

Equality Data Report

2021



1. Introduction

The Public-Sector Equality Duty (PSED) requires public authorities like us, to publish information to demonstrate we comply with the general equality duty. This requires authorities to have due regard in the need to:

- Eliminate discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who have a protected characteristic and those who do not; and
- Foster good relations between people who have a protected characteristic and those who do not.

County Durham and Darlington Fire and Rescue Service (CDDFRS) is required to produce an annual report to demonstrate our compliance with the general equality duty. This report must include information about our employees and the people who we provide a service to, in County Durham and Darlington. This report will be accessible to the public and will enable customers, staff, and our regulators to assess our equality performance. Findings also enable us to identify equality priorities and development areas which inform our equality objectives. We also publish these objectives every four years to show how we meet the general equality duty.

Data and information has been collated for the period 1 January 2020 to 31 December 2020 and some comparisons have been made to previous years. This report details both Service and employee data to show how as a fire and rescue service (FRS) we take protected characteristics into account in all we do, including decision making, employment and the services we provide to the public.

The protected characteristics covered by the Equality Act are:

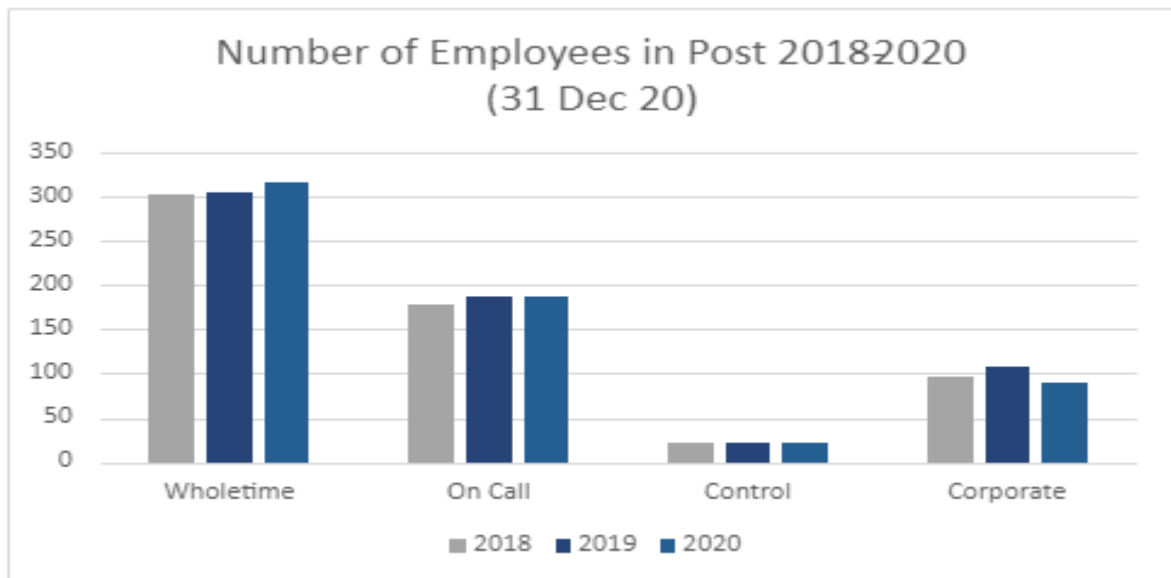
- Age;
- Disability;
- Gender reassignment;
- Marriage and civil partnership;
- Pregnancy and maternity;
- Race (including colour, nationality, ethnic and national origin);
- Religion or belief.

- Sex.
- Sexual orientation.

2. Workforce data

Number of employees in post 2017 – 2020 (31 December 2020)

Year	Wholetime	On Call	Control	Corporate	Total
2017	303	194	22	90	609
2018	303	178	21	97	599
2019	306	188	22	109	625
2020	316	187	22	89	614
Change 19/20	10	-1	0	-20	-11
% Change 19/20	3.16%	- 0.53%	0	-22.47%	-1.79%



Staffing strength (FTE) by role (31 December 2020)

Role	Wholetime	On-Call	Control	Corporate	Total
Principal officers	3	0	0	1	4
Area manager/Grade 15	3	0	0	2	5
Group manager/Grade 14	4	0	0	1	5
Station manager/Grade 10/13	18	0	1	14	33
Watch manager/Grade 8-9	50	15	6	17	88
Crew manager/Grade 7	54	36	4	16	110
Firefighter/Grade 6 & below	176	136	11	37	360
Apprentices	8	0	0	1	9
Total	316	187	22	89	614

What does this tell us?

CDDFRS has undertaken a number of changes to our organisational structure to ensure the Service is well placed to address the challenges faced over the medium term such as the uncertainty surrounding future funding for the sector, ensuring internal skills and capacity to address areas of improvement identified by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) (Effectiveness, Efficiency and People report, 2018/2019) and delivering considered responses to feedback received throughout our internal cultural surveys.

Structural changes have enabled the opportunity to align service delivery, changing from a five district model to two divisions thus enabling reinvestment into key support functions primarily (but not restricted too) within People and Organisational Development.

