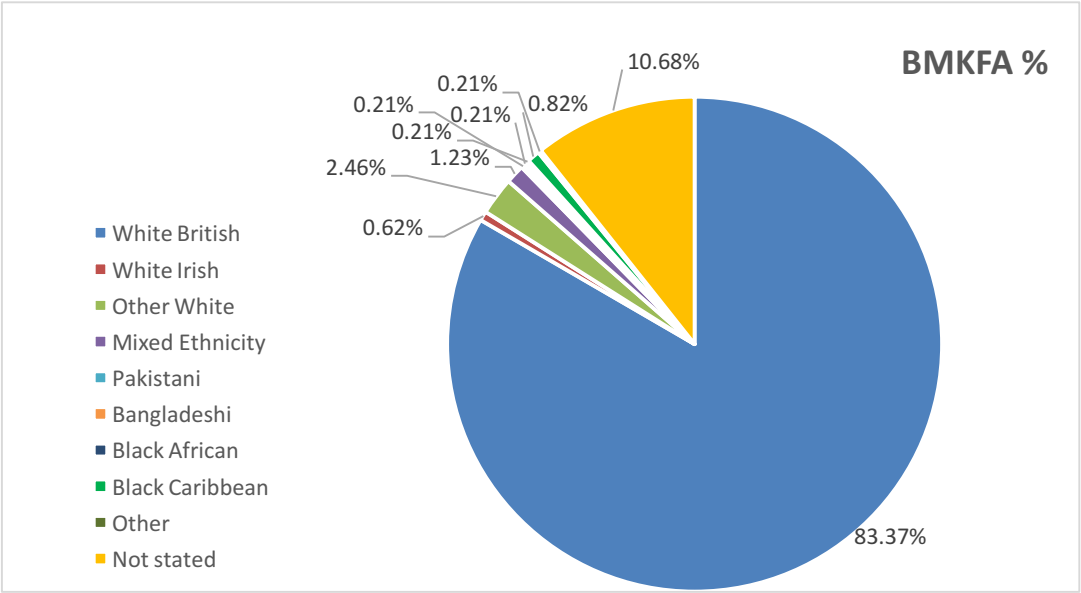
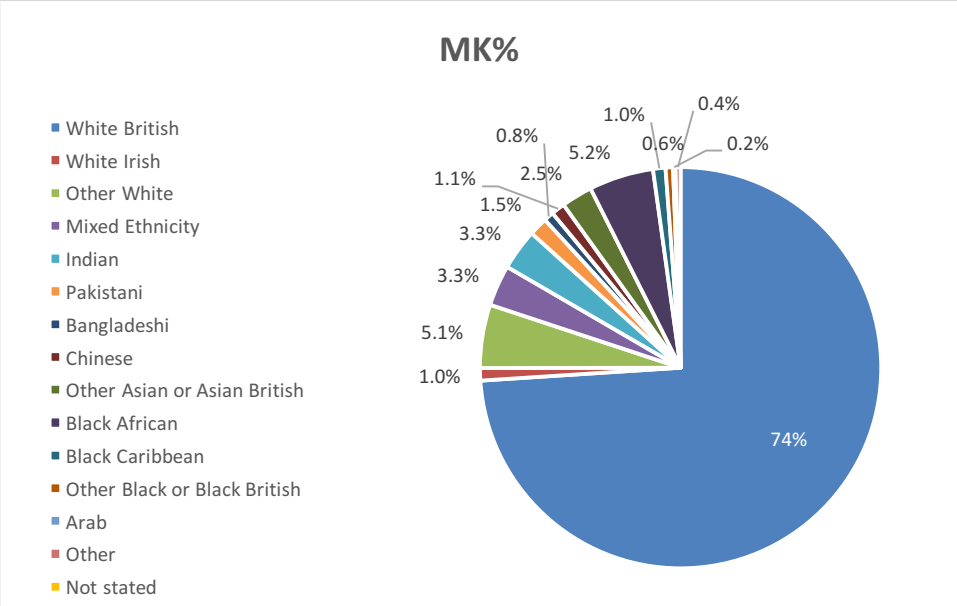
Equality and Diversity Data (July 2017)

Buckinghamshire Fire and Rescue Service

The Authority currently employs 496 people. Although we have experienced staff turnover mainly from planned retirements, since 2009 there has been a Wholetime Firefighter recruitment freeze, and a decline in the overall numbers of operational staff employed. The workforce has therefore been relatively static, and consequently it has been historically difficult to change the composition of the workforce in terms of diversity in order to reflect the communities serviced. The advent of Apprentices and more active recruitment across Wholetime and On Call now presents us with opportunities to begin to change the diverse make up of our workforce.

