ITEM **16**

Buckinghamshire & Milton Keynes Fire Authority

MEETING	Fire Authority
DATE OF MEETING	10 June 2020
OFFICER	Mick Osborne, Chief Operating Officer (Deputy Chief Fire Officer)
LEAD MEMBER	Councillor Steven Lambert, People, Equality and Diversity and Assurance
SUBJECT OF THE REPORT	**Equality, Diversity and Inclusion Objectives 2020 - 2025**
EXECUTIVE SUMMARY	The Authority's objective is to embed Equality and Diversity into everything it does, both internally and externally. In June 2016, the Authority determined a new focus on Equality, Diversity and Inclusion (EDI) and refreshed its EDI objectives for 2016 - 2020. Reports were presented on progress. This report is to update progress made on EDI and to set objectives for the future. In late 2019, it was recognised that a refresh of the EDI objectives was necessary; a selection of 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 proposed EDI Objectives 2020 to 2025 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.
	These are further broken down into six, twelve and eighteen month objectives. These objectives will be regularly reviewed for progress and additions made to support the EDI work. (Annex B)
	This paper presents the EDI objectives for 2020–2025 for approval.
	Buckinghamshire and Milton Keynes Fire Authority (BMKFA) is subject to the specific duties as laid out in the Equality Act (Specific Duties and Public Authorities Regulations 2017). This is in addition to the general equality duty as laid out in the Equality Act 2010. These duties together are more commonly known as the Public Sector Equality Duty (PSED). The PSED aims to ensure that fairness is at the heart of public bodies' work, and that public services meet the needs of different groups.
	The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 that came into effect in 2017 requires public sector organisations employing over 250 staff to carry out gender pay gap reporting.
	The 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.
	Annex A provides an introduction to the statutory duties outlined by the prevailing legislation, the overarching objectives and a summary of EDI headlines.
	Annex B shows the six, twelve and eighteen month objectives.
	Appendix 1 illustrates workforce diversity data in the form of charts in comparison to the latest census data (2011) for the population of Buckinghamshire and Milton Keynes.
ACTION	Noting and Decision
RECOMMENDATIONS	It is recommended that: • the contents of the report and workforce diversity data in Appendix 1 be noted. • the EDI objectives for 2020–2025 in Annex A and the six, twelve and eighteen month objectives in Annex B be approved.
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).
	All statistical data used to evaluate diverse groups are suitably pseudonymised to ensure individuals cannot be identified.
	The Authority's People Strategy and well-developed policies and procedures aim to mitigate these risks wherever possible.
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.
LEGAL IMPLICATIONS	The Fire 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 is provided in the "Equality information and the equality duty: A guide for Public Authorities" (ECHR Revised (fourth) edition, July 2014).
CONSISTENCY WITH THE PRINCIPLES OF THE 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. The Service fully participated in the National Joint Council Inclusive Fire Service Initiative, which recommended improvement strategies for Fire and Rescue Services to use. The Authority confirmed support for these improvement strategies.
HEALTH AND SAFETY	There are no implications with regard to health and safety.
EQUALITY AND DIVERSITY	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. 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. Diversity is one of our core values. Since 2017/18, all employees have an Equality objective as part of the annual appraisal process. Recruitment Strategies are in place to improve the diversity of the workforce.The Authority continues to support the Apprenticeship Diversity Champions Network (ADCN) and attended a recent event at Westminster, celebrating National Apprenticeship Week. This network is proving helpful in sourcing and sharing best practice to improve workforce diversity. The Authority's innovative Apprenticeship programme provides an excellent opportunity to improve the diversity make-up of the Authority. Targeted "have a go" days were organised for female and ethnic minority applicants.

	The relevant workforce equality data is included in Appendix 1.
USE OF RESOURCES	**Communication with stakeholders;**

A comprehensive communication and consultation programme has been initiated to ensure the Authority is best placed to move this agenda forward in a positive and co-ordinated way. For example, EDI is an agenda item at the Joint Consultation Forum, Performance Management Board and Business Transformation Board.

The EDI Group is jointly chaired by the Head of Human Resources and Head of Prevention, Response and Resilience, and attended by the Lead Member for People, Equality and Diversity and Assurance. 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.

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

The system of internal control;
Monitoring arrangements include updates to the Performance Management Board, and annual reports to the Strategic Management Board and Fire Authority.

The medium term financial strategy;
It is expected that the achievement of the objectives for 2020-25 can be met within the existing budget.

The balance between spending and resources;
There are no cost implications arising from this report. The Authority's objective is to embed EDI in 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. Much of the work described in this update involves other public service providers, the voluntary and community sector, and the communities themselves.

