



Buckinghamshire & Milton Keynes Fire Authority

Meeting and date: Fire Authority, 14 June 2023

Report title: Equality, Diversity, and Inclusion Objectives 2020–2025 – Year three update

Lead Member: Councillor Gary Hall, Lead Member - People, Equality and Diversity and Assurance

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

Author and contact: Anne Stunell, Head of Human Resources

Action: Noting and Decision

Recommendations: It is recommended that:

1. the contents of the report, Introduction; Equality, Diversity, and Inclusion (EDI) 2020 – 2025 Appendix 1 the BMKFA Headlines in Appendix 2 and EDI workforce data in Appendix 3 be noted.
 2. the revised EDI objectives in Appendix 4 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, and again in 2022 they were reviewed and revised, these were approved at the June 2021 and June 2022 Fire Authority meetings. In early 2023 the EDI group discussed and reviewed the EDI objectives and to continue the strong focused approach, they have revised them to align with the overarching EDI objectives. The 2023/2024 objectives can be seen in Appendix 4.

This report is to update on progress made on EDI and the EDI objectives. The themes for 2023 are set against our agreed objectives and have been amended to ensure the refreshed Corporate Plan priorities and the HMICFRS report recommendations and learning are aligned with it. In addition, we have cross referenced the

recommendations from both the Independent Culture Review of London Fire Brigade and more recently the HMICFRS Values and culture in Fire and Rescue Services. Separate reports have been presented to the Executive Committee and Fire Authority.

Appendix 1 introduces the statutory duties outlined by the prevailing legislation, the overarching objectives.

Appendix 2 shows a summary of the EDI headlines.

Appendix 3 illustrates EDI workforce data in the form of charts in comparison to the latest census data (2021) for the population of Buckinghamshire and Milton Keynes. The service has reviewed the way we collect and present our data; this has been refreshed and is captured in the latest data report.

Appendix 4 shows EDI objectives, noting the review themes for 2023.

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 costs have been budgeted for and built into the 2023/24 budget.

The proposed continuation of EDI Group members and Watch Commanders and Support Services equivalent training incurs a cost, this has been approved by the Training Strategy Group.

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 Monitoring Board, Health, Safety and Wellbeing Committee and Strategic Management Board. Annual reports are presented to the 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) and South-Central Ambulance Service (SCAS) on recruitment and apprenticeships, promoting careers for all. Recently taking part in a tri-service recruitment morning at West Ashland Fire station, with over 200 interested candidates over the three services.

Members of the EDI group have been active participants of the five shires Addressing Inequalities collaboration which was originally set up following the Black Lives Matter movement. They have contributed to workshops and are lead members of working groups on 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.

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. We have recently revised our Code of Conduct. The Authority's Code of Conduct provides employees with an understanding of the standards expected when performing duties as an employee and guides behaviour, placing an obligation on all employees to take responsibility for their own conduct. Our current vision and values are planned to be reviewed in late 2023/2024.

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 presented the reviewed People strategy to the Fire Authority 10 October 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, a project was established to look at the specific categories of characteristics. A consultation took place and new data set was agreed. All staff groups were encouraged to enter the self-service portal to update the data. The data will be 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 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 Strategic Management Board, Joint Consultation Forum, Health, Safety and Wellbeing Committee and the Performance Monitoring Board.

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 20 April 2023 Joint Consultation Forum and reviewed and approved at the monthly EDI Group meetings, at Performance Monitoring Board on 27 April 2023, and Strategic Management Board on 16 May 2023.

Background papers:

March 2023 Executive Committee – Gender Pay Gap Report

[Gender Pay Gap Report](#)

October 2022 Fire Authority - People Strategy

[People Strategy October 2022](#)

June 2022 Fire Authority – EDI objectives 2020 – 2025 – Year two update

[BMKFA June 2022 EDI Objectives](#)

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

[BMKFA June 2021 EDI Objectives](#)

June 2020 Fire Authority – EDI Objectives 2020 – 2025

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

HMICFRS report December 2021

[Buckinghamshire - HMICFRS \(justiceinspectorates.gov.uk\)](https://www.justiceinspectorates.gov.uk/buckinghamshire)

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/uksi/2017/353/contents/made>

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

<http://www.legislation.gov.uk/uksi/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](#)

Independent Culture review of London Fire Brigade

[Independent Culture Review of London Fire Brigade \(london-fire.gov.uk\)](https://www.london-fire.gov.uk/independent-culture-review/)

HMICFRS Report on Values and Culture in the Fire and Rescue Service

[HMICFRS Report on Values and Culture in the Fire and Rescue Service \(firestandards.org\)](https://www.firestandards.org/hmicfrs-report-on-values-and-culture-in-the-fire-and-rescue-service/)

Code of Conduct (V4.0)

[Code Of Conduct](#)

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

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.

Appendix 1

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

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 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. For progress to date, and to explore the themes for 2023, please see the Appendices 2 and 4.

BMKFA Headlines

Please find below the achievements against the 2022 – 2023 objectives:

- **Change 100 Internship** - The 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 not accessed before. We worked to secure an internship in 2022 however this fell through at source. We are working on an internship for Resource Management Team who will join us in Summer 2023.
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- **EDI Champions training for EDI group** - In October 14 employees undertook face to face EDI training: EDI group members and colleagues from across the service.
 - **Equality Impact Assessment (EIA) Review, consultation and implementation** - One of the HMICFRS recommendations was that *“The service should ensure it has robust processes in place to undertake equality impact assessments, implement and review any actions required”*. The guidance and template for these have been reviewed and consulted on to ensure they reflect current best practice and embedding equalities throughout everything. These are now embedded and part of the business-as-usual governance process. Over twenty five EIA’s have been completed to date.
 - **Individual training toolkits for example Hidden Disabilities, Sign Language - HEAT eLearning** packages are continuing to evolve and develop for example the Equality impact assessment and Deaf awareness, Bullying v’s Banter, Hidden Disabilities, Equality and Diversity in the workplace. Following review, our overall response to EDI packages was not where we would like it to be. The review demonstrated this was due to how the packages were set up on the system. Each package has been re-assigned to engage with the entire workforce.
 - **Create interest groups** - Female Firefighters are able to raise their concerns around facilities, welfare, uniform, etc. Meetings took place in December, January, March and April and actions fed into the EDI group and officers to

BMKFA Headlines

progress as business as usual. A women's network meeting took place in February. Collaboration has taken place with Oxfordshire Fire and Rescue Service who have confirmed they are happy for us to join with them for LGBT and Women's networks. Work continues to develop and agree the format.

