



# Annual Equality Monitoring Report (2022/23)

## Contents

Our Diverse County.....	3
Why is Diversity and Inclusion important?.....	4
Why do we collect Equality data?.....	4
Declaration .....	4
Summary .....	5
Plans for 2023/24.....	6
Data Trends and Comparison.....	7
Workforce Diversity .....	8
Gender.....	8
Ethnicity.....	11
Sexuality .....	14
Disability .....	17
Age.....	20
Religion.....	21
Grievance and Disciplinary.....	22

## Our Diverse County

There are 2,351,600 people living in the five metropolitan districts of Bradford, Calderdale, Kirklees, Leeds and Wakefield, within an area of 800 square miles. WYFRS provides fire cover 24 hours a day, every day of the year from its 41 stations and Control Centre.

According to the 2021 Census, 23% of West Yorkshire citizens are Black, Asian, minority and mixed ethnicities. The majority of this population reside in the Bradford region of West Yorkshire which has an Asian population of 20%.

Approximately 18% of the West Yorkshire population are disabled or live with long term illnesses.

The 2021 census indicated that 40% of the population of West Yorkshire reported they were Christian. This was followed by those who reported no religion (36%). 14.5% of the West Yorkshire population reported that they are Muslim.

3% of people in West Yorkshire identify as Lesbian, Gay or Bisexual.

As with most other counties West Yorkshire has gender parity in its population.

WYFRS has a responsibility to serve our communities, but also to reflect the diversity of the population. Understanding the vulnerabilities and related fire risks facing these diverse groups is paramount in meeting these twin obligations.

## Why is Diversity and Inclusion important?

Diversity and inclusion are central to our core values and bring many benefits to our organisation. Having a diverse and inclusive workforce improves team performance, communication, innovation and wellbeing. An inclusive workforce creates individuals who feel confident, valued and able to deliver the best service to our communities and each other. A host of research indicates that diversity at all levels of the organisation, and crucially in key decision-making roles leads to more innovation, empathy and ultimately increased organisational performance.

We have an organisational, moral and legal responsibility to promote equality and diversity across all of the protected characteristics: race, sex, disability, age, sexual orientation, religion or belief, gender reassignment, marriage and civil partnerships and pregnancy and maternity.

WYFRS promotes equality of opportunity for all by fostering good relations. We work under the Public Sector Equality Duty to eliminate illegal behaviour such as discrimination, harassment and victimisation.

## Why do we collect Equality data?

WYFRS aspires to reflect the diversity of the communities it serves. In order to demonstrate that we are working towards this, we collect equality data and analyse it. We produce this annual report to present the most recent equality data of the WYFRS workforce. We use this data to inform and direct our projects and initiatives including positive action, recruitment, retention, progression, reasonable adjustments and Equality Impact Assessments.

## Declaration

WYFRS rely on staff to input their equality data and share their protected characteristics. This means that we do not have fully accurate data on the demographics of our staff. We are working with all staff to promote the benefits of sharing equality data and how this can influence the work of the organisation.

## Summary

This report presents the equality data of WYFRS' workforce at 31<sup>st</sup> March 2023. Reported information includes workforce profiles by age, gender, ethnicity, disability, religion and sexual orientation for Wholetime, Retained, Control and FRS Staff.

At 31<sup>st</sup> March 2023, WYFRS Workforce diversity is as follows:

- Wholetime roles: 8% female, 4% BAME, 2% Disabled, 4% LGBT.
- On Call roles: 7% female, 3% BAME, 3% Disabled, 3% LGBT.
- Control: 70% female, 4% BAME, 4% Disabled, 4% LGBT.
- FRS Staff roles: 56% female, 6% BAME, 10% Disabled, 4% LGBT.

There is 1 female District Officer and 1 female Group Manager. We have 2 females in a Station Manager role (4.4%), 17 female Watch Managers (13%) and 23 female Crew Managers (10%). Within operational staff there are 2 BAME Station Managers (4.4%), 5 BAME Watch Managers (3%) and 21 BAME Crew managers (8%). At strategic decision-making levels there is 30% female representation on WYFRS's Management Team. At the most senior level, there is a 20% gender split on WYFRS Management Board. We do not have any BAME staff at this level and we are working with staff to improve promotion and retention initiatives.

The Diversity & Inclusion team have 3 full time members of staff, 5 staff networks and a number of Diversity and Inclusion champions across the workforce. We have made significant progress in the recruitment of operational staff from underrepresented groups, and we continue to improve and deliver successfully on our Positive Action strategy. The D&I team were recognised as Team of the Year at the Excellence in Fire and Emergency Awards.

## Plans for 2023/24

The Diversity and Inclusion Team will lead on several projects including the implementation of a new Diversity and Inclusion Strategy, training delivery for our accessible content toolkit, identify external district EDI groups for partnership working and we will be hosting the Asian Fire Service association (AFSA) winter conference in Leeds. We will continue to review and improve the Positive Action initiatives for the 2022 / 2023 recruitment drive and implement further measures to improve under-representation across the brigade.

