

GREATER MANCHESTER FIRE AND RESCUE (GMFRS); 2018/19 ANNUAL PERFORMANCE EXECUTIVE SUMMARY

This report aims to provide a summary of the corporate key performance indicators (KPIs) underpinning the Greater Manchester Fire and Rescue Service Model. The information contained in this report builds upon the quarterly updates and will also provide a view of how performance this financial year compares with:-

- GMFRS historic annual performance (5 years where data is available)
- Performance versus target and/or year on year annual comparisons/forecasts
- Comparison data for the last 3 years (where available) in relation to; other Fire and Rescue Services similar to ourselves, known as the 'METs Family Group', where appropriate data is available, and other Fire and Rescue comparison data published by the Home Office in 2017/18

1. During 2018/19 there have been a total of 31,786 incidents (fires, false alarms and special service calls) which is a reduction of 3.61% (1,192 fewer incidents) when compared to 2017/18. 5 out of 7 METs brigades have observed a reduction and 2 an increase.

In 2017/18 the Home Office commented that of all incidents attended by FRSs in 2017/18, fires accounted for 30% and non-fires 30%. However this is not the case for GMFRS as there are still more fire incidents as a proportion of all incidents. During 2018/19, 16% of the overall total incidents attended were non-fire, compared with 40% that were fires. The largest incident type continues to be fire false alarms at 44%.

2. The average response time for the 1st GMFRS appliance to attend an emergency incident this year was 7 minutes 14 seconds and is comparable to the 7 minutes 6 seconds recorded during 2017/18. (This is the time taken for the 1st appliance to attend the scene once the alert is received at the fire station and includes the time of call answer to time of alerting the first resource target of 90 seconds).

In 2017/18 the Home Office published response data in relation to all FRSs which highlighted that the average response time to primary fires in England in 2017/18 was 8 minutes 45 seconds. The GMFRS average response time to primary fires was 7 minutes 14 seconds, 1 minute 31 seconds better than the England average. GMFRS has the 4th best average response time when comparing to our Mets family group.

3. Accidental dwelling fires (ADFs) have decreased by 5% (-105 incidents) this year when compared to 2017/18. Despite the reduction, GMFRS still has the highest volume of ADFs of all the METs brigades. The majority of ADFs originated in the kitchen with the main cause cooking related.

4. During 2018/19 there have been 7,749 deliberate fires, a decrease of 9% when compared to 2017/18. 5 out of 7 METs brigades have also reported a decrease in this year in comparison to last. It should also be noted that deliberate fire volumes for London FRS are significantly lower than any brigade due to a different approach in the recording 'motive', i.e. accidental or deliberate.

It is worth noting that during July 2018 GMFRS were in spate conditions due to the moorland incidents which took place during the period 25th June and 18th July 2018. This proved to be the busiest recorded period of operational activity in the history of Greater Manchester Fire and Rescue Service (GMFRS). July 2018 also saw an unprecedented period of dry weather; there were 24 consecutive days of sunshine and heat during the period 17th June to 11th July. Met office statistics show July 2018 was 'the second warmest July since 1910. Rainfall was 57% of average and sunshine was 142% of average, making it provisionally the second sunniest July since 1929'. Analysis of the data shows a correlation between the weather and deliberate secondary fires; more sunshine and less rainfall=more deliberate secondary fires;

5. Sadly during 2018/19, 19 people died as a result of a fire incident, 16 of which were accidental. In 2017/18 there were 21 fire related deaths, 11 of which were accidental.

6. The number of non-domestic fires attended in 2018/19 by GMFRS decreased by 18% in comparison to 2017/18. Additionally, GMFRS has the lowest volume of non-domestic fires (buildings) per 1,000 non-domestic premises in Greater Manchester out of the METs family group.

7. There have been a total of 14,083 false alarms attended this year, an increase of 1% when compared to 2017/18 with 4 out of the METs FRSs also noting an increase. At GMFRS, 39% of all false alarms in 2018/19 originated from an automatic fire alarm (FADA) in a non-domestic property. With the exception of London FRS all METs brigades saw a reduction in this area in 2018/19.

8. During 2018/19, 5,107 special service calls (SSCs) have been attended which is a reduction of 19% when compared to 2017/18. The main reason for this is due to there being fewer medical incident type calls, the majority of which were associated with the Emergency Medical Response (EMR) trial whereby operational crews were dispatched in parallel with North West Ambulance Service (NWAS) when someone suffered a suspected cardiac arrest. GMFRS' involvement in this trial ceased in September 2017.

9. During 2018/19 there have been a total of 27,191 Safe and Well visits made to homes across Greater Manchester which is a decrease of 18% when compared to the number delivered in 2017/18. The prolonged moorland incidents during late June and July impacted on the ability for both crews and community safety staff to carry out Safe and Well visits during this period.

The number of home visits made by brigades is varied and influenced by demographics, socio-economic factors and the wide ranging prevention activities undertaken by the individual FRSs.

10. The level of sickness absence at GMFRS in 2018/19 stood at 4.03%, a decrease when compared to the 4.72% recorded in 2017/18. The 'National Fire & Rescue Service Occupational Health Performance Report' (April – December 2018), highlighted that:-

- The % of total working days/shifts lost to sickness per Green Book staff member at GMFRS was 4.7% which is the highest of all the METs brigades
- The % of total working days/shifts lost to sickness per Wholetime Firefighter at GMFRS was 4.96%, compared with 5.84% at London FRS

11. The Hostilities measure was extended to include all GMFRS personnel and property on 01.04.18 and is therefore not comparable to 2017/18.

In relation to hostilities towards firefighters whilst at/en route to an incident there were 88 this year compared to 93 during 2017/18. A report published by the Home Office in October 2018 in relation to attacks on firefighters demonstrates that the percentage of incidents where attacks have occurred has remained at around 0.1% of all incidents attended. At GMFRS during 2018/19 there were 88 incidents involving an attack on firefighters, which equates to 0.28% of all incidents attended.

12. The female % of the GMFRS workforce for 2018/19 stands at 19.76% - a decrease of 0.34% when compared to 2017/18. The percentage of the workforce from black, asian and minority ethnic groups in 2018/19 is 4.23% - a reduction of 0.1% when compared to 2017/18.

The 'Fire and rescue workforce and pensions statistics: England, April 2017 to March 2018', published by the Home Office in October 2018 advises that "5.7% of firefighters were women in England in 2018 compared to 5.2% the previous year". In GMFRS in 2018/19 this figure is 5.47% an increase of 1.11% compared to the previous year.

The Home Office report also advises '10.5% of new firefighters in England were female in 2017/18". In GMFRS this figure is 31%, the second highest percentage of new female recruits in England and the highest when compared to our METs family group, the second highest percentage of new female recruits in England, and the highest when compared to our METs family group.

