



LONDON FIRE BRIGADE

People Services Bi-Annual Performance Report Q1 Q2 2022-2023

Report to:

Service Delivery Board 14 February 2023
Commissioner's Board 20 February 2023
Deputy Mayor's Fire and Resilience Board..... 28 February 2023

Date:

Report by:

Anna Tapp, Planning and Management Information Manager

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 decisions

For the London Fire Commissioner:

That the London Fire Commissioner notes the performance data in this report together with the supplementary data in Appendix 1 and 2.

For the Deputy Mayor:

That the Deputy Mayor for Fire and Resilience notes the report.

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 2022-2023. 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 Q3-Q4 2021 – 2022 report, London Fire Commissioner (LFC) continues to work to end the use of the acronym 'BAME'. Following discussion between People Services, the Fire Brigades Union (FBU) Black and Ethnic Minority Members (BEMM) representative, the Chair of Fairness and Employee Support Groups, a preferred term of 'minority ethnic' was proposed to the Greater London Authority (GLA) for progression within their own networks. There has not been progress with the GLA since the last report, and there are further internal discussions taking place on two alternative terms that may be preferred. The stakeholders listed will be meeting in November to move this forward.

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 are asked to note the report.

3 Establishment and Vacancies (Table 1)

- 3.1 Operational staff vacancies have begun to decrease in the last quarter. This reflects the continued intake of FFD, following the lifting of the recruitment freeze earlier in 2022, alongside the intake of transferees from other Fire and Rescue Services (FRS). More transferees are due to join in the

coming months. Staff vacancies have been closely monitored at Establishment Board and operational workforce planning remains a red risk on the risk register due to the potential impact of pension remedy.

- 3.2 In 2022-23 LFB has worked to an average vacancy margin (AVM) of -296. However, this has resulted in frontline impacts including increased pre-arranged overtime (PAO) and standby moves. Therefore, members of Establishment Board were asked to identify the actions necessary to move to an AVM of -100 in 2023-24. The proposed actions were reviewed at the board on 19 October and will now be developed further and taken forward to People Board.
- 3.3 There has been an increase in the number of FRS vacancies, from 143.52 to 178.33, an increase of 34.81 since the previous report. However, this also reflects an increase of 25.25 FTE posts as part of the March budget. (As of 1 November 2022, the Recruitment Team are processing 25 jobs with a further 27 due to be advertised and recruited to in the coming months.)
- 3.4 Commensurate pay is a factor in filling vacancies as the organisation does not offer market rates for specialist roles such as Procurement, HR, Finance, and Information Technology. This can result in posts taking longer to recruit to, not getting the skills needed for the role and being filled by agency staff. A review of FRS pay structure has been committed to, with high level options to be presented by the end of 22/23.

4 Workforce Composition (Tables 2-4)

- 4.1 The percentage of operational staff from all under-represented groups has increased over the year (Table 2). There has been an increase from 9.1 percent to 9.8 percent for women and 14.5 percent to 15.1 percent for BAME staff reflecting the continued proactive work of the Outreach Team in attracting under-represented groups to the role of firefighter.
- 4.2 As shown in Table 3 there has been very little movement for the FRS staff group with a slight reduction for the percentage of BAME and disabled staff.
- 4.3 For Control staff (Table 4) there has been a positive increase in BAME workforce composition from 12.7 percent to 16.1 percent. This reflects the work that has been undertaken (detailed in a previous report) by the Equity, Change and Togetherness Panel was formed in 2021 to identify ways to improve diversity. There has also been a small increase in the percentage of LGB staff. A further update on this work is at 10.7.
- 4.4 A further set of diversity data has been included for the first time in this report (Appendix 2 p1), showing the FRS diversity by LFB department, an area not previously analysed. People Partners and the Recruitment Team will use this data to work with departments to put in place actions to improve diversity where under-representation has been identified.

5 Workforce composition: comparison data (Table 5)

- 5.1 Further to the previous report, benchmarking data has been included again, updated where new data is available.
- 5.2 Office of National Statistics (ONS) has recently released 2021 annual population data. This shows an increase in the London age working age population for BAME people from 37 percent to 39.8 percent. There have been small increases in the data provided for England Fire and Rescue Services (FRS) for workforce representation, although London still has the highest representation across all under-represented groups for operational staff.

6 Workforce composition: senior management (Tables 6 – 8)

- 6.1 In the past year there has been minimal change in the percentage of staff from under-represented groups. In Q1 and Q2 of 2022-23 the only recruitment at these ranks was Deputy Commissioner.
- 6.2 There has been a continued increase in the percentage of FRS BAME staff in senior management from 14.9 percent to 16.4 percent, although this is still under the overall workforce composition of 29 percent and the London working population of 39.8 percent.
- 6.3 There are no BAME staff reported in Control senior management; a group of 12 people.
- 6.4 Action being taken to improve these outcomes is detailed in the Recruitment section at 11.
- 6.5 Data obtained from the Metropolitan Police (MPS) for their senior staff is shown at Table 9. For MPS senior officers the percentage of females is much higher at 27.7 percent but similar for BAME employees compared to LFC senior officers. MPS however have much higher representation of females generally for the police officer workforce (31.3 percent). Representation for senior FRS staff is significantly higher than MP for both female and BAME staff.

7 Sickness absence (Tables 10-15)

- 7.1 Operational sickness increased from 6.47 percent to 8.93 percent in the last year (rolling 12 months) and has remained at this level for the past 3 months. Month on month sickness has reduced since a peak of 11.68 per cent in December 2021 to 7.67 percent at the end of September 2022. FRS staff rolling 12-month sickness has increased over the 12-month period and is currently 4.22 percent. Control staff sickness is currently at 7.5 percent having been at 6.7 percent 12 months ago. All sickness levels are above target for each occupational group and the new overall CRMP target of 5.75 percent.
- 7.2 As shown in Table 12, over the past 12 months Covid sickness has made up around a quarter of sickness, although month on month sickness levels in Table 13 show it has decreased over the last 3 months.
- 7.3 Sickness due to stress, anxiety, and depression (SAD) (Table 14) has remained fairly static over the last 12 months for Operational and FRS and has decreased for Control.
- 7.4 The Supporting Health and Wellbeing Policy, due to replace the current Managing Attendance Policy (PN889), is expected to be published in January 2023 having now completed consultation and necessary governance. Mandatory management training is being launched alongside the policy in January. The policy intends to reduce the present heavy focus on the 'management' of absence and place a greater focus on proactive preventative support to reduce the likelihood or duration of absence, through workplace adjustments, improved access to support services and better wellbeing conversations between line managers and staff.
- 7.5 Alongside this, People Partners will be reviewing sickness absence data as standard with their business areas, looking at trends and impact on delivery of services.

8 Comparison data - sickness

- 8.1 Comparison data from the MPS shows that the sickness levels for police officers and MPS support staff is lower than LFC (3.9 percent for both groups compared to 8.93 and 4.22 for LFC) Control

sickness is slightly lower than the MPS. Benchmarking data from the LAS has been sought but not available at the time of the report going to People Board.

- 8.2 The National Fire and Rescue Service Sickness Absence Report Q1 2022-23 reports LFC has the 5th highest operational sickness rate (out of 34 reporting FRS). It is 16th out of 27 reporting FRS for Control and 25th out of 35 for LFC FRS staff. Some FRS have not included Covid sickness in their returns which makes a direct comparison difficult, however the position of London was similar even in the pre-Covid period.

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

- 9.1 10 percent of grievances (1 of 10) raised by operational staff in the period were by BAME staff (all men). This is lower than the BAME workforce composition of 15.1 percent. 10 per cent of grievances (1 of 10) were from females which reflects the workforce composition of 9.8 percent. There was 1 FRS grievance raised in the period which was a BAME male member of staff.
- 9.2 Cases for BAME operational staff were 11.1 percent of all discipline cases (two of eighteen). This is a lower percentage than BAME operational workforce composition. This is a change to the previous reports where representation has been higher than the workforce, but small numbers do make this area of data difficult to analyse effectively. Of the nine FRS discipline cases, two were for BAME male members of staff which is slightly higher than the workforce composition (33.3 percent compared to 29 percent of workforce).
- 9.3 A review is underway into LFC grievance, bullying and harassment and discipline procedures. This was partly driven by previous trends referred to above, and the 'Cause for Concern' issued by HMICFRS in their latest inspection.

10 Recruitment

Firefighter (Table 16)

- 10.1 A new table has been added showing the joiner profile for trainee firefighters. This is also reported in the LFB Quarterly Performance Report and reflects the planned CRMP target of 40 percent for BAME joiners and 35 percent for female joiners.
- 10.2 The intake is lower than previous quarters and against the new stretch targets introduced. This is due to a pause in outreach attraction over 2021 and Covid-19 restricting community engagement, which impacted building a talent pool from under-represented groups. The outreach team have actively re-commenced a programme of community and career events, as well as future digital media campaigns to increase under-represented numbers in 2023. The Brigade's Outreach team are also carrying out Positive Action initiatives such as fitness support for women and employability skills workshops to help retain and support those from these target groups.

Junior officer (Table 17)

- 10.3 Outcomes for applicants from under-represented groups to junior officer roles were positive with successful candidates being representative of those applying, except a slight drop off for BAME applicants for leading firefighter (LFF) where 10.5 percent of applicants were BAME staff with 7.8 percent successful. Further work is being undertaken to identify if the percentage of applicants is reflective of the pool they are coming from and to understand the reason if this is not the case.

