



Derbyshire  
Fire & Rescue Service  
Making Derbyshire Safer Together



# Annual Public Sector Equality Duty Report 2019/2020



## Public Sector Equality Duty Report 2019/2020

Derbyshire Fire & Rescue Service (DFRS) is a public sector organisation. All public sector organisations are subject to the Public Sector Equality Duty (PSED), which is outlined in the Equality Act 2010 and ensures that public bodies consider the needs of all individuals – in shaping policy, delivering services and their own employees.

DFRS monitors equality and diversity information internally across several areas of the organisation. This document provides equality monitoring information about our employees and some of our activities from 1 April 2019 to 31 March 2020.

Further information about the activities delivered by the Service can be found in the Annual Report 2019/2020.

In accordance with the Equality Act 2010 PSED our equality objectives are summarised below.

Further information is available in the Diversity and Inclusion Strategy 2016 – 2021 and Diversity and Inclusion Action Plan 2020 – 2021.

- **Community Knowledge and Engagement:**

*To develop a framework to collect, analyse and use information to understand the local community and their changing needs; engage effectively with all communities and ascertain customer satisfaction.*

- **Leadership, Partnership and Organisational Commitment:**

*To ensure strong and visible leadership within the Service; ensuring equality and inclusion is embedded within the governance framework.*

- **Effective Service Delivery:**

*To ensure services are accessible and responsive to the needs of people in the community and procurement and commissioning considers the local community.*

- **Employment Conditions, Health and Wellbeing:**

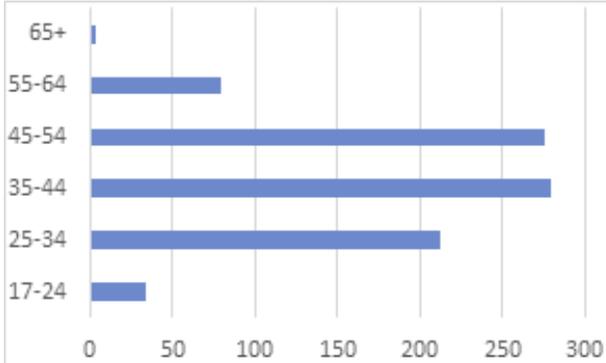
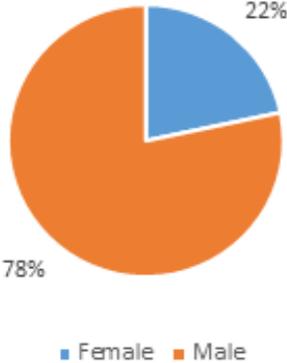
*To ensure workforce strategies, policies and processes support an inclusive working environment.*

- **Recruitment, Training and Progression:**

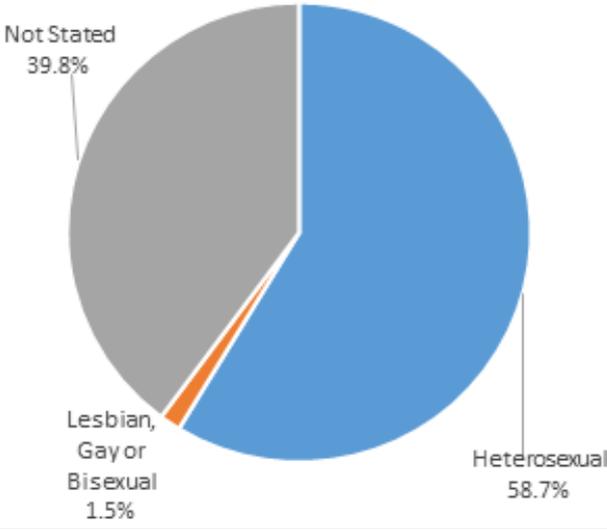
*To ensure we have a diverse, skilled and motivated workforce.*

## OUR EMPLOYEES – WORKFORCE PROFILE (MARCH 2020)

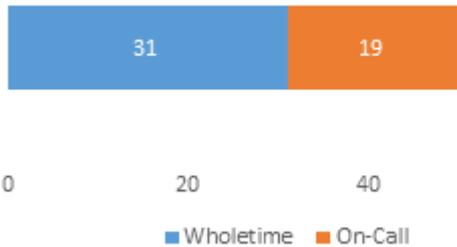
The age, gender, ethnic origin, religion, sexual orientation and disability are recorded for all staff. This information ensures that the make-up of our organisation strives to reflect the community we serve. The workforce of DFRS stands at 886 as of 31 March 2020.

