



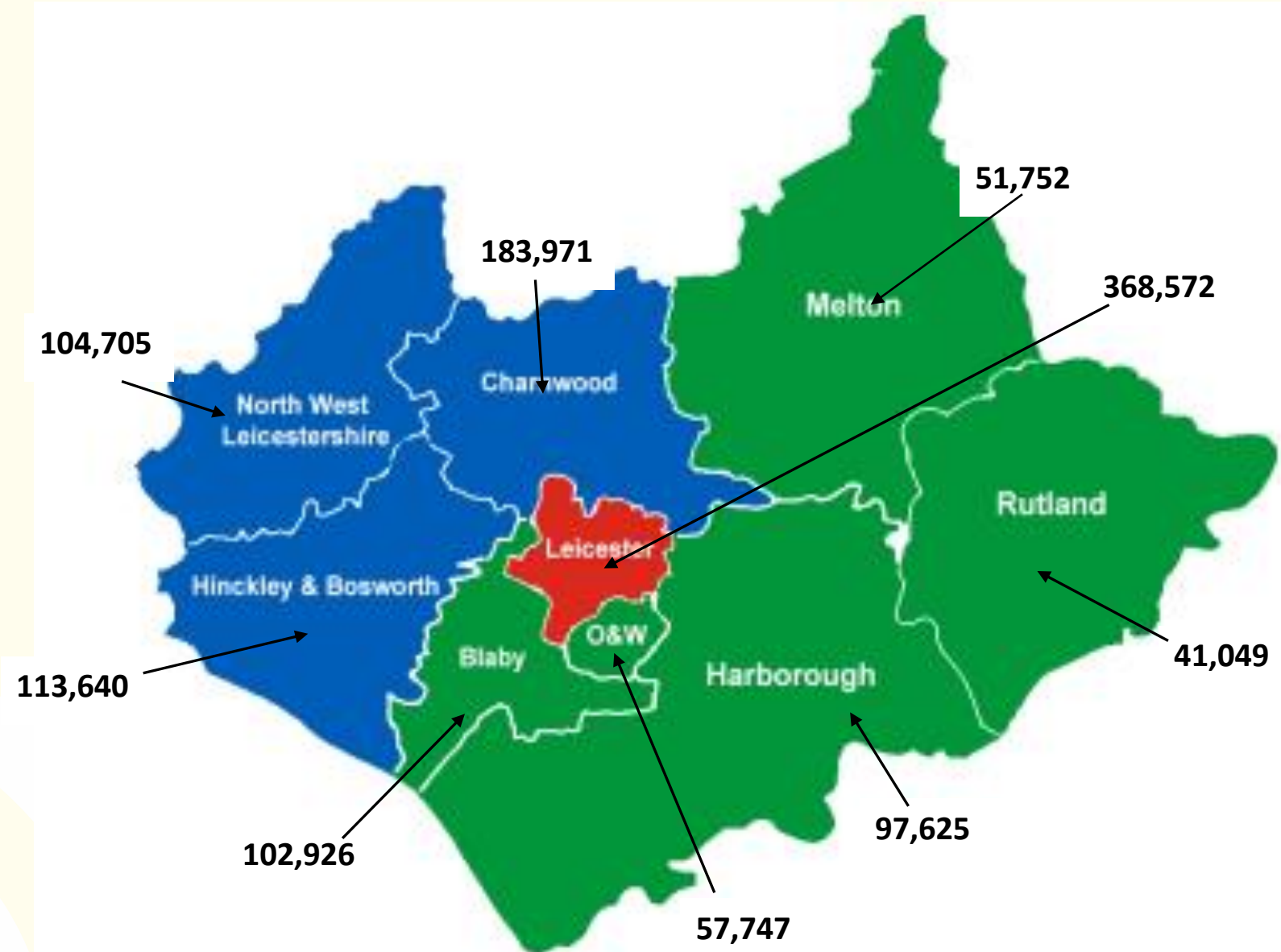
ANNUAL EQUALITIES REPORT 2022 - 2023

Supporting Information

LEICESTERSHIRE
FIRE and RESCUE SERVICE



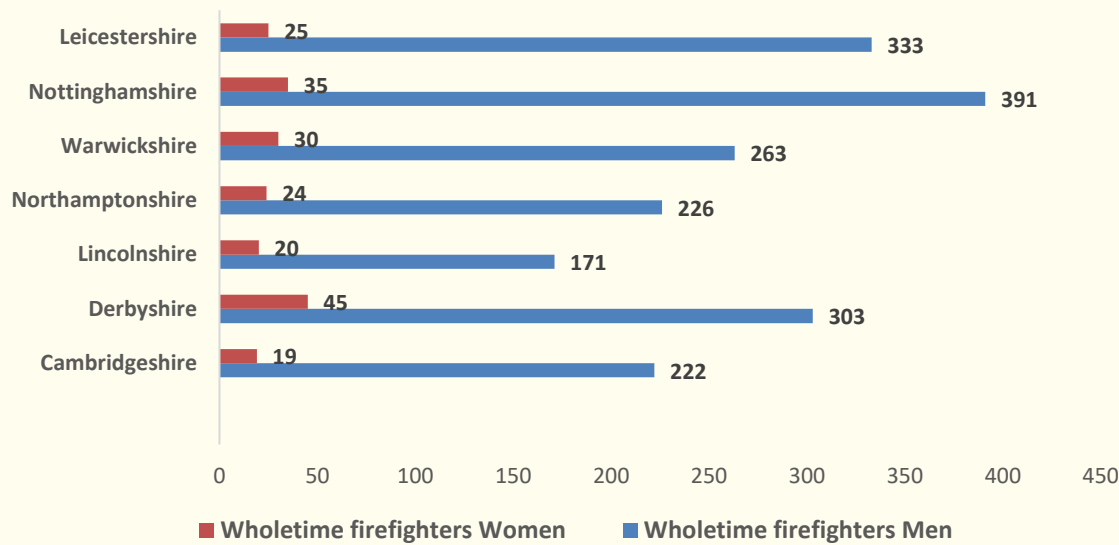