Chart 1: Ethnicity compared to County





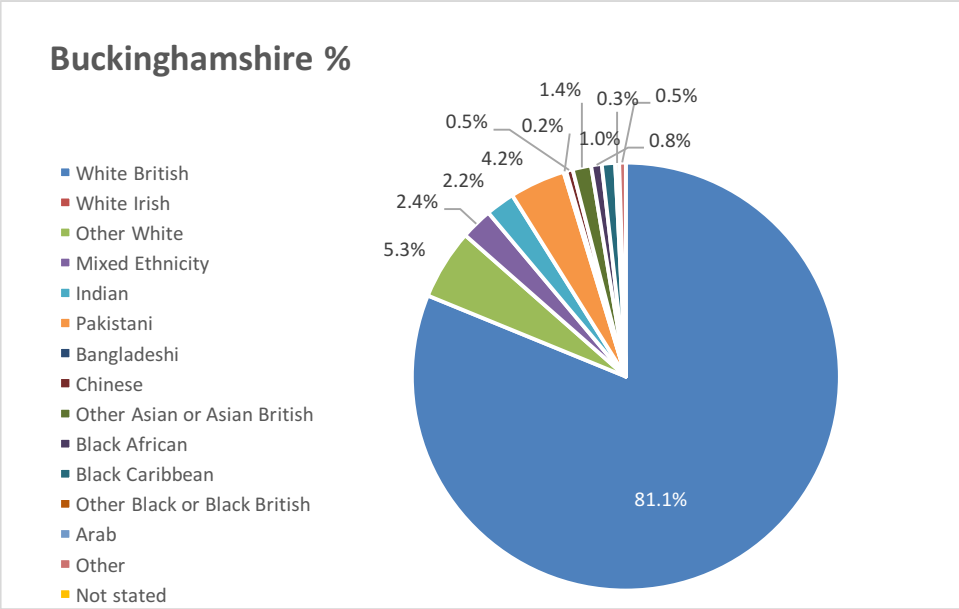
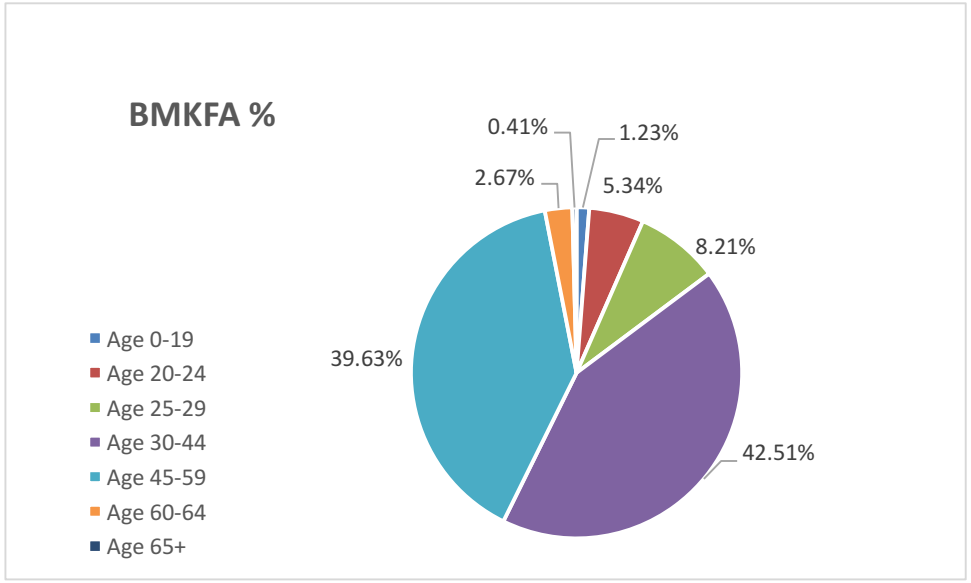
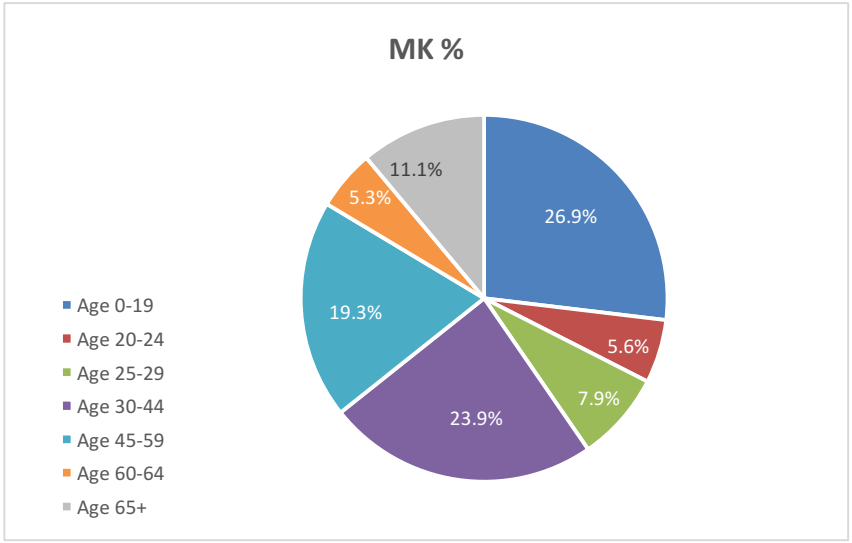


Chart 2: Age ranges compared to County





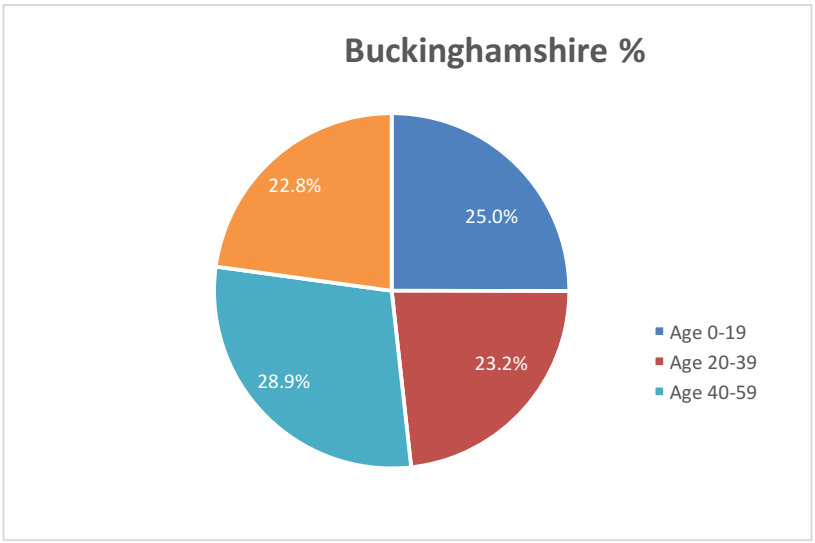
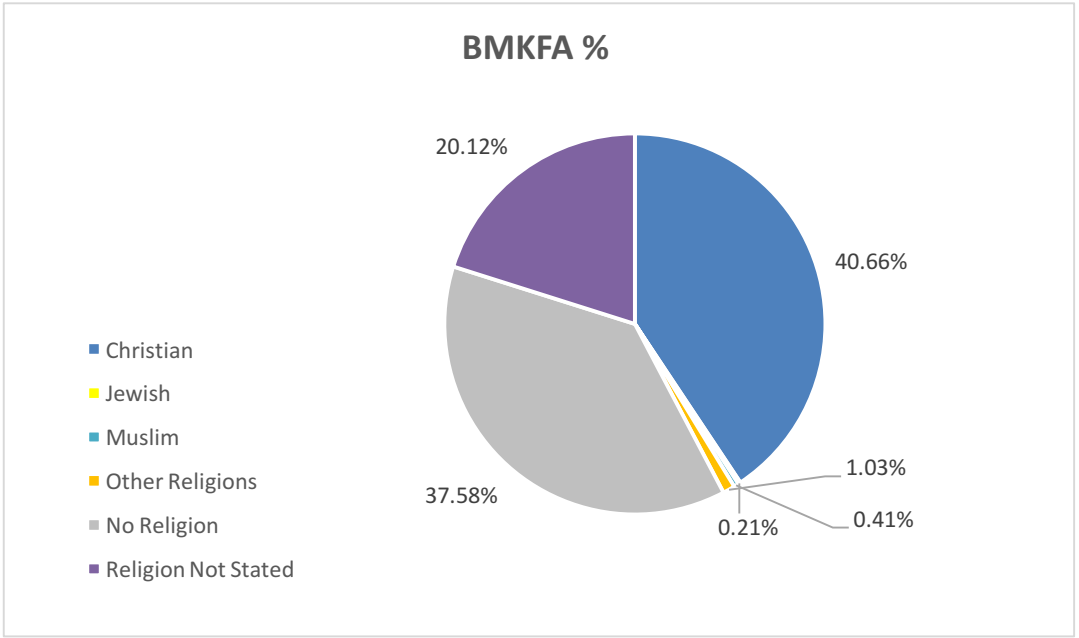
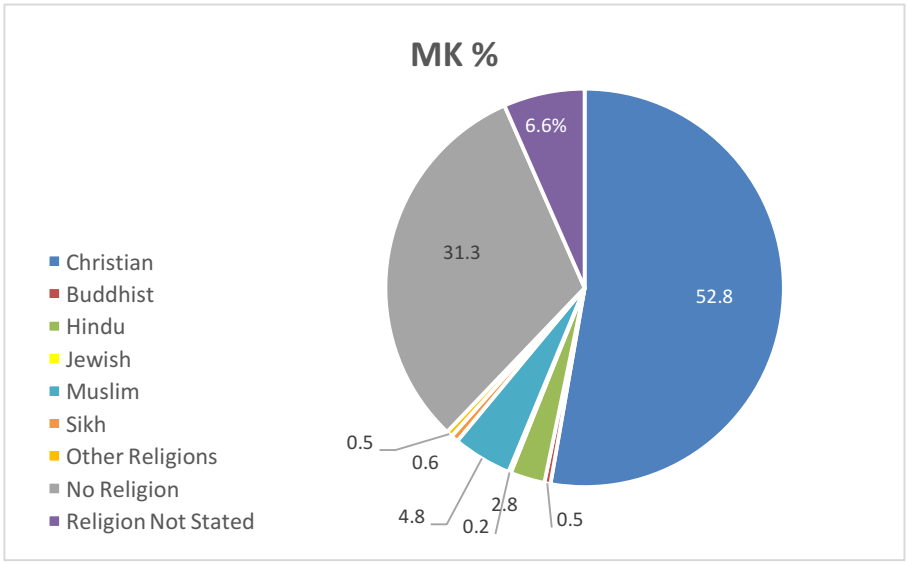


