PART 1 | Understanding the workforce

This section seeks to understand the diversity mix currently within your workforce.
Individual services will not be identifiable within the research report.

PLEASE SELECT YOUR SERVICE	Cheshire	**Only used to record your return.**
PLEASE ENTER YOUR TOTAL NUMBER OF EMPLOYEES	**862**	

WORKFORCE AGE	RESPONSE	NOTES
Number of employees who are aged below 18	0	
Number of employees who are aged 18 - 24	41	
Number of employees who are aged 25 - 45	521	
Number of employees who are aged 46 - 55	225	
Number of employees who are aged 55+	75	
Number of employees who have not declared an age	0	
TOTAL NUMBER OF EMPLOYEES	**862**	**Total numer of employees matches, please move onto the next question.**

WORKFORCE DISABILITY	RESPONSE	NOTES
Number of employees who identify as having a form of disability	30	Disability will be a physical or mental condition that limits a person's movements, senses, or activities. (The Oxford Dictionary, 1989).
Number of employees who identify as not having a disability	832	
Number of employees who have not declared an disability	0	
TOTAL NUMBER OF EMPLOYEES	**862**	**Total numer of employees matches, please move onto the next question.**

WORKFORCE GENDER	RESPONSE	NOTES
Number of employees who identify as male	677	Gender will be the state of being male or female [or non-binary] as expressed by social or cultural distinctions and differences, rather than biological ones. (The Oxford Dictionary, 1989).
Number of employees who identify as female	174	
Number of employees who identify as a gender other than male or female	0	
Number of employees who have not declared an gender	11	
TOTAL NUMBER OF EMPLOYEES	**862**	**Total numer of employees matches, please move onto the next question.**

WORKFORCE ETHNICITY	RESPONSE	NOTES
Number of employees who identify as White	812	Ethnicity will comprise all Mixed, Asian, Black and Other (non-white) ethnicities, regardless of country of origin, as defined by the Office for National Statistics' harmonised output categories for ethnic groups. (Office for National Statistics, 2004).
Number of employees who identify as Black	4	
Number of employees who identify as Asian	4	
Number of employees who identify as Mixed or other (non white)	10	
Number of employees who have not declared an ethnicity	32	
TOTAL NUMBER OF EMPLOYEES	**862**	**Total numer of employees matches, please move onto the next question.**

WORKFORCE SEXUALITY	RESPONSE	NOTES

WORKFORCE GENDER	RESPONSE	NOTES
Number of employees who identify as hetrosexual	672	Sexual orientation will be an individual's sexual preference or orientation as heterosexual, homosexual or bisexual as part of their sense of identity. (The Oxford Dictionary, 1989).
Number of employees who identify as homosexual	21	
Number of employees who itentify as bisexual	14	
Number of employees who identify as a sexuality not listed above	0	
Number of employees who have not declared an sexuality	155	
TOTAL NUMBER OF EMPLOYEES	**862**	**Total numer of employees matches, please move onto the next question.**

Sexual orientation will be an individual's sexual preference or orientation as heterosexual, homosexual or bisexual as part of their sense of identity.

PART 2 | Understanding your approaches to recruitment

This section seeks to understand your approach to recruitment and your latest recruitment statistics.
Individual services will not be identifiable within the research report.

WHOLETIME RECRUITMENT DURING 2022	RESPONSE	NOTES
Number of applications received.	1,968	
Number of applicants who declared a disability.	56	
Number of applicants who declared a gender other than male.	307	
Number of applicants who delcared an ethnicity other than white.	80	
Number of applicants who declared a sexuality other than hetrosexual.	228	
Remaining number of applicants.	**1,297**	Pre-populated based on your response above.
Of these applicants, how many were offered a role with the Service who declared a disability?	0	
Of these applicants, how many were offered a role with the Service who declared a gender other than male?	7	
Of these applicants, how many were offered a role with the Service who declared an ethnicity other than white?	1	
Of these applicants, how many were offered a role with the Service who declared a sexuality other than hetrosexual?	3	
Of these applicants, how many were offered a role with the Service who did not declare a Protected Characteristic?	5	
Total number of roles offered during this recruitment campaign.	**16**	Pre-populated based on your response above.

WHOLETIME RECRUITMENT DURING 2021	RESPONSE	NOTES
Number of applications received.		
Number of applicants who declared a disability.		
Number of applicants who declared a gender other than male.		
Number of applicants who delcared an ethnicity other than white.		
Number of applicants who declared a sexuality other than hetrosexual.		
Remaining number of applicants.	**0**	Pre-populated based on your response above.
Of these applicants, how many were offered a role with the Service who declared a disability?		
Of these applicants, how many were offered a role with the Service who declared a gender other than male?		
Of these applicants, how many were offered a role with the Service who declared an ethnicity other than white?		
Of these applicants, how many were offered a role with the Service who declared a sexuality other than hetrosexual?		
Of these applicants, how many were offered a role with the Service who did not declare a Protected Characteristic?		
Total number of roles offered during this recruitment campaign.	**0**	Pre-populated based on your response above.

WHOLETIME RECRUITMENT DURING 2019	RESPONSE	NOTES
Number of applications received.	No wholetime recruitment in 2019	
Number of applicants who declared a disability.		
Number of applicants who declared a gender other than male.		
Number of applicants who delcared an ethnicity other than white.		
Number of applicants who declared a sexuality other than hetrosexual.		
Remaining number of applicants.	**#VALUE!**	Pre-populated based on your response above.
Of these applicants, how many were offered a role with the Service who declared a disability?		
Of these applicants, how many were offered a role with the Service who declared a gender other than male?		
Of these applicants, how many were offered a role with the Service who declared an ethnicity other than white?		
Of these applicants, how many were offered a role with the Service who declared a sexuality other than hetrosexual?		
Of these applicants, how many were offered a role with the Service who did not declare a Protected Characteristic?		
Total number of roles offered during this recruitment campaign.	**0**	Pre-populated based on your response above.

