

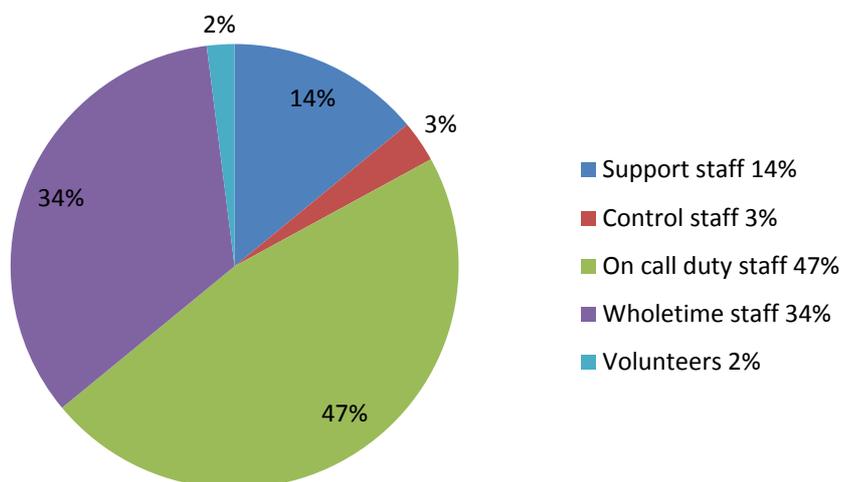
Workforce Profile 2013/14

Equality and diversity are important to North Yorkshire Fire and Rescue Service. We are fully committed to delivering our services and employing staff in accordance with the Equality Act 2010. We achieve this by providing improved training and development opportunities, improving access to information and implementing workplace policies and procedures.

In the provision and delivery of services, we use information provided by North Yorkshire County Council and our partners in STREAM (Statistics, Research and Mapping for North Yorkshire and the City of York), which brings together local information. In addition, employees liaise with communities, in partnership with community groups and take into consideration the needs of individuals in the community. This assists us in developing and delivering our services.

North Yorkshire Fire and Rescue Service employs people on a range of terms and conditions, dependent on the role they carry out. We have a mix of non-operational staff, including control room staff, all of whom support operational members (the people who manage or attend emergencies) of the workforce. We employ people in full-time, part-time and in volunteer posts. The largest employee group we have is the on call firefighter staff, who make up 47% of our workforce. They usually live and have their main employment in the area where they provide firefighter duties on an 'on call' system. Development of existing and new duty systems of work have been trialled to generate service efficiencies and provide greater flexibility for our operational employees, who have been restricted by the traditional duty systems. A successful trial of self-rostering at Richmond Station has now concluded, resulting in improved flexibility for staff and also efficiency savings of 2 posts. There are also more opportunities for flexible working to improve work life balance. We also look at the needs of the community and the workforce to ensure resources are targeted to meet service needs.

Workforce Profile

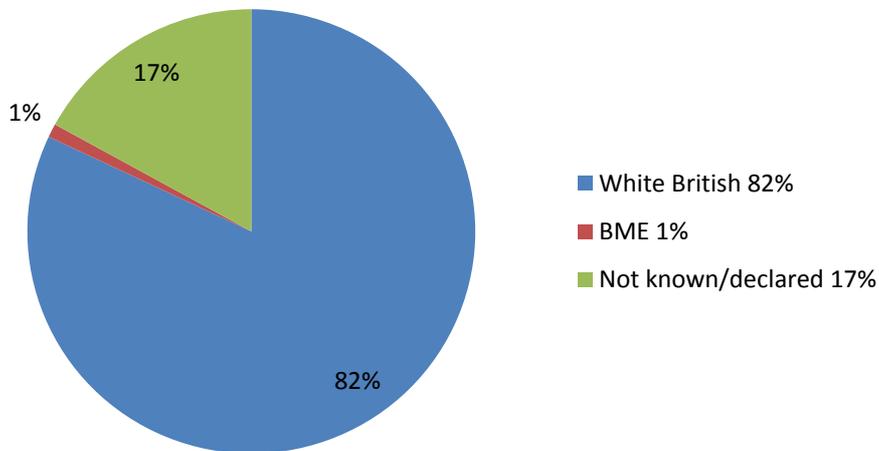


Race

North Yorkshire Fire and Rescue Service aims to have a workforce that is reflective of the communities we serve. We currently have 10 members of staff from minority backgrounds, which equates to 1% of the workforce. Across the Authority area the percentage of the population from a minority background is 5.6%. We continue to work towards recruiting employees from minority groups for roles within our Service by consultations with community groups/leaders, together with involvement in community engagement days. However, at

this time recruitment is concentrated on 'on call' firefighters. Presently, there is no recruitment for wholetime firefighters and recruitment to non-operational (support) roles has been limited owing to a reduction in the workforce.

