

**WEST MIDLANDS FIRE AND RESCUE AUTHORITY**

**26<sup>TH</sup> JUNE 2006**

1. **ANALYSIS OF ETHNIC ORIGIN OF STAFF WORKING IN WEST MIDLANDS FIRE SERVICE**

Report of the Chief Fire Officer.

RECOMMENDED

THAT the Authority note the report.

2. **PURPOSE OF REPORT**

This report is submitted to inform the Authority of the analysis of the ethnic origin of all staff employed in West Midlands Fire Service.

3. **BACKGROUND**

3.1 At the meeting of the Policy Planning Forum on 22<sup>nd</sup> May 2006, officers presented the outcome of performance against targets for a number of Best Value and local indicators for 2005/6. Included within the presentation were those relating to:-

3.1.1 The percentage of ethnic minority staff (uniformed and Fire Control) where the percentage was declared at 5.68%. This percentage represented the 109 staff from the uniformed and Fire Control strength of 1919 who recorded their ethnicity within the terms of the indicator.

3.1.2 The percentage of ethnic minority staff (non-uniformed) where the percentage was declared was 11.35%. This percentage represented the 63 staff from the non-uniformed strength of 555 who recorded their ethnicity within the terms of the indicator.

- 3.2 At the Policy Planning Forum, Members recognised the advances made in moving towards a workforce that better reflected the local community within the West Midlands area, but asked for further information about the origins of those declaring themselves to be from ethnic minority backgrounds. This was to be presented at the next meeting of the Authority on 26<sup>th</sup> June 2006.
- 3.3 The analysis of uniformed and Fire Control staff as at 31<sup>st</sup> March 2006 is as follows:

<b>Ethnic Origin</b>	<b>Uniformed</b>	<b>Fire Control</b>
Black Caribbean	44	2
Black African	3	0
Black Other	8	0
White & Black Caribbean	11	0
White & Black African	2	0
White and Asian	4	0
Mixed Other	4	0
Indian	9	0
Pakistani	3	0
Bangladeshi	0	0
Asian Other	0	0
Chinese	0	0
Other	19	0
<b>Total</b>	<b>107</b>	<b>2</b>

- 3.4 The analysis of non-uniformed staff is as follows:

<b>Ethnic Origin</b>	
Black Caribbean	18
Black African	2
Black Other	10
White & Black Caribbean	2
White & Black African	0
White and Asian	0
Mixed Other	2
Indian	20
Pakistani	1
Bangladeshi	1
Asian Other	4
Chinese	1
Other	2
<b>Totals</b>	<b>63</b>

- 3.5 It is recognised that there is a difference in the categories of origin used between the two groups of workers. However, this is due to the definitions applied in the indicators.

#### 4. **EQUALITY IMPACT ASSESSMENT**

- 4.1 In preparing this report, an initial Equality Impact Assessment was undertaken that did not raise issues which required a full Equality Impact Assessment to be completed. However, recruitment campaigns to target under represented groups will always be equality impact assessed.
- 4.2 The percentage of people within West Midlands from a Black or ethnic minority background is approximately 17%. Currently the number of staff within the Service from ethnic minority backgrounds is 5.68% for uniformed and Fire Control staff and 11.35% for non-uniformed staff. Whilst there have been significant improvements in recruiting staff from Black and minority ethnic backgrounds, it is recognised that further improvements needs to be made. The use and monitoring of targets is one means to assess progress.

#### 5. **LEGAL IMPLICATIONS**

The course of action recommended in this report does not raise issues which should be drawn to the attention of the Authority's Monitoring Officer.

#### 6. **FINANCIAL IMPLICATIONS**

There are no direct financial implications arising from this report.

#### BACKGROUND PAPERS

Policy Planning Forum 22<sup>nd</sup> May 2006 -  
Presentation Best Value Performance Indicators

Human Resources Department recruitment files

F. J. E. SHEEHAN  
CHIEF FIRE OFFICER