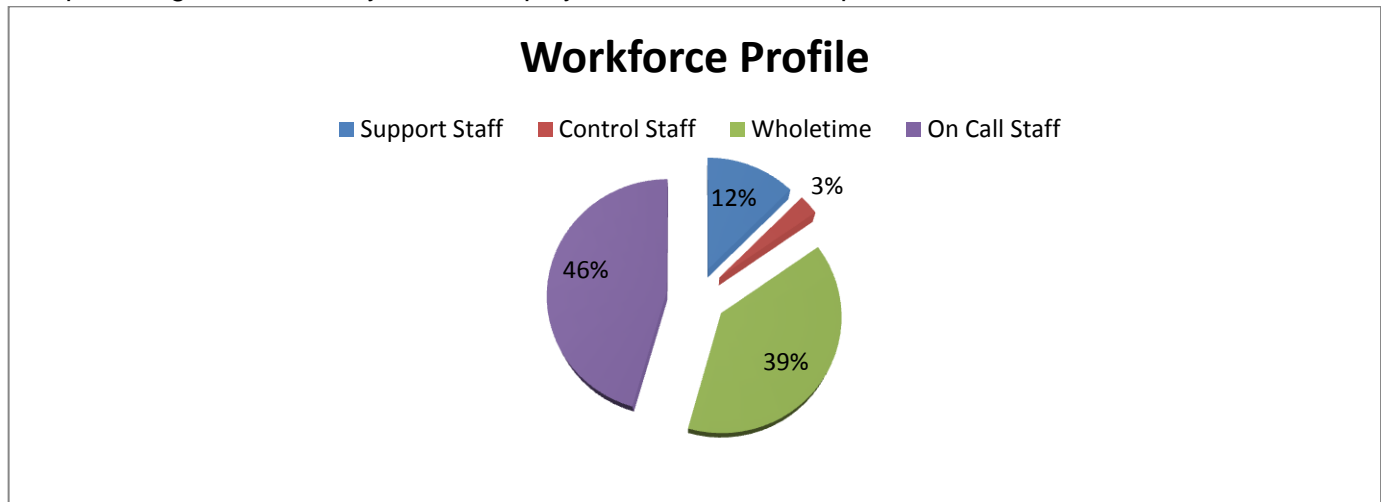


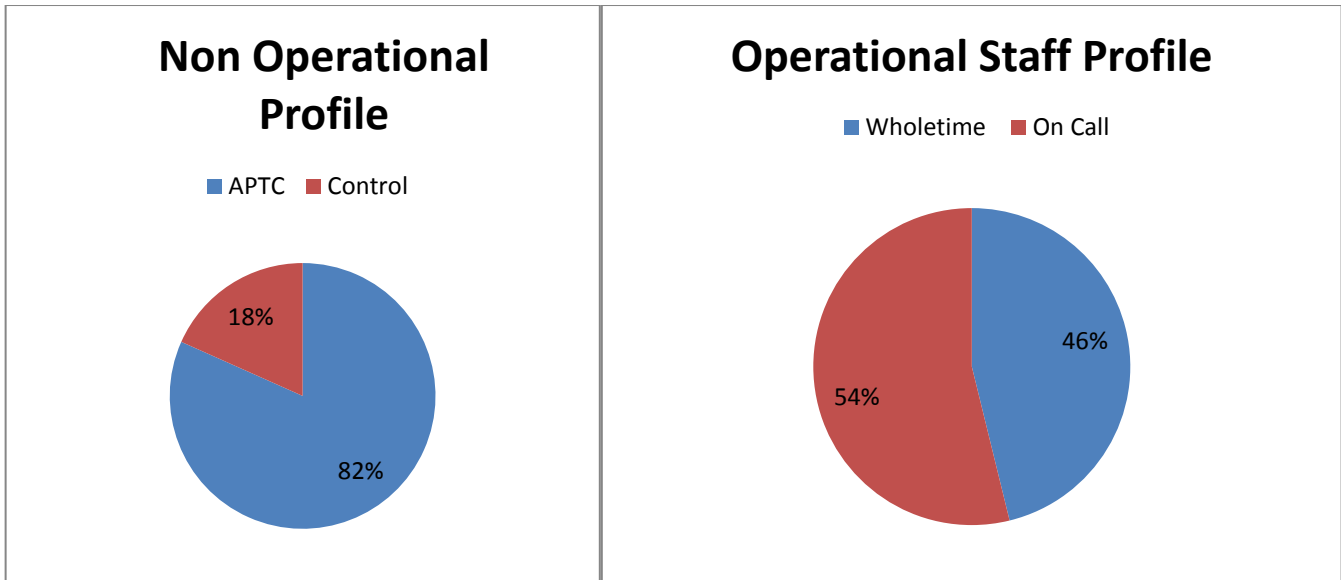
Workforce Profile 2015/16

Equality and diversity are important to North Yorkshire Fire and Rescue Service. The Service is fully committed to embedding Equality and Diversity at the heart of the delivery of its services and in employing staff ensuring compliance with the Equality Act 2010. The Service achieves this by providing exceptional training and development opportunities for all employees, through improving access to quality information and data, this is underpinned through the implementation of robust and effective workplace policies and procedures.

To provide our statutory duty the Service uses information provided by North Yorkshire County Council and our partners in STREAM (Statistics, Research and Mapping for North Yorkshire and the City of York), which brings together local information enabling the Service to make effective business decisions. In addition to this work the Services employees liaise with local communities, through development of