Please note comparison data for incidents is up to and including 2018/19, Prevention and Response comparison data has been sourced from the Home Office whose most recent publication is for 2017/18; 2018/19 is not yet available. Absence data has been sourced from the Cleveland Report published in December 2018.

Emergency Response

Greater Manchester Fire and Rescue (GMFRS) 2018/19

Reduce the number of emergency calls, deaths and injuries, crime and disorder. Maintain a high state of preparedness for emergencies

All Incidents

2018/19*

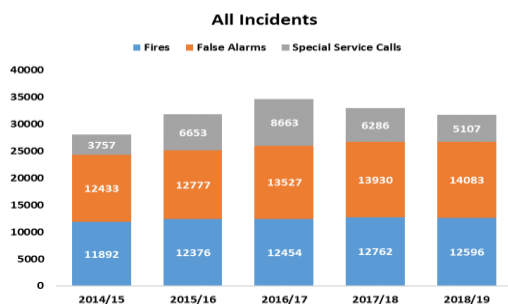


In 2018/19 GMFRS attended a total of 31,786* incidents (fires, false alarms and special service calls), a **reduction of 3.6%** (1192) when compared with 2017/18. The reduction is mainly associated with fewer special service calls (SSCs).

Bolton	3241
Bury	1736
Manchester	7801
Oldham	2680
Rochdale	2509
Salford	3397
Stockport	2227
Tameside	2274
Trafford	2041
Wigan	3880

*Not all records were complete at the time of reporting and therefore a small number may not be assigned to a borough

Figure 1 - All Incidents



*Average 1st Appliance Response Time to Emergency Incidents

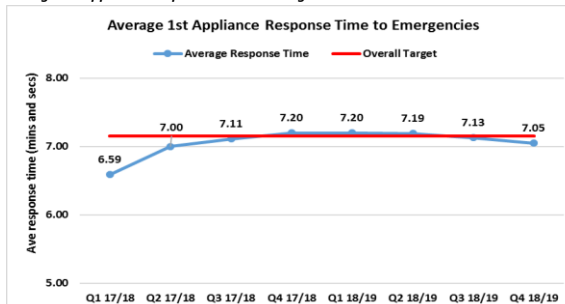
2018/19*



In 2018/19 GMFRS 1st appliance average response time to emergency incidents was 7 minutes and 14 seconds which is comparable to the 7 minutes and 6 seconds recorded during the same period last year.

*(Average response time is calculated from the time the appliance is alerted to the arrival of the first pumping appliance. In addition to this, the time of call answer to time of alerting the first resource target of 90 seconds has been added to the average response time).

Figure 2 - Average 1st Appliance Response Time to Emergencies



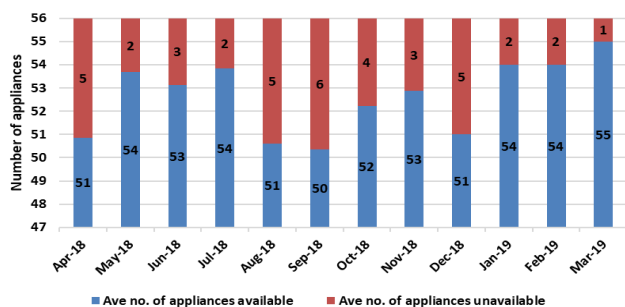
Supporting Indicators/Benchmarks

Home Office response times are calculated from the time of call to the arrival of the first pumping appliance. The 2017/18 Response Time report published on 17.01.19 advises, 'The average response time to primary fires (more serious fires that harm people or cause damage to property) in England was 8 minutes and 45 seconds'. In GMFRS, the average response time to primary fires was 7 minutes and 14 seconds in 2017/18, 1 minute and 31 seconds quicker than the England average.

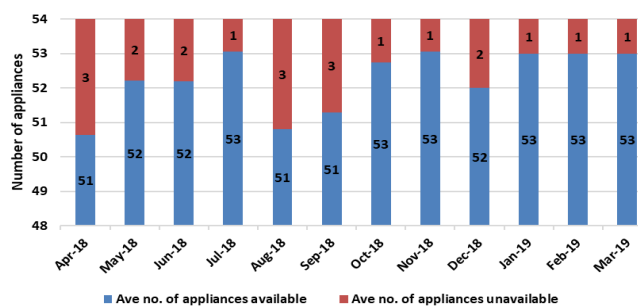
% of Fire Appliances Crewed and Available

95.55% of appliances were crewed and available during 2018/19, which is a reduction of 1.32% when compared to the 96.87% reported during 2017/18. This equates to an average of 3 appliances unavailable during each day shift and 2 during each night shift, (5 appliances unavailable per 24 hours).

Average number of appliances available/unavailable by DAY shift



Average number of appliances available/unavailable by NIGHT shift



Context and challenges

The main reasons which impact on fire appliances being crewed and available are associated with the lack of take up of overtime, reductions in available staff, absence, annual and emergency leave and overall operational staffing numbers.

The Roster Reserve shift pattern was removed on 01.09.18 to encourage the overtime take up rate, accelerated recruitment of firefighters was undertaken during 2018/19 to increase the number of operational staff and absence is robustly managed in line with the absence policies and procedures.

Emergency Response

Greater Manchester Fire and Rescue (GMFRS) 2018/19

Reduce the number of emergency calls, deaths and injuries, crime and disorder. Maintain a high state of preparedness for emergencies

Accidental Dwelling Fires	2018/19*	↓	Deliberate Fires	2018/19*	↓
GMFRS attended 1,927 accidental dwelling fires (ADFs) during 2018/19, a decrease of 5.17% (105) when compared to 2017/18. 92% of accidental dwelling fires had fire damage confined to the room of origin and 86% had a smoke alarm fitted.	Bolton	200	There have been 7,749 deliberate fires in 2018/19, which is a reduction of 9.41% (805) when compared to the volume attended during 2017/18. Reductions have been seen in both deliberate primary and deliberate secondary fires despite the period of the moorland incidents during late June and July 2018.	Bolton	941
	Bury	110		Bury	395
	Manchester	461		Manchester	1388
	Oldham	141		Oldham	841
	Rochdale	150		Rochdale	646
	Salford	242		Salford	900
	Stockport	184		Stockport	480
	Tameside	145		Tameside	465
	Trafford	129		Trafford	305
	Wigan	165		Wigan	1388
*Not all records were complete at the time of reporting and therefore a small number may not be assigned to a borough			*Not all records were complete at the time of reporting and therefore a small number may not be assigned to a borough		

Figure 5 - Accidental Dwelling Fires

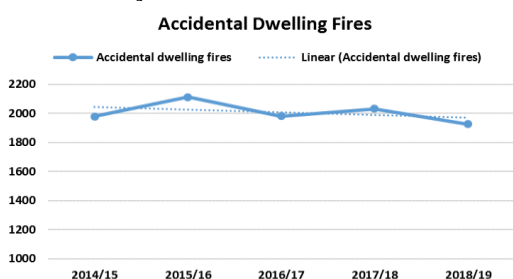
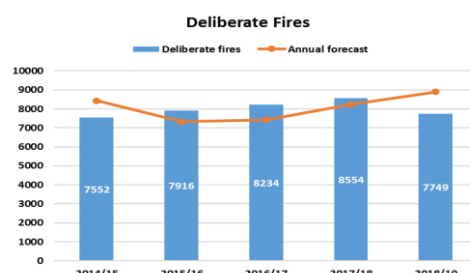


