

SOUTH YORKSHIRE FIRE & RESCUE AUTHORITY

Meeting	People Board
Meeting Date	6 September 2022
Report of	Sue Kelsey, Head of HR
Subject	EDI Committee Update Report

EDI Committee

1. The committee met on 11 August 2022 by Zoom and was reasonably well attended given it was peak holiday period. Key issues to report to the People Board are presented below.
2. New members to the committee were welcomed, included the new Chair of the Fire and Rescue Authority (FRA) Performance & Scrutiny Board, Cllr Simon Ball.
3. The committee received the quarterly update from Operational Development (OD) and Community Safety on Equality, Diversity and Inclusion (EDI) activities that had taken place in the previous three months. Significant activity was noted with some key outputs to progress the EDI action plan.
4. The committee noted that the membership of staff groups continued to grow steadily. The work recently undertaken by the Disability, Carers & Neurodiversity group to produce a new Neurodiversity Handbook was welcomed and thanks were given to all those involved in the production, particularly Jess-Pete Lendon, who pulled all the information together.
5. The committee received the draft EDI Annual Report (below) and agreed to recommend to People Board that this is approved and published.
6. The committee received the draft annual Workforce Profile Report (see end of document) and agreed to recommend to the People Board that this is approved and published. The committee thanked those involved for producing a very comprehensive report.
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7. Department EDI Action Plan updates were received by Corporate Communications and Business Fire Safety. Good progress was noted. An update was scheduled from Estates, but this has been deferred to the next meeting due to unavailability of managers.
8. The committee received a verbal update on other areas of the interim EDI Strategy action plan and on Service Improvement updates. They were content with progress to date.
9. The committee were unable to receive a detailed update on the EDI Local Performance Indicators (LPIs) due to ongoing issues with data reporting. This is being progressed with the Business Intelligence team but it was noted that there is some risk in not having this data available.

10. The committee discussed consistency in the language in reports, in particular relating to support/corporate staff. The committee ask that the People Board makes a decision on what term should be used and recommends corporate.
11. The EDI committee does not have any budget, so a request is made to the People Board for the cost of using software that enables the service to have a more comprehensive calendar of EDI events that can be shared and used more widely. Further details will be provided at People Board.
12. The committee meets again on 10 November 2022.

SOUTH YORKSHIRE FIRE & RESCUE AUTHORITY

Meeting	FIRE & RESCUE AUTHORITY
Meeting Date	12 SEPTEMBER 2022
Report of	CHIEF FIRE OFFICER & CHIEF EXECUTIVE / CLERK TO THE FIRE AND RESCUE AUTHORITY
Report Sponsor(s)	DEPUTY CHIEF FIRE OFFICER / DIRECTOR OF SERVICE DEVELOPMENT
Subject	ANNUAL EDI REPORT & ANNUAL WORKFORCE PROFILE REPORT

EXECUTIVE SUMMARY

Each year the Service produces two reports that are published externally and internally to support the Service's Equality, Diversity and Inclusion (EDI) strategy.

The Annual EDI report is an opportunity to capture and celebrate the work carried out across the Service to support our communities and our employees.

The Annual Workforce Profile reports on the diversity profiles of SYFR as at 31 March 2022, giving statistics against age, disability, faith & belief, sex and sexual orientation. It aims to help the organisation better understand the diversity of our workforce, to assess any trends and the key areas of focus going forward.

Members are recommended to:-

- a) Approve the annual reports for publication
- b) Note the efforts to improve EDI across the service

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Main Report

Appendix A: Annual EDI Report

Appendix B: Annual Workforce Profile Report

MAIN REPORT

ANNUAL EDI REPORT 2021/22

1. Equality, Diversity and Inclusion are at the heart of our service, in how we engage our communities, provide effective services that meet local needs, and help make our workforce truly representative of the communities we serve.
2. We want the talents of individual staff members to be genuinely recognised and for everyone to be in a position to help us become the best organisation we can be.
3. Because we understand that the principles of EDI are integral to keeping our communities safer and stronger, we have grouped our EDI priorities under the following areas:-
 - Improving diversity
 - Inclusive culture
 - Fair treatment
 - Inclusive services
 - Engaging communities
4. The annual report sets out our performance in relation to these areas for 2021/22.

ANNUAL WORKFORCE PROFILE 2021/22 REPORT

5. This document reports on the diversity profiles of SYFR as at 31st March 2022, giving statistics against age, disability, faith & belief, sex and sexual orientation. It aims to help the organisation better understand the diversity of our workforce, to assess any trends and the key areas of focus going forward.
6. To ensure the diversity of all employees are captured, the data is collected over a date range. For 2022 this is 01/04/2021 – 31/03/2022 and for 2021 this is 01/04/2020-31/03/2021. Each profile includes a range of actions to improve diversity across the organisation.
7. A key feature of this report is the work that has gone into automating the production of the graphs and charts from our HR reporting system (Dolphin). Analysis is carried out across the workgroups, Control, Support (Corporate), Uniformed (224, Day Staffing, ORT and Non-rider – CPC system was removed in 2021) and On-call (also referred to as RDS).
8. As in previous years, this report excludes contingency, non-employees and agency workers but includes casual employees (those on a zero hours contract). This gives a total of 1047 employees for 2022, an increase from 1015 in 2021. This demonstrates our investment in getting the right teams with the right staff to deliver our vision of making South Yorkshire Safer & Stronger.
9. Where reference is made to 2011 Census data, it should be noted that this is not an up to date reflection of the population in 2021/21. Census 2021 results will be published late 2022 and we hope to include these in our 2022/23 workforce diversity profile.

CONTRIBUTION TO OUR ASPIRATIONS

- Be a great place to work-** we will create the right culture, values and behaviours to make this a brilliant place to work that is inclusive for all
- Put people first-** we will spend money carefully, use our resources wisely and collaborate with others to provide the best deal to the communities we serve
- Strive to be the best in everything we do-** we will work with others, make the most of technology and develop leaders to become the very best at what we can be

OPPORTUNITIES FOR COLLABORATION

- Yes
- No

If you have ticked 'Yes' please provide brief details in the box below and include the third party/parties it would involve:

SYFR works closely with a wide range of partners and stakeholders to progress the EDI agenda
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CORPORATE RISK ASSESSMENT AND BUSINESS CONTINUITY IMPLICATIONS

- 10. Risk associated with equality, diversity and inclusion issues are proactively managed by the EDI Committee and People Board.

EQUALITY ANALYSIS COMPLETED

- Yes

If you have ticked 'Yes' please complete the below comment boxes providing details as follows:

Summary of any Adverse Impacts Identified:	Key Mitigating Actions Proposed and Agreed:

- No
- N/A

If you have ticked 'No' or 'N/A' please complete the comments box below providing details of why an EA is not required/is outstanding:

These are summary reports. Individual actions have appropriate equality analysis undertaken

HEALTH AND SAFETY RISK ASSESSMENT COMPLETED

- Yes
- No
- N/A

If you have ticked 'No' or 'N/A' please complete the comments box below providing details of why a Health and Safety Risk Assessment is not required/is outstanding:

There are no identified health & safety risks

SCHEME OF DELEGATION

11. Under the South Yorkshire Fire and Rescue Authority [Scheme of Delegation](#) a decision *is required / *has been approved at Service level.

Delegated Power Yes
 No

If yes, please complete the comments box indicating under which delegated power.

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IMPLICATIONS

12. Consider whether this report has any of the following implications and if so, address them below:., Diversity, Financial, Asset Management, Environmental and Sustainability, Fleet, Communications, ICT, Health and Safety, Data Protection, Collaboration, Legal and Industrial Relations implications have been considered in compiling this report.

List of background documents		
Report Author:	Name:	Sue Kelsey, Head of HR
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	Tel no:	07766781812



**South Yorkshire
FIRE & RESCUE**

Equality, Diversity & Inclusion Annual Report

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Making
**SOUTH
YORKSHIRE
SAFER &
STRONGER**

Equality, Diversity & Inclusion (EDI) Annual Report

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Equality, Diversity & Inclusion Annual Report

BACKGROUND

2022 saw the introduction of our Interim Equality, Diversity & Inclusion (EDI) Strategy which enables us to share the priorities which both underpin our ambition to create an inclusive workplace, and contribute to our strategic aspiration of making our service a great place to work. This Strategy explains how we will meet the requirements in the Equality Act 2010 and the Public Sector Equality Duty, as well as the ways in which we will effectively promote EDI within all areas of service delivery and our employment practices. The supporting EDI Action plan demonstrates how we plan to continue to embed EDI into everything we do, for the staff working for us and for the communities we serve across South Yorkshire.

PURPOSE

This Equality, Diversity & Inclusion Annual Report offers a unique opportunity to capture and celebrate the fantastic work carried out across the organisation and supports the other documents that we produce, our Annual Pay Gap Report and Workforce Profile.

We want our commitment to EDI to be led from the top. To support this work members of our Senior Leadership Team play a key role as strategic influencers to help give direction and focus to this key work, including driving the commitments within our EDI Action Plan.

WHY EQUALITY, DIVERSITY & INCLUSION?

Equality, Diversity and Inclusion are at the heart of our service, in how we engage our communities, provide effective services that meet local needs, and help make our workforce truly representative of the communities we serve.

We want the talents of individual staff members to be genuinely recognised and for everyone to be in a position to help us become the best organisation we can be.

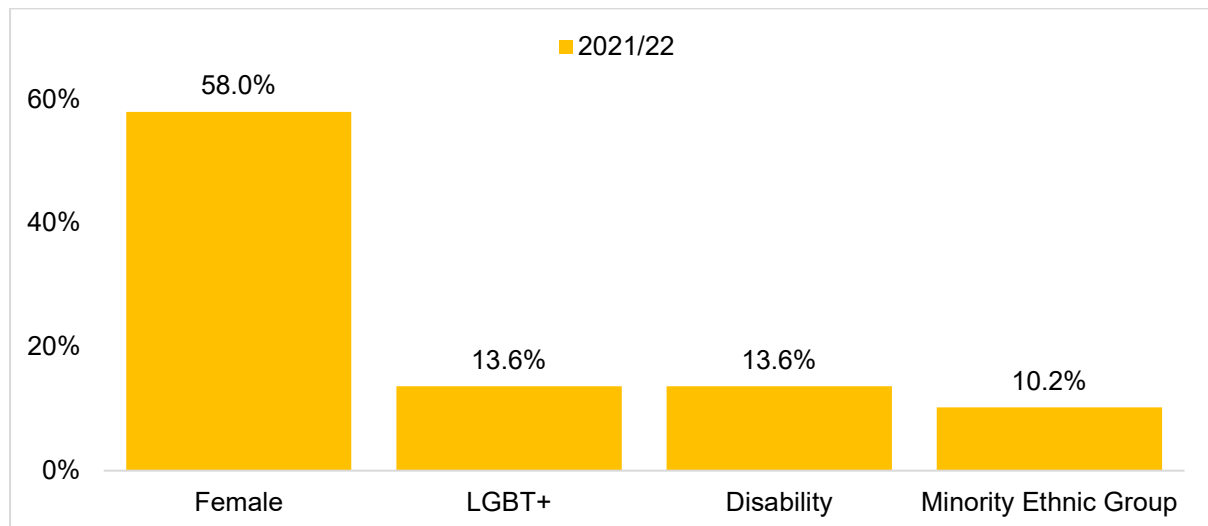
Because we understand that the principles of EDI are integral to keeping our communities safer and stronger, we have grouped our EDI priorities under the following areas:-

- Improving diversity
- Inclusive culture
- Fair treatment
- Inclusive services
- Engaging communities

OUR PERFORMANCE

As part of our progress towards a more diverse and inclusive workplace, we are monitoring a series of statistics. The three Local Performance Indicators (LPIs) allow us to analyse our advancement numerically and have year-on-year comparisons in the years to come.

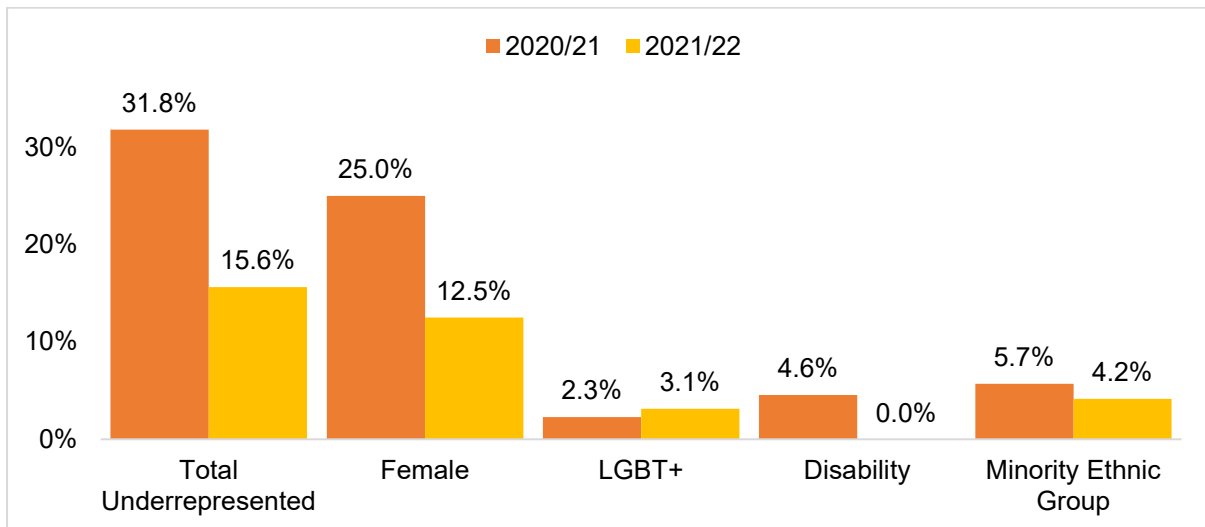
LPI 3.41 - The Percentage of Applications for Vacancies from Underrepresented Groups



This data is a representation of the period from 15/10/2021 to 31/03/2022 for corporate recruitment only. Further analysis of wholetime recruitment is below with further work required to provide on-call recruitment data. As this is a new LPI no previous comparison is currently available.

The data shows we are attracting a diverse range of people to apply to our corporate roles. Whilst the values are high for females, we need to do more positive action work to attract more applicants from the other underrepresented groups.

LPI 3.42 - The Percentage of Leavers from Underrepresented Groups



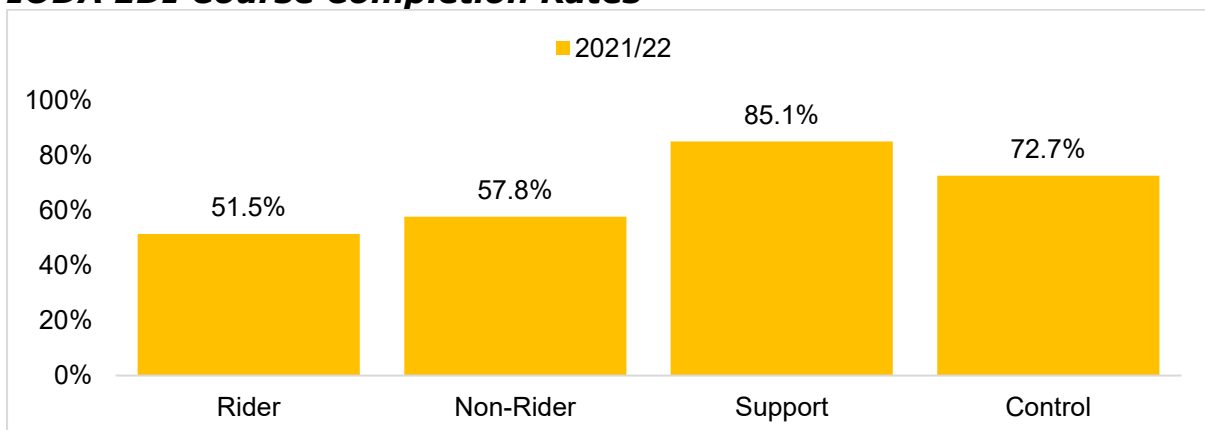
This data is a representation of the period from 01/04/2021 to 31/03/2022. With comparisons from the period 01/04/2020 to 31/03/2021.

