



**South Yorkshire
FIRE & RESCUE**

Workforce Diversity Profile

2017/18



Executive Summary / introduction

South Yorkshire Fire and Rescue (SYFR) serves over 1.3 million people in approximately 587,340 dwellings across Barnsley, Doncaster, Rotherham and Sheffield, in an area covering 599 square miles that is geographically, historically, socio-economically, culturally and ethnically diverse.

As a service provider to diverse and increasingly changing communities, SYFR recognise that diversity within an organisation is essential to deliver effective services to diverse communities; an organisation that can attract, retain, develop and utilise the skills, knowledge and experience of a diverse workforce, will in turn be better equipped to understand the needs of communities and how better reduce risks.

SYFR also has a legal duty to demonstrate 'Due Regard' to the Public Sector Equality Duty (Equality Act 2010) where it is recommended that public authorities regularly monitor and publish information about the diversity of their workforce, with particular reference to the protected characteristics of their staff.

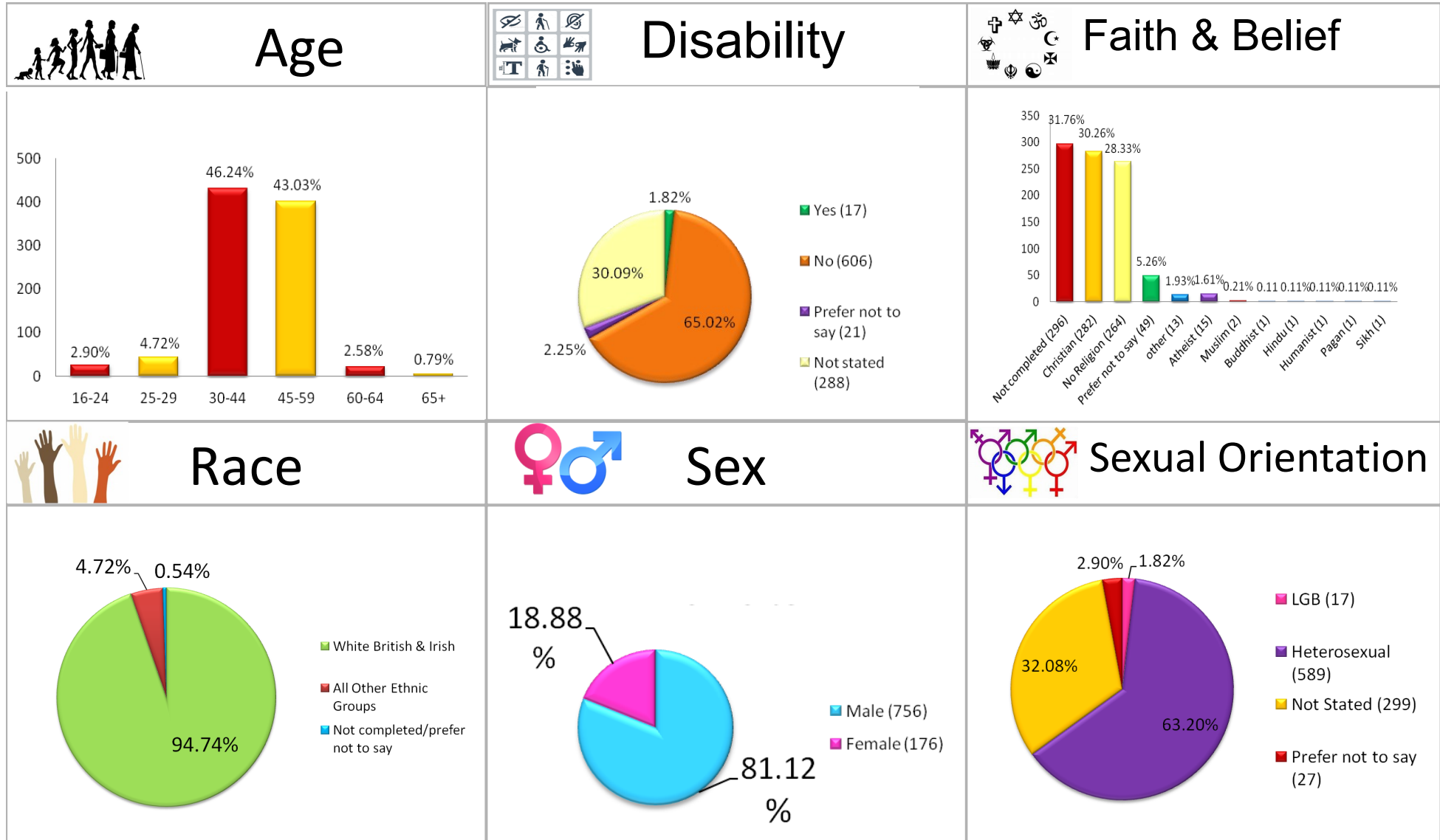
This report outlines and analyses the workforce diversity profile of SYFR staff as at 31st March 2018. Information reported includes diversity profiles by Age, Disability, Faith and Belief, Race, Sex and Sexual Orientation. Profiles are broken down into workforce categories of Uniformed, Wholetime, Retained Duty System (RDS), Control and Support staff.

This report makes comparisons, where relevant, to the previous Workforce Profile 2016/17 report and includes a range of actions aimed addressing workforce diversity.

Aside from helping us meet our legal obligations, workforce diversity monitoring can be used to improve employment practices and support the development of an inclusive workplace culture, as it helps us to:

- Find out if our Equality, Diversity and Inclusion related policies are working for everyone
- Determine whether or not equality of opportunities in employment are effective
- Highlight areas of possible inequality and remove any unfairness or disadvantage
- Build up a fuller picture of our staff profile which helps us to consider areas of under-representation and develop actions to address this

Workforce Diversity Profile - Summary 2017/18

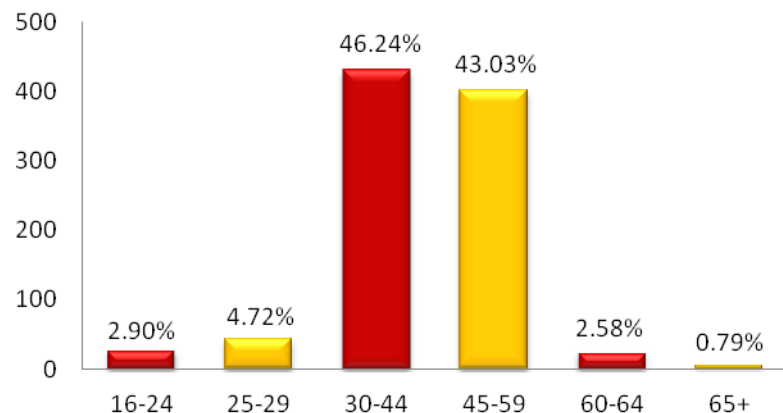


The above information reflects the overall workforce



Age Diversity Profile 2017/18

Age Diversity- Workforce



Analysis of SYFR age diversity profile shows an aging workforce; the majority of SYFR staff are between the ages of 30-44 and 45-59, which is a significant overrepresentation in comparison to the age profile of the South Yorkshire Community. (See figure 1)

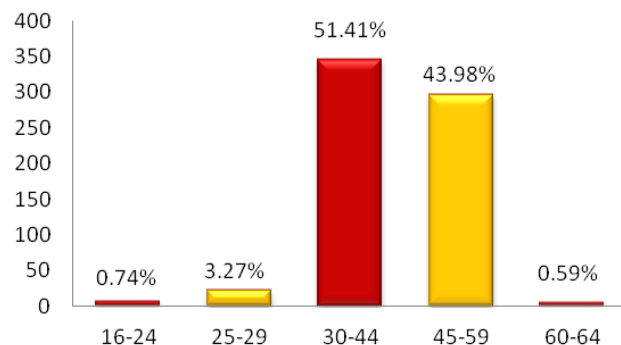
Figures for wholetime staff also show an aging workforce, with 54.90% of staff aged 30-40 and 42.08% aged 45-59. This may have implications for succession planning and retention of skills and knowledge, however current and future recruitment campaigns are likely to address this by attracting younger employees.