partnerships with community groups which contributes towards the specific needs of individuals in the community for the benefit of safeguarding our communities.

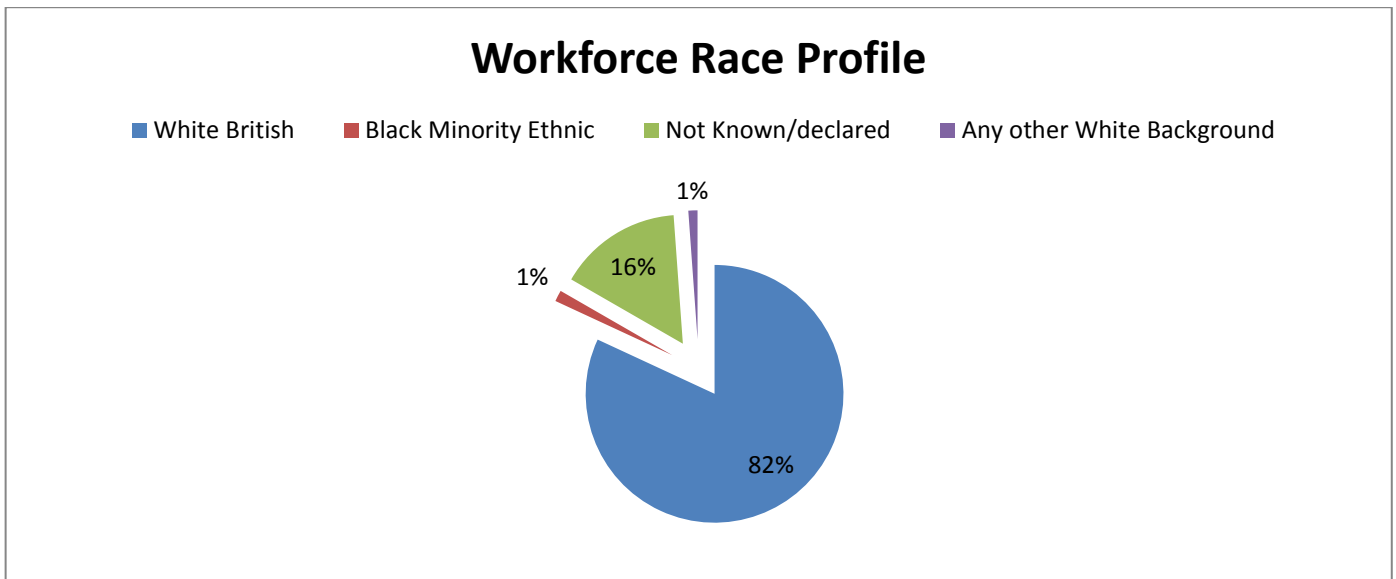
North Yorkshire Fire and Rescue Service employs people across a range of terms and conditions, dependent on the role they carry out, there is a range of non-operational staff, including control room staff, all of whom support operational members (the people who manage or attend emergencies) of the workforce. The Service employ people in full-time, part-time and in volunteer posts, the largest employee group are the on call firefighter staff, who make up 46% of our workforce. These employees generally live and/or have their main employment in the area where they provide firefighter duties on an 'on call' system. The development of existing and new duty systems of work have been trialled at a range of stations to generate service efficiencies and provide greater flexibility for our employees and the service provided to our communities,





