



Bedfordshire
Fire and Rescue Service



Public Sector Equality Duty

5th Annual Report

2017

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Bedfordshire Fire and Rescue Service

What the Law Says

Bedfordshire Fire and Rescue Service (BFRS), as a public body, is subject to the Public Sector Equality Duty (PSED), which is made up of a general equality duty supported by specific duties as outlined within the Equality Act (2010).

The general equality duty requires public authorities, in the exercise of their functions, to have due regard to the need to:

1. eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
2. advance equality of opportunity between people who share a protected characteristic and people who do not share it;
3. foster good relations between people who share a protected characteristic and people who do not share it.

Public authorities covered by the specific duties must publish information to demonstrate their compliance with the general equality duty. All listed bodies had to do this for the first time by 31 January 2012, and then at least annually from the first date of publication.

The specific duties are not particularly prescriptive about the information that needs to be published but it must include information relating to people who share a relevant protected characteristic who are:

- the employees of the listed body (for authorities with 150 staff or more)
- people affected by its policies and practices (for example, service users)

Protected characteristics include:

age, gender, race, disability, religion/belief, sexual orientation, marriage/civil partnerships, pregnancy & maternity, gender reassignment.

Introduction

This report provides information about our workforce and the services we deliver, and demonstrates our compliance with the requirements of the Equality Act (2010).

It is an annual reflection covering the period 1 April 2016 to 31 March 2017, charting the progress made since our first PSED report was published in January 2012.

The Service's Equality Objectives for 2012 – 2016 have been progressed and in 2016, BFRS consulted on a new set of Equality Objectives for 2016 to 2020; these are captured within our Single Equality Scheme Action Plan.

The report provides information on;

- The Services Equality Objectives; work that we have done to further the aims of the PSED
- Profile of communities across Bedfordshire and how this information helps target work to reduce risks across all communities.
- The workforce, providing an overview from an equalities perspective and seeks to improve the working environment for people who currently work for the Service and for those seeking or aspiring to join us.
- Services that BFRS provide; this is the work which impacts directly on the communities across Bedfordshire and which seeks to ensure equitable outcomes for those who have or may need to access our services.

Copies of previous reports can be found on our website at www.bedsfire.com

Equality Objectives

The Service produced a set of Equality Objectives in 2012, as part of our Single Equality Scheme (SES). These objectives listed 23 areas of work that the Service committed itself to complete over a 4 year period to 2016.

The aim of these Equality Objectives was to:

- Demonstrate how the Service would promote equality and diversity and eliminate harassment & unlawful discrimination in the workplace and across the Service we provide;
- Highlight the actions the Service would take to improve its equality and diversity performance outcomes; and
- Show how the Service intended to meet the legal responsibilities under the Equality Act 2010 and other legislation.

A report which reviewed progress and closed the 2012 SES was produced in 2016 and is available at www.bedsfire.com .

Following closure of the 2012-16 SES the Service consulted on a new set of Equality Objectives for the next 4 years (2016 to 2020) these are to:

1. Achieve excellence against Equality Frameworks
2. Improve public access to equality information
3. Deliver equality and diversity training for all staff
4. Improve equality monitoring across all Service areas
5. Embed equality in commissioning and procurement activity

In line with good governance, the Services Corporate Equality Group (CEG) monitors the equality objectives quarterly.

Strategic Objectives

The Service has three key strategic objectives:

1. To respond effectively, manage risks and reduce the number of emergency incidents that we attend.
2. To ensure high standards of corporate governance and continued service improvement; and
3. To develop our employees and create a safe, fair and caring workplace for our staff

Knowing about the communities across Bedfordshire and having an understanding how issues around diversity and other factors such as social isolation, health, disability and poverty can impact on risk is essential for the Service to achieve these objectives.

To this aim we work closely with partner organisations and groups to address specific safety concerns and to protect communities and business from fire.

Partnership working and having a workforce drawn from the communities who have local knowledge and understanding is fundamental to the Service understanding risks and enables us to better help all sections of our communities to protect themselves, now and in the future.

The People we Serve

According to the Office for National Statistics (ONS) 2016 Mid-Year estimates, the population of Bedfordshire is 644,451

The estimated population in each unitary area is as follows:

- Bedford Borough: 168,751
- Central Bedfordshire: 278,900
- Luton: 216,800

The ONS Population Projections predicts that this total number will increase from 644,451 in 2016 to 721,000 in 2024.

The 2011 census report highlighted that Bedfordshire has a higher proportion of people over the age of 60 and a lower proportion aged 25-49 compared to other counties in East Region and the UK.

Our Practice

- Our workforce monitoring data forms part of the information we collate, monitor and publish to help us ensure equality considerations are embedded within our policies and practices, as well as meet our responsibilities under the Public Sector Equality Duty.
- The Service publishes its equality objectives separately within the SES. The latest SES 2016 – 2020 along with a report from the 2012 – 2016 SES can be found on the Services website at www.bedsfire.com.
- We have a well-established Equality Assessment process where all policies and changes to services are assessed for their potential impact against groups protected by the Equality Act (2010) known as 'Protected Characteristics' outlined below.
- An equality handbook has been produced, available for all staff and employees are supported to complete a range of equality related training which includes Equality and Diversity, Towards Cultural Competence and Unconscious Bias
- We conduct biannual staff surveys of all our employees to develop a clear understanding of both the type of culture we have now and the type of culture we are aiming for.
- BFRS is committed to ensuring the wellbeing of all its employees and provides an in-house Occupational Health and Fitness provision and an Employee Assistance Programme.

