



# Buckinghamshire & Milton Keynes Fire Authority

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**Meeting and date:** Fire Authority, 15 June 2022

**Report title:** Equality, Diversity and Inclusion Objectives 2020-2025 – Year two update

**Lead Member:** Councillor Steven Lambert, People, Equality and Diversity and Assurance

**Report sponsor:** Mick Osborne, Chief Operating Officer (Deputy Chief Fire Officer)

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**Action:** Noting and Decision

**Recommendations:** It is recommended that:

1. The contents of the report, EDI objectives 2020–2025 in Appendix 1, EDI Workforce Data in Appendix 3 and BMKFA EDI Headlines in Appendix 4 be noted.
  2. The revised EDI objectives 2022/2023 in Appendix 2 be approved.
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## **Executive summary:**

The Authority's objective is to embed Equality and Diversity into everything it does, both internally and externally.

In late 2019, it was recognised that a refresh of the Equality, Diversity and Inclusion (EDI) objectives was necessary; EDI group members from across the Service met to review progress and set tangible objectives, which aligned with the Public Safety Plan and would give the opportunity to developed EDI further.

Work was undertaken to review the overarching objectives. The June 2020 Fire Authority approved the EDI Objectives 2020 to 2025 which are set out against elements of the Authority's core values – Diversity, Service to the Community, Improvement and People.

The objectives were further broken down into six, twelve and eighteen month objectives. In 2021, they were reviewed and revised to include twenty-four months. These were approved at the June 2021 Fire Authority. The objectives are regularly reviewed for progress and additions made to support the EDI work. The EDI group have discussed the EDI objectives and to ensure continuation of the strong focused approach, they have revised them, which can be seen in Appendix 2.

This report is to update on progress made on EDI and the EDI objectives. The objectives have been amended to ensure the refreshed Corporate Plan priorities and the HMICFRS report recommendations and learning are aligned with it.

Appendix 1 provides an introduction to the statutory duties outlined by the prevailing legislation and the overarching objectives.

Appendix 2 shows the revised EDI objectives 2022/2023, with actions, resources and timescales.

Appendix 3 illustrates EDI workforce data in the form of charts in comparison to the latest census data (2011) for the population of Buckinghamshire and Milton Keynes. We have reported the current data set for a number of years and are refreshing the way we collect and present data.

Appendix 4 provides a summary of BMKFA EDI headlines.

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### **Financial implications:**

The EDI objectives for 2020-2025 will continue to be delivered from within existing budgets and will help to move the provision of equality and diversity to a more integrated provision within public safety work.

The Change 100 internship programme incurs a cost. These have been agreed through the budget setting process for 2022/2023.

The proposed EDI Champions training incurs a cost, it has been submitted to the Training Strategy Group for review and is subject to approval.

The Authority's objective is to embed EDI into everything it does internally and externally, and to work in partnership to ensure a consistent approach to delivering equality and diversity - where possible reducing and sharing the cost of activities.

### **Risk management:**

A significant identified risk is the Authority's ability to deliver a more diverse workforce within the funding and recruitment constraints against a background of changing demographics.

This report and the objectives contained within the appendices and proposed monitoring aim to mitigate these risks.

Discrimination in the workplace may give rise to a claim through the employment tribunal. In general, failure to comply with the statutory duties may give rise to a claim for compensation for injury to feelings and costs may be awarded on such a claim if it is successful. There is also a risk to reputational damage.

Any new or revised processes or procedures which deal with equality data or personally identifiable information are subject to an Equality Impact Assessment (EIA) and Data Protection Impact Assessment (DPIA).

The Authority's People Strategy and well-developed policies and procedures aim to mitigate these risks wherever possible.

Monitoring arrangements include updates to the Performance Management Board, and annual reports to the Strategic Management Board and Fire Authority.

## **Legal implications:**

The Authority is subject to the general and specific duties set out in the Equality Act 2010. The general duty requires the Authority, when carrying out its functions, to have due regard to the need to:

- 1) eliminate unlawful discrimination, harassment and victimisation; and
- 2) advance equality of opportunity between different groups and foster good relations between different groups.

Specific duties are set out in regulations made under Equality Act 2010, which related to the following “protected characteristics”: age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (SI 2017/353) requires the Authority to:

- 1) publish information to demonstrate compliance with the duty imposed by the Act, which must include information relating to persons who share a “protected characteristic” (see above) who are a) employees; and b) other persons affected by its policies and practices; and

- 2) to prepare and publish one or more specific and measurable equality objectives that should achieve any of the aims set out in the Act at least every four years.

Guidance on how and what to publish, and how to comply with the general and the specific duties, is provided in the “The Essential Guide to the Public Sector Equality Duty” (Equality and Human Rights Commission (EHRC) 7 Jan 2014, updated March 2022).

## **Privacy and security implications:**

All statistical data used to evaluate diverse groups are suitably pseudonymised to ensure individuals cannot be identified.

Following this Authority meeting, relevant EDI workforce data as outlined within this report will be published on the external website in line with the PSED.

## **Duty to collaborate:**

The [Policing and Crime Act 2017](#) requires the Authority to keep opportunities for collaboration with the police and ambulance services under review.

The three Thames Valley Fire Services are progressing common approaches to operational On Call Firefighter recruitment. Joint working to promote fire service careers and raise awareness across community groups with the aim of improving employee diversity.

Collaboration with Thames Valley Police (TVP) on apprenticeships and promoting careers for young people is well established.

Members of the EDI group have been active participants of the Five Shires Addressing Inequalities collaboration (Buckinghamshire, Royal Berkshire,

Gloucestershire, Warwickshire and Oxfordshire Fire and Rescue Services) which was originally set up following the Black Lives Matter movement. They have contributed to workshops and are lead members of working groups on a collaborative video, planning webinars and sharing best practice.

The Head of Human Resources attends Asian Fire Service Association (AFSA) South East region events. A range of AFSA events are attended by the EDI group and learning, and resources are shared with across the service.

EDI members have collaborated on NFCC consultations on a range of EDI subjects and attend the NFCC EDI Forum.

**Health and safety implications:** There are no implications with regard to health and safety.

**Environmental implications:** There are no environmental implications.

**Equality, diversity, and inclusion implications:**

Our vision and values align to the National Fire Chief Council's (NFCC) Code of Ethics which members of the EDI group contributed to during consultation. It was launched nationally and communicated through our internal channels. Our current vision and values are planned to be reviewed in late 2022 / early 2023.

In the 2019 HMICFRS report, the People pillar where EDI is assessed was deemed good. In the 2021 HMICFRS Covid-19 report "staff wellbeing was a clear priority." In the forthcoming inspection EDI will be a key area; the EDI group welcome the external review and will ensure EDI development areas will be worked on, to drive improvement.

The 2021 HMICFRS Pandemic report stated "The service communicated well with its staff throughout the pandemic and provided guidance and support on wellbeing. Extra wellbeing services were put in place for those at higher risk of COVID-19 including black, Asian and minority ethnic staff. The service also provided coronavirus testing to staff and their families who were showing symptoms of the virus. The service made sure all staff had the resources they needed to do their jobs effectively, including extra IT and new flexible working arrangements. It has continued to collaborate with its partners, and has supported the Thames Valley LRF effectively" In the December 2021 HMICFRS report a Cause of Concern was reported for the People Pillar. The Service has met with them regularly to show the progress made and future plans.

The Service has a statutory obligation under equality legislation to eliminate unlawful discrimination. The Authority's People Strategy, policies, and procedures aim to support it in meeting these requirements. Diversity is one of our core values. Employee engagement workshops have been undertaken across the Service by the Station Commander - HR Projects to raise awareness of the People strategy and aid discussion.

The culture survey took place in January 2022, 75 per cent of employees completed it. The results were analysed by the Employee Engagement Group and Listening workshops undertaken throughout April and May 2022.

If we have greater representation of our diverse communities, then we will be able to find solutions to barriers in relation to employment and accessing services.

Staff are encouraged to disclose their protected characteristics; the data is used to inform our EDI strategies. The EDI workforce data in Appendix 3, is presented to ensure it is inclusive and can be viewed by individuals who find it hard to distinguish between different colours.

Recruitment Strategies are in place to improve the diversity of the workforce. The Authority continues to support the Apprenticeship Diversity Champions Network (ADCN). This network is proving helpful in sourcing and sharing best practice to improve workforce diversity.

The Recruitment Oversight Board and Workforce Planning Group meet regularly to review progress on our recruitment strategy, community engagement and future plans.

