



# Equality and Diversity Data (June 2020)



## **Buckinghamshire Fire and Rescue Service**

The Authority currently employs 480 people. The establishment has been maintained throughout this period, and workforce planning is key. Equality, Diversity and Inclusion (EDI) objectives have been set for 2020-2025, and our EDI group is working on tangible objectives to ensure our workforce better represents our community. For example, our recruitment campaigns consider awareness strategies to broaden the diversity of the candidates. These include our Apprenticeship programme, recruitment of transferees, flexi-firefighters and On-Call, which present 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

## BFRS Protected Characteristics by Core Group

The majority of figures in this document are based on employees being counted once only in their primary role. This however accounts for only a fraction of our On Call population as many Whole-time and Support employees have additional On Call roles. Therefore, in order to measure the diversity of On Call staff as an entire group, these figures include all employees with On Call roles counted once only. Some of these employees are also reflected in Whole-time or Support figures. [The “Total BFRS” column includes \*all\* of our employees counted \*once\* only.](#)

\*less than 10

Age	Whole-time	% of Whole-time	On Call*	% of On Call	Support	% of Support	Apprentices	% of Apprentices	Total BFRS	Total BFRS %
Age 0-19	*	*	*	*	*	*	*	*	*	*
Age 20-24	*	*	10	*	*	*	16	33.3%	35	*
Age 25-29	18	*	18	15.1%	*	*	13	27.1%	54	11.3%
Age 30-44	130	53.5%	62	52.1%	26	22.4%	16	33.3%	211	44.0%
Age 45-59	86	35.4%	27	22.7%	58	50.0%	*	*	157	32.7%
Age 60-64	*	*	*	*	12	10.3%	*	*	14	*
Age 65+	*	*	*	*	*	*	*	*	*	*

\*less than 10

Ethnic Origin	Whole-time	% of Whole-time	On Call*	% of On call	Support	% of Support	Apprentices	% of Apprentices	Total BFRS	Total BFRS %
White	209	86.0%	108	90.8%	97	83.6%	43	93.5%	415	86.5%
Mixed Ethnicity	*	*	*	*	*	*	*	*	*	*
Asian or Asian British	*	*	*	*	*	*	*	*	*	*
Black or Black British	*	*	*	*	*	*	*	*	*	*
Arab	*	*	*	*	*	*	*	*	*	*
Other	*	*	*	*	*	*	*	*	*	*
Not Stated	26	10.7%	*	*	10	*	*	*	44	*

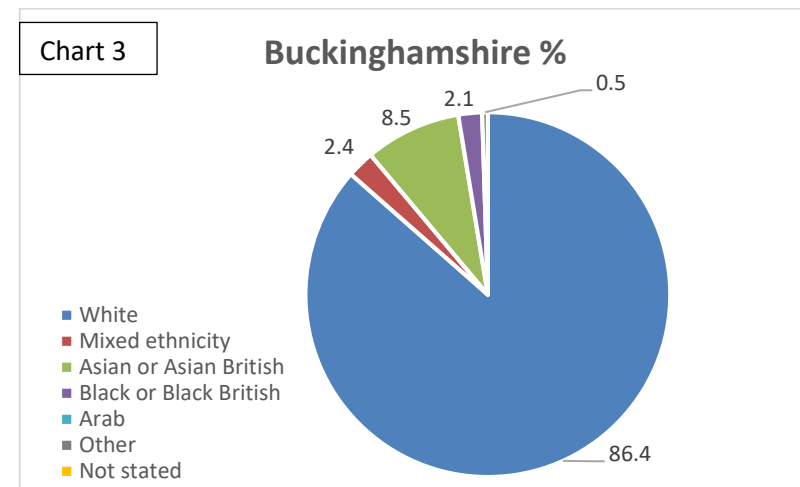
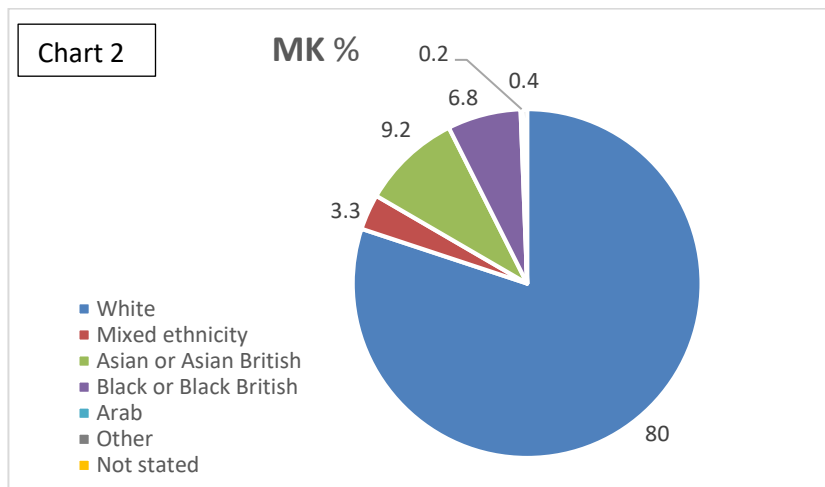
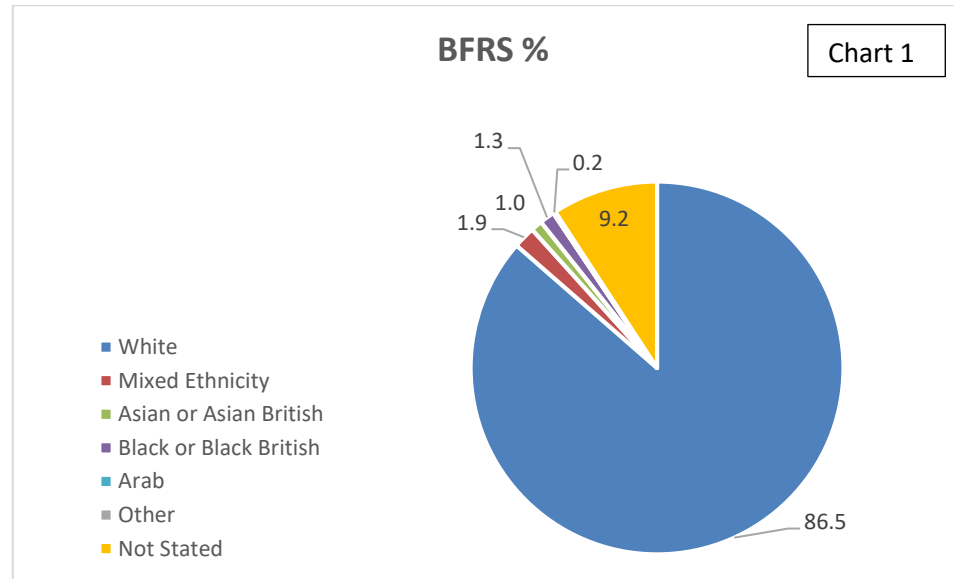
\* less than 10

