

# Human Resources

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## **South Yorkshire Fire & Rescue Workforce Profile 2016**

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## EXECUTIVE SUMMARY

### Purpose of this Report

1. South Yorkshire Fire & Rescue (SYFR) as a public body has legal and moral commitments in relation to the requirements within the Equality Act 2010 equality general duty to:
  - Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it,
  - Eliminate discrimination, harassment and victimisation, and
  - Foster good relations between persons who share a relevant protected characteristic and who do not share it.
2. In relation to the specific duty underpinning this general duty SYFR is required to source, analyse and publish information on inequalities across jobs and services annually and to use this information to identify equality objectives every 4 years as a minimum and work toward the achievement of these across all functions.
3. SYFR is working with the FRS Equality Framework and has a commitment to develop a workforce which is more reflective of the communities which are served as this is known to have a beneficial effect on ensuring services meet the needs of diverse communities.
4. The current context of employment at SYFR is affected by the continuing UK recession and severe budgetary cuts. A range of factors impact on this such as significant organisational change, restructure and 'downsizing'. There is very limited recruitment into other work groups at SYFR and this has significant implications for workforce diversity and equality.
5. SYFR has produced this Workforce Profile to:
  - Give a revised picture of the composition of the workforce in SYFR since the previous report in 2015
  - Display and analyse the Workforce Profile for March 2016
  - Carry out a comparison with the data from 2015
  - Review any impacts of actions within SYFR's People and Equality and Inclusion Strategies
  - Enable tracking from the commencement of the Support Services Review and the impact this has on workforce diversity and equality
6. The purpose of the Report is also to identify actions to rectify any inequalities identified and to provide a clear set of recommendations to be incorporated into the annual Equality & Inclusion Action Plan. The hope of the authors is that this can help inform SYFR leaders and a range of stakeholders, and allow both to use the report to identify aims and priorities within a difficult context of the limited ability of SYFR of influence workforce trends with ever decreasing resources.

## **Scope of the Report**

7. The Workforce Profile provides a update from the 2015 report in relation to a range of protected characteristics (race, sex, disability, sexual orientation, religion and belief and age) along with information about data quality, and other information on employment (leavers, flexible working and discipline, grievance and performance).
8. As reported in the 2015 workforce profile the protected characteristics not scoped in this Workforce Profile are marriage and civil partnership, and gender reassignment. The reasons for this are included within the Outside Scope section of the report.

## **Key Findings**

The Profile shows that compared to the 2015 report:

9. The under-representation of Ethnic minorities has slightly decreased since the report in 2015.
10. There remains no racial diversity within the Dual and Control work groups, however, racial diversity within the RDS and Casual groups has increased in 2015.
11. As per 2015 there are no declared disabled staff in Dual, RDS and Control Work Groups and the percentage of disabled staff in Wholetime, RDS and Support has slightly decreased since 2015.
12. Disclosure rates have decreased in Ethnicity, Sexual Orientation and Religion or Belief in 2016. The disclosure rate for Disability has increased by 0.01%.
13. There remains significant under-representation of females in SYFR Wholetime, RDS, Dual and Casual work groups.
14. There has been a slight increase in percentage of females within Wholetime and RDS although the sex composition has remained broadly the same with a slight decrease in females from 2015 to 2016.

## **Recommendations and how they will be implemented**

Key recommendations in this Report in summary are to:

15. Address the under-representation of black and ethnic minority, disabled, and younger (16-24) employees at SYFR and women in operational groups along with the continuing total absence of women in senior operational management.

16. Work in collaboration to develop effective and supported positive action approaches and measure and report on outcomes in relation to promotion, retention and recruitment campaigns to increase diversity, including developing a longer term approach to workforce planning to support this approach.
17. Promote disclosure of diversity information in the new HR system through the use of the self service module to enable a clearer picture of the SYFR workforce profile.

## **INTRODUCTION**

18. This report is an update on the Workforce Profile document produced in 2015 which analysed the profile of the organisation as at 31<sup>st</sup> March 2015. The Reports in 2015 highlighted a range of area/ issues and suggested a corresponding range of actions for improvement to address each area identified.
19. The purpose of this report is therefore to:
  - Consider the impact of each of the actions for improvement in the 2015 workforce profile.
  - Analyse the profile of the organisation as at 31<sup>st</sup> March 2016 and incorporate (where appropriate) a comparison against 2015 data to identify areas requiring further improvement
  - Identify actions to improve workforce diversity at SYFR.
  - Enable tracking of the workforce diversity and equality and the impact of the support services review from 1<sup>st</sup> April 2015 to 31<sup>st</sup> March 2016

## **LEGAL AND STRATEGIC BACKGROUND**

20. The legal requirement to produce regular workforce profiles and pay updates and to take action to make improvements is driven by the Gender Equality Duty 2007 and the Equality Act 2010. The Equality and Human Rights Commission Guidance “Equality Information and the Equality Duty: A Guide for Public Authorities” has been utilised in scoping this Workforce Profile Update.
21. SYFR continues to experience the impact of significant budget cuts with a significant drop in SYFR recruitment activity. Ongoing Organisational change also impacts of the shape of SYFR and diversity.
22. SYFR’s commitment to a positive action approach is to be reviewed following this profile and will be published in 2016.

## **SCOPE OF PROFILE**

23. This report covers six of the nine protected characteristics; Race, Sex, Disability, Sexual Orientation, Religion and Belief and Age.

24. The 2016 report incorporates the following range of employment areas - Leavers, Flexible Working, Discipline, Grievances and Performance.
25. The 2016 report includes information for Control and Non Uniformed employees to allow the tracking and impacts of the Support Services Review to be assessed.

## **OUTSIDE SCOPE / FUTURE AREAS**

26. Marriage and Civil Partnership – SYFR will continue to ensure that all policies and procedures, where there is a focus or reference to marriage, refer equally both to civil partnership and partners in general thus affording equal treatment in relation to this protected characteristic.
27. Advice has previously been sought from the Trans organisation, a:gender on whether or not equality monitoring is useful or recommended by organisations of trans people and the recommendation was that at this current time it is not useful to include Gender Reassignment in equality monitoring forms.
28. Training – Work is still currently underway within the Organisation Development department to address this and introduce a new system which will enable appropriate reports to be compiled and analysed. The new HR system will enable efficient reporting of Training requests/uptake.

### **Actions for Improvement – Outside Scope**

1. Continue to keep abreast of best practice around monitoring gender reassignment and pregnancy and maternity.
2. Continue to set up profiling system in HR Organisational Development to collate and analyse who requested training/was granted training and any inequalities identified.

## **DATA & DISCLOSURE**

29. SYFR's workforce can be divided into two main areas, operational and non-operational comprising of the following work groups:-

- Wholetime
- Retained Duty System (RDS)
- Dual Contract

And non-operational:-

- Control
- Support
- Casual

30. Work is still ongoing within the Human Resource department to bring both the range and quality of data within SYFR up to date with a new integrated, bespoke HR system. The new system will have the ability to enable the workforce profile to be generated automatically when it is complete. This will significantly reduce the amount of time required to complete this work and enable the work to compile these reports to be embedded within teams and projects. An additional feature within this system is that employees are able to update their own data around the protected characteristics. It is hoped this will encourage higher completion/disclosure rates.
31. The availability of 2011 Census information has allowed South Yorkshire community comparisons to be made for some protected characteristics. The publication of IRMP Statistical returns by CLG has allowed some basic comparisons with the level of sex and race diversity across FRS within these Reports.

#### **Actions for Improvement – Data and Disclosure**

1. Establish how to improve rates of disclosure potentially utilising the new HR software system now employees are able to update or amend their information. Work should continue to manage a continued message around why we need employees to disclose data around their protected characteristics and the benefits this will bring.
2. Continue to work with relevant stakeholders around the value of equality monitoring to increase disclosure rates.

