



LONDON FIRE BRIGADE

LFC-23-114

---

# People Services Bi-Annual Performance Report Q1- Q2 2023-2024

**Report to:**

Service Delivery Board .....	22 November 2023
Commissioner's Board .....	06 December 2023
Deputy Mayor's Fire and Resilience Board.....	14 December 2023

**Date:**

---

**Report by:**

Anna Tapp, (temporary) Head of HR Data

---

**Report classification:**

For information

---

**For publication**

# PART ONE

## Non-confidential facts and advice to the decision-maker

### Executive Summary

The report covers a range of people data including workforce composition, absence, and recruitment. It sets out the challenges highlighted by the data and improvements since the previous report and sets out areas of focus and action going forward.

### Recommended decision(s)

That the Commissioner note the performance data in this report together with the supplementary data in Appendix 1 and 2. The report is presented to the Deputy Mayor for information.

### 1 Introduction and background

- 1.1 This bi-annual report provides information and commentary on a range of performance outcomes for the six months to the end of Q2 2023-2024. Data referred to in the body of the report can be found in Appendix 1 – Key People Data, unless referenced as being in Appendix 2.
- 1.2 Further to the previous report, London Fire Commissioner (LFC) continues to work to end the use of the acronym 'BAME'. LFC's Strategic Inclusion Leads are near to finalising an inclusion style guide which will help answer common questions, provide guidance on emerging topics and ensure that communications are inclusive, respectful, and accurate. The guide will be based on best practices for communicating with diverse audiences and seek to align to existing guidance across the GLA family and wider government. As a living document, it will be reviewed, updated and refined regularly. The proposal is to replace the 'BAME' acronym with Underrepresented Ethnic Groups. Once agreed, People Services will need to review and update the core HR system and reports to reflect this change.

### 2 Objectives and expected outcomes

- 2.1 The purpose of this report is to update the Board on performance in a range of People Services areas and to set out actions being taken due to the outcomes identified.
- 2.2 The Board is asked to note the report.

### 3 Establishment and Vacancies (Table 1)

- 3.1 Operational vacancies have continued to decrease, with an improvement of nearly 30 since the end of Q4 2022-2023. This reflects the continued intake of new firefighters, alongside transferees from other Fire and Rescue Services. LFC's Establishment Board continues to monitor vacancies and the pension remedy impact monthly. Work is continuing to provide an increased intake of firefighters in 2024-25 through the establishment of an internal team to supplement training provided by Babcock.

- 3.2 There has been a small improvement in FRS vacancies since Q4 from -195.72 to -179.70. As at the end of Q2 there were 111 agency staff working for LFB who will be covering a number of vacancies, including temporary funded posts.
- 3.3 Commensurate pay is a factor in filling vacancies as the organisation. A supplier has been appointed to conduct a review of FRS and Control pay and benefits. This has been identified as an area of priority and forms part of a programme of work in People Services, and activity has started with engagement with a variety of stakeholders. The work will also include benchmarking with other organisations, this is ongoing, and we expect to have the diagnostic information by the end of Q3 with more work ongoing into Q4. Outcomes will then need to be considered and reviewed through the required governance actions.

## **4 Workforce Composition (Tables 2-4)**

- 4.1 Across all occupational groups the representation of LGB staff is above the London economically active population figure of 3.8 percent. Operational representation is 5.9 percent, FRS is 6.7 percent and Control is 7.2 percent.
- 4.2 There has been a small increase in the percentage of operational staff from under-represented groups in the past 12 months (Table 2) although the percentage of LGB staff has remained static but remains above the London economically active population.
- 4.3 As shown in Table 3 there has been very little movement for the FRS staff group except for LGB staff which has increased by just under 1 percent in the past 12 months.
- 4.4 There has been a further positive increase in the Black, Asian and Minority Ethnic workforce composition of Control staff (Table 4) from 16.1 percent to 18.9 percent in the last 12 months.
- 4.5 This reflects the work that Brigade Control has carried out with Towards Employment, an employability project led by Merton Council with the aim of providing permanent employment opportunities to residents of Merton and the surrounding Boroughs. Brigade Control is also working with Resurgo, an organisation which supports young people into employment who may have challenging barriers to overcome; a first session with Resurgo is planned for January 2024.
- 4.6 LFC published its 2022 gender pay gap data as part of its statutory requirements in March 2023. In addition, it produced further detailed analysis for gender plus ethnicity and disability pay gap outcomes as part of the GLA family reporting requirements. The overall outcomes are shown in Table 5. Pay gap outcomes will be monitored through a specific CRMP target. LFC will publish pay gap outcomes for the March 2023 reporting period later in 2023-24 in line with the overall GLA publication timescale.

## **5 Workforce composition: comparison data (Table 6)**

- 5.1 Further to the previous report, benchmarking data has been included in Appendix 1, updated where new data is available.

## **6 Workforce composition: senior management (Tables 7-9)**

- 6.1 Across all occupational groups the representation of LGB staff is above the London economically active population figure of 3.8 percent. , including operational at 4.5 percent and FRS at 5.4 percent.

- 6.2 In the past six months there has been a small increase in the percentage of Black, Asian, and Minority Ethnic staff and disabled staff in operational senior management positions. However, there has been a reduction in the percentage of both women and LGB staff. For women this reflects a change from 18 to 17 (7.4 percent to 6.9 percent). In the past six months there has been no recruitment at senior officer level. An Assistant Commissioner and Group Commander process are currently both in progress and a station commander process is likely to take place in the next 6 months and these outcomes may therefore impact composition reported in the next bi-annual report (Q3 Q4 2023-4).
- 6.3 There has been a small increase in the percentage of Black, Asian, and Minority Ethnic staff and LGB staff in FRS senior management positions in the last 6 months. This represents an increase from 34 to 38 for Black, Asian and Minority Ethnic staff (16.4 percent to 18.6 percent) and from 10 to 11 for LGB staff (4.8 percent to 5.4 percent).
- 6.4 Control senior management represents 11 staff. Both disabled staff and LGB staff representation is above the London economically active population percentages. There are currently no Black, Asian or Minority Ethnic staff in senior management positions.
- 6.5 Action being taken to improve the above outcomes is detailed in the Recruitment section at 11.

## **7 Sickness absence (Tables 10-11)**

- 7.1 Sickness for all staff groups has reduced overall in the past 12 months with a very small uptick in sickness for operational staff in August and September 2023.
- 7.2 Over the last 12 months sickness due to stress, anxiety, and depression (SAD) (Table 14) has increased for all staff groups. The FRS staff group has seen the largest increase from 43.81 percent of all sickness to 52.14 percent. As shown in Appendix 2, p11, the majority of the increase is in long-term sickness (over 28 days) for all staff groups.
- 7.3 To provide a more evidence-based delivery of wellbeing provision, the Wellbeing team have worked with Information Management to analyse and review potential sources of stress, anxiety and depression across the Brigade. They are working with the Firefighters Charity to form a strategic partnership and take a holistic approach to supporting the psychological and physical health and wellbeing of staff. The Wellbeing team are currently revising the Wellbeing Strategy to incorporate this evidence-based approach and closer working relationships with internal and external stakeholders.
- 7.4 The Wellbeing team are working with Unions and Operational colleagues to take a collaborative approach, informed by the organizational data. A Mental Health Working Group (MHWG), a subgroup of LFCs Brigade Joint Committee for Health and Safety at Work (BJCHSW), has been set up with the responsibility to review, and where appropriate, make recommendations to improve LFCs mental health service provision encompassing policy, process, procedure and resourcing.
- 7.5 On 1 November the Wellbeing team launched the new Peer Trauma Support pilot. Working alongside LFC Counselling and Trauma Service the initiative will provide a peer-to-peer support mechanism for operational staff who have experienced a traumatic/critical incident. It aims to reduce the occurrence of post-traumatic distress and encourage accessing of support where required. People Services has been developing the Workplace Adjustments Passport which will launch by the end of the year. The passport will be an online system to record the adjustments an individual may need to support their learning needs, wellbeing issues and caring responsibilities. It will provide a place to record discussions with their manager e.g. to record wellbeing matters

that may affect them at work so they can discuss with their manager ways to reduce these effects. The employee will be able to share the passports with other colleagues who need to know about their adjustments.

7.6 Alongside this, People Partners meet with leadership teams monthly. The People Dashboard has been launched and People Partners were involved in the development and piloting of it. The dashboard covers high-level information on a range of People data, including sickness. People Partners work in partnership with leadership teams to review the data, interpret any trends, and discuss potential action required. The dashboards give good summary data and snapshots to aid discussion; they have been used to review trends and as a starting point to explore specific areas. They are also encouraging conversations and building data understanding and knowledge within management and leadership teams. Deep dives on sickness have then been held with a number of different teams. The Fire stations have benefited from the easy access to the overview provided by the dashboards facilitating concise and current updates. They have facilitated and helped identify key development areas and will provide an invaluable secondary data source for the upcoming Attendance project.

## **8 Comparison data - sickness**

8.1 The National Fire and Rescue Service Sickness Absence Report Q1 2023-24 reports LFC has the 7<sup>th</sup> highest operational sickness rate (out of 34 reporting FRS). It is 12<sup>th</sup> out of 28 reporting FRS for Control and 18<sup>th</sup> out of 34 for LFC FRS (Green Book) staff so sitting around midway for these two staff groups. Updated comparator data from the Metropolitan Police is provided in table 11. Further comparator data is being sought from the London Ambulance Service.