There is significant underrepresentation of staff between the ages of 16-24, however there has been an increase from 1.51% in 216/17 to 2.90% in 2017/18. This younger age category is particularly underrepresented within the uniformed section of the workforce, at just 0.74%.

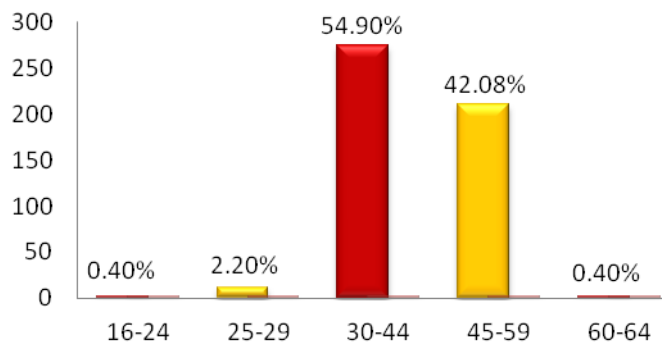
Age Range	16 – 24	25 – 29	30 – 44	45 – 59	60 - 64	65+
South Yorkshire Community %	13.40%	6.62%	19.66%	19.32%	5.88%	16.50%
SYFR 2017/18	2.90%	4.72%	46.24%	43.03%	2.58%	0.79%

Figure 1

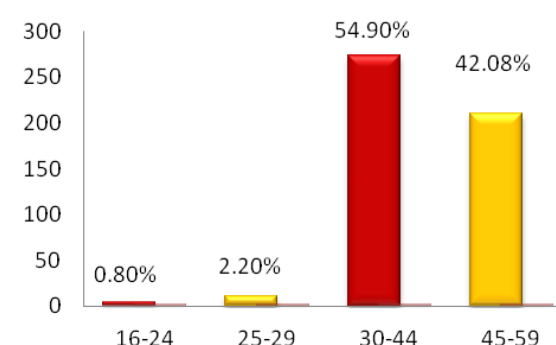
Age Diversity - Uniformed



Age Diversity - Wholetime



Age Diversity - RDS

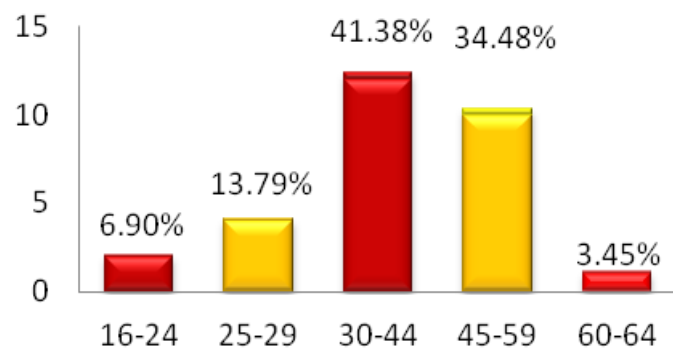


“ A person or persons belonging to a particular age or range of ages ”

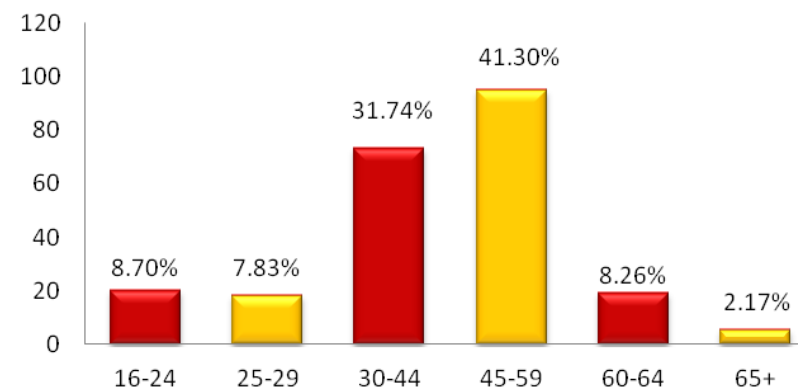


Age Diversity Profile 2017/18

Age Diversity- Control



Age Diversity - Support



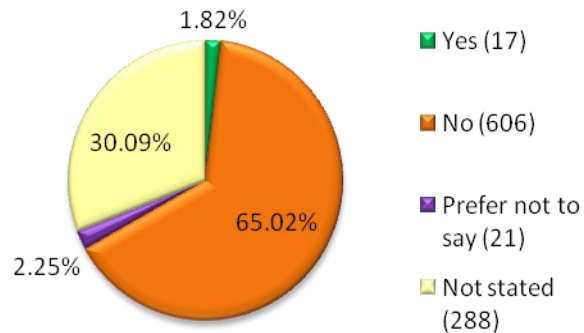
Age Diversity Actions

- Consider a positive action approach to attract and increase younger employees and to improve succession planning.
- Consider age diversity profiles when moving forward with succession planning and talent management within SYFR.
- Increase the amount of apprenticeship opportunities within SYFR aimed at younger people via the SYFR Entry Level Apprentice Programme.



Disability Diversity Profile 2017/18

Disability Diversity - Total Workforce



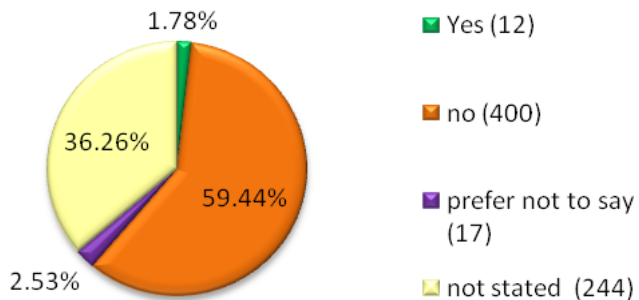
According to the 2011 census, 10.03% of the South Yorkshire population has a disability.

During 2017/18 1.82% of SYFR staff declared a disability, which is a slight increase from 1.73% in 2016/17. Although disability disclosure rates are relatively low for SYFR staff, they have increased from 60.15% in 2016/17 to 66.85% in 2017/18.

