

Spotlight on...



Employee Networks & Inclusive Practice West Yorkshire Fire & Rescue Service

FireWAW (women's network)

The Trailblazing performance at FSHQ was highly successful, achieving the highest attendance of any inclusive practice event in the past two years. Attendee feedback showed that all respondents learned something new about women firefighters, and that the performance encouraged them to reflect differently on local history and community experiences.

by the attendance of both professional colleagues and members of the local community, contributing to a meaningful and inclusive evening.



FireREACH (race network)

A well-attended Iftar event was held, with this year's focus on the significance of the final ten days of fasting during Ramadan. Imam Hamazah shared religious insights from scripture, complemented by an operational employee who spoke about their personal experiences. The event was further enriched

“
A heartfelt thank you to all the team for putting this evening's event together. Thanks to Nick Smith for his stewardship and for representing the leadership team as well as everyone who presented or contributed questions during the evening. Many thanks once again.

“
NHS England Stakeholder and attendee



“
Great turnout, great food and amazing performance!
Anonymous





LGBTQ+U network

LGBTQ+ History Month was marked through the publication of an article centred on inclusion, allyship, and the importance of being authentic in the workplace. The piece highlighted the lived experience of a Crew Manager within WYFRS, offering a personal and reflective perspective on identity, leadership, and belonging. By sharing this narrative, the article supported greater awareness and understanding, while reinforcing the Service’s commitment to fostering an inclusive culture where everyone can be themselves.

“
When we look at recruitment and progression, it's really important that people know WYFRS is a safe space.
”
Chris Jones-LGBTQ+U Chair

FireDAW (disability/wellbeing)

FireDaw members have provided consultation on the proposed accessible kitchen areas for the HQ building. The plans include height adjustable sinks and worktop with Quooker tap for instant hot water. Storage and worktop heights have also been agreed.

FireMAGNET (menopause network)

Co-chairs have been working with the team and comms to launch the Black Cardigan Initiative at FSHQ, along with the provision of a bank of hand held fans. This will support staff who are struggling with the side effects of the menopause and provide tools to support them in the workplace

Employee network support

An Inclusive Practice calendar has been created in collaboration with Comms and will be used to support the intersectional work of the Employee networks. This will highlight events, conferences and training available to all network members and co-chairs.

A funding bid has been approved to provide in-depth training to employee network co-chairs. This will provide them with the skills, knowledge and confidence to run and deliver employee networks.

Equality Impact Assessment (EIA)

The new EIA App was launched in September 2025. We have listened to feedback and are working in partnership with the DDat team to make further improvements.

We have produced new EIA reviewer guidance and have funding for formal EIA training for the reviewers.

We have introduced a 6 monthly review process for each EIA created so we can monitor and measure impact.

EIA monitoring and review has been added to the Inclusive Practice Board Meeting (previously DEIB) as a standing agenda. Authors of EIAs will be invited to present their EIA and talk about how the process helped to avoid direct or indirect discrimination.

Inclusion Training

Managing Neurodiversity

Managers requested training on neurodiversity and how to manage it and a number of workshops were delivered in 2025. The feedback was excellent so further workshops have been procured and arranged. Managers can now attend 2 workshops specifically tailored to help them understand and identify neurodivergence and how to put support in place. This complements the internal training on the Reasonable Adjustment Policy and creating Reasonable adjustment Plans.

Sexual Harassment awareness and prevention training

From 26 October 2024 the new Worker Protection (Amendment of Equality Act 2010) Act 2023 came into force. The Act introduced a new positive legal obligation on employers to take reasonable steps to protect their workers from sexual harassment.

In addition to policy, guidance and a risk assessment, employees will be required to attend in person workshops. We are currently reviewing three training providers and one will

be selected to deliver later in the year. To support learning and best practice the Deputy Chief Fire Officer and Director of People and Culture attended the National Fire Services Domestic Abuse event hosted by London Fire Brigade.

Conferences

National Day of Staff Networks

Two colleagues and co-chairs travelled to London to attend the National Staff Networks Day conference. The event featured a range of workshops and guest speakers, including one of the organisers, Cherron Inko-Tariah, author of The Power of Staff Networks. The conference provided a valuable opportunity to make new connections, including establishing a positive relationship with Buki Mosaku, who has since expressed an interest in the work of our employee networks and maintaining ongoing contact.

AFSA (Asian Fire Service Association) suicide prevention one day conference

5 colleagues, including the Director of People and Culture attended this conference that focused on suicide prevention and postvention. A key focus was on the

importance of intervening 'upstream', compassionate leadership and taking the time to listen. Keynote speakers included Professor Rowena Hill – she made some powerful connections between organisational culture and prevention. There was also a focus on the role of occupational health and wellbeing.

WFS Weekend

Women in the Fire Service (WFS) hold a national training and development weekend at the Fire Service College in Morton-in-Marsh. Places have been allocated and 5 colleagues, both operational and from enabling teams, attended from 5th to 7th June.

AFSA Summer 2 day Conference

Up to 5 colleagues will be travelling to Gloucester in July to attend the summer conference where the theme is Culture, Courage, Community and United in Service.



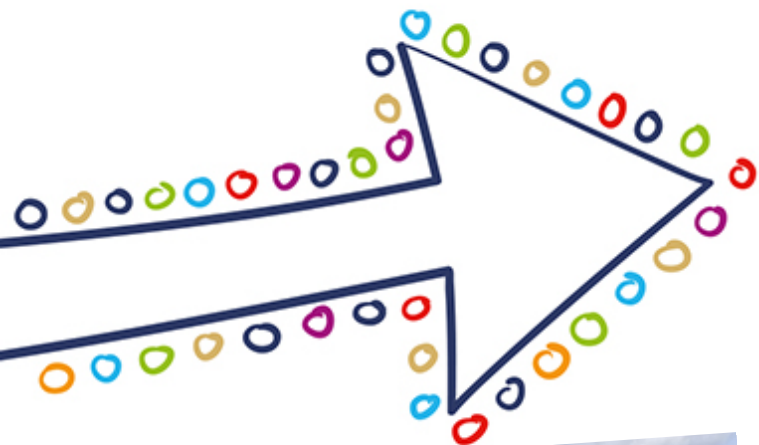
Contact



Gill Cockburn and Natasha Logan,



natasha.logan@westyorkfire.gov.uk
gill.cockburn@westyorkfire.gov.uk



Spotlight on...

Positive Action & Community Engagement

March – June 2026



➔ What was the need, how was it identified?

WYFRS continue to run Positive Action initiatives as part of our commitment to continuously strengthen and build new relationships with our local communities.

➔ What did we do?

'Have a Go' Days

Continuing from previous successful 'Have a Go' days, we hosted another event at Huddersfield FS with White Watch on 17 May, aimed specifically at our underrepresented groups. The 'Have a go' days are a chance for local people from our communities to attend at their local fire stations and get a realistic job preview about the role of a firefighter. Firefighters were on hand to answer questions, give advice and set up interactive 'stations' that participants moved around in small groups.

The 20 attendees tried out several activities, including learning about and experiencing the aerial appliance, fitness test, RTC, breathing

apparatus and a tour of the fire engine. Those that attended provided positive feedback.

Iftar community event

Mani and Killingbeck Red attended the Junior Sports Hub in Harehills to support a local community Iftar event. Staff learnt about Ramadan and shared conversations with local residents and other employers who were present. This provided some excellent networking opportunities and has opened doors to further work in the area.

“I learned a lot about Islam through the quiz at the Iftar event – it was a really good way to learn.”

Kirklees College and Leeds City College Visit our Fire Stations

On 23 April Mani and Rhi simultaneously hosted students from Leeds City College and Kirklees College at Leeds and Huddersfield fire stations. We spoke about possible careers in the fire service and highlighted the importance



of having a diverse workforce which represents our diverse communities; ensuring that we can continue to deliver key prevention and safety messages to everyone in our communities. Students were then given the opportunity to try out a range of activities that had been prepared by white watch at both stations. This work ensures that our partnership relationships within our community are an ongoing commitment and WYFRS continue to provide pathways for young people from education to employment.

WT Female fitness development sessions

We delivered 5 x 2-hour fitness development sessions at our HQ to females within our current wholetime recruitment process to help them to develop their fitness in preparation for the upcoming fitness assessments. These sessions were held every Tuesday and we had up to 15 attendees at each session. 4 of them have since been successful at interview.

Careers Events and Fairs

We have continued to attend careers events across districts to inspire the next generation and highlight the variety of job roles that WYFRS offer. This includes a 'Women into work' event held at Leeds Metropolitan University on 30 April.

➔ What are we doing next?

Work Experience

Our weeklong Positive Action work experience offer begins on 8 June. Planning has been gathering pace and intensity with local colleges and all 5 districts involved. This is designed to provide opportunities to those groups who are currently underrepresented in WYFRS to get a better understanding of the career opportunities we have, meet role models and envision themselves working here. All students are on a Public/Uniform Services course with one of our partner colleges. We will be hosting 10 students out on district to experience the role of a firefighter, and 2 students at HQ to explore the breadth of roles available in the enabling teams. They will be spending time with Protection, HR, Inclusive Practice, Corporate Comms and the Property team. Thanks for all who have supported this initiative.

Wholetime Recruitment

We supported the last round of firefighter recruitment which has just completed with 35% of those successful being from one of our underrepresented groups. Recruitment is due to reopen in July.

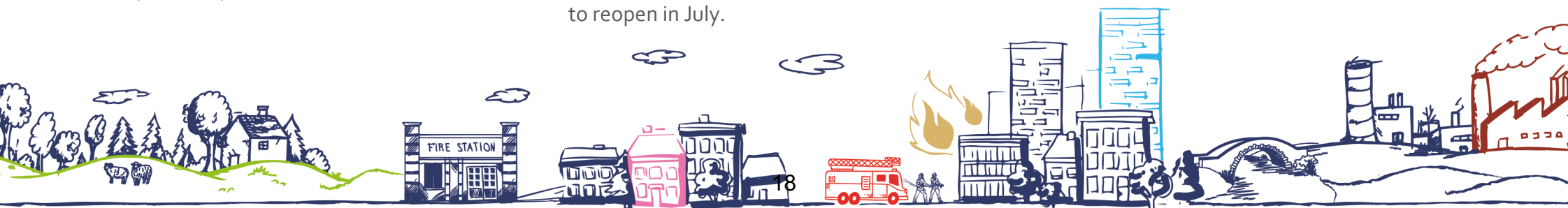
Killingbeck Girls Summer Sessions

We have begun work on our engagement plan to advertise the sessions out to girls in the Killingbeck area – with a focus on engaging local girls to help build positive relationships and role models at station. The sessions will commence with a taster day at the start of July, we hope to see even greater diversity this time than we did last year!

➔ Contact

 **Rhiannon Wraith and Manjinder Uppal**

 Rhiannon.wraith@westyorkshire.gov.uk
Manjinder.Uppal@westyorkshire.gov.uk



OFFICIAL

Agenda item: 07

People and Culture Activity Report

People and Culture Committee

Date:	3 July 2026
Submitted by:	Director of People and Culture.
Purpose:	To inform Members of recent HR activity
Recommendations:	That Members note the content of the report.
Summary:	This report informs Members of key data relating to the functional areas within the People Directorate

Local Government (Access to information) Act 1972

Exemption Category:	None
Contact Officer:	Head of People, Joanne Hardcastle Joanne.Hardcastle@westyorkshire.gov.uk
Background papers open to inspection:	None
Annexes:	None

1. Introduction

This report provides Members with an update on organisational people data and People and Culture Directorate activities. It presents workforce and attendance information to support assurance on capacity, resilience and emerging people priorities. The report format has been updated to provide Members with more up to date and relevant information.

2. Information

The report summarises workforce and diversity indicators and sickness absence trends across the Service, supported by commentary on key themes and areas of improvement focus.

Workforce Overview

3. Workforce – Headcount by Directorate and Role (Q2-Q4)

Workforce headcount remains stable across Q2 to Q4, with a consistent distribution across Wholetime, On-Call, Fire Control, and Enabling functions.

