

WEST MIDLANDS FIRE AND RESCUE AUTHORITY

SCRUTINY COMMITTEE

5 JUNE 2019

1. DIVERSITY INCLUSION COHESION EQUALITY (DICE) UPDATE

Report of the Chief Fire Officer

RECOMMENDED

THAT Scrutiny Committee note the progress made by the Service in relation to DICE during the last 6 months.

2. PURPOSE OF THE REPORT

To provide an update to Scrutiny Committee to review and consider the ongoing progress being made by the Service in advancing DICE. This activity supports our equality objectives as well as our statutory requirements of the Public Sector Equality Duty and Equality Act 2010.

3. BACKGROUND

- 3.1 The DICE objectives contained within the DICE report were developed in consultation with functions and departments across the Service. The objectives not only fulfil our legal duties as a public-sector organisation under the Equality Act 2010, but also help address areas of development towards achieving excellence.
- 3.2 This report details our continued progress towards achieving our objectives and provides an update in relation to DICE activity.

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4. **LEADERSHIP, PARTNERSHIP AND ORGANISATIONAL COMMITMENT**

- 4.1 The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. The figures are calculated using a specific reference date called the 'snapshot' date. The snapshot date for public sector organisations is 31 March. The data must then be published within one year of the snapshot date, ie: 30 March. The figures referred to in this report are as at the snapshot date of 31 March 2018.

When considering all employees, the mean gender pay gap for WMFS is 10.4% or £1.57 per hour. This is narrower than the gap of 14.2% reported last year. When compared to the snapshot date of 2017, the gap for operational employees has increased slightly from 2.8% to 4.7% due to the number of female recruits employed during the reporting period.

The gap for support staff employees is 18.6% which is narrower than the 34% gap reported last year. The average hourly rate for female support staff has increased due to 23 female staff increasing their grade, compared to 9 male staff.

- 4.2 Whilst reporting an Ethnicity Pay Gap is not a statutory requirement, and WMFS will not publish this data, understanding our ethnicity pay gap will assist in improving the ethnic diversity of our workforce and contribute to effective targeting of positive action.

When considering all employees, the mean ethnicity pay gap is 5.2%.

Further information in relation to the Gender Pay Gap and Ethnicity Pay Gap can be found at Appendix 1.

- 4.3 WMFS employees attended the annual national AFSA conference in November 2018. The conference focussed on the importance of promoting and supporting diversity in the workplace, people management and community engagement. WMFS alongside the Fire Service College

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facilitated a workshop, sharing our experiences and best practice with colleagues from across the Fire Sector. WMFS also won a number of AFSA awards including 'Outstanding Contribution to Charitable Activity', 'Charity Challenge Endeavour', and 'Charity Challenge Innovation'.

- 4.4 Training sessions to support the new EIA system have been rolled out with training sessions carried out in January, February and March. More sessions will be scheduled for the coming year to meet demand.
- 4.5 Behaviours in the workplace workshops have been delivered to all of Fire Control and as part of the current cohort for Leading Excellence. It has also been delivered to Black Country commands as part of a full day of command development which also included unconscious bias training. DICE are working with OLPD to look at how this program is rolled out wider with a targeted approach.
- 4.6 The Equality Stakeholder Strategy has now been agreed and published on MESH. The strategy outlines the terms of reference for our stakeholder groups. MESH sites for each of the groups are being developed and a development day is scheduled to take place in May.
- 4.7 All policies are now up to date following recent consultation and updates on the Equality policy (which now contains the Equality impact assessment policy) and the dignity at work policy which now has a new appendix on sexual harassment and relationships in the workplace.

5 COMMUNITY KNOWLEDGE AND ENGAGEMENT

- 5.1 Stonewall Index score this year is 325/445 this is an increase of 27 places from the 2018 index despite an increase in companies submitting. Following feedback from Stonewall last year we have implemented the transgender policy, including policy guidance for both managers and employees who are transitioning or may be considering transitioning. In addition, following feedback we have strengthened the

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language used or re-worded elements of policy including Dignity at Work, Parental Leave and Equality Policy to be more inclusive of LGBT issues.