As you can see there has been a decrease in the percentage of leavers from underrepresented groups, in comparison to the 2020/21 period. This shows a positive move towards a more inclusive workplace, which welcomes and retains its diverse staff. It is important to note that some leavers are part of multiple underrepresented groups and we should take an intersectional approach to EDI.

LPI 3.40 - The Percentage Completion of Equality, Diversity and Inclusion (EDI) Training

We currently have two main forms of EDI Training, a one-day course training course (currently provided by Ioda) and our own online LearnPro.

IODA EDI Course Completion Rates



There has been a particular focus this year to increase the number of corporate staff completing the external EDI course, which has seen the percentage completion rate reach 85%. For the remainder of 2022, additional resources and investment are now focussed on increasing the percentage completion for operational staff.

LearnPro EDI Course Completion Rates

There are two EDI online courses (LearnPro), one for all staff "Equality and Diversity Essentials" and "Managing Diversity" for anyone grade 7 and above (or equivalent). The Equality and Diversity Essentials course, which is mandatory for all employees has a current completion rate of **80.16%**. We are working on further analysis to give a percentage completion rate for "Managing Diversity". These statistics will help target campaigns to increase completion rates for the 2022/23 period.

Positive Action and Wholetime Recruitment

In addition, to our LPIs, we monitor attendance at our Positive Action events and the impact this is having on the diversity of our wholetime recruit cohorts.

During this period we were in contact via email with over 1800 underrepresented individuals who registered their interest in becoming a wholetime firefighter. The impact of COVID-19 meant that our planned 'Have a Go Days' could not take place ahead of wholetime recruitment in 2021. Therefore, in early 2021 we moved to online 'Have a Chat Sessions'. These twice-weekly sessions provided an introduction, to the role of a firefighter, firefighter fitness, the recruitment process and practical testing requirements, as well as, providing an opportunity for potential applicants to ask questions. 72 different attendees took part in these sessions.

We also introduced online female fitness information sessions, targeted at improving the practical testing pass rate for females and we monitor how many of our successful candidates accessed our positive action interventions.

This Positive Action work, although delivered remotely, has increased the number of recruits from an underrepresented group, in comparison to the 2020 intake.

	2020 (24 Recruits)		2021 (35 Recruits)	
	No.	%	No.	%
Female	2	8%	5	14%
Minority Ethnic Group	0	0%	1	3%
Lesbian, Gay, Bisexual and Transgender (LGBT)+	1	4%	5	14%

Whilst the practical testing pass rate, is still lower for those from underrepresented groups as shown in the table below, it is anticipated that our continued Positive Action work will continue to increase these figures, this data will be captured in the next Annual Report.

Practical Testing Pass Rate		
Sept 2021	No.	%
Overall	121 of 135	90%
Female	9 of 11	82%
Minority Ethnic Groups	6 of 7	86%
LGBT+	8 of 10	80%

TRAINING & EDUCATION

Educating our staff is vital to developing and improving organisational learning around EDI.

This starts with the induction packages that we offer for new starters (or as a refresher) targeted to a range of workgroups. This training begins by explaining the difference between Equality, Diversity and Inclusion, provides brief information on equality legislation, summarises what EDI means to individuals and finishes by detailing an individual's responsibilities as an employee of South Yorkshire Fire and Rescue (SYFR).

All our staff are required to carry out a mandatory online learning module on EDI as well as a one day training session delivered by external provider, IODA. This training aims to provide delegates with the information and knowledge needed to understand and promote Equality,

Diversity and Inclusion within SYFR. The completion rates for this training is regularly monitored and is listed above.

Our Language, Stereotypes & Assumptions package explains the use of diverse language and the context behind it, what stereotypes are and how they can impact on individuals and groups and how to challenge assumptions based on stereotypes.

Operational crews receive additional EDI input as part of the modular training sessions that we deliver. This training covers basics around engaging with our various communities and the support available to crews to develop skills in this area and covers areas such as Hate Crime and Dementia Awareness.

One other key area of training is the quarterly sessions offered on completing Equality Assessments (EqIA).

Our EDI Conversations package, new for 2022 supports us to build on everyone's knowledge and understanding of the EDI learnPro to support open conversations around EDI to help upskill the organisation, normalise EDI discussions and improve the service as a whole.

We also provide a range of other education and developmental opportunities as detailed in our online [Equality, Diversity & Inclusion Calendar](#). Much of this work is in partnership with organisations such as Women in the Fire Service (WFS), the Asian Fire Service Association (AFSA) and the National Fire Chief's Council (NFCC) and focuses on key EDI related topics.

MEMBERSHIPS

Memberships of the right organisations and groups are vital in helping us achieve our EDI goals. We are a Disability Confident employer and work closely with a range of groups including the AFSA, WFS and the NFCC.

Our internal staff groups, supported by a senior manager, work with us to find creative and innovative ways for us to address particular issues across the organisation. An increase in active membership of many of our staff groups is resulting in positive and constructive conversations which are leading to improved ways of working and a better working environment for all staff.

OUR POLICIES

We are looking for our refreshed policies to use gender neutral language and for any new or updated policies to include the views and input of our staff groups (in addition to our existing consultation with representative bodies) to ensure they are as inclusive as possible.

WELLBEING

The last 18 months have been difficult, particularly in the light of the COVID-19 pandemic, despite this we have made some fantastic achievements within our EDI work and we have put a range of measures in place to help and support our staff during these times.

OUR STORY



In 2018, we published a strategic narrative-called Our Story - which established our vision to become one of the UK's leading fire and rescue services.

Our Story clearly sets out our purpose which is 'making South Yorkshire safer and stronger'. It also explains the behaviours we expect our staff to display, regardless of rank or role, and describes our aspirations for the future. Together, this all forms an essential part of everything we do.

EDI ACTIVITY

Listed below is a range of the activities carried out in support of our EDI agenda between 1 April 2021 and 31 March 2022. Understandably, our ability to get out in the community continues to be impacted upon by the COVID-19 pandemic, although this has helped us develop more engaging activities on line which can make them more accessible.

April 2021

Our new EDI Advisor joined the team just as we celebrated **Eid** and **Vaisakhi**. As in previous years, we have issued targeted messages around cooking and celebrating safely to our communities.



Stephen Lawrence Day was on the 22 April, we joined the Race Action Programme conversation with Stuart Lawrence, Stephen's brother, and youth advocate.

We also attended the first **AFSA North** Meeting where we discussed how we could work as a region to share ideas around supporting our colleagues and communities.

Equality Analysis (EA) training was rolled out at the end of the month, both internally and by the NFCC. Equality Analysis documents will be refreshed and updated as policies are reviewed.

Our Community Safety Watch Manager and Neighbourhood Fire Community Support Officer (NFCSO) worked with schools, youth services and partners to educate young people on the dangers associated with entering any open water; sending out water safety video links to all Primary and Secondary schools with a letter for parents / guardians and a short survey to capture feedback to ensure our education tools are relevant and have the desired effect.

We visited Rotherham United to speak to refugees around Fire Safety and careers in the Fire Service and sent out the Equinox presentation to all Rotherham secondary schools and delivered this to Dinnington Academy live via TEAMS.



May 2021



17 May was **International Day against Homophobia and Transphobia**, we celebrated by presenting our response to homophobia on our social media posts at Sheffield **LGBT+** charity **SAYiT**'s online event. We also reminded the group that our wholetime firefighter recruitment process was opening soon.

Throughout May we shared information around key dates including support for **Hoarding Awareness Week, Deaf Awareness Week, Mental Health Awareness Week** and **Dementia Action Week**, all of which are important areas for fire safety. We completed a draft training package around **Language, Stereotypes and Assumptions** and delivered this to new recruits in **Control**. As well as also producing **Hate Crime Awareness** slides that can be offered as a training session or eLearning.

The presentation for refugees staying at the Holiday Inn Express was updated and then delivered by the Sheffield NFCSO. We also joined the Sheffield **BAMER Reference Group** meeting who share best practice and information.

We also took part in a number of assemblies at Maltby Comprehensive following a rise in fires and ASB. We have also supported **Operation Keepsafe** joining patrols with South Yorkshire Police (SYP) in Maltby.

June 2021

As in previous years, SYFR showed its full support for **Pride Month**. As well as flying the **Progress Pride Flag** at stations, we also issued **rainbow epaulettes and lanyards**. We held a month of **education** through bulletins and re-shared our **interactive exercises** on terminology.



Other events we supported and publicised in June included **Carers Week, Learning Disability Week, Refugee Week** and **Windrush Day**.

Work began on a pictorial fire safety leaflet for non-English residents who we do not yet have translated home safety advice. This could also be used for people with neurodiverse conditions or learning difficulties.

EDI Advisors and staff groups were consulted on the new community building at Barnsley Fire Station and various recommendations were made.

We also visited the site to give our feedback on the new fire station itself. The station design got through to the final stages of the National Diversity Award.

We attended the **Intersectionality Conference 2021** for Fire and Police on the 18 June. This included speakers from a diverse range of backgrounds, providing a host of learning opportunities and workshop discussions.

We also attended a number of multi-agency meetings around Water Safety as part of Operation Keep Safe patrols with SYP and local councils across five open water sites. We also attended Swinton Lock to talk to young people and also carried out a water safety talk to Brookfield Academy at Swinton with Councillor Sansome.

July 2021

During July 2021 work took place with our Community Safety and Business Fire Safety teams (BFS) on the **Afghan Immigration Programme**. A number of hotels across our districts were being used to house refugees from Afghanistan. Translated Fire safety advice was provided and Fire Safety Audits were carried out with advice provided to Managers and Staff of the Hotels to assist them in the temporary housing of the refugees.

BFS also worked with Sheffield City Council to conduct fire safety audits of all the premises being used to house homeless persons. These range from large hotels, to small guesthouses and also include several Houses in Multiple Occupation.



South Asian Heritage Month began in July and we held a month of education and celebration through the Staff Bulletin. We also used the month to restart Community Engagement and Positive Action with Parkway White Watch attending **Darnall Football Academy**. This youth group was founded by Sheffield humanitarian, and spoken word artist, **Aasim Khan** who is of Pakistani heritage and has won a Yorkshire Asian Young Achiever of the Year Award.

The first face-to-face meeting of the AFSA North Group was held at Cheshire Fire and Rescue Service (FRS) where we shared our EDI work.

We also joined the South Yorkshire LGBT+ Network Inclusion Meeting with **SAYiT** and set up a group for sharing resources. The Fire Cadets attended a talk from the Refugee Council and there will be some ongoing engagement in this area.



August 2021



This month saw the launch of our online **EDI Calendar** which includes a range of events and celebrations, including International Day for the Remembrance of the Slave Trade and its Abolition with an educational piece in the Bulletin including reference to South Yorkshire.

We also visited accommodation at the University of Sheffield used to temporarily house Asylum Seekers. We provided safety guides in Arabic and Farsi. This was also an opportunity to discuss positive action and volunteering opportunities.

The Diversity in the Community Handbook was updated with the latest SYFR branding applied and an additional section on Armed Forces to support our commitment to the Armed Forces Covenant.

We delivered EDI induction training to new Firefighter Transfers at the Training and Development Centre (TDC), started to attend BFS management meetings and joined Sheffield City Council's Black History Month planning meeting

September 2021

The NFCC EqIA Template was distributed in Community Safety (CS) to support the updates to the policy.

The Jewish festivals of **Rosh Hashanah** and **Yom Kippur** were highlighted in the Bulletin and a feature on **World Afro Day** was also published, highlighting the

hair discrimination often encountered by Black people.

We worked with our Race Staff Network to look at the proposal for us to sign up to the Halo Code to show that we champion the right of staff to embrace all Afro-hairstyles.

Engagement with Zest Community in Sheffield continued with a session covering Community Fire Safety as well as an overview all the different career opportunities with FRS.

Policy / Project / Function	Date of Analysis			Pro vie legi be just
Analysis Rating: please tick 1 box ✓ (The analysis rating is identified after the analysis has been completed - See Completion Matrix)	RED	AMBER	GREEN	
Please list methods used to analyse impact on people (e.g. consultations forums, meetings, data collection)				
Please list any other policies that are related to or referred to as part of this analysis				
Please list the groups of people potentially affected by this proposal. (e.g. applicants, employees, customers, service users, members)				

October 2021

October is Black History Month (BHM) and we held a month of education and celebration. Profiles of ground-breaking black firefighters were shared in the Bulletin, alongside some local history and event promotion. In collaboration with Cheshire FRS we compiled a list of webinars related to the month and encouraged all staff to spend at least one hour on BHM related activity.



We worked with other departments to support Prevention and Protection initiatives at Skyline Flats in Barnsley. This included providing translated fire safety resources, engagement with a local Romanian church and signing up stakeholders to make Safe & Well referrals. We also attended a session held by Migration Yorkshire focussing on the migrant situation in Barnsley.

A menopause awareness day was held at Lifewise where we provided information packs and shared guidance with SYP. As part of the awareness day we signed up to the Wellbeing of Women Workplace Pledge and are now listed as an organisation that recognises and supports issues around menopause.



November 2021



Migration Yorkshire held a day of celebrating the inclusion, diversity and contribution of people who have come to our region from across the world. The **Integration Festival** was about bringing people together, experiencing, learning, sharing; and further improving and planning integration in our

region and beyond. Subjects discussed included reflections on settling in Yorkshire, responding to the Afghan crisis and the future of refugee integration in our region.

We supported our continuing engagement with Mears, and our Doncaster Watch Manager (WM) attended Doncaster International Hotel which is now being used to accommodate asylum seekers.

The AFSA Winter Conference was held in Liverpool, hosted by Merseyside FRS. This two day conference was packed with speakers, workshops and networking opportunities. Topics included EDI practices, structural racism, health inequalities, neurodiversity and anti-racism, with a more community-based focus on day two.

December 2021



Information about Disability History Month was shared within the organisation along with education around the 2021 themes.

We collaborated with East Sussex FRS to review guidance on fire safety advice for autistic children and adults.

We attended an online Disability Summit hosted by AFSA covering workplace disability and inclusive employment, with particular emphasis on hidden impairments.

EDI training was delivered to both Volunteers and new BFS Officers at TDC and we continued with our delivery at Zest Community in Sheffield on their Zest4Life programme.

January 2022

Our new **EDI Support Officer** joined us in January 2022, providing much needed resources and skills to the team.

Worked continued to increase the attendance at all staff groups, with a refresh of the groups. Many of the groups now have increased engagement and impact on the whole organisation.

EDI induction training was delivered to our 68th firefighter recruits at TDC and work started on a new EDI Handbook to supplement all induction training.

Our pictorial Home Fire Safety Guide was delivered and distributed and our refreshed Diversity in the Community Handbooks were condensed into a one-page infographic outlining information about specific communities and risks.



HOLOCAUST
MEMORIAL
DAY TRUST

SYFR featured in the UK Holocaust Memorial Day ceremony with firefighters filmed in conversation with a survivor of the Rwandan genocide.

We took part in NFCC consultations on Gender Diversity and Neurodiversity and attended Cheshire FRS's 'Proud to Provide' conference.

Despite the impact of COVID-19 on our cadet sessions, 22 Cadets from across our 7 branches were awarded a B Tech level 2 qualification, this was celebrated with a presentation day at TDC. Also in Jan 22 Two Cadets were nominated to attend the South Yorkshire Legal Service at Sheffield Cathedral, held on 20 March in their new uniform.



