



Equality and Diversity Data (October 2018)



Buckinghamshire Fire and Rescue Service

The Authority currently employs 447 people. Staff turnover has been mainly from planned retirements. The establishment has been maintained throughout this period. Our recruitment campaigns consider awareness strategies to broaden the diversity of the candidates. These include our Apprenticeship programme, which has reduced the average age from 41 to 39 years and improved the number of female and BAME firefighters. Recruitment of transferees, flexi-firefighters and On-Call presents us with further opportunities to begin to change the diverse make-up of our workforce.

Data Sources

i-Trent - 2018 (BMKFA) | Buckinghamshire County Council - Census 2011

BMKFA Protected Characteristics by Core Group

* Less than 10

Age	Whole-time	% of Whole-time	On Call	% of On Call	Support	% of Support	ALL BMKFA	Total %
Age 0-19		0.0%	*	0.0%		0.0%	*	0.5%
Age 20-24	*	0.0%	*	8.8%	*	3.5%	13	2.9%
Age 25-29	*	3.0%	10	11.0%	*	4.3%	22	5.0%
Age 30-44	137	58.3%	46	50.5%	33	28.7%	216	49.0%
Age 45-59	89	37.9%	23	25.3%	58	50.4%	170	38.5%
Age 60-64		0.0%	*	2.2%	11	9.6%	13	2.9%
Age 65+	*	0.4%		0.0%	*	3.5%	*	1.1%

* Less than 10

Ethnic Origin	Whole-time	% of Whole-time	On Call	% of On call	Support	% of Support	ALL BMKFA	Total %
White	200	85.1%	83	91.2%	104	90.4%	387	87.7%
Mixed Ethnicity	*	1.7%		0.0%	*	0.9%	*	1.8%
Asian or Asian British		0.0%		0.0%	*	0.9%	*	0.2%
Black or Black British	*	0.9%		0.0%		0.0%	*	0.5%
Arab		0.0%		0.0%		0.0%		0.0%
Other		0.0%		0.0%	*	0.9%	*	0.2%
Not Stated	29	12.3%	*	8.8%	*	7.0%	45	10.2%

*Less than 10

Religion	Whole-time	% of Whole-time	On Call	% of On Call	Support	% of Support	ALL BMKFA	Total %
Christian	17	7.2%	20	22.0%	26	22.6%	63	14.3%
Buddhist		0.0%		0.0%		0.0%		0.0%
Hindu		0.0%		0.0%		0.0%		0.0%
Jewish		0.0%		0.0%		0.0%		0.0%
Muslim		0.0%		0.0%		0.0%		0.0%
Sikh		0.0%		0.0%		0.0%		0.0%
Other Religions	*	1.7%	*	0.0%	*	3.5%	*	2.0%
No Religion	26	11.1%	11	12.1%	*	7.8%	46	10.4%
Religion Not Stated	188	80.0%	59	64.8%	76	66.1%	323	73.2%

* Less than 10

Gender	Whole-time	% of Whole-time	On Call	% of On Call	Support	% of Support	ALL BMKFA	Total %
Male	224	95.3%	85	93.4%	47	40.9%	356	80.7%
Female	11	4.7%	6	6.6%	68	59.1%	85	19.3%

