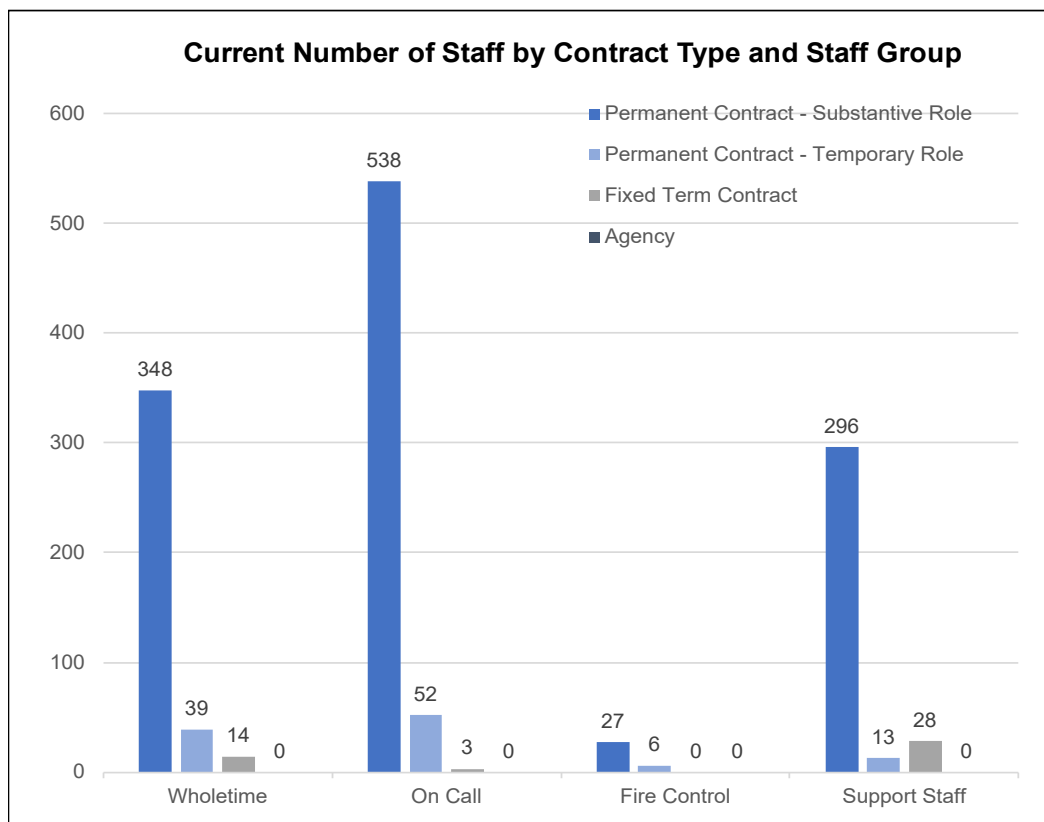
Staff Group	This Year	Last Year	Difference vs Last Yr
Wholetime	1	1	0
On Call	0	0	0
Fire Control	0	0	0
Support Staff	0	0	0
All Staff	1	1	0





STAFF PROGRESSION & RETENTION

STAFF PROMOTIONS



Total Number of Promotions			
Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	70	109	-39
On Call	50	38	12
Fire Control	4	6	-2
Support Staff	15	19	-4
All Staff	139	172	-33