## PART I – WORKFORCE PROFILE

### 1. RACE (ethnicity)

- 1.1 The definition of race in this workforce profile is the one used in the Equality Act 2010 “a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins”.
- 1.2 In relation to overall ethnic diversity at SYFR Table 1 shows that the % of ethnic minority staff has increased from 3.3% in 2015 to 3.46% in 2016. The disclosure rate for this protected characteristic at SYFR has fallen from 99.79% in 2016 to 97.84%.
- 1.3 The Fire & Rescue Authorities Operational Statistics published by CLG provides comparison for this protected characteristic. However this report is not published until September 2016 so this report is unable to include information in relation to other FRS.
- 1.4 This can be compared to census information for 2011 giving the % of ethnic minorities within South Yorkshire as 9.37%, equivalent to almost 126,000 people. This is based on the following groups - Mixed/ Multiple ethnic groups (Asian/Asian British, Black/African Caribbean/ Black British and Other Ethnic Groups).
- 1.5 There has been an overall increase in minority ethnic employees between 2015 -16, including within Wholetime where there was an increase from 2.56% in 2015 to 2.69% in 2016. Within RDS staff there was an increase from 1.32% in 2015 to 1.45% in 2016 and within support staff there was an increase from 6.19% in 2015 to 6.83% in 2016.
- 1.6 There are 2 work groups where there is no ethnic diversity (Dual & Control) and despite the slight decrease in under-representation of ethnic minorities, the Profile still shows that ethnic minorities are significantly under-represented within the SYFR workforce.



**Table 1: Ethnicity of Workforce (%) by Work Group**

	WT 2015	WT 2016	RDS 2015	RDS 2016	Dual 2015	Dual 2016	Control 2015	Control 2016	Support 2015	Support 2016	Casual 2015	Casual 2016	All Employees 2015	All Employees 2016*
<b>% Majority Group (White British)</b>	97.44	96.97	96.05	97.10	100.00	100.00	100.00	100.00	93.81	92.68	87.5	85.71	96.6	96.11
<b>% Minority Ethnic Group (Black &amp; Minority Ethnic)</b>	2.56	2.69	1.32	1.45	0.00	0.00	0.00	0.00	6.19	6.83	12.5	14.29	3.3	3.46

\*3 employees did not complete Ethnic Origin 2016, 1 preferred not to say

**Table 2: Majority / Minority Ethnic Group (%)**

Grade / Role	Majority Ethnic Group (White British) 2015	Majority Ethnic Group (White British) 2016	Minority Ethnic Group 2015	Minority Ethnic Group 2016	Not completed 2015	Not completed 2016
Dir / CFO / DCFO / ACO	100.00	100.00	0.00	0.00	0.00	0.00
HOF / AM / GM	94.12	93.75	5.88	6.25	0.00	0.00
9 - 11 / SM	95.83	97.62	4.17	2.38	0.00	0.00
7 - 8 / CM / WM	98.07	97.92	1.54	1.67	0.39	0.42
6 / FF	96.73	95.90	3.08	3.52	0.19	0.59
4-5	94.2	95.52	5.8	4.48	0.00	0.00
1-3	92.59	88.89	7.41	11.11	0.00	0.00

1.7 Table 2 shows that the majority group (white british) is dominant throughout all grades / roles with the highest levels of minority ethnic groups in the grades 1-3 and Head of Function/AM/GM which both saw an increase from 2015. All other grades saw a slight increase in minority ethnic groups from 2015 apart from grades 4-5 who saw a slight decrease and Director level who remained the same.

**Table 3: Ethnicity of SYFR Employees**

<b>Ethnic Origin</b>	<b>No. of Employees 2015</b>	<b>No. of Employees 2016</b>	<b>% in 2015</b>	<b>% in 2016</b>
<b>White</b>	<b>938</b>	<b>890</b>	<b>96.6</b>	<b>96.1</b>
<b>Asian / Asian British</b>	<b>4</b>	<b>5</b>	<b>0.41</b>	<b>0.54</b>
<b>Black / Black British</b>	<b>10</b>	<b>10</b>	<b>1.03</b>	<b>1.08</b>
<b>Mixed / Multiple Ethnic Groups</b>	<b>10</b>	<b>9</b>	<b>1.03</b>	<b>0.97</b>
<b>Other Ethnic Group</b>	<b>7</b>	<b>8</b>	<b>0.72</b>	<b>0.86</b>
<b>Prefer not to say</b>	<b>0</b>	<b>1</b>	<b>0.00</b>	<b>0.10</b>
<b>Not Completed</b>	<b>2</b>	<b>3</b>	<b>0.21</b>	<b>0.32</b>

1.8 Table 3 shows that the largest minority ethnic group at SYFR in 2016 was Black/Black British and Mixed/Multiple Ethnic Groups.

**Race – Analysis**

1.9 The main findings are the slight decrease in ethnic diversity within SYFR as a whole in 2016, despite the increase within the other ethnic groups with the exception of Mixed/Multiple Ethnic Groups. There is still however a large difference between the minority ethnic composition of the SYFR workforce (3.46%) compared to the whole of South Yorkshire (9.37%).

1.10 Overall the Profile shows that there is still significant under-representation of BME employees at SYFR.

**Race – Actions for improvement**

1. Continue to focus on positive action in progression, along with retention and recruitment to increase diversity for this protected characteristic in SYFR.
2. Planning for positive action would need to be supported by a longer term approach to workforce planning as significant lead in times to implement effective interventions.

## 2. SEX

- 2.1 The Equality Act 2010 changed the title of this category from gender to sex, and refers to males or females.
- 2.2 Table 4 shows that in the overall sex composition at SYFR between 2015 and 2016 has seen a slight increase, with 16.37% females in 2015 and 17.17% in 2016.
- 2.3 Table 5 shows the overall workforce composition broken down by work group. This shows that sex diversity has increased slightly within Operational Groups which were comprised of 4.91% in 2014 and 5.12% in 2015. However, with just over 5% operational employees being women – this represents a continuing under-representation.
- 2.4 For non-operational employees Table 5 shows that there has been a change in composition with a slight decrease of females from 48% in 2015 to 47.64% in 2016, coupled with a slight increase in males from 51% in 2015 to 52.36% in 2015.
- 2.5 Table 6 shows that there is still significant sex segregation in work groups at SYFR with women predominating in Control, although this has decreased since 2015, and men predominating in all Operational Groups of Wholetime, RDS and Dual contracts.

**Table 4: Sex of SYFR Workforce**

	<b>2015</b>	<b>2016</b>	<b>2015 %</b>	<b>2016 %</b>
<b>Male</b>	<b>812</b>	<b>767</b>	<b>83.63</b>	<b>82.83</b>
<b>Female</b>	<b>159</b>	<b>159</b>	<b>16.37</b>	<b>17.17</b>
<b>Total</b>	<b>971</b>	<b>926</b>	<b>100</b>	<b>100</b>

**Table 5: Operational/Non operational males and females %**

	Operational 2015	% Operational 2015	Operational 2016	% Operational 2016	Non Operational 2015	% Non Operational 2015	Non Operational 2016	% Non Operational 2016
<b>Male</b>	685	94.88	656	91.88	127	51.00	111	52.36
<b>Female</b>	37	5.12	58	8.12	122	48.00	101	47.64
<b>Total Workforce</b>	722	100	714	100	249	100	212	100

**Table 6: % Females / Males by Work Group**

	Female % 2015	Male % 2015	Female % 2016	Male % 2016
<b>Wholetime</b>	5.43	94.89	6.05	93.95
<b>RDS</b>	1.32	98.48	1.45	98.55
<b>Dual</b>	10.00	90.91	8.70	91.30
<b>Casual</b>	0.00	100.00	0	100.00
<b>Control</b>	77.42	24.24	70.37	29.63
<b>Support</b>	46.67	52.49	49.27	50.73