## **9 Grievance and Discipline (Appendix 2, p 14-15)**

- 9.1 12.5 percent of grievances raised by operational staff in the period were by Black, Asian and Minority Ethnic staff. This is lower than the Black, Asian and Minority Ethnic workforce composition of 15.5 percent. 18.7 per cent of grievances (three of sixteen) were raised by females which is higher than the workforce composition of 10.4 percent. There were two FRS grievances recorded in the period, both white male and one Control grievance which was a white female staff member.
- 9.2 Discipline conduct cases for Black, Asian and Minority Ethnic operational staff were 15.4 percent of all cases (2 of 13). This is the same as the Black, Asian and Minority Ethnic operational workforce composition (15.5 percent). There were three FRS discipline cases, all white males.
- 9.3 As a result of the Culture Review recommendations, an external complaints service relating to bullying, harassment, and discrimination was set up for staff to contact for advice and to raise complaints to be investigated. From November 2022 to date there have been 325 contacts made by staff and managers with 197 contacts closed. There was also a historic review of the last 5 years discrimination, bullying and harassment cases. This review has now been completed with 57 cases reviewed resulting in 10 cases being recommended for reinvestigation. The reinvestigations are currently ongoing.

## **10 Recruitment**

### **Firefighter (Table 13)**

10.1 For women the intake is lower than previous quarters and against the new stretch targets introduced. The outreach team has an active programme of community and career events, as well as ongoing digital media campaigns (with a new external campaign due to launch before the end

of 2023 to increase under-represented numbers in 2024). The current pipeline is 30 percent Black, Asian and Ethnic Minority and 13 percent women. The Brigade's Outreach team is also carrying out Positive Action initiatives such as fitness support for women where they have seen an increase from a 70 percent pass rate to 85 percent.

10.2 Experience days give an insight into the expectations and culture of the organisation and help to retain and support those from target groups. The Outreach team has delivered over 60 sessions in 2023 to 33 percent Black, Asian and Ethnic Minority individuals and 14 percent women. In 2024 the Outreach team will also be piloting "Borough Squads" targeted at potential candidates who reside in the same borough, in the Outreach pipeline from under-represented groups across each of London's boroughs. In these Borough Squad workshops the Outreach team will facilitate station tours, provide a network of support locally and retain the talent within the pipeline.

#### **Junior officer (Table 14)**

10.3 Leading firefighter and Sub Officer processes were completed in the period. Outcomes for under-represented groups were positive in both processes.

#### **Senior officer**

10.4 There was no senior officer recruitment in the period.

#### **FRS (Tables 16-17)**

10.5 For grades FRS B to FRS E, both application and appointment outcomes for most under-represented groups were positive. However, the percentage of Black, Asian and Minority Ethnic applicants was not reflected in those successful and appointed.

10.6 Outcomes at FRS F to Director were positive for females. However, the percentage of Black, Asian and Minority Ethnic applicants was not reflected in the percentage successful and appointed.

## **11 Recruitment action and performance measures**

11.1 The Brigade is currently working on a Resourcing Strategy that will include the development of attraction strategies to improve the diversity of applicants across all areas of the brigade. This will include an Employee Value Proposition (EVP) and Employer branding using inclusive language as well as diverse channels to market. All processes and policies will also be assessed to ensure they do not discriminate and are inclusive.

11.2 The LFC Risk Register includes a risk on workforce planning for FRS and Control; this will be a focus going forward and is being reviewed as part of a larger piece of prioritization work across all People Services workstreams. A draft workforce planning strategy has been shared with the organisation and will be reviewed for potential sign off in December 2023. In the meantime, People Partners are supporting Prevention and Protection in creating a department level workforce plan to address the particularly high risks there, and operational workforce planning continues to be actively monitored and managed through the Establishment Board. Once an agreed workforce planning strategy is in place, work can begin on drawing together the first full organisation-wide workforce plan.

11.3 The People Partners continue to work with their leadership teams to support recruitment activity, using data analysis, to review recruitment approaches which will improve diversity outcomes, alongside the Recruitment Team. A post-promotion and campaign review project is being implemented to review applicant and interviewee outcome data, the next phase of this will include the People Partners. Review includes assessment of applicant numbers, advertising

approach, quality of candidates, diversity of candidates, complaints received, assessment evaluation, with lesson learnt being applied to inform future campaigns and promotion rounds.

11.4 Whilst the Resourcing Strategy is being developed a post-promotion round review template is being developed which will capture all key performance indicators for promotion rounds. It will include volumes of applicants, representation, timelines, quality of process and candidates as well as lessons learnt and actions for improvement. The first use of the template will be in December 2023 after the closure of the current Group Commander round. Subject to amendments it will then be rolled out for all promotion rounds and adapted for external transfers and FRS recruitment. A key outcome of the review will be to ensure all processes are fair and transparent and deliver against operational need. Where they do not, actions will be identified to address issues.

## 12 Equality comments

12.1 The LFC and the Deputy Mayor for Fire and Resilience are required to have due regard to the Public Sector Equality Duty (section 149 of the Equality Act 2010) when taking decisions. This, in broad terms, involves understanding the potential impact of policy and decisions on different people, taking this into account and then evidencing how decisions were reached.

12.2 It is important to note that consideration of the Public Sector Equality Duty is not a one-off task. The duty must be fulfilled before taking a decision, at the time of taking a decision, and after the decision has been taken.

12.3 The protected characteristics are: age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership (but only in respect of the requirements to have due regard to the need to eliminate discrimination), race (ethnic or national origins, colour or nationality), religion or belief (including lack of belief), sex, and sexual orientation.

12.4 The Public Sector Equality Duty requires decision-takers in the exercise of all their functions, to have due regard to the need to:

- eliminate discrimination, harassment and victimisation and other prohibited conduct.
- advance equality of opportunity between people who share a relevant protected characteristic and persons who do not share it.
- foster good relations between people who share a relevant protected characteristic and persons who do not share it.

12.5 Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic where those disadvantages are connected to that characteristic.
- take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it.
- encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

12.6 The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.

12.7 Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, the need to:

- tackle prejudice

- promote understanding.

12.8 As detailed in the report, where the data identifies outcomes for under-represented groups are not as positive as they should be then the relevant People Services' leads will be taking actions to improve outcomes, for example in recruitment processes.

## **13 Other considerations**

### **Workforce comments**

13.1 The subject of this report is Workforce data. As this is an information report there has been no prior staff side consultation on its contents. There is ongoing staff side engagement on several themes within this report, e.g., establishment and vacancies, recruitment. The report will be shared with staff side in advance of Fire and Resilience Board.

### **Sustainability comments**

13.2 There are no sustainability implications associated with this report.

### **Procurement comments**

13.3 There are no procurement implications associated with this report.

### **Communications comments**

13.4 There are no communications implications associated with this report.

## **14 Financial comments**

14.1 This report provides an update on performance across the People Services department. This includes vacancy levels as at the end of September 2023. The financial impact of any vacancies in 2023/24 will be reported on as part of the regular financial position reporting.

## **15 Legal comments**

15.1 This is a performance monitoring report for information only, therefore no direct legal implications arise.

15.2 Under section 9 of the Policing and Crime Act 2017, the London Fire Commissioner (the "Commissioner") is established as a corporation sole with the Mayor appointing the occupant of that office.

15.3 Section 327A (5) of the Greater London Authority Act 1999 ('GLA Act') requires the Commissioner to secure that the London Fire Brigade is efficient and effective. The Mayor must hold the Commissioner to account for the exercise of its functions in accordance with Section 327A (8) and Schedule 27A of the GLA Act.

15.4 This Performance Report sets out in detail how key areas of the People Services Department including workforce composition, attendance and discipline and grievance are performing.

# List of appendices

Appendix	Title	Open or confidential*
1	Appendix 1 Key People Data	Open
2	Appendix 2 People Service Bi-Annual Performance Report Q1 Q2 2023 2024	Open

## Part two confidentiality

Only the facts or advice considered to be exempt from disclosure under the FOI Act should be in the separate Part Two form, together with the legal rationale for non-publication.

Is there a Part Two form:

NO

## Originating officer declaration

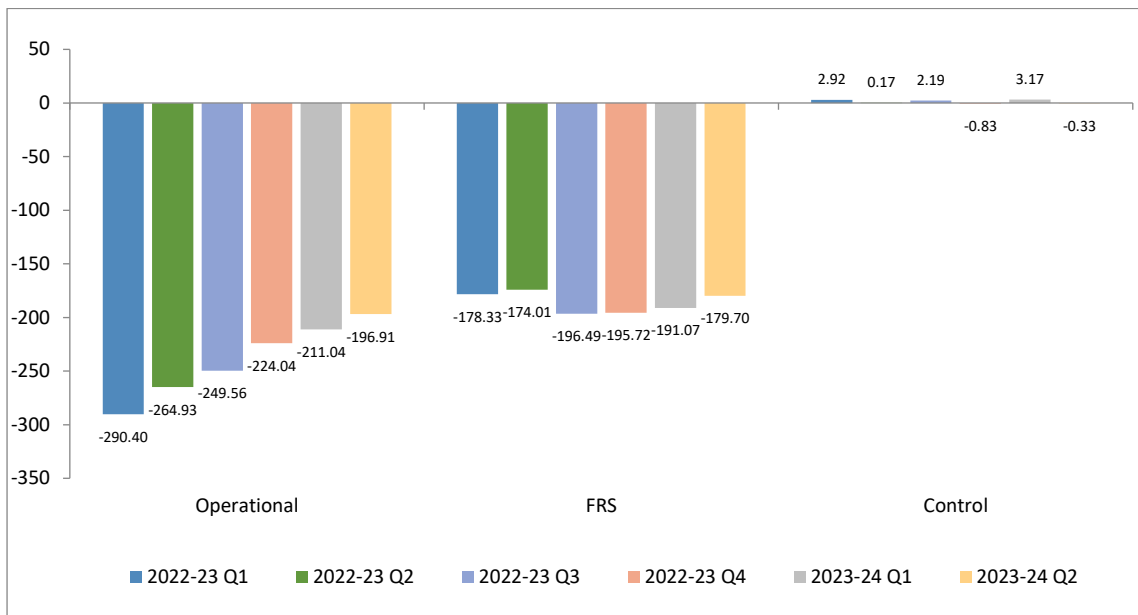
Reporting officer to confirm the following by using 'x' in the box:

Reporting officer	
[Report author] has drafted this report and confirms the following:	
1. <b>Acting Assistant Director People Services, Gareth Liptrot</b> has reviewed the documentation and is satisfied for it to be referred to Board for consideration	
2. <b>Advice</b> The Finance and Legal teams have commented on this proposal: <b>Thomas Davies Legal Advisor</b> , on behalf of General Counsel (Head of Law and Monitoring Officer). <b>David O'Sullivan Financial Advisor</b> , on behalf of the Chief Finance Officer.	