Race

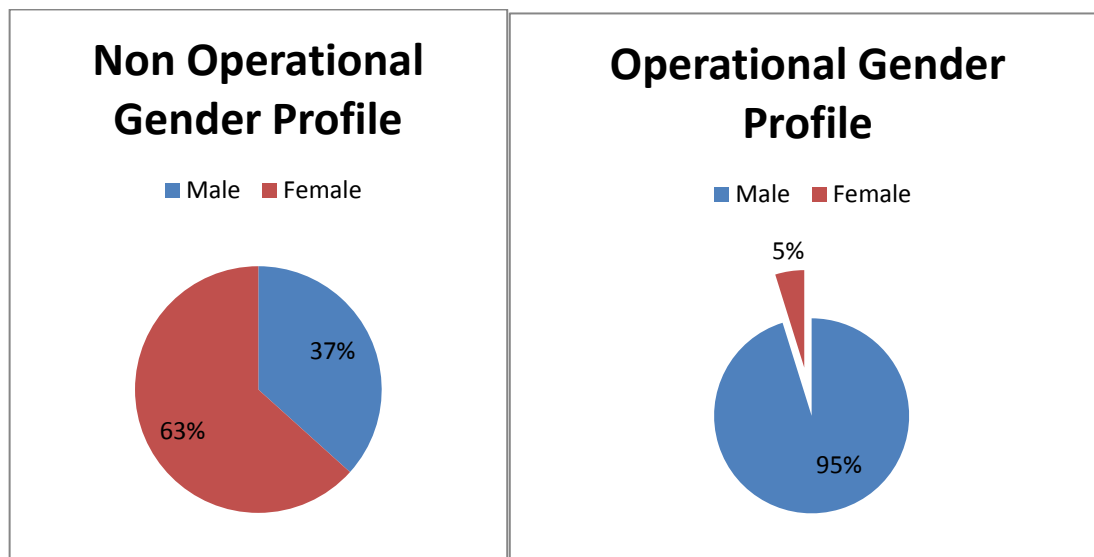
North Yorkshire Fire and Rescue Service aims to have a workforce that is reflective of the communities we serve in County of North Yorkshire and the City of York. The Service currently has 20 members of staff from minority backgrounds, which equates to 2% of the entire workforce, and the percentage of the population from a minority background across the Authority area is 5.6%. The Service continues to work towards recruiting employees from minority groups for roles across our Service, through consultation with community groups/leaders and with the involvement in community engagement events. At this time recruitment is concentrated around 'on call' fire-fighters As presently there are no recruitment opportunities for whole-time fire-fighters and recruitment to non-operational (support) roles has been limited owing to a reduction in the workforce.



Gender

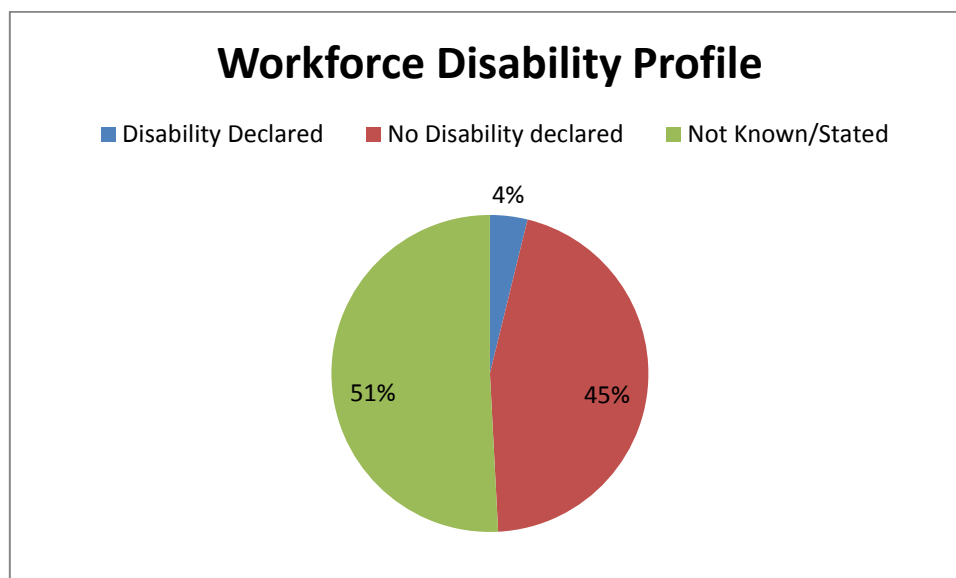
The Service has recruited female fire fighters into the Service since 1990 and continues to encourage women into operational roles through positive action and education. Presently, 5% of operational employees are female. Our non-operational employees are reflective of society generally, with over 60% being women.