Protected Characteristics of Apprentices

Chart 1

Gender of Apprentices

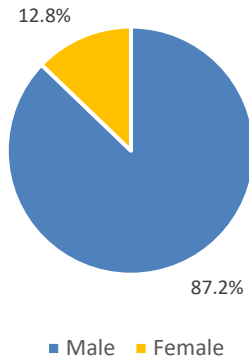


Chart 2

Age Range of Apprentices

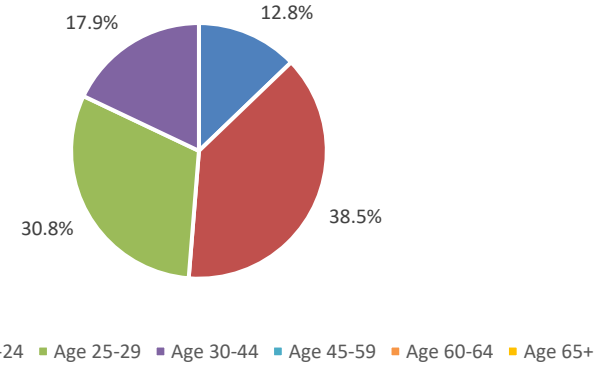


Chart 3

Religion of Apprentices

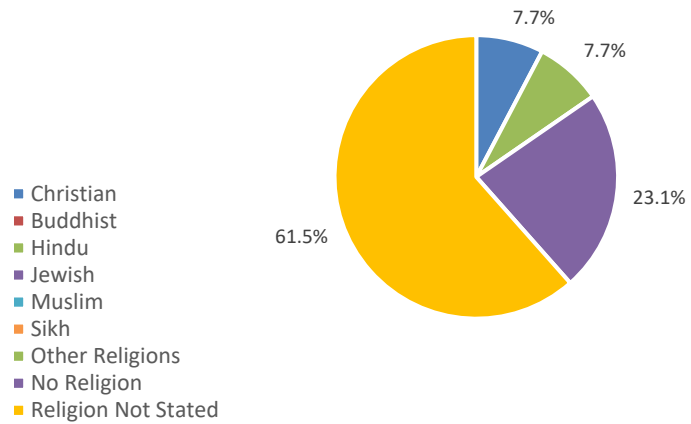
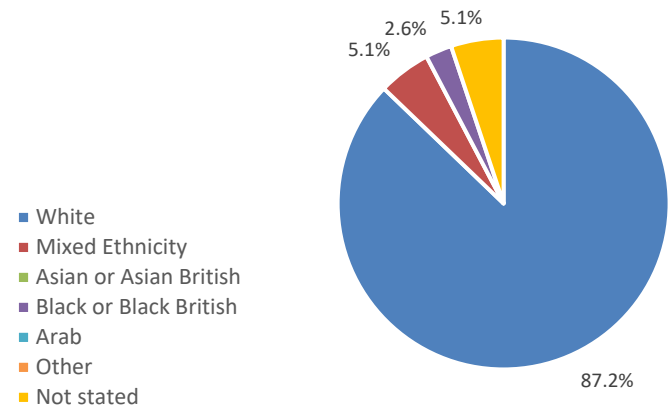