- 5.2 We are very pleased to have been ranked 2nd in the top 50 Inclusive Employers ranking being the highest ranked public-sector organisation in the ranking. We have had requests from several public-sector organisations to share our best practice.
- 5.3 We are beginning preparations for Birmingham 2019 Pride working with our FireOut employee engagement group and with West Midlands Ambulance and West Midlands Police.
- 5.4 International Women's Day was celebrated by a presence on social media and an internal video with members of staff talking about women who have inspired them.

6. EFFECTIVE SERVICE DELIVERY

- 6.1 Coventry stations ran foodbanks across all 4 Coventry stations handing out over 50 food parcels over Christmas and New Year. Crews promoted this through talking to various Radio stations and BBC news. All those attending were offered safe and well checks.
- 6.2 Ladywood station continued with their coat appeal over the Christmas period. Over the last 4 years this has resulted in over 150 food parcels, 100 blankets, 40 sleeping bags, 1,000 clothing items and generated hundreds of referrals.
- 6.3 Kings Norton reached out to its African Caribbean community. This included family support, maths classes, finance and budgeting made simple, healthy eating and hair braiding sessions. The station has also hosted two bay parties which included singers, Caribbean drummers and food to bring the community into the station.
- 6.4 Crews from Smethwick have been working with the Sikh Council to gain insight into the culture and traditions that are fundamental to the daily routine at the Gurdwara and the

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significance of the 'holy book'. Crews were able to provide information in relation to priorities and strategies when responding to operational incidents. Safe and Well referrals have been generated as a result of this positive relationship.

- 6.5 West Midlands Fire Service, in partnership with West Midlands Police and Sandwell Council Youth Services, have developed a prevention programme to primary school children in Sandwell. The aim of the programme was to increase confidence and raise the aspirations of children under 11, and prevent entry into the criminal justice system either as a victim or offender. The programme 'Teamworx' was a nominated finalist in the Children and Young People National Awards in November 2018.

7. EMPLOYMENT CONDITIONS, HEALTH AND WELLBEING

- 7.1 As at 1st January 2019 WMFS employed a total of 1,889 employees of which:
- 1,395 (74%) are uniformed, 431 (23%) non-uniformed, and 63 (3%) Fire Control.
 - 8% of uniformed staff are female compared to more than half of non-uniformed staff and 87% of Fire Control staff.
 - 11% of all employees are from Black, Asian or Minority Ethnic (BAME) backgrounds.
 - Declaration rates remain high with 95% of all employees having made a declaration regarding disability. 4% have stated that they have a disability.
 - 85% of all employees have made a declaration regarding sexual orientation, however 13% have stated they 'prefer not to say'.

Further information in relation to the profile of the workforce can be found at Appendix 2.

7.2 The new DICE report (2019 – 2023) is being prepared for publication and comparisons have been drawn with the workforce profile data published in 2015:

- The percentage of female operational staff has increased from 5.1% to 8.94% (from 79 to 124).
- There has been significant increase in staff declaring their sexual orientation, with 'not stated' dropping from 44% in 2015 to 14% in 2019. Staff openly identifying as LGBT has increased from 31 in 2015 to 50 in 2019.
- There has been an increase in disability declaration, with 'not stated' dropping from 18% in 2015 to 5% in 2019.
- Ethnicity has remained relatively stable with a slight increase in Asian staff (from 58 to 64), a decrease in Black Caribbean staff (from 85 – 81) and an increase in mixed heritage (from 47 to 66).
- The faith profile has seen a large increase in staff identifying as Christian (29% in 2015 to 42% in 2019). Those 'not stated' has dropped from 42% in 2015 to 13.5% in 2019.

7.3 During the reporting period July 2018 – December 2018 there were a total of 9 grievances lodged.

For this reporting period the number of grievances has increased from the last reporting period. The previous reporting period showed there were a total of 2 grievances lodged within a 6-month period.

7.4 During the reporting period July 2018 – December 2018 there were 21 discipline cases (14 cases are from the same investigation).

There have been no trends identified relating to equality strands.

- 7.5 Following discussions at Joint Working Party and with occupational health, the disability passport is now ready for implementation, with a name change to Workplace Adjustment Passport. This is a document that an employee completes with their line manager which identifies how an individual's condition, illness or disability may affect them at work and what reasonable adjustments and support they require.