The majority of roles continue to sit within Service Delivery, reflecting the Service’s clear operational focus, supported by appropriately scaled enabling and leadership functions. Minor fluctuations across the period are marginal and within expected tolerance.

Overall, this stability provides strong assurance that workforce capacity is being effectively maintained, with staffing arrangements aligned to both operational demand and organisational priorities throughout the reporting period.

	Quarter					
	Q2		Q3		Q4	
	Avg Headcount	%	Avg Headcount	%	Avg Headcount	%
Control	46	3.15%	45	3.05%	44	2.99%
Enabling	336	23.03%	341	23.10%	338	22.95%
On Call	138	9.46%	139	9.42%	140	9.50%
Wholetime	939	64.36%	951	64.43%	951	64.56%

Grand Total	1459	100.00%	1476	100.00%	1473	100.00%
--------------------	-------------	----------------	-------------	----------------	-------------	----------------

4. On Call Workforce – Snapshot Headcount (Q4)

The On-Call workforce comprises 140 employees across ten stations, with a consistent and stable staffing model across the service. Most stations operate within a narrow range of 14–15 employees, demonstrating a broadly standardised approach to establishment.

The workforce is predominantly Firefighter-led, supported by appropriate supervisory roles, reflecting a balanced and effective structure. Variation in headcount (ranging from 9 to 19) aligns with local availability and operational demand, rather than structural inconsistency.

Overall, the position indicates a well-distributed and resilient On-Call workforce, with no significant anomalies in workforce composition.

Average Snapshot Headcount	Ranks				
Station	FF	FFT	CM	WM	Grand Total
Featherstone Station	8		1	1	10
Holmfirth Station	10	1	2	1	14
Ilkley Station	9	2	2	1	14
Meltham Station	8		3	1	12
Mirfield Station	14	1	3	1	19
Mytholmroyd Station	10	1	3	1	15
Otley Station	12	1	1	1	15
Silsden Station	7		2		9
Skelmanthorpe Station	13	1	3	1	18
Slaithwaite Station	9	1	3	1	14
Grand Total	99	8	24	9	140

5. Enabling Teams Headcount- Snapshot Headcount (Q4)

Enabling Teams comprise 338 employees, providing a strong foundation to support operational delivery across the Service. The largest concentrations are within Service Delivery (136) and Service Support (117), reflecting the scale of activity required to sustain frontline operations.

The People and Culture Directorate (45) represents a significant element of the enabling workforce, supporting organisational priorities around recruitment, resourcing, workforce development, health, safety and wellbeing, and professional standards.

Overall, the distribution demonstrates a well-aligned and appropriately resourced enabling function, supporting both operational effectiveness and strategic workforce priorities.

Average Snapshot Headcount	Average Snapshot Headcount
Directorate	
Corporate Services	21
Finance & Procurement	19
People and Culture	45
Service Delivery	136
Service Support	117
Grand Total	338

6. Fire Control Headcount - Snapshot Headcount (Q4)

Fire Control comprises 44 employees, providing a stable and well-balanced function to support operational response. The workforce is primarily made up of Firefighters and Crew Managers, supported by an appropriate level of supervisory oversight, including Watch Managers and a Group Manager.

Overall, the structure reflects a resilient and effectively aligned team, supporting the delivery of critical control functions across the Service.

	FF	CM	WM	GM	Grand Total
Quarterly Headcount	21	14	8	1	44

7. Grey Book Headcount - Snapshot Headcount (Q4)

The Grey Book workforce comprises 951 employees, with the majority (879) within Service Delivery, reflecting the Service's strong operational focus.

Firefighters form the largest cohort, supported by a structured and proportionate supervisory and leadership model across Crew Managers, Watch Managers and senior officer roles. Smaller numbers across Corporate Services, People and Culture, and Service Support demonstrate targeted use of Grey Book roles to support wider organisational priorities.

Overall, the position highlights a well-established and resilient operational workforce, aligned to deliver frontline services effectively while maintaining appropriate leadership capacity.

Average Headcount	Role										
Directorate	FF	CM	WM	224 WM	SM	GM	AM	ACO	DCFO	CFO	Grand Total
Corporate Services			1		3	1					5
People and Culture	3		3		2	1					9
Service Delivery	571	165	40	62	29	7	2		1	1	879
Service Support	17	26	9		3	1	1	1			58
Grand Total	591	191	53	62	37	10	3	1	1	1	951



8. Whole Time Headcount (FTE)

Whole-Time Headcount (FTE) as at 17/06/2026											
	Total	FF	CM	WM	224 WM	SM	GM	AM	ACO	DCFO	CFO
Total in post	956	596	194	51	59	39	11	3	1	1	1
FTE total	943.80	588.40	190.60	49.80	59.00	39.00	11.00	3.00	1.00	1.00	1.00
Established posts	939	572	200	114		37	10	3	1	1	1

9. Workforce Ethnicity – Whole workforce (Q3 to Q4)

The workforce ethnicity profile remains stable across the reporting period, with small increases in representation across a number of ethnic minority groups.

The majority of the workforce continues to identify as White British or Irish, although this proportion has seen a slight reduction, reflecting gradual diversification. Disclosure rates remain consistent, with levels of “Not Declared” and “Prefer not to specify” having improved slightly following a data declaration campaign.

Overall, the data indicates continued progress towards a more diverse workforce, while maintaining stable and consistent reporting across all categories.

Ethnicity Group	Q2 Avg Headcount	Q2 %	Q3 Avg Headcount	Q3 %	Q4 Avg Headcount	Q4 %	Total Avg Headcount	Total %
White British	1,269	86.98%	1,281	86.79%	1,278	86.76%	1,276	86.92%
Ethnic Minority	116	7.95%	120	8.13%	121	8.21%	118	8.04%
Prefer not to say	16	1.10%	16	1.08%	16	1.09%	16	1.09%
Not disclosed	58	3.98%	59	4.00%	58	3.94%	58	3.95%
Grand Total	1,459	100.00%	1,476	100.00%	1,473	100.00%	1,468	100.00%

Full table displayed in Annex A

Committee Assurance Summary

Overall, the workforce profile provides strong assurance of a stable and resilient organisational structure. Workforce headcount remains consistent across all groups, with Wholetime capacity and Service Delivery functions forming a robust operational core, supported by well-aligned enabling and leadership roles.

While recognised challenges within the On-Call duty system remain, these continue to be actively managed through targeted recruitment and workforce planning activity. Diversity data shows steady and positive progress, with incremental improvements in representation alongside consistent disclosure rates.

Collectively, the data demonstrates a Service that is well positioned to maintain operational effectiveness, with a stable workforce and continued focus on strengthening capability and inclusion.

Attendance and Sickness Absence Overview

This section summarises sickness absence trends across the Service, providing insight into attendance levels, absence impact, and key themes relevant to workforce wellbeing, operational resilience and service delivery.

10. WYFRS Total Absences (Q4)

Theme: Stable overall position with targeted improvement activity underway via the Supporting Good Attendance project.

Total absence levels in Q4 show a stable overall position, with a reduction in total absences compared to the previous year. This reflects continued control of sickness levels despite ongoing operational demand.

Variations across workforce groups remain proportionate, with reductions in Wholetime and On-Call absences, offsetting increases in smaller cohorts. These changes are being actively monitored and managed.

Overall, the position reinforces the impact of the Supporting Good Attendance project, with targeted activity in place to address role-specific drivers and support consistent, fair attendance management across the Service.

Quarter	Q4		
Row Labels	Current FY	Previous FY	% Difference
Fire Control	17	10	70.00%
Green Book	120	85	41.88%
On Call	44	55	-20.00%
Wholetime	283	345	-17.97%
Grand Total	464	495	-6.26%

11. WYFRS Days Lost

Total days lost in Q4 show a positive overall reduction compared to the previous year, indicating improved management of absence duration and impact.

Notably, significant reductions in On Call and Whole-time days lost have driven the overall improvement. Offsetting increases within smaller workforce groups, which continue to be actively monitored and managed.

Overall, this reflects effective attendance management and targeted intervention activity, supporting a reduction in the operational impact of absence across the Service.

Quarter	Q4		
Employee Group	Current FY	Previous FY	% Difference
Fire Control	127	67	89.55%
Green Book	965	714	35.15%
On Call	179	425	-57.88%
Wholetime	2360	2724	-13.36%
Grand Total	3631	3930	-7.61%

12. Monthly Breakdown (Q4)

Monthly patterns across Q4 reflect expected seasonal variation, with increases in activity managed effectively across the period.

While absences and days lost rise towards December, this is predominantly driven by short-term absence, with long-term absence levels remaining stable throughout the quarter.

Overall, the data indicates that seasonal pressures are being well managed, supported by proactive attendance management, wellbeing support and consistent application of established processes.

Quarter	Q4			
	January	February	March	Grand Total
Total Absences	211	169	204	464
Total Days Lost to Absence	1262	1078	1361	3701
Total Long-Term Absences	67	58	69	101
Total Short-Term Absences	144	111	135	363
Average Headcount	1476	1470	1476	1474

13. Sickness Reason Analysis (Q3 vs Q4)

The data shows a reduction in seasonal illness from Q3 to Q4, particularly in respiratory-related conditions, reflecting a normal shift following peak winter pressures.

Longer-term drivers, including mental health, musculoskeletal conditions and surgery, remain consistent and continue to account for the majority of days lost. These areas are well understood and continue to be actively managed.

Overall, the position indicates a more stable absence profile, with short-term pressures easing and longer-term causes remaining consistent and predictable.

		Total Absences	Quarter		Total Lost Absence	Days to
			Q3	Q4		
Absence Reason Category	Absence Reason	Q3	Q4	Q3	Q4	
All Other Causes	Blood Disorder - Not Known	0	1	0	1	
	Cancer & Tumours - Cancer	3	3	63	110	
	Cancer & Tumours - Not Known	1	0	2	0	
	Cardiovascular - Circulatory	5	4	44	37	
	Dermatological - Not Known	2	2	12	9	
	Dermatological - Skin Complaint	3	1	9	4	
	Endocrine & Metabolic - Diabetes	1	2	10	30	
	Endocrine & Metabolic - Not Known	0	1	0	22	
	ENT & Dental - Dental Issues	3	4	5	8	
	ENT & Dental - Not Known	10	7	52	19	
	Eye Problems - Not Known	6	2	14	6	
	Gastrointestinal - Bowel Disorder	2	3	27	71	
	Gastrointestinal - Not Known	17	19	37	117	
	Gastrointestinal - Sickness & Diarrhoea	75	83	189	237	

	Genitourinary - Kidney/Bladder Disorder	3	0	11	0
	Genitourinary - Urological	2	2	11	5
	Gynaecological - Female reproductive issues	0	1	0	7
	Gynaecological - Menopause	2	0	2	0
	Gynaecological - Not Known	2	0	38	0
	Infectious Diseases - Not Known	0	1	0	4
	Injuries & External Causes - Burns	0	1	0	2
	Injuries & External Causes - Poisoning	0	1	0	2
	Mental Health (Personal) - Bereavement	0	1	0	12
	Mental Health (Personal) - Depression	0	1	0	12
	Mental Health (Personal) - Not Known	39	39	769	517
	Mental Health (Personal) - Panic Attacks	1	0	3	0
	Mental Health (Personal) - Stress	0	1	0	4
	Mental Health (Work) - Not Known	10	12	341	352
	Musculoskeletal - Back Pain	31	23	269	201
	Musculoskeletal - Fracture	3	4	58	36

	Musculoskeletal - Joint Disorder	2	7	44	146
	Musculoskeletal - Limb Injuries	0	1	0	5
	Musculoskeletal - Neck Pain	0	1	0	2
	Musculoskeletal - Not Known	58	54	619	699
	Musculoskeletal - Shoulder Problems	0	2	0	3
	Neurological - Not Known	4	2	39	63
	Neurological - Senses	2	0	7	0
	Neurological - Severe Headache/Migraine	12	14	100	88
	Other Known Causes - Allergy	2	0	3	0
	Pregnancy Related - Pregnancy Complications	2	2	20	13
	Respiratory Illness - Chest & Respiratory Problem	12	11	48	37
	Respiratory Illness - Cold/Cough/Flu	177	108	542	339
	Respiratory Illness - Covid 19	5	0	13	0
	Respiratory Illness - Not Known	0	1	0	5
	Surgery/Operation - Surgery/Operation	43	34	787	377
	Unknown/Not Disclosed - Did not disclose	10	8	31	99
Grand Total		550	464	4219	3701

14. Long Term Sickness

Long-term sickness continues to be driven by a small number of higher-impact cases, which account for a disproportionate share of total days lost.