In addition, due to the impact of Covid-19 planning assumptions provided from government enabled our Service to implement some early decisions to ensure staffing levels remained high within our key operational functions. Implementing additional recruitment processes to ensure operational availability.

On-call staff availability improved, this is believed to be attributed to many of our On-call staff working from home in their primary roles or sadly furloughed as a direct result of Covid-19. Recruitment within this area has been successful and work remains ongoing to enhance our ability to attract and retain the very best talent we can in this area. In addition to the structural changes above, the Service has introduced two new roles which are

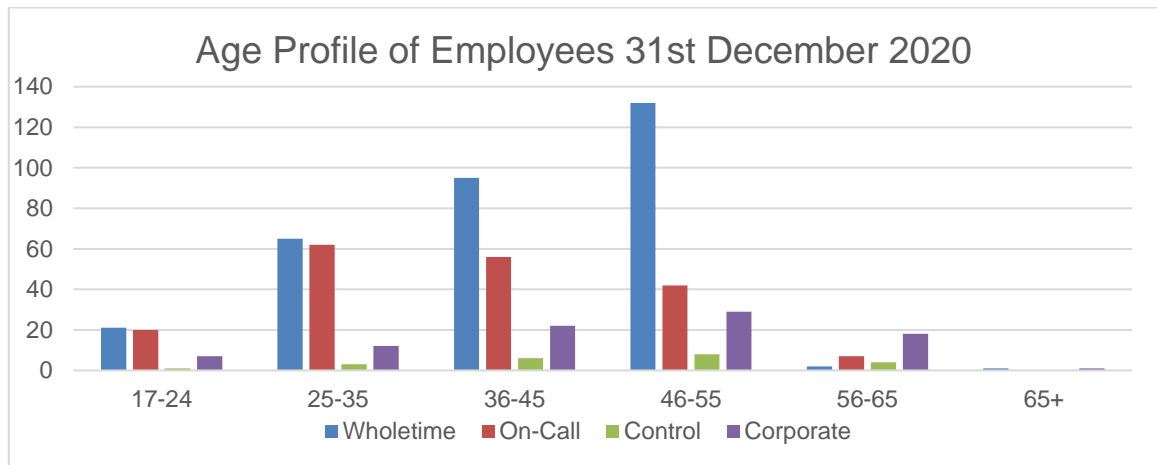
dedicated to our On-call workforce, it is hoped that with a dedicated resource we can further increase and retain our On-call workforce.

Whilst the organisational restructure has had an impact on our corporate workforce. The large reduction documented is mainly attributed to the success of our Cohort 3 apprentices who have completed their first year and have moved into their second year where they are captured within our Wholetime figures.

Age profile

Age of employees (31 December 2020)

	17-24	25-35	36-45	46-55	56-65	65+
Wholetime	21	65	95	132	2	1
On-Call	20	62	56	42	7	0
Control	1	3	6	8	4	0
Corporate	7	12	22	29	18	1
Total	49	142	179	211	31	2



What does this tell us?

Our organisation continues to both attract and retain employees across a diverse age range which is generally representative of our communities (ONS Mid-Year population estimates mid-year 2019). Across our Service marginal increases can be seen across all age groups with the exception of the 36-45 and 46-55 age brackets where our numbers have decreased slightly (these age brackets continue to hold the largest majority of our employees). The decrease within these age brackets is likely to be linked with the terms and conditions attributed to FRS pensions. The majority of the reduction within these age ranges are within our Wholetime operational employee groups. There has been a slight decrease in employees aged between 25-35 in our On-call employee group and an

increase in the same group aged between 36-45 and 56-65. In comparison to the leaver data (provided later in this report) it could be suggested that the change in age demographics can be attributed to our workforce aging in this area.

It remains imperative that we continue to work with our communities to attract a representative demographic. We are committed to continue to raise the profile of our award-winning apprentice firefighter recruitment campaign throughout our communities to help encourage an age diverse workforce (there is no upper age limit to our apprenticeship schemes).

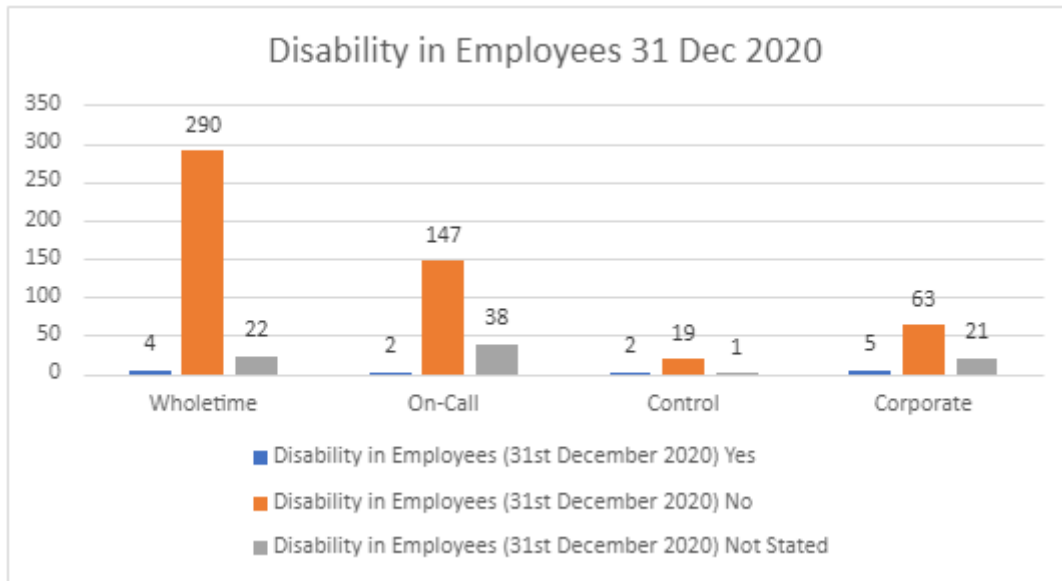
The Service continues to operate cadet schemes across most of our fire stations encouraging individuals from our diverse communities to participate either as a cadet or to help us support the delivery of our schemes. It is encouraging that some of our cadets have decided to join our firefighter apprenticeship scheme and On-call workforce. In addition, the Service remains committed to engage with all underrepresented groups through internal and external communication channels, achieving this through focused engagement, targeted communication and community interaction.