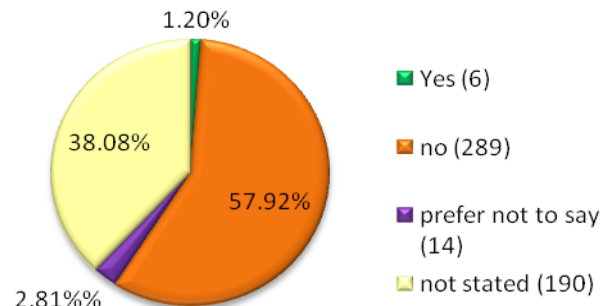
As figures are dependent on staff disclosing a disability and updating their personal records, there are likely to be more people who have a disability within the workforce.

SYFR have a legal duty to take positive steps to remove any barriers a members of staff may face because of a disability. The Equality Act 2010 define this as the duty to make 'reasonable adjustments'.

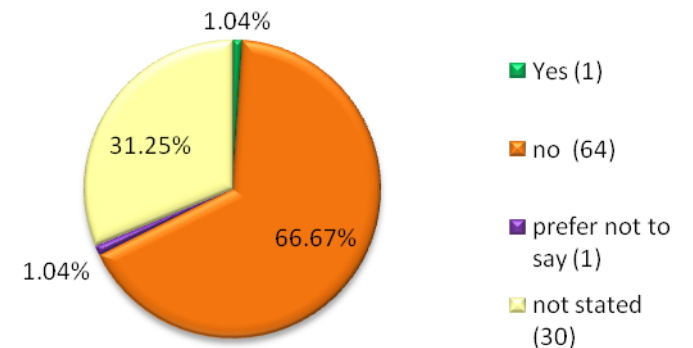
Disability Diversity - Uniformed



Disability Diversity - Wholetime



Disability Diversity - RDS

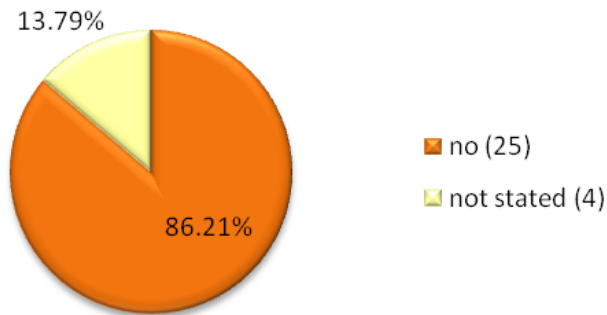


' The Equality Act 2010 defines disability as 'a physical or mental impairment that has a substantial and long-term negative effect on an individuals ability to carryout normal daily activities '

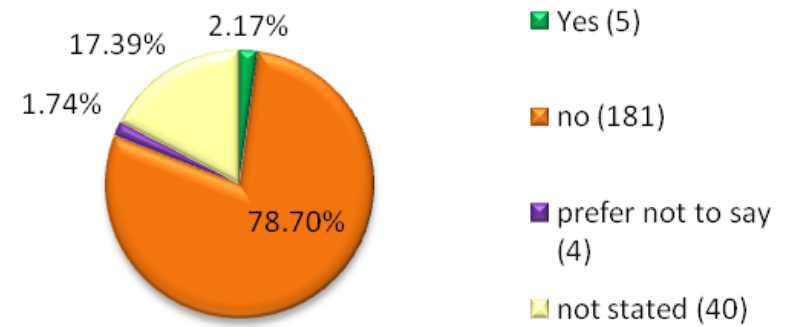


Disability Diversity Profile 2017/18

Disability Diversity - Control



Disability Diversity - Support

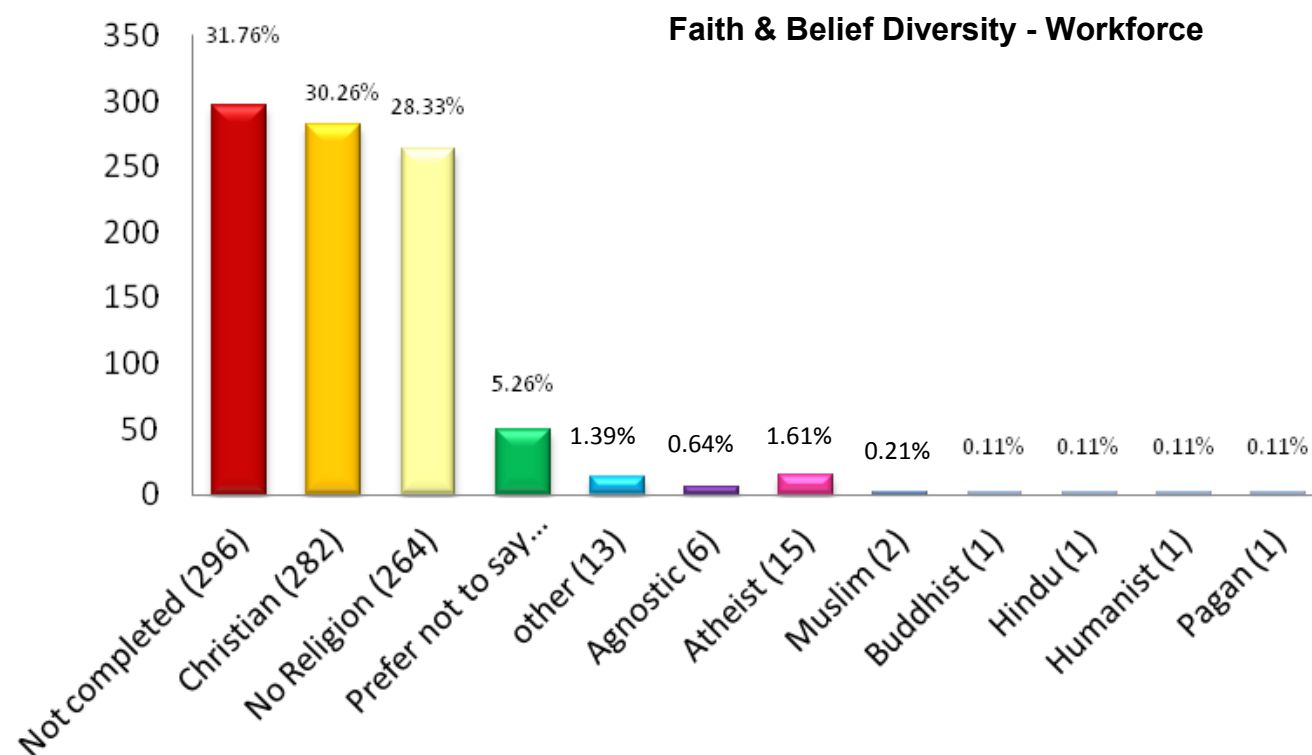


Disability Diversity Actions

- Develop and deliver a campaign aimed at increasing disability disclosure rates for current staff which is currently at 66.84%. This should include exploring ways to myth-bust associated stereotypes, negative attitudes or perceptions around a disabled persons ability to effectively carry out both operational and corporate roles. This should also include work with the Blue Light champions network, around increasing awareness and conversation about mental health in the workplace, linked in to the SYFR Wellbeing Strategy.
- As a Disability Confident employer, SYFR increase promotion of this commitment to ensure potential employees with a disability are aware of the guarantee interview scheme for disabled people who meet the minimum criteria for a job.
- Follow good practice by undertaking diversity profile analysis at the start and end of key organisational reviews to monitor any impacts on the composition of staff with a disability.



