



Equality, Diversity and Inclusion Scheme

2020 - 2025

LEICESTERSHIRE
FIRE and RESCUE SERVICE



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Forward

We are pleased that Leicestershire Fire and Rescue Service is able to share its Equality, Diversity and Inclusion (EDI) Scheme for 2020 - 25. The scheme provides an overview of the Combined Fire Authority's ambitions to continue improving equality of opportunity for everyone who lives and works in Leicester, Leicestershire and Rutland.

The Combined Fire Authority (CFA) continues to make a substantial contribution to the economic, social and overall wellbeing of the region and this proposed EDI scheme should ensure everyone in the Leicester, Leicestershire and Rutland (LLR) area, irrespective of background, benefit from our contribution.

We have made some achievements over the last few years in promoting EDI and picked up some national awards and recognition for various pieces of work that we have undertaken. However, we have been unable to achieve all our ambitions as set out in our 2018-20 scheme and this was due to the fact that we have seen so many changes in the fire and rescue services over the last few years. These changes include a revised Equality Framework for the Fire and Rescue Service (FRSEF) and also the introduction of Her Majesty's Inspectorate of Constabulary for Fire and Rescue Service (HMICFRS). These developments had a significant impact on our equality objectives and therefore created an opportunity to revise and update our scheme.

In our new EDI Scheme, we have recognised the significance of building inclusive workplaces and we will be taking steps to focus on this aspect in order to make it an integral part of our workplace culture. We have therefore incorporated diversity and inclusion in how we define our scheme and it is our hope this will give some added focus on inclusion.

We also intend to build on some of the work we have been doing in our diverse communities, and our ambitions will mean our staff will take a local approach, using local statistical data, in how they plan and deliver their district plans.



Rick Taylor
Chief Fire and Rescue Officer



Nicolas Rushton
Chairman of the CFA



Governance

The CFA is the Fire and Rescue Authority for the administrative areas covered by Leicester City Council, Leicestershire County Council and Rutland County Council. Each of those councils appoints a number of its own councillors to be members of the CFA.

Currently, the CFA comprises 17 Members. The number of elected members on the Combined Fire Authority put forward by each of the three councils is proportionate to the number of electors in their respective area. The councillors on the Combined Fire Authority also reflect the political make-up of the constituent authorities. Annually one of the members is elected, by the other members, to be the Chair person. The Chair is the political head of the CFA.

The CFA's professional adviser and Chief Executive is the Chief Fire and Rescue Officer who is supported by two Assistance Chief Fire and Rescue Officers.

The CFA provides emergency fire and rescue services to serve the communities within Leicester, Leicestershire and Rutland. It also enforces fire safety laws, provides advice on fire safety matters and carries out a wide range of other community safety activities.

The CFA operates a total of twenty strategically located fire stations which are in turn supported by a Service Headquarters, Central Training unit, Supplies and Maintenance departments.

Management Structure

The management structure at Leicestershire Fire and Rescue Service is headed by the Chief Fire and Rescue Officer. He is supported by two Assistant Chief Fire Officers and six Area Managers. This makes the Senior Management Team (SMT) of Leicestershire Fire and Rescue Service.

Please visit our website for the detailed organisational structure leics-fire.gov.uk/organisational-chart

Our Plan and Organisation Values

The CFA's equality, diversity and inclusion plans are fully in line with the corporate plan. Currently there is ongoing work to develop a set of organisational values and behaviours that will hopefully support EDI principles. The EDI Scheme has been designed to support the plans of the Service, but also to ensure equality is fully embedded in the business planning of the organisation.

For further details about our strategic aims and organisational values, please see Our Plan by visiting leics-fire.gov.uk/plans-and-strategies

Workforce Profile (March 2019)

The workforce stands at 700 (head count) which indicates a 2% reduction from 714 at the start of the previous scheme.

In analysing the workforce data, dual contracts are considered as separate contracts and this is done in order to reflect the workforce data submitted to the Home Office as part of our fire statistics return. Otherwise the Full Time Equivalent (FTE) data would disregard all dual contracts which make up a significant number of the LFRS establishment. Leicestershire Fire and Rescue Service has not been actively recruiting in large parts of the Service for a number of years and therefore most of the data relates to the same members of staff. This is now starting to change with recent and planned recruitment campaigns for wholetime firefighting staff.

The following tables provide a detailed breakdown of the makeup of the workforce based on the protected characteristics. The operational staff category includes employees working on the wholetime duty system and those on the On-Call duty system.

At a glance

71.3%

the majority of employees are aged 36-55 years

4.9%

the declared disability profile across the workforce

5.4%

the profile of Black, Asian and Minority Ethnic (BAME) employees

15.7%

the distribution of female employees

44.1%

Christianity is the largest religious grouping at LFRS

2.4%

of staff declared their sexual orientation as Lesbian, Gay, Bisexual or Transgender (LGBT)

***For a full breakdown of the workforce profile, please refer to appendix two.**

The Community Profile

In looking at our population, the key issue for the Fire and Rescue Service is the increasing vulnerability of individuals and households. The term vulnerability is used to describe the combination of social, economic and personal factors which tend to place individuals, households and communities at greater risk. Though much of the CFA area presents as a relatively affluent area, there are pockets of severe deprivation and significant inequalities of health and life expectancy, which are strategic priorities for all public services. Recent social and health trends surveys also suggest there is a significant likelihood of an increase in mental health problems in the population.