Figure 6 - Deliberate Fires



Supporting Indicators/Benchmarks

Sadly there have been 19 deaths as a result of fire incidents in 2018/19, compared with 21 during 2017/18. 16 were accidental in nature with majority occurring in dwellings. The cause of the fire in the majority of cases was 'smoking related'. Sadly all 3 deliberate incidents were suicides.	Figure 7 - Fatalities and Casualties from fire				There have been 182 injuries as a result of fire in 2018/19, compared with 198 during 2017/18. 146 were slight in nature and 36 serious and were associated with 144 unique incidents. The majority of fires occur in dwellings and originate in the kitchen with the main cause cooking.
		2016/17	2017/18	2018/19	
	All Fire deaths	17	21	19	
	Fire deaths; Deliberate	4	10	3	
	Fire deaths; Accidental	13	11	16	
Injuries from fire	221	198	182		

Context and challenges

During 2018/19, the majority of **accidental dwelling fires** originated in the kitchen with the main cause cooking related. 37% (720) sustained heat and smoke only damage and a further 638 (33%) sustained fire damage limited to the item first ignited e.g. food in a pan/microwave. 86% were found to have been fitted with a smoke alarm which compares favourably to the Home Office report 2017/18, which reported that "Fires where a smoke alarm was not present accounted for 25% of all dwelling fires".

We continue to undertake a wide range of activities to reduce the risk of fires occurring in the home, such as campaigns and social media, age appropriate safety education, community engagement as well as person centred advice through our Safe and Well visit. Post incident activities and reassurance campaigns support this approach and help to embed safety messaging within our communities. 'Safe4' campaigns are delivered during spring, summer, autumn and winter and focus on a variety of safety messages dependant on the time of year, including safety in the home. We have also supported national prevention campaigns such as Public Health England 'Help us to help you stay well this winter', world suicide prevention day, older peoples day, home safety week and national no smoking day.

Deliberate fires have reduced by 9.41% in 2018/19, 805 fewer incident than the previous year, and the lowest volume in the last 4 years. This is in spite of July 2018 experiencing the highest volume of incidents in the last 4 years, mainly due to the moorland fires. GMFRS were in spate conditions from 25th June and 18th July during which time GMFRS experienced its busiest period of operational activity in the history of GMFRS. July also saw an unprecedented period of dry weather; there were 24 consecutive days of sunshine and heat during the period 17th June to 11th July. Met office statistics show July 2018 was 'the second warmest July since 1910. Rainfall was 57% of average and sunshine was 142% of average, making it provisionally the second sunniest July since 1929'. Analysis of the data shows a correlation between the weather and deliberate secondary fires; more sunshine and less rainfall=more deliberate secondary fires.

February also experienced unusually warm weather and the highest volume of deliberate secondary fires in the month of February in the last 5 years. The Met Office reports 'February 2019 was the UK's second sunniest February in a series from 1929'.

Prevention and Protection

Greater Manchester Fire and Rescue (GMFRS) 2018/19

Reduce property damage, economic loss and damage to the environment. Provide improved quality of life outcomes for communities.

False Alarms	2018/19*	↑	False alarm due to apparatus (FADA)	2018/19*	↓
2018/19 has seen a total of 14,083 false alarms recorded, an increase of 1.1% (153) when compared to 2017/18. The increase is associated with false alarms which originate from a non domestic automatic fire alarm (FADA) which account for 39% of all false alarms in 2018/19.	Bolton	1233	There have been 5,478 false alarm due to apparatus (FADA) in non-domestic properties during 2018/19 which represents a reduction of 7.31% (432) fewer than 2017/18.	Bolton	492
	Bury	730		Bury	241
	Manchester	4063		Manchester	1850
	Oldham	1046		Oldham	341
	Rochdale	1048		Rochdale	387
	Salford	1453		Salford	470
	Stockport	962		Stockport	357
	Tameside	1101		Tameside	409
	Trafford	1104		Trafford	425
	Wigan	1343		Wigan	506

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Figure 8 - All False Alarms

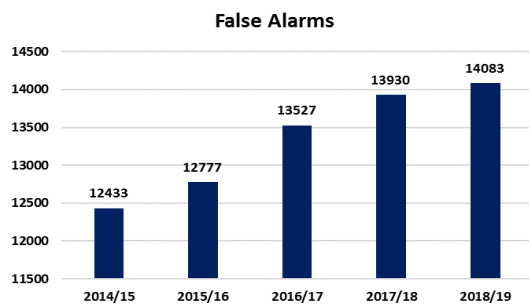
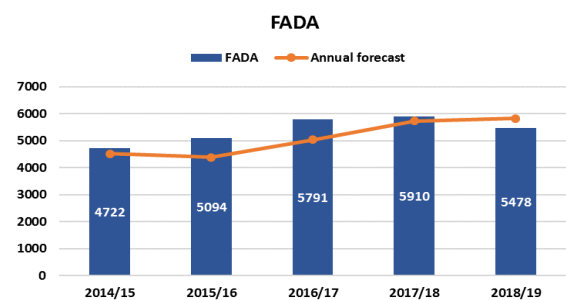


Figure 9 - FADA (non-domestic)



Supporting Indicators/Benchmarks

From an England perspective *“The small increase (1%) in fire false alarms in 2017/18 compared with 2016/17 is made up of a 2% increase in ‘good intent’ false alarms and a 4% increase in ‘malicious false alarms’. There was virtually no change in the number of fire false alarms ‘due to apparatus’. Fire false alarms ‘due to apparatus’ accounted for two thirds of fire false alarms in 2017/18”.*

At GMFRS the increase in fire false alarms ‘due to apparatus’ (FADA) is also evident in recent years; between 2014/15 and 2017/18 there was a 24% increase in FADA and 22% increase in ‘malicious’, with ‘good intent’ demonstrating a reduction over the same period.

Context and challenges

The top 5 property types which make up the majority (63%) of FADA in non domestic properties are;

1. Hospitals and medical care 18%
2. Education 13%
3. Offices and call centres 12%
4. Retail 12%
5. Residential home 8%

The area protection teams work with business premises providing advice and guidance in order to reduce the number of FADA. Additionally, where a watch officer turns out to a FADA at the same premise on a regular basis they discuss with the responsible person the impact on both the public and our appliances of not being available for other fire calls or delaying response to higher grade emergencies.

