

# PUBLIC SECTOR EQUALITY DUTY

9th Annual Report  
2020 – 2021



**Bedfordshire**  
Fire & Rescue Service



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# EXECUTIVE SUMMARY

**Bedfordshire Fire and Rescue Service is committed to delivering the best Fire and Rescue services to meet the needs of the diverse population, it serves. We are dedicated and conscious as a public sector service to embed and mainstream the equality, diversity and inclusion (EDI) agenda.**

Our initiatives over the year have been;

- 🔥 To continually work towards improving the representation of our workforce by driving forward our positive action initiatives; and
- 🔥 To continually review the quality of our policies, practices and services to ensure access to employment opportunities and services consider the individual needs of our staff and the people that receive our services.
- 🔥 To measure our work against external standards that continually improve the policies, practices and functions we deploy.
- 🔥 To improve the experiences of our service users and staff; aligning them to the organisational objectives and shaping them to help us be the best Fire and Rescue Service.

- 🔥 To measure our activity against the HMICFRS requirements and the Employers Network for Equality and Inclusion to meet our legal obligation against the Equality Act 2010, the Public Sector Equality Duty, as well as our moral duties.
- 🔥 To embed the 'due regard' considerations to address barriers and disadvantages faced by groups of people.
- 🔥 To ensure the equality, diversity and inclusion agenda is established as the 'golden thread' in all we do.
- 🔥 To involve, engage and consult our service users and staff will be invaluable in achieving our ambition to be the best Fire and Rescue Service.

# BACKGROUND TO THE PUBLIC SECTOR EQUALITY REPORT

The **Equality Act 2010** established the general duty which aims to ensure people are not excluded, discriminated against, or otherwise treated less favourably than others, due to their protected characteristics; and consists of three fundamental aims which are:

- 🔥 **Eliminate** discrimination, harassment, victimisation, and any other conduct that is prohibited under the Act;
- 🔥 **Advance equality of opportunity** between persons who share a relevant protected characteristic and persons who do not share it; and
- 🔥 **Foster good relations** between persons who share a relevant protected characteristic and persons who do not share it.

For listed public sector authorities with 150 or more employees the **Equality Act 2010** introduced a specific requirement to publish information relating to the protected characteristics of employees. Technical guidance issued by the Equality and Human Rights Commission states that the information published needs to include:

- 🔥 The profile of staff at different grades, levels and rates of pay, including any patterns of occupational segregation and part-time work;
- 🔥 The profile of staff at different stages of the employment relationship, including recruitment, training, promotion, and leavers, and the numbers of complaints of discrimination and other prohibited conduct;
- 🔥 Details of, and feedback from, any engagement exercises with staff or trade unions;
- 🔥 Any records of how it has had due regard in making workforce decisions, including any assessments of impact undertaken and the evidence used.



The present report aims to fulfil Bedfordshire Fire and Rescue Service's duty to publish information relating to the protected characteristics of its employees, whilst ensuring that the Service also has 'due regard' to the aims of the Equality Act with respect to its workforce by using equality monitoring information in decision-making and planning.

Throughout this report, headcounts of staff members in different protected characteristics and workforce subgroups are given, with the aim of anonymising information about individuals by aggregating counts into large groups. Where this has not been possible, and the headcount within a group is small enough to pose a risk of re-identification for individual staff members, the figure has been redacted (alongside any other figures that would allow the initially redacted figure to be deducted).

# ABOUT US

## We cover:

- 🔥 477 Square miles
- 🔥 243,005 Households
- 🔥 3 Unitary authorities

## We have:

- 🔥 288 Wholetime positions
- 🔥 144 on-call positions
- 🔥 166 support positions
- 🔥 24 control positions
- 🔥 51 Appliances
- 🔥 14 Stations

## We've dealt with:

6,039 Number of incidents, such as:

- 🔥 342 Primary dwelling fires
- 🔥 80 Animal assistance incidents
- 🔥 15,000 Calls to the control room

## We attended;

- 🔥 1,602 Fires

## We made:

- 🔥 6,808 Safe and Well visits

# OUR VALUES & MISSION

Our Mission is to **provide outstanding fire and rescue services that help make Bedfordshire safer.**

Our Values have been developed with our staff and our communities to ensure that the values support our mission and priorities.

- 🔥 **We are accountable** – We are transparent, trustworthy, and responsible for our actions.
- 🔥 **We've got your back** – Striving to keep us all safe, while being supportive and inclusive.
- 🔥 **Every contact counts** – Making a positive difference each and every time, with respect and professionalism.
- 🔥 **We dare to be different** – We are bold, we welcome challenge, and we are open to innovative ideas

# THE PEOPLE WE SERVE

The population for Bedfordshire, according to the Office for National Statistics (ONS) 2020 Mid-Year estimates: Bedford: 174,687, Central Bedfordshire: 294,096 and Luton: 213,528.