8. RECRUITMENT, TRAINING AND PROGRESSION

- 8.1 During financial year 2018/2019 WMFS have employed 91 new entrant firefighters. Of these, 38 (42%) are women and 21 (24%) BAME.
- 8.2 Our work with the Fire Service College continues and attraction rates for women are currently at 28% and for BAME 25%.
- 8.3 Following the success of the pre-recruitment programme for women last year, a second programme for BAME candidates will commence in June 2019. The programme will be delivered over several optional sessions with some mandatory assessments. These assessments will mirror those that candidates would face on the standard application route but will be delivered in a modular way.
- 8.4 40% of uniformed posts are crew commander or above. 24% of female uniformed staff hold positions of crew commander or above compared to 41% of male uniformed staff. 27% of BAME uniformed employees hold positions of crew commander or above compared to 42% of white uniformed employees.
- 8.5 The DICE team, in conjunction with OLPD and Affinity will be scheduling a series of female staff development sessions over the coming months. These sessions will focus on personal development, confidence building, interview and selection, as well as incident command for aspiring supervisory managers.

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9. EQUALITY IMPACT ASSESSMENT

This report responds directly to the General and Specific Duties of the Equality Act and considers DICE issues that are pertinent to the needs of the Service. In doing so a range of equality data has been analysed and considered with regard to all of the protected characteristics.

10. RISK IMPACT ASSESSMENT

The objectives identified in this report support the organisation in mitigating its risk with regard to claims of unlawful discrimination.

11. LEGAL IMPLICATIONS

The recommendations outlined in this report assist us to fulfil our duties under the Equality Act 2010 particularly to advance equal opportunities and eliminate behaviours that are unlawful under the Act.

12. FINANCIAL IMPLICATIONS

There are no financial implications arising from this report.

13. ENVIRONMENTAL IMPLICATIONS

There are no environmental implications arising from this report.

The contact officer for this report is Sarah Warnes, Strategic Enabler for People, contact number 07973 810813.

Phil Loach
Chief Fire Officer

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APPENDIX 1**Gender Pay Gap Calculations****Measure 1: Mean Gender Pay Gap**

This is the difference between the mean (average) hourly rate of pay for male and female relevant employees.

Employee Group	Average Hourly Pay Male £	Average Hourly Pay Female £	As at 31.03.18		As at 31.03.17	
			Pay Gap £	Pay Gap %	Pay Gap £	Pay Gap %
All employees	15.18	13.61	1.57	10.4	2.18	14.2
Operational employees (inc. Fire Control)	15.05	14.33	0.71	4.7	0.42	2.8
Support staff employees	16.15	13.15	3.00	18.6	5.56	34.9

Measure 2: Median Gender Pay Gap

The median gender pay gap in hourly pay is the difference between the midpoints in the ranges of men's and women's hour pay.

The median gender pay gap as at 30th March 2018 is 5%. This has decreased slightly from 5.4% reported in March 2017.

Measures 3, 4 and 5: Bonus Gap

The bonus gap calculations do not apply to WMFS as no bonus payments are made to any employee.

Measure 6: Quartile Pay Bands

This is the proportion of male and female full pay relevant employees in the upper, upper middle, lower middle and lower quartile pay bands. Figures show the percentage of males and females in each quartile.

		As at 31.03.18	As at 31.03.17
Upper Quartile	Male	83.0%	84.6%
	Female	17.0%	15.4%

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Upper Middle Quartile	Male	87.6%	86.8%
	Female	12.4%	13.2%
Lower Middle Quartile	Male	93.9%	92.8%
	Female	6.1%	7.2%
Lower Quartile	Male	55.5%	55.2%
	Female	44.5%	44.8%

Gender Distribution

Of the 1523 male employees:

- 25.9% (395) are in the upper quartile
- 27.4% (417) are in the upper middle quartile
- 29.3% (447) are in the lower middle quartile
- 17.3% (264) are in the lower quartile

Of the 381 female employees:

- 21.3% (81) are in the upper quartile
- 15.5% (59) are in the upper middle quartile
- 7.6% (29) are in the lower middle quartile
- 55.6% (212) are in the lower quartile

Ethnicity Pay Gap Calculations

Mean and Median Ethnicity Pay Gap

Mean (average) is the difference between the hourly rate of pay between White employees and Black, Asian and Minority Ethnic (BAME) employees.

Median is the difference between the midpoint ranges of the hourly rate of pay between White employees and BAME employees.