The service has enhanced its assessment and support process for neurodiversity inclusion and are sharing best practice at a national level. Innovative and sector leading work continues on Equality Impact Assessment (EIA) which is a tool to identify if procedures, policies or changes have a detrimental or positive impact on those with protected characteristics. We aim to develop this process and provide an electronic EIA system for staff which will be more time effective and efficient. Staff network members and chairs are consulted with for each EIA, which supports us to address all potential impacts.

WYFRS have introduced a staff network to support our work on menopause. The network aims to provide dedicated support to staff to examine the staff experience of the effects of menopause, influence policy change, and outline best working practice for operational staff.

We are responding to the national conversations about use of the term BAME and other terminology through the design and implementation of an Organisational Language Guide which will be led by the staff networks. This will allow the service to use language which has been devised by those who have personal experience of the effects of poor terminology. **Please note that this report will use the term BAME until an alternative has been agreed.**

WYFRS gained Bronze accreditation from Inclusive Employers in March 2021 and we aim to elevate this when we are assessed again in November 2023.

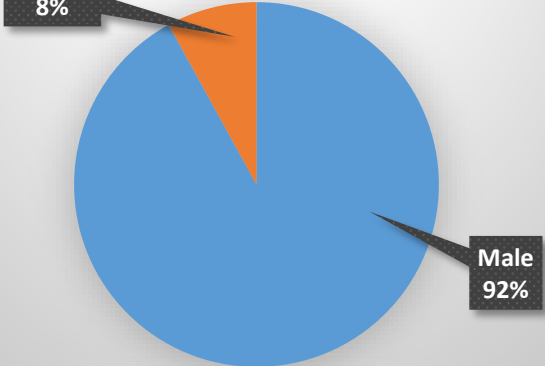
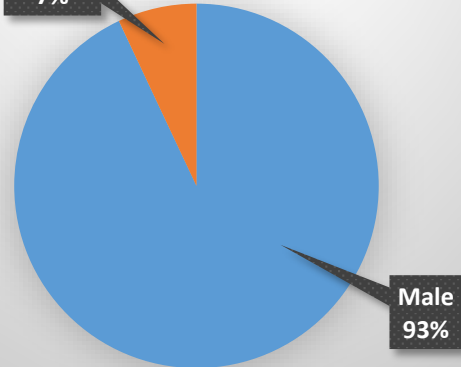
## Data Trends and Comparison

The table below shows the 2022/23 equality data for Gender, Ethnicity, Sexuality and Disability alongside previous years.

<b>Gender</b>	<b>2017/18</b>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>	<b>2021/22</b>	<b>2022/23</b>	<b>Trend</b>
Wholetime Female Staff	4%	5%	6%	6%	7%	8%	
On call Female Staff	4%	5%	6%	7%	5%	7%	
Control Female Staff	72%	71%	71%	71%	70%	69%	
FRS Female Staff	53%	54%	56%	54%	56%	56%	
<b>Ethnicity</b>	<b>2017/18</b>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>	<b>2021/22</b>		<b>Trend</b>
Wholetime BAME Staff	4%	5%	5%	4%	5%	4%	
On call BAME Staff	0.7%	2%	2%	2%	1%	3%	
Control BAME Staff	2%	3%	5%	5%	4%	4%	
FRS BAME Staff	8%	9%	6%	8%	11%	6%	
<b>Sexuality</b>	<b>2017/18</b>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>	<b>2021/22</b>		<b>Trend</b>
Wholetime LGBT Staff	Not reported	0%	1%	1%	4%	4%	
On call LGBT Staff	Not reported	0%	0%	1%	2.5%	3.0%	
Control LGBT Staff	Not reported	0%	0%	0%	2%	4%	
FRS LGBT Staff	Not reported	1%	1%	2%	3%	4%	
<b>Disability</b>	<b>2017/18</b>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>	<b>2021/22</b>		<b>Trend</b>
Wholetime Disabled Staff	1%	1%	1.5%	1%	4%	2%	
On call Disabled Staff	Not reported	1%	1.2%	1%	3%	3%	
Control Disabled Staff	Not reported	3%	5%	4%	4%	4%	
FRS Disabled Staff	Not reported	8%	9%	9%	14%	10%	