# OUR PRACTICE

We collect and monitor the Service workforce profile to enable us to take into account equality considerations in our policies and practices and meet our responsibilities under the **Public Sector Equality Duty**.

We have published our equality objectives as part of our **Corporate Risk Management Plan**, embedding the Inclusion agenda;

We have revised our **People Impact Assessment** (previously known as equality impact assessment) process to ensure we mitigate any adverse impact on groups of people;

We have revised our **Equality, Diversity and Inclusion Induction Handbook** and training to provide staff with an awareness of equality considerations and updated our Towards Cultural Competence and Unconscious Bias awareness training;

Our **staff survey** has assisted us in understanding our culture and the improvements we need to make to ensure inclusivity;

We have established our **mental health and wellbeing programme** to support the wellbeing of staff through our in-house Occupational Health, Mental Health and Wellbeing Steering Group and Employee Assistance Programme;

We have **developed initiatives to improve the work-life balance** of staff by offering opportunities such as flexible working hours, home-working, part-time, job-share and compressed/staggered/ annualised hours. Non-operational staff (where appropriate) work on a flexitime system between the hours of 8am and 6pm;

We have a **dedicated and committed Corporate Management Team, Principal Officers and Senior management team** ensuring EDI is embedded and main-streamed across the organisation, with progress monitored by the Fire Authority;

We have maintained our **Level 2 status against the Disability Confident** standard;



We are **members of key organisations** that can support and enhances our work around the EDI agenda such as Asian Fire Service Association (AFSA), Women in the Fire Service (WFS) and Employers Network for Equality and Inclusion (ENEI);

We publish and report annually on our **gender pay gap** and will look to enhance this by reporting on the Ethnicity Pay Gap;

We have successfully launched the **LGBTQ+ Allies Staff Network** and the **People Forum** and will enhance this with the development of other staff networks.

# OUR ACTIVITIES

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We recognise that we have a long road ahead to embed and mainstream the EDI agenda. However, we have worked hard through the many challenges faced during the past year, including that of the pandemic.

Please read about some of our activities during in 2020 - 2021.

## 1. Preventative and Protection Initiatives

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Monitoring the profile of our Community Safety initiatives such as safe and well visits to enable us to target the most vulnerable. For example; designing and developing information in different formats to meet the needs of our community such as those who are visually impaired.

Engaging and working with our partners to raise awareness such as the development of community partnerships in diverse demographical areas to target groups, raise our profile and engage with those least likely to access services. For example; engagement with community and charity organisations.

Developing a volunteer's initiative which includes the design and development of a volunteers programme to support the delivery of initiatives in the community. Our key aim is to ensure that our volunteers are diverse, reflecting the population, we serve.

Monitoring and evaluating initiatives by the demographic population of Bedfordshire to ensure our services are reaching out to all areas in the community, particularly those most vulnerable in society.

Monitoring our comments, compliments and complaints process to understand issues affecting groups of people and encouraging open dialogue and feedback to ensure that our communities are receiving services that meet their needs.

## 2. Protecting People and Property

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Develop diverse fire safety initiatives that protect people in their homes: our safe and well initiatives and engagement strategies ensure we take account of the diverse needs of people. For example; our commitment to raising awareness of the risks associated to hoarding.

### 3. Responding to Fires and Other Emergencies

Development of an external EDI Forum: we are working with Bedfordshire Police to design and develop an EDI Forum to enable the sharing of best practice, learning from each other and engaging widely to improve awareness that supports the increasing complexities within the EDI agenda. For example; the consideration of intersectionality and the complexities that brings about when delivering services.

### 4. Empowering our People

We have designed, developed and implemented initiatives to improve the outcomes for staff. These include:

- Adopting the National NFCC People Impact Assessments and embedding the process into everything we do;
- Published Modern Slavery Statement.
- Designed, developed and delivered EDI awareness training;
- Initiatives to improve staff experience such as embedding our values, positive action initiatives, on-going support from principal officers, etc.

- Embedding EDI consideration into our procurement, tendering and contract processes;
- Monitoring and reporting on our workforce profile to improve representation across the Service by setting targets and the development of an Instagram page to improve our reach in the community;
- The introduction of a people forum and staff networks to engage with staff and improve experiences for protected groups of people such as the LGBTQ+ Allies Staff Network;
- Working regionally with our colleagues to improve EDI outcomes. For example; the Recruitment recommendation plan which we all work together to improve representation across the service.
- Health and wellbeing initiatives to improve awareness of accessible resources to staff. For example; Employee Assistant Programme, Occupational Health services, Fire Fighters Charity services;
- Successful nomination of AFSA Awards recognising the continuous commitment to deliver and support other services, during the pandemic by working in partnership.



