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INTRODUCTION

The Combined Fire Authority (CFA) is pleased to share its Equalities annual report for 2017-18. The report provides an update on the work Leicestershire Fire and Rescue Service (LFRS) has undertaken to promote equality, diversity and inclusion over the year leading to March 2018. The report also provides the relevant information to support the CFA's legal responsibilities under the Equality Act 2010.

This year is the first year of our new Equality Scheme 2018 – 20 and therefore our report will cover some areas of work that crossed over from the previous equality scheme. The report will also provide an overview of how our community engagement profile in line with our ambitions to improve our engagement activities across the diverse communities that we serve.

A lot has happened over last 12 months and below are some of the highlight achievements and key updates:

- Established a Strategic Equality, Diversity and Inclusion Board (SEDIB)
- Established three staff Network Groups (Race, Disability and Women)
- Received recognition from the Employers Network for Equality and Inclusion (ENEI) for "Impact through Innovation" for developing the equality data warehouse
- Received an Award as a ENEI "Silver Standard" Organisation in Equality, Diversity and Inclusion practice
- Implemented equality and satisfaction in complaints and concerns
- Implemented satisfaction monitoring in Fire Protection functions
- Launched the Transgender Policy and Staff guidance for Trans inclusion workplaces
- Recruited the most diverse intake of Firefighters since equality monitoring was implemented (across the protected characteristics of disability, gender, ethnicity and sexual orientation)

SINGLE EQUALITY SCHEME 2018 – 20

The CFA published a new Equality Scheme 2018 – 20 in December 2017. The scheme included new equality objectives to be delivered over the course of the scheme including the ambition to achieve the “Excellent” status against the Fire and Rescue Service Equality Framework. However, changes to the Fire and Rescues Service Equality Framework (FRSEF) and other approaches through the National Fire Chiefs Council (NFCC) has meant that the Equality Scheme will be revised and updated to reflect the changes.

WORKFORCE PROFILE

Workforce Profile (March 2018)

The workforce stands at 727 (head count) which is an increase from 714 at the same period last year. This is the first increase in the workforce since 2014 and demonstrates the impact of the new approach following the end of the Organisational Change Programme which was implemented in 2015.

In analysing the workforce data dual contracts are considered as separate contracts and this is done in order to reflect the data submitted as part of our IRMP returns. Otherwise the Full Time Equivalent (FTE) data would disregard all dual contracts which make up a significant number of the LFRS establishment.

The following tables provide a detailed breakdown of the makeup of the workforce based on the protected characteristics. The operational staff category includes employees working on the Wholetime Duty System (WDS) and the On-Call Duty System.

Age

The majority of the workforce is aged between 36 and 55 years. This group accounts for 71.7% and remains unchanged when compared to the previous year.

AGE PROFILE OF EMPLOYEES							
Staff Group	17-24	25-35	36-45	46-55	56-65	66+	Not Stated
Operational	12	127	208	207	22	0	0
Control	0	5	13	6	2	0	0
Support	1	20	36	51	16	1	0
Total	13	152	257	264	40	1	0

The low numbers of the workforce aged 17-35 also remains largely unchanged at 22.6% from 22.3% the previous year.

Disability

The disability profile across the workforce is 4.7% and 3% for operational staff. The disability profile for support staff is 12%. The disability profile in the workforce has increased when compared to previous years. In 2015 the disability profile was 3.4% across the workforce, 1.8% for operational staff and 10.5% for support staff.

DISABILITY PROFILE OF EMPLOYEES			
Staff Group	Declared Disability	Declared Not Disabled	Not Stated

Operational	18	396	162
Control	1	22	3
Support	15	85	25
Total	34	503	190

The disability profile of the workforce has increased steadily when compared to the profile in 2015. In 2015 the disability profile was 3.4% across the Service, 1.8% for operational staff and 10.5% for support staff.

The “Not Stated” category remains high across the Service where it stands at 26.9% among operational staff, 20% support staff and 11.5% for staff in fire control. Although this category remains high, there has been a considerable improvement when compared to 2015 when the not stated category was 96.6%. The success is due to specifically targeted initiatives that have been supported by improved recording systems.

Ethnicity

The profile of Black, Asian and Minority Ethnic (BAME) employees is 5.4%. The BAME profile for operational staff is 4% and 1.5% for Fire Control staff. The BAME profile for support staff is 12%.

ETHNICITY PROFILE OF EMPLOYEES								
Staff Group	White British/Irish	Any Other White	Mixed	Asian or Asian British	Black or Black British	Prefer Not To Say	Any Other Minority Ethnic Background	Not Stated
Operational	513	8	7	5	3	0	0	40
Control	20	2	0	2	0	0	0	2

Support	104	1	5	5	1	0	0	9
Total	637	11	12	12	4	0	0	51

The BAME workforce profile has reduced when compared to 2015 when it was 6.3% across the workforce and 5.3% for operational staff. The drop in BAME representation in the workforce has been affected by BAME leavers and the continued impact of On-Call recruitment.

Gender

The distribution of female employees at LFRS is 15.1% across the Service, 4.2% in operational roles and 57.7% in Fire control. The distribution of women in support staff roles is 56.8%.

GENDER PROFILE OF EMPLOYEES			
Staff Group	Men	Women	Not Stated
Operational	552	24	0
Control	11	15	0
Support	54	71	0
Total	617	110	0

There is a drop in the overall distribution of females working in the Service when compared to 2015 when it was 15.6%. The number of women in operational roles (including Fire Control) is 39 and this represents 6.8%. This is an increase from 5.3% in 2015.

Religion or Belief

Christianity is the largest religious grouping within LFRS at 43.9% and this is followed by staff with no religion at all (33.3%).

RELIGION OR BELIEF PROFILE OF EMPLOYEES									
Staff Group	Christian	Buddhist	Hindu	Muslim	Jewish	Sikh	Other	None	Not Stated
Operational	252	2	1	0	0	1	11	198	111
Control	10	0	0	0	0	1	2	8	5
Support	57	0	1	1	1	2	2	36	26
Total	319	2	2	0	1	4	15	242	142

Improvements in employee declaration rates for religion and belief have improved the Service's understanding of the religious profile of the workforce. In 2015 staff who declared their religion (or lack of) accounted for 60.6% of the workforce. This has significantly improved to 80.5% in 2018.

Sexual Orientation

The proportion of staff declaring their sexual orientation as Lesbian, Gay and Bisexual (LGB) across the workforce is 2.6%. In operational roles it is 2.9% and 1.6% in support staff roles. There are no staff members in Fire Control who identify as LGB or T (transgender).

SEXUAL ORIENTATION PROFILE OF EMPLOYEES				
Staff Group	Bisexual	Gay/Lesbian	Heterosexual	Not Stated
Operational	9	8	451	108
Control	0	0	19	7

Support	0	2	100	23
Total	9	10	570	138

The Service has seen an increase of over a 100% in the proportion of staff declaring their sexual orientation as LGB since 2015 when it was 1.2%. This is the largest increase in workforce representation in the Service. In 2015, the proportion of staff declaring their sexual orientation was 57.8%. In 2018 this has improved to 81% which is the highest declaration rates for sexual orientation since the service started collecting equality monitoring information on sexual orientation.

The success can be attributed to the positive work undertaken through the shOUT! Staff Network and other specific equality initiatives undertaken to improve staff declaration rates for equality information.