Faith & Belief Diversity Profile 2017/18



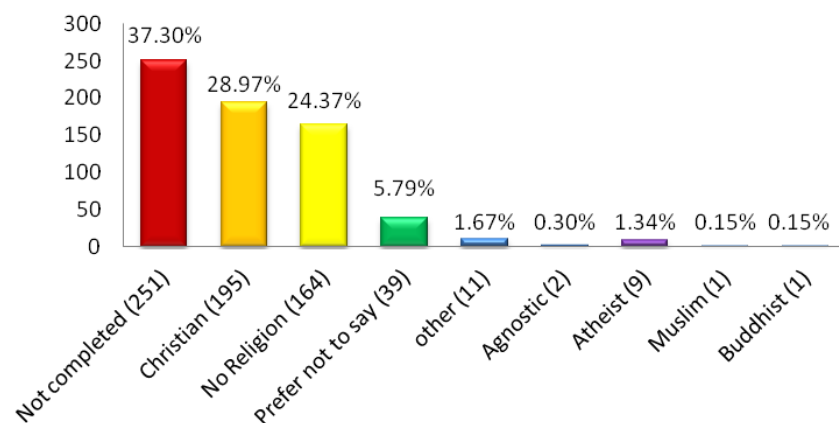
A wide range of religions and beliefs are represented across the workforce, however some are significantly underrepresented when compared to the communities of South Yorkshire. For example, Muslim communities, which are the largest faith minority group with South Yorkshire, make up approximately 4.3% of South Yorkshire Communities, however only 0.21% of staff are Muslim, therefore Muslims are under-represented within the workforce at SYFR.

“ Under the Equality Act, Religion and Belief refers to any religion, including a reference to a lack of religion or any religious or philosophical belief, including a reference to a lack of belief ”

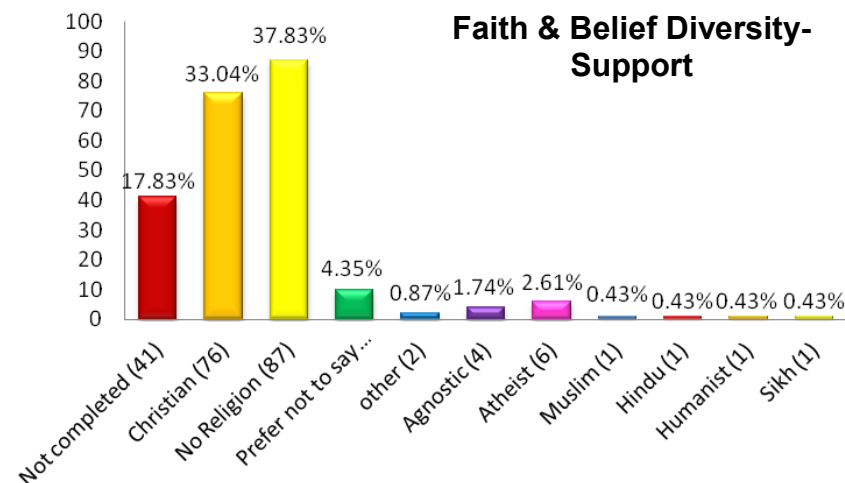


Faith & Belief Diversity Profile 2017/18

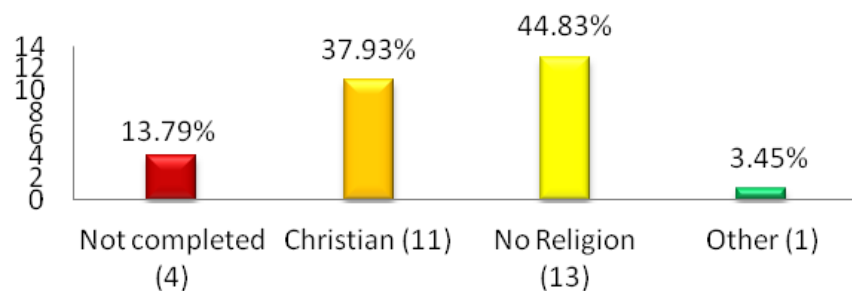
Faith & Belief Diversity - Uniformed



Faith & Belief Diversity-Support



Faith & Belief Diversity - Control



Faith & Belief Diversity Actions

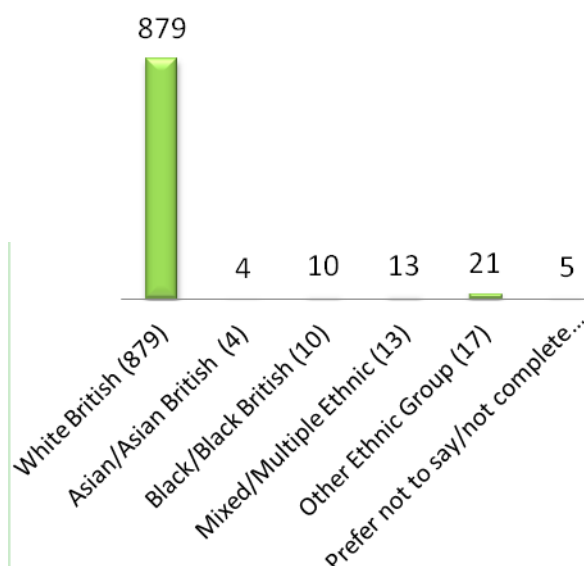
- Develop and deliver a campaign aimed at increasing faith & belief disclosure rates, which are currently 62.98%
- Continue to focus on Positive Action initiatives to attract and recruit staff from Faith & BAME communities, particularly within uniformed roles.

“ Under the Equality Act, Religion and Belief refers to any religion, including a reference to a lack of religion or any religious or philosophical belief, including a reference to a lack of belief ”

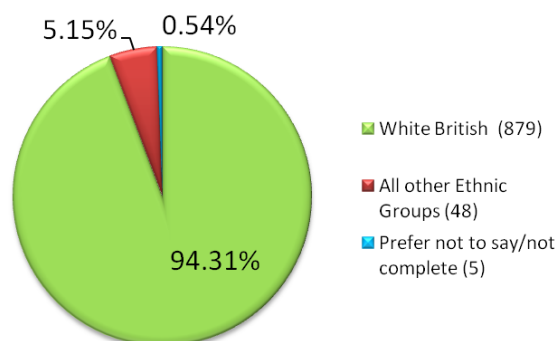


Race Diversity Profile 2017/18

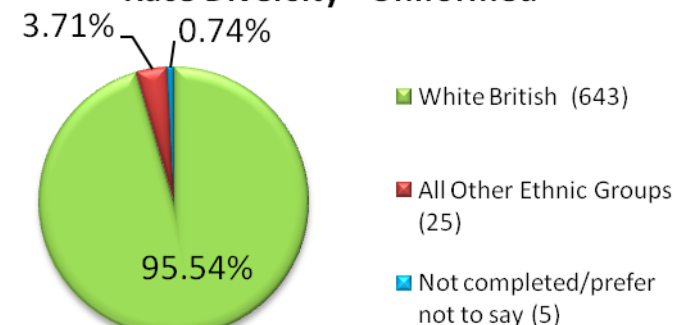
Race Diversity - Total Workforce



Race Diversity - Total Workforce



Race Diversity - Uniformed



According to 2011 census data, 9.37% of the South Yorkshire population are from a Black, Asian or Minority Ethnic (BAME) community groups.