Chart 4

Ethnic Origin of Apprentices



BMKFA Ethnicity compared to County Census

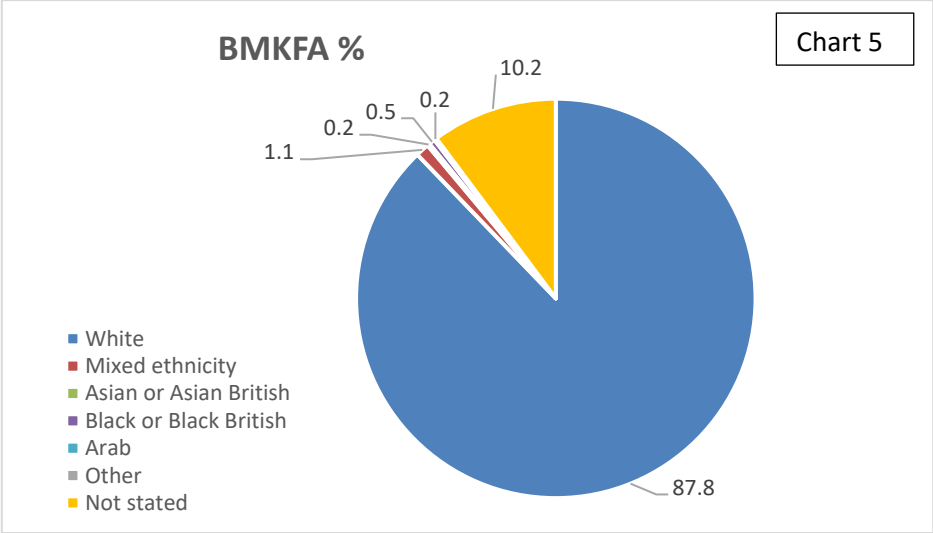


Chart 6

MK %

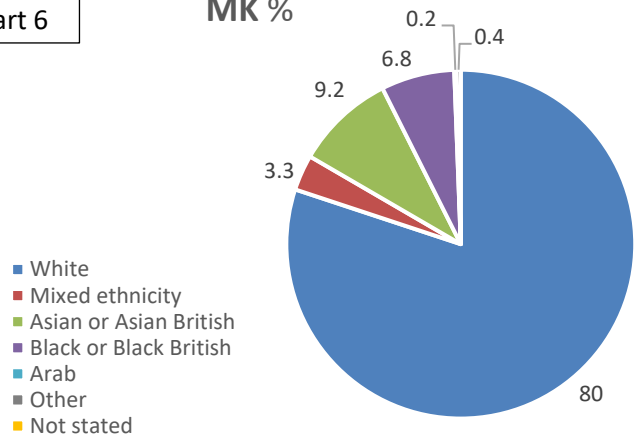
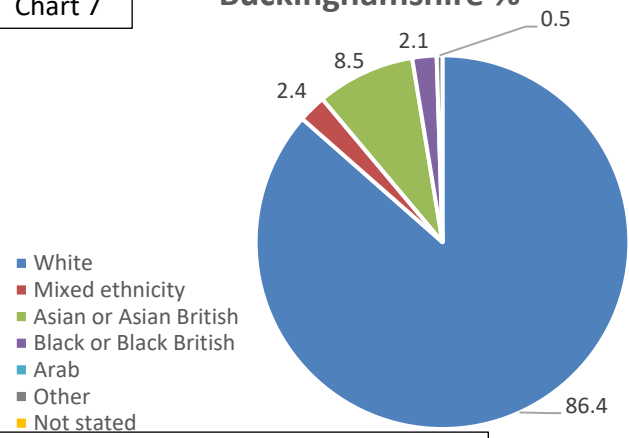


Chart 7

Buckinghamshire %



BMKFA Age ranges compared to County Census

Chart 8

BMKFA %

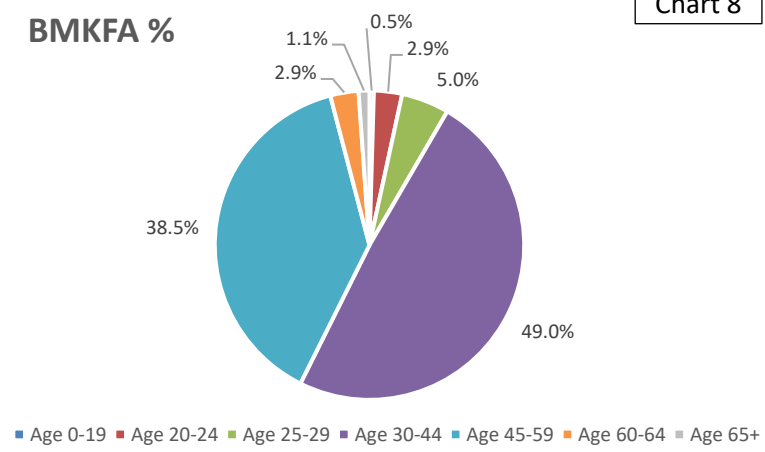


Chart 9

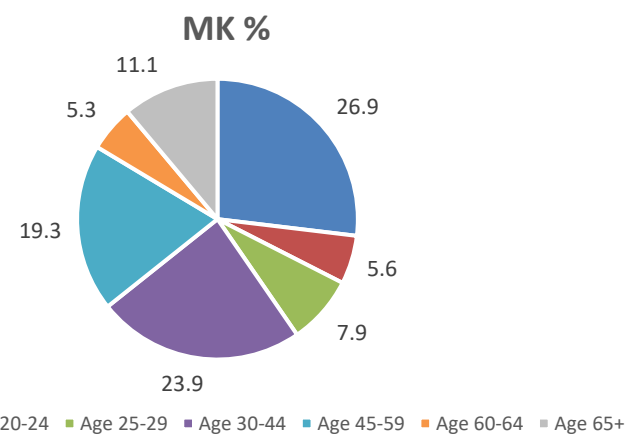
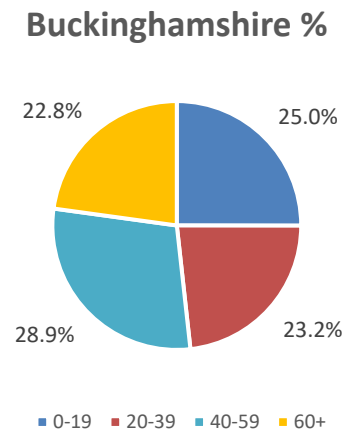