A revised Automatic Fire Alarm (AFA) policy was launched on 01.04.19 which will reduce mobilisations to specified non domestic property types during the hours of 0800 and 1700. This will be monitored for any impact during Q1 2019/20, however initial analysis of April 2019 data shows we attended 55 fewer FADA (12.5%) when compared to April 2018. The most significant reductions are during 8am and 5pm in the following property types; Education, Industrial Manufacturing, Offices and Call Centres and Retail.

Business safety engagement activities are undertaken which deliver a risk based audit, inspection and advice programme to the business community. During 2018/19 there were 4,094 instances of business safety advice delivered to the business community comprising 2,115 audits and inspections and 1,979 other fire safety activities. This represents an improvement of 50% compared to the 2,721 delivered during 2017/18.

Prevention and Protection

Greater Manchester Fire and Rescue (GMFRS) 2018/19

Reduce property damage, economic loss and damage to the environment. Provide improved quality of life outcomes for communities.

Special Service Calls (SSCs)	2018/19*	↓	Safe and Well visits	2018/19	↓
5,107 special service calls have been attended during 2018/19, which is a reduction of 18.76% (1179) when compared with 2017/18. The reduction is due to there being a fewer number of medical incident calls following GMFRSs withdrawal from the EMR trial.	Bolton	568	27,191 Safe and Well visits were made to homes across Greater Manchester during 2018,19 which is a reduction of 18% (6094) when compared to 2017/18. The prolonged moorland incidents during late June and July impacted on the ability for crews and community safety staff to carry out Safe and Well visits during this period.	Bolton	4008
	Bury	324		Bury	1610
	Manchester	1236		Manchester	3953
	Oldham	378		Oldham	2143
	Rochdale	429		Rochdale	2664
	Salford	516		Salford	2523
	Stockport	443		Stockport	3198
	Tameside	373		Tameside	2256
	Trafford	332		Trafford	1653
	Wigan	508		Wigan	3183

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Figure 11 - Special Service Calls

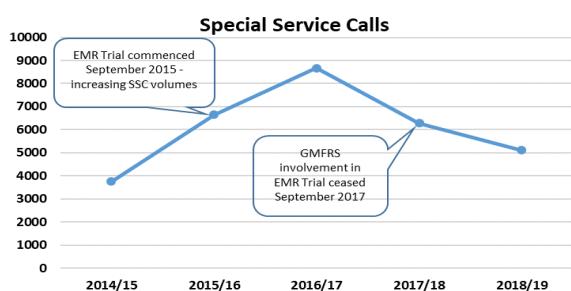
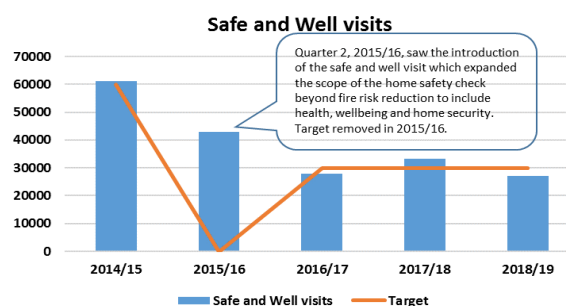


Figure 12 - Safe and Well visits



Supporting Indicators/Benchmarks

Home Office 2017/18 reports; " In 2017/18, FRSs completed 576,040 HFRCs, this was a 2% decrease compared with the previous year (590,198) and 26% fewer than in 2010/11 (775,019). Overall the number of Home Fire Risk Checks (HFRCs) that FRSs and their partners carry out have been on a downwards trend although there was a small increase between 2015/16 and 2016/17".

Context and challenges

Whilst it is the case that that the overall number of **special service calls** has reduced due to fewer medical incidents it is noted that there have also been volume variances to some other SSC types:-

Road traffic collisions (RTCs) are a subset of special service calls (SSCs) and during 2018/19 a total of 1,560 have been attended, which is 21% (269) more than in 2017/18. The increase seen is mainly due to a change that was introduced on the 10th of October 2016, which saw the mobilisation of one pump to some RTC incidents where previously this may not have been the case if no persons were reported. This was introduced to provide further assistance in the assessment of the scene, supporting other agencies as deemed appropriate by the Incident Commander (IC), making the scene safe and/or rendering first aid and trauma care until arrival of such agencies.

Effecting entry/exit - These relate to our attendance at incidents to assist with the access/release of an individual/s who have generally become locked in a room, house or vehicle; 660 were dealt with in 2018/19 compared with 640 in 2017/18.

Lift release - There were 455 attendances to lift release incidents during 2018/19, a decrease of 7% (34) compared to the same period last year. 50% (227) were to 'able bodied person not in distress/no person involved'.

Flooding - During 2018/19 we attended 317 flooding incidents compared to 371 during 2017/18. The majority were to 'make scene safe' and involved water leaks/burst pipes in domestic properties where there might be a risk to electrics.

Hazardous materials - There were 280 attendances at hazardous materials incidents in 2018/19 which is comparable to the 290 attended during 2017/18.

A **Safe and Well Visit** is a person centred home visit carried out by both operational and non-operational staff. During 2018/19, 27,191 safe and well visits were delivered to homes in GMFRS, 6,094 fewer than the same period last year. 52% were delivered to very high/high risk homes and 31% to medium risk homes.

The prolonged moorland incidents during late June and July impacted on the ability for both operational and non operational staff to deliver safe and wells during this period.

The effectiveness of Safe and Well visits are evaluated, in addition to this we assess and refine our risk model each year to ensure visits are targeted at those people/households most at risk of having a fire.

Workforce

Greater Manchester Fire and Rescue (GMFRS) - 2018/19

Maintain a high performing, engaged and healthy workforce

Sickness Absence

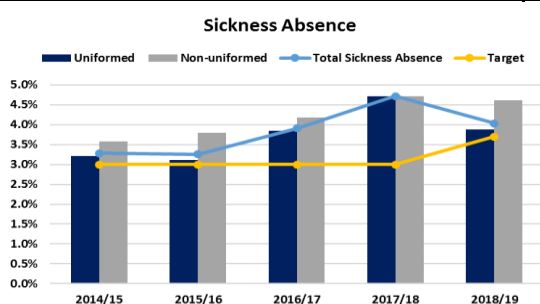
2018/19



The overall level of sickness absence during 2018/19 is 4.03% which is a **decrease of 0.69%** when compared to 2017/18. The target was increased to 3.7% for 2018/19 to align with the national trend/benchmark: CIPD average for Public Service in 2016 was 3.7%.

Figure 14 - Sickness absence

By Staff Group	2017/18	2018/19
Uniformed	4.72%	3.88%
Non-uniformed	4.72%	4.61%



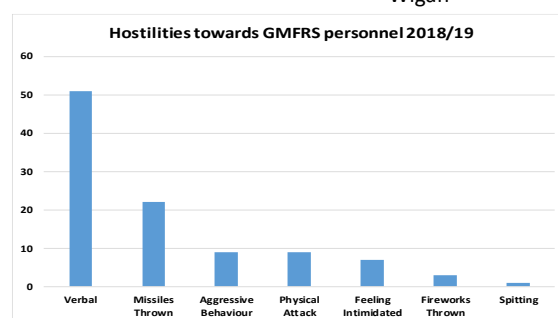
Hostilities

2018/19

There have been 102 hostilities reported during 2018/19. This measure was extended on 01.04.18 to include hostilities towards all GMFRS personnel/property and is therefore not comparable to 2017/18.