The Authority's risk analysis suggests strong links between socio-economic factors and fire (and RTC) deaths and injuries and the recession will have exacerbated existing deprivation. More single person households, growing fuel poverty, and the continuation of unhealthy lifestyle choices (drug and alcohol addiction for example) tend to create greater demand for the Authority's services. Whilst it is true that public services have made significant inroads into tackling these risk factors through strong partnership working, there remains a small but significant minority of difficult cases that have proved consistently hard to reach.

The Demographics of Our Service Area

Leicester, Leicestershire and Rutland CFA comprises three constituent authorities:

- The Unitary Authority of Leicester City Council – approximate population 306,600
- The Unitary Authority of Rutland County Council – approximate population 38,600
- The County Council of Leicestershire – approximate population 648,700

Within the county of Leicestershire, there are seven district and borough councils; Blaby, Charnwood, Harborough, Hinckley and Bosworth, Melton Mowbray, North West Leicestershire and Oadby and Wigston.

The population is growing and it is expected to significantly exceed the current statistical data when the new national census statistics for 2021 are available.

The CFA intends to use the census data to provide baseline information upon which it will compare its engagement activities with all communities living in Leicester, Leicestershire and Rutland.

Age

Age profile of our communities						
<15	15-24	25-34	35-44	45-54	55-64	65+
180,595	148,755	128,795	139,167	139,468	120,415	160,502
17.75%	14.62%	12.66%	13.67%	13.70%	11.83%	15.77%

Disability

Disability profile of our communities		
Declared Disability	Declared NOT Disabled	Not Stated
16	327	249

Ethnicity

Ethnicity profile of our communities				
White	Asian	Black	Mixed	Other
797,704	163,612	24,623	20,520	11,238
78.38%	16.08%	2.42%	2.02%	1.10%

Gender

Gender profile of our communities	
Men	Women
503,215	514,482
49.45%	50.55%

Religion or Belief

Religion or belief profile of our communities							
Buddhist	Christian	No Religion	Muslim	Hindu	Sikh	Jewish	Other Religion
2,870	524,716	260,131	70,667	68,670	11,466	877	4,369
0.30%	54.96%	27.25%	7.40%	7.19%	2.35%	0.09%	0.46%

Sexual Orientation

The proportion of our communities whose sexual orientation can be said to be Lesbian, Gay and Bisexual (LGB) is approximately 6-8% (Stonewall). Increasingly we are becoming aware of issues that are often dynamic that affect people from the Trans communities and LFRS is responding to ensure that we deliver services in a way that meets the needs of our diverse communities. This means that LFRS should aim to ensure that diversity is reflected in our community engagement activities.