Religion	Whole-time	% of Whole-time	On Call*	% of On Call	Support	% of Support	Apprentices	% of Apprentices	Total BFRS	Total BFRS %
Christian	28	11.5%	34	28.6%	38	38.8%	18	37.5%	107	22.3%
Buddhist	*	*	*	*	*	*	*	*	*	*
Hindu	*	*	*	*	*	*	*	*	*	*
Jewish	*	*	*	*	*	*	*	*	*	*
Muslim	*	*	*	*	*	*	*	*	*	*
Sikh	*	*	*	*	*	*	*	*	*	*
Other Religions	*	*	*	*	*	*	*	*	10	*
No Religion	42	17.3%	23	19.3%	*	*	18	37.5%	89	18.5%
Religion Not Stated	171	70.4%	59	49.6%	54	55.1%	*	18.8%	270	56.3%

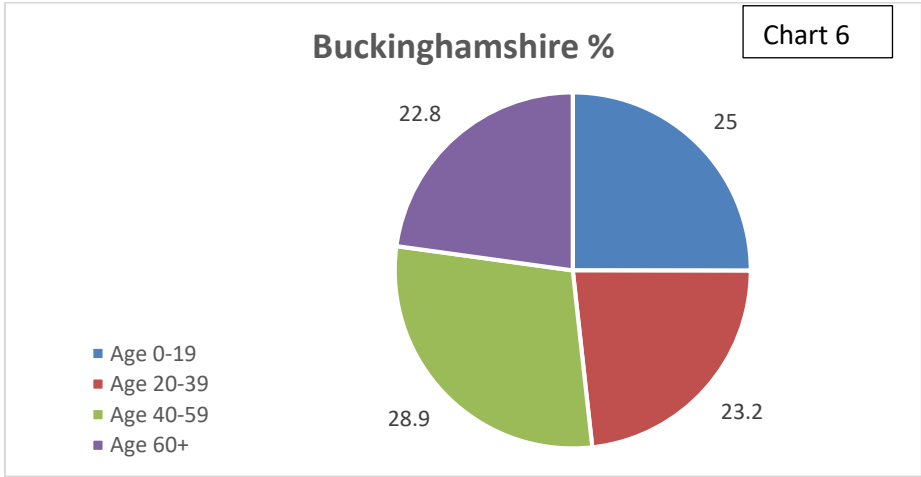
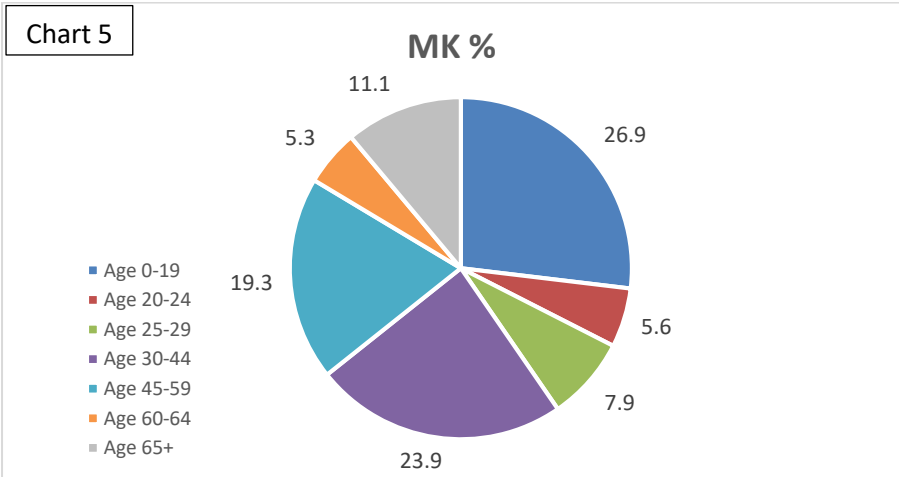
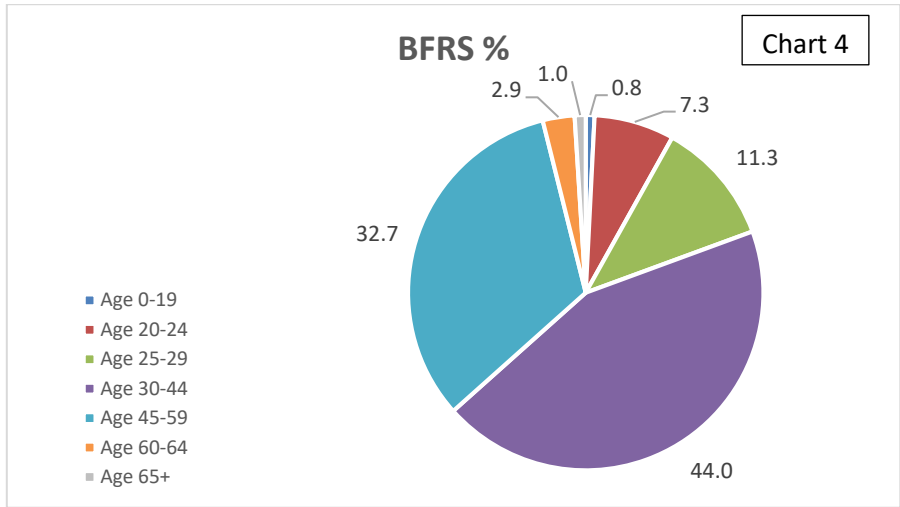
Gender	% of Whole-time	% of On Call	% of Support	% of Apprentices	Total BFRS %
Male	93.4%	90.8%	44.0%	85.4%	81.0%
Female	6.6%	9.2%	56.0%	14.6%	19.0%

Disability	% of Whole-time	% of On Call	% of Support	% of Apprentices	Total BFRS %
Disabled	0.4%	0.0%	1.7%	0.0%	0.6%
Not disabled	29.1%	54.2%	38.5%	89.4%	41.0%
Not stated	70.5%	45.8%	59.8%	10.6%	58.3%

