



LEICESTERSHIRE
FIRE and RESCUE SERVICE

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FIRE and RESCUE SERVICE



Annual Equalities Report

2023 - 24



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INTRODUCTION

The Annual Equalities Report provides data and information about Leicestershire Fire and Rescue Service's employees and people services provided within Leicester, Leicestershire and Rutland.

By carrying out this continual assessment we monitor trends and identify any inequalities which may exist to ensure we are meeting the requirements of the Equality Act 2010 and in particular to meet the three statutory duties which are:

- Eliminate harassment, discrimination and victimisation
- Advance equality of opportunity
- Foster good relations between different groups

Public authorities are required to annually publish information to demonstrate their compliance with the Public Sector Equality Duty and the information provided in this report has been collated for the period 1 April 2023 to 31 March 2024. The Service measures and reports its workforce profile and other Equality, Diversity and Inclusion (EDI) statistics within this report.

It is essential that we maintain scrutiny in relation to the diversity of our workforce if we are to achieve our equality objective of increasing diversity across the workforce. Our achievements against our EDI Scheme Action Plan, and the Gender Pay Gap Report are reported separately.

Our commitment to increasing the diversity of our workforce is demonstrated by the ongoing engagement and recruitment undertaken in the heart of the communities we serve. The Service is particularly keen to increase recruitment from all identified minority and under-represented groups in all areas but particularly in operational roles.

The employment statistics show our progress in relation to recruitment across all protected characteristics together with comparative data against the 2021 Census and regional and national fire sector data.

We are committed to maintaining our focus in ensuring a working environment where our staff feel confident to self-identify in all areas of monitoring however we acknowledge that there is still work to be done to improve confidence of our staff to share their data.

For more information about our work and commitment to diversity and inclusion please visit our website or follow the link below: -



OUR PEOPLE – WORKFORCE PROFILE

The number of wholetime firefighters and on-call firefighters recruited has risen over the last year due to an increase in the number of recruitment campaigns run.

Some of our employees have more than one role in either the same staff group or across more than one of them and as a consequence the figures included in this report do not necessarily reflect all of the contracts that are available. Employees are recorded once per each contract they have within a particular staff group.

It is recognised that employees change throughout the year and some short term contracts are not included within the analysis.

All data for current employees is taken from a report generated from our HR database and no adjustment has been made to these reports..

All data for joiners and leavers for this year has been taken from 1 April 2022 to 31 March 2023 inclusive.

Agency staff are excluded from the figures as they are not employed by Leicestershire Fire and Rescue Service.

We have included data for the past three years, for the first time, in this report which will aid comparisons to be made.

How we compare with other fire and rescue services

We have included data that shows how we compare to other Fire and Rescue Services in our region (based on Home Office data for period April 2022 – March 2023) and we have also included a national comparison against the 2021 Census for information.



Looking to the future

We appointed a new EDI Manager in May 2023 who will lead on internal initiatives that will do more to support our staff, and raise awareness of key Equality, Diversity and Inclusion topics. Work will continue to strengthen our staff networks with support available through our EDI Manager and the Service will continue to look at what more can be done to engage with local communities to promote the Service as an employer of choice.

The Service published its Community Risk Management Plan (CRMP) in 2024 which includes our strategic approach across a number of core business functions, including “People”. The Aims and Objectives of our People Strategy support our commitment to increasing the diversity of our workforce and our Strategic Workforce will ensure regular scrutiny of our initiatives which support the People Strategy.

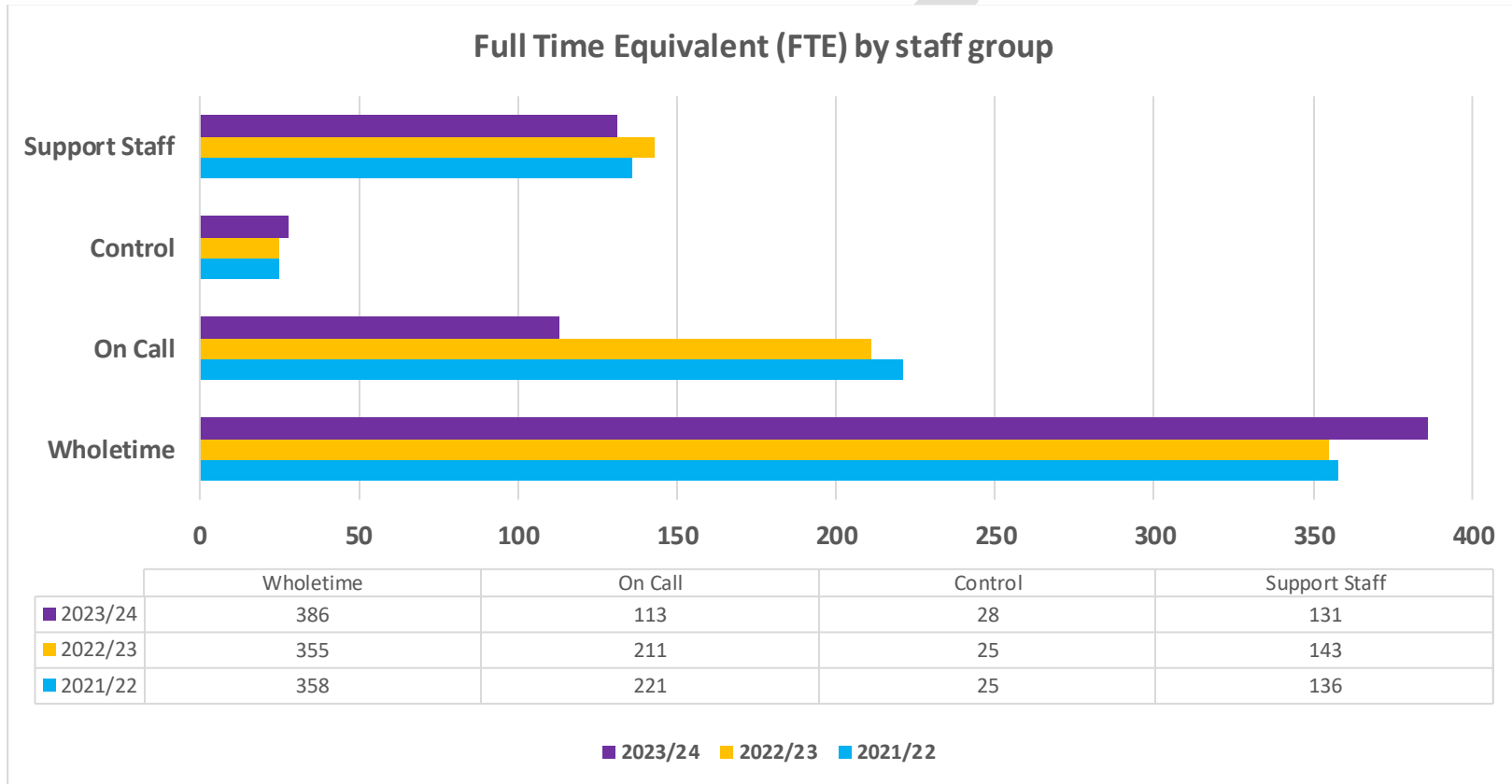
Mandatory training on the Core Code of Ethics has been rolled out across the Service and we continue to embed learning from the internal staff survey undertaken at the end of 2021 and findings from the HMICFRS Values and culture in fire and rescue service report published in March 2023.

EDI training and awareness is being embedded as business as usual across the Service with bespoke training provided based on identified themes and patterns, and in support of national campaigns.

The Service will continue to strengthen our partnership working to promote local initiatives and continue to promote the role of the fire service and to seek open and honest feedback about the perceptions of our communities regarding the Service so that we can take appropriate steps to address them.



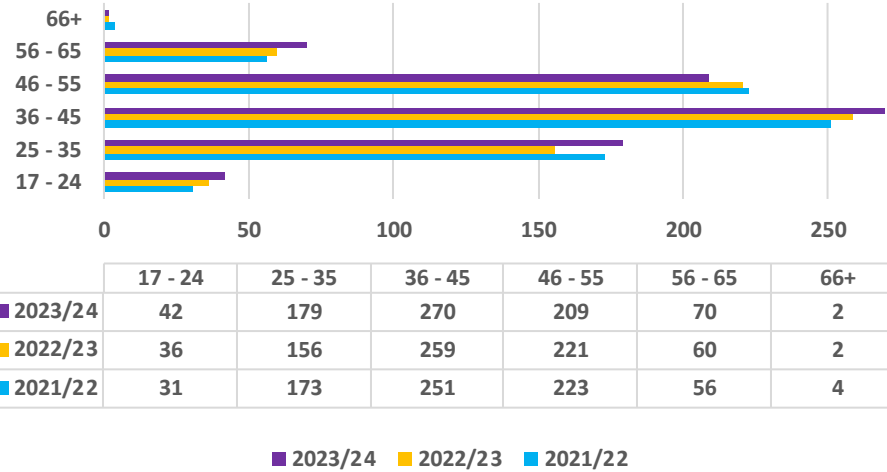
ALL EMPLOYEES BY STAFF GROUP



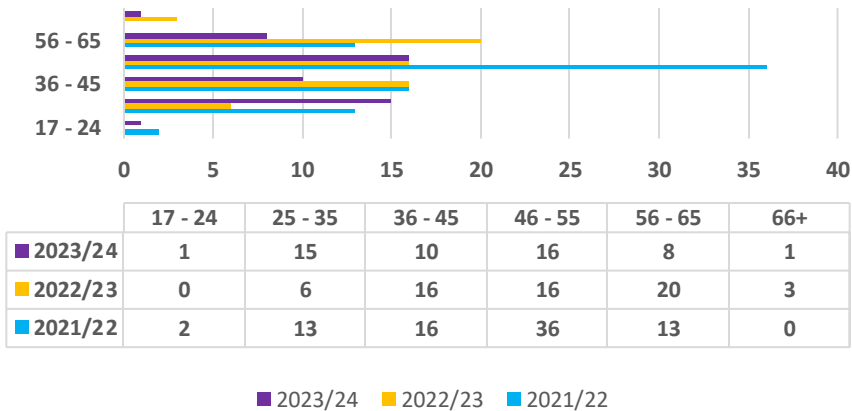


Age

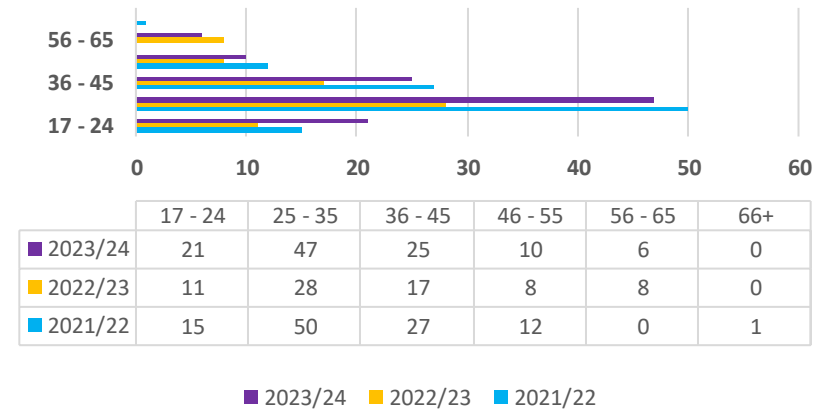
All Staff by Age Bracket



All Leavers by Age Bracket



All New Starters by Age Bracket





How do we compare with Local data and with Regional Fire and Rescue Services?

| Age Bracket | Census Data | LFRS | LFRS vs Census |
|-------------|-------------|------|----------------|
| 16 - 24 | 139,121 | 31 | 0.02 |
| 25- 34 | 144,306 | 173 | 0.12 |
| 35-49 | 213,596 | 251 | 0.12 |
| 50- 64 | 213,777 | 223 | 0.10 |
| 65 - 74 | 110,041 | 4 | 0.003 |

ONS Data is based on the latest Census Data (2021 Census)

For the purposes of comparison, data for anyone aged 74 and over or under 16 has been excluded from local comparison. *National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2020/21

We have included on the following page an overview of how Leicestershire Fire and Rescue Service compares with regional Fire Services.

Data is provided for the period 1 April 2022 – 31 March 2023 as this is the most up to date data available from the Home Office (the year 1 April 2023 – March 2024 is scheduled for publication in Autumn 2024).

Staff on dual contracts have been recorded more than once where applicable (ie firefighters on both a wholetime and an on-call contract are included in the wholetime firefighter and on-call firefighter figures).

The statistics in these tables are Official Statistics.

Source: Home Office Operational Statistics Data Collection, figures supplied by fire and rescue authorities.

