



PUBLIC SECTOR EQUALITY DUTY REPORT

2023

Published March 2024

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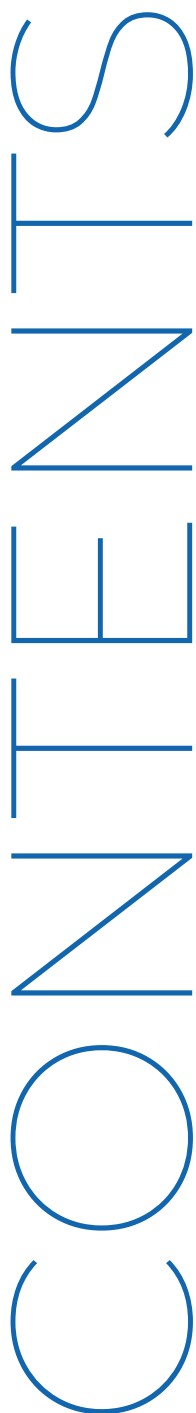
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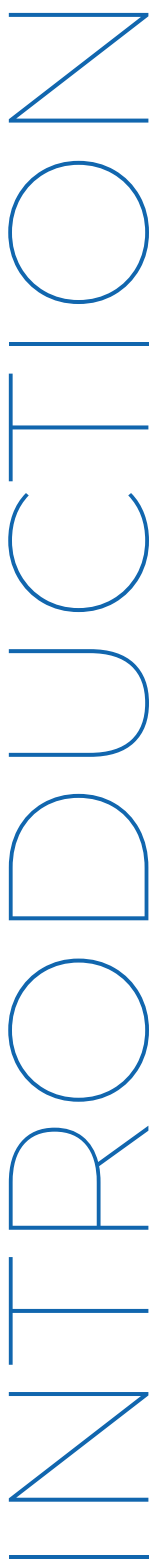
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A Great Place To Work



Equality, diversity and inclusion is cross cutting and is embedded into everything we do as a public service provider; it drives how we treat each other as members of the Fire Service; how we treat our partners; and how we interact with and deliver services for our diverse communities.

Cleveland Fire Authority (CFA) is pleased to share this Public Sector Equality Duty Report which provides data and information about the workforce at Cleveland Fire Brigade and the work they do on a day-to-day basis to meet the differing needs of the diverse communities we serve. The information within this report aims to demonstrate how we are meeting the requirements as set out within the Equality Act 2010 and specifically, the Public Sector Equality Duty which requires us to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity for people with protected characteristics
- foster good relations between people who have a protected characteristic and those who do not

Public Authorities are required to publish information to demonstrate their compliance with the Public Sector Equality Duty on an annual basis.

Our commitment to equality, diversity, inclusion and this duty is central to our culture, behaviours and core values. This is delivered through a number of the Brigade's strategic plans, which are driven through our inclusive leadership 'One Vision-One Team' approach.

The Authority considers the impact of its policies and decisions on staff and the communities who are protected under the Act. The Authority and its employees, strive to positively contribute to advancing and promoting equality, diversity and inclusion and committed to:

- developing and supporting a culture of equality, diversity and inclusion in a bid to help build stronger communities
- creating a work environment that is free from unlawful discrimination, harassment and victimisation for all
- advancing equality of opportunity for, and foster good relations with; staff, visitors, contractors, service users and members of the public regardless of age, sex, race, disability, gender re-assignment, pregnancy or maternity, religious beliefs, sexual orientation or marital/parental status, or those disadvantaged by unreasonable conditions or requirements

Our strategy drives the actions required against our equality objectives to achieve our equality outcomes, and cuts across all aspect of our work.

In terms of service delivery this particularly relates to our risk management, prevention, protection and emergency response strategies. In other areas it is specifically linked with our community and staff engagement and learning and development strategies. There are a number of key documents that underpin our work in relation to equality, diversity and inclusion including:

- Recruitment and Selection Policy and Procedure
- Dignity at Work Policy and Procedure
- Grievance Policy and Procedure
- Discipline Policy and Procedure
- Flexible Working Policy and Procedure
- Annualised Hours Policy and Procedure
- Pay Policy Statement

Our EDI strategy is embedded in our Culture and People Plan and is one of four key themes that seeks to maximise performance in realising our corporate goal: **'Professional, Proud, and Passionate People'**. It is key in driving the actions required to achieve our equality outcomes, and cuts across all aspects of our work. Our People Objective: 'To diversify our staff, promote inclusion and create a fair, equal and great place to work' drives the work we do to achieve our outcomes of :

