



Hampshire Fire and Rescue Service

Annual Statement of Equality

For the period from 1st April 2010 to 31st March 2011



HAMPSHIRE
FIRE AND
RESCUE
SERVICE

We make life safer

Annual Statement of Equality

As at March 2011

Purpose of Report/Executive Summary

This report provides the quantitative data that demonstrates the profile of our workforce by ethnic minority group, gender and disability. It is an annual summary that aims to demonstrate our progress or otherwise with regards to equality and diversity.

This is our second Annual Statement of Equality (the first dated April 2009 – March 2010). Data is used from the preceding year in order to give a complete years picture. This version uses data from 2009 - 2010.

In the first Annual Statement we stated our intention to improve on our reporting mechanisms, to ensure that we are monitoring wherever we can, and using data to help inform our actions. The results in this second Annual Statement indicate that there are still gaps in our collection of certain types of data. Hampshire Fire and Rescue Service are moving towards a data system called FireWatch which we know will provide improvements to the way in which we collect, report and interpret the data we hold on our workforce. The suggested implementation date for FireWatch is in the early part of 2012.

During 2010 and into 2011 Hampshire Fire and Rescue Service undertook a review of staffing groups (We called this objective “Staff Review”). At the same time, HFRS were already undertaking a review of watch (station) based personnel and we called this “Efficient and Flexible Crewing.” The main purposes of these two projects were to ensure that our staffing numbers in all areas of the Service were efficient and accurate to meet our aims and objectives. For this reason, and in an effort to minimise any proposed dismissals due to redundancy, we held a recruitment freeze and a moratorium on substantive promotions. Our turnover has been low, and we continued to have a policy on reengagement. Such matters contributed to a static workforce, and hence the data from the first Annual Statement and this second Annual Statement remain principally unchanged.

In September 2011 we will commence a programme we have called “Face to Face” that will assist us in promoting inclusive working. The programme is designed to enable people to challenge inappropriate behaviour whilst at the same time, encourage people to have the confidence to be themselves whilst operating within the values and expectations of HFRS. The outcome of Face to Face will be measured by our grievance and disciplinary data.

In this report we have included for the first time a progress report against our Corporate Equality Plan. Where there is no data alongside each stated objective we believe there to be more work to do. Where there is data, or an indicator that the objective has been met, we are not complacent, and as part of “our Journey to Excellence” we shall seek continual improvement.

The Equality Act Specific Regulations will become statute in July 2012. As part of the new regulations public bodies will be required to provide information in accessible ways to demonstrate their compliance with the general duty. Such information must contain details relating to employees, and this Annual Statement of Equality demonstrates Hampshire Fire and Rescue Service’s commitment to this part of the regulations.

The next Annual Statement will be published in May 2012.

1.0 Workforce Profile by Ethnic Group

1.1 Number of Staff in post by ethnic group for Green and Grey book terms and conditions of service

Workforce
Planning

Ethnic Group	Headcount 2009-2010	Headcount 2010-2011
White Total		
White; British	1867	1889
White; Irish	10	3
White; Other White	28	32
Mixed Total		
Mixed; White and Black Caribbean	3	4
Mixed; White and Black African	0	0
Mixed; White and Asian	0	1
Mixed; Other Mixed	4	2
Asian or Asian British Total		
Asian or Asian British; Indian	6	6
Asian or Asian British; Pakistani	0	0
Asian or Asian British; Bangladeshi	0	0
Asian or Asian British; Other Asian	3	5
Black or Black British Total		
Black or Black British; Caribbean	0	0
Black or Black British; African	0	0
Black or Black British; Other Black	0	0
Chinese or Other Ethnic Group Total		
Chinese or Other Ethnic Group; Chinese	0	0
Chinese or Other Ethnic Group; Other Ethnic Group	1	2
Not declared	54	67
Total Workforce	1976	2011

NB data figures show an increase in workforce numbers and we refer to a recruitment freeze in the introduction section. The recruitment freeze began in April 2010 and this data relates to the preceding years data.

1.2 **Summary of workforce by ethnic group for Green and Grey book terms and conditions against ethnicity of the working age population in the Community**