The Authority's innovative Apprenticeship programme provides an excellent opportunity to improve the diversity make-up of the Authority.

#### **Consultation and communication:**

A comprehensive communication and consultation programme is in position to ensure the Authority is best placed to move the EDI agenda forward in a positive and co-ordinated way. For example, EDI is an agenda item at the Joint Consultation Forum, Health, Safety and Wellbeing Committee and the Performance Management Board. The Head of Human Resources attends Senior Management Team on a weekly basis and gives formal updates at the monthly formal Senior Management Board meetings.

The EDI Group is jointly chaired by the Head of Human Resources and Deputy Director of Finance and Assets, and attended by the Lead Member for People, Equality and Diversity and Assurance and Chief Fire Officer/Chief Executive. The group's terms of reference include supporting the Authority to strive for future improvements in EDI and developing networks to enable the sharing of best practice.

This report promotes Equality and Diversity and is intended to comply with the PSED.

This report fulfils the Authority's legislative requirements under the Equality Act (Specific Duties) Regulations 2017 and complements the Authority's strategic objectives.

This paper has been discussed at the 6 April 2022 Joint Consultation Forum and reviewed and approved at the monthly EDI Group meetings, at Performance Management Board on 28 April 2022, and Strategic Management Board on 17 May 2022.

#### **Background papers:**

March 2022 Executive Committee – Gender Pay Gap Report

Fire Authority, 15 June 2022 | Item 16 Equality, Diversity and Inclusion Objectives 2020–2025 – Year two update

[Gender Pay Gap report](#)

HMICFRS report December 2021

[Buckinghamshire - HMICFRS \(justiceinspectorates.gov.uk\)](#)

October 2021 Fire Authority - People Strategy

[People Strategy October 2021](#)

June 2021 Fire Authority – EDI objectives 2020 – 2025 – Year one update

[BMKFA June 2021 EDI Objectives](#)

January 2021 Covid-19 Inspection report

[COVID-19 inspection: Buckinghamshire Fire and Rescue Service \(justiceinspectorates.gov.uk\)](#)

June 2020 Fire Authority – EDI Objectives 2020 – 2025

[BMKFA, 10 June 2020 EDI Objectives](#)

HMICFRS report 17 December 2019

<https://www.justiceinspectorates.gov.uk/hmicfrs/frs-assessment/frs-2018/buckinghamshire/>

The Equality Act 2010

The Equalities Act 2010 (Specific Duties and Public Authorities) Regulations 2017

<http://www.legislation.gov.uk/ukxi/2017/353/contents/made>

The Equalities Act 2010 (Gender Pay Gap Information) Regulations 2017

<http://www.legislation.gov.uk/ukxi/2017/172/contents/made>

The Essential Guide to the Public Sector Equality Duty (EHRC 7 Jan 2014, updated March 2022:

[The Essential Guide to the Public Sector Equality Duty](#)

Appendix	Title	Protective Marking
1	Introduction; Equality, Diversity and Inclusion (EDI) Objectives 2020 – 2025	
2	EDI Objectives 2022/2023	
3	EDI workforce data	
4	BMKFA EDI Headlines	

## **Introduction**

Buckinghamshire and Milton Keynes Fire Authority (BMKFA) is fully committed to Equality and Diversity. The Authority recognises fairness and inclusion is fundamental to everything it does, to achieve its vision of making Buckinghamshire and Milton Keynes the safest areas in England in which to live work and travel.

The Authority believes a workforce that better reflects the diversity of the local working population will create a stronger, more enriched and well-informed organisation, able to meet the expectations of a modern Fire and Rescue Service. This is a key aspect of our People Strategy. The Authority's objective is to embed Equality and Diversity into everything it does internally and externally.

The Authority recognises having a diverse flexible workforce, which better reflects the community it serves, can enhance performance as well as improve its service to the community.

Under the Equality Act 2010, public sector organisations are expected to use this understanding to demonstrate 'due regard' to the Public Sector Equality Duty (PSED) to:

- Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by, or under, the Act.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

The aim of the PSED is to embed equality considerations into the day to day work of public authorities so they tackle discrimination and inequality, and contribute to making society fairer.

The Equality Duty covers the following protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

The duty applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 that came into effect in 2017 require public sector organisations employing over 250 staff

## Appendix 1

### Introduction: Equality Diversity and Inclusion (EDI) Objectives 2020–2025

to carry out gender pay gap reporting. In accordance with the Regulations, the Authority is required to annually publish six pieces of prescribed data about the pay and bonuses of male and female workers within the organisation:

1. Mean gender pay gap in hourly pay
2. Median gender pay gap in hourly pay
3. Mean bonus gender pay gap
4. Median bonus gender pay gap
5. Proportion of males and females receiving a bonus payment
6. Proportion of males and females in each pay quartile

This data must be published 'within the period of 12 months beginning with the snapshot date' (Regulation 2(2)). The snapshot date for public sector employers is 31 March each year.

### **Equality, Diversity and Inclusion (EDI) Objectives 2020 - 2025**

The Authority's Equality, Diversity and Inclusion Objectives 2020 to 2025, which were approved at the June 2020 Fire Authority are set out against elements of the Authority's core values:

- **Diversity** - Our culture will engage and value diversity and difference to enhance our service offering to the public.
- **Service to the Community** - We will provide a more diverse range of services to better protect the communities we serve.
- **Improvement** - Our employment offer will be inclusive and embrace flexibility to support improved diversity representation across the service.
- **People** - We aim to be an employer of choice, attracting, recruiting, retaining and developing staff from diverse backgrounds, to reflect the communities we serve.

Progress against objectives has been reported to the Fire Authority on an annual basis. Regular updates are planned against the EDI objectives detailed in Appendix 2. For the BMKFA EDI headlines, please see the Appendix 4.



## Appendix 2 EDI Objectives 2022/2023

Please find below the proposed EDI Objectives for 2022/2023

<b>EDI Objective</b>	<b>Actions Associated</b>	<b>Resources</b>	<b>Timescales</b>
Change 100 Internship	<ul style="list-style-type: none"> <li>• Liaison with Provider</li> <li>• Document completion</li> <li>• Role profile written</li> <li>• HR and Host department preparation</li> <li>• Selection process undertaken</li> <li>• HR Administration</li> </ul>	<ul style="list-style-type: none"> <li>• Host department time</li> <li>• Human Resources planning and implementation time</li> <li>• Budget £10K per annum</li> </ul>	Quarter 2 and 3 2022 and yearly as per approved budget
EDI Champions training for EDI group	<ul style="list-style-type: none"> <li>• Contact training providers for specification and costings</li> <li>• Submit proposal to Training Strategy Group</li> <li>• Following approval, organisation of training</li> </ul>	<ul style="list-style-type: none"> <li>• HR Administration</li> <li>• External provider time</li> <li>• Budget £750 agreed by Training Strategy Group</li> <li>• EDI group members</li> </ul>	Quarter 3 2022
Equality Impact Assessment (EIA) Review, consultation and implementation	<ul style="list-style-type: none"> <li>• Review current guidance and templates</li> <li>• Undertake consultation</li> <li>• Seek approval using governance in place</li> <li>• Implement new guidance, training materials and templates</li> <li>• Utilise NFCC guidance, videos etc. to complement our guidance and templates</li> <li>• Communicate and train on the importance of carrying out EIA's</li> </ul>	<ul style="list-style-type: none"> <li>• EDI group members</li> <li>• HR team time</li> <li>• OD team time for building e-learning packages</li> <li>• Communications and Marketing teams time</li> </ul>	Quarter 2 and 3 2022

Appendix 2 EDI Objectives 2022/2023

<p>Individual training toolkits for example Hidden Disabilities, Sign Language</p>	<ul style="list-style-type: none"> <li>• Toolkit designed</li> <li>• Toolkit implementation and communications to the Service</li> </ul>	<ul style="list-style-type: none"> <li>• EDI group members time</li> <li>• OD team time for building e-learning packages</li> <li>• Communications and Marketing team time</li> </ul>	<p>Quarter 1 2022 and ongoing</p>
<p>Create interest groups</p>	<ul style="list-style-type: none"> <li>• EDI group Members and Officers to create specific interest group – internally and nationally</li> <li>• Gauge interest from employees</li> <li>• Set up meetings</li> <li>• Write terms of reference</li> <li>• Communicate meetings and events</li> </ul>	<ul style="list-style-type: none"> <li>• EDI group member or Officer time</li> <li>• Communication and Marketing teams’ time</li> </ul>	<p>Quarter 2 2022 and ongoing</p>
<p>EDI Calendar</p>	<ul style="list-style-type: none"> <li>• EDI calendar in place</li> <li>• Updates given at monthly EDI group</li> <li>• EDI group members to write articles and communicate via social media</li> </ul>	<ul style="list-style-type: none"> <li>• EDI group members time</li> <li>• Officer time</li> </ul>	<p>Quarter 1 2022 and ongoing</p>
<p>Community engagement to increase the diversity of the service</p>	<ul style="list-style-type: none"> <li>• Attendance at community events for example recruitment activities - “Have a go” days, apprenticeship and careers fairs</li> <li>• Focus on specific protected characteristics as per the Recruitment Oversight Board and Workforce Planning Group</li> </ul>	<ul style="list-style-type: none"> <li>• Officers across the Service</li> <li>• HR team time</li> <li>• Communication and Marketing teams time</li> </ul>	<p>Quarter 1 2022 and ongoing</p>