Chart 3: Religious Denomination compared to County





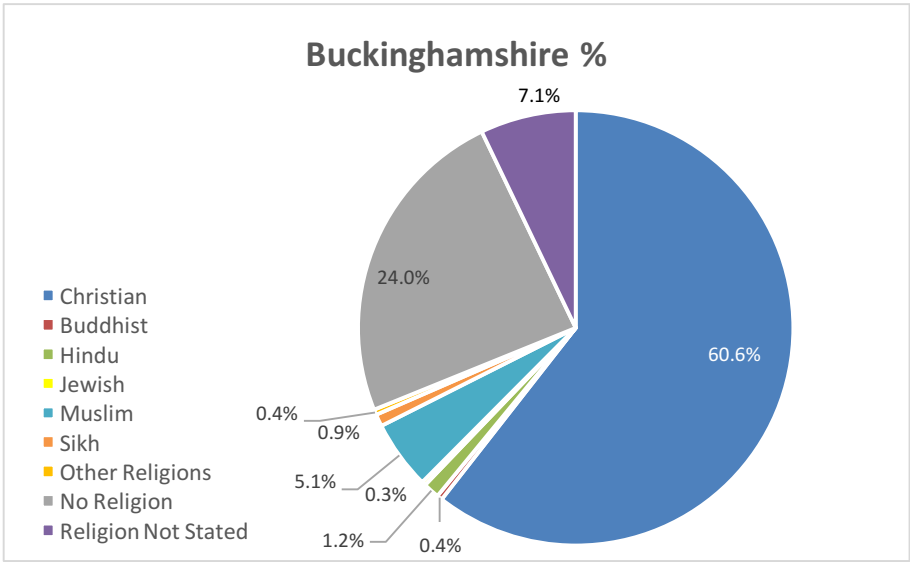
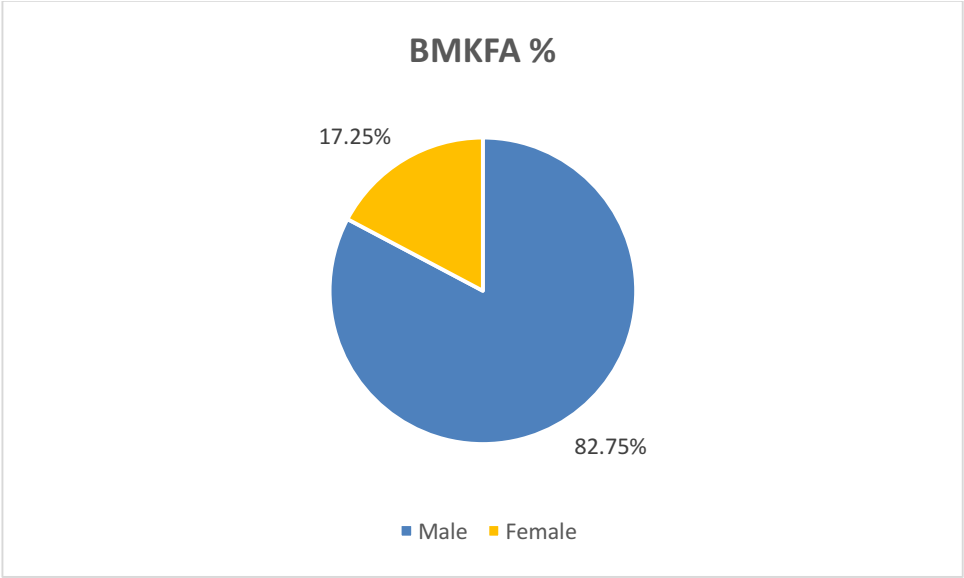
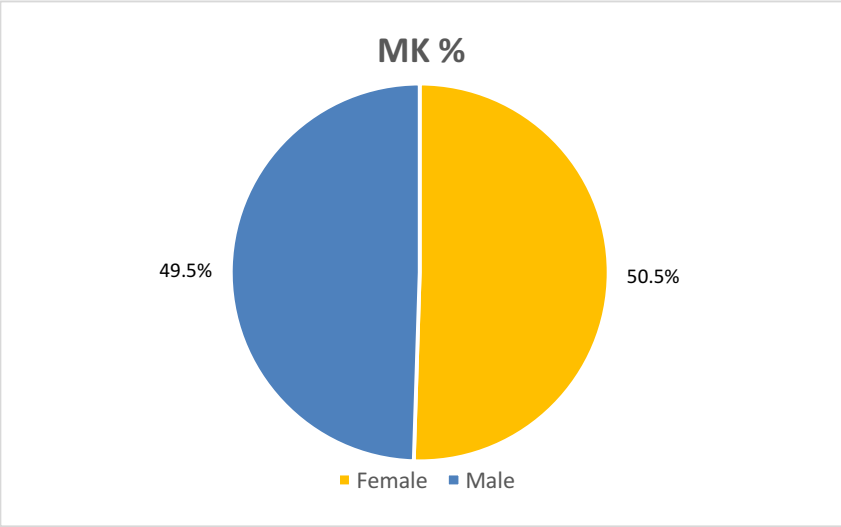
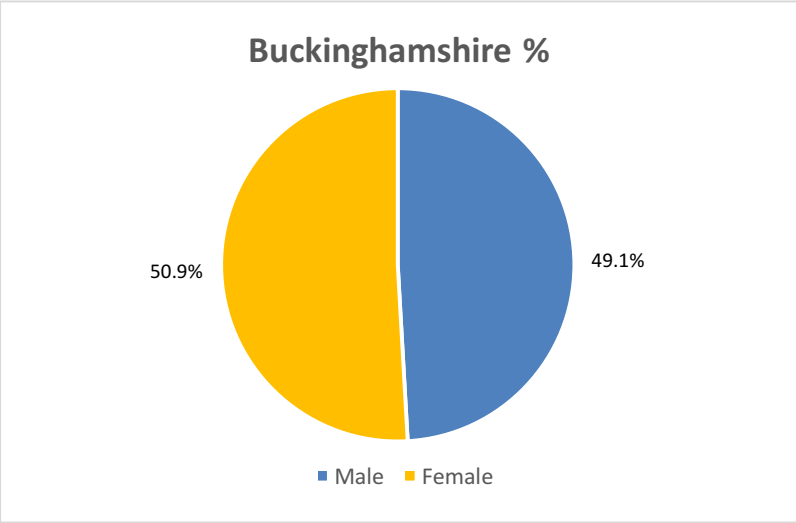