The arrangements to promote and ensure probity and propriety;
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. |
| **PROVENANCE SECTION** | **Background** |

& **BACKGROUND PAPERS**	**March 2020 Executive Committee – Gender Pay Gap Report** https://bucksfire.gov.uk/authority/gender-pay-gap-report/ **HMICFRS report 17 December 2019** https://www.justiceinspectorates.gov.uk/hmicfrs/frs-assessment/frs-2018/buckinghamshire/ **March 2019 Executive Committee – Gender Pay Gap Report (Item 6)** https://bucksfire.gov.uk/documents/2020/03/060319_exec_committee_agenda.pdf/ **October 2018 Fire Authority – Equality, Diversity and Inclusion Objectives 2016-20, Review of Year Two Progress Report (Item 14)** https://bucksfire.gov.uk/documents/2020/03/fire_authority_agenda_and_reports_171018.pdf/ **March 2018 Executive Committee – Gender Pay Gap Report** https://bucksfire.gov.uk/documents/2020/03/140318_exec_committee_agenda.pdf/ **October 2017 Fire Authority – Equality, Diversity and Inclusion Objectives 2016-20, Review of Year One Progress Report (Item 12)** https://bucksfire.gov.uk/documents/2020/03/181017_fire_authority_agenda_part2.pdf/ **June 2016 Fire Authority - Equality and Diversity Objectives 2016-20, Public Sector Equality Duty and Review of 2012-16 Objectives (Item 15)** https://bucksfire.gov.uk/documents/2020/03/fire_authority_agenda_8_june_2016.pdf/ **Equality and Diversity Objectives 2016 - 2020** https://bucksfire.gov.uk/documents/2020/03/equality_and_diversity_objectives_2016.pdf/ **February 2016 Executive Committee - The Authority's People Strategy 2016 to 2020. Optimising the contribution and well-being of our people (Item 8)** https://bucksfire.gov.uk/documents/2020/03/030216_exec_committee_agenda.pdf/ **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
	"Equality information and the equality duty: A guide for public authorities"(ECHR, Revised (fourth) edition, July 2014):
	https://www.equalityhumanrights.com/en/publication-download/essential-guide-public-sector-equality-duty
	Office of National Statistics Integrated Household Survey:
	https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/integratedhouseholdsurvey/2015-10-01
	Gender Identity Research and Education Society:
	https://www.gires.org.uk/information-on-prevalence-incidence-and-monitoring/
	Recruitment and Selection Procedure
APPENDICES	**Annex A** – Introduction; Equality, Diversity and Inclusions (EDI) Objectives 2020 – 2025
	Annex B – Six, twelve and eighteen month EDI Objectives
	Appendix 1 – EDI workforce diversity data
TIME REQUIRED	10 Minutes
REPORT ORIGINATOR AND CONTACT	Anne Stunell, Head of Human Resources
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Introduction: Equality Diversity and Inclusion (EDI) Objectives 2020 – 2025

Introduction

Buckinghamshire and Milton Keynes Fire Authority (BMKFA) is fully committed to Equality and Diversity. The Authority recognises that 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 that 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 in everything it does internally and externally.

The Authority recognises that 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 that 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 to carry out gender pay gap reporting. In accordance with the Regulations, the Authority is required to annually publish six pieces of prescribed

Annex A

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

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.

EDI Objectives 2020 - 2025

The proposed Authority's Equality, Diversity and Inclusion Objectives 2020 to 2025 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 a regular basis. Regular updates are planned against the six, 12 and 18 month specific objectives detailed in Annex B. For progress to date, please see the Annex B.

BMKFA Headlines

- The 2020 Culture survey showed that Buckinghamshire Fire and Rescue Service values and promotes employee diversity with 78% of the respondents in favour, this is a marked increase of 17% on the 2017 Culture Survey. Another directly related question identified that 79% of the 377 respondents were happy that they are treated with respect as an individual. Both responses demonstrate a continued commitment to our EDI vision and strategy. 206 open question responses were received and will help shape and inform future actions as identified within our EDI objectives.

Annex A

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

- In the 2019 HMICFRS report, the People pillar, where EDI is assessed was deemed "Good". An improvement plan has been written to ensure further sustained improvements are made.

- The People Strategy is being refreshed to ensure it is fully reflective of the 2020 – 2025 Corporate Plan.

- Staff across the organisation attend community events, promoting employment opportunities, communicating important fire safety messages and highlighting the diverse work the Service carries out for example:

    o Art at the Lake festival (28/29 June 2019)
    o Health and Wellbeing Education Day (5 October 2019)
    o Recruitment Fairs – nationally and at local schools (throughout the year)
    o Community Safety Co-ordinators deliver talks to a range of community groups (throughout the year)
    o Fire and Wellness visits (throughout the year)
    o Milton Keynes College, supporting the Cut it out! campaign
    o Talk for Sport, improving mental and physical wellbeing
    o Members of the EDI group attended the Pride event in Milton Keynes (14 September 2019)
    o Work with the local Muslim communities focusing on community safety activities, women's groups, and attending a celebration evening with Wycombe Islamic Society (throughout the year)
    o Fire station open days, across the county (throughout the year)

- Service policies and procedures are under regular review to ensure they reflect the community we service and support employees for example – EDI policy, Recruitment and Selection Procedure and Maternity, Adoption and Parental entitlements procedure

- The mean gender pay gap is 15.10 per cent, an improvement from the previous year (16.64 per cent) and the year before that (19.39 per cent). The median gender pay gap is 10.39 per cent, an improvement from the previous year (11.75 per cent). Whilst both gender pay and equal pay deal with the disparity of pay within the workplace, it is important to note that the gender pay gap is different from equal pay. Action plans are in place to reduce the gap further.