Population of Leicester, Leicestershire and Rutland



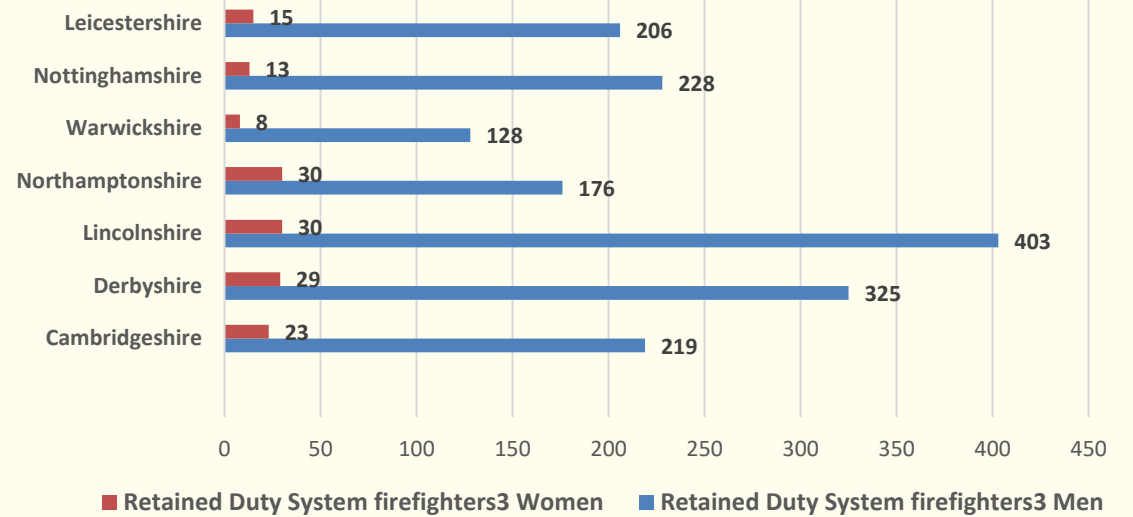
Combined total for
Leicester,
Leicestershire and
Rutland:
1,121,987