**Table 7: Number of Females / Males by Grade / Role**

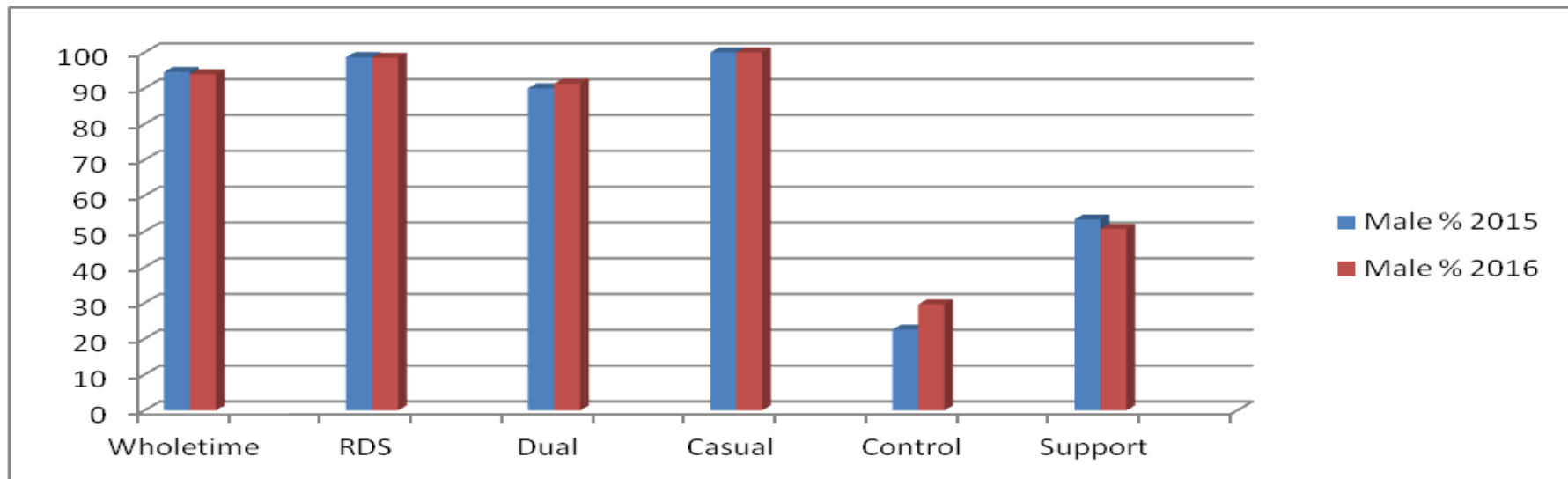
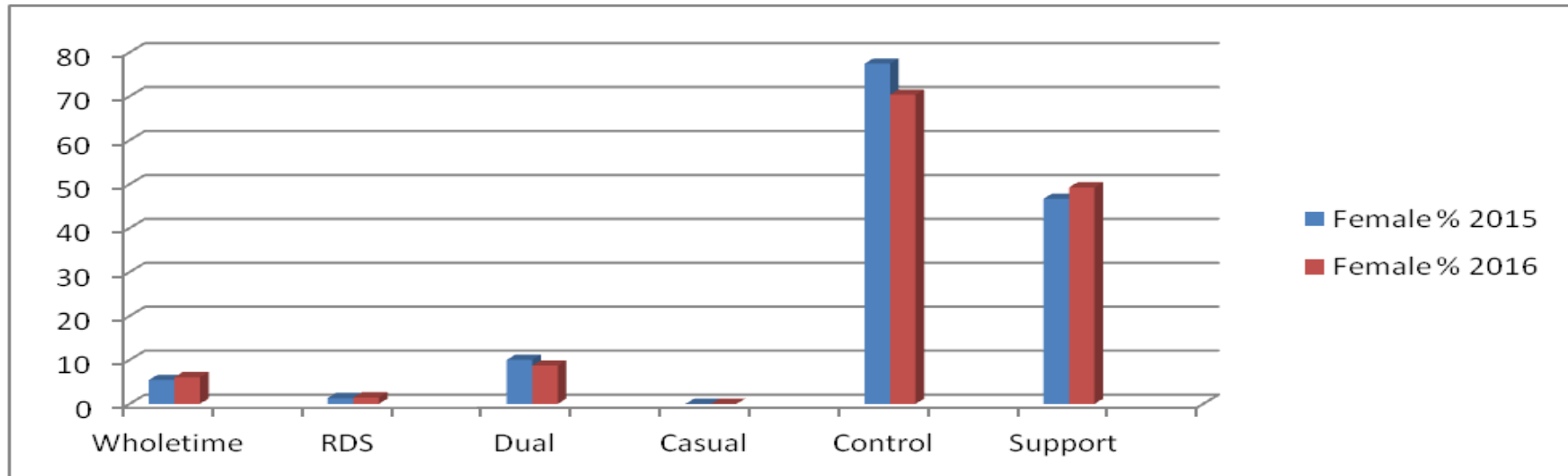
<b>Grade / Role</b>	<b>% of all Females 2015</b>	<b>% of all Males 2015</b>	<b>% of all Females 2016</b>	<b>% of all Males 2016</b>
<b>Dir / CFO / DCFO / ACO</b>	<b>0.62</b>	<b>0.37</b>	<b>0.63</b>	<b>0.39</b>
<b>HOF / AM / GM</b>	<b>0.00</b>	<b>2.09</b>	<b>0.63</b>	<b>1.96</b>
<b>9 - 11 / SM</b>	<b>6.91</b>	<b>4.56</b>	<b>6.29</b>	<b>4.17</b>
<b>7 - 8 / CM / WM</b>	<b>25.16</b>	<b>26.97</b>	<b>23.27</b>	<b>26.47</b>
<b>6 / FF</b>	<b>28.30</b>	<b>58.50</b>	<b>28.93</b>	<b>60.76</b>
<b>4 - 5</b>	<b>24.53</b>	<b>3.69</b>	<b>28.93</b>	<b>2.73</b>
<b>1 - 3</b>	<b>14.47</b>	<b>3.82</b>	<b>11.32</b>	<b>3.52</b>

2.6 Table 7 shows that there has been an increase of % of females in senior operational management for 2016 from 0% to 0.63%

2.7 Table 7 shows that there has been an increase in % of females in grades HOF/AM/GM, 6/FF and 4-5 but a decrease in grades 9-11/SM, 7-8/CM/WM and 1-3.

2.8 All workgroups apart from Control and Support staff (who are roughly even) are predominantly male.

**Chart 1: % of Females/Males by Work Group**



## **Sex – Analysis**

- 2.9 Overall there remains significant gender segregation within all work groups apart from Support Staff where the sexes are balanced.
- 2.10 There is still significant under-representation of women at SYFR. This is due to their significant under-representation in Operational Work Groups.

## **Sex - Actions for Improvement**

- 1. As with race, this Profile indicates a need to implement positive action to enable the workforce of SYFR to have a balance of male and female staff in all roles. This may be particularly important during the current organisational change.
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### 3 **DISABILITY**

- 3.1 The Equality Act defines disability as “a physical or mental impairment which has a substantial and long-term adverse effect on an individual’s ability to perform normal day-to-day activities”. SYFR uses the social model of disability where individuals are able to determine if they feel they have a disability rather than one that is defined by legislation. Therefore figures for disability are based on a self-definition by employees; this is in line with common and best practice for equality monitoring. It allows comparison with similar self- definition of disability used for the 2011 UK Census.
- 3.2 The UK 2011 Census shows the percentage of people with a self declared disability within South Yorkshire is 20.9% - of these 10.6% declared that day-to-day activities were limited ‘a lot’, and 10.3% declared that day-to-day activities were limited ‘a little’. Using the figure of 10.3% who are likely still to be able to work we can make comparisons and check how representative SYFR workforce is in relation to disability.

**Table 8: Disability of Workforce**

	Yes 2015	Yes 2016	No 2015	No 2016	Prefer not to say 2015	Prefer not to say 2016	Not Completed 2015	Not Completed 2016
<b>Number of responses</b>	<b>19</b>	<b>16</b>	<b>543</b>	<b>541</b>	<b>22</b>	<b>22</b>	<b>387</b>	<b>347</b>
<b>% of workforce</b>	<b>1.96</b>	<b>1.73</b>	<b>55.92</b>	<b>58.42</b>	<b>2.27</b>	<b>2.37</b>	<b>39.85</b>	<b>37.47</b>

- 3.3 Table 8 shows a slight increase in the percentage of disclosure rates for this protected characteristic between 2015 – 2016 but a reduction in the number of disabled employees.



**Table 9: % Disability Operational / Non-operational**

	Yes 2015	Yes 2016	No 2015	No 2016	Prefer not to say 2015	Prefer not to say 2016	Not Completed 2015	Not Completed 2016
<b>Operational</b>	1.39	1.26	50.83	52.66	2.91	2.94	45.43	43.14
<b>Non-operational</b>	3.61	3.3	72.29	77.83	0.41	0.47	23.69	18.39

3.4 Disclosure rates for this protected characteristic are higher in the Non Operational group than Operational.

3.5 Table 9 shows that the percentage of disclosure rates have increased from 2015 to 2016 but that there has been a slight decrease in disabled staff for both Operational and Non Operational staff.

