



Derbyshire
Fire & Rescue Service
Making Derbyshire Safer



Annual Public Sector Equality Duty Report 2017/2018



Public Sector Equality Duty Report 2017/2018

As a public sector organisation, Derbyshire Fire & Rescue Service (DFRS) is subject to the Public Sector Equality Duty (PSED), which is made up of a general duty supported by specific duties, as outlined in the Equality Act 2010.

The Equality Duty is a duty on public bodies and others carrying out public functions. It ensures that public bodies consider the needs of all individuals in their day to day work – in shaping policy, in delivering services and in relation to 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 2017 to 31 March 2018.

Further information about the activities delivered by the Service can be found in the Annual Report 2017/2018.

In accordance with the Equality Act 2010 Public Sector Equality Duty our equality objectives are summarised below.

Further information is available in the Diversity and Inclusion Strategy 2016 – 2021 and Action Plan 2018 – 2019.

- **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.

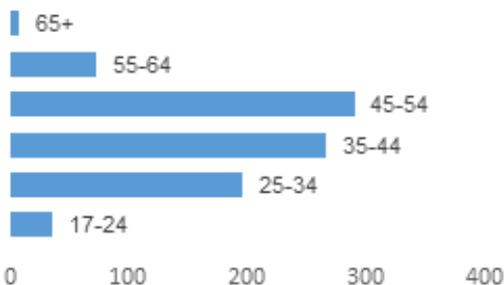
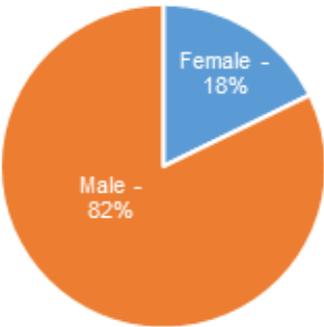
- **Recruitment, Training and Progression:**

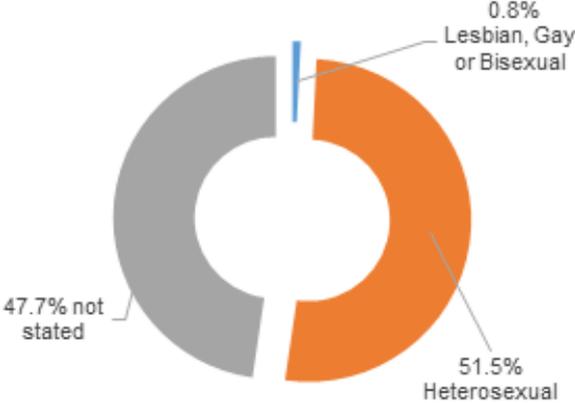
To ensure we have a diverse, skilled and motivated workforce.

EQUALITY MONITORING 2017 – 2018

Our Employees – Workforce Profile (March 2018)

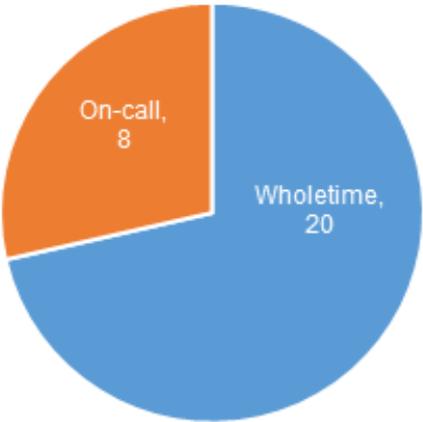
The age, gender, ethnic origin, religion, sexual orientation and disability are recorded for all staff. This information ensures that the make-up of our organisation strives to reflect the community we serve. The workforce of DFRS stands at 868 as of 31 March 2018.

	2017/18	Commentary
STAFF INCLUDED	868	There has been a decrease recorded, equating to 26 fewer employees compared to the previous year.
AGE 		The age profile of the workforce remains largely unchanged with the majority of staff aged between 35 and 54 (64%).
GENDER 		<p>Overall there has been no change in the gender ratio of the workforce.</p> <p>Women represent 18% (154 employees) of our organisation, while men 82% (714).</p> <p>In operational roles women represent 4.2% of the workforce, in support roles 59% and 80% in Fire Control.</p>
ETHNICITY 	<p>92% (797) White British or Irish</p> <p>3% (27) Other Ethnic Groups</p> <p>5% (44) Not Stated</p>	<p>The most common ethnicity after 'White British or Irish' was 'Asian or Asian British', which accounts for 11 employees. The groupings 'Any Other White Background' and 'Mixed' heritage each account for 6 employees.</p> <p>The BME (Black and Minority Ethnic) profile of operational staff is 2.2% (15), which is a slight decrease when compared to the previous year.</p> <p>44 employees have not stated their ethnicity – an increase from the 26 reported in 2016/2017.</p>

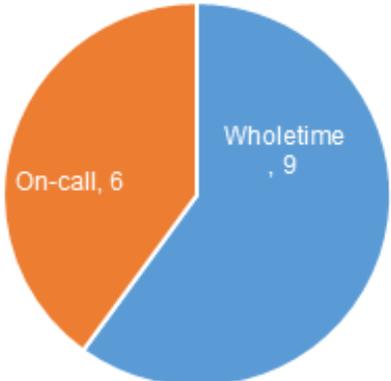
<p>DISABILITY</p> 	<p>The disability profile of the workforce stands at 1.8% (16) across the Service.</p> <p>91.5% of employees recorded no disability</p> <p>6.7% Not Stated</p>	<p>Of 16 employees recording a disability, 11 were in support roles and 5 in operational roles.</p> <p>This represents 6.4% and 0.75% of those groups respectively.</p>								
<p>RELIGION</p> 	<p>48% Not Stated</p> <p>27% Christian</p> <p>20% No Religion</p> <p>Most common religion after these was 'Other', followed by Sikh, Buddhist, Hindu and Muslim.</p>	<p>This religion or belief profile of the workforce remains largely unchanged when compared to 2016/17.</p>								
<p>SEXUAL ORIENTATION</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>51.5%</td> </tr> <tr> <td>Lesbian, Gay or Bisexual</td> <td>0.8%</td> </tr> <tr> <td>Not Stated</td> <td>47.7%</td> </tr> </tbody> </table>	Sexual Orientation	Percentage	Heterosexual	51.5%	Lesbian, Gay or Bisexual	0.8%	Not Stated	47.7%	<p>52.3% (454) of the Service's 868 employees have declared their sexual orientation.</p> <p>0.8% of the total number of employees described themselves as lesbian, gay or bisexual.</p> <p>Overall the sexual orientation profile of the workforce remains the same as last year. There has also been a decrease in the numbers of people declining to state.</p>
Sexual Orientation	Percentage									
Heterosexual	51.5%									
Lesbian, Gay or Bisexual	0.8%									
Not Stated	47.7%									