Regional Comparison – Gender, Firefighters

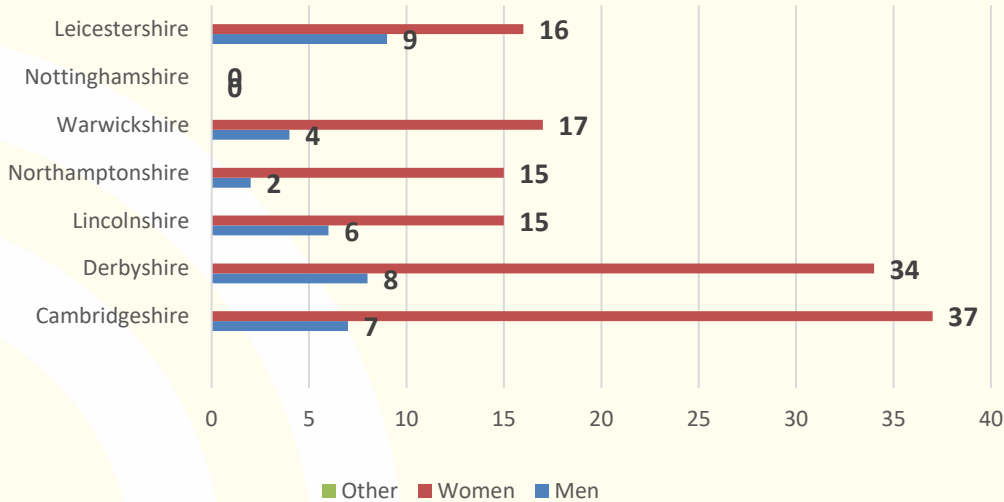
Wholetime Firefighters



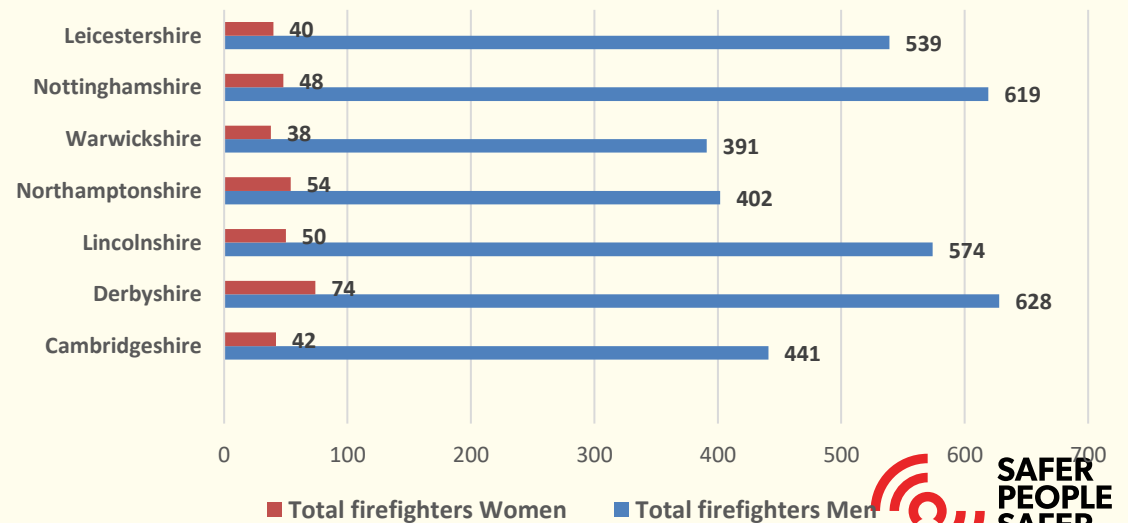
Retained Firefighters



Fire Control



Total Firefighters

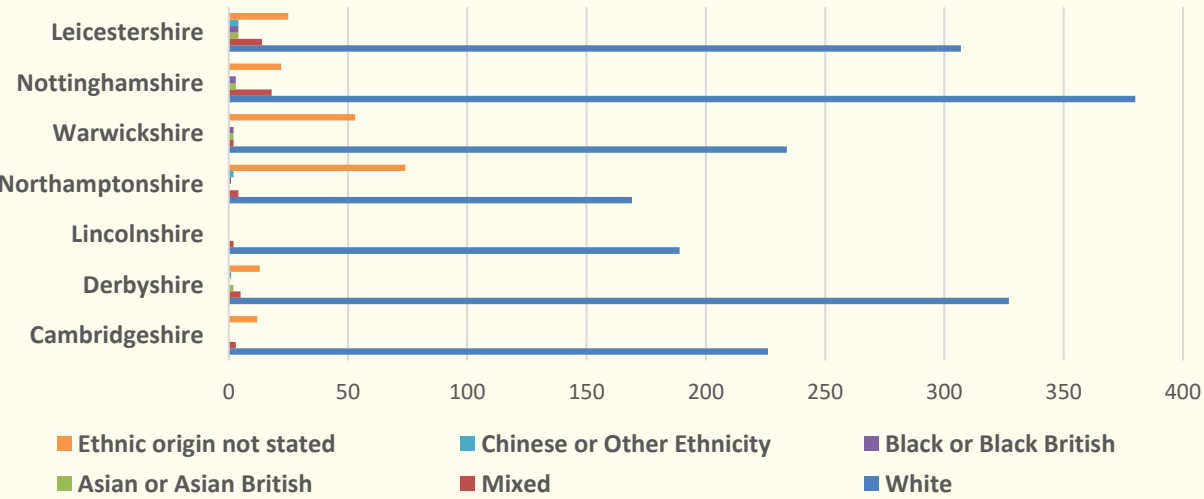


Data taken from Home Office Returns for 2022

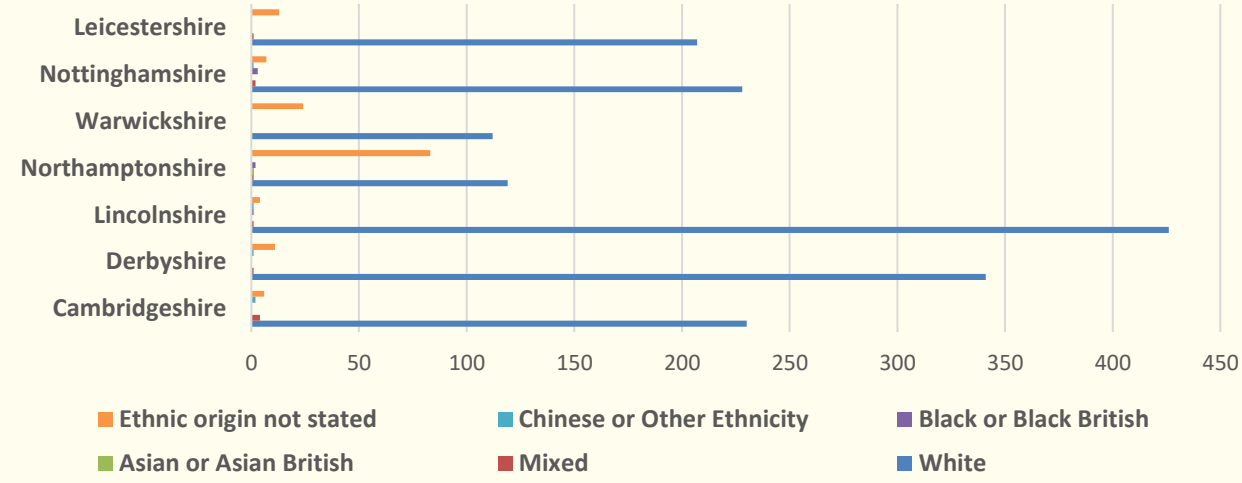


Regional Comparison - Ethnicity

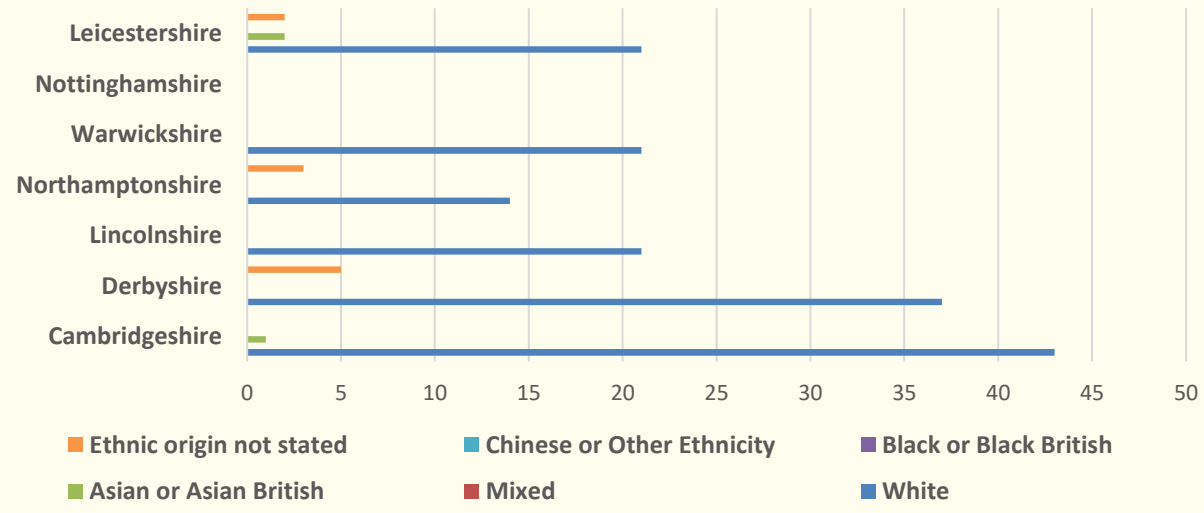
Wholetime Firefighters



Retained Firefighters



Total Firefighters



Data taken from Home Office Returns for 2022



What this data tells us?

- Ethnic diversity within Leicestershire Fire and Rescue Service is comparable to regional forces.
- A disproportionately high number of firefighters in all regional fire services are from a White background
- Declaration of ethnicity data within LFRS is higher amongst full time firefighters than other groups
- The diversity across all firefighter roles within LFRS is disproportionality low in those from Black or Minority Ethnic backgrounds compared to the ethnic diversity across Leicester, Leicestershire and Rutland.

What are we doing as a result?

- Utilise positive action initiatives to continue to target recruitment campaigns and marketing material to under-represented communities.
- Continue to develop and provide a range of informal development interventions for individuals from under-represented groups.
- Encourage use of coaching and mentoring, including reverse-mentoring, across the service to support individuals from under-represented groups.
- Continue to listen to the voices of our employees from under-represented groups to build trust and confidence in recruitment, retention and progression.
- Increase community engagement to understand the barriers to recruiting people from Black and Minority Ethnic communities.