The main drivers remain mental health, musculoskeletal conditions and surgery, reflecting consistent and well-understood trends. These cases are continuing to receive appropriate levels of management oversight and support.

Overall, the data indicates a stable long-term absence profile, with focus maintained on supporting individuals while managing the operational impact effectively.

Absence Reason Category	Absence Reason	Values	
		Total Absences	Total Days Lost
All Other Causes	Cancer & Tumours - Cancer	2	105
	Cardiovascular - Circulatory	1	21
	Endocrine & Metabolic - Not Known	1	22
	ENT & Dental - Not Known	1	0
	Gastrointestinal - Bowel Disorder	1	63
	Gastrointestinal - Not Known	1	56
	Gastrointestinal - Sickness & Diarrhoea	1	17
	Mental Health (Personal) - Bereavement	1	12
	Mental Health (Personal) - Depression	1	12
	Mental Health (Personal) - Not Known	19	416
	Mental Health (Personal) - Stress	1	4
	Mental Health (Work) - Not Known	10	347
	Musculoskeletal - Back Pain	6	134
	Musculoskeletal - Fracture	3	32
	Musculoskeletal - Joint Disorder	5	135
	Musculoskeletal - Limb Injuries	1	5
	Musculoskeletal - Not Known	18	513

	Neurological - Not Known	2	63
	Neurological - Severe Headache/Migraine	1	60
	Surgery/Operation - Surgery/Operation	21	316
	Unknown/Not Disclosed - Did not disclose	4	94
Grand Total		101	2427

15. Quarter Comparison (Full Year View)

Theme: Improved outcomes demonstrating growing maturity in attendance management.

Across the full year, overall absence levels remain broadly consistent, while total days lost have reduced, demonstrating improved management of absence duration and impact.

Reductions in days lost are evident across much of the year, including several months where absence volumes fluctuate but the overall impact is lower. This indicates that absences are being resolved more efficiently, with improved consistency in how cases are managed.

While some seasonal variation remains, particularly during peak winter months, the overall trajectory is positive. The full-year position highlights a more controlled and resilient attendance profile, with reduced impact on operational capacity.

Overall, the data provides clear assurance of improved outcomes, with shorter absence durations, more consistent case management, and strengthened organisational resilience throughout the year.

Row Labels	Current FY Absences	Previous FY Absences	Absence % Difference	Current FY Days Lost	Previous FY Days Lost	Days Lost % Difference
Q1						
April	180	195	-7.69%	1066	1416	-24.72%
May	174	167	4.19%	1014	1248	-18.75%
June	155	183	-15.30%	1012	1118	-9.48%
Q2						
July	183	180	1.67%	1134	1275	-11.06%
August	185	183	1.09%	1157	1191	-2.85%
September	204	204	0.00%	1244	1398	-11.02%
Q3						
October	218	238	-8.40%	1293	1441	-10.27%
November	226	208	8.65%	1363	1335	2.10%
December	251	239	5.02%	1563	1445	8.17%
Q4						
January	211	229	-7.86%	1251	1518	-17.59%
February	169	202	-16.34%	1050	1087	-3.40%
March	204	211	-3.32%	1330	1325	0.38%
Grand Total	1668	1680	-0.71%	14477	15797	-8.36%

16. Closing Summary

Overall, the data provides clear and consistent assurance of a stable, resilient and well-managed workforce position across the Service.

Workforce headcount remains balanced and consistent across all staff groups, with Service Delivery continuing to provide a strong operational core, supported by well-aligned enabling and leadership functions. The On-Call workforce remains stable, and while recognised challenges persist, these are understood and actively managed.

Attendance data shows a positive overall trajectory, with reductions in total days lost across the year despite broadly consistent absence volumes. This indicates improved management

of absence duration and impact, with a more controlled and resilient absence profile emerging over time. Seasonal pressures have been effectively managed, and long-term absence drivers remain stable and well understood.

Diversity data continues to show steady and encouraging progress, with incremental improvements in representation alongside consistent disclosure rates, supporting the Service’s longer-term ambition to build a more inclusive workforce.

Collectively, the information demonstrates a Service that is maintaining operational effectiveness, strengthening workforce management practices, and continuing to build organisational resilience, providing strong assurance to the Committee.

Occupational Health Key Performance Indicators

Period 1st January 2026 – 31st March 2026

Ref No.	KPI	Target	Quarter 1 st January 2026—31 st March 2026	YTD 1 st April 2025 – 31 st March 2026	Target achieved for present quarter
1	Management referral to appointment date (3 weeks)	90%	33%	67%	NO
2	AMA report to management within 48hr- from Consent	90%	100	97	YES
3	No. of Did Not Attends (DNA’s) or cancellation <48 hr notice*		0 Nurse 0 AMA	0 0	
4	No. of physiotherapy referrals		68	207	
5	No. of counselling referrals		73	256	
6	No. of management referrals		7	53	

7	No. of health screenings		177	841	
8	No. of self-referrals		5	8	
9	No of AMA consultations		203	656	

There is currently a significant demand on the Occupational Health Unit. The unit has had to retender for the provision of its Consultant Occupational Physician (the Authority Medical Advisor) service, due to the retirement of the previous AMA, who had been with us for 10 years. This has resulted in longer appointment times, which has reduced the number of appointments per clinic we can provide. Additionally, cases now appear to be more complex with staff presenting often with multiple issues, which also adds pressure to clinic times. Following a review of the unit, we are in the process of introducing changes which will create capacity within the AMA clinics (who tend to see the majority of management referrals), which will hopefully improve KPI 1 above. This involves triaging cases and referring more to the nurses. Q4 performance is slightly improved on Q3.

Currently appointments are prioritised as follows:

Priority 1 – Asbestos medicals (legal requirement) and pre-employment medicals

Priority 2 – Appointments that are likely to see employees signed fit to return to work

Priority 3 – Management referrals.

17. Health And Safety Performance 1 April 2025 – 31 March 2026

Lost time up to 3 days

Actual performance 2025/26	Target 2025/26
23	19

Lost time over 3 days

Actual performance 2025/26	Target 2025/26
29	28

RIDDOR Major injury/disease

Actual performance 2025/26	Target 2025/26
1	No target set

Discipline and Grievance Cases

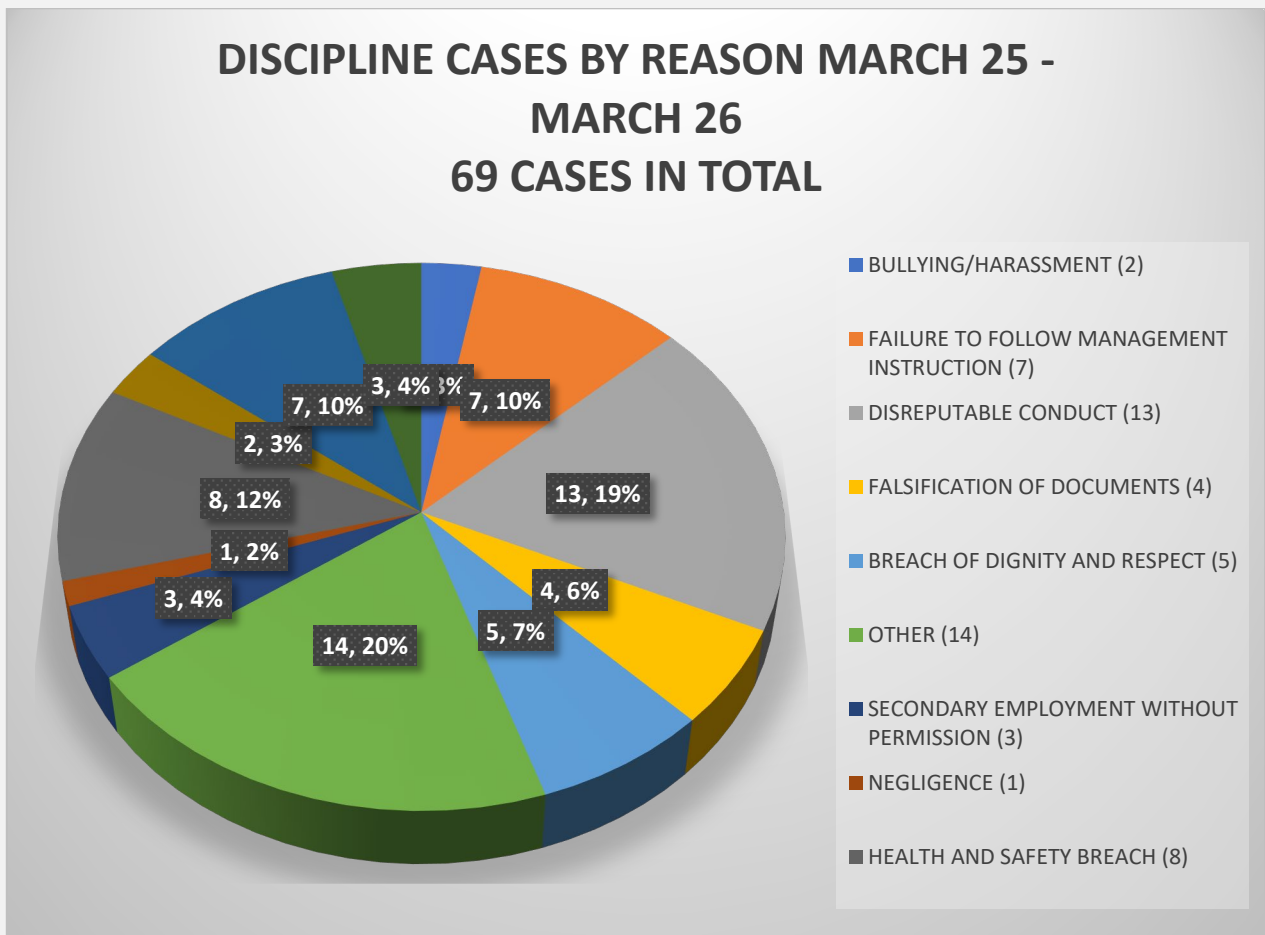
18. Discipline Cases March 2025 – March 2026

During the year March 25 – March 26 there were 69 discipline cases in total. 8 of these were enabling employees and 61 operational employees.

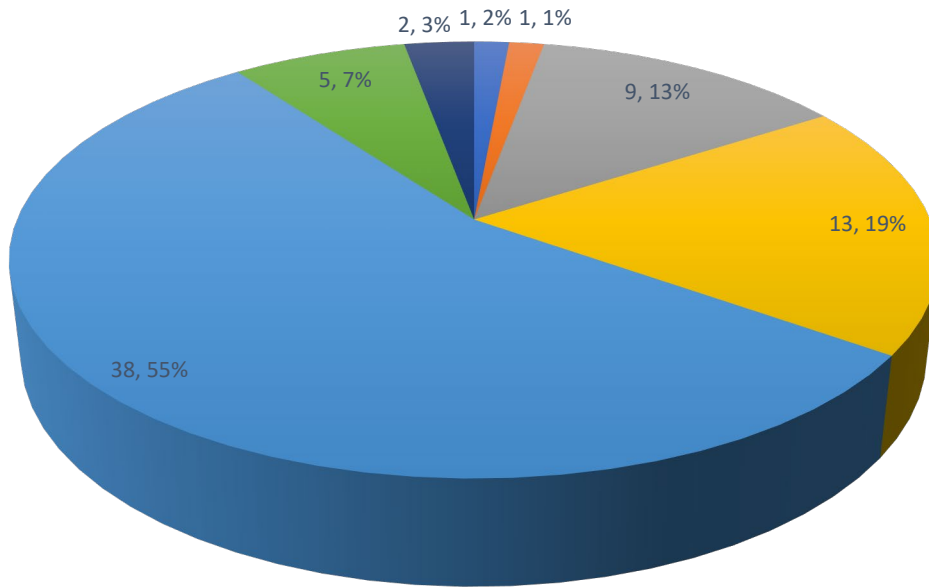
The graphs below show the reasons for discipline action during this period and also the outcomes of the cases.