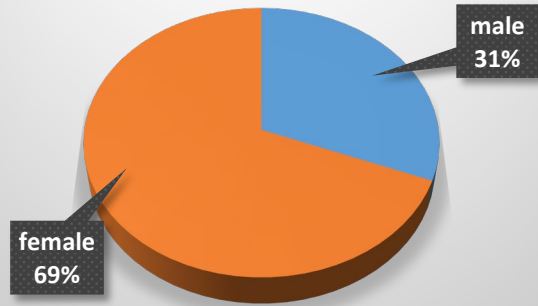
# Workforce Diversity

## Gender

Workforce Profile	Commentary (data comparison from previous report).						
<p data-bbox="414 320 638 363"><b>Wholetime</b></p>  <table border="1"><caption>Wholetime Gender Distribution</caption><thead><tr><th>Gender</th><th>Percentage</th></tr></thead><tbody><tr><td>Female</td><td>8%</td></tr><tr><td>Male</td><td>92%</td></tr></tbody></table>	Gender	Percentage	Female	8%	Male	92%	<p data-bbox="1088 300 2056 424">Across our Wholetime operational roles women make up 8% of employees and is comparative with England FRS data. This is an increase of 1%.</p> <p data-bbox="1088 480 2136 560">WYFRS continued Wholetime recruitment during 2022 using positive action initiatives.</p>
Gender	Percentage						
Female	8%						
Male	92%						
<p data-bbox="459 831 593 874"><b>On call</b></p>  <table border="1"><caption>On call Gender Distribution</caption><thead><tr><th>Gender</th><th>Percentage</th></tr></thead><tbody><tr><td>Female</td><td>7%</td></tr><tr><td>Male</td><td>93%</td></tr></tbody></table>	Gender	Percentage	Female	7%	Male	93%	<p data-bbox="1088 810 2130 890">Female on call firefighters have increased by 2%. A recent recruitment exercise attracted 4 female on call staff into the service.</p> <p data-bbox="1088 946 2130 1070">Work continues to promote opportunities for retained firefighters in communities where we have vacancies; within this initiative we are encouraging women to consider a career as a retained firefighter.</p>
Gender	Percentage						
Female	7%						
Male	93%						

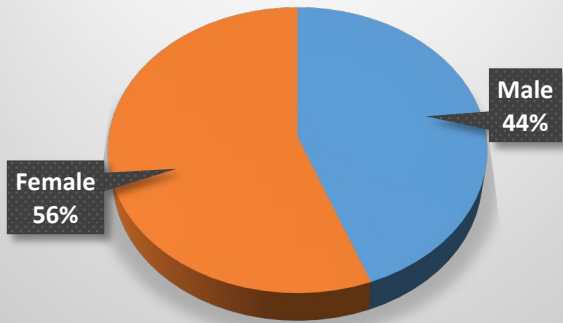


### Control



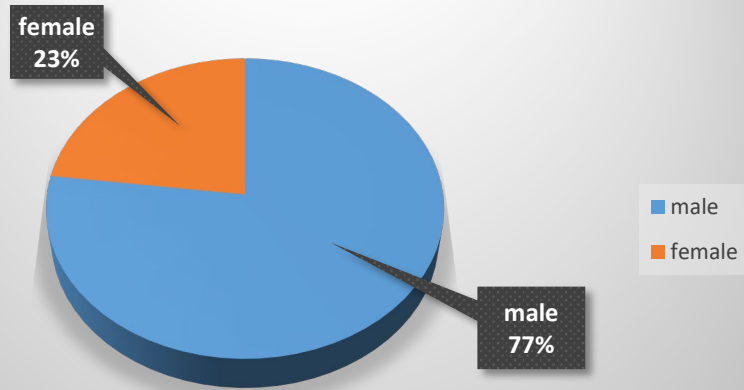
Control roles are predominantly filled by female staff.

### FRS Staff



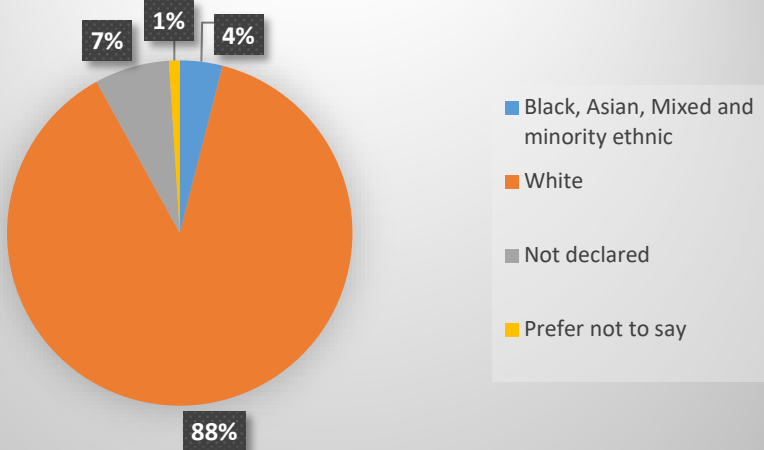
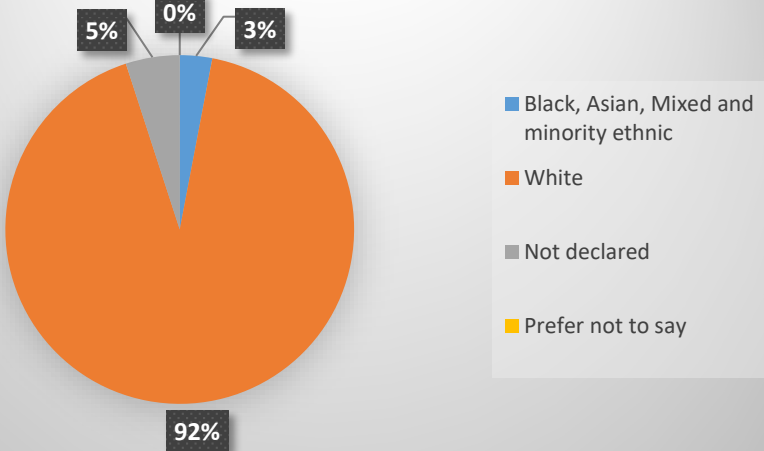
The most equal gender split is within our FRS staff where 56% of staff are female.