Bolton	9
Bury	5
Manchester	19
Oldham	12
Rochdale	7
Salford	18
Stockport	6
Tameside	7
Trafford	6
Wigan	13

Figure 15 - Hostilities towards GMFRS personnel



Supporting Indicators/Benchmarks

Operational workforce capacity – the uniformed establishment for GMFRS is 1,430 and is currently showing 66 vacancies which is an improvement of 25 compared to quarter 3 this year. The establishment for frontline operational staff is 1,246 and the current frontline strength is 1,176.

A significant recruitment campaign is underway aimed at recruiting 332 fire fighters over 2 years. In 2018/19 we had 3 recruitment campaigns.

Context and challenges

Mental Health and musculoskeletal injuries remains the main reasons for time lost to sickness. This reflects the CIPD Absence management survey 2016, which reports *“Stress, musculoskeletal injuries and mental ill health are the top causes of absence in the public sector (after minor illness for short-term absence) and are more common causes of absence in the public sector than the private.”*

The Roster Reserve Shift pattern was removed from the 1st of September 2018 and since then it is worth noting there was a notable reduction in uniformed absence in September with March 2019 achieving the lowest monthly uniformed absence performance this year.

Sickness absence is being managed robustly and in line with current policies and procedures and the Service continues to work with occupational health to manage employee health and wellbeing. GMFRS provide and promotes stress counselling, employee assistance programmes, occupational health services and rehabilitation programmes, using flexible working options/improved work-life balance, make changes to working patterns or environment and have a capability procedure to support employees.

The People Management meeting group places additional focus on sickness causes and exploring modified duties options to facilitate return to work. Cultivating a healthy culture while managing reorganisation and programme for change remain two of the greatest challenges. Sickness absence continues to be managed robustly and in line with current policies and procedures.

In relation to hostilities, this measure was extended to include **hostilities to all GMFRS personnel/property** on 1st April 2018. The majority of hostilities involve operational staff whilst at/en route to an incident. There were 88 this year compared to 93 during 2017/18 and a further 14 hostilities towards non operational staff whilst carrying out community safety duties.

One incident in Tameside during the bonfire period resulted in an arrest. Bodycam footage from the incident was obtained from GMP to assist with training crews on how to deal with similar incidents. A further incident in Salford resulted in a custodial sentence (3 years) being given to the individual. The incident and outcome was reported in the M.E.N in an article supporting the introduction earlier this year of tougher sentences to offer greater protection to emergency service workers under the Assaults on Emergency Workers (Offences) Act.

Workforce

Greater Manchester Fire and Rescue (GMFRS) - 2018/19

Maintain a high performing, engaged and healthy workforce

Workforce; Gender

2018/19



Year to date, 2018/19, there is a slight change in the overall workforce percentage, male to female, when compared to 2017/18; **female staff has decreased from 20.10% in 2017/18 to 19.76% in 2018/19.**

At GMFRS in 2018/19, **5.47% of firefighters were women**, compared with 4.36% in the previous year.

Workforce; Black, Asian & minority ethnic groups

2018/19



In 2018/19 the BAME figures show a **reduction of 0.1%** when compared to 2017/18. The proportion of firefighters from an ethnic minority group in 2018/19 in GMFRS was 4.52%, compared with 4.2% in the previous year.

By Staff Group

2017/18

2018/19

Uniformed

4.20%

4.52%

Non-uniformed

6.25%

5.44%

Figure 16 - Workforce by Gender

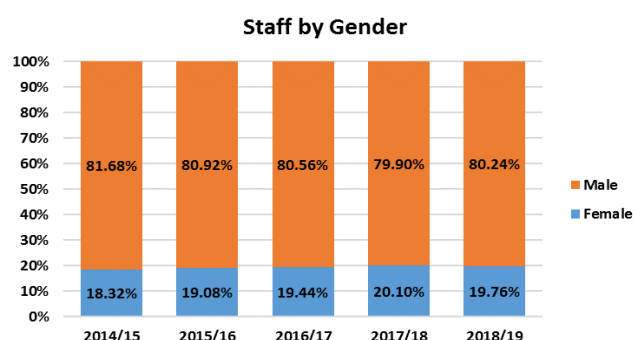
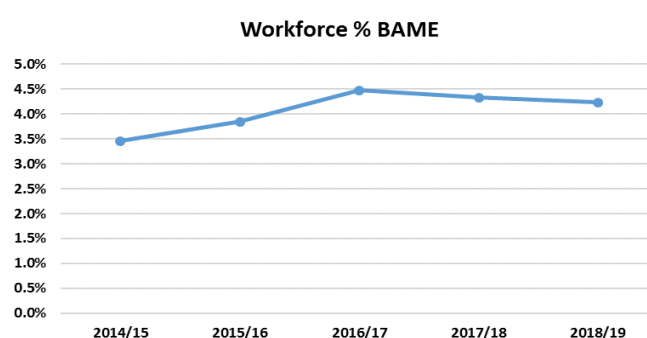


Figure 17 - Workforce by BAME



Supporting Indicators/Benchmarks

Figure 18 - Gender Pay Gap 2018

	Mean	Median
GMFRS as of 31 March 2017	10.50%	10.30%
GMFRS as of 31 March 2018	9.40%	8.10%
National average 2018	17.10%	17.90%

Context and challenges

The Home Office Fire Service Workforce and Pensions report published in October 2018 advises that 5.7% of firefighters were women in England in 2018, compared to 5.2% in 2017/18. At GMFRS in 2018/19, 5.47% of firefighters were women, compared with 4.36% in the previous year, an increase of 1.11%.