## Appendix 2 EDI Objectives 2022/2023

Employers Network for Equality and Inclusion (ENEI) Talent Inclusion and Diversity Evaluation (TIDE)	<ul style="list-style-type: none"> <li>• Complete ENEI TIDE survey, attaching evidence and submit</li> <li>• Review report findings and implement areas of best practice, where applicable</li> </ul>	<ul style="list-style-type: none"> <li>• EDI group members time</li> </ul>	Quarter 1 2022 and annually
Addressing Inequalities Five Shires collaboration	<ul style="list-style-type: none"> <li>• Attend monthly meetings and work on joint collaboration projects, sharing best practice and EDI work to date and planned</li> </ul>	<ul style="list-style-type: none"> <li>• Head of Human Resources</li> </ul>	Quarter 1 2022 and ongoing
Focus on ensuring our current employees have what they need to carry out their role effectively	<ul style="list-style-type: none"> <li>• Equality impact assessments are carried out on our premises to ensure equality of access for all employees</li> <li>• Meetings undertaken with under-represented groups on their individual needs for example female Firefighters and uniform, facilities on station and welfare whilst at incidents</li> <li>• Scope written for work to be carried out</li> </ul>	<ul style="list-style-type: none"> <li>• Facilities team</li> <li>• Group Commanders</li> <li>• Station Commanders</li> <li>• EDI group members</li> <li>• Technical Team</li> </ul>	Quarter 1 2022 and ongoing

## **Buckinghamshire Fire & Rescue Service Equality, Diversity & Inclusion Workforce Data**

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### **Notes about the dataset**

#### **Buckinghamshire Fire & Rescue Service (BFRS) Workforce data**

The data provided in this report is set at 31 March 2022.

The majority of BFRS employee figures within this document include employees being counted once only, based on their primary role in the organisation. This, however, does not account for our entire On Call population as some Wholetime and Support employees have secondary employment in On Call roles at BFRS. To reflect the diversity of On Call as an entire group, the On Call figures include *all* employees with On Call roles being counted once only. Please note employees with more than one role will be included in more than one group.

BFRS does not hold enough available information to report on all the protected characteristics within BFRS (specifically religion, sexual orientation and disability). Therefore, these have not been included in this report.

#### **Nomis population data**

Population information is extracted from a range of data available on the Nomis website, based on the 2011 Census to provide a comparison with our local communities (Milton Keynes and Buckinghamshire). It is important to bear in mind that this information is now ten years old. Data from the recent (2021) Census is not yet available and therefore comparisons with the communities are limited, with the focus of this report being on BFRS employees alone.

Please note that for the purpose of this report, figures have been rounded to one decimal place which may affect some of the totals shown.

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\*\*The "Wholetime" group in this report includes all ranks across BFRS, Apprentice firefighters, flexi firefighters, day-crewed firefighters and secondees.

Data Source: iTrent for BFRS employee data; Nomis population data taken from the 2011 Census

# Buckinghamshire Fire & Rescue Service Equality, Diversity & Inclusion Workforce Data

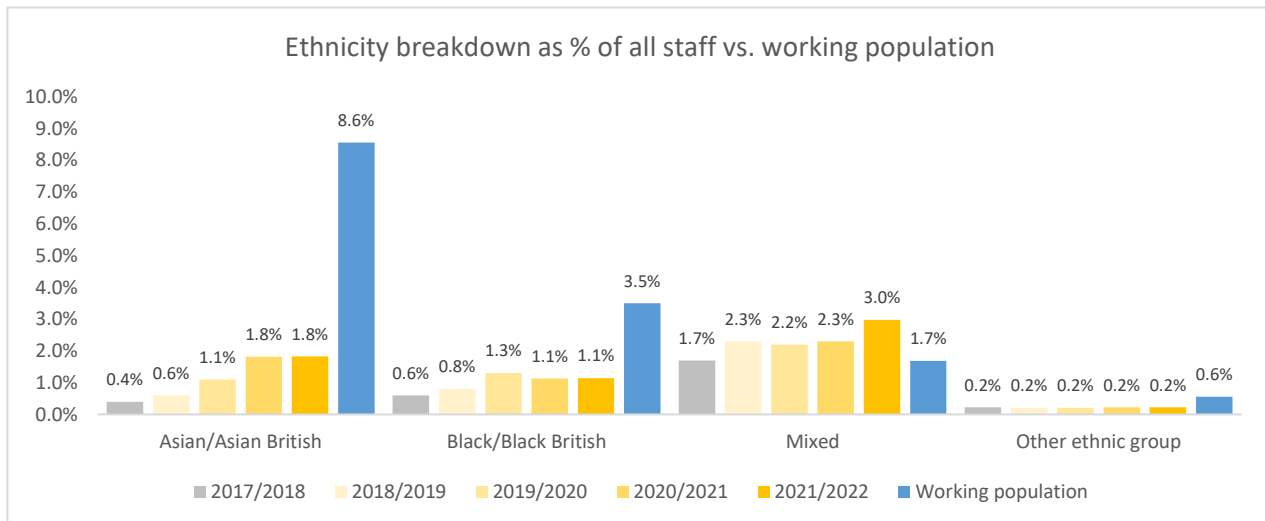
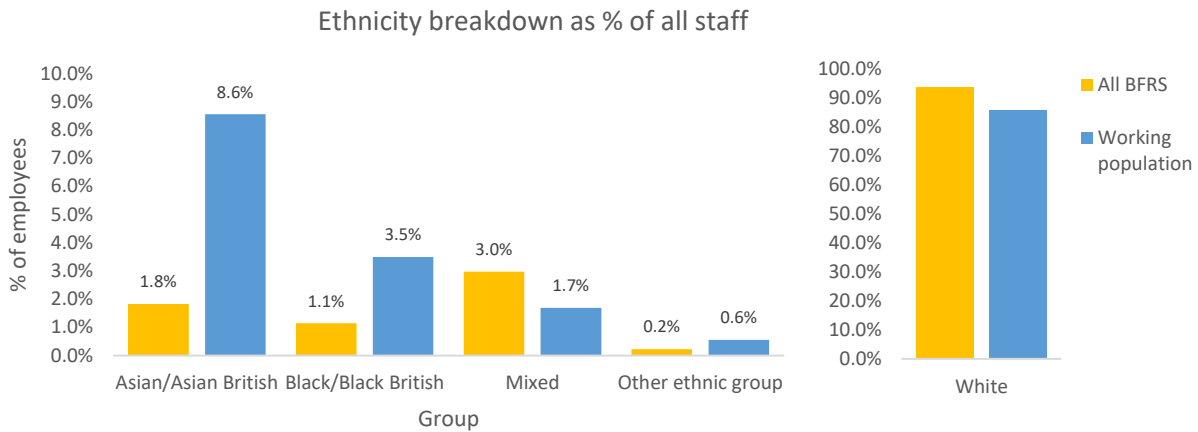
## 1. BFRS vs. Public (working population)

The following charts examine how well diversity within BFRS reflects that of our local communities (Milton Keynes and Buckinghamshire) according to the 2011 Census.

### 1.1 Ethnicity

The following chart depicts the ethnicity breakdown of employees as a percentage of all staff. It compares BFRS against the working age population (Age 16 to 74).

Please note percentages in the below chart are calculated on the number of employees at BFRS for whom we hold data. 8.2 per cent of employees have not declared their ethnicity and are excluded from these figures.