Senior officer

- 10.4 The only recruitment to senior officer roles in the period was for the role of Deputy Commissioner. Of the 6 applicants there were no female or BAME applicants.

Control (Table 18)

- 10.5 There were a small number of appointments in the period. Outcomes for BAME applicants were better at Control Room Officer level compared to Assistant Operations Manager. Outcomes for men at Control Room Officer level were positive with 56.9 per cent of applicants and 66.7 percent successful.
- 10.6 The Equity, Change and Togetherness (ECT) Panel has been working with Towards Employment an initiative led by Merton Council helping individuals under 40 get back into work and which includes a diverse group of people. An open day was held in the summer, 10 potential applicants attended, four applied and one was successful, starting in November. There was also Control representation at Black Pride and Notting Hill Carnival this year, attending alongside Outreach. The ECT Panel has also been working on "Through My Eyes" a staff led initiative where individuals tell their story which has included a black female member of staff, sharing her experience of joining LFB Control.

FRS (Tables 19-20)

- 10.7 For grades FRS B to FRS E, outcomes for females were generally positive. However, outcomes for other under-represented groups were not positive with a drop off between applicants and successfuls at nearly all grades. For BAME applicants, the percentage successful compared to applicants dropped from around 50% or more at all four grades.
- 10.8 In contrast to the previous People Services Performance Report, outcomes at senior level of FRS F to Director have not been positive. Except for applicants who declared themselves as disabled, there has been a drop off between the percentage of applicants and those successful for nearly all other under-represented groups.

11 Recruitment action and performance measures

- 11.1 The new Head of Recruitment and Resourcing has been with LFB since September. They will now lead on developing the recruitment and resourcing strategy for the LFB, working with stakeholders to design and deliver recruitment campaigns to ensure the Brigade attracts and retains diverse talent at all levels.
- 11.2 The LFC Risk Register includes a risk on workforce planning for FRS and Control and will be a focus going forward, with controls put in place to better manage this risk. Work on this is due to start in December.
- 11.3 The new People Partners have been in role since September. They are establishing relationships and getting to know their leadership teams. They will work closely with the Head of Recruitment and Resourcing, using data analysis, to improve diversity outcomes.
- 11.4 Going forward People Services will be establishing a set of performance measures which will include a set of key performance indicators (KPIs) against the recruitment plan. These will be put in place once the Head of Recruitment and Resourcing is in role.

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, to 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, Covid sickness. 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 set out at section 3 of this report.

14.2 The report sets out a number of issues that will impact and be considered as part of the regular financial position reporting. These include the impact of FRS and Operational staff vacancies and increasing staff absences due to sickness, which has a direct impact on overtime levels.

14.3 The report also notes that a review of the FRS pay structure has been committed to, with high level options to be presented at the end of 2022/23. Any financial implication of those options will be set out in that report.

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) of the GLA Act.

15.4 The Performance Report which is appended sets out information about the workforce composition, attendance, discipline and grievance statistics. The report also details the measures to be taken to improve the working environment.

List of appendices

Appendix	Title	Open or confidential*
1	Key People Data	Open
2	People Service Bi-Annual Performance Report Q1 Q2 2022 2023	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:	
<p>1. Assistant Director/Head of Service Kate Bonham has reviewed the documentation and is satisfied for it to be referred to Board for consideration</p>	
<p>2. Advice The Finance and Legal teams have commented on this proposal: Hameera Darr Legal Advisor, on behalf of General Counsel (Head of Law and Monitoring Officer). David O'Sullivan Financial Advisor, on behalf of the Chief Finance Officer.</p>	

Appendix 1: Key People Data

Table 1: Vacancies by occupational group Q2 2021-22 to Q2 2022-23

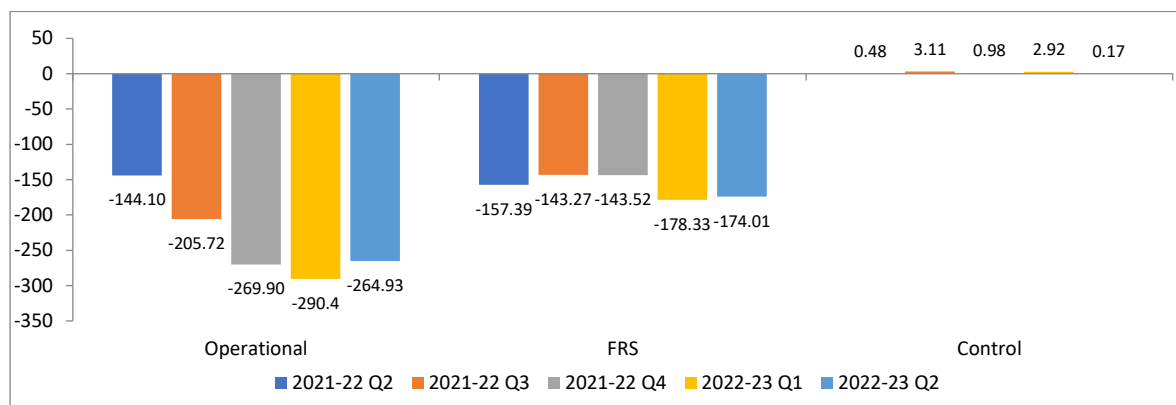


Table 2: Operational Workforce Composition, from Q2 2020-21

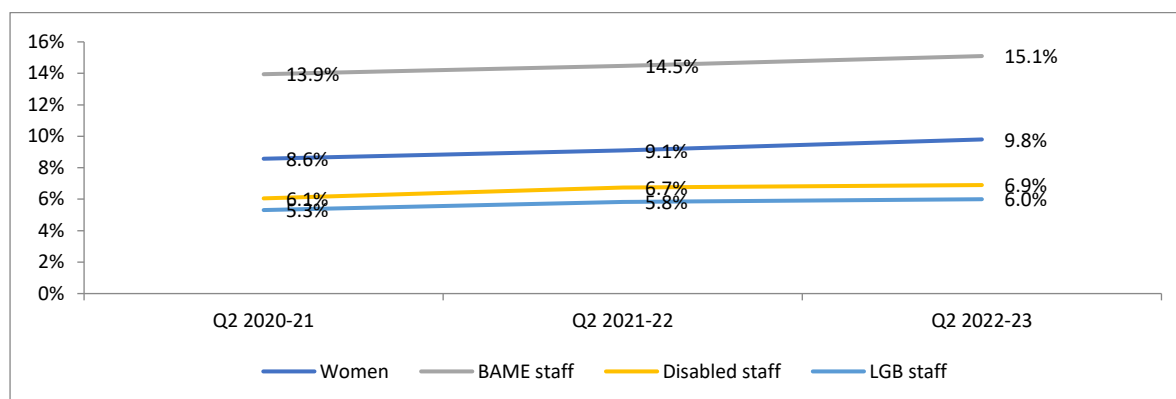


Table 3: FRS Workforce Composition, from Q2 2020-21

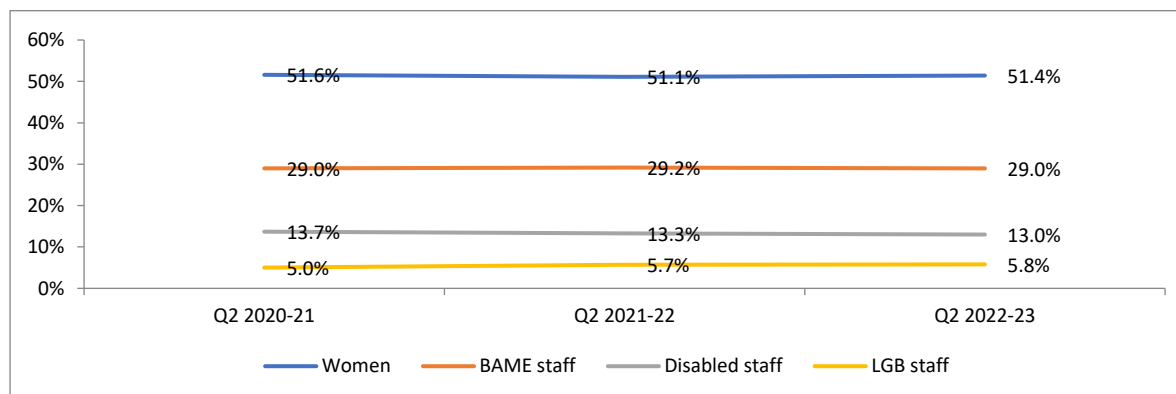
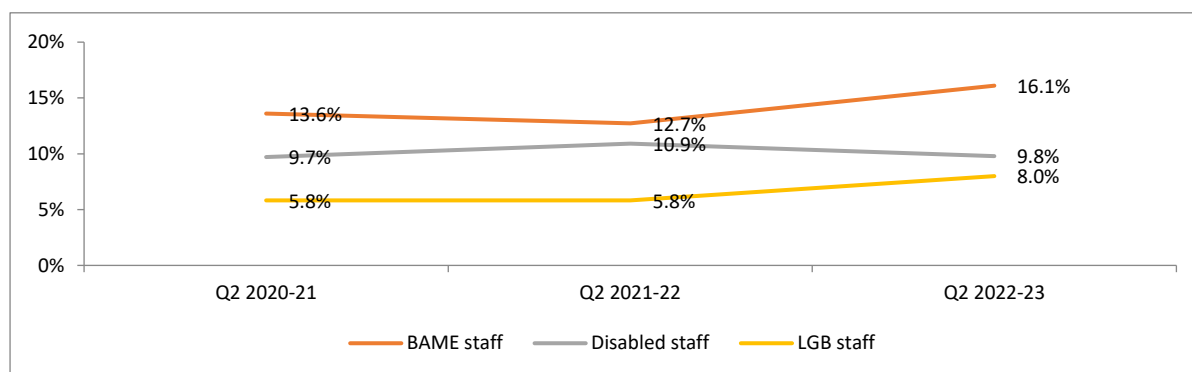


Table 4: Control Workforce Composition, from Q2 2020-21



For display purposes female Control is not shown. Female composition is 76.8 percent compared to 76.9 percent in Q4 20/21.