Workforce
Planning

Hampshire	Population LFS					Current Establishment			Ethnicity		
	All Population 18-54	Ethnic Minority	Other White	Total	Total Ethnic Population	Grey Book	Green Book	Total Per Group	Ethnicity	%	% Comparison to Population
Basingstoke and Dean	88,090	3.1	3.0	6.1	5,373	148	2	152	3	2.0	-4.1
East Hampshire	50,930	4.1	2.0	6.1	3,107	105	1	106	1	0.9	-5.2
Eastleigh	55,290	3.0	0.3	3.3	1,825						
Test Valley	56,710	2.9	3.4	6.3	3,573						
Eastleigh & Test Valley	112,000	2.9	1.9	4.8	5,398	355	360	715	21	2.9	-1.4
Fareham	49,510	1.3	1.4	2.7	1,337						
Gosport	38,560	0.5	0.5	1.0	386						
Fareham & Gosport	88,070	0.9	1.0	1.9	1,722	130	4	134	3	2.2	1.2
East Hampshire	50,930	4.1	2.0	6.1	3,107						
Havant	53,300	2.7	2.0	4.7	2,505						
Havant and East Hampshire	104,230	3.4	2.0	5.4	5,612	214	2	216	1	0.5	-4.9
New Forest	73,430	0.3	2.0	2.3	1,689	181	5	186	7	3.8	1.5
Rushmoor	48,050	10.1	4.2	14.3	6,871						
Hart	46,350	3.3	3.5	6.8	3,152						
Rushmoor & Hart	94,400	6.8	3.9	10.6	10,023	121	3	124	4	3.2	-8.2
Winchester	52,440	5.1	6.4	11.5	6,031	132	2	134	2	1.5	-10.0

Portsmouth	102,080	7.3	4.9	12.2	12,454	150	3	153	6	3.9	-8.3
Southampton	122,260	10.9	7.0	17.9	21,885	193	4	197	8	4.1	-13.8
Total Hampshire	837,000	4.8	3.6	8.4	70,186	1624	387	2011	55	2.7	-5.7

2008-2009 Data

Key Date for HFRS stats 31/03/11

1.3 Starters and leavers for Green and Grey book terms and conditions of service

Ethnicity	Staff in Post 2009-2010	Staff in Post 2010-2011	Starters	Leavers
Asian Indian	6	6	0	0
Asian Pakistani	0	0	0	0
Asian Bangladeshi	0	0	0	0
Asian Other	3	5	2	0
Black African	0	0	0	0
Black Caribbean	0	0	0	0
Black Other	0	0	0	0
Mixed African	0	0	0	0
Mixed Caribbean	3	4	1	0
Mixed Asian	0	1	1	0
Mixed Other	4	2	0	2
White British	1867	1889	158	136
White Irish	10	3	0	7
White Other	28	32	4	0
Other Chinese	0	0	0	0
Other Ethnic	1	2	1	0
Did not declare	54	67	23	10
Total	1976	2011	190	155

1.4 Attendance at positive action events

Equality and
Diversity

No data collected. No Positive Action events held this year

1.5 Summary Positive Actions undertaken (Green and Grey book recruitment)

Equality and
Diversity

Positive Action is a lawful activity designed to encourage underrepresented groups to seek employment. Our figures are clear that EM people are under represented in all our staffing groups.

In recognition that attraction to careers within fire and rescue services for ethnic minority groups is still low Hampshire Fire and Rescue have undertaken to review our strategy for recruitment to all careers in the fire service. We have researched the role of the fire fighter in terms of the key strengths required to be an effective fire-fighter, and we have called this project "Future Fire Fighters Programme." We are developing our future recruitment process focussing on attracting and selecting people against the key 'strengths' associated with the role of the fire-fighter. The completion of this project is scheduled for Autumn 2011 ready for our future recruitment activities and is a key arm to our "Journey to Excellence" Programme.

We continue our commitment the education sector by attending careers fairs and public sector courses, and a continuation of work experience placements for young women and young men. To compliment this work we have produced a Careers Leaflet that has been designed using the same themes as the Extraordinary Career/Ordinary People marketing campaign led by Communities for Local Government.

1.6 Summary attraction rates by ethnic group for Green and Grey book terms and conditions of service

No data available for this report

1.7 Summary of job applicant by ethnic group for Grey book terms and conditions of service

Recruitment

Ethnicity		Applications	Shortlisted		Appointed	
		Heads	Heads	Percentage of Applications	Heads	Percentage of shortlisted
Asian	Indian	9	4	44	0	0
Asian	Pakistani	6	3	50	0	0
Asian	Bangladeshi	0	0	0	0	0
Asian	Other	4	0	0	0	0
Black	African	13	5	38	0	0
Black	Caribbean	3	1	33	0	0
Black	Other	2	1	50	0	0
Mixed	African	0	0	0	0	0
Mixed	Caribbean	6	1	17	1	100
Mixed	Asian	7	1	14	1	100
Mixed	Other	8	1	13	0	0
White	British	865	220	25	62	28
White	Irish	2	0	0	0	0
White	Other	37	9	24	3	33
Other	Chinese	2	1	50	0	0
Other	Other Ethnic Group	7	1	14	0	0
Other	Do not wish to declare	9	2	22	0	0
Grand Total		980	251	26	67	23
Ethnic Minorities		106	28	26	4	14

Key Dates: 01/04/09 – 31/03/10 Note: all other grey book starters were appointed through internal selection processes. Equality data is not monitored for these processes.