The full set of fire statistics releases, tables and guidance can be found at <https://www.gov.uk/government/collections/fire-statistics>



| Total firefighters | | | | | | |
|--------------------|-------|-------|-------|-------|-----|----------------|
| | 16-24 | 25-35 | 36-45 | 46-55 | 56+ | Age Not Stated |
| Derbyshire | 40 | 224 | 260 | 162 | 20 | 0 |
| Leicestershire | 30 | 132 | 210 | 171 | 23 | 0 |
| Lincolnshire | 42 | 170 | 178 | 164 | 43 | 0 |
| Northamptonshire | 26 | 130 | 131 | 124 | 27 | 0 |
| Nottinghamshire | 18 | 147 | 247 | 193 | 46 | 0 |
| Warwickshire | 14 | 114 | 117 | 119 | 32 | 0 |

| Wholetime firefighters | | | | | | |
|------------------------|-------|-------|-------|-------|-----|----------------|
| | 16-24 | 25-35 | 36-45 | 46-55 | 56+ | Age Not Stated |
| Derbyshire | 16 | 103 | 141 | 95 | 4 | 0 |
| Leicestershire | 11 | 81 | 127 | 121 | 15 | 0 |
| Lincolnshire | 12 | 39 | 64 | 65 | 5 | 0 |
| Northamptonshire | 8 | 59 | 78 | 86 | 17 | 0 |
| Nottinghamshire | 6 | 77 | 164 | 139 | 22 | 0 |
| Warwickshire | 6 | 64 | 92 | 93 | 23 | 0 |

| On Call firefighters | | | | | | |
|----------------------|-------|-------|-------|-------|-----|----------------|
| | 16-24 | 25-35 | 36-45 | 46-55 | 56+ | Age Not Stated |
| Derbyshire | 24 | 121 | 119 | 67 | 16 | 0 |
| Leicestershire | 19 | 51 | 83 | 50 | 8 | 0 |
| Lincolnshire | 30 | 131 | 114 | 99 | 38 | 0 |
| Northamptonshire | 18 | 71 | 53 | 38 | 10 | 0 |
| Nottinghamshire | 12 | 70 | 83 | 54 | 24 | 0 |
| Warwickshire | 8 | 50 | 25 | 26 | 9 | 0 |

| Fire Control | | | | | | |
|------------------|-------|-------|-------|-------|-----|----------------|
| | 16-24 | 25-35 | 36-45 | 46-55 | 56+ | Age Not Stated |
| Derbyshire | 3 | 9 | 14 | 9 | 4 | 0 |
| Leicestershire | 0 | 2 | 9 | 9 | 5 | 0 |
| Lincolnshire | 1 | 9 | 2 | 1 | 5 | 0 |
| Northamptonshire | 3 | 2 | 7 | 1 | 5 | 0 |
| Nottinghamshire | 0 | 0 | 0 | 0 | 0 | 0 |
| Warwickshire | 2 | 7 | 2 | 9 | 2 | 0 |

| Support Staff | | | | | | |
|------------------|-------|-------|-------|-------|-----|----------------|
| | 16-24 | 25-35 | 36-45 | 46-55 | 56+ | Age Not Stated |
| Derbyshire | 5 | 36 | 43 | 63 | 35 | 0 |
| Leicestershire | 6 | 22 | 40 | 41 | 34 | 0 |
| Lincolnshire | 1 | 14 | 8 | 17 | 21 | 0 |
| Northamptonshire | 1 | 6 | 11 | 13 | 22 | 0 |
| Nottinghamshire | 6 | 28 | 31 | 44 | 51 | 0 |
| Warwickshire | 3 | 8 | 21 | 32 | 27 | 0 |

| Total Staff | | | | | | |
|------------------|-------|-------|-------|-------|-----|----------------|
| | 16-24 | 25-35 | 36-45 | 46-55 | 56+ | Age Not Stated |
| Derbyshire | 48 | 269 | 317 | 234 | 59 | 0 |
| Leicestershire | 36 | 156 | 259 | 221 | 62 | 0 |
| Lincolnshire | 44 | 193 | 188 | 182 | 69 | 0 |
| Northamptonshire | 30 | 138 | 149 | 138 | 54 | 0 |
| Nottinghamshire | 24 | 175 | 278 | 237 | 97 | 0 |
| Warwickshire | 19 | 129 | 140 | 160 | 61 | 0 |



Leicestershire and Rescue Service has a higher number of firefighters (wholetime and on call) than other regional Services that fall within the 25 – 35 age group

Like the other Services we also have a large number of firefighters that fall within the 46 – 55 age group.

Whilst this is a good indicator that staff are happy to stay in employment, it highlights the need to ensure adequate, and robust, succession planning is in place and that recruitment campaigns aimed at the younger age brackets are run at appropriate times throughout the year.

Comparison with Census data is provided as a reference guide only although it does show that we are more successful at recruiting new starters from the 25 – 34 and 45 - 49 age ranges which is also demonstrated by the data included for new starters.

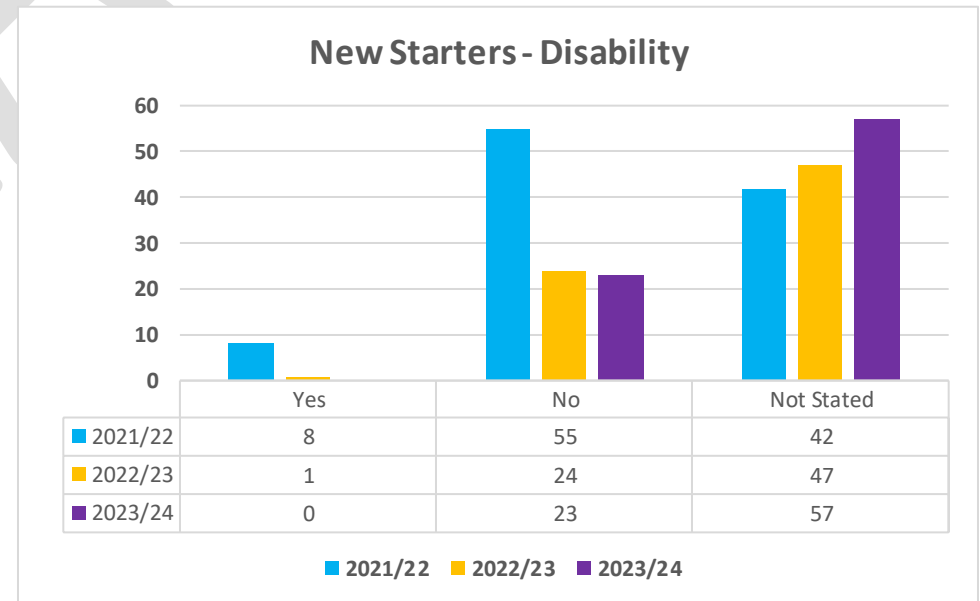
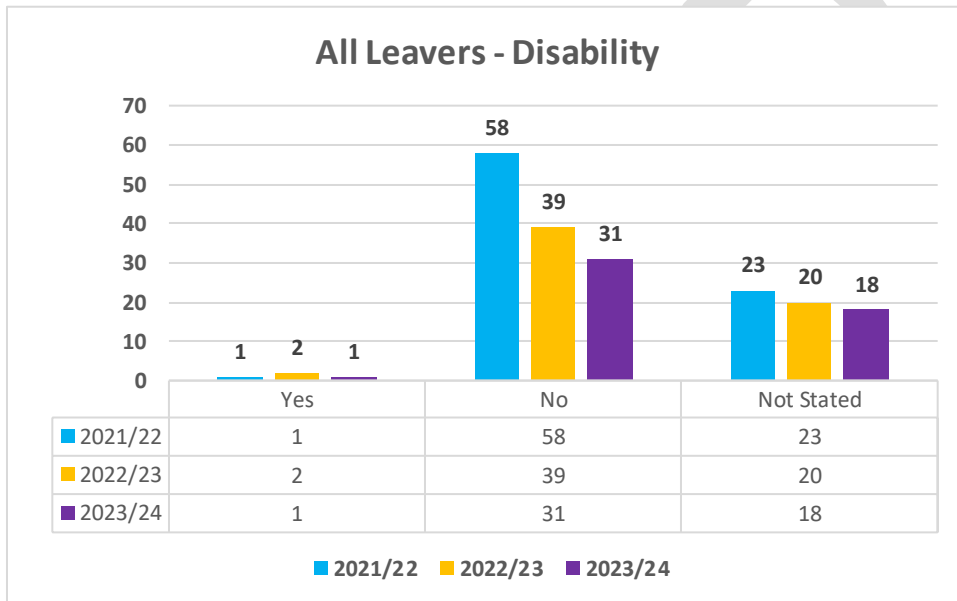
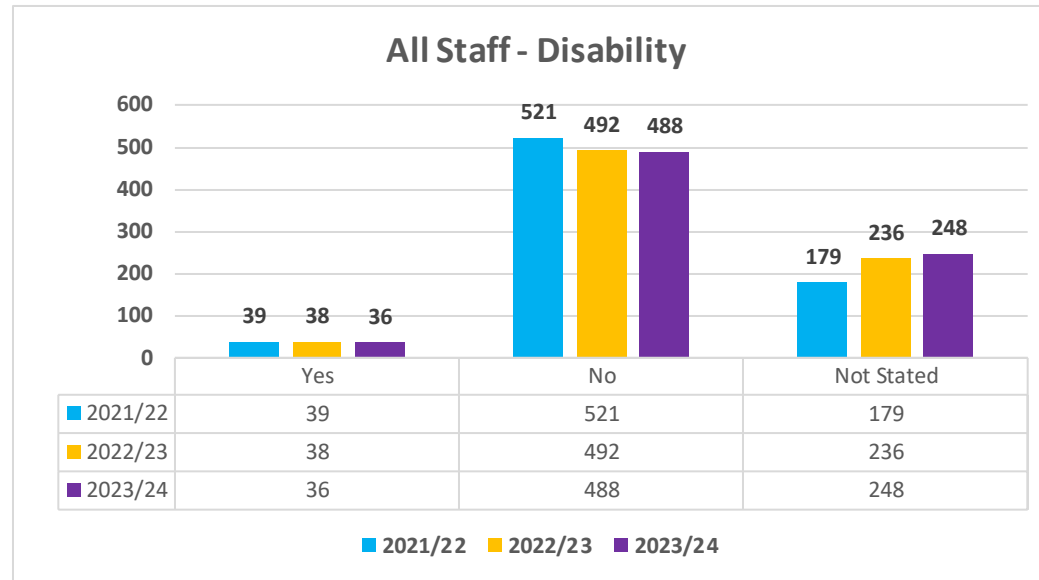
What Will We Do As a Result?

Whilst not concerning at this time, our Strategic Workforce Plan will continue to monitor succession planning initiatives and will ensure that our Recruitment team collaborate with the Equality, Diversity and Inclusion Manager to implement appropriate positive action initiatives to support this objective.

Our Diversity Engagement Officer will continue to attend school fairs and recruitment days to showcase LFRS as an employer of choice across all available roles and functions.



Disability





How do we compare with Local data and with Regional Fire and Rescue Services?

| Disability | Census Data | LFRS | LFRS vs Census |
|------------|-------------|------|----------------|
| Yes | 302,359 | 36 | 0.012 |
| No | 819,628 | 488 | 0.060 |

ONS Data is based on the latest Census Data (2021 Census)

- *National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2020/21
 This data does not include “not stated, prefer not to say, blank returns”.

We have included on the next page an overview of how Leicestershire Fire and Rescue Service compares with regional Fire Services – this data does not include “not stated, prefer not to say, or blank cell returns”.

Data is provided for the period 1 April 2022 – 31 March 2023 as this is the most up to date data available from the Home Office (the year 1 April 2023 – March 2024 is scheduled for publication in Autumn 2024).

Staff on dual contracts have been recorded more than once where applicable (ie firefighters on both a wholetime and an on-call contract are included in the wholetime firefighter and on-call firefighter figures).

The statistics in these tables are Official Statistics.

Source: Home Office Operational Statistics Data Collection, figures supplied by fire and rescue authorities.

