

Questionnaire

Name of Service / Brigade	Suffolk Fire and Rescue Service
Name of person responding	Camille Nickson
Role of person responding	Workforce Planning and Development Manager
Email address of person responding	Camille.Nickson@suffolk.gov.uk

1. Please state how many people your Service/Brigade employ at the end of each financial year?

Please complete the boxes provided below:

At the end of 2024/25, how many people did your service employ?	At the end of 2023/24, how many people did your service employ?	At the end of 2019/20, how many people did your service employ?
609	618	584

2. How many disabled employees did your Service/Brigade employ at the end of each financial year?

Please complete the boxes provided below:

At the end of 2024/25, how many people did your service employ?	At the end of 2023/24, how many people did your service employ?	At the end of 2019/20, how many people did your service employ?
21	15	7

3. Using the table below, can you please state the number of disabled employees in operational roles, control and non-operational/corporate service roles currently, 1 year ago and 5 years ago.

	At the end of 2024/25, how many people did your service employ?	At the end of 2023/24, how many people did your service employ?	At the end of 2019/20, how many people did your service employ?
Number of disabled employees in operational roles	13	10	<5
Number of disabled employees in control	<5	N/A	N/A
Number of disabled employees in non-operational/corporate service roles	8	6	<5
Total Number of Disabled Employees	21	15	7

4. Which disability related data does your Service/Brigade collect from your employees?

Using the options below, please tick the most appropriate answer

Disability / Long Term Health Condition (with descriptors and indicators).	Yes, we collect	No, we don't collect
Physical Disabilities (Impairments affecting mobility, dexterity, or physical function. This includes conditions like arthritis, orthopaedic limitations, and chronic pain).	Y	
Sensory Disabilities (Conditions that affect the senses. Examples include visual impairments (blindness, low vision) and hearing impairments (deafness, hard of hearing)).	Y	
Intellectual and Developmental Disabilities (Conditions that affect intellectual functioning, learning, and development. This includes intellectual disability, Down syndrome, and developmental disorders).	Y	
Learning Disabilities (Disorders that affect specific cognitive skills, such as reading, writing, and math. Examples include dyslexia, dysgraphia, and dyscalculia).	Y	
Mental Health Conditions (Mental illnesses that affect a person's thinking, mood, or behaviour. Examples include depression, anxiety disorders, bipolar disorder, and schizophrenia).	Y	
Neurodevelopmental Disorders (Conditions that affect brain development, such as autism spectrum disorder and Attention-Deficit/Hyperactivity Disorder (ADHD)).	Y	
Chronic Illnesses and Medical Conditions (Long-term health conditions that can impact daily life. Examples include diabetes, heart disease, cancer, multiple sclerosis, and chronic fatigue syndrome).	Y	

5. Does your Service/Brigade collect any other categories or terminology used for disability and/or long-term health condition?

If so, please describe in this box...

N/A

6. What is the disclosure rate (%) of your workforce concerning disability and/or health condition (including 'no disability')

Please note, 'No disability' is still disclosure, unlike 'prefer not to say' or when an employee leaves the question blank which is non-disclosure.

44.44%

7. In the box below, please describe your Service/Brigade experiences of collecting employee personal data relating to disability and/or long terms health conditions.

Data relating to protected characteristics is requested during our recruitment process, and staff are encouraged to complete their personal data profile on the HR system once in post. However, our experience shows that a percentage of individuals choose not to disclose this information. The characteristic most commonly declared is neurodivergence.

8. How successful is your Service/Brigade in attracting and recruiting disabled people across all roles?

In the box below, please describe your experiences in the past 5 years.

We attract neurodivergent applicants into operational, control, and non-operational roles. In addition, our non-operational and control teams show stronger representation of people with disabilities, and we have achieved some success in recruiting individuals with both physical and mental health conditions.

9. Does your Service/Brigade monitor the total numbers of applicants that are successful and unsuccessful in the recruitment process during 2024/25?

If so, please provide the relevant data below:

Count of CANDIDATE_NUMBER	Column Labels		Grand Total
	Unsuccessful	Successful	
Row Labels			
Control	71	15	86
Non-operational	102	<5	106
Operational	298	86	384
Grand Total	471	105	576

10. Does your Service/Brigade monitor the numbers of disabled applicants that are successful and unsuccessful in the recruitment process during 2024/25?

If so, please provide the relevant data below:

Number of successful disabled applicants for operational roles	Number of unsuccessful disabled applicants for operational roles	Number of successful disabled applicants for control roles	Number of unsuccessful disabled applicants for control roles	Number of successful disabled applicants for non-operational/corporate service roles	Number of unsuccessful disabled applicants for non-operational/corporate service roles
<5	19	<5	5	<5	13

11. Has your Service/Brigade used positive action in the past year?

Please tick appropriate answer

Yes, we use positive action all the time	Yes, we use positive action occasionally	Yes, but we use positive action rarely (Once or	No, we haven't used positive	No, we haven't used positive action in the	No, we have never used positive action
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(On a monthly basis)	(Every 3 months)	twice over the year)	action in the past 1-2 year	past 2-5 years	
				No but we do consider it as part of all our promotion and progression decisions	

12. Does your Service/Brigade target disabled people as part of your positive action?

Please tick the most appropriate answer

Yes, all the time (On a monthly basis)	Yes, occasionally (Every 3 months)	Yes, but rarely (Once or twice over the year)	No, we haven't targeted disabled people in the past 1-2 year	No, we haven't targeted disabled people in the past 2-5 years	No, we have never targeted disabled people
We target through image drivers in our recruitment with the County Council					

13. If your Service/Brigade target disabled people through positive action, please provide any information that explains the interventions used and the impact (positive and negative) of these interventions.

Our recruitment process is designed to provide reasonable adjustments for applicants with disabilities, with each adjustment tailored to the individual's specific needs. In our recent control operator campaign, we successfully attracted and appointed ex-service personnel with physical disabilities and many people with ND needs.

14. Please describe the triggers (or drivers) that prompt your service to organise targeted recruitment and position action to attract more disabled applicants.

Our recruitment activity is centred on selecting the most suitable person for the role. We do not directly target disabled applicants; however, we are committed to ensuring that our processes are inclusive, accessible, and supportive of candidates with disabilities.

15. Please can you describe any position action activities you have organised and its impact on disabled people (Positive or Negative)

Please list any examples, scenarios and experiences

During 2022–2023, we implemented a service-wide training programme on positive action, covering all nine protected characteristics. All SFRS staff participated, and the programme represented an investment of £56,000..

16. Does your Service/Brigade participate in the governments ‘Disability Confident’ scheme?
Please tick the relevant box below:

Yes, we are currently holding Disability Confident Leaders status (Level 3)	Yes, we are currently holding Disability Confident Leaders status (Level 2)	Yes, we are currently holding Disability Confident Leaders status (Level 1)	No, we are not currently participating in the Disability Confident Scheme
	Yes		

17. Does your Service/Brigade participate in any other disability related accreditations or benchmarking that helps promote inclusive recruitment and retention practices for disabled people?

Please circle (or highlight) relevant answer: Yes No

If you answer yes, please describe which accreditations or memberships you have participated in, and what have been the main outcomes (i.e. the impact).

We don't have any other accreditations directly linked to disability. We are carers confident, which could be loosely linked to disability.

18. Does your Service/Brigade use buddying schemes or mentoring to support disabled people during the application and recruitment process?

Please circle (or highlight) relevant answer:

No

If you answer yes, please describe which accreditations or memberships you have participated in, and what have been the main outcomes (i.e. the impact).

19. Please use this space to provide an additional information