HUMAN RESOURCES

The Human Resource function (HR) performs a number of key functions throughout the year which have a significant impact on equality, diversity and inclusion. This sections focuses on those functions and provides some analysis on the equality and diversity impact.

Recruitment

The tables below represent the demographic data of all new recruits for the twelve months leading to 31 March 2018.

Age

There are no specific recruitment targets relating to age although it is the Service's intention to diversify the workforce.

AGE PROFILE OF NEW RECRUITS								
Staff Group	Under 17	17-24	25-35	36-45	46-55	56-65	66+	Not Stated
Operational	0	8	30	12	2	0	0	0
Control	0	0	2	0	0	0	0	0
Support	0	1	4	2	5	0	0	0
Total	0	9	36	14	7	0	0	0

The age profile of the new recruits indicates that the majority (37.9%) of new recruits were in the 25-34 years age group. There is an increase in the recruitment of young people from one last year to nine in 2018. The age profile of On-Call recruits is in line with the expected trends where the majority fall into the 25-45 age groups.

Disability

There are no specific recruitment targets relating to disabilities although it the intention of the Service to diversify the workforce to include people with disabilities.

DISABILITY PROFILE OF NEW RECRUITS			
Staff Group	Declared Disability	Declared Not Disabled	Not Stated
Operational	4	45	3
Control	0	2	0
Support	0	10	2

Total	4	57	5
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The proportion of new recruits declaring a disability was 6.1% while those who did not declare their disability status was 75.8%. There were no recruits declaring a disability in the previous year, while those who did not state their disability status were 20.7%.

Ethnicity

The CFA has agreed local recruitment targets for new BAME recruits across the organisation (operational and support) and the target for 2017-18 was 21%. The BAME recruitment target for new operational recruits is 20%.

ETHNICITY PROFILE OF NEW RECRUITS								
Staff Group	White British/Irish	Any Other White	Mixed	Asian or Asian British	Black or Black British	Prefer Not To Say	Any Other Minority Ethnic Background	Not Stated
Operational	30	0	4	1	0	0	0	17
Control	2	0	0	0	0	0	0	0
Support	6	0	1	1	0	0	0	4
Total	38	0	5	2	0	0	0	21

Seven BAME individuals were recruited across the organisation and this accounted for 10.6% of all new recruits into the Service. The proportion of BAME recruits into operational roles was 9.6%. New recruits who did not declare their ethnic background accounted for 31.8%.

White British remains significantly high in terms of new recruits and accounted for 57.6% across the service and 61.5% in operational roles (including Fire Control).

Gender

The CFA has agreed local recruitment targets for female new recruits into operational roles (Wholetime and On-Call) and the target for 2017-18 was 20%.

GENDER PROFILE OF NEW RECRUITS			
Staff Group	Men	Women	Not Stated
Operational	46	6	0
Control	2	0	0
Support	2	10	0
Total	50	16	0

Sixteen females were recruited into the organisation in the period 2017-18 and these accounts for 24.2% of all recruits. Six of the female recruits (11.1%) were recruited into operational roles.

Two men were recruited into support roles over the same period and these accounted for 33.3%. This continues to reflect expected trends in the organisation.

Religion or Belief

There are no specific recruitment targets relating to religion or belief but the Service continues to monitor recruitment patterns for religion and faith.

RELIGION OR BELIEF PROFILE OF NEW RECRUITS								
Staff Group	Christian	Buddhist	Hindu	Muslim	Sikh	Other	None	Not Stated
Operational	28	2	0	0	0	1	18	3
Control	1	0	0	0	0	0	1	0
Support	7	0	0	0	1	0	2	2
Total	36	2	0	0	1	1	21	5

The majority of new recruits were of a Christian faith. This group accounted for 54.5% and was followed by candidates who did not have any religious affiliation who accounted for 31.8%. The combined religious profile of candidates who declared a religion other than Christianity was 6.1%.

Sexual Orientation

There are no specific recruitment targets relating for sexual orientation although the Service has identified sexual orientation as one of the areas to monitor against its ambitions to diversify the workforce.

SEXUAL ORIENTATION PROFILE OF NEW RECRUITS					
Staff Group	Bisexual	Gay/Lesbian	Heterosexual	Prefer Not To Say	Not Stated
Operational	2	2	47	0	1
Control	0	0	2	0	0

Support	0	0	10	0	2
Total	2	2	59	0	3

There were four new recruit to declare their sexual orientation as Lesbian, Gay or Bisexual (LGB) accounting for 6.1% of recruits across the Service. All four recruits were in operational roles and this represents 7.7% of new operational recruits being LGB.

Retention

Each year the Service monitors the profile of leavers based on the protected characteristics. In the year ending 31 March 2018, 60 employees ended their employment contracts with LFRS. 47 of those who ended their contracts were operational staff, one was in Fire Control while twelve were support staff. Individuals that end one of their dual contracts but remain in employment with the Service have been excluded in the following analysis.

Age

The age breakdown of leavers is consistent with previous trends at Leicestershire Fire and Rescue Services.

AGE PROFILE OF LEAVERS								
Staff Group	Under 17	17-24	25-35	36-45	46-55	56-65	66+	Not Stated
Operational	0	2	13	11	16	5	0	0
Control	0	0	0	0	1	0	0	0
Support	0	0	1	2	3	5	1	0
Total	0	2	14	13	20	10	1	0

The majority of leavers were in the age groups of 25-35, 36-45 and 46-55. These groups accounted for 78.3% of staff leaving the Service. The high numbers of leavers aged between 25 and 45 is consistent with previous years and is reflective of the staff turnover in the On-Call duty system. The high number of leavers aged between 46 and 55 also reflects the number of retirements mainly in operational roles.

Disability

Four members of staff who left the Service in 2017-18 declared a disability. This represents 6.7% of leavers.

DISABILITY PROFILE OF LEAVERS			
Staff Group	Declared Disability	Declared NOT Disabled	Not Stated
Operational	2	28	17
Control	0	0	1
Support	2	8	2
Total	4	36	20

The number of leavers declaring a disability is the same as the number of new recruits who declared having a disability. However due to the higher number of new recruits when compared to those leaving the Service, there has been a negative impact on the overall proportion of employees with a disability. The proportion of employees who left the Service and have never declared their disability status accounted for 33.3%.

Ethnicity

The highest ethnic group of leavers was from the White British background, accounted for 88.7% of staff leaving.

ETHNICITY PROFILE OF LEAVERS								
Staff Group	White British/Irish	Any Other White	Mixed	Asian or Asian British	Black or Black British	Prefer Not To Say	Any Other Minority Ethnic Background	Not Stated
Operational	41	1	1	0	0	0	0	4
Control	1	0	0	0	0	0	0	0
Support	10	1	0	1	0	0	0	0
Total	52	2	1	1	0	0	0	4

BAME leavers accounted for 6.7% of all leavers and this will have an impact on the overall proportion of BAME staff across the service. This is due to the low numbers of BAME staff across the workforce. The proportion of BAME leavers is higher when compared to the previous year. 6.7% of the leavers have never provided ethnicity monitoring information.

Gender

Women account for 14.3% of the entire workforce and the male workforce accounts for 85.7%.

GENDER PROFILE OF LEAVERS			
Staff Group	Men	Women	Not Stated
Operational	44	3	0
Control	0	1	0
Support	6	6	0

Total	50	10	0
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The proportion of women who left the Service is 16.7% and this is significantly high when compared to the previous year when it 9.2%. The proportion of female leavers in operational roles (including Fire Control) is 6.7%.