We are also committed to ensuring (when it is safe to do so) that our community fire stations host community events inclusive of open days where we can further demonstrate the vast variety of employment opportunities available.

Disability

Disability in Employees (31 December 2020)

	Yes	No	Not stated
Wholetime	4	290	22
On Call	2	147	38
Control	2	19	1
Corporate	5	63	21
Total	13	519	82



What does this tell us?

Of our workforce, 2.1% have declared to us that they have a disability. We strive to continue to understand and improve our support mechanisms and accessibility for our disabled employees. We hold the 'Disability Confident Employer' certificate which also demonstrates our commitment to disability.

Our health and fitness advisor, mental health at work committee and human resources team also continue to be proactive in raising the awareness of mental health issues, we have mental health first aiders who are able to identify the signs of mental health and how to signpost employees to the correct treatment and support. We also continue to provide the Employee Assistance Programme (EAP) which is a free confidential helpline for all employees, providing advice and guidance on a wide range of issues. Our Trauma Support Team has been further embedded into our employee welfare provision, the availability and support of which has been well received within the last 12 months.

We have a dedicated Occupational Health, Physiotherapy and Health and Safety provision to help us ensure we can support our employees health and wellbeing needs at all times. Ensuring their safety and comfort at work and at home. Throughout the reporting period we have, due to the Covid-19 pandemic, adapted how and where our employees work with consideration to their safety being of the highest priority. Additional measures have been implemented in respect of our colleagues working from home. All employees who are home working are asked to complete an online training package regarding their health and safety at home in addition to undertaking a DSE assessment. Following all assessments, where employees require additional equipment to ensure their safety and

health is maintained arrangements are made to deliver necessary items to their home address (inline with Covid-19 restrictions).

All new buildings across our estate are fully accessible and undergo an Equality Impact Analysis at various stages of planning and build. We aim to ensure adequate support and reasonable adjustments are supported whenever possible.

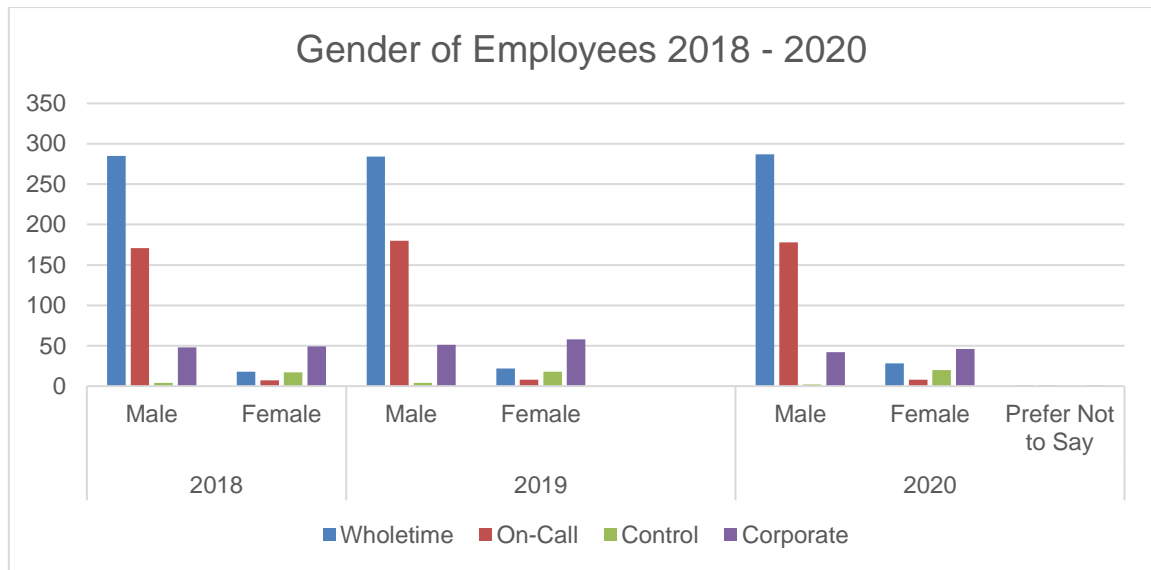
We continue to work with the Fire Brigades Union (FBU) to raise awareness of dyslexia and to implement changes to support employees who are affected by dyslexia. FBU lifelong learning has provided training which has resulted in the introduction of dyslexia awareness assessors within the Service who employees can access for advice and initial screening if they think they may be affected.