WHOLETIME RECRUITMENT DURING 2019	RESPONSE	NOTES
RECRUITMENT POLICIES & APPROACHES	**RESPONSE**	**NOTES**
Does your Service adopt a policy of 'positive action' within recruitment campaigns?	Yes	
If Yes, please summarise the 'positive action' approach you adopt.	Our strategy is to extensive to summarise in this small section, but relies on a combination of	**<<< Please answer this question. The response box may be small, but you can enter as much text as you wish.**
If Yes, in what year did you adopt this policy of 'positive action' within recruitment campaigns?	2022	**<<< Please answer this question.**
When your Service advertises roles, do you include information about your employment policies such as leave, family leave, flexible arrangements (where applicable to the role advertised)?	Yes	

PART 3 | Understanding your culture

This section seeks to understand the values and behaviours your Service expects of its workforce.
Individual services will not be identifiable within the research report.

WORKFORCE BEHAVIOURS	RESPONSE	NOTES
Does your Service provide equality, diversity and inclusion training for all staff (Grey Book and Green Book)?	Yes	
If Yes, is this training mandatory for all staff (Grey Book and Green Book)?	Yes	**<<< Please answer this question.**
Does your Service have flexible working arrangements for Green Book staff which enables individuals to flex their core hours of working as may be required for their personal commitments?	Yes	
Does your Service have flexible working arrangements for Wholetime Grey Book staff which enables individuals to flex their core hours of working as may be required for their personal commitments?	Yes some identified Grey Book roles	
Does your Service operate a 'watch-based' system for operational Wholetime Grey Book staff based on a fire station?	Yes partially	

MANAGEMENT BEHAVIOURS	RESPONSE	NOTES
Does your Service provide management training for all staff (Grey Book and Green Book)?	Yes	
If Yes, does this training include a focus on equality, diversity and inclusion?	Yes	**<<< Please answer this question.**
If Yes, is this management training mandatory for all managers (Grey Book and Green Book)?	Yes	**<<< Please answer this question.**

SENIOR LEADERSHIP TEAM	RESPONSE	NOTES
How many people are part of your Senior Leadership Team (as defined in the Notes section to the right)?	10	Please include Chief Fire Officer, Deputy CFO, Assistant CFOs, Directors (both uniformed and non uniformed).
Of these people, how many have a declared Protected Characteristic (as defined in the Notes section to the right)?		Please include anyone who declares a disability, gender other than male, ethnicity other than white, sexuality other than hetrosexual.

ORGANISATIONAL PRACTICES	RESPONSE	NOTES
Has your Service established staff network groups to champion a voice for underpresented members of the workforce?	Yes	
If Yes, please summarise how your organisation utilises these network groups? How is their voice heard.	We have four networks covering women, LGBT, neurodiversity and ethnicity. They meet quarterly and work on discreet internal and external projects	**<<< Please answer this question. The response box may be small, but you can enter as much text as you wish.**
If Yes, do your network groups have a named member of the Senior Management Team as a sponsor or champion?	Yes, some of our network groups have a named senior manager as a sponsor	**<<< Please answer this question. The response box may be small, but you can enter as much text as you wish.**
If Yes, do your network groups have a formal role to play in shaping your policies and procedures?	Yes	**<<< Please answer this question. The response box may be small, but you can enter as much text as you wish.**
Do you consider your Service to have inclusive HR policies and procedures?	Yes	
If Yes, please summarise why you consider policies and procedures to be inclusive.	All our HR policies and procedures undergo a detailed Equality Impact Assessment.	**<<< Please answer this question. The response box may be small, but you can enter as much text as you wish.**
If No, please summarise why you do not consider your policies and procedures to be inclusive.		**Please skip this question.**
Do you have specific HR policies and procedures for specific parts of your workforce or are these generalised?	Our policies are all generalised to the whole workforce	
Does your Service have a declared commitment to workforce inclusion?	Yes	
If Yes, how is this commitment declared?	Through our four-year EDI Strategy.	**<<< Please answer this question. The response box may be small, but you can enter as much text as you wish.**

ORGANISATIONAL VALUES	RESPONSE	NOTES
Has your Service established organisational values?	Yes	
If Yes, have these values been established with input from your workforce?	Yes	**<<< Please answer this question.**
If Yes, please state what your organisational values are.	Be inclusive, do the right thing, act with compassion and make a difference	**<<< Please answer this question. The response box may be small, but you can enter as much text as you wish.**
If Yes, please summarise how your organisation embeds these values.	Boards in every office and location, reference in annual appraisals and used as the categories for our annual staff awards scheme.	**<<< Please answer this question. The response box may be small, but you can enter as much text as you wish.**
If No, please state how your organisation establishes the behaviourial expectation of your workforce.		**Please skip this question.**

HMICFRS PEOPLE GRADE	RESPONSE	NOTES
Please enter the latest HMICFRS grade for 'People' your Service received.	Good	
Was a Cause for Concern issued in relation to your 'People' assessment?	No	
What year was this grade received?	2,021	

Thank you for taking the time to complete this request! That is the survey completed.

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