1.8 Summary of job applicant by ethnic group for Green book terms and conditions of service

Recruitment

Ethnicity		Applications	Shortlisted		Appointed	
		Heads	Heads	Percentage of Applications	Heads	Percentage of shortlisted
Asian	Indian	No Data	No Data	N/A	0	N/A
Asian	Pakistani	No Data	No Data	N/A	0	N/A
Asian	Bangladeshi	No Data	No Data	N/A	0	N/A
Asian	Other	No Data	No Data	N/A	0	N/A
Black	African	No Data	No Data	N/A	0	N/A
Black	Caribbean	No Data	No Data	N/A	0	N/A
Black	Other	No Data	No Data	N/A	0	N/A
Mixed	African	No Data	No Data	N/A	0	N/A
Mixed	Caribbean	No Data	No Data	N/A	0	N/A
Mixed	Asian	No Data	No Data	N/A	0	N/A
Mixed	Other	No Data	No Data	N/A	0	N/A
White	British	No Data	No Data	N/A	20	N/A
White	Irish	No Data	No Data	N/A	0	N/A
White	Other	No Data	No Data	N/A	0	N/A
Other	Chinese	No Data	No Data	N/A	0	N/A
Other	Other Ethnic Group	No Data	No Data	N/A	0	N/A
Other	Do not wish to declare	No Data	No Data	N/A	12	N/A
Grand Total		No Data	No Data	N/A	32	N/A
Ethnic Minorities		No Data	No Data	N/A	0	N/A
Key Dates: 01/04/09 – 31/03/10 Note all other green book starters were appointed through internal selection processes. Equality data is not monitored for these processes.						

**1.9 Summary of staff by ethnic group who attended Wholetime
Duty System (WDS) fire fighting training**

Ethnicity		Nos Attended	Nos Completing	Nos Leaving before completion of course
Asian	Indian	0		
Asian	Pakistani	0		
Asian	Bangladeshi	0		
Asian	Other	1		
Black	African	0		
Black	Caribbean	0		
Black	Other	0		
Mixed	African	0		
Mixed	Caribbean	1		
Mixed	Asian	0		
Mixed	Other	0		
White	British	52		
White	Irish	0		
White	Other	1		
Other	Chinese	0		
Other	Any Other Ethnic Group	1		
Other	Do not wish to declare	1		
Grand Total		57		
Key Dates: 01/04/09 – 31/03/10				

**1.10 Summary of staff by ethnic group who attended Retained
Duty System (RDS) fire fighting training**

Recruitment

Ethnicity		Staff in Post	No. of staff attended training in the period	Episodes of Training	Average No. of episodes per person	% of staff in post trained in the period
Asian	Indian	0	0			100
Asian	Pakistani	0	0			100
Asian	Bangladeshi	0	0			100
Asian	Other	0	0			100
Black	African	0	0			100
Black	Caribbean	0	0			100
Black	Other	0	0			100
Mixed	African	0	0			100
Mixed	Caribbean	0	0			100
Mixed	Asian	1	1			100
Mixed	Other	0	0			100
White	British	53	53			100
White	Irish	0	0			100
White	Other	3	3			100
Other	Chinese	0	0			100
Other	Any Other Ethnic Group	0	0			100
Other	Do not wish to declare	0	0			100
Grand Total		57	57			
Key Dates: 01/04/09 – 31/03/10						

1.11 Summary of staff (Green and Grey book terms and conditions of service) involved in Disciplinary, Grievance, and Capability Procedures by ethnic Group

Business
Team

Ethnicity		Headcount		
		Disciplinary	Grievance	Capability
Asian	Indian	0	0	0
Asian	Pakistani	0	0	0
Asian	Bangladeshi	0	0	0
Asian	Other	0	0	0
Black	African	0	0	0
Black	Caribbean	0	0	0
Black	Other	0	0	0
Mixed	African	0	0	0
Mixed	Caribbean	0	0	0
Mixed	Asian	0	0	0
Mixed	Other	0	0	0
White	British	18	9	6
White	Irish	0	0	0
White	Other	0	0	0
Other	Chinese	0	0	0
Other	Any other ethnic group	1	0	0
Other	Did not wish to declare	0	0	0
Grand Total		19	9	6
Data Sources: Business Partner team				

1.12 Summary of staff by Grey book terms and conditions of service achieving promotion to a higher position by ethnic group

Ethnic Group	Headcount
White Total	
White; British	97
White; Irish	0
White; Other White	1
Mixed Total	
Mixed; White and Black Caribbean	0
Mixed; White and Black African	0
Mixed; White and Asian	0
Mixed; Other Mixed	1
Asian or Asian British Total	
Asian or Asian British; Indian	0
Asian or Asian British; Pakistani	0
Asian or Asian British; Bangladeshi	0
Asian or Asian British; Other Asian	0
Black or Black British Total	
Black or Black British; Caribbean	0
Black or Black British; African	0
Black or Black British; Other Black	0
Chinese or Other Ethnic Group Total	
Chinese or Other Ethnic Group; Chinese	0
Chinese or Other Ethnic Group; Other Ethnic Group	0
Not declared	0
Total	99
Key Dates: 01/04/09 – 31/03/10	