Following an extensive review of our internal attendance management procedures we have implemented additional supporting procedures which will ensure that tailored, supportive and rehabilitative help is provided to our employees who require adjustments or modifications to their working environment, time available to work or role (wherever reasonably possible).

Gender

Gender of employees 2018 – 31 December 2020

	2018		2019		2020		
	Male	Female	Male	Female	Male	Female	Prefer not to say
Wholetime	285	18	284	22	287	28	1
On-Call	171	7	180	8	178	8	1
Control	4	17	4	18	2	20	0
Corporate	48	49	51	58	42	46	1
Total	508	91	519	106	509	102	3



What does this tell us?

83% of employees within our organisation are male and 17% are female. This figure is slightly lower than the national average per Service as stated by the home office.

Within the operational roles a number of females occupy roles which attract a higher rate of pay. Further details on the impact of Gender Pay Gap can be located within our Gender Pay Gap report.

As a Service we are aware that our gender split is primarily male dominated. We are committed to working with our local communities to help us understand any barriers which may be perceived with the view to helping to remove these. We have taken some positive steps to modernise how, what and where we advertise our recruitment opportunities providing more information to our communities on the different varied career opportunities the FRS can offer.

Throughout our recruitment programme, a number of “taster “sessions were advertised encouraging all potential candidates to find out a little more information about our recruitment processes and what could be expected in relation to physical fitness.

Gender reassignment

We currently do not collect gender reassignment data from employees and would be unable to publish any data to ensure anonymity for our employees.

Pregnancy and maternity

Pregnancy and maternity in employees 2018 – 2020 (31 December 2020)

	2018	2019	2020
Number expected to return	1	4	4
Total number returned	1	1	4

What does this tell us?

Women who have taken maternity leave in the last three years have all returned to their original roles. This is a positive statistic which can be attributed to the work we have done on our work life balance policies and flexible working options available to employees. We are committed to offering flexible employment practices which recognise that staff want to find a sensible balance between their home and work life. We offer flexible working, job share, career breaks, childcare vouchers as well as various types of leave to employees to be as family friendly as possible.

We reviewed our maternity policy and maternity benefits to improve our current terms and conditions and incorporated the Shared Parental Leave Regulations. This will enable us to gain credibility through women and family organisations, increase recruitment and retention of our workforce and improve staff morale and engagement. Employees will be able to share parental leave with their partner if they are also eligible, offering greater flexibility in meeting the childcare issues of our employees.

Race

Race of employees 2018 – 2020 (31 December 20)

	2018	2019	2020
White British/Irish	520	512	540
White other	3	3	3
Mixed	1	1	1
Asian/Asian British	3	3	3
Black/Black British	6	2	6
Chinese	0	0	0
Other ethnic minority	0	0	0
Not stated/blank	66	104	61
Total % ethnic minority employees	2.2%	1.4%	2.1%

What does this tell us?

The percentage of our staff who have stated their ethnicity is 2.1% which is reflective of the communities which we serve according to the Office of National Statistics mid-year population statistics which suggest that less than 3% of the population of County Durham identify as Black / ethnic minority.

However, in comparison to Fire and Rescue National statistics as published within the Fire Data statistics:

<https://www.ethnicity-facts-figures.service.gov.uk/workforce-and-business/workforce-diversity/fire-and-rescue-services-workforce/latest>

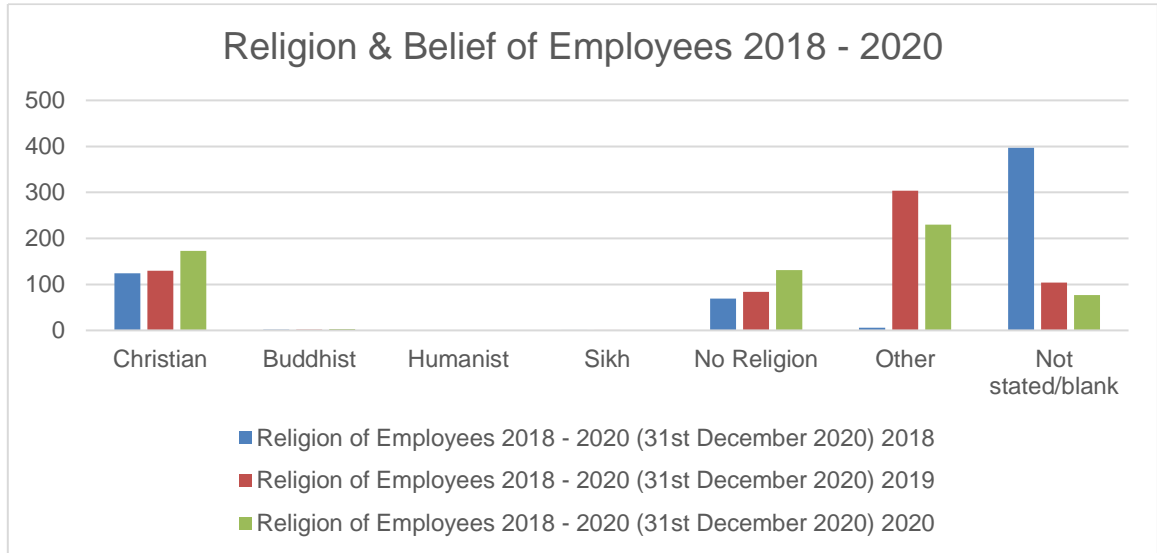
CDDFRS remain lower than the national average. According to the Fire Data statistics 5% of the FRS (nationally) have declared as being of ethnic minority.

