



NORTH YORKSHIRE FIRE & RESCUE SERVICE

Workforce Profile 2017/18

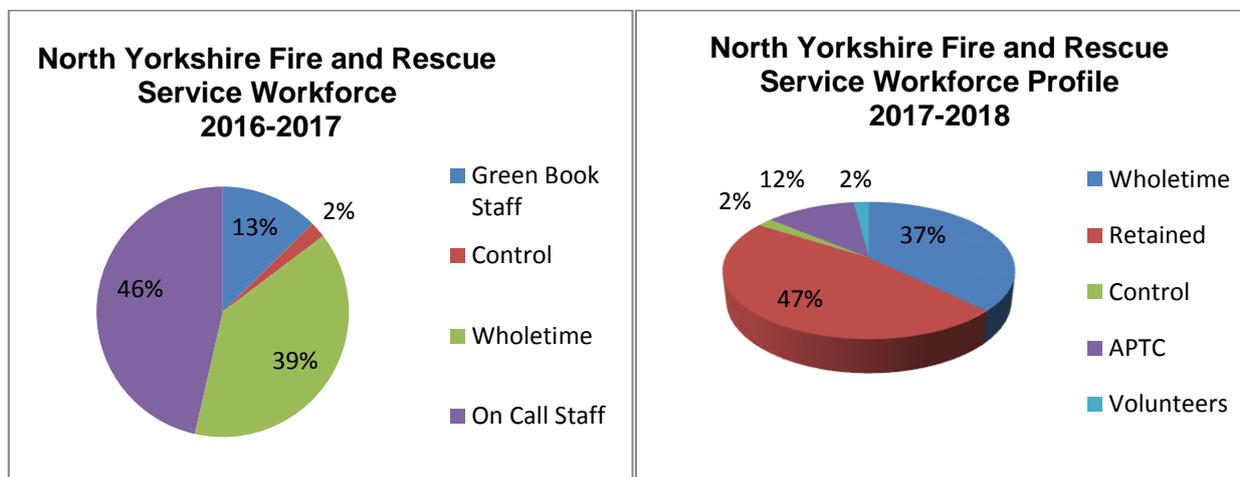
North Yorkshire Fire and Rescue Service (NYFRS) are committed to supporting equality, diversity and inclusion, and this is at the heart of the delivery of our services and in employing staff ensuring compliance with the Equality Act 2010. The Service achieves this by providing exceptional training and development opportunities for all employees, through improving access to quality information and data; this is underpinned through the implementation of robust and effective workplace policies and procedures.

To provide our statutory duty, the Service uses 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 enabling the Service to make effective business decisions. In addition to this work the Services employees liaise with local communities, through development of partnerships with community groups which contributes towards the specific needs of individuals in the community for the benefit of safeguarding our communities.

North Yorkshire Fire and Rescue Service employs people across a range of terms and conditions, dependent on the role they carry out. There are a range of non-operational staff, including control room staff, all of whom support operational members (the people who manage or attend emergencies) of the workforce. The Service employs people in full-time, part-time and in volunteer posts, the largest employee group are the Retained Duty System (on-call) firefighter staff, who make up 47% of our workforce. These employees generally live and/or have their main employment in the area where they provide firefighter duties on an 'on call' system. The development of existing and new duty systems of work have been trialled and implemented at a range of stations to generate service efficiencies and to provide greater flexibility for our employees and the service provided to our communities.

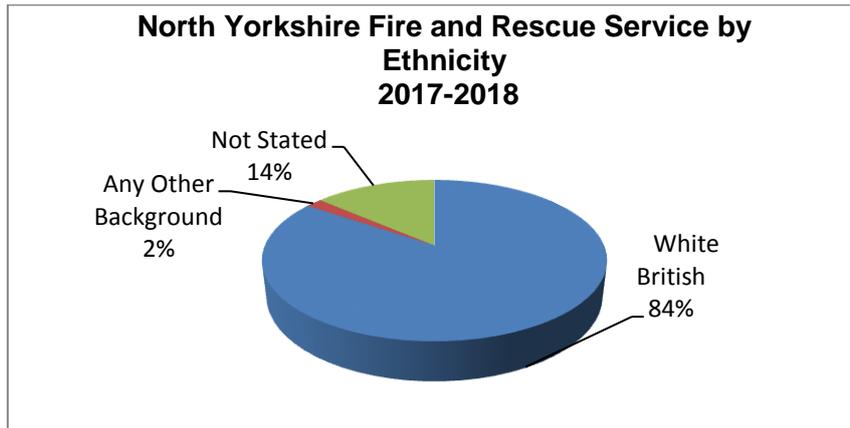
The workforce profiles below show the workforce groups have changed slightly, the Retained (on call) group has grown, where the other groups have remained similar to the year before.