The large percentage of cases resulting in informal warnings is testament to our desire to deal with issues at the lowest level possible and by the lowest level of management.

We have recently recruited a Senior People Partner and one of their main responsibilities is taking a lead on professional standards with an overview across all employee relations cases to ensure fairness and consistency in approach and outcomes and that cases are dealt with in a timely manner.



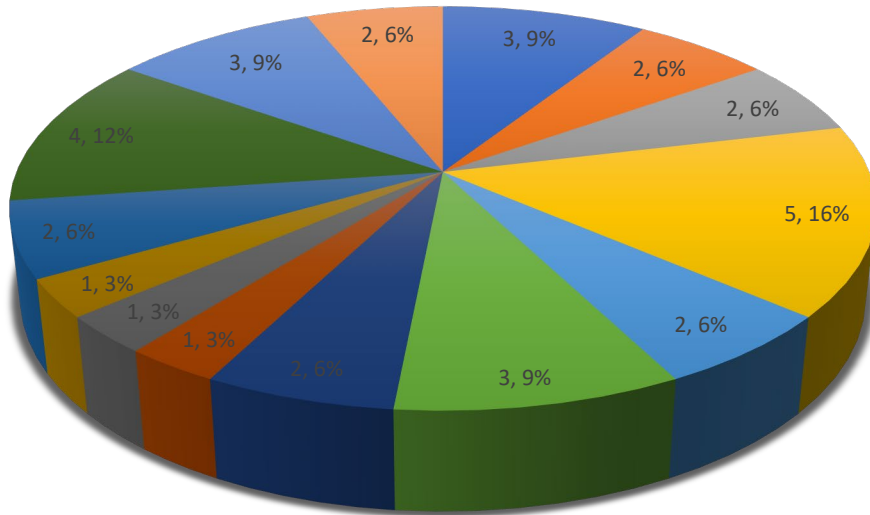
OUTCOME OF DISCIPLINE CASES MARCH 25 - MARCH 26 69 CASES IN TOTAL



- DISMISSAL ON NOTICE (1)
- SUMMARY DISMISSAL (1)
- NOT YET CONCLUDED (9)
- WRITTEN WARNING (13)
- INFORMAL WARNING (38)
- NO FURTHER ACTION (5)
- FINAL WRITTEN WARNING (2)

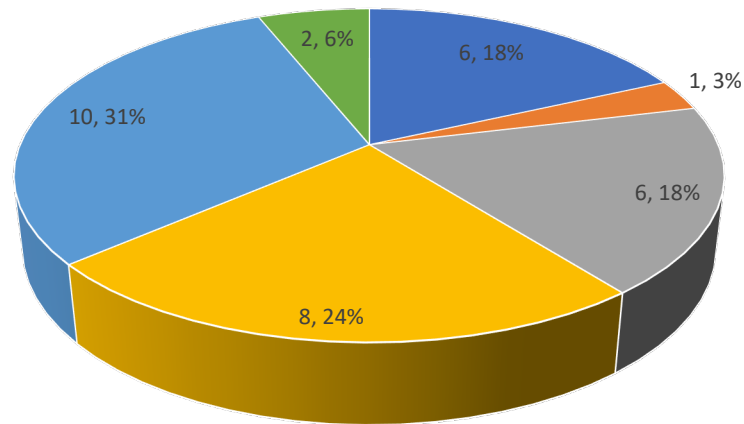
19. Grievances March 2025 – March 2026

REASONS FOR GRIEVANCE CASES MARCH 2025 - MARCH 2026 (33 CASES IN TOTAL)



- UNPROFESSIONAL BEHAVIOUR OF COLLEAGUE (3)
- BULLYING/HARASSMENT (2)
- COMPULSORY MODIFIED DUTIES (2)
- COMPULSORY MOVE (5)
- DISCRIMINATION (2)
- FINANCIAL LOSS (3)
- MANAGEMENT ISSUE (2)
- REASONABLE ADJUSTMENTS (1)
- REFUSAL OF CAREER BREAK (1)
- REFUSAL OF SPECIAL LEAVE (1)
- STAFFING AND RESOURCING (2)
- TERMS AND CONDITIONS OF EMPLOYMENT (4)
- TRANSFER ISSUES (3)
- UNFAIR RECRUITMENT/PROMOTION PROCESS (2)

**OUTCOME OF GRIEVANCE CASES MARCH 2025 - MARCH 2026
33 CASES IN TOTAL**



- NOT UPHELD (6)
- GRIEVANCE RETRACTED (1)
- NOT YET RESOLVED (6)
- PARTIALLY UPHELD (8)
- RESOLVED INFORMALLY (10)
- UPHELD (2)

Say so submissions

Say so is a reporting tool for employees to report workplace issues and concerns anonymously.

The reporting tool allows us as an organisation to look at reported issues, policy, procedure and behaviours impacting our staff and how they can be resolved. Reporting matters via Say So go directly to Dave Walton (Deputy Chief Fire Officer) and Sonia Pawson (Director of People and Culture) to deal with the concern – no other individuals have access to this information.

During the calendar year, from 1 April 2025 to 31 March 2026 we received 29 concerns through this platform.

Number	Theme
	Recruitment and Selection
1	Management/Supervision
	Equality
	Theft
	Data and Digital
4	Performance or Efficiency

3	Process, Policy or Procedure
	Abuse – alcohol/substance
7	Abuse – emotional/mental/psychological
3	Abuse - verbal
1	Training
3	Health & Safety
7	Code of Conduct

Recruitment Statistics:

20. Recruitment as at 12 June 2026

LIVE VACANCIES

Vacancy	Date opened	Closing date	Number of applications to date
Director of Finance and Procurement	27/05/26	21/06/26	6
On-call Crew Manager Silsden	09/06/26	28/06/26	1
Operational Risk Management Team Leader	05/03/26	29/03/26	11
PAIT Performance Co-ord	10/06/26	24/06/26	2
Senior Occupational Health Advisor	05/06/26	21/06/26	0
WM System Support & Development (Control)	09/06/26	28/06/26	1

RECENTLY CLOSED VACANCIES

Vacancy	Number of Applicants	Number shortlisted/interviewed	Appointment made
CM Promotion process	11	9 shortlisted	NA
Training Centre Instructor	4	1 shortlisted	Yes
DDat Technician	17	6	Yes
OHU Admin/Receptionist	82	4	Yes
OHU Project Admin	56	2	Yes
WM Fire Safety (EOI)	3	1	
SM Promotion process	15	13	NA
SM Tech Rescue	4		
DSO Calderdale	1	1	Yes
SM Fire Investigation	1	1	Yes
Corporate Services Officer	76	10	Yes
Senior Occupational Psychologist	2	1	Yes
On Call WM	1	1	Yes

Recruitment Update

Application numbers are healthy for most positions, particularly generic positions (administration type roles) although the quality of applications does not always match the quantity. Quantity and quality are both less positive for specialist, technical and professional level roles.

We are managing to recruit to most positions without the necessity to engage agencies to support, however the recruitment issues are notable with the number of repeat campaigns required to successfully recruit to some positions with the main reason being uncompetitive salaries compared to other public sector organisations. Application of market supplements to bolster salary is becoming more common in order to successfully recruit. Fixed term contracts are another reason we struggle to certain posts.

21. Financial Implications

None

22. Legal Implications

The Monitoring Officer has considered this report and is satisfied it is presented in compliance with the Authority's Constitution.

23. People and Diversity Implications

This report concentrates on People and Diversity implications.

24. Equality Impact Assessment

Are the recommendations within this report subject to Equality Impact Assessment as outlined in the EIA guidance? No

25. Health, Safety and Wellbeing Implications

This report considers health and safety and wellbeing as part of the content and narrative.

26. Environmental Implications

There are no environmental implications arising from this report.

27. Risk Management Implications

There are no risk management implications arising from this report.

28. Duty to Collaborate Implications (Police and Crime Act 2017)

None.

29. Your Fire and Rescue Service Priorities

This report links with the Community Risk Management Plan 2025-28 strategic priorities below:

- Provide a safe, effective and resilient response to local and national emergencies.
- Focus our activities on reducing risk and vulnerability.
- Enhance the health, safety, and well-being of our people.
- Prioritise a people first mindset through ethical and professional leadership and management.

- Work with partners and communities to deliver our services.
- Use resources in an innovative, sustainable, and efficient manner to maximise value for money.
- Further develop a culture of excellence, equality, learning, and inclusion.

Annex A

Annex A provides the full ethnicity data profile for the workforce, setting out the detailed breakdown of ethnicity categories across Q2, Q3 and Q4. This supports the summary information contained within the main report by showing the underlying headcount and percentage position for each recorded ethnicity group, including declared, not declared and prefer not to specify categories.

	Q2		Q3		Q4		Total Avg Headcount	Total %
	Avg Headcount	%	Avg Headcount	%	Avg Headcount	%		
African	2	0.14%	2	0.14%	3	0.20%	2	0.14%
Any other Asian Background	1	0.07%	1	0.07%	1	0.07%	1	0.07%
Any other Black / African / Caribbean Background	2	0.14%	2	0.14%	2	0.14%	2	0.14%
Any other Ethnic Group	6	0.41%	5	0.34%	5	0.34%	6	0.41%
Any other Mixed / Multiple Ethnic Background	6	0.41%	6	0.41%	6	0.41%	6	0.41%
Any Other White	19	1.30%	20	1.36%	21	1.43%	20	1.36%
Arab	1	0.07%	1	0.07%	1	0.07%	1	0.07%
Asian or Asian British	23	1.58%	22	1.49%	22	1.49%	22	1.50%

Black or Black British	4	0.27%	4	0.27%	4	0.27%	4	0.27%
Caribbean	2	0.14%	2	0.14%	2	0.14%	2	0.14%
Chinese	4	0.27%	5	0.34%	5	0.34%	4	0.27%
Gypsy or Irish Traveller	1	0.07%	1	0.07%	1	0.07%	1	0.07%
Indian	6	0.41%	7	0.47%	6	0.41%	7	0.48%
Irish	1	0.07%	1	0.07%	1	0.07%	1	0.07%
Mixed	11	0.75%	11	0.75%	11	0.75%	11	0.75%
Not Declared	9	0.62%	9	0.61%	9	0.61%	9	0.61%
Not Recorded	49	3.36%	50	3.39%	49	3.33%	49	3.34%
Pakistani	5	0.34%	6	0.41%	6	0.41%	5	0.34%
Prefer not to specify	16	1.10%	16	1.08%	16	1.09%	16	1.09%
White and Asian	6	0.41%	6	0.41%	6	0.41%	6	0.41%
White and Black African	5	0.34%	6	0.41%	6	0.41%	5	0.34%
White and Black Caribbean	10	0.69%	12	0.81%	13	0.88%	11	0.75%
White British	351	24.06%	370	25.07%	377	25.59%	360	24.52%
White British or Irish	918	62.92%	911	61.72%	901	61.17%	916	62.40%
Grand Total	1459	100.00 %	1476	100.00 %	1473	100.00 %	1468	100.00 %

OFFICIAL

Agenda item: 08

Equality Data Monitoring Report 2025-26

People and Culture Committee

Date: 3 July 2026

Submitted by: Director of People and Culture

Purpose: To advise authority members of the latest workforce equality data before publishing externally.

Recommendations: To note the report

Summary: We produce the Equality Data Monitoring Report annually to fulfil our obligations under the Public Sector Equality Duty. The report provides workforce data for the 2025/26 financial year on gender, ethnicity, sexuality, disability, age, religion, disciplinary and grievance.

Local Government (Access to information) Act 1972

Exemption Category: None

Contact Officer: Gill Cockburn, Inclusive Practice Manager

Background papers open to inspection: None

Annexes: Equality Data Monitoring Report

1. Introduction

- 1.1 WYFRS are required to publish workforce equality data annually to fulfil our obligations towards the Public Sector Equality Duty. The report is completed every summer, shared for consultation and then published on our external and internal webpages. The report attached is redesigned before being published.
- 1.2 The report is presented in sections including a summary, future plans and a commentary on any differences from the previous report.