Chart 10



BMKFA Religion compared to County Census

Chart 11

BMKFA %

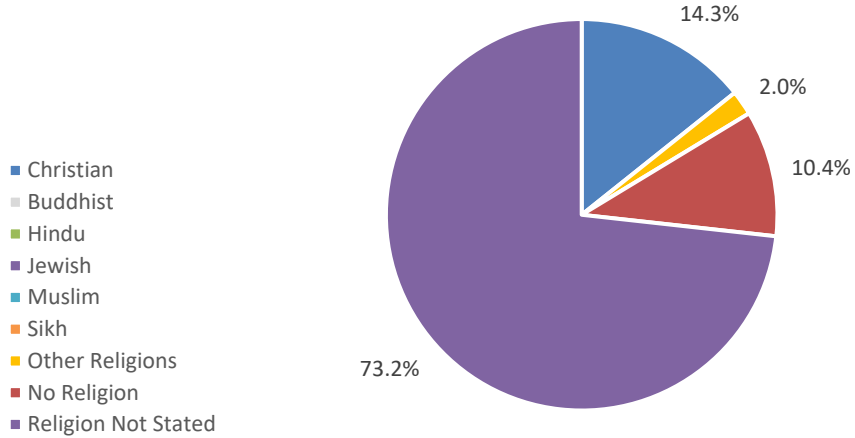


Chart 12

MK %

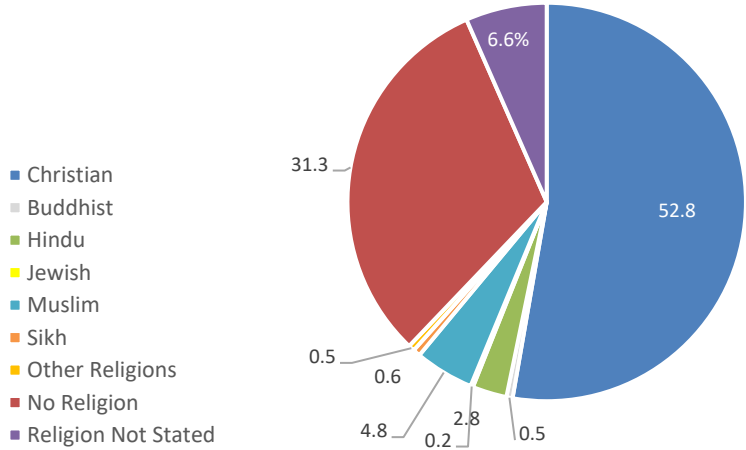
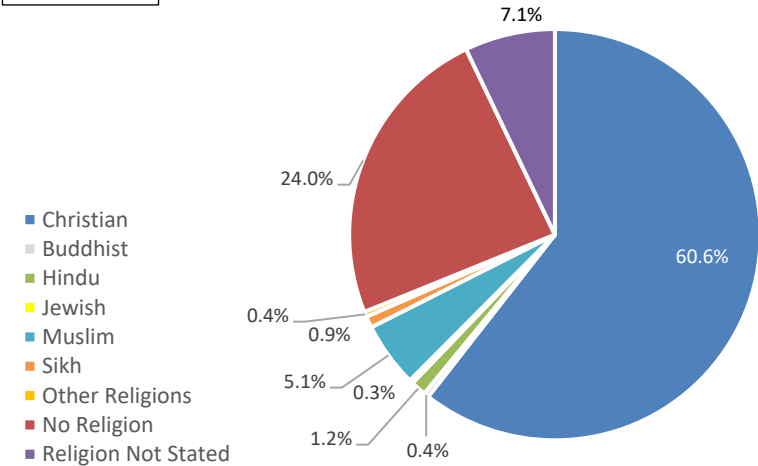