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Ethnicity Pay Gap as at 31.03.18		%
Mean Ethnicity Pay Gap		5.2%
Median Ethnicity Pay Gap		0.5%

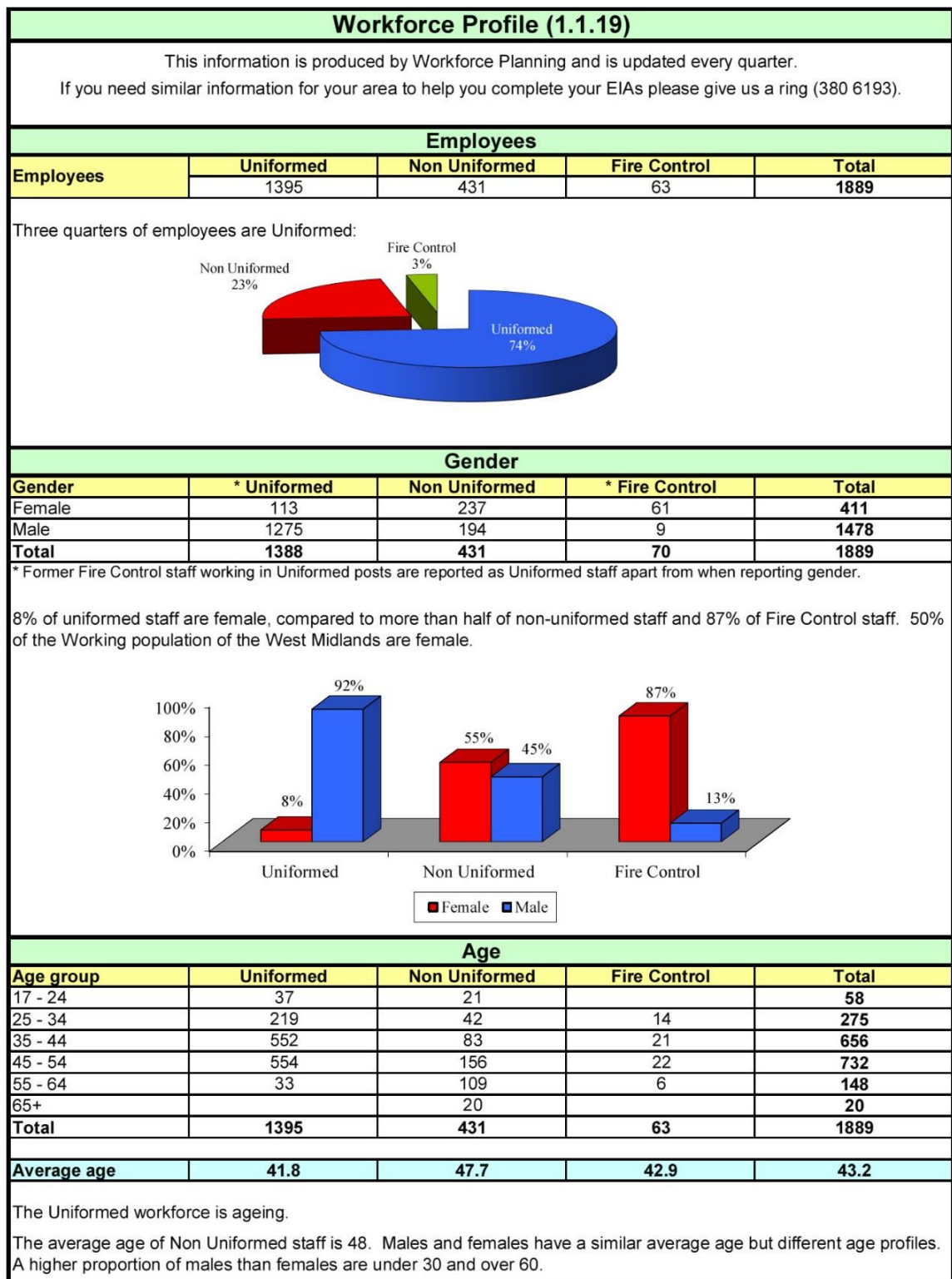
Quartile Pay Bands

This is the proportion of White and BAME full pay relevant employees in the upper, upper middle, lower middle and lower quartile pay bands. Figures show the percentage of White employees and BAME employees in each quartile.