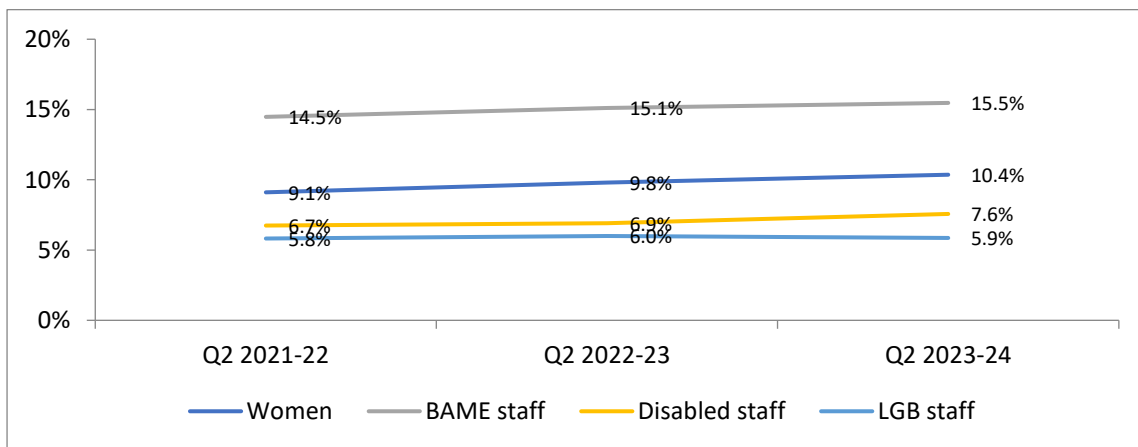
# People Services Bi-annual Performance Report Q1 Q2 2023-24

## Appendix 1: Key People Data

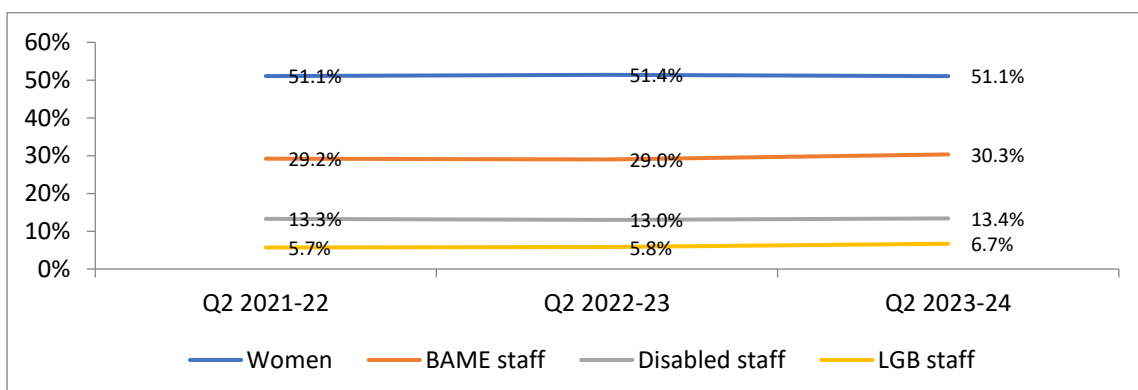
**Table 1: Vacancies by occupational group**



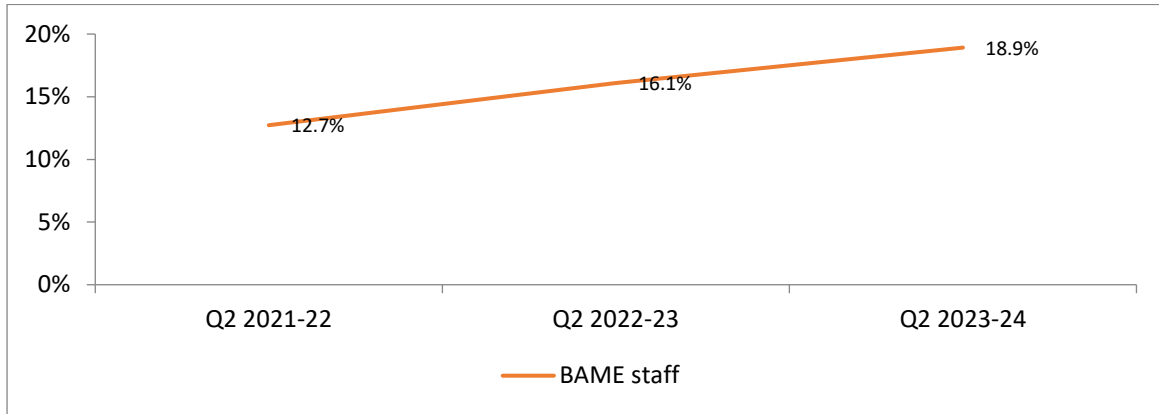
**Table 2: Operational Workforce Composition**



**Table 3: FRS Workforce Composition**



**Table 4: Control Workforce Composition**



For display purposes female Control is not shown. Female composition is 74.8 percent compared to 75.9 percent as at Q2 22/23. Small numbers may be masked due to making people identifiable.

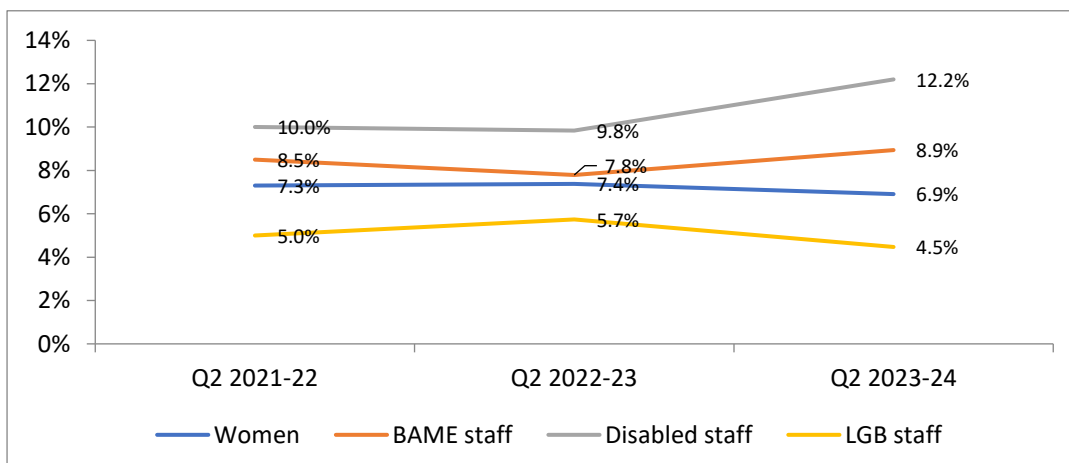
**Table 5: LFC Pay gap outcomes**

Pay gap (median)	31/03/2021	31/03/2022
Disability	-4.71%	-1.54%
Ethnicity	0.40%	0.83%
Gender	-4.36%	-5.46%

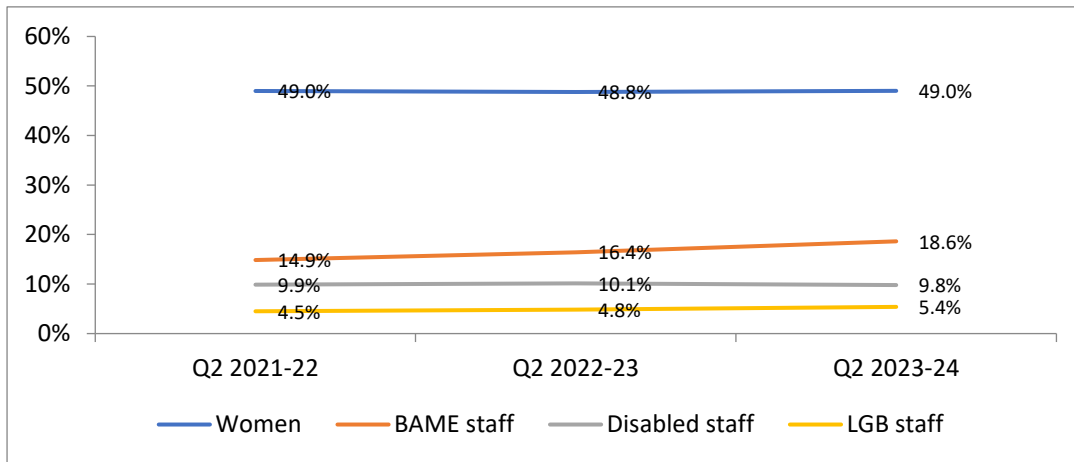
**Table 6: Workforce Comparison Data**

	London Working Age Pop.	England FRSs - operational	England FRSs - all staff	Met Police - Officers	Met Police - support staff	Met Police - Control	GLA - all staff
BAME	39.8%	7.2%	8.5%	17.1%	26.3%	39.1%	36.0%
Disabled	17.0%	5.2%	5.9%	1.4%*	1.8%	1.1%	9.0%
Female	49.5%	9.3%	19.4%	31.5%	57.5%	70.6%	62.0%
LGB	3.8%	6.0%	4.0%	2.6%*	1.1%	1.0%	9.0%
Source: ONS Annual Population Survey 2021 (LGB data 2019)	Source: Fire and Rescue Workforce and Pension Statistics March 2023		Source: HR Dept, Met Police Sept 23 (*self-declared non-mandatory)			Source: GLA Workforce Report March 2023	