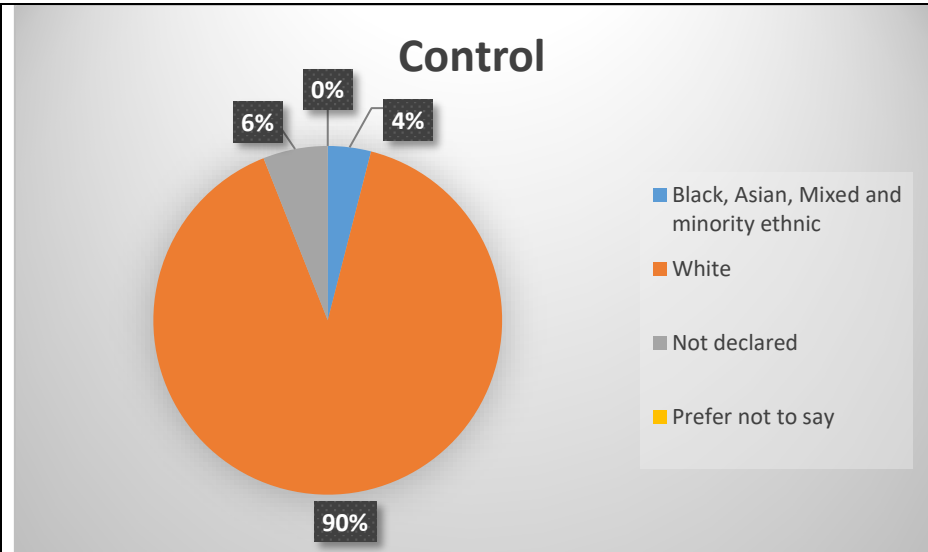
## All Staff



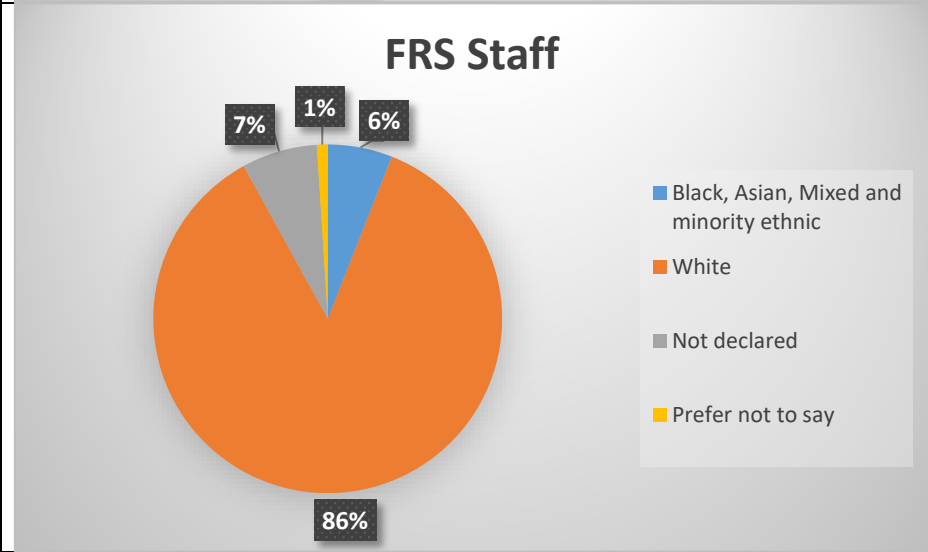
Across our organisation and across all roles, women make up 23% of our workforce, which is an increase of 3%. We recognise that this needs improvement and projects are in place, such as positive action initiatives and training programmes, to address the imbalance.

# Ethnicity

Workforce Profile	Commentary										
<p data-bbox="472 240 696 284"><b>Wholetime</b></p>  <table border="1" data-bbox="757 384 1025 678"> <thead> <tr> <th>Ethnicity</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Black, Asian, Mixed and minority ethnic</td> <td>4%</td> </tr> <tr> <td>White</td> <td>88%</td> </tr> <tr> <td>Not declared</td> <td>7%</td> </tr> <tr> <td>Prefer not to say</td> <td>1%</td> </tr> </tbody> </table>	Ethnicity	Percentage	Black, Asian, Mixed and minority ethnic	4%	White	88%	Not declared	7%	Prefer not to say	1%	<p data-bbox="1070 220 2107 347">Our wholetime workforce are 88% White. Staff with a mixed ethnic background and Asian staff are the majority within the BAME category.</p>
Ethnicity	Percentage										
Black, Asian, Mixed and minority ethnic	4%										
White	88%										
Not declared	7%										
Prefer not to say	1%										
<p data-bbox="510 794 658 837"><b>On Call</b></p>  <table border="1" data-bbox="757 943 1025 1220"> <thead> <tr> <th>Ethnicity</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Black, Asian, Mixed and minority ethnic</td> <td>3%</td> </tr> <tr> <td>White</td> <td>92%</td> </tr> <tr> <td>Not declared</td> <td>5%</td> </tr> <tr> <td>Prefer not to say</td> <td>0%</td> </tr> </tbody> </table>	Ethnicity	Percentage	Black, Asian, Mixed and minority ethnic	3%	White	92%	Not declared	5%	Prefer not to say	0%	<p data-bbox="1070 770 2002 850">The ethnicity data for on call staff has improved in the last 12 months rising by 2%.</p>
Ethnicity	Percentage										
Black, Asian, Mixed and minority ethnic	3%										
White	92%										
Not declared	5%										
Prefer not to say	0%										