**Table 10: Disability by Work Group (%)**

	Yes 2015	Yes 2016	No 2015	No 2016	Prefer not to say 2015	Prefer not to say 2016	Not completed 2015	Not completed 2016
<b>WT</b>	1.65	1.34	47.45	50.76	3.30	3.36	47.60	44.54
<b>RDS</b>	1.52	1.45	48.48	55.07	0.00	0.00	50.00	43.48
<b>DUAL</b>	0.00	0.00	59.09	69.56	4.55	4.34	36.36	26.08
<b>CASUAL</b>	0.00	0.00	57.14	71.43	0.00	0.00	42.86	28.57
<b>CONTROL</b>	0.00	0.00	69.70	74.07	0.00	0.00	30.30	25.93
<b>SUPPORT</b>	4.98	3.41	71.04	78.05	0.45	0.49	23.53	18.05

**Table 11: Disability by Grade / Role (%)**

Grade / Role	Yes 2015	Yes 2016	No 2015	No 2016	Prefer not to say 2016	Prefer not to say 2016	Not completed 2015	Not completed 2016
Dir / CFO / DCFO / ACO	0.00	0.00	100.00	100.00	0.00	0.00	0.00	0.00
HOF / AM / GM	11.76	12.5	64.71	56.25	0.00	0.00	23.53	31.25
9 - 11 / SM	4.17	0.00	81.25	88.10	2.08	2.38	12.50	9.52
7 - 8 / CM / WM	1.93	2.08	64.48	68.33	2.32	3.33	31.27	26.25
6 / FF	1.15	0.78	45.96	48.24	2.88	2.54	50.00	48.44
4 - 5	2.90	2.99	69.57	74.63	0.00	0.00	27.55	22.38
1 - 3	5.55	6.67	62.96	66.67	0.00	0.00	31.48	26.66

### Disability – Analysis

- 3.6 South Yorkshire population has 10.3% people with a disability. The declared disability composition of SYFR workforce in 2015 was 1.96% and in 2016 was 1.73%. Therefore there appears to be a significant under-representation of disabled people at SYFR which is decreasing.
- 3.7 Disclosure for this protected characteristic has improved from 60.14% in 2015 to 60.15% in 2015.

### Disability Actions for Improvement

1. Find ways of exploring attitudes to disclosure of disabilities at SYFR and take action to provide re-assurance, along with actions to myth bust negative stereotypes that disabilities will automatically impact on operational fitness of Firefighters, through incorporating awareness raising and management training.
2. Follow good practice by undertaking equality/profile analysis at the start and end of key organisational change/reviews to monitor any impacts on disability composition of SYFR and manage any change through mitigating actions.

3. Ensure SYFR continues to undertake positive action during recruitment, restructure and promotion processes including promotion and use of the guaranteed Interview scheme, targeted recruitment advertising, active promotion and use of reasonable adjustments etc to attract, retain and promote disabled staff.

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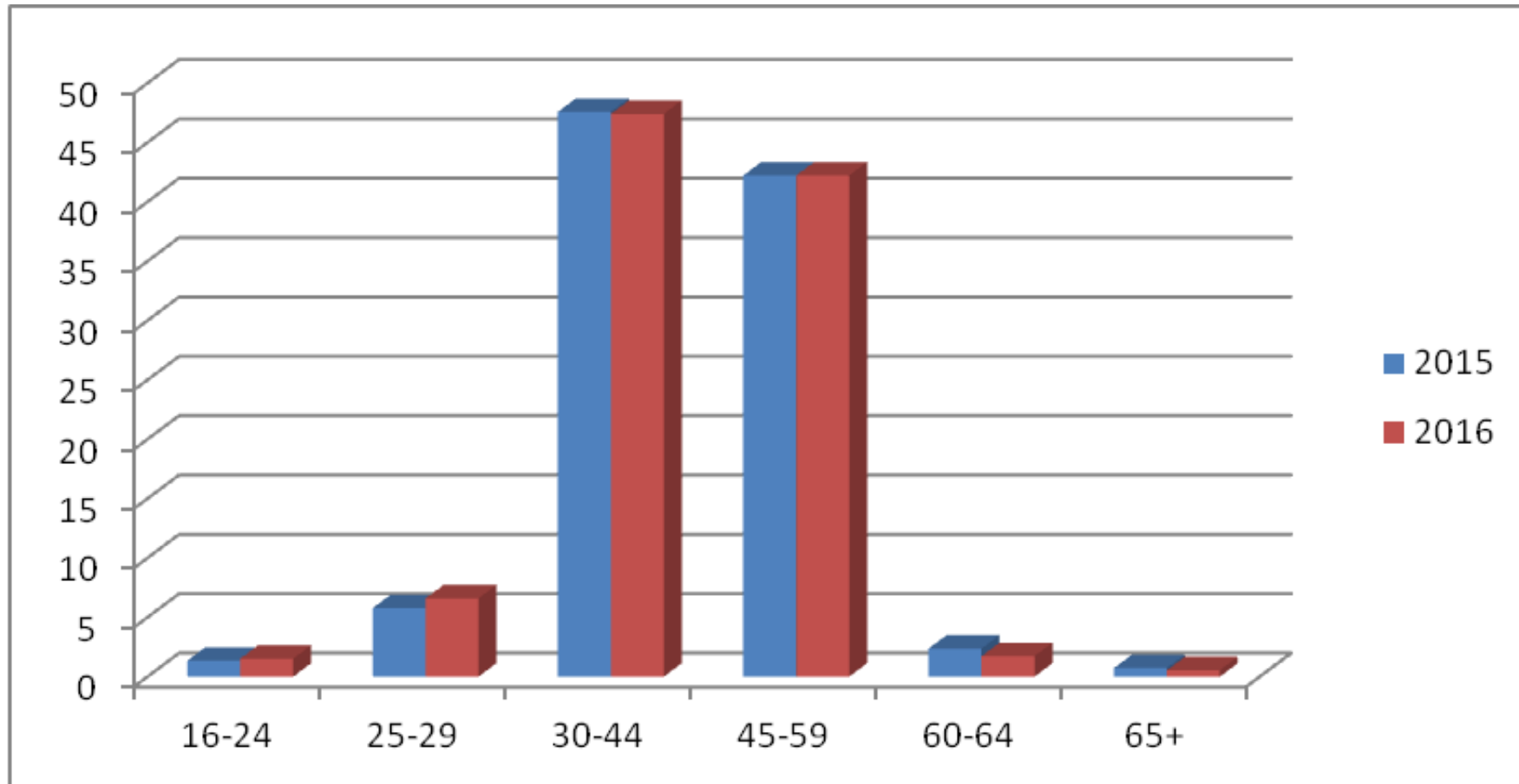
#### 4. AGE

- 4.1 Age is defined in the Equality Act by reference to a person's age group and the definition of age groups can vary depending on the type of analysis taking place. SYFR use set categories that are also used for reporting data to external organisations.
- 4.2 The UK 2011 Census provides Age range data; however the age groups are slightly different in the Census than the groups which SYFR capture but a further analysis has been done on SYFR data to enable direct comparisons with community composition across South Yorkshire.

Age Range	Age 16 - 24	Age 25 to 29	Age 30 to 44	Age 45 to 59	Age 60 to 64	Age 65 and over
South Yorkshire Community %	13.40%	6.62%	19.66%	19.32%	5.88%	16.50%
South Yorkshire Fire & Rescue % 2015	1.34%	5.77%	47.58%	42.22%	2.4%	0.7%
South Yorkshire Fire & Rescue % 2016	1.51%	6.59%	47.41%	42.22%	1.73%	0.54%

- 4.3 From the above table we can see that there remains significant under representation in the SYFR workforce in ages ranges 16-24 with South Yorkshire having 13.4% in age group 16-24 compared to SYFR which has only 1.51%. This is however a slight increase on 2015's figure of 1.34%. There is also some under representation in age ranges 60-64 and 65 and over.
- 4.4 There is over representation in age ranges 30-44 and 45-59. The under representation at the younger end is likely to be partly caused by the lack of recruitment into SYFR.