- continuing to ensure compliance with all equality, diversity and inclusion legislation
- continuing to have people policies, processes and practices that provide equality of opportunity and are free from discrimination
- recruiting a workforce that increasingly reflects the communities we serve
- creating a working environment where our employees feel they can be themselves and where they can grow to be the best they can be



HIGHLIGHTS OF OUR WORK

These are just some of the activities we have carried out over the year:

- At our last inspected, we were rated 'Good' in all areas by the His Majesty's Inspectorate of Constabulary and Fire & Rescue Services, including 'Ensuring Fairness and Promoting Diversity'
- Our Equality, Diversity and Inclusion (EDI) Board has continued to meet quarterly, Chaired by the Chair of Cleveland Fire Authority, and attendees including Chief Fire Officer, Assistant Chief Fire Officer and our Staff Network Chairs (Women, Cultural Diversity, LGBTQ+ and Disability)
- We celebrated International Women's Day in March and International Mens Day in November, which included showing our support across social media platforms
- In May we flew rainbow flags at our fire stations and headquarters to mark International Day against Homophobia, Bi-phobia and Trans Phobia
- We have supported people from different backgrounds through our work experience and internship programme
- We have visited a local Mosque and talked to worshippers about career opportunities within Cleveland Fire Brigade
- We met with 'Women Can Do It', which is a group for Muslim women based in Middlesbrough and discussed career opportunities within the fire service with them
- We have attended local school and college career fairs to discuss career opportunities and 'bust myths' around working in the fire service
- We continue to share best practice and work actively and collaboratively with other local organisations which includes Tees Valley Inclusion Network and Local Government Equalities Network
- We are actively involved in supporting the EDI agenda of the National Fire Chiefs Council
- We are members of the Asian Fire Service Association and Women in the Fire Service, and have a member of staff on the board
- We maintain our Ambassador Status for the North East Better Health at Work Award
- We are continuing with our leadership role with the Disability Confident Award, by supporting other organisations with their journey to accreditation and sharing Cleveland Fire Brigade best practice

We are only able to highlight the key areas of our work in relation to equality within this document. Further information can be found on our website: www.clevelandfire.gov.uk

GENDER PAY GAP

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 came into force on March 2017. The regulations impose a requirement on public authorities to publish gender pay gap information relating to employees. Our gender pay gap information is published on both the Authority's own external website as well as the dedicated Government website.

The gender pay gap refers to the difference in average pay between men and women working in an organisation. The reporting of the gender pay gap is different from equal pay reporting although they both deal with pay that women receive in the workplace. Equal Pay means that men and women doing the same job must receive equal pay. It is possible to have equality of pay, but still have a gender pay gap. We have a pay grade structure in place to ensure equal pay for those staff carrying out the same job, on the same grade with progression due to competence and not gender.

Gender pay reporting involves carrying out calculations that show the difference between the average earnings of men and women in our organisation. We use the results to assess the levels of gender equality in our workplace, the balance of male and female employees at different levels and how effectively skills are maximised and rewarded. 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).



Measuring the gap

The table below shows that there is a gender pay gap of 8.4% (£1.43) across the organisation, meaning that male staff are paid more than female staff on average. This is slightly greater than last year's figure of 6.9% (£1.08) but still significantly lower than the reported national average gender pay gap of 15.5% in 2022.

Description	Mean Hourly Rate
Male	£17.05
Female	£15.62
Mean Gender Pay Gap	8.4%
Pay Gap	£1.43

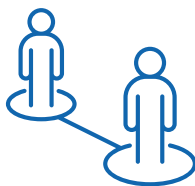
8.4%



Gender pay gap
across the organisation

The table opposite opposite shows that overall, for median hourly pay, there is a negative gender pay gap of 7.6% which is an increase from last year's figure which was 4.8%.

7.6%



Description	Median Hourly Rate
Male	£16.25
Female	£15.01
Median Gender Pay Gap	7.6%
Pay Gap	£1.24

The Brigade recognises that occupational segregation in the organisation is the primary cause of the pay gaps, arising primarily from societal attitudes that shape employment patterns, particularly in the Fire Service labour market.

The Brigade has an Equality Impact Assessment process to ensure that equality issues are considered at the formative stages of policy formulation, and which ensures that each policy supports the Brigade's commitment to equality.