Who is Responsible

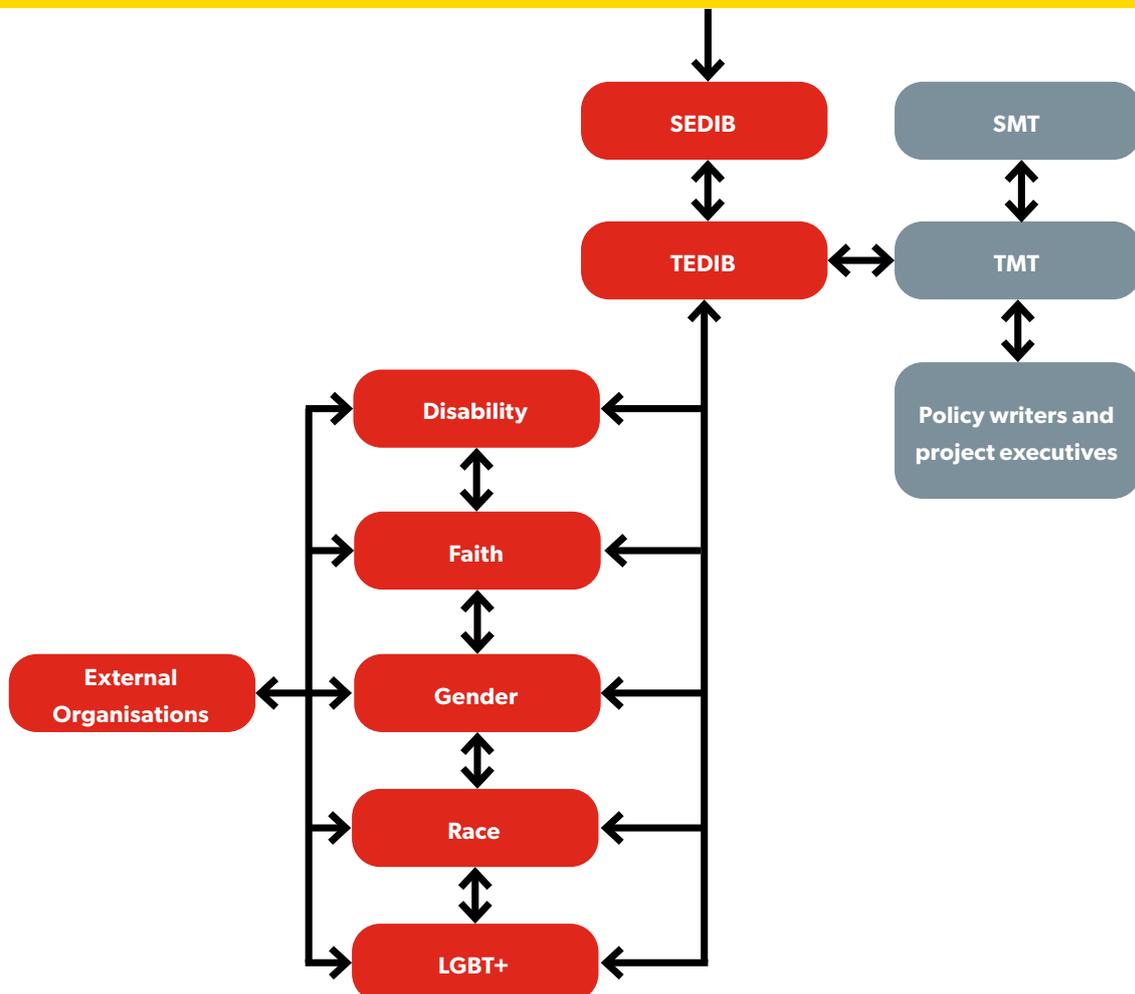
The members and the Chief Fire and Rescue Officer have overall responsibility for this EDI Scheme. Monitoring of progress for the scheme will sit with the Strategic Equality, Diversity and Inclusion Board (SEDIB), while the coordination of the day-to-day running of the scheme rests with the Tactical Equality, Diversity and Inclusion Board (TEDIB) and the Equality and Diversity Advisor.

Equality Plans and Processes

In order to support the delivery of this scheme, each of the teams and plans outlined below will work together to achieve the CFA objectives.

EDI Scheme 2020 – 2025 (All Protected Characteristics)

The EDI Scheme outlines how the CFA will meet the general and specific duties as specified in the Equality Act 2010. It also sets out how the CFA will promote equality in the way it operates as a Service and how it relates to the community it serves.



Why We Need the Equality Scheme

The CFA believes that equality, diversity and inclusion is at the centre of good practice for any organisation that is in the service industry. Therefore, the CFA is committed to embedding good equality practices in all its functions.

Legislation

The Equality Act 2010 provides the legislative framework for which all listed public sector organisations are expected to comply, specifically:

- Section 149 of the Equality Act 2010 (the public sector equality duty)
- The Equality Act 2010 (Specific Duties) Regulations 2011
- The Equality Act 2010 (Specific Duties and Public Authorities) Regulation 2017

The Public Sector Equality Duty

Our EDI Scheme confirms how the CFA intends to meet its statutory obligations in relation to the public sector equality duty. It also includes the CFA's equality objectives for the specified period. The objectives are outlined on page 16 of this document.

As a public authority, the CFA has both a general duty and specific duties, aimed at eliminating unlawful discrimination and advancing equality of opportunity across all nine protected characteristics.

The General Duty

The general equality duty requires all public sector bodies (that are subject to the Act) to have due regard to three general areas when exercising their functions. These are:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act (minimising disadvantages suffered by people due to their protected characteristics).
2. Advance equality of opportunity between people who share a protected characteristic and those who do not (taking steps to meet the needs of people from protected groups where these are different from the needs of other people).
3. Foster good relations between people who share a protected characteristic and those who do not (encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low).

The general equality duty will also apply to any organisation that undertakes functions on behalf of a relevant public authority. This includes private and voluntary organisations which have been engaged to carry out public functions on behalf of a public authority. An example of this is the work we do with the British Red Cross and similar organisations.

The Specific Duties

There are two pieces of secondary legislation (regulations) that outline the specific duties imposed on listed public authorities in order to help them meet the General Duty.

Equality Act 2010 (Specific Duties) Regulations 2011 requires all listed public sector organisations to:

- Publish equality objectives
- Publish equality information
- Publish information used for any analysis and decision making
- Publish information about engagement

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires all listed public sector organisations, with at least 250 employees, to publish annual information to show whether there is a difference in the average pay of their male and female employees.

Please see page 19 (Publication) for details of how the CFA intend to meet the specific duties.