Chart 4: Gender compared to County







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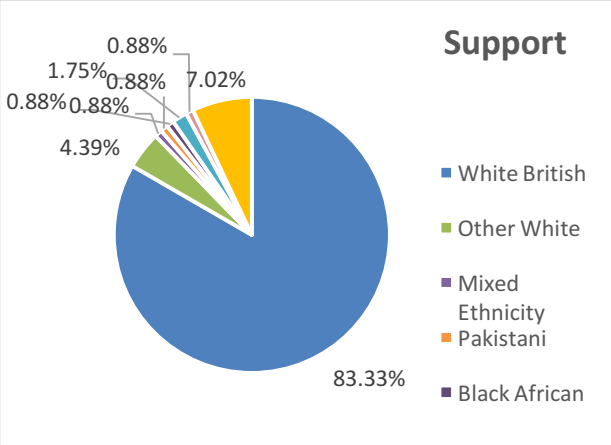
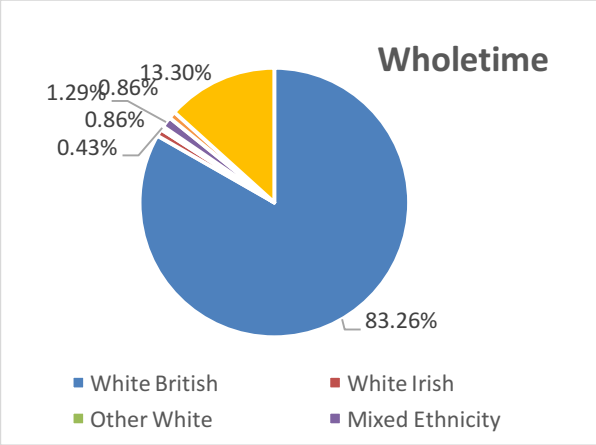
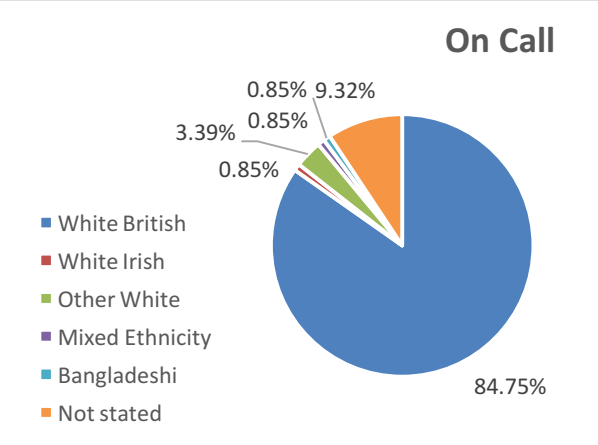
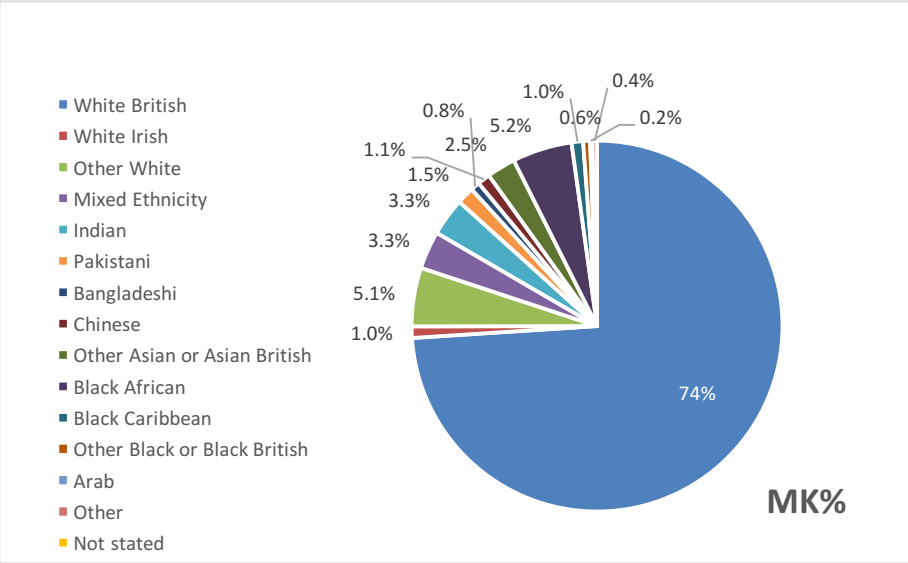








