



NFCC
National Fire
Chiefs Council

Collecting Equality & Diversity Data

Introduction

The National Fire Chiefs Council is aware that there are disparities in the way in which Fire and Rescue Services gather and report on equality and diversity data. There is currently no unified process for what data to collect, how to collect it, when to collect it, how to use it.

This survey is the starting point of an audit of the data processes currently in place for each FRS for gathering, monitoring, and reporting on staff equality data. The answers you give will help us to develop support and resources for how to improve equality data collection and monitoring.

If you have any questions about this survey, please email FireCPO@nationalfirechiefs.org.uk

* 1. Which FRS do you represent?



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Staff Records

These questions are about the details you collect and store about your Staff Members.

2. What system(s) do you use to manage your staff equality data?

- Paper records
- Excel sheet
- Software (application or cloud-based)(please specify):

- Don't know

3. Which of the following fields are included in staff records? Please select as many as apply.

- Age
- Caring responsibilities
- Disability
- Gender identity
- Gender reassignment
- Marital/civil partnership status
- Pregnancy/maternity
- Race/ethnicity
- Religion/belief
- Sex (assigned at birth)
- Sexual orientation
- Socio-economic status/background
- Other (please specify)

- None of the above

4. Do you think there are fields that should be recorded that are not currently being asked?

No

Yes (please specify):

5. If you are able to, can you share a dummy copy or blank copy of a staff record page and sub-pages?

(A screen-grab would be fine if you have that)

Choose File

Choose File

No file chosen

6. Additional file upload space

Choose File

Choose File

No file chosen

7. Additional file upload space

Choose File

Choose File

No file chosen

8. Additional file upload space

Choose File

Choose File

No file chosen

9. Additional file upload space

Choose File

Choose File

No file chosen

10. Does your FRS have any plans to change what information you gather or store about your staff?

No

Yes (please specify):

11. Can staff members access, view, and/or update their information on their staff record themselves?

- No
- Yes (please tell us how staff members can do this):

12. Do you encourage staff members to update their information on their staff record?

- No
- Yes (please specify when or how often this occurs):

13. Is there any equality and diversity data about staff members that is centrally managed on behalf of the individual?

- No
- Yes (please specify):



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Using Equality and Diversity Data

This questions are about how equality and diversity data is used.

14. To what extent do you agree or disagree, if at all, with the following statements?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know/Not Applicable
Equality and diversity data can be valuable for an organisation like the FRS.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My FRS uses equality and diversity data in the right way.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If we needed to, my FRS could change how we collect our equality and diversity data.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please comment further on your answers:

15. How is your staff equality and diversity data used? Please select as many as apply.

- For internal reference
- To inform a report
- To inform internal improvements or procedures
- For impact assessment evidence
- To manage diversity in the organisation
- For a review of HR practices
- In conjunction with other reporting
- Some other use (please specify):

- None of the above

16. Have you collected any ad-hoc or one-off equality and diversity data about staff members that you do not usually hold? (For example, as a result of a FOIA request or Health & Safety Investigation).

- No
- Yes (please tell us more about ad-hoc data collection):

Thank you for your responses. Finally...

17. Please provide your details.

Name	<input type="text"/>
Email Address	<input type="text"/>
Phone Number	<input type="text"/>

18. Would you be happy to be contacted about your answers?

- Yes
- No



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Thank you

Thank you for taking the time to participate in this survey.