February 2022



February marked **LGBT+ History Month**, we flew the Progress Pride flag on SYFR buildings to show support and promote inclusive recruitment. We published a series of articles internally via the Bulletin to help educate and upskill our staff, covering national and local LGBT+ history, including a piece

on the Rainbow Flag written by a member of Operational staff.

Our EDI team worked with our Corporate Communications team to create a series of four **LGBT+ History Month TikToks**. These were hugely successful and collectively gathered a total of **840,000 views**, 141,000 likes and 3,700 comments; "As someone living in South Yorkshire and LGBT+, thank you", "As a future firefighter, this is the kind of thing I love to see" and "I passed a fire station and saw that (progress pride) flag flying – it brightened my day". This campaign successfully engaged with the community, showing that the fire service is a place for all and that everyone is included and welcomed when accessing its services.

Planning started for 'Likkle Jamaica' – a celebration involving partners from our African and West Indian communities.

Our Fire Cadet Enrolment forms were updated with more inclusive language and the option for Cadets to provide more information about themselves. An EA was also completed for the Cadets as well as for the Prevention Strategy, Hearing Impairment Policy, and the Barnsley Community Building.

We represented SYFR at the Barnsley Homeless Alliance conference, as well as attending workshops on older isolated Minority Ethnic people in Sheffield with Sheffield Churches Council for Community Care (SCCCC), and Trauma Informed Working with the South Yorkshire Violence Reduction Unit.

March 2022

The month began with Shrove Tuesday and the start of **Lent**, which was an opportunity for safety messages around cooking as well as education about these festivals in the Bulletin.

We celebrated International Women's Day, which included a new exhibition featuring portraits of women currently working within the service. We attended the 'Making a Cultural Difference' event hosted by AFSA and Staffordshire FRS.



Working in partnership with the NFCC we created a new EqIA initial screening tool, which will be incorporated into the full EA guidance. Other NFCC projects include the new FRS Core Code of Conduct.

Education was published around the International Day for the Elimination of Racial Discrimination, and webinars for Neurodiversity Celebration Week were promoted.

Some joint work with the council in the Roma Slovak communities in Page Hall began, and some positive action took place at the Sheffield College Fir Vale Campus, which specialises in English for Speakers of Other Languages (ESOL).

The HSC feedback survey was made more accessible and was updated to reflect current terminology.

We attended the Doncaster Chambers Careers event, alongside a crew and appliance. We had a stall in both the Primary and Secondary School sections. Hundreds of Primary and Secondary school students attended throughout the day, learning more about their future careers in the fire service.

EDI, Human Resources (HR) and staff groups worked together to update language and terminology used in our new starter form. This is to ensure we are inclusive of all and the first experience of new starters with our organisation is a positive one.

IN SUMMARY

We hope this EDI Annual Report has shown you we are continuously working hard across the organisation to create a welcoming and inclusive environment for everyone. In addition to complying with our statutory obligations, the evidence listed above highlights how we have invested time and dedication to several initiatives and activities to increase diversity, inclusion and belonging in the organisation.

This work will continue to progress, reviewing our progress and our achievements will be shared annually in this report.

If you have any question or queries regarding this report, or feel anything should be added in the years to come please get in touch with the EDI Team.

DRAFT



**South Yorkshire
FIRE & RESCUE**

Workforce Diversity Profile 2021/22

Making
**SOUTH
YORKSHIRE
SAFER &
STRONGER**

Workforce Diversity Profile 2021/22

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Executive Summary

SYFR is fully committed to embedding Equality, Diversity and Inclusion (EDI) at the heart of the delivery of its services and in employing staff in ways which ensure compliance with the Equality Act 2010. Managers and Heads of Function have been progressing their EDI Action Plans, supported by our EDI Strategy, launched in the summer of 2019.

Our interim EDI strategy for 2022 allows us to reaffirm our focus on EDI whilst affording us the opportunity to carry out meaningful consultation across the organisation. It enables us to plan our EDI work for the coming years and align our new strategy to documents such as our Annual Plan, People Strategy, CRMP, Fit for the Future, the Core Code of Ethics, the White Paper and our refreshed Our Story.

Our Annual Plan highlights our priority areas for the coming years and EDI is at the heart of that plan; our interim EDI strategy for 2022 allows us to align the development of our next EDI strategy in line with our People Strategy. Our People Strategy sets out six inter-related strategic aims, which will support the delivery of our overall strategic priorities and will further embed our aspirations and behaviours. Our diversity strategic aim states that we “will strengthen our ability to provide an excellent service by diversifying our staff, promoting inclusion and creating a fair and inclusive place to work” and the actions within this document support this aim.

This document, The Workforce Diversity Profile 2021/22, reports on the diversity profiles of SYFR as at 31 March 2022, giving statistics against age, disability, faith & belief, sex and sexual orientation. It aims to help the organisation better understand the diversity of our workforce, to assess any trends and the key areas of focus going forward.

To ensure the diversity of all employees are captured, the data is collected over a date range. For 2022 this is 01/04/2021 – 31/03/2022 and for 2021 this is 01/04/2020-31/03/2021. Each profile includes a range of actions to improve diversity across the organisation.

A key feature of this report is the work that has gone into automating the production of the graphs and charts from our HR reporting system (Dolphin). Analysis is carried out across the workgroups, Control, Support (Corporate), Uniformed (224, Day Staffing, ORT and Non-rider – CPC system was removed in 2021) and On-call (previously referred to as RDS). The totals for these workgroups for each of the years are:-

	Control	Corporate	Uniformed	On-call	Total Employees
2020/21	31	277	582	125	1015
2021/22	37	288	608	114	1047

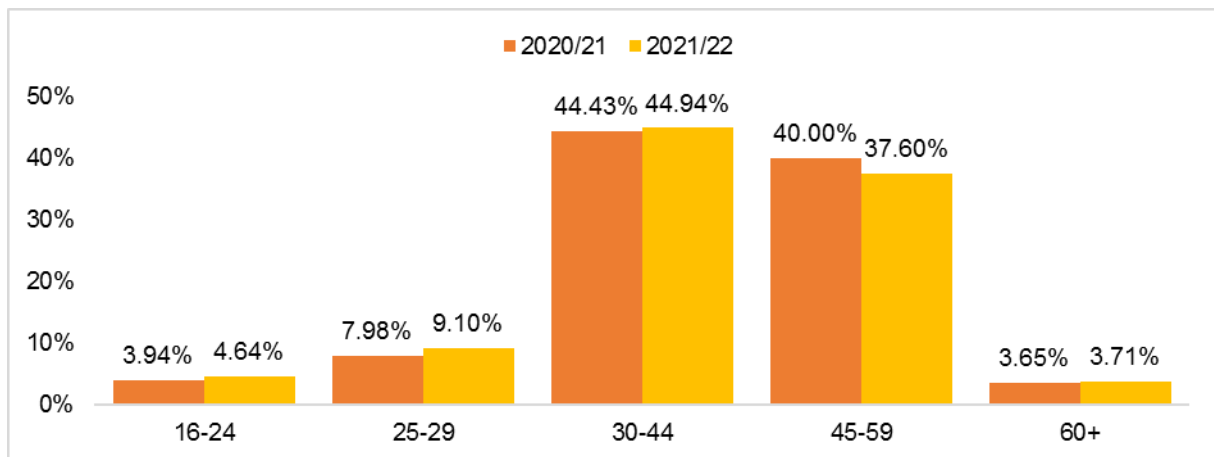
As in previous years, this report excludes contingency, non-employees and agency members of staff but includes casual employees (those on a zero hour's contract). This gives a grand total of 1047 employees for 2022, an increase from 1015 in 2021. This demonstrates our investment in getting the right teams with the right staff to deliver our vision of making South Yorkshire Safer & Stronger.

Where reference is made to 2011 Census data, it should be noted that this is not an up to date reflection of the population in 2021/22. Census 2021 results will be published late 2022 and we hope to include these in our 2022/23 workforce diversity profile.

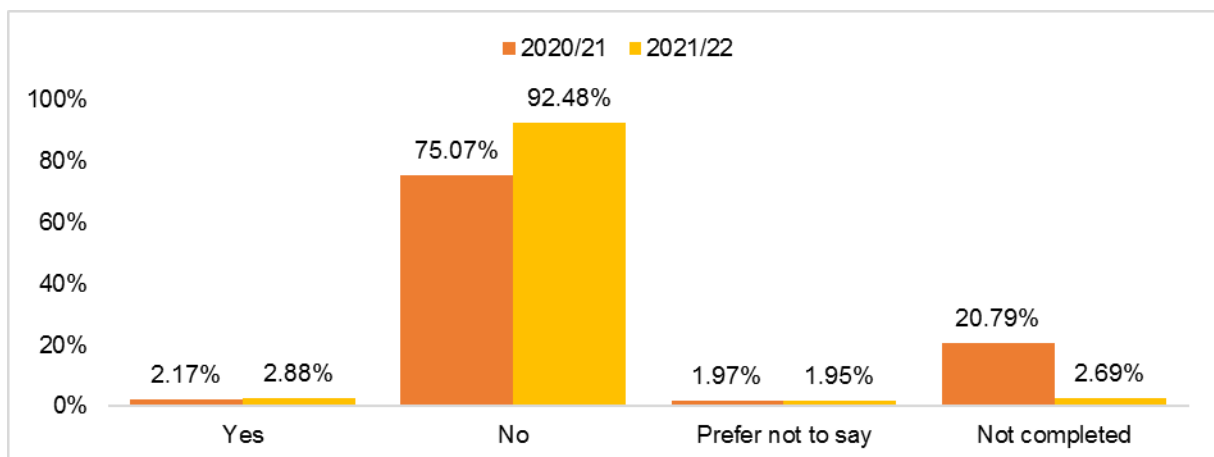
Year-on-Year Summary

This data is accurate as of 31 March 2022.