- **EDI Calendar** - A calendar is in place, and is reviewed annually, the EDI group write and support others from across the service to write articles for the "Valuing our Diversity" intranet site and for our social media platforms for example in the past year articles have been written on International Women's Day, Ramadan, International youth day, World humanitarian day, Adults with dyslexia, Diwali, International men's day, International day for the elimination of violence against women and girls, International migrants day, World religion day, Autism Sunday and Palm Sunday.

The service continues to grow our calendar and raise awareness across the service of the wider events recognised across the world stage.

- **Community engagement to increase the diversity of the service** - New ways of working include:
 - Attendance at the National Apprenticeship Show and careers fairs across the County.
 - Attendance at National Careers Transition Pathway event for armed forces service leavers
 - Welfare visits
 - Virtual and face to face school and uniformed group visits
 - Fire and Wellness visits to high-risk occupants
 - Virtual and face to face On-Call awareness evenings and interviews.
 - Several successful have a go events, for Wholetime and On-Call recruitment.
 - Recruitment and community engagement with our local Mosques both in High Wycombe and Aylesbury.
 - Community engagement through our open station drop-in sessions for armed forces veterans' groups.
 - Coffee mornings for retired Buckinghamshire Fire and Rescue employees.
 - Eid in the Park at High Wycombe.

A toolkit for events was established which can be utilised in the future. Attendance was scheduled for the Milton Keynes Pride Event in September 2022 however, out of respect, following the tragic passing of our Monarch Officers did not attend the event.

BMKFA Headlines

As a result of our recruitment activities the applicant diversity has increased. From 2016 to 2023 female employees have increased by 4.6%, there have been more females starters, and fewer female leavers. By monitoring the recruitment stages, we have been able to identify areas to focus more support, for example reviewing our role related testing, has resulted in a slight improvement in success for candidates with protected characteristics. Work, analysis and engagement are ongoing to ensure further improvements and a more diverse workforce.

- **Employers Network for Equality and Inclusion (ENEI) Talent Inclusion and Diversity Evaluation (TIDE)** - In June 2022 the Survey was completed, and the Bronze Standard awarded to BFRS for the third year running. Meetings took place with stakeholders ahead of 2023 benchmarking where we hope to secure the Silver award for 2023 / 2024.



- **Addressing Inequalities Five Shires collaboration** - The collaboration Buckinghamshire continues to work collaboratively with the other four Fire Services - Royal Berkshire, Gloucestershire, Oxfordshire, and Warwickshire working together to demonstrate our 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.

The group meet regularly to share best practice.

- **Focus on ensuring our current employees have what they need to carry out their role effectively.**
 - 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. Equality, Diversity and Inclusion (EDI) is one of the five key areas and highlights our EDI objectives. Each year a review of the previous year is undertaken and presented to the authority with the

BMKFA Headlines

third-year report due in October 2023. The previous 2021 / 2022 reviews are noted and linked in the main cover paper.

The Service's People Strategy is intended to be flexible to address how the Service can most effectively respond to our current and future needs. The strategy features on both our internal intranet and external public facing website.

- **Service policies and procedures** are under regular review to ensure they reflect the community we serve and support employees for example – Pay Policy, Code of conduct, Whistleblowing, Supporting employees with mental or physical disabilities in the workplace, Supporting employees experiencing domestic abuse, Equality impact assessments, Job evaluation guidance, Recruitment and selection procedure.
- The service was awarded the **Armed Forces Covenant Gold Award** On 6 October 2022, the Chairman along with Acting Deputy Chief Fire Officer and Group Commander attended the prestigious Armed Forces Covenant Gold Award presentation onboard HMS Warrior, Historic Dockyard, Portsmouth. The Chairman received the Gold Award Certificate on behalf of Buckinghamshire & Milton Keynes Fire Authority on the Gun Deck, which was followed by a sunset ceremony performed by the Band of The Royal Marines.
- Engagement continues with our youth initiative which 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. Plans are progressing to expand over two other locations in High Wycombe and West Ashland, the desire is these will be live before December 2023.
- In the last 2022 EDI year two review, the **Replacement Breathing Apparatus (BA) project** that boasted seven more equal and inclusive enhancements to the current BA equipment has entered its final stages of distribution. Berkshire FRS is now live with Buckinghamshire going live in April, lastly followed by Oxfordshire predicted to be in June.
- The **gender pay gap** is based on data at the snapshot date of 31 March 2022. The mean gender pay gap in 2022 decreased by 0.4 percentage



BMKFA Headlines

points to 13.4 per cent (13.8 per cent in 2021), and 6.0 percentage points from the first year of reporting (19.4 per cent in 2017). This is positive and takes the Service 1.5 percentage points below the UK average gender pay gap of 14.9 per cent for 2022. The Service has identified a number of key areas of activity to lower the gender pay gap. The Service's action plan on addressing the gender pay gap is detailed in the Gender Pay Gap Report.

- 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. The People, Equality and Diversity and Assurance Member attends regularly. An update on EDI workstreams is given at every monthly 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 at wide range of **collaboration events** for example National Fire Chief Council (NFCC) Culture conference enabling an inclusive fire and rescue service.
- 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.
- **Collection of EDI data**, the collection of equality data from our workforce is essential to help identify where to focus our resources. It allows us to assess the value of diversity strategies, measuring progress and maintaining transparency. A review was undertaken, benchmarking against what other organisation collect and best practice the data fields were consulted on, amendments made and agreed. The data is used to ensure a diverse and fair organisation, to understand our staff better. Reports are run and analysed on a monthly basis; they show 17% of the workforce have updated their data between February and April 2023; and this has resulted in an increase in the amount of completed data fields. Work is ongoing with employees on the importance of updating their information.