Table 5: 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%	5.0%	5.6%	16.3%	25.5%	36.5%	32.0%
Disabled	17.0%	4.4%	5.4%	1.4%*	1.9%	1.3%	7.0%
Female	49.5%	8.2%	18.6%	31.3%	57.1%	71.5%	61.0%
LGB	3.8%	3.9%	3.9%	2.7%*	1.2%	1.3%	9.0%
Source: ONS Annual Population Survey 2021 (LGB data 2019)		Source: Fire and Rescue Workforce and Pension Statistics March 2022		Source: HR Dept, Met Police Sept 22 (*self-declared non-mandatory)			Source: GLA Workforce Report Mar 22

Table 6: Workforce Composition Senior Management: Operational

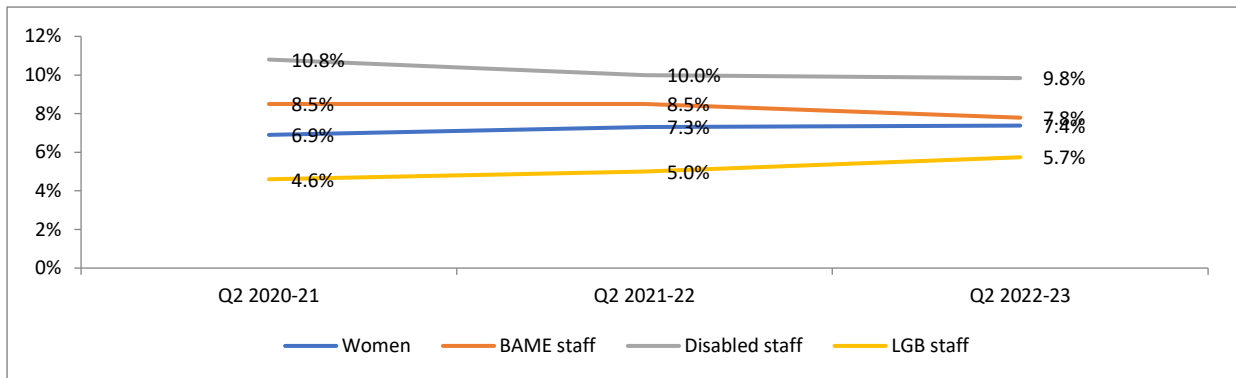


Table 7: Workforce Composition Senior Management: FRS

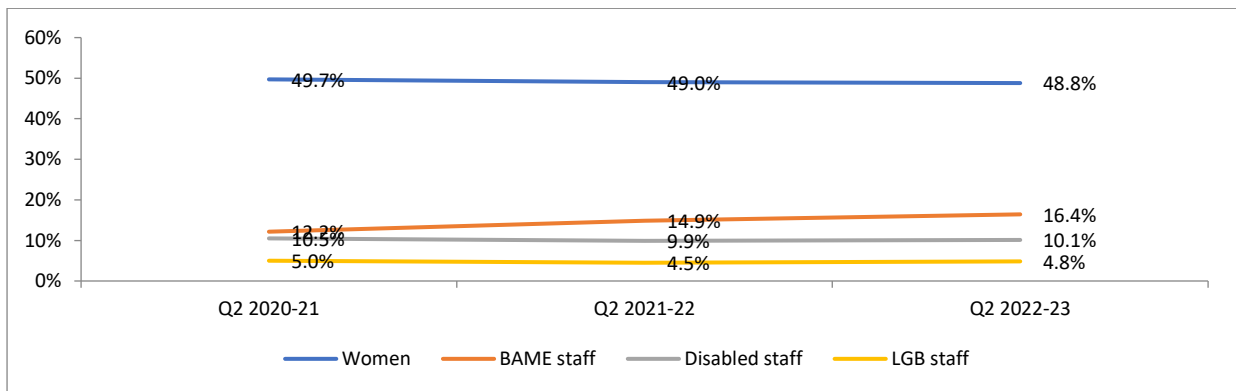


Table 8: Workforce Composition Senior Management: Control

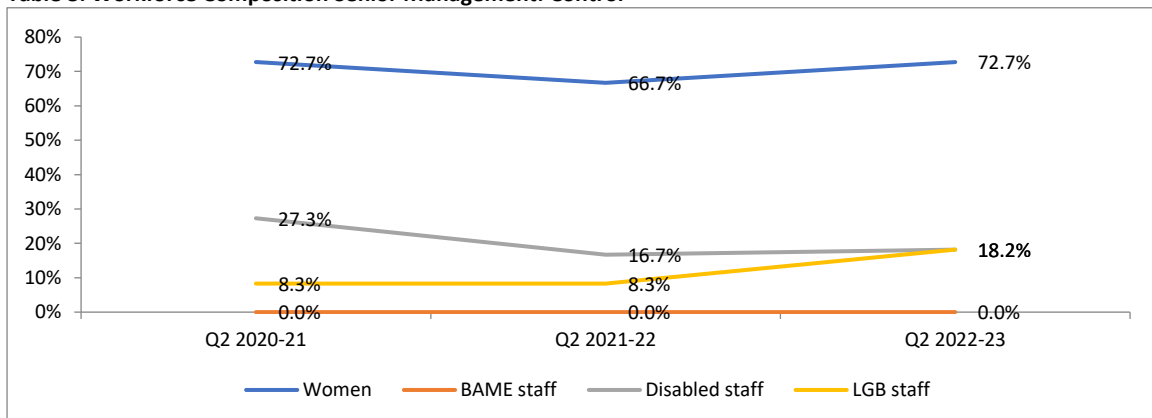


Table 9: Workforce composition of Metropolitan Police senior staff Sept 22

Table 10: Operational sickness, rolling 12 months

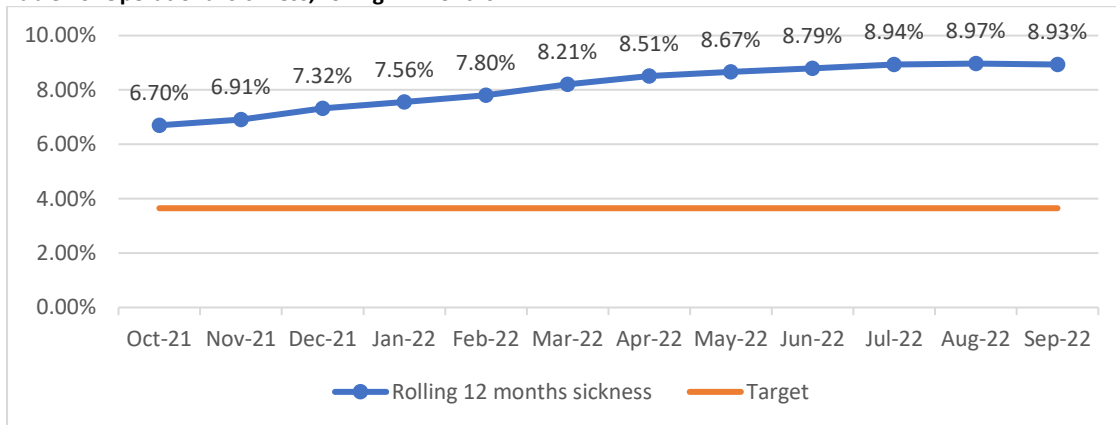


Table 11: FRS sickness, rolling 12 months

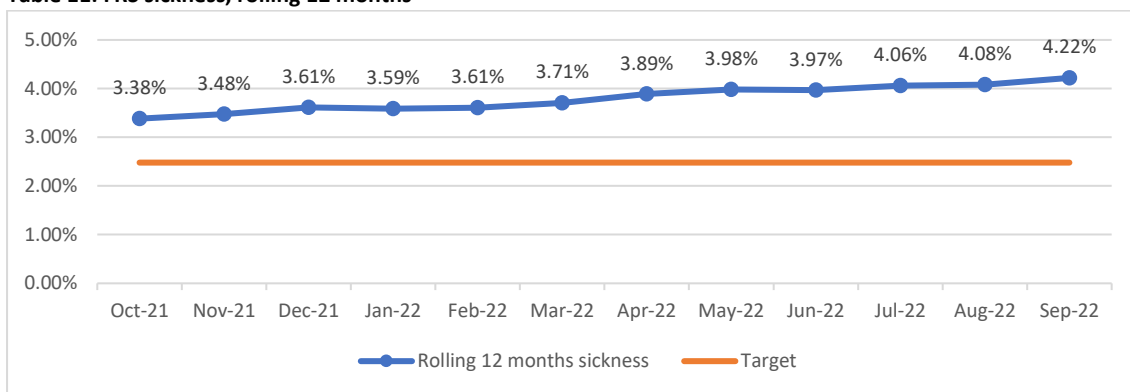