# OUR WORKFORCE

 WE'VE GOT YOUR BACK

 EVERY CONTACT COUNTS

 WE DARE TO BE DIFFERENT

 WE ARE ACCOUNTABLE



# AGE

The table illustrates that BFRS has more wholetime firefighters aged between 17-24, 25-35 and 36-45 and less of those aged 46+ than the England and Non-Met percentages.

The on-call figures compared with the England figures, demonstrates BFRS has more firefighters between 36-55 and less over 56.

Looking at the average age column, BFRS's has a higher average age amongst support and control; on-call and total staff ages are on par with the comparative groups but our wholetime are below the other groups. Therefore, BFRS has been successful in recruiting a younger wholetime workforce.

↕ Wholetime	17-24	25-35	36-45	46-55	56+	Average Age
<b>BFRS</b>	<b>3.4%</b>	<b>26.1%</b>	<b>41.9%</b>	<b>26.8%</b>	<b>1.7%</b>	<b>40</b>
England	2.1%	22.3%	35.5%	36.8%	3.3%	42
Non – Metropolitan	2.1%	20.9%	33.3%	39.8%	3.9%	43
↕ On-Call						
<b>BFRS</b>	<b>7.0%</b>	<b>30.1%</b>	<b>32.2%</b>	<b>27.3%</b>	<b>3.5%</b>	<b>39</b>
England	7.3%	33.3%	28.3%	23.2%	7.8%	39
Non – Metropolitan	7.3%	32.9%	28.5%	23.2%	7.9%	39
↕ Support						
<b>BFRS</b>	<b>0.6%</b>	<b>12.1%</b>	<b>21.7%</b>	<b>31.8%</b>	<b>33.8%</b>	<b>49</b>
England	4.0%	16.7%	21.4%	29.4%	27.4%	46
Non – Metropolitan	4.0%	16.5%	21.0%	29.6%	27.3%	46
↕ Control						
<b>BFRS</b>	<b>0.0%</b>	<b>25.0%</b>	<b>25.0%</b>	<b>41.7%</b>	<b>8.3%</b>	<b>44</b>
England	5.1%	25.7%	26.2%	27.1%	15.5%	42
Non – Metropolitan	6.4%	26.3%	27.3%	26.2%	13.4%	42
↕ Total Staff						
<b>BFRS</b>	<b>3.4%</b>	<b>23.4%</b>	<b>33.8%</b>	<b>28.8%</b>	<b>10.6%</b>	<b>42</b>
England	4.0%	24.5%	30.6%	31.4%	9.3%	42
Non – Metropolitan	4.6%	24.9%	29.1%	31.2%	9.9%	42

Source: [Fire statistics data tables - GOV.UK](https://www.gov.uk/government/statistics/fire-statistics-data-tables) 31/03/21





# GENDER

The table below illustrates that BFRS, had more female staff on the 31st March 2021 compared to the figures for England as a whole and Non-Metropolitan FRSS, working in support, control and on-call roles but less wholetime females.

	WT FF	On-call	Total FF	Control	Support	All Staff
<b>BFRS</b>	<b>6.2%</b>	<b>9.8%</b>	<b>7.4%</b>	<b>6.9%</b>	<b>58.0%</b>	<b>23.4%</b>
England	8.0%	6.5%	7.0%	6.9%	54.8%	17.9%
Non – Metropolitan	7.5%	6.3%	6.9%	6.9%	55.3%	17.4%

Source: [Fire statistics data tables - GOV.UK](https://www.gov.uk/government/statistics/fire-statistics-data-tables) 31/03/21

# ETHNICITY

As of the 31st March 2021, minority ethnic employees represented 5.0% of Operational (6.4% wholetime and 2.2% on-call), 4.3% Control and 9.9% of support staff, which is an improvement in all employee groups apart from support. When we compare our data against National FRSS and Non-Met average as at 31st March 2021, we see that our percentage of minority ethnic wholetime staff is slightly above the figures for England and more than double the Non-Met average. It should be noted that whilst these comparisons are useful, BFRS is committed to reflecting our local diverse communities rather than aligning alongside other Fire and Rescue Services.

	WT FF	Ret FF	Total FF	Control	Support	All Staff
<b>BFRS</b>	<b>6.4%</b>	<b>2.2%</b>	<b>5.0%</b>	<b>4.3%</b>	<b>9.9%</b>	<b>6.3%</b>
England	6.3%	1.6%	4.7%	3.0%	8.1%	5.3%
Non – Metropolitan	2.9%	1.5%	2.2%	1.8%	4.1%	2.6%

Source: [Fire statistics data tables - GOV.UK](https://www.gov.uk/government/statistics/fire-statistics-data-tables) 31/03/21



# FAMILY LEAVE

As part of Bedfordshire Fire and Rescue Service's commitment to diversity, we support employee's balance between home and work through offering flexible employment policies and provide enhanced pay and leave for adoption, maternity and paternity. In 2020/21, eleven staff members were off on paternity leave of which all returned. There were three members of staff that returned from maternity and one who choose not to return to BFRS.