Religion or Belief

The religion or belief profile of the workforce is largely made up of those from a Christian faith (42.4%) and those with no religion or belief (31.6%).

RELIGION OR BELIEF PROFILE OF LEAVERS									
Staff Group	Christian	Prefer Not To Say	Hindu	Jewish	Muslim	Sikh	Other	None	Not Stated
Operational	23	0	0	0	0	0	2	13	9
Control	1	0	0	0	0	0	0	0	0
Support	7	0	0	0	0	1	0	3	1
Total	31	0	0	0	0	1	2	16	10

The religion or belief profile of leavers is largely the same when compared to the religion or belief profile of the workforce. Christians accounted for 51.7% of leavers. This was followed by those with no religion who accounted for 27.6% while those who did not declare any religion or belief accounted for 20.7%.

Sexual Orientation

The proportion of LGB staff in the workforce is 1.5%.

SEXUAL ORIENTATION PROFILE OF LEAVERS					
Staff Group	Bisexual	Gay/Lesbian	Heterosexual	Prefer Not To Say	Not Stated
Operational	0	0	37	0	10
Control	0	0	1	0	0
Support	0	0	12	0	0
Total	0	0	50	0	10

There were no leavers declaring their sexual orientation as LGB or T.

The proportion of staff leaving the service who never declared their sexual orientation was 16.7%.

Promotion

The total number of promotions in the relevant period was 80 – 49 of those were promoted on a temporary basis while the rest (31) were substantively promotions.

The tables below show all the relevant protected characteristics of all staff who were promoted in 2017-18. The permanent promotions are indicated in brackets ().

Age

AGE PROFILE OF PROMOTED STAFF								
Staff Group	Under 17	17-24	25-35	36-45	46-55	56-65	66+	Not Stated
Operational	0	1	8(9)	18(5)	14(4)	3	0	0
Control	0	0	1(1)	0	0	0	0	0
Support	0	0	0(1)	3(4)	1(5)	0(2)	0	0
Total	0	1	9(11)	21(9)	15(9)	3(2)	0	0

With the exception of the one member of staff who was promoted in the 17-24 age group, the age profile of those promoted is consistent with previous trends.

Disability

The disability profile across the workforce is 4.7% and 3% for operational staff. The disability profile for support staff is 12%.

DISABILITY PROFILE OF PROMOTED STAFF			
Staff Group	Declared Disability	NO Disability Declared	Not Stated
Operational	1	30(14)	13(4)
Control	0	1(1)	0
Support	1(2)	2(8)	1(2)
Total	2(2)	33(23)	14(6)

The proportion of staff declaring a disability and being promoted is 5% and the majority of those are in support roles. This is proportionate to the disability profile of the workforce.

Ethnicity

The profile of Black, Asian and Minority Ethnic (BAME) employees is 5.4%. The BAME profile for operational staff is 4% and 1.5% for fire control staff. The BAME profile for support staff is 12%.

ETHNICITY PROFILE OF PROMOTED STAFF								
Staff Group	White British/Irish	Any Other White	Mixed	Asian or Asian British	Black or Black British	Prefer Not To Say	Any Other Minority Ethnic Background	Not Stated
Operational	39(16)	0	0	0	1	0	0	4(2)
Control	1(1)	0	0	0	0	0	0	0
Support	4(12)	0	0	0	0	0	0	0
Total	44(29)	0	0	0	1	0	0	4(2)

There was only one BAME employee to be promoted in the relevant period and this accounts for 1.2% of all promotions. The promotion was in operational roles and this accounted for 1.6% of operational promotions.

91.2% of all those promoted were of White British background except six (7.5%) candidates, who did not state their ethnic background.

The proportion of BAME staff being promoted is low when compared to the workforce.

Gender

The distribution of female employees at LFRS is 15.1% across the Service, 4.2% in operational roles and 57.7% in Fire Control. The distribution of women in support staff roles is 56.8%.

GENDER PROFILE OF PROMOTED STAFF			
Staff Group	Men	Women	Not Stated
Operational	43(17)	1(1)	0
Control	1(1)	0	0
Support	2(2)	2(10)	0
Total	46(20)	3(11)	0

The proportion of women promoted across the workforce was 17.5% which is significantly higher when compared to the previous year, when women accounted for 7.8% of those promoted.

Religion or Belief

Christianity is the largest religious grouping of staff within LFRS at 43.9% and is followed by staff with no religion at all (33.3%).

RELIGION OR BELIEF PROFILE OF PROMOTED STAFF									
Staff Group	Christian	Prefer Not To Say	Hindu	Jewish	Muslim	Sikh	Other	None	Not Stated

Operational	25(6)	0	0	0	0	0	1	8(7)	10(5)
Control	1(1)	0	0	0	0	0	0	0	0
Support	1(5)	0	0	0	0	0	0	3(2)	0(5)
Total	27(12)	0	0	0	0	0	1	11(9)	10(10)

The religious profile of those promoted and of a Christian faith is 48.5%, which is down from 50.4% the previous year. The profile of those promoted and with no religious affiliations was 25% which is lower when compared to the workforce.

The proportion of staff to be promoted who have not declared their religious background is also 25% which is higher when compared to the workforce.

Sexual Orientation

The proportion of staff declaring their sexual orientation as Lesbian, Gay and Bisexual (LGB) across the workforce is 2.6%.

SEXUAL ORIENTATION PROFILE OF PROMOTED STAFF					
Staff Group	Bisexual	Gay/Lesbian	Heterosexual	Prefer Not To Say	Not Stated
Operational	0	0	34(15)	0	10(3)
Control	0	0	1(1)	0	0
Support	0	0	4(6)	0	0(6)
Total	0	0	39(22)	0	10(9)

There were no gay/lesbian or bisexual members of staff promoted during this period.

BULLYING and HARASSMENT, DISCIPLINARY AND GRIEVANCES

Each year the CFA monitors, for equality purposes, cases of bullying and harassment, disciplinary and grievance. The three aspects are key areas of interest to the Service as they do have a significant impact on workplace culture. The tables below provides a detailed breakdown of all cases that the Service dealt with during the financial year 2017-18.

Bullying and Harassment

There were three cases of bullying and harassment reported and investigated during the financial year 2017-18.

Case Type	Age	Disability	Gender	Ethnicity	Religion or faith	Sexual Orientation
Bullying and Harassment	41	Not Stated	Male	BAME	No religion	Heterosexual
Bullying and Harassment	41	Not stated	Male	BAME	No religion	Heterosexual
Bullying and Harassment	29	No	Male	BAME	Buddhist	Heterosexual

All reported cases of bullying and harassment involved staff who are male and from a BAME background.

Disciplinary

The Service investigated and brought formal disciplinary action against seven members of staff during the relevant period.

Case Type	Age	Disability	Gender	Ethnicity	Religion or faith	Sexual Orientation
Disciplinary	33	Not stated	Male	White British	Blank	Blank
Disciplinary	48	Not stated	Male	White British	No religion	Heterosexual

Disciplinary	34	Yes	Male	White British	No religion	Heterosexual
Disciplinary	47	No	Male	BAME	Christian	Heterosexual
Disciplinary	42	No	Male	White British	Christian	Heterosexual
Disciplinary	33	No	Male	White British	No religion	Heterosexual
Disciplinary	39	No	Male	White British	Christian	Heterosexual
Disciplinary	57	No	Male	White British	Christian	Not stated

All those disciplined were male. One of the cases involved an employee from a BAME background and this accounted for 14.3% of staff to have been subject to a disciplinary hearing.