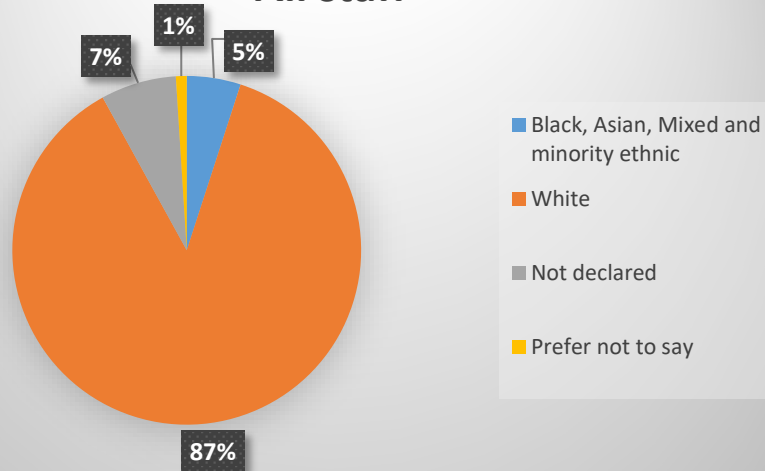


Control staff have 4% of staff from a racially diverse background.



The representation of BAME staff within our support function has decreased by 5%, reducing to 6% in total. To address this loss we are exploring leaver data to ascertain the reasons for this.

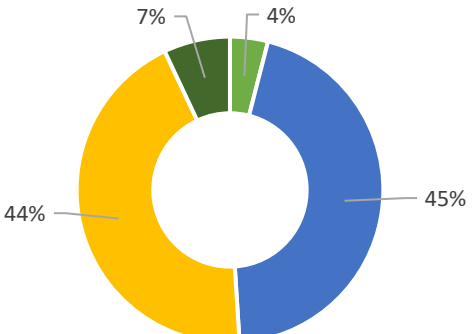
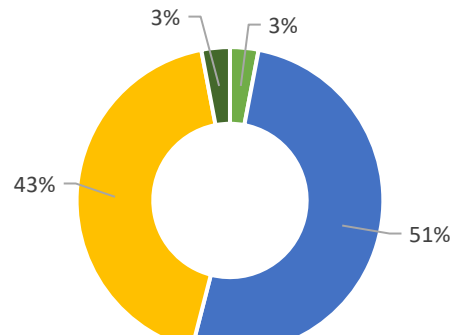
## All staff

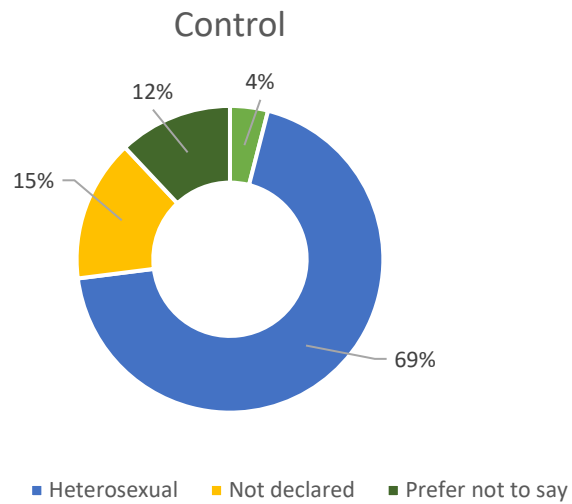


Overall, 5% of the staff demographic are from an ethnically diverse background.

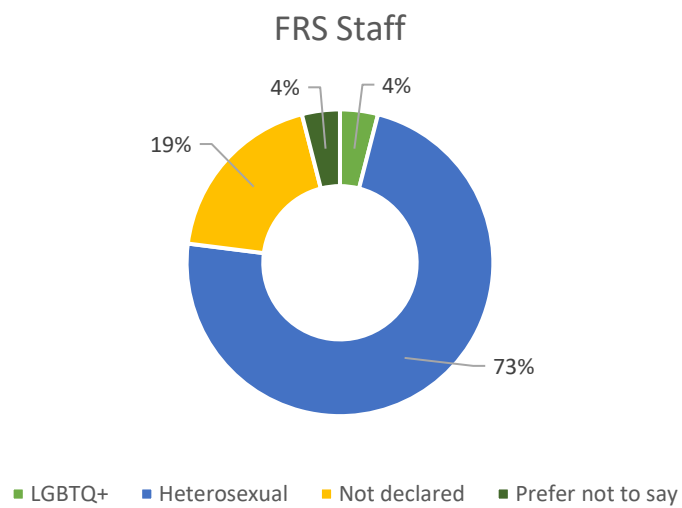
The ethnicity data demonstrates a gap in our workforce diversity, especially considering our diverse community data. WYFRS have responded to this by implementing a Talent Programme. It is also a key priority on our Diversity and Inclusion Strategy.