Protected Characteristic

The Equality Act 2010 provides protection against unlawful discrimination, bullying and harassment for the following nine protected characteristics (previous referred to as equality strands):

1. Age
2. Disability
3. Gender
4. Marriage and Civil Partnerships*
5. Pregnancy and Maternity*
6. Race
7. Religion or Belief
8. Sexual Orientation
9. Transgender or Gender Reassignment

***Advancing equality of opportunity and fostering good relations does not apply**

Enforcement

The Equality and Human Rights Commission (EHRC) has the legal power to enforce both the general and specific duties. The EHRC can also issue a Notice of Compliance to any public authority failing to meet its equality duties. A Notice of Compliance requires a public authority to provide information about how they will comply with the general or specific duties, including what steps they will take.

Equality Scheme 2018 - 2020

The Equality Scheme for 2018-20 will come to an end in 2020. The achievements and performance against the equality objectives set out in the scheme will be published by September 2020, when the Equalities Annual Report for 2019 – 20 is completed. However, some achievements against the current scheme are listed below.

Workforce Diversity

- The Service performance in attracting and recruiting people from underrepresented groups saw significant increases in a three-year period and this led LFRS to winning a national award for Positive Action Team of the year at the Asian's in the Fire Service (AFSA) National Awards in 2019.
- Additionally, LFRS was awarded the "Highly Recommended Award" after coming second only to the Home Office for the "Representative Workforce Award" at the Employers Network for Equality and Inclusion (ENEI) National Awards in 2018. This was based on the diversity of new recruits to the wholetime duty system.
- Recruited (direct recruitment) the first BAME operational females into the Service.

Knowing our Communities

- The development of a data warehouse to allow the Service to use equality monitoring information relating to its communities was nominated for a national award for "Impact Through Innovation" in EDI practice by the Employers Network for Equality and Inclusion (ENEI).
- The Service successfully integrated into a joint partnership (with Leicestershire Police) on the Independent Advisory Groups (IAGs) covering race, disability, faith, LGBT+ and the older people. IAGs bring together community groups and individuals to scrutinise the work of the fire and police services.
- Developed support programmes for new arrivals and marginalized groups (Syrian families in LLR and the African Network in LLR).

Internal Developments

- Revised EDI structures at LFRS bringing in the Tactical Equality, Diversity and Inclusion Board (TEDIB) and the Strategic Equality, Diversity and Inclusion Board (SEDIB) in order to strengthen both the delivery and accountability for EDI within LFRS.
- Developed three staff networks (race, gender and disability) adding to the LGBT Staff Network to support members of staff and the delivery of community based initiatives.
- Introduced Equality Impact Assessment (EIA) training for policy developers and managers.

The new scheme incorporates any relevant objectives that have not been completed during the relevant period.

Equality, Diversity and Inclusion Scheme 2020 - 2025

The CFA has set a number of objectives that set out a clear picture of its long-term commitment to embed equality, diversity and inclusion in all areas of LFRS functions. This means that this EDI Scheme will focus on areas that will drive the organisation towards making EDI an integral part of the culture and values of the service. The CFA has also considered other factors to inform this scheme including:

- HMICFRS report/s of 2019 and 2020
- Revised Fire and Rescue Service Equality Framework (FRSEF)
- National Joint Council (Inclusive Fire Service Group Improvement Strategy)
- National Fire Chiefs Council – People Strategy
- Equality monitoring and analysis of the workforce and service data
- Equalities annual reporting and analysis
- Benchmarking results
- Staff input (staff networks and commissioned reports)

Equality Objectives 2020 - 2025

The CFA equality objectives for 2020 -2025 are:

- Develop an inclusive culture where all staff are valued
- Increase knowledge and understanding of EDI across the workforce
- Increase our knowledge and understanding of our diverse communities
- Develop a culture of evidence based decision making
- Develop a skilled and committed workforce
- Increase diversity across the workforce
- Embed equality in commissioning and procurement activity

Equality Information

Publishing equality information is a legal requirement under the specific duties of the Equality Act 2010.

The CFA will publish information which will include information relating to people who share a relevant protected characteristic who are:

- Its employees
- Affected by its policies and practices (for example, service users)

The information will be published in a manner that is accessible to the public so that it enables service users, staff, the EHRC, regulators and other interested parties to assess the equality performance of the organisation.

The CFA will publish relevant equality information on LFRS's website: leics-fire.gov.uk/equality-and-diversity

Equality Analysis

The public sector equality duty does not impose a requirement for public sector organisations to undertake Equality Impact Assessments (EIAs). However, it does require listed public bodies to have due regard to each of the three parts of the General Duty. This means that listed public bodies must consciously consider the need to eliminate discrimination, advance equality and promote good relations.

Public sector bodies should also publish the information used for any analysis and decision making.

The CFA intends to continue utilising Equality Impact Assessments (EIAs) as a means of evidencing the impact of its functions, policies and practices on all protected characteristics. The Service will now move towards using EIA outcomes to inform policy development.

Engagement

As part of the specific equality duties, public authorities are required to publish information about the engagement they have undertaken.