The Brigade considers that occupational segregation can best be addressed by ensuring our recruitment, selection and development processes are free from discriminatory elements, and encourage applications from all parts of the organisation and the community. To help address under-representation within our workforce we are:

- further developing our local community intelligence to identify any potential barriers to employment, busting myths and showcasing the Brigade and it's work.
- enhancing our range of diversity performance indicators to help us to better identify and address any disproportionality across recruitment, retention and progression.
- reviewing the Recruitment and Selection policy and procedure to ensure it remains free from any discriminatory elements and ensuring that the process actively encourages and supports applicants from all sections of the workforce and the community we serve.
- embedding a process of evaluation into every recruitment campaign, to help identify where improvements can be made which will be used to inform future Positive Action campaigns Service.
- continue to enhance our employer brand, with representation of our own workforce and local community

We will continue to work in partnership with the appropriate bodies, including trade union representatives, to ensure that our policies and processes are subject to scrutiny and challenge.

By ensuring that equality is at the heart of our pay grading, recruitment, selection, and development, the Brigade will ensure equality of pay and opportunity for all employees, and seek to develop an engaged, high-quality workforce that is representative of our communities in all functions and at all levels of the organisation.



For more detailed information please refer to our Gender Pay Gap Report which is published on our website: www.clevelandfire.gov.uk

DIVERSIFYING OUR WORKFORCE

Cleveland Fire Brigade is committed to achieving a workforce that is representative of the community it serves, and in doing so, encourages individuals from minority groups and communities to engage with recruitment opportunities, as permitted within UK employment equality legislation.

We want to recruit talented people with a diverse range of skills and experiences, who share our values and passion in making a difference to our local communities. Recruiting from the widest pool of people will mean we can employ individuals who understand different cultures and lifestyles and are willing to use those skills to the benefit of the community and the organisation.

We use 'Positive Action', which is a lawful approach within the Equality Act 2010, to develop activities which are specifically targeted to encourage applications for employment from those groups who are currently under-represented within our workforce.

Whilst we have had some success, we acknowledge that we are not yet fully representative of our local community in some parts of our workforce and will continue our work to address this imbalance through a variety of actions. Moving forward we will be making improvements to our careers portal on our website so that it is easier to access recruitment details and resources to help all potential applicants in the recruitment processes. We are also committed to continuing our work to identify barriers in all aspects of our recruitment processes as well as working to 'bust myths' that may exist, for example, how a firefighter can still observe their Muslim faith during Ramadan.

Our activities are targeted to encourage applications for employment from those groups who are currently under-represented within our workforce.



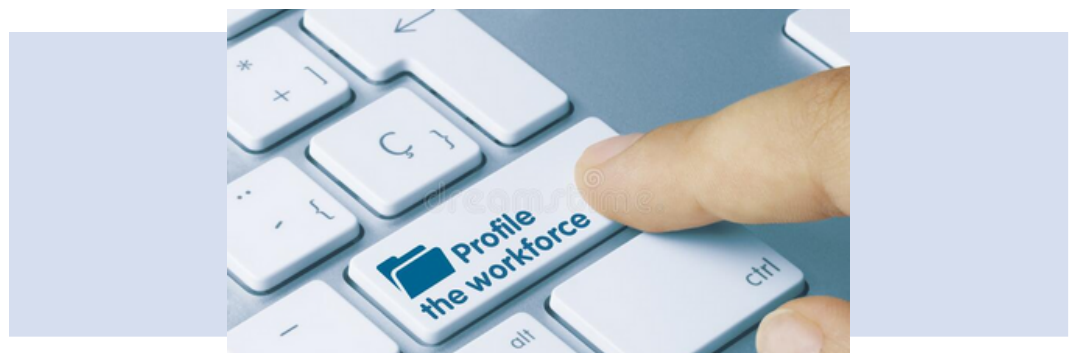
WORKFORCE

Our workforce diversity is monitored by the collection of data from application forms for all recruitment and selection processes, surveys, training and discipline, grievance and dignity at work cases. This monitoring enables us to measure performance and changes made over time in relation to diversity within the workforce.

We provide statistics about our workforce to the Government on an annual basis at the end of each financial year.

The following data provides an analysis on how representative the Brigade is of the population it serves, and how it compares with the rest of the Fire and Rescue Services in England.