# Sexuality

Workforce Profile	Commentary										
<p data-bbox="504 236 672 271">Wholetime</p>  <table border="1" data-bbox="246 702 918 734"> <thead> <tr> <th>Sexuality</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>LGBTQ+</td> <td>4%</td> </tr> <tr> <td>Heterosexual</td> <td>45%</td> </tr> <tr> <td>Not declared</td> <td>44%</td> </tr> <tr> <td>Prefer not to say</td> <td>7%</td> </tr> </tbody> </table>	Sexuality	Percentage	LGBTQ+	4%	Heterosexual	45%	Not declared	44%	Prefer not to say	7%	<p data-bbox="1064 220 2105 478">Wholetime staff have the highest declaration of LGBTQ+ status with 35 members of staff. The declaration rate has improved in all roles demonstrating that staff are becoming more confident with sharing their sexuality in the workplace. We recognise however that a high number of staff have not declared, and we are working on ways to address this.</p>
Sexuality	Percentage										
LGBTQ+	4%										
Heterosexual	45%										
Not declared	44%										
Prefer not to say	7%										
<p data-bbox="526 786 649 821">On Call</p>  <table border="1" data-bbox="246 1244 918 1276"> <thead> <tr> <th>Sexuality</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>LGBTQ+</td> <td>3%</td> </tr> <tr> <td>Heterosexual</td> <td>51%</td> </tr> <tr> <td>Not declared</td> <td>43%</td> </tr> <tr> <td>Prefer not to say</td> <td>3%</td> </tr> </tbody> </table>	Sexuality	Percentage	LGBTQ+	3%	Heterosexual	51%	Not declared	43%	Prefer not to say	3%	<p data-bbox="1064 770 2105 805">The LGBTQ+ representation within on call staff has remained at 3%.</p>
Sexuality	Percentage										
LGBTQ+	3%										
Heterosexual	51%										
Not declared	43%										
Prefer not to say	3%										

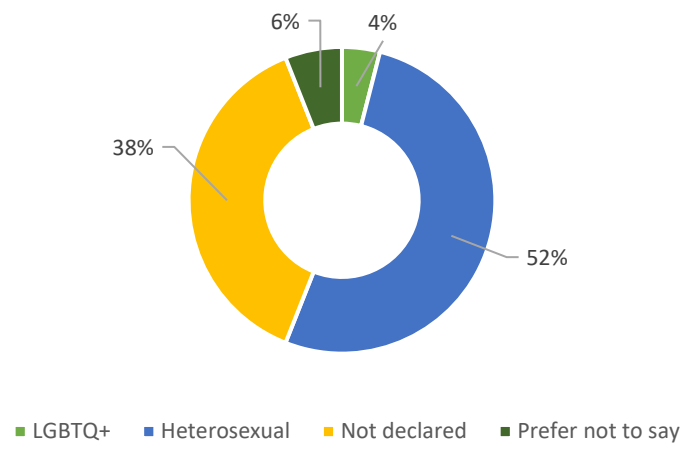


Control LGBTQ+ status has increased from 2% to 4% and the declaration rate has increased with only 8 Control staff members not declaring.



FRS staff have 4% identifying as LGBTQ+, which is a 1% increase from last year.

All Staff



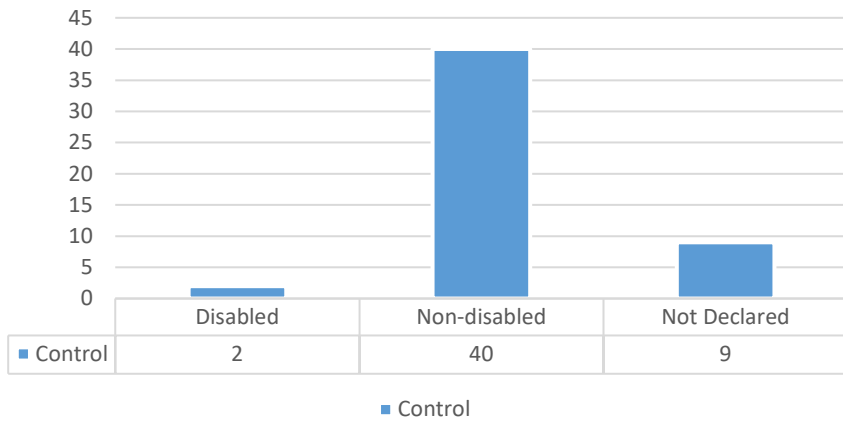
The overall rate for all LGBTQ+ staff has remained at 4%.