Grievances

There were five grievance cases formally reported and investigated by the Service during the relevant period which is three cases less when compared to the previous year.

Case Type	Age	Disability	Gender	Ethnicity	Religion or faith	Sexual Orientation
Grievance	41	Not stated	Male	BAME	No religion	Heterosexual
Grievance	51	No	Male	White British	Christian	Heterosexual
Grievance	55	No	Male	BAME	Christian	Heterosexual
Grievance	31	No	Male	White British	No religion	Heterosexual
Grievance	42	No	Male	White British	Prefer Not to say	Prefer Not to say

All five individuals involved in grievance cases were male with those from a BAME background accounting for 40% of employees raising a grievance in the relevant period.

GENDER PAY GAP REPORTING

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 came into force on March 2017. The regulations impose a legal requirement on public authorities, including LFRS, to publish gender pay gap information relating to employees.

Gender Pay Gap

The gender pay gap refers to the difference in average pay between men and woman working in an organisation.

The gender pay gap information must be published on the Authority's (LFRS) own external website as well as a dedicated Government website.

<http://www.leicestershire-fire.gov.uk/wp-content/uploads/2018/03/gender-pay-gapv5.pdf>

Gender pay gap reporting is different from equal pay reporting although they both deal with pay that women receive in the workplace.

Equal Pay

Equal Pay means that men and women doing the same job must receive equal pay. Leicestershire Fire and Rescue Service pays all staff the same pay grades for doing the same jobs. The pay grades have different pay spinal points and people may be on different levels depending on length of service or the experience they bring to the role.

Gender Pay Gap at LFRS

The gender pay gap is expressed as a percentage of the difference in the hourly rate of pay between males and females. There are two calculations: the mean (average) and the median (the middle point in the sample). The gender pay gap at LFRS for this period is:

- a) The hourly mean for combined staff = 20.0%
- b) Hourly median for combined staff = 14.0%

The results of the analysis indicate a positive percentage figure. This reveals that typically, female employees at LFRS are

paid less than male employees. A positive percentage is expected in almost all organisations undertaking such analysis.

Gender Pay Analysis

The gender pay analysis is an investigation into the percentage difference between the average (mean and median) hourly rate between male and female employees.

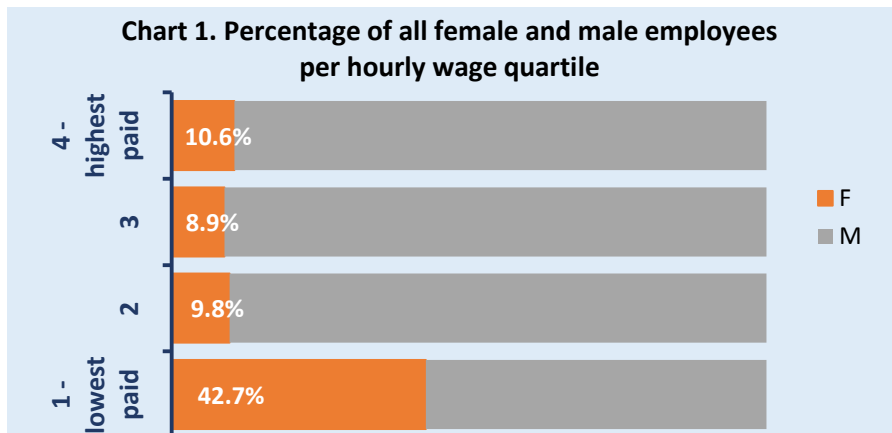
The gender pay analysis at LFRS has been broken down into three parts comprising the combined gender pay analysis for the 494 employees who have been considered as full pay relevant employees. There are two sub-categories for operational and support staff. The table below shows the three parts of the analysis undertaken.

% Pay Gap	Mean	Median
All	20.0	14.0
Operational	16.7	10.6
Support	15.3	29.6

The table shows that the average female is paid 20% (mean) or 14% (median) less than the average male in our organisation. We are below the national median of 18.4%. When broken down, females make up 55% of support and 7% of operational roles.

Gender Pay by Hourly Pay Quartile

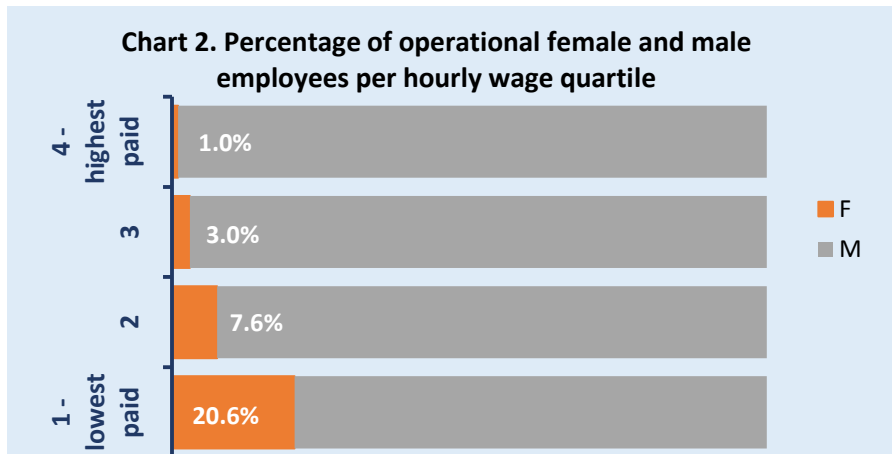
Additional analysis was also undertaken to show the proportions of male and female full-pay relevant employees in four quartile pay bands. The lowest paid employees are shown in the first quartile and the highest paid are in the fourth quartile. The analysis is presented in the three charts below:



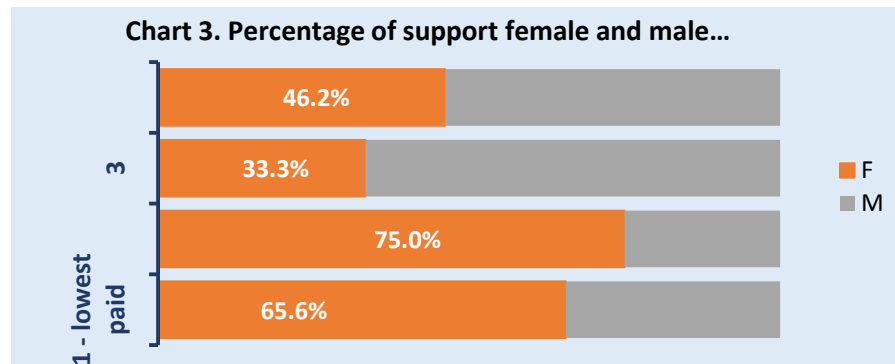
Gender pay by hourly pay quartile - combined staff

Chart 1 shows the proportion of male and female employees in each quartile. It shows that of all the employees in the lowest paid quartile, 43% are female and within the highest paid

quartile, 10% are female.



Gender pay by hourly pay quartile – operational staff



Gender pay by hourly quartile - support staff

The breakdown support staff hourly pay quartile shows that women are higher paid in the lowest and second lowest quartile of staff in support roles.