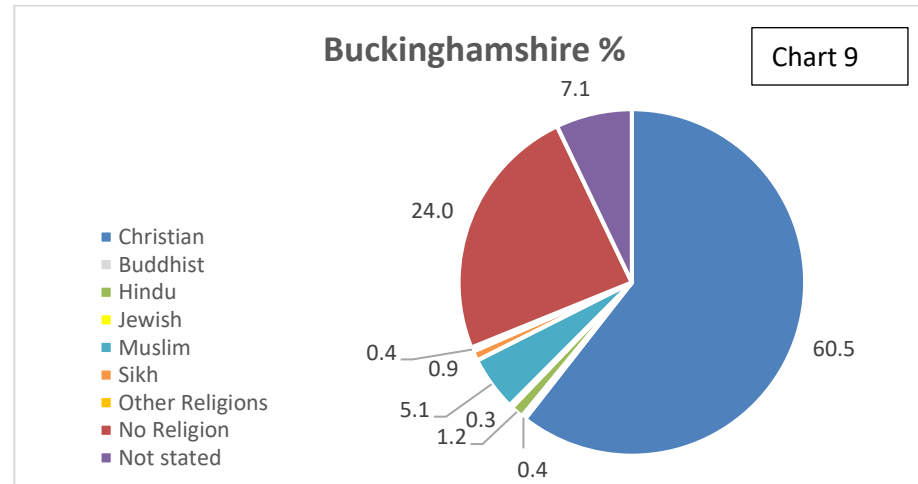
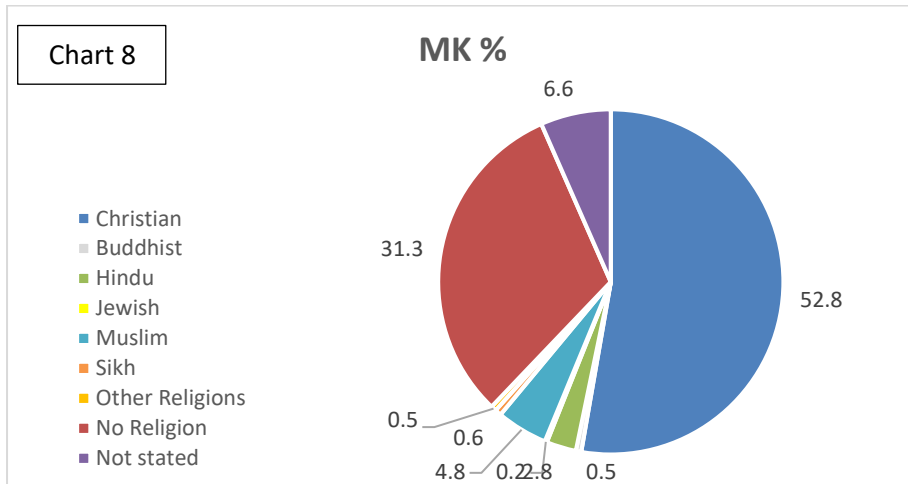
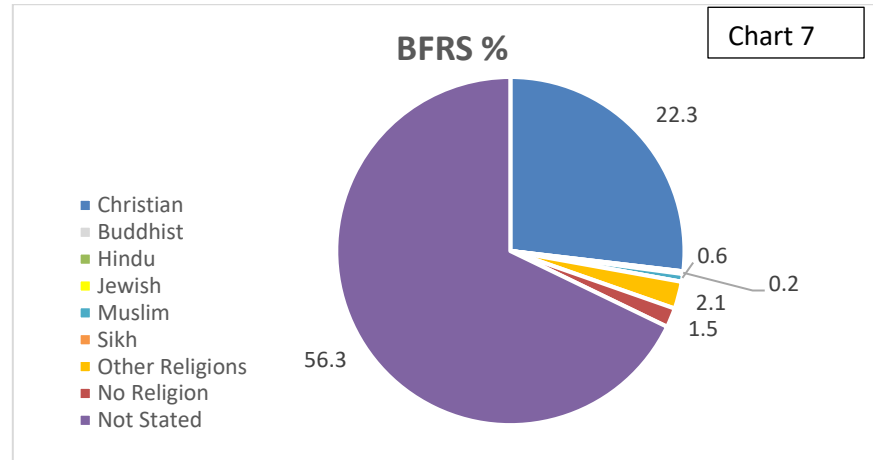
## BFRS Ethnicity compared to County Census