# Disability

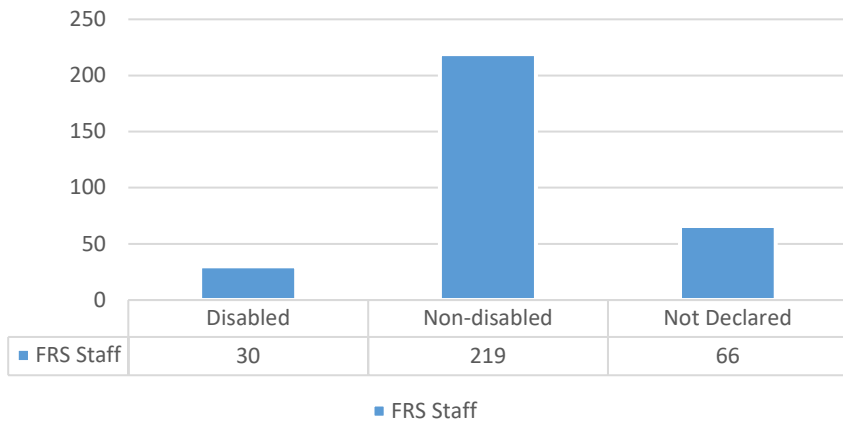
Workforce Profile	Commentary								
<p style="text-align: center;"><b>Wholetime</b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th>Disabled</th> <th>Non-disabled</th> <th>Not Declared</th> </tr> </thead> <tbody> <tr> <td>Wholetime</td> <td>21</td> <td>466</td> <td>449</td> </tr> </tbody> </table>		Disabled	Non-disabled	Not Declared	Wholetime	21	466	449	<p>2% of Wholetime staff are disabled which is a loss of 2%, however a high volume of staff have not declared. We are working to ensure that staff understand the definition of disability so they can update their status accordingly.</p>
	Disabled	Non-disabled	Not Declared						
Wholetime	21	466	449						
<p style="text-align: center;"><b>On Call</b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th>Disabled</th> <th>Non-disabled</th> <th>Not Declared</th> </tr> </thead> <tbody> <tr> <td>On Call</td> <td>5</td> <td>85</td> <td>67</td> </tr> </tbody> </table>		Disabled	Non-disabled	Not Declared	On Call	5	85	67	<p>3% of on call staff have declared a disability.</p>
	Disabled	Non-disabled	Not Declared						
On Call	5	85	67						

### Control

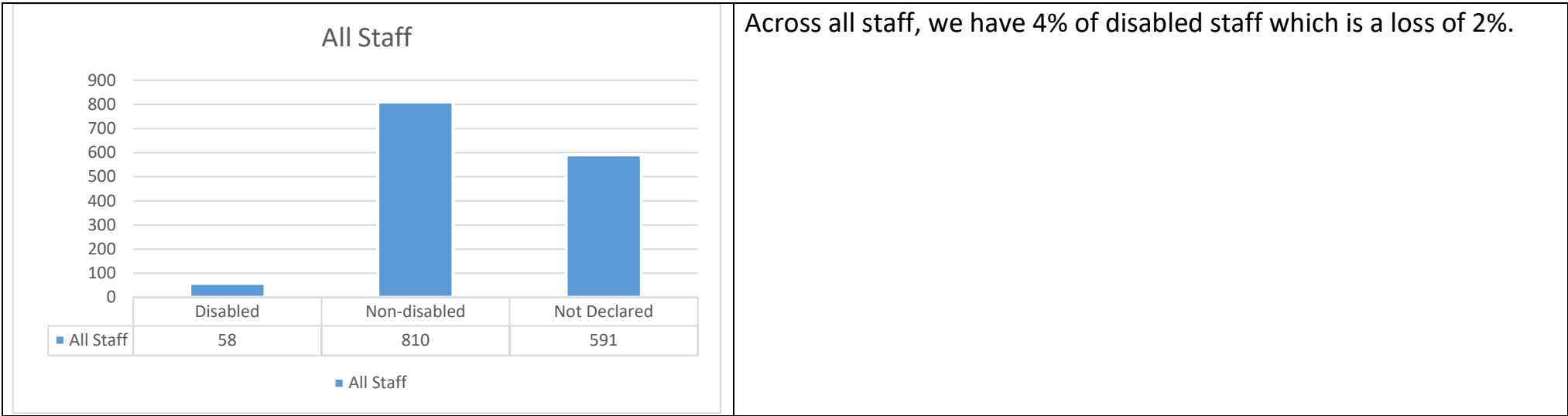


4% of Control staff have declared a disability.

### FRS Staff



The highest volume of disabled staff is within the FRS staff roles with 10% of staff declaring a disability. This meets the national average of 10%.



Across all staff, we have 4% of disabled staff which is a loss of 2%.

Neurodiversity (dyslexia, ADHD, autism etc.) is categorised as a disability for the purposes of it being protected by equality law. We have screened and assessed a number of staff over this financial year, and we have implemented support, equipment and training to ensure inclusion in the workplace. We target new recruits through screening processes to ensure they receive full support from the point of entry. We have site licenses for assistive software available to all staff and workplace champions have been identified and trained to deliver bespoke support.