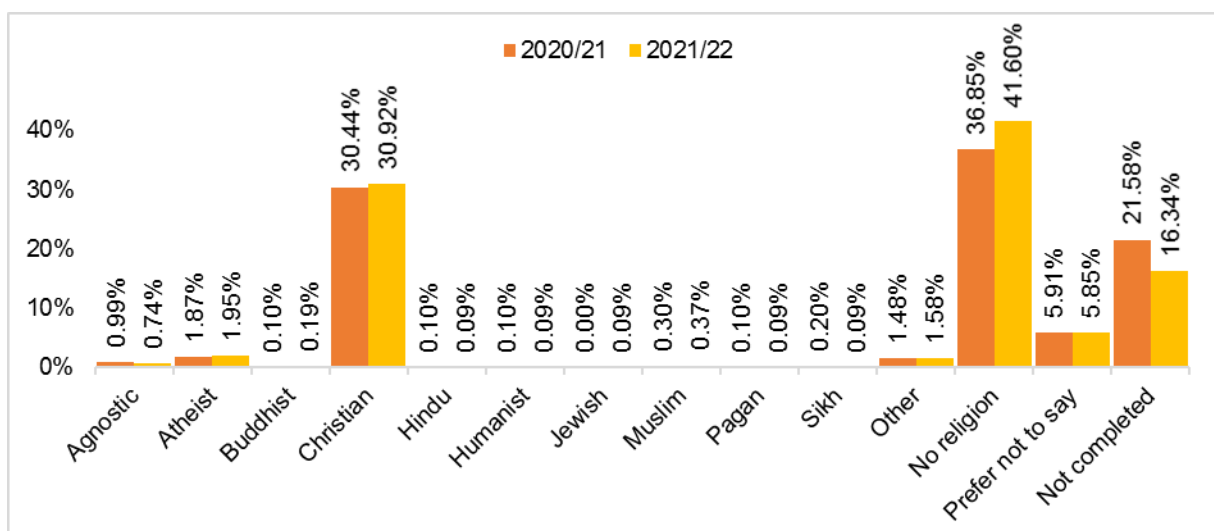
Age Diversity



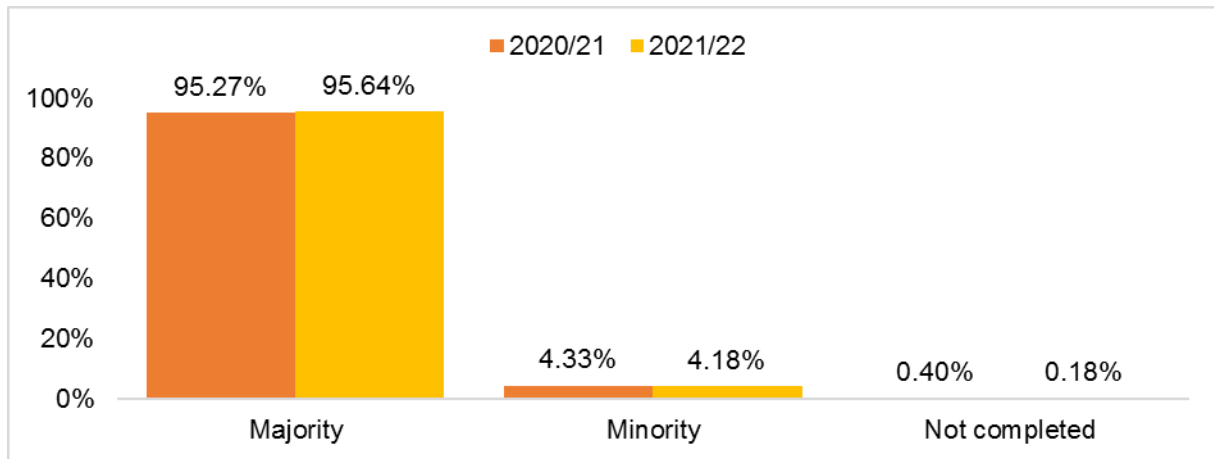
Disability Diversity



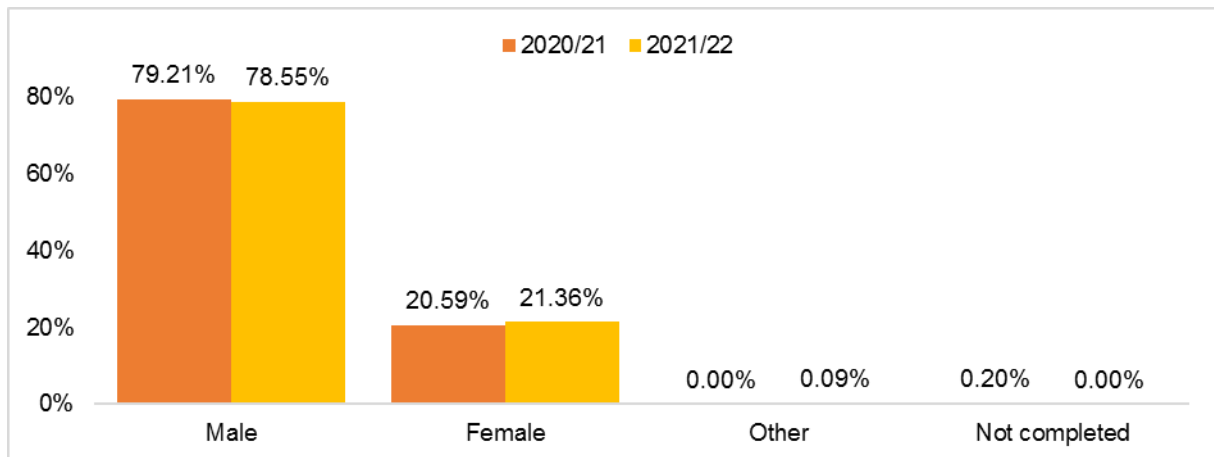
Faith & Belief Diversity



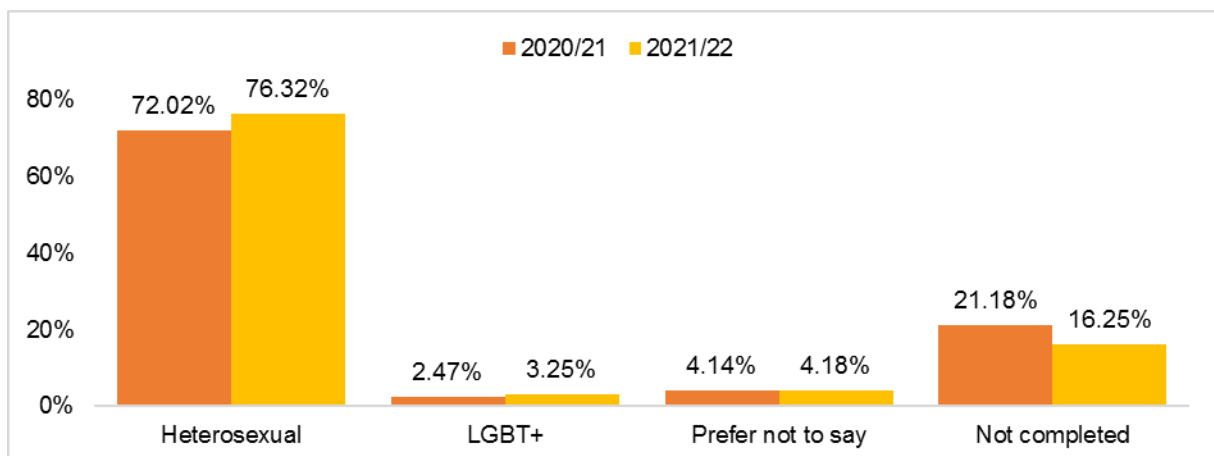
Race Diversity



Gender Diversity



Sexual Orientation Diversity





Age Diversity Profile

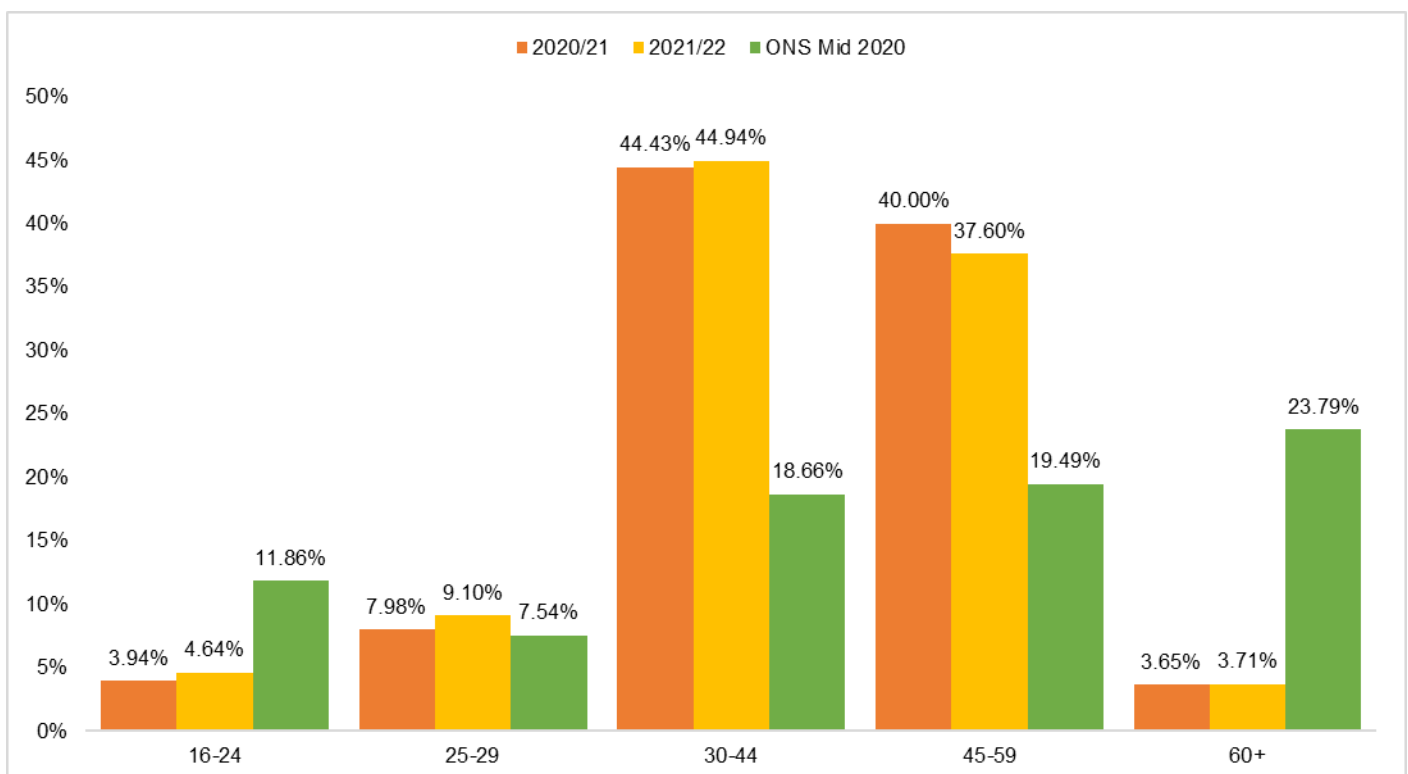
"A person or persons belonging to a particular age or range of ages"

Summary

Across the workforce there is a slight increase in the percentage of employees in the lower age ranges of 16-24 and 25-29 and upper age range of 60+.

The percentage of employees in the lower age ranges within Control has increased but for Corporate Staff this has remained largely the same. However, there has been slight increases within the Uniformed and On-call.

Whole Workforce - Age Range					
	16-24	25-29	30-44	45-59	60+
2020/21	3.94%	7.98%	44.43%	40.00%	3.65%
2021/22	4.64%	9.10%	44.94%	37.60%	3.71%
ONS Mid 2020	11.86%	7.54%	18.66%	19.49%	23.79%



	16-24	25-29	30-44	45-59	60+
Control – Age Range					
2020/21	3.23%	9.68%	45.16%	38.71%	3.23%
2021/22	8.11%	10.81%	43.24%	32.43%	5.41%
Corporate – Age Range					
2020/21	6.14%	11.55%	32.13%	39.71%	10.47%
2021/22	6.92%	12.50%	30.90%	37.50%	12.15%
On Call – Age Range					
2020/21	8.80%	10.40%	48.00%	29.60%	3.20%
2021/22	9.72%	12.50%	50.69%	26.39%	0.69%
Uniformed – Age Range					
2020/21	1.89%	5.67%	49.48%	42.44%	0.52%
2021/22	2.14%	6.58%	50.33%	40.63%	0.33%

Age Diversity Actions

- With age now classified as an under-represented group within our recruitment processes, we will work with our Strategic Influencer to develop priorities against our age profiles.
- We will continue with Positive Action to increase the number of younger employees across the organisation, including apprentices, cadets and volunteers.
- We will consider our age diversity profiles when reviewing succession planning and talent management within SYFR.
- We will consider how we can work more closely with Community Safety to monitor data relating to our cadets and Prince's Trust, to work more closely with cadets and review our attendance at career events.
- We will continue to develop partnerships with colleges/schools to develop a greater awareness of what opportunities we offer.
- We will look at how we promote SYFR as a local employer of choice for younger people.



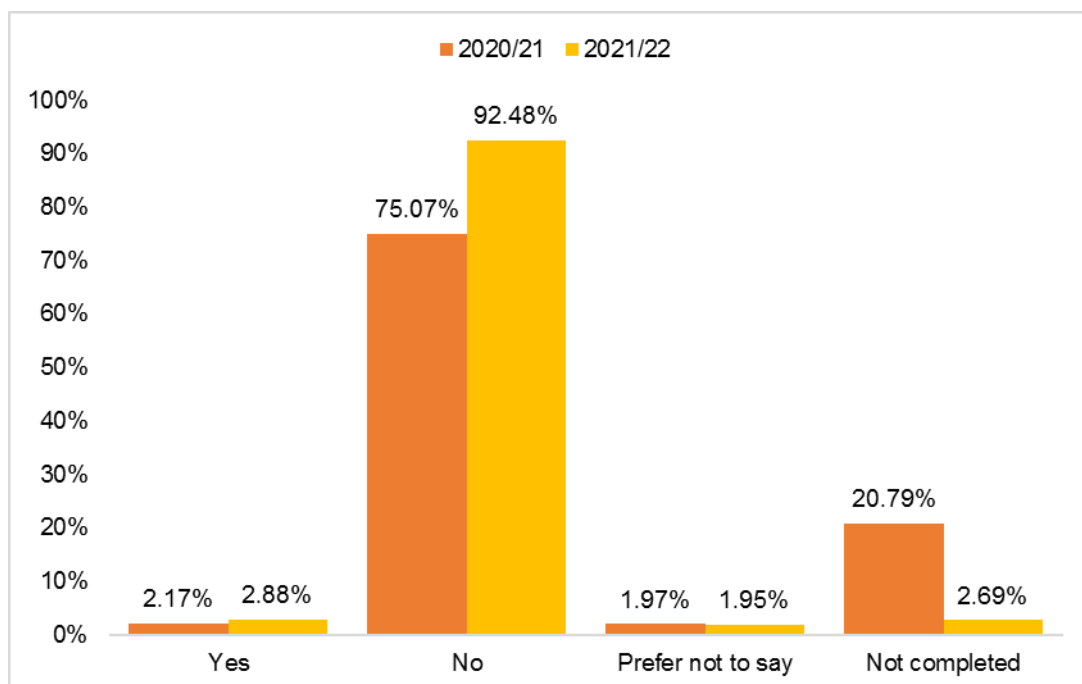
Disability Diversity Profile A disability is “a physical or mental impairment that has a substantial and long term negative effect on an individual’s ability to carry out normal daily activities”.

Summary

The percentages of those who have “Not Completed” has significantly reduced across Uniformed (28.18% to 2.96%) and On Call (16.8% to 2.78%), with small reductions in Corporate and Control.

These positive increases in disclosure may be as a result of the new IT system allowing employees to update their own personal data and the regular bulletins over the past 18 months encouraging people to input their monitoring data.

Workforce - Disability Diversity				
	Yes	No	Prefer not to say	Not completed
2020/21	2.17%	75.07%	1.97%	20.79%
2021/22	2.88% ↑	92.48%	1.95%	2.69% ↓



	Yes	No	Prefer not to say	Not completed
Control – Disability Diversity				
2020/21	0%	93.55%	0%	6.45%
2021/22	2.70%	94.59%	0%	2.70%
Corporate – Disability Diversity				
2020/21	2.89%	88.45%	0%	8.66%
2021/22	4.51%	93.40%	0%	2.08%
On Call – Disability Diversity				
2020/21	0.80%	80.80%	1.60%	16.80%
2021/22	2.08%	93.06%	2.08%	2.78%
Uniformed – Disability Diversity				
2020/21	2.23%	66.49%	3.09%	28.18%
2021/22	2.30%	91.79%	2.96%	2.96%

Disability Diversity Actions

- Continue to work with our Disability, Carers and Neurodiversity staff group.
- Develop a Neurodiversity Handbook to support the increased education and understanding of the workforce around this area.
- Continue our commitment as a Disability Confident employer and communicate the scheme internally and externally.
- Communicate to our employees the support available via our Annual Disability Reviews.
- Continue the ongoing work to capturing more specific information around disability and neurodiversity to create a system to allow staff to only have to share disabilities once and then use this information to proactively support individuals when they apply for promotion, recruitment, IFE's or some other learning event.



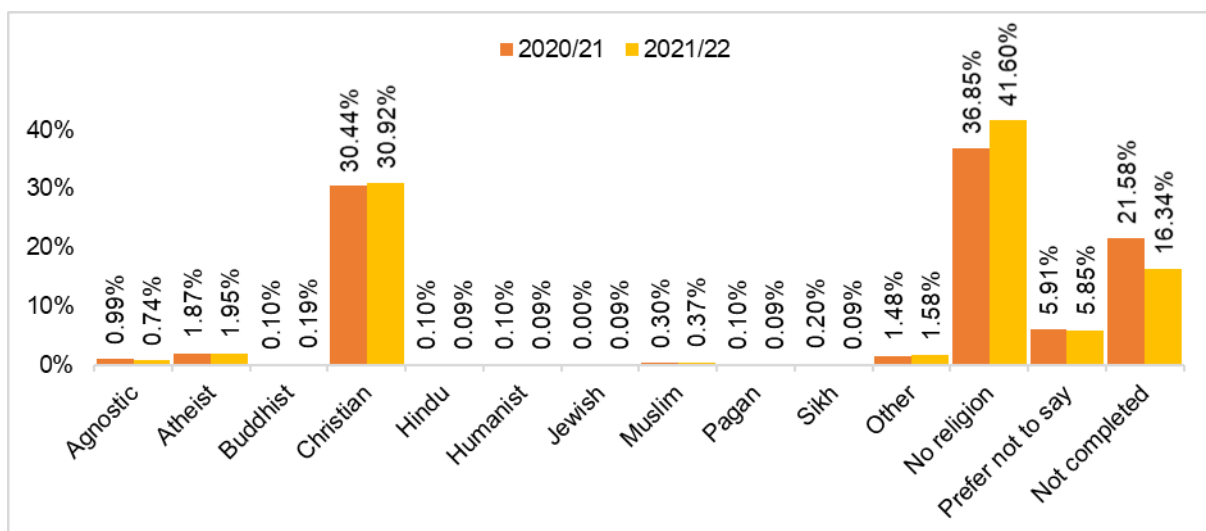
Faith & Belief Profile

"any religion, including a reference to a lack of religion or any religious or philosophical belief, including a reference to a lack of belief"

Summary

The disclosure rate for this protected characteristic has increased, meaning less are choosing to 'not complete' in 2021/22. The 2011 Census shows South Yorkshire's largest faith & beliefs as Christian (61%), No religion (26.8%) and Muslim (4.3%). For SYFR, these figures are 30.93%, 41.60% and 0.37% indicating that we are not representative. It will be interesting to compare this to the 2021 Census data.

Workforce – Faith & Belief Diversity		
	2020/21	2021/22
Agnostic	0.99%	0.74% ↓
Atheist	1.87%	1.95% ↑
Buddhist	0.10%	0.19% ↑
Christian	30.44%	30.92% ↑
Hindu	0.10%	0.09% =
Humanist	0.10%	0.09% =
Jewish	0%	0.09% ↑
Muslim	0.30%	0.37% ↑
Pagan	0.10%	0.09% =
Sikh	0.20%	0.09% ↓
Other	1.48%	1.58% ↑
No religion	36.85%	41.60% ↑
Prefer not to say	5.91%	5.85% ↓
Not completed	21.58%	16.34% ↓



Workforce, Census Comparison – Faith & Belief		
	Census 2011	SYFR 2021/22
Christian	61%	30.92%
Buddhist	0.3%	0.19%
Hindu	0.04%	0.09%
Jewish	0.1%	0.09%
Muslim	4.3%	0.37%
Sikh	0.2%	0.09%
Other	0.3%	4.45%
No religion	26.8%	41.60%
Not completed	6.7%	16.34%

Faith & Belief Diversity Actions

- We will aim to improve the disclosure rates for this protected characteristic, review the resources that we have to help staff understand different faiths and beliefs, and ensure that our cultural calendar of events includes a wide range of faiths and beliefs, including those newly given protection under the Equality Act 2010.
- We will ensure that consideration is given to this protected characteristic when carrying out Equality Assessments (EQiA's).
- We will continue with Positive Action initiatives to attract and recruit from faith communities.
- We will review our webpage to ensure that our commitment to those of different faiths, and of no faith are kept informed on how SYFR can support them. This will include working with our Faith & Belief Staff Group and external partners.
- We will encourage greater support of our cultural calendar from districts.
- We will celebrate Interfaith Week.