Appendix 2

BMKFA Headlines

- **DBS Update**, our procedure has been reviewed and updated to ensure appropriate and robust checks are being in place and maintained, this is currently undergoing governance. 339 DBS have been undertaken to date.

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

Notes about the dataset

Buckinghamshire Fire & Rescue Service (BFRS) Workforce data

The data provided in this report is set at 31 March 2023.

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, e.g., Wholetime with an On-Call 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 2021 Census to provide a comparison with our local communities (Milton Keynes and Buckinghamshire).

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.

**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 2021 Census.

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

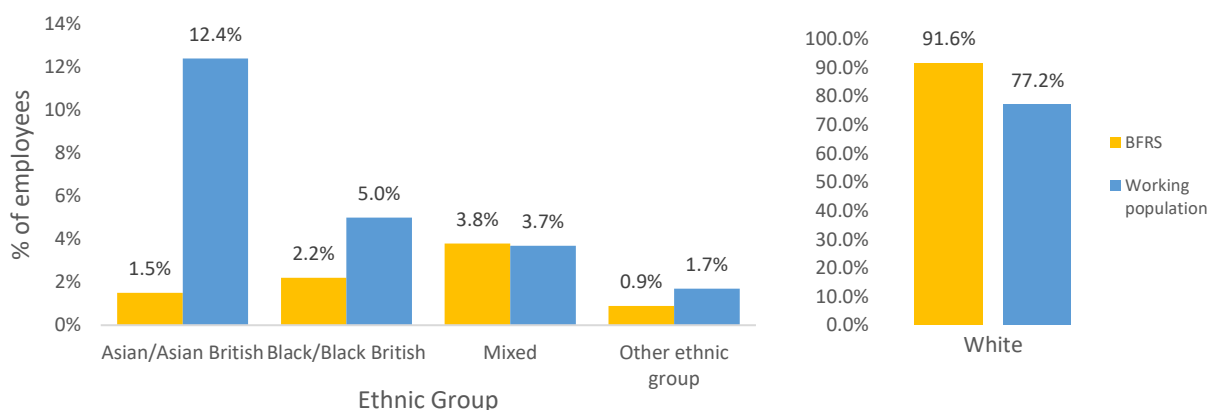
1. BFRS vs. Public (working population)

The following charts examine how well diversity within BFRS reflects that of our local communities (Milton Keynes and Buckinghamshire) according to the 2021 Census.

1.1 Ethnicity

The following chart depicts the ethnicity breakdown of employees as a percentage of the 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. 10.8 per cent of employees have not declared their ethnicity and are excluded from these figures.



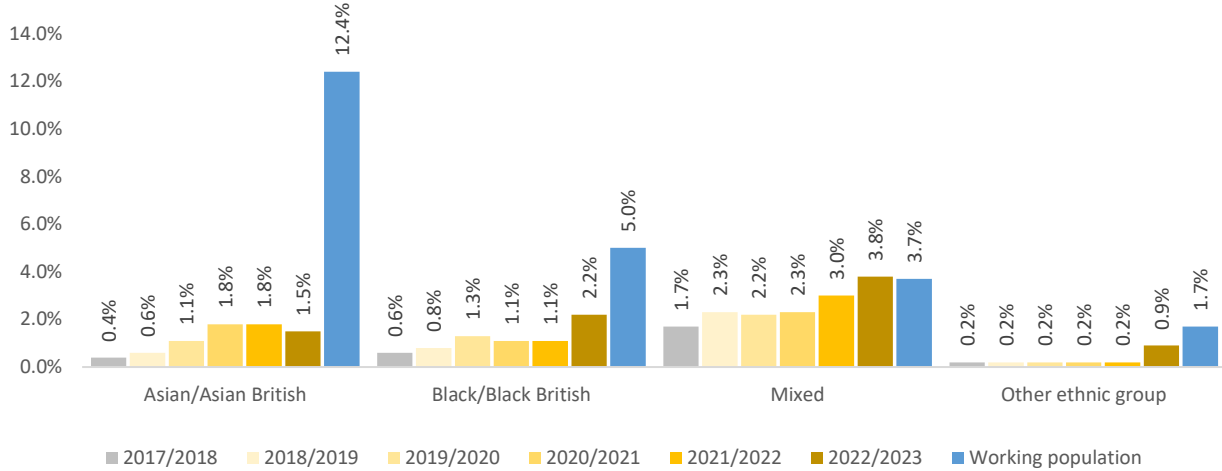
The largest group of minority ethnic origin in our working age population is Asian or Asian British. At BFRS, mixed ethnic origin employees are the largest group after white with the percentage closely matching that of the working age population.

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Data Source: iTrent for BFRS employee data; Nomis population data taken from the 2021 Census.

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

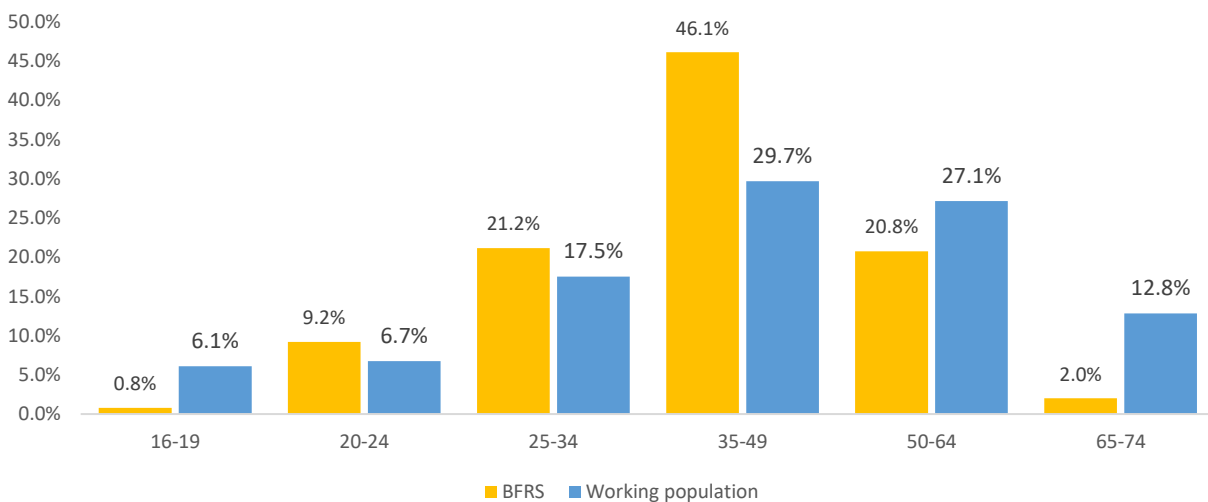
Ethnicity breakdown as % of all staff vs. working population