We will continue to work with ethnic minority groups within the community to build relationships, understand challenges and opportunities and continue with further positive action events throughout 2021 in an attempt to encourage more members of under-represented communities to come in to our organisation and understand what career opportunities are available.

Religion and belief

Religion of employees 2018– 2020 (31 December 2020)

	2018	2019	2020
Christian	124	130	173
Buddhist	2	2	3
Humanist	0	0	0
Sikh	1	1	0
No religion	69	84	131
Other	6	304	230
Not stated/blank	397	104	77
Total	599	625	614



What does this tell us?

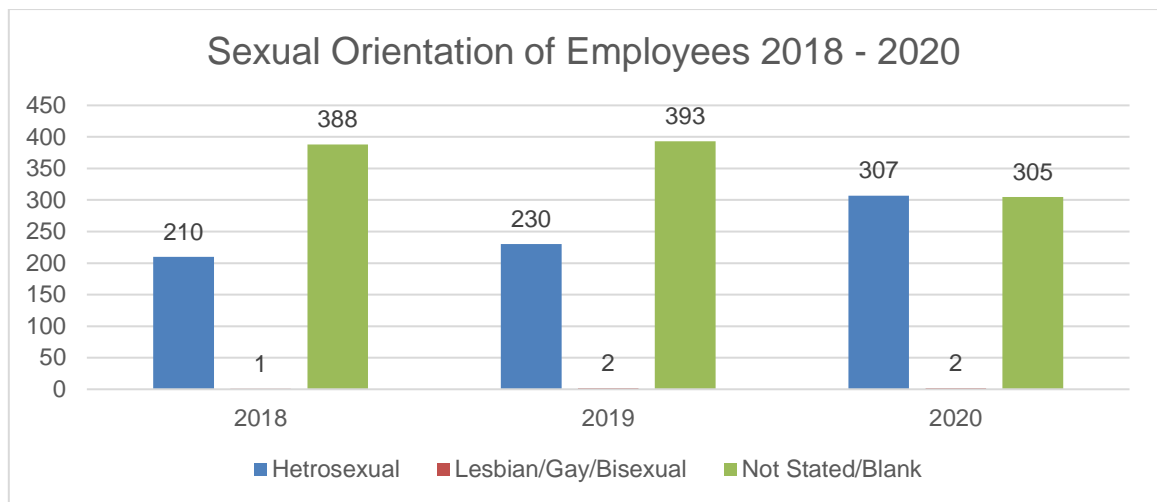
We will continue to encourage all personnel to complete all aspects of equality data within the database provided. We need to continue to improve this data to enhance our understanding of the religion and beliefs of our employees. Recording the religious preferences and beliefs of our employees will enable us to take account of the individual requirements of our employees when developing our policies and procedures. We will continue to work on communicating this to employees to enable them to understand why we collect the data and hopefully encourage them to choose to state their religion.

We will continue to engage with our communities through a range of activities and raise awareness of religion and belief amongst our employees via regular staff equality and diversity training which will assist mutual understanding and respect for our diverse communities.

Sexual orientation

Sexual orientation of employees 2018 – 2020 (31 December 2020)

	2018	2019	2020
Heterosexual	210	230	307
Lesbian, gay, bisexual	1	2	2
Not stated/blank	388	393	305
Total	599	625	614



What does this tell us?

Our back-office database enables the Service to collect data on the sexual orientation of our employees. A large proportion of staff prefer not to say what sexual orientation they are. Although the information is stored securely individuals recording themselves as LGBT remains low. We believe this may be due to individuals believing the information is more visible than it is or simply not wishing to disclose this information.

Our aim is to ensure we create a work environment where people can be themselves in the workplace allowing them to perform at their very best. We recognise however that sexual orientation can be a sensitive subject which may prevent some individuals from coming out at work and we fully respect that this is a personal choice. We will work to try to increase the number of employees happy to state their sexual orientation by communicating the reasons why we need to collect the data, reassuring staff this will remain confidential and demonstrating our commitment to lesbian, gay, bisexual and transgender (LGBT) employees and community members.

We continue to value our Stonewall membership and welcome the advice and support that this membership provides to our organisation with the view to enriching the diversity within our workforce. We are working on further initiatives to ensure we provide an environment for staff which is free from discrimination.