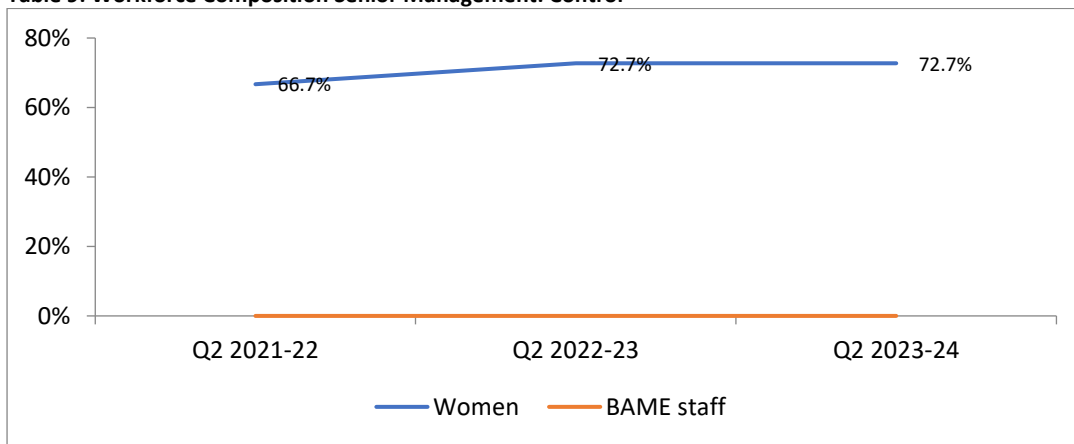
**Table 7: Workforce Composition Senior Management: Operational**



**Table 8: Workforce Composition Senior Management: FRS**

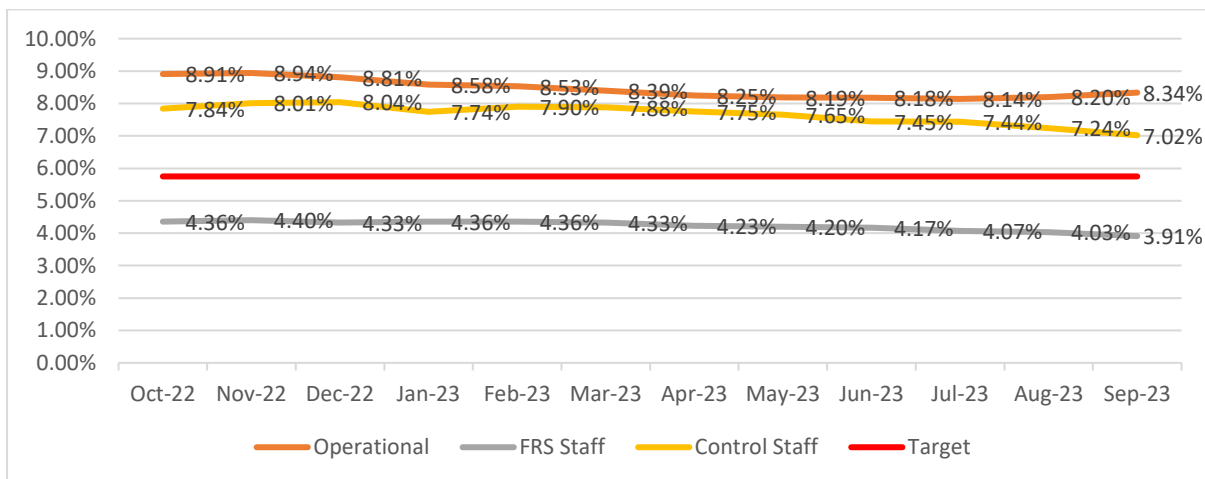


**Table 9: Workforce Composition Senior Management: Control**



Small numbers may be masked due to making people identifiable

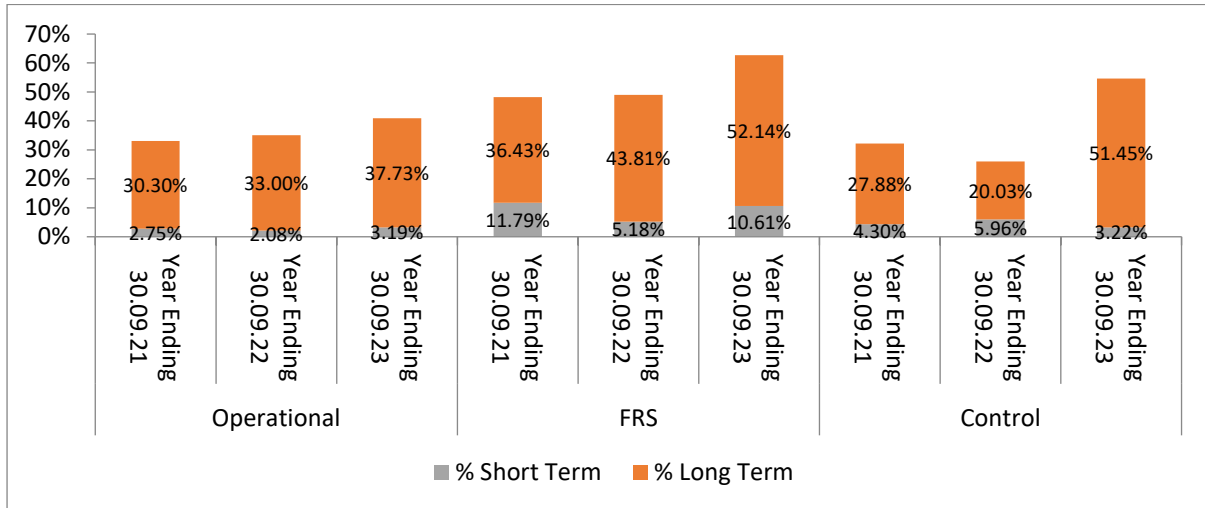
**Table 10: Sickness by occupational group, rolling 12 months**



**Table 11: Metropolitan Police and national Fire and Rescue Services sickness comparison data**

% Time lost to sickness to Sept 2023	% Time lost total
Police Officers	4.2%
Police Staff (Control Operators)	6.8%
Other Support Staff	3.9%

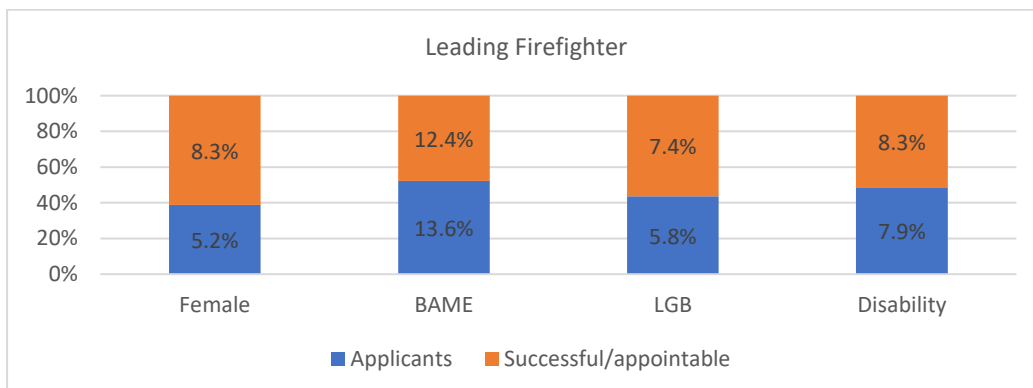
**Table 12: Sickness due to stress, anxiety and depression (SAD) by occupational group**

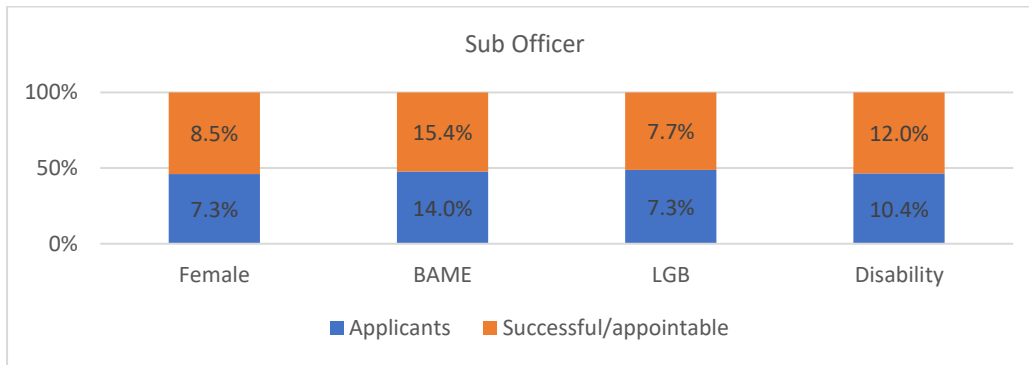


**Table 13: Firefighter recruitment outcomes**

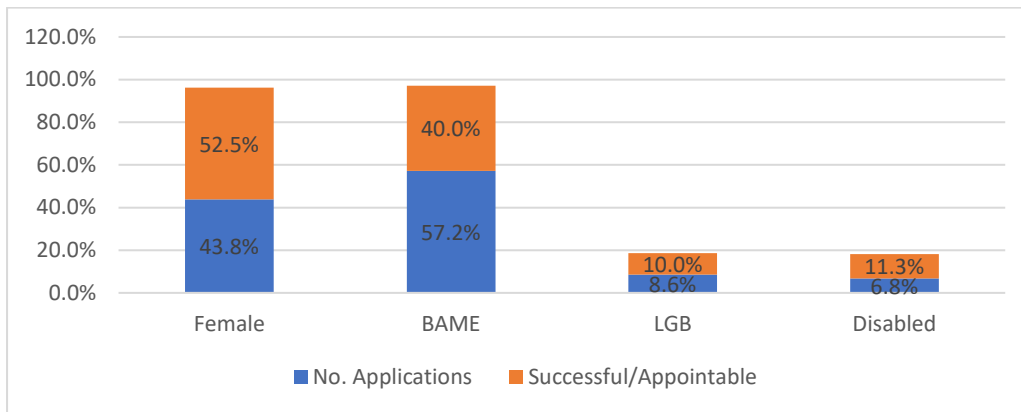
			Q1	Q2	Q3	Q4	YEAR END 2022/23	Q1	Q2
			30.06.22	30.09.22	31.12.22	31.03.23		30.06.23	30.09.23
CO7A	Joiners - Trainee Firefighters - women	%	25.0%	24.2%	30.8%	28.1%	<b>28.1%</b>	24.7%	20.5%
		number	16	32	57	64	<b>64</b>	57	40
CO7B	Joiners - Trainee Firefighters - BAME staff	%	37.5%	31.1%	24.3%	20.6%	<b>20.6%</b>	21.2%	20.1%
		number	24	41	45	47	<b>47</b>	49	46
Joiners - Trainee Firefighters		number	64	132	185	228	<b>228</b>	231	229