2. Information

2.1 On 31st March 2026, WYFRS Workforce diversity is as follows:

- Wholetime roles: 10% female, 7% ethnic minority, 5% Disabled, 6% LGBT.
- On Call roles: 9% female, 3% ethnic minority, 3% Disabled, 4% LGBT.
- Control: 68% female, 2% ethnic minority, 6% Disabled, 4% LGBT.
- Enabling Teams roles: 55% female, 9% ethnic minority, 13% Disabled, 4% LGBT.

National statistics are as follows:

- 10% wholetime females.
- 6% wholetime ethnic minority
- 5% wholetime LGBT+
- 5% wholetime disabled.

We are meeting the national average in terms of our female and disabled colleagues. We are above the national average by 1% within our wholetime ethnic minority and LGBTQ+ employees.

2.2 The headlines from the equality data report are as follows:

Increase in numbers within:

- Wholetime ethnic minority employees up by 1%
- Wholetime disabled employees up by 1%
- On Call female employees up by 1%
- On Call ethnic minority employees up by 1%
- On Call disabled employees up by 1%
- On Call LGBT employees up by 2%
- Control ethnic minority employees up by 2%
- Enabling disabled employees up by 2%
- Enabling LGBT employees up by 1%

Decrease in numbers within:

- Control disabled employees – down by 1%

2.3 The data shows a slight increase in declaration. Following an equality data campaign non-declarations for the whole workforce are as follows:

- Disability 423, reduced to 364, (59 more declared)
- Ethnicity 61, reduced to 51, (12 more declared)
- Religion 427, reduced to 354, (73 more declared)
- Sexuality 399, reduced to 331, (68 more declared)

2.4 HR systems have been improved to ensure all new employees' equality data, shared at application, is transferred into the HR database upon entry to the organisation. A procurement exercise is underway which will include a requirement in any future people ICT system to automatically transition applicants data on acceptance of job offer into employee record.

2.5 The importance of sharing and updating equality data was communicated to colleagues as part of an equality data campaign. There still remains a number of employees who have not declared any equality data and we will continue to implement initiatives that address this.

3. Financial Implications

3.1 None identified

4. Legal Implications

4.1 The Monitoring Officer has considered this report and is satisfied it is presented in compliance with the Authority's Constitution.

5. People and Diversity Implications

5.1 The data continues to demonstrate that underrepresented groups in our communities are not reflected in our staff diversity, however increases are demonstrated each year. We are continuously evaluating and updating our positive action initiatives to improve recruitment, progression and retention of staff.

6. Equality Impact Assessment

6.1 Are the recommendations within this report subject to Equality Impact Assessment as outlined in the EIA guidance? No

[\(EIA Template and Guidance\)](#)

6.2 Date EIA Completed: N/A

6.3 Date EIA Approved: N/A

6.4 The EIA is available on request from the report author or from diversity.inclusion@westyorksfire.gov.uk

7. Health, Safety and Wellbeing Implications

7.1 None identified

8. Environmental Implications

8.1 None identified

9. Risk Management Implications

9.1 None identified

10. Duty to Collaborate Implications (Police and Crime Act 2017)

10.1 N/A

11. Your Fire and Rescue Service Priorities

11.1 This report links with the Community Risk Management Plan 2025-28 strategic priorities below:

- Further develop a culture of excellence, equality, learning, and inclusion.

12. Conclusions

12.1 Equality data declaration has improved since the publication of the previous report and numbers are increasing within our workforce diversity. Although we align with national figures, we are taking further steps through ongoing positive action and targeted communications to showcase WYFRS as an employer, encourage and enable people to apply so our workforce more closely represents the communities of West Yorkshire. This requires further targeted recruitment for all roles, not just Wholetime, alongside further work and continued investment in positive action promotion and retention initiatives.



Annual Data Monitoring Report (2025/26)

Contents

Our Diverse County.....	3
Why is Diversity and Inclusion important?.....	4
Why do we collect Equality data?.....	4
Declaration	4
Summary.....	4
National Wholetime Statistics.....	5
Work delivered and plans for 2026/27.....	6
Data Trends and Comparison	7
Workforce Diversity	8
Gender.....	8
Ethnicity	11
Sexuality	13
Disability.....	17
Age.....	20
Religion	21
Leavers	22
Grievance and Disciplinary.....	22

Our Diverse County

2,351,600 people are living in the five metropolitan districts of Bradford, Calderdale, Kirklees, Leeds and Wakefield, within an area of 800 square miles. WYFRS provides fire cover 24 hours a day, every day of the year from its 41 stations and Control Centre.

According to the 2021 Census, 23% of West Yorkshire citizens are Black, Asian, minority and mixed ethnicities. The majority of this population resides in the Bradford region of West Yorkshire which has an Asian population of 20%.

Approximately 18% of the West Yorkshire population are disabled or live with long-term illnesses.

The 2021 census indicated that 40% of the population of West Yorkshire reported they were Christian. This was followed by those who reported no religion (36%). 14.5% of the West Yorkshire population reported that they are Muslim.

3% of people in West Yorkshire identify as Lesbian, Gay or Bisexual.

As with most other counties West Yorkshire has gender parity in its population.

WYFRS has a responsibility to serve our communities, but also to reflect the diversity of the population. Understanding the vulnerabilities and related fire risks facing these diverse groups is paramount in meeting these twin obligations.

Why is Diversity and Inclusion important?

Diversity and inclusion are central to our core values and bring many benefits to our organisation. Having a diverse and inclusive workforce improves team performance, communication, innovation and wellbeing. An inclusive workforce creates individuals who feel confident, valued and able to deliver the best service to our communities and each other. A host of research indicates that diversity at all levels of the organisation, and crucially in key decision-making roles leads to more innovation, empathy and ultimately increased organisational performance.

We have an organisational, moral and legal responsibility to promote equity and inclusion across all of the protected characteristics: race, sex, disability, age, sexual orientation, religion or belief, gender reassignment, marriage and civil partnerships and pregnancy and maternity.

WYFRS promotes equality of opportunity for all by fostering good relations. We work under the Public Sector Equality Duty to eliminate illegal behaviour such as discrimination, harassment and victimisation.

Why do we collect Equality data?

WYFRS aspires to reflect the diversity of the communities it serves. In order to demonstrate that we are working towards this, we collect equality data and analyse it. We produce this annual report to present the most recent equality data of the WYFRS workforce. We use this data to inform and direct our projects and initiatives including positive action, recruitment, retention, progression, reasonable adjustments and Equality Impact Assessments.

Declaration

WYFRS rely on employees to input their equality data and share their protected characteristics. This means that we do not have fully accurate data on the demographics of our employees. We are working with all employees to promote the benefits of sharing equality data and how this can influence the work of the organisation.

Summary

This report presents the equality data of WYFRS' workforce at 31 March 2026. Reported information includes workforce profiles by age, gender, ethnicity, disability, religion and sexual orientation for Wholetime, On Call, Control and Enabling employees.

At 31 March 2026, WYFRS Workforce diversity is as follows:

- Wholetime roles: 10% female, 7% ethnic minority, 5% Disabled, 6% LGBT.
- On Call roles: 9% female, 3% ethnic minority, 3% Disabled, 4% LGBT.
- Control: 68% female, 2% ethnic minority, 6% Disabled, 4% LGBT.
- Enabling Teams roles: 55% female, 9% ethnic minority, 13% Disabled, 4% LGBT.

There are 2 female Group Managers. Within wholetime only roles we have 2 females in a Station Manager role, 11 female Watch Managers and 12 female Crew Managers. Within operational employees there are 3 Station Managers from an ethnic minority, 3 Watch Managers and 9 Crew managers. At strategic decision-making levels there is 33% female representation on WYFRS's Senior Leadership Team. At the most senior level, there is a 40% gender split on WYFRS Executive Leadership Team. We do not have any colleagues from an ethnic minority at this level and we are working with employees to improve promotion and retention initiatives.

The Inclusive Practice team have 4 full time employees, we oversee 5 employee networks and a number of Inclusion champions across the workforce. We have made progress in the recruitment of operational employees from underrepresented groups, and we continue to improve and deliver our positive action initiatives.

National Wholetime Statistics

We compare favourably with the national sector data for our Wholetime roles. Nationally there are:

- 10% wholetime females.
- 6% wholetime ethnically diverse.
- 5% wholetime LGBT+
- 5% wholetime disabled.

Work delivered and plans for 2026/27

The Inclusive Practice Team will lead on several actions and projects in 2026/27, including a delivery plan that meets the strategic objectives within the People and Culture Strategy and the Community Risk Action Plan (CRMP). Priorities include enhancing positive action initiatives across all recruitment, improving the neurodiversity offer and barrier free universal inclusion, develop and drive the work of our employee networks, increase completion and measure the impact of Equality Impact Assessments (EIA) and deliver a meaningful inclusion training programme. This will be complimented by a number of targeted projects which will further embed inclusion, including a workwear review that incorporates religious and cultural dress, delivery of work experience to local college students, a review of the recruits trainee programme to remove learning barriers and delivery of inclusion events in line with a national diversity calendar.

During the 2025/26 financial year, the Inclusive Practice team delivered a number of actions including the following:

- Design and production of an electronic Equality Impact Assessment (EIA) application that allows colleagues a more accessible and efficient process, delivered alongside new user guides, training and one to one support for authors. The application provides a live library of EIAs that analyse and address potential indirect or direct discrimination of those with protected characteristics.
- Creation and publication of an Anti-Sexual Harassment Policy in line with the Worker Protection Act, along with guidance on how to prevent sexual harassment in the workplace and a service wide risk assessment. This year we will deliver mandatory training to all staff, both through on-line and in person provision.
- Specialist consultation on inclusive design for the new headquarters including a multipurpose room for prayer, rest, reflection and breast feeding, a baby change facility, gender neutral facilities and free sanitary provision.
- 97 community engagements including school fayres, college and university open days, jobs fairs, careers talks and 'have a go' days. We attended Leeds Pride, West Indian Carnival, station open days and community events including Iftars and summer fairs. We delivered a weeklong 'Ignite' programme for young underrepresented people from our communities in collaboration with Killingbeck crew members.

Our employee networks have continued to grow and develop, providing consultation, campaigns, training and events. The network members have been recognised locally and nationally for their efforts, including awards from Women in the Fire Service (WFS) and AFSA (Asian Fire Service Association). We will continue to develop our employee networks to ensure they are key stakeholders in organisation wide decision making.

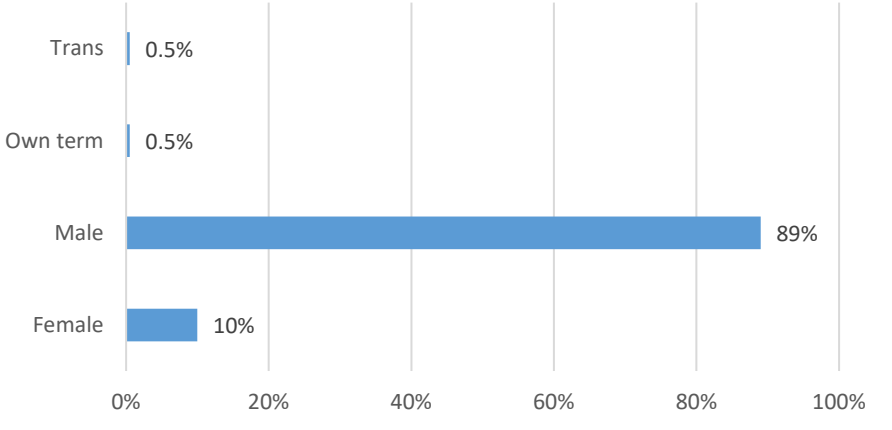
Data Trends and Comparison

The table below shows the 2025/26 equality data for Gender, Ethnicity, Sexuality and Disability alongside previous years.