By engaging with different groups, other service providers and stakeholders in our service area we can:

- Identify particular needs, patterns of disadvantage and poor relations
- Understand the reasons for disadvantage, low participation rates and poor relations
- Design initiatives to meet these needs and overcome any barriers
- Identify opportunities to promote equality and foster good relations
- Contribute to filling gaps in equality information
- Contribute in determining priorities
- Identify the relevance of our functions to equality
- Analyse the equality impact of particular programmes, policies or proposals
- Check the quality, relevance and comprehensiveness of our information

The CFA will utilise a number of strategies to ensure it actively engages with other service providers, stakeholders and the different communities within Leicester, Leicestershire and Rutland.

Consultation

The CFA will consult with staff, representative bodies and interested external stakeholders before publishing the EDI Scheme in April 2020. We will ensure that feedback received from any consultation exercise is fully documented, considered and incorporated into the EDI Scheme where appropriate.

Review

The EDI Scheme will be reviewed quarterly by the Strategic Equality, Diversity and Inclusion Board (SEDIB). The review will be based on the objectives and associated action plans.

The results of the review will be supplied to the Chief Fire and Rescue Officer and elected members as and when required and will be published, annually, on the Service's website. This will form part of the Equalities Annual Report.

Publication

The Equalities, Diversity and Inclusion Scheme, together with the annual updates (Equalities Annual Report), will be published on the Service's website at leics-fire.gov.uk

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

The Equalities, Diversity and Inclusion Scheme will be made available in other languages, large print, Braille, audio, etc. on request.

Please contact our Equality and Diversity Advisor, using the details below, if you require information about this Equalities Scheme or need it in an alternative format.

Compliments and Complaints

For information regarding the 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 5550
Email: info@leics-fire.gov.uk
Web: leics-fire.gov.uk



Appendix One - Action Plan

This action plan is intended to support the delivery of the CFA’s objectives. Although the EDI Scheme runs until 2025, some of the actions listed below will be completed at different stages. However, the overall impact of the plan is likely to be realised by 2025, especially in relation to culture.

Equality, Diversity and Inclusion (EDI) Scheme 2020-25 Action Plan

Objective 1: Develop an inclusive culture where all staff are valued

Action	End Date	Why	Responsible
Undertake a cultural audit in order to fully understand the cultural barriers to EDI at LFRS	01/03/2020	<ul style="list-style-type: none"> The HMICFRS identifies that FRS culture is a barrier to EDI 	Equality and Diversity Advisor
Develop and implement organisationally agreed values and behaviours which promote diversity and inclusion	01/09/2020	<ul style="list-style-type: none"> The HMICFRS identifies that FRS culture is a barrier to EDI Our Plan Staff feedback and input 	Area Manager, People and Organisational Development
Implement a suitable EDI Leadership Programme for senior managers and elected members	01/09/2020	<ul style="list-style-type: none"> Investors in Diversity - Diagnostic Feedback NJC – Improvement Strategies 	Equality and Diversity Advisor
Implement a “Culture Change” Programme based on cultural audit recommendations	01/03/2021	<ul style="list-style-type: none"> The HMICFRS identifies that FRS culture is a barrier to EDI 	ACFO - Service Support
Review bullying and harassment, grievances and disciplinary cases (anonymised) to establish trends and gaps	01/04/2020	<ul style="list-style-type: none"> SEDIB NJC – Improvement Strategies HMICFRS 	ACFO - Service Support

Objective 2: Increase knowledge and understanding of EDI across the workforce

Action	End Date	Why	Responsible
Review EDI induction training to include pre-course research to allow delegates to adequately define the terms equality, diversity and inclusion	01/04/2020	<ul style="list-style-type: none"> • HMICFRS finding suggesting LFRS staff do not understand EDI 	Equality and Diversity Advisor
Reintroduce EDI as a sift at both application form and interview stage in the recruitment process	01/04/2020	<ul style="list-style-type: none"> • HMICFRS finding suggesting LFRS staff do not understand EDI 	Area Manager – People and Organisational Development
Procure e-based EDI refresher training which should be assessment based (and compulsory at three years of service)	01/04/2021	<ul style="list-style-type: none"> • HMICFRS finding suggesting LFRS staff do not understand EDI 	Area Manager – People and Organisational Development
Develop a new “Inclusion Begins with I” training programme to promote an understanding of “inclusion in the workplace”	31/06/2020	<ul style="list-style-type: none"> • NJC – Improvement Strategies • NFCC – People Strategy • TEDIB/SEDIB 	Equality and Diversity Advisor
Develop and implement an e-based training evaluation system for EDI induction and bullying and harassment (qualitative) training	01/04/2020	<ul style="list-style-type: none"> • TEDIB/SEDIB 	Equality and Diversity Advisor
Recruit Inclusion Champions for teams/ sections (initially whole-time duty stations) with clear expectations for the role	01/04/2020	<ul style="list-style-type: none"> • TEDIB/SEDIB • NJC – Improvement Strategies 	Area Manager – Response