Internal disputes and concerns

There were six grievances recorded in 2020. Two grievances were partially upheld, one was upheld, two were considered as no case to answer and one is ongoing. A small number of disciplinary cases were investigated and managed during 2020 resulting in various outcomes. In order to ensure that CDDFRS protects the privacy of both employees and former employees no further information will be provided in respect of those cases.

Applications for flexible working

In 2020, three requests for unpaid leave were received and three requests were approved. As a result of the Covid-19 pandemic there is no current requirement for our employees to submit flexible working requests to support their need to work from home (under government guidance) or to adjust their working hours where required to provide support to their families. Such requirements are routinely discussed between the employee and line manager. Throughout the Covid-19 pandemic our organisation adapted (where possible) processes, technology and communications to help ensure that our workforce remained agile and efficient whilst maintaining safety for themselves, their families and our communities.

Promotions and recruitment

A number of internal and external recruitment and promotional processes were held throughout 2020. Internal recruitment opportunities (inclusive of promotion) were available for application to existing FRS employees both internal to CDDFRS and the national FRS. External recruitment processes were available for application by candidates external to CDDFRS and national FRS employment, internal candidates are also eligible to apply should they wish too.

External recruitment processes included:

- Wholetime Firefighter recruitment
- Apprentice Firefighter recruitment
- On-going On-call Firefighter recruitment
- On-call to Wholetime recruitment process (providing On-call employees the opportunity for full time employment)
- Firefighter Transferee process (providing opportunities for firefighters working at other FRS the opportunity to transfer their service to CDDFRS)

Applications received for all recruitment processes broken down by Gender, Age, Sexual Orientation, Ethnicity, Religion and Disability

- Total number of applications received for all recruitment processes 984

Gender

- Percentage of applications received by Females 18%
- Percentage of applications received by Males 78%
- Percentage of applications received where gender was not disclosed (prefer not to say) 4%

Age

- Percentage of applications received by individuals aged 17-25 38%
- Percentage of applications received by individuals aged 26-45 41%
- Percentage of applications received by individuals aged 46-65 9%
- Percentage of applications received where age was not disclosed (blank or prefer not to say) 5%
- Percentage of applications received by individuals under the age of 17 7%

Disability

- Percentage of applications received where Disability was declared as yes 3%
- Percentage of applications received where Disability was declared as no 91%
- Percentage of applications received where no indication was provided (prefer not to say or blank) 6%

Ethnicity

- Percentage of applications received where ethnicity was stated as white 85%
- Percentage of applications received where ethnicity was stated as mixed/multiple ethnic groups <1%
- Percentage of applications received where ethnicity was stated as Asian/Asian British <1 %
- Percentage of applications received where ethnicity was stated as Black/African/Caribbean/Black British 1%
- Percentage of applications received where ethnicity was stated as another ethnic group <1%
- Percentage of applications received where no ethnicity was stated (prefer not to say / Blank) 13%

Religion

- Percentage of applications received where religion is stated as Christianity 34%
- Percentage of applications received where religion is stated as no religion (includes Agnostic/Atheist/ No religion/Blank 64%
- Percentage of applications received where religion is stated as Hindu <1%
- Percentage of applications received where religion is stated as Muslim <1%
- Percentage of applications where other is documented but no further detail provided < 2%

Sexual Orientation

- Percentage of applications received where sexual orientation is documented as Gay 1%
- Percentage of applications received where sexual orientation is documented as Lesbian 2%
- Percentage of applications received where sexual orientation is documented as Heterosexual 87%
- Percentage of applications received where sexual orientation is documented as bisexual 3%
- Percentage of applications received where sexual orientation is blank (or prefer not to say) 7%

What does this tell us?

Our communities remain interested and engaged with our recruitment campaigns and where opportunities for employment within CDDFRS arise we often receive a significant volume of applicants, particularly in respect of our operational roles. It is recognisable however, that applications received remain underrepresented by females, LBGTQ+ communities, BAME communities and individuals who are disabled. Further work is required to engage with those communities to understand what is preventing or discouraging applications with the view to overcoming challenges. The Service will continue to promote our disability confident employer status and membership of Stonewall on all recruitment paperwork and ensure advertisements for vacancies are shared with the appropriate organisations. Work has been continued through our disability champions to assist staff in understanding disabilities within the workforce and our communities through various interventions and programmes.

Leavers

Number of leavers (1 January 20 – 31 December 20)

Reason for leaving	Wholetime	On-Call	Control	Corporate
Voluntary redundancy	0	0	0	3
Resignation	0	8	0	1
Transfer to another FRS	3	0	0	0
Normal retirement	15	0	0	0
Ill health retirement	1	1	0	0
Other	1	7	0	4

Reason for leaving	Wholetime	On-Call	Control	Corporate
Total	20	16	0	8

Age of leavers (2020)

17-24	1
25-35	12
36-45	8
46-55	14
56-65	9
65+	
Total	44

Disability of leavers (2020)

Yes	0
No	0
Not stated	44
Total	44

Race of leavers (2020)

White British/Irish	28
Mixed other	0
Black/Black British	0
Not stated	16
Total	44

Religion of leavers (2020)

Christian	13
No religion	4
Other	13
Not stated	14
Total	44

Gender of leavers (2020)

Male	39
Female	5
Total	44

Sexual orientation of leavers (2019)

Heterosexual	14
Not stated	19
Prefer not to say	11
Total	44

All leavers are invited to undertake an exit interview with our Chief Fire Officer.