Table 12: Control sickness, rolling 12 months

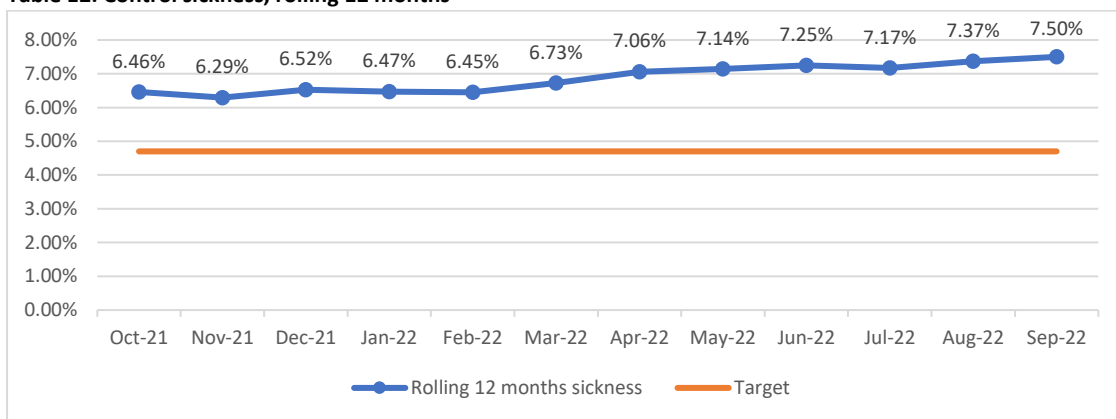


Table 13: Covid sickness as % of total sickness, rolling 12 months

	LWD %	Covid LWD %
Operational	8.93%	2.43%
FRS	4.22%	1.10%
Control	7.50%	1.68%

Table 14: Covid sickness as % of month-on-month sickness July – September 2022

	Jul-22		Aug-22		Sep-22	
	Total %	Covid %	Total %	Covid %	Total %	Covid %
Operational	9.59%	2.66%	8.83%	1.27%	7.67%	0.94%
FRS	4.90%	1.34%	4.10%	0.79%	5.00%	0.62%
Control	4.81%	0.62%	7.03%	1.37%	8.21%	0.65%

Table 15: Sickness due to Stress, Anxiety and Depression (SAD) by occupational group

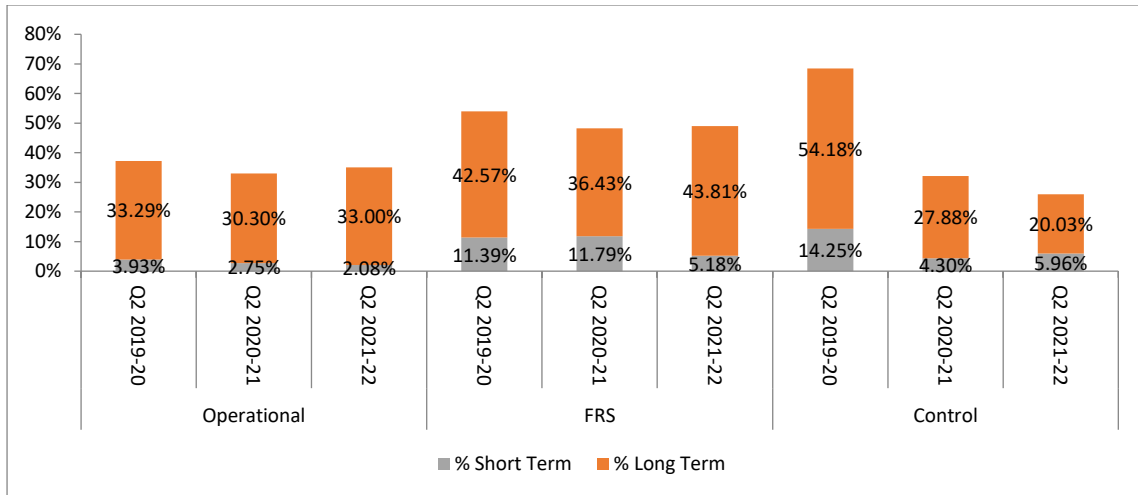


Table 16: Firefighter recruitment outcomes

Trainee Firefighter joiners

(Rolling 12 months)			Q3 31.12.21	Q4 31.03.22	YEAR END 2021/22	Q1 30.06.22	Q2 30.09.22
CO7A	Joiners - Trainee Firefighters - women	%	32.0%	46.9%	46.9%	25.0%	24.2%
		number	16	15	15	16	32
CO7B	Joiners - Trainee Firefighters - BAME staff	%	30.0%	37.5%	37.5%	37.5%	31.1%
		number	15	12	12	24	41
Joiners - Trainee Firefighters		number	50	32	32	64	132