Objective 3: Increase our knowledge and understanding of our diverse communities

Action	End Date	Why	Responsible
Review all operational development folders for new recruits to include a folder on “knowing our communities” based on local district demographics	01/03/2021	<ul style="list-style-type: none"> • FRS Equality Framework • Equalities Annual Report • HMICFRS 	Area Manager – Response
Review all operational development folders for station based moves to include a folder on “knowing our communities” based on new location demographics	01/03/2021	<ul style="list-style-type: none"> • FRS Equality Framework • Equalities Annual Report • HMICFRS 	Area Manager – Response
Develop EDI objectives for staff, based on role, within LFRS and linked to appraisals and LMS project.	31/12/2020	<ul style="list-style-type: none"> • FRS Equality Framework • Equalities Annual Report • NFCC People Strategy 	Area Manager - LMS Project
Review the promotion process to include verifiable EDI competencies at each promotion level	01/04/2021	<ul style="list-style-type: none"> • FRS Equality Framework • Equalities Annual Report • NFCC People Strategy 	Area Manager - Community Response

Objective 4: Develop a culture of evidence based decision making

Action	End Date	Why	Responsible
Review existing EIAs to ensure that they remain current and relevant	31/03/2025	<ul style="list-style-type: none"> Equality Act 2010 FRS Equality Framework 	Area Manager - Policy Review Project
Use local demographics to inform and shape district plans and local engagement activities	31/03/2022	<ul style="list-style-type: none"> Equality Act 2010 FRS Equality Framework 	Area Manager – Response
Review EDI data collection process in Fire Protection in order to establish impact of enforcement activities based on protected characteristics	31/03/2021	<ul style="list-style-type: none"> Equality Act 2010 FRS Equality Framework 	Area Manager – Safer Communities

Objective 5: Promote Equality Practice in Procurement our function

Action	End Date	Why	Responsible
Review current LFRS Procurement and EDI practice	30/06/2020	<ul style="list-style-type: none"> FRS Equality Framework TEDIB/TEDIB 	Area Manager – Finance
Develop and implement a Procurement and EDI plan	31/06/2021	<ul style="list-style-type: none"> FRS Equality Framework TEDIB/TEDIB 	Area Manager – Finance
Develop an information campaign plan to promote business opportunities for LLR based businesses (BAME, LGBT+ etc.)	31/12/2020	<ul style="list-style-type: none"> FRS Equality Framework TEDIB/TEDIB 	Area Manager – Finance

Objective 6: Increase workforce diversity

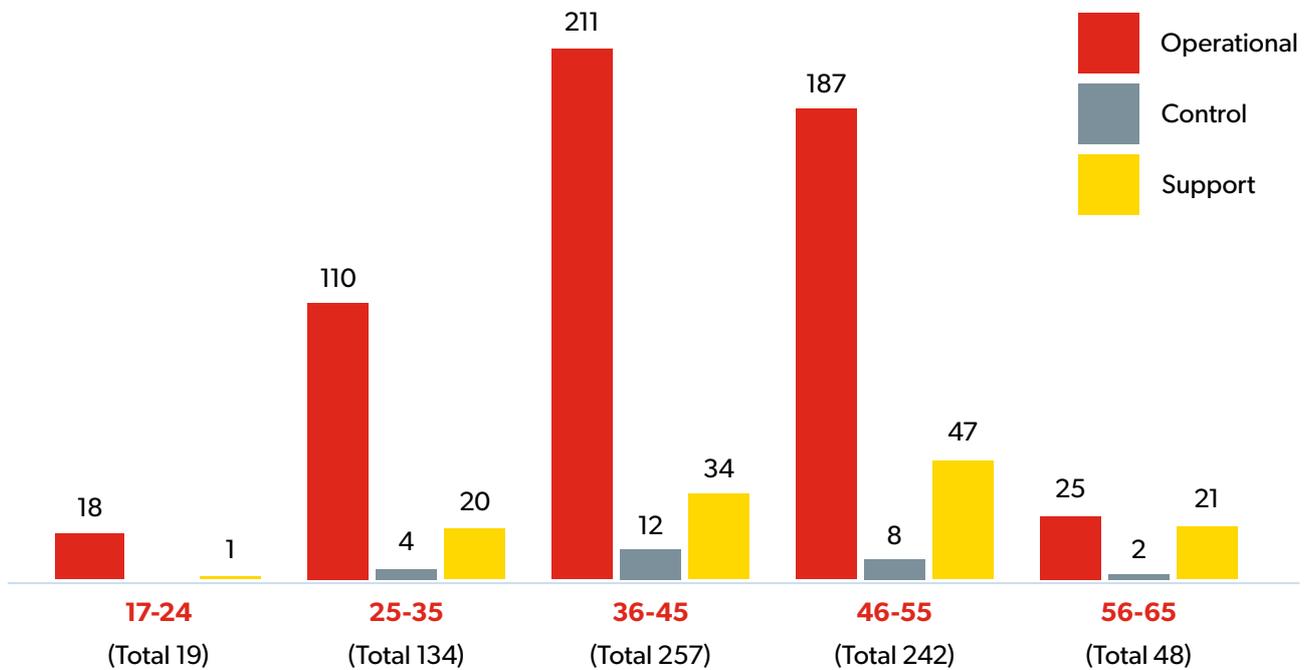
Action	End Date	Why	Responsible
Implement a Positive Action plan based on good practice and lessons learnt from previous wholetime recruitment campaigns	31/06/2020	<ul style="list-style-type: none"> FRS Equality Framework Gender Pay Gap report TEDIB/TEDIB HMICFRS 	Area Manager - Safer Communities
Review the LFRS Cadets/ Apprenticeship and FireSkills Programmes to bring them under the Positive Action plan	31/12/2020	<ul style="list-style-type: none"> FRS Equality Framework Gender Pay Gap Report TEDIB/TEDIB NJC – Improvement strategies HMICFRS 	Area Manager - Safer Communities
Develop a coaching and mentoring scheme for BAME and Women at LFRS	30/06/2020	<ul style="list-style-type: none"> FRS Equality Framework Gender Pay Gap Report TEDIB/TEDIB NJC – Improvement strategies 	Area Manager – People and Organisational Development
Include Positive Action in development pathways for BAME and female (including transferees) at CM, WM, SM, GM and AM level	30/06/2020	<ul style="list-style-type: none"> FRS Equality Framework Gender Pay Gap Report TEDIB/TEDIB NJC – Improvement strategies 	Area Manager – People and Organisational Development
Review staff benefits and rewards (Parental Leave/ Paternity Leave policies, maternity pay etc.) to improve female attraction rates	31/03/2021	<ul style="list-style-type: none"> Gender Pay Gap Report TEDIB 	Area Manager – People and Organisational Development
Promote job share/ Part time working and other options for wholetime operational roles for staff with caring responsibilities	01/04/2020	<ul style="list-style-type: none"> FRS Equality Framework Gender Pay Gap Report TEDIB/TEDIB NJC – Improvement strategies 	Area Manager – People and Organisational Development