Who was included in the analysis?

The essential pay information extracted for this gender pay report was made up of the payroll data from 729 Leicestershire Fire and Rescue Service employees.

235 of the 729 (32%) were excluded, leaving 494 roles. The impact of the exclusions on the gender balance is illustrated in the table below.

	Female	Male	Total
Exclude	8%	92%	100%
Keep	18%	82%	100%
Total	15%	85%	100%

The starting point shows that 15% of the sample were female, after the exclusions, this increased the female proportion to 18%.

The exclusions were mainly due to variable hours and second contracts, where the calculations do not work for this exercise.

Narrative

The primary cause of the gender pay gap is an imbalance in the number of men and women throughout the organisation and hierarchy. Men are over represented across the quartiles and inevitably people in more senior positions receive the highest pay. This has a direct impact on the gender pay gap.

Occupational segregation is another issue that impacts on the gender pay gap within LFRS and across all fire and rescue services nationally. This is particularly evident in the operational roles where women are disproportionately underrepresented.

In support roles, the impact of occupational segregation is much more evident in the lower quartile (where women

account for 65.6% of relevant full pay employees) which is likely to be dominated by admin roles.

Women also account for a high proportion of employees on flexible working arrangements. This often means a reduction in working hours each week. This has an impact on support staff more than the operational duty system. This is because operational staff who have been included in the calculations are excluded from working reduced hours.

Arrangements for overcoming the gender pay gap

The Service is committed to promoting gender equality in employment and will consider the implications of the gender pay gap reporting.

EQUALITY RELATED TRAINING

LFRS provides a range of equality and diversity related training. The training is aimed at different staff in order to raise awareness of equality, diversity and inclusion with a specific focus on the approach the Service takes in order to promote Equality, Diversity and Inclusion (EDI) within the Service and in the communities. The following table shows the number of staff who attended EDI training for the financial year 2017-18.

	Equality and Diversity Induction Training	Equality and Diversity Refresher Training	Bullying and Harassment Training	Equality Impact Assessment	Multi-faith Awareness Workshop	Sexual Orientation Workshop	e-Learning Equality and Diversity Training
Numbers Attending	38	78	29	5	0	0	0
Satisfaction Rates	97%	96%	100%	100%	0	0	0

The Service also brought in the Gypsy and Traveller Equality (GATE) Project in order to raise awareness, among middle

and senior managers, about the culture and lifestyle of the local Gypsy, Roma Traveller communities. There was no specific gathering of data to inform the number and satisfaction rates of those who attended the awareness sessions.

SERVICE DATA

Fire Protection

LFRS have a legal duty to monitor and enforce current fire safety legislation. In order to achieve this, an inspection programme based on national guidance, IRS data and local intelligence is formulated each year. This programme is based upon those types of premises identified as presenting the greatest risk of fire, particularly where sleeping risk is incorporated, such as a residential care home or hotel.

The Fire Protection team undertake Fire Audits in premises and this is the first stage of any enforcement activities. Generally at this stage only advice is given to the responsible person.

The Fire Protection inspection activity for the financial year 2017-2018 is detailed below:

FIRE PROTECTION ENFORCEMENT DATA FOR 1ST APRIL 2017 – 31 MARCH 2018	
Enforcement Type	Total Number
No of Programmed Fire Safety Inspections	259
Deficiency Notice	68
Action Plan	60
Enforcement Notices	37
Prohibition Notice	13

This is the first year in which LFRS has collected satisfaction monitoring information from people responsible for premises

where Fire Protection Officers have conducted Fire Safety Audits. In previous years only equality monitoring questionnaires were sent out for completion. The changes mean that information is now collected through a satisfaction survey which also includes the equality monitoring questions.

Sixty three responses were returned through the survey. This represents a 24.3% return and indicates a slight drop in returns when compared to the previous year when 28.4% equality monitoring questionnaires were returned. The tables below provide the statistical data and any analysis findings.

Age and Ethnicity

The majority of respondents from fire safety audits were those in the 45-54 and the 55-64 age categories. This is a significant change from the previous year when those most affected by Fire Protection audits were aged between 35-44 (30.9%) and 45-54 (39.5%).

When asked how satisfied they were with the service provided by the Fire Protection team 88.9% indicated to be “very satisfied”. The other seven (11.1%) respondents indicated to be “satisfied” with the Service. Those that indicated to be “satisfied” were aged between 45 -64 years. There are no concerns for equality in relation to age.

Age group	Total
Prefer not to say	0
15 – 24	1
25 – 34	8
35 – 44	7
45 – 54	27
55 - 64	19
65+	1
Grand Total	63

Ethnicity	Total
Prefer not to say	0
White British	51
White Irish	1
Black Caribbean/Africa	2
Asian/British Indian	6
Chinese	1
Not submitted	2
Grand Total	63

In terms of ethnicity, the majority of respondents to the fire safety audit survey were people from a White British Background. This group accounted for 80.9% of respondents. People from an Asian or British Asian background were the next highest responding group with 9.5% responses. The combined BAME responses accounted for 15.9% of those responding.

When asked how satisfied they were with the service provided by the Fire Protection team all BAME respondents were either satisfied (20%) or very satisfied (80%). The respondents that were of White British background and responded as only "satisfied" accounted for 13.7% while those that were "very satisfied" accounted for 86.3%.

Gender Identity and Religion or Belief

Gender identity	Total
Prefer not to say	0
Female	34
Male	27
Transgender	0
Not submitted	2
Grand Total	63

Religion/belief	Total
Prefer not to say	5
Christian	28
Hindu	4
Muslim	1
No religion or belief	22
Not submitted	3
Grand Total	63

Complaints and Concerns

This is the first full financial year that the Service is able to provide statistical data on the equality monitoring information captured from the complaints and concerns process that was implemented in January 2017. The new process was implemented as a result of identifying improvement opportunities in how we monitor for equality and satisfaction when dealing with external complaints and concerns.

The complaints and concerns received by the Service are generally around fire protection issues in public buildings and spaces. In order to understand the nature of complaints and concerns and where they impact on the business, the Service has split the complaints and concerns monitoring into two different areas. One of the categories is specific to Fire Protection and Enforcement activities while the other category relates to everything else that the Service does (general complaints and concerns).

The reporting of complaints and concerns has also been split in the same way in order to better reflect the nature and outcomes of complaints and concerns received by the Service. In this section we have only considered the general complaints and concerns. Those that relate to Fire Protection will be shared in a separate section below.

Nature of complaints

LFRS received a total thirty one complaints and concerns during the financial year ending 31 March 2018. The table below provides the details relating to the nature of complaints received.

Nature of complaints	Number received	%
Driving standards	7	22.6
Behaviour of staff	10	32.3
Recruitment	2	6.4
Other	12	38.7

The majority of complaints and concerns received have been recorded as “other” and these include a range of circumstances. It is difficult to categorise every complaint and therefore we only categorise those that fit into the main categories set up for monitoring purposes.

As part of the improvements made to the process, the Service has included the collection of satisfaction and equality monitoring information as part of the process. This is being done once an investigation has been completed and the outcome is provided to the complainant or the person who raised the concern. However the majority of complaints

and concerns received by the Service are made anonymously and therefore there is no way of capturing satisfaction and any equality monitoring information in such cases. During the relevant period 10 (32.3%) individuals raising a complaint or concern also provided relevant contact details. Therefore the Service was able to collect satisfaction levels and equality monitoring information at a later stage.