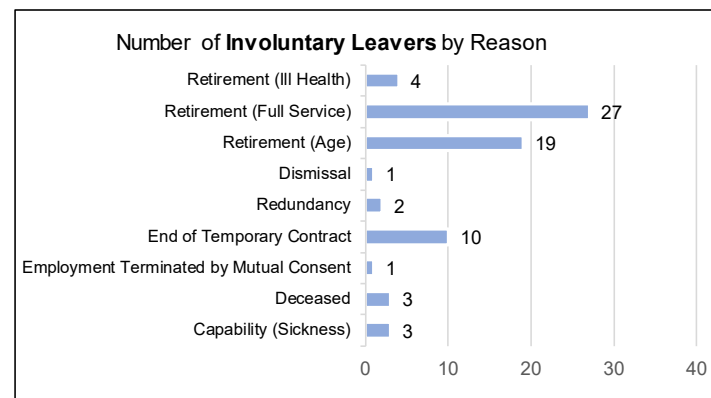
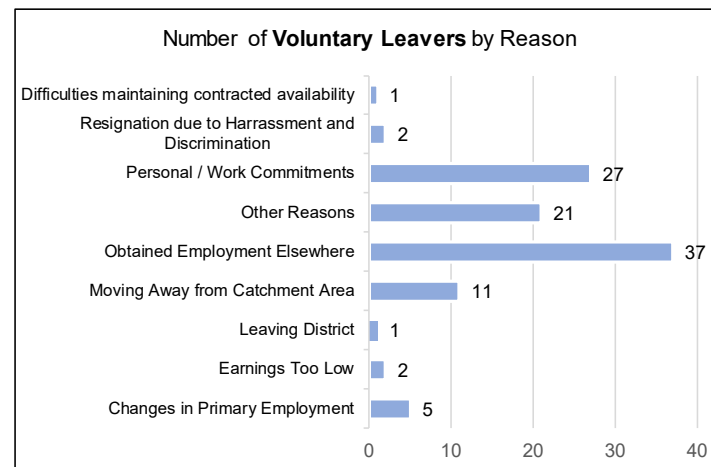
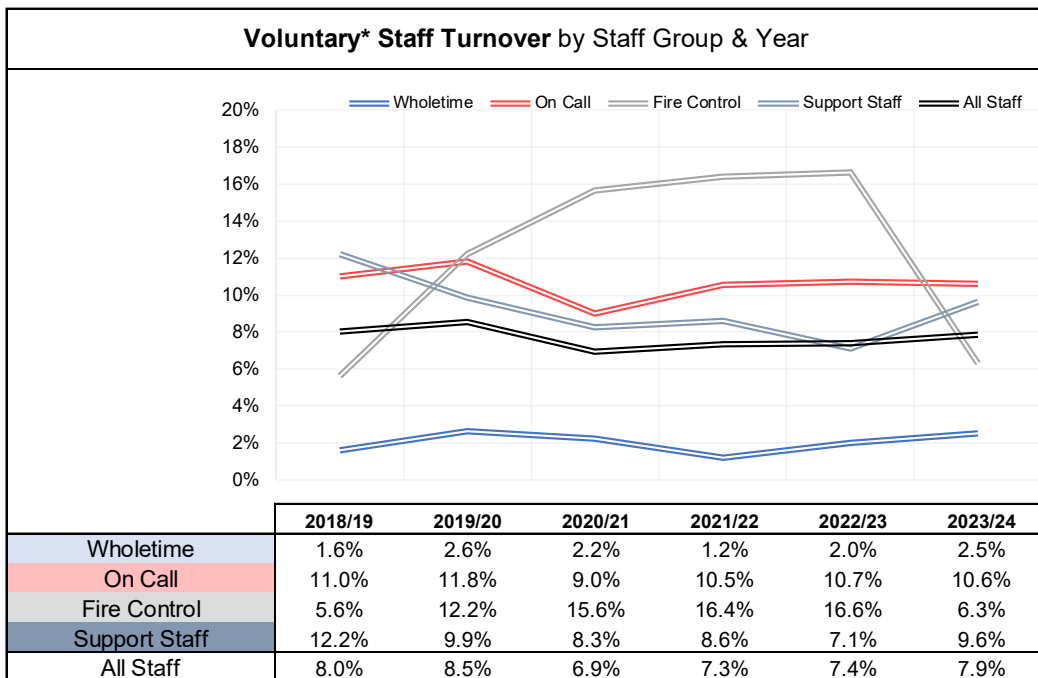
Temporary Promotions			
Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	30	63	-33
On Call	39	24	15
Fire Control	4	5	-1
Support Staff	11	4	7
All Staff	84	96	-12

Substantive Promotions			
Staff Group	This Year	Last Year	Difference vs Last Year
Wholetime	40	46	-6
On Call	11	14	-3
Fire Control	0	1	-1
Support Staff	4	15	-11
All Staff	55	76	-21