Objective 7: Increase communication of EDI for staff and communities

Action	End Date	Why	Responsible
CFA Member Champion to publish EDI progress related article in Service Matters/member channels	Ongoing	<ul style="list-style-type: none"> FRS Equality Framework TEDIB/TEDIB NJC – Improvement Strategies 	Equality and Diversity Advisor
CFO/POs to publish positive and recognition of EDI related articles in Service Matters	Ongoing	<ul style="list-style-type: none"> FRS Equality Framework TEDIB/TEDIB NJC – Improvement Strategies 	Principle Officer Lead for EDI
Staff Network leads to publish regular news updates/positive articles in Service Matters (at least every quarter)	Ongoing	<ul style="list-style-type: none"> FRS Equality Framework TEDIB/TEDIB NJC – Improvement Strategies 	Equality and Diversity Advisor
Review EDI website pages regularly with up to date data/information and language	Ongoing	<ul style="list-style-type: none"> From consultation 	Equality and Diversity Advisor
Review the use of social media to increase/ maximise reach of local demographics	Ongoing	<ul style="list-style-type: none"> From consultation 	Area Manager - Corporate Communications

Appendix Two - Workforce Profile

Age profile of employees



The majority of the workforce is aged between 36 and 55 years. This group accounts for 71.3% and has remained largely static over the last four years. The lower end of the workforce (aged 17-35) also remains largely unchanged at 21.9% from 22.6% the previous year.

Disability profile of employees

Staff Group	Declared Disability	Declared Not Disabled	Not Stated
Operational	18	407	126
Control	1	23	2
Support	15	86	22
Total	34	516	150

The disability profile across the workforce is 4.9% which is an increase on 2015 when the profile was 3.4%.

There has also been an improvement in the proportion of staff who have declared their disability status. The proportion of the "Not Stated" category has also increased positive from 41.6% in 2015 to 21.4% in 2019. This is due to the specific EDI initiatives to promote data capture over the years.