Gender	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	Trend
Wholetime Female Employees	4%	5%	6%	6%	7%	8%	9.5%	10.3%	10.0%	
On call Female Employees	4%	5%	6%	7%	5%	7%	7%	8%	9%	
Control Female Employees	72%	71%	71%	71%	70%	69%	68%	67%	68%	
Enabling Female Employees	53%	54%	56%	54%	56%	56%	55%	55%	55%	
Ethnicity	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	Trend
Wholetime Ethnic Minority Employee	4%	5%	5%	4%	5%	4%	6%	6%	7%	
On call Ethnic Minority Employees	0.7%	2%	2%	2%	1%	3%	2%	2%	3%	
Control Ethnic Minority Employees	2%	3%	5%	5%	4%	4%	4%	0%	2%	
Enabling Ethnic Minority Employees	8%	9%	6%	8%	11%	6%	7%	9%	9%	
Sexuality	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	Trend
Wholetime LGBT Employees	Not reported	0%	1%	1%	4%	4%	5%	5%	6%	
On call LGBT Employees	Not reported	0%	0%	1%	2.5%	3%	3%	2%	4%	
Control LGBT Employees	Not reported	0%	0%	0%	2%	4%	4%	4%	4%	
Enabling LGBT Employees	Not reported	1%	1%	2%	3%	4%	4%	3%	4%	
Disability	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	Trend
Wholetime Disabled Employees	1%	1%	1.5%	1%	4%	2%	4%	4%	5%	
On call Disabled Employees	Not reported	1%	1.2%	1%	3%	3%	3%	2%	3%	
Control Disabled Employees	Not reported	3%	5%	4%	4%	4%	4%	7%	6%	
Enabling Disabled Employees	Not reported	8%	9%	9%	14%	10%	11%	11%	13%	

Workforce Diversity

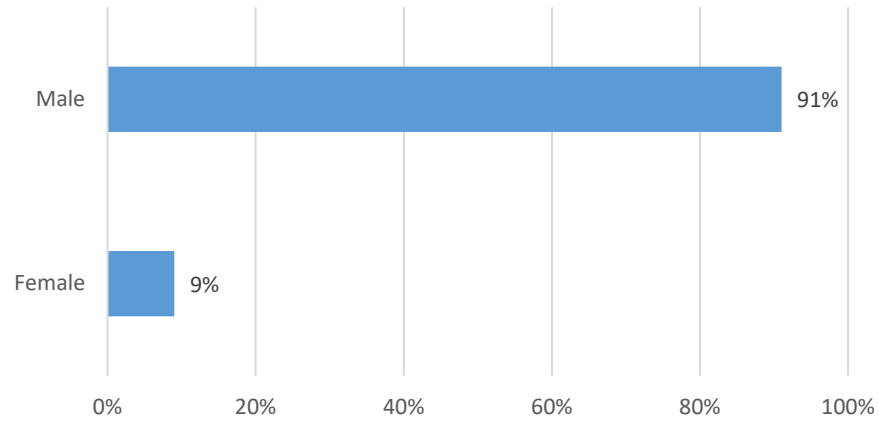
Gender

Workforce Profile	Commentary										
<p data-bbox="495 421 667 451">Wholetime</p>  <table border="1" data-bbox="143 491 1032 922"><thead><tr><th>Gender</th><th>Percentage</th></tr></thead><tbody><tr><td>Trans</td><td>0.5%</td></tr><tr><td>Own term</td><td>0.5%</td></tr><tr><td>Male</td><td>89%</td></tr><tr><td>Female</td><td>10%</td></tr></tbody></table>	Gender	Percentage	Trans	0.5%	Own term	0.5%	Male	89%	Female	10%	<p data-bbox="1115 400 2029 475">Across our Wholetime operational roles women make up 10% of employees and is comparative with England FRS data.</p> <p data-bbox="1115 512 2029 587">0.5% of employees prefer to use their own term to describe their gender. 0.5% of employees are transgender.</p>
Gender	Percentage										
Trans	0.5%										
Own term	0.5%										
Male	89%										
Female	10%										

Workforce Profile

Commentary

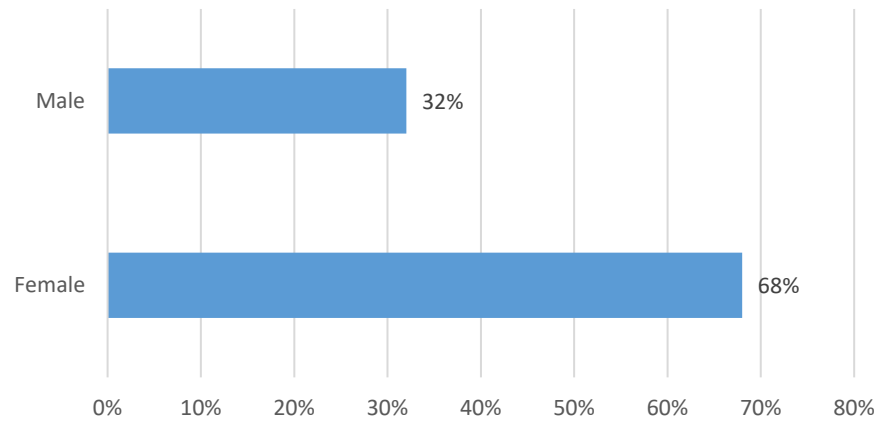
On Call



Female on-call firefighters have increased to 9%.

Work continues to promote opportunities for retained firefighters in communities where we have vacancies.

Control

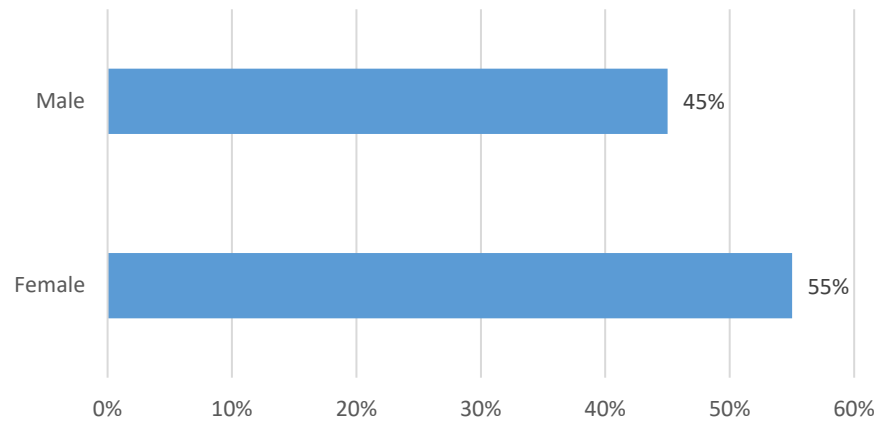


Control roles are predominantly filled by female employees.

Workforce Profile

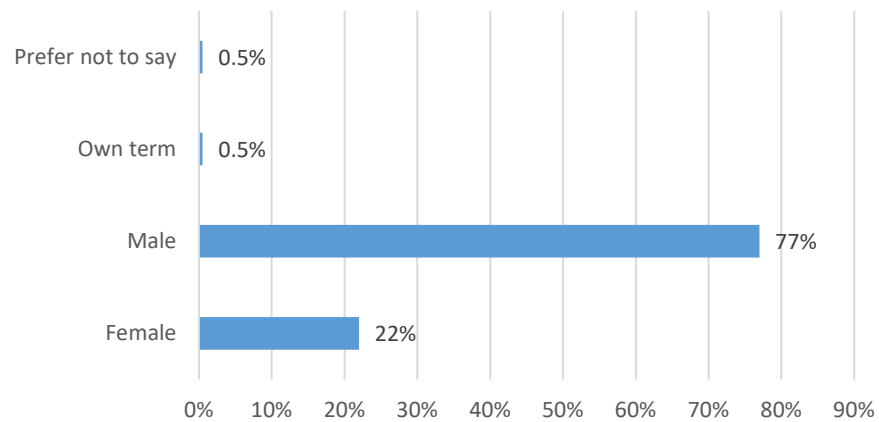
Commentary

Enabling Teams



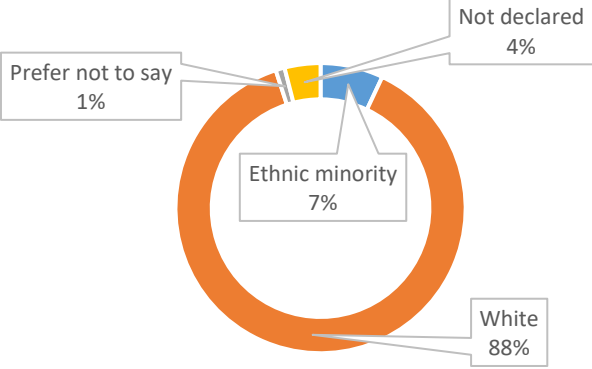
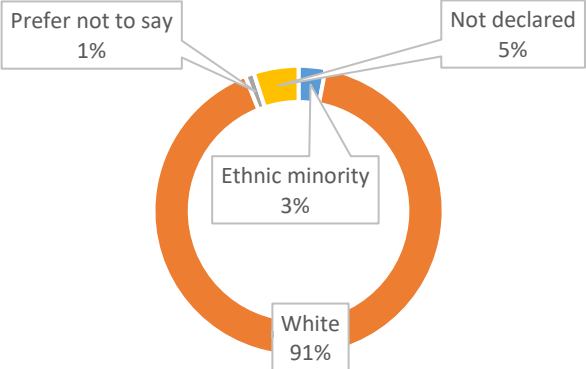
The most equal gender split is within our Enabling Team roles where 55% of employees are female.

All Employees

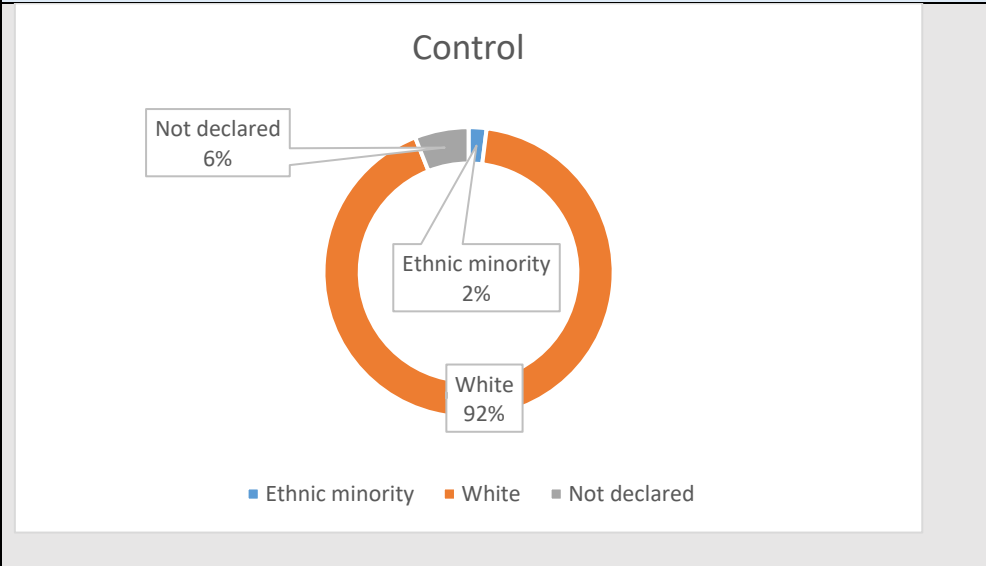


Across our organisation and across all roles, women make up 22% of our workforce. We recognise that this needs improvement and projects are in place, such as positive action initiatives and training programmes, to address the imbalance.