The Service has recruited new firefighters to the whole time Service for the first time in approximately 10 years, which involved inviting transferees from external fire and rescue services and internal applicants from existing on-call staff. The recruitment exercise started in February 2018 and was completed in June 2018.



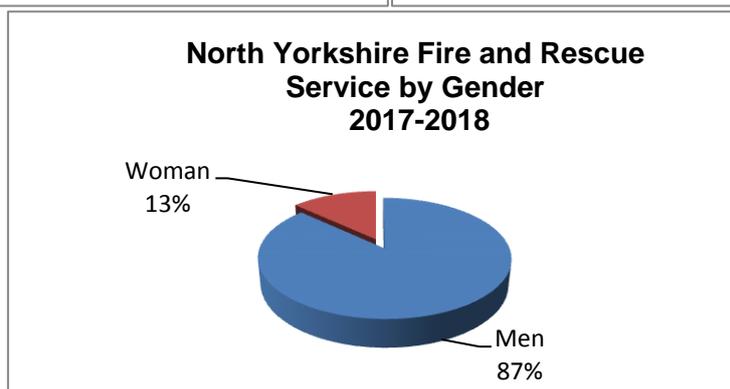
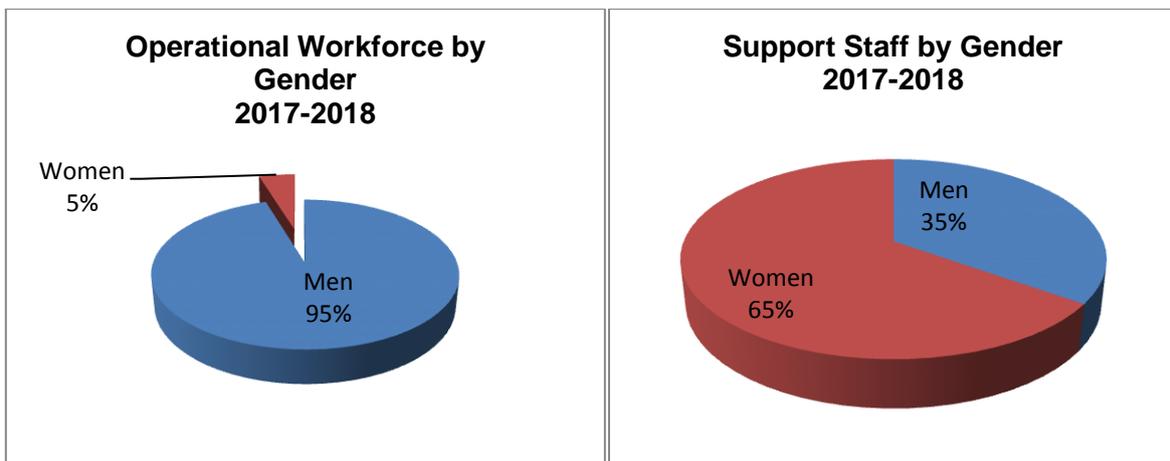
Race

North Yorkshire Fire and Rescue Service aims to have a workforce that is reflective of the communities it serves throughout the County of North Yorkshire and the City of York. The Service currently has 14 members of staff from minority backgrounds, which equates to 2% (previously 2% and 1%, 16/17) of the entire workforce, and the percentage of the population from a minority background across the Authority area is 5%. The Service continues to work towards recruiting employees from minority groups for roles across our Service, through consultation with community groups/leaders and with the involvement in community engagement events. Through the 2018 whole time recruitment campaign we received 19 applications from candidates from a minority background. The Service continues to operate rolling recruitment around 'on-call' firefighters, which forms the greater part of recruitment activity. Recruitment has also taken place for control operators and recruitment to non-operational (support) roles has been increasing due to ongoing service/departmental reviews.



