



# Annual Public Sector Equality Duty Report

2020/2021

OFFICIAL

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ਮਿਹਸੂਸ ਨਾ ਕਰੋ।

உக இது ஆவண ஓ மா மொழிய, பெரிய அ அல பெரிய தேதவபடா, எகைள தெடா கொள  
தயக வேடா

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سے رابطہ کریں

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## INTRODUCTION

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Cleveland Fire Authority (CFA) is pleased to share this Public Sector Equality Duty Report which provides data and information about Cleveland Fire Brigade staff and the work they do on a day-to-day basis to meet the differing needs of the diverse communities we serve. We embed equality, diversity and inclusion in everything we do; whether it is in the delivery of frontline emergency response or in our preventative and protection work.

The information within this report aims to demonstrate how we are meeting the requirements as set out within the Equality Act 2010 and the Public Sector 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 leadership '**One Vision-One Team**' approach.

Our Fire Authority Members share our values and behaviours and are committed to driving our equality and inclusive agenda forward with the Chair of the Fire Authority leading our Equality and Diversity Board.

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

- are fully committed to developing and supporting a culture of equality, diversity and inclusion in a bid to help build stronger communities
- will create a work environment that is free from unlawful discrimination, harassment and victimisation for all
- will advance 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



**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 customers; and how we interact with and deliver services for our diverse communities**

Throughout 2020/21, as we found ourselves working in an environment shaped by the coronavirus pandemic, our positive culture and active promotion of our equality agenda has continued. As part of our planning arrangements in response to the pandemic PEOPLE were our number one priority; whether that was our staff, our partners or our local communities.

Our approach to risk assessment took into account the environmental, health and social factors presented by responding to and dealing with the virus. Health and Safety and People Impact Assessments were undertaken to help us to identify the particular risks presented and wherever possible, implement control measures to reduce or remove those risks.

In addition to focusing on our staff, or members of their household, who were deemed to be extremely clinically vulnerable, our People Impact Assessments considered those physical and mental health consequences aligned to the nine protected characteristics (as defined by Equality Act 2010). Using National data, this helps us to focus our actions to those staff in particular characteristic groups which were being highlighted as being at increased risk of contracting the virus and suffering more severe symptoms if they did. Our 'wellbeing conversations' also included a 'COVID Risk Estimator' self-assessment tool which was used to help managers and staff identify any personal risks aligned to the national data and trends emerging. These conversations acted as an 'enabler' to encourage dialogue between managers and staff around mental and physical wellbeing, particularly with those of our staff who may have been feeling more vulnerable, for example, due to their ethnicity or age or other impacts from responding to the pandemic and national restrictions such as home working; where a member of staff may be experiencing feelings of isolation due to working remote from their team.

Our assessments also considered other socio-economic factors which were impacting on some of our staff such as loss of primary employment for those On-Call Firefighting staff or those staff who may have someone in their household who had been 'furloughed' which was impacting on them financially.



## HIGHLIGHTS OF OUR WORK 2020/21

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The highlights of our work and achievements to date include:

- in January 2021 we refreshed our Equality, Diversity and Inclusion (EDI) Forum, developing a new structure including EDI Board under which sits three EDI Groups; our community, our employees and our organisational frameworks
- we have been accredited as a Disability Confident Leader
- a cultural survey was undertaken by Northumbria University, with our staff being informed of outcomes and an improvement plan established
- our Trans Guidance document was approved and published on our internal intranet site for staff and managers
- we have shown our support to the LGBTQ+ community by initiating a virtual Pride Parade on social media
- the Rainbow flag was flown on 17 May at our Community Fire Stations and Training and Administration Hub to show support for the International Day against Homophobia, Biphobia and Transphobia
- we have launched four staff network groups: Women, BAME, LGBTQ+ and Disability
- we celebrated International Women's Day on social media with a webinar about careers and challenging gender stereotypes in the fire service.
- Managers received refresher training on completing People Impact Assessments
- we have made our website Accessibility compliant
- we have included the requirement for all our staff to have an equality, diversity and inclusion key work objective included within their annual appraisal
- we have continued to share best practice and work collaboratively with other local organisations being part of the Tees Valley Inclusion Network and the Local Government Equalities Network
- we are actively involved in supporting the EDI agenda of the National Fire Chiefs Council and are members of the Asian Fire Service Association and Women in the Fire Service



**We are only able to highlight the key areas of our work in relation to Equality within this document. There are other published documents available on our website which outline in much greater detail the work Cleveland Fire Brigade has been involved in which furthers the aims of the Public Sector Equality Duty. These include our Equality, Diversity and Inclusion Policy and Strategy, Workforce Profile Analysis Report and Gender Pay Gap Report**

[Web site: www.clevelandfire.gov.uk](http://www.clevelandfire.gov.uk)

## GENDER PAY GAP REPORTING

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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. The gender pay gap information was 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).