What does this tell us?

During 2020, 44 employees left CDDFRS across all areas of the Service. 20 of those employees were wholetime operational members of staff. 15 of those wholetime employees left the organisation due to retirement, 3 transferred into another FRS and 2 other members of staff left our organisation for other reasons. The main reason for On-call staff choosing to leave our organisation is primarily due to personal reasons, changes in home life and primary employment being a significant contributory factor.

8 corporate staff also left the Service, 3 due to voluntary redundancy, 1 resignation, 4 due to other reasons/circumstances.

Of all the leavers, across all staff groups, the majority were white British; not disabled and most were male. As most of our staff are operational i.e. wholetime or On-call, this correlates with the general profile of a firefighter in the County Durham and Darlington area. The age range of leavers varies but as would be expected the majority were in the 46-55 age bracket which is the retirement age for firefighters. The religion and sexual orientation data for leavers doesn't tell us anything significant as the data is not stated for most individuals. We need to continue to work on communicating the reasons for collecting this data to staff and encouraging them to record their data.

3. Service User Data

Age of People receiving safe and wellbeing visits 2020 (31 December 2020)

Age	Number of People	Percentage
Under 65	6,055	75.55%
Over 65	1,960	24.45%
Total	8,015	100%

What does this tell us?

The Service operates a targeted approach in identifying high risk people and properties as well as responding to partner agency referrals and direct requests from the public.

During 2020 the number of completed visits has been impacted by COVID-19 restrictions. There is a 12.35% reduction in the number of visits to those over 65. For a large part of the year many residents in this category would have been included in the pandemic shielding category and/or reluctant to allow visitors into their homes. The service reviewed and adapted how safe and wellbeing visits are conducted during a global pandemic revising its delivery model to providing first line support to those who may need it via telephone. Those initial calls are conducted by our local operational crews. . Where the occupant is unable to install smoke alarms themselves a home visit will be arranged by a member of our operational crews inline with Covid -19 restrictions with the view to safely installing a smoke alarm(s).

Where the risk to the individual is high our Community Risk Officers continue to complete face to visits to the most vulnerable members of our communities, many of whom will fall into the over 65 category.

The Safe and Wellbeing Visits the Service provides places a large emphasis on the overall health and wellbeing being of individuals. The support offered to over 65s during and after the welfare visits has helped make significant improvements in terms of their overall health and safety, not just home fire safety. As more people are made aware of Safe and Wellbeing visits via Service publicity and partner agency involvement it is expected that the number and percentage of over 65s receiving a visit will rise moving forward.

Disability of people receiving safe and wellbeing visits 2020 (31 December 2020)

	Number of People	Percentage
Disability	896	11.18%
No disability	7,119	88.82%
Total	8,015	100%

What does this tell us?

The percentage of people receiving Safe and Wellbeing Visits that have declared themselves to have a disability is 11.18% which is higher than the figure reported last year. It must be considered that not all disabilities are immediately identifiable during the visits and there is also a reliance on the individual disclosing this information, therefore the actual figure of those people with disabilities may be higher than the reported figure suggests.

Race of people received safe and wellbeing visits 2020 (31 December 2020)

	Number of People	Percentage
White - British	2,778	34.66%
White - Irish	8	0.12%
White – Other White	16	0.2%
Mixed – White & Black Caribbean	0	0%
Mixed – White & Black African	3	0.03%
Mixed – White & Asian	2	0.02%
Mixed – Other mixed	1	0.012%
Asian or Asian British - Indian	3	0.03%
Asian or Asian British - Pakistani	1	0.012%
Asian or Asian British - Bangladeshi	0	0%
Asian or Asian British – Other Asian	0	0%
Black or Black British - Caribbean	0	0%
Black or Black British - African	1	0.012%
Black or Black British – Other Black	1	0.012%
Chinese or Other Ethnic Group - Chinese	0	0%
Chinese or Other Ethnic Group - Other	6	0.07%
Not stated	5,195	64.82%
Total	8,015	100%

What does this tell us?

There has been a significant increase in the number of individuals not stating their ethnicity this year. Mid year a new software system was introduced to record personal data. We will review this system to look for improved ways to collect this data. The figures suggest that the majority of people receiving Safe and Wellbeing Visits are still white British, however there is also a wide range of other ethnicities that have received a visit. Community safety work in general is targeted towards the most vulnerable in the community irrespective of ethnicity and will therefore assist in steering education and services to those who need it most. Community safety teams have access to education material in a range of languages helping them with engagement and have also used community leaders to get safety messages across to a diverse range of ethnic groups.

Gender of primary contact receiving Safe and Wellbeing Visits 2020 (data collected from 1 August 2020)

	Number of People	Percentage
Male	1,017	12.69%
Female	1,783	22.25%
Not stated or collected	5,215	65.06%
Total	8,015	100%

The software introduced mid year also allowed the Service to begin collecting data on participant gender. The data not stated or collected roughly reflects the percentage of the year data was not collected for. We expect that the number of not stated or collected will be significantly lower in 2021.