## Age

March 2022 Data	Wholetime	On Call	Control	FRS Staff	Totals
<b>17 - 24</b>	13	11	2	11	<b>37</b>
<b>25 - 35</b>	186	45	8	44	<b>283</b>
<b>36 - 45</b>	382	51	16	79	<b>528</b>
<b>46 - 55</b>	325	32	10	84	<b>451</b>
<b>56 - 65</b>	26	12	13	86	<b>137</b>
<b>66+</b>	0	0	0	6	<b>6</b>
<b>Totals</b>	<b>932</b>	<b>151</b>	<b>49</b>	<b>310</b>	<b>1442</b>

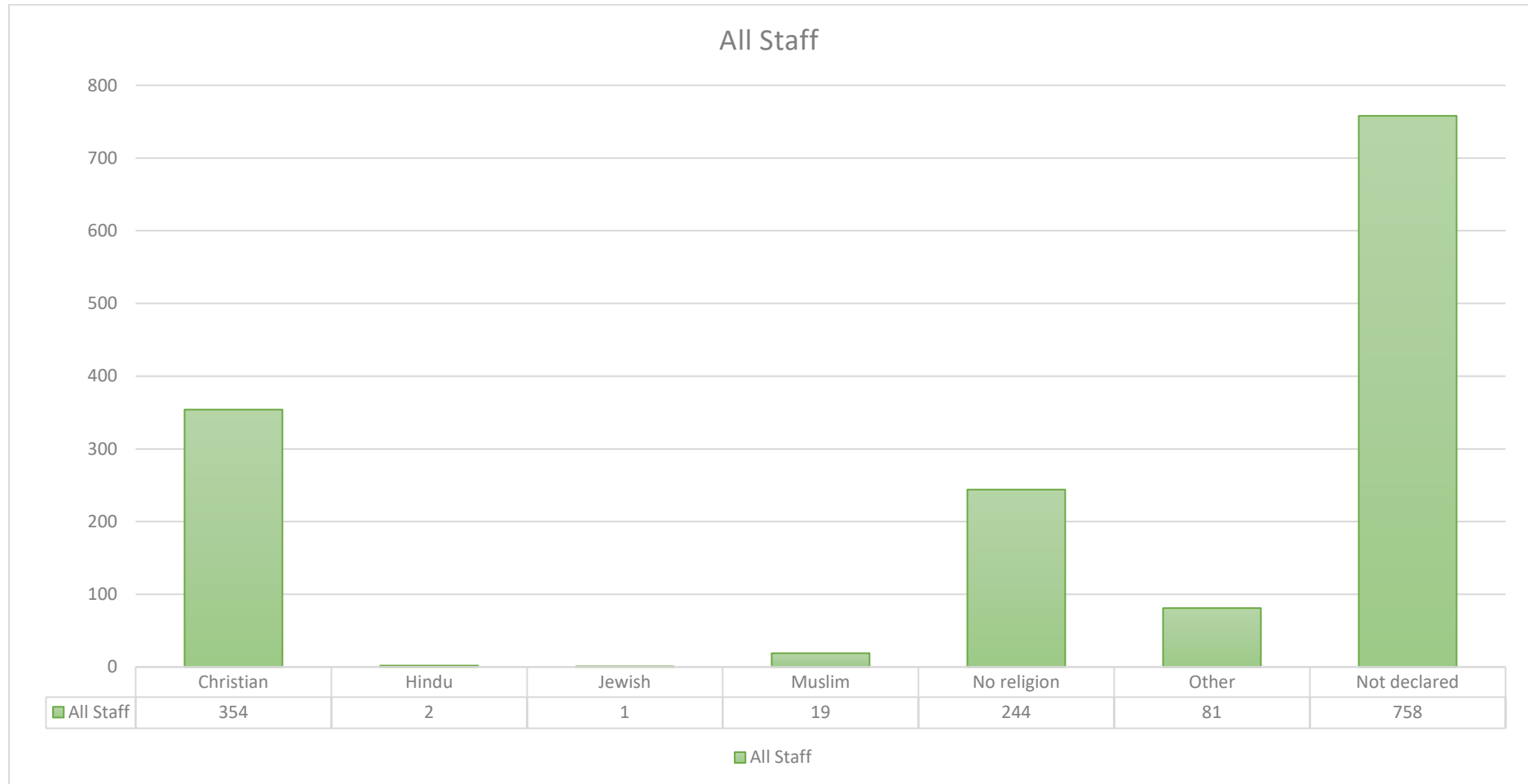
The majority of our workforce are aged between 36 and 55.

Within operational staff the age profile reduces after the age of 55, which is due in part to the low retirement age of firefighters. The numbers of younger wholetime staff has increased due mainly to the most recent recruitment campaigns.

There is a more even spread of age profiles amongst on call staff. Recruitment for retained staff is ongoing and regular which allows for a wider representation of ages.

## Religion

Across all staff the highest number who declare are Christian at 24%. 16% of staff do not follow a religion or belief and 1% of staff are Muslim. 6% of staff have declared 'other' and this needs further exploration to see if we need to make more categories available to staff. 52% of staff have not declared.



## Grievance and Disciplinary

During the 22/23 financial year WYFRS received a total of 18 grievances. 1 was fully upheld, 8 were partially upheld and 8 were not, 1 had no case to answer. Of these, 6 were from females and 1 was from a BAME member of staff.

During the same time period WYFRS conducted a total of 34 formal disciplinary investigations. One was female and 2 were BAME staff members. Of the 34, 19 received Informal warnings, 2 received final written warnings and 1 was a dismissal.