Year	Staff starting Maternity Leave	Staff returning to work from Maternity Leave	Staff on Paternity Leave	Staff returning to work from Paternity Leave	Staff starting Share Parental Leave	Staff returning to work from Shared Parental Leave
2020/2021	3	3	11	11	0	0
2019/2020	5	0	12	12	0	0
2018/2019	2	3	21	21	0	0

# STARTERS

During 2020/21, 45 employees joined Bedfordshire Fire and Rescue Service (compared with 61 in 2019/20). Comparing the data there was an increase in minority ethnic communities joining the Service from 9.8% (2018/19) to 20.0%. The percentage of people from a religion or belief also increased from 39.3% to 46.7%. Those in the upper age categories also increased, 46 - 55 (up from 13.1% to 24.4%) and 56-65 (up from 1.6% to 6.7%). However, the lower age categories saw a decrease, 17-24 (down from 16.4% to 8.9%), 25-35 (down from 41.0% to 35.6%) and 36-45 (down from 27.9% to 24.4%).

# LEAVERS

During 2020/21, 52 employees left the Service (compared with 51 in 2019/20). There has been a decrease of people leaving from LGBTQ+ backgrounds dropping from 5.9% to 1.9%. Other areas which was a decrease were those aged between 46-55 (from 37.3% to 21.2%) and those who had not declared their ethnicity (from 11.8% to 3.8%). There has been an increase of people leaving in age between 17 – 24 (up from 2.0% to 5.8%). Other areas which saw an increase were people from White backgrounds (up from 86.3% to 92.3%) and those who had not declared their sexual orientation (up from 19.6% to 23.1%).

The Service conducts exit interviews to gather the reason(s) people are choosing to leave. This identifies any patterns, ensuring data is provided to enable research to focus attention on any areas that can be improved.

# LENGTH OF SERVICE

On the 31st March 2021, the highest portion of staff are those who have worked for BFRS between 0-5 years, the second and third most common length of service are those who have worked between 11 – 15 years and 16 – 20 years.

Years	31/03/21	31/03/20
0 – 5 years	41.05%	39.7%
6 – 10 years	13.16%	13.4%
11 – 15 years	16.67%	16.9%
16 – 20 years	16.67%	16.2%
21 – 25 years	6.67%	7.1%
26 – 30 years	3.33%	4.5%
31+ years	2.46%	2.3%
<b>Total People</b>	<b>570</b>	<b>575</b>

# JOB APPLICATIONS, RECRUITMENT AND PROMOTIONS

Recruitment to BFRS is through fair and open competition based on merit, with individuals assessed for their ability to demonstrate the required competences, knowledge and skills for the role.

BFRS is committed to ensure that all recruitment is free from unfair and unlawful discrimination. Reasonable adjustments for disabled people are made at all stages of the recruitment process, as required.

In 2020/21 we saw an 3.2% increase in people aged 46-55 applying for support posts with BFRS and a 3.6% decrease in those applying between ages 17-24. There was also an 6.2% decrease in the number of female applicants. We have seen an 6.7% increase in minority ethnic applicants applying for uniform positions (Wholetime, On-call and Control). There was also an 3.7% increase in those applying to the uniform positions aged 36-45 and an 4.4% decrease in those aged 46-55. The attraction rates of females to uniform positions also decreased by 14.1% (from 35.0% in 2019/20 to 20.9%).

Of those who achieved a promotion, there was an 18.5% increase to those aged between 46-55, representing 41.2% which is the highest proportion over the last three years (22.7% in 2019/20 and 33.3% in 2018/22). There was also an increase in those who chose not to declare their demographics for ethnicity, religion or belief and sexual orientation.

# GENDER PAY GAP

The Service has three sets of employee groups whose terms and conditions of employment are nationally negotiated through relevant joint councils that contain representatives from the employers' side and recognised trade unions.

The Service has clear policies and pay structure in place to pay employees equally regardless of gender. The gender pay gap reflects the limited number of women in operational fire fighting and senior roles. This is illustrated by the distribution of women in the pay quartiles, with more than half of the women in the lower pay quartile. For more information please see our latest

[Gender Pay report](#).