The full set of fire statistics releases, tables and guidance can be found at <https://www.gov.uk/government/collections/fire-statistics>



| Total All Staff (Firefighters, Fire Control and Support Staff) | | |
|---|-------------------|----------------------|
| | Disability | No Disability |
| Derbyshire | 7 | 699 |
| Leicestershire | 24 | 392 |
| Lincolnshire | 14 | 583 |
| Northamptonshire | 1 | 218 |
| Nottinghamshire | 17 | 629 |
| Warwickshire | 15 | 271 |

| Total Firefighters | | |
|---------------------------|-------------------|----------------------|
| | Disability | No Disability |
| Derbyshire | 12 | 209 |
| Leicestershire | 14 | 100 |
| Lincolnshire | 1 | 78 |
| Northamptonshire | 0 | 30 |
| Nottinghamshire | 15 | 137 |
| Warwickshire | 6 | 90 |

| Total Non-firefighters | | |
|-------------------------------|-------------------|----------------------|
| | Disability | No Disability |
| Derbyshire | 19 | 908 |
| Leicestershire | 38 | 492 |
| Lincolnshire | 15 | 661 |
| Northamptonshire | 1 | 248 |
| Nottinghamshire | 32 | 766 |
| Warwickshire | 21 | 361 |



What Does This Tell Us

It is difficult to do an informed comparison with other regional Services given that the unknown number of not stated, prefer not to say or blank cell returns which have been excluded from the published data.

There is still a very high proportion of staff who do not declare whether they have a disability or not, across all areas of the Service.

What Will We Do As a Result?

The Service is recognised as a Disability Confident employer and is committed to ensuring that those living with a disability have equal access to inclusive and accessible recruitment and provision of reasonable adjustments throughout the recruitment process and during their employment.

Our Equality, Diversity and Inclusion Manager has established EDI champions across station and departments and these volunteers are now actively engaged in promoting EDI at a local level.

Our Strategic Workforce Plan will continue to monitor succession planning initiatives and will ensure that our Recruitment team collaborate with the Equality, Diversity and Inclusion Manager to implement appropriate positive action initiatives to support this objective.

The Service is committed to promoting the benefits of declaring personal data to support organisational monitoring and we will be communicating with our staff during 2024/25 to request they review, and update if necessary, data held by the organisation which will include our purpose/intention for requesting personal data as part of the recruitment process. We are confident that engaging with potential employees and our existing staff we will be able to reduce the number of “not stated”



Ethnicity

| All Staff | | | |
|--|---------|---------|---------|
| | 2021/22 | 2022/23 | 2023/24 |
| Asian/Asian British | 18 | 18 | 16 |
| Black/Black British | 5 | 4 | 4 |
| Any Other Ethnic Group | 4 | 0 | 1 |
| Mixed White/Black African or Black Caribbean | 20 | 23 | 18 |
| White British/Irish | 636 | 641 | 649 |
| Any Other Asian | 0 | 0 | 2 |
| Any Other Black | 0 | 0 | 1 |
| Any Other Mixed | 0 | 0 | 9 |
| Any Other White | 9 | 12 | 12 |
| Not Stated | 47 | 36 | 65 |

| All Staff - Leavers | | | |
|--|---------|---------|---------|
| | 2021/22 | 2022/23 | 2023/24 |
| Asian/Asian British | 0 | 4 | 4 |
| Black/Black British | 0 | 1 | 0 |
| Any Other Ethnic Group | 0 | 0 | 0 |
| Mixed White/Black African or Black Caribbean | 1 | 1 | 0 |
| Any Other Asian | 0 | 0 | 0 |
| Any Other Black | 0 | 0 | 0 |
| Any Other Mixed | 0 | 0 | 0 |
| White British/Irish | 75 | 53 | 34 |
| Any Other White | 0 | 1 | 0 |
| Not Stated | 6 | 1 | 3 |

| All Staff - New Starters | | | |
|--|---------|---------|---------|
| | 2021/22 | 2022/23 | 2023/24 |
| Asian/Asian British | 3 | 2 | 3 |
| Black/Black British | 2 | 0 | 1 |
| Any Other Minority | 0 | 0 | 1 |
| Mixed White/Black African or Black Caribbean | 5 | 2 | 2 |
| Any Other Asian | 0 | 0 | 0 |
| Any Other Black | 0 | 0 | 0 |
| Any Other Mixed | 0 | 0 | 2 |
| White British/Irish | 78 | 65 | 50 |
| Any Other White | 0 | 1 | 2 |
| Not Stated | 17 | 0 | 27 |



How do we compare with Local data and with Regional Fire and Rescue Services?

| Ethnicity | Census Data | LFRS | LFRS vs Census |
|---------------------|-------------|-------|----------------|
| Asian/Asian British | 58,068 | 0.031 | 18 |
| Black/Black British | 7,913 | 0.051 | 4 |
| Any Other Minority | 7,415 | 0.34 | 25 |
| Mixed | 15,542 | 0.12 | 18 |
| White British/Irish | 623,426 | 0.1 | 649 |

ONS Data is based on the latest Census Data (2021 Census). *National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2020/21. This data does not include “not stated, prefer not to say, blank returns”.

We have included on the next page an overview of how Leicestershire Fire and Rescue Service compares with regional Fire Services – this data does not include “not stated, prefer not to say, or blank cell returns”.

Data is provided for the period 1 April 2022 – 31 March 2023 as this is the most up to date data available from the Home Office (the year 1 April 2023 – March 2024 is scheduled for publication in Autumn 2024).

Staff on dual contracts have been recorded more than once where applicable (ie firefighters on both a wholetime and an on-call contract are included in the wholetime firefighter and on-call firefighter figures).

The statistics in these tables are Official Statistics.

Source: Home Office Operational Statistics Data Collection, figures supplied by fire and rescue authorities.

The full set of fire statistics releases, tables and guidance can be found at <https://www.gov.uk/government/collections/fire-statistics>

In previous years, the Home Office published statistics on "White" ethnicity, which included white ethnic minorities. However, recent guidance from the Government Statistical Service with regards to ethnicity harmonisation advised that "other white ethnicity" should be included as an ethnic minority. Therefore, this category has been removed from the "White" category and into the "Chinese or Other Ethnicity" category, with the "White" category renamed to "White British or Irish" category. This has increased the "percentage from an ethnic minority" compared to



the statistics published in previous years. The "percentage from an ethnic minority" has been calculated to follow the updated guidance for all years in the publication in 2023. Work continues to align with the harmonisation standard.

| Total firefighters | | | | | | |
|--------------------|------------------------|-------|------------------------|------------------------|----------------------------|------------|
| | White British or Irish | Mixed | Asian or Asian British | Black or Black British | Chinese or Other Ethnicity | Not Stated |
| Derbyshire | 663 | 5 | 3 | 0 | 9 | 26 |
| Leicestershire | 503 | 19 | 6 | 3 | 8 | 27 |
| Lincolnshire | 574 | 3 | 1 | 0 | 15 | 4 |
| Northamptonshire | 252 | 6 | 0 | 2 | 8 | 170 |
| Nottinghamshire | 561 | 18 | 4 | 6 | 34 | 28 |
| Warwickshire | 328 | 3 | 1 | 0 | 0 | 64 |

| Wholetime firefighters | | | | | | |
|------------------------|------------------------|-------|------------------------|------------------------|----------------------------|------------|
| | White British or Irish | Mixed | Asian or Asian British | Black or Black British | Chinese or Other Ethnicity | Not Stated |
| Derbyshire | 333 | 4 | 3 | 0 | 3 | 16 |
| Leicestershire | 309 | 17 | 5 | 3 | 5 | 16 |
| Lincolnshire | 179 | 2 | 0 | 0 | 4 | 0 |
| Northamptonshire | 158 | 4 | 0 | 1 | 6 | 79 |
| Nottinghamshire | 343 | 17 | 4 | 3 | 19 | 22 |
| Warwickshire | 224 | 2 | 1 | 0 | 0 | 51 |

| On Call firefighters | | | | | | |
|----------------------|------------------------|-------|------------------------|------------------------|----------------------------|------------|
| | White British or Irish | Mixed | Asian or Asian British | Black or Black British | Chinese or Other Ethnicity | Not Stated |
| Derbyshire | 330 | 1 | 0 | 0 | 6 | 10 |
| Leicestershire | 194 | 2 | 1 | 0 | 3 | 11 |
| Lincolnshire | 395 | 1 | 1 | 0 | 11 | 4 |
| Northamptonshire | 94 | 2 | 0 | 1 | 2 | 91 |
| Nottinghamshire | 218 | 1 | 0 | 3 | 15 | 6 |
| Warwickshire | 104 | 1 | 0 | 0 | 0 | 13 |

| Fire Control | | | | | | |
|------------------|------------------------|-------|------------------------|------------------------|----------------------------|------------|
| | White British or Irish | Mixed | Asian or Asian British | Black or Black British | Chinese or Other Ethnicity | Not Stated |
| Derbyshire | 33 | 0 | 0 | 0 | 1 | 5 |
| Leicestershire | 19 | 0 | 2 | 0 | 2 | 2 |
| Lincolnshire | 18 | 0 | 0 | 0 | 0 | 0 |
| Northamptonshire | 13 | 0 | 0 | 0 | 0 | 5 |
| Nottinghamshire | 0 | 0 | 0 | 0 | 0 | 0 |
| Warwickshire | 21 | 0 | 0 | 0 | 0 | 1 |

| Support Staff | | | | | | |
|------------------|------------------------|-------|------------------------|------------------------|----------------------------|------------|
| | White British or Irish | Mixed | Asian or Asian British | Black or Black British | Chinese or Other Ethnicity | Not Stated |
| Derbyshire | 155 | 0 | 4 | 1 | 3 | 19 |
| Leicestershire | 119 | 4 | 10 | 1 | 2 | 7 |
| Lincolnshire | 56 | 0 | 0 | 1 | 2 | 2 |
| Northamptonshire | 29 | 1 | 0 | 0 | 3 | 20 |
| Nottinghamshire | 131 | 2 | 7 | 2 | 7 | 11 |
| Warwickshire | 76 | 2 | 3 | 0 | 0 | 10 |

| Total Staff - Firefighter, Fire Control and Support Staff | | | | | | |
|---|------------------------|-------|------------------------|------------------------|----------------------------|------------|
| | White British or Irish | Mixed | Asian or Asian British | Black or Black British | Chinese or Other Ethnicity | Not Stated |
| Derbyshire | 851 | 5 | 7 | 1 | 13 | 50 |
| Leicestershire | 641 | 23 | 18 | 4 | 12 | 36 |
| Lincolnshire | 648 | 3 | 1 | 1 | 17 | 6 |
| Northamptonshire | 294 | 7 | 0 | 2 | 11 | 195 |
| Nottinghamshire | 692 | 20 | 11 | 8 | 41 | 39 |
| Warwickshire | 425 | 5 | 4 | 0 | 0 | 75 |



What Does This Tell Us

When comparing the ethnicity of our workforce to local population data taken from the 2021 Census, the Service acknowledge that our current staff makeup is under-representative of the Black, Asian and Other Ethnic Minority communities.

When comparing to all fire and rescue services, we also have a greater number of ethnically diverse members of staff than the other regional Services.

Our on-call firefighters must be able to attend their local station within 4 minutes meaning that we have a much smaller catchment area to recruit from which can, at times, impact our ability to recruit from under-represented groups.

What Will We Do As a Result?

We have employed a dedicated Diversity Community Engagement Officer who engages with our diverse communities to promote Leicestershire Fire and Rescue Service as an employer of choice.

Our Equality, Diversity and Inclusion Manager is working with the Service to identify an engagement model that will enable us to engage with our diverse communities to understand barriers to recruitment and to enhance our engagement activities to include all available roles (not just operational firefighter roles).

Our Equality, Diversity and Inclusion Manager has established EDI champions across stations and departments and these volunteers are now actively engaged in promoting EDI at a local level.