1.2 Age

The largest proportion of staff at BFRS fall within the 35-49 age bracket. This is also the highest age group of the working population of Buckinghamshire and Milton Keynes.

Age breakdown as % of all staff



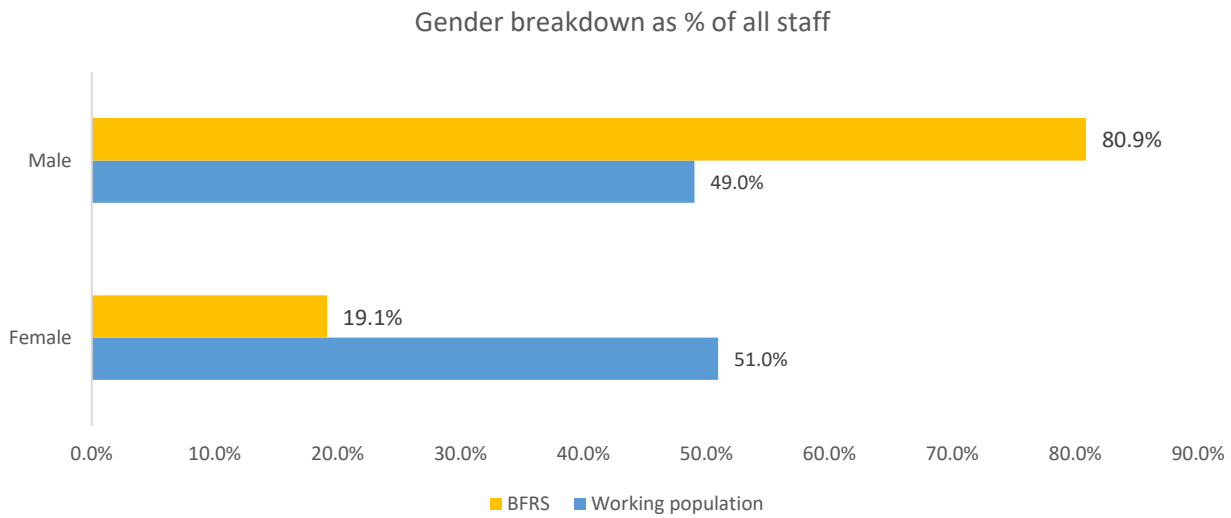
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Data Source: iTrent for BFRS employee data; Nomis population data taken from the 2021 Census.

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

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, although fairly evenly split, fractionally more females make up the working age population (51 per cent).