5.15% of SYFR total workforce are from an ethnic minority group, meaning that BAME staff are significantly underrepresented, particularly in uniformed roles where 95.54% of staff identify as White British. There are no BAME staff in RDS roles.

9.57% of support staff are from BAME groups, which is

comparable to the profile of South Yorkshire.

There has been an increase in BAME staff, from 3.46% in 2016/17 to 5.15% in 2017/18, which supports SYFR's goal to have a workforce that is representative of the communities it serves.

Positive Action campaigns have been carried out during recent recruitment campaigns for wholtime firefighters, with the aim of increasing BAME staff. This has included improved community engagement strategies with BAME communities.

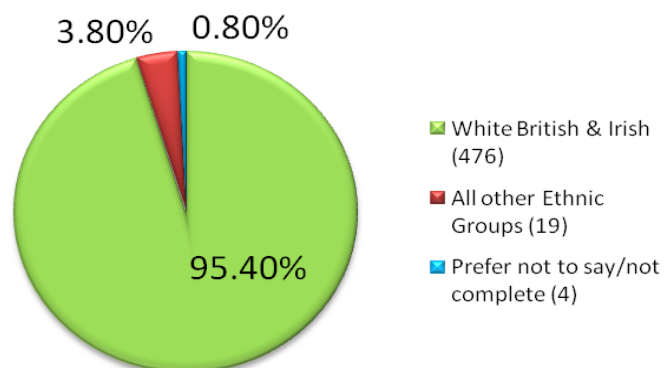
Race Diversity - Uniformed Staff by Role

Role	BME	White British & Irish	Prefer not to say/Not Complete
Principle Officer	0	3	0
AM	0	4	0
GM	1	11	0
SM	2	21	0
WM	0	97	0
CM	1	101	2
FF	18	409	3

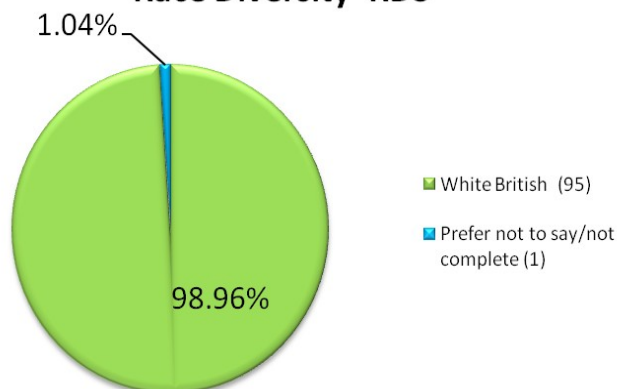
'Race is a "protected characteristic" under the Equality Act 2010 and refers to a persons colour, nationality or ethnic or national origin.



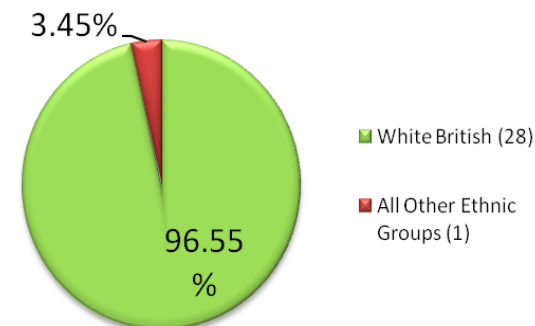
Race Diversity - Wholetime



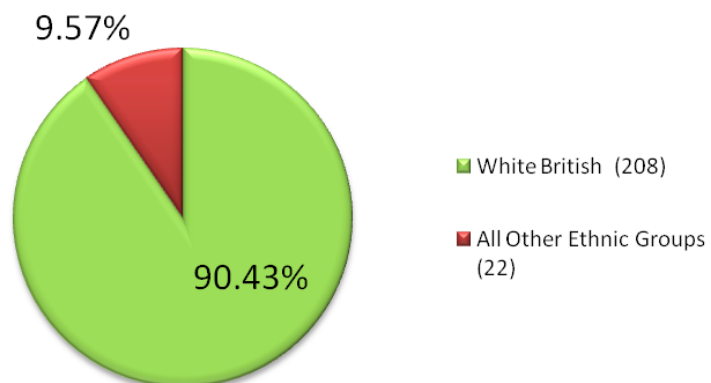
Race Diversity- RDS



Race Diversity - Control



Race Diversity - Support Staff



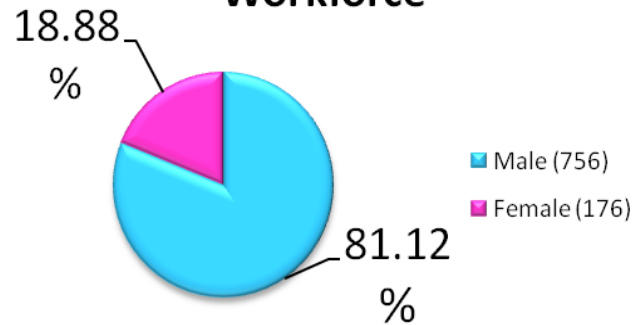
Race Diversity Actions

- Continue to focus on Positive Action initiatives to attract and recruit staff from BAME and Faith communities, particularly within uniformed roles.
- Develop strategies to improve career progression and retention for BAME staff.



Sex Diversity Profile 2017/18

Sex Diversity - Total Workforce



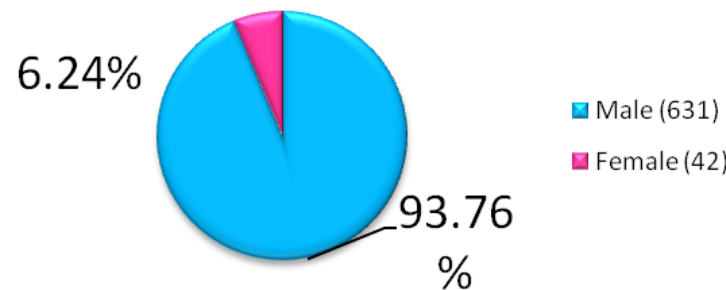
Sex Diversity		
Work Group	Female	Male
Uniformed	41	632
Wholetime	36	541
RDS	5	91
Control	20	9
Support	114	116

Women make up just under 19% of the total workforce, which means that women are significantly underrepresented when compared with the local population of South Yorkshire, which is an equal gender split. There has however been a 2% increase in Sex diversity across the workforce since 2016/17, which is an increase of 16 females in total.

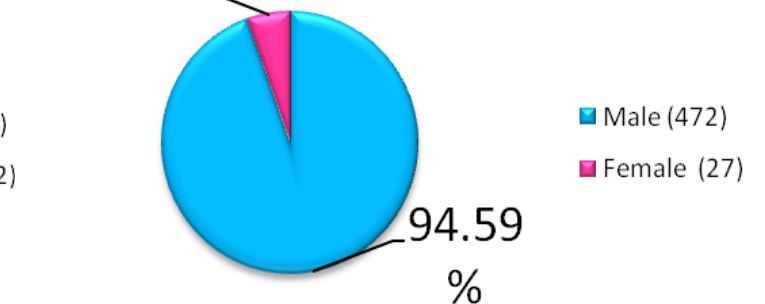
Women are significantly underrepresented in operational roles, totalling 6.24% of uniformed staff, 5.41% of wholetime staff and 6.25% of RDS staff.