Females in Operational Roles

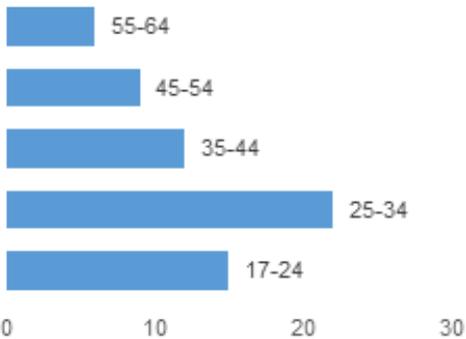
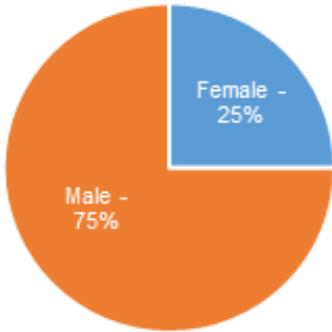
	2017/18	Commentary
<p>Number of female operational staff</p>	<p>28</p>	<p>4.2% of operational staff are female (wholetime and on-call combined), which remains similar when compared to 2016/17.</p> <p>Females account for 5.8% of wholetime firefighters (20 out of 341) and 2.5% of On-Call firefighters (8 out of 325).</p> <p>There has been a decrease of 2 operational females since last year.</p> <p>Nationally, 5% of firefighters were females in 2016.</p>

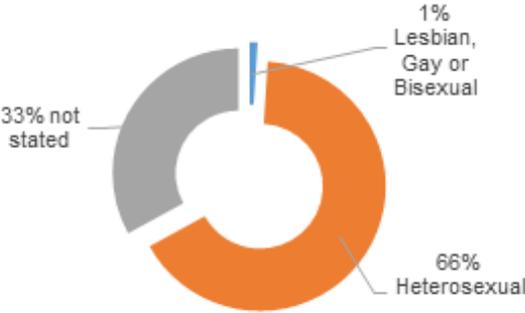
<p>Crewing types</p>	 <p>A pie chart illustrating the distribution of female operational employees by crewing type. The chart is divided into two segments: a larger blue segment representing 'Wholetime' employees with a count of 20, and a smaller orange segment representing 'On-call' employees with a count of 8.</p>	<p>71% of female operational employees are wholetime, while 29% are on-call.</p> <p>This is a slight change when compared to the last year, when this stood at 73% and 27% respectively.</p>
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BME in Operational Roles

	2017/18	Commentary
<p>Number of BME operational staff</p>	<p>15</p>	<p>2.2% of operational staff are from BME communities. This equates to 2.6% when focusing on wholetime roles and 1.5% for on-call roles.</p> <p>This is disproportionately lower than the BME profile of Derbyshire which stands at 8.5% (city and county combined).</p>
<p>Crewing types</p>	 <p>A pie chart illustrating the distribution of BME operational employees by crewing type. The chart is divided into two segments: a blue segment representing 'Wholetime' employees with a count of 9, and an orange segment representing 'On-call' employees with a count of 6.</p>	<p>60% of BME operational employees are wholetime, while 40% are on-call</p>

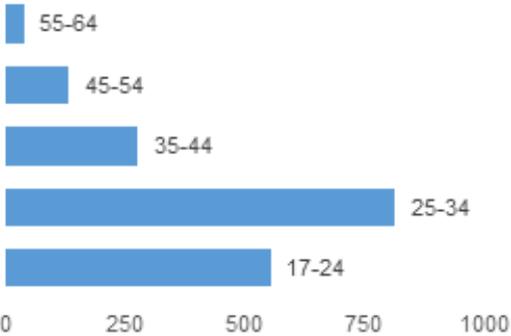
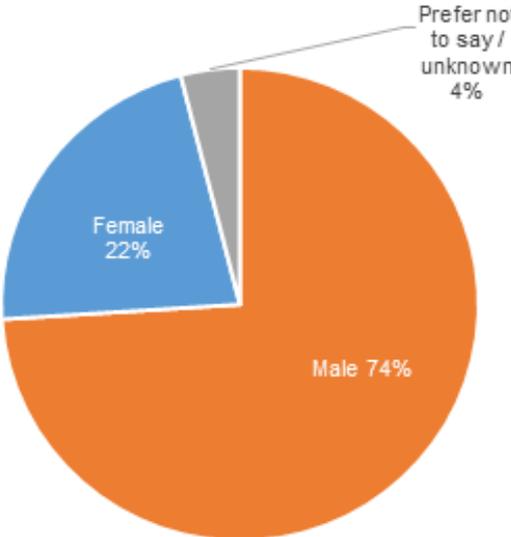
New Starters in All Roles