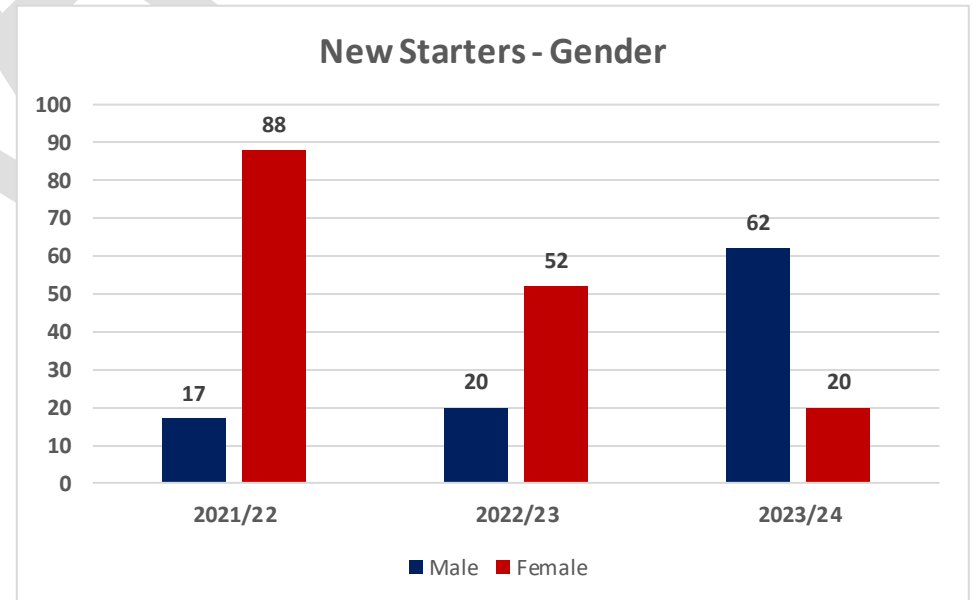
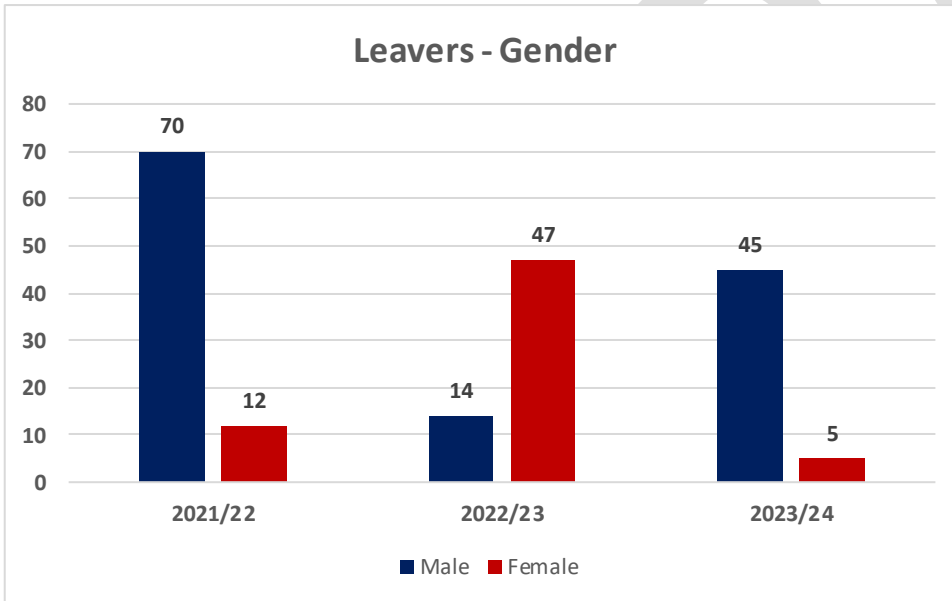
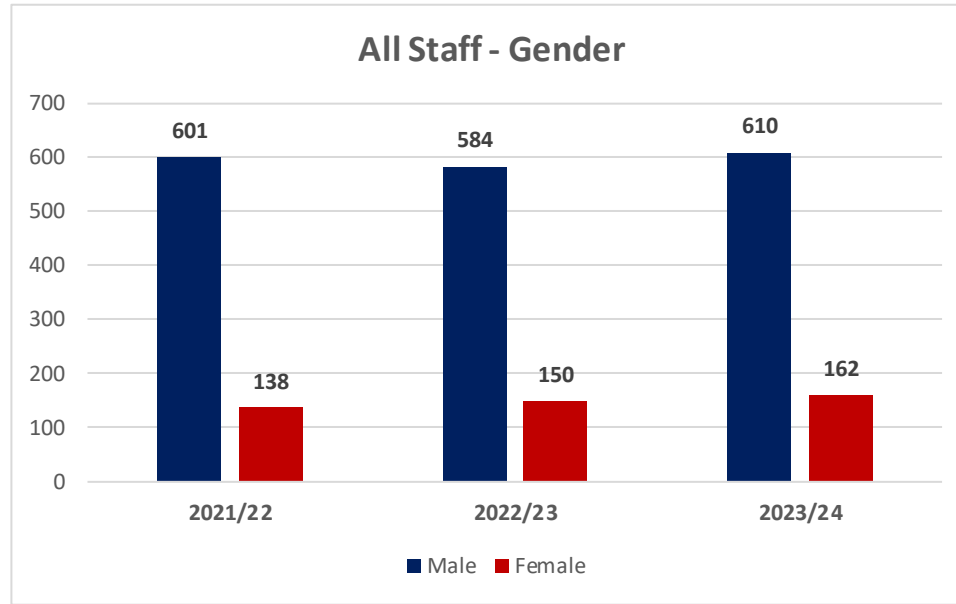
Our Strategic Workforce Plan will continue to monitor succession planning initiatives and will ensure that our Recruitment team collaborate with the Equality, Diversity and Inclusion Manager to implement appropriate positive action initiatives to support this objective.

We will continue to measure the impact of Positive Action initiatives for both internal and external recruitment.

The Service is committed to promoting the benefits of declaring personal data to support organisational monitoring and we will be communicating with our staff during 2024/25 to request they review, and update if necessary, data held by the organisation which will include our purpose/intention for requesting personal data as part of the recruitment process. We are confident that engaging with potential employees and our existing staff we will be able to reduce the number of “not stated” and we will encourage anyone leaving the Service to confidently share this information too.



Gender





How do we compare with Local data and with Regional Fire and Rescue Services?

| Gender | Census Data | LFRS | LFRS vs Census |
|--------|-------------|------|----------------|
| Male | 554937 | 610 | 0.11 |
| Female | 567050 | 162 | 0.03 |

ONS Data is based on the latest Census Data (2021 Census). *National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2020/21. This data does not include “not stated, prefer not to say, blank returns”.

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Source: Home Office Operational Statistics Data Collection, figures supplied by fire and rescue authorities.

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| Total firefighters | | | | |
|---------------------------|-----|-------|-------|---------|
| | Men | Women | Other | Unknown |
| Derbyshire | 614 | 90 | 2 | 0 |
| Leicestershire | 520 | 46 | 0 | 0 |
| Lincolnshire | 547 | 49 | 1 | 0 |
| Northamptonshire | 392 | 43 | 0 | 3 |
| Nottinghamshire | 602 | 49 | 0 | 0 |
| Warwickshire | 361 | 35 | 0 | 0 |

| Wholetime firefighters | | | | |
|-------------------------------|-----|-------|-------|---------|
| | Men | Women | Other | Unknown |
| Derbyshire | 300 | 57 | 2 | 0 |
| Leicestershire | 329 | 26 | 0 | 0 |
| Lincolnshire | 164 | 21 | 0 | 0 |
| Northamptonshire | 225 | 21 | 0 | 2 |
| Nottinghamshire | 370 | 38 | 0 | 0 |
| Warwickshire | 249 | 29 | 0 | 0 |

| On Call firefighters | | | | |
|-----------------------------|-----|-------|-------|---------|
| | Men | Women | Other | Unknown |
| Derbyshire | 314 | 33 | 0 | 0 |
| Leicestershire | 191 | 20 | 0 | 0 |
| Lincolnshire | 383 | 28 | 1 | 0 |
| Northamptonshire | 167 | 22 | 0 | 1 |
| Nottinghamshire | 232 | 11 | 0 | 0 |
| Warwickshire | 112 | 6 | 0 | 0 |

| Fire Control | | | | |
|---------------------|-----|-------|-------|---------|
| | Men | Women | Other | Unknown |
| Derbyshire | 8 | 31 | 0 | 0 |
| Leicestershire | 9 | 16 | 0 | 0 |
| Lincolnshire | 4 | 14 | 0 | 0 |
| Northamptonshire | 3 | 15 | 0 | 0 |
| Nottinghamshire | 0 | 0 | 0 | 0 |
| Warwickshire | 4 | 18 | 0 | 0 |

| Support Staff | | | | |
|----------------------|-----|-------|-------|---------|
| | Men | Women | Other | Unknown |
| Derbyshire | 67 | 115 | 0 | 0 |
| Leicestershire | 55 | 88 | 0 | 0 |
| Lincolnshire | 31 | 30 | 0 | 0 |
| Northamptonshire | 29 | 24 | 0 | 0 |
| Nottinghamshire | 77 | 83 | 0 | 0 |
| Warwickshire | 42 | 49 | 0 | 0 |

| Total Staff | | | | |
|--------------------|-----|-------|-------|---------|
| | Men | Women | Other | Unknown |
| Derbyshire | 689 | 236 | 2 | 0 |
| Leicestershire | 584 | 150 | 0 | 0 |
| Lincolnshire | 582 | 93 | 1 | 0 |
| Northamptonshire | 424 | 82 | 0 | 3 |
| Nottinghamshire | 679 | 132 | 0 | 0 |
| Warwickshire | 407 | 102 | 0 | 0 |



What Does This Tell Us

Like other regional Services, Leicestershire Fire and Rescue Service has a higher proportion of male employees in operational roles than female employees however we have a significantly higher number of female employees in non-operational roles.

We are encouraged by the rise in the number of female starters which has seen a steady increase over the past three years.

During 2023/24 more male members of staff have left the Service than females.

What Will We Do As a Result?

Our Learning and Organisation Development team have procured and begun to roll out a number of development initiatives specifically aimed to encourage more female staff (and those in other underrepresented groups) to progress within the Service.

In March 2024 we held our inaugural Women In Fire conference designed to empower and inspire attendees. From exploring the experiences of women in the fire service to addressing critical issues such as career progression and work-life balance, the event offered a platform for meaningful dialogue and growth.

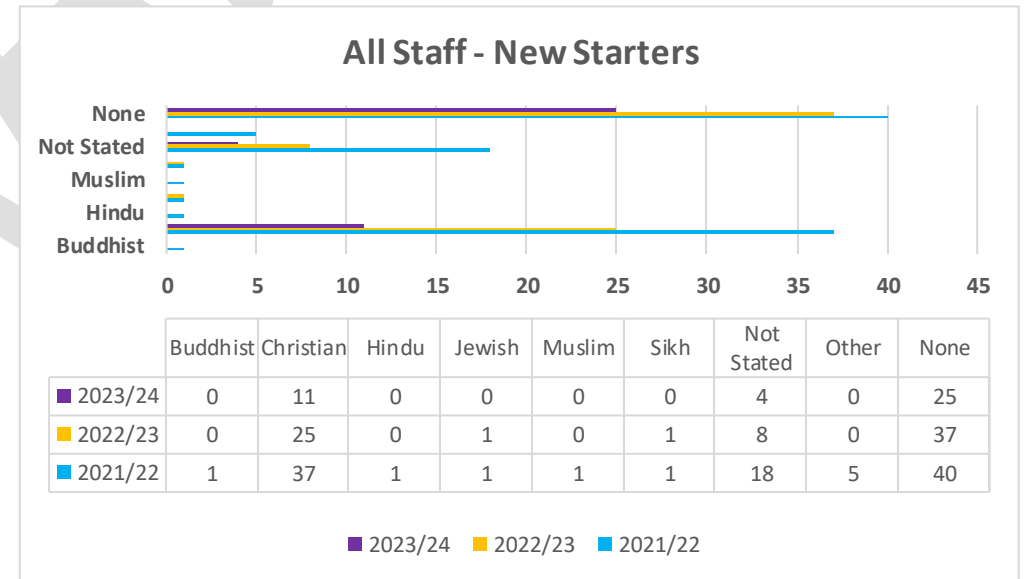
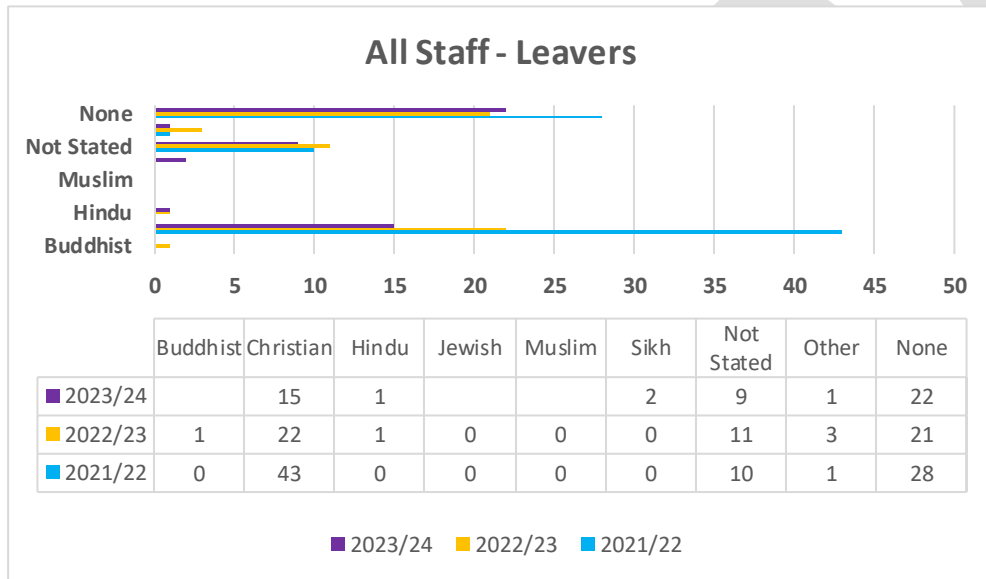
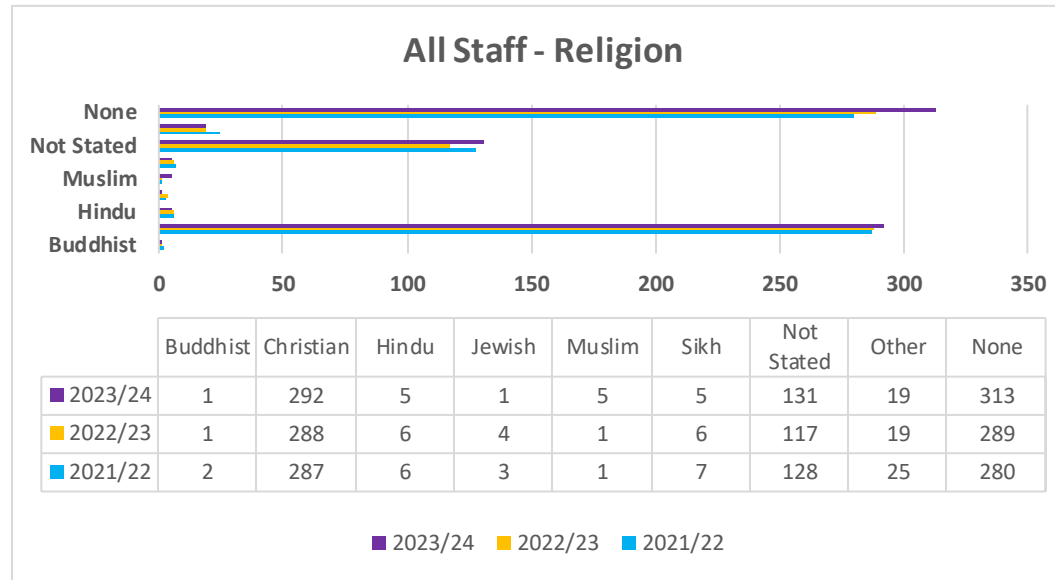
We continue to hold “have a go days” specifically for women who may be interested in a career as a firefighter and our Diversity Community Engagement Officer attends local events to encourage applications to the Service.