Overall there remains significant segregation between male and female staff, however representation is an even 50/50 split within Support Staff roles and within Control women are the majority, making up 69% of staff.

Sex Diversity - Uniformed



Sex Diversity - Wholetime

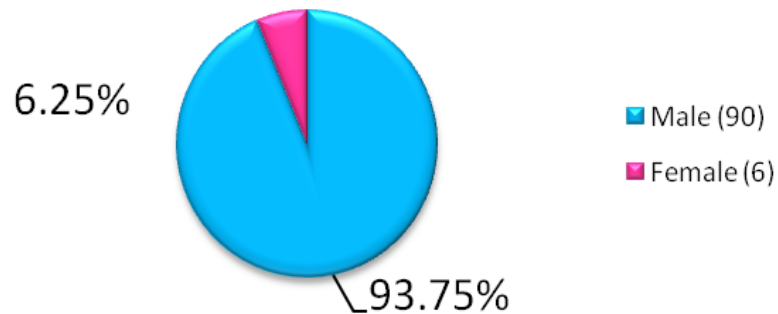


' Sex refers to males or females '

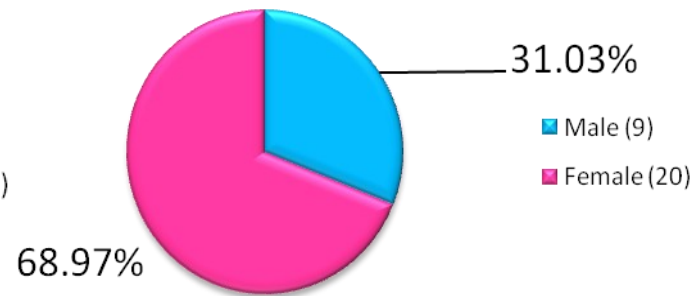


Sex Diversity Profile 2017/18

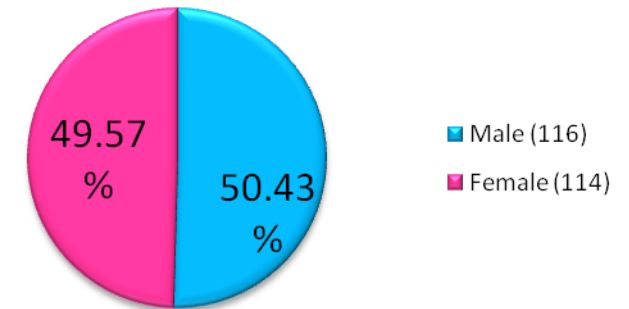
Sex Diversity - RDS



Sex Diversity - Control



Sex Diversity - Support Staff



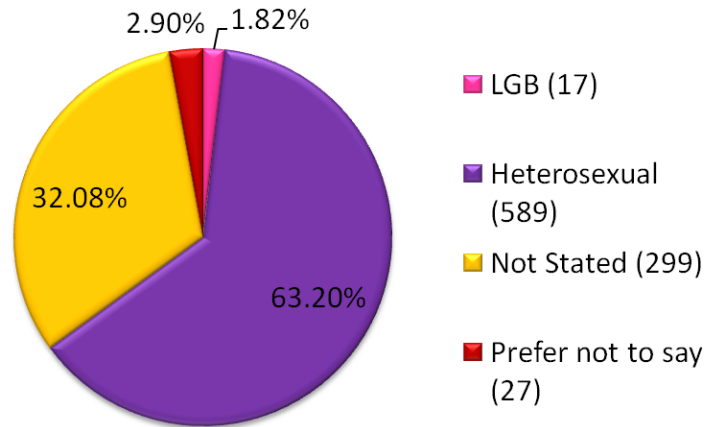
Sex Diversity Actions

- Continue to focus on Positive Action initiatives to attract and recruit women into uniformed roles.
- Develop mentoring and development programmes designed specifically for women.
- Develop strategies to improve career progression and retention for women in operational roles.



Sexual Orientation Diversity Profile 2017/18

Sexual Orientation Diversity - Workforce

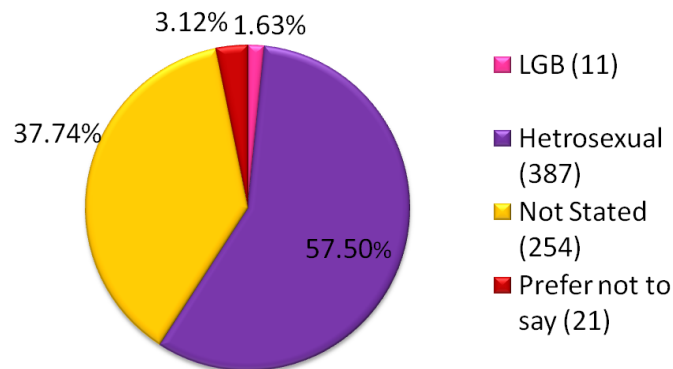


Lesbian, gay and bisexual (LGB) staff are significantly underrepresented within SYFR workforce with 1.82% of staff identifying as LGB, however as disclosure rates are low, this figure is not likely to be a true representation.

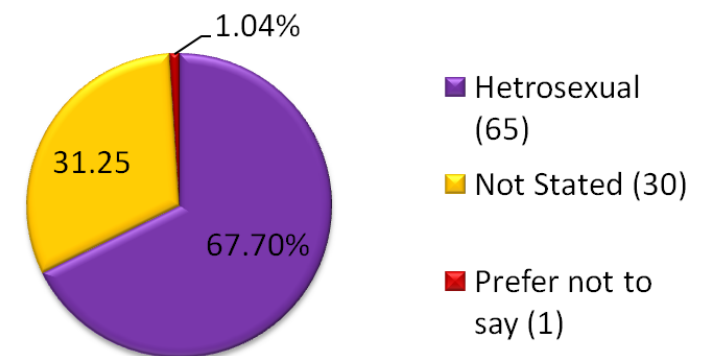
Stonewall suggest that 5-7%% of the population identify as LGB. A recent study by YouGov recorded that 35% of LGB employees kept their sexual orientation concealed at work due to fear of discrimination.

Although employee disclosure rates are significantly low at 65.02% this is an improvement from 57.99% in 2016/17.