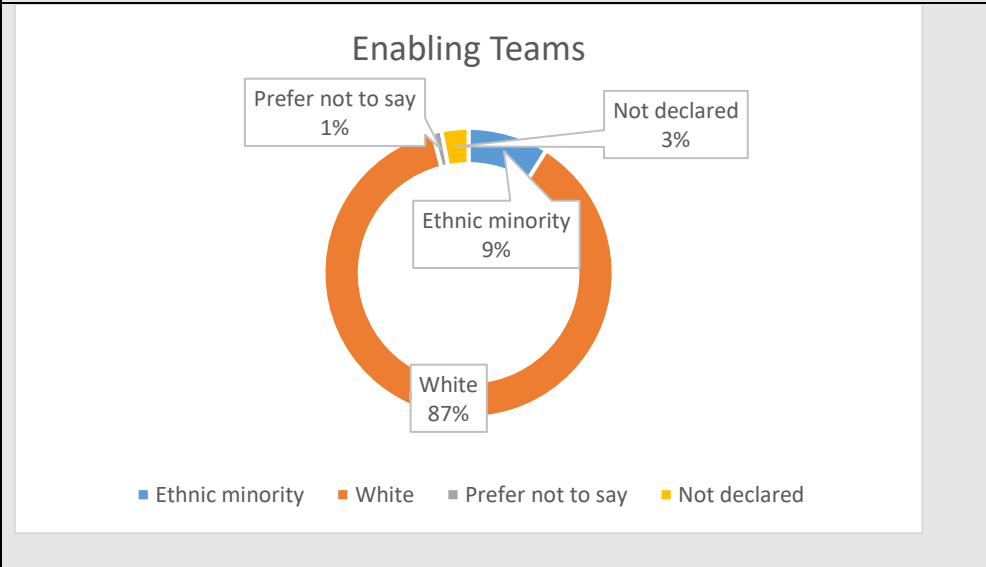
Ethnicity

Workforce Profile	Commentary
<p data-bbox="495 312 667 344">Wholetime</p>  <p data-bbox="264 405 439 459">Prefer not to say 1%</p> <p data-bbox="712 344 853 399">Not declared 4%</p> <p data-bbox="495 507 667 561">Ethnic minority 7%</p> <p data-bbox="734 651 853 705">White 88%</p> <p data-bbox="248 762 920 788">■ Ethnic minority ■ White ■ Prefer not to say ■ Not declared</p>	<p data-bbox="1111 288 2092 363">Within our wholetime workforce 7% are from black, Asian, mixed and minority ethnic backgrounds. This is an increase of 1%.</p>
<p data-bbox="524 879 638 911">On Call</p>  <p data-bbox="286 919 461 973">Prefer not to say 1%</p> <p data-bbox="725 919 869 973">Not declared 5%</p> <p data-bbox="501 1074 663 1128">Ethnic minority 3%</p> <p data-bbox="562 1217 636 1272">White 91%</p> <p data-bbox="248 1329 920 1355">■ Ethnic minority ■ White ■ Prefer not to say ■ Not declared</p>	<p data-bbox="1111 855 2092 930">The percentage of ethnic minority background on call employees has increased by 1%.</p>

Workforce Profile	Commentary
-------------------	------------



Control employees have 2% of employees from an ethnic minority background which is an increase of 2%.



The representation of ethnic minority employees within our enabling functions has remained at 9%.

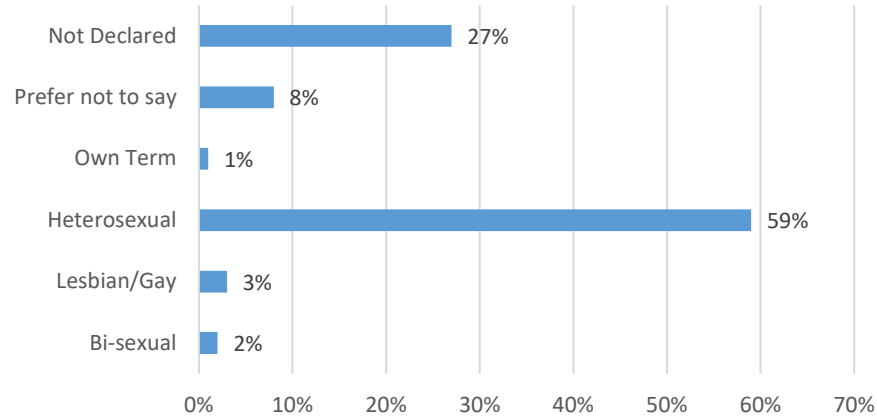
Workforce Profile	Commentary
<p data-bbox="472 209 689 244">All Employees</p> <p data-bbox="327 272 495 331">Prefer not to say 1%</p> <p data-bbox="651 272 813 331">Ethnic minority 7%</p> <p data-bbox="506 384 645 443">Not declared 4%</p> <p data-bbox="416 560 488 619">White 88%</p> <p data-bbox="248 660 920 687"> ■ Ethnic minority ■ White ■ Prefer not to say ■ Not declared </p>	<p data-bbox="1115 185 2116 260">Overall, 7% of the employees demographic are from an ethnic minority background.</p> <p data-bbox="1115 296 2029 371">The ethnicity data demonstrates a gap in our workforce diversity, especially considering our diverse community demographic.</p>

Sexuality

Workforce Profile

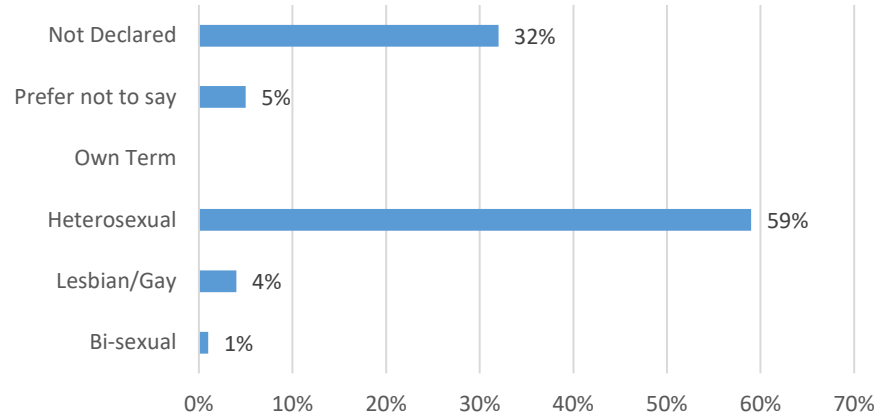
Commentary

Wholetime



Wholetime employees have the highest declaration of LGBTQ+ status with 52 members of employees. The declaration rate has improved in all roles demonstrating that employees are becoming more confident with sharing their sexuality in the workplace. We recognise however that a high number of employees have not declared, and we are working on ways to address this.

On Call

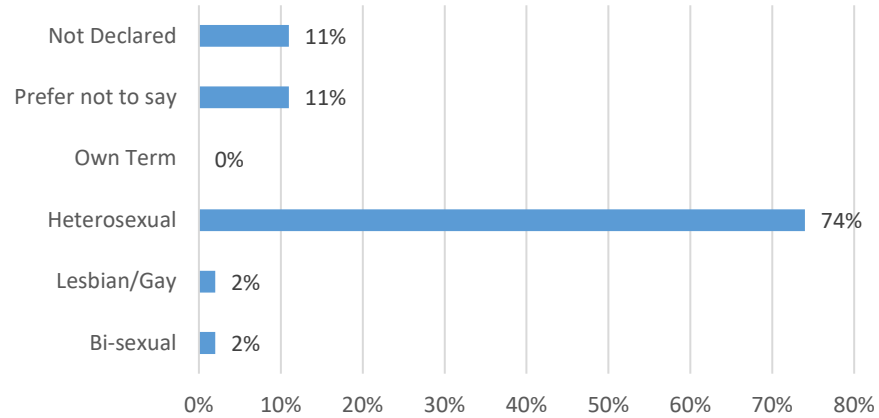


The LGBTQ+ representation within on call employees has increased by 2%.

Workforce Profile

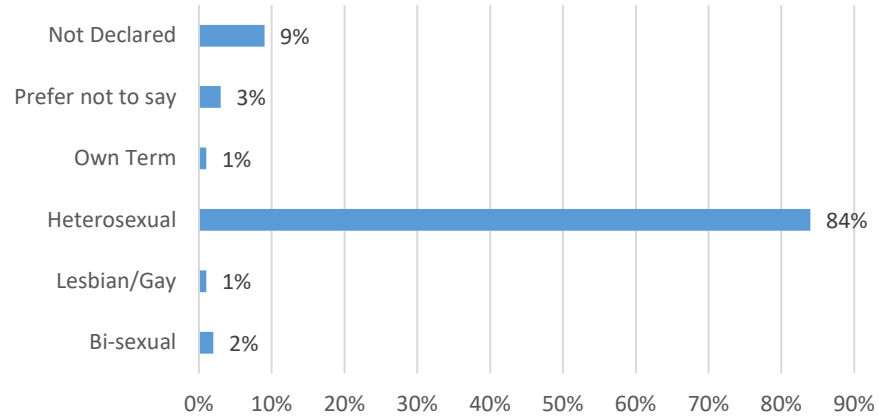
Commentary

Control



Control LGBTQ+ status remains at 4%. This area of the service has the highest declaration rate with only 5 employees not declaring.

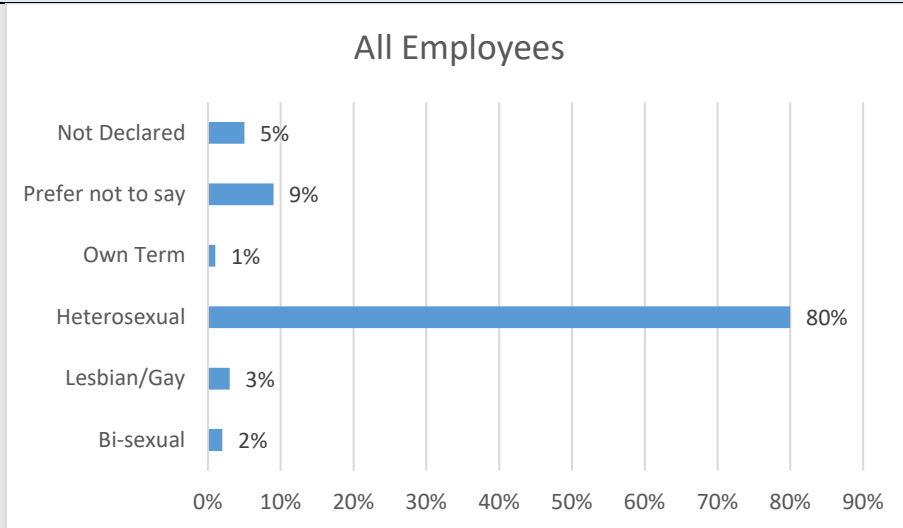
Enabling Teams



Enabling Teams employees have 4% identifying as LGBTQ+/own term, which is an increase of 1%.

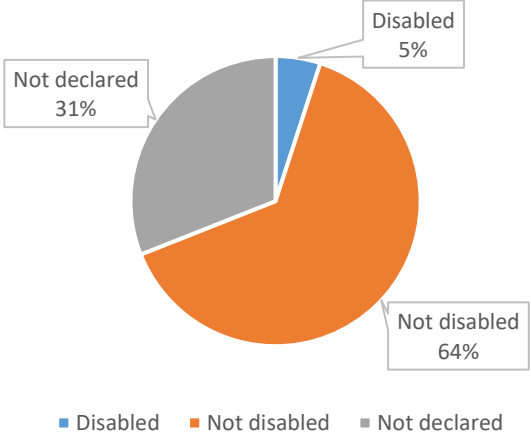
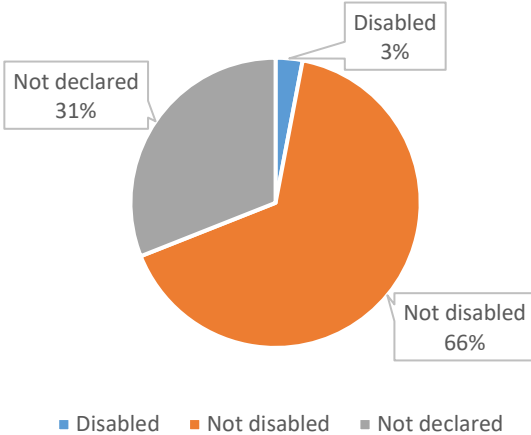
Workforce Profile

Commentary



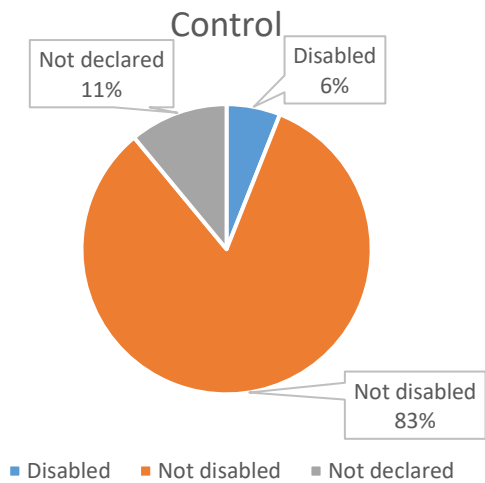
The overall rate for all LGBTQ+/own term employees has increased to 6%.