	2019/20	Commentary														
<b>STAFF INCLUDED</b>	<b>886</b>	There has been a small decrease of 5 employees when compared to the previous year.														
<b>AGE</b> 	 <table border="1"> <caption>Age Profile Data</caption> <thead> <tr> <th>Age Group</th> <th>Number of Employees</th> </tr> </thead> <tbody> <tr> <td>65+</td> <td>~5</td> </tr> <tr> <td>55-64</td> <td>~80</td> </tr> <tr> <td>45-54</td> <td>~275</td> </tr> <tr> <td>35-44</td> <td>~275</td> </tr> <tr> <td>25-34</td> <td>~210</td> </tr> <tr> <td>17-24</td> <td>~30</td> </tr> </tbody> </table>	Age Group	Number of Employees	65+	~5	55-64	~80	45-54	~275	35-44	~275	25-34	~210	17-24	~30	<p>The age profile of the workforce remains largely unchanged with the majority of staff aged between 35 and 54 (63%).</p>
Age Group	Number of Employees															
65+	~5															
55-64	~80															
45-54	~275															
35-44	~275															
25-34	~210															
17-24	~30															
<b>GENDER</b> 	 <table border="1"> <caption>Gender Distribution Data</caption> <thead> <tr> <th>Gender</th> <th>Percentage</th> <th>Number of Employees</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>22%</td> <td>192</td> </tr> <tr> <td>Male</td> <td>78%</td> <td>694</td> </tr> </tbody> </table>	Gender	Percentage	Number of Employees	Female	22%	192	Male	78%	694	<p>Overall there has been a slight increase in the number of female employees within the workforce.</p> <p>Women represent 22% (192 employees) of our organisation, while men represent 78% (694).</p> <p>In operational roles, women represent 7.5% of the workforce, an increase of 5.9% on the previous year. Women account for 63% of support roles and 75% of Fire Control roles.</p> <p>The percentage of women in senior roles (Area Manager and above) within the Service remains at 25%.</p>					
Gender	Percentage	Number of Employees														
Female	22%	192														
Male	78%	694														

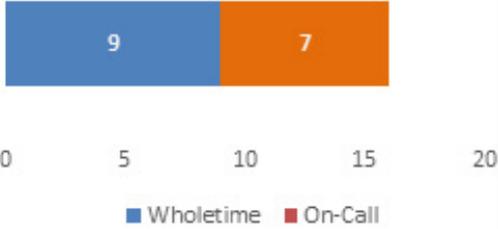
<p><b>ETHNICITY</b></p> 	<p><b>92.2%</b> (817) White British or Irish</p> <p><b>3.5%</b> (31) Other Ethnic Groups</p> <p><b>4.3%</b> (38) Not Stated</p>	<p>The most common ethnicity after 'White British or Irish' was 'Asian or Asian British', which accounts for 10 employees, followed by 'Any Other White Background' accounting for 8 and 'Mixed' heritage 6.</p> <p>Ethnic minorities' profile of Operational Staff remains at 2.4% (16) when compared to the previous year.</p> <p>38 employees have not stated their ethnicity – this compares to 41 in 2018/2019.</p>
<p><b>DISABILITY</b></p> 	<p>The disability profile of the workforce stands at <b>2% (18)</b> across the Service.</p> <p><b>88%</b> of employees recorded no disability</p> <p><b>10%</b> Not Stated</p>	<p>The disability profile of the workplace remains largely the same as 2018/19. Of the 18 employees recording a disability, 10 were in Support roles and 8 in Operational roles including Control. This represents 5.6% and 1.1% of those groups respectively.</p>
<p><b>RELIGION</b></p> 	<p><b>40.4%</b> Not Stated</p> <p><b>28.4%</b> Christian</p> <p><b>27%</b> No Religion</p> <p>Most common religion after these was 'Other', followed by Buddhist, Sikh, Hindu and Muslim.</p>	<p>This religion or belief profile of the workforce remains largely unchanged when compared to 2018/19, the biggest change being a 3% increase in those who stated they had no religion.</p>

<p><b>SEXUAL ORIENTATION</b></p> 	 <table border="1"> <caption>Sexual Orientation Data</caption> <thead> <tr> <th>Sexual Orientation</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Heterosexual</td> <td>58.7%</td> </tr> <tr> <td>Not Stated</td> <td>39.8%</td> </tr> <tr> <td>Lesbian, Gay or Bisexual</td> <td>1.5%</td> </tr> </tbody> </table>	Sexual Orientation	Percentage	Heterosexual	58.7%	Not Stated	39.8%	Lesbian, Gay or Bisexual	1.5%	<p>60.2% (533) of the Service's 886 employees have declared their sexual orientation, a 4% increase on last year.</p> <p>1.5% of the total number of employees have described themselves as Lesbian, Gay or Bisexual, the same percentage when compared to 2017/18.</p> <p>Overall the sexual orientation profile of the Workforce remains similar to last year. There has also been a positive decrease in the number of people declining to state, with 353 declining in 2019/20 compared to 390 in 2018/19.</p>
Sexual Orientation	Percentage									
Heterosexual	58.7%									
Not Stated	39.8%									
Lesbian, Gay or Bisexual	1.5%									

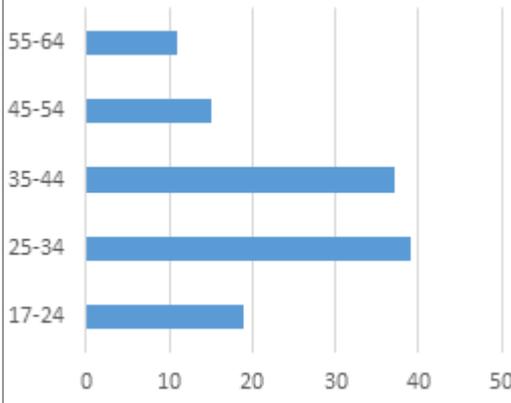
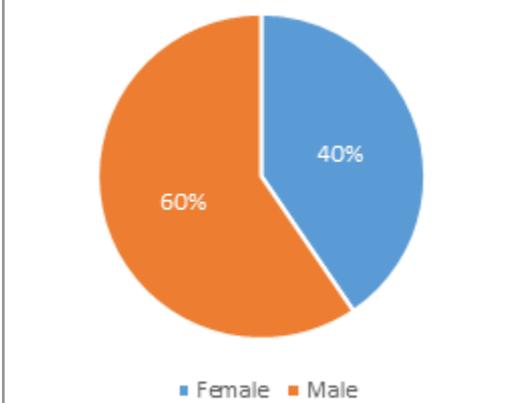
**FEMALES IN OPERATIONAL ROLES**