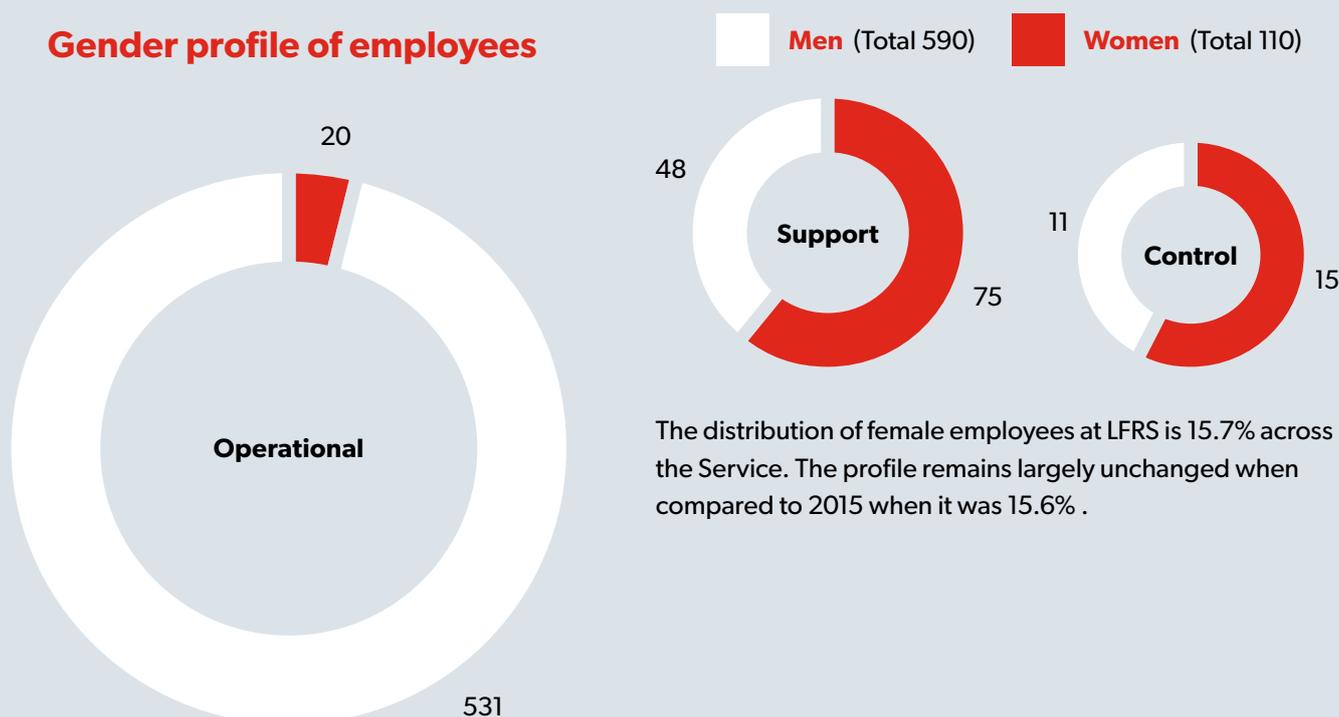
Ethnicity profile of employees

Staff Group	White British/Irish	Any Other White	Mixed	Asian/Asian British	Black/Black British	Not Stated
Operational	495	6	9	2	2	37
Control	20	2	0	2	0	2
Support	104	1	6	7	1	4
Total	619	9	15	11	3	43

The BAME workforce profile has reduced over the last four (2015 – 2019) from 6.3% to 5.4% across the workforce and from 5.3% to 3.4% for operational staff. The drop in BAME representation in the workforce has been affected by the number of BAME leavers and the continued impact of On-Call recruitment. On-Call recruitment mainly attracts British White males and this has a significant impact on the ethnic diversity of the workforce.

There has been three whole-time recruitment campaigns since the last scheme and this has had a positive impact on the BAME profile in the Service, particularly on BAME females in operational roles. However, overall numbers continue to be affected by the On-Call recruitment which is geographically based (meaning those areas may not meet by the same diversity profile as all areas of the county).

Gender profile of employees



The distribution of female employees at LFRS is 15.7% across the Service. The profile remains largely unchanged when compared to 2015 when it was 15.6% .

Religion or Belief profile of employees

Staff Group	Christian	Buddhist	Hindu	Muslim	Jewish	Sikh	Other	None	Not Stated
Operational	248	1	1	0	0	1	14	192	94
Control	10	0	0	0	0	1	2	8	5
Support	51	0	2	2	0	2	3	41	22
Total	309	1	3	2	0	4	25	241	121

Christianity is the largest religious grouping within LFRS at 44.1% and this is followed by staff with no religion at all 34.4%. The proportion of the other faiths, when combined, account for 5% of the workforce.

Improvements in employee declaration rates for religion and belief have improved the Service’s understanding of the religious profile of the workforce. In 2015, staff who declared their religion or faith (or lack of) accounted for 60.6% of the workforce. This has significantly improved to 82.7% in 2019.

Sexual Orientation profile of employees

Staff Group	Bisexual	Gay/Lesbian	Heterosexual	Not stated
Operational	10	6	439	96
Control	0	0	20	6
Support	0	1	99	23
Total	10	7	558	125

The proportion of staff declaring their sexual orientation as LGBT across the workforce is 2.4%. In operational roles it stands at 2.9% and 0.8% in support staff roles.

In the last four years there has been a 100% increase in the proportion of staff declaring their sexual orientation as LGBT. In 2015 the proportion of LGBT staff was 1.2%. The Service has also seen significant gains over the same period in the proportion of staff declaring their sexual orientation. The declaration rates for sexual orientation stands at 81.1%. The success can be attributed to the positive work undertaken through specific equality initiatives to improve staff declaration rates.





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