4. Emergency Response Data (1 January 2020 – 31 December 2020)

Age

Age of people involved in accidents 1st January - 31st December 2020		
Age	Number	Percentage
0-4	28	5.47%
5-9	2	0.39%
10-14	27	5.27%
15-19	32	6.25%
20-24	17	3.32%
25-29	15	2.93%
30-34	19	3.71%
35-39	14	2.73%
40-44	21	4.10%
45-49	10	1.95%
50-54	16	3.13%
55-59	15	2.93%
60-64	16	3.13%
65-69	14	2.73%
70-74	21	4.10%
75-79	12	2.34%
80-84	24	4.69%
85-89	17	3.32%
90-94	9	1.76%
95-99	3	0.59%
100-104	1	0.20%
Not stated	179	34.96%
Total	512	100%

What does this tell us?

The term 'victim' is used to describe a person who has been rescued by fire service personnel, or who are injured as a result of an incident. From the publication of the Equality Data Report in January 2020 we observe that there has been a decrease in the number of victims from 751 to 512 (31.8%).

Last year's report concluded that the age group of 0 - 4 years were the group more frequently requiring the support and assistance from the Service (5.59%), however, in 2020 we note that the age group requiring support and assistance is the 15 – 19 years (6.25%). We also note that the 0 – 4 years age group accounts for 5.47%, and the 10 – 14 years age groups accounts for 5.27% of the age of people involved in incidents. The highest recording in an age group is in the 'not stated' group with 34.96%.

From 1 January 2019 to 31 December 2019, the Service attended 317 reported Road Traffic Collisions (RTCs) which resulted in us carrying out 118 extrications or releases due to physical and/or medical entrapment. For the same date range in 2020, the Service attended 225 reported RTCs (a reduction of 29.0%) and carried out 57 extrications or releases due to physical and/or medical entrapment (a reduction of 51.7%).

Information available from the [North East Road User Casualty Dashboard](#) shows that most fatalities (9) and slight injuries (396) occur in the 26 – 30 age group, while most serious injuries occur in the 16 – 20 age group. The Service continues to be a partner in the Safe Durham Partnership Road Safety Group, who published the [County Durham and Darlington Road Safety Strategy](#) in 2020, and who prioritise their road safety advice and education towards new and younger drivers to help to mitigate the risks associated with that age group in road vehicle accidents.

Work across the Service continues to promote safety in, and around, water with the Service supporting and promoting the Safe Durham Partnership 'Dying to be Cool' campaign. The Service also continues to support a range of national safety weeks and carries out high profile prevention campaigns from the Prevention, Protection and Road Safety campaign calendar through the Emergency Response and Community Risk Management sections.

From 1 January 2019 to 31 December 2019, the number of people receiving an injury following their involvement in an accidental dwelling fire was 20. In 2020, there were 15 injuries reported over the same data range (a reduction of 25%).

A range of 7 age groups have been injured in accidental dwelling fires during this reporting period ranging from 0-79 years old with 53.32% males and 41.60% females being affected (and 5.08% reporting as not known or not specified). The most common reported cause of injury is the occupant being bedridden or chair bound. Divisional management teams scrutinise operational incident data in order to deliver localised fire safety information to those most vulnerable in their divisional areas.

Gender

Gender of People Involved In Incidents 1st January - 31st December 2020		
Gender	Number of people	Percentage
Female	213	41.60%
Male	273	53.32%
Not known/not specified	26	5.08%
Total	512	100.00%

What does this tell us?

Although the number of incidents and victims has decreased in the last year, the gender of people involved in incidents are relative and broadly consistent with those reported in 2019. The Service continues to engage in preventative activities particularly through Safe and Wellbeing visits that aim to address a wide range of issues across all sections of the community including social exclusion and isolation. This is targeted as part of Service project and station plans.

Race

Ethnicity	Number	Percentage
Asian or Asian British	3	0.59%
Mixed	3	0.59%
Not known/stated	125	24.41%
White - British	375	73.24%
White - Other White	4	0.78%
Other	2	0.39%
Total	512	100.00%

What does this tell us?

From the victims where the Service was able to establish ethnicity, 73.24% of people involved in incidents were 'White British', which is a slight increase on the previous years. The number of victims from each ethnic group is broadly consistent with those from the previous year, with the greatest difference occurring in the 'Not known/stated' category, where in the previous year there were 204 victims, and in the current reporting period, there were only 125 (a decrease of 38.7%). There was also a significant decrease in the 'White – British' category of victims, as in the previous reporting period, there were 535 victims, and in the current reporting period, there was 375 (a decrease of 29.9%).

The number of victims being predominately from the “White British” ethnic group is reflective of the relatively low levels of diversity across the Service area. There are no specific ethnic groups which are currently noted at higher risk from the mean. Based on current and previous data it is also likely that those who have preferred not to state their ethnicity or have ethnicity unknown are predominately from the “White British” category. We provide information in various languages and have access to an interpreter scheme to ensure that education and advice can also be given to non-English speaking members of the community if required.