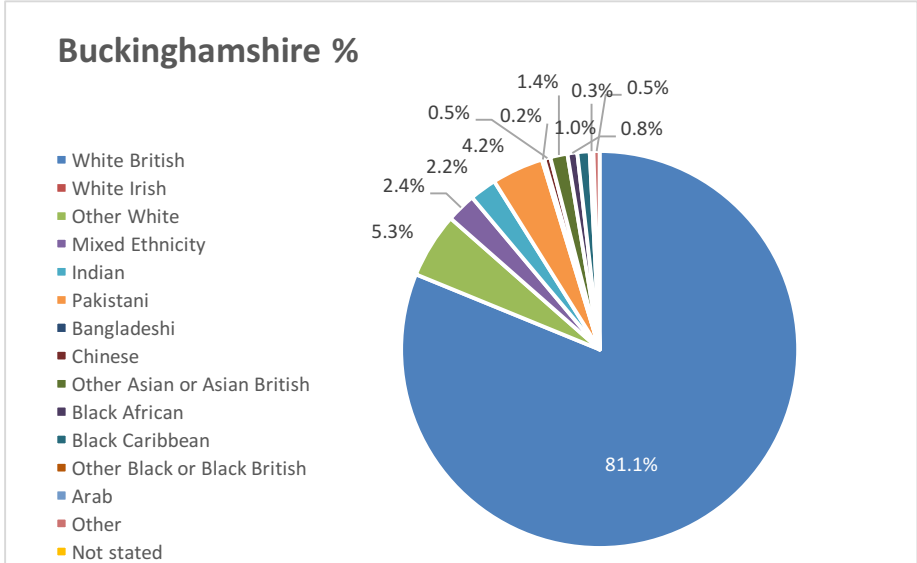
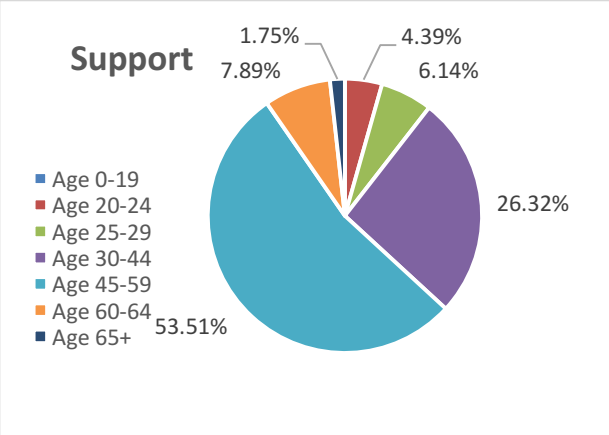
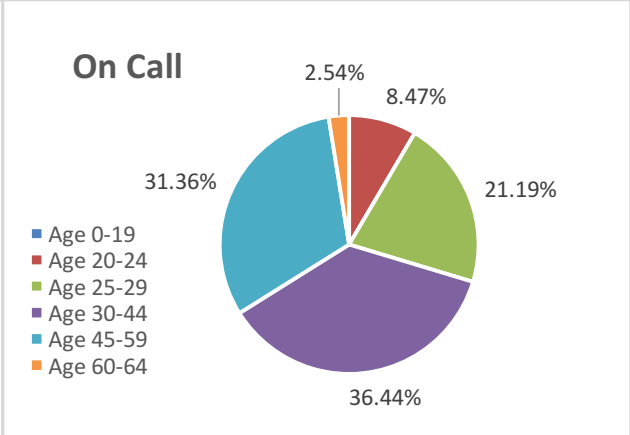
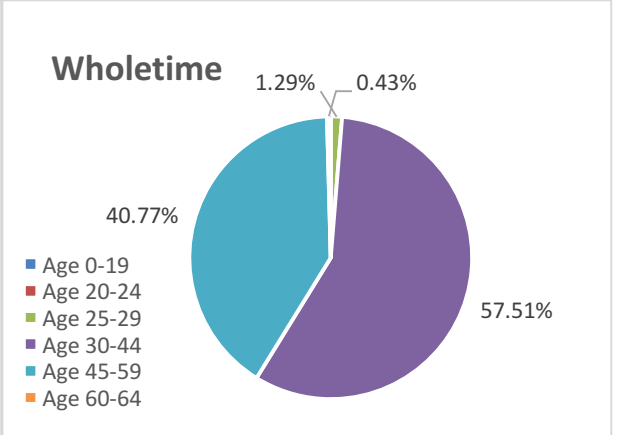
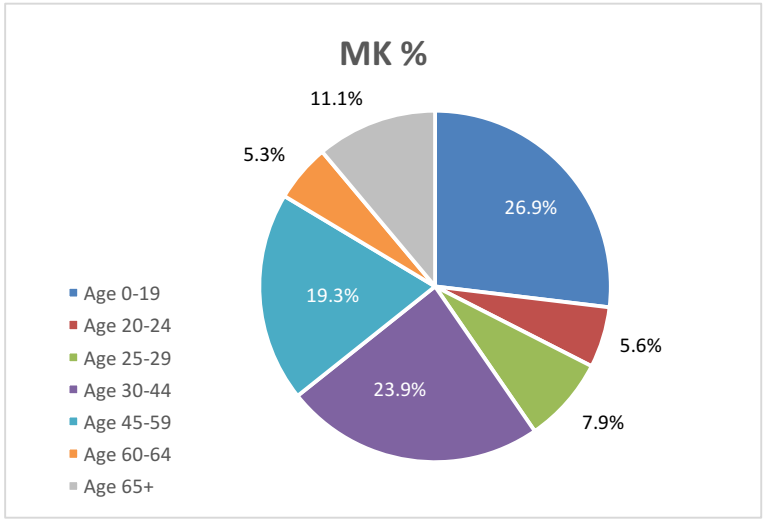