**Table 14: Junior officer recruitment outcomes**

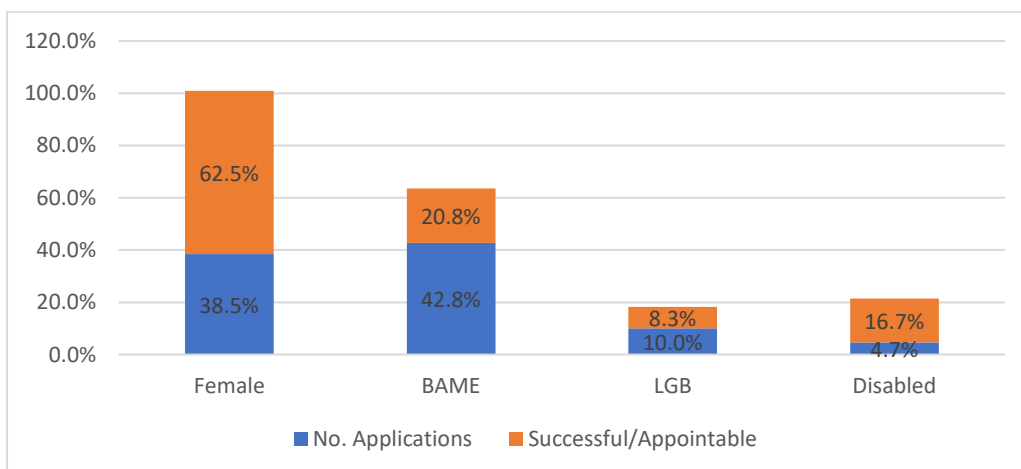




**Table 16: FRS staff B-E recruitment outcomes**



**Table 17: FRS staff F – Director outcomes**



A further breakdown by individual grade and rank can be found in Appendix 2. Some outcomes have been removed due to small numbers.

## DEPARTMENT WORKFORCE COMPOSITION - FRS STAFF - ETHNICITY, GENDER, DISABILITY & SEXUAL ORIENTATION

	Commissioner's & Directors
Workforce composition - FRS staff - women	70.0%
Workforce composition - FRS staff - BAME staff	30.0%
Workforce composition - FRS staff - disabled staff	0.0%
Workforce composition - FRS staff - LGB staff	20.0%

Directorate of Corporate Services				
Finance	General Counsel's Department	ICT	Procurement & Commercial	Property & TSS
38.7%	84.4%	37.2%	50.0%	31.0%
48.4%	50.0%	26.6%	40.6%	18.0%
3.2%	9.4%	9.7%	18.8%	11.0%
6.5%	6.3%	7.1%	9.4%	5.0%

Directorate for People		
Health & Safety	People Services	Training & Professional Development
50.0%	68.3%	76.7%
0.0%	43.3%	36.7%
16.7%	13.5%	23.3%
0.0%	9.6%	3.3%

	Communications
Workforce composition - FRS staff - women	66.7%
Workforce composition - FRS staff - BAME staff	9.1%
Workforce composition - FRS staff - disabled staff	6.1%
Workforce composition - FRS staff - LGB staff	12.1%

Directorate of Preparedness & Response		
Fire Stations	London Resilience Group	Operational Resilience & Control
68.3%	70.0%	71.4%
36.6%	0.0%	0.0%
19.5%	10.0%	14.3%
3.7%	10.0%	0.0%

Dir of Prev, Pro & Ops Policy	
Operational Policy	Prevention & Protection
75.0%	42.0%
62.5%	28.7%
37.5%	14.8%
12.5%	6.3%

Dir of Transform
Transformation
65.5%
34.5%
10.3%
10.3%

Figures may be excluded where numbers are too small to report

## WORKFORCE COMPOSITION - OPERATIONAL STAFF - ETHNICITY, GENDER, DISABILITY & SEXUAL ORIENTATION

			Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END	
			30.06.21	30.09.21	31.12.21	31.03.22	2021/22	30.06.22	30.09.22	31.12.22	31.03.23	2022/23	30.06.23	30.09.23	31.12.23	31.03.24	2023/24	
CX10A	Workforce composition - operational staff - women	%	9.0%	9.1%	9.2%	9.4%	<b>9.4%</b>	9.5%	9.8%	10.1%	10.2%	<b>10.2%</b>	10.3%	10.4%				
		number	426	424	422	425		435	453	463	473		479	483				
CX11A	Workforce composition - operational staff - BAME staff	%	14.4%	14.5%	14.6%	14.8%	<b>14.8%</b>	14.9%	15.1%	15.3%	15.3%	<b>15.3%</b>	15.3%	15.5%				
		number	684	674	670	673		679	694	703	708		711	721				
CX12A	Workforce composition - operational staff - disabled staff	%	6.8%	6.7%	6.7%	6.6%	<b>6.6%</b>	6.8%	6.9%	7.3%	7.3%	<b>7.3%</b>	7.6%	7.6%				
		number	322	314	306	300		308	318	338	338		351	353				
CX13A	Workforce composition - operational staff - LGB staff	%	5.8%	5.8%	5.9%	5.9%	<b>5.9%</b>	6.0%	6.0%	5.9%	5.9%	<b>5.9%</b>	5.9%	5.9%				
		number	276	271	269	267		275	278	272	273		273	273				
Workforce - operational staff		number	4742	4656	4595	4545	<b>4545</b>	4533	4600	4609	4628	<b>4628</b>	4645	4662				

## WORKFORCE COMPOSITION - FRS STAFF - ETHNICITY, GENDER, DISABILITY & SEXUAL ORIENTATION

			Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END
			30.06.21	30.09.21	31.12.21	31.03.22	2021/22	30.06.22	30.09.22	31.12.22	31.03.23	2022/23	30.06.23	30.09.23	31.12.23	31.03.24	2023/24
CX10B	Workforce composition - FRS staff - women	%	51.7%	51.1%	50.6%	50.7%	<b>50.7%</b>	51.2%	51.4%	51.6%	51.0%	<b>51.0%</b>	51.2%	51.1%			
		number	484	485	484	478		477	481	487	483		482	488			
CX11B	Workforce composition - FRS staff - BAME staff	%	28.9%	29.2%	29.6%	29.3%	<b>29.3%</b>	29.5%	29.0%	29.2%	29.0%	<b>29.0%</b>	30.2%	30.3%			
		number	271	277	283	276		275	271	275	274		282	290			
CX12B	Workforce composition - FRS staff - disabled staff	%	13.1%	13.3%	13.2%	13.1%	<b>13.1%</b>	13.2%	13.0%	13.0%	12.8%	<b>12.8%</b>	13.0%	13.4%			
		number	123	126	126	123		123	122	123	121		121	128			
CX13B	Workforce composition - FRS staff - LGB staff	%	5.7%	5.7%	5.9%	6.1%	<b>6.1%</b>	6.0%	5.8%	5.9%	6.0%	<b>6.0%</b>	6.3%	6.7%			
		number	53	54	56	57		56	54	56	57		59	64			
Workforce - FRS staff		number	937	949	956	943	<b>943</b>	932	935	943	946	<b>946</b>	934	956			

## WORKFORCE COMPOSITION - CONTROL STAFF - ETHNICITY, GENDER, DISABILITY & SEXUAL ORIENTATION

			Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END
			30.06.21	30.09.21	31.12.21	31.03.22	2021/22	30.06.22	30.09.22	31.12.22	31.03.23	2022/23	30.06.23	30.09.23	31.12.23	31.03.24	2023/24
CX10C	Workforce composition - control staff - women	%	77.6%	76.4%	76.1%	76.8%	<b>76.8%</b>	75.6%	75.9%	73.7%	75.5%	<b>75.5%</b>	74.6%	74.8%			
		number	83	84	86	86		87	85	84	83		85	83			
CX11C	Workforce composition - control staff - BAME staff	%	13.1%	12.7%	14.2%	14.3%	<b>14.3%</b>	15.6%	16.1%	16.7%	17.3%	<b>17.3%</b>	19.3%	18.9%			
		number	14	14	16	16		18	18	19	19		22	21			
CX12C	Workforce composition - control staff - disabled staff	%	9.3%	10.9%	10.6%	10.7%	<b>10.7%</b>	10.4%	9.8%	10.5%	10.0%	<b>10.0%</b>	10.5%	10.8%			
		number	10	12	12	12		12	11	12	11		12	12			
CX13C	Workforce composition - control staff - LGB staff	%	5.7%	5.8%	6.5%	6.7%	<b>6.7%</b>	8.7%	8.0%	7.9%	8.2%	<b>8.2%</b>	7.9%	7.2%			
		number	6	6	7	7		10	9	9	9		9	8			
Workforce - control staff		number	107	110	113	112	<b>112</b>	115	112	114	110	<b>110</b>	114	111			