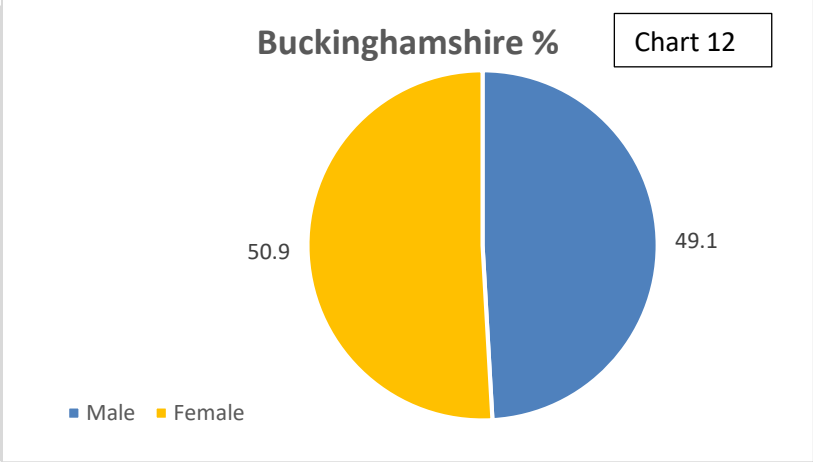
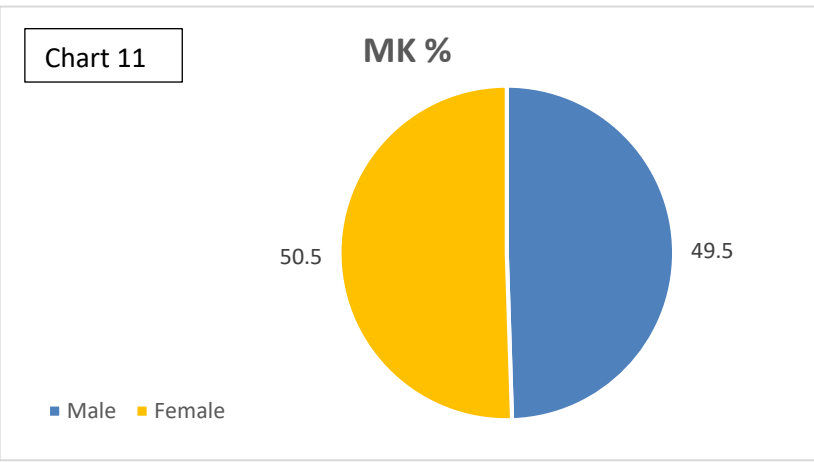
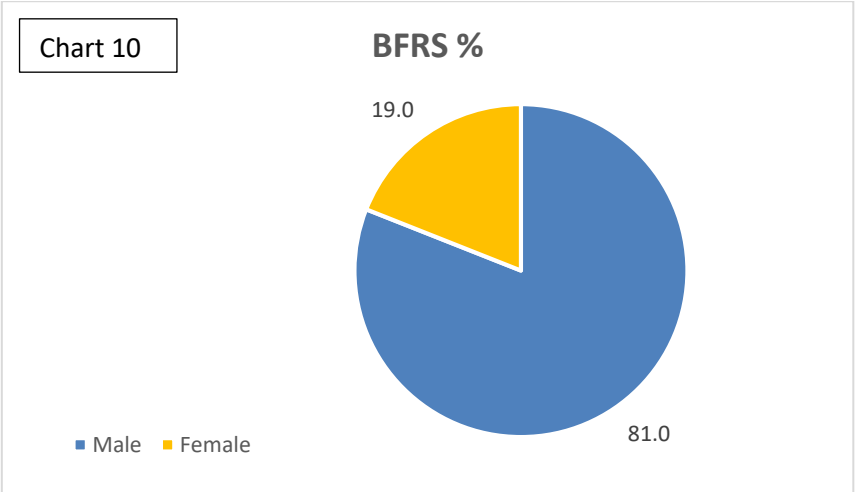
## BFRS Age ranges compared to County Census