- 67 per cent of all current Apprentices are under the age of 30. For Operational Apprentices, this equates to 68 per cent. (Appendix 1)

- 15 per cent of all apprentices are female. Overall females account for 19 per cent of the workforce (Appendix 1)

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Annex B - Six, Twelve and Eighteen Month EDI Objectives

Six Month Objectives						
Who's Coordinating?	**Month 1**	**Month 2**	**Month 3**	**Month 4**	**Month 5**	**Month 6**
EDI Group (Employees across the Service)	Group to meet regularly to keep momentum - **IN PROGRESS** (spans Month 1–6)					
	Build and develop relationships with external partners - **IN PROGRESS** (spans Month 1–6)					
	EDI Standing item on Joint Consultation Forum - **COMPLETE**	Confirm EDI standing item on Performance Management Board - **COMPLETE** Business Transformation Board - **IN PROGRESS**				
		Investigate links to Wellbeing group; promote Mental Health First Aiders - **IN PROGRESS**				
		Review EDI Group Terms of Reference and publish - **COMPLETE**				
			Establish EDI Group and EDI Champions - **IN PROGRESS**			
			Identify who is responsible from this group for taking each action forward, planning and reporting back to this group - **IN PROGRESS**			
			Research and determine what good looks like including abroad, examples and case studies - look at top companies - **TO DO**			
				Identify EDI Priority focus area - **IN PROGRESS**		
				Identify EDI Critical friend/EDI Networks/Peer review - **IN PROGRESS**		
						Food Culture awareness training - **TO DO**
Organisational (Head of HR and Head of Service Delivery) to coordinate and feedback to group):	Identify any significant EDI deficiencies and put plan together to address - **COMPLETE** (spans Month 1–6)					
				Culture Survey learns and actions resulting from it - **IN PROGRESS**		
			Establish EDI budget - **TO DO**			
People &OD (Head of HR and HR Advisory and Development Manager to coordinate and feedback to group):	Meet with Prince's Trust to investigate working together - **IN PROGRESS** (spans Month 1–6)					
	Refresh People Strategy - **IN PROGRESS** (spans Month 1–6)					
	Evaluate succession planning and promotion process - What can we learn for next time? Communications with unsuccessful applicants, support for future - **IN PROGRESS**					
	Carry out Equal Pay Audit - **IN PROGRESS**					
	Train and use organisational EIA forms - **IN PROGRESS**					
		Review our EDI work against ENEI, AFSA, IFSG - **IN PROGRESS**				
		Evaluate recruitment process - what can we learn for next time? Communications with unsuccessful applicants, support for future - **IN PROGRESS**				
			Evaluate induction process needs and requirements to see if it delivers clear expectations (for employees and employer) - **IN PROGRESS**			
			Evaluate exit interview process - How many get taken up? What happens to the information? Do we review it and get organisational learnings? Could themes be reported to EDI Group for consideration? **TO DO**			
			Evaluate and review the benefit of EDI objectives within the appraisal process - **IN PROGRESS**			
			Investigate requirement for Driving Licence - **TO DO**			

Write communication to encourage staff to complete their protected characteristics - **TO DO**

Ensure monitoring arrangements are in place for discipline and grievance cases and they are reviewed regularly - **COMPLETE**

Review Equal Pay Audit outcomes and carry out recommendations - **TO DO**

Investigate organisational accreditation opportunities, to help us identify areas where we are lacking and where we are good (Mindful Employer, Stonewall accreditation, Disability Confident) - **TO DO**

EDI E-learning package, refresh the one that is there - **TO DO**

Review the use of Viper in recording EDI information - **TO DO**

Internal Comms projects (Communications Team/ HR Officer - ER to progress and feedback to group):

Showcase good EDI practice - **IN PROGRESS**

Weekly/monthly features, e.g.LGBT History month articles/education - **IN PROGRESS**

Calendar of diversity and cultural events published on intranet to raise staff awareness (shared/highlighted through SMT blogs) - **TO DO**

Advertise role of group/promote this group and its purpose - **COMPLETE**

Publish a cultural awareness guide - hard copy and electronic - **TO DO**

Investigate the links we have with the community and engage with them - **IN PROGRESS**

Refresh intranet area - **TO DO**

Launch regular workshops on various topics to aid understanding - **TO DO**

Facilities (ICT Operations Specialist/GC Service Delivery South to progress and feedback to group):

EDI Audit, Survey and Investigate the feasibility of gender neutral facilities, what is best practice and what is practical? - **TO DO**

Suitable fridges on all sites, e.g. for food requirements, for breast milk - **TO DO**

Annex B - Six, Twelve and Eighteen Month EDI Objectives

Who's Coordinating?	Quarter One	Quarter Two	Quarter Three	Quarter Four
Twelve Month Objectives				
EDI Group	Build EDI Networks with like-minded organisations - **TO DO**			
	Identify EDI Service Champions and help to obtain recognition within BFRS - **TO DO**			
	Faith and Cultural awareness (e.g. Black History month, religious practices and observances) articles and education - **TO DO**			
	Investigate accreditation opportunities for EDI service leads (not champions, they are next stage) - **TO DO**			
	Evaluate purpose and success of Equality Impact Assessment form training and use - **TO DO**			
		Cultural awareness/familiarisation for managers - **TO DO**		
			Investigate Working Forward Initiative - **TO DO**	
			Roadshows/scenario based training for all staff (e.g.. How to identify and confidently challenge inappropriate behaviour) - **TO DO**	
	ENEI TIDE Survey if continue to be a member - **IN PROGRESS**			
	Decide whether to establish Fire Cadets - **ON HOLD AT PRESENT**			
Internal Communications Project	Review Promotion and Branding materials - **TO DO**			
	Write and publish EDI objectives - **IN PROGRESS**			
		SAFE Awards - An EDI specific award - **TO DO**		
		EDI representative and consideration on every project (consider 5 key areas: Vision/Policy, Data Intelligence, Management System, Coordination, Operations) - **TO DO**		
			Develop Q&A/factsheets - **TO DO**	
			EDI considerations for Procurement (is it written into our contracts? Going above and beyond our statutory requirements. Procuring equipment/services with all staff in mind i.e. Weight of ladders/height of stowage on vehicles) - **TO DO**	
Facilities and Stores			Investigate the possibility of: - **TO DO**	
			Facilities for new mothers on all stations	
			Multi-faith (prayer) facilities on all stations	
			Appropriate catering facilities (halal/kosher) on all stations	
			Accessibility (e.g.. Step free access) on all stations	
			Workwear for all staff (is it fit for purpose etc.)	
	Ensure Equality Impact Assessments are carried out on all future estates projects - **IN PROGRESS**			
People&OD		Carry out training for EDI group, Leadership and Members - **TO DO**		
		Refresh mediator and coaching offering - **TO DO**		