### WORKFORCE COMPOSITION - OPERATIONAL STAFF - SENIOR MANAGEMENT- ETHNICITY, GENDER, DISABILITY & SEXUAL ORIENTATION

			Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END
			30.06.21	30.09.21	31.12.21	31.03.22	2021/22	30.06.22	30.09.22	31.12.22	31.03.23	2022/23	30.06.23	30.09.23	31.12.23	31.03.24	2023/24
CX15A	Top earners - operational staff - women	%	6.8%	7.3%	7.6%	7.5%	<b>7.5%</b>	7.4%	7.4%	6.7%	6.5%	<b>6.5%</b>	6.5%	6.9%			
		number	18	19	19	19		18	18	16	16		16	17			
CX15D	Top earners - operational staff - BAME staff	%	9.9%	8.5%	8.4%	8.2%	<b>8.2%</b>	7.4%	7.8%	8.4%	8.6%	<b>8.6%</b>	8.6%	8.9%			
		number	26	22	21	21		18	19	20	21		21	22			
CX15J	Top earners - operational staff - disabled staff	%	10.3%	10.0%	9.2%	8.6%	<b>8.6%</b>	10.3%	9.8%	12.6%	12.2%	<b>12.2%</b>	13.1%	12.2%			
		number	27	26	23	22		25	24	30	30		32	30			
CX15G	Top earners - operational staff - LGB staff	%	4.9%	5.0%	5.6%	5.5%	<b>5.5%</b>	5.8%	5.7%	4.6%	4.5%	<b>4.5%</b>	4.5%	4.5%			
		number	13	13	14	14		14	14	11	11		11	11			
Workforce - operational staff - top earners		number	263	260	251	256	<b>256</b>	244	244	238	245	<b>245</b>	245	246			

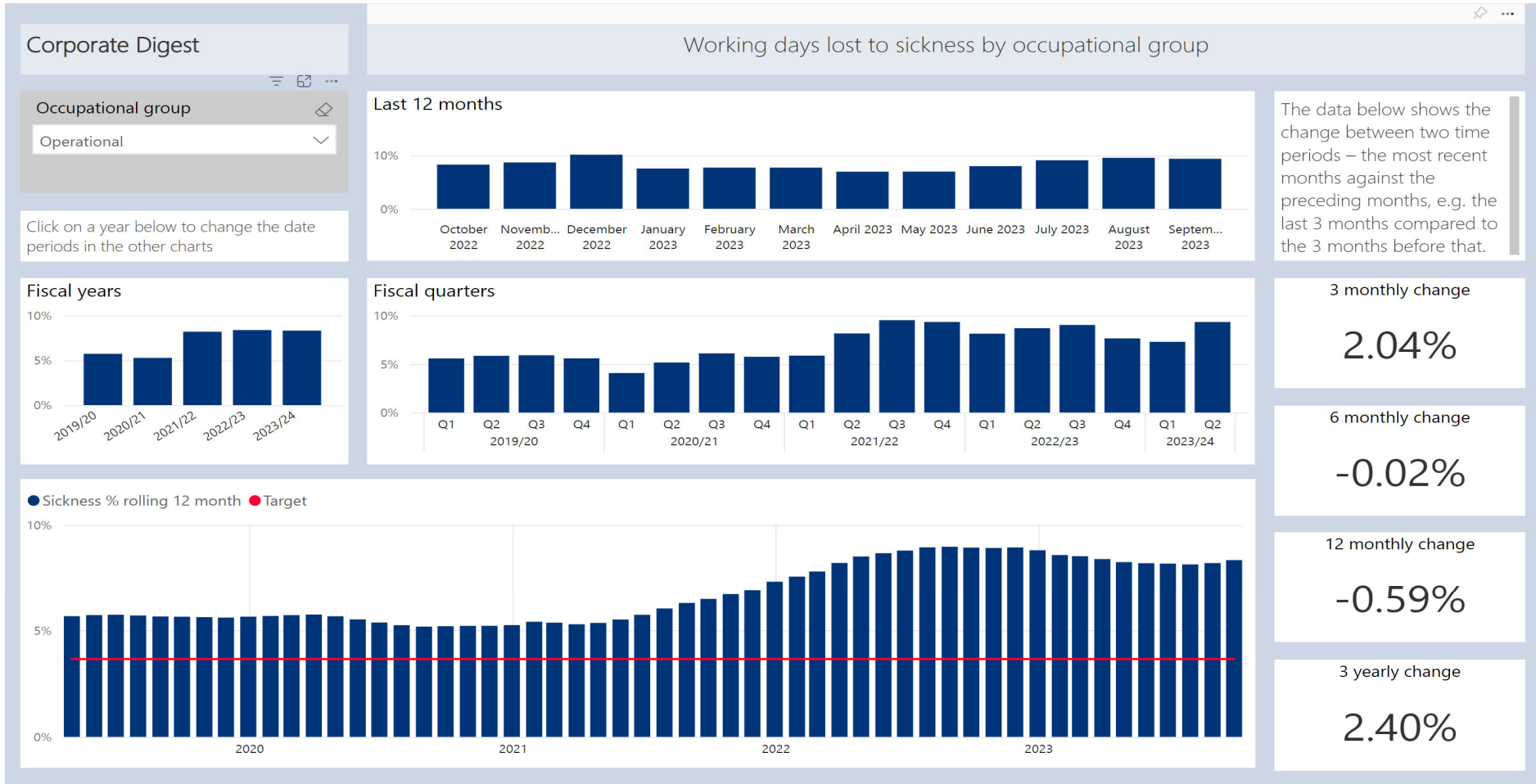
## WORKFORCE COMPOSITION - FRS STAFF - SENIOR MANAGEMENT - ETHNICITY, GENDER, DISABILITY & SEXUAL ORIENTATION

			Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END
			30.06.21	30.09.21	31.12.21	31.03.22	2021/22	30.06.22	30.09.22	31.12.22	31.03.23	2022/23	30.06.23	30.09.23	31.12.23	31.03.24	2023/24
CX15B	Top earners - FRS staff - women	%	49.0%	49.0%	49.5%	50.0%	50.0%	48.8%	48.8%	49.3%	48.0%	48.0%	49.5%	49.0%			
		number	97	99	99	101		99	101	101	98		98	100			
CX15E	Top earners - FRS staff - BAME staff	%	13.1%	14.9%	15.0%	15.3%	15.3%	15.3%	16.4%	16.6%	15.7%	15.7%	17.2%	18.6%			
		number	26	30	30	31		31	34	34	32		34	38			
CX15K	Top earners - FRS staff - disabled staff	%	10.1%	9.9%	9.5%	9.9%	9.9%	10.3%	10.1%	9.8%	9.3%	9.3%	9.1%	9.8%			
		No.	20	20	19	20		21	21	20	19		18	20			
CX15H	Top earners - FRS staff - LGB staff	%	4.5%	4.5%	5.0%	5.0%	5.0%	5.4%	4.8%	5.4%	4.9%	4.9%	5.1%	5.4%			
		No.	9	9	10	10		11	10	11	10		10	11			
Workforce - FRS staff - top earners		number	198	202	200	202	198	203	207	205	204	204	198	204			

### WORKFORCE COMPOSITION - CONTROL STAFF - SENIOR MANAGEMENT - ETHNICITY, GENDER, DISABILITY & SEXUAL ORIENTATION

			Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END
			30.06.21	30.09.21	31.12.21	31.03.22	2021/22	30.06.22	30.09.22	31.12.22	31.03.23	2022/23	30.06.23	30.09.23	31.12.23	31.03.24	2023/24
CX15C	Top earners - control staff - women	%	66.7%	66.7%	75.0%	83.3%	<b>83.3%</b>	90.0%	72.7%	72.7%	75.0%	<b>75.0%</b>	72.7%	72.7%			
		number	8	8	9	10		9	8	8	9		8	8			
CX15F	Top earners - control staff - BAME staff	%	0.0%	0.0%	0.0%	0.0%	<b>0.0%</b>	0.0%	0.0%	0.0%	0.0%	<b>0.0%</b>	0.0%	0.0%			
		number	0	0	0	0		0	0	0	0		0	0			
CX15L	Top earners - control staff - disabled staff	%	-	-	-	-	-	-	-	-	-	-	-	-			
		number	-	-	-	-		-	-	-	-		-	-			
CX15I	Top earners - control staff - LGB staff	%	-	-	-	-	-	-	-	-	-	-	-	-			
		number	-	-	-	-		-	-	-	-		-	-			
Workforce - control staff - top earners		number	12	12	12	12	<b>12</b>	10	11	11	12	<b>12</b>	11	11			

Small numbers are masked where employees are 5 or less



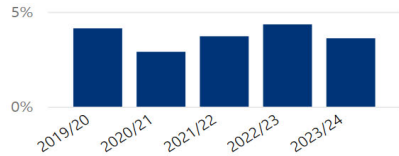
Corporate Digest

Occupational group

FRS ▼

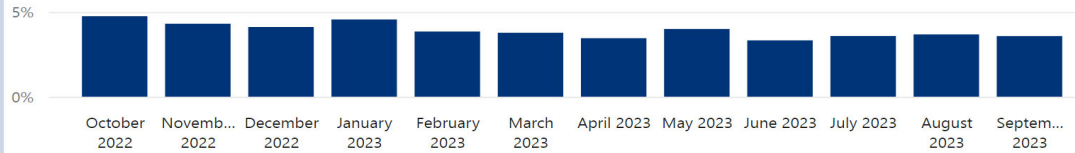
Click on a year below to change the date periods in the other charts

Fiscal years



Working days lost to sickness by occupational group

Last 12 months



The data below shows the change between two time periods – the most recent months against the preceding months, e.g. the last 3 months compared to the 3 months before that.