Our Equality, Diversity and Inclusion Manager has established EDI champions across station and departments and these volunteers are now actively engaged in promoting EDI at a local level.

Our Strategic Workforce Plan will continue to monitor succession planning initiatives and will ensure that our Recruitment team collaborate with the Equality, Diversity and Inclusion Manager to implement appropriate positive action initiatives to support this objective.



Religion/Belief





How do we compare with Local data and with Regional Fire and Rescue Services?

| Ethnicity | Census Data | LFRS | LFRS vs Census |
|------------|-------------|------|----------------|
| Buddhist | 3,312 | 1 | 0.03 |
| Christian | 439,779 | 292 | 0.066 |
| Hindu | 92,202 | 5 | 0.005 |
| Jewish | 910 | 1 | 0.11 |
| Muslim | 102,770 | 5 | 0.005 |
| Sikh | 28,410 | 5 | 0.018 |
| Other | 5,549 | 19 | 0.34 |
| None | 387,240 | 131 | 0.034 |
| Not Stated | 61,818 | 313 | 0.51 |

ONS Data is based on the latest Census Data (2021 Census). *National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2020/21. This data does not include “not stated, prefer not to say, blank returns”.

We have included on the next page an overview of how Leicestershire Fire and Rescue Service compares with regional Fire Services – this data does not include “not stated, prefer not to say, or blank cell returns”.

Data is provided for the period 1 April 2022 – 31 March 2023 as this is the most up to date data available from the Home Office (the year 1 April 2023 – March 2024 is scheduled for publication in Autumn 2024).

Staff on dual contracts have been recorded more than once where applicable (ie firefighters on both a wholetime and an on-call contract are included in the wholetime firefighter and on-call firefighter figures).

The statistics in these tables are Official Statistics.

Source: Home Office Operational Statistics Data Collection, figures supplied by fire and rescue authorities.

The full set of fire statistics releases, tables and guidance can be found at <https://www.gov.uk/government/collections/fire-statistics>



The Home Office data is not broken down to the same level as Service or Census data however we have included below a table of information that is available from the reported data compiled by the Home Office.

We have also included a percentage table which is the total of all religion types in the table as a percentage (Christian, Buddhist, Hindu, Jewish, Muslim, Sikh, Other Religion and No Religion). Staff who don't state a religion are not included.

| Total All Staff (Firefighters, Fire Control and Support Staff) | | |
|---|--------------------------|---|
| | Christian or No Religion | Buddhist, Hindu, Jewish, Muslim, Sikh or Other Religion |
| Derbyshire | 624 | 16 |
| Leicestershire | 577 | 40 |
| Lincolnshire | 594 | 12 |
| Northamptonshire | 101 | 6 |
| Nottinghamshire | 677 | 28 |
| Warwickshire | No data available | No data available |

| | All Staff | Firefighters | Resident Population ⁴ |
|------------------|-----------|--------------|----------------------------------|
| Derbyshire | 2.5% | 1.7% | 6.0% |
| Leicestershire | 6.5% | 4.8% | 22.0% |
| Lincolnshire | 2.0% | 2.1% | 2.0% |
| Northamptonshire | 5.6% | 5.9% | 5.4% |
| Nottinghamshire | 4.0% | 4.0% | 7.5% |
| Warwickshire | - | - | 6.7% |



What Does This Tell Us

As with other Services, the majority of our staff have either declared their religion as Christian or have “not stated” a religion on our HR database.

We continue to recruit more people who identify as Christian, and our leaver profile follows a similar pattern.

Leicestershire Fire and Rescue Service have a higher number of employees from Buddhist, Hindu, Jewish, Muslim, Sikh or Other religions than other regional Fire Services.

We continue to have a large proportion of our staff not declaring their religion/belief.

What Will We Do As a Result?

Our Equality, Diversity and Inclusion Manager is working with the Area Manager Service Assurance and Governance to establish community workshops with the aim of identifying barriers and challenges to recruitment from our diverse community groups whilst actively promoting the role of a firefighter in modern-day Britain and promoting other roles available.

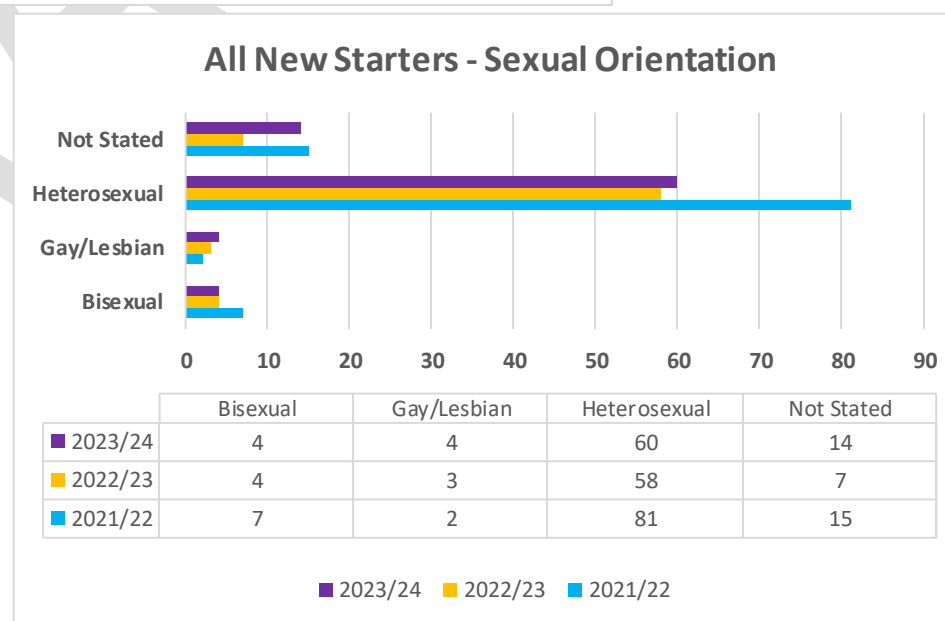
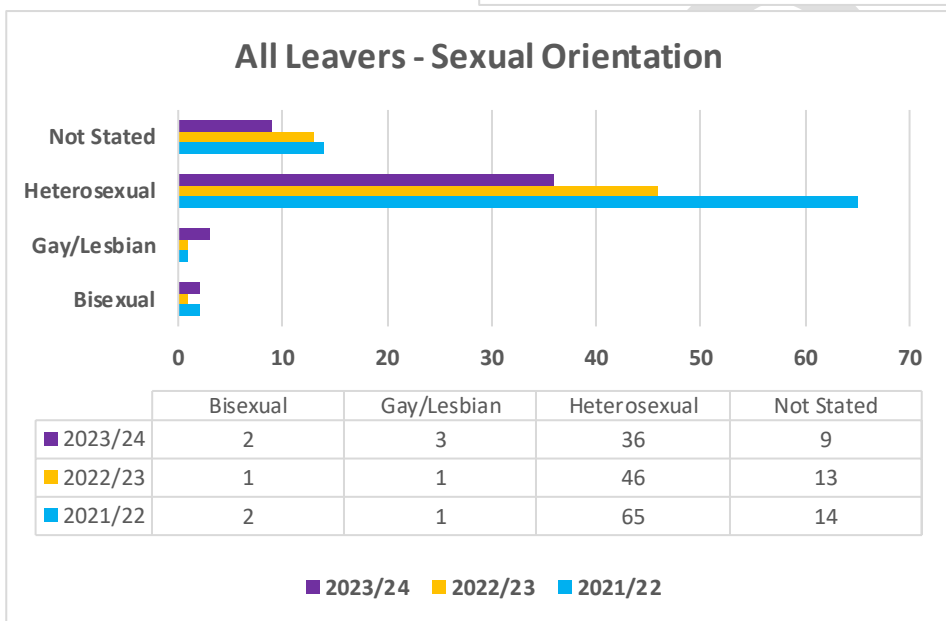
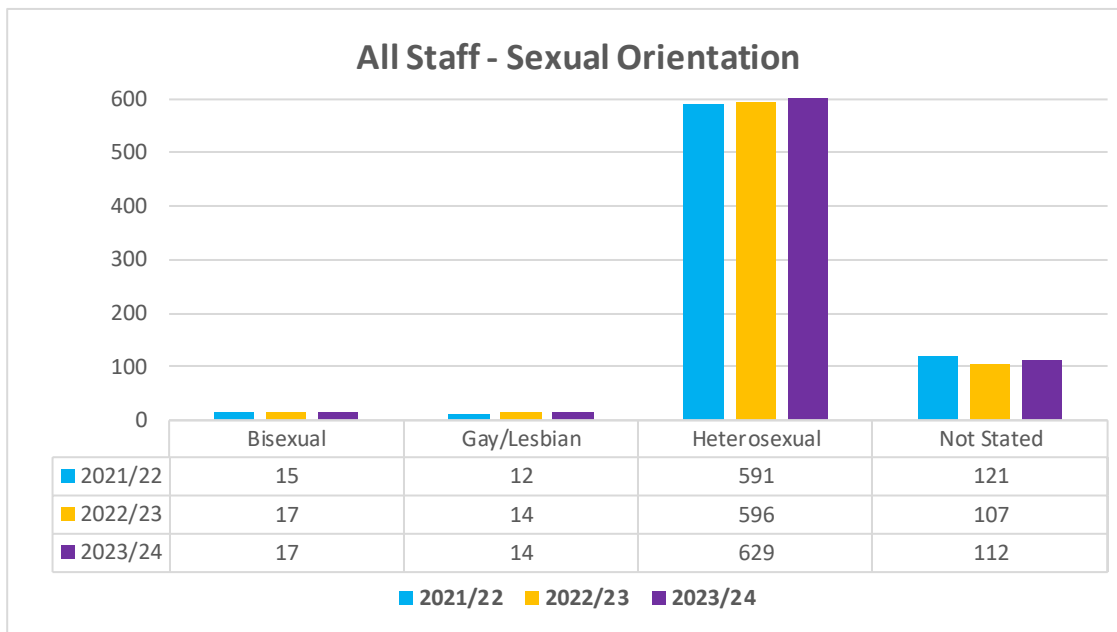
Our Equality, Diversity and Inclusion Manager has established EDI champions across station and departments and these volunteers are now actively engaged in promoting EDI at a local level.