Chart 6: Age ranges compared to County









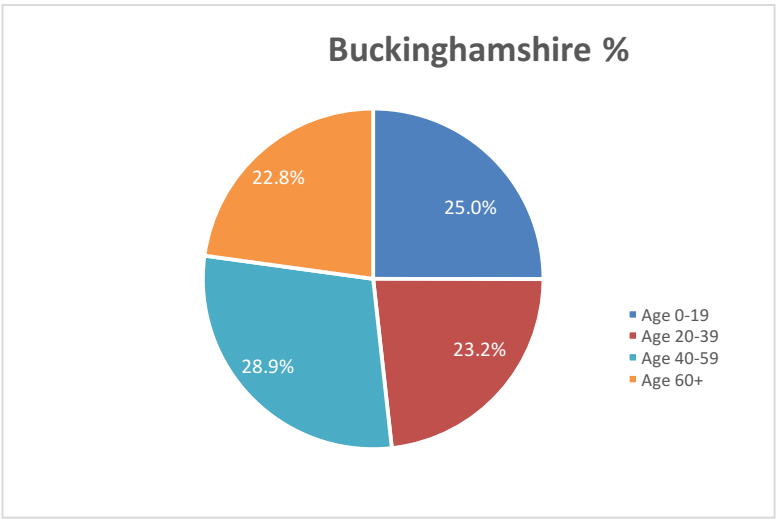
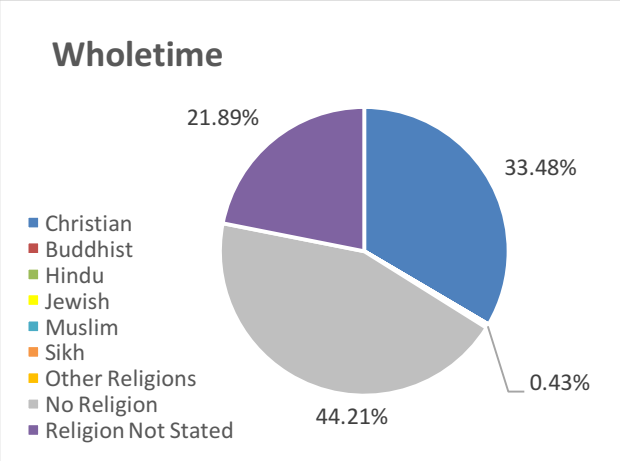
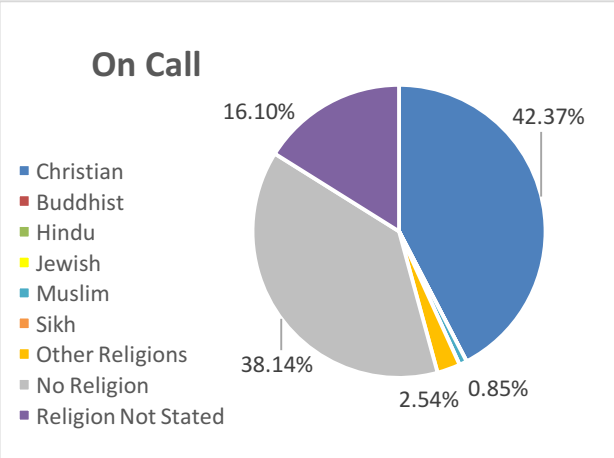
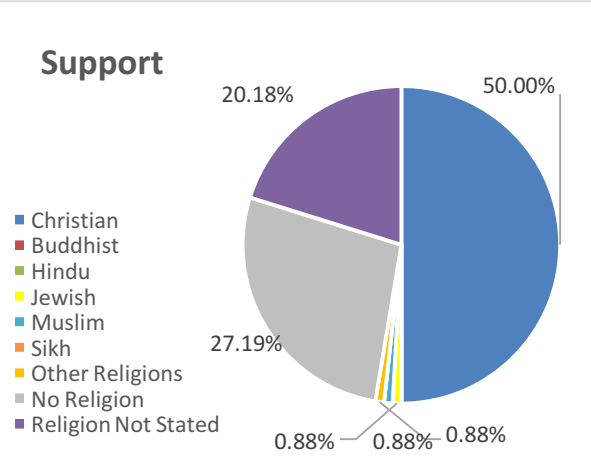
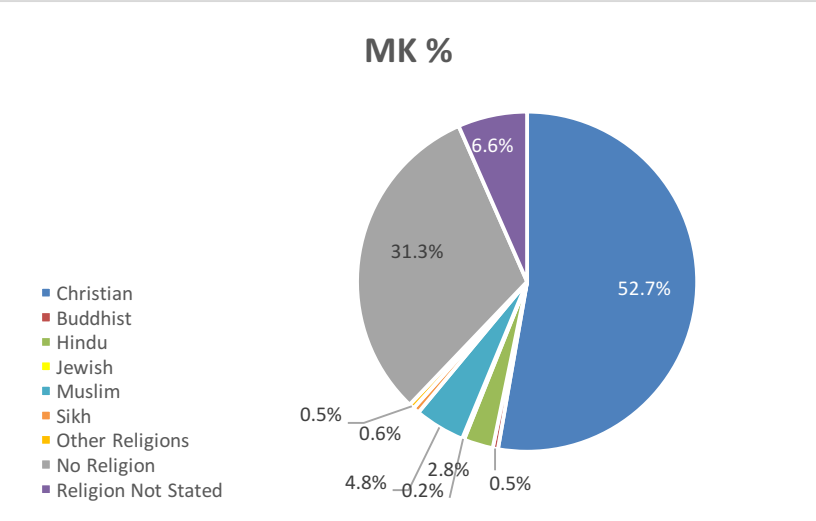