Workforce Race Profile

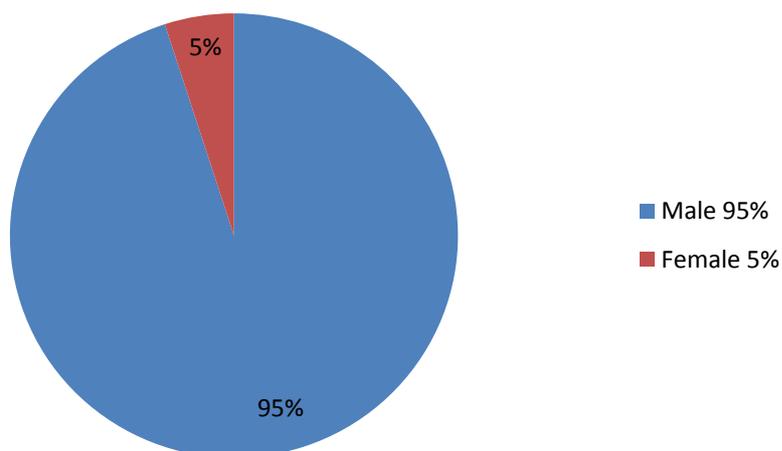


Gender

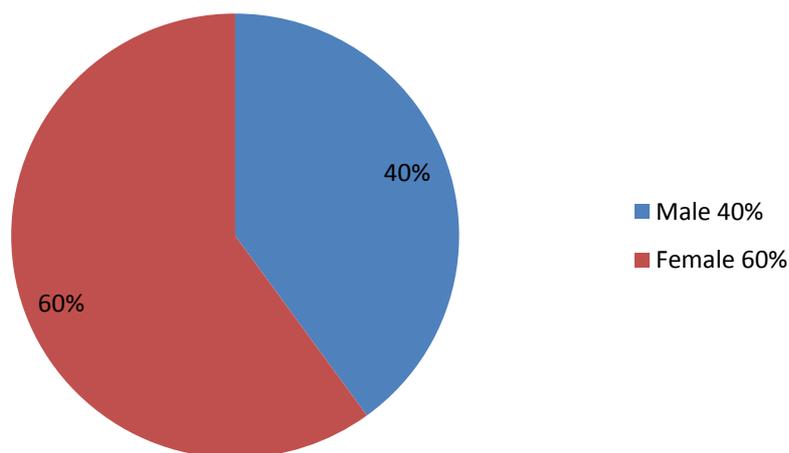
We have recruited female firefighters into the Service since 1990 and continue to encourage women into operational roles through positive action and education. Presently 5% of operational employees are female. Our non-operational employees are reflective of society generally, with 60% being women.

Women are represented at many different levels within the organisation and have influence at the highest levels of decision making, with two women on Corporate Management Board (equating to 28.5%). The highest level held by a woman in an operational role is Station Manager.

Operational Staff Gender Profile



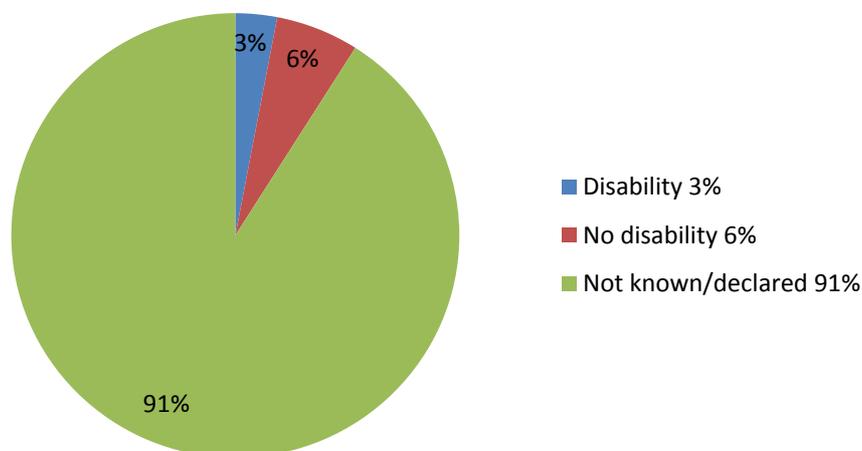
Non Operational Staff Gender Profile



Disability

3% of our workforce have declared that they have one or more disability. The Service makes every effort to make reasonable adjustments and evaluate the needs of a person on a case by case basis. We have made improvements to our buildings, equipment and working arrangements and will continue to make improvements and reasonable adjustments where needed.