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Annex B - Six, Twelve and Eighteen Month EDI Objectives

	Eighteen Month Objectives			
Who's Coordinating?	**2020 (first half)**	**2020 (second half)**	**2021 (first half)**	**2021 (second half)**
Organisational	Develop and grow EDI Champions Network - **IN PROGRESS**			
	Policies and Procedures: - **IN PROGRESS** Flexible Working Arrangements (also consider Operational Staff) Suite of fit for purpose procedures and guidance notes/information sheets Update Equality Impact Assessment to promote thinking rather than being a tick box exercise Transgender Review Bully and Harassment and Grievance procedure Social Media guidance			
	HMICFRS reinspection (possible move into 12 months depending on Tranche) - **IN PROGRESS**			
			Accreditation (ENEI/Stonewall/IIP/Disability Confident etc.) - **TO DO**	
	Gender Pay Gap Report and Action Plan - **COMPLETE**		Pay Gap Reporting: - **IN PROGRESS** Gender Pay Gap Report and Action Plan - **TO DO** Ethnicity Pay Gap Report and Action Plan - **TO DO** Any other protected characteristics we should consider? i.e. Age	
				Contribute to the review Vision and Values to incorporate EDI - **TO DO**
Internal Communications Project			Internal EDI Conference/Day with guest speakers etc. - **TO DO**	
	Measures of change and evaluating progress made - **IN PROGRESS**			
External Communications Project		Wrapping appliances: EDI messages not just LGBTQ+ (look at other FRS - i.e. Prostate/Cancer/Domestic Abuse/Organ Donation) - **TO DO**		
Facilities			Deliver: Accessibility (e.g.. Step free access) on all stations Appropriate toilet facilities for all - **TO DO**	

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Appendix 1 EDI Workforce Diversity Data

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	*

Data Sources: iTrent – April 2020 (BFRS) and Buckinghamshire County Council – Census 2011
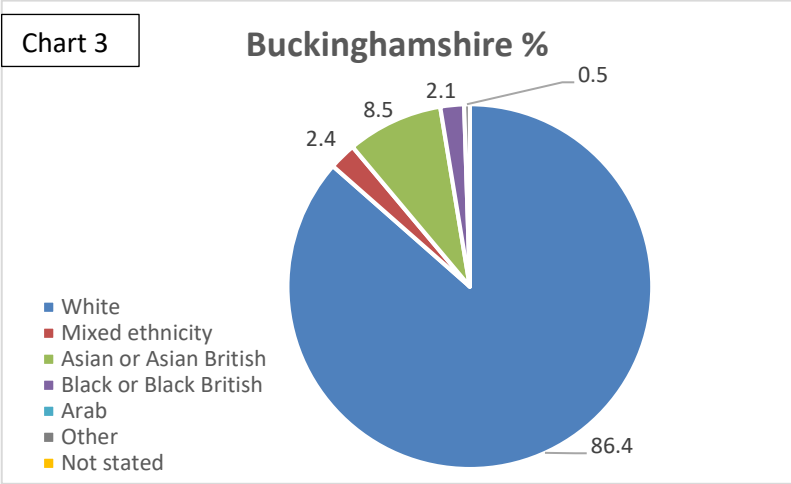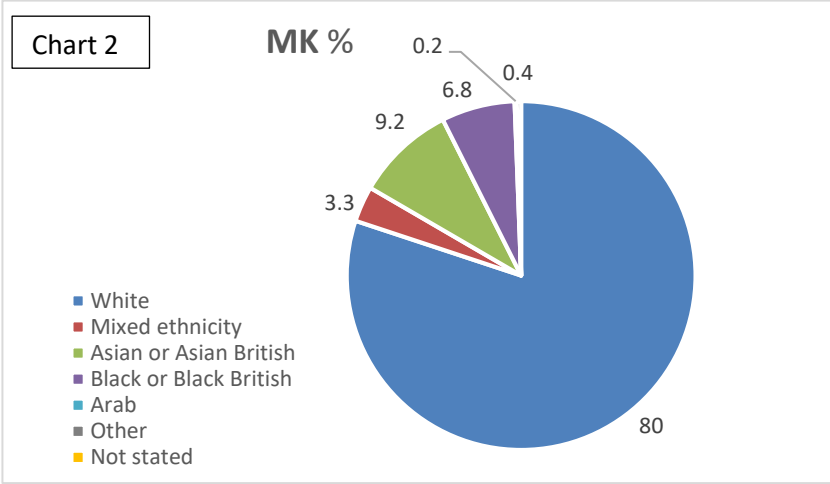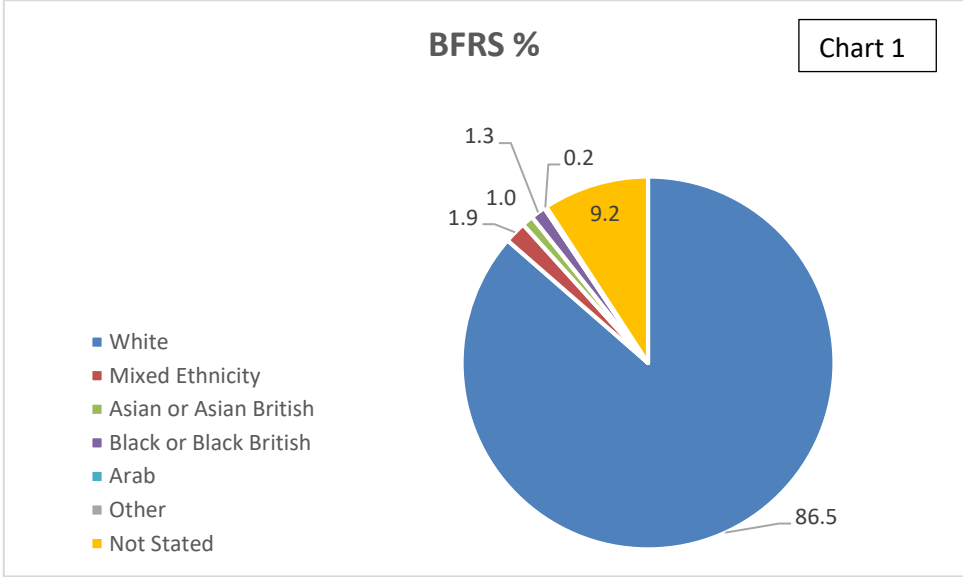
Appendix 1 EDI Workforce Diversity Data