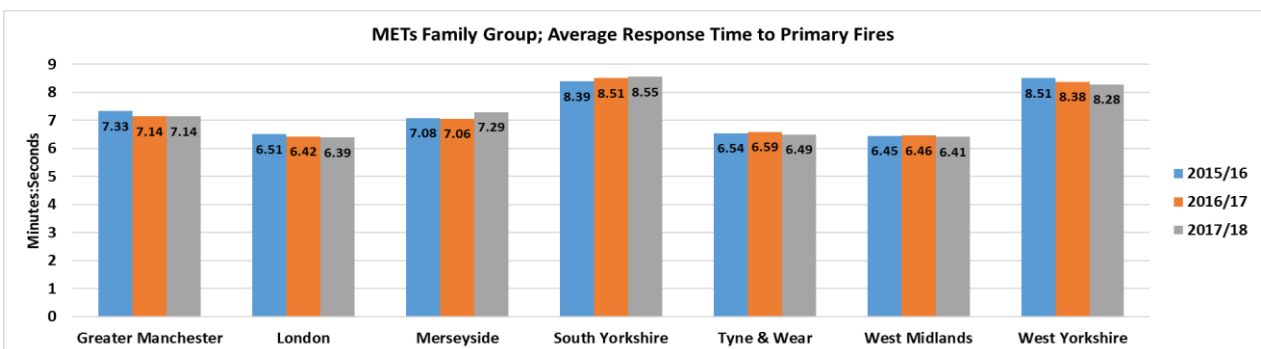
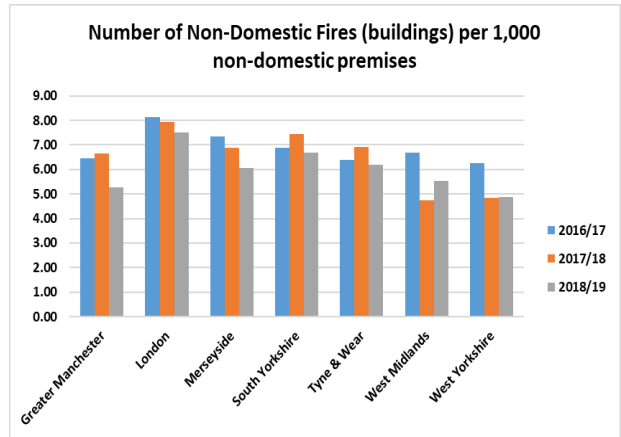
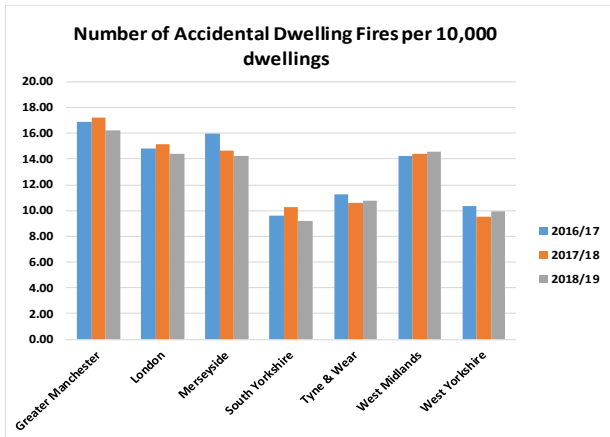
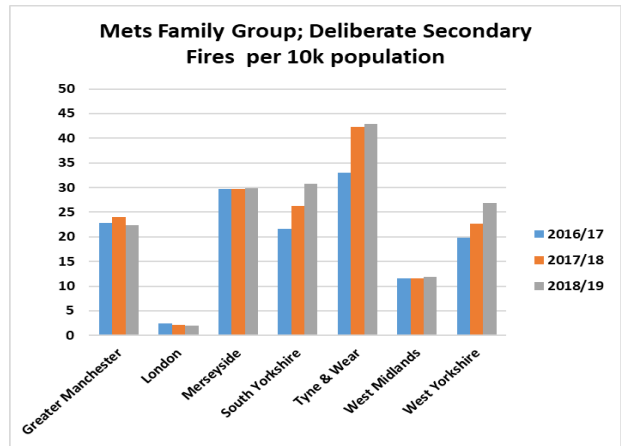
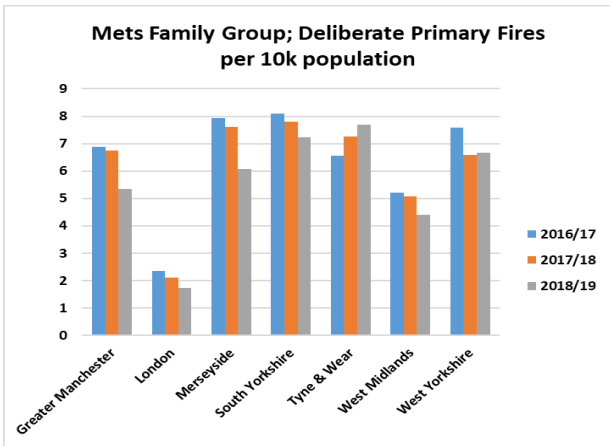
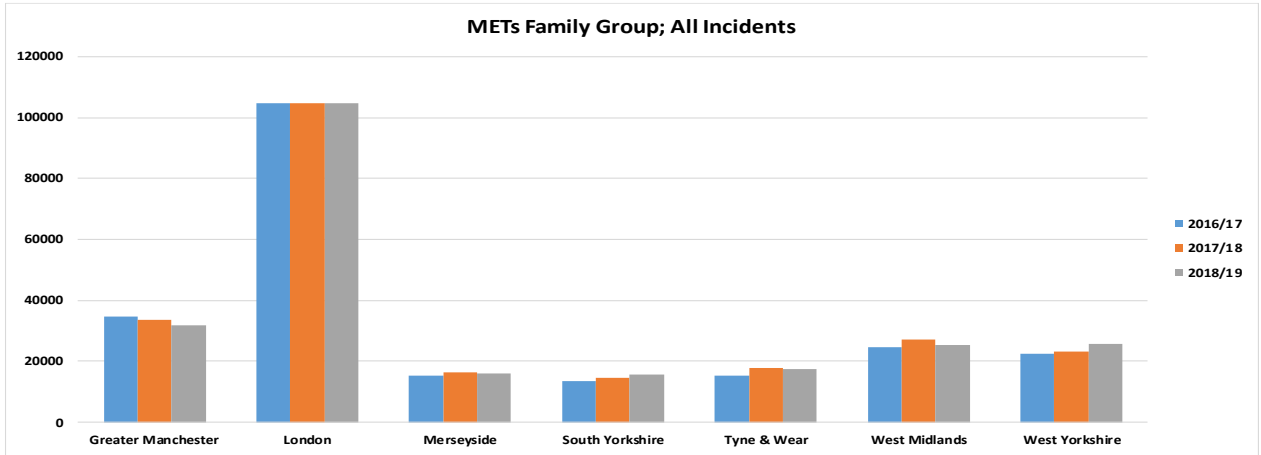
It is also commented in the Home Office report that "During 2017/18 10.5% of new firefighters in England were female". In GMFRS this figure is 31%, the second highest percentage of new female recruits in England, and the highest when compared to our Mets family group.

The Positive Attraction team focus on initiatives to encourage people from under-represented groups (particularly those who identify as BAME and female) to consider a career as a firefighter. This is through community led attraction which encompasses reaching out to our GM community, attending a number of events and key locations where individuals have the opportunity to talk to colleagues about the broader role of the modern firefighter, to understand the breadth of skills and behaviours required and to gain an insight into a day in the life of a firefighter.