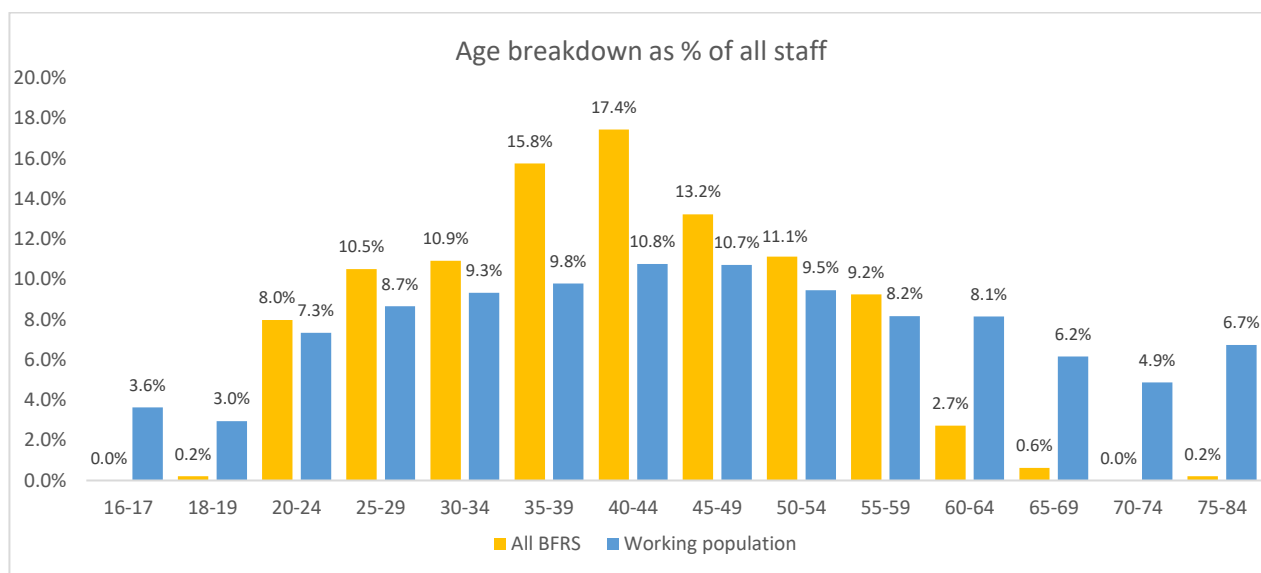
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Data Source: iTrent for BFRS employee data; Nomis population data taken from the 2011 Census

## Buckinghamshire Fire & Rescue Service Equality, Diversity & Inclusion Workforce Data

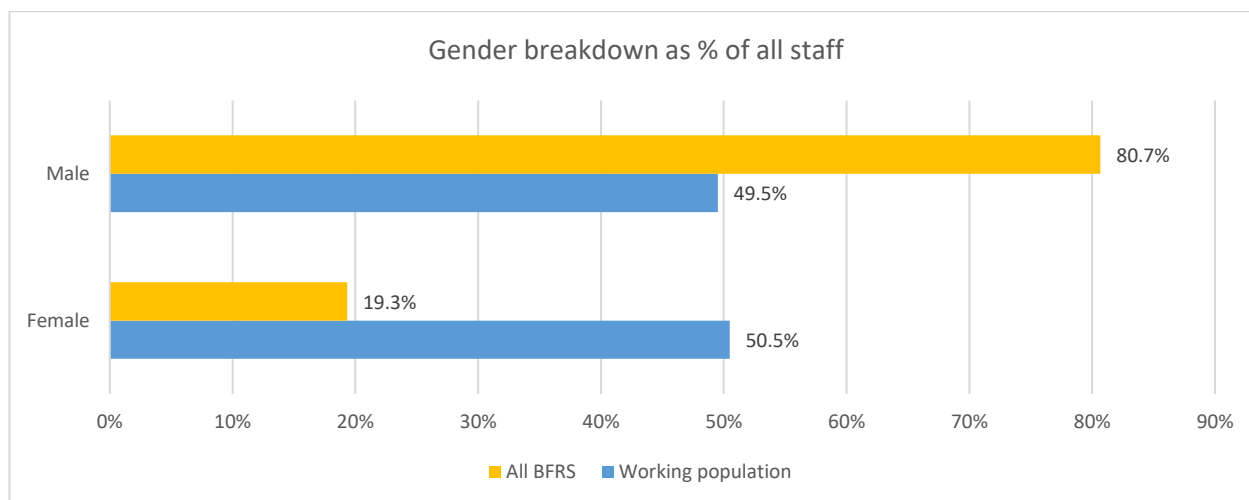
### 1.2 Age

The working population is relatively evenly spread between the ages of 20 and 65, however, it is clear at BFRS that the two largest age groups range between age 35 and 44.



### 1.3 Gender

At BFRS, the number of male employees outweighs that of female employees, with the current male population making up approximately 80 per cent of the organisation. In contrast, females account for the majority of the working age population with 50.5 per cent.



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Data Source: iTrent for BFRS employee data; Nomis population data taken from the 2011 Census

## Buckinghamshire Fire & Rescue Service Equality, Diversity & Inclusion Workforce Data

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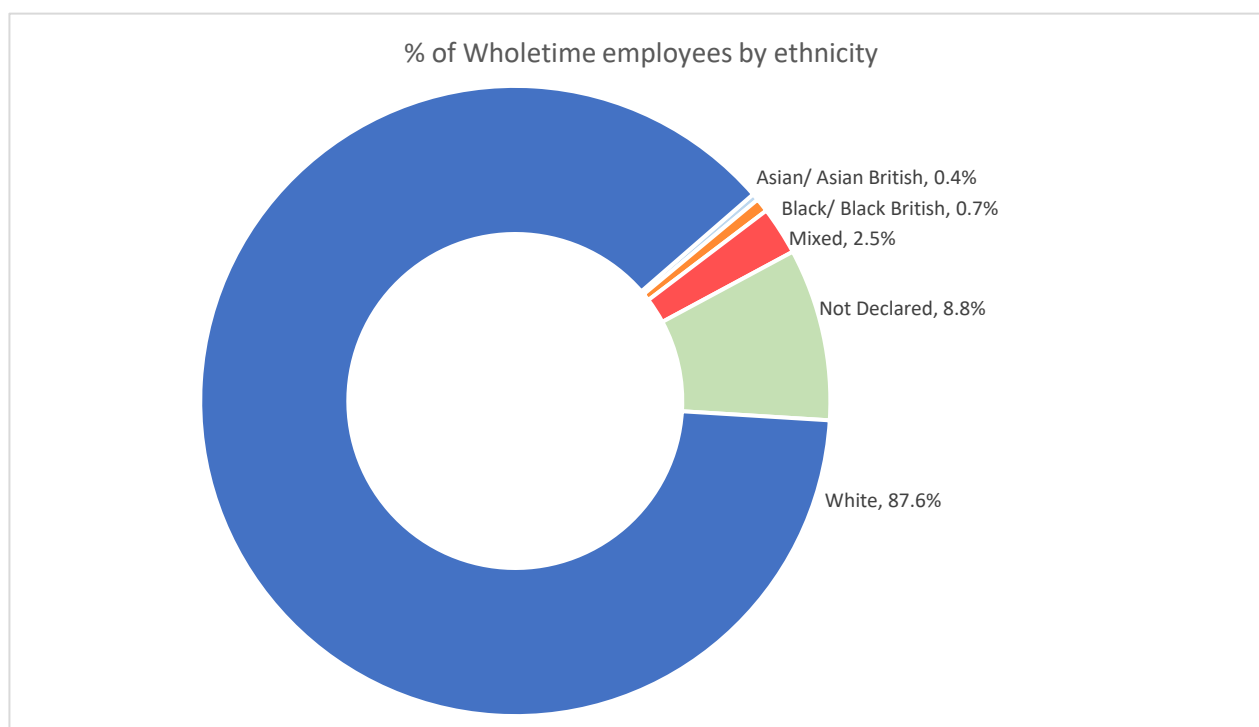
### 2. Diversity of BFRS workforce

The remaining charts in this report focus entirely on the diversity of BFRS employees within each of the core employee groups: - Wholetime (including Apprentices), On Call (all employees with On Call roles) and Support staff.

Employees with more than one role have been counted once within each of the relevant groups. For instance, a Wholetime employee with an additional On Call role is counted in both the Wholetime and On Call groups.

#### 2.1 Wholetime employees

##### 2.1.1 Ethnicity



The above chart provides a breakdown of ethnicity for Wholetime employees in 2022. The total number of employees in minority ethnic groups make up 3.5 per cent of the group.