* 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%

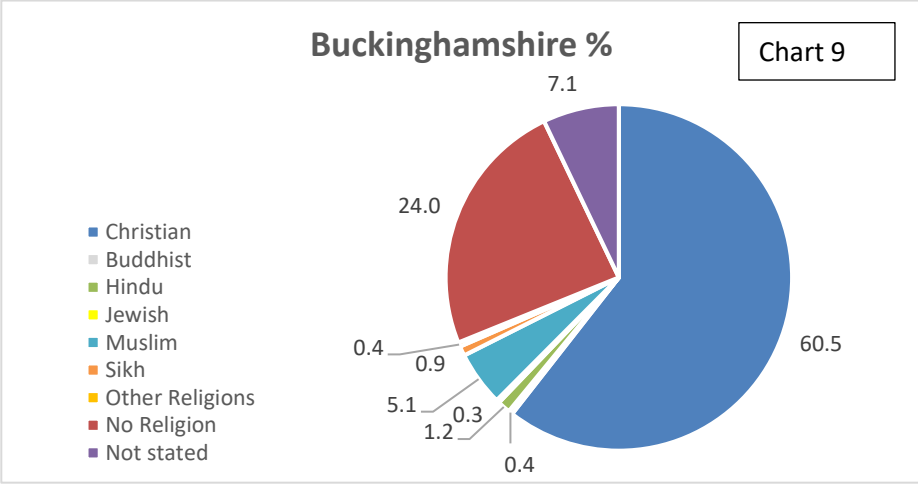Data Sources: iTrent – April 2020 (BFRS) and Buckinghamshire County Council – Census 2011

BFRS Ethnicity compared to County Census

Chart 1

BFRS %

- White
- Mixed Ethnicity
- Asian or Asian British
- Black or Black British
- Arab
- Other
- Not Stated

1.3
0.2
1.0
1.9
9.2
86.5

Chart 2

MK %

0.2
0.4
6.8
9.2
3.3
80

- White
- Mixed ethnicity
- Asian or Asian British
- Black or Black British
- Arab
- Other
- Not stated

Chart 3

Buckinghamshire %

0.5
2.1
8.5
2.4
86.4

- White
- Mixed ethnicity
- Asian or Asian British
- Black or Black British
- Arab
- Other
- Not stated

Data Sources: iTrent – April 2020 (BFRS) and Buckinghamshire County Council – Census 2011