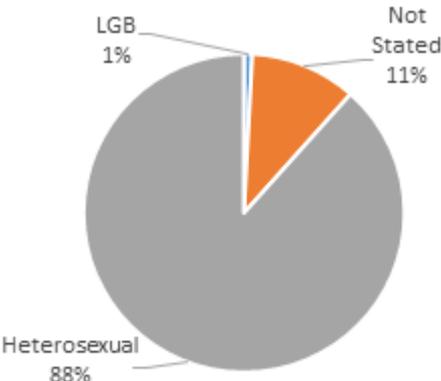
	2019/20	Commentary						
<p><b>NUMBER OF FEMALE OPERATIONAL STAFF</b></p>	<p style="text-align: center;"><b>50</b></p>	<p>7.5% of operational staff are female (Wholetime and On-Call combined), which represents an increase from 5.9% and equates to 25% improvement on 2018/19. 9% of Wholetime firefighters (31 out of 344) and 5.8% of On-Call firefighters (19 out of 324) are female.</p> <p>There has been an increase of 10 operational female firefighters since last year.</p> <p>Nationally, 6.4% of firefighters were women on 31 March 2019.</p>						
<p><b>CREWING TYPES</b></p>	 <table border="1"> <caption>Crewing Types Data</caption> <thead> <tr> <th>Crewing Type</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Wholetime</td> <td>31</td> </tr> <tr> <td>On-Call</td> <td>19</td> </tr> </tbody> </table>	Crewing Type	Count	Wholetime	31	On-Call	19	<p>The crewing types for operational females slightly changed from 2018/19.</p> <p>62% of female operational firefighters are Wholetime, while 38% are On-Call, changing from 70% and 30% respectively.</p>
Crewing Type	Count							
Wholetime	31							
On-Call	19							

## ETHNIC MINORITIES IN OPERATIONAL ROLES

	2019/20	Commentary
<b>NUMBER OF OPERATIONAL STAFF FROM ETHNIC MINORITIES</b>	<b>16</b>	<p>2.4% of operational staff are from ethnic minorities. For wholetime this figure stands at 2.3%. In On-call roles 2.5% of staff were from ethnic minorities, largely unchanged on 2018/19.</p> <p>The overall operational figure is disproportionately lower than the ethnic minorities' profile of Derbyshire which is 9.2% (City and County combined).</p>
<b>CREWING TYPES</b>	 <p style="text-align: center;">0      5      10      15      20</p> <p style="text-align: center;">■ Wholetime   ■ On-Call</p>	<p>56% of operational employees from ethnic minorities are Wholetime employees and 44% On-Call</p>

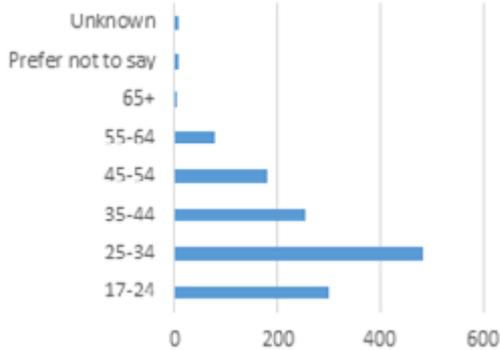
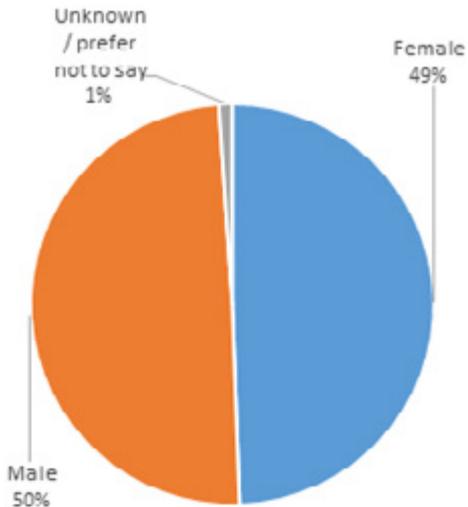
## NEW STARTERS IN ALL ROLES

	<b>2019/20</b>	<b>Commentary</b>
<b>NUMBER OF STAFF RECRUITED</b>	<b>121*</b>	Staff recruited in 2019/20 were split between Support (15.7%), Wholetime (16.5%), Control (24.8%) and On-Call (43%).
 <b>AGE</b>		<p>63% of new starters were aged between 25 and 44 years which is a slight decrease on the 69% reported last year.</p> <p>A further 15% were aged between 17 and 24, and 12% between 45 and 54.</p> <p>9% (11) of the new starters were aged between 55 and 64, which is a slight increase on the 4% recorded in 2018/19.</p>
 <b>GENDER</b>		<p>Overall, the percentage of female recruits in all roles has increased to 40%, which represents increases from 37% in 2018/19, 25% in 2017/18 and 20% in 2016/17.</p> <p>9% of all operational recruits were female in 2019/20.</p>
 <b>ETHNICITY</b>	<p style="text-align: center;"><b>92.6%</b> White British or Irish</p> <p style="text-align: center;"><b>1.6%</b> Not Stated</p> <p style="text-align: center;"><b>5.8%</b> Black or Minority Ethnic</p>	<p>The majority of candidates identified themselves as White British or Irish. 5.8% were from other ethnic groups.</p> <p>Only 1.6% of new starters did not state their ethnicity.</p> <p>4.3% of those recruited into operational roles (Wholetime and On-Call) were from a minority ethnic group.</p>
 <b>DISABILITY</b>	<p style="text-align: center;"><b>2.5%</b> Yes</p> <p style="text-align: center;"><b>79.3%</b> No</p> <p style="text-align: center;"><b>18.2%</b> Not stated</p>	<p>2.5% of new starters have declared a disability, while the percentage of people not declaring their disability status decreased from 33% in previous year to 18%.</p>