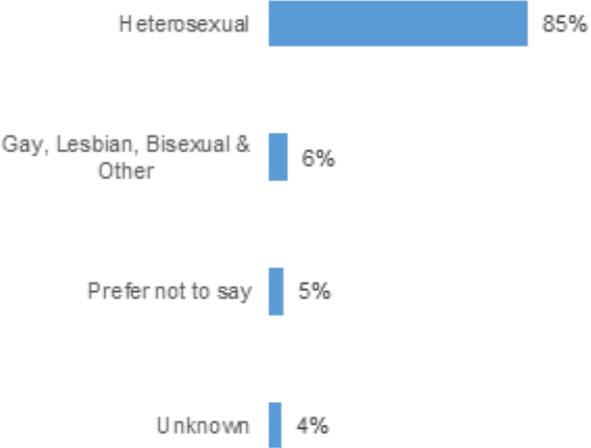
	2017/18	Commentary												
Number of staff recruited	64*	The majority of staff recruited in 2017/18 were recruited to the on-call duty system (62%). 28% were recruited as support and the remaining 10% as either wholetime or control employees.												
AGE 	 <table border="1"> <caption>Age Distribution of New Starters (2017/18)</caption> <thead> <tr> <th>Age Group</th> <th>Number of Staff</th> </tr> </thead> <tbody> <tr> <td>55-64</td> <td>10</td> </tr> <tr> <td>45-54</td> <td>12</td> </tr> <tr> <td>35-44</td> <td>15</td> </tr> <tr> <td>25-34</td> <td>25</td> </tr> <tr> <td>17-24</td> <td>10</td> </tr> </tbody> </table>	Age Group	Number of Staff	55-64	10	45-54	12	35-44	15	25-34	25	17-24	10	<p>The majority of new starters were aged between 25 and 34 years, representing 34% of those who joined the Service. The bandings 17-24 and 35-44 accounted for 23% and 19% respectively.</p> <p>9% (6) of the new starters were aged between 55 and 64. This is an increase when compared to the year before when there was no starters in that age group.</p>
Age Group	Number of Staff													
55-64	10													
45-54	12													
35-44	15													
25-34	25													
17-24	10													
GENDER 	 <table border="1"> <caption>Gender Distribution of New Starters (2017/18)</caption> <thead> <tr> <th>Gender</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>75%</td> </tr> <tr> <td>Female</td> <td>25%</td> </tr> </tbody> </table>	Gender	Percentage	Male	75%	Female	25%	The female-to-male ratio of recruits in all roles was 25:75, which is a slight change from the 20:80 figure reported in the previous year.						
Gender	Percentage													
Male	75%													
Female	25%													
ETHNICITY 	<p>69% White British or Irish</p> <p>29% Not Stated</p> <p>2% Other Ethnic Groups</p>	<p>There was only one member from BME communities recruited by the Service, with the remaining candidates identifying themselves as White British or Irish.</p> <p>Nearly 30% of new starters did not state their ethnicity. The year before all new starters completed the ethnicity monitoring section.</p>												
DISABILITY 	<p>55% Not stated</p> <p>45% No disability</p>	55% of new starters did not disclose their disability status, while there were no starters who reported a disability.												

<p>RELIGION</p> 	<p>30% No religion 25% Christian 9% Other 2% Sikh 34% Not stated</p>	<p>The religion or belief profile of new starters is largely made up of Christian faith (25%) and those with no religion or belief (30%).</p> <p>More people declined to state their religion or belief than in 2016/17.</p>
<p>SEXUAL ORIENTATION</p> 	 <p>1% Lesbian, Gay or Bisexual 66% Heterosexual 33% not stated</p>	<p>There has been an increase in the percentage of new starters declining to state their sexual orientation from 5% in 2016/17 to 33% in 2017/18.</p>

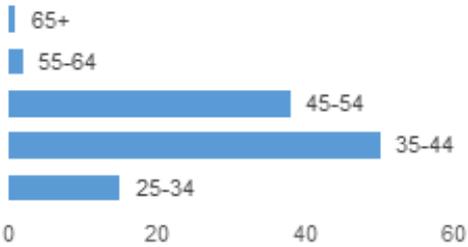
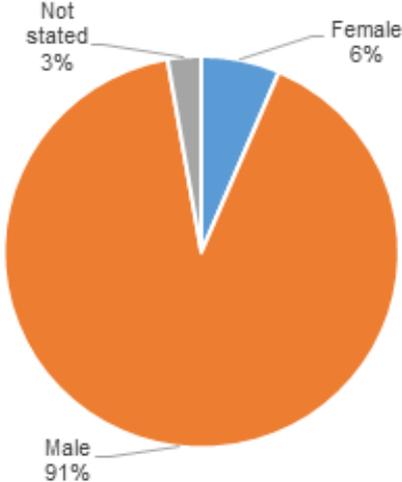
***Please note**, the difference in the total number of new starters in this section of the report (64) and the total number of successful applicants in the section below (70) is due to applicants being successful in the recruitment process during 2017/2018 and commencing employment during 2018/2019.

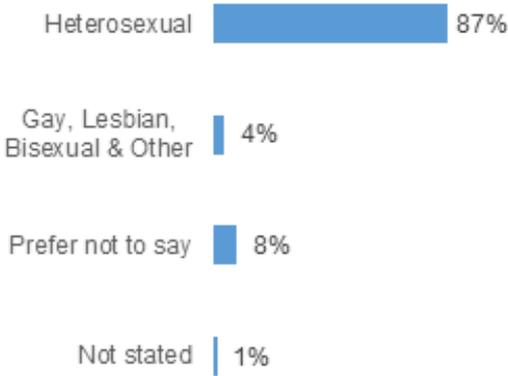
Recruitment Information – Vacancies (both internal & external)