Hourly Wages Pay Gap	31 March 2020	31 March 2019	31 March 2018
Comparison between median hourly wages	Women earn <b>91p</b> for every £1 that men earn	Women earn <b>92p</b> for every £1 that men earn	Women earn <b>95p</b> for every £1 that men earn
The median hourly wage	<b>9.1%</b> lower than men's	8.3% lower than men's	5.3% lower than men's
The mean hourly wage	<b>12.7%</b> lower than men's	12.7% lower than men's	10.6% lower than men's

Proportion of Women in each Pay Quarter	31 March 2020	31 March 2019	31 March 2018
Top quarter	<b>26%</b>	22%	23%
Upper middle quarter	<b>12%</b>	22%	12%
Lower middle quarter	<b>16%</b>	12%	8%
Lower quarter	<b>40%</b>	53%	53%



# GRIEVANCES

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Six formal grievances were submitted during 2020/21, two grievances were collective and four were submitted by individuals; twenty-two employees were within these grievance processes. This compares to the four grievances raised by four employees the previous two years. One additional grievance was concluded in 2020/2021 which was initiated in 2019/20.

Of the six formal grievances submitted in 2020/21, one was upheld, three were not upheld, one was partially upheld, and one was withdrawn. Of those who raised a grievance, 91% were male and 9% were female, 81.9% were White British, 13.6% were from a minority ethnic background and 4.5% preferred not to say their ethnic background.

# COMPLAINTS AND COMPLIMENTS

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During 2020/21, the Service received 98 compliments from members of the public by letter, email or through social media. This is compared to 46 in 2019/20 and 58 in 2018/19. The Service received 13 complaints, compared to 18 in 2019/20 and 19 in 2018/19. Currently the Service does not capture any equality information about the person making a complaint or compliment, so we are not able to report on this.



# APPENDIX

 WE'VE GOT YOUR BACK

 EVERY CONTACT COUNTS

 WE DARE TO BE DIFFERENT

 WE ARE ACCOUNTABLE



Our reporting categories are captured on the Service's workforce database (ITRENT) which allows for people to self-classify based on their:

## Age

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Staff members are placed into one of six age groups:

- 🔥 17-24
- 🔥 25-35
- 🔥 36-45
- 🔥 46-55
- 🔥 56-65
- 🔥 66+
- 🔥 Prefer not to say

## Gender

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This is currently recorded as male or female.

## Disability

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Staff members are asked whether they consider themselves to be disabled under the definitions of the Equality Act 2010:

Section 6(1) of the Equality Act 2010 states that a person has a disability if:

- A) that person has a physical or mental impairment, and*
- B) the impairment has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.*

## Sexual Orientation

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- 🔥 Heterosexual
- 🔥 Gay woman/lesbian
- 🔥 Gay man
- 🔥 Bisexual
- 🔥 Other
- 🔥 Prefer not to say

## Religion or Belief

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- 🔥 No religion
- 🔥 Buddhist
- 🔥 Christian
- 🔥 Hindu
- 🔥 Jewish
- 🔥 Muslim
- 🔥 Sikh
- 🔥 Any other religion
- 🔥 Prefer not to say

## Ethnicity

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White British

- 🔥 English/Welsh/Scottish/Irish/Northern Irish/British

Minority Ethnic:

### Dual Heritage

- 🔥 White and Black Caribbean
- 🔥 White and Black African
- 🔥 White and Asian
- 🔥 Any other mixed/multiple ethnic background

### Asian/Asian British

- 🔥 Indian
- 🔥 Pakistani
- 🔥 Bangladeshi
- 🔥 Chinese
- 🔥 Any other Asian background

### Black/African/Caribbean/Black British

- 🔥 African
- 🔥 Caribbean
- 🔥 Any other Black/African/Caribbean background

### Other Ethnic Groups

- 🔥 Arab
- 🔥 Any other ethnic group
- 🔥 Any other white background
- 🔥 Gypsy/traveller

# WORKFORCE PROFILE 2020/21

Protected Characteristic	31/03/2021	31/03/2020	31/03/2019	Protected Characteristic	31/03/2021	31/03/2020	31/03/2019
<b>Age</b>				<b>Ethnicity</b>			
17-24	3.5%	4.0%	2.7%	Black and Ethnic Minority	8.0%	7.1%	6.6%
25-35	23.5%	23.0%	20.9%	White	88.3%	89.0%	89.0%
36-45	33.8%	33.5%	32.7%	Not declared	3.7%	3.9%	4.3%
46-55	28.8%	28.8%	31.1%	<b>Religion or belief</b>			
56-65	9.5%	9.5%	11.3%	Religion or belief	46.1%	45.8%	48.2%
66+	1.0%	1.2%	1.3%	No Religion or Belief	40.2%	39.0%	35.7%
<b>Disability</b>				Not declared	13.7%	15.2%	16.0%
Disabled	3.2%	3.2%	2.7%	<b>Sexual Orientation</b>			
Non-disabled	90.7%	90.1%	90.7%	Gay/Lesbian/Bisexual/Other	3.4%	3.1%	3.3%
Not declared	6.1%	6.6%	6.6%	Heterosexual	84.1%	82.4%	81.6%
<b>Gender</b>				Not declared	12.5%	14.6%	15.0%
Male	76.4%	77.0%	76.7%				
Female	23.6%	23.0%	23.3%				