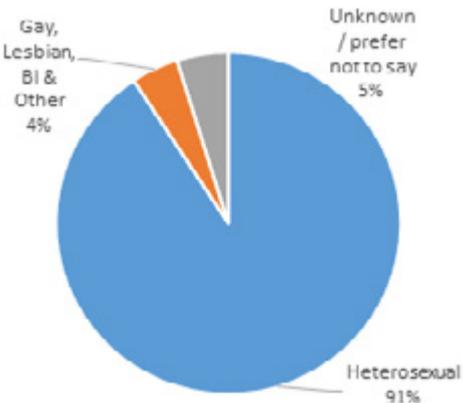
 <p><b>RELIGION</b></p>	<p><b>53%</b> No religion  <b>38%</b> Christian  <b>1%</b> Other  <b>8%</b> Not stated</p>	<p>The religion or belief profile of new starters is largely made up of Christian faith (38%) and those with no religion or belief (53%) which is largely unchanged when compared to 2018/19.</p>								
 <p><b>SEXUAL ORIENTATION</b></p>	 <table border="1"> <caption>Sexual Orientation Data</caption> <thead> <tr> <th>Sexual Orientation</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Heterosexual</td> <td>88%</td> </tr> <tr> <td>Not Stated</td> <td>11%</td> </tr> <tr> <td>LGB</td> <td>1%</td> </tr> </tbody> </table>	Sexual Orientation	Percentage	Heterosexual	88%	Not Stated	11%	LGB	1%	<p>Of new starters 89% stated their sexual orientation, which is similar when compared to 2018/19.</p> <p>This includes 1% for LGB (lesbian, gay, bisexual) 88% for heterosexual.</p> <p>In the UK, an estimated 93% of the population identified as heterosexual in 2017, 2.6% as LGB and other, while over 4% declined to state.</p> <p>According to Stonewall UK, an estimated 5-7% of the UK population identifies as LGBT+.</p>
Sexual Orientation	Percentage									
Heterosexual	88%									
Not Stated	11%									
LGB	1%									

\*Please note, the difference in the total number of new starters in this section of the report and the total number of successful applicants in the section below is due to internal processes. 2019/2020.

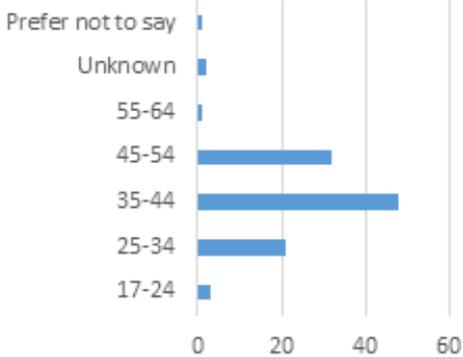
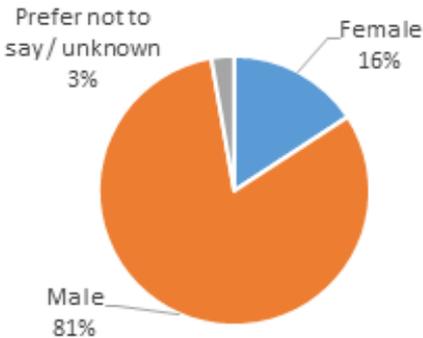
## RECRUITMENT INFORMATION – VACANCIES (BOTH INTERNAL & EXTERNAL)

	2019/20	Commentary																
<p><b>NUMBER OF APPLICANTS</b></p> <p><b>INTERVIEWED</b></p> <p><b>SUCCESSFUL</b></p>	<p><b>1309</b></p> <p><b>174</b></p> <p><b>75</b></p>	<p>There has been a decline in the total number of applicants when comparing to the 1,908 reported in 2017/18.</p> <p>358 applicants for all vacancies were invited to an interview and 146 were successfully appointed.</p>																
 <p><b>AGE</b></p>	 <table border="1"> <caption>Applicants by Age Group</caption> <thead> <tr> <th>Age Group</th> <th>Number of Applicants (Approximate)</th> </tr> </thead> <tbody> <tr> <td>17-24</td> <td>300</td> </tr> <tr> <td>25-34</td> <td>480</td> </tr> <tr> <td>35-44</td> <td>250</td> </tr> <tr> <td>45-54</td> <td>180</td> </tr> <tr> <td>55-64</td> <td>80</td> </tr> <tr> <td>65+</td> <td>20</td> </tr> <tr> <td>Unknown / Prefer not to say</td> <td>10</td> </tr> </tbody> </table>	Age Group	Number of Applicants (Approximate)	17-24	300	25-34	480	35-44	250	45-54	180	55-64	80	65+	20	Unknown / Prefer not to say	10	<p>The majority of applicants were between 25 and 34 years of age (37%), showing similar trends to previous years.</p>
Age Group	Number of Applicants (Approximate)																	
17-24	300																	
25-34	480																	
35-44	250																	
45-54	180																	
55-64	80																	
65+	20																	
Unknown / Prefer not to say	10																	
 <p><b>GENDER</b></p>	 <table border="1"> <caption>Applicants by Gender</caption> <thead> <tr> <th>Gender</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>50%</td> </tr> <tr> <td>Female</td> <td>49%</td> </tr> <tr> <td>Unknown / prefer not to say</td> <td>1%</td> </tr> </tbody> </table>	Gender	Percentage	Male	50%	Female	49%	Unknown / prefer not to say	1%	<p>The male-to-female ratio for all applicants has changed to 50:50 from 70:30 in 2018/19 and 80:20 in 2017/18.</p> <p>The percentage of female applicants has increased to 49% compared to 31% in 2018/19 and 22% in 2017/18, which makes it relatively proportionate to the local demographics.</p> <p>At 51%, the percentage of female applicants invited for an interview was proportionate to the community make up.</p> <p>The male-to-female ratio of those successful at the interview stage was 60:40, changing from 70:30 the year before.</p>								
Gender	Percentage																	
Male	50%																	
Female	49%																	
Unknown / prefer not to say	1%																	