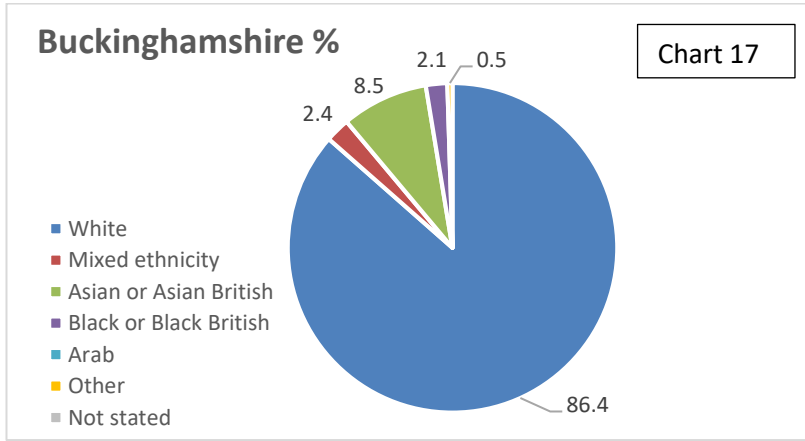
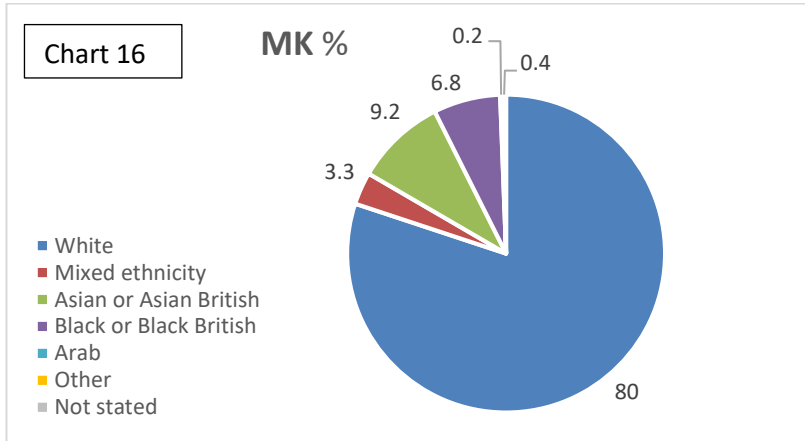
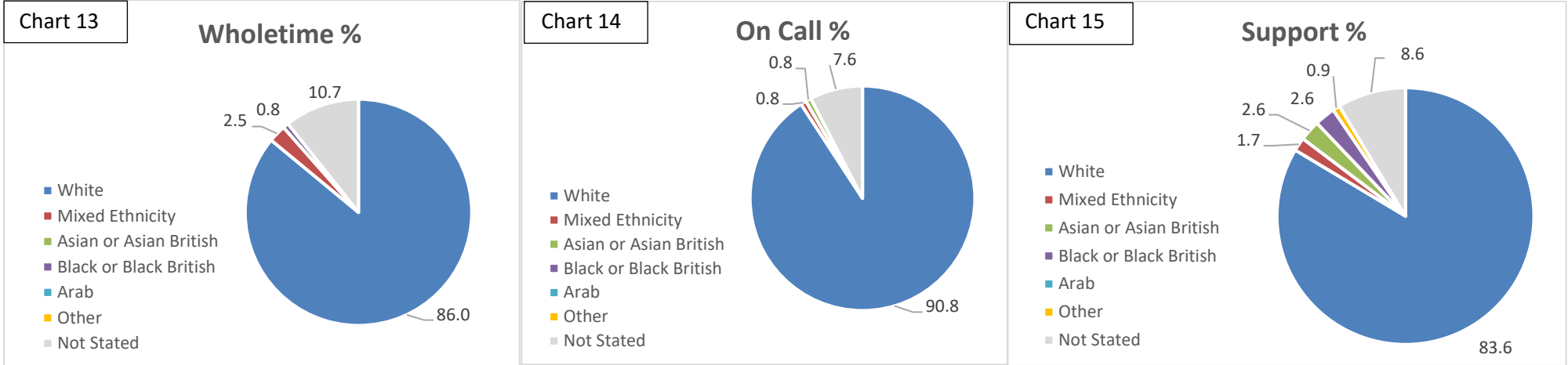
## BFRS Religion compared to County Census