**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 2021 Census.

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

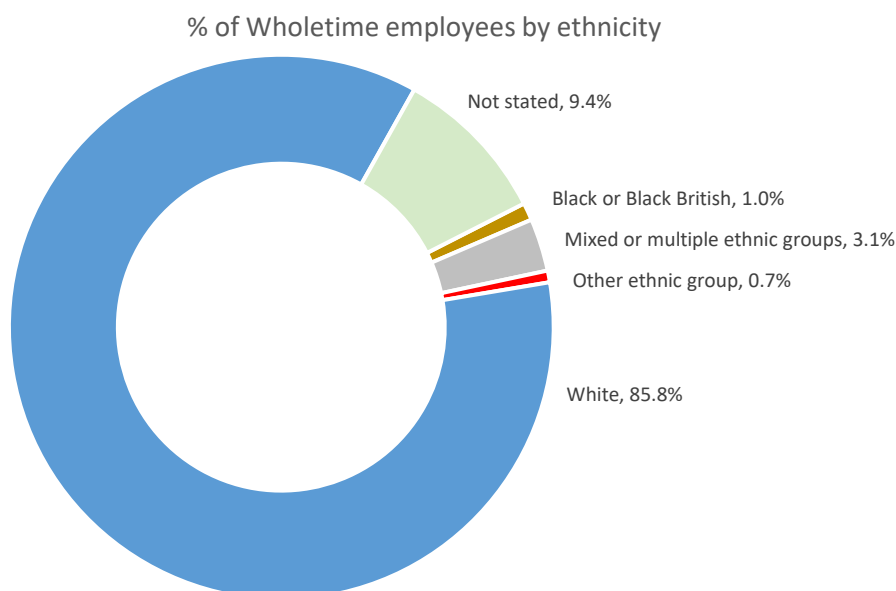
2. Diversity of BFRS workforce

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

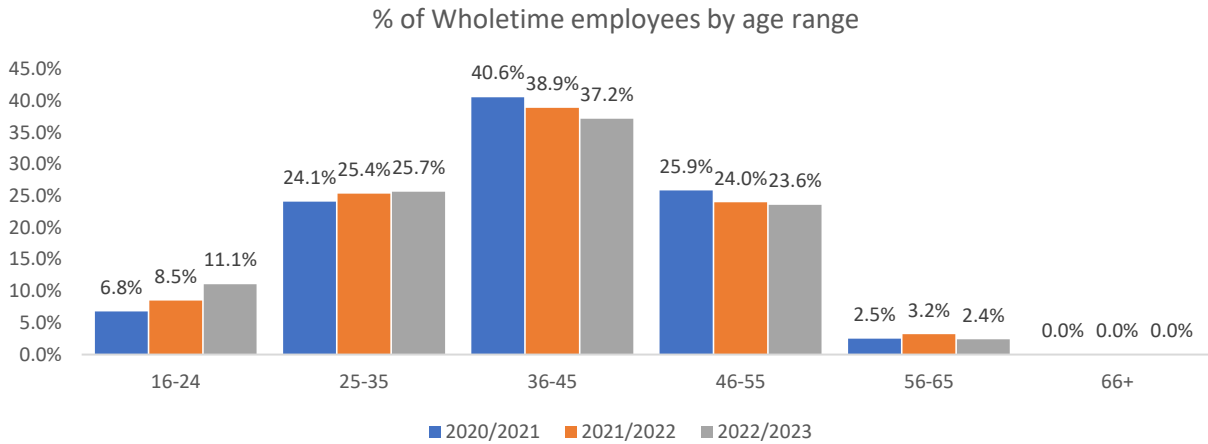


The above chart provides a breakdown of ethnicity for Wholetime employees in 2022/2023. The total number of employees in minority ethnic groups make up 4.9 per cent of the group, an increase of 1.4 percent from 2021/2022.

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Data Source: iTrent for BFRS employee data; Nomis population data taken from the 2021 Census.

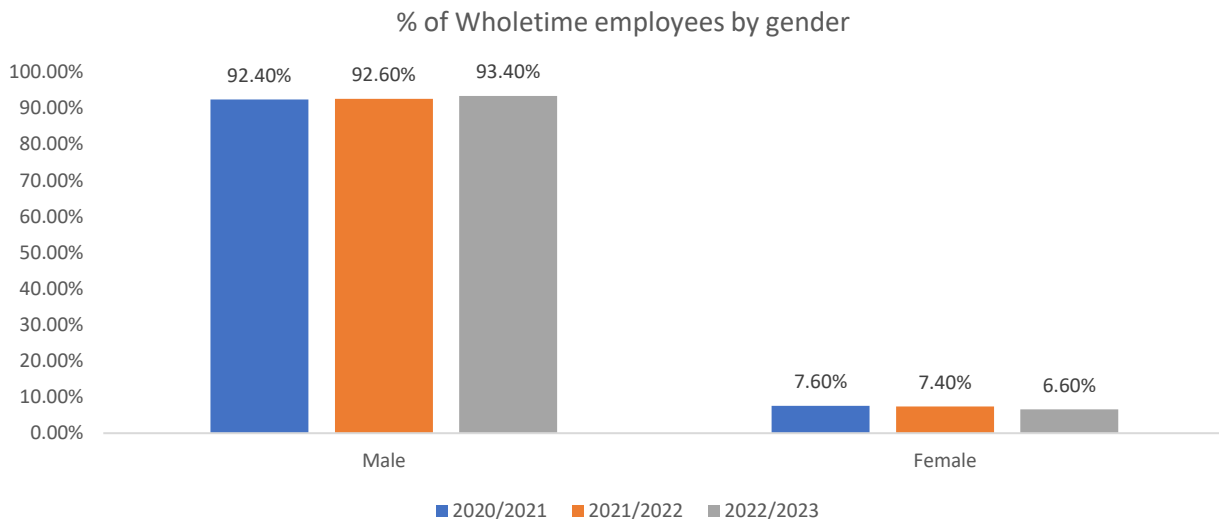
Buckinghamshire Fire & Rescue Service Equality, Diversity & Inclusion Workforce Data

2.1.2 Age



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 2023 (rounded up). The number of employees in the younger age ranges have been slowly increasing over the past three years since 2020/2021.

2.1.3 Gender



The percentage of female Wholetime employees fell for the second consecutive year in 2022/2023, by 0.8% compared to 2021/2022.

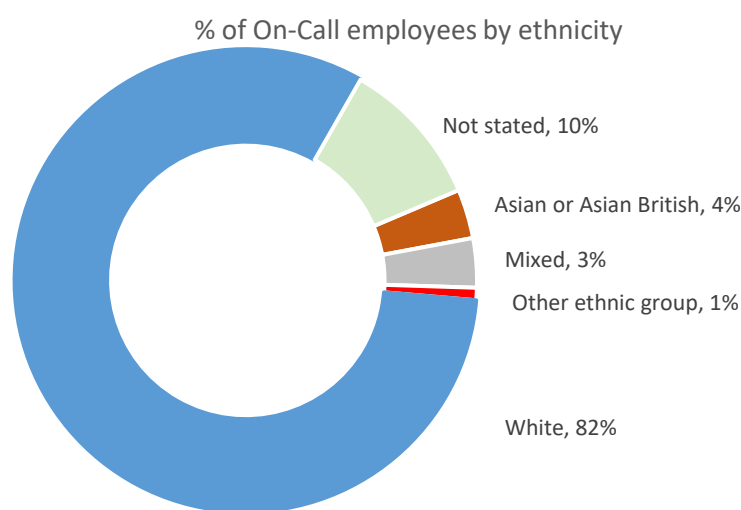
**The "Wholetime" group in this report includes all ranks across BFRS, Apprentice firefighters, flexi firefighters, day-crowded firefighters and secondees.
Data Source: iTrent for BFRS employee data; Nomis population data taken from the 2021 Census.

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

Female Wholetime firefighters make up just 3.8 per cent of the total organisation, down from 4.4% in 2021/2022. Male Wholetime firefighters have seen little change in numbers since 2021 and make up 54 per cent of the organisation.

2.2 On-Call employees

2.2.1 Ethnicity



Numbers of On-Call employees within the minority ethnic groupings are low, making up just 7.8 per cent of the group, an increase of 2.6 per cent from 2021/2022.