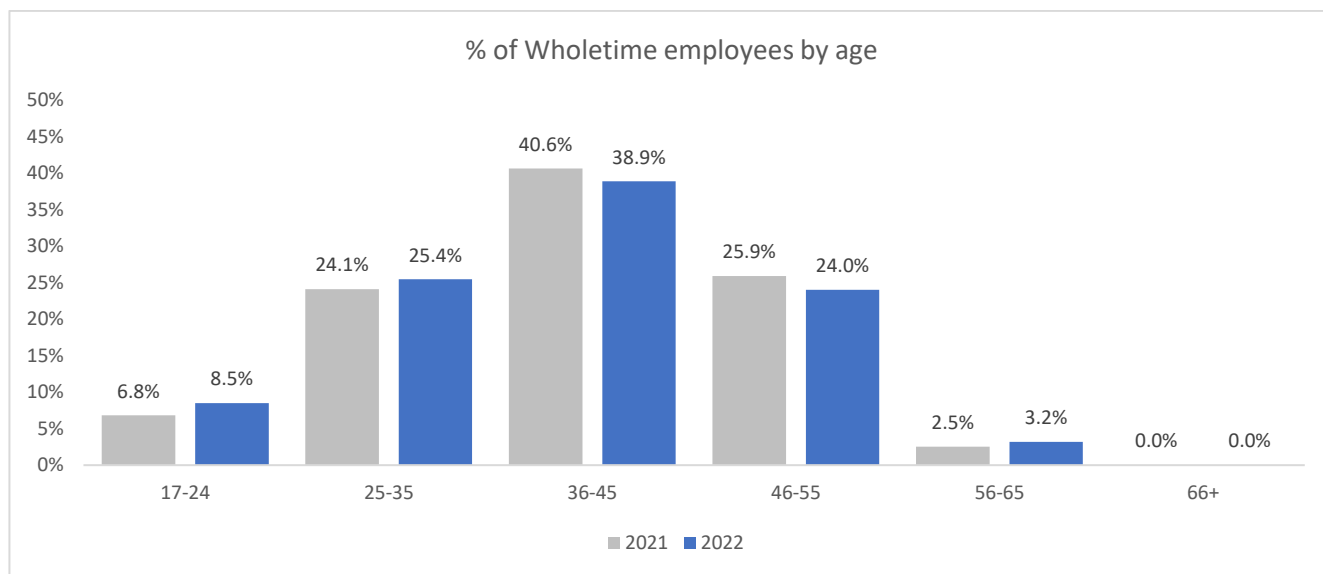
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Data Source: iTrent for BFRS employee data; Nomis population data taken from the 2011 Census

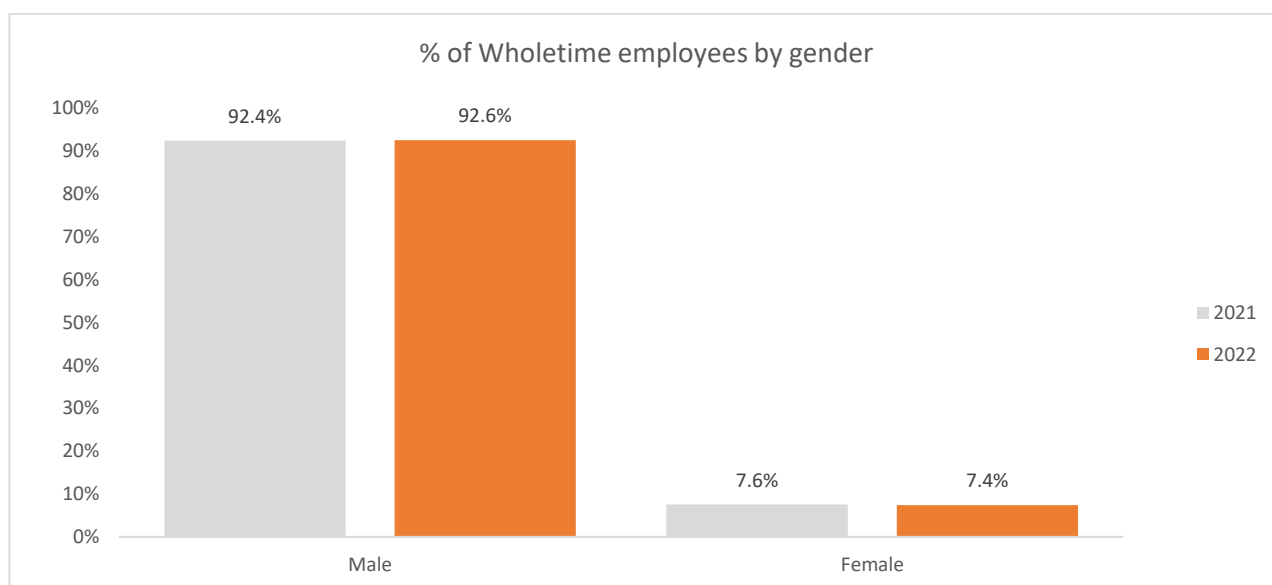
## Buckinghamshire Fire & Rescue Service Equality, Diversity & Inclusion Workforce Data

### 2.1.2 Age



The above chart displays the range of ages that make up the Wholetime firefighter group. The majority of Wholetime firefighters fall within the 36 to 45 year age bracket, with the average age of a BFRS Wholetime firefighter standing at 39 at the end of March 2022.

### 2.1.3 Gender



\*\*The "Wholetime" group in this report includes all ranks across BFRS, Apprentice firefighters, flexi firefighters, day-crewed firefighters and secondees.

Data Source: iTrent for BFRS employee data; Nomis population data taken from the 2011 Census



## **Buckinghamshire Fire & Rescue Service Equality, Diversity & Inclusion Workforce Data**

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### **2.1.3 Gender continued**

The above chart shows the split of male and female Wholetime employees in 2021 compared to now, in 2022. The number of females has decreased by 0.2 per cent since 2021.

Female Wholetime firefighters make up just 4.4 per cent of the total organisation. This is an improvement on the 0.1 per cent they represented in 2021. Male Wholetime firefighters have seen little change in numbers since 2021 and make up 55 per cent of the organisation.

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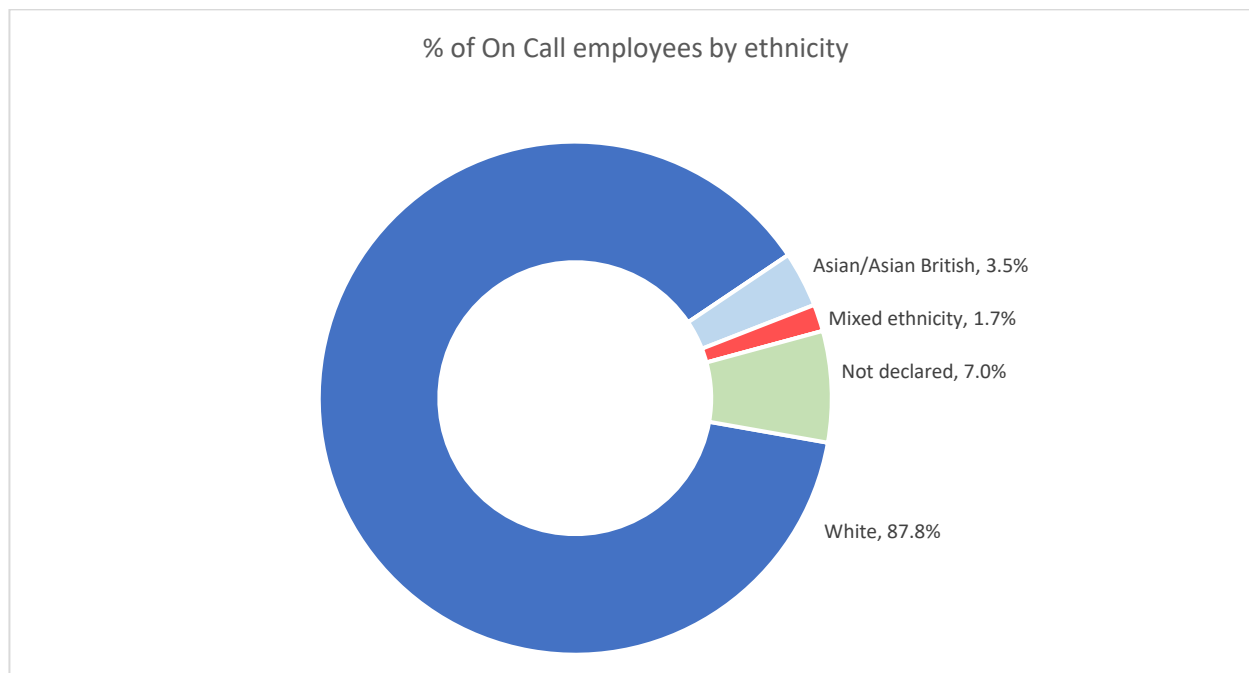
Data Source: iTrent for BFRS employee data; Nomis population data taken from the 2011 Census

## Buckinghamshire Fire & Rescue Service Equality, Diversity & Inclusion Workforce Data

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### 2.2 On Call employees

#### 2.2.1 Ethnicity



Numbers of On Call employees within the minority ethnic groupings are low, making up just 5.2 per cent, as demonstrated in the chart above.