	2017/18	Commentary												
APPLICANTS	<p>1908 Applicants</p> <p>357 Interviewed</p> <p>70 Successfully appointed</p>	<p>There has been a significant increase of the number of all applicants when compared to the previous year (up from 825).</p> <p>This was due to the Wholetime firefighter recruitment in January 2018.</p> <p>357 applicants for all vacancies were invited to an interview and 70 were successfully appointed.</p>												
AGE 	 <table border="1" style="margin-left: auto; margin-right: auto;"> <caption>Applicants by Age Group</caption> <thead> <tr> <th>Age Group</th> <th>Number of Applicants</th> </tr> </thead> <tbody> <tr> <td>17-24</td> <td>~550</td> </tr> <tr> <td>25-34</td> <td>~800</td> </tr> <tr> <td>35-44</td> <td>~350</td> </tr> <tr> <td>45-54</td> <td>~200</td> </tr> <tr> <td>55-64</td> <td>~100</td> </tr> </tbody> </table>	Age Group	Number of Applicants	17-24	~550	25-34	~800	35-44	~350	45-54	~200	55-64	~100	<p>The majority of applicants were between 25 and 34 years of age (43%), showing similar trends to previous years.</p>
Age Group	Number of Applicants													
17-24	~550													
25-34	~800													
35-44	~350													
45-54	~200													
55-64	~100													
GENDER 	 <table border="1" style="margin-left: auto; margin-right: auto;"> <caption>Applicants by Gender</caption> <thead> <tr> <th>Gender</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>74%</td> </tr> <tr> <td>Female</td> <td>22%</td> </tr> <tr> <td>Prefer not to say / unknown</td> <td>4%</td> </tr> </tbody> </table>	Gender	Percentage	Male	74%	Female	22%	Prefer not to say / unknown	4%	<p>Male-to-female ratio for all applicants is nearly 80:20.</p> <p>Overall the percentage of female applications has fallen to 22% when compared to 52% reported in the previous year. This is heavily influenced by 88% of wholetime firefighter applicants (601) being male.</p> <p>The number of female applicants invited for an interview was relatively proportionate (25%) to the total number of female applicants.</p> <p>The male-to-female ratio of those successful at the interview stage was 65:35.</p>				
Gender	Percentage													
Male	74%													
Female	22%													
Prefer not to say / unknown	4%													

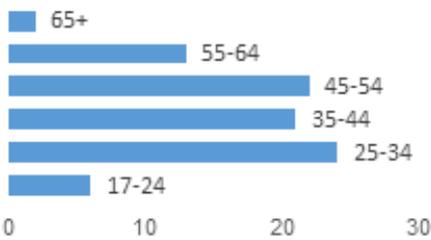
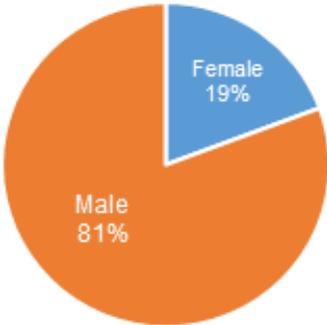
<p>ETHNICITY</p> 	<p>87% (1655) White British or Irish 9.6% (183) Other Ethnic Groups 3.4% (70) Not Stated</p>	<p>The most common ethnicity after 'White British or Irish' was</p> <ul style="list-style-type: none"> - Asian or Asian British (53) - Black or Black British (40) - Any Other White (37) <p>The BME (Black and Minority Ethnic) profile of all applicants is reflective of the ethnicity profile of Derbyshire (city and county combined).</p> <p>The proportion of BME applicants invited to the interview stage remains relatively similar (8.7%) when compared to the application stage (9.6%), but falls to 4.3% when focusing on successful applicants.</p>										
<p>DISABILITY</p> 	<p>3% (50) of applicants recorded a disability</p>	<p>There has been an improvement in the number of people completing this section with 100% declaration rate.</p>										
<p>RELIGION</p> 	<p>56% No Religion 31% Christian 4% Not Stated</p> <p>Most common religion after these was Muslim, Other and Hindu.</p>	<p>The religion or belief profile of the applicants varies to that of the overall workforce where 20% of employees declared 'No Religion', 27% Christianity and nearly 50% did not disclose their religion or belief.</p>										
<p>SEXUAL ORIENTATION</p> 	 <table border="1"> <thead> <tr> <th>Sexual Orientation</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Heterosexual</td> <td>85%</td> </tr> <tr> <td>Gay, Lesbian, Bisexual & Other</td> <td>6%</td> </tr> <tr> <td>Prefer not to say</td> <td>5%</td> </tr> <tr> <td>Unknown</td> <td>4%</td> </tr> </tbody> </table>	Sexual Orientation	Percentage	Heterosexual	85%	Gay, Lesbian, Bisexual & Other	6%	Prefer not to say	5%	Unknown	4%	<p>96% of all applicants declared their sexual orientation. This is a positive increase from 83% when compared to 2016/2017.</p> <p>6% of the total number of applicants have described themselves as Lesbian, Gay, Bisexual or Other.</p> <p>5% of the applicants preferred not to declare their sexual orientation.</p>
Sexual Orientation	Percentage											
Heterosexual	85%											
Gay, Lesbian, Bisexual & Other	6%											
Prefer not to say	5%											
Unknown	4%											

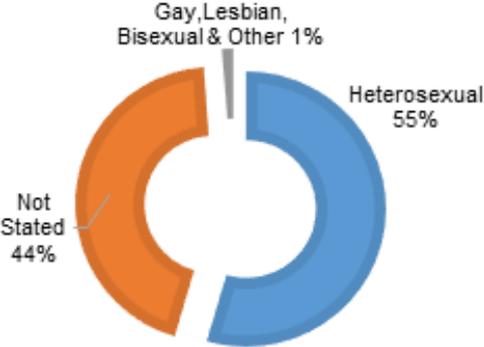
Internal Promotion (Operational Roles)