Description	Mean Hourly Rate
Male	£15.26
Female	£14.28
Mean Gender Pay Gap	6.40%
Pay Gap	£0.98

The table above shows that there is a negative gender pay gap across the organisation meaning that male staff are paid more than female staff on average. This is slightly lower than last year's figure of 6.80% (£1.02) but significantly lower than the reported national average gender pay gap of 15.5% (source ons.gov.uk).

The table below shows that overall, for median hourly pay, there is a negative gender pay gap of 2% which is a change from last year when the gap was 0%.

Description	Median Hourly Rate
Male	£14.67
Female	£14.45
Median Gender Pay Gap	2%
Pay Gap	£0.23

## GENDER PAY GAP REPORTING

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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 introduced a revised People 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, development and promotion processes are free from discriminatory elements, and encourage applications from all parts of the organisation and the community.

The Brigade has in place an Equality Diversity and Inclusion (EDI) strategy that supports its work on EDI including addressing the gender pay gap. Our work includes:

- forming partnerships with other organisations to develop benchmarking criteria, and identify best practice
- keeping the Recruitment and Selection policy and procedure under review to ensure it remains free from discriminatory elements and actively encourages and supports applicants from all sections of the workforce and wider communities
- increasing the number of Positive Action campaigns we undertake to encourage applicants from all sections of the community to seek employment with the Brigade, and to address societal stereotypes regarding traditional views about roles
- developing employee networks to support us in identifying areas of best practice in our employment practices, and identify areas for improvement

Throughout these processes, the Brigade will work in partnership with the Trade Unions to ensure the processes are subject to scrutiny and challenge.

By ensuring that equality is at the heart of our pay grading, recruitment, development and promotion systems, 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.

**Please refer to our Gender Pay Gap Report for further detail which is available on our website.**





## DIVERSIFYING THE WORKFORCE

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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. But we acknowledge that we are not yet fully representative of our local community in some parts of our workforce and are working to address this imbalance through a number of strategies, which includes our arrangements for recruitment.

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.

In Autumn 2020 we launched our Positive Action Recruitment Framework. Positive Action is a lawful approach within the Equality Act 2010, and simply means the steps an employer can take which seek to level the playing field for under-represented groups by providing advice, guidance and support where required, whilst still maintaining the high standards for recruitment and promotion. This document, which underpins our Equality, Diversity & Inclusion Strategy, details our approach to positive action recruitment and aims to ensure compliance with legislation as well as the requirements set out within the Fire & Rescue National Framework with regards to equality, diversity and inclusion.

It provides detail of the arrangements we will put in place to better attract, recruit and a diverse workforce which will contribute to the achievement of our strategic goal:



**'A PROUD, PASSIONATE,  
PROFESSIONAL AND  
INCLUSIVE  
WORKFORCE**

To address areas of under-representation within Cleveland Fire Brigade we will implement Positive Action initiatives wherever appropriate. Action will be targeted and will aim to encourage applications for employment, offer a more inclusive employment experience and career progression opportunities with appropriate support, information and guidance to underrepresented groups. This will help us to achieve an inclusive workplace culture which supports all Cleveland Fire Brigade employees.



## OUR WORKFORCE PROFILE

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Our workforce diversity is monitored by the collection of data from application forms, surveys, internal promotion processes, training and discipline and grievance 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.

This 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.



### AGE

- the highest proportion of staff fits within the 36-45 age group. The average of all staff working within England's F&RS is 42
- the highest proportion of firefighters within CFB fall within the 36-45 age group whereas in England as a whole there are more firefighters in the 46-55 group
- the majority of support staff are aged 36 and above. The average age of support staff in England's F&RS is 46
- the majority of control staff fit within the 46-55 age bracket whereas the average age of control staff within the whole of England's F&RS average of 42



### SEX

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## OUR WORKFORCE PROFILE

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### SEXUAL ORIENTATION

- 3.3% of those working within English F&RS classed themselves as Lesbian/ Gay/ Bisexual
- 1.8% those living in the Cleveland area classed themselves as Lesbian/ Gay/ Bisexual
- 1.44% within the Brigade identified as Lesbian/ Gay/ Bisexual. However 28% of all staff have not declared their sexuality at all