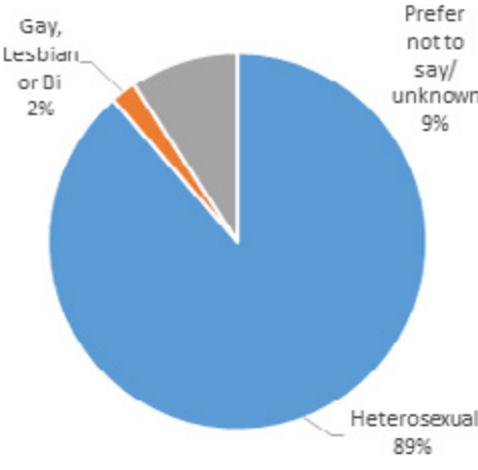
**RECRUITMENT INFORMATION – VACANCIES (BOTH INTERNAL & EXTERNAL)**

	<b>2019/20</b>	<b>Commentary</b>								
 <p><b>ETHNICITY</b></p>	<p><b>87.6% (1147)</b> White British</p> <p><b>11.2% (147)</b> Other Ethnic Groups</p> <p><b>1.2% (15)</b> Not Stated</p>	<p>The most common ethnicities after 'White British' were</p> <ul style="list-style-type: none"> <li>- Any Other White (41)</li> <li>- Asian or Asian British (38)</li> <li>- Mixed Background (35)</li> <li>- Black or Black British (16)</li> </ul> <p>The BME (Black and Minority Ethnic) profile of all applicants is slightly higher than the ethnicity profile of Derbyshire (City and County combined).</p> <p>The proportion of BME applicants invited to the interview stands at 8.6%, and 8% for the 'successful applicants' stage. (increase from 6% and 2.7% respectively when compared to the previous year).</p>								
 <p><b>DISABILITY</b></p>	<p><b>2.9% (38)</b> of applicants recorded a disability</p>	<p>The number of applicant stating a disability was proportionate to those invited to the interview stage (2.9%), but lower at 'successful applicants' stage (1.3%).</p>								
 <p><b>RELIGION</b></p>	<p><b>55%</b> No Religion</p> <p><b>35%</b> Christian</p> <p><b>5%</b> Not Stated</p> <p>Most common other religions were; Other, Muslim and Sikh.</p>	<p>The religion or belief profile of the applicants remains largely unchanged when compared to the last year.</p>								
<p><b>SEXUAL ORIENTATION</b></p>	 <table border="1"> <caption>Sexual Orientation Data</caption> <thead> <tr> <th>Sexual Orientation</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Heterosexual</td> <td>91%</td> </tr> <tr> <td>Unknown / prefer not to say</td> <td>5%</td> </tr> <tr> <td>Gay, Lesbian, Bi &amp; Other</td> <td>4%</td> </tr> </tbody> </table>	Sexual Orientation	Percentage	Heterosexual	91%	Unknown / prefer not to say	5%	Gay, Lesbian, Bi & Other	4%	<p>95% of all applicants declared their sexual orientation. This remains high when compared to previous years (99% in 2018/19 and 96% in 2017/2018).</p> <p>4% of the total number of applicants described themselves as Lesbian, Gay, Bisexual or Other (6% in 2018/19).</p> <p>Unknown/prefer not to say category remained at 5% when compared the year before.</p>
Sexual Orientation	Percentage									
Heterosexual	91%									
Unknown / prefer not to say	5%									
Gay, Lesbian, Bi & Other	4%									

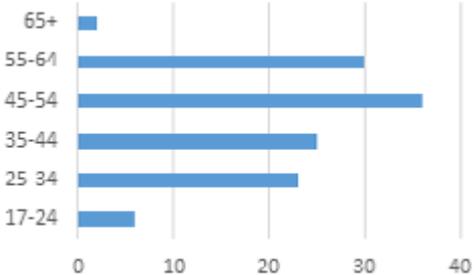
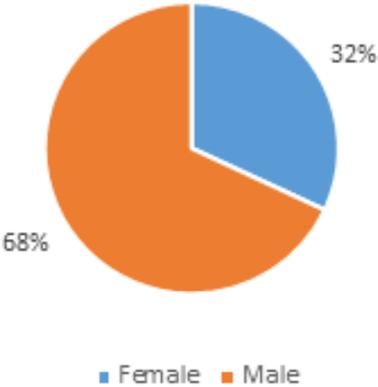
**Internal Promotion (Operational Roles)**