	2017/18	Commentary
APPLICANTS	<p>109 Applicants</p> <p>46 Interviewed</p> <p>35 Successful appointed</p>	<p>The number of applicants for internal promotions has increased for 65 to 109 when comparing to the previous year. The number of opportunities for internal promotions in 2017/18 was similar to that of the previous year.</p> <p>Of these 46 were invited to an interview and 35 were successfully appointed.</p>
AGE	 	<p>The majority of applications were aged between 35-44 and 45-54, showing similar trends to the results of 2016/17.</p>
GENDER	 	<p>The overall percentage of all female applications has doubled when compared to the year before – an increase from 3% to 6% (2 to 7 applicants).</p> <p>The success rate for female applicants was 70% (5 of those who applied have been successful at the interview stage and subsequently appointed), with females accounting for 14% of all successful applicants.</p>
ETHNICITY	 <p>94.9% (103) White British or Irish 4.5% (5) Other Ethnic Groups 0.6% (1) Prefer not to say</p>	<p>BME applicants made-up up 4.5% (5 applicants) of all applicants for internal promotions – an increase on the 1 (1.5%) recorded in 2016/2017.</p> <p>One BME applicant was successfully appointed (3%), while there were no BME promotions the year before.</p>
DISABILITY	 <p>4.5% (5) of applicants recorded a disability</p>	<p>5 applicants declared a disability at the application stage, although none of these were invited for interview.</p>

<p>RELIGION</p> 	<p>57% Christian 33% No religion 7% Prefer not to say 2% Hindu 1% Buddhist</p>	<p>The majority of applicants for internal promotions described themselves as Christians, with no 'no religion' the second most selected answer.</p>										
<p>SEXUAL ORIENTATION</p> 	 <table border="1"> <thead> <tr> <th>Sexual Orientation</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Heterosexual</td> <td>87%</td> </tr> <tr> <td>Gay, Lesbian, Bisexual & Other</td> <td>4%</td> </tr> <tr> <td>Prefer not to say</td> <td>8%</td> </tr> <tr> <td>Not stated</td> <td>1%</td> </tr> </tbody> </table>	Sexual Orientation	Percentage	Heterosexual	87%	Gay, Lesbian, Bisexual & Other	4%	Prefer not to say	8%	Not stated	1%	<p>99% of all applicants declared their sexual orientation. This is a positive increase from 68% when compared to 2016/2017.</p> <p>3.7% of the total number of applicants described themselves as gay, lesbian, bisexual or other.</p> <p>Over 8% of the applicants preferred not to declare their sexual orientation.</p>
Sexual Orientation	Percentage											
Heterosexual	87%											
Gay, Lesbian, Bisexual & Other	4%											
Prefer not to say	8%											
Not stated	1%											

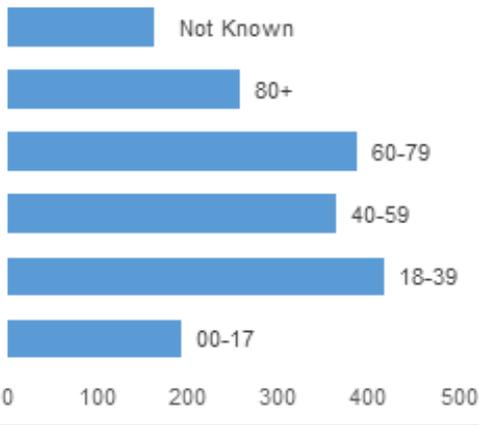
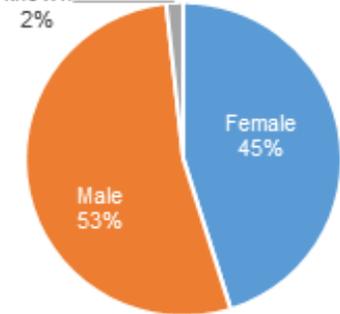
Retention

	2017/18	Commentary
Number of staff leaving the Service	88	<p>There were a total of 88 contracts of employment that ended across the Service during the year 2017/18.</p> <p>The on-call duty system accounted for 45 (51%) of all contracts ended.</p> <p>19 (22%) wholetime employment contracts ended in the same period, 23 (26%) in support and 1 in Control (1%).</p> <p>These results are similar to those of the previous year.</p>
Reasons for Leaving	<p>51 voluntary resignation</p> <p>15 voluntary retirement</p> <p>8 transfer out</p> <p>6 end of contract</p> <p>2 medical retirement</p> <p>2 dismissal</p>	<p>Voluntary resignations were the main reason for people leaving the Service accounting for 58% of all leavers. The majority of these were on-call (63%) personnel.</p> <p>The majority of wholetime leavers were due to either voluntary retirements (37%) or transfers out (23%).</p> <p>Over 60% of all support contracts ended via voluntary resignations.</p>
AGE 		<p>The age groups 25-34 (27%), 35-44 (24%) and 45-54 (25%) accounted for the largest proportion of leavers.</p> <p>This slightly differs from the trend of last two years when most leavers were in the age group 45-54 (36%).</p>
GENDER 		<p>19% of leavers were women, which reflects the overall makeup of the workforce, given that females account for 19% of all DFRS employees.</p> <p>The percentage of females in operational roles leaving the Service stood at 4.7%, which is slightly higher than the total number of women in operational roles (4.2%).</p>
ETHNICITY 	<p>97% White British or Irish</p> <p>2% Other Ethnic Groups</p> <p>1% Not stated</p>	<p>The White British or Irish category accounts for 92% of employees across the Service and BME 3%.</p> <p>BME employees accounted for 2% of all leavers.</p>