#### 2.2.2 Age

In 2021, the age breakdown of On Call employees is more closely representative of those for Wholetime firefighters with more employees in the 36 to 45 age range as demonstrated in the following chart. This is partly because the On Call group includes employees whose primary role is within Wholetime, and who have secondary On Call roles.

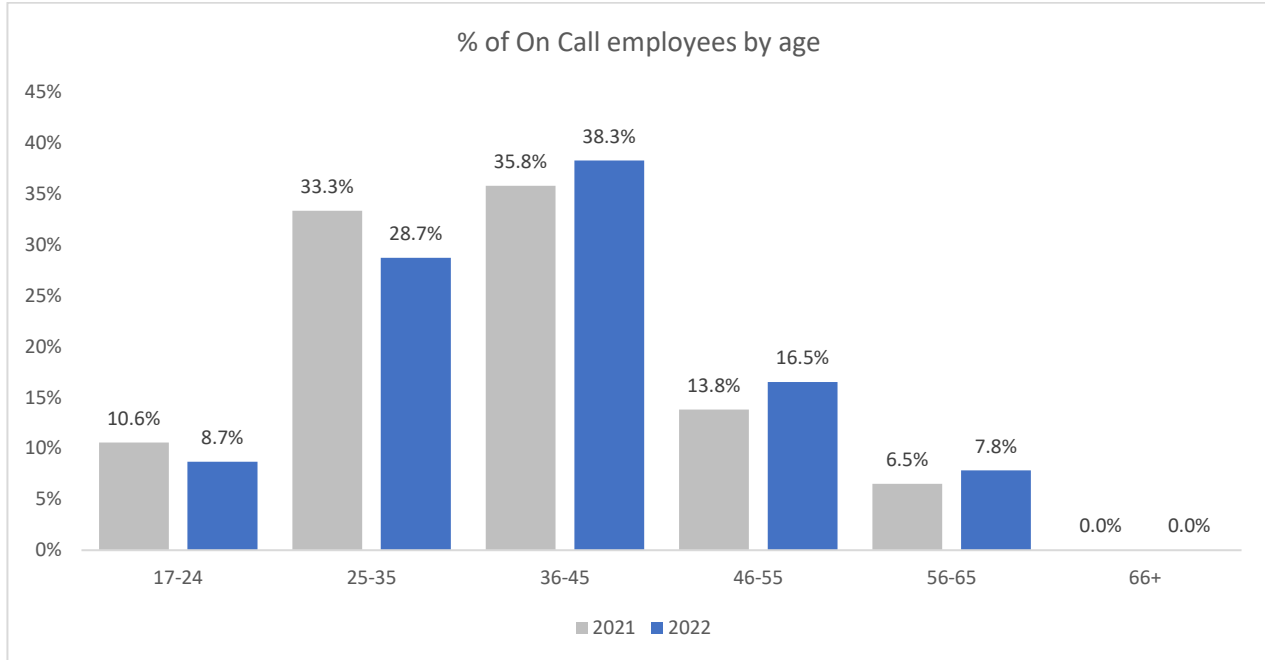
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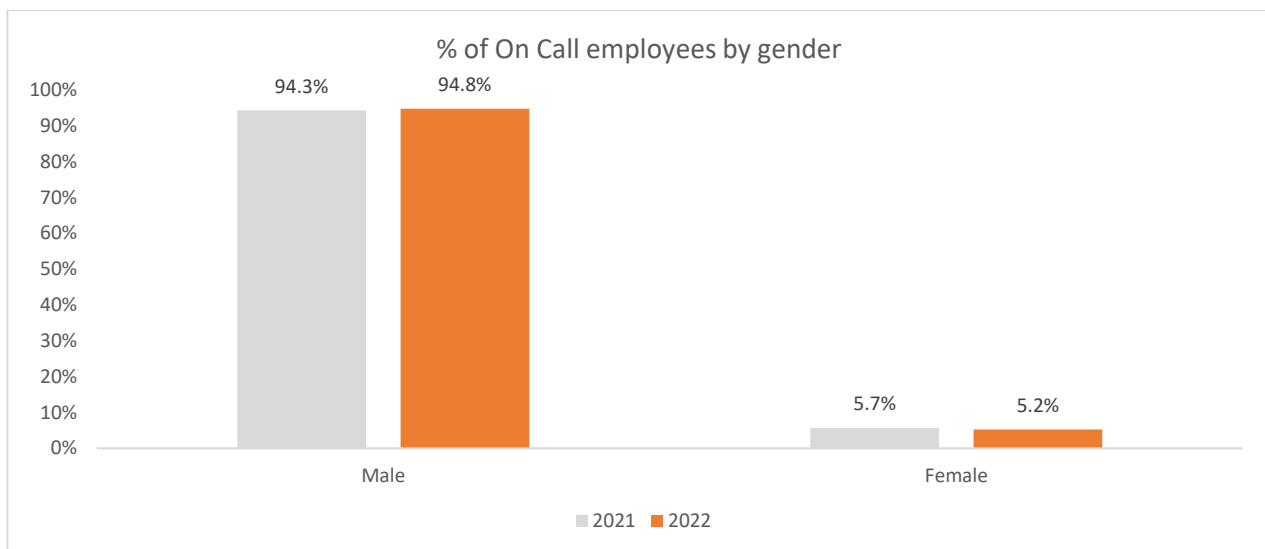
## Buckinghamshire Fire & Rescue Service Equality, Diversity & Inclusion Workforce Data

### 2.2.2 Age continued



### 2.2.3 Gender

Similar to the Wholetime group, On Call employees are predominantly male, representing 94.8 per cent of all On Call employees in 2022, an increase of 0.5 per cent since 2021. It is worth noting that On Call diversity is constantly changing due to turnover.



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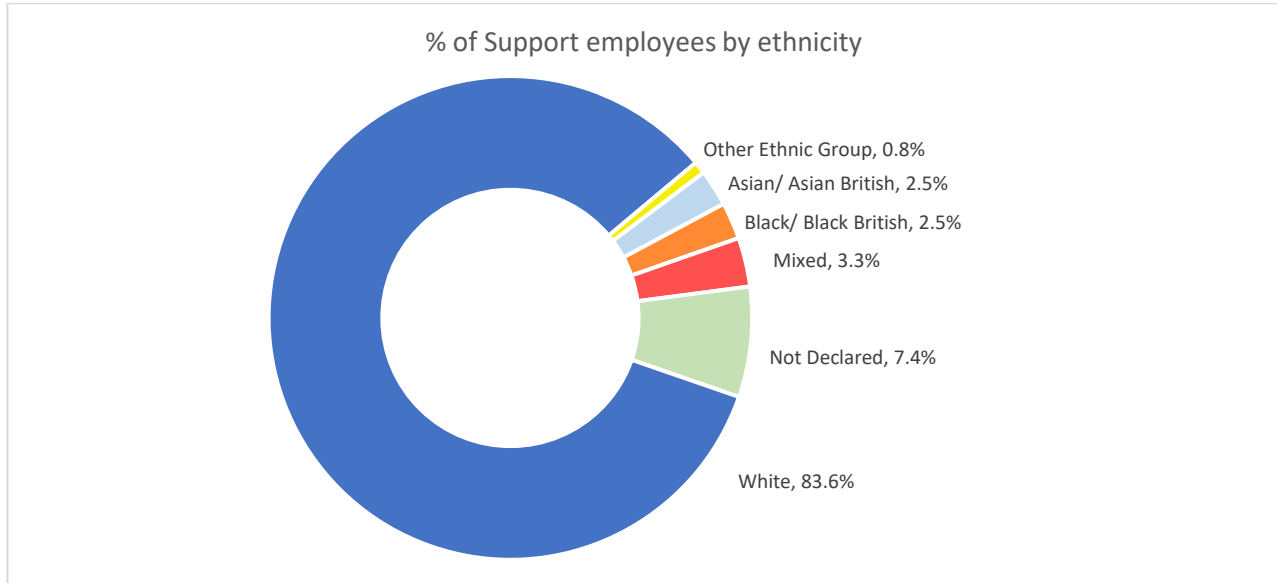
Data Source: iTrent for BFRS employee data; Nomis population data taken from the 2011 Census