Table 17: Junior officer recruitment outcomes

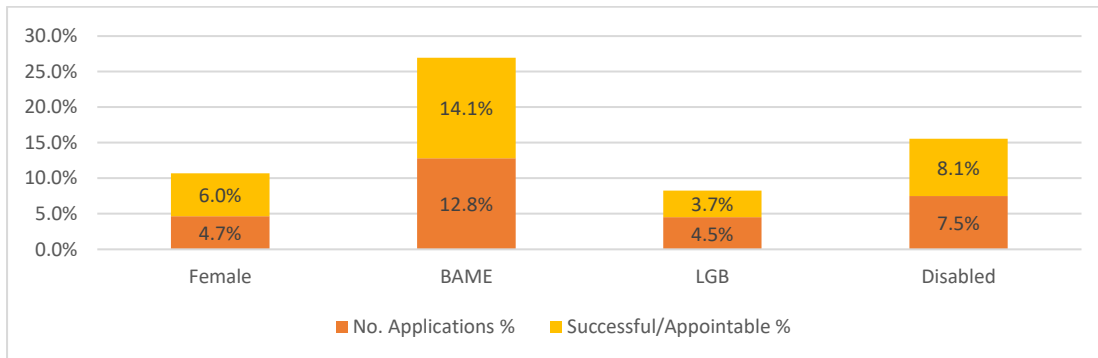


Table 18: Control staff recruitment outcomes

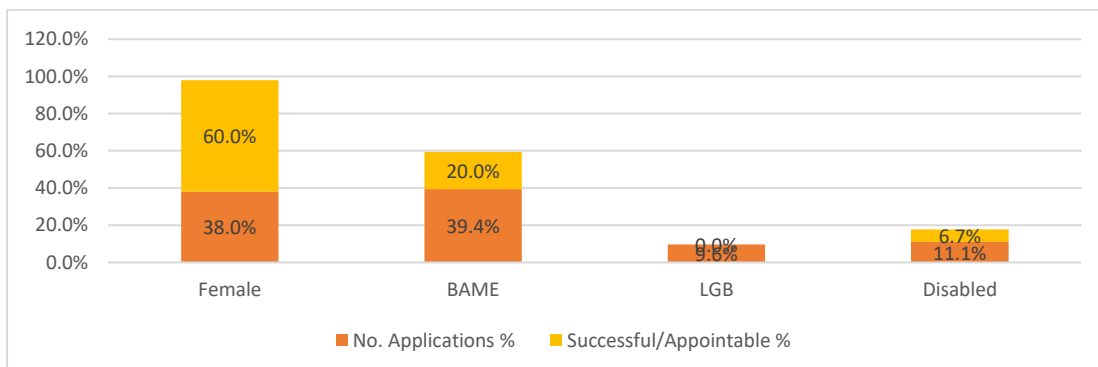


Table 19: FRS staff B-E recruitment outcomes

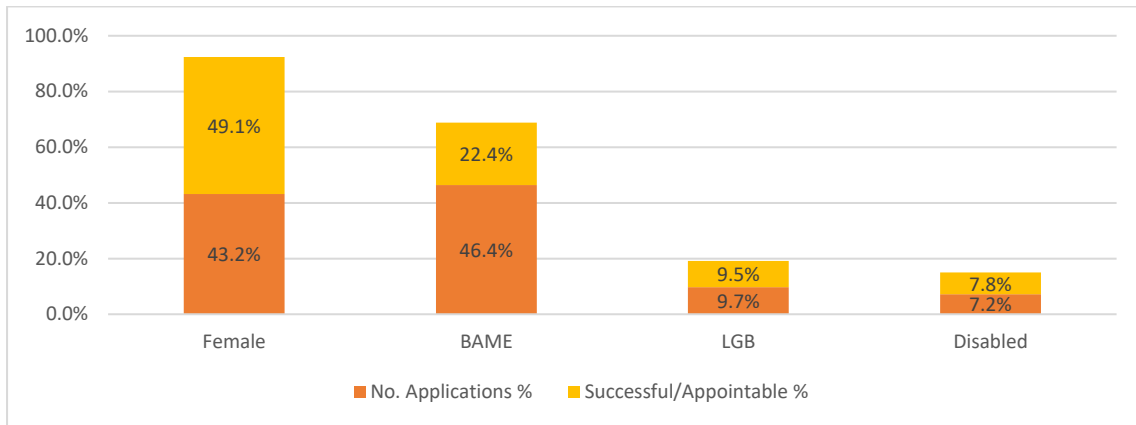
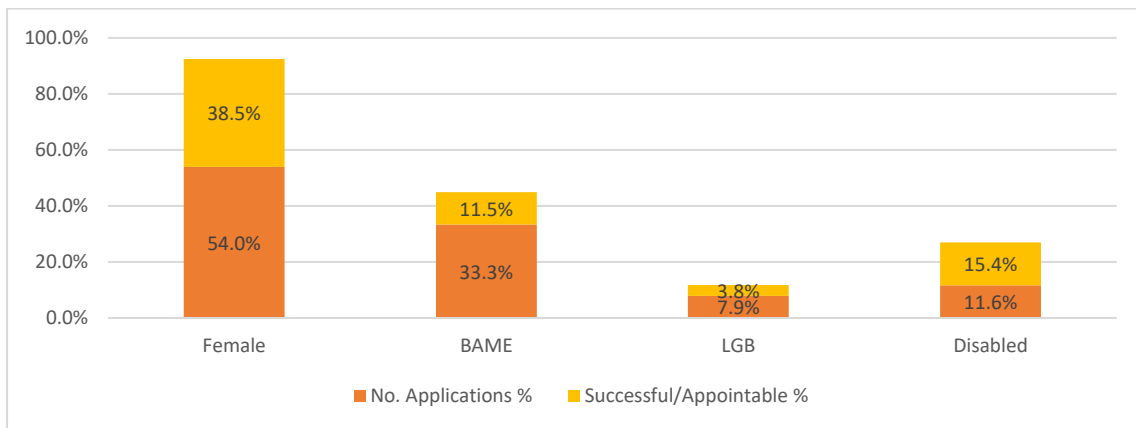


Table 20: FRS staff F – Director outcomes



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

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

	Commissioner's & Directors	Directorate of Corporate					Directorate of Transformation					
		Finance	General Counsel's Department	ICT	Procurement & Commercial	Property & TSS	Central Programme Office	GTIRT	Strategy & Risk			
Workforce composition - FRS staff - women	70.0%	70.0%	37.9%	81.3%	36.7%	55.2%	31.4%	41.5%	63.2%	100.0%	68.4%	66.7%
Workforce composition - FRS staff - BAME staff	40.0%	40.0%	51.7%	46.9%	25.7%	44.8%	16.7%	29.2%	10.5%	0.0%	36.8%	23.1%
Workforce composition - FRS staff - disabled staff	0.0%	0.0%	3.4%	9.4%	7.3%	17.2%	8.8%	8.6%	5.3%	0.0%	15.8%	10.3%
Workforce composition - FRS staff - LGB staff	-	0.0%	-	-	6.4%	-	-	5.6%	-	-	-	7.7%

	Communications	Directorate of Operational Delivery					Directorate for People					
		Fire Stations	London Resilience Group	Operational Policy	Operational Resilience & Control	Prevention & Protection	Health & Safety	People Services	Training & Professional Development			
Workforce composition - FRS staff - women	63.6%	63.6%	67.0%	60.0%	77.8%	71.4%	43.2%	50.2%	40.0%	69.4%	76.9%	68.9%
Workforce composition - FRS staff - BAME staff	9.1%	9.1%	39.8%	0.0%	66.7%	14.3%	25.7%	28.1%	0.0%	40.8%	34.6%	37.1%
Workforce composition - FRS staff - disabled staff	3.0%	3.0%	18.2%	10.0%	44.4%	14.3%	15.9%	16.7%	20.0%	13.3%	23.1%	15.9%
Workforce composition - FRS staff - LGB staff	-	3.0%	-	-	-	-	5.7%	5.2%	-	10.2%	-	8.3%

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	
			30.06.20	30.09.20	31.12.20	31.03.21	2020/21	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	
CX10A	Workforce composition - operational staff - women	%	8.3%	8.6%	8.7%	8.9%	8.9%	9.0%	9.1%	9.2%	9.4%	9.4%	9.5%	9.8%				
		number	399	415	421	428		426	424	422	425		435	453				
CX11A	Workforce composition - operational staff - BAME staff	%	13.6%	13.9%	14.2%	14.3%	14.3%	14.4%	14.5%	14.6%	14.8%	14.8%	14.9%	15.1%				
		number	654	675	692	691		684	674	670	673		679	694				
CX12A	Workforce composition - operational staff - disabled staff	%	6.0%	6.1%	6.1%	6.4%	6.4%	6.8%	6.7%	6.7%	6.6%	6.6%	6.8%	6.9%				
		number	287	293	295	307		322	314	306	300		308	318				
CX13A	Workforce composition - operational staff - LGB staff	%	5.1%	5.3%	5.5%	5.5%	5.5%	5.8%	5.8%	5.9%	5.9%	5.9%	6.0%	6.0%				
		number	245	257	265	266		276	271	269	267		275	278				
Workforce - operational staff		number	4798	4840	4825	4802	4802	4742	4656	4595	4545	4545	4533	4600				

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	
			30.06.20	30.09.20	31.12.20	31.03.21	2020/21	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	
CX10B	Workforce composition - FRS staff - women	%	51.3%	51.6%	52.6%	51.9%	51.9%	51.7%	51.1%	50.6%	50.7%	50.7%	51.2%	51.4%				
		number	449	452	474	475		484	485	484	478		477	481				
CX11B	Workforce composition - FRS staff - BAME staff	%	29.3%	29.0%	28.6%	28.9%	28.9%	28.9%	29.2%	29.6%	29.3%	29.3%	29.5%	29.0%				
		number	256	254	258	264		271	277	283	276		275	271				
CX12B	Workforce composition - FRS staff - disabled staff	%	14.2%	13.7%	13.1%	13.0%	13.0%	13.1%	13.3%	13.2%	13.1%	13.1%	13.2%	13.0%				
		number	124	120	117	120		123	126	126	123		123	122				
CX13B	Workforce composition - FRS staff - LGB staff	%	5.0%	5.0%	5.4%	5.6%	5.6%	5.7%	5.7%	5.9%	6.1%	6.1%	6.0%	5.8%				
		number	44	44	49	51		53	54	56	57		56	54				
Workforce - FRS staff		number	875	876	892	915	915	937	949	956	943	943	932	935				

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	
			30.06.20	30.09.20	31.12.20	31.03.21	2020/21	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	
CX10C	Workforce composition - control staff - women	%	77.1%	77.7%	77.6%	76.9%	76.9%	77.6%	76.4%	76.1%	76.8%	76.8%	75.6%	75.9%				
		number	81	80	83	80		83	84	86	86		87	85				
CX11C	Workforce composition - control staff - BAME staff	%	13.3%	13.6%	14.0%	13.5%	13.5%	13.1%	12.7%	14.2%	14.3%	14.3%	15.6%	16.1%				
		number	14	14	15	14		14	14	16	16		18	18				
CX12C	Workforce composition - control staff - disabled staff	%	9.5%	9.7%	9.3%	9.5%	9.5%	9.3%	10.9%	10.6%	10.7%	10.7%	10.4%	9.8%				
		number	10	10	10	10		10	12	12	12		12	11				
CX13C	Workforce composition - control staff - LGB staff	%	5.7%	5.8%	5.6%	5.8%	5.8%	5.7%	5.8%	6.5%	6.7%	6.7%	8.7%	8.0%				
		number	6	6	6	6		6	6	7	7		10	9				
Workforce - control staff		number	105	103	107	104	104	107	110	113	112	112	115	112				

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
			30.06.20	30.09.20	31.12.20	31.03.21	2020/21	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
CX15A	Top earners - operational staff - women	%	6.8%	6.9%	7.3%	7.0%	7.0%	6.8%	7.3%	7.6%	7.5%	7.5%	7.4%	7.4%			
		number	17	18	18	18		18	19	19	19		18	18			
CX15D	Top earners - operational staff - BAME staff	%	9.2%	8.5%	8.9%	9.0%	9.0%	9.9%	8.5%	8.4%	8.2%	8.2%	7.4%	7.8%			
		number	23	22	22	23		26	22	21	21		18	19			
CX15J	Top earners - operational staff - disabled staff	%	10.4%	10.8%	11.3%	10.9%	10.9%	10.3%	10.0%	9.2%	8.6%	8.6%	10.3%	9.8%			
		number	26	28	28	28		27	26	23	22		25	24			
CX15G	Top earners - operational staff - LGB staff	%	4.8%	4.6%	4.0%	3.9%	3.9%	4.9%	5.0%	5.6%	5.5%	5.5%	5.8%	5.7%			
		number	12	12	10	10		13	13	14	14		14	14			
Workforce - operational staff - top earners		number	249	259	248	256	256	263	260	251	256	256	244	244			