20/21 n = 622

19/20 n = 618

18/19 n = 602 (These figures are by positions)

WE ARE ACCOUNTABLE

WE DARE TO BE DIFFERENT

EVERY CONTACT COUNTS

WE'VE GOT YOUR BACK





# WORKFORCE PROFILE BY PAY BAND

Protected Characteristic	Support: Apprentice- Grade 13	Support: Grade 14 – 18	Uniformed: Fire-fighter, Crew Manager & Watch Manager	Uniformed: Station Manager & Group Manager	Senior Management Tier	31/03/2021 BFRS Profile
<b>Age</b>						
17-24	2.1%	0.0%	4.5%	0.0%	0.0%	3.5%
25-35	16.7%	6.3%	27.8%	4.5%	0.0%	23.5%
36-45	18.8%	25.4%	39.4%	31.8%	9.1%	33.8%
46-55	27.1%	38.1%	26.2%	59.1%	72.1%	28.8%
56-65	31.3%	27.0%	2.1%	4.5%	18.2%	9.5%
66+	4.2%	3.2%	0.0%	0.0%	0.0%	1.0%
<b>Gender</b>						
Male	36.5%	52.4%	87.3%	95.5%	90.9%	76.4%
Female	63.5%	47.6%	12.7%	4.5%	9.1%	23.6%
<b>Ethnicity</b>						
Black and ethnic minority	11.5%	14.3%	6.1%	6.1%	9.1%	8.0%
White	82.3%	85.7%	89.7%	86.4%	90.9%	88.3%
Not declared	6.2%	0.0%	4.2%	4.5%	0.0%	3.7%

n = 570 (These figures are by people)

# JOB APPLICATIONS – SUPPORT STAFF

Protected Characteristic	31/03/2021 Support Workforce Profile	31/03/2021	31/03/2020	31/03/2019
<b>Age</b>				
17-24	2.1%	8.9%	12.5%	9.9%
25-35	12.2%	30.4%	27.0%	24.0%
36-45	22.6%	22.5%	25.9%	20.2%
46-55	31.7%	24.9%	21.7%	23.1%
56-65	28.7%	12.4%	12.5%	16.1%
66+	3.7%	0.7%	0.5%	0.8%
Not declared	0.0%	0.5%	0.0%	5.8%
<b>Disability</b>				
Disabled	5.5%	4.5%	3.5%	3.7%
Non-disabled	85.4%	91.9%	92.8%	90.1%
Not declared	9.1%	3.6%	3.7%	6.2%
<b>Gender</b>				
Male	43.3%	37.8%	32.1%	45.5%
Female	56.7%	61.2%	67.4%	50.8%
Not declared	0.0%	1.0%	0.5%	3.7%

Protected Characteristic	31/03/2021 Support Workforce Profile	31/03/2021	31/03/2020	31/03/2019
<b>Ethnicity</b>				
Black and ethnic minority	12.2%	27.3%	30.3%	30.6%
White	84.2%	71.3%	68.6%	64.0%
Not declared	3.7%	1.4%	1.2%	5.4%
<b>Religion or belief</b>				
Religion or belief	58.5%	56.7%	61.0%	55.8%
No Religion or Belief	29.3%	33.3%	32.8%	33.9%
Not declared	12.2%	10.0%	6.2%	10.3%
<b>Sexual Orientation</b>				
Gay/Lesbian/Bisexual/Other	2.4%	4.6%	3.5%	3.3%
Heterosexual	85.4%	90.4%	92.8%	87.2%
Not declared	12.2%	5.0%	3.7%	9.5%