## Buckinghamshire Fire & Rescue Service Equality, Diversity & Inclusion Workforce Data

### 2.3 Support employees

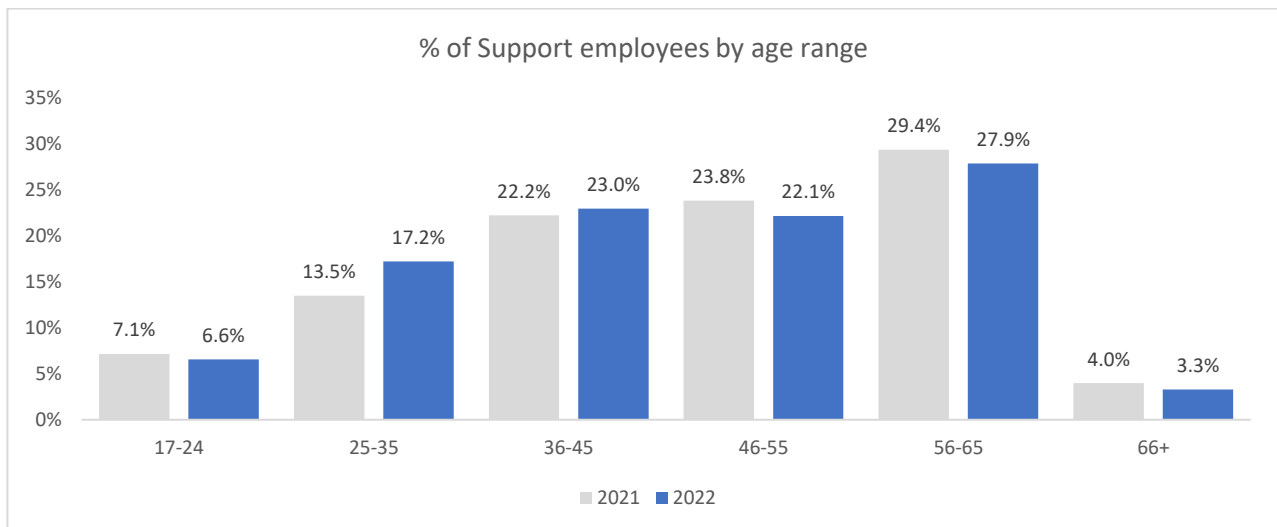
#### 2.3.1 Ethnicity

In 2022, Support is the most diverse of the core groups with representation in each of the ethnic groupings.



#### 2.3.2 Age

Most of the Support employees' range between ages 36 and 65, with the highest number of employees in the 56 to 65 age range, as shown below.



\*\*The "Wholetime" group in this report includes all ranks across BFRS, Apprentice firefighters, flexi firefighters, day-crowded firefighters and secondees.

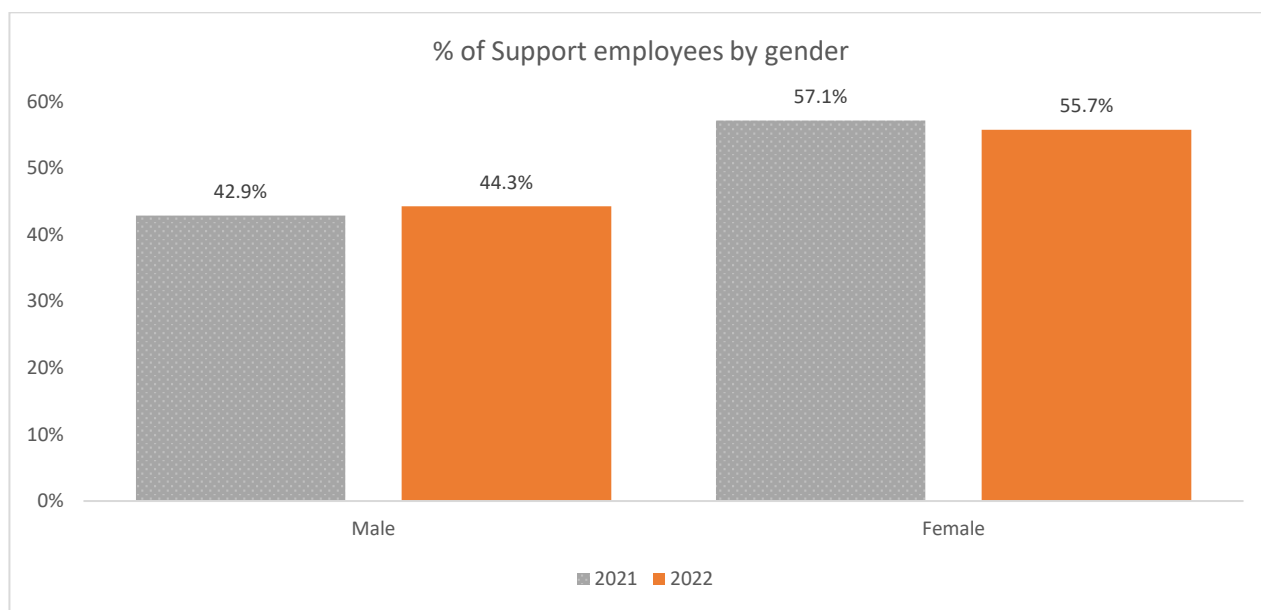
Data Source: iTrent for BFRS employee data; Nomis population data taken from the 2011 Census

## Buckinghamshire Fire & Rescue Service Equality, Diversity & Inclusion Workforce Data

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### 2.3.3 Gender

Support is currently the only core group within BFRS containing more females than males, accounting for 55.7 per cent of the group in 2022 despite a reduction of 1.4 per cent since 2021.



\*\*The "Wholetime" group in this report includes all ranks across BFRS, Apprentice firefighters, flexi firefighters, day-crewed firefighters and secondees.

Data Source: iTrent for BFRS employee data; Nomis population data taken from the 2011 Census

## BMKFA EDI Headlines

- In January 2022 Buckinghamshire Fire & Rescue Service carried out a follow up **Employee Culture Survey**. 75 per cent of employees completed the survey. It



featured questions relating to EDI, Respect and Recognition. The results and data provided the Service with an insight to how its employees felt about EDI.

Employees were invited to provide a free text response, where 221 were received and analysed. Of these 15.8 per cent featured EDI.

These responses are helping the Service to explore opportunities and inform future actions. The Employee Engagement Group meet regularly to ensure engagement with employees continues. Listening workshops facilitated by the Employee Engagement Group took place throughout April and May 2022.

- The **People Strategy** which was approved at the October 2020 Fire Authority was refreshed to ensure it was fully reflective of the 2020 – 2025 Corporate Plan. The strategy details the Service’s vision, values, aim and key areas. EDI is one of the five key areas and highlights our EDI objectives. The Service’s People Strategy is intended to be flexible to address how we can most effectively respond to our current and future needs. The strategy features on both our internal intranet and external public facing website.

The October 2021 Fire Authority approved the **employee engagement plan** for the Station Commander - HR Projects to carry out a series of face to face workshops (People Strategy Roadshow) across the service. These took place for all Wholtime employees between November 2021 and April 2022. Support Services Employees and On Call employees had a combination of virtual and face to face workshops.

- **Community Engagement** was progressed through new ways of working including:

- Attendance at the National Apprenticeship Show and careers fairs across the County
- Recruitment engagement event at West Ashland, for previously unsuccessful applicants
- Welfare visits
- Virtual school and uniformed group visits
- Fire and Wellness visits to high-risk occupants



**Buckinghamshire**  
**FIRE & RESCUE SERVICE**  
*we save lives*

BMKFA EDI Headlines

- Virtual On-Call awareness evenings and interviews, which moved to socially distanced, covid secure interviews when restrictions allowed
- West Ashland Fire Station and the Prevention team took part in a Dementia Friends information session in May 2022, to help raise awareness and understanding of what it is like to live with Dementia.
- **Service policies and procedures** are under regular review to ensure they reflect the community we serve and support employees for example – Pay Policy, Hybrid working guidance note and Flexible working procedures.