STAFF TURNOVER

Staff Turnover			
Type of Staff Turnover	This Year	Last Year	Difference vs Last Year
Voluntary*	7.88%	7.37%	0.51%
Involuntary^	5.16%	4.64%	0.52%
All Staff	13.04%	12.01%	1.03%



*Involuntary Leavers includes anyone who has left DWFRS due to the following reasons;

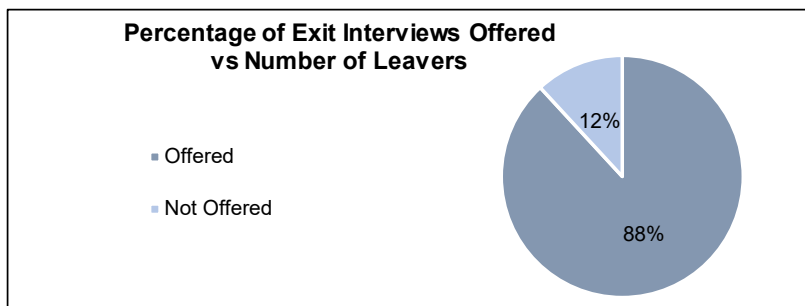
Capability (sickness), Dismissal, Deceased, Employment Terminated by Mutual Consent, End of Temp Contract, Redundancy, Retirement (Age, Full Service or Ill Health), TUPE Transfer

*All employees with leaving reasons different to those highlighted above are included as Voluntary Leavers

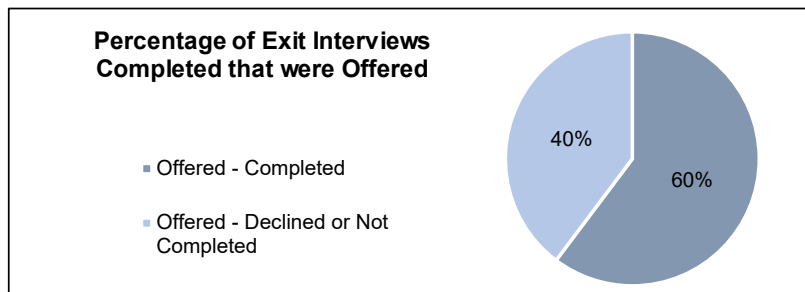


Staff Group	This Year	Last Year	Difference vs Last Yr
Wholetime	52.17%	27.27%	24.90%
On Call	55.56%	26.32%	29.24%
Fire Control	66.67%	40.00%	26.67%
Support Staff	48.94%	47.73%	1.21%
All Staff	53.11%	32.91%	20.20%

	Wholetime	On Call	Fire Control	Support Staff
Less than 6M	3	7	-	5
6M to 2 Years	10	10	-	11
2+ Yrs to 5 Yrs	2	23	1	12
5+ Yrs to 10 Yrs	4	12	-	9
10+ Yrs to 20 Yrs	8	12	-	7
20+ Years	19	17	2	3
Average Length of Service for Leavers (Yrs)	15.40	10.64	23.57	6.41



	Voluntary Leavers	Involuntary Leavers	Total Leavers	Total Starters
Wholetime	10	36	46	43
On Call	63	18	81	77
Fire Control	2	1	3	2
Support Staff	32	15	47	62
All Staff	107	70	177	184



	Wholetime	On Call	Total
Trainee - Length of Service within 6 Months	-	2	2
Trainee - Length of Service over 6 Months	-	-	-
Left in Development	-	19	19

Category	Percentage
All Other FF Leavers	24%
FF within Development	76%

*This information only includes those with the job role of Firefighter within Wholetime & On Call