Chart 13

Buckinghamshire %



BMKFA Gender compared to County Census

Chart 14

BMKFA %

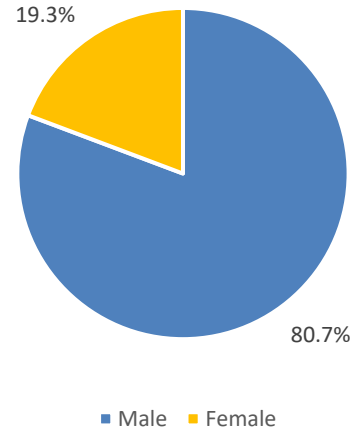


Chart 15

MK %

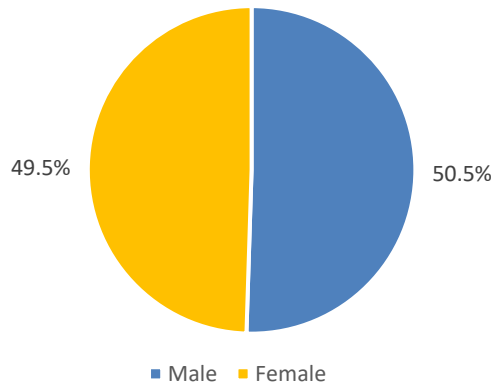
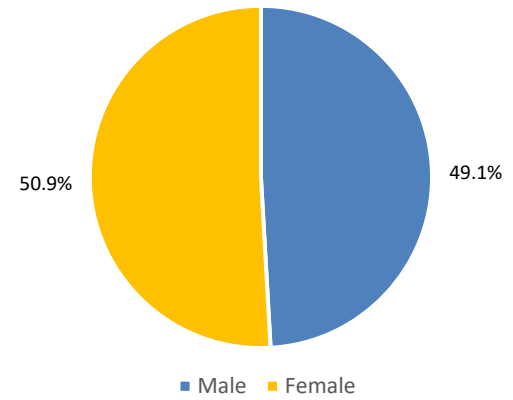