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	
			30.06.20	30.09.20	31.12.20	31.03.21	2020/21	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	
CX15B	Top earners - FRS staff - women	%	49.7%	49.7%	51.4%	49.5%	49.5%	49.0%	49.0%	49.5%	50.0%	50.0%	48.8%	48.8%				
		number	87	90	95	98		97	99	99	101		99	101				
CX15E	Top earners - FRS staff - BAME staff	%	11.4%	12.2%	11.9%	13.1%	13.1%	13.1%	14.9%	15.0%	15.3%	15.3%	15.3%	16.4%				
		number	20	22	22	26		26	30	30	31		31	34				
CX15K	Top earners - FRS staff - disabled staff	%	10.9%	10.5%	10.8%	11.1%	11.1%	10.1%	9.9%	9.5%	9.9%	9.9%	10.3%	10.1%				
		No.	19	19	20	22		20	20	19	20		21	21				
CX15H	Top earners - FRS staff - LGB staff	%	5.1%	5.0%	5.4%	5.1%	5.1%	4.5%	4.5%	5.0%	5.0%	5.0%	5.4%	4.8%				
		No.	9	9	10	10		9	9	10	10		11	10				
Workforce - FRS staff - top earners		number	175	181	185	198	198	198	202	200	202	198	203	207				

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	
			30.06.20	30.09.20	31.12.20	31.03.21	2020/21	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	
CX15C	Top earners - control staff - women	%	66.7%	72.7%	66.7%	66.7%	66.7%	66.7%	66.7%	75.0%	83.3%	83.3%	90.0%	72.7%				
		number	6	8	8	8		8	8	9	10		9	8				
CX15F	Top earners - control staff - BAME staff	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
		number	0	0	0	0		0	0	0	0		0	0				
CX15L	Top earners - control staff - disabled staff	%	22.2%	27.3%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%	25.0%	25.0%	20.0%	18.2%				
		number	2	3	2	2		2	2	2	3		2	2				
CX15I	Top earners - control staff - LGB staff	%	9.1%	8.3%	8.3%	8.3%	8.3%	8.3%	8.3%	8.3%	8.3%	8.3%	10.0%	18.2%				
		number	1	1	1	1		1	1	1	1		1	2				
Workforce - control staff - top earners		number	11	12	12	12	12	12	12	12	12	12	10	11				

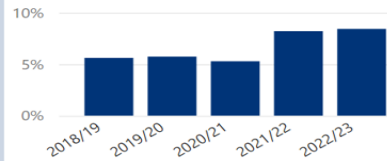
Corporate Digest

Occupational group

Operational

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

Fiscal years

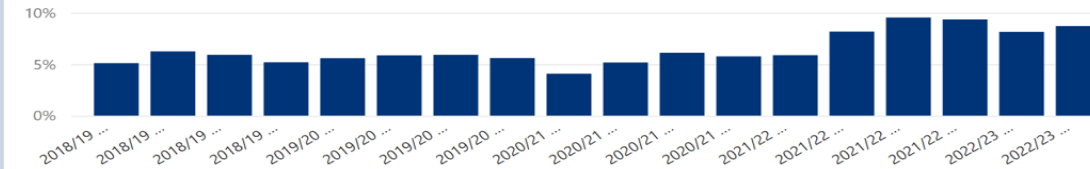


Last 12 months



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

0.56%

6 monthly change

-1.02%

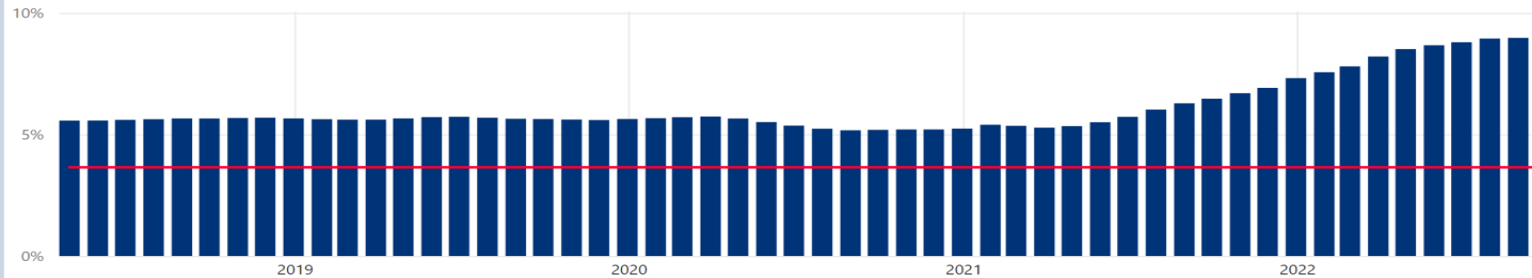
12 monthly change

2.46%

3 yearly change

1.25%

● Sickness % rolling 12 month ● Target



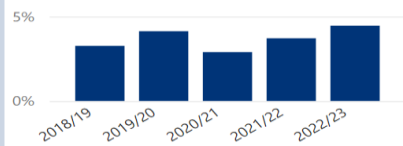
Corporate Digest

Occupational group

FRS

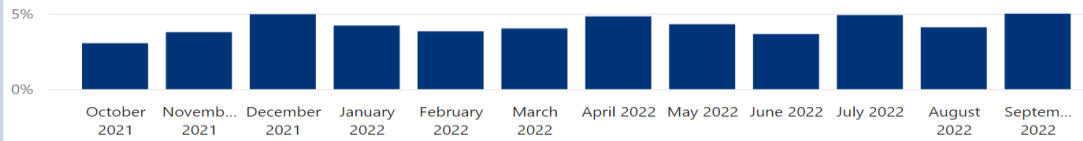
Click on a year below to change the date periods in the other charts

Fiscal years



Working days lost to sickness by occupational group

Last 12 months



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

0.41%

6 monthly change

0.46%

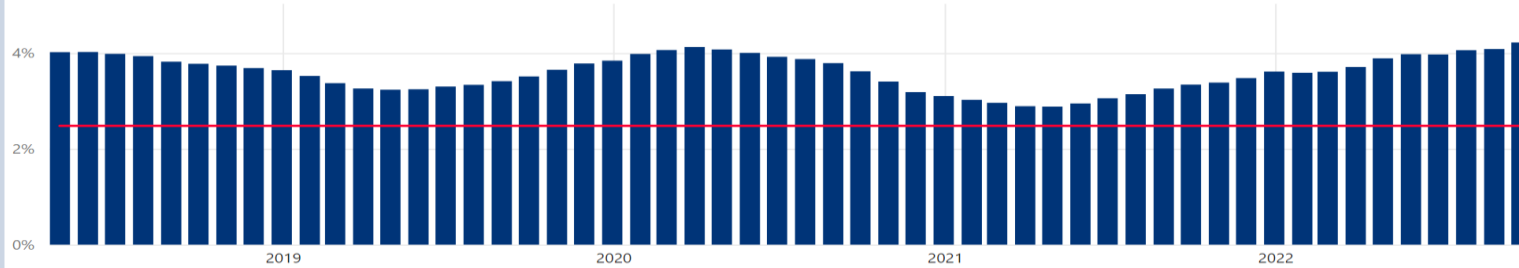
12 monthly change

0.88%

3 yearly change

0.14%

● Sickness % rolling 12 month ● Target



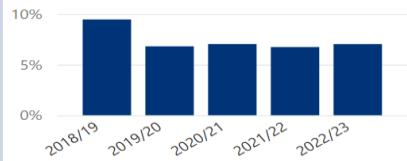
Corporate Digest

Occupational group

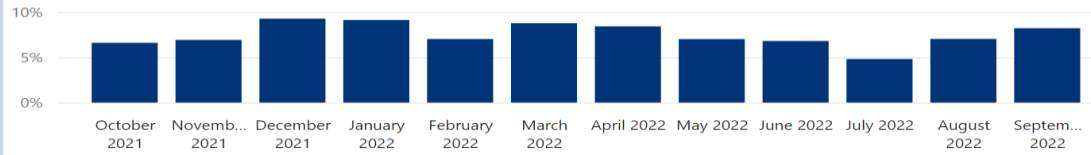
Control

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

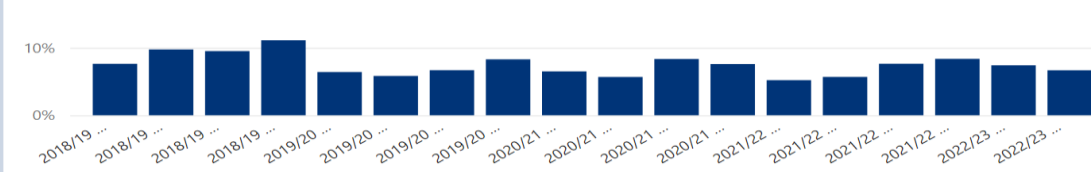
Fiscal years



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.