1.13 Summary of staff by Green book terms and conditions of service achieving promotion to a higher position by ethnic group

Workforce
Planning

Ethnic Group	Headcount
White Total	
White; British	18
White; Irish	0
White; Other White	1
Mixed Total	
Mixed; White and Black Caribbean	0
Mixed; White and Black African	0
Mixed; White and Asian	0
Mixed; Other Mixed	0
Asian or Asian British Total	
Asian or Asian British; Indian	1
Asian or Asian British; Pakistani	0
Asian or Asian British; Bangladeshi	0
Asian or Asian British; Other Asian	0
Black or Black British Total	
Black or Black British; Caribbean	0
Black or Black British; African	0
Black or Black British; Other Black	0
Chinese or Other Ethnic Group Total	
Chinese or Other Ethnic Group; Chinese	0
Chinese or Other Ethnic Group; Other Ethnic Group	0
Not declared	2
Total	22
Key Dates: 01/04/09 – 31/03/10	

**1.14 Corporate Equality Plan
Review of Actions**

How will we promote race equality:

Take steps, through our People Impact Assessment process, to get rid of discrimination in our services and in employment.	✓
Listen to our ethnic minority communities and involve them, through our Participation Strategy, in developing our services.	Equality and Diversity Consultative and Scrutiny Group
Encourage people from ethnic minority communities to apply for jobs with us.	✓
Through our policy 'Developing Inclusive Workplaces - The Management and Prevention of Bullying and Harassment', create work environments that do not make anyone feel excluded.	✓
Provide opportunities for our employees to get together and support each other. We will do this through an ethnic minority network group.	We are members of Asian Fire Fighters Association
Work with others to promote racial equality and get rid of racial discrimination and harassment.	We have actively worked to support Black History Month, Interfaith week and Unity 101
Insist that our contractors and suppliers provide satisfactory evidence of their commitment to racial equality.	✓
When drafting and placing advertisements, take care to avoid discrimination and stereotyping through the language and images used.	✓
Appoint a senior manager to be a 'diversity champion' responsible for managing equality issues relating to race.	Our Director of HR is our Champion for Race. We have a Watch DLO who champions for race on stations in Portsmouth and Southampton

2.0 Workforce Profile by Gender

2.1 Number of staff in post, by gender, for Grey book terms and conditions of service

Workforce
Planning

Staff in post 2009 - 2010	Male	% Male	Female	% Female
1671	1577	94%	94	6%
Key Date: 31/03/10				
2008-2009				
1602	1521	95%	81	5%

NB data figures show an increase in workforce numbers and we refer to a recruitment freeze in the introduction section. The recruitment freeze began in April 2010 and this data relates to the preceding years data.

2.2 Number of staff in post, by gender, for Green book terms and conditions of service

Workforce
Planning

Staff in post 2009-2010	Male	% Male	Female	% Female
340	156	46%	184	54%
Key Date: 31/03/10				
2008 - 2009				
374	188	50%	186	50%

2.3 Starters and leavers, by gender, for Grey book terms and conditions of service.

Workforce
Planning

	Male	Female
Starters	102	6
Leavers	75	2
Key Dates: 01/04/09 - 31/03/10		

2.4 Starters and leavers, by gender, for Green book terms and conditions of service.

Workforce
Planning

	Male	Female
Starters	19	13
Leavers	13	7
Key Dates: 01/04/09 - 31/03/10		

2.5 Attendance at positive action events

Equality
and
Diversity

No Data; No positive action events held this year

2.6 Summary of positive actions undertaken

Equality
and
Diversity

See section 1.5

2.7 Summary attraction rates, by gender, for Green book terms and conditions of service

No data for this report

2.8 Summary of job applicants, by gender, for Wholetime Duty System fire fighting training

Recruitment

Gender	Applications		Shortlisted		Appointed	
	Heads	Percentage	Heads	Percentage	Heads	Percentage
Male	534	87%	106	20%	33	31%
Female	77	13%	26	34%	1	4%
Total	611	100%	132	22%	34	26%
Key Dates: 01/04/09 - 31/03/10						

2.9 Summary of job applicants, by gender, for Retained fire fighting training

Recruitment

Gender	Applications		Shortlisted		Appointed	
	Heads	Percentage	Heads	Percentage	Heads	Percentage
Male	757	93%	109	14.4%	67	61.5%
Female	59	7%	10	16.9%	4	40%
Total	816	100%	119	14.9%	71	59.7%
Key Dates: 01/04/09 - 31/03/10						

2.10 Summary of job applicants, by gender, for Green book terms and condition of service

Recruitment

Gender	Applications		Shortlisted		Appointed	
	Heads	Percentage	Heads	Percentage	Heads	Percentage
Male	No Data	%	No Data	0%	19	%
Female	No Data	%	No Data	0%	13	%
Did not wish to disclose	0	0%	0	0%	0	0%
Total	0	%	0	0%	31	%
Key Dates: 01/04/09 - 31/03/10						