Sexual Orientation Diversity - Uniformed



Sexual Orientation Diversity - RDS

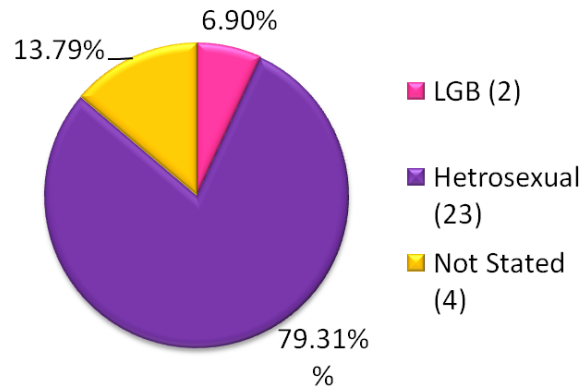


“ Under the Equality Act , Sexual Orientation refers to a persons sexual orientation towards persons of the same sex, persons of the opposite sex or

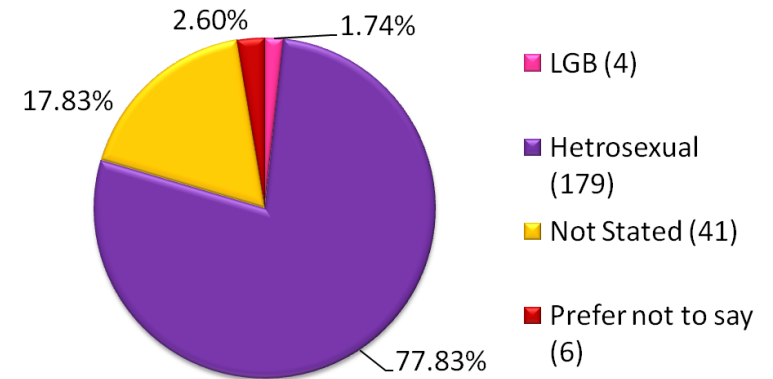


Sexual Orientation Diversity Profile 2017/18

Sexual Orientation Diversity -
Control



Sexual Orientation Diversity - Support Staff

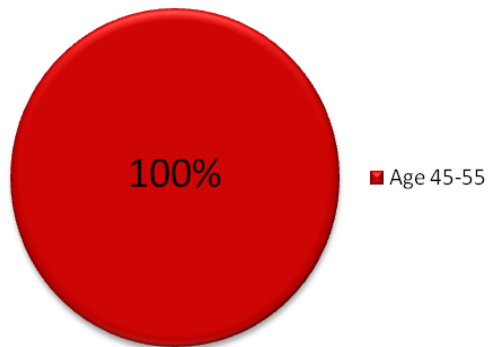


Sexual Orientation Diversity Actions

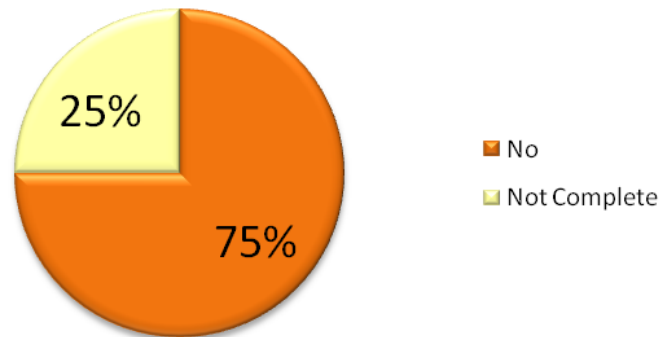
- Continue to deliver Positive Action campaigns inclusive of people who identify as lesbian, gay and bisexual.
- Develop and deliver a campaign aimed at increasing sexual orientation disclosure rates for current staff utilising Stonewalls 'What's it got to do with you?' literature.
- Consider how to increase SYFR being employers of choice for LGB people.
- Consider how to improve workplace inclusively for LGB staff and improve promotion of SYFR as an employer of choice for LGB people.