2.2.2 Age

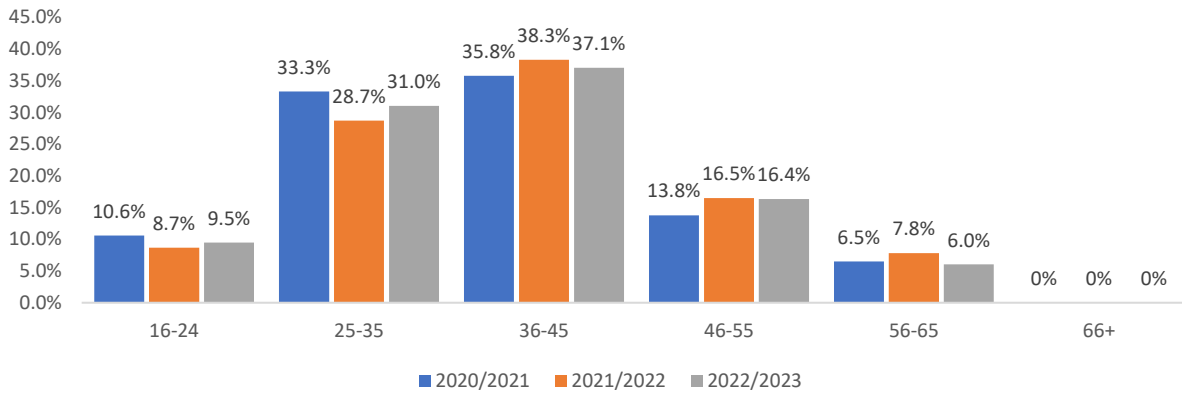
In 2022, the age breakdown of On-Call employees places the highest percentage in the 36 to 45 age range. This is partly because the On-Call group includes employees whose primary role is within Wholetime, and who have secondary On-Call roles.

**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 2021 Census.

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

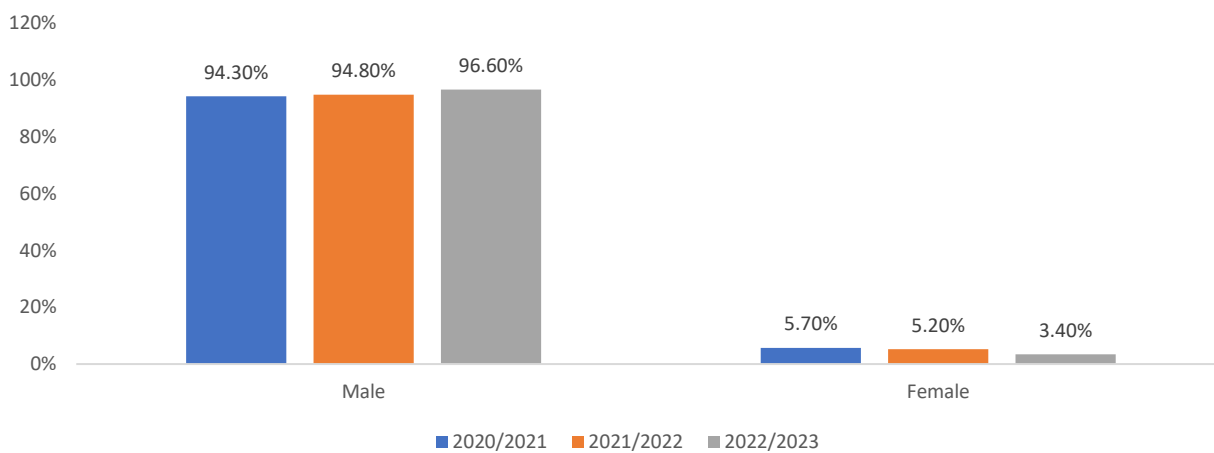
% of On-Call employees by age range



2.2.3 Gender

The number of female On-Call employees has diminished during the three-year period from 2020/2021. Similarly, to the Wholetime group, On-Call employees are predominantly male, representing 96.6 per cent of all On-Call employees in 2022/2023, an increase of 1.8 per cent since 2021/2022. It is worth noting that On-Call diversity is constantly changing due to turnover.

% of On-Call employees by 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 2021 Census.

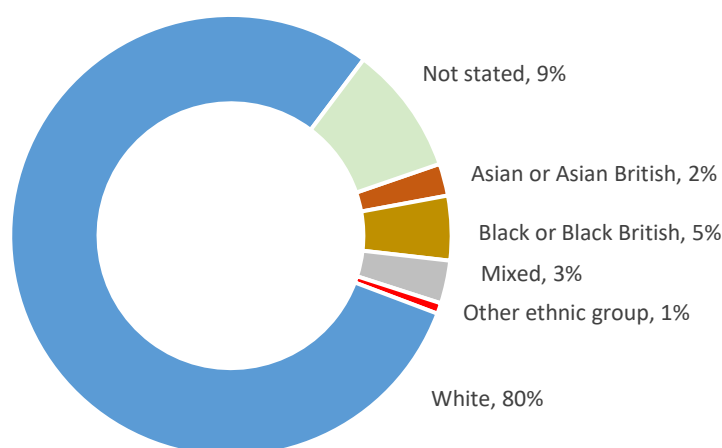
Buckinghamshire Fire & Rescue Service Equality, Diversity & Inclusion Workforce Data

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. Minority ethnic groups make up 11 per cent of all Support employees.

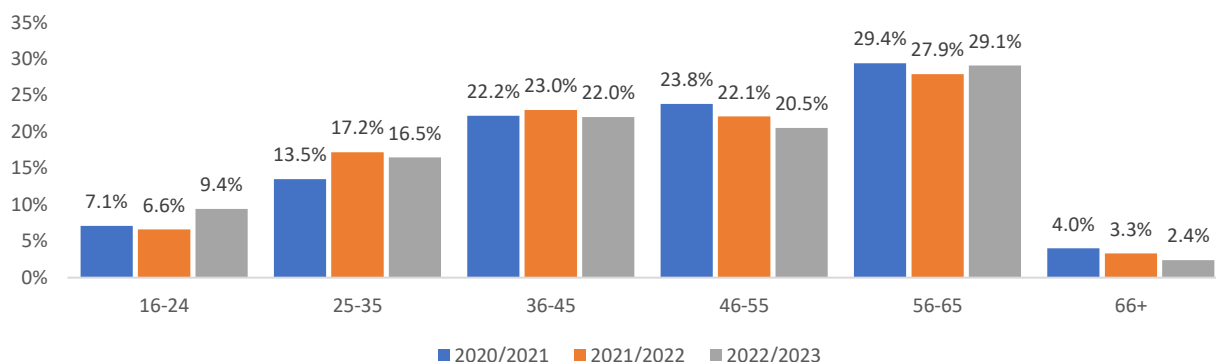
% of Support employees by ethnicity



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.