Our Strategic Workforce Plan will continue to monitor succession planning initiatives and will ensure that our Recruitment team collaborate with the Equality, Diversity and Inclusion Manager to implement appropriate positive action initiatives to support this objective.

The Service is committed to promoting the benefits of declaring personal data to support organisational monitoring and we will be communicating with our staff during 2024/25 to request they review, and update if necessary, data held by the organisation which will include our purpose/intention for requesting personal data as part of the recruitment process. We are confident that engaging with potential employees and our existing staff we will be able to reduce the number of “not stated”



Sexual Orientation





How do we compare with Local data and with Regional Fire and Rescue Services?

| Sexual Orientation | Census Data | LFRS | LFRS vs Census |
|------------------------------|-------------|------|----------------|
| Bisexual | 11,536 | 17 | 0.15 |
| Gay/Lesbian | 10,700 | 14 | 0.13 |
| Heterosexual | 816,707 | 629 | 0.08 |
| Not Stated | 70,985 | 112 | 0.16 |
| Any Other Sexual Orientation | 2,814 | 0 | |

ONS Data is based on the latest Census Data (2021 Census). *National Data is based on the 'All FRS' information from the Home Office report for the financial year of 2020/21. This data does not include “not stated, prefer not to say, blank returns”.

We have included on the next page an overview of how Leicestershire Fire and Rescue Service compares with regional Fire Services – this data does not include “not stated, prefer not to say, or blank cell returns”.

Data is provided for the period 1 April 2022 – 31 March 2023 as this is the most up to date data available from the Home Office (the year 1 April 2023 – March 2024 is scheduled for publication in Autumn 2024).

Staff on dual contracts have been recorded more than once where applicable (ie firefighters on both a wholetime and an on-call contract are included in the wholetime firefighter and on-call firefighter figures).

The statistics in these tables are Official Statistics.

Source: Home Office Operational Statistics Data Collection, figures supplied by fire and rescue authorities.

The full set of fire statistics releases, tables and guidance can be found at <https://www.gov.uk/government/collections/fire-statistics>



The Home Office data is not broken down to the same level as Service or Census data however we have included below a table of information that is available from the reported data compiled by the Home Office.

We have also included a percentage table of staff identifying as LGB by fire and rescue authority. This percentage is calculated by dividing the number of gay, lesbian and bisexual staff by the sum of all stated orientations. "Not stated" sexual orientations are not included in the denominator.

| Total All Staff (Firefighters, Fire Control and Support Staff) | | |
|---|------------------------|-------------------|
| | Lesbian, Gay, Bisexual | Heterosexual |
| Derbyshire | 27 | 622 |
| Leicestershire | 31 | 596 |
| Lincolnshire | 12 | 465 |
| Northamptonshire | 30 | 97 |
| Nottinghamshire | 25 | 691 |
| Warwickshire | No data available | No data available |

| | All Staff | Firefighters | Resident Population ⁴ |
|------------------|-----------|--------------|----------------------------------|
| Derbyshire | 4.2% | 5.2% | 2.6% |
| Leicestershire | 4.9% | 6.0% | 2.7% |
| Lincolnshire | 2.5% | 2.4% | 2.7% |
| Northamptonshire | 23.6% | 27.4% | 2.5% |
| Nottinghamshire | 3.5% | 3.0% | 3.2% |
| Warwickshire | - | - | 2.5% |



What Does This Tell Us

Like other fire services, Leicestershire Fire and Rescue Service has a higher percentage of heterosexual employees than those who identify as Lesbian, Gay or Bisexual.

As with a number of other protected characteristics, a large number of our staff prefer not to declare their sexual orientation.

What Will We Do As a Result?

Leicestershire Fire and Rescue Service is proud to support local PRIDE events and our staff actively promote opportunities and offer advice and support to those interested in applying for roles within the Service.

Our Equality, Diversity and Inclusion Manager has established EDI champions across station and departments and these volunteers are now actively engaged in promoting EDI at a local level.

Our Strategic Workforce Plan will continue to monitor succession planning initiatives and will ensure that our Recruitment team collaborate with the Equality, Diversity and Inclusion Manager to implement appropriate positive action initiatives to support this objective.

The Service is committed to promoting the benefits of declaring personal data to support organisational monitoring and we will be communicating with our staff during 2024/25 to request they review, and update if necessary, data held by the organisation which will include our purpose/intention for requesting personal data as part of the recruitment process. We are confident that engaging with potential employees and our existing staff we will be able to reduce the number of “not stated” including those leaving the Service.



PERFORMANCE MANAGEMENT

Bullying, Harassment and Grievances

All formal cases of bullying and harassment or grievance cases are monitored for equality purposes as they serve as a key indicator in relation to workplace culture and provides an informed view of how our staff feel about working for Leicestershire Fire and Rescue Service.

A total of **9** cases of bullying and harassment or grievance cases were investigated during the reporting period which is slightly higher than during the same period reported on last year.

We have included below a summary of the investigations undertaken.

- The majority of those raising a case did not state whether or not they had a disability.
- The majority of those raising a case identified as White British
- The majority of those raising a case declared that they either had no religion or preferred not to say.
- The majority of those raising a case were within the 45 – 64 age group.
- 67% of those raising a case were male.
- 56% of those raising a case identified as heterosexual.



Disciplinary

All formal disciplinary cases are monitored for equality purposes as they serve as a key indicator in relation to workplace culture and provides an informed view of how our staff feel about working for Leicestershire Fire and Rescue Service.

A total of **14** formal disciplinary cases were investigated during the reporting period, which is significantly higher than during the same period reported on last year.

We have included below a summary of the investigations undertaken.

- The majority of those receiving disciplinary action did not declare whether or not they had a disability and of those who did indicated that they did not have a disability.
- The majority of those receiving disciplinary action identified as White British
- 43% of those receiving disciplinary action identified as Christian with the remainder either preferring not to say or indicating they had no religion.
- The majority of those receiving disciplinary action were within the 45 – 64 age group.
- 100% of those receiving disciplinary action were male.
- 71% of those receiving disciplinary action identified as heterosexual.



SAFER COMMUNITIES

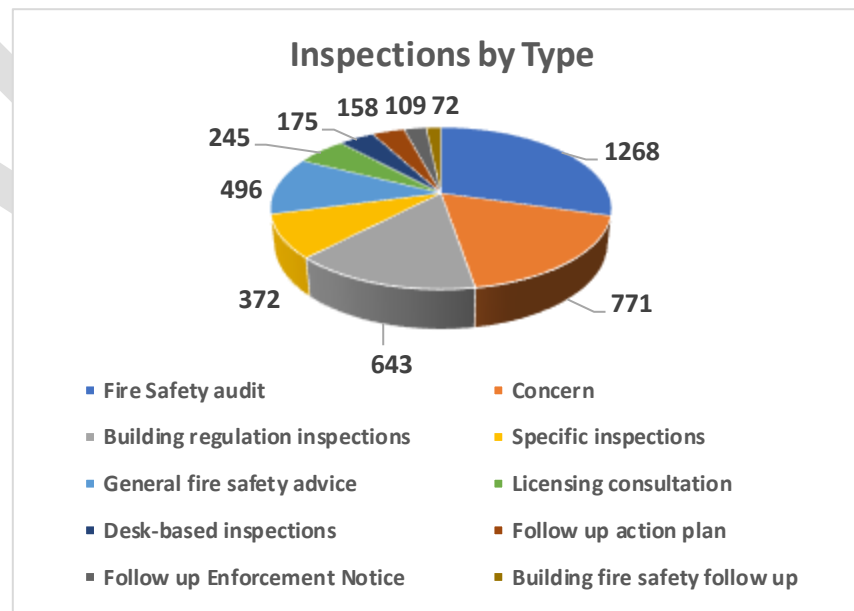
Protection

There are about 27,704 non-domestic premises that come within the scope of the Regulatory Reform (Fire Safety) Order 2005 (FSO), and it is our responsibility to ensure that these premises comply with the FSO and reduce the risk of fire related injuries, deaths and property damage, which detrimental to both our communities and these businesses.

To support us in achieving these aims, an inspection programme is formulated each year which is prioritised through identifying those premises which present the greatest risk of fire, particularly where sleeping risk is incorporated (for example residential care homes or hotels). Our staff work with the Responsible Person to educate, inform and where appropriate take enforcement action.

During this reporting period we have carried out the following engagement with our communities.

| Inspection Type | Total |
|---------------------------------|-------|
| Fire Safety audit | 1268 |
| Concern | 771 |
| Building regulation inspections | 643 |
| Specific inspections | 372 |
| General fire safety advice | 496 |
| Licensing consultation | 245 |
| Desk-based inspections | 175 |
| Follow up action plan | 158 |
| Follow up Enforcement Notice | 109 |
| Building fire safety follow up | 72 |

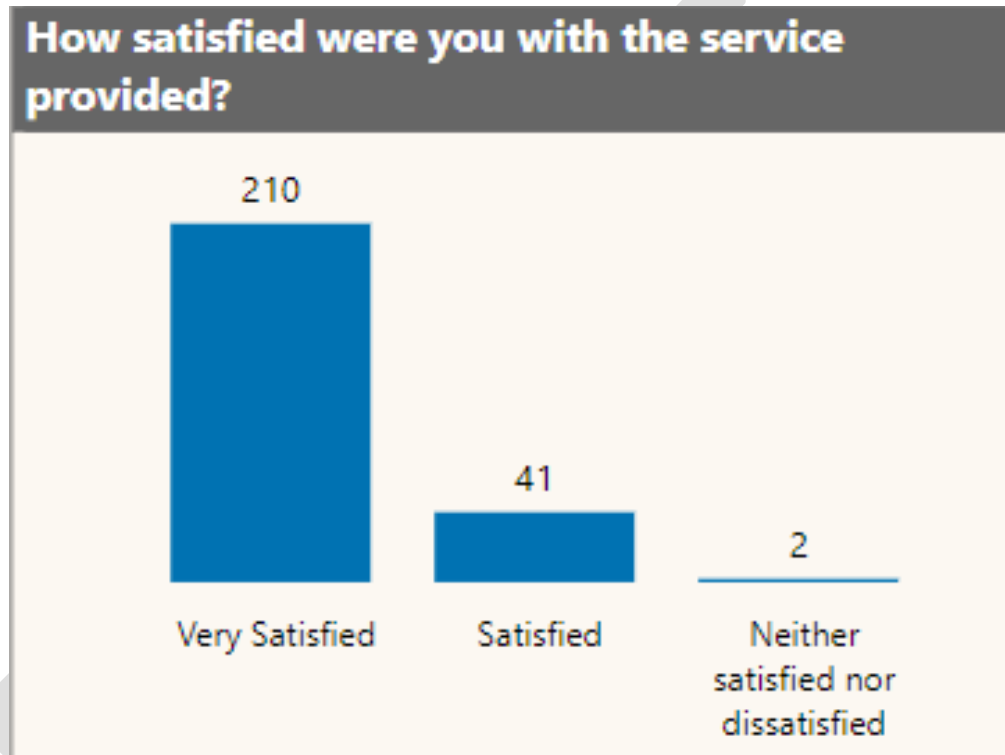


During this reporting period we have issued 219 Notices and Action Plans

A system is in place that enables the Service to evaluate satisfaction levels against the fire safety audits conducted by the Fire Protection Inspecting Officers, achieved through a voluntary online survey which is completed after the inspection.



Audits are carried out based on risk and are not considered as targeted interventions. During the reporting period, **253 surveys were received** representing a return of **19.9%** of all programmed fire safety inspections with an overall satisfaction of 99.2%.





Home Safety Checks

Our Community Educators and firefighters undertake Home Safety Checks (HSCs) in the homes of those who are more vulnerable to the harmful effects of fire. Vulnerability is determined from assessing a number of different factors which identify those most at risk and our this determines how our HSCs are delivered.

During the reporting period we completed a total of **14,833 HSCs** across Leicester, Leicestershire and Rutland. As part of these visits we installed a total of **33,790** alarms which included **28,887** standard alarms, **1,900** deaf alarms and **3,003** carbon monoxide alarms.