BFRS Age ranges compared to County Census

BFRS % — Chart 4

- Age 0-19
- Age 20-24
- Age 25-29
- Age 30-44
- Age 45-59
- Age 60-64
- Age 65+

Values: 2.9, 1.0, 0.8, 7.3, 11.3, 32.7, 44.0

MK % — Chart 5

- Age 0-19
- Age 20-24
- Age 25-29
- Age 30-44
- Age 45-59
- Age 60-64
- Age 65+

Values: 11.1, 5.3, 19.3, 23.9, 7.9, 5.6, 26.9

Buckinghamshire % — Chart 6

- Age 0-19
- Age 20-39
- Age 40-59
- Age 60+

Values: 22.8, 25, 23.2, 28.9
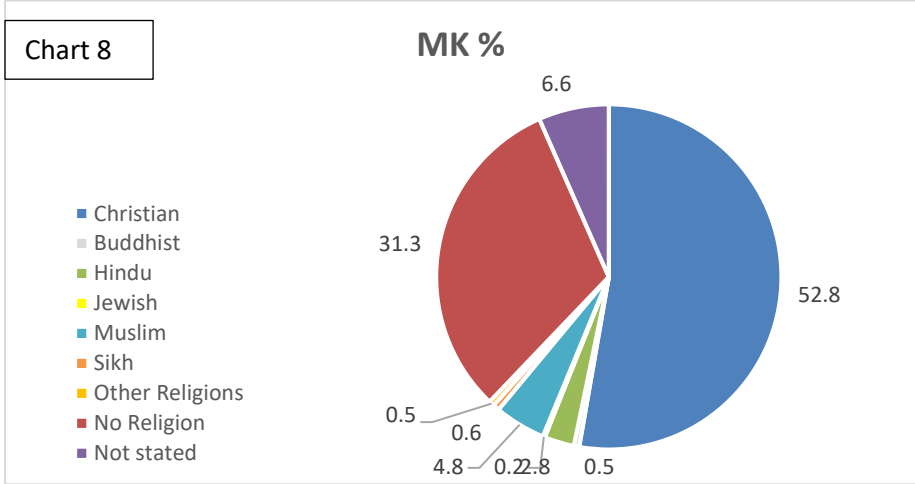
Data Sources: iTrent – April 2020 (BFRS) and Buckinghamshire County Council – Census 2011

BFRS Religion compared to County Census

Chart 7

BFRS %

22.3

- Christian
- Buddhist
- Hindu
- Jewish
- Muslim
- Sikh
- Other Religions
- No Religion
- Not Stated

0.6

0.2

2.1

1.5

56.3

Chart 8

MK %

6.6

- Christian
- Buddhist
- Hindu
- Jewish
- Muslim
- Sikh
- Other Religions
- No Religion
- Not stated

31.3

52.8

0.5

0.6

4.8 0.2 2.8 0.5

Buckinghamshire %

Chart 9

7.1

24.0

- Christian
- Buddhist
- Hindu
- Jewish
- Muslim
- Sikh
- Other Religions
- No Religion
- Not stated

60.5

0.4

0.9

5.1 0.3

1.2

0.4

Data Sources: iTrent – April 2020 (BFRS) and Buckinghamshire County Council – Census 2011

BFRS Gender compared to County Census

Chart 10

BFRS %

19.0

81.0

■ Male ■ Female

Chart 11

MK %

50.5 49.5

■ Male ■ Female

Buckinghamshire %

Chart 12

50.9 49.1

■ Male ■ Female

Data Sources: iTrent – April 2020 (BFRS) and Buckinghamshire County Council – Census 2011

BFRS Ethnicity compared to County Census by Core Group
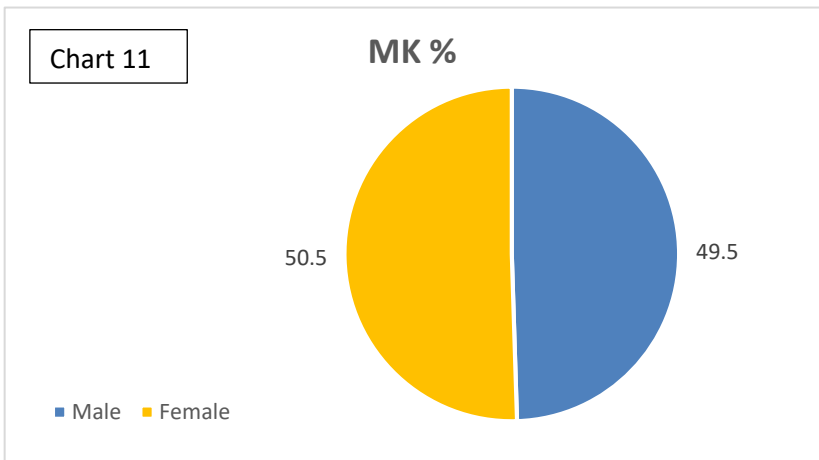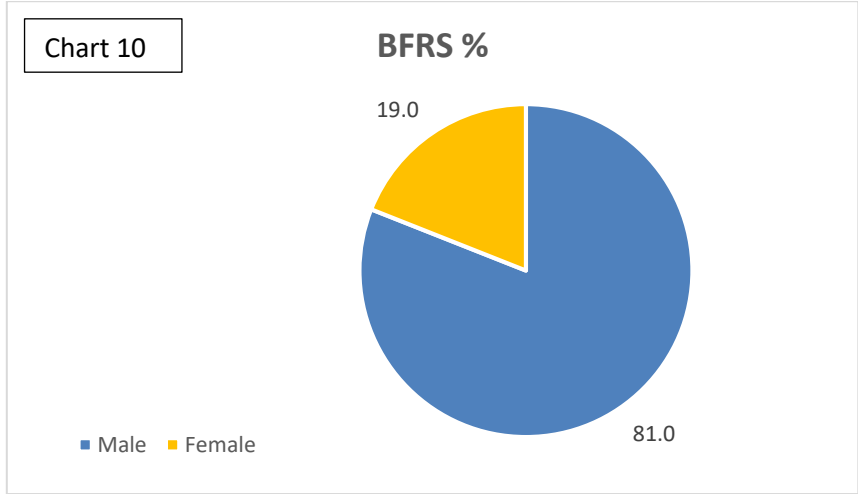
Chart 13