% of Support employees by age range



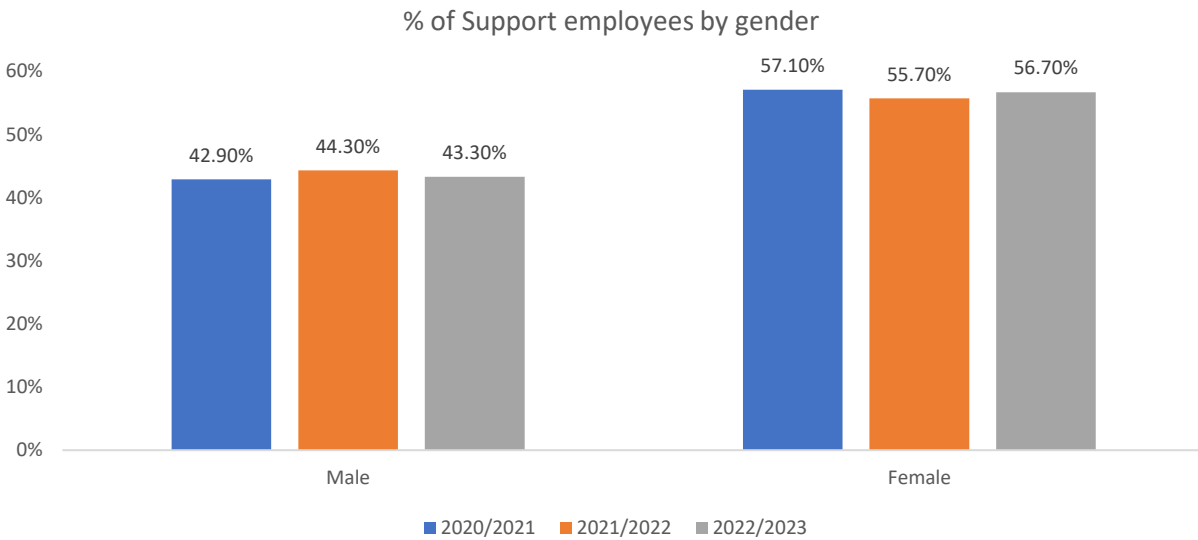
**The "Wholetime" group in this report includes all ranks across BFRS, Apprentice firefighters, flexi firefighters, day-crewed firefighters and secondees.

Data Source: iTrent for BFRS employee data; Nomis population data taken from the 2021 Census.

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

2.3.3 Gender

Support is currently the only core group within BFRS containing more females than males, accounting for 56.7 per cent of the group in 2022/2023, a one per cent increase from 2021/2022.



**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 2021 Census.

Appendix 4 EDI Objectives 2020–2025 – Year 4

Buckinghamshire Fire and Rescue Service – Equality, Diversity, and Inclusion (EDI) Strategic Summary 2023-2024

The Service will continue to build a representative workforce with the appropriate skills, experience, and leadership qualities to deliver a range of services to our communities, that embraces change and delivers activities to reduce harm and make those communities safe and healthier.

Objective 1 - Diversity - our culture will engage and value diversity and difference, to enhance our service to the public.

Objective 2 - Service to the community – we will provide a more diverse range of services to better protect the communities we serve.

Objective 3 - Improvement - our employment offer will be inclusive and embrace flexibility to support improved diversity representation across the Service.

Objective 4 - People - we aim to be an employer of choice, attracting, recruiting, retaining, and developing employees from diverse backgrounds, to reflect the communities we serve.

Theme	Activity	Objective Assigned				Objective Assigned
<p>Leadership Continue to recognise and promote equalities, diversity, and inclusion across the Service at all levels to support the delivery of the four objectives, and to develop a strong, inclusive workplace culture.</p>	<p><i>Demonstrate that the Service is developing a reputation for delivering EDI outcomes and that EDI priorities influence strategic decisions by:</i></p> <ul style="list-style-type: none"> Measuring data being fed back from our systems and employees. Meeting the set objectives <p>Our EDI Objectives will be shared in an accessible format available to all</p>	1	2	3	4	<ul style="list-style-type: none"> All employees take personal responsibility for promoting and supporting EDI and holding one another to account when appropriate. All members of the Service can demonstrate that they are committed to reducing inequality and challenging discrimination. EDI priorities are considered when developing the CRMP. Opportunities to promote EDI activities are taken, promoting the Service as an equal opportunity’s employer. EDI is embedded and visible in everyday activity
	<p><i>Utilise all opportunities to promote the work of the EDI Group by:</i></p> <ul style="list-style-type: none"> Providing further EDI training for employees Setting clear goals, objectives and messages. Develop the use of the Message of the Month' initiative. Building a process for trained personnel to feedback to the EDI group Creating an annual People Award category for EDI. 		2	3	4	<ul style="list-style-type: none"> Positive working culture that is inclusive, has the trust and confidence of its people and its community. Membership of the EDI network increases. Message of the month consistently seen by at least 60% of the service. At least three nominations received for the EDI award.