Complaints and Concerns data	No's (%)	Comments
Total received	31 (100%)	
Total investigated and concluded	31 (32.3%)	
Total called of those raising a complaint or concern	12 (38.7%)	This is where an individual has left contact details for feedback purposes
Total answering LFRS calls	10 (100%)	From those called
Total monitoring data provided	9 (90%)	From those answering
Monitoring data not provided	1 (10%)	From those answering
Total questioning equality monitoring questions	-	As informed by Control staff
Called more than once	2 (20%)	3 and 4 attempts
Satisfied with outcome	7 (70%)	
Not satisfied with outcome	0	
Not satisfied or Dissatisfied with outcome	3 (30%)	2 have not received confirmation of outcome

The data shows that the majority of people raising general complaints or concerns have no issues or concerns in providing equality monitoring information to LFRS staff. This confirms the outcomes from the trial period undertaken before implementing the new process.

The data also identifies that the majority of complaints and concerns (38.7%) are recorded as “other” which will limit the

understanding of issues that influences members of the public to complain or raise concerns with LFRS.

Age and Disability

There were no people with disabilities raising a complaint or concern with the Service during the relevant period.

Age group	Total
Prefer not to say	0
15 – 24	0
25 – 29	1
40 – 59	6
60 – 74	1
75+	1
Not collected	1
Grand Total	10

Disability	Total
Prefer not to say	0
No	10
Yes	0
Grand Total	10

The data indicates that majority (60%) of people raising a complaint or concern are aged between 40 and 59 years.

Gender Identity and Sexual Orientation

Women accounted for 50% of those raising a complaint or concern during the relevant period while men accounted for 40%.

Gender identity	Total
Prefer not to say	0
Female	5
Male	4
Transgender	0
Not collected	1
Grand Total	10

Sexual orientation	Total
Prefer not to say	0
Bisexual	0
Gay	1
Heterosexual	7
Not collected	2
Grand Total	10

In terms of sexual orientation the majority of complaints or concerns were raised by those declaring their sexual orientation as heterosexual. Only one individual (10%) declared their sexual orientation as gay. Sexual orientation information was not collected from two (20%) of those considered in this analysis.

Ethnicity and Religion or Belief

The majority (80%) of people raising a complaint or concern (which has been dealt with) during the relevant period declared their ethnicity as White British/Irish. Only one individual (10%) declared their ethnicity to be of a minority background.

Race/Ethnicity	Total
Prefer not to say	0
White British/Irish	8
White other	1
Not collected	1
Grand Total	10

Religion or belief	Total
Prefer not to say	0
Christian	6
Other	3
Not collected	1
Grand Total	10

The majority (60%) of complaints and concerns that have been dealt by the Service were made by people of a Christian background. This was followed by those declaring the religious background as “other” who accounted for 30% of concluded cases.

The religious and belief data does not reflect the makeup of the religious demographics of Leicestershire, Leicester and Rutland.

After Incident Survey

Each year the CFA undertakes an ‘After Incident Survey’. The survey informs the CFA about the quality of services

offered to residents of Leicester, Leicestershire and Rutland after a domestic incident.

The Survey is done through a questionnaire sent out to all households that accessed LFRS emergency response services. Those responsible in the household are asked a number of questions about their experiences of using the Service. Equality monitoring information relating to age, disability, gender and ethnicity is collected as part of the survey and this forms the basis of this section of the report.

This year the classification of satisfaction levels has been reduced from the previous five categories to three (Satisfied, Neither Satisfied nor Dissatisfied and Dissatisfied). This means that the Service will not be in a position to compare satisfaction rates with previous years and this year's data will form the basis for future comparisons.

In 2017-18, 217 households responded to the survey from a total of 1200 sent out to households where LFRS attended a domestic incident in the financial year ending 31 March 2018. The number of responses received provides a response rate of 18.1%. From the 217 responses, 212 were considered as valid responses and these have been used in the analysis (except for age where 214 responses provided valid responses). However NOT all respondents provided equality monitoring information against all the provided categories.

The overall satisfaction levels remain high at 96% when taking into account those respondents who indicated to be "satisfied" when asked the following question:

"Taking everything into account, how satisfied or dissatisfied were you with the service you received from the FRS?"

The following tables provide a detailed breakdown of satisfaction levels by protected characteristics where this information was collected.

Age

214 respondents provided age related information in the equality monitoring section. The table below shows the age range of those who responded.

AGE PROFILE OF AFTER INCIDENT SURVEY RESPONDENTS

18 and Below	18-24	25-39	40-59	60-74	75+	Age Not Stated
2	4	34	64	64	46	0

In analysing the satisfaction responses, the age category has always been divided into the following three categories; 16–39, 40–59 and the 60 and over.

When asked: Taking everything into account, how satisfied or dissatisfied were you with the service you received from the FRS?

210 of the 214 respondents provided information on their age and also provided an answer to indicate their satisfaction level. The table below shows the satisfaction levels based on the 210 responses in line with the three age categories.

SATISFACTION RATES BY AGE CATEGORIES

Age Group	Count	Satisfied	Neither Satisfied or Dissatisfied	Dissatisfied
16-39	39 (-1)	92%	3%	5%
40-59	64 (-16)	98%	2%	0
60+	107 (+7)	96%	2%	2%

The analysis indicates that the majority (93.3%) of respondents across all age groups were satisfied with the service provided by LFRS. A combined total of eight (4.7%) people across all age groups indicated that they were less than satisfied with the Service received. Four of the eight were dissatisfied and the other four were neither satisfied nor dissatisfied.

Disability

204 respondents (from the 212 valid responses) provided information on their disability status together with their satisfaction levels. 8 respondents did not indicate their disability status. The proportion of people who responded to the survey and declared a disability was 36.3%.

AFTER INCIDENT SURVEY RESPONDENTS DECLARING A DISABILITY			
	Declared Disability	Declared NOT Disabled	Not Stated
Total	74	130	8

When asked: Taking everything into account, how satisfied or dissatisfied were you with the service you received from the FRS?

The 204 respondents who provided information on their disability status stated their satisfaction levels as indicated in the table below.

SATISFACTION RATES BY DISABILITY		
	Disabled	No Disability Declared
Satisfied	94%	97%
Neither Satisfied nor Dissatisfied %	3%	2%
Dissatisfied %	3%	1%

The analysis indicates that there is a slight difference in the satisfaction levels when comparisons are made between those with a disability and those without a disability. Four people (accounting for 6%) with disabilities indicated that they were either dissatisfied, or neither satisfied nor dissatisfied while three people (accounting for 3%) without a disability

were less than satisfied.

Gender

210 of the 212 respondents provided information on their gender together with their satisfaction levels. There is a reduction in the number of males responding to the survey with 75 responses received this year compared to 87 in the previous year.

GENDER PROFILE OF AFTER INCIDENT SURVEY RESPONDENTS			
	Female	Male	Not Stated
Total	135 (+4)	75 (-12)	4 (+3)

There were more women (64.3%) responding to the after incident survey than men. This is consistent with findings from the previous year when 60% of respondents were also women.

When asked: Taking everything into account, how satisfied or dissatisfied were you with the service you received from the FRS?