Wholetime %

- White
- Mixed Ethnicity
- Asian or Asian British
- Black or Black British
- Arab
- Other
- Not Stated

10.7
0.8
2.5
86.0

Chart 14

On Call %

- White
- Mixed Ethnicity
- Asian or Asian British
- Black or Black British
- Arab
- Other
- Not Stated

7.6
0.8
0.8
90.8

Chart 15

Support %

- White
- Mixed Ethnicity
- Asian or Asian British
- Black or Black British
- Arab
- Other
- Not Stated

8.6
0.9
2.6
2.6
1.7
83.6

Chart 16

MK %

- White
- Mixed ethnicity
- Asian or Asian British
- Black or Black British
- Arab
- Other
- Not stated

0.2
0.4
6.8
9.2
3.3
80

Chart 17

Buckinghamshire %

- White
- Mixed ethnicity
- Asian or Asian British
- Black or Black British
- Arab
- Other
- Not stated

2.1
0.5
8.5
2.4
86.4

Data Sources: iTrent – April 2020 (BFRS) and Buckinghamshire County Council – Census 2011

BFRS Age Ranges compared to County Census by Core Group

Chart 18

Wholetime %

0.4 3.3 7.4
35.4
53.5

- Age 0-19
- Age 20-24
- Age 25-29
- Age 30-44
- Age 45-59
- Age 60-64
- Age 65+

Chart 19

On Call %

1.7 8.4
22.7
15.1
52.1

- Age 0-19
- Age 20-24
- Age 25-29
- Age 30-44
- Age 45-59
- Age 60-64
- Age 65+

Chart 20

Support %

4.3 0.9 5.2
10.3
6.9
22.4
50.0

- Age 0-19
- Age 20-24
- Age 25-29
- Age 30-44
- Age 45-59
- Age 60-64
- Age 65+

Chart 21

MK %

11.1
5.3
26.9
19.3
5.6
7.9
23.9

- Age 0-19
- Age 20-24
- Age 25-29
- Age 30-44
- Age 45-59
- Age 60-64
- Age 65+

Chart 22

Buckinghamshire %

22.8
25
28.9
23.2

- Age 0-19
- Age 20-39
- Age 40-59
- Age 60+

Data Sources: iTrent – April 2020 (BFRS) and Buckinghamshire County Council – Census 2011
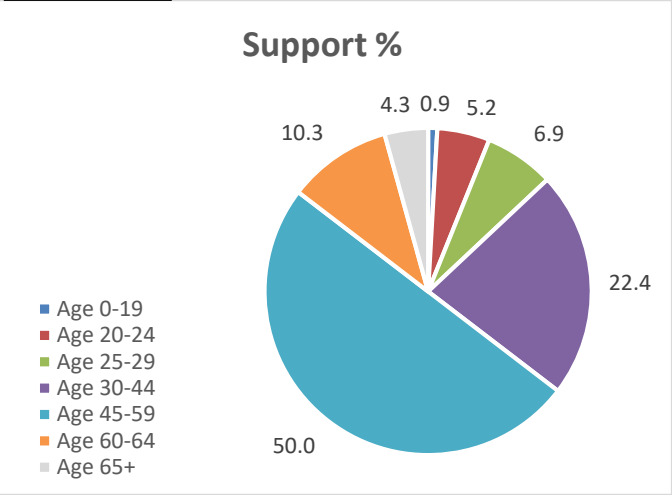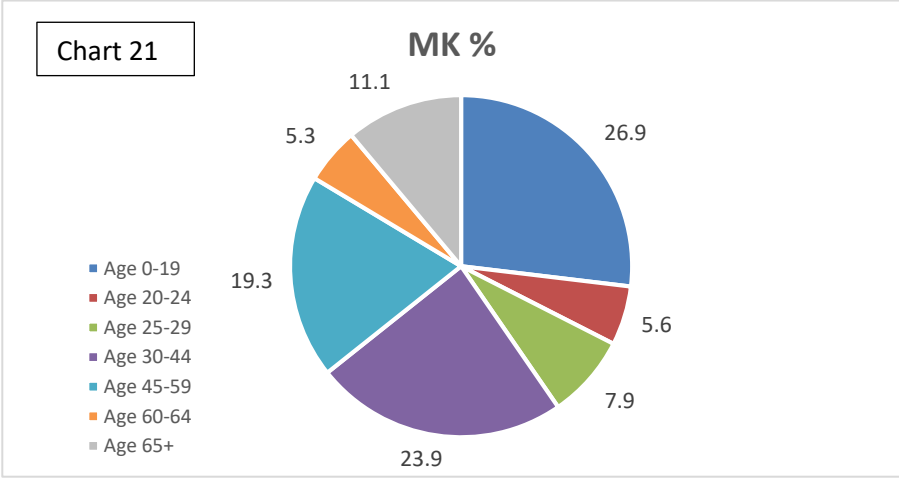
BFRS Religion compared to County Census by Core Group

Chart 23

Wholetime %

- Christian
- Buddhist
- Hindu
- Jewish
- Muslim
- Sikh
- Other Religions
- No Religion
- Not Stated

11.5
0.8
17.3
70.4

Chart 24

On Call %

- Christian
- Buddhist
- Hindu
- Jewish
- Muslim
- Sikh
- Other Religions
- No Religion
- Not Stated