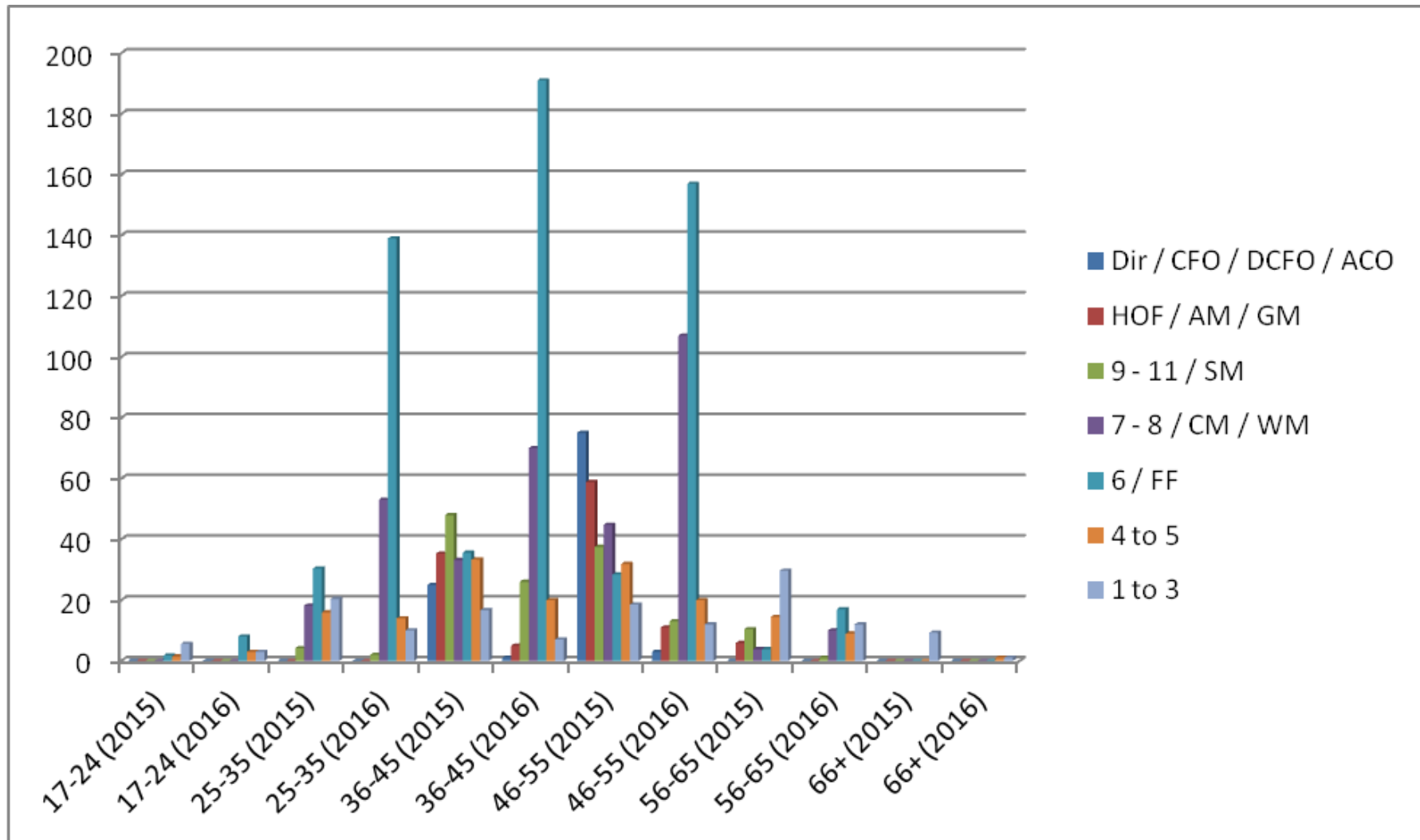
Chart 2: Age Profile as % of Workforce



**Table 12: Age Group by Grade / Role and as % of the Workforce (2015-2016)**

	17-24 (2015)	17-24 (2016)	25-35 (2015)	25-35 (2016)	36-45 (2015)	36-45 (2016)	46-55 (2015)	46-55 (2016)	56-65 (2015)	56-65 (2016)	66+ (2015)	66+ (2016)
<b>Dir / CFO / DCFO / ACO</b>	0.00	0.00	0.00	0.00	25.00	25.00	75.00	75.00	0.00	0.00	0.00	0.00
<b>HOF / AM / GM</b>	0.00	0.00	0.00	0.00	35.29	31.25	58.82	68.75	5.88	0.00	0.00	0.00
<b>9 - 11 / SM</b>	0.00	0.00	4.17	4.76	47.92	61.9	37.50	30.95	10.42	2.38	0.00	0.00
<b>7 - 8 / CM / WM</b>	0.00	0.00	18.15	22.08	33.20	29.17	44.79	44.58	3.86	4.17	0.00	0.00
<b>6 / FF</b>	1.73	1.56	30.38	27.15	35.58	37.3	28.46	30.66	3.85	3.32	0.00	0.00
<b>4 - 5</b>	1.45	4.48	15.94	20.89	33.33	29.86	31.88	29.86	14.49	13.43	0.00	1.49
<b>1 - 3</b>	5.56	6.67	20.37	22.22	16.67	15.55	18.52	26.67	29.63	26.67	9.26	2.22
<b>% of Workforce</b>	1.34	1.51	23.58	23.54	34.29	34.56	33.68	34.88	6.39	5.29	0.72	0.22

**Chart 3: Age by Grade/Role (%)**



### **Age – Analysis**

- 4.5 SYFR age profile still shows an aging workforce which has implications for succession planning and managing the use of scarce resources.
- 4.6 The 16-24 age range is significantly under-represented although there has been a slight increase in this age range for 2016. The continued reduction in recruitment means this area has not been addressed.
- 4.7 The drop off at the older end of the age range is conditioned by access to pensions in both the operational and support work groups at 50, and 55 respectively in a period of organisational change.

### **Age – Actions for Improvement**

- 1. Consider a positive action approach to increase employees at the younger age range, and to ensure appropriate succession planning.
- 2. Continue to make use of approaches such as apprenticeships to increase the younger age range at SYFR. Also consider further positive action targeting for apprenticeships to encourage younger people to apply as this seems to work without the need for positive discrimination (i.e. limiting the age range).
- 3. Consider equality profiles when moving forward with succession planning and talent management within SYFR.



## 5. SEXUAL ORIENTATION

5.1 Sexual orientation refers to the emotional and sexual attraction people feel towards other people, either of the same sex as themselves (gay, lesbian) or the opposite sex as themselves (heterosexual, straight) or towards people of both sexes (bi-sexual).

**Table 13: % Sexual Orientation across SYFR**

	LGB 2015	LGB 2016	Heterosexual / Straight 2015	Heterosexual / Straight 2016	Not completed 2015	Not completed 2016	Prefer not to say 2015	Prefer not to say 2016
<b>% of Workforce</b>	1.54	1.73	53.66	56.26	41.40	38.88	3.40	3.13

5.2 The overall declared figure remains low within SYFR, however this has increased from 1.54% in 2015 to 1.73% in 2016.

**Table 14: % Sexual Orientation by Operational / Non-Operational Employees**

	LGB 2015	LGB 2016	Heterosexual / Straight 2015	Heterosexual / Straight 2016	Not completed 2015	Not completed 2016	Prefer not to say 2015	Prefer not to say 2016
<b>Operational</b>	1.39	1.54	47.78	50.7	47.23	44.54	3.60	3.22
<b>Non-operational</b>	2.01	2.36	70.68	75.00	24.50	19.81	2.81	2.83

**Table 15: % Sexual Orientation by Top 5% / Rest of Workforce**

	LGB 2015	LGB 2016	Heterosexual / Straight 2015	Heterosexual / Straight 2016	Prefer not to say 2015	Prefer not to say 2016	Not completed 2015	Not completed 2016
<b>Total Top 5%</b>	1.59	4.88	79.37	78.05	4.76	2.43	14.29	14.63
<b>Rest of workforce</b>	1.54	1.73	51.87	56.26	3.30	3.13	43.28	38.88

5.3 It is likely that this protected characteristic is significantly under-represented in SYFR workforce, however, as disclosure for this protected characteristic is low at 57.99%, it is not clear at this point.

5.4 The figure for LGB employees in the top 5% tiers of the workforce has increased from 1.59% in 2015 to 4.88% in 2016.

**Sexual Orientation - Analysis**

5.5 Disclosure rates for this protected characteristic across SYFR continues to be low at 57.99% in 2016 and this still limits the ability of SYFR to have robust people data to use for planning.