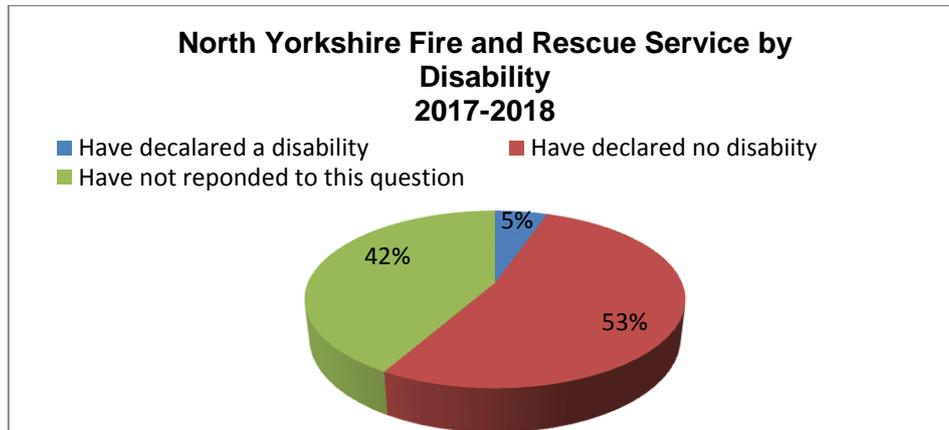
Gender

The Service has recruited female firefighters into the Service since 1990 and continues to encourage women into operational roles through positive action and education. Presently 5%, (4% 2017-2018) of operational employees are female. Our non-operational employees are reflective of society generally, with over 65% being women. Women are represented at many different levels within the organisation and have influence at the highest levels of decision making.



Disability

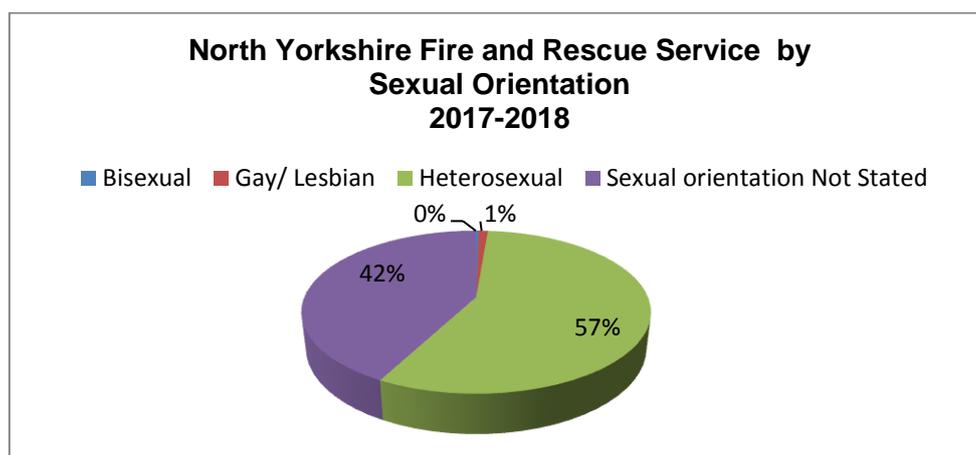
5% of the Services workforce has declared that they have one or more disabilities, this was previously 4%. The Service makes every effort to make reasonable adjustments and evaluate the needs of a person on a case by case basis. To support this improvements have been made to our buildings, equipment and working arrangements and the Service will continue to make improvements and reasonable adjustments where needed, along with process improvements to monitor the adjustments in place to make sure they are suitable or if they require updating for the individual.