SATISFACTION RATES BY GENDER		
	Female	Male
Satisfied	96%	98%
Neither Satisfied nor Dissatisfied %	2%	1%
Dissatisfied %	2%	1%

The information indicates that the satisfaction levels remain high for both male and female with the male rates being slightly higher. One male was dissatisfied with the service provided while another was neither satisfied nor dissatisfied. The two males account for the 2% of respondents that were less than satisfied. In relation to female respondents, six

individuals (three in each) accounted for the 4% of women that were less than satisfied with the Service provided.

Ethnicity

210 respondents provided information on their ethnicity together with their satisfaction levels and 12.4% of these were from a BAME background. This is more than the 10% that responded the previous year.

ETHNICITY PROFILE OF AFTER INCIDENT SURVEY RESPONDENTS			
	White British	Non-White British	Not Stated
Total	184	26	2

When asked: Taking everything into account, how satisfied or dissatisfied were you with the service you received from the FRS?

The “satisfied” rates were the same between BAME and White British respondents.

SATISFACTION RATES BY ETHNICITY		
	White British	BAME
Satisfied	96%	96%
Neither Satisfied nor Dissatisfied %	2%	0%
Dissatisfied %	2%	4%

Six people (three each) of White British background were either dissatisfied, or neither satisfied or dissatisfied with the Service provided by LFRS. These accounted for the 4% of respondents that were less than satisfied and of a White British Background. Only one individual of a BAME background was dissatisfied with the service and this accounted for 4%.

Home Fire Safety Checks (HFSCs)

Leicestershire Fire and Rescue Service undertakes Home Fire Safety Checks (HFSCs) for households that are identified as potentially vulnerable to the harmful effects of fire. The Service together with its partners and the Braunstone Blues Project (emergency services working together) undertook a total of 8406 HFSC's across Leicestershire, Leicester and Rutland in the financial year 2017- 18.

This section focuses on those HFSCs in which successful entry was made by LFRS and its partners. These account for 7214 HFSCs with LFRS and Partners completing 6313 of those while the Braunstone Blues project completed 901. The following tables provide equality data and analysis from the equality information, based on the protected characteristics, that was collected during successful HFSCs.

Age

Age plays a significant role in setting the Services priorities for HFSCs. The elderly and children are always considered a priority for HFSCs and any prevention activities. Therefore every district and fire and rescue station has plans specifically targeting its identified priority groups for HFSCs.

AGE PROFILE FROM HOME FIRE SAFETY CHECKS								
Data Source	Under 15	15-24	25-34	35-44	45-54	55-64	65+	Not Stated
LFRS	0	48	344	401	399	554	3929	156
B. Blues	0	33	125	157	145	148	292	1
Partners	0	69	113	65	73	50	90	22

Total	0	150	582	623	617	752	4311	179
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The proportion of HFSCs completed for those aged 65 and above is 59.8%. This is significantly higher when compared to the previous year when this group accounted for 46.3% of all completed HFSCs. The significant rise reflects the necessary level of priority attached to elderly residents. We deliberately target older members of the community as age is a contributing factor to vulnerability (from fire).

The proportion of age related information that was not stated or given was 2.5% and this represents a significant improvement in the number of people providing information relating to their age. In the previous year the proportion of people not stating the age was 24% of all HFSCs.

Disability

Disability is also identified as a factor when determining priority groups for protection and prevention activities. This is generally reflected in the number of HFSCs offered to households with at least one disabled person.

DISABILITY PROFILE FROM HOME FIRE SAFETY CHECKS			
	Declared Disability	Declared Not Disabled	Not Stated/collected
LFRS	1974	3538	318
B. Blues	275	626	0
Partners	186	286	11
Total	2435	4450	329

The proportion of households receiving a HFSC with at least one person declaring a disability was 33.7%. This is an increase when compared to the same period in the previous year when it was 24.9%.

The analysis also indicates that the declaration rates for disability from those receiving a HFSC from the Service and its partners is extremely positive with only 4.6% NOT stating or providing their disability status.

Ethnicity

The proportion of people from a BAME background who received a fire safety advice together with a HFSC was 16.6% in the relevant period. This is a slight increase from 12.3% from the previous year. This is also significantly lower when compared to 2015 when it was 20.1%.

The table below shows the ethnic breakdown of people the Service engaged with during the relevant period.

ETHNICITY PROFILE FROM HOME FIRE SAFETY CHECKS				
Ethnicity	LFRS Staff	Braunstone Blues	Partners	Grand Total
Asian – Other	11	0	1	12
Asian or Asian British - Bangladeshi	18	4	1	23
Asian or Asian British – Indian	582	83	4	669
Asian or Asian British – Pakistani	36	11	0	47
Black or Black British – African	33	25	3	61
Black or Black British - Caribbean	43	16	0	59
Mixed – Other	0	0	1	1
Black or Black British – Other	4	1	2	7
Chinese	11	1	0	12
Mixed - White & Asian	9	1	4	14
Mixed - White & Black African	8	7	1	16
Mixed - White & Black Caribbean	22	12	6	40
Other Ethnic Group	22	7	8	37

White – British	4706	659	432	5797
White – Irish	37	3	1	41
White Other	93	60	4	157
Ethnicity not stated/ Not collected	202	5	14	221

Gender

The gender distribution of those receiving HFSCs continues to indicate that women are more likely to receive fire safety advice and HFSCs than men. In this period 55.6% of those receiving a HFSC were women. This is an increase from 44.3% the previous year.

GENDER PROFILE FROM HOME FIRE SAFETY CHECKS				
Data Source	Men	Women	Transgender	Not Stated/Not Collected
LFRS	2585	3192	0	54
Braunstone Blues	341	560	0	0
Partners	230	252	0	0
Total	3156	4004	0	54

There were no HFSCs delivered in households where people identified themselves as “Trans”. In the previous year four respondents identified themselves as transgender.

Religion or Belief

The proportion of people declaring their religion as Christian and receiving a HFSC was 39.9%. This was the highest religious background to have received a HFSC. Those with “no religion” made up the second group of people receiving

HFSCs with 21.2%.

The Braunstone blues project did not submit data on religious or faith monitoring and therefore the analysis relies on the 6313 HFSCs completed by LFRS and its partners.

RELIGION OR BELIEF PROFILE FROM HOME FIRE SAFETY CHECKS										
Data Source	Christian	Buddhist	Hindu	Jewish	Jain	Muslim	Sikh	Other	None	Not collected
LFRS	2386	6	361	8	3	187	72	49	1095	2565
Partners	131	2	0	0	0	9	0	7	245	88
Total	2517	8	361	8	3	196	72	56	1340	2653

The declaration rates or collection of religious and faith monitoring information is was extremely low and accounted for 42% which is a slight improvement when compared to the previous year when this accounted for 46.4% of those receiving a HFSC.

Sexual Orientation

The proportion of people declaring their sexual orientation as lesbian gay or bisexual (LGB) 0.3% and remains unchanged when compared to the previous year. The low level delivery of HFSCs in the LGBT+ communities is consistent with the trends over the last three years.

The Braunstone Blues project did not submit sexual orientation monitoring data therefore the analysis relies on the 6313 HFSCs completed by LFRS and its partners.

SEXUAL ORIENTATION PROFILE FROM HOME FIRE SAFETY CHECKS				
Data Source	Bisexual	Gay/ Lesbian	Heterosexual	Not Stated/ collected
LFRS	0	15	4053	1763
Partners	2	5	373	102
Total	2	20	4426	1865

The proportion of people who received a HFSC and sexual orientation monitoring information was not collected or stated was 29.5% and remains largely unchanged when compared to the previous year when it was 30%.