Race Diversity Profile “race refers to a person’s colour, nationality or ethnic or national origin”

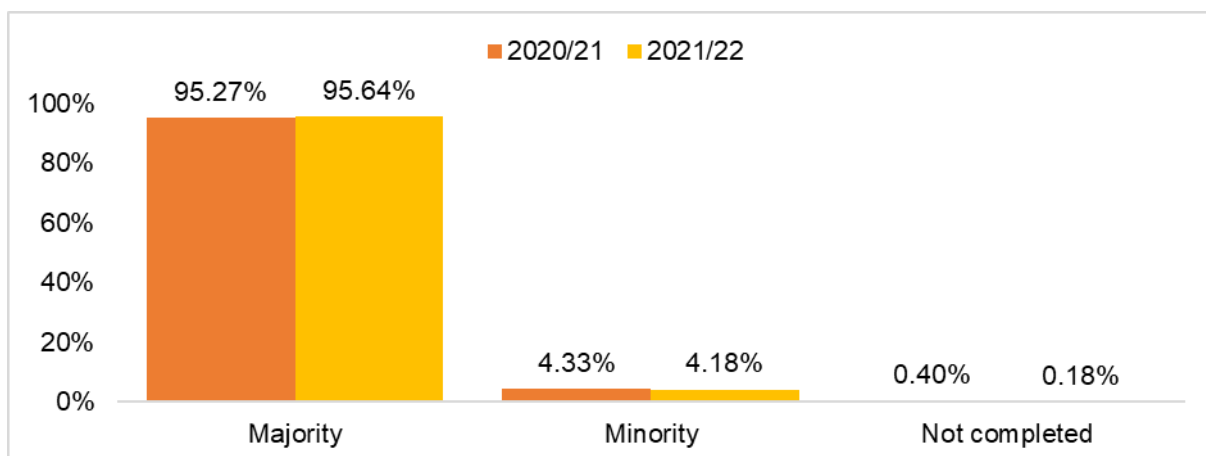
Summary

The Census 2011 records that 9.37% of the population of South Yorkshire are from a Black, Asian or Minority Ethnic (BAME) background. Following consultation with our Race Network, 2021 brought changes to the terminology used in this area and we no longer use BAME; this has been replaced by the term ethnic minority groups.

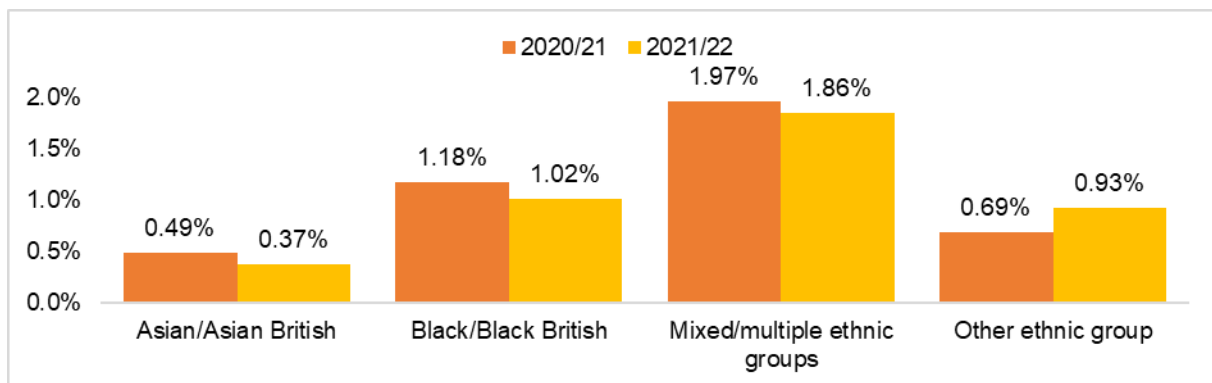
Although there is a slight increase in the % of staff from a minority background in our corporate staff, we remain significantly underrepresented in this area.

Again there is an increase in the completion rates for this characteristic.

Workforce - Race Diversity			
	Majority	Minority	Not completed
2020/21	95.27%	4.33%	0.40%
2021/22	95.64%	4.18% ↓	0.18% ↓



Workforce – Minority breakdown				
	Asian/Asian British	Black/Black British	Mixed/multiple ethnic groups	Other ethnic group
2020/21	0.49%	1.18%	1.97%	0.69%
2021/22	0.37% ↓	1.02% ↓	1.86% ↓	0.93% ↑



This additional chart (above) for 2021/22 displays the breakdown of our staff from a minority background by ethnic group and shows a positive although slight increase in the category “other” ethnic group.

Race by Workgroup						
	2020/21			2021/22		
	Majority	Minority	Not Completed	Majority	Minority	Not Completed
Control	96.77%	3.23%	0%	97.30%	2.70% ↓	0%
Corporate	93.14%	6.13%	0.72%	93.06%	6.25% ↑	0.69%
On Call	99.20%	0%	0.80%	98.61%	1.38% ↑	0%
Uniformed	95.36%	4.47%	0.17%	96.05%	3.94% ↓	0%

% Minority by Role		
	2020/21	2021/22
Principle Officer	0%	0% =
AM	0%	0% =
GM	0%	0% =
SM	4.00%	3.70% ↓
WM	1.80%	1.80% =
CM	0.85%	0.86% =
FF	5.02%	4.47% ↓
Corporate	6.13%	6.25% ↑
Total	4.33%	4.18% ↓

Race Diversity Actions

- We will continue to consult with our Race network on key areas such as station refurbishments, uniform changes, policy review and education.
- We will continue with positive action initiatives to increase our representation from under-represented groups; including alternative positive action initiatives and working more closely with local community groups, supported by our Strategic Influencer.
- We will develop strategies to improve career progression and retention for under-represented groups.
- We will continue Positive Action in the recruitment for on-call stations.
- We will review the Recommendations from the Commission on Race and Ethnic Disparities.
- We will work towards producing an ethnicity pay gap report.
- We will continue to review how we display this data to ensure we provide an improved / more representative picture across our uniformed employees.



Gender Diversity Profile “refers to a range of identities that includes female, male or another identity”.

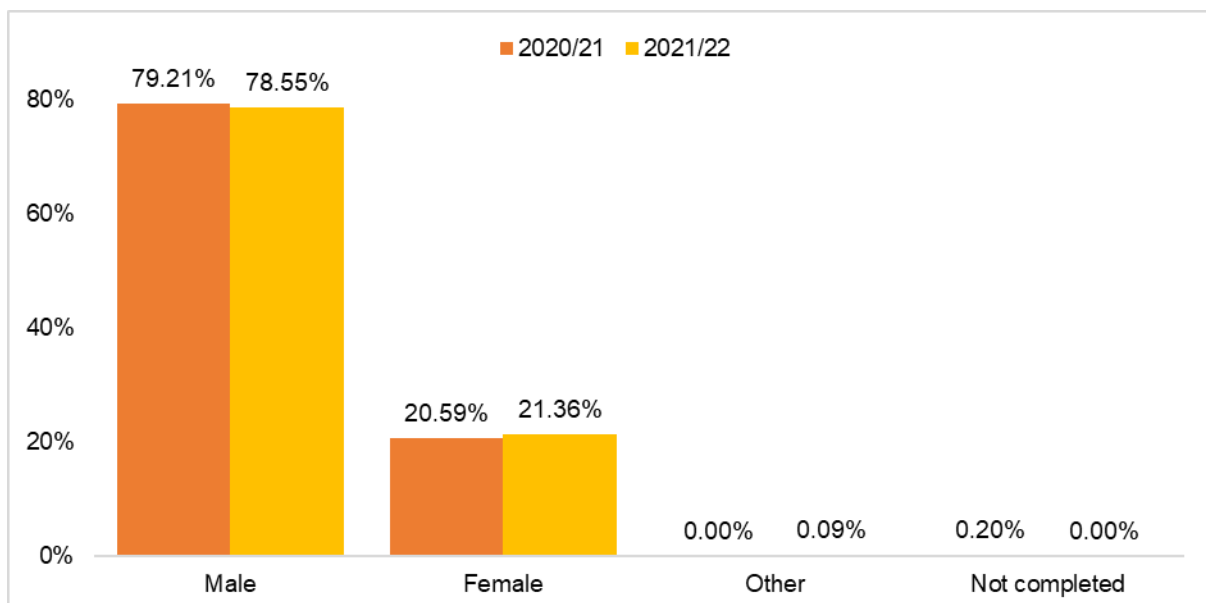
Summary

In 21/22 there has been a very slight increase in females in the workforce to 21.36%. However, this is still not representative of the population of South Yorkshire, which in the Office for National Statistics (ONS) mid-year estimate for 2020 is 50.39% female.

For 2022, at just 7.73% of the uniformed workforce females are significantly under-represented, although this is a slight increase on the previous year. Control shows a slight increase in the number of males from 25.81% in 2021 to 29.73% in 2022, again a positive move towards being representative of the region.

The report for 2022 now includes a more inclusive categorisation within this protected characteristic with the addition of “other”, to include those who do not solely identify as male or female.

Work Force - Gender Diversity				
	Male	Female	Other	Not completed
2020/21	79.21%	20.59%	0%	0.20%
2021/22	78.55%	21.36% ↑	0.09% ↑	0%



Work Group - Gender Diversity								
	2020/21				2021/22			
	Male	Female	Other	Not completed	Male	Female	Other	Not completed
Control	25.81%	74.19%	0%	0%	29.73%	70.27%	0%	0%
Corporate	51.26%	48.01%	0%	0.72%	50.35%	49.31%	0.35%	0%
On Call	89.60%	10.40%	0%	0%	89.58%	10.42%	0%	0%
Uniformed	93.13%	6.87%	0%	0%	92.27%	7.73%	0%	0%

Gender Diversity Actions

- We will continue to focus on Positive Action to attract and retain females into operational roles and males into control.
- We will develop strategies to improve career progression and retention for women in operational roles.
- We will work with the women's staff group to continuously involve them in consultation around events, station refurbishments, uniform changes, policy review and education.
- We will work with our staff groups to review best practice around the categorisation within this protected characteristic.
- We will carry out further analysis around job segregation for males and females. Including analysis of our gender pay gap.



Sexual Orientation Diversity Profile “refers to a person’s sexual orientation towards persons of the same sex, the opposite sex or either sex”.

Summary

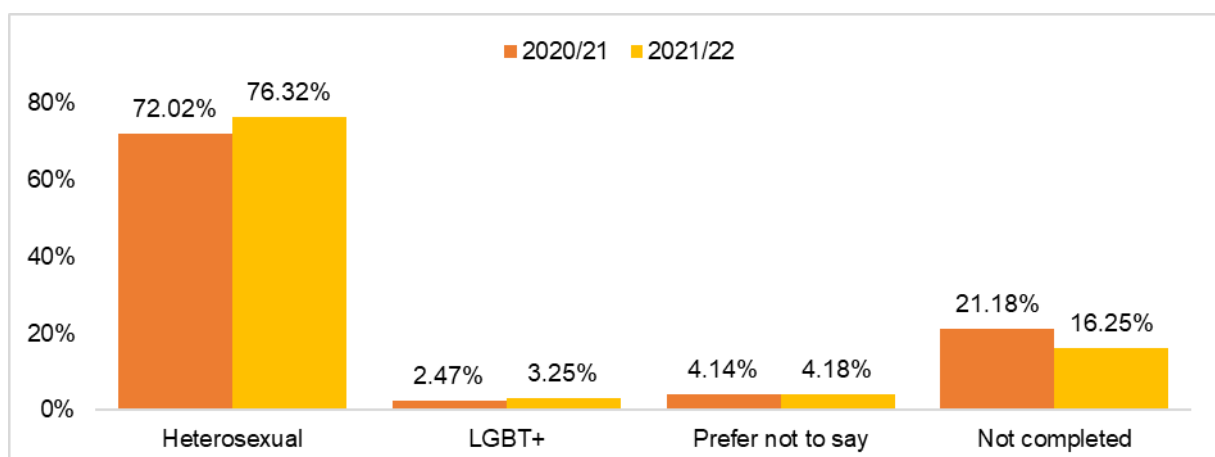
Due to the lack of research in the area, the exact proportion of Lesbian, Gay and Bisexual (LGB+) people in the UK population is unclear, with studies quoting between 2% and 15%. In 2021/22 those that identify as LGB+ at SYFR is 3.25%, although this is within the range provided it is far from 15% and thus we feel there is still significant under-representation within the workforce.

The percentage disclosure rates for 2021/22 suggest that LGB+ staff, at 3.24% are significantly under-represented within the workforce. This is another area where the % for “not completed” has reduced.

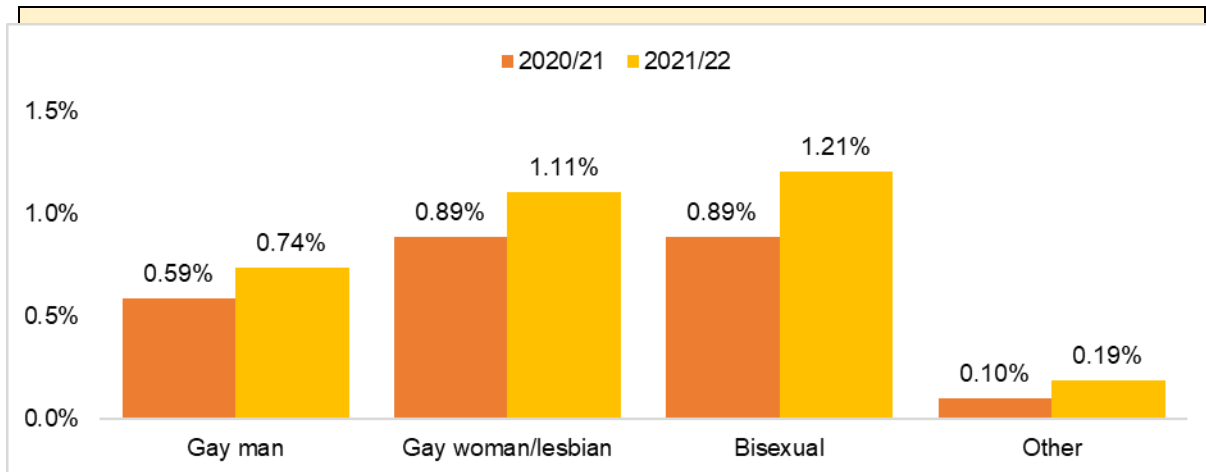
There is also still a high rate of the workforce choosing to ‘not complete’ or ‘prefer not to say’. A 2019 Stonewall report found that 35% of LGB+ employees conceal their sexual orientation at work; these statistics suggest that we may have staff who are not comfortable to be open about their sexual orientation.

The report now includes a more detailed analysis across the LGB+ categories with the addition of “other”. Consideration will be given to how this can be used within our positive action campaigns and how we monitor “other”.

Workforce – Sexual Orientation Diversity				
	Heterosexual	LGB+	Prefer not to say	Not completed
2020/21	72.02%	2.47%	4.14%	21.18%
2021/22	76.32%	3.25% ↑	4.18%	16.25%



Workforce – Minority breakdown				
	Gay man	Gay woman/lesbian	Bisexual	Other
2020/21	0.59%	0.89%	0.89%	0.10%
2021/22	0.74% ↑	1.11% ↑	1.21% ↑	0.19% ↑



Sexual Orientation Diversity Actions

- We will continue to deliver Positive Action campaigns, which encourage LGBT+ employees to apply for vacancies with us.
- We will work with our staff group to develop a campaign to increase disclosure rates for this protected characteristic.
- We will continue to support events such as LGBT+ History Month to help educate all our employees around this protected characteristic.
- We will continue to review the terminology that we use around this protected characteristic.
- We will work with Community Safety & Partnerships to increase engagement with LGBT+ groups.