20/21 n = 418

19/20 n = 433

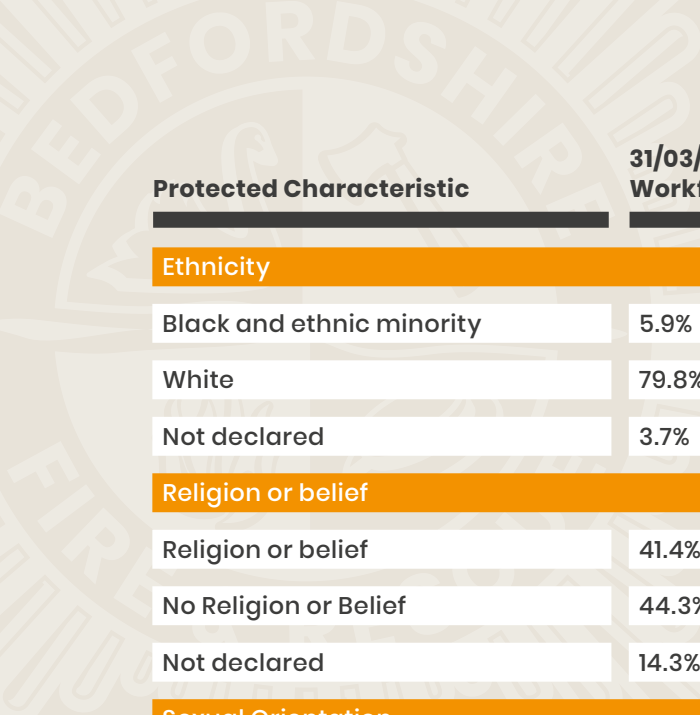
18/19 n = 242



# JOB APPLICATIONS – UNIFORMED STAFF

Wholetime including transfers from other FRS, On-call and Control

Protected Characteristic	31/03/2021 Uniformed Workforce Profile	31/03/2021	31/03/2020	31/03/2019
<b>Age</b>				
17-24	4.4%	31.8%	32.9%	not reported- inconsistent data
25-35	27.4%	42.6%	40.0%	not reported- inconsistent data
36-45	37.7%	19.4%	15.7%	not reported- inconsistent data
46-55	27.9%	4.4%	8.6%	not reported- inconsistent data
56-65	2.4%	1.2%	1.4%	not reported- inconsistent data
66+	0.2%	0.0%	0.0%	not reported- inconsistent data
Not declared	0.0%	0.3%	1.4%	not reported- inconsistent data
<b>Disability</b>				
Disabled	2.4%	2.9%	4.3%	1.9%
Non-disabled	92.5%	95.0%	93.6%	95.8%
Not declared	5.0%	2.1%	2.1%	2.2%
<b>Gender</b>				
Male	88.4%	78.2%	65.0%	86.2%
Female	11.6%	0.9%	35.0%	13.1%
Not declared	0.0%	0.9%	0.0%	0.7%



Protected Characteristic	31/03/2021 Uniformed Workforce Profile	31/03/2021	31/03/2020	31/03/2019
<b>Ethnicity</b>				
Black and ethnic minority	5.9%	22.4%	15.7%	17.4%
White	79.8%	76.5%	83.6%	80.1%
Not declared	3.7%	1.2%	0.7%	2.5%
<b>Religion or belief</b>				
Religion or belief	41.4%	35.6%	35.0%	43.0%
No Religion or Belief	44.3%	59.4%	57.1%	51.6%
Not declared	14.3%	5.0%	7.9%	5.4%
<b>Sexual Orientation</b>				
Gay/Lesbian/Bisexual/Other	5.5%	6.8%	7.9%	6.7%
Heterosexual	72.5%	89.1%	87.1%	88.2%
Not declared	3.3%	4.1%	5.0%	5.1%

20/21 n = 340 19/20 n = 140

18/19 n = 719



# STAFF STARTERS

Protected Characteristic	31/03/2021	31/03/2020	31/03/2019	Protected Characteristic	31/03/2021	31/03/2020	31/03/2019
<b>Age</b>				<b>Ethnicity</b>			
17-24	8.9%	16.4%	10.3%	Black and ethnic minority	20.0%	9.8%	5.9%
25-35	35.6%	41.0%	44.1%	White	73.3%	83.6%	83.8%
36-45	24.4%	27.9%	23.5%	Not declared	6.7%	6.6%	10.3%
46-55	24.4%	13.1%	16.2%	<b>Religion or belief</b>			
56-65	6.7%	1.6%	16.2%	Religion or belief	46.7%	39.3%	17.6%
66+	0.0%	0.0%	1.5%	No Religion or Belief	40.0%	47.5%	44.1%
Not declared	0.0%	0.0%	0.0%	Not declared	13.3%	13.1%	38.2%
<b>Disability</b>				<b>Sexual Orientation</b>			
Disabled	1.9%	4.9%	4.4%	Gay/Lesbian/Bisexual/Other	3.8%	6.6%	1.5%
Non-disabled	76.9%	82.0%	86.8%	Heterosexual	78.8%	86.9%	83.8%
Not declared	7.7%	13.1%	8.8%	Not declared	3.8%	11.5%	14.7%
<b>Gender</b>							
Male	73.3%	75.4%	79.4%				
Female	26.7%	24.6%	20.6%				

20/21 n = 45    19/20 n = 61    18/19 n = 68

# STAFF LEAVERS

These figures are based on anyone who has left BFRS completely; they do not include individuals who left one of multiple contracts.