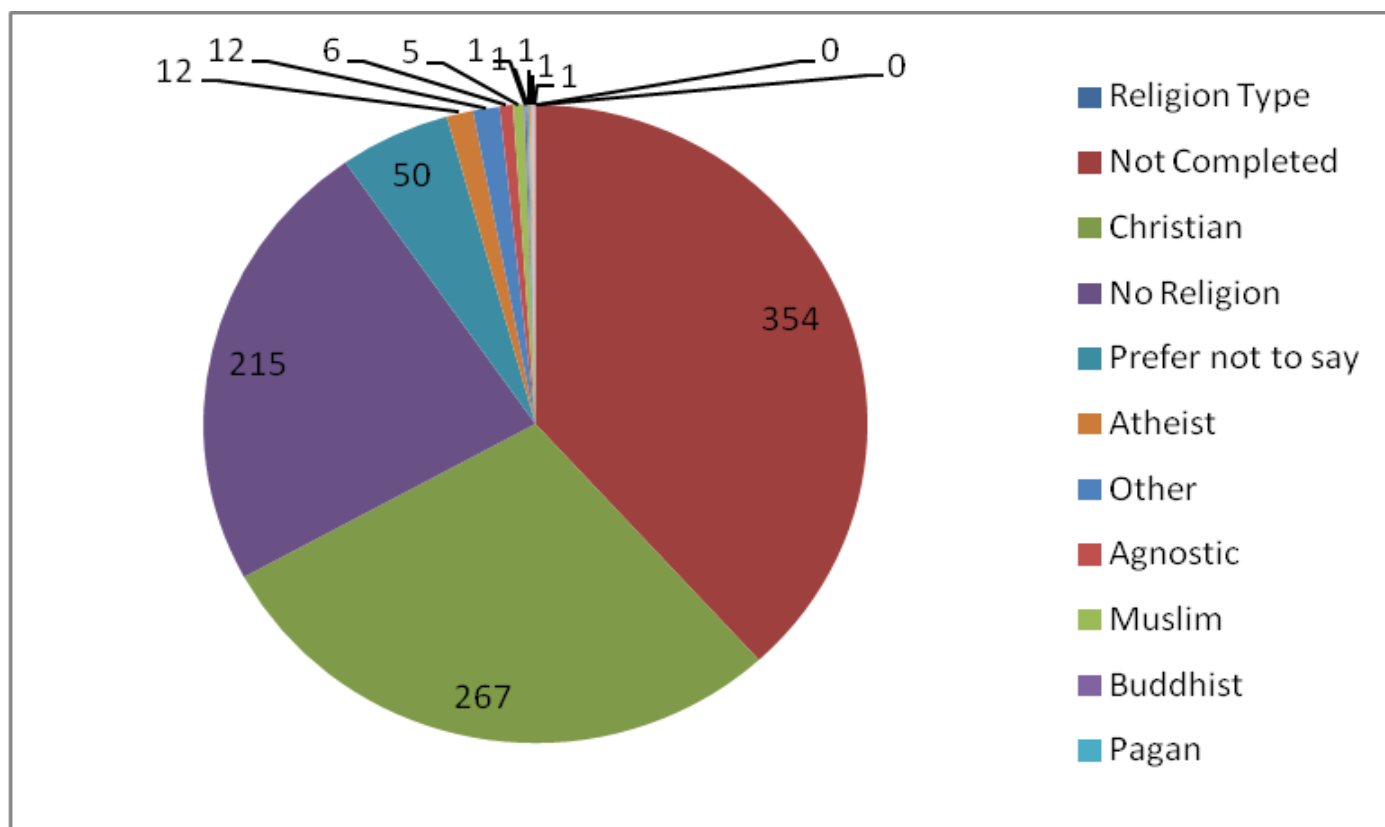
**Sexual Orientation - Actions for Improvement**

1. Work collaboratively to develop effective and supported positive action approaches for LGBT employees.
2. Consider undertaking promotional work around disclosure of this protected characteristic now that self-service updating of personal information is available within the new SYFR HR Information Software.

## 6. RELIGION OR BELIEF

6.1 The Equality Act 2010 states that Religion has the meaning usually given to it but Belief includes a wide range of religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

**Chart 4: Religion or Belief – Workforce**



**Table 16: % Religion or Belief**

Type	Number 2015	% 2015	Number 2016	% 2016	South Yorkshire Community comparison, Census 2011
Not completed	398	40.99	354	38.23	6.7% (religion not stated)
Christian	276	28.42	267	28.83	61%
No religion	201	20.70	215	23.22	26.8%
Prefer not to say	52	5.36	50	5.40	Not Stated
Atheist	12	1.24	12	1.30	Not Stated
Other	13	1.34	12	1.30	0.3%
Agnostic	9	0.93	6	0.65	Not Stated
Muslim	5	0.51	5	0.54	4.3%
Buddhist	1	0.10	1	0.11	0.3%
Pagan	1	0.10	1	0.11	Not Stated
Humanist	1	0.10	1	0.11	Not Stated
Jewish	1	0.10	1	0.11	0.1%
Hindu	1	0.10	1	0.11	0.4%
Sikh	0	0	0	0	0.2%

- 6.2 Table 16 includes a comparison with the population of South Yorkshire in terms of religion and belief, from the 2011 UK Census. As per the 2015 report, Christian is the largest group in SYFR followed by No Religion – this is the same as for the South Yorkshire community figures from the 2011 Census.
- 6.3 From Table 16 and 17 it can be seen that the overall level for non disclosure for this protected characteristic has continued to decline from 40.99% in 2015 to 43.63% in 2016. While this trend is positive it still remains too low to make definite assessments about any under-representation.

**Table 17: Religion & Belief % Non disclosure Rate – Total Workforce**

	2015 %	2016 %
<b>All Workforce</b>	<b>40.99</b>	<b>43.63</b>

**Table 18: % Non-disclosure Rates by Work Group**

Work Group	2015 %	2016 %
<b>WT</b>	<b>47.12</b>	<b>49.68</b>
<b>RDS</b>	<b>43.42</b>	<b>39.47</b>
<b>Dual</b>	<b>30.00</b>	<b>35.00</b>
<b>Casual</b>	<b>25.00</b>	<b>12.50</b>
<b>Control</b>	<b>29.03</b>	<b>22.58</b>
<b>Support</b>	<b>24.76</b>	<b>22.86</b>

### **Religion or Belief - Analysis**

- 6.4 The figures for Muslims across South Yorkshire at 4.3% remain significantly more than within SYFR which for 2015 is 0.54%. Therefore Muslims are likely to be under-represented within the workforce at SYFR, which due to the minority status of this community group and a cultural difference is a potential area requiring some positive attention.
- 6.5 For the other minority religious groups across South Yorkshire/within SYFR the numbers remain too small to draw reliable comparisons.
- 6.6 Given that just less than half of SYFR staff do not disclose this protected characteristic it is difficult to make firm comparisons on under-representation. This is a Protected Characteristic where the current non-disclosure level still limits the reliability of comparisons which can be drawn.

### **Religion or Belief – Actions for improvement**

- 1. Consider undertaking promotional work around disclosure of this protected characteristic now that the self-service updating of personal information is available within the new SYFR HR Information System.
- 2. Work collaboratively with Organisational Development & Community Safety (in relation to links) and consider whether actions could be taken to recruit Muslim members of South Yorkshire Community as this is a likely area of under-representation.

## **7 OTHER INFORMATION ON EMPLOYMENT**

- 7.1 The EHRC in their guide for Public Authorities on Equality Information and the Equality Duty identify that as well as collecting, analysing and publishing workforce composition, public bodies should look at other employment information along with information around training, recruitment and selection, appraisals, grievances, disciplinary action and dismissals to identify variations and inequality across protected characteristics. Following on from the 2015 report, limited information is currently available and is set out below with a recommendation about some further work being undertaken in the future and a decision on whether SYFR has the capacity to undertake some or all of this work will need to be made.

### **Recruitment and Promotion**

- 7.2 Historically SYFR have not analysed Organisational restructures, Uniformed Promotions or support post recruitment and selection however tables have been incorporated into this report to allow monitoring of outcomes throughout the Support Services review.
- 7.3 Further positive action undertaken as a result of taking forward the recommendations in this Profile would need a monitoring process to be planned in ahead of each recruitment phase to identify outcomes and whether the work has been successful in line with the work undertaken for the Wholetime Recruitment work in 2015. This will require the identification and deployment of capacity with HR to undertake this.
- 7.4 SYFR Job Application Forms have a comprehensive equality monitoring form which is completed for all external recruitment applications and internal support post recruitment (but not internal uniform promotions). Once the information is received HR staff detaches the form from the application and input information into SYFR recruitment data base, however no analysis of outcomes or trends is currently undertaken and would require a deployment of capacity to undertake this.

### **Training**

- 7.5 The system for logging operational training requests is currently under review and therefore the ability to analyse data regarding the number of training requests by protected characteristics has not been possible at this time.

### **Appraisals**

- 7.6 Every employee within SYFR has to undergo a PDR and once these are complete they can be analysed against protected characteristics to identify any outcome inequalities.