# BFRS Gender compared to County Census

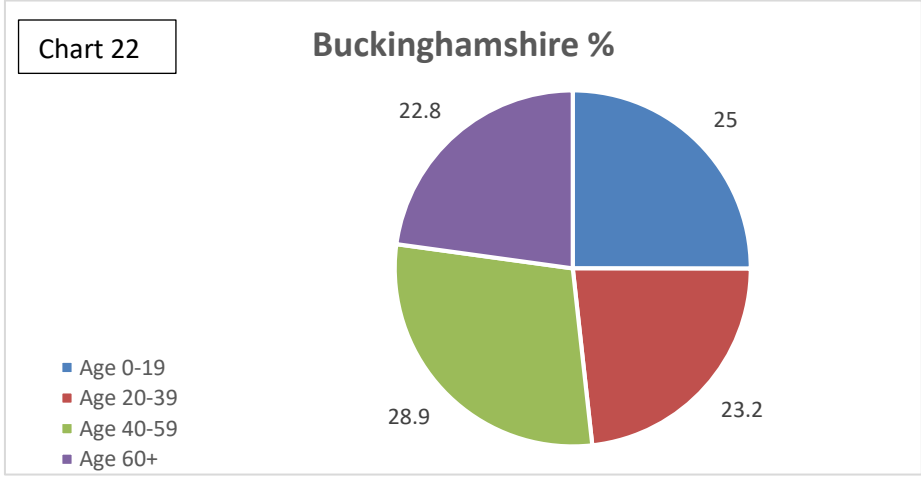
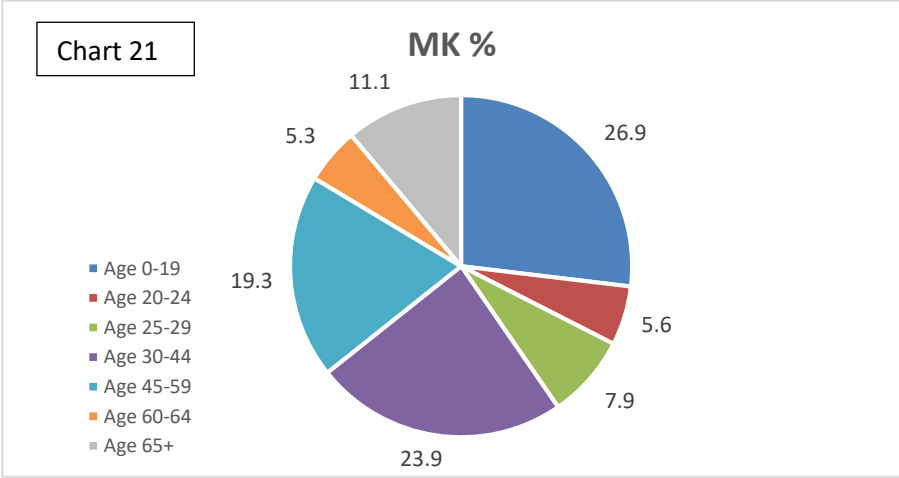
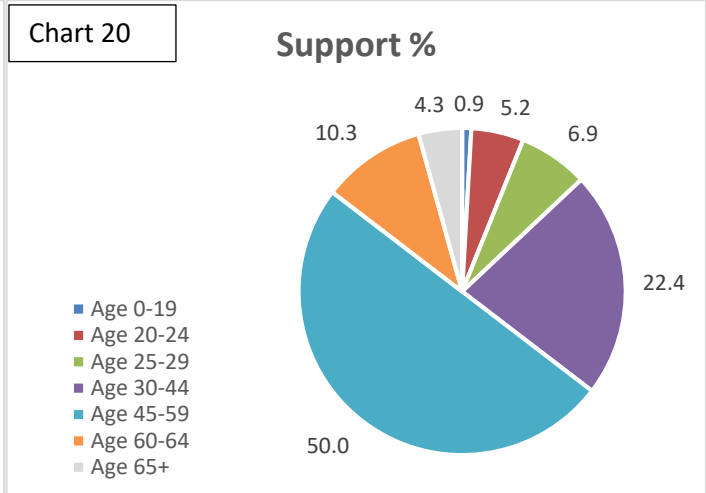
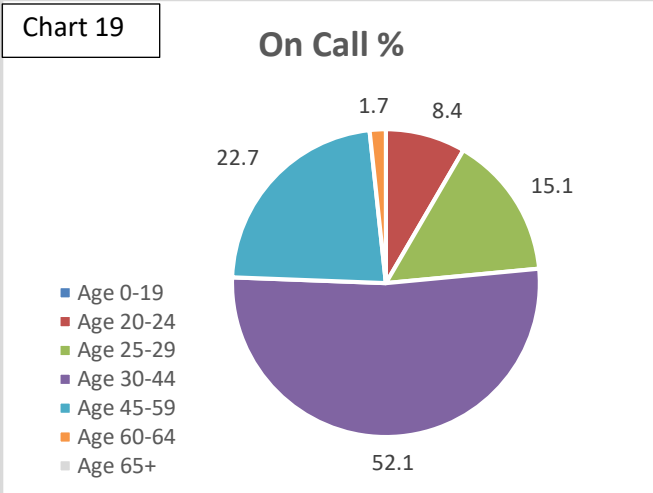
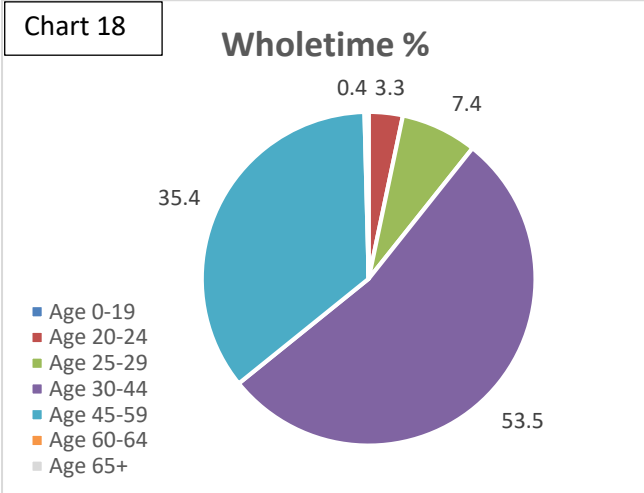