Disability

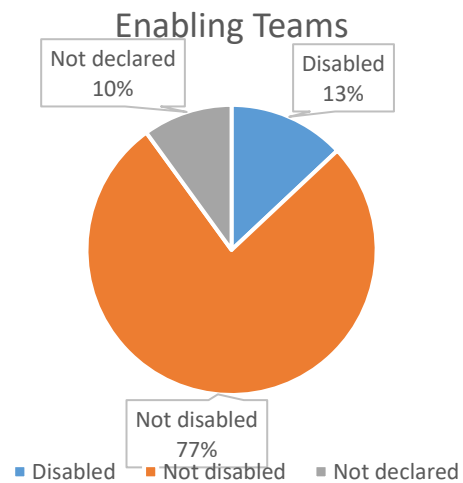
Workforce Profile	Commentary
<p data-bbox="495 312 667 344">Wholetime</p>  <p data-bbox="309 416 450 475">Not declared 31%</p> <p data-bbox="674 352 770 411">Disabled 5%</p> <p data-bbox="696 655 837 715">Not disabled 64%</p> <p data-bbox="360 762 808 788">■ Disabled ■ Not disabled ■ Not declared</p>	<p data-bbox="1084 288 2096 571">5% of Wholetime employees are disabled. The majority of wholetime employees who declare a disability advise us of their neurodivergent condition(s), such as dyslexia and ADHD. The Service provides screening and a wide range of global adjustments to meet needs through inclusion by design; for people who require a more tailored solution we utilise the Government's Access to Work provision to offset additional costs.</p>
<p data-bbox="528 879 640 911">On Call</p>  <p data-bbox="309 983 450 1042">Not declared 31%</p> <p data-bbox="651 919 748 978">Disabled 3%</p> <p data-bbox="696 1214 837 1273">Not disabled 66%</p> <p data-bbox="360 1329 808 1355">■ Disabled ■ Not disabled ■ Not declared</p>	<p data-bbox="1084 855 1809 887">3% of on call employees have declared a disability.</p>

Workforce Profile

Commentary



6% of Control employees have declared a disability, an decrease of 1%.



The highest volume of disabled employees is within the Enabling Teams roles with 13% of employees declaring a disability. This is an increase of 2%.

Workforce Profile	Commentary
<p data-bbox="472 209 685 240">All Employees</p>  <p data-bbox="322 284 461 347">Not declared 26%</p> <p data-bbox="640 245 734 309">Disabled 7%</p> <p data-bbox="667 580 801 644">Not disabled 67%</p> <p data-bbox="360 660 808 687"> ■ Disabled ■ Not disabled ■ Not declared </p>	<p data-bbox="1088 185 2074 256">Across all employees, we have 7% of disabled employees which is an increase of 2%.</p>

Neurodivergent conditions (dyslexia, ADHD, autism etc.) are categorised as a disability for the purposes of it being protected by equality law. We have screened and supported a number of employees over this financial year, and we have implemented adjustments, equipment and training to ensure inclusion in the workplace. We proactively screen new recruits through early engagement to ensure they receive full support and workplace reasonable adjustments from the point of entry. We have a range of global inclusion measures, including site licenses for assistive software available to all employees and trained workplace champions to deliver bespoke support. We have begun to further implement the social model of inclusion that will be underpinned by universal design and flip the model to reduce the need for screening and/or diagnosis.

Age

Employee Group	Age Group					
	17-24	25-35	36-45	46-55	56-65	66+
Control	4	5	12	13	9	1
Enabling Teams	18	62	92	86	84	3
On Call	11	46	45	28	14	
Wholetime	24	226	373	312	40	
Grand Total	57	339	522	439	147	4

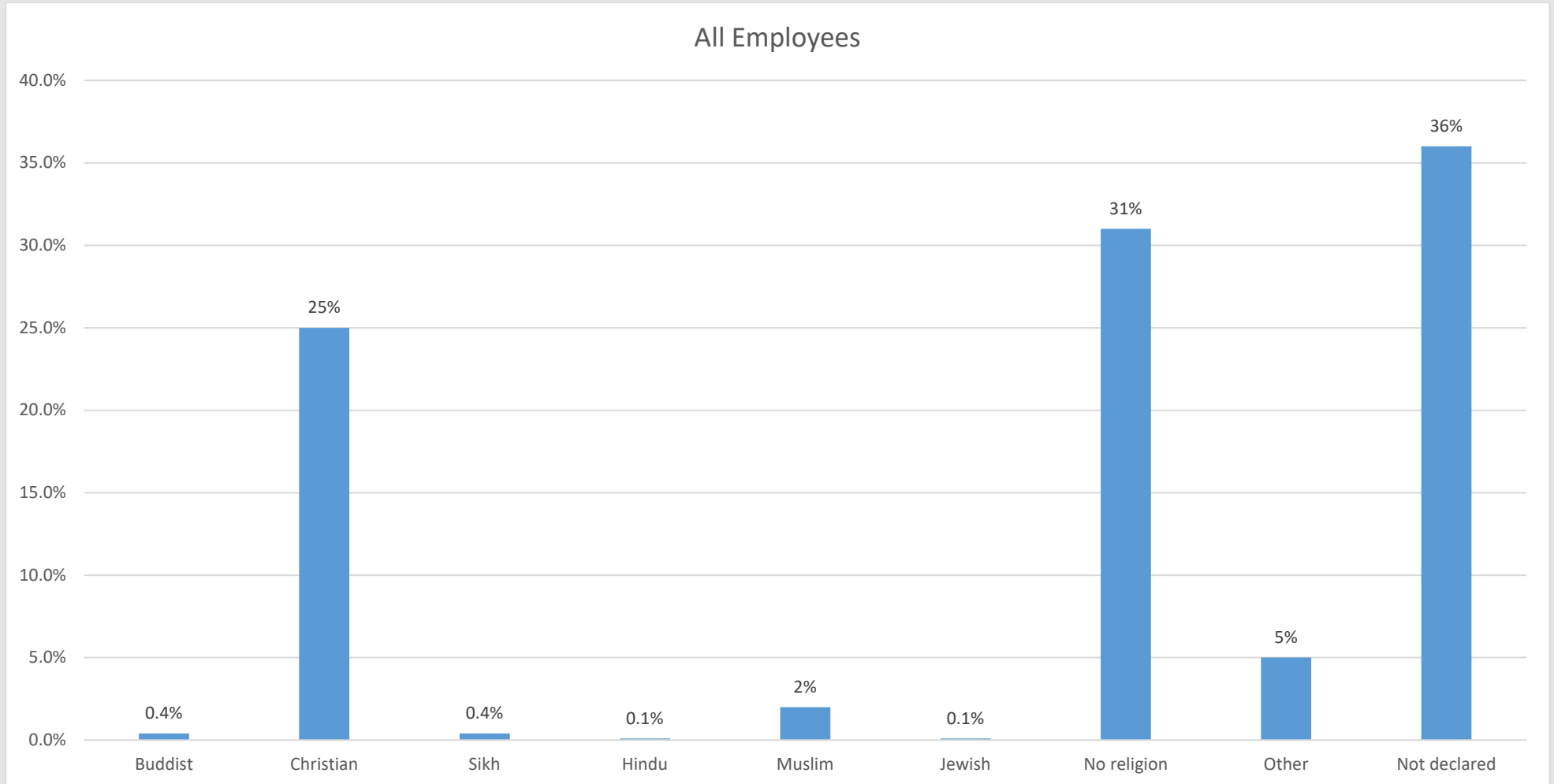
The majority of our workforce are aged between 36 and 55.

Within operational employees the age profile reduces after the age of 55, which is due in part to the low retirement age of firefighters.

There is a more even spread of age profiles amongst on call employees. Recruitment for on call employees is ongoing and regular which allows for a wider representation of ages.

Religion

Across all employees 31% of employees do not follow a religion or belief. 25% of employees are Christian and 2% are Muslim. 5% of employees have declared 'other' and this needs further exploration to see if we need to make more categories available to employees. 36% of employees have not declared.



Leavers

A total of 32 people left the organisation between 1 April 2025 and 31 March 2026. 3% of leavers were female, 3% ethnically diverse and 0% were disabled.

Grievance and Disciplinary

During the 25/26 financial year WYFRS received a total of 28 grievances (16 more than the previous year). Of these, 4 were from females and 24 were from males. 2 grievances came from ethnic minorities and 26 were from white British / Irish backgrounds.

During the same time period WYFRS conducted a total of 96 disciplinaries (both formal and informal). Of the 96, 10 were female and 12 were from an ethnic minority.

**MINUTES OF THE MEETING OF THE YORKSHIRE & HUMBER EMPLOYERS' ASSOCIATION
HELD VIRTUALLY ON TUESDAY 9 JUNE 2026
(Annual Meeting)**

Present:

Metropolitan Districts

Cllr Glyn Jones City of Doncaster Council

Unitary Councils

Cllr Cliff Lunn North Yorkshire Council

In Attendance

Rebecca Hardwick	Doncaster CC
Cherie Norman	East Riding
Michael Potter	Barnsley MBC
Gemma Taskas	Leeds
Emma Lawer	Bradford
Emma Butler	Kirklees
Helen Whiting	York
Julie Brookes	YHEA

Employers Secretary

Martin Williams (YHEA),

1. Introductions and Apologies

Apologies for absence were received on behalf of
Cllr Waltham - North Lincs, Cllr Kate Lomas – York, Cllr Ros Jones – City of
Doncaster, Cllr Mike Payne – Calderdale, Cllr Dave Tucker- East Riding, Cllr
Mohammed Rafique – Leeds

2. Appointment of Chair for 2025/26

Cllr Cliff Lunn, North Yorkshire Council was appointed as Chair for the 25/26 year
and will remain until the meeting on the 17 November.

3. Appointment of Vice-Chair for 2025/26

This is currently vacant and will be appointed to at the November meeting.

4. Appointment of Employers' Secretary

Martin Williams was appointed as Employers Secretary for 26/27 year.

5. Employers Association Constitution

No changes reported.

6. Regional Joint Council Arrangement for 2026/27

No agenda items have been received the meeting will not take place.

7. Meeting Arrangements for 2026/202

Dates for future meetings are 17 November 2026, 19 January 2027. The annual pay round meeting will be notified at a later date. Meetings will continue to be held virtually using Microsoft Teams.

8. Final Accounts

Final accounts for 2025/26 are with the auditors. Martin Williams and Cllr Cliff Lunn will sign off the audit once complete. The result of the audit will be reported at the November meeting.

9. Appointment of Auditors 2026/27

Azets will be reappointed for 26/27.

10. Notes of the Last Meeting

Notes are agreed.

11. Matters Arising

Subscription increase has been notified, and purchase order numbers have been requested.

12. Update on Pay Negotiations

Chief Officer Pay negotiations are agreed, notification has been circulated and this needs to be implemented.

Chief Executive pay negotiations are still on going.

NJC offer has been rejected by the Tarde Union's, and they will ballot on industrial action. GMB will ballot in July, Unison will follow soon afterwards and Unite will commence targeted balloting.

Craft pay for 25/26 has not been agreed and they are targeting individual Local Authorities for strike action.

Coroners Pay discussions are still ongoing. This is a national issue the Coronial Society and the National Employers are still in discussions. The Coronial Society will approach the Lord Chancellor requesting they become involved in the debate. Minister of Justice has made it clear that they will not become a member of the pay review body.

13. Certification Officer Levy

Changes made by the Government mean that Trade Union and Employer's Organisation do not need to pay a levy to the Certification Office. This will mean a saving of approximately 2k for the organisation.

14. Any Other Urgent Business

Nothing reported.