Top 5% of Earners Diversity Profile

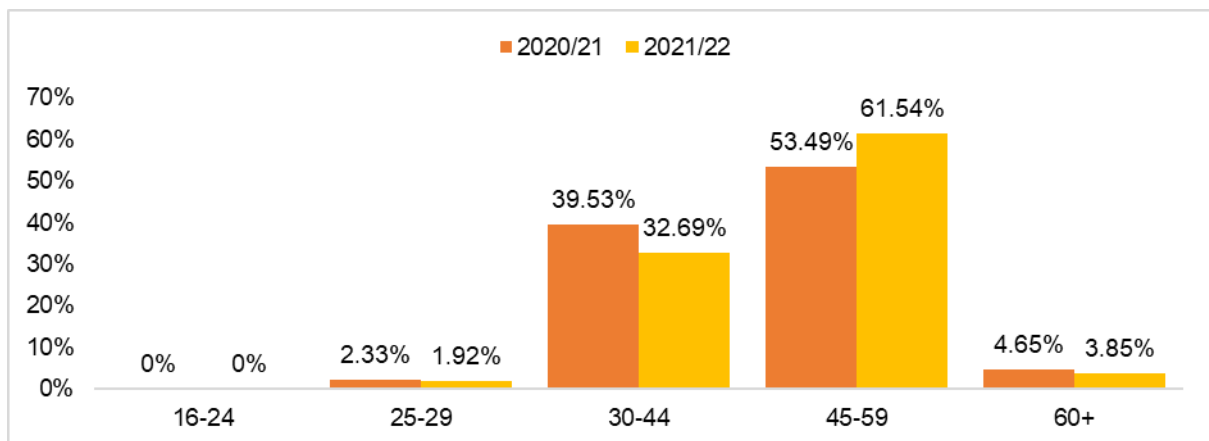
This includes the workgroups Group Manager and above for both operational and corporate staff.

Summary

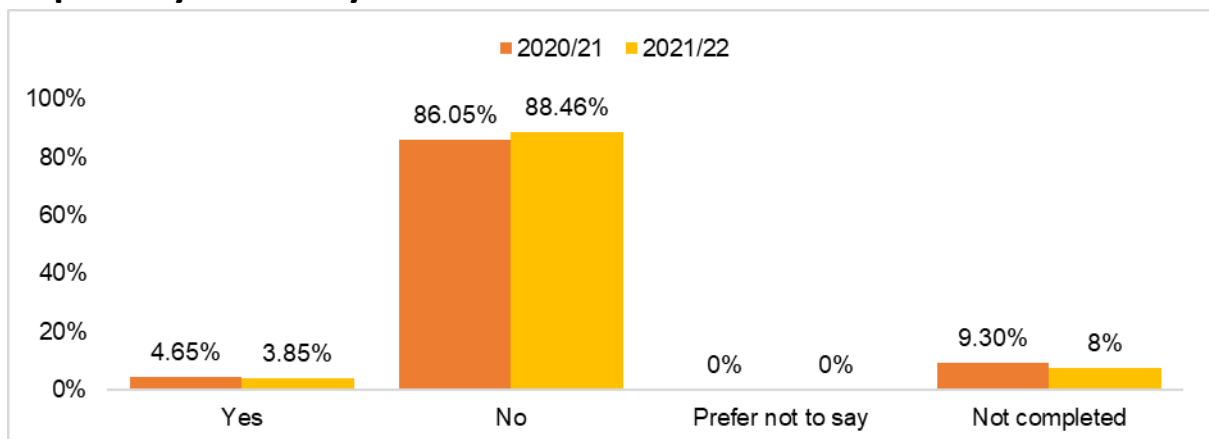
There is still a clear lack of diversity amongst the top 5% of earners. Particularly a complete lack of those from minority ethnic groups and LGBT+.

However, it is important to note there is a larger proportion of women in the top 5% at 34.78%, in comparison to organisation wide.

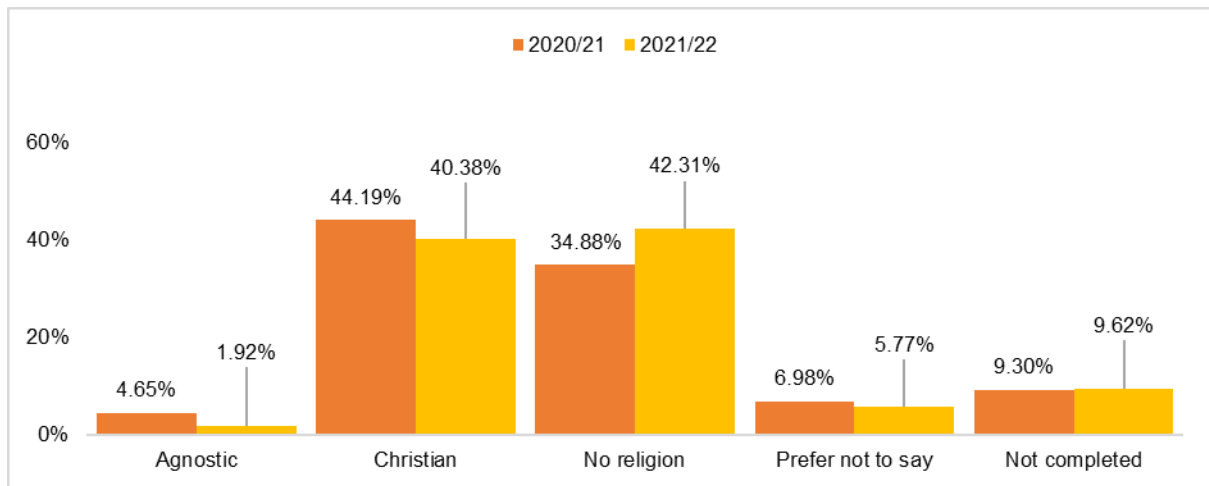
Top 5% by Age Group



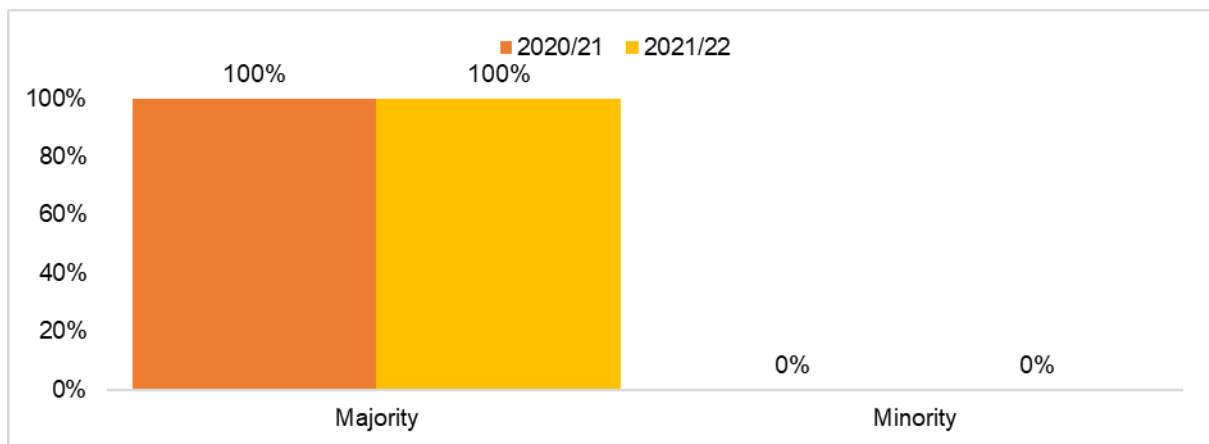
Top 5% by Disability



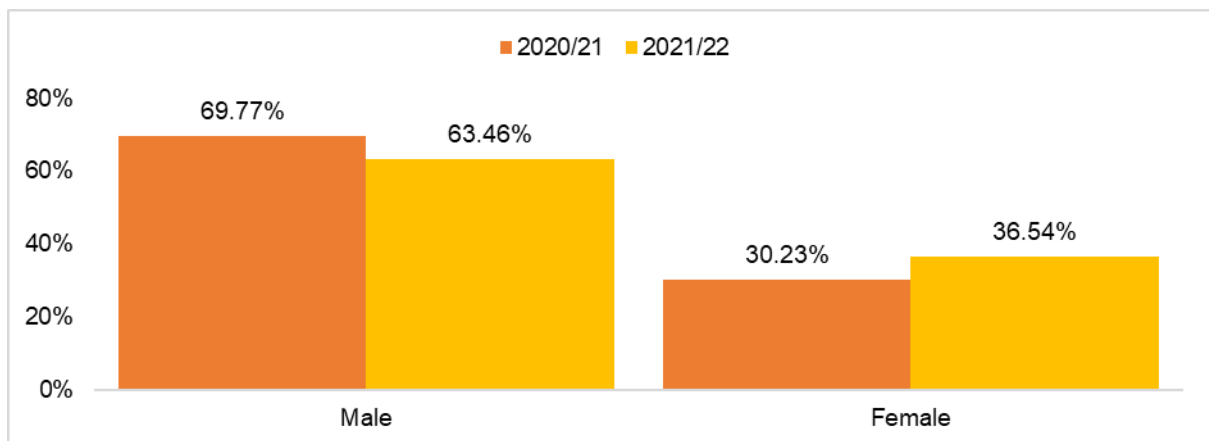
Top 5% by Faith & Belief



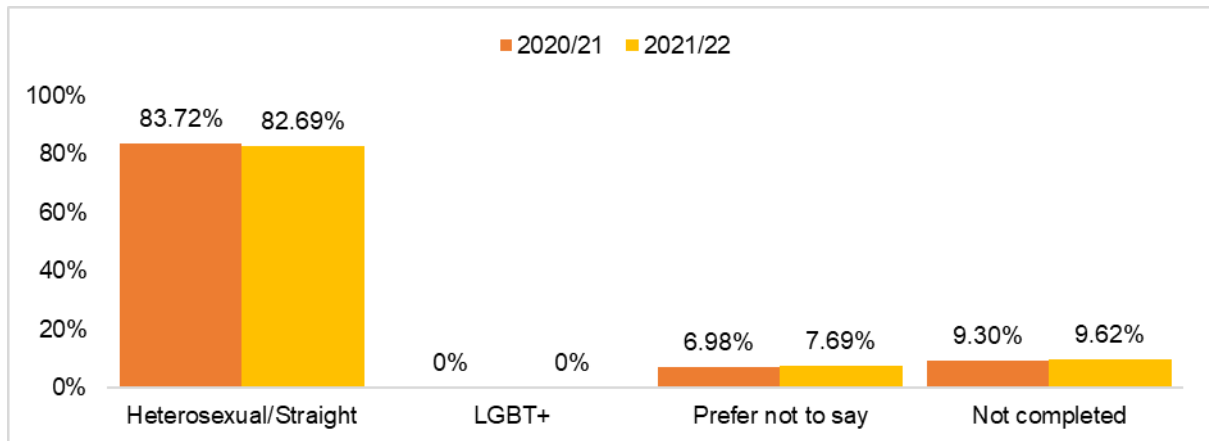
Top 5% by Race



Top 5% by Gender



Top 5% by Sexual Orientation



Top 5% Diversity Actions

- We will incorporate Positive Action interventions into the development of our talent management strategy.
- We will incorporate best practice guidance provided by the National Fire Chiefs Council (NFCC) in this area.
- We will consider how we incorporate talent management into our Leadership and Development projects.

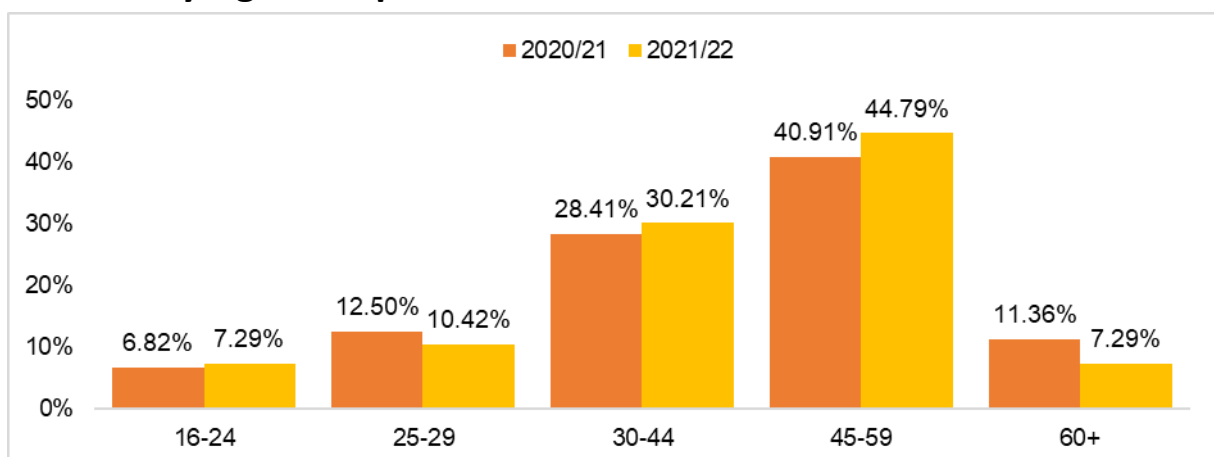
Leavers Diversity Profile

Summary

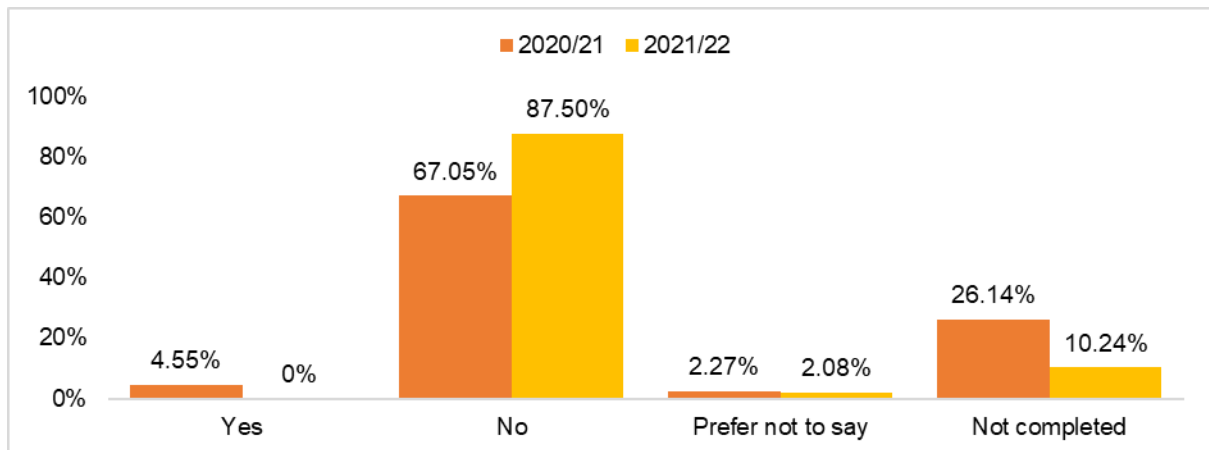
- In 2021 4.55% of leavers had declared a disability, however for 2022 this reduced to 0%.
- For 2022 there is a slight increase in leavers identifying as LGBT+.
- There was also a reduction in leavers from a minority background, from 5.39% in 2021 to 4.16% in 2022.
- The number of females leaving has also decreased from 25% for 2021 to 12.5% in 2022.