2.11 Summary of staff, by gender, for Grey book terms and conditions of service who applied and attended training against staff in Grey Book posts

Training

Gender	Staff in Post	No. of staff attended training in the period	Episodes of Training	Average No. of episodes per person	% of staff in post trained in the period
Male	1520	1165	3696	3.17	76%
Female	81	68	159	2.33	86%
Total	1601	1233	3855	3.12	78%

Data Source: Training Support

2.12 Summary of staff, by gender, for Green book terms and conditions of service who applied and attended training against staff in Green book posts

Training

Gender	Staff in Post	No. of staff attended training in the period	Episodes of Training	Average No. of episodes per person	% of staff in post trained in the period
Male	195	67	138	2.05	34%
Female	194	90	102	1.13	46%
Total	389	157	240	1.52	40%

Data Source: Training Support

2.13 Summary of staff by gender (all terms and conditions of service) involved in disciplinary, grievance, and capability procedures

Business Team

Gender	Disciplinary	Grievance	Capability	Total
Male	18	8	6	32
Female	1	1	0	2
Total	19	9	6	34

Date Source: Business Partner team

2.14 Summary of staff by Grey book terms and conditions of service achieving promotion to a higher position by Gender

Workforce
Planning

Staff in post	Male	% Male	Female	% Female
1671	93	5.9%	6	6.4%
Key Dates: 01/04/09 - 31/03/10				

2.15 Summary of staff by Green book terms and conditions of service achieving promotion to a higher position by Gender

Workforce
Planning

Staff in post	Male	% Male	Female	% Female
340	6	3.8%	16	8.7%
Key Dates: 01/04/09 - 31/03/10				

**2.16 Corporate Equality Plan
Review of Actions**

How will we promote gender equality:

Encourage women and men to play an equal part in making decisions which affect their employment.	Project engage Staff survey Staff review Cultural survey IIP
Make sure, through our People Impact Assessment process, that men or women do not experience discrimination.	✓
Support employees making personal choices about their parenting, caring and work roles.	Family friendly policy
Make flexible working arrangements for operational employees the same as those for non-operational employees.	Family Friendly Policy/Part time working
Make sure that part-time employees have the same training, development and promotion opportunities as full time employees.	
Encourage women to apply for operational Roles.	✓
Carry out an equal pay review.	✓
Make sure employees work in an environment that values them as individuals and is free from sexual harassment or bullying.	
Provide facilities, personal protective equipment and uniforms that are appropriate to an employee's sex, take account of personal needs, and maintain dignity and respect.	Uniform committee Station Refurbishments
Appoint a senior manager to be a 'diversity champion' responsible for issues relating to sex discrimination.	One of our Assistant Chief Officers is our Champion for Gender. We have a Watch DLO who champions for race on stations in Portsmouth and Southampton We are members of Networking Women in Fire Services

3.0 Workforce Profile by Disability

3.1 Starters and leavers for Green and Grey book terms and conditions of service who have a declared disability

Workforce
Planning

Disability Category	Headcount	
	Starters	Leavers
Physical impairment		
Sensory impairment	0	0
Mental health condition	0	0
Learning disability	0	0
Long standing illness	0	0
Other	0	3
Totals	0	3
Key Dates: 01/04/09 - 31/03/10		

3.2 Summary of job applications for employment with a disability

Recruitment

Disability	Number of Applications	% Applications	Number Appointed	% Appointed
Declared Disabled	20	1.4	0	0
Not declared disabled	1418	98.6	0	0
Did not wish to disclose	0	0	0	0
Grand Total	1438	100	0	0
Key Dates: 01/04/09 - 31/03/10				

3.3 Staff with a disability involved in disciplinary, grievance and capability procedures.

Business
Team

	Disciplinary	Grievance	Capability	Total
Physical impairment	0	0	0	0
Sensory impairment	0	0	0	0
Mental health condition	0	0	0	0
Learning disability	0	0	0	0
Long standing illness	0	0	0	0
Other	0	0	0	0
Totals	0	0	0	0

3.4 Summary of staff by Grey book terms and conditions of service achieving promotion to a higher position by disability

Nil

Workforce
Planning

3.5 Summary of staff by Green Book terms and Conditions of Service achieving promotion to a higher position by disability

Nil

Workforce
Planning

**3.6 Corporate Equality Plan
Review of Actions**

How will we promote disability equality:

<p>Consider the specific needs of disabled people when planning and providing services. We will do this through our People Impact Assessment process and Participation Strategy.</p>	<p>Mechanisms in place to assess impacts on Disability</p>
<p>Make sure that disabled people have equal access to information and services.</p>	<p>We have a person representing disability on the Equality and Diversity Scrutiny Group.</p>
<p>Work with and consult disabled people to find appropriate solutions to disability issues.</p>	<p>We have worked with partners to identify the following solutions to our working environment: Shaw Trust and Hampshire Dyslexia Association for our Dyslexia Action Plan Eastleigh advocacy group for an accessibility audit of HQ We have held regular discussions with employees requiring reasonable adjustments who have an acquired disability. We have attained status of Mindful Employer We have worked with Hampshire Autistic Society to launch the Autism Alert Card</p>
<p>Review our policies, procedures and practices to make sure they meet the requirements of the Disability Discrimination Act.</p>	<p>Recently review of all policies to meet the needs of the Equality Act 2010. Specifically reviewed Redundancy, Redeployment policies with specific reference to disabled employees.</p>
<p>Investigate complaints about discrimination or harassment and make sure appropriate support is available.</p>	
<p>Be fair when recruiting and promoting staff and make sure reasonable adjustments are made so that job applicants</p>	

with disabilities, and employees who are or become disabled, are treated fairly and their needs are taken into account.	
Consider making job application forms available in other formats and allow people to apply in ways other than in writing.	
Take all reasonable steps to help employees who are or become disabled to keep a job with us.	
Use the disability 'two ticks' symbol on our communications, and work with the Department for Work and Pensions to maintain and demonstrate our ongoing commitment to equality.	Review March 2012
Become members of the Employers Forum for Disability.	✓ We are also members of Mindful Employer
Appoint a senior manager to be a 'diversity champion' responsible for managing equality issues relating to disability.	Our Director of Corporate Services is our champion for Disability. Our Head of Finance is our Champion for Mental Health We have a watch Diversity Liaison Officer for Disability on our Portsmouth and Southampton stations

Our Diversity Champion for Disability states:

The impact assessment methodology is now well-established and we are now much better at considering the specific impacts on disabled people of future plans and objectives. But there's scope for us to do more in reviewing our current day-to-day working practices to see how we might better meet the needs of people with different disabilities.

We need to do more to encourage disabled people to get in touch with us if they have any fire safety concerns. We should work with those organisations that have more regular contact with disabled people to ensure that we get our message across. In the light of the comment under the next action (below), we will have to take steps to contact relevant organisations to discuss how we can do this.

Owing to the current financial constraints, we have had to postpone plans to hold a major 'disability awareness day'. The intention was to involve as many representatives of charitable and other organisations as possible (i.e. those dealing with different disabilities) . We wanted to provide a comprehensive forum for our staff (with representatives for all stations and workplaces) to help them better understand and to identify what we can do in our day-to-day work to make life safer for people with disabilities. We will resurrect this initiative when resources permit.

We have not had to deal with any complaints (either from staff or from members of the public) relating to the way we have treated people with

disabilities.

We have had experience - albeit infrequently - of making physical adaptations in the workplace to help meet the needs of people with specific disabilities. We are good at carrying out workplace assessments and identifying what needs to be done to improve working environment and ergonomics.

Our progress on using multi-employer recruitment portals has not progressed as quickly as we would have liked. But our application forms are available for completion electronically (keyboard skills needed). We need to make information more explicit about how applicants with visual impairment could apply for vacancies.

David Howells
Director of Corporate Services
January 2011

4.0 Number and percentage of staff by disability, gender, ethnicity, age and length of service

	Number of staff	Gender		Ethnicity		Age						Length of Service (years)			
		Male	Female	White	Ethnic M.	16-24	25-35	36-45	46-55	56-65	66+	< 2	2 – 4.999	5 – 9.999	10+
Total declared disabled	27	18	9												
Total workforce	2011	1733	278	1889	55 (67*)	106	525	725	514	135	6	146	418	524	923
Percentage of workforce	100%	86%	14%	94%	3% (3*%)	5.3%	26.1%	36.0%	25.6%	6.7%	0.3%	7.3%	20.8%	26.0%	45.9%

*Ethnicity undeclared

4.1 Turnover rates

2010/2011

Control	4.44%
IST	23.08%
Support Staff	5.81%
Retained	7.07%
Wholetime	3.05%
Total	5.50%

4.2 Number and percentage of staff by ethnicity, gender and disability receiving a PDR

Training

It is the expectation that all staff receive an annual review within the PDRS process. This year we achieved a 97% completion rate and the people not completing were referred to line managers to follow up.

4.3 Number and percentage of staff declaring sexual orientation

Not Recorded

Workforce Planning

4.4 Corporate Equality Plan

Review of Actions

How we will promote sexual orientation equality

Workforce Planning

Work with Hampshire Constabulary to identify risks relating to homophobic crime, particularly those relating to arson, and to identify ways in which we can work more closely with people in our lesbian, gay and bisexual (LGB) communities to prevent and protect them from homophobic crime.	We have representation on the Hidden Targets Working Group We have liaised with Hampshire Constabulary and have used their facilitators for LAGLO training.
Make sure, through our People Impact Assessment process, that our policies and practices are not based on the assumption that everyone is or should be heterosexual.	Mechanisms in place to assess impacts on LGB.
Make sure our policies acknowledge same-sex relationships and give civil partners and same-sex couples who live together equal access to the benefits available to heterosexual partners.	LGB working group have reviewed the Family friendly policy and made recommendations for change.
Include people from our LGB communities in our Participation Strategy.	We have ethnic minority representation on the Equality and Diversity Scrutiny Group.