Chart 16

Buckinghamshire %



BMKFA Ethnicity compared to County Census by Core Group

Chart 17

BMKFA Wholetime

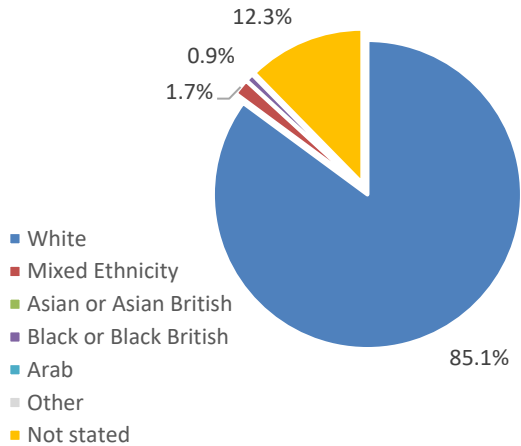


Chart 18

BMKFA On Call

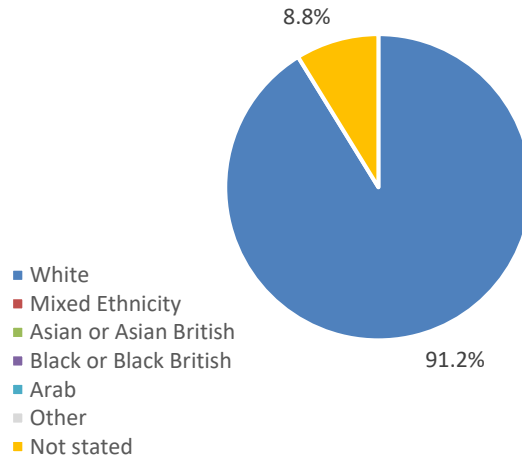


Chart 19

BMKFA Support

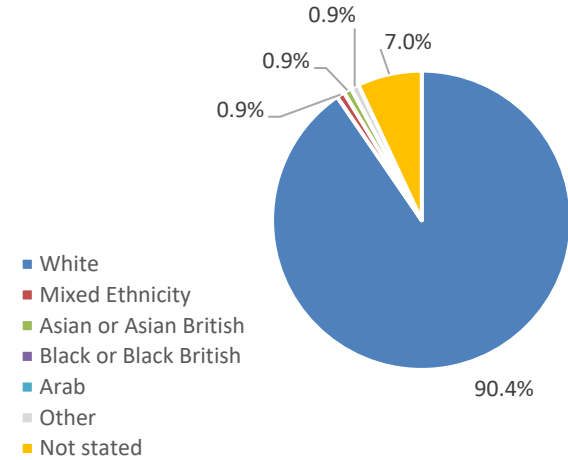
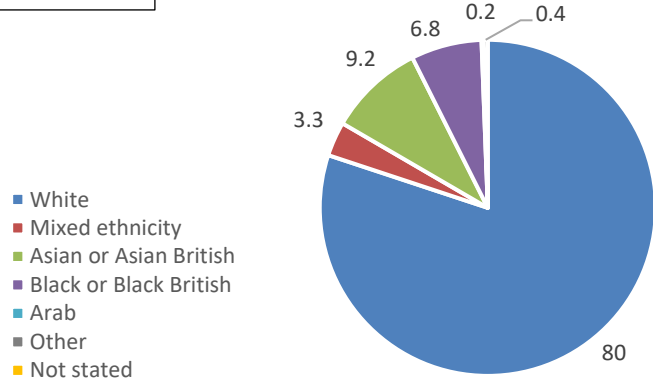