Fiscal quarters



3 monthly change

0.01%

6 monthly change

-0.61%

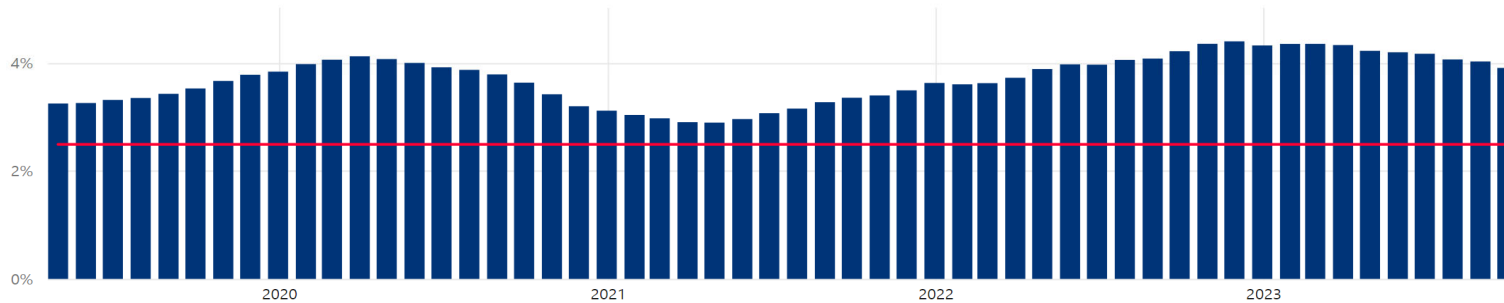
12 monthly change

-0.31%

3 yearly change

0.19%

● Sickness % rolling 12 month ● Target



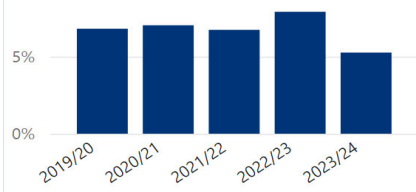
## Corporate Digest

### Occupational group

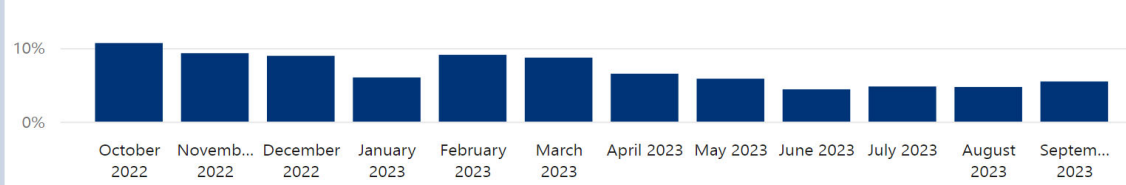
Control

Click on a year below to change the date periods in the other charts

### Fiscal years



### Last 12 months



### Fiscal quarters



The data below shows the change between two time periods – the most recent months against the preceding months, e.g. the last 3 months compared to the 3 months before that.

3 monthly change

**-0.59%**

6 monthly change

**-3.51%**

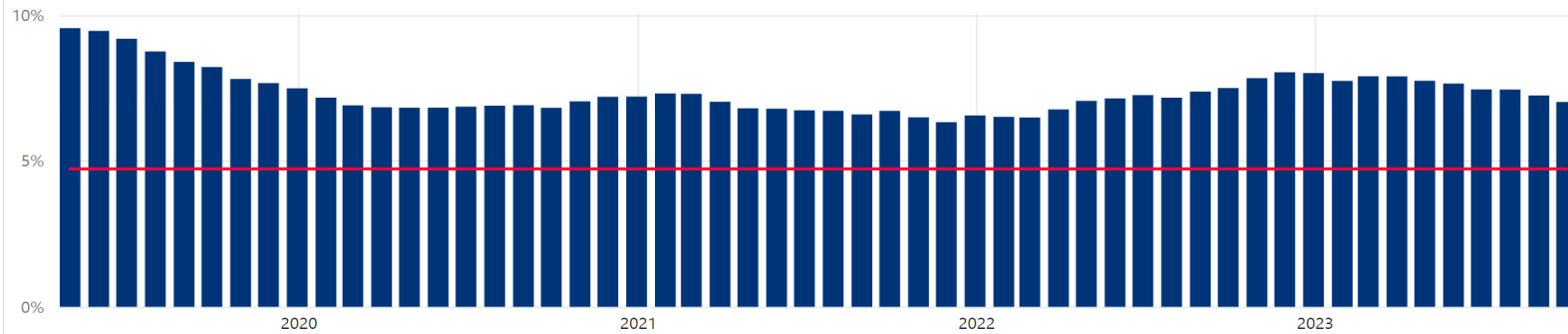
12 monthly change

**-0.48%**

3 yearly change

**-0.99%**

● Sickness % rolling 12 month ● Target



**SICKNESS ABSENCE - Comparison of long term (over 28 days) and short term absence (less than 28 days).**

**Operational Staff - as at quarter**

	2021/22					2022/23					2023/24				
	Q1 30.06.21	Q2 30.09.21	Q3 31.12.21	Q4 31.03.22	YEAR	Q1 30.06.22	Q2 30.09.22	Q3 31.12.22	Q4 31.03.23	YEAR	Q1 30.06.23	Q2 30.09.23	Q3 31.12.23	Q4 31.03.24	YEAR
% Short Term	1.98%	3.06%	4.08%	4.26%	3.35%	3.15%	3.44%	3.84%	2.45%	3.27%	2.89%	3.14%			
% Long Term	3.89%	5.11%	5.45%	5.09%	4.86%	4.63%	5.09%	5.20%	5.20%	5.12%	4.41%	6.20%			
TOTAL	5.87%	8.17%	9.53%	9.35%	8.21%	7.78%	8.53%	9.04%	7.65%	8.39%	7.30%	9.34%			

**SICKNESS ABSENCE - Comparison by Substantive Grade**

**Operational Staff - rolling 12 months sickness**

	2021/22				2022/23				2023/24			
	Q1 30.06.21	Q2 30.09.21	Q3 31.12.21	Q4 31.03.22	Q1 30.06.22	Q2 30.09.22	Q3 31.12.22	Q4 31.03.23	Q1 30.06.23	Q2 30.09.23	Q3 31.12.23	Q4 31.03.24
% SC & above	4.62%	4.72%	4.89%	5.20%	4.89%	4.67%	4.43%	4.34%	4.04%	4.22%		
% StrnO & below	5.65%	6.43%	7.30%	8.23%	8.84%	8.99%	8.90%	8.47%	8.09%	8.27%		

**FRS Staff - rolling 12 months sickness**

	2021/22				2022/23				2023/24			
	Q1 30.06.21	Q2 30.09.21	Q3 31.12.21	Q4 31.03.22	Q1 30.06.22	Q2 30.09.22	Q3 31.12.22	Q4 31.03.23	Q1 30.06.23	Q2 30.09.23	Q3 31.12.23	Q4 31.03.24
% FRS E & above	1.65%	1.83%	2.52%	2.61%	2.75%	2.62%	2.09%	2.21%	2.41%	2.55%		
% FRS D & below	3.41%	3.71%	4.15%	4.20%	4.49%	4.95%	5.68%	5.43%	5.05%	4.57%		

**SICKNESS ABSENCE - Stress, Anxiety & Depression as a % of total sickness absence**

<b>SAD Sickness as % of total sickness absence</b>	<b>Operational</b>			<b>FRS</b>			<b>Control</b>		
	Year Ending 30.09.21	Year Ending 30.09.22	Year Ending 30.09.23	Year Ending 30.09.21	Year Ending 30.09.22	Year Ending 30.09.23	Year Ending 30.09.21	Year Ending 30.09.22	Year Ending 30.09.23
% Short Term sickness	2.75%	2.08%	3.19%	11.79%	5.18%	10.61%	4.30%	5.96%	3.22%
% Long Term sickness	30.30%	33.00%	37.73%	36.43%	43.81%	52.14%	27.88%	20.03%	51.45%
<b>% of total sickness</b>	<b>20.84%</b>	<b>19.90%</b>	<b>25.59%</b>	<b>31.02%</b>	<b>31.16%</b>	<b>40.40%</b>	<b>20.20%</b>	<b>12.52%</b>	<b>25.33%</b>

**GRIEVANCE**

**Grievance - Final outcomes including any appeal, 12 month period ending September 2023**

**Operational Staff**

Gender & Ethnicity	Upheld	Part Upheld	Not Upheld	Resolved	Pending*	Total
Female BAME	1	1				2
Female White	1					1
Male White	4	2	7			13
TOTAL	6	3	7	0	0	16
Female %	33.3%	33.3%	0.0%	0.0%	0.0%	18.7%
BAME %	16.7%	33.3%	0.0%	0.0%	0.0%	12.5%

	workforce composition as at 30.09.23
Female %	10.4%
BAME %	15.5%

**FRS Staff**

Gender & Ethnicity	Upheld	Part Upheld	Not Upheld	Resolved	Pending*	Total
Male, White	1		1			2
TOTAL	1	0	1	0	0	2
Female %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
BAME %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

	workforce composition as at 30.09.23
Female %	51.1%
BAME %	30.3%

**Control Staff**

Gender & Ethnicity	Upheld	Part Upheld	Not Upheld	Resolved	Pending*	Total
Female, White	1					1
TOTAL	1	0	0	0	0	1
Female %	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
BAME %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

	workforce composition as at 30.09.23
Female %	74.8%
BAME %	18.9%

\* Pending relates to cases that are on-going which were not concluded at the end of the period.

**DISCIPLINE**

**Discipline - Conduct, Final outcomes including any appeal, 12 month period ending September 2023**

**Operational Staff**

Gender & Ethnicity	Action Plan / Informal	Formal Action	Dismissal	Total
Female, BAME		1		1
Female, White		1		1
Male, BAME		1		1
Male, White	2	8		10
<b>TOTAL</b>	<b>2</b>	<b>11</b>	<b>0</b>	<b>13</b>
Female %	0.0%	18.2%	0.0%	15.4%
BAME %	0.0%	18.2%	0.0%	15.4%

workforce composition as at 30.09.23	
Female %	10.4%
BAME %	15.5%

**FRS Staff**

Gender & Ethnicity	Action Plan / Informal	Formal Action	Dismissal	Total
Male, White		2	1	3
<b>TOTAL</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>3</b>
Female %	0.0%	0.0%	0.0%	0.0%
BAME %	0.0%	0.0%	0.0%	0.0%

workforce composition as at 30.09.23	
Female %	51.1%
BAME %	30.3%

**Control Staff**

There were no discipline - conduct cases for this group, over this period.