### RACE

- CFB workforce is made up of approximately 98.4% British White people. Staff who identify as NonBritish White, Mixed background, Asian, Black or Chinese make up 1.44% of the workforce, the remaining 0.73% did not declare their ethnicity
- of those stating an ethnicity across all English F&RS 5% were from an ethnic minority group and 5.6% of the Cleveland area is made up of ethnic minority residents
- It is recognised that across the four different areas that comprise of the Cleveland area, Middlesbrough has the highest concentration of ethnic minority communities



### RELIGION

- 29% of all staff identify as being Christian, 27.6% identify as having no religion, 0.5% identify as Buddhist, 0.3% identify as Muslim, 31.45% have not declared their religion
- across the England F&RS 31.5% identified as being Christian; 27% identified as having no religion. It should be noted that 40% did not state their religion Across the local community 68% identified as being Christian and 22.3% identified as having no religion



### DISABILITY

- across the local community 10.6% identified as having long term health problems.
- within the Brigade 2.3% have shared that they have a disability or long term health problems



**UNAVAILABLE DATA:** Pregnancy; Gender Reassignment; Marriage; Civil Partnership

## WHAT DOES THIS TELLS US?

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 in order to attract under-represented groups to careers with Cleveland Fire Brigade. Those groups have been identified as women in operational roles, men in fire control roles, members of BAME and LGBTQ+ communities across all roles and people in the 17-24 age bracket.

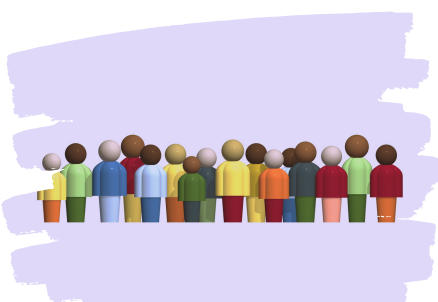
Staff who identify as NonBritish White, Mixed background, Asian, Black or Chinese make up 1.44% of the workforce

Taster days, 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 has embarked upon a procurement process for a new Human Resources software system which, when introduced, will allow staff to enter and modify their personal data.

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 providing support in the workplace to existing staff. We are committed to doing further work in this area to ensure inclusivity for people with both visible and invisible disabilities.

2.3% of our staff have shared that they have a disability or long term health problems

It is important that we share information about our workforce profile to the public and our staff in particular 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.



## OUR EQUALITY, DIVERSITY AND INCLUSION STRATEGY

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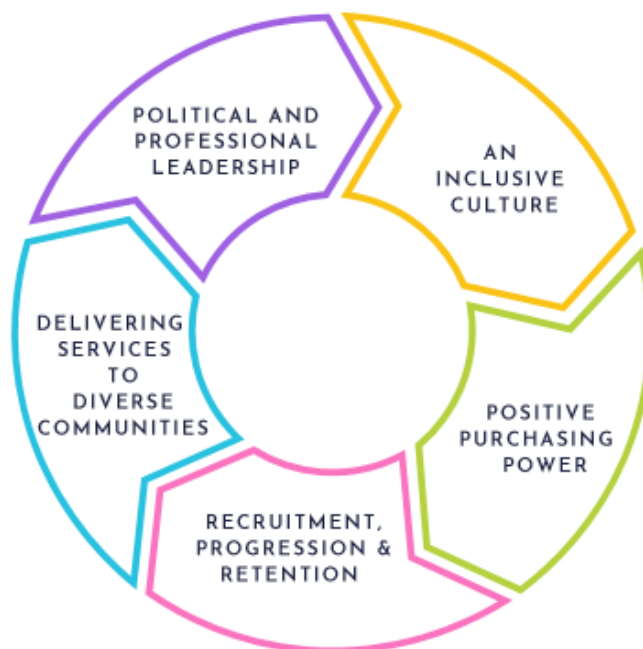
Cleveland Fire Authority refreshed its Equality, Diversity & Inclusion Strategy in October 2020. The strategy included new equality objectives to be delivered. As part of its development, consultation was undertaken with members of staff and the public, Equality North East, the Lead of the Inclusive Fire Service Group and Tees Valley Equality and Diversity Group. The Local Government Association and the National Fire Chiefs' Council's Equality Framework for Fire and Rescue Services have been considered within the strategy.

The strategy:

- recognises that equality, diversity and inclusion are cross cutting and must be embedded into everything we do
- drives how we treat each other as members of the Fire Service; how we treat customers; and how we interact with and deliver services for our diverse communities
- ensures the safety and wellbeing of its communities by focussing on the need to positively impact our communities and employee

Its success will be determined by the achievement of our equality objectives and associated outcomes.