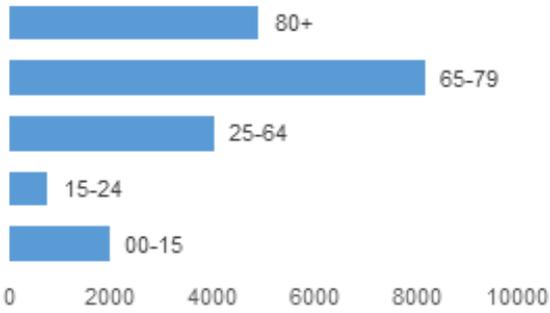
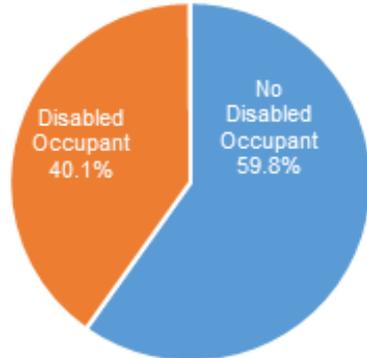
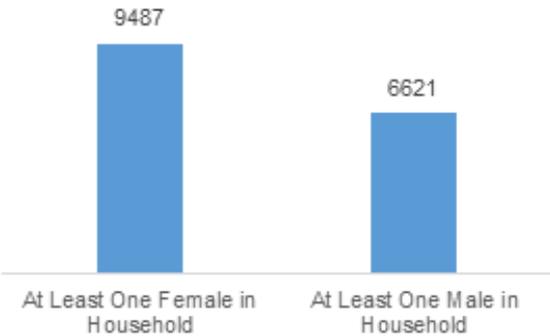
<p>DISABILITY</p> 	<p>2% Yes 98% No</p>	<p>The disability profile of the workforce stands at 1.8%. The proportion of disabled employees leaving the Service is 2%, which is slightly higher when compared to the proportion of disabled employees in the workforce (an increase from 1% last year).</p>								
<p>RELIGION</p> 	<p>30% No religion 26% Christian 3% Other 1% Muslim 40% Not stated</p>	<p>The religion or belief profile of leavers is largely made up of Christian faith (25%) and those with no religion or belief (30%).</p>								
<p>SEXUAL ORIENTATION</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>55%</td> </tr> <tr> <td>Not Stated</td> <td>44%</td> </tr> <tr> <td>Gay, Lesbian, Bisexual & Other</td> <td>1%</td> </tr> </tbody> </table>	Sexual Orientation	Percentage	Heterosexual	55%	Not Stated	44%	Gay, Lesbian, Bisexual & Other	1%	<p>There has been a slight increase in the percentage of people identifying themselves as heterosexual since last year and a decrease in those declining to state their sexual orientation.</p>
Sexual Orientation	Percentage									
Heterosexual	55%									
Not Stated	44%									
Gay, Lesbian, Bisexual & Other	1%									

Incidents Attended – Rescues, Casualties and Fatalities

	2017/18	Commentary
<p>Number of people involved in Fire, Road Traffic Collision and Other Special Service Incidents</p>	<p>1,784</p>	<p>There were a total of 1784 persons involved in incidents attended by the Service, which is a decrease of 20% (457) from 2241 when compared to the year 2016/17.</p> <p>The number includes:</p> <ul style="list-style-type: none"> - 72% Injured (including rescue with injury) - 24% Rescued without injury - 4% Fatalities

<p>Type of Incidents</p>	<p>10% Fire 30% Road Traffic Collision 60% Other Special Service</p>	<p>The majority of people were involved in Other Special Service Incidents, which includes but is not limited to; gas leaks, explosions, water rescues, lift rescues, rescues from height, chemical incidents or assisting other services.</p>
<p>AGE</p> 		<p>The age profile of those involved in incidents has deviated slightly when comparing to the last year.</p> <p>In particular persons aged 60 and above accounted for 36% of casualties, compared to 44% in the previous year.</p> <p>A small increase was noted in age groups 0-17, 18-39 and 40-59.</p> <p>There has been an increase in 'not known' category from 6% to 9%.</p>
<p>GENDER</p> 		<p>The improvement in gender recording from last year continued in 2017/18.</p> <p>There were more men involved in incidents (53%) compared to women (46%) which follows a similar pattern when compared to the previous year.</p> <p>The male-to-female ratio of those involved in road traffic collisions has changed from 60:40 to 55:45.</p>
<p>ETHNICITY</p> 	<p>57% White British or Irish 5% Other Ethnic Groups 38% Not Stated</p>	<p>Overall, there has been a change in the ethnicity profile of persons involved in incidents. This is largely due to an improvement in gender recording.</p> <p>Although the number of 'not stated' remains high, there has been a positive decrease from 56% to 38%.</p> <p>Where ethnicity was recorded, the majority of minority ethnic communities involved in incidents were Asian or Asian British (2.5%) followed by White Other (1%), Black or Black British, Mixed and Any Other Ethnicity (less than 1% each).</p>

Safe and Well Visits

	2017/18	Commentary
NUMBER OF HOME VISITS 	12,035	<p>Between 1 April 2017 and 31 March 2018, 12,035 Safe and Well Visits were completed.</p>
AGE 		<p>71% of households where a Safe and Well Visit took place contained only persons aged over 65 (an increase from 66% when compared to the last year).</p> <p>67% of households were inhabited by single person aged over 65 (an increase from 63%).</p>
DISABILITY 		<p>4,828 (40%) of residents visited recorded a disability, which is an increase on the 36% reported for the previous year.</p>
GENDER 		<p>In 78% of households visited there was at least one female, while 56% of households had at least one male residing.</p> <p>This is similar when compared to the year before.</p>
ETHNICITY 	<p>94% White British or Irish</p> <p>1.7% Other Ethnic Groups</p> <p>4.3% Not Stated</p>	<p>94% of visits were delivered to households where occupiers described themselves as White British or Irish, which is slightly higher than the overall ethnic make-up of Derbyshire (91.5%).</p>

Gender Pay Gap

Derbyshire Fire and Rescue Service (DFRS) is required by law to carry out Gender Pay reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender pay reporting shows the difference between the average earnings of men and women within the service. The pay gap is expressed as a percentage of men's earnings e.g. women earn 15% less than men. The purpose of gender pay gap reporting is to assess the level of equality in the workplace and identify any imbalances.

The data used for the calculations is taken from the 31st March 2017 in accordance with the Government guidelines.