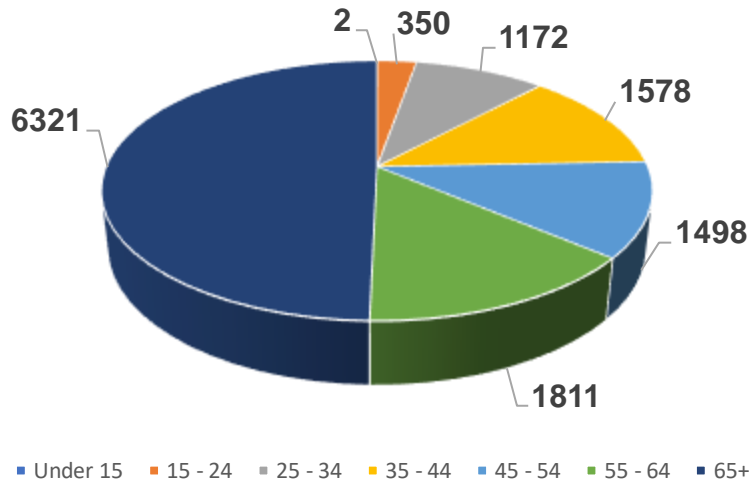
Following a Home Safety Check we invite the recipient to provide their satisfaction levels of the service carried out and this also includes the collection of equality monitoring data. This information enables us to analyse the demographics of those receiving a HSC and enables us to continue to identify those communities at greatest risk of fire ensuring we develop and deliver appropriate initiatives that meet their needs.

During the reporting period we received a total of **14,589** responses from recipients – equality monitoring data is included below.

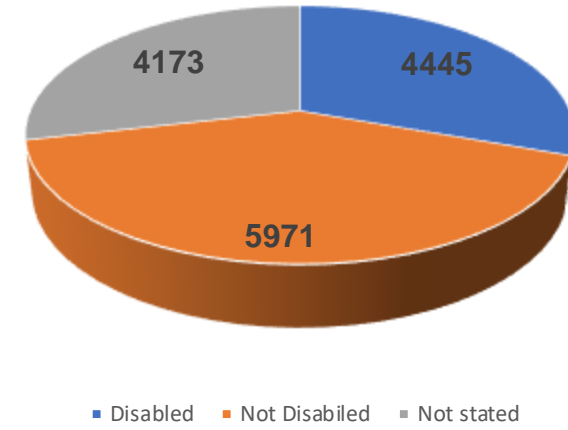
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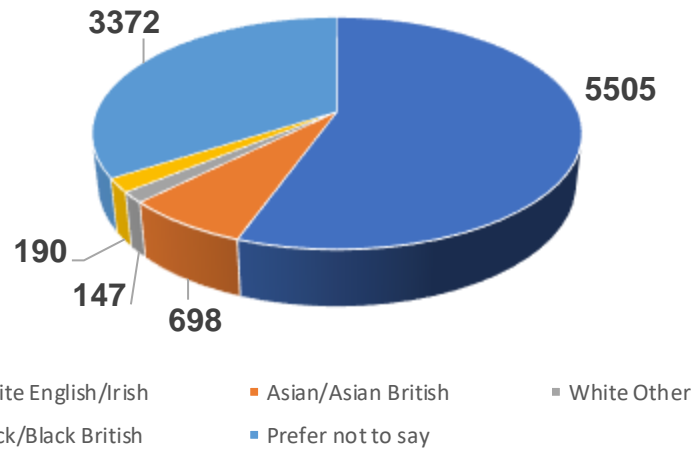
Home Safety Checks - Age Group



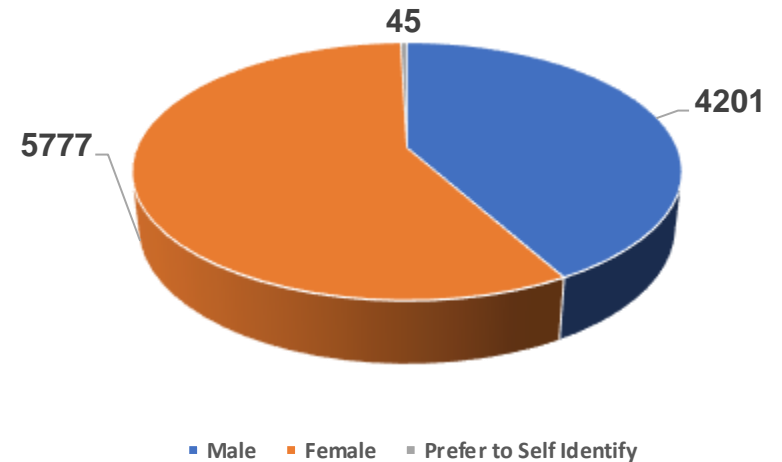
Home Safety Checks - Disability



Home Safety Checks - Ethnicity

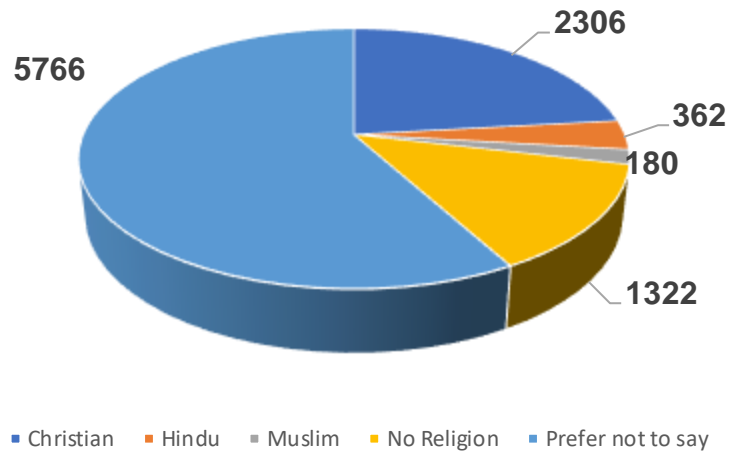


Home Safety Checks - Gender

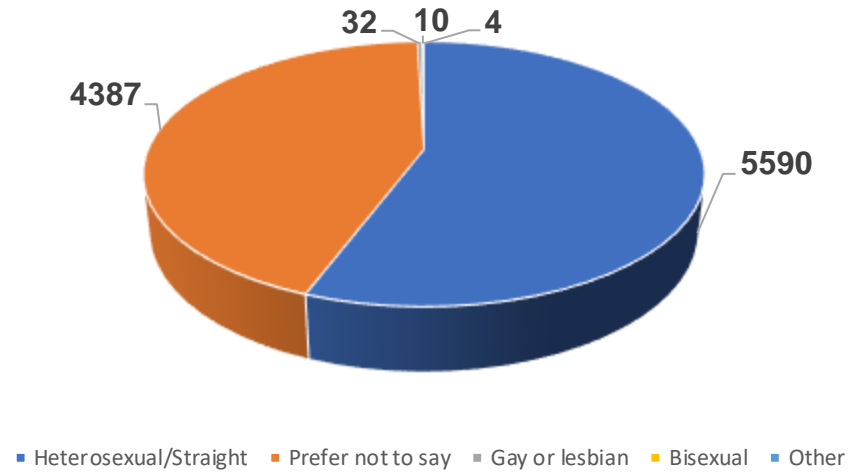




Home Safety Checks - Religion



Home Safety Checks - Sexual Orientation



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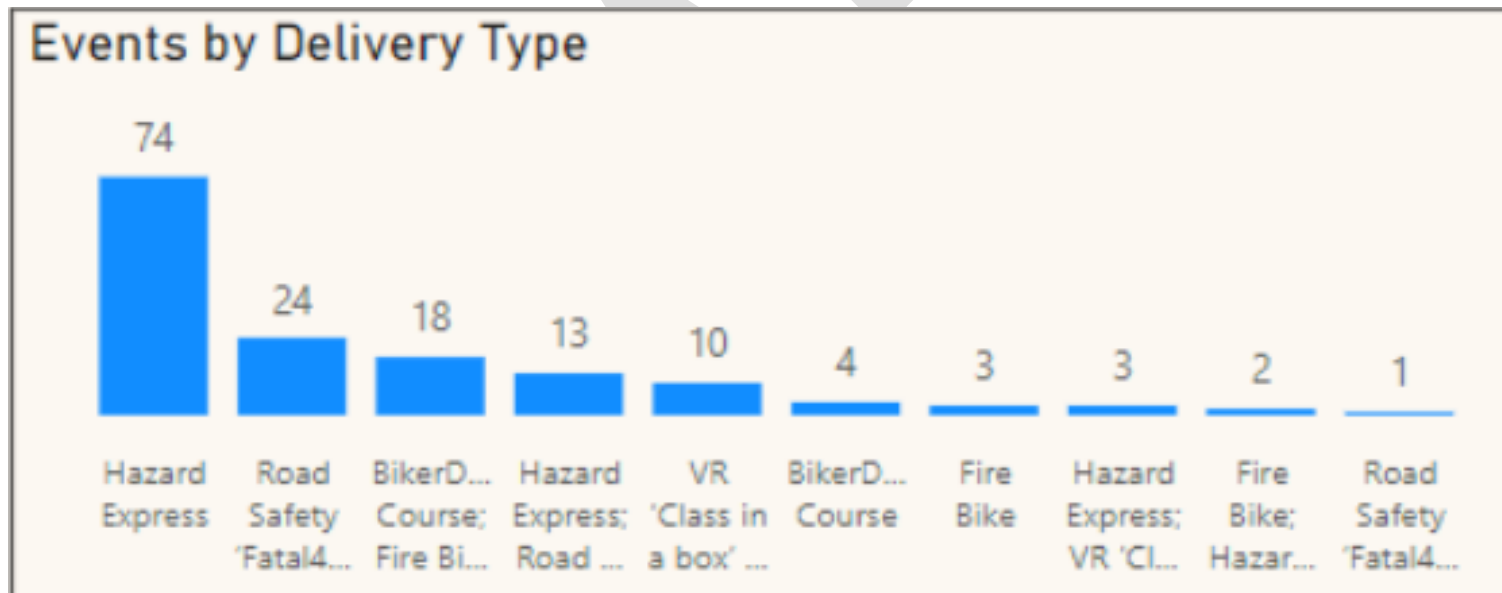
Prevention

Leicestershire Fire and Rescue Service is committed to improving knowledge and understanding in support of fire prevention and our officers and staff support this objective by engaging with our communities in a number of different way.

During this reporting period we completed **841** community safety events (CSEs) with the purpose of getting to know our communities and offering safety advice.

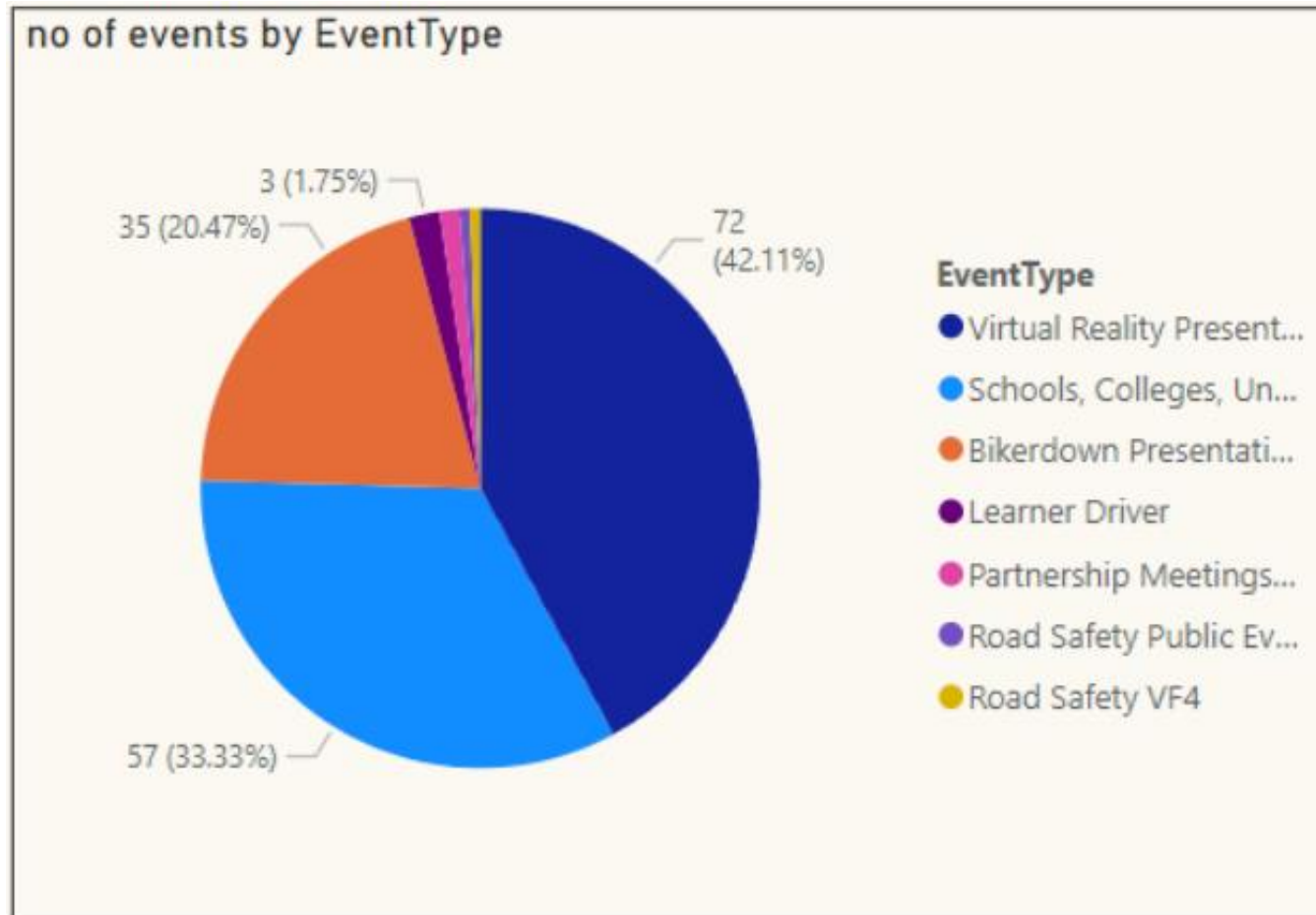
We have also undertaken a number of activities associated with increasing road safety awareness and our Road Safety department has delivered **171** activities which have included presentations aimed at car drivers, motorcycle riders and awareness sessions delivered to the general public and also young drivers, learner drivers and young offenders.