Chart 7: Religious Denomination compared to County









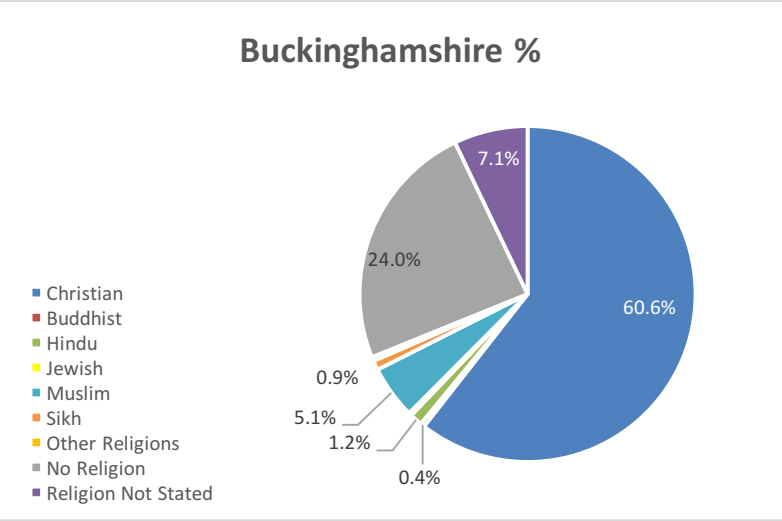
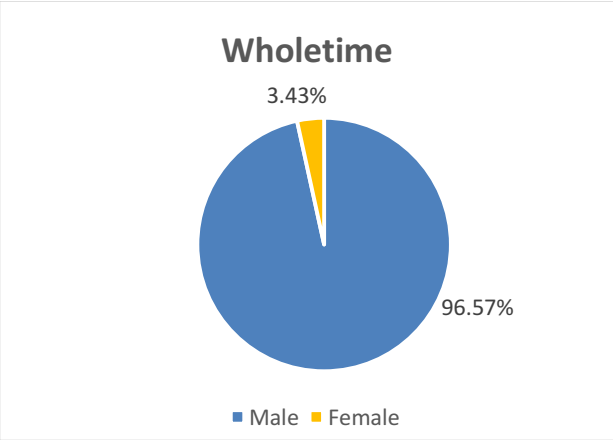
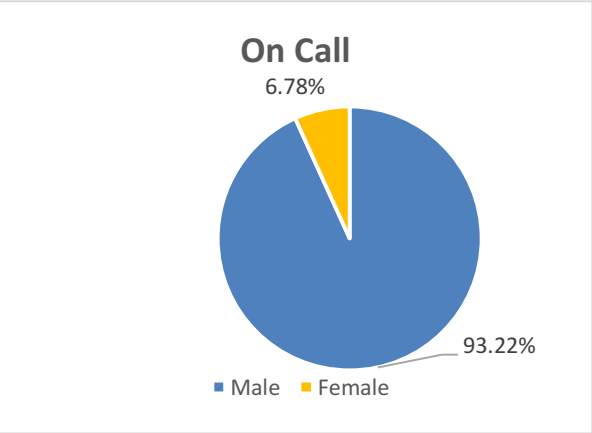
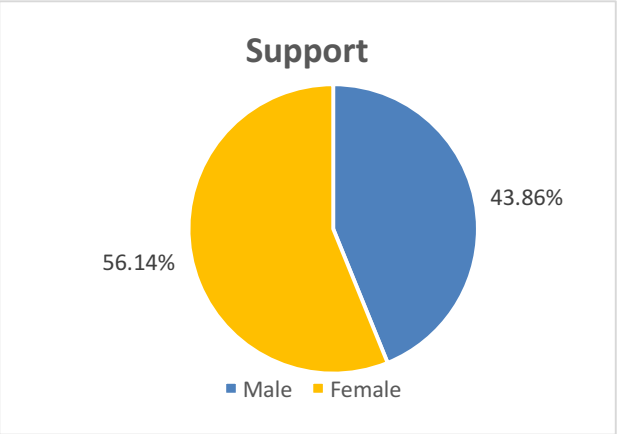
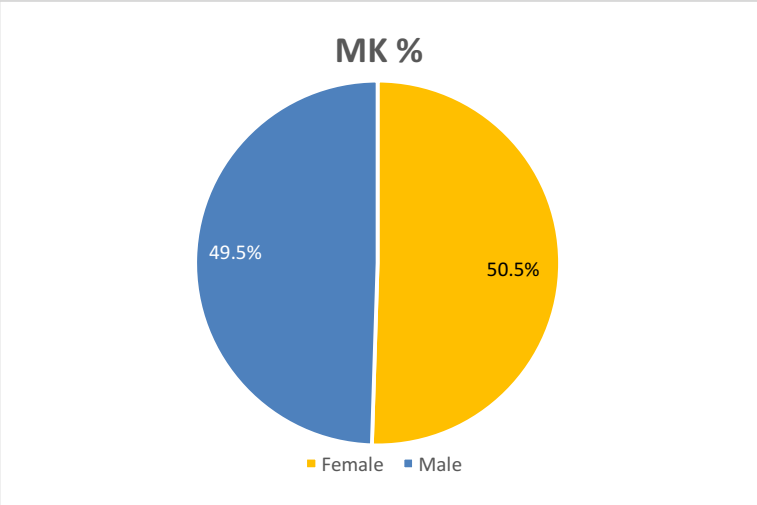