Help our staff from LGB communities to get support through local networks and national conferences.	We regularly send our LGB networking group to Stonewall Conferences.
Encourage a culture of openness about sexuality and make sure that employees from the LGB community work in a safe, secure and supportive environment where there is no homophobic harassment or bullying.	Anti gay bullying is mentioned in our policy for Inclusive Workplaces, Managing and Preventing Bullying and Harassment, and on our website
Handle employees' complaints about anti-gay bullying, discrimination or harassment sensitively, give those employees appropriate support, and keep the matter confidential where possible.	
Make sure our occupational health, counselling and employee assistance programmes are appropriate for our employees from LGB communities.	✓
Measure our progress and achievements against the Stonewall Diversity Champions/ Workplace Equality Index each year.	We have submitted year on year since 2008 In 2009 – 2010 our benchmarking score was 82 In 2010 – 2011 our benchmarking score improved to 116
Use the Stonewall Diversity Champions logo on our communications.	We have been members of Stonewall since 2008
Appoint a senior manager to be a 'diversity champion' responsible for managing equality issues relating to sexuality.	Our Chief Officer is Champion for LGB issues Our Watch DLO for LGB issues is Becky Bryant and Paul Groom

Our Diversity Champion for sexual orientation/LGB issues states that

I've checked through our objectives in the CEP and would suggest we have positive , evidenced progress in terms of 2,3,4,5 (but limited),6,8,9, and 10. So progress in 80% of the areas stated. Work has started with risk intelligence around risk/crime and an LGB lifestyle its very limited.

John Bonney
Chief Fire Officer
January 2011

5.0 Equal Pay

5.1 Number of staff by gender and terms and conditions of service paid at which salary point

Workforce
Planning

Salary Point	Green Book Headcount		Salary Point	Grey Book Headcount WDS / RDS / CO		Salary Point	ICU Headcount	
	Male	Female		Male	Female		Male	Female
A	8	12						
C	4	8						
D	24	74						
E	27	39				TM/FF	28	11
F	42	21	FF	483/ 540/ 5	16 / 30 / 21			
G	25	7				SL/CM	6	0
H	9	3	CM	102/119/ --	3 / 2 / --	WM	2	0
J	3	9	WM	112/ 74 / 4	0 / 0 / 8			
K	4	4						
L	4	3	SM	50 / 3 / 4	0 / 0 / 1			
M+	6	4						
			GM	30 / -- / 2	0 / -- / 2			
			AM	8 / -- / --	0 / -- / --			
			BM	5 / -- / --	0 / -- / --			
Total	156	184	Total	1541	83	Total	36	11
Key Date: 31/03/10				790/736/15	19/32/32			

6.0 Corporate Equality Plan

Review of Actions

How we will promote religion or belief equality

Promote a culture where all employees' religions and beliefs are respected and different perspectives are accepted.	
Give our employees the information they need to understand different cultures.	
Deal with matters of culture and faith in our Participation Strategy.	EDCS
Make sure our policies do not assume that everyone wants to take leave around Christian holidays.	
Make sure that we can fully consider requests to practise religion in the workplace.	
Make sure, as far as reasonably possible, that personal protective equipment and uniforms allow for religious headwear, facial hair and other symbols of religion or faith.	Uniform committee
Be sensitive of religious and cultural dates, festivals and celebrations, and make sure that our activities do not intrude at these times.	Regular updates via email, routine notice and notice boards.
Appoint a senior manager to be a 'diversity champion' responsible for equality issues relating to religion and beliefs.	Our Director of Service Delivery is our Champion for Religion or Belief

7.0 Corporate Equality Plan

Review of Actions

How we will promote transgender equality

Make sure we can respond appropriately when an employee or job applicant states that they have had, or are planning to have, gender reassignment surgery (a sex change).	
Involve transgender people in our Participation Strategy.	Members from Chrysalis are on EDCS
Assess the effect our policies and practices have on transgender people.	Ongoing
Develop a policy on gender reassignment to make sure our managers and employees are given appropriate guidance.	Complete and fully implemented
Make sure our occupational health, counselling and employee assistance programmes are appropriate for employees who have had or are planning to have gender reassignment surgery.	This is in place
Make sure employees who are in the process of gender reassignment are supported with appropriate working patterns so they can attend assessments, consultations, hospital appointments and surgery.	This is in place and part of our Gender Reassignment Policy
Maintain the employee's right to confidentiality, dignity and respect.	In place
Appoint a senior manager to be a 'diversity champion' responsible for transgender equality issues.	Our Assistant Chief Officer is our Diversity Champion for Transgender

Our Diversity Champion for Transgender states that

My only suggestion to update the current entry for Transgender Equality is to update the 4th bullet point from "Develop a policy" to " The Service has developed a policy to help support it's staff and managers" ? I do not think we need to add anything else at this time. With regard to evaluating our systems, I do think we need to ensure we note any comments and feedback as we implement this policy.

