

AGENDA MANAGEMENT SHEET

Name of Committee Economic Development Overview and Scrutiny Committee

Date of Committee 23rd June 2005

Report Title Equality and Diversity Progress Report

Summary This report outlines an equality and diversity progress update for Warwickshire Fire and Rescue Service.

For further information please contact:

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Background papers:

Her Majesty's Inspectorate Report 2002/3

'Promoting Cultural Change in the Fire Service' 2000/2

Warwickshire Fire and Rescue Service Plan 2004/5

Warwickshire Fire and Rescue Progress Report

CONSULTATION ALREADY UNDERTAKEN:- Details to be specified

- Other Committees
- Local Member(s) N/A as this is County wide issue
- Other Elected Members Cllr Richard Hobbs, Cllr Dave Shilton
- Cabinet Member Cllr John Haynes
- Chief Executive
- Legal Sarah Duxbury
- Finance Oliver Winters
- Other Chief Officers
- District Councils
- Health Authority

Police

Other Bodies/Individuals Warwickshire Fire and Rescue Service Diversity and Equality Committee, CFOA Equalities Committee and West Midlands Regional Management Board

FINAL DECISION: For Information

SUGGESTED NEXT STEPS:

Details to be specified

Further consideration by this Committee

To Council

To Cabinet

To an O & S Committee

To an Area Committee

Further Consultation Employment and Inclusive Overview Committee

**Economic Development
Overview and Scrutiny Committee**

23rd June 2005

Equality and Diversity Progress Report

Report of the County Fire Officer

Recommendation:

That the Economic Development Overview and Scrutiny Committee note the progress report of the County Fire Officer on Diversity and Equality within Warwickshire Fire and Rescue Service, and endorse the approach.

1.0 Introduction

- 1.1 This report is to provide Members with an update progress report on where the Service is currently with regard to its equalities agenda.

2.0 Progress Update

- 2.1 Since our last report dated the 5th January 2004, and following the Government's proposals in their white paper entitled 'Our Fire Service' Warwickshire Fire and Rescue Service have continued to introduce and develop policies in tandem with new government legislation on the Fire and Rescue Service. The Service has continued to change the 'prevailing' culture within Warwickshire Fire and Rescue Service to make it more encompassing. Over the last twelve months the Service has 'rolled out' a number of courses to senior management on diversity and equality and delivered to a 'cross section' of middle managers a course on mentoring.
- 2.2 The Service has also been involved in national and regional initiatives; nationally the Service is on the committee of the 'Fireworks' project that is looking at processes of recruitment and retention of Women and Black and Minority Ethnic (BME) firefighters. Regionally the West Midlands Regional Management Board, has been established and the Service has been tasked with co-ordinating equality standards throughout the region.
- 2.3 The Service is in the process of reorganising its equalities committee essentially to make it more focused on the issues that are being brought to the

fore. The Service wishes to ensure that the committee represents all of the departments and levels within the service.

- 2.4 The Office of the Deputy Prime Minister (ODPM) has published figures and league tables showing the position of the various fire and rescue services within the country in relation to recruitment targets set by the ODPM.
- 2.5 Primarily target figures were centred on the 'wholetime' and retained duty sections of the service. These targets were originally set in 1999/2000 to oversee a substantial increase in the numbers of women within the Service and men and women from the BME groups.
- 2.6 The Service has continued to make progress against the ODPM's recruitment target figures as the below table shows:

	Female Firefighter	Female Firefighter	BME Firefighter	BME Firefighter	Overall Percentage Total
	Full-time	Retained	Full-time	Retained	
2001/2	7 (2.5%)	6 (3.4%)	11 (3.9%)	0	2.2%
2002/3	8 (3.0%)	11 (5.8%)	13 (4.8%)	1 (0.5)	3.0%
2003/4	9 (3.5%)	13 (6.2%)	14 (5.0%)	1 (0.5)	4.1%
2004/5	10 (4%)	14 (6.7%)	15 (5.3%)	2 (1%)	5.4%
Targets figures for the Year 2009	60 (15.2%)		22 (7.2%)		

- 2.7 Target figures set are still achievable but a greater emphasis will have to be placed on the recruitment of more female firefighters
- 2.8 The Service is pleased to report that Warwickshire 'heads' two of the category tables and is in the 'upper quartile' in seven of the eight tables published. The increased profile within the various communities of Warwickshire has helped Warwickshire Fire and Rescue Service get very near to achieving some of its target figures. (Based on 2003 reports)
- 2.9 It should be pointed out that these figures date from 2003 and in the intervening period these figures have increased.

