



92%
of reports
involve
Integrity

UK Fire & Rescue

Overview

The UK fire and rescue service has faced issues with reports of bullying, harassment & discrimination concerns.

Supported by the HMICIFRS and the introduction of an independent and impartial phone hotline & online reporting has been instrumental in helping fire and rescue services across the UK to identify, address, and act on these.

This initiative has contributed to building a culture of transparency and accountability within these services.

The calls received through the hotline cover a range of topics including integrity, bullying, discrimination, and general safety, highlighting the importance of addressing these issues by implementing an independent hotline to ensure a safe and supportive work environment for all staff members.

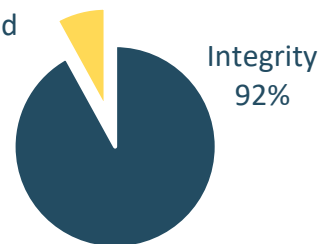
Insights

- 92% of reports involve Integrity: This indicates a significant issue with trust and ethical conduct within the service.
- Unfair treatment as a prevalent concern: This highlights potential issues related to workplace culture, discrimination, or bias.
- More colleagues are choosing to report through an independent hotline rather than internal channels: this indicates a positive shift in the reporting culture. It suggests employees have more confidence in the independence, confidentiality and effectiveness of the hotline.

10%

More Dishonest Behaviour reports than the average

Fraud
8%

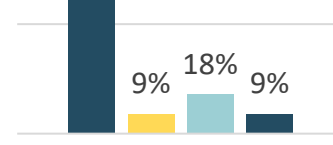


100%

Reputation, 64%

50%

0%



7%

More reports in the General category than the average

Bullying & Discrimination *Double the average stats*

Key take-aways

Having an anonymous hotline demonstrates the service' commitment to creating a supportive environment where employees feel empowered to raise concerns and contribute to positive change. It also serves as a tool for improvement and helps identify areas requiring intervention.

For more whistleblowing benchmark statistics related to the UK Fire and Rescue Service, and a discussion of their impact and insights

Call: +44 (0)191 516 7720

Independent reporting hotlines boost reports and improves inclusivity