COMMUNITY ENGAGEMENT

This section sets out an overview of Leicestershire Fire and Rescue Service (LFRS) community engagement activities for the period April 2017 – March 2018.

The Service engages with the public in a number of ways which include HFSCs, community based events, Fire Protection inspections, Youth engagement activities as well as those service users who call upon the emergency response services.

This section of the report focusses on the community events and mainly those events that are either organised by LFRS, or those that LFRS staff attend for the purpose of educating communities across areas of fire and road safety.

This is the first time that LFRS is reporting statistical data showing its community engagement profile. The information used was collected as part of the trials implemented through the Journey to excellence project.

Age

The data from the census 2011 indicates that more than a third (32.4%) of the population of in Leicestershire, Leicester and Rutland is aged 24 years or below. Those aged 55 years and older make 27.6% of the population while those aged

between 25 and 54 account for 40%.

LFRS has a set programme to engage with young people of school age across all primary schools in its area of Service. The engagement takes place with all children in Year 2 and Year 6. This approach ensures that every child and young person has received fire safety related messages by the time they leave school.

AGE PROFILE FROM COMMUNITY ENGAGEMENT								
	Under 15	15-24	25-34	35-44	45-54	55-64	65+	Not Stated
Count	6	125	236	201	157	107	96	76
Percentage	0.6	12.4	23.5	20	15.6	10.7	9.6	7.6

The age profile of the people that LFRS engaged with shows that 59.1% were aged between 25 and 54 years of age. The proportion of those aged 55 years and over was 20.3% while those aged 24 years and under was 13%. The engagement profile of those aged 24 years and under does not take into account the schools delivery programme which cover the majority of young people (331 primary school visits targeting 27,249 pupils).

Disability

The current Census data does not provide information on disabilities and how many people identify as having a disability in a given population. Therefore we are unable to provide any realistic baseline data to support the disability profile of our local population.

However we are aware that more than 6,900 people in Leicester, Leicestershire and Rutland people claim disability living allowance. Research also suggests that as much as 10% of any population is dyslexic – meaning approximately 100,000 people in our area of Service are potentially dyslexic.

The table below provides the disability profile of the people LFRS engaged with as part of our community engagement

activities during the relevant period.

DISABILITY PROFILE FROM COMMUNITY ENGAGEMENT				
	Declared Disability	Not Disabled	Prefer Not To Say	Not Stated/collected
Count	60	866	50	28
Percentage	6	86.2	5	2.8

The disability engagement profile suggests that LFRS engaged with 6% of the community who declared having a disability. This can be seen to reflect the number of people claiming disability related allowances. However, the proportion of people who living with a disability (but not receiving disability related allowances) is likely to be higher.

Ethnicity

The number of people from a Black, Asian and other ethnic minority (BAME) groups in Leicestershire and Leicester City has grown over the years and BAME people now live in more mixed areas than before (Census 2011). The 2011 census figures indicate that 21.6% of the population in our area of operation identify themselves as BAME. The table below provides the ethnicity profile of the people LFRS engaged with as part of our community engagement activities during the relevant period.

ETHNICITY PROFILE FROM COMMUNITY ENGAGEMENT		
	No's	%
Asian or Asian British – Bangladeshi	2	0.2
Asian or Asian British – Indian	39	3.9

Asian or Asian British – Pakistani	6	0.6
Asian or Asian British – Other	3	0.3
Black or Black British – African	4	0.4
Black or Black British – Caribbean	10	1
Black or Black British – Other	2	0.2
Chinese	1	0.1
Mixed – White and Asian	4	0.4
Mixed – White and Black African	1	0.1
Mixed – White and Black Caribbean	25	2.5
Mixed – Other	4	0.4
Not Stated/Blank	23	2.3
Prefer Not To Say	45	4.5
Other Ethnic Group	3	0.3
White – British	799	79.6
White – Irish	8	0.8
White – Other	25	2.5

The community engagement profile suggests that LFRS engaged with 13.6% of the BAME communities across the Service area. This reflects a lower engagement profile for BAME communities when the data from the 2011 census is taken into account.

Gender

The gender distribution in our communities is nearly equal between men and women. Women accounted for 50.55% of the LLR population in 2011. The table below provides the gender profile of the people LFRS engaged with as part of our community engagement activities during the relevant period.

GENDER PROFILE FROM COMMUNITY ENGAGEMENT					
	Men	Women	Transgender	Prefer Not to Say	Not Stated/ Blank
Count	462	523	0	12	7
Percentage	46	52.1	0	1.2	0.7

The engagement profile suggest that LFRS engaged with 52.1% women across the Service area. This reflects a slightly higher engagement profile with women than men when data from the 2011 census is taken into account.

Religion and Belief

Leicestershire, Leicester and Rutland provides a diverse background of religions and faith groups. In 2011 Christianity accounted for 55% of those who declared their faith while those with no faith accounted for 27.2% of the population.

The table below provides the religious profile of the people LFRS engaged with as part of our community engagement activities during the relevant period.

RELIGIOUS PROFILE FROM COMMUNITY ENGAGEMENT		
	Count	%

Buddhist	6	0.6
Christian	426	42.4
Hindu	11	1.1
Jewish	3	0.3
Muslim	24	2.4
Sikh	9	0.9
No religion	369	36.7
Other – Religion	6	0.6
Prefer Not To Say	93	9.3
Not stated/Blank	57	5.7
Totals	1004	100

The engagement profile suggest that LFRS engaged with fewer people declaring their faith as Christians when data from the Census 2011 is taken into account. The lower proportions are consistent over the main faiths but the proportion of those declaring no faith was higher at 36.7%.

Sexual Orientation

The proportion of our communities whose sexual orientation can be said to be Lesbian, Gay and Bisexual (LGB) is approximately 6-8% (Stonewall). This means that LFRS should aim to ensure that similar proportions are reflected in its community engagement activities.

The table below provides the sexual orientation profile of the people LFRS engaged with as part of our community

engagement activities during the relevant period.

SEXUAL ORIENTATION PROFILE FROM COMMUNITY ENGAGEMENT					
	Bisexual	Gay/ Lesbian	Heterosexual	Prefer Not to Say	Not Stated/Blank
Count	11	15	756	99	123
%	1.1	1.5	75.3	9.9	12.2

The community engagement profile demonstrates that LFRS engaged with 2.6% of people declaring their sexual orientation as lesbian or gay. The proportion of people who preferred not to say (or left blank) accounted for 22.1% of those engaging with the Service.

PUBLICATION

The Equalities Annual Report will be published on the Service's external website at: **www.leicestershire-fire.co.uk**
Copies of the report will be made available to all departments, stations, partners, local equality organisations and interested parties on request, either as a one off or on an on-going basis.

The Equality Scheme and Equalities Annual Report will be made available in other languages, large print, Braille, audio, etc. on request.

Please contact our Equality and Diversity Advisor, using the details below, if you require information about this Equalities Annual Report in an alternative format.

COMPLIMENTS AND COMPLAINTS

For information regarding the Complaints Procedure or to lodge a complaint please visit our website. Alternatively you can contact Information Management on the contact details below:

Service Information Team
Leicestershire Fire and Rescue Service
Birstall
LE4 3BU
Tel: 0116 229 2040
Email: info@LFRS.org