## BFRS Ethnicity compared to County Census by Core Group





## BFRS Age Ranges compared to County Census by Core Group



## BFRS Religion compared to County Census by Core Group

Chart 23

**Wholetime %**

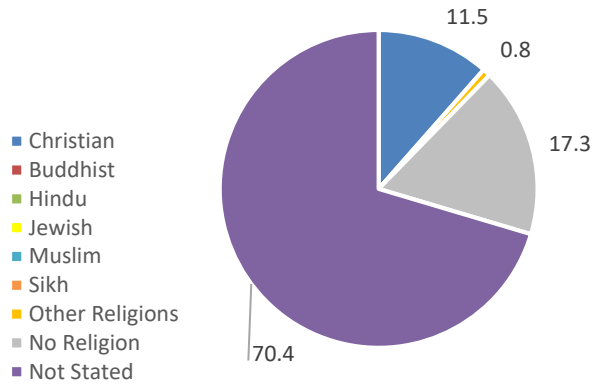


Chart 24

**On Call %**

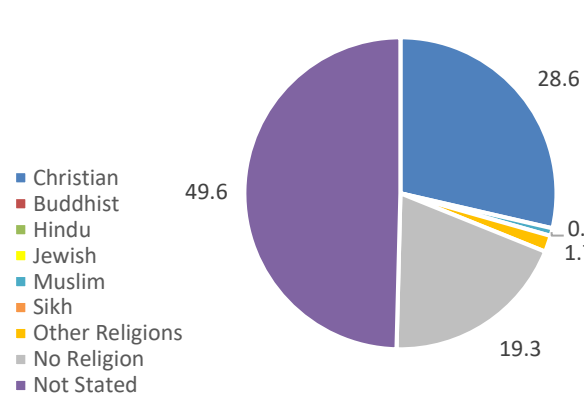


Chart 25

**Support %**

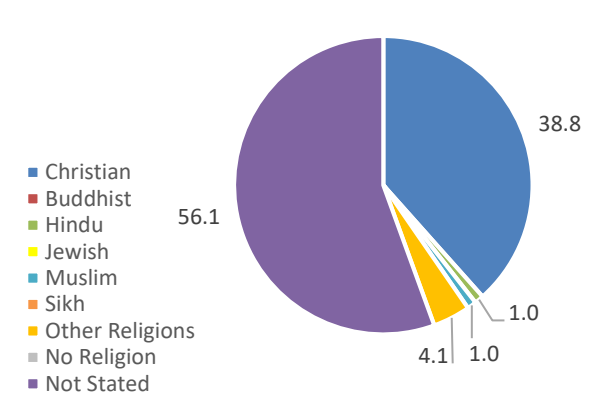
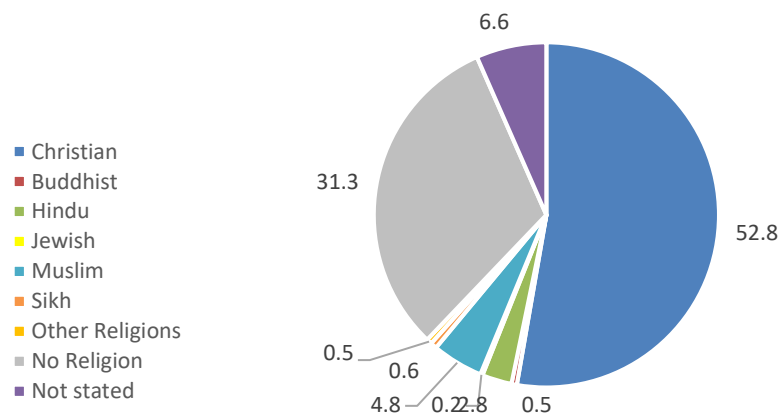


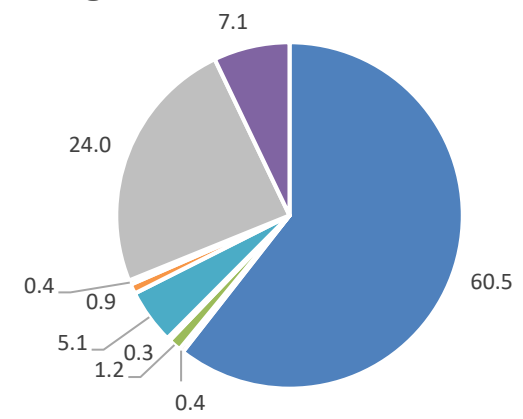
Chart 27

Chart 26

**MK %**



**Buckinghamshire %**



**BFRS Gender compared to County Census by Core Group**

Chart 28

**Wholetime %**

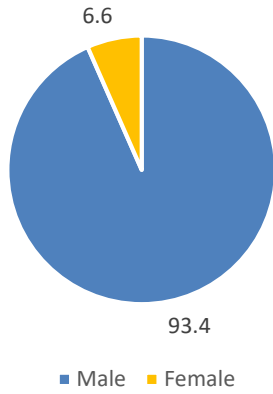


Chart 29

**On Call %**

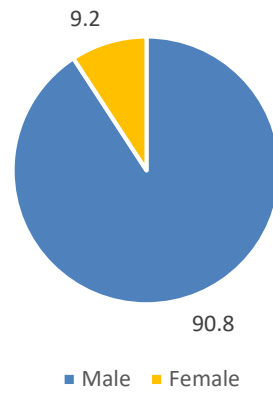


Chart 30

**Support %**

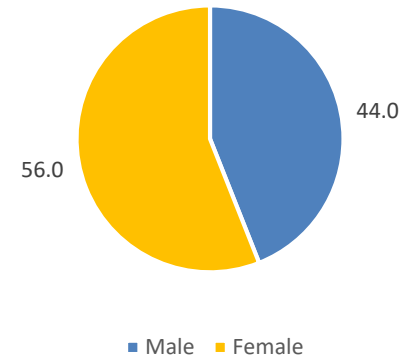


Chart 31

**MK %**

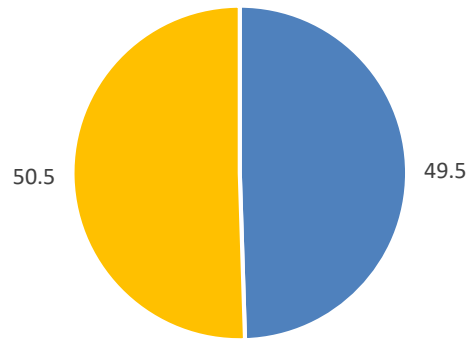


Chart 32

**Buckinghamshire %**