Total Workforce Leavers				
	Uniformed	Retained	Corporate	Control
2020/21	33	17	37	1
2021/22	44	23	26	3

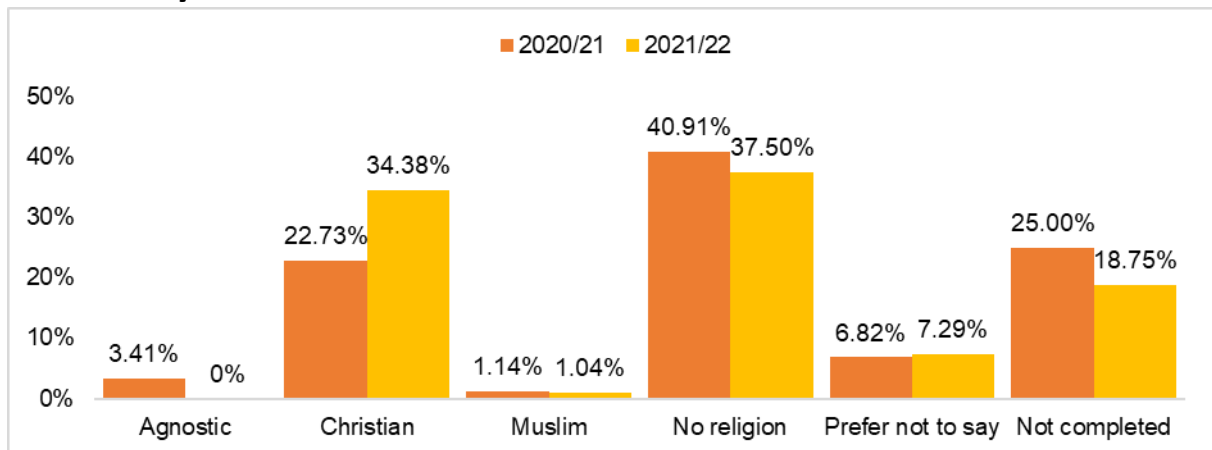
Leavers by Age Group



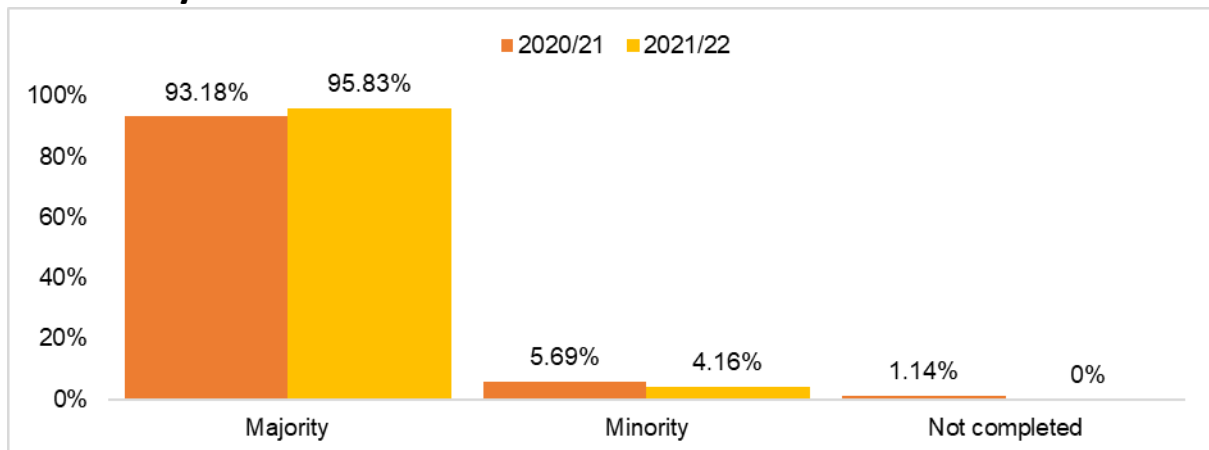
Leavers by Disability



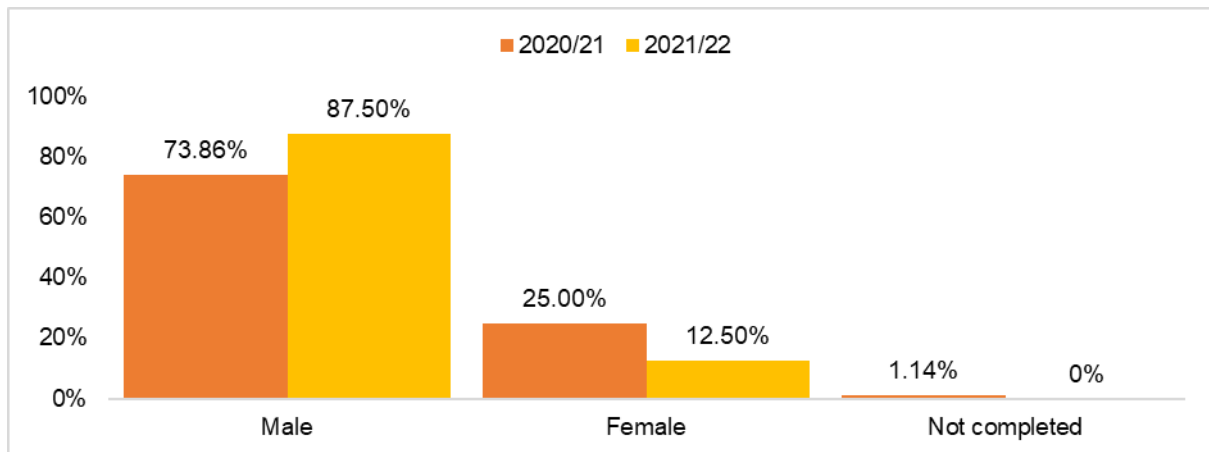
Leavers by Faith & Belief



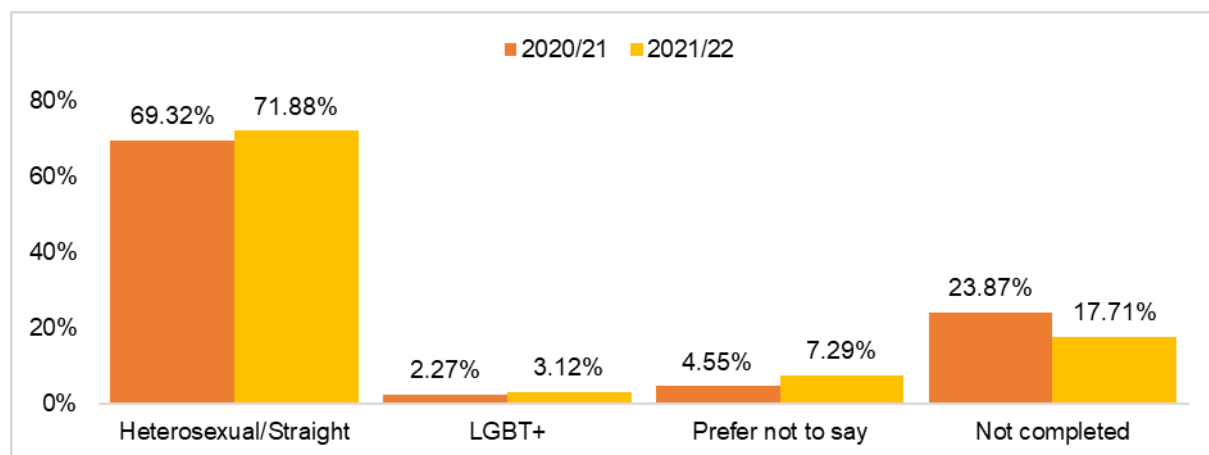
Leavers by Race



Leavers by Gender



Leavers by Sexual Orientation



Leavers Diversity Actions

- Continue to monitor exit interview responses to be aware of any patterns emerging in relation to protected characteristics to be investigated.
- Consider reviewing leavers by directorate / department to check for patterns.
- Review our approach to ensure we retain diverse talent.

New Starters Diversity Profile

Summary

At almost 67%, the number of corporate new starters shows a significant increase.

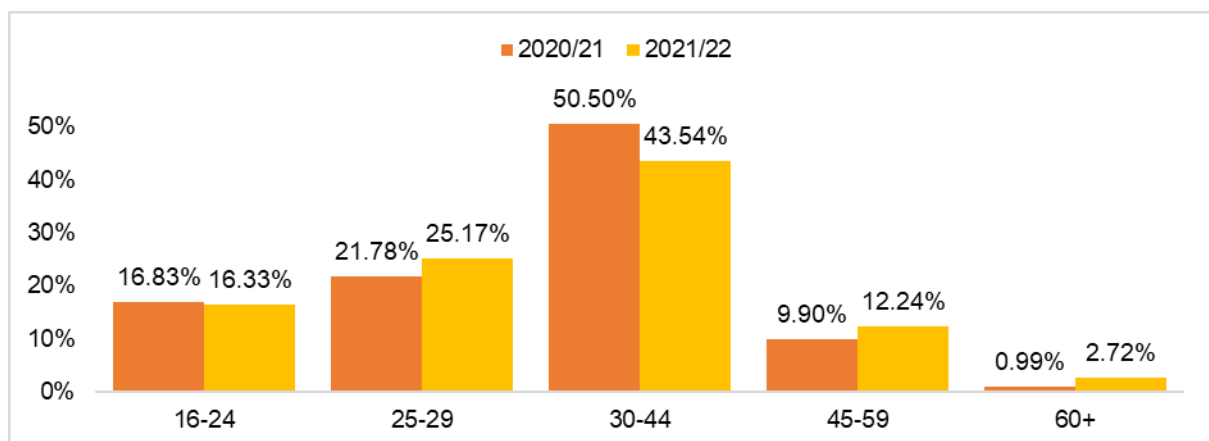
For 2022 the increase in new starters continues to be in the age group 30-44, with a slight increase in the group 45-59 at 12.24 % for 2022 from 9.90% in 2021 and a reduction in the younger age group, 16-24 (down from 16.83% in 2021 to 16.33% in 2022).

2022 saw a small increase in the number of new starters declaring a disability, up from 4.55% in 2021 to 6.12% in 2022.

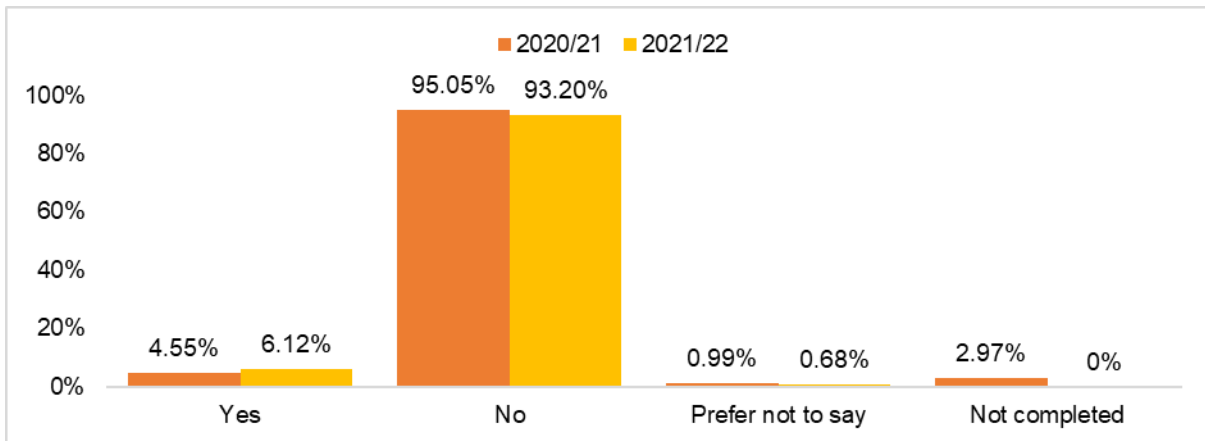
The % of starters from a minority background has decreased from the 5.69% in 2021 to 4.16% for 2022, the number of female starters has increased from 16.83% in 2021 to 27.89% in 2022 and the % of LGB+ new starters has seen an increase from 2.97% in 2021 to 6.80% in 2022.

Total Workforce New Starters				
	Uniformed	On-call	Corporate	Control
2020/21	59	21	20	1
2021/22	59	35	46	7