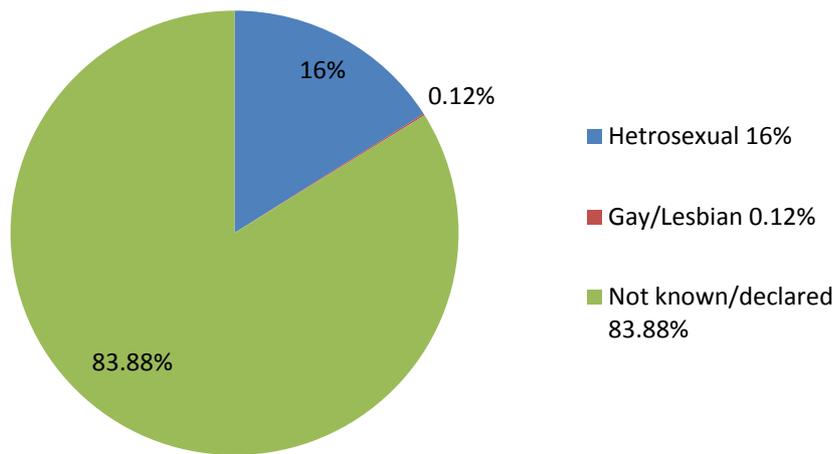
Workforce Disability Profile



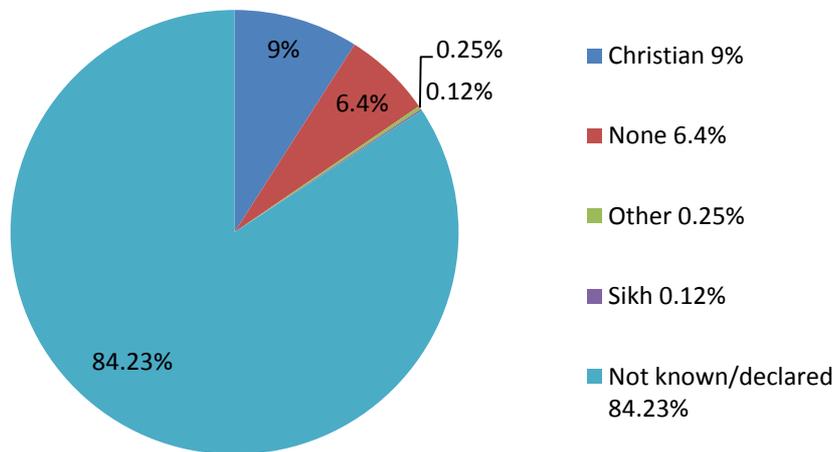
Sexual Orientation and Religion and Belief

Although it is not a legal requirement to collect this data about our staff, we have endeavoured to do so. This is to enable us to verify that people with these protected characteristics are not experiencing discrimination, to advance equality of opportunity and foster good relations as per Section 149 of the Equality Act 2010. This data collection of new starters to the Service commenced in line with the introduction of the Equality Act in 2010. Our recording systems are secure and confidential and we aim to ensure that those members of the workforce with these protected characteristics feel confident enough to inform us if they so wish. Equally, we respect their right not to do so. Currently, 128 employees have declared their sexual orientation and 124 their religion/belief.