The GMFRS gender pay gap is based on hourly rates of pay as at 31 March 2018 women's hourly earnings were on average 9.40% (mean) and 8.10% (median) below those of men. The gender pay gap gives a snapshot of the gender balance within an organisation. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority.

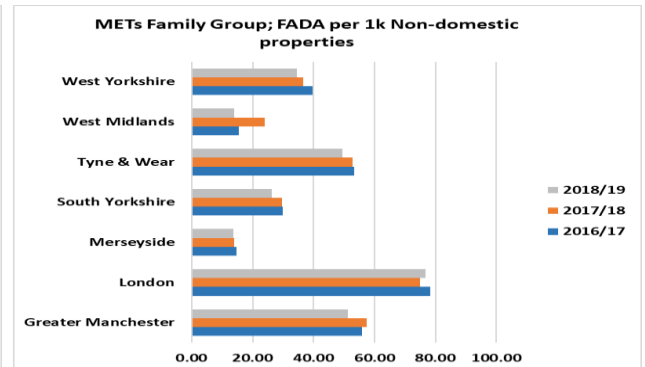
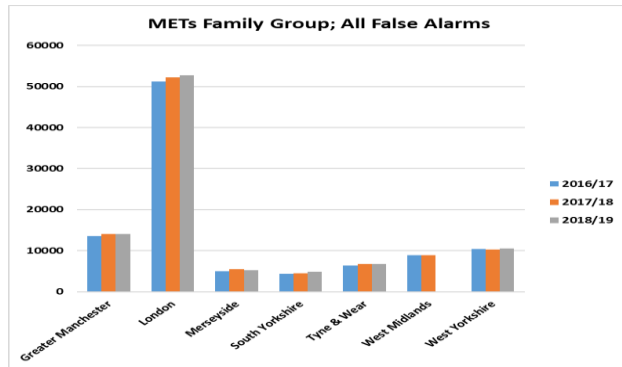
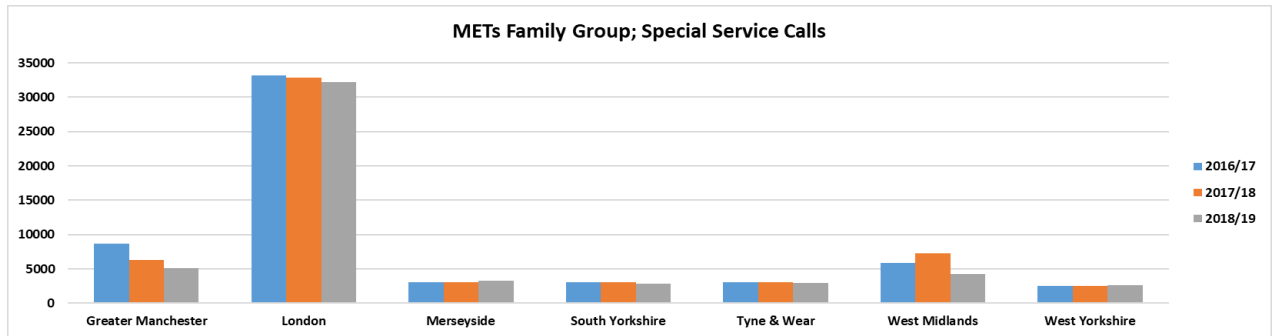
Overall, results show in March 2018 that the GMFRS are making progress to decrease gender inequality within the workplace as our both our mean and median are below the national average as at October 2018. The GMFRS gender pay gap as of March 2018 compares favourably to other FRS, East Sussex Fire and Rescue Service currently standing at -7.3%, with the highest Fire and Rescue Service standing at 32.2%.

Incident Comparisons (data provided by individual FRSs)

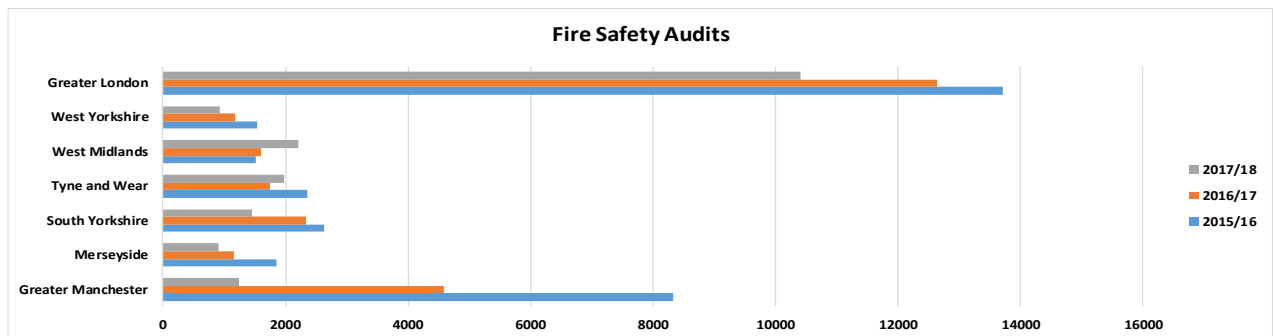
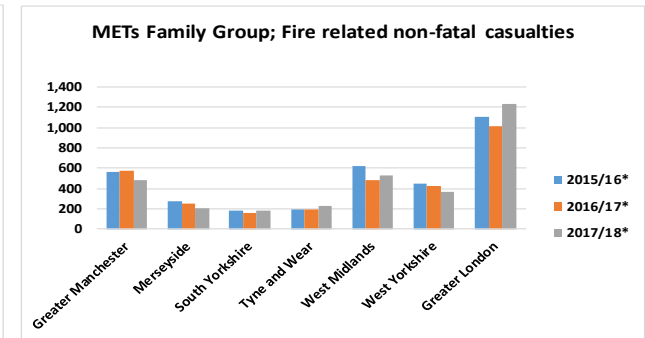
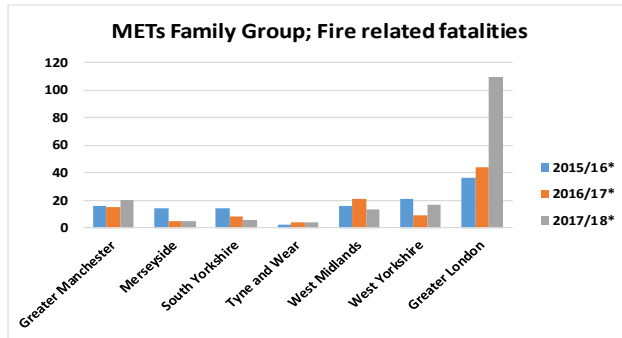
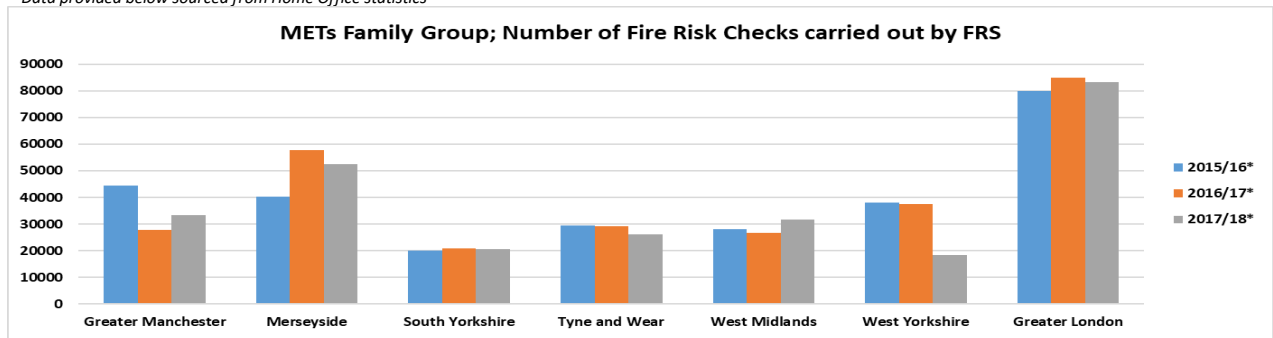