Sexual Orientation and Religion and Belief

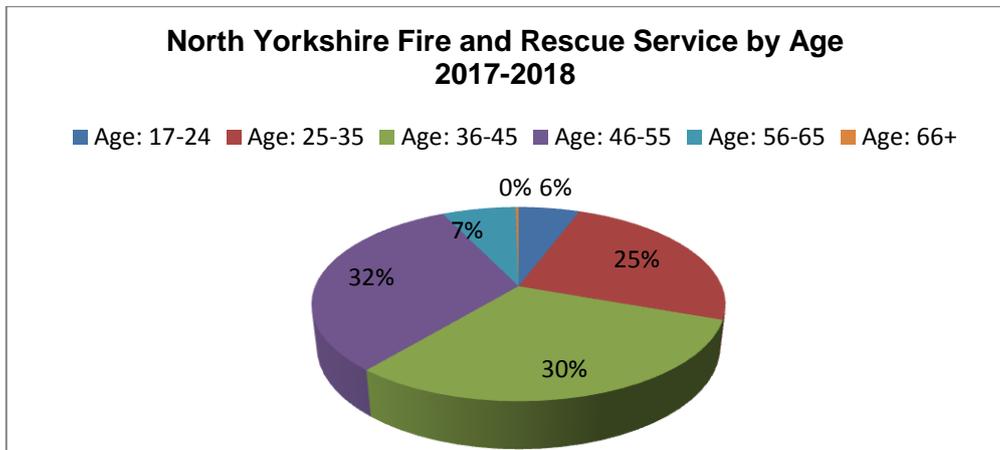
Although it is not a legal requirement to collect this data about the Services' staff, an amount of data has been collected to enable us to verify that people with these protected characteristics are not experiencing discrimination, to ensure equality of opportunity and develop positive relations in line with Section 149 of the Equality Act 2010. The collection of this data for new starters into the Service commenced in line with the introduction of the Equality Act in 2010. The Services' recording systems are secure and confidential and aim to ensure that those members of the workforce with these protected characteristics feel confident enough to inform us if they so wish.

The Service supports staff to respect individual values and differences and takes an active part in diversity events, such as Pride. As part of its support for diversity, the Service supports staff through LGBT networks on a regional and national basis.



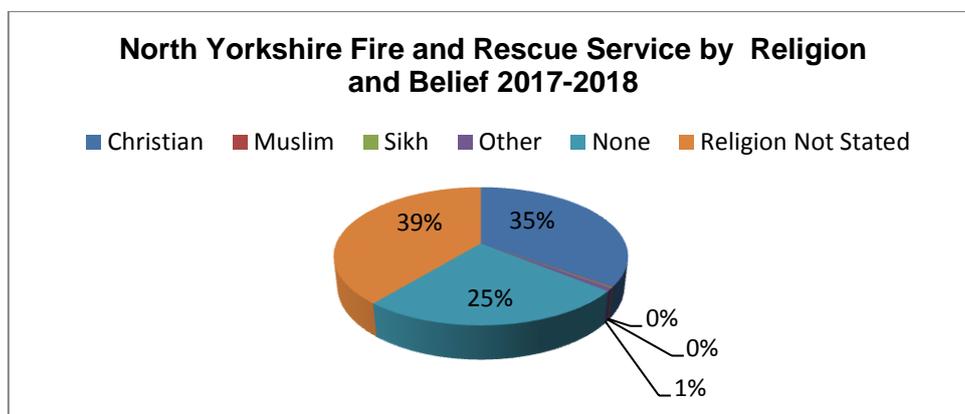
Age Profile

The age profile of the workforce demonstrates that the Service employs people from a wide range of age groups. The operational and non operational profiles show a similar pattern to the whole workforce. The majority of the workforce is aged between 36 to 65 years old, this means the service have a number of staff at a similar age that could leave at the same time, to mitigate this, the service uses workforce management tools to address possible issues and reviews this regularly.



Religion and Belief

The Service has a number of employees with varying religions and beliefs and the Service makes every effort to accommodate individual religious events and activities. The profile shows the most predominant religion and belief is Christianity followed by those who have no religion or belief, this correlates with the latest census information showing an increase in people declaring they have no religion or belief.



The Service is working hard to make the workforce more reflective of the communities we serve, to do this NYFRS is looking at inclusion strategies, investing in equality, diversity and inclusion resources and revisiting the Fire and Rescue Service Equality Framework to ensure it is doing everything possible to make the Service attractive to current and future employees