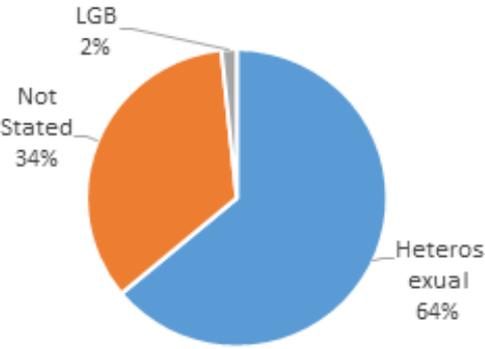
	<b>2019/20</b>	<b>Commentary</b>
<b>NUMBER OF APPLICANTS</b>	<b>184</b>	Of 184 applicants for internal promotion, 58% (108) were invited to an interview and 47 were successfully appointed (25%).
<b>INTERVIEWED</b>	<b>108</b>	
<b>SUCCESSFUL</b>	<b>47</b>	
 <b>AGE</b>		The majority of applications were aged between 35 - 44, showing similar trends to the previous year.
 <b>GENDER</b>		<p>The overall percentage of female applications for promotions increased from 5% to 16% when comparing to the year before.</p> <p>Female applicants accounted for 10.6% of all successful candidates, an increase from 4.3% in 2018/19.</p>
 <b>ETHNICITY</b>	<p><b>92.4% (170) White British or Irish</b></p> <p><b>2.7% (5) Other Ethnic Groups</b></p> <p><b>4.9% (9) Prefer not to say/unknown</b></p>	<p>Applicants from minority ethnic groups made-up 2.7% of all applicants for internal promotions – a decrease from 4.5% in the previous year.</p> <p>One BME (Black and Minority Ethnic) applicant was successfully appointed (2% of all successful applicants).</p>
 <b>DISABILITY</b>	<b>5</b> applicants recorded a disability	Five applicants (2.7%) declared disability at the application stage with one was successfully appointed.

### Internal Promotion (Operational Roles)

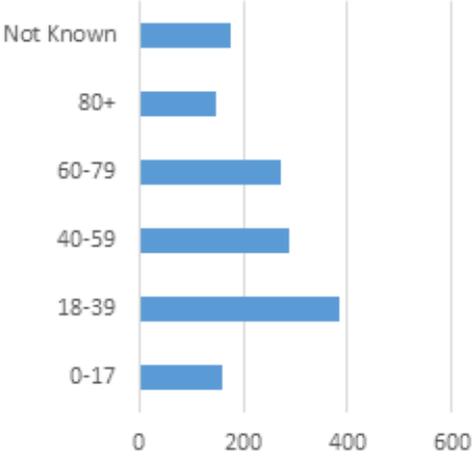
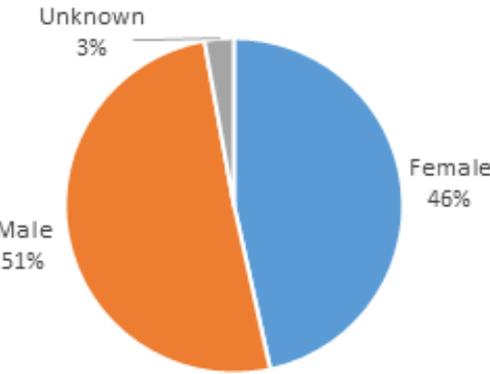
	2019/20	Commentary								
 <p><b>RELIGION</b></p>	<p><b>50.5%</b> No religion</p> <p><b>37%</b> Christian</p> <p><b>9%</b> Prefer not to say/ unknown</p> <p><b>3.5%</b> Other</p>	<p>The majority of applicants for internal promotions described themselves as Christians, whilst 'no religion' accounted for the second highest number of applicants.</p>								
 <p><b>SEXUAL ORIENTATION</b></p>	 <table border="1"> <caption>Sexual Orientation Data</caption> <thead> <tr> <th>Sexual Orientation</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Heterosexual</td> <td>89%</td> </tr> <tr> <td>Prefer not to say/unknown</td> <td>9%</td> </tr> <tr> <td>Gay, Lesbian, or Bi</td> <td>2%</td> </tr> </tbody> </table>	Sexual Orientation	Percentage	Heterosexual	89%	Prefer not to say/unknown	9%	Gay, Lesbian, or Bi	2%	<p>91% of all applicants declared their sexual orientation showing a similar trend to the previous year. This is a positive increase from 68% when compared to 2016/2017, but a decrease from 97% the year before.</p> <p>2% of the total number of applicants have described themselves as Gay or Lesbian, Bisexual.</p> <p>9% of the applicants preferred not to declare their sexual orientation, compared to 8% in 2017/18 and 3% in 2018/19.</p>
Sexual Orientation	Percentage									
Heterosexual	89%									
Prefer not to say/unknown	9%									
Gay, Lesbian, or Bi	2%									