**WORKFORCE COMPOSITION - Staff Age Profile by Occupational Group****Operational Staff**

Age Group	YEAR END 2021/22	YEAR END 2022/23	2023/24			
			Q1 30.06.23	Q2 30.09.23	Q3 31.12.23	Q4 31.03.24
Under 20	0.04%	0.13%	0.13%	0.17%		
20-29	10.34%	10.73%	10.68%	10.90%		
30-39	30.72%	30.11%	30.23%	30.04%		
40-49	39.44%	39.61%	39.18%	39.13%		
50-54	15.01%	15.03%	15.31%	15.28%		
55-59	3.83%	3.69%	3.77%	3.71%		
60-64	0.55%	0.60%	0.62%	0.69%		
65+	0.07%	0.09%	0.09%	0.09%		

**FRS Staff**

Age Group	YEAR END 2021/22	YEAR END 2022/23	2023/24			
			Q1 30.06.23	Q2 30.09.23	Q3 31.12.23	Q4 31.03.24
Under 20	0.11%	0.11%	0.11%	0.00%		
20-29	11.80%	12.90%	13.28%	13.28%		
30-39	21.36%	21.04%	20.77%	21.34%		
40-49	23.70%	22.41%	21.73%	21.34%		
50-54	12.75%	13.00%	13.06%	12.66%		
55-59	15.73%	16.07%	16.27%	16.63%		
60-64	10.73%	10.47%	10.60%	10.04%		
65+	3.83%	4.02%	4.18%	4.71%		

**Control Staff**

Age Group	YEAR END 2021/22	YEAR END 2022/23	2023/24			
			Q1 30.06.23	Q2 30.09.23	Q3 31.12.23	Q4 31.03.24
Under 20	0.00%	0.00%	0.00%	0.00%		
20-29	17.86%	17.27%	18.42%	16.22%		
30-39	21.43%	25.45%	24.56%	26.13%		
40-49	24.11%	20.91%	21.93%	22.52%		
50-54	8.93%	11.82%	10.53%	9.91%		
55-59	14.29%	12.73%	14.04%	14.41%		
60-64	9.82%	10.00%	8.77%	9.01%		
65+	3.57%	1.82%	1.75%	1.80%		

## JOINERS - TRAINEE FIREFIGHTERS - GENDER & ETHNICITY

### Trainee Firefighter - rolling 12 months joiners

			Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END	Q1	Q2	Q3	Q4	YEAR END
			30.06.21	30.09.21	31.12.21	31.03.22	2021/22	30.06.22	30.09.22	31.12.22	31.03.23	2022/23	30.06.23	30.09.23	31.12.23	31.03.24	2023/24
CO7A	Joiners - Trainee Firefighters - women	%	35.1%	35.6%	32.0%	46.9%	<b>46.9%</b>	25.0%	24.2%	30.8%	28.1%	<b>28.1%</b>	24.7%	20.5%			
		number	65	36	16	15	<b>15</b>	16	32	57	64	<b>64</b>	57	40			
CO7B	Joiners - Trainee Firefighters - BAME staff	%	21.9%	20.8%	30.0%	37.5%	<b>37.5%</b>	37.5%	31.1%	24.3%	20.6%	<b>20.6%</b>	21.2%	20.1%			
		number	40	21	15	12	<b>12</b>	24	41	45	47	<b>47</b>	49	46			
Joiners - Trainee Firefighters		number	185	101	50	32	<b>32</b>	64	132	185	228	<b>228</b>	231	229			

**RECRUITMENT AND SELECTION INFORMATION April 2023 - September 2023**

**Operational - Junior Officer**

Completed April 2023 - September 2023

<b>Leading Firefighter</b>		Gender			Ethnicity			Sexual Orientation	Disability	Total
		Female	Male	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	10	180	-	26	156	9	11	15	191
	%	5.2%	94.2%	-	13.6%	81.7%	4.7%	5.8%	7.9%	
Successful/Appointable	No.	10	110	-	15	100	6	9	10	121
	%	8.3%	90.9%	-	12.4%	82.6%	5.0%	7.4%	8.3%	

<b>Sub Officer</b>		Gender			Ethnicity			Sexual Orientation	Disability	Total
		Female	Male	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	12	149	-	23	127	14	12	17	164
	%	7.3%	90.9%	-	14.0%	77.4%	8.5%	7.3%	10.4%	
Successful/Appointable	No.	10	105	-	18	89	10	9	14	117
	%	8.5%	89.7%	-	15.4%	76.1%	8.5%	7.7%	12.0%	

**RECRUITMENT AND SELECTION INFORMATION April 2023 - September 2023**

**Operational - Senior Manager**

Completed April 2023 - September 2023

No completed processes in the period

**RECRUITMENT AND SELECTION INFORMATION April 2023 - September 2023**

**Operational - Brigade Manager**

Completed April 2023 - September 2023

No completed processes in the period

**RECRUITMENT AND SELECTION INFORMATION April 2023 - September 2023**

**Control Staff**

Completed April 2023 - September 2023

Assistant Operations Manager		Gender			Ethnicity			Sexual Orientation	Disability	Total
		Female	Male	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-
Successful/Appointable	No.	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-

Data may be masked where numbers are 5 or under

**RECRUITMENT AND SELECTION INFORMATION April 2023 - September 2023**

**FRS B to FRS E (Non-operational)**

Completed April 2023 - September 2023

FRS B		Gender				Ethnicity			Sexual Orientation	Disability	Total
		Female	Male	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	157	222	0	9	216	139	33	34	32	388
	%	40.5%	57.2%	0.0%	2.3%	55.7%	35.8%	8.5%	8.8%	8.2%	
Successful/Appointable	No.	7	13	0	0	9	11	0	-	-	20
	%	35.0%	65.0%	0.0%	0.0%	45.0%	55.0%	0.0%	-	-	
Jobs Advertised		13									
Vacancies		24									

FRS B/C		Gender				Ethnicity			Sexual Orientation	Disability	Total
		Female	Male	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	-	16	0	0	7	11	-	-	0	19
	%	-	84.2%	0.0%	0.0%	36.8%	57.9%	-	-	0.0%	
Successful/Appointable	No.	-	0	0	0	-	0	-	0	0	1
	%	-	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	0.0%	
Jobs Advertised		1									
Vacancies		1									

FRS C		Gender				Ethnicity			Sexual Orientation	Disability	Total
		Female	Male	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	180	121	0	-	152	128	26	32	25	306
	%	58.8%	39.5%	0.0%	-	49.7%	41.8%	8.5%	10.5%	8.2%	
Successful/Appointable	No.	14	-	0	0	6	13	0	-	-	19
	%	73.7%	-	0.0%	0.0%	31.6%	68.4%	0.0%	-	-	
Jobs Advertised		14									
Vacancies		14									

FRS C/D		Gender				Ethnicity			Sexual Orientation	Disability	Total
		Female	Male	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	23	60	0	3	68	7	11	4	5	86
	%	26.7%	69.8%	0.0%	3.5%	79.1%	8.1%	12.8%	4.7%	5.8%	
Successful/Appointable	No.	0	-	0	1	-	0	1	0	0	1
	%	0.0%	-	0.0%	100.0%	-	0.0%	100.0%	0.0%	0.0%	
Jobs Advertised		1									
Vacancies		2									

FRS D		Gender				Ethnicity			Sexual Orientation	Disability	Total
		Female	Male	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	155	191	2	3	228	105	18	27	19	351
	%	44.2%	54.4%	0.6%	0.9%	65.0%	29.9%	5.1%	7.7%	5.4%	
Successful/Appointable	No.	13	12	0	0	11	13	1	-	-	25
	%	52.0%	48.0%	0.0%	0.0%	44.0%	52.0%	4.0%	-	-	
Jobs Advertised		20									
Vacancies		26									

FRS E		Gender				Ethnicity			Sexual Orientation	Disability	Total
		Female	Male	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	85	137	-	4	148	66	13	19	12	227
	%	37.4%	60.4%	-	1.8%	65.2%	29.1%	5.7%	8.4%	5.3%	
Successful/Appointable	No.	7	-	-	1	-	8	1	-	0	13
	%	53.8%	-	-	7.7%	-	61.5%	7.7%	-	0.0%	
Jobs Advertised		16									
Vacancies		21									

Data may be masked where numbers are 5 or under

**RECRUITMENT AND SELECTION INFORMATION April 2023 - September 2023**

**FRS F to TMG (Non-operational)**

Completed April 2023 - September 2023

FRS F		Gender				Ethnicity			Sexual Orientation	Disability	Total
		Female	Male	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	83	75	-	3	81	67	14	19	7	162
	%	51.2%	46.3%	-	1.9%	50.0%	41.4%	8.6%	11.7%	4.3%	
Successful/Appointable	No.	11	-	-	-	-	9	-	-	-	17
	%	64.7%	-	-	-	-	52.9%	-	-	-	
Jobs Advertised		20									
Vacancies		30									

FRS G		Gender				Ethnicity			Sexual Orientation	Disability	Total
		Female	Male	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	27	81	0	2	42	61	7	9	6	110
	%	24.5%	73.6%	0.0%	1.8%	38.2%	55.5%	6.4%	8.2%	5.5%	
Successful/Appointable	No.	-	-	0	0	0	-	0	0	0	4
	%	-	-	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	
Jobs Advertised		7									
Vacancies		8									

TMG		Gender				Ethnicity			Sexual Orientation	Disability	Total
		Female	Male	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	-	22	-	-	-	21	-	-	-	27
	%	-	81.5%	-	-	-	77.8%	-	-	-	
Successful/Appointable	No.	-	-	-	-	-	-	-	-	-	3
	%	-	-	-	-	-	-	-	-	-	
Jobs Advertised		3									
Vacancies		3									

Data may be masked where numbers are 5 or under