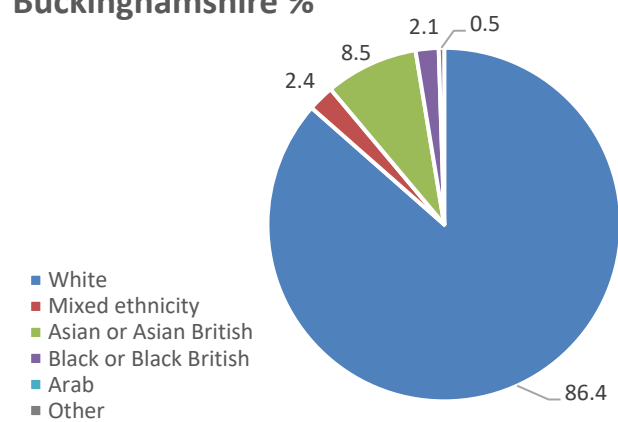
Chart 20

MK %



Buckinghamshire %

Chart 21



BMKFA Age Ranges compared to County Census by Core Group

Chart 22

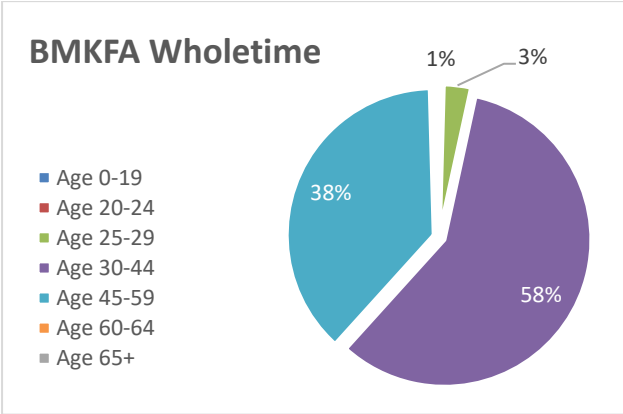


Chart 23

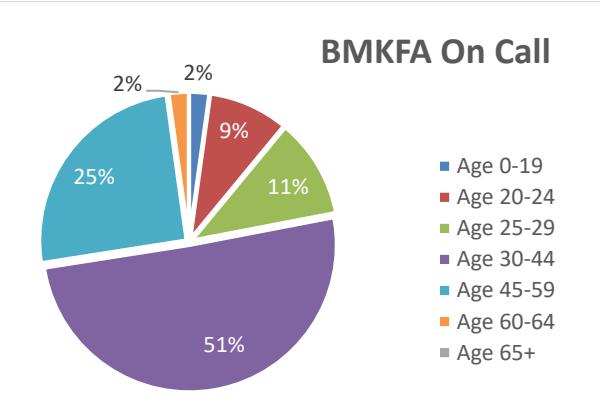


Chart 24

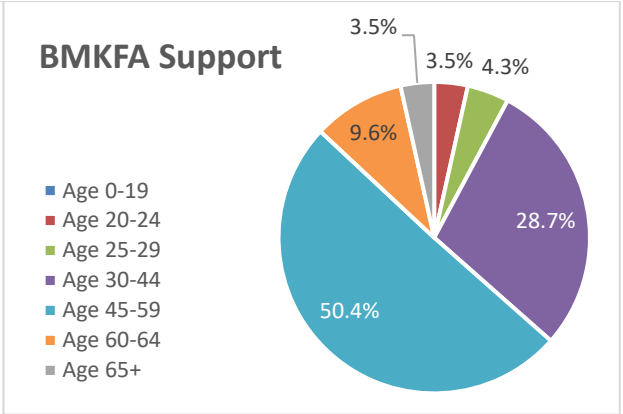


Chart 25

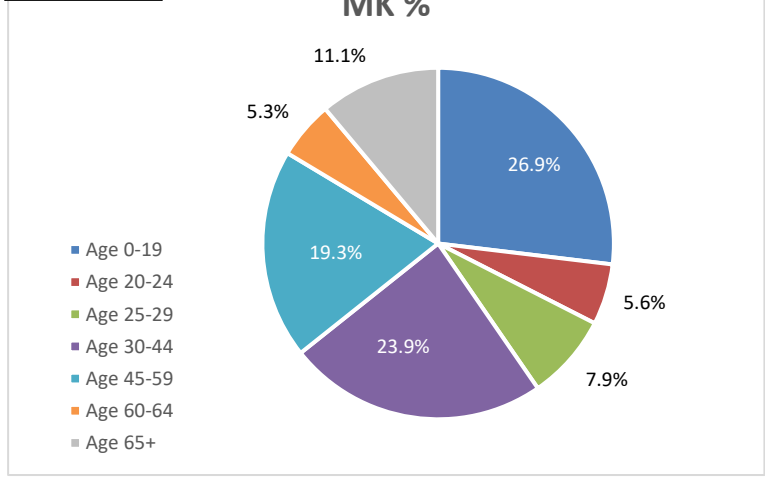
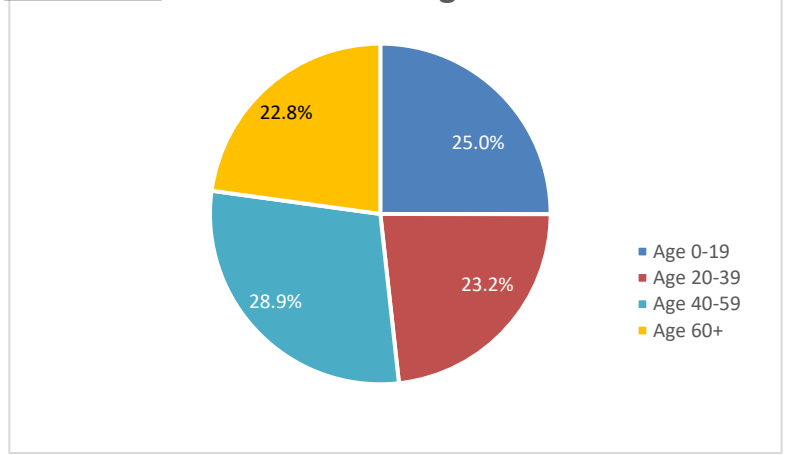