INDEX

1.0 Workforce Profile by Ethnic Group

Data collected by

1.1	Number of staff in post by ethnic group for Green and Grey book terms and conditions of service.	Workforce Planning
1.2	Summary of workforce by ethnic group for Green and Grey book terms and conditions of service against the working age population of Hampshire.	Equality & Diversity
1.3	Starters and leavers for Green and Grey book terms and conditions of service.	Workforce Planning
1.4	Attendance at Positive Action events.	
1.5	Summary of Positive Actions undertaken.	Equality & Diversity
1.6	Summary of attraction rates by ethnic group for Green and Grey book terms and conditions of service	Workforce Planning
1.7	Summary of job applicant by ethnic group for Grey book terms and conditions of service.	Workforce Planning
1.8	Summary of job applicant by ethnic group for Green book terms and conditions of service.	Workforce Planning
1.9	Summary of staff, by ethnic group, who attended Wholetime Duty System (WDS) fire fighting training.	Workforce Planning
1.10	Summary of staff, by ethnic group, who attended Retained Duty System (RDS) fire fighting training. (Not currently recorded in this format)	Workforce Planning
1.11	Summary of staff (Green and Grey book terms and conditions of service) involved in disciplinary, grievance and capability procedures by ethnic group.	Business Partner Team
1.12	Summary of staff by Grey book terms and conditions of service achieving promotion to a higher position by ethnic group.	Workforce Planning
1.13	Summary of staff by Green book terms and conditions of service achieving promotion to a higher position by ethnic group.	Workforce Planning
1.14	Review of Corporate Equality Plan: How we will promote race equality	Equality and Diversity

2.0 Workforce profile by Gender

2.1	Number of staff in post, by gender, for Grey book terms and conditions of service.	Workforce Planning
2.2	Number of staff in post, by gender, for Green book terms and conditions of service.	Workforce Planning
2.3	Starters and leavers, by gender, for Grey book terms and conditions of service.	Workforce Planning
2.4	Starters and leavers, by gender, for Green book terms and conditions of service.	Workforce Planning
2.5	Attendance at Positive Action events.	Equality & Diversity
2.6	Summary Positive Action undertaken	
2.7	Summary of attraction rates, by gender, for Green book terms and conditions of service.	Workforce Planning
2.8	Summary of job applicants, by gender, for Wholetime Duty System fire fighting training.	Workforce Planning
2.9	Summary of job applicants, by gender, for Retained Duty System fire fighting training.	Workforce Planning
2.10	Summary of job applicants, by gender, for Green book terms and conditions of service.	Workforce Planning
2.11	Summary of staff, by gender, for Grey book terms and conditions of service who applied for, and attended training against staff in Grey book posts.	Training
2.12	Summary of staff, by gender, for Green book terms and conditions of service who applied for, and attended training against staff in Green book posts.	Training
2.13	Summary of staff, by gender (all terms and conditions of service), involved in disciplinary, grievance and capability procedures.	Business Partner Team
2.14	Summary of staff, by gender, for Grey book terms and conditions of service achieving promotion to a higher position.	Workforce Planning
2.15	Summary of staff, by gender, for Green book terms and conditions of service achieving promotion to a higher position.	Workforce Planning
2.16	Review of Corporate Equality Plan; How we will promote gender equality	Equality and Diversity

3.0 Workforce Profile by Disability

3.1	Starters and leavers for Green and Grey book terms and conditions of service who have declared a disability.	Workforce Planning
3.2	Summary of job applicants with a disability.	Workforce Planning
3.3	Staff with a disability involved in disciplinary, grievance and capability procedures.	Business Partner Team
3.4	Summary of staff, by Grey book terms and conditions of service, achieving promotion to a higher position.	Workforce Planning
3.5	Summary of staff, by Green book terms and conditions of service, achieving promotion to a higher position.	Workforce Planning
3.6	Review of Corporate Equality Plan; How we will promote disability equality	Equality and Diversity

4.0 Number and percentage of staff by disability, gender, ethnicity, age and length of service

4.1	Turnover rates	Workforce Planning
4.2	Number and percentage of staff by ethnicity, gender and disability receiving a PDR	Training
4.3	Number and percentage of staff declaring sexual orientation	Workforce Planning
4.4	Review of Corporate Equality Plan; How we will promote sexual orientation equality	Equality and Diversity

5.0 Equal Pay

5.1	Number of staff by gender and terms and conditions of service paid at which salary point. (Information will be provided by end of week commencing 11/01/10)	Workforce Planning
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6.0 Review of Corporate Equality Plan; How we will promote religion or belief equality

7.0 Review of Corporate Equality Plan; How we will promote transgender equality