- In June 2021 the **Employers Network for Equality and Inclusion Talent Inclusion and Diversity Evaluation (TIDE) Survey** was completed and the Bronze Standard awarded to BFRS for the second year running. The 2022 survey has been submitted and the results due shortly.



- In August 2021 the service were awarded the **Ministry of Defence Employer Recognition Scheme Silver Award** by the Southeast Reserve Forces' and Cadets Association. A youth engagement initiative commenced on 20 January 2022; it runs monthly with both the Army and Royal Air Force Cadets undertaking a programme of activities from Aylesbury Fire Station. BFRS are taking steps towards achieving the Gold Award.



- Our Prevention team has been working closely with our Local Authority partners to receive **Fire and Wellness referrals from sponsor households who have applied to house Ukrainian families seeking refuge**. Sponsor households will receive a visit from BFRS to ensure adequate smoke detection is in place and appropriate fire safety advice is given. This will either be prior to the sponsors matching a suitable family to their household, or after they arrive. To date, over 250 sponsors (housing over 600 refugees) are established in Buckinghamshire, and we are committed to ensuring each household receives fire prevention interventions to improve the safety of all residents.

Another workstream is to include **fire safety information within a welcome pack** for arriving families. This information will give simple advice, such as electrical safety, cooking safely and smoking risks, and is similar to the initiative for the Afghanistan Resettlement Scheme where BFRS provided appropriate information to families arriving in the resettlement hotels within our area.

BMKFA EDI Headlines

As the partnership gathers momentum and more families are expected to arrive, we remain committed to the partnerships to assist and consider any fire safety matters for the people arriving in Buckinghamshire and MK.

- BFRS is proud to provide support to the humanitarian crisis in the Ukraine. In March 2022, **UK fire services came together to donate more than 5,000 items of equipment and fire service vehicles to support Ukraine firefighters.**

Eighteen fire engines, thermal imaging cameras for finding victims, generators, lighting, hoses, rescue equipment, and thousands of sets of PPE are among the items being donated. Every fire service across the UK has stepped in to support these efforts.

At very short notice, BFRS were able to donate portable fire pumps, hydraulic rescue equipment, fire hose, first aid kits and other pieces of equipment. This was delivered to a central logistics site, prior to it being transported to where it is needed.

Further conveyances are planned, and we continue to support where we can. Notably one of our On-call firefighters volunteered to deliver a large amount of kit from around the region to a logistics centre in Kent, utilising one of his own lorries from his haulage company. This assisted greatly in the coordination of the national effort and is credit to the individual who volunteered.



This work is being coordinated by FIRE AID, The National Fire Chiefs Council (NFCC) and the wider sector, items will be sent in convoy. Financial support is being given by the Home Office.

- The **Replacement Breathing Apparatus (BA) project**, has included the following:
  - Weight reduction of sets from 18kg to 14.5kg, with further work ongoing to try and obtain a new cylinder that will further reduce the weight by up to 0.5kg.
  - Personal facemasks will be issued to all staff, allowing aids to vision to be fitted permanently
  - Larger range of facemask sizes available which allows better face fitting process and for a wider range of hairstyles.
  - Improved adjustable range of sets via backplate adjustment (S, M, L, XL)
  - Improved ergonomics
  - Chest straps now on every BA set to stop slippage off shoulders caused by either those with larger chest or those with higher/larger shoulders



BMKFA EDI Headlines

- Working is ongoing with the supplier to look at options to allow for those with hearing aids to use BA communications more efficiently.
- The **Gender Pay Gap report** detailed the Authority's gender pay gap as at 31 March 2021. Both the mean (average) and median (mid-point) gender pay gaps decreased in 2021, which is positive, and takes the Authority's gender pay gap data below the UK national average for 2021. For 2021, the mean gender pay gap is 13.8 per cent and the median gender pay gap is 9.0 per cent. In comparison to 2020, the mean gender pay gap was 18.8 per cent and the median gender pay gap 15.3 per cent.
- Home Office figures reveal a worrying trend in the number of hate crimes recorded in the space of five years. De Montfort University is the United Nations Academic Impact Hub for Sustainable Development Goal 16 – Peace, Justice and Strong Institutions the underlying aim of which is to address all forms of organised crime, instances of violent crimes, hate crime, child abuse, exploitation and genocide including genocide denial. During spring, the Community Safety and Safeguarding Manager completed the '**Strengthening Communities' intensive program** under SDG16 with De Montfort University, working amongst academics, colleagues from Police, the Home Office, Cabinet Office and community safety leads in a series of international seminars, panel discussions and lectures. In this inaugural cohort of 50, BFRS were the only participant working in the Fire and Rescue sector. The program culminated with an awards presentation and reception.
- The **Addressing Inequalities collaboration** was set up originally to address inequalities following the Black Lives Matter movement. The five Fire Services - Buckinghamshire, Royal Berkshire, Gloucestershire, Oxfordshire and Warwickshire are working together to demonstrate their commitment to drive the initiatives forward. The Chief Fire Officers from each service have a strong commitment to improve awareness and understanding of racial equality issues in each Fire and Rescue Service.

The aims of this project are that the services across all five counties:


- are better educated in the issues regarding race inequality and injustice
- are safe spaces where people can have respectful and constructive dialogue about racism and all the other prejudices present in society
- will have action plans that support continuous and sustainable improvement that makes the service more diverse and inclusive.

BMKFA EDI Headlines

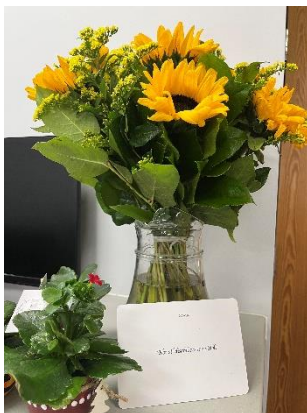
To date a joint video has been published internally, and Black Lives Matter interactive webinar held. The group meet monthly to progress the joint collaborative workstreams and share best practice.

- The **EDI group membership** includes new employees from across the organisation. Members of the EDI group sit on the Senior Management Team, namely the Chief Fire Officer/Chief Executive, Deputy Director of Finance and Assets and the Head of Human Resources. An update on EDI workstreams is given at every monthly formal Senior Management Board meeting.

There is more confidence from group members, who are actively engaging and sharing with colleagues. Group members take ownership of the EDI objectives for example working on the following areas:

- attendance a wide range of **collaboration events** and participating in National Fire Chief Council (NFCC) consultations for Equality of access documents, toolkits on neurodiversity, gender, equality impact assessments and staff networks.  **NFCC**  
National Fire  
Chiefs Council example
- attendance at a range of **EDI virtual workshops and webinars** are attended by the EDI group and learning, and resources are shared with employees across the service.
- Presenting at the **NFCC lunch and learn event** on International day against Homophobia, Biphobia and Transphobia on 17 May 2022

- The **Hidden Disabilities Sunflower scheme** was launched in April 2022. An EDI group member and the Marcomms team helped to promote the scheme throughout the service. A HEAT elearning package was developed and launched Sunflower lanyards are available to all operational crews and employees that deal with members of the public on a day-to-day basis. This is to support any individual who has a hidden disability who may be unaware of the scheme and would benefit from the support of them having a sunflower lanyard.



## Appendix 4

### BMKFA EDI Headlines

- In August 2021 the **Banter v Bullying elearning package** was created and launched across the Service its aim is to help employees identify the difference between banter and bullying.
  - Challenging the use of the term 'banter' as an excuse to cover up bullying and harassment.
  - Challenging the use of offensive jokes and language (banter) used by others both unintentionally and intentionally.
  - Promoting dignity and respect within the Service – aligned to our values and EDI objectives and support our service procedures.
  - Empowering employees to stand up for themselves or speak to a representative body before going to formal proceedings.
  - Making the mess room self-policing, for others to step in if they think someone has gone too far or is out of order.
  - Stopping employees going to disciplinary because they have misread their audience.
  
- The **Change 100 internship programme** is paid summer work placements and mentoring for disabled students and recent graduates undertaken. Talented university students and recent graduates with a disability or long-term condition are matched with employers. Change 100 allows access to a unique candidate we might never have reached otherwise. We are currently liaising with the programme to offer one internship placement in 2022/2023.
  
- A HEAT elearning package is being developed for **sign language**, with the aim of promoting understanding across the service.
  
- A **calendar of events** is in place, the EDI group write articles for the “Valuing our Diversity” intranet site and for our social media platforms for example for International Women’s Day, Ramadan, Deaf Awareness week, International Day against Homophobia, Biphobia and Transphobia, Easter, and Refuge week.