Top 5% of Earners Diversity Profile 2017/18

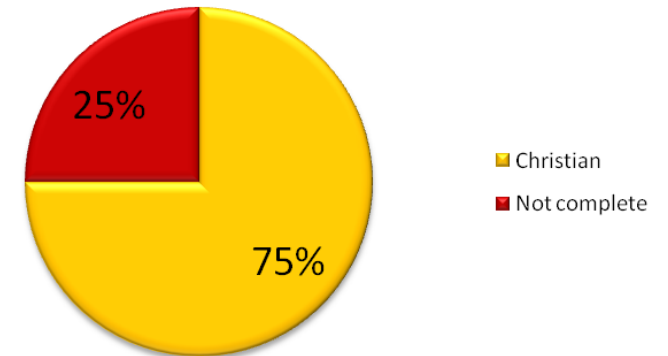
Age Diversity - Top 5%



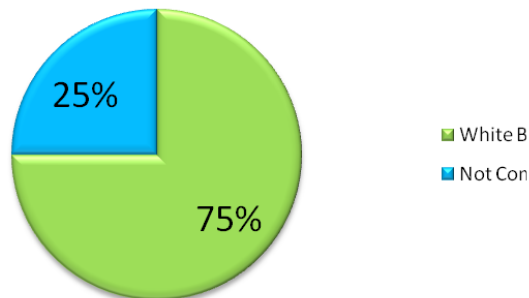
Disability Diversity - Top 5%



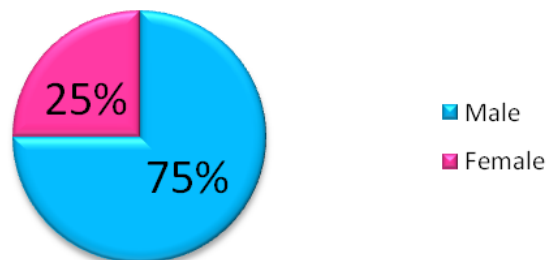
Faith & Belief Diversity - Top 5%



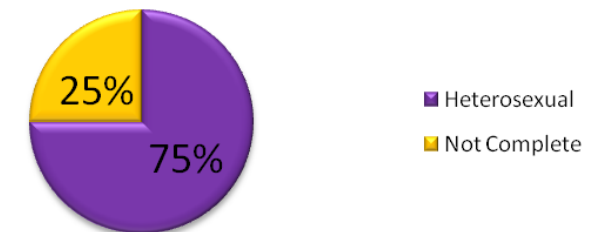
Race Diversity - Top 5%



Sex Diversity - Top 5%

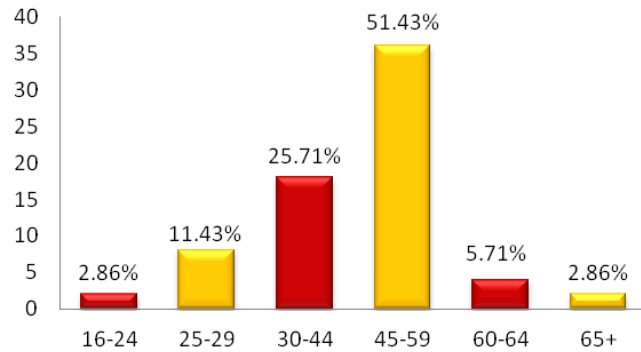


Sexual Orientation Diversity - Top 5%

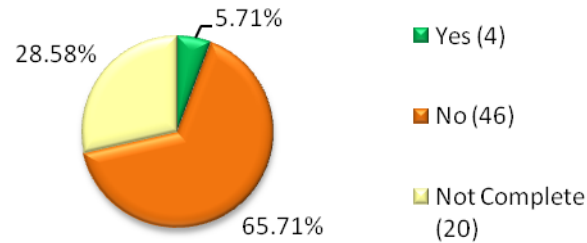


Leavers Diversity Profile 2017/18

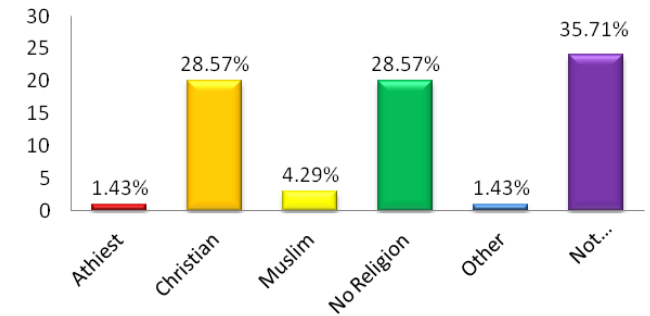
Age Diversity - Leavers



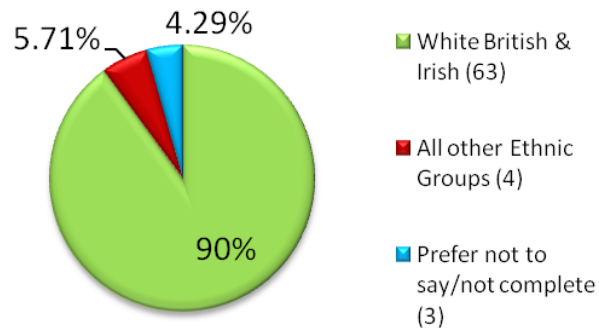
Disability Diversity - Leavers



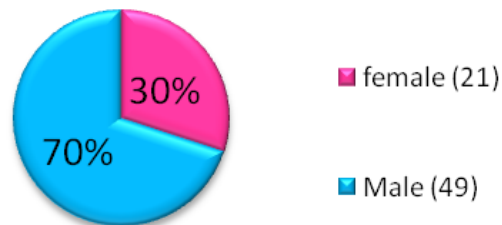
Faith & Belief Diversity - Leavers



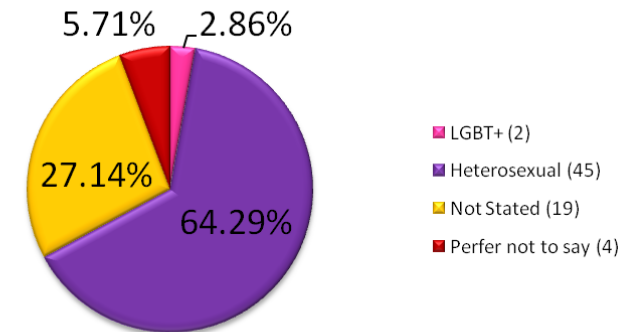
Race Diversity - Leavers



Sex Diversity - Leavers

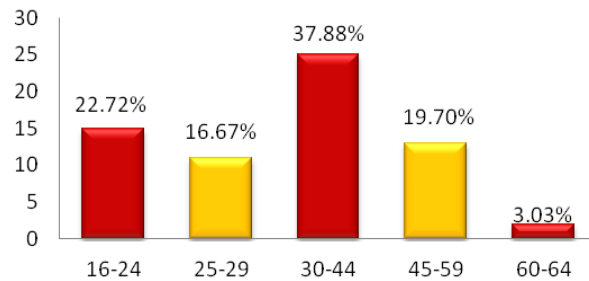


Sexual Orientation Diversity Leavers

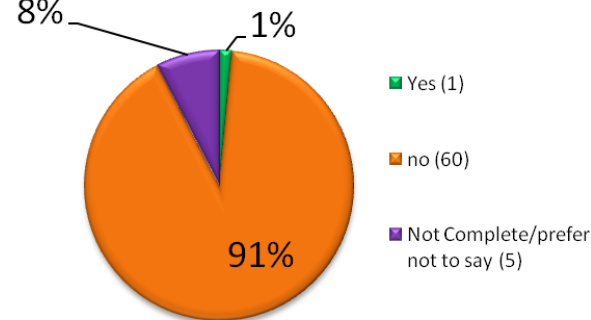


New Starters Diversity Profile 2017/18

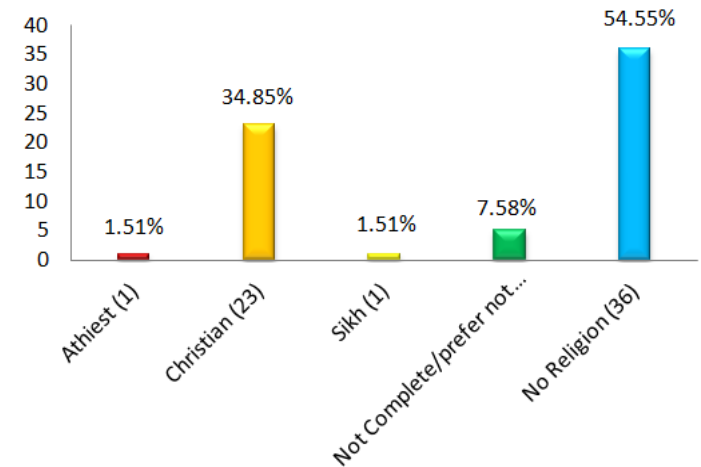
Age Diversity - New Starters



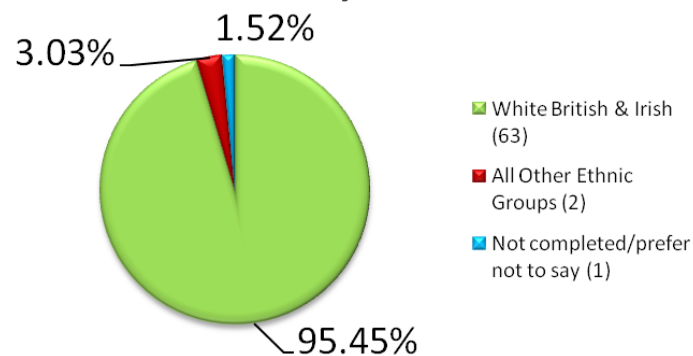
Disability Diversity - New Starters



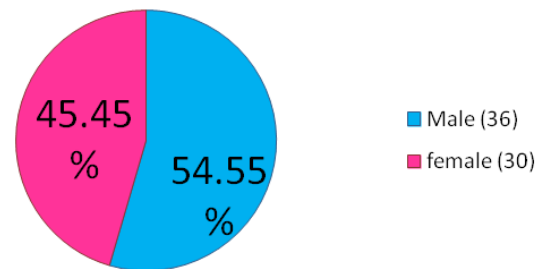
Faith & Belief Diversity - New Starters



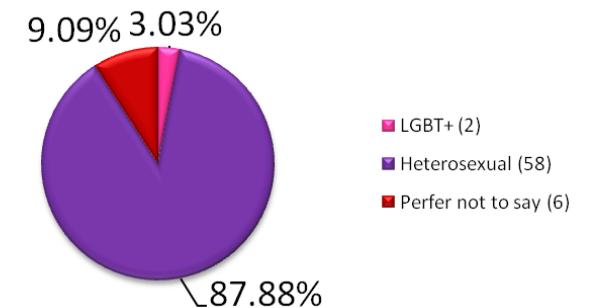
Race Diversity - New Starters



Sex Diversity - New Starters



Sexual Orientation Diversity - New Starters



Disclosure Rates

Protected Characteristics - Disclosure Rates	
Age	100%
Disability	66.84%
Faith & Belief	62.98%
Race	99.46%
Sex	100%
Sexual Orientation	65.02%

Discipline & Grievance

Discipline, Grievance and Performance 2017/18	
Informal	Formal
9	4
1 female 8 Male 8 White British 1 BAME	4 Males 4 White British