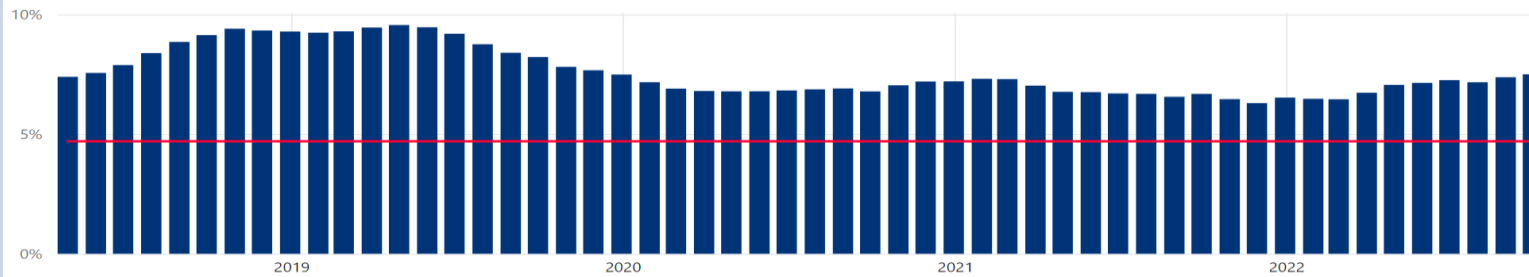
3 monthly change
-0.74%

6 monthly change
-0.96%

12 monthly change
0.82%

3 yearly change
-0.68%

● 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

	2020/21					2021/22					2022/23				
	Q1 30.06.20	Q2 30.09.20	Q3 31.12.20	Q4 31.03.21	YEAR	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
% Short Term	0.78%	1.44%	2.12%	1.73%	1.54%	1.98%	3.06%	4.08%	4.26%	3.35%	3.15%	3.44%			
% Long Term	3.29%	3.75%	3.99%	4.03%	3.75%	3.89%	5.11%	5.45%	5.09%	4.86%	4.63%	5.09%			
TOTAL	4.07%	5.19%	6.11%	5.76%	5.29%	5.87%	8.17%	9.53%	9.35%	8.21%	7.78%	8.53%			

SICKNESS ABSENCE - Comparison by Substantive Grade

Operational Staff - rolling 12 months sickness

	2020/21				2021/22				2022/23			
	Q1 30.06.20	Q2 30.09.20	Q3 31.12.20	Q4 31.03.21	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
% SC & above	3.45%	3.88%	4.01%	4.10%	4.62%	4.72%	4.89%	5.20%	4.89%	4.67%		
% StnO & below	5.39%	5.18%	5.20%	5.23%	5.65%	6.43%	7.30%	8.23%	8.84%	8.99%		

FRS Staff - rolling 12 months sickness

	2020/21				2021/22				2022/23			
	Q1 30.06.20	Q2 30.09.20	Q3 31.12.20	Q4 31.03.21	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
% FRS E & above	2.91%	1.77%	1.91%	1.74%	1.65%	1.83%	2.52%	2.61%	2.75%	2.62%		
% FRS D & below	4.42%	4.06%	3.81%	3.60%	3.41%	3.71%	4.15%	4.20%	4.49%	4.95%		

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

	Operational			FRS			Control		
SAD Sickness as % of total sickness absence	Year Ending 30.09.20	Year Ending 30.09.21	Year Ending 30.09.22	Year Ending 30.09.20	Year Ending 30.09.21	Year Ending 30.09.22	Year Ending 30.09.20	Year Ending 30.09.21	Year Ending 30.09.22
% Short Term sickness	3.93%	2.75%	2.08%	11.39%	11.79%	5.18%	14.25%	4.30%	5.96%
% Long Term sickness	33.29%	30.30%	33.00%	42.57%	36.43%	43.81%	54.18%	27.88%	20.03%
% of total sickness	25.05%	20.84%	19.90%	35.01%	31.02%	31.16%	40.80%	20.20%	12.52%

DRUG AND ALCOHOL TESTING

		Q1	Q2	Q3	Q4	YEAR TO DATE	Q1	Q2	Q3	Q4	YEAR TO DATE	Q1	Q2	Q3	Q4	YEAR TO DATE
		30.06.20	30.09.20	31.12.20	31.03.21	2020/21	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
Total number tested	number	391	150	0	0	541	0	0	0	623	623	693	657			1350
Total failed drug test at RPM/HAE*	number	3	0	0	0	3	0	0	0	4	4	9	3			12
Total failed alcohol test	number	0	0	0	0	0	0	0	0	0	0	0	1			1
Total failed	number	3	0	0	0	3	0	0	0	4	4	9	4			13
	%	0.77%	0.00%	0.00%	0.00%	0.55%	0.00%	0.00%	0.00%	0.64%	0.64%	1.30%	0.61%			0.96%

Q4 2020/21 HML were not undertaking this as part of the medicals as they had either been delivered remotely, or excluded from face to face assessments in line with Covid guidance.

*RPM is Routine Periodic Medical. This is the medical that all operational staff are required to undertake on a three-yearly basis. HAE is Health Assessment at Entry and therefore covers new entrants whereas the RPM is for our existing workforce.

GRIEVANCE

Grievance (Sick Pay Only) - Final outcomes including any appeal, 12 month period ending September 2022

Operational Staff

Gender & Ethnicity	Upheld	Part Upheld	Not Upheld	Resolved	Pending*	Total
Female, White	1					1
Male, BAME	5	1				6
Male, White	22	1				23
TOTAL	28	2	0	0	0	30
Female %	3.6%	0.0%	0.0%	0.0%	0.0%	3.3%
BAME %	17.9%	50.0%	0.0%	0.0%	0.0%	20.0%

FRS Staff

There were no sick pay grievance cases for this group, over this period.

Control Staff

There were no sick pay grievance cases for this group, over this period.

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

Grievance (excluding Sick Pay) - Final outcomes including any appeal, 12 month period ending September 2022

Operational Staff

Gender & Ethnicity	Upheld	Part Upheld	Not Upheld	Resolved	Pending*	Total
Female, White			1			1
Male, BAME	1					1
Male, White	2	2	4			8
TOTAL	3	2	5	0	0	10
Female %	0.0%	0.0%	20.0%	0.0%	0.0%	10.0%
BAME %	33.3%	0.0%	0.0%	0.0%	0.0%	10.0%

FRS Staff

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

Control Staff

Gender & Ethnicity	Upheld	Part Upheld	Not Upheld	Resolved	Pending*	Total
Male, White	1					1
TOTAL	1	0	0	0	0	1
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
30.09.2022

Female %	9.8%
BAME %	15.1%

workforce composition as at
30.09.2022

Female %	51.4%
BAME %	29.0%

workforce composition as at
30.09.2022

Female %	75.9%
BAME %	16.1%

DISCIPLINE

Discipline - Conduct, Final outcomes including any appeal, 12 month period ending September 2022

Operational Staff

Gender & Ethnicity	Action Plan / Informal	Formal Action	Dismissal	Total
Female, White		1		1
Male, BAME		2		2
Male, White	1	13	1	15
TOTAL	1	16	1	18
Female %	0.0%	6.3%	0.0%	5.6%
BAME %	0.0%	12.5%	0.0%	11.1%

workforce composition as at 30.09.2022	
Female %	9.8%
BAME %	15.1%

FRS Staff

Gender & Ethnicity	Action Plan / Informal	Formal Action	Dismissal	Total
Female, BAME			1	1
Female, White		1		1
Male, BAME		2		2
Male, White		5		5
TOTAL	0	8	1	9
Female %	0.0%	12.5%	100.0%	22.2%
BAME %	0.0%	25.0%	100.0%	33.3%

workforce composition as at 30.09.2022	
Female %	51.4%
BAME %	29.0%

Control Staff

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

workforce composition as at 30.09.2022	
Female %	75.9%
BAME %	16.1%

Discipline – Performance, Final outcomes including any appeal, 12 month period ending September 2022

Operational Staff

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

workforce composition as at 30.09.2022	
Female %	9.8%
BAME %	15.1%

FRS Staff

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

Control Staff

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

WORKFORCE COMPOSITION - Staff Age Profile by Occupational Group

Operational Staff

Age Group	YEAR END 2020/21	YEAR END 2021/22	2022/23			
			Q1 30.06.22	Q2 30.09.22	Q3 31.12.22	Q4 31.03.23
Under 20	0.21%	0.04%	0.09%	0.09%		
20-29	11.58%	10.34%	10.22%	10.43%		
30-39	31.89%	30.72%	31.02%	31.11%		
40-49	37.55%	39.44%	39.58%	39.61%		
50-54	15.00%	15.01%	14.87%	14.54%		
55-59	3.33%	3.83%	3.51%	3.57%		
60-64	0.42%	0.55%	0.62%	0.54%		
65+	0.02%	0.07%	0.09%	0.11%		

FRS Staff

Age Group	YEAR END 2020/21	YEAR END 2021/22	2022/23			
			Q1 30.06.22	Q2 30.09.22	Q3 31.12.22	Q4 31.03.23
Under 20	0.11%	0.11%	0.11%	0.21%		
20-29	11.69%	11.80%	11.70%	11.98%		
30-39	20.98%	21.36%	21.24%	20.75%		
40-49	22.51%	23.70%	23.82%	24.28%		
50-54	14.32%	12.75%	12.98%	12.73%		
55-59	15.85%	15.73%	16.31%	16.26%		
60-64	10.49%	10.73%	9.98%	9.73%		
65+	4.04%	3.83%	3.86%	4.06%		

Control Staff

Age Group	YEAR END 2020/21	YEAR END 2021/22	2022/23			
			Q1 30.06.22	Q2 30.09.22	Q3 31.12.22	Q4 31.03.23
Under 20	0.00%	0.00%	0.00%	0.00%		
20-29	13.46%	17.86%	18.26%	16.07%		
30-39	19.23%	21.43%	22.61%	24.11%		
40-49	25.96%	24.11%	23.47%	23.21%		
50-54	12.50%	8.93%	9.57%	9.82%		
55-59	16.35%	14.29%	13.91%	14.29%		
60-64	7.69%	9.82%	9.57%	9.82%		
65+	4.81%	3.57%	2.61%	2.68%		