Workforce Sexual Orientation Profile



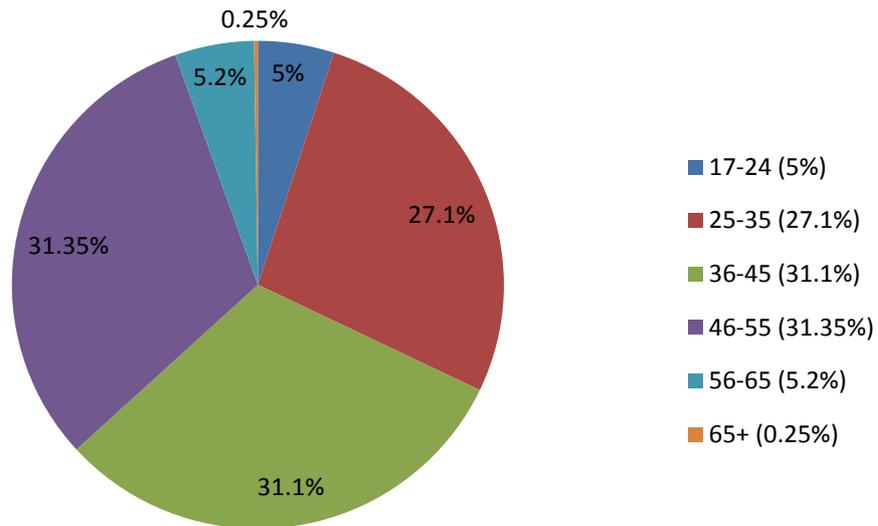
Workforce Religion/Belief Profile



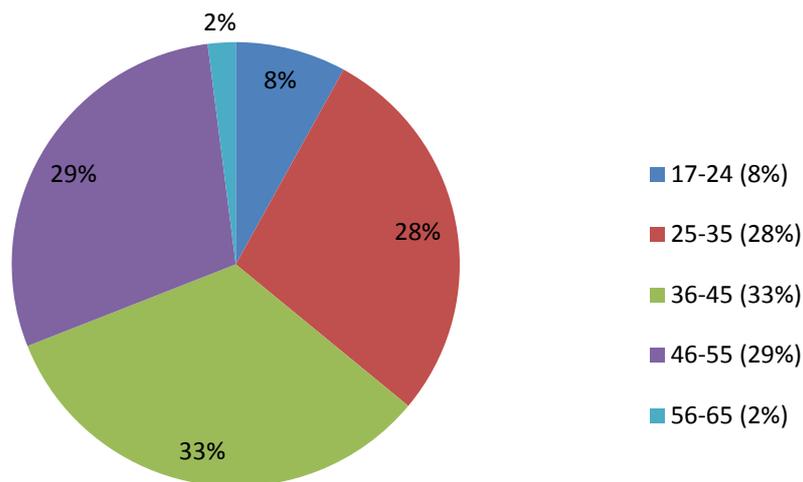
Age Profile

The age profile of the workforce shows that we employ people from a wide range of age groups. The operational profile shows a younger group compared to the entire workforce and their average age is 39.33.

Workforce Age Profile



Operational Staff Age Profile



Employee Retention

Employee retention rates are good as a whole workforce. However 'on call' firefighter leavers are normally higher as their personal circumstances alter. In 2013/14, 65 staff left the Service owing to retirements, resignations and voluntary redundancy.

Workforce Profile 2012/13

Equality and Diversity are important to North Yorkshire Fire and Rescue Service. We are fully committed to delivering our services and employing staff in accordance with the Equality Act 2010. We achieve this by providing improved training and development opportunities, improving access to information and implementing workplace policies and procedures.

In the provision and delivery of services, we use information provided by North Yorkshire County Council and our partners in STREAM (Statistics research, and mapping for North Yorkshire and York) which brings together local information. In addition, employees liaise with communities, in partnership with community groups, and take into consideration the needs of individuals in the community. This assists us in developing and delivering our services.

North Yorkshire Fire and Rescue Service employs people on a range of terms and conditions, dependent on the role they carry out.

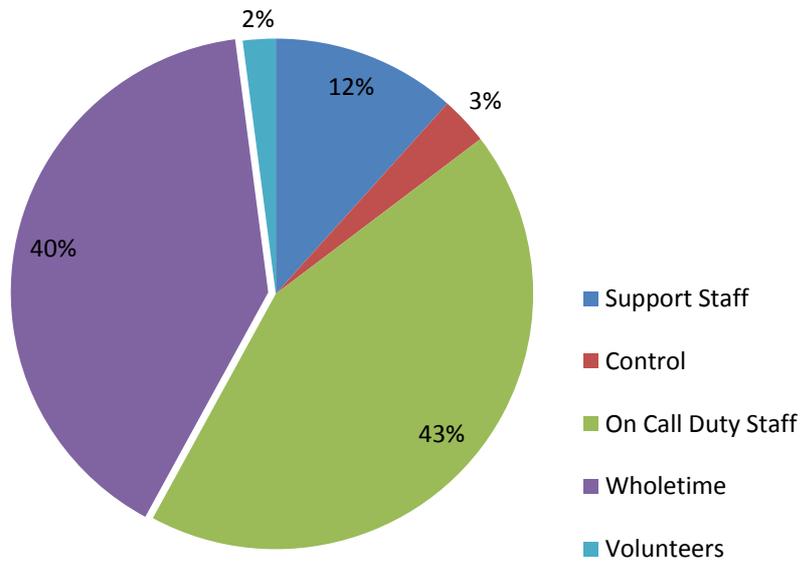
We have a mix of non-operational staff, including control room staff, all of whom support operational members (the people who manage and attend emergencies) of the workforce. We employ people in full time, part time and in volunteer posts.