The table below details the events that have been delivered.





Our Road Safety team deliver these sessions in a range of different setting and the graph below details the locations of the events and the number of events held within each event type.





Fire Cadets

Fire Cadets is a nationally recognised long term educational programme that is open to young people aged between 13 and 18 from all backgrounds.

Leicestershire Fire and Rescue Service run a Fire Cadets programme at two fire stations which meet once a week. The programme provides young people with life skills including teamwork, problem solving and communication skills and offers young people an insight into the role of a firefighter.

The current Fire Cadet programme has **31** cadets enrolled of which **6** are female and **25** are male.

We collect equality monitoring data from those attending however this is not mandatory resulting in a large number of cadets choosing not to disclose personal data. To protect the identify of those who have disclosed their information we have not included this data in this report however programme leaders use disclosed data to support ongoing commitments to ensure no community is disadvantaged and that the scope and reach of the programme remains available to all young people.

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CONFIDENCE AND SATISFACTION

After the Incident Survey

After attendance at an emergency incident, we ask those involved to complete a voluntary survey to provide feedback to help us understand the levels of performance during various stages of our attendance.

We ask a number of questions of those involved with the incident which includes their experience and feedback that enables performance levels to be assessed.

We also collect equality monitoring information as part of this voluntary survey.

During the reporting period we received **286** responses which is lower than the previous reporting period.

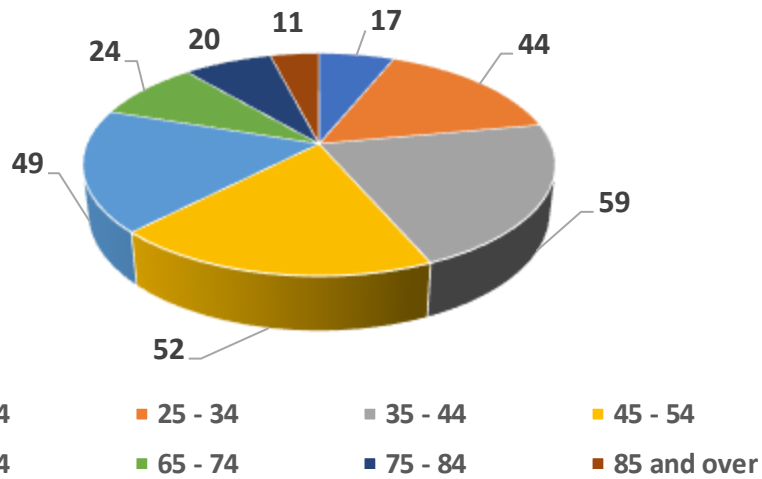
98.7% were satisfied with the initial contact and 99.6% said the Service arrived on time or quicker than expected.

100% of respondents felt informed during the incident and 98.9% agreed the effects of the incident were kept to a minimum.

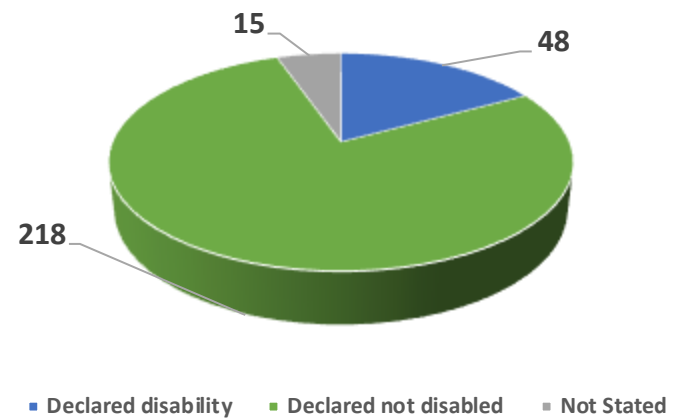
100% were satisfied overall with the overall service received.



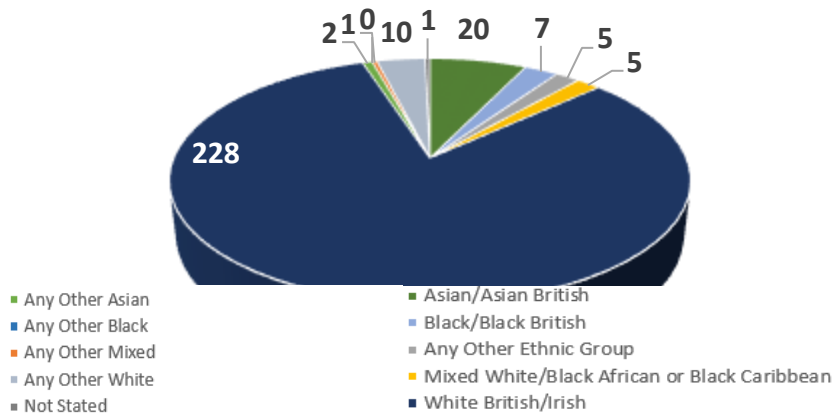
Age profile of respondents



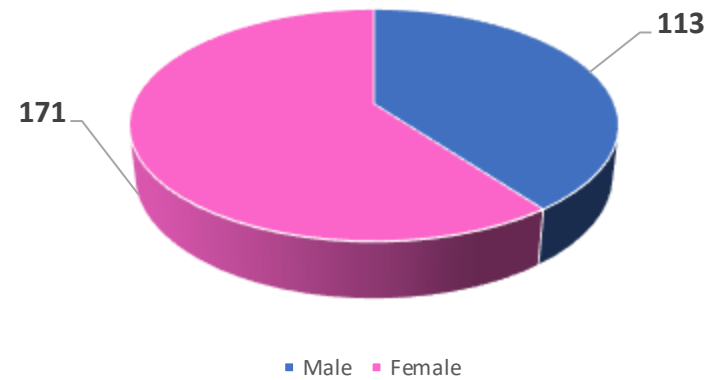
Disability profile of respondents



Ethnicity profile of respondents

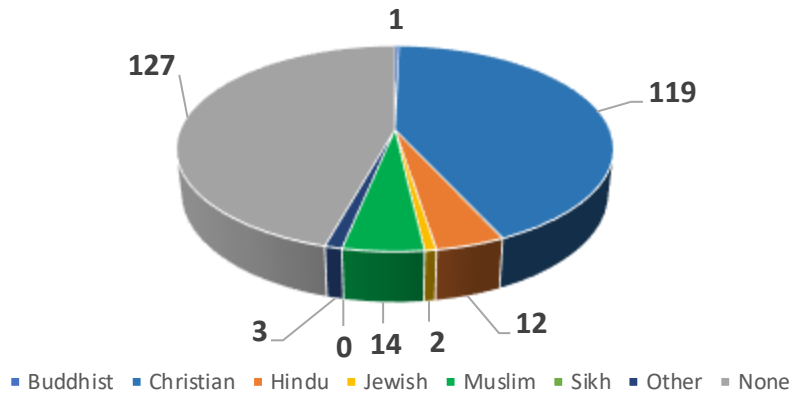


Gender profile of respondents

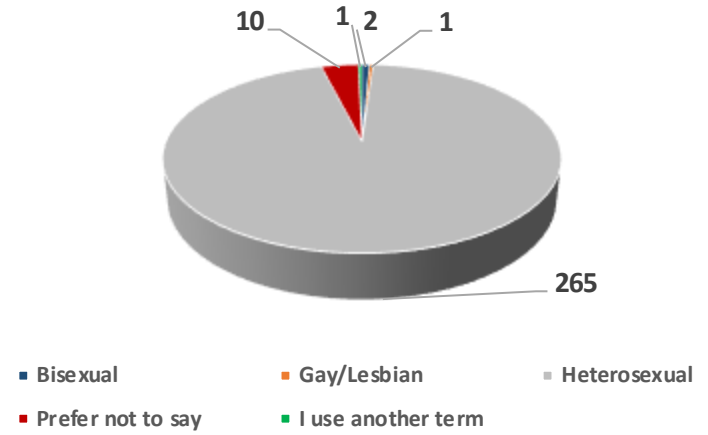




Religious profile of respondents



Sexual orientation of respondents



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External Complaints

As a Service we welcome feedback from our communities, including complaints. During this reporting period we received a total of **39** complaints from members of the public which is a slight increase on the previous reporting period.

The complaints received are broken down into four main categories and the table below provides the details relating to the nature of the complaints received within these categories.

| | |
|---------------------------|----|
| Driving Standards | 8 |
| Staff Behaviour | 10 |
| Recruitment and Selection | 1 |
| Other | 20 |

We ask complainants to provide their equality monitoring data as part of our process however many complainants choose not to disclose this information to us either at the time of making the report or when contacted on completion of any investigation by the Service.

Due to the limited number of returns we have not included any equality monitoring information within this report as it would not provide an accurate overview.



Community Engagement

Our Diversity Community Engagement Officer started with us in June 2023 and has been actively engaging with our communities as part of our recruitment campaigns and to promote the Service as an employer of choice at community events, engaging with approximately 2,420 people in total. Below is a summary of the engagement activities undertaken during this reporting period.

| | |
|---|----|
| Job fairs, careers presentations, other recruitment events (including Firefighter Have a Go sessions) | 36 |
| Schools, Colleges and Universities | 64 |
| Sports events and Sports Clubs | 8 |
| Community Events | 13 |

The Combined Fire Authority (CFA) and the Service are committed to actively engaging with other service providers, stakeholders and our diverse communities across Leicester, Leicestershire and Rutland to understand the particular needs of our communities and any barriers to engagement or employment.

Our Equality, Diversity and Inclusion Manager is working with our Area Manager Service Assurance and Governance to establish community based focused groups and advisory panels which will enable us to hear directly from our communities in relation to our performance and to establish initiatives to meet their needs and overcome barriers. These groups will offer us the opportunity to work with “critical friends” who can check the quality, relevance and comprehensiveness of our policies, processes and information.



CORPORATE TARGETS

Our corporate objectives are published in our Community Risk Management Plan (CRMP) which includes details of our People Strategy. The document can be reviewed [here](#) (doesn't appear to be published on the website).

The Aims of the People Strategy are supported by the Equality, Diversity and Inclusion Scheme which outlines the priorities, objectives and associated actions which support delivery of the People Strategy. The Equality, Diversity and Inclusion Scheme is published on our website and can be viewed [here](#) [insert hyperlink once approved](#).

REPORT INFORMATION

Publication

The Annual Equalities Report will be published on our website at www.leics-fire.gov.uk

This document will be made available to all departments, stations, partners, local equality organisations and interested parties on request, either as a one off or an on-going basis.

The Annual Equalities Report will be made available in other formats upon request. Please contact our Equality, Diversity and Inclusion Manager about this Report or if you would like it in an alternative format.

Contact Information

To provide feedback about our Service and workforce please visit our website: www.leics-fire.gov.uk

For information with regards to our complaints procedure or to lodge a complaint, please visit our website. Alternatively, you can contact the Service Information Team on the contact details below:

Service Information Team
Leicestershire Fire and Rescue Service
Birstall
LE4 3BU
Tel: 0116 210 5555
Email: info@leics-fire.gov.uk