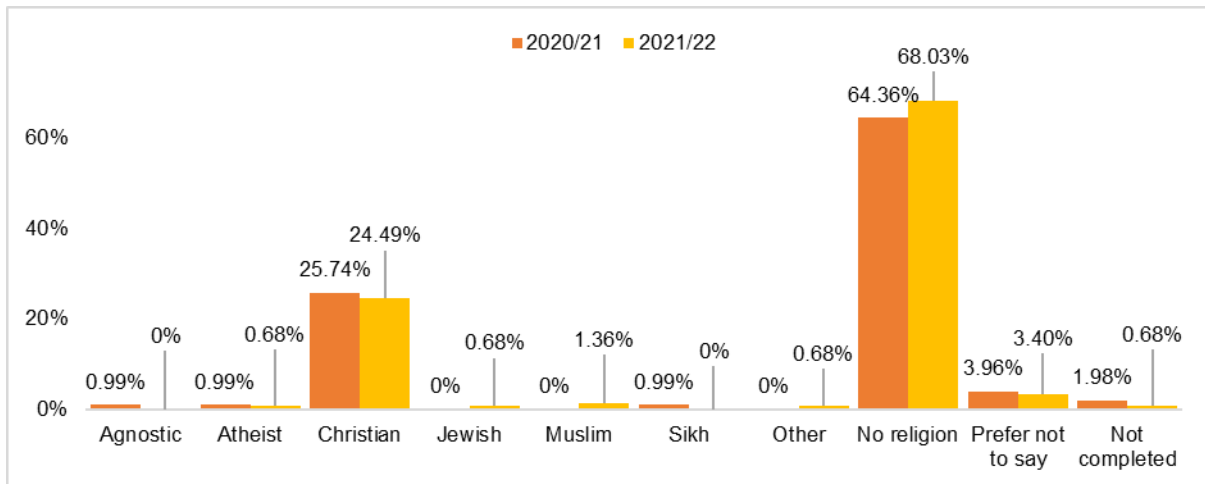
New Starters by Age Group



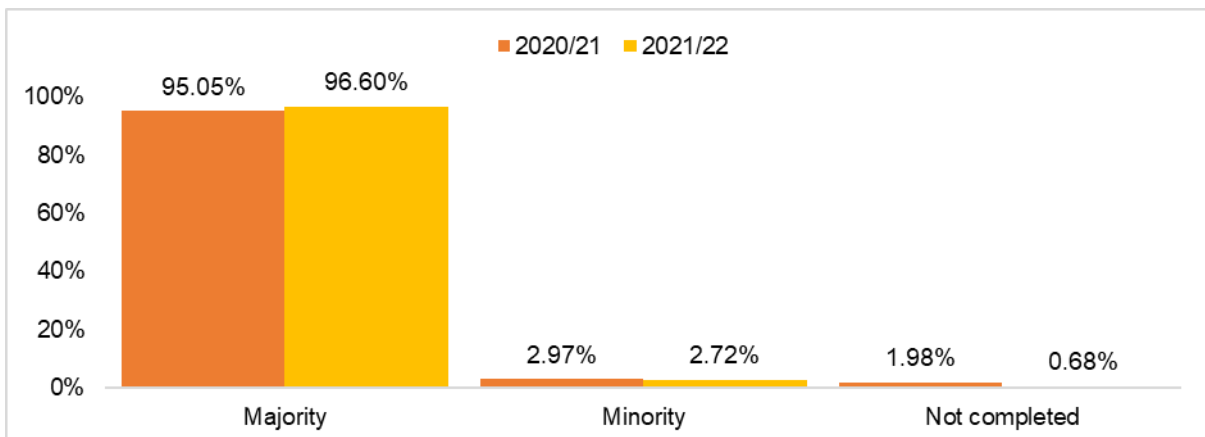
New Starters by Disability



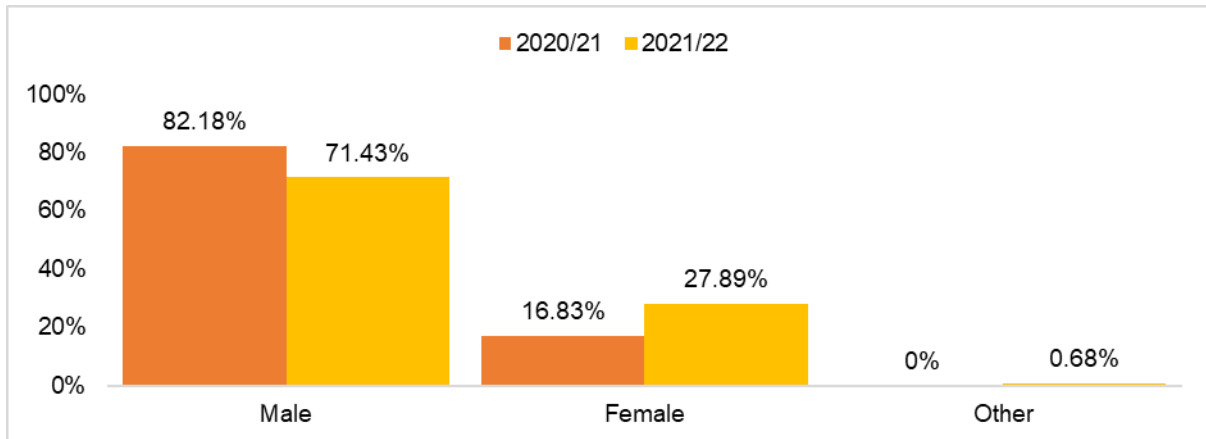
New Starters by Faith and Belief



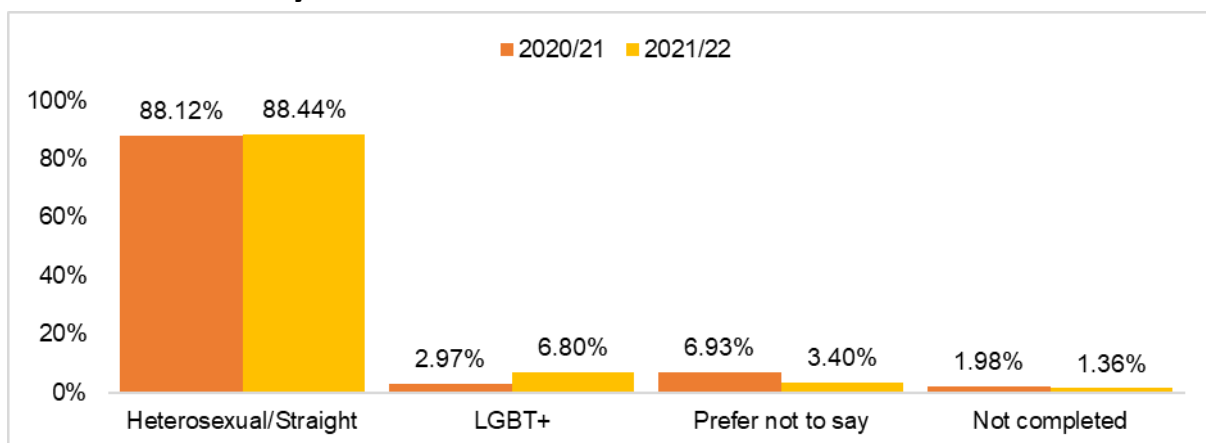
New Starters by Race



New Starters by Gender



New Starters by Sexual Orientation



New Starters Diversity Actions

- We will ensure that we have a robust approach to recruitment and selection that enables us to recruit diverse candidates.
- We will make sure our recruitment and on boarding experience is consistent and accessible, supported by our new Applicant Tracking System (being introduced during 2022).
- We will continue to make sure that applicants are able to share their disabilities and adjustments are made throughout the recruitment process in a timely manner.
- We will ensure we market ourselves to the whole community, so we do not miss out on valuable skills.

Discipline & Grievance Profile

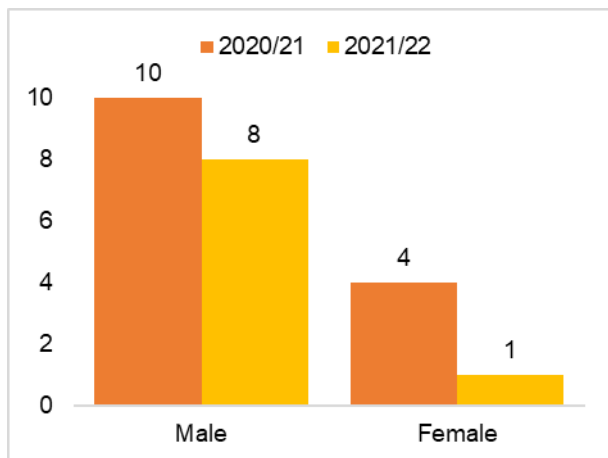
Summary

This details a breakdown of the formal grievance and discipline cases received during the year, broken down by protected characteristic.

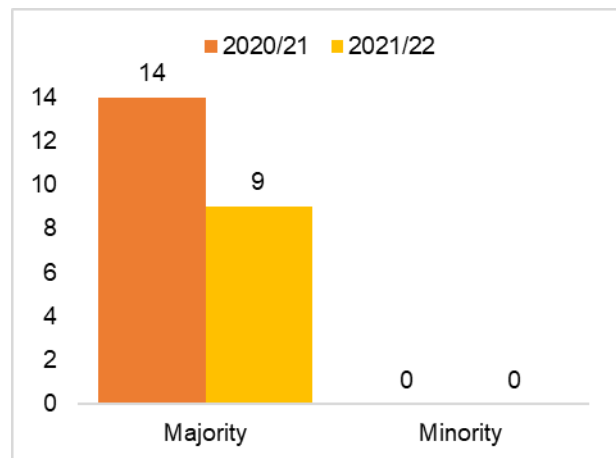
The overall number of disciplines has reduced from 2021 with fewer disciplines for females than males, with none by individuals from a minority background or with a disability for 2021/2022. The number of grievances in 2022 has reduced from the figure for 2021. However, whilst there is an increase in grievances raised by individuals from a minority background, the number for those with a disability has remained the same for both years.

Discipline

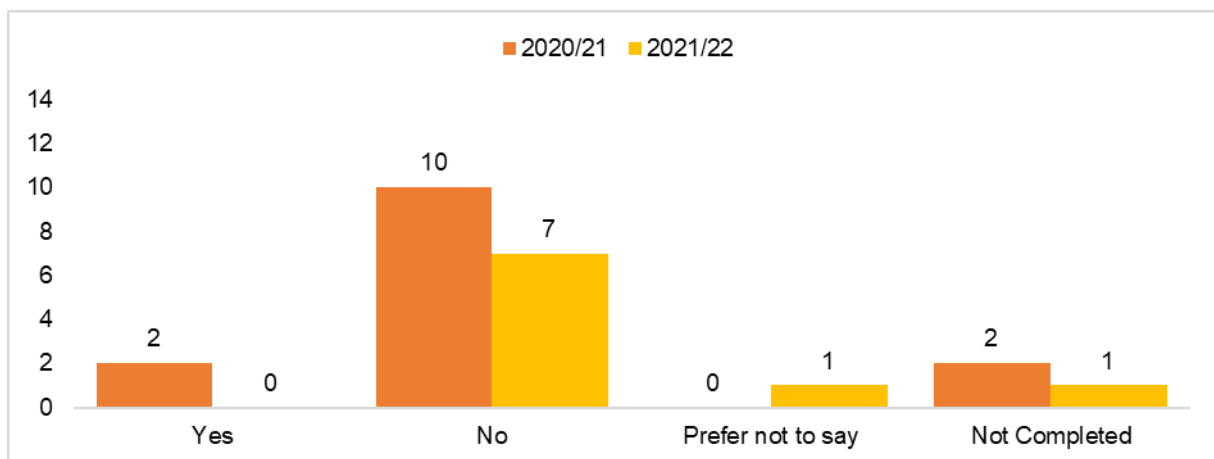
By Gender



By Race

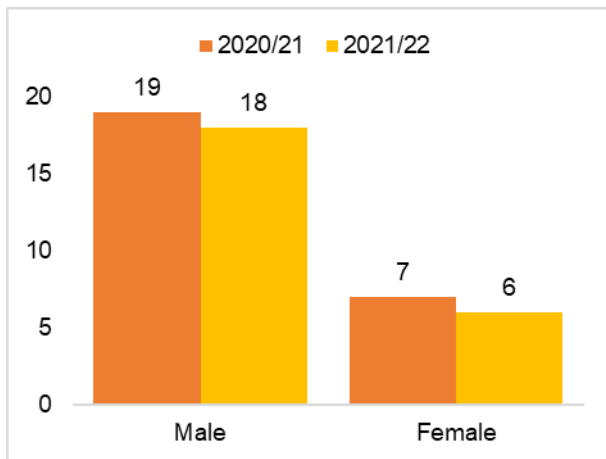


By Disability

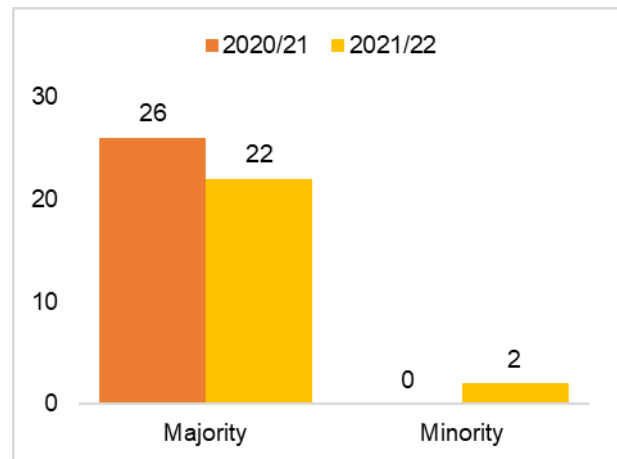


Grievances

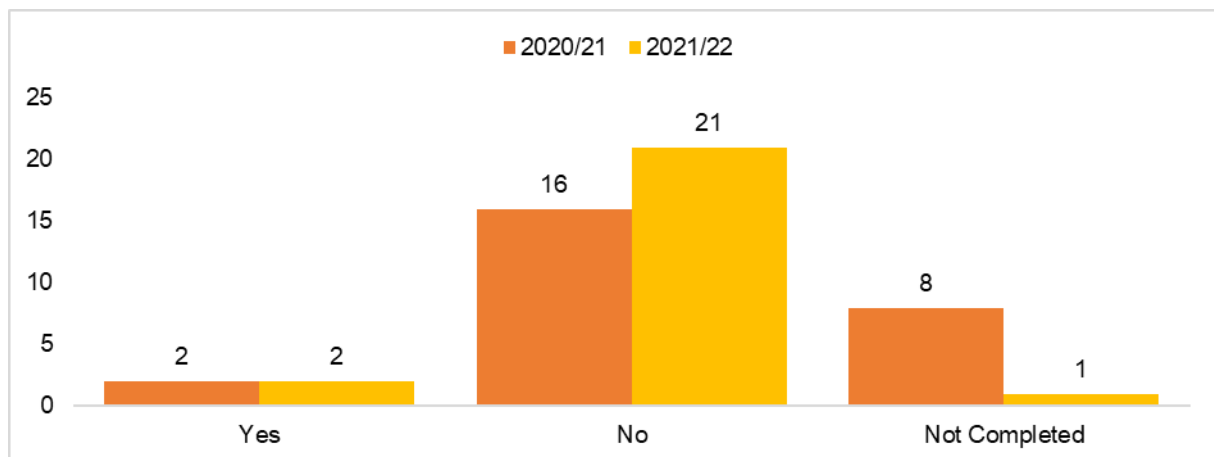
By Gender



By Race



By Disability



Discipline & Grievance Actions

- We will continue to deliver training to ensure all managers are familiar with our discipline and grievance procedures.
- We will support Line Managers to create an environment where everyone feels comfortable to discuss day to day issues informally with their Line Manager so that concerns and voices can be heard and responded to as soon as possible.
- We will consider whether information around informal disciplines and grievances should be incorporated into this report.

Disclosure Rates Profile

Summary

This details a breakdown of the levels of disclosure for the protected characteristics. Those who are classified as 'not disclosing' are those who are under the category "not completed". For the purpose of this report those that "prefer not to say" have disclosed.

In terms of disclosure rates, there have been great increases across all 6 characteristics. With the biggest increase being for disability, from 79.21% to 97.31%. These increases are as a result of a series of communications pieces to raise awareness of the process to fill in the diversity data.

However, there is still a lack of disclosure of faith & belief and sexual orientation. More work needs to be done to ensure colleagues feel comfortable to disclose their identities.

Protected Characteristic – Disclosure Rates		
	2021	2022
Age	100%	100% =
Disability	79.21%	97.31% ↑
Faith & Belief	78.42%	83.66% ↑
Race	99.60%	99.82% ↑
Gender	99.80%	100% ↑
Sexual Orientation	78.82%	83.75% ↑

Disclosure Rate Actions

- We will work with staff groups and representative bodies to continue our campaign to increase disclosure rates for all protected characteristics.
- We will continue to review of the language/terminology used within the protected characteristics to ensure everyone has a category which encapsulates their identity.
- We will develop our systems to make disclosure easier for individuals.
- We will look for trends / increases in categories such as "other" and "prefer not to say" to check if we are excluding any groups of people.

Conclusion and Encompassing Actions

The Workforce Diversity Profile for 2021/22 has highlighted that there is still a lack of diversity and representation across SYFR. However, in some areas there has been an improvement in representation since 2020/21. Particularly an increase in females, LGBT+, those with a disability, whilst they are small increases they signify a move in the right direction. Though it is important to note that racial diversity has decreased slightly from 4.33% to 4.18% and this area will continue to be a key focus for the organisation.

There continues to be a lack of diversity across the Top 5% of Earners in the organisation, with no representation from LGBT+ or ethnic minorities groups. This is a key area where leadership development and mentorship should be invested in, to retain and develop diverse talent.

It is important to recognise that disclosure rates have across the board greatly increased, allowing us to have a greater understanding of the diversity of our workforce.

Whilst there have been actions throughout the report, which are unique to improving representation of a particular characteristic and group, we want to highlight some **encompassing actions**. These actions span across the groups and would see improved diversity across the workforce. We have grouped these actions into three categories; training, leadership and recruitment.

Training

- Enhance our organisational understanding of EDI.
- Provide training and resources for all managers and colleagues to support the launch of new employment policies/guidance i.e. neurodiversity.
- Make use of the Apprenticeship Levy to fund professional qualifications.
- Improve our guidance and training for staff on completing and implementing meaningful Equality Impact Assessments.

Leadership

- Assess and invest in how we develop leaders and enhance skills of existing employees.
- Inspire experienced employees to mentor across the organisation and the sector.
- Ensure new managers have all the tools to enable them to lead their teams effectively and in an inclusive manner including when working remotely.

Recruitment

- Develop a robust and future-proof approach to recruitment and selection that enables us to recruit diverse candidates.
- Ensure our recruitment and on boarding process is inclusive and offers the best candidate experience to support our aim of becoming an employer of choice.
- Ensure we attract (and retain) employees from all communities, so we do not miss out on valuable skills.
- Continue to review and develop our programme of Positive Action Initiatives to boost the diversity of our workforce.

We hope this diversity profile has highlighted the work still to be done, to make us representative of the South Yorkshire region and the actions required to achieve our diversity strategic aim outlined in our People Strategy. If you have any questions, queries or feel that something else should be included going forward into 2022/23, please do get in touch with the EDI team.