		As at 31.03.18
Upper Quartile	White	90.3%
	BAME	7.8%
Upper Middle Quartile	White	90.4%
	BAME	8.0%
Lower Middle Quartile	White	86.8%
	BAME	10.9%
Lower Quartile	White	83.6%
	BAME	14.5%

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APPENDIX 2



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Female Progression

Uniformed Staff

Management Band	Female	Male	Total
Foundation (FF)	86	750	836
Supervisory (CC & WC)	19	463	482
Middle (SC & GC)	7	54	61
Strategic	1	8	9
Total	113	1275	1388

40% of Uniformed posts are Management posts (above FF). 24% of female Uniformed staff, and 41% of male Uniformed staff are in Management posts.

Non-Uniformed Staff

Management Band	Female	Male	Total
Foundation (G1-8)	123	50	173
Supervisory (G9-14)	92	115	207
Middle (G15-17)	14	18	32
Strategic	8	11	19
Total	237	194	431

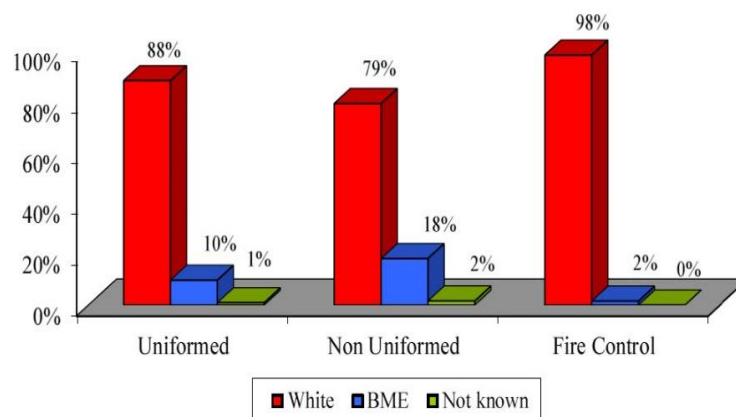
The gender difference in grade is more pronounced amongst Non-Uniformed staff. 60% of Non-Uniformed posts are Management posts (above Grade 8). 48% of female Non-Uniformed staff, and 74% of male Non-Uniformed staff are in Management posts.

47% of Fire Control posts are Management posts (above FF).

Ethnicity

Ethnicity	Uniformed	Non Uniformed	Fire Control	Total
White	1232	342	62	1636
BME	137	79	1	217
Prefer not to state	13	3	0	16
Not declared	13	7	0	20
Total	1395	431	63	1889

11% of employees are from Black or Minority Ethnic (BME) communities. 30% of the working population of the West Midlands are from BME communities.



BME Progression

40% of Uniformed posts are Management posts (above FF). 27% of BME Uniformed staff, and 42% of White Uniformed staff are in Management posts.

60% of Non-Uniformed posts are Management posts (Grade 9 and above). 53% of BME Non-Uniformed staff, and 61% of White Non-Uniformed staff are in Management posts.

Religion

Religion	Uniformed	Non Uniformed	Fire Control	Total
Catholic	25	7	1	33
Christian	543	173	28	744
Protestant	1	3		4
Other Christian Denomination	12	4		16
Buddhist	6	1		7
Hindu	3	9		12
Humanist	8			8
Jain	1			1
Jewish	1			1
Muslim	17	9		26
Pagan	6	2		8
Scientologist	1			1
Sikh	8	16		24
Spiritualism	1	1		2
Other	37	9	1	47
None	356	94	26	476
Prefer not to state	176	34	5	215
Not declared	193	69	2	264
Total	1395	431	63	1889

14% of employees have not declared their religion.

Sexual Orientation

Sexual Orientation	Uniformed	Non Uniformed	Fire Control	Total
Bisexual	17	1	2	20
Gay/Lesbian	20	4	3	27
Heterosexual	957	301	50	1308
Prefer not to state	204	42	5	251
Not declared	197	83	3	283
Total	1395	431	63	1889

15% of employees have not declared their sexual orientation.

Declared a Disability

Disabled?	Uniformed	Non Uniformed	Fire Control	Total
Yes	39	33	2	74
No	1194	358	59	1611
Prefer not to state	90	12	1	103
Not declared	72	28	1	101
Total	1395	431	63	1889

5% of employees have not declared whether they are disabled.