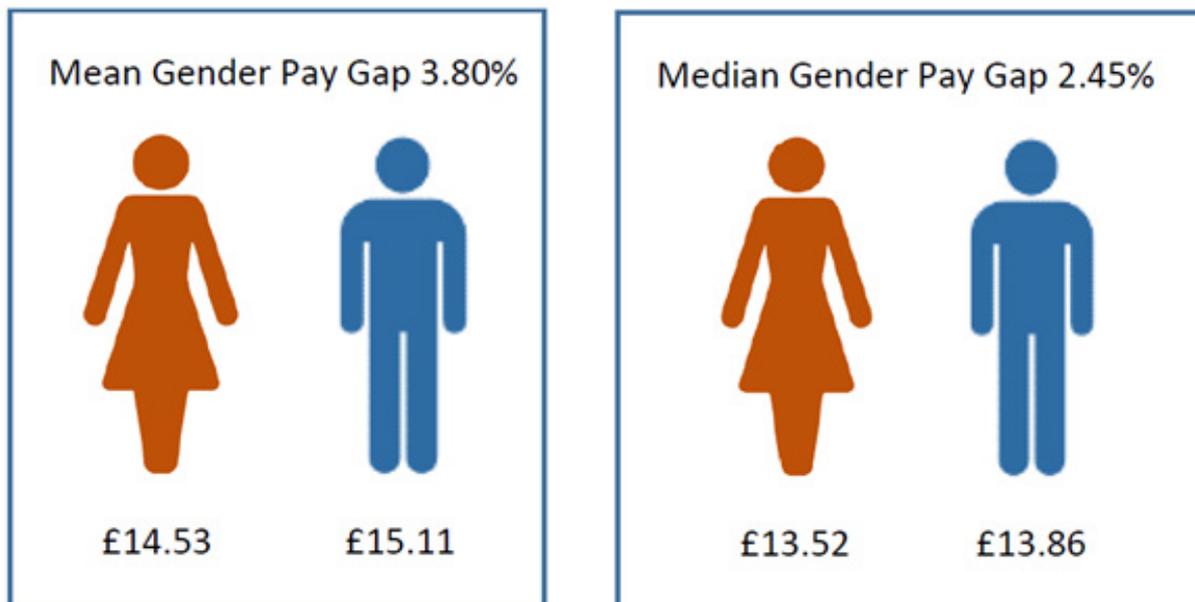
Gender pay reporting requires 6 calculations to be carried out. These are detailed below;

Mean Gender Pay Gap	Calculating the mean gender pay involves adding up all of the hourly pay rates and dividing this by the number of employees.
Median Gender Pay Gap	Calculating the median gender pay involves listing all the hourly pay rates in numerical order with the median being the middle number of the list.
Mean Bonus Gender Pay Gap	Calculating the mean bonus gender pay involves adding up all of the bonuses and dividing this by the number of employees.
Median Bonus Gender Pay Gap	Calculating the median bonus gender pay involves listing all the bonuses in numerical order with the median being the middle number of the list.
Proportion of males and females receiving a bonus payment	Calculating the proportion receiving a bonus involves dividing the number of relevant employees who received a bonus by the number of relevant who could have received a bonus.
Proportion of males and females in each quartile band	To calculate a quartile range order the hourly pay rates in numerical order and split the list into 4 equal sections. Then calculate how many males and females fall into each section.

There is no bonus scheme offered at DFRS therefore all the calculations related to bonuses are not applicable to DFRS.

Gender Pay Report Calculations

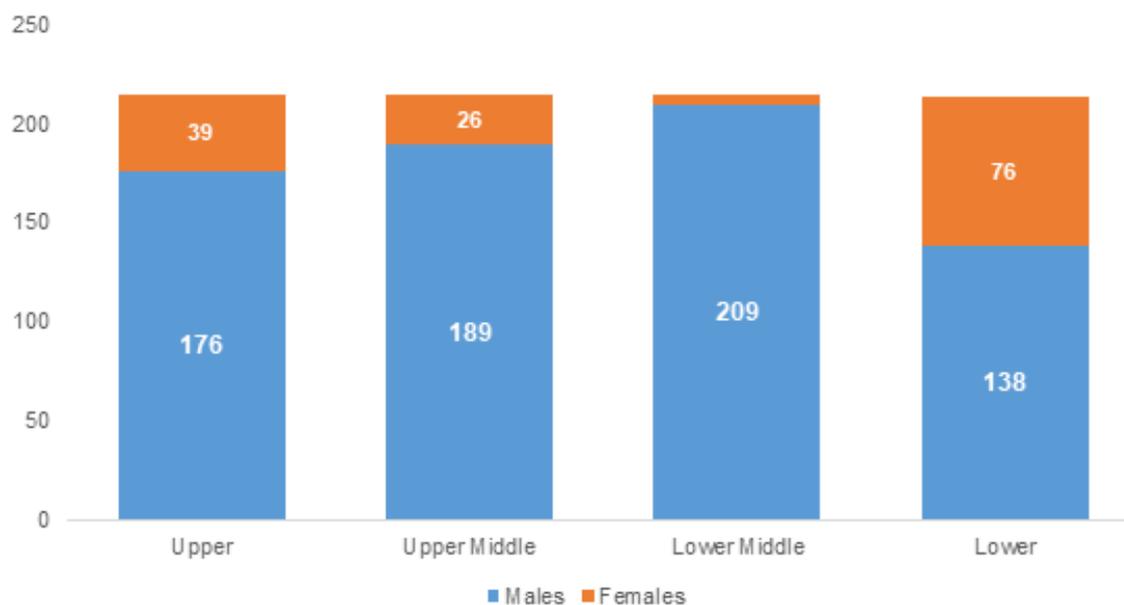
The calculation results for the mean and median pay gap are shown below;



The most recent national figures for the mean and median gender pay gaps shows that women earn 10% (Labour Force Survey data 2014) and 18.1% (Office for National Statistics 2017) less than men respectively. Both the mean and median gender pay gap in DFRS are significantly lower than the national figures at 3.80% and 2.45% respectively.