Chart 8: Gender compared to County









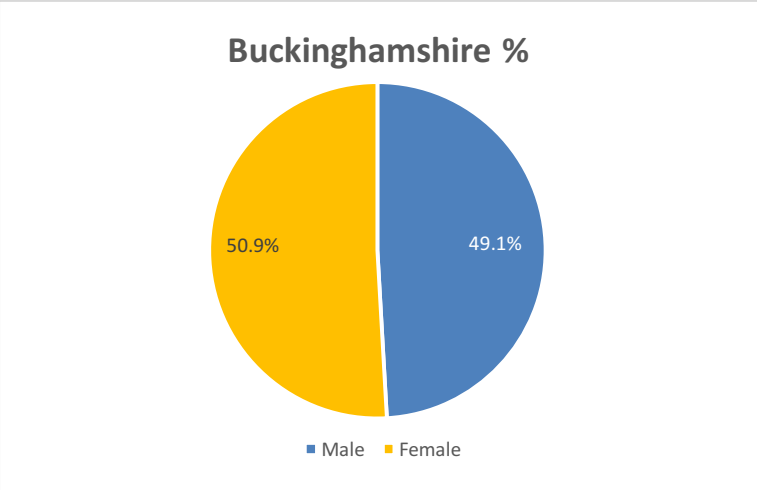
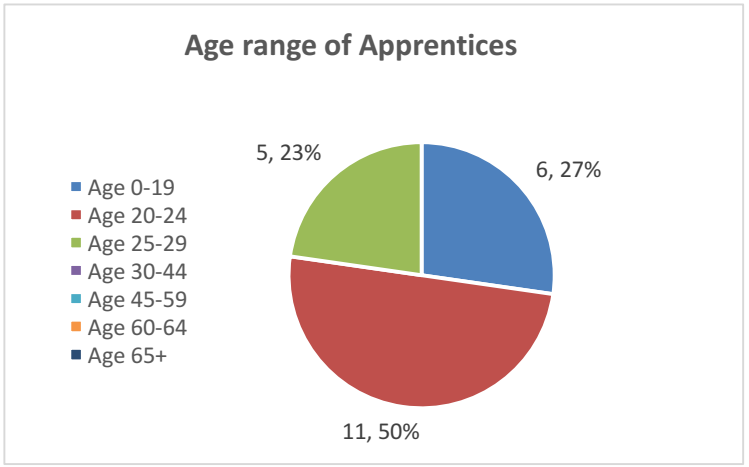
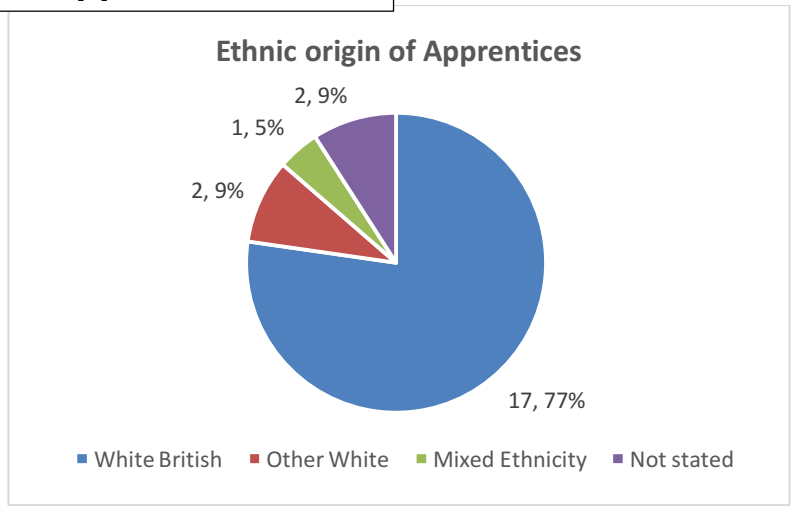
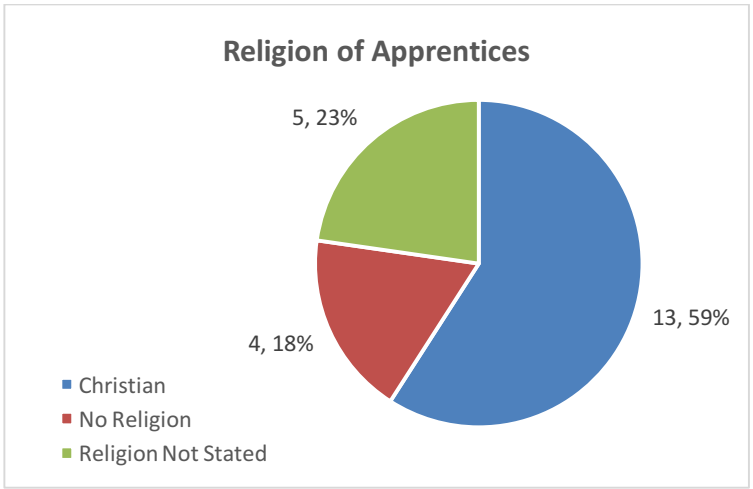
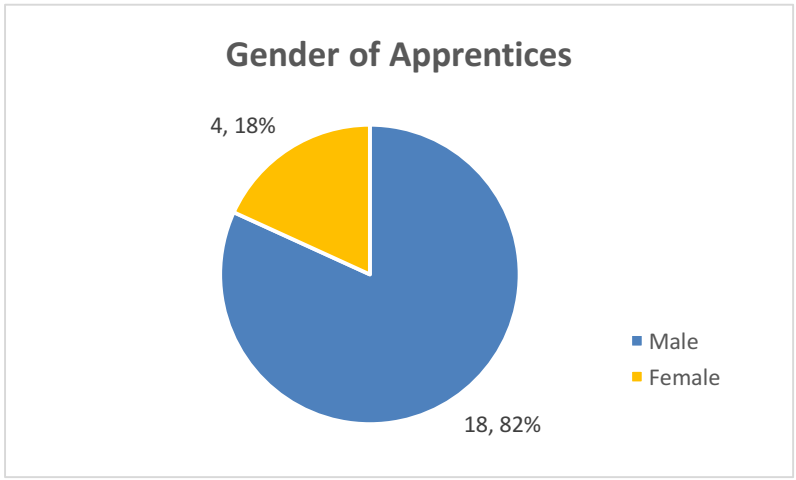


Chart 9: Characteristics of Apprentices









Breakdown of BMKFA data

* Less than 10

Age	Wholetime	% of Wholetime	On Call	% of On Call	Support	% of Support	ALL BMKFA	%
Age 0-19		0.0%		0.0%		0.0%		
Age 20-24		0.0%	12	9.3%	*	6.3%	19	3.8%
Age 25-29	*	3.5%	23	17.8%	*	5.4%	38	7.6%
Age 30-44	149	58.2%	53	41.1%	31	27.7%	233	46.9%
Age 45-59	97	37.9%	39	30.2%	59	52.7%	195	39.2%
Age 60-64	*	0.4%	*	1.6%	*	7.1%	11	2.2%
Age 65+		0.0%		0.0%	*	0.9%	*	0.2%

* Less than 10

Ethnic Origin	Wholetime	% of Wholetime	On Call	% of On call	Support	% of Support	ALL BMKFA	%
White British	214	83.6%	108	83.7%	92	82.1%	414	83.3%
White Irish	*	1.2%	*	0.8%	*	0.9%	*	1.0%
Other White	*	0.8%	*	3.1%	*	3.6%	10	2.0%
Mixed Ethnicity	*	1.2%	*	0.8%	*	0.9%	*	1.0%
Indian		0.0%	*	0.8%		0.0%	*	0.2%
Pakistani		0.0%		0.0%	*	0.9%	*	0.2%
Bangladeshi		0.0%		0.0%		0.0%		0.0%
Chinese		0.0%		0.0%		0.0%		0.0%
Other Asian or Asian British		0.0%		0.0%		0.0%		0.0%
Black African		0.0%		0.0%	*	1.8%	*	0.4%

Ethnic Origin	Wholetime	% of Wholetime	On Call	% of On call	Support	% of Support	ALL BMKFA	%
Other Black or Black British		0.0%		0.0%		0.0%		0.0%
Arab		0.0%		0.0%		0.0%		0.0%
Other		0.0%		0.0%	*	0.9%	*	0.2%
Not stated	32	12.5%	14	10.9%	*	8.0%	55	11.1%

* Less than 10

Religion	Wholetime	% of Wholetime	On Call	% of On Call	Support	% of Support	ALL BMKFA	%
Christian	87	34.0%	58	45.0%	55	49.1%	200	40.2%
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%	*	0.9%	*	0.2%
Sikh		0.0%		0.0%		0.0%		0.0%
Other Religions	*	0.8%	*	1.6%		0.0%	*	0.8%
No Religion	107	41.8%	46	35.7%	32	28.6%	185	37.2%
Religion Not Stated	60	23.4%	23	17.8%	24	21.4%	107	21.5%

* Less than 10

Gender	Wholetime	% of Wholetime	On Call	% of On Call	Support	% of Support	ALL BMKFA	%
Male	247	96.5%	125	96.9%	50	44.6%	422	84.9%
Female	*	3.5%	*	3.1%	62	55.4%	75	15.1%