Our equality, diversity and inclusion outcomes and objectives are based on five key themes:



**"creating a work environment of equal opportunities; that is free from discrimination; where people thrive and where everyone recognises the positive contribution and value of diversity"**

## STAFF NETWORKS

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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).

Towards the end of last year, four staff networks were launched led by our staff:

**LGBT+**  
**Women**  
**Disability**  
**BAME**

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 of the network group are members of the brigade's Equality and Diversity Board which provides a strategic platform, led by the Chair of the Fire Authority, to raise issues and make suggestions for change.

As part of our health and wellbeing arrangements, we also have a Mental Health Staff network, and 'Blue Light Champions' who have been active throughout the year providing support to staff through the provision of a range of mental health resources and training.



## ACTIVITIES THROUGHOUT THE YEAR

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### INTERNATIONAL WOMENS DAY

To mark International Women's day this year, the Women's Staff Network organised a webinar for the public about careers in the Fire Service with the aim of busting some myths around gender stereotypes. Five female staff took part in the event from different departments, including Fire-fighters, ICT, Fire Safety and Fire Control. Members of the public also signed up to attend and it was very well received.

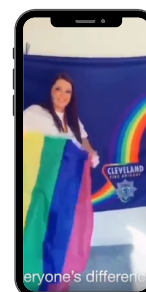


### STANDING UP TO HOMOPHOBIA, BIPHOBIA AND TRANSPHOBIA

On 17 May 2020 the Rainbow Flag was flown at our Fire Stations and at the Training and Administration Hub to show support for the LGBTQ+ Community on IDAHOBIT day. Photographs were taken of staff in front of the flag to show their solidarity with the LGBTQ+ community. This was publicised on our social media sites and in our staff magazine Firewire.

### VIRTUAL PRIDE

Sadly due to Covid-19 restrictions the usual Pride gatherings were not able to take place in 2020, however we adapted to the situation and responded by creating an on-line 'Pride Parade' to show our support in a different way. We encouraged other Fire and Rescue Services across the UK to follow and share our post.



## ACTIVITIES THROUGHOUT THE YEAR

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### DISABILITY CONFIDENT LEADER

The Brigade is officially recognised as a Disability Competent Leader by the Department of Work and Pensions. This is in line with our Equality, Diversity and Inclusion strategy and ensures that recruitment is open to everyone and that those with disabilities are not disadvantaged



in the workplace. We have a comprehensive Occupational Health Service which supports employees who have, or, during their employment, develop a disability. They provide management with advice around reasonable adjustments to help employees in the workplace. We also have access to a rehabilitation centre in Cumbria. We have established strong links with other local employers who are 'Disability Confident' to share good practice and we are now in a position to support other organisations who aim to become Disability Confident Leaders.

### POSITIVE ACTION RECRUITMENT CAMPAIGN

As part of the Brigade's approach to increasing the diversity of the workforce, a positive action campaign was recently used as part of Firefighter Recruitment. With females and members of the BAME communities being currently under-represented in this role, a targeted campaign was delivered with the aim of attracting and recruiting more individuals from these groups. We developed a short video which was released on social media, showing two of our existing on-call female firefighters. In the video they explain what



it is like working for Cleveland Fire Brigade and how they balance their primary employment with their role as an On-call Firefighter. We also held a series of on-line information sessions featuring some of our male and female Firefighters, including some of our staff who identify as BAME. Our staff were able to answer questions raised by individual's interested in a career with us, as well as talking about their own personal experiences from their initial application, through the various stages of the recruitment process, entry onto the Trainee Firefighter programme and eventually taking up a role as an Operational Firefighter on a fire station.



## PUBLICATION

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This report, in addition to other reports referenced, are published on the Brigade's external website at: [www.clevelandfire.uk](http://www.clevelandfire.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 information about this report in an alternative format.

**Communications Team,  
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**Statistics sourced from:**

[https://www.nomisweb.co.uk/census/2011/key\\_statistics\\_uk](https://www.nomisweb.co.uk/census/2011/key_statistics_uk)

<https://www.gov.uk/government/statistical-data-sets/fire-statisticsdata-tables#workforce-and-workforce-diversity>

Please note that at the time of writing the Government had not yet published the March 2020 data and therefore this report compares CFB's workforce to the National Data published for 2019/20



PUBLISHED JULY 2021

OFFICIAL