NOTE: NO DATA IS COLLECTED REGARDING: PREGNANCY; GENDER REASSIGNMENT; MARRIAGE; CIVIL PARTNERSHIP



Age



- the highest proportion of staff fit within the 36-45 age group. The average of all staff working within England's F&RS is between 46 -55
- the highest proportion of firefighters within CFB fall within the 36-45 age group which is the same as in England
- the average age of support staff in CFB is 47. The average age of support staff in England's F&RS is 46
- the average age in control at CFB is 48 whereas the average age of control staff within the whole of England's FRS is 42

Religion



- 31% of all staff identify as being Christian, 37.4% identify as having no religion, 0.6% identify as Muslim, 30.5% did not state their religion
- across the England FRS 30% identified as being Christian; 16% identified as having no religion, 50.5% did not state their religion
- within the local community 50% identified as being Christian, 39% identified as having no religion and 5.2% not stating

Gender



- the % of all females employed within CFB is 21.4%, which is higher than the % in the English F&RS which is 19.4%
- the gender split within the local community shows that 51% of the working population is female
- 6.4% of females, which is an increase from the previous year, are employed as Wholetime Firefighters within CFB which is lower than the English FRS of 9.3%
- 54.6% of Support staff at CFB are female
- the % of females employed as Fire Control staff within CFB is 87.5% which is slightly higher than in the English FRS as a whole at 76.1%

Sexual Orientation



- 3.9% of those working within English FRS classed themselves as Lesbian/ Gay/ Bisexual
- 1.8% of those living in the Cleveland area classed themselves as Lesbian/ Gay/ Bisexual
- 2% within the Brigade identified as Lesbian/ Gay/ Bisexual which is a slight increase since last year figure of 1.7%
- 20% of all staff have not declared their sexuality. However this figure has reduced since last year from 23%

Ethnicity



- 96.1% CFB staff identify as White British
- CFB staff who identify as White Other, Mixed background, Asian, Black, Latino make up 2.67% of the workforce which is an increase from previous year
- 1.61% of CFB staff did not declare their ethnicity (which is a decrease from the previous year)
- of those stating an ethnicity across all English FRS, 8.5% were from an ethnic minority group
- 5.5% of the Cleveland area is made up of ethnic minority residents. Within the Cleveland area, Middlesbrough has the highest concentration of ethnic minority communities

Disability



- Across the local community 21.1% are being limited either a little, or a lot, by long-term health problems
- Within CFB 2.6% of staff have shared that they have a disability (which is an increase from previous year, and 24% have not stated)

WHAT DOES OUR DATA TELL US?

Performance indicators are a good way to monitor and measure progress. Clear data makes it easier to generate relevant, consistent and comparable performance over time.

We are keen to ensure that the monitoring data collated in this report is used to inform our employment practices and service delivery.

In terms of recruitment, we will continue to run positive action initiatives to attract under-represented groups to careers with Cleveland Fire Brigade. Those groups have been identified currently as women in operational roles, men in fire control roles, members of Black, Asian and Minority Ethnic groups and LGBTQ+ communities across all roles and people in the 17-24 age bracket. At the commencement of every recruitment campaign a positive action plan is developed which includes analysis of our community and workforce data aligned to these protected characteristics.

Active attendance by Crews, Operational Management and Human Resources at taster days, local community events, on-line interactive information sessions and myth busting activities will continue to be used to break down any barriers to recruitment and increase our engagement with those communities. The Brigade also has a new Human Resources software system which better enables staff to enter and modify their own personal data. We hope by improving our recording systems, that this will encourage staff to provide more information which includes diversity data. It is important that we share information about our workforce profile to the public as well as our staff with regards to why monitoring data is collected, what it is used for and why the Brigade uses positive action for recruitment purposes. This will hopefully encourage individuals to provide their data in the knowledge that it will be held securely and used for specific purposes.

As an '**Employer of Choice**' we will build upon our success and reputation as a '**Disability Confident Leader**' that actively seeks out and hires skilled disabled people and we will continue to provide support in the workplace to existing employees. We are committed to doing further work in this area to ensure inclusivity for people with both visible and hidden disabilities.

A GREAT PLACE TO WORK

Creating an inclusive culture starts with having the right values and ethical behaviours in place.

Our Values and Ethical Behaviour Framework is well-embedded in Cleveland Fire Brigade and is the building block upon which our culture is based.

Together with the Code of Conduct, our Values and Ethical Behavioural Framework sets out those standards that uphold our organisational culture. Strong ethical behaviour will influence how our staff and those that use our services view us, and the way in which we conduct our business.

The achievement of Cleveland Fire Authority's vision, mission and goals is built on having a safe and healthy workforce that is truly motivated and working together for a common and meaningful purpose. Keeping people safe from harm and creating safer, stronger communities is not just about what we do (our technical competence) or what we know (our knowledge and experience), it is all underpinned by our culture (how we do things around here) which is made up of our systems, structures, working practices; all of which centre around our shared values.