Response times sourced from Home Office data, 2018/19 statistics not yet available

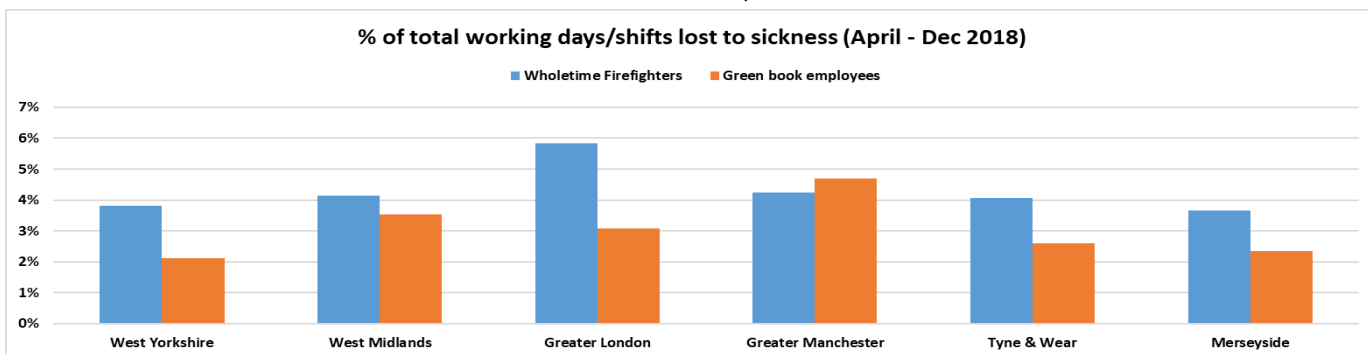
Prevention and Protection Comparisons (data provided by individual FRSs)



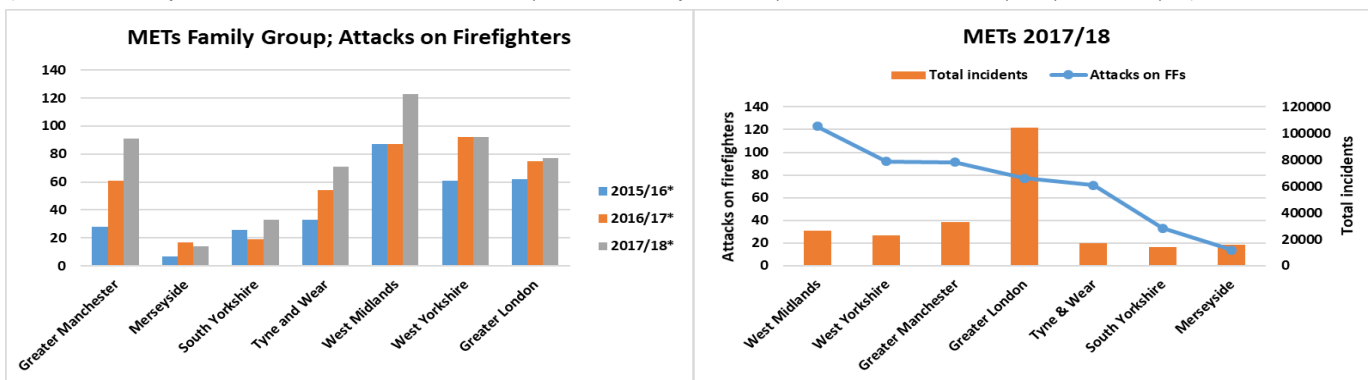
*Data provided below sourced from Home Office statistics



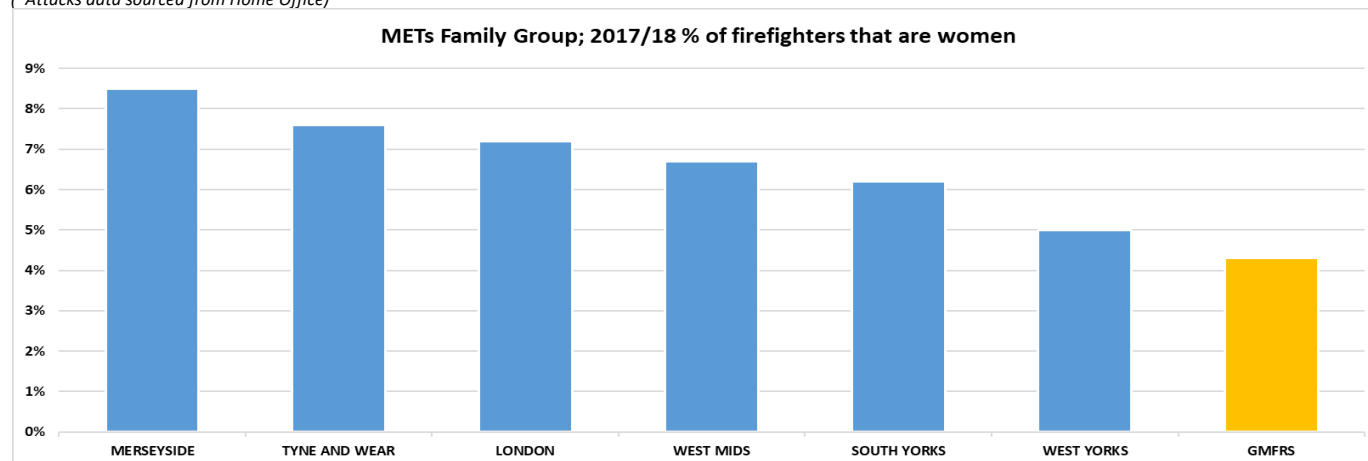
Workforce Comparisons



(Data above sourced from the National Fire and Rescue Service 'Occupational Health Performance Report'. South Yorkshire did not participate in this report)



(*Attacks data sourced from Home Office)



(Gender data sourced from Home Office)