## Leavers

7.7 Table 19 shows all staff leaving SYFR for reasons including resignations, retirements, dismissals etc

7.8 Between 1 April 2015 and 31<sup>st</sup> March 2016, a total of 76 employees left, made up of 19 females and 57 males.

**Table 19: All Leavers from SYFR**

	Female 2015	Male 2015	Female 2016	Male 2016
<b>Operational</b>	<b>0</b>	<b>51</b>	<b>6</b>	<b>37</b>
<b>Non-operational</b>	<b>17</b>	<b>15</b>	<b>13</b>	<b>20</b>
<b>Total</b>	<b>17</b>	<b>66</b>	<b>19</b>	<b>57</b>

## FLEXIBLE WORKING

7.9 From 2015 to 2016 there were 5 applications for flexible working and all 5 were from females. All were granted.

**TABLE 20: Flexible Working Requests**

Flexible Working Requests	25-35 2015	36-45 2015	46-55 2015	56-65 2015	65 + 2015	Total 2015
<b>Female</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>
<b>Male</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>
<b>Total</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>7</b>



<b>Flexible Working Requests</b>	<b>25-35 2016</b>	<b>36-45 2016</b>	<b>46-55 2016</b>	<b>56-65 2016</b>	<b>65 + 2016</b>	<b>Total 2016</b>
<b>Female</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>5</b>
<b>Male</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>5</b>

## **DISCIPLINE, GRIEVANCES & PERFORMANCE**

7.10 During 2015 to 2016 there were 5 informal discipline cases and 5 formal discipline cases resulting in 0 dismissals.

**TABLE 21: Formal Discipline Cases**

<b>Discipline Cases 2014-15</b>	<b>Informal</b>	<b>Formal</b>	<b>Total Cases</b>	<b>Leaver - Yes</b>	<b>Leaver - No</b>	<b>Dismissal</b>	<b>Total Leavers</b>
<b>Female</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Male</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>0</b>	<b>19</b>	<b>1</b>	<b>1</b>
<b>Total</b>	<b>10</b>	<b>10</b>	<b>20</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>

<b>Discipline Cases 2015-16</b>	<b>Informal</b>	<b>Formal</b>	<b>Total Cases</b>	<b>Leaver - Yes</b>	<b>Leaver - No</b>	<b>Dismissal</b>	<b>Total Leavers</b>
<b>Female</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
<b>Male</b>	<b>4</b>	<b>5</b>	<b>9</b>	<b>0</b>	<b>9</b>	<b>0</b>	<b>0</b>
<b>Total</b>	<b>5</b>	<b>5</b>	<b>10</b>	<b>0</b>	<b>10</b>	<b>0</b>	<b>0</b>

## Other Information on Employment – Analysis

7.11 Overall the small numbers make it difficult to draw any conclusions around inequalities in these areas.

### Actions for Improvement

1. As per the 2015 report a decision needs to be made on whether to continue to collect equality information around recruitment and selection, which we do not analyse or to ensure that an efficient process for analysis and reporting outcomes can be embedded within SYFR recruitment and selection activities to enable outcomes to be identified and reported to stakeholders.

## DISCLOSURE RATES IN SYFR

The disclosure rates for each of the protected characteristics covered in this report are shown below:

Disclosure Rates %		
	2015	2016
<b>Race</b>	<b>99.79</b>	<b>97.84</b>
<b>Sex</b>	<b>100.00</b>	<b>100.00</b>
<b>Disability</b>	<b>60.14</b>	<b>60.15</b>
<b>Age</b>	<b>100.00</b>	<b>100.00</b>
<b>Sexual Orientation</b>	<b>58.7</b>	<b>57.99</b>
<b>Religion or Belief</b>	<b>59.11</b>	<b>56.37</b>
<b>Pregnancy &amp; Maternity</b>	<b>(N/A)</b>	<b>(N/A)</b>

Table 1: Disclosure rates for Protected Characteristics at SYFR

## SUPPORT SERVICES REVIEW COMPARISON TABLES

The below tables have been produced to enable South Yorkshire Fire & Rescue to monitor workforce composition prior, during and after the completion of the Support Service Review.

Information for Directors and Head of Functions are not contained within the below as they are not impacted by the review.

Control employees are included in the below tables due to the ongoing Control Review. There is no information relation to SM's in Control as the small number makes identification possible.

The tables below do not include any employees who are on casual zero hours contracts.

All figures are shown as a percentages due to small numbers however HR hold the base data to allow tracking of all protected characteristics.

### ETHNICITY

#### Ethnicity - Non Uniformed

Grade / Role	Majority Ethnic Group % (White British) 2015	Majority Ethnic Group % (White British) 2016	Minority Ethnic Group 2015 - %	Minority Ethnic Group 2016 - %	Not completed % 2015	Not completed % 2016
11	100.00	100.00	0.00	0.00	0.00	0.00
10	100.00	100.00	0.00	0.00	0.00	0.00
9	100.00	100.00	0.00	0.00	0.00	0.00
8	88.89	100.00	11.11	0.00	0.00	0.00
7	95.24	88.89	4.76	11.11	0.00	0.00
6	92.86	87.76	7.14	10.20	0.00	2.04
5	93.33	95.65	6.67	4.35	0.00	0.00
4	94.87	95.45	5.13	4.55	0.00	0.00
3	88.89	84.62	11.11	15.38	0.00	0.00
2	100.00	100.00	0.00	0.00	0.00	0.00
AP	0.00	0.00	0.00	0.00	0.00	0.00

### Ethnicity - Control

Control Grade / Role	Majority Ethnic Group %(White British) 2015	Majority Ethnic Group % (White British) 2016	Minority Ethnic Group 2015 - %	Minority Ethnic Group 2016 - %	Not completed % 2015	Not completed % 2016
WM	100	100	0.00	0.00	0.00	0.00
CM	100	100	0.00	0.00	0.00	0.00
FF	100	100	0.00	0.00	0.00	0.00

### SEX

#### Sex – Non Uniformed

Grade / Role	% Males 2015	% Males 2016	% Females 2015	% Females 2016
11	12.5	33.33	87.5	66.67
10	100.00	66.67	0.00	33.33
9	66.67	75.00	33.33	25.00
8	44.44	46.15	55.56	53.85
7	42.86	44.44	57.14	55.56
6	78.57	77.55	21.43	22.45
5	36.67	30.43	63.33	69.57
4	48.72	31.82	51.28	68.18
3	67.57	50.00	32.43	50.00
2	35.29	58.33	64.71	41.67
AP	0.00	0.00	0.00	0.00

### Sex - Control

Control Grade / Role	% Males 2015	% Males 2016	% Females 2015	% Females 2016
WM	50.00	60.00	50.00	40.00
CM	36.36	37.5	63.64	62.5
FF	6.67	8.33	93.33	91.37

## DISABILITY

### Disability - Non Uniformed

Grade / Role	% Yes 2015	% Yes 2016	% No 2015	% No 2016	% Prefer not to say 2015	% Prefer not to say 2016	% Not completed 2015	% Not completed 2016
11	0.00	0.00	100.00	100.00	0.00	0.00	0.00	0.00
10	0.00	0.00	100.00	100.00	0.00	0.00	0.00	0.00
9	0.00	0.00	66.67	50.00	0.00	0.00	33.33	50.00
8	0.00	7.69	77.78	76.92	11.11	7.69	11.11	7.69
7	4.76	0.00	76.19	83.33	0.00	0.00	19.05	16.67
6	4.76	0.00	78.57	87.76	0.00	0.00	16.67	12.24
5	0.00	0.00	76.67	82.61	0.00	0.00	23.33	17.39
4	5.13	4.55	64.1	70.45	0.00	0.00	30.77	25.00
3	5.41	7.69	64.86	76.92	0.00	0.00	29.73	15.38
2	5.88	8.33	58.82	41.67	0.00	0.00	35.29	50.00
AP	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Disability – Control**

Control Grade / Role	% Yes 2015	% Yes 2016	% No 2015	% No 2016	% Prefer not to say 2015	% Prefer not to say 2016	% Not completed 2015	% Not completed 2016
WM	0.00	0.00	75.00	80.00	0.00	0.00	25.00	20.00
CM	0.00	0.00	90.91	87.5	0.00	0.00	9.09	12.5
FF	0.00	0.00	53.33	58.33	0.00	0.00	46.67	