Ethnic Origin of Wholetime Fire and Rescue Service Staff in 2003

Upper Quartile Results	White	Mixed	Asian or Asian British	Black or Black British	Chinese or Other Ethnic Group	Don't Know	Total	Total Minority	% ethnic
London	5,145	100	34	211	48	220	5758	393	6.83
Warwickshire	266	0	5	8	0	0	279	13	4.66
West Midlands	1,883	4	7	55	22	0	1971	88	4.46
Gloucestershire	223	0	1	7	2	0	233	10	4.29
Cambridgeshire	216	7	1	1	1	47	273	10	3.66
Staffordshire	457	9	0	3	2	0	471	14	2.97

2.10

Ethnic Origin of Non-Uniformed Fire and Rescue Service Staff in 2003

Upper Quartile Results	White	Mixed	Asian or Asian British	Black or Black British	Chinese or Other Ethnic Group	Don't Know	Total	Total Minority	% ethnic
London	705	16	40	133	25	26	945	214	22.65
West Midlands	464	3	17	22	1	0	507	43	8.48
Derbyshire	91	0	5	1	2	0	99	8	8.08
Leicestershire	79	0	3	1	2	0	85	6	7.06
Warwickshire	82	0	4	1	1	0	88	6	6.82
Hereford & Worcester	89	0	1	3	0	0	93	4	4.30

2.11

Female Firefighters Retained in 2003

Upper Quartile Results	Retained			
	Men	Women	Total	% Women
Warwickshire	178	11	189	5.82
Oxfordshire	302	18	320	5.63
Isle of Wight	155	8	163	4.91
Cheshire	190	9	199	4.52
Nottinghamshire	340	16	356	4.49
North Yorkshire	375	17	392	4.34
Gloucestershire	286	12	298	4.03
Lincolnshire	478	20	498	4.02
Northamptonshire	219	9	228	3.95
Staffordshire	404	16	420	3.81

2.12

Gender of fire and rescue service staff at 31st March 2003

Upper Quartile Results	Whole time			
	Men	Women	Total	% Women
Gloucestershire	216	17	233	7.30
West Sussex	379	16	395	4.05
Bedfordshire & Luton	308	11	319	3.45
Herefordshire & Worcester	339	12	351	3.42
Shropshire	209	7	216	3.24
Suffolk	242	8	250	3.20
Staffordshire	456	15	471	3.18
Wiltshire	214	7	221	3.17
Derbyshire	453	14	467	3.00
Northumberland	203	6	209	2.87
Warwickshire	271	8	279	2.87

2.13 Since the above table was put together the Service has increased wholetime female firefighter numbers to 12.

2.14 Warwickshire Fire and Rescue Service is now actively engaged in the West Midlands's Regional Management Board (RMB). The Equality and Diversity remit is being led by Hereford and Worcester Fire Service, and the agenda is being driven by Councillor Dave Shilton. The purpose of the RMB is to measure progress in various areas across the different regions; these range from equality standards, training, to auditing processes and equality policies. This will also feed into and complement the work done by the WCC equalities department.

2.15 Warwickshire Fire and Rescue Service has started the process of delivering diversity training across the Service and have engaged the services of an external trainer who will deliver a set number of training programmes. The Service has identified employees who are willing to be trained in this area as trainers, so that it can be delivered to all employees of Warwickshire Fire and Rescue Service.

2.16 The Warwickshire Fire and Rescue Service website now has a specific created web page for Equalities issues. The site can also be accessed through other equality sites on Warwickshire County Council web pages.

3.0 Future Actions

- 3.1 By working more closely with newly created Youth Development Department and the Community and Schools Liaison Officer Our community contact links will increase and be more extensive.
- 3.2 It is also intended to update our own Race Equality Scheme, to ensure that it will be more relevant for the next three years. This will also 'feed into' and complement the Warwickshire County Council's own Race Equality Scheme.
- 3.3 The Service had intended to audit our employees in isolation to find out how the equality and diversity agenda was perceived and being implemented, but this has been superseded by a proposed regional wide audit that will encompass all the fire and rescue services of the region. WCC will also conduct staff surveys, which will 'feed' into its own Race Equality Impact Assessment Process.
- 3.4 Mentoring workshops directly linked into the IPDS system were trialled in early 2004. The Service hopes to put in place a mentoring programme, it is envisaged that this will add another skill to those who will help develop and nurture new or developing staff. Initially this programme will be for senior and middle ranking staff, it will then be 'rolled out' to anyone in the organisation who requires it.

4.0 Conclusion

- 4.1 The Equality and Diversity Advisor has continued to attend the Warwickshire County Council led Corporate Race Equality Group and Race Equality Lead Officers Meetings on behalf of Warwickshire Fire and Rescue Service.
- 4.2 Warwickshire Fire and Rescue Service will continue to be at the forefront of the new diverse culture of the UK Fire Service and has put in place a number of policies that compliment existing or proposed working directives. Warwickshire started the process three years ago and intends to sustain the momentum it has generated in that period.

5.0 Recommendation

- 5.1 That Member note the contents of this report and endorse its approach.

William Brown
County Fire Officer

Shire Hall
Warwick

10th May 2005