Protected Characteristic	31/03/2021	31/03/2020	31/03/2019	Protected Characteristic	31/03/2021	31/03/2020	31/03/2019
<b>Age</b>				<b>Ethnicity</b>			
17-24	5.8%	2.0%	7.4%	Black and ethnic minority	3.8%	2.0%	11.1%
25-35	19.2%	17.6%	16.7%	White	92.3%	86.3%	87.0%
36-45	13.5%	19.6%	22.2%	Not declared	3.8%	11.8%	1.9%
46-55	21.2%	37.3%	25.9%	<b>Religion or belief</b>			
56-65	21.2%	19.6%	25.9%	Religion or belief	42.3%	43.1%	46.3%
66+	1.9%	5.9%	1.9%	No Religion or Belief	32.7%	31.4%	42.6%
<b>Disability</b>				Not declared	25.0%	25.5%	11.1%
Disabled	1.9%	0.0%	1.9%	<b>Sexual Orientation</b>			
Non-disabled	86.5%	88.2%	92.6%	Gay/Lesbian/Bisexual/Other	1.9%	5.9%	0.0%
Not declared	11.5%	11.8%	5.6%	Heterosexual	75.0%	74.5%	87.0%
<b>Gender</b>				Not declared	23.1%	19.6%	13.0%
Male	76.9%	76.5%	75.9%				
Female	23.1%	23.5%	24.1%				

20/21 n = 52

19/20 n = 51

18/19 n = 54

# PROMOTIONS – ALL STAFF

Protected Characteristic	31/03/2021	31/03/2020	31/03/2019	Protected Characteristic	31/03/2021	31/03/2020	31/03/2019
<b>Age</b>				<b>Ethnicity</b>			
17-24	0.0%	0.0%	6.7%	Black and ethnic minority	5.9%	9.1%	6.7%
25-35	5.9%	13.6%	20.0%	White	88.2%	90.1%	93.3%
36-45	52.9%	63.6%	33.3%	Not declared	5.9%	0.0%	0.0%
46-55	41.2%	22.7%	33.3%	<b>Religion or belief</b>			
56-65	0.0%	0.0%	6.7%	Religion or belief	41.2%	54.5%	33.3%
66+	0.0%	0.0%	0.0%	No Religion or Belief	23.5%	31.8%	33.3%
<b>Disability</b>				Not declared	35.3%	13.6%	33.3%
Disabled	0.0%	4.5%	6.7%	<b>Sexual Orientation</b>			
Non-disabled	94.1%	90.9%	93.3%	Gay/Lesbian/Bisexual/Other	4.6%	0.0%	0.0%
Not declared	5.9%	4.5%	0.0%	Heterosexual	90.4%	86.4%	80.0%
<b>Gender</b>				Not declared	5.0%	13.6%	20.0%
Male	100.0%	90.9%	86.7%				
Female	0.0%	9.1%	13.3%				

20/21 n = 17    19/20 n = 22    18/19 n = 11

# EXTERNAL TRAINING – FRST 35S

Protected Characteristic	31/03/2021	31/03/2020	31/03/2019	Protected Characteristic	31/03/2021	31/03/2020	31/03/2019
<b>Age</b>				<b>Ethnicity</b>			
17-24	0.0%	1.8%	0.9%	Black and ethnic minority	4.3%	1.7%	13.8%
25-35	11.4%	14.3%	20.2%	White	94.3%	87.9%	80.7%
36-45	25.7%	23.2%	23.9%	Not declared	1.4%	10.3%	5.5%
46-55	37.1%	26.8%	28.4%	<b>Religion or belief</b>			
56-65	25.7%	32.1%	25.7%	Religion or belief	47.1%	46.4%	51.4%
66+	0.0%	1.8%	0.9%	No Religion or Belief	30.0%	35.7%	32.1%
<b>Disability</b>				Not declared	22.9%	17.9%	16.5%
Disabled	1.4%	3.6%	1.8%	<b>Sexual Orientation</b>			
Non-disabled	94.3%	89.3%	87.2%	Gay/Lesbian/Bisexual/Other	4.3%	6.9%	3.7%
Not declared	4.3%	7.1%	11.0%	Heterosexual	84.3%	77.6%	87.2%
<b>Gender</b>				Not declared	11.4%	15.5%	9.2%
Male	68.6%	63.3%	57.8%				
Female	31.4%	36.7%	42.2%				




20/21 n = 70    19/20 n = 58    18/19 n = 121

# YOUR VIEWS COUNT

Your views are very important to us and having had an opportunity to feedback on our annual Public Sector Equality Duty Report. We would welcome your feedback by emailing us at [diversity@bedsfire.gov.uk](mailto:diversity@bedsfire.gov.uk).

# CONNECT WITH BFRS

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 WE ARE ACCOUNTABLE

 WE DARE TO BE DIFFERENT

 EVERY CONTACT COUNTS

 WE'VE GOT YOUR BACK





**WE'VE GOT YOUR  
BACK**



**EVERY CONTACT  
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