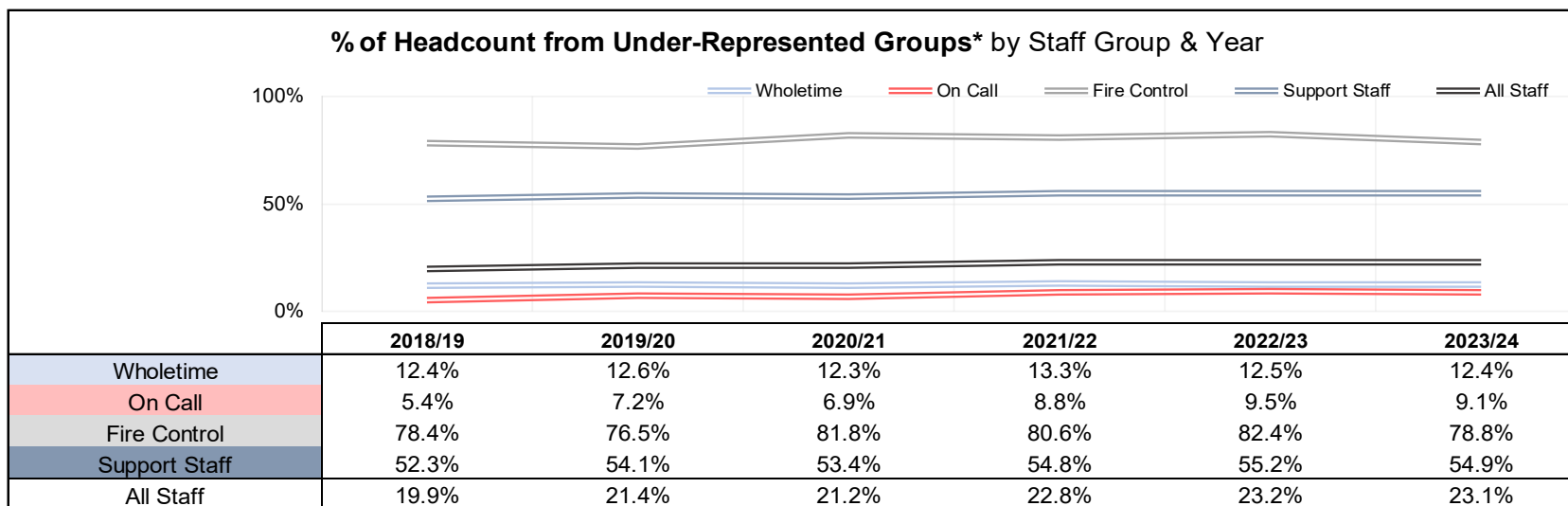


CORPORATE TARGETS

TO IMPROVE THE DIVERSITY OF OUR WORKFORCE

CORPORATE TARGET	We will improve the diversity of our workforce as a whole, compared to the last five years	Target - 5 Year Average
		21.90%

% of Headcount from Under Represented Groups*			
Staff Group	This Year	Last Year	Difference vs Last Year
All Staff	23.05%	23.20%	-0.15%
Wholetime	12.47%	12.47%	0.00%
On Call	9.11%	9.53%	-0.43%
Fire Control	78.79%	82.35%	-3.57%
Support Staff	54.90%	55.18%	-0.29%



*Under Represented Group is inclusive of staff who identify as LGBT, Ethnic Minority (this also includes White - Other and White - Irish ethnicities), Female or Other Genders.