28.6
0.8
1.7
19.3
49.6

Chart 25

Support %

- Christian
- Buddhist
- Hindu
- Jewish
- Muslim
- Sikh
- Other Religions
- No Religion
- Not Stated

38.8
1.0
1.0
4.1
56.1

Chart 27

Chart 26

MK %

- Christian
- Buddhist
- Hindu
- Jewish
- Muslim
- Sikh
- Other Religions
- No Religion
- Not stated

6.6
31.3
0.5
0.6
4.8
0.2
2.8
0.5
52.8

Buckinghamshire %

- Christian
- Buddhist
- Hindu
- Jewish
- Muslim
- Sikh
- Other Religions
- No Religion
- Not stated

7.1
24.0
0.4
0.9
5.1
0.3
1.2
0.4
60.5

Data Sources: iTrent – April 2020 (BFRS) and Buckinghamshire County Council – Census 2011
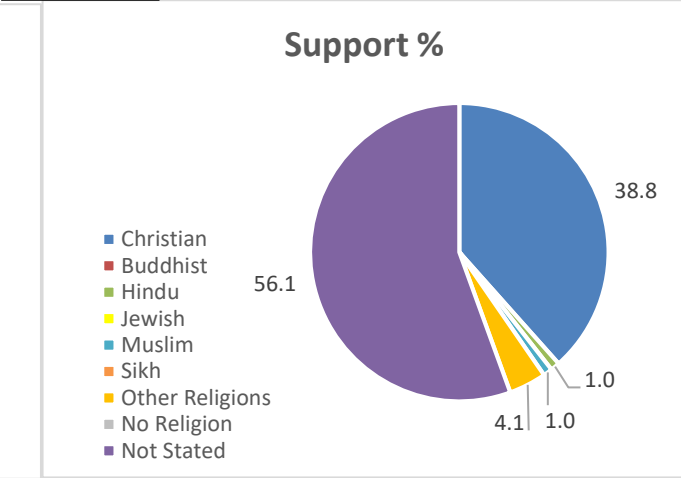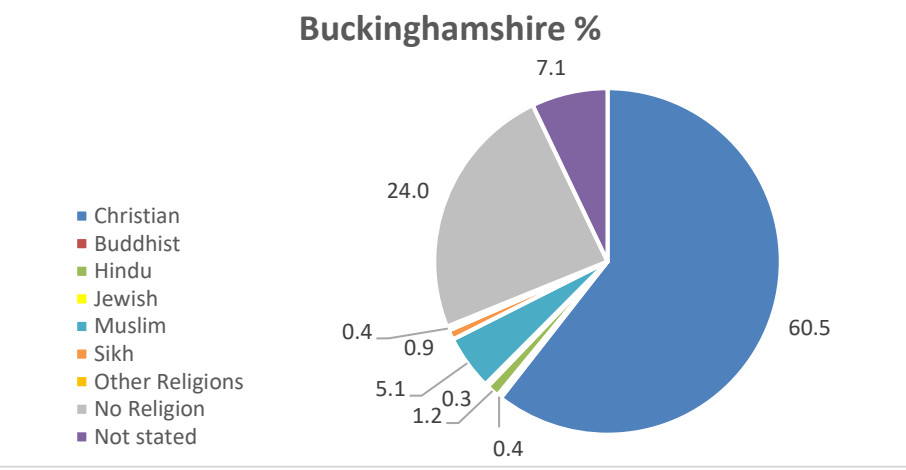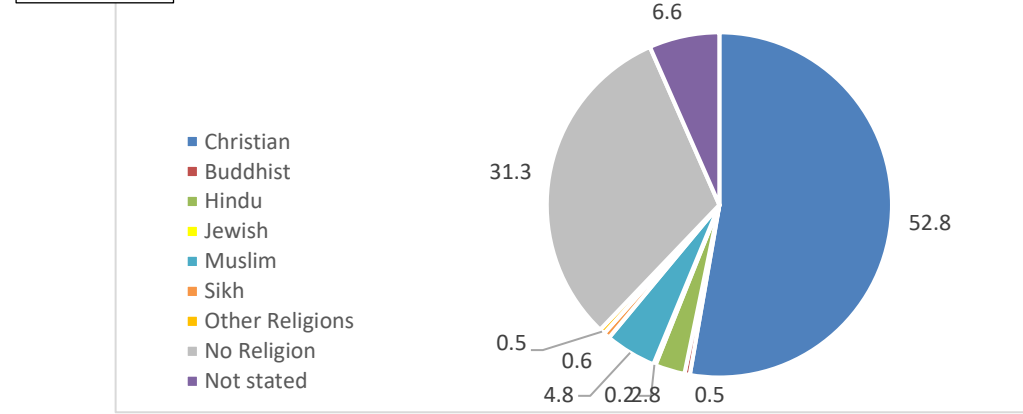
BFRS Gender compared to County Census by Core Group

Chart 28

Wholetime %

6.6

93.4

■ Male ■ Female

Chart 29

On Call %

9.2

90.8

■ Male ■ Female

Chart 30

Support %

44.0

56.0

■ Male ■ Female

Chart 31

MK %

50.5   49.5

■ Male ■ Female

Chart 32

Buckinghamshire %

50.9   49.1

■ Male ■ Female

Data Sources: iTrent – April 2020 (BFRS) and Buckinghamshire County Council – Census 2011