Women are represented at many different levels within the organisation and have influence at the highest levels of decision making, with two women on Corporate Management Board.



Disability

4% of the Services workforce has declared that they have one or more disability. The Service makes every effort to make reasonable adjustments and evaluate the needs of a person on a case by case basis. To support this improvements have been made to our buildings, equipment and working arrangements and the Service will continue to make improvements and reasonable adjustments where needed, along with process improvements to monitor the adjustments in place.

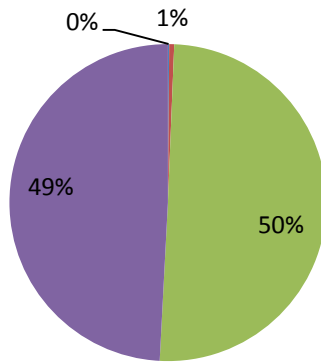


Sexual Orientation and Religion and Belief

Although it is not a legal requirement to collect this data about the Services staff, an amount of data has been collected to enable us to verify that people with these protected characteristics are not experiencing discrimination, to ensure equality of opportunity and develop positive relations in line with Section 149 of the Equality Act 2010. This collection of this data for new starters in to the Service commenced in line with the introduction of the Equality Act in 2010. The Services recording systems are secure and confidential and aim to ensure that those members of the workforce with these protected characteristics feel confident enough to inform us if they so wish.

Workforce Sexual Orientation Profile

■ Bi-sexual ■ Gay/Lesbian ■ Hetrosexual ■ Not Stated

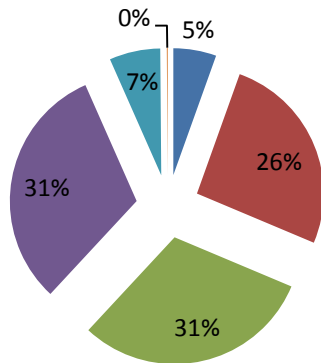


Age Profile

The age profile of the workforce demonstrates that the Service employs people from a wide range of age groups. The operational profile also shows a similar pattern to the whole workforce.

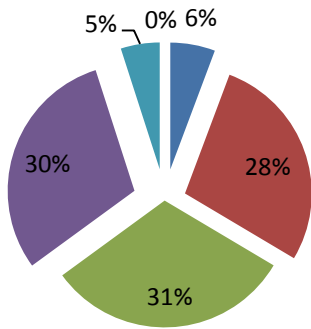
Workforce Age Profile

■ 17-24 ■ 25-35 ■ 36-45 ■ 46-55 ■ 56-65 ■ 66+



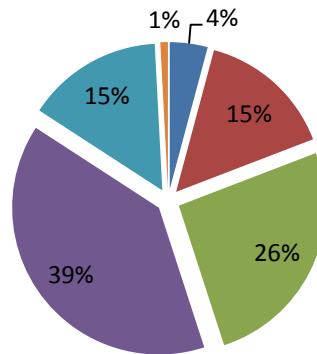
Operational Age Profile

■ 17-24 ■ 25-35 ■ 36-45 ■ 46-55 ■ 56-65 ■ 66+



Support Staff Age Profile

■ 17-24 ■ 25-35 ■ 36-45 ■ 46-55 ■ 56-65 ■ 66+

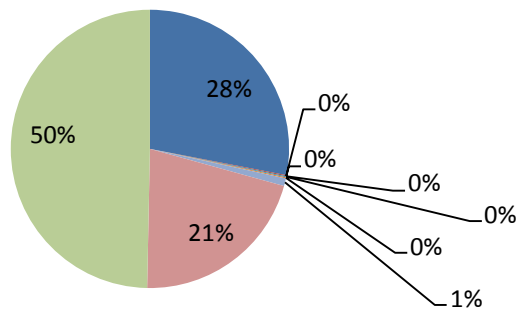


Religion and Belief

The service has a number of employees with varying religions and belief and the Service makes every effort to accommodate individual religious events and activities.

Workforce Religion and Belief Profile

■ Christian ■ Buddhist ■ Hindu ■ Jewish ■ Muslim
 ■ Sikh ■ Other ■ None ■ Not stated



Future reporting

The information collected to produce the workforce profile is being developed to provide more information on flexible working and service within the different staff groups