## Retention

	<b>2019/20</b>	<b>Commentary</b>														
<b>NUMBER OF STAFF LEAVING THE SERVICE</b>	<b>122</b>	<p>There were a total of 122 contracts of employment that ended across the Service during the year 2019/20.</p> <p>The on-call duty system accounted for 48 (39%) of all contracts ended.</p> <p>25 (20%) Wholetime employment contracts ended in the same period, while 30 (25%) ended in Support and 19 in Control (16%).</p>														
<b>REASONS FOR LEAVING</b>	<p><b>56</b> voluntary resignation</p> <p><b>35</b> voluntary retirement</p> <p><b>15</b> redundancy</p> <p><b>4</b> TUPE out of the Service</p> <p><b>3</b> transfer to a new work group</p> <p><b>2</b> dismissal</p> <p><b>2</b> dismissal on health grounds</p> <p><b>2</b> left one post</p> <p><b>2</b> end of contract</p> <p><b>1</b> transfer out</p>	<p>Voluntary resignations were the main reason for people leaving the Service with 46% of all leavers as the year before. The majority of these were On-Call staff (68%).</p> <p>The largest proportion of wholetime leavers were due to voluntary retirement (92%).</p> <p>56% of all support contracts ended via voluntary resignations</p>														
 <b>AGE</b>	 <table border="1"> <caption>Age Groups of Leavers</caption> <thead> <tr> <th>Age Group</th> <th>Number of Leavers</th> </tr> </thead> <tbody> <tr> <td>65+</td> <td>2</td> </tr> <tr> <td>55-64</td> <td>30</td> </tr> <tr> <td>45-54</td> <td>35</td> </tr> <tr> <td>35-44</td> <td>25</td> </tr> <tr> <td>25-34</td> <td>23</td> </tr> <tr> <td>17-24</td> <td>5</td> </tr> </tbody> </table>	Age Group	Number of Leavers	65+	2	55-64	30	45-54	35	35-44	25	25-34	23	17-24	5	<p>The age groups 45-54 (30%) and 55-64 (25%) accounted for the largest proportion of leavers (55% combined).</p> <p>This is slightly differs when compared to 2018/2019 when the same age groups accounted for 43% combined.</p>
Age Group	Number of Leavers															
65+	2															
55-64	30															
45-54	35															
35-44	25															
25-34	23															
17-24	5															
 <b>GENDER</b>	 <table border="1"> <caption>Gender Distribution of Leavers</caption> <thead> <tr> <th>Gender</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>32%</td> </tr> <tr> <td>Male</td> <td>68%</td> </tr> </tbody> </table>	Gender	Percentage	Female	32%	Male	68%	<p>Women represent 22% of the entire workforce and males 78%.</p> <p>Females account for 32% of leavers, which is lower than their overall percentage of women within the total workforce.</p> <p>The percentage of females in operational roles leaving the Service stood at just over 1%, similar when compared to 2018/19.</p>								
Gender	Percentage															
Female	32%															
Male	68%															

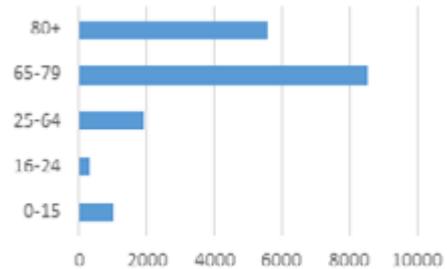
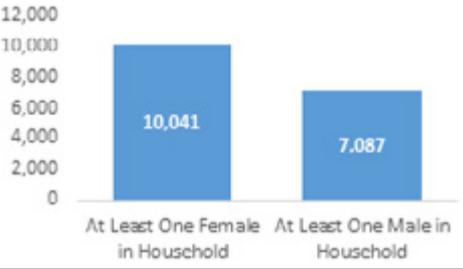
	2019/20	Commentary
 <p><b>ETHNICITY</b></p>	<p><b>92.6%</b> White British  <b>4.1%</b> Other Ethnic Groups  <b>3.3%</b> Not stated</p>	<p>The White British category accounts for 92.2% of employees across the Service and ethnic minority groups 3.5%.                      BME employees accounted for 4.1% of all leavers.</p>
 <p><b>DISABILITY</b></p>	<p><b>2.5%</b> Yes  <b>88.5%</b> No  <b>9%</b> Not Stated</p>	<p>The proportion of disabled employees leaving the Service is 2.5%, which is slightly higher than the overall proportion of disabled employees within the workforce (2%). This is a similar trend to the previous year.</p>
 <p><b>RELIGION</b></p>	<p><b>33.5%</b> Christian  <b>31%</b> No religion  <b>2.5%</b> Other  <b>1%</b> Hindu  <b>32%</b> Not stated</p>	<p>The religion or belief profile of leavers is largely made up of Christian faith (33%) and those with no religion or belief (20%).</p>
 <p><b>SEXUAL ORIENTATION</b></p>	 <p>LGB 2%                      Not Stated 34%                      Heterosexual 64%</p>	<p>The sexual orientation profile slightly changed when compared to 2018/2019. The percentage of 'Not stated' category decreased from 46% to 34%</p>