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
			30.06.20	30.09.20	31.12.20	31.03.21	2020/21	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
CO7A	Joiners - Trainee Firefighters - women	%	20.1%	29.3%	31.5%	33.3%	33.3%	35.1%	35.6%	32.0%	46.9%	46.9%	25.0%	24.2%			
		number	51	71	82	79	79	65	36	16	15	15	16	32			
CO7B	Joiners - Trainee Firefighters - BAME staff	%	22.0%	26.9%	23.5%	22.8%	22.8%	21.9%	20.8%	30.0%	37.5%	37.5%	37.5%	31.1%			
		number	56	65	61	54	54	40	21	15	12	12	24	41			
Joiners - Trainee Firefighters		number	254	242	260	237	237	185	101	50	32	32	64	132			

RECRUITMENT AND SELECTION INFORMATION April 2022 - September 2022

Operational - Junior Officer

Completed April 2022 - September 2022

Leading Firefighter		Gender						Ethnicity			Sexual Orientation	Disability	Total
		Female	Female Transgender	Male	Male Transgender	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	11	0	265	0	0	0	29	238	9	13	23	276
	%	4.0%	0.0%	96.0%	0.0%	0.0%	0.0%	10.5%	86.2%	3.3%	4.7%	8.3%	
Successful/Appointable	No.	10	0	131	0	0	0	11	125	5	6	13	141
	%	7.1%	0.0%	92.9%	0.0%	0.0%	0.0%	7.8%	88.7%	3.5%	4.3%	9.2%	

Sub Officer		Gender						Ethnicity			Sexual Orientation	Disability	Total
		Female	Female Transgender	Male	Male Transgender	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	20	0	275	0	0	4	47	233	19	14	15	299
	%	6.7%	0.0%	92.0%	0.0%	0.0%	1.3%	15.7%	77.9%	6.4%	4.7%	5.0%	
Successful/Appointable	No.	13	0	162	0	0	2	32	134	11	5	7	177
	%	7.3%	0.0%	91.5%	0.0%	0.0%	1.1%	18.1%	75.7%	6.2%	2.8%	4.0%	

Station Officer		Gender						Ethnicity			Sexual Orientation	Disability	Total
		Female	Female Transgender	Male	Male Transgender	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	4	0	169	0	0	1	20	143	11	7	18	174
	%	2.3%	0.0%	97.1%	0.0%	0.0%	0.6%	11.5%	82.2%	6.3%	4.0%	10.3%	
Successful/Appointable	No.	3	0	110	0	0	1	18	91	5	5	15	114
	%	2.6%	0.0%	96.5%	0.0%	0.0%	0.9%	15.8%	79.8%	4.4%	4.4%	13.2%	

RECRUITMENT AND SELECTION INFORMATION April 2022 - September 2022

Operational - Senior Manager

Completed April 2022 - September 2022

No completed processes in the period

RECRUITMENT AND SELECTION INFORMATION April 2022 - September 2022

Operational - Brigade Manager
 Completed April 2022 - September 2022

Deputy Commissioner		Gender						Ethnicity			Sexual Orientation	Disability	Total
		Female	Female Transgender	Male	Male Transgender	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	0	0	6	0	0	0	0	6	0	0	1	6
	%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	16.7%	
Successful/Appointable	No.	0	0	2	0	0	0	0	2	0	0	0	2
	%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	

RECRUITMENT AND SELECTION INFORMATION April 2022 - September 2022

Control Staff

Completed April 2022 - September 2022

Control Room Officer		Gender						Ethnicity			Sexual Orientation	Disability	Total
		Female	Female Transgender	Male	Male Transgender	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	77	0	103	0	0	1	70	105	6	19	23	181
	%	42.5%	0.0%	56.9%	0.0%	0.0%	0.6%	38.7%	58.0%	3.3%	10.5%	12.7%	
Successful/Appointable	No.	2	0	4	0	0	0	2	4	0	0	1	6
	%	33.3%	0.0%	66.7%	0.0%	0.0%	0.0%	33.3%	66.7%	0.0%	0.0%	16.7%	

Assistant Operations Manager		Gender						Ethnicity			Sexual Orientation	Disability	Total
		Female	Female Transgender	Male	Male Transgender	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	15	0	12	0	0	0	12	14	1	1	0	27
	%	55.6%	0.0%	44.4%	0.0%	0.0%	0.0%	44.4%	51.9%	3.7%	3.7%	0.0%	
Successful/Appointable	No.	7	0	2	0	0	0	1	8	0	0	0	9
	%	77.8%	0.0%	22.2%	0.0%	0.0%	0.0%	11.1%	88.9%	0.0%	0.0%	0.0%	

RECRUITMENT AND SELECTION INFORMATION April 2022 - September 2022

FRS & TMG (Non-operational)

Completed April 2022 - September 2022

FRS B		Gender						Ethnicity			Sexual Orientation	Disability	Total
		Female	Female Transgender	Male	Male Transgender	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	111	0	186	0	3	3	148	130	25	31	13	303
	%	36.6%	0.0%	61.4%	0.0%	1.0%	1.0%	48.8%	42.9%	8.3%	10.2%	4.3%	
Successful/Appointable	No.	9	0	9	0	0	0	4	14	0	1	0	18
	%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	22.2%	77.8%	0.0%	5.6%	0.0%	
Jobs Advertised		12											
Vacancies		14											

FRS C		Gender						Ethnicity			Sexual Orientation	Disability	Total
		Female	Female Transgender	Male	Male Transgender	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	205	0	246	0	3	4	215	223	20	47	36	458
	%	44.8%	0.0%	53.7%	0.0%	0.7%	0.9%	46.9%	48.7%	4.4%	10.3%	7.9%	
Successful/Appointable	No.	15	0	6	0	1	0	5	16	1	2	3	22
	%	68.2%	0.0%	27.3%	0.0%	4.5%	0.0%	22.7%	72.7%	4.5%	9.1%	13.6%	
Jobs Advertised		16											
Vacancies		28											

FRS D		Gender						Ethnicity			Sexual Orientation	Disability	Total
		Female	Female Transgender	Male	Male Transgender	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	95	0	147	0	0	2	98	130	16	22	22	244
	%	38.9%	0.0%	60.2%	0.0%	0.0%	0.8%	40.2%	53.3%	6.6%	9.0%	9.0%	
Successful/Appointable	No.	17	0	36	0	0	1	13	40	1	4	4	54
	%	31.5%	0.0%	66.7%	0.0%	0.0%	1.9%	24.1%	74.1%	1.9%	7.4%	7.4%	
Jobs Advertised		27											
Vacancies		65											

FRS E		Gender						Ethnicity			Sexual Orientation	Disability	Total
		Female	Female Transgender	Male	Male Transgender	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	92	0	63	0	1	3	79	70	10	13	13	159
	%	57.9%	0.0%	39.6%	0.0%	0.6%	1.9%	49.7%	44.0%	6.3%	8.2%	8.2%	
Successful/Appointable	No.	16	0	6	0	0	0	4	16	2	4	2	22
	%	72.7%	0.0%	27.3%	0.0%	0.0%	0.0%	18.2%	72.7%	9.1%	18.2%	9.1%	
Jobs Advertised		23											
Vacancies		28											

RECRUITMENT AND SELECTION INFORMATION April 2022 - September 2022

FRS & TMG (Non-operational)

Completed April 2022 - September 2022

FRS F		Gender						Ethnicity			Sexual Orientation	Disability	Total
		Female	Female Transgender	Male	Male Transgender	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	34	0	36	0	0	1	21	47	3	6	9	71
	%	47.9%	0.0%	50.7%	0.0%	0.0%	1.4%	29.6%	66.2%	4.2%	8.5%	12.7%	
Successful/Appointable	No.	5	0	7	0	0	0	1	11	0	0	2	12
	%	41.7%	0.0%	58.3%	0.0%	0.0%	0.0%	8.3%	91.7%	0.0%	0.0%	16.7%	
Jobs Advertised		12											
Vacancies		12											

FRS G		Gender						Ethnicity			Sexual Orientation	Disability	Total
		Female	Female Transgender	Male	Male Transgender	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	67	0	43	0	0	4	42	63	9	9	13	114
	%	58.8%	0.0%	37.7%	0.0%	0.0%	3.5%	36.8%	55.3%	7.9%	7.9%	11.4%	
Successful/Appointable	No.	5	0	4	0	0	3	2	6	4	1	2	12
	%	41.7%	0.0%	33.3%	0.0%	0.0%	25.0%	16.7%	50.0%	33.3%	8.3%	16.7%	
Jobs Advertised		9											
Vacancies		12											

TMG		Gender						Ethnicity			Sexual Orientation	Disability	Total
		Female	Female Transgender	Male	Male Transgender	Other	Prefer not to say	BAME	White	Prefer not to say	LGB	Disability	
No. Applications	No.	1	0	3	0	0	0	0	3	1	0	0	4
	%	25.0%	0.0%	75.0%	0.0%	0.0%	0.0%	0.0%	75.0%	25.0%	0.0%	0.0%	
Successful/Appointable	No.	0	0	2	0	0	0	0	2	0	0	0	2
	%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	
Jobs Advertised		2											
Vacancies		2											