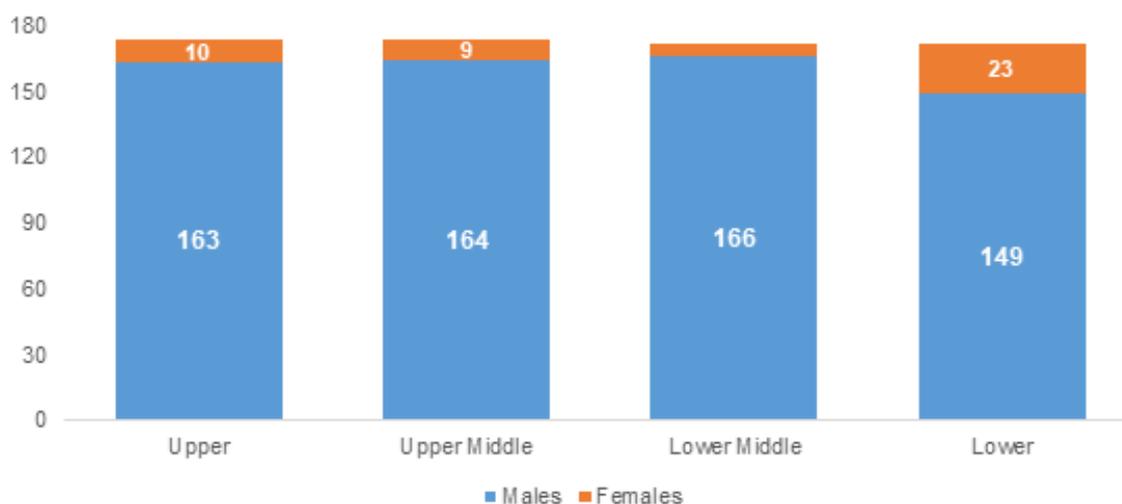
The proportion of males and females in each quartile salary band is shown below;

Number of males & females in each quartile (all staff)

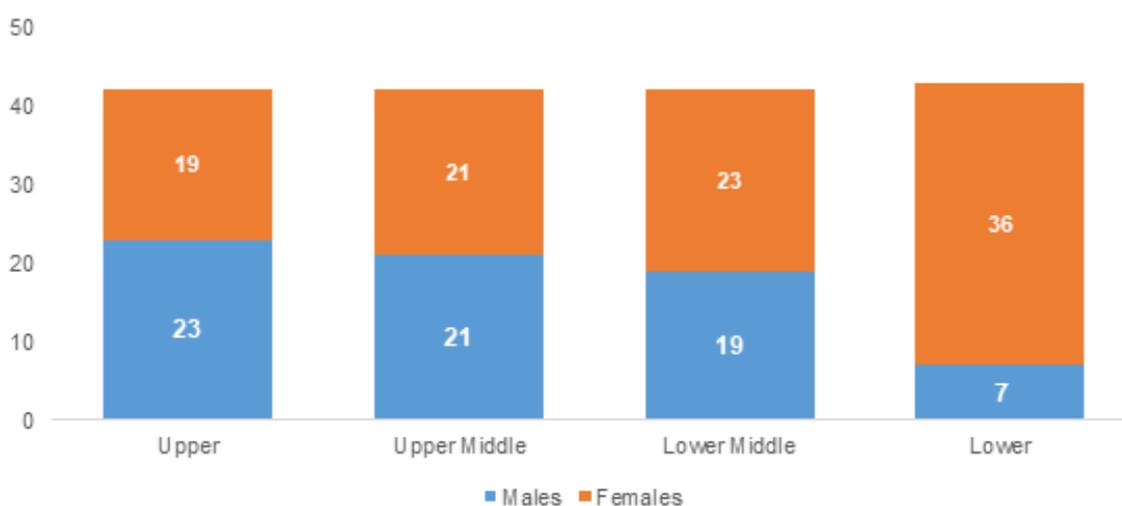


The graph shows that the greatest proportion of female salaries fall into the lowest quartile salary band and the next highest proportion of salaries fall into the highest quartile band. As a result the upper salary band offsets the lower salary band to reduce the pay gap between males and females in the service. However, greater context can be provided by analysing the salary quartiles when they are broken down to operational staff (including control) and support staff as shown in the graphs below.

Number of males & females in each quartile (operational staff)



Number of males & females in each quartile (support staff)



Both of the graphs show that the proportion of males to females in the Upper, Upper Middle and Lower Middle quartiles are very similar. The quartile where there is a difference is the lower quartile where there is a higher proportion of female salaries compared to the other 3 quartiles.

The reason for the disparity in the operational staff graph is because the lowest paid roles are control staff and the majority of these post are filled by women. The salary of a control operator is 95% of the salary of an operational firefighter. Both operational and Control pay rates are negotiated nationally as part of the Grey Book National Joint Council terms & conditions agreed between government and FBU. The nationally negotiated 2003 pay formula agreed as part of the sixth edition Grey Book reflects the additional level of danger and onerous working conditions that operational firefighters face at incidents compared to their Control counterparts.

The reason for the disparity in the support staff graph is because the lowest paid roles are administration posts where again the majority of post are filled by women.

The full Gender Pay Gap Report 2017/18 can be accessed via www.derbyshire-fire.gov.uk

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 are 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 the current programme of recruitment for firefighters, the Service has put in place a programme of positive action, including 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.
- 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. Safe and Well Visits is one of the key areas of prevention and the Service wants to be able to quantify the benefits provided to the people of Derbyshire. In order to do this a questionnaire has been designed to be completed by all recipients of a Safe and Well Visit where there has been a referral.
- The mean and median gender pay gaps are relatively small which shows that female employees at DFRS are not disadvantaged compared to their male counterparts. However, there are actions under Diversity and Inclusion Action Plan 2018/2019 in relation to retention and progression within the Organisation to reduce the gender pay gap even further.
- It is widely recognised that within the operational firefighter role, females are significantly under represented. Increasing the number of female operational firefighters will reduce the gender pay gap by increasing the average female salary. As per above, DFRS already conducts positive action activities to try to encourage more female and ethnic minority members of Derbyshire to apply to become firefighters.
- It is also important to recognise that there is an over representation of females in control staff and administrations roles. Increasing the number of males in these roles would reduce the gender pay gap by reducing the average male salary. This is particularly relevant to support roles where the proportion of males to females is already split roughly "50:50" in the top 3 quartiles.

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 on

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