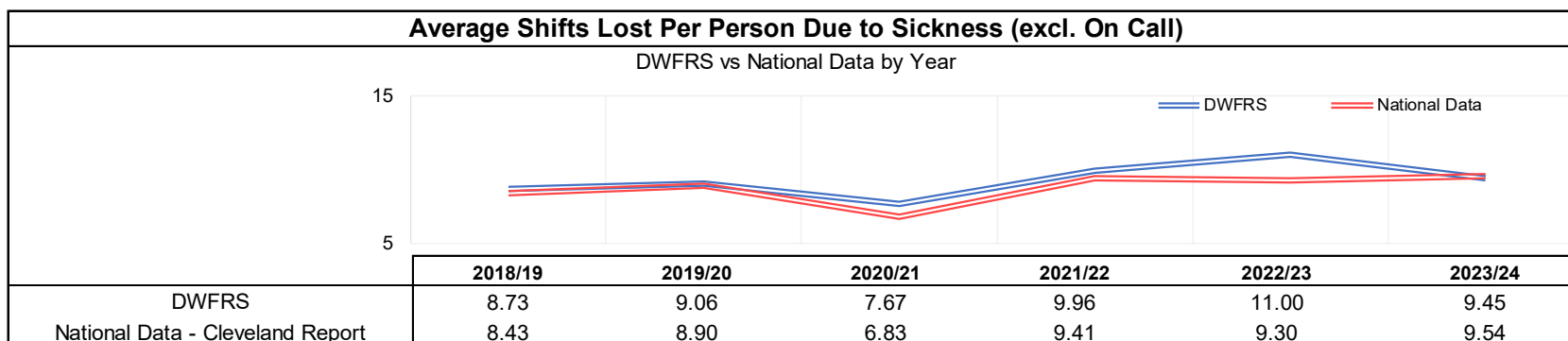


TO ACHIEVE A REDUCTION IN SICKNESS LEVELS

CORPORATE TARGET	We will achieve a reduction in the average sickness levels, compared to the average during the last five years.	Target - 5 Year Average*
		9.54

National Data*	
Cleveland Report 2023/24	ONS - Number of Days Lost Per Public Sector Worker**
9.54	7.70

Average Shifts Lost Per Person Due to Sickness [^]						
Staff Group	This Year	Last Year	Difference vs Last Year	Comparison vs National Data		
				Cleveland Report 2023/24	DWFRS vs Cleveland	
All Staff (excl. On Call)	9.45	11.00	-1.55	9.54	-0.09	
Wholetime	11.85	13.40	-1.55	11.27	0.58	
On Call	16.77	17.76	-0.99	15.99	0.78	
Fire Control	6.70	16.04	-9.34	12.11	-5.41	
Support Staff	6.49	7.25	-0.76	9.77	-3.28	
All Staff	10.78	10.99	-0.21	11.68	-0.90	



*The Corporate Target and the National Data section are excluding On Call with exception of the ONS data as this is for all public sector workers

**The ONS Data is taken from the latest 'Sickness Absence in the UK Labour Market' report available for the year of 2022 and is compared against the DWFRS YTD for All Staff

[^]DWFRS figures have been rounded to align to our internal reporting



REPORT INFORMATION

- All data for current employees is taken from a report generated from HRMIS for all staff data as of 31st March 2024. No adjustment has been made to these reports.
- All data for Joiners and Leavers for this year has been taken from 1st April 2023 to 31st March 2024 this data was generated from the system on 28th May 2024 to capture late processed starters and leavers.
- The sickness data for 2018/19 and 2019/20 had been recalculated using the new method of calculation which started in Q3 19-20 (this includes FTE calculations for part time employees and sickness shifts lost against actual work patterns). This has meant that this is more accurate and, as all years used in this report have been calculated using this method, this data is comparable year on year. Please note that the data used for subsequent years has been taken by adding together the original quarterly sickness reports that were published at the time and no adjustments have been made to these reports.
- Staff Turnover has been calculated via the following method:
 - Number of leavers for the financial year divided by average number of staff for the financial year.
 - Average staff for financial year has been calculated by adding the staff numbers for each month and dividing them by 12 (the total number of months in the financial year)
 - Number of leavers is taken from the leavers report generated.
- Agency staff are excluded from the figures as they are not employed by DWFRS.
- Most numbers and percentages have been rounded to 1 decimal place except for when we are comparing against our performance last year, so when comparisons are made there may be rounding issues.
- For the median gender pay comparison between DWFRS figures and the Office of National Statistics (ONS), we have used the latest released report for 2023. These figures are provisional, however are publicly available and have been used by the ONS themselves for comparisons and analysis.
- The DWFRS LGBTQIA+ figures are including those who have identified as gay, lesbian, or bi-sexual. Historically, there were no mechanisms in place to record those who were transgender, queer/questioning, intersex, asexual or any other sexual orientation. However, amendments have been made to include these in a 'Other Sexual Orientation' category from 1st April 2024, so we will have these included in our LGBTQIA+ numbers from next years' report (2024-25).