Chart 26



BMKFA Religion compared to County Census by Core Group

Chart 27

BMKFA Wholetime

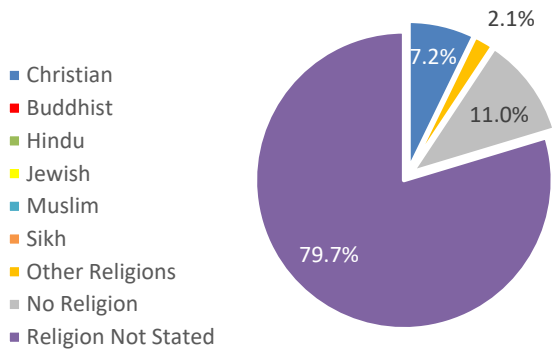


Chart 28

BMKFA On Call

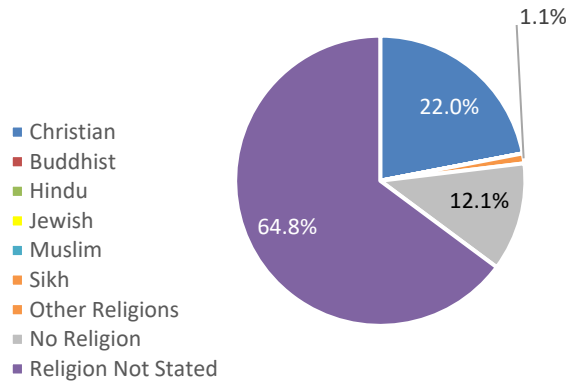


Chart 29

BMKFA Support

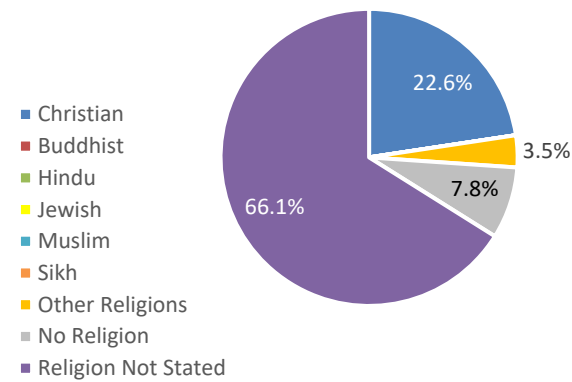


Chart 30

MK %

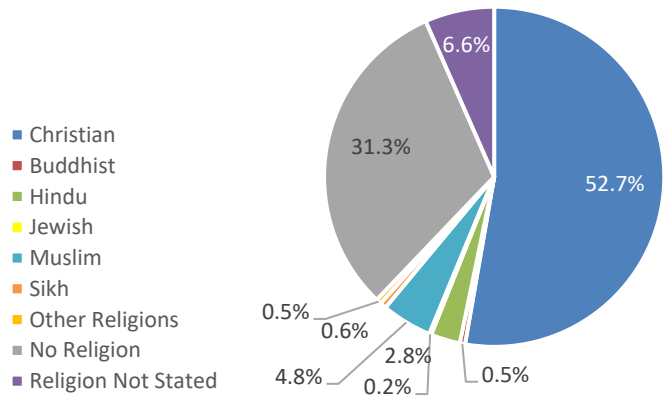
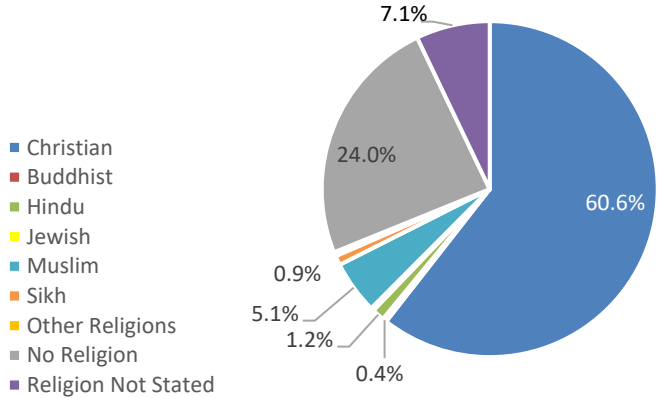


Chart 31

Buckinghamshire %



BMKFA Gender compared to County Census by Core Group