Appendix 4 EDI Objectives 2020–2025 – Year 4

Theme	Activity	Objective Assigned				What does success look like?
<p>Leadership (Cont.)</p>	<p>Consider the positive impact that inclusive language and terminology can have in the workplace by:</p> <ul style="list-style-type: none"> Researching other organisations and develop appropriate guidance and promote its use. Producing a terminology and language guidance note 	1	2	3	4	<ul style="list-style-type: none"> All employees are aware of the impact of language and terminology and promote inclusivity therefore developing and reinforcing an inclusive culture across the Service. Reduction in grievances and disciplines due to inappropriate language is observed as a result
<p>Community Engagement Continue to work with all the communities we serve to build greater understanding and trust, leading to fully inclusive and enhanced targeted services.</p> <p>We will create equal opportunities for all, foster good relations and celebrate difference. This will, in turn, lead to a workforce that is representative of our communities.</p>	<p>Community Engagement to build relationships and develop trust, help us increase our understanding of different community groups and share the work of the Fire Service by:</p> <ul style="list-style-type: none"> Undertaking to attend at least 4 significant community events throughout the year. <p>South Asian Community Work</p> <ul style="list-style-type: none"> We will continue the work to engage with the South Asian communities within Bucks. and Milton Keynes (MK) Attendance at South Asian community events Attendance at mosques to engage with community elders and to speak about potential recruitment. 	1	2	3	4	<ul style="list-style-type: none"> We see an increase in the number of People within in Bucks and MK engaging with our services and information. Improved relationships with targeted communities - increased dialogue Other communities approaching the Service to invite our attendance. Improved community safety and engagement in these areas Enhanced trust and positive relationships with these communities Enhanced engagement from the South Asian community with Prevention and Protection teams as a result of improved dialogue and trust A significant number of our employees and Members become White Ribbon Ambassadors and Champions

Appendix 4 EDI Objectives 2020–2025 – Year 4

Theme	Activity	Objective Assigned				What does success look like?
<p>Community Engagement (Cont.)</p>	<p>Armed Forces</p> <ul style="list-style-type: none"> Expand the Cadet programme. <p>White Ribbon</p> <ul style="list-style-type: none"> Gained White Ribbon accreditation and develop a 6-month plan. <p>Disability Confident Employer Scheme</p> <ul style="list-style-type: none"> Achievement of the 'Level 2' DCES accreditation - Disability Confident Employer Scheme Increase understanding of disability through training and education Removal of any barriers that might prevent people with a disability or long-term health conditions from accessing employment with the Service. <p>Change 100 Internship</p> <ul style="list-style-type: none"> Secure personnel to take part in the 2023 intake. A developed process and plan for continuing with internships. <p>Work Experience</p> <ul style="list-style-type: none"> Secure personnel to take part in the 2023 intake. A developed process and plan for continuing with Work Experience <p>Marketing</p> <ul style="list-style-type: none"> Increased number of events highlighted throughout the year using the digital tools available both internally and externally to the Service 	1	2	3	4	<ul style="list-style-type: none"> Recruitment and retention of people with disability We are able to draw from the widest possible pool of talent, securing high-quality employees who are skilled, loyal, and hard working. Improved employee morale and commitment by demonstrating fair treatment. Enhanced workforce as the result of employing people with disability Provision of opportunities for participants to develop skills in a workplace environment. Improved understanding of the positive impact internships and work experience can bring to the workplace. Increase in the number of applicants for Internships and work experience

Appendix 4 EDI Objectives 2020–2025 – Year 4

Theme	Activity	Objective Assigned				What does success look like?
<p>Neurodiversity - ensure that our policies procedures and information systems are accessible by all and that our work force has an awareness of neurodiverse conditions and means of support.</p>	<p>Neurodiversity</p> <ul style="list-style-type: none"> • Develop a procedure note to support employees who are neurodiverse or have learning differences. • Ensure all Service 'People' policies and procedures are up to date and are supported by an EIA; and are also available in accessible formats and are dyslexia and neuro-diverse friendly. • Work to develop improved accessibility to our systems and information sources 	1	2	3	4	<ul style="list-style-type: none"> • Suite of 'People' related documents that are current and accessible to all employees. • All managers will know how to support employees with neurodiversity. • Awareness of neurodiversity increased throughout the Service. • Key support materials / information sources that all employees can access. • All employees have equality of access to the support necessary or required to be able to achieve their full potential
<p>Recruitment. We aim to be an organisation that is well regarded for being inclusive. We want to attract, recruit and retain the very best talent to all roles.</p>	<p>Engage with diverse communities.</p> <ul style="list-style-type: none"> • Clarity regarding specific barriers that some communities may face to seek employment with the Service. • Deliver at least 4 positive action events. • Review all selection processes to ensure they provide targeted support and adjustments to individuals who need it 	1	2	3	4	<ul style="list-style-type: none"> • Information gained is used to inform our engagement and recruitment approach. • Increased number of candidates from different backgrounds thus increasing workforce diversity • Greater understanding of what working for the Fire Service means.

Appendix 4 EDI Objectives 2020–2025 – Year 4

Theme	Activity	Objective Assigned				What does success look like?
<p>Facilities and Welfare Provision - Focus on ensuring our current employees have the correct workplace arrangements they need to carry out their role effectively.</p>	<ul style="list-style-type: none"> Continue to engage with employees to identify needs with regard to uniform, facilities, and welfare provisions. Work with the Property department to develop station standards. Design and adapt our buildings, as we continue our capital development programme. An EDI group member will be part of the Uniform project team to influence the development of the new specification. 		2	3	4	<ul style="list-style-type: none"> Employee concerns and ideas are captured, feedback is provided, and ideas are developed where appropriate. Create accessible, inclusive workplaces and community facilities befitting of a modern fire and rescue service. EDI influence is captured within the development of the replacement uniform specification.
<p>Training - ensure that our employees understand EDI and the benefits of having a diverse workforce by providing training and development opportunities</p>	<p><i>Provide a comprehensive and relevant education programme that enables all employees to better understand a range of EDI issues.</i></p> <ul style="list-style-type: none"> Review and update the EDI training packages currently available. Develop training packages to meet current and future needs. Attendance at relevant conferences and seminars, both online and in person (e.g., Asian Fire Service Association) Continue to promote understanding using the EDI Calendar to inform our employees of different group and religious events. We will ensure EDI is within our leadership development programmes 	1	2	3	4	<ul style="list-style-type: none"> Employees have the right knowledge and the confidence to address prejudice and discrimination. Develops an inclusive and accessible culture that respects all members of our workforce. Our employees are more aware of the needs of our communities. Mandatory EDI eLearning will achieve a completion rate of at least 90% The capability of managers to proactively embed EDI in everything they do will be enhanced