## Incidents Attended – Rescues, Casualties and Fatalities

	<b>2019/20</b>	<b>Commentary</b>														
<p><b>NUMBER OF PEOPLE INVOLVED IN FIRE, ROAD TRAFFIC COLLISION AND OTHER SPECIAL SERVICE INCIDENTS</b></p>	<p><b>1,424</b></p>	<p>There were a total of 1,424 persons involved in incidents attended by the Service, which represents a increase of 22% (254 people) when compared to 2018/19.</p> <p>The number includes:</p> <ul style="list-style-type: none"> <li>• 64.6% Injured (including rescue with injury)</li> <li>• 32.1% Rescued without injury</li> <li>• 3.3% Fatalities</li> </ul>														
<p><b>TYPE OF INCIDENTS</b></p>	<p><b>45.1%</b> Road Traffic Collision  <b>44.8%</b> Other Special Service  <b>10%</b> Fire</p>	<p>The majority of people were involved in road traffic collisions and other special service incidents, which includes, but is not limited to, gas leaks, water rescues, lift rescues, rescues from heights, chemical incidents or assisting other services.</p>														
 <p><b>AGE</b></p>	 <table border="1" style="display: none;"> <caption>Age Profile Data</caption> <thead> <tr> <th>Age Group</th> <th>Number of People</th> </tr> </thead> <tbody> <tr> <td>0-17</td> <td>~150</td> </tr> <tr> <td>18-39</td> <td>~380</td> </tr> <tr> <td>40-59</td> <td>~280</td> </tr> <tr> <td>60-79</td> <td>~280</td> </tr> <tr> <td>80+</td> <td>~150</td> </tr> <tr> <td>Not Known</td> <td>~180</td> </tr> </tbody> </table>	Age Group	Number of People	0-17	~150	18-39	~380	40-59	~280	60-79	~280	80+	~150	Not Known	~180	<p>The age profile of those involved in incidents has remained largely similar when comparing against 2018/19.</p> <p>The groups 00-17 and 18-39 account for 38% of all people involved in incidents, 3% down on last year.</p> <p>The groups 60-79 and 80+ account for a 29% which is a slight increase from 26% recorded in 2018/19</p> <p>The 'not known' category remains at 12%.</p>
Age Group	Number of People															
0-17	~150															
18-39	~380															
40-59	~280															
60-79	~280															
80+	~150															
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 <p><b>GENDER</b></p>	 <table border="1" style="display: none;"> <caption>Gender Distribution Data</caption> <thead> <tr> <th>Gender</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>51%</td> </tr> <tr> <td>Female</td> <td>46%</td> </tr> <tr> <td>Unknown</td> <td>3%</td> </tr> </tbody> </table>	Gender	Percentage	Male	51%	Female	46%	Unknown	3%	<p>There were more men involved in incidents (51%) compared to women (46%), which is similar to results of the previous three years.</p>						
Gender	Percentage															
Male	51%															
Female	46%															
Unknown	3%															

	2019/20	Commentary
 <p><b>ETHNICITY</b></p>	<p><b>76%</b> White British or Irish  <b>8.6%</b> Other Ethnic Groups  <b>15.4%</b> Not Stated</p>	<p>Overall, the ethnicity profile of persons involved in incidents remains largely unchanged when compared to 2018/19.</p> <p>There has been a positive decrease from 38% to 16% in the 'not stated' section.</p> <p>Where ethnicity was recorded, White British or Irish account for 76 %, Asian or Asian British 3.5%, White Other 2.4%. Black or Black British, Mixed and Any Other Ethnicity each accounted for 1% of casualties or less.</p>

### Safe and Well Visits

	2019/20	Commentary
<p><b>NUMBER OF HOME VISITS</b></p>	<p><b>12,661</b></p>	<p>Between 1 April 2019 and 31 March 2020, 12,661 homes received Safe and Well visits.</p>
 <p><b>AGE</b></p>		<p>81% of all visits have been delivered to households where all persons were aged over 65, an increase on 70% recorded the year before.</p> <p>73% of households were inhabited by a single person aged over 65.</p>
 <p><b>DISABILITY</b></p>		<p>5,594 (44.2%) residents recorded a disability, which is over 4% higher than in 2017/18.</p> <p>That means 454 more households with a disabled occupant receiving a safe and well visit in 2019/20.</p>
 <p><b>GENDER</b></p>		<p>In 79% of households visited, there was at least one female, while 56% of households had at least one male resident.</p> <p>This generally reflects the figures in the previous two years.</p>
 <p><b>ETHNICITY</b></p>	<p><b>90.8%</b> White British or Irish  <b>2.9%</b> Other Ethnic Groups  <b>6.3%</b> Not Stated</p>	<p>90.8% of visits were delivered to households where occupiers described themselves as White British or Irish, while 2.9% were from other ethnic groups, which is a slight increase from 2.4% recorded in 2018/19. The 'not stated' category increased to 6.3% from 4.6%.</p>

## Conclusion and Next Steps

Derbyshire Fire & Rescue Service is keen to ensure that the monitoring data collated in this report is used to inform its employment practices and service delivery. As a result, this information has been used to develop significant policies and practices, key examples of which are as follows:

- Monitoring data identified that women and members of BME and LGBT+ communities remain underrepresented in the Service, particularly in operational roles. Increases in these figures have been limited previously due to lack of recruitment into operational roles. Therefore, in advance of any future programmes of recruitment for firefighters, both wholetime and on-call, the Service has put in place a two-year programme of positive action. This includes attending community events, schools' career days, holding awareness sessions, developing online resources for potential applicants in order to raise awareness about firefighting career and encourage members of underrepresented groups to apply.
- The report shows an overall increase amongst the number of female recruits across all roles, especially operational staff and LGBT+ staff, when compared to the previous year, evidencing positive outcomes of the positive action project.
- Data collected during Safe and Well Visits supports the Service's target risk methodology, and this data will be used to inform any future developments of this scheme. In order to improve direct engagement with diverse communities, especially where a language barrier poses a challenge, the Service has started a trial of tablets with messages in various languages linked to telephone interpreting service in order to improve communication.

For any enquiries or comments on this report, or on equality and diversity in general, please contact Prevention and Inclusion Department on 01773 305305 or at [Prevention&InclusionAdmin@Derbys-Fire.Gov.UK](mailto:Prevention&InclusionAdmin@Derbys-Fire.Gov.UK)