Aligned to the Core Code of Ethics for Fire & Rescue Services (England), we believe that by living our values every minute of every day and demonstrating the behaviours set out in this framework, we can all contribute to developing our 'one vision, one team' approach and create a constructive and supportive working culture that makes Cleveland Fire Brigade

'A Great Place to Work'



OUR STAFF NETWORKS

We are clear that all our people have a part to play in ensuring we always provide an inclusive environment.

Equally, we understand the important role our staff networks play in helping us to create that inclusive environment, achieve change, and provide support the employee journey for new and existing staff. As part of our strategy to create a truly inclusive workplace, staff were invited to establish a number of staff networks with the aim of bringing people with shared characteristics together, as well as involving those who wish to support and learn about that particular community (known as Allies).

Aimed at building upon our achievements within each of these areas, these groups provide an opportunity for staff to connect, share thoughts and ideas, socialise and celebrate their diversities whilst supporting one another in a safe environment. The groups discuss issues of relevance to their communities, identify ways to engage the wider workforce in inclusion activities and ensures the service makes decisions which consider the impact on equality.

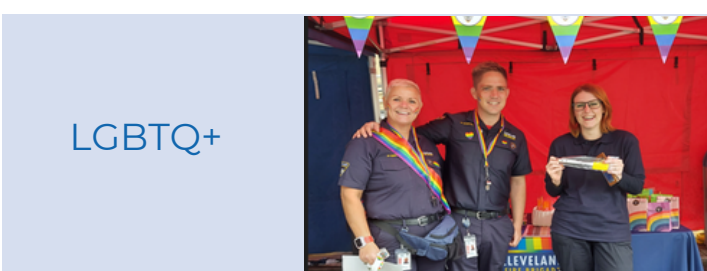
Staff Networks are run by the members, with administrative support from the Brigade's Equality, Diversity and Inclusion Human Resources (HR) Advisor. Each Network has selected their own Chair and established Terms of Reference which govern the remit of the group. The networks meet regularly (at least quarterly) and the Chairs of each network group are members of the Brigade's Equality and Diversity Board. The Board, led by the Chair of the Fire Authority, provides a strategic platform to raise issues and make suggestions for change. The network Chairs also collaborate locally with network Chairs from organisations across the Tees Valley, such as Further Education, Police and the NHS.



Womens
Network



Disability



LGBTQ+

MORE ABOUT OUR ACTIVITIES THROUGHOUT 2023

INTERNATIONAL WOMENS DAY

To mark International Women's Day, the Brigade showcased some of the work carried out by some of our female employees across all social media platforms.



International Women's Day

IDAHOBIT Day



STANDING UP TO HOMOPHOBIA, BI-PHOBIA AND TRANSPHOBIA

On 17th May the Rainbow Flag was flown across all our sites to show our support for the LGBTQ+ community on IDAHOBIT day. This was shared on social media, and our own internal employee newsletter, 'Firewire'.

WORK EXPERIENCE

We proactively support people with different needs and from different backgrounds to take part in our work experience opportunities. We were pleased to provide a three-month placement to a young man with a learning disability who was interested in working in our Digital Technology department. This placement was arranged via Health Education England, through their programme 'Project Choice'.

We also hosted two interns, who were both internal business students studying at Teesside University.



Work Experience

PRIDE Event



PRIDE EVENTS

On 7th February we attended Middlesbrough College PRIDE on 7th February, showing our support for younger members of the LGBTQ+ community. The Brigade, along with our colleagues from County Durham and Darlington FRS, also attended PRIDE events at Durham city centre and Middlesbrough town centre.

POSITIVE ACTION RECRUITMENT

As part of our approach to improving the diversity of our workforce, a specific positive action campaign was developed to encourage applications from under-represented groups to apply for Wholetime Firefighter vacancies.

A targeted campaign was developed, specifically aimed at females and those identifying as ethnic minority. A short video, featuring one of our current Firefighters who is from the USA and identifies as an ethnic minority, shared his experience of both the recruitment process and what it is like being a firefighter in Cleveland Fire Brigade.

We also utilised testimonials from some of our female firefighters, again sharing their experiences about working within Cleveland Fire Brigade.



Positive Action

FURTHER INFORMATION

This report, in addition to other reports referenced, are published on the Brigade's external website at: www.clevelandfire.gov.uk

Copies of the report will be made available to all Departments, Fire Stations, Partner agencies, local equality organisations and interested parties on request.

The report will be made available in other languages, large print, Braille, audio, etc. on request. Please contact our Communications Team using the details below, if you require this report in an alternative format.

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