The largest employee group we have is the on call firefighter staff, who make up 43% of our workforce. They usually live and have their main employment in the area where they provide firefighter duties on an 'on call' system.

Development of existing and new duty systems of work are being trialled, which will generate service efficiencies and provide greater flexibility for our operational employees, who have been restricted by the traditional duty systems currently in place. There are also more opportunities for flexible working to improve work life balance.

We also look at the needs of the community and the workforce to ensure that resources are targeted to meet service needs.

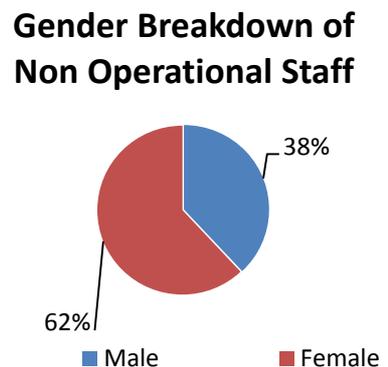
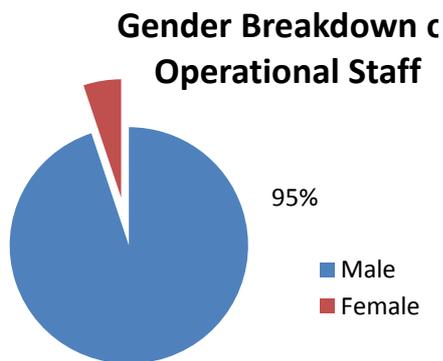
Workforce Composition



Race

North Yorkshire Fire and Rescue Service aims to have a workforce that is reflective of the communities we serve. We currently have nine members of staff from minority backgrounds which equates to 1% of the workforce. Across the Authority area the percentage of the population from a minority background is 6.5%. We continue to work towards recruiting employees from minority groups for roles within our Service. However at this time recruitment is concentrated on 'on call' firefighters. Presently there is no recruitment to the whole time service and recruitment to non-operational (support) roles has been limited owing to a reduction in the workforce.

Gender



We have recruited women firefighters into the service since 1990 and continue to encourage women into operational roles through positive action and education. Presently 5% of operational employees are women. Our non-operational employees are more reflective of society generally, with 62% being women.

Women are represented at many different levels within the organisation and have influence at the highest levels of decision making, with two women on Corporate Management Board (equating to 22%). The highest level held by a woman in an operational role is Station Manager.

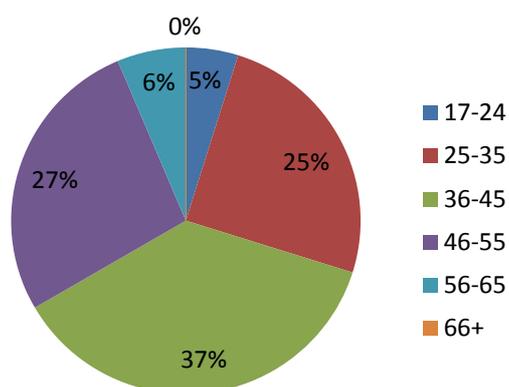
Disability

3% of our total workforce have one or more disabilities. The Service makes every effort to make reasonable adjustments and evaluate the needs of a person on a case by case basis. We have made improvements to our buildings, equipment and working arrangements, and will continue to make improvements and reasonable adjustments where needed.

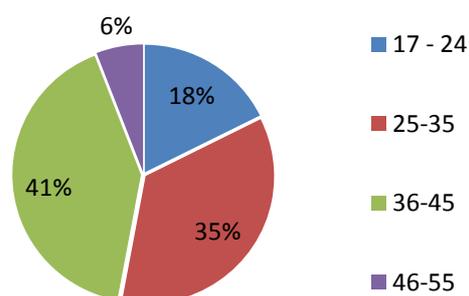
Sexual Orientation and Religion and Belief

Less than 10 employees have declared these protected characteristics. Our recording systems are secure and confidential and we aim to ensure that those members of the workforce with these protected characteristics feel confident enough to inform us if they so wish. Equally we respect their right not to do so.

Age profile of workforce



Age profile of operational staff



The age profile of the whole workforce shows that we employ people from a wide range of age groups. The operational profile shows a younger group compared to the entire workforce, their average age is 39.25.

Employee retention

Employee retention rates are good as a whole workforce. However 'on call' firefighter leavers are normally higher as their personal circumstances alter. In 2012/13, 61 staff left the Service owing to retirements, resignations and voluntary redundancy.

Contact: For further advice or queries around equality and diversity issues, please contact **Marinder Kaur Singh**, the Service's Equality and Safeguarding Officer at marinder.ksingh@northyorkshire.gov.uk