**AGE**

**Age % - Non Uniformed**

	17-24 (2015)	25-35 (2015)	36-45 (2015)	46-55 (2015)	56-65 (2015)	66+ (2015)
11	0.00	12.5	50.00	37.5	0.00	0.00
10	0.00	0.00	50.00	0.00	50.00	0.00
9	0.00	0.00	16.67	50.00	33.33	0.00
8	0.00	0.00	55.56	11.11	33.33	0.00
7	0.00	33.33	23.81	38.1	4.76	0.00
6	2.38	11.9	23.81	66.67	57.14	0.00
5	0.00	16.67	40.00	26.67	16.67	0.00
4	2.56	15.38	28.21	35.90	12.82	5.13
3	2.70	24.32	16.22	13.51	21.62	21.62
2	11.76	11.76	17.65	17.65	35.29	5.8
AP	0.00	0.00	0.00	0.00	0.00	0.00

**Age - Control**

<b>Control Grade / Role</b>	<b>17-24 (2015)</b>	<b>25-35 (2015)</b>	<b>36-45 (2015)</b>	<b>46-55 (2015)</b>	<b>56-65 (2015)</b>	<b>66+ (2015)</b>
<b>WM</b>	<b>0.00</b>	<b>25.00</b>	<b>0.00</b>	<b>50.00</b>	<b>25.00</b>	<b>0.00</b>
<b>CM</b>	<b>0.00</b>	<b>18.18</b>	<b>36.36</b>	<b>45.45</b>	<b>0.00</b>	<b>0.00</b>
<b>FF</b>	<b>0.00</b>	<b>13.33</b>	<b>33.33</b>	<b>33.33</b>	<b>20.00</b>	<b>0.00</b>

**Age % - Non Uniformed**

	<b>17-24 (2016)</b>	<b>25-35 (2016)</b>	<b>36-45 (2016)</b>	<b>46-55 (2016)</b>	<b>56-65 (2016)</b>	<b>66+ (2016)</b>
<b>11</b>	<b>0.00</b>	<b>22.22</b>	<b>55.56</b>	<b>22.22</b>	<b>0.00</b>	<b>0.00</b>
<b>10</b>	<b>0.00</b>	<b>0.00</b>	<b>66.37</b>	<b>33.33</b>	<b>0.00</b>	<b>0.00</b>
<b>9</b>	<b>0.00</b>	<b>0.00</b>	<b>50.00</b>	<b>25.00</b>	<b>25.00</b>	<b>0.00</b>
<b>8</b>	<b>0.00</b>	<b>0.00</b>	<b>46.15</b>	<b>46.15</b>	<b>7.69</b>	<b>0.00</b>
<b>7</b>	<b>0.00</b>	<b>44.44</b>	<b>22.22</b>	<b>16.67</b>	<b>11.11</b>	<b>0.00</b>
<b>6</b>	<b>0.00</b>	<b>24.49</b>	<b>24.49</b>	<b>32.65</b>	<b>18.37</b>	<b>0.00</b>
<b>5</b>	<b>4.35</b>	<b>13.04</b>	<b>39.13</b>	<b>21.74</b>	<b>21.74</b>	<b>0.00</b>
<b>4</b>	<b>4.55</b>	<b>25.00</b>	<b>25.00</b>	<b>34.10</b>	<b>9.09</b>	<b>2.27</b>
<b>3</b>	<b>7.69</b>	<b>26.92</b>	<b>23.08</b>	<b>30.77</b>	<b>7.69</b>	<b>3.85</b>
<b>2</b>	<b>8.33</b>	<b>25.00</b>	<b>8.33</b>	<b>1.67</b>	<b>41.67</b>	<b>0.00</b>
<b>AP</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

**Age - Control**

Control Grade / Role	17-24 (2016)	25-35 (2016)	36-45 (2016)	46-55 (2016)	56-65 (2016)	66+ (2016)
WM	0.00	20.00	20.00	40.00	20.00	0.00
CM	0.00	25.00	50.00	25.00	0.00	0.00
FF	0.00	25.00	33.33	16.67	25.00	0.00

**SEXUAL ORIENTATION**

**Sexual Orientation – Non Uniformed**

	% LGB 2015	% LGB 2016	% Heterosexual / Straight 2015	% Heterosexual / Straight 2016	% Not completed 2015	% Not completed 2016	% Prefer not to say 2015	% Prefer not to say 2016
11	0.00	0.00	87.5	88.89	0.00	0.00	12.5	11.11
10	0.00	0.00	100.00	100.00	0.00	0.00	0.00	0.00
9	0.00	0.00	66.67	50.00	33.33	50.00	0.00	0.00
8	0.00	0.00	88.89	84.62	11.11	7.69	0.00	7.69
7	0.00	0.00	80.95	83.33	19.05	16.67	0.00	0.00
6	0.00	0.00	80.95	83.67	16.67	16.33	2.38	0.00
5	0.00	4.35	73.33	73.91	23.33	17.39	3.33	4.35
4	2.56	6.82	61.54	59.10	33.33	29.54	2.56	4.54
3	0.00	0.00	64.86	80.77	29.73	15.38	5.41	3.85
2	5.88	0.00	47.06	50.00	41.18	50.00	5.88	0.00
AP	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00



### Sexual Orientation – Control

	% LGB 2015	% LGB 2016	% Heterosexual / Straight 2015	% Heterosexual / Straight 2016	% Not completed 2015	% Not completed 2016	% Prefer not to say 2015	% Prefer not to say 2016
WM	25.00	20.00	50.00	60.00	25.00	20.00	0.00	0.00
CM	9.09	12.5	81.82	75.00	9.09	12.5	0.00	0.00
FF	0.00	0.00	53.33	58.33	46.67	41.67	0.00	0.00

## RELIGION & BELIEF

### Religion & Belief – Non Uniformed

	Not Completed % 2015	Christian % 2015	No Religion % 2015	Prefer not to say % 2015	Atheist % 2015	Agnostic % 2015	Other % 2015	Muslim % 2015	Pagan % 2015	Hindu 2015
11	0.00	50.00	25.00	12.5	0.00	12.5	0.00	0.00	0.00	0.00
10	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9	33.33	0.00	33.33	0.00	0.00	33.33	0.00	0.00	0.00	0.00
8	11.11	55.56	22.22	0.00	0.00	0.00	0.00	11.11	0.00	0.00
7	19.05	38.1	28.57	4.76	4.76	0.00	4.76	0.00	0.00	0.00
6	16.67	45.24	30.95	2.38	0.00	2.38	0.00	2.38	0.00	0.00
5	26.67	36.67	13.33	3.33	6.67	0.00	10.00	3.33	0.00	0.00
4	35.9	38.46	15.38	0.00	2.56	2.56	0.00	2.56	0.00	2.56
3	32.43	35.14	24.32	5.41	0.00	0.00	0.00	0.00	2.70	0.00
2	35.29	29.41	35.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AP	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Religion & Belief - Control**

	Not Completed 2015	Christian 2015	No Religion 2015
WM	25.00	50.00	25.00
CM	9.09	45.45	45.45
FF	46.67	46.67	6.67

**Religion & Belief – Non Uniformed**

	Not Completed % 2016	Christian % 2016	No Religion % 2016	Prefer not to say % 2016	Atheist % 2016	Agnostic % 2016	Other % 2016	Muslim % 2016	Pagan % 2016	Hindu 2016
11	0.00	3.33	3.33	22.22	0.00	11.11	0.00	0.00	0.00	0.00
10	0.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9	50.00	0.00	25.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00
8	7.69	30.77	46.15	0.00	7.69	0.00	7.69	0.00	0.00	0.00
7	16.67	38.89	33.33	5.56	0.00	0.00	5.56	0.00	0.00	0.00
6	14.29	40.82	32.65	2.04	2.04	2.04	2.04	4.08	0.00	0.00
5	17.39	39.13	17.39	4.35	8.69	0.00	4.35	4.35	0.00	4.35
4	31.82	45.45	18.18	0.00	0.00	2.27	0.00	2.27	0.00	0.00
3	19.23	26.92	50.00	3.85	0.00	0.00	0.00	0.00	0.00	0.00
2	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AP	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Religion & Belief - Control**

	<b>Not Completed 2016</b>	<b>Christian 2016</b>	<b>Pagan 2016</b>	<b>No Religion 2016</b>
<b>WM</b>	<b>20.00</b>	<b>60.00</b>	<b>0.00</b>	<b>20.00</b>
<b>CM</b>	<b>12.5</b>	<b>37.5</b>	<b>0.00</b>	<b>50.00</b>
<b>FF</b>	<b>41.67</b>	<b>41.67</b>	<b>8.33</b>	<b>8.33</b>