- Understanding the value of a healthy work-life balance, Bedfordshire Fire and Rescue Service offer employees the opportunity to request flexible working hours, homeworking, 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.
- Our commitment to equality and diversity is driven by senior management, demonstrated by our own staff and supported by our Equality Advisor; progress is monitored through the Services Corporate Equality Group (CEG).
- In 2016 the Service was awarded the status of being a Disability Confident organisation in recognition of our approach to disability.
- The Service is affiliated to the Asian Fire Service Association (AFSA), Women in the Fire Service (WFS), Stonewall and the Employers Network for Equality and Inclusion (ENEI).

Executive Summary

As at 31 March 2017, Bedfordshire Fire and Rescue Service (BFRS) employed 551 people. 51 employees left during 2016/17 and there were 54 new appointments.

- Total firefighter strength as of the 31/03/17 at BFRS is 389 FTE.
- During the financial year 2016/17, of the 51 people leaving the Service, 42.1% left as a result of early/normal retirement the majority of leavers were firefighters (34% whole time, 38% RDS and 28% Support).
- As at 31 March 2017, 424 male staff was employed, out of which, 86.3% were firefighters. By comparison, only 18.1% of the 127 female employees were firefighters.
- 5.4% of our wholetime and 7.8% of our RDS 'on-call' firefighters are female. These are above the national average and show an improvement since 2015/16.
- 2.4% of staff described themselves as having a disability which has gradually decreased from previous years from 2.6% during 2015/16 and 3.5% during 2014/15. The number of staff not declaring their disability status has decreased from 12.9% (2015/16) to 4.9% this may be because of the new HR Employee self-service that was introduced.
- Staff not declaring their religion/belief had increased from 11.7% in 2015/16 to 17.2% in 2016/17.
- 7.6% of our workforce declared they are from an ethnic minority group which increased from 6.3% during 2015/16.
- 23.0% of our workforce is aged under 34, compared to 22.0% the previous year; 13.4% are aged over 55 compared to 12.4% the previous year.
- 2.2% of our workforce declared they are lesbian, gay or bisexual, similar to previous years.
- No employee has identified themselves as transgender.

This executive summary demonstrates that the Service has delivered a number of in-year successes and continued improvement, e.g. the proportion of our Service represented by BAME staff shows a year on year increase and the recruitment of female staff into operational roles have increased.

BFRS's profile as at 31 March 2017 is provided in the appendix.

Section 1: WORKFORCE

Total Workforce

Total firefighter strength at BFRS as at 31/3/17 is 389 FTE. This figure is slightly higher than 385 from the previous year.

The Service employed 551 staff in total, a reduction of 30 staff when compared with the previous year figure of 581.

23% of all staff at BFRS are women, very little change from previous years. Female representation at senior levels remains consistent at 30.0%.

Black and Minority Ethnic employees represent 5.4% of Operational, 8.0% Control and 11.7% of support staff, which reflects a slight improvement across all Service areas from the previous year.

Staff declaring a disability account for 2.4% of the workforce, which is a 2% decrease from the previous year. The Service has a higher number of staff with disabilities at senior management is 12.5%, uniformed middle management grades 7.7% and lower support grades 6.7%.

Percentage of female staff

Table 1a illustrates that BFRS, as at 31/3/2017, had more female staff when compared to National FRSs (table 1b), particularly of those working in support, control and RDS.

BFRS	WT FF	Ret FF	TOTAL FF	Control	Support	All Staff
%	5.4%	7.8%	6.2%	88%	58.6%	23.05%
	(15)	(11)	(26)	(22)	(82)	(127)
Total	277	140	417	25	140	551

Table 1a; Percentage of female staff at BFRS / Source: ITRENT 21/12/17

	WT FF	Ret FF	TOTAL FF	Control	Support	All Staff
England average	5.2%	4.5%	5.0%	75.7%	51.3%	14.6%
Non – Met average	4.9%	4.5%	4.7%	74.5%	51.7%	14%

Table 1b; Percentage of female staff for England & Non Met / Source: Home Office Operational Statistics Data Collection, figures supplied by Fire Authorities.

Percentage of BAME staff

Table 2a compares the numbers of BAME staff for BFRS against (table 2b) which shows the figures for all FRS for England and non-metropolitan areas as at 31/03/2017.

The data for this report captures BFRS workforce profile, as of the 31st March 2017 but were taken from the ITRENT system on the 21/12/17; they reflect the fact that anomalies appeared when the Service was migrating data from the (old) MIS data recording system to the (new) ITRENT system; i.e. the previous data reported that 36.9% of wholetime, 41.9% of RDS and 9.9% of Support staff did not declare their ethnicity; whereas the current data set accurately reflects the true picture (table 2a) Where 96.7% off all staff have declared their ethnic group.

The figures shown in table 2a below shows that BFRS exceeds the national average for all staffing sectors. It should be noted that whilst these comparisons are useful, BFRS is committed to reflecting our local communities rather than aligning alongside other Fire and Rescue Services.

BFRS	WT FF	Ret FF	TOTAL FF	Control	Support	All Staff
% declared	6.5% (18)	4.3% (6)	5.7% (24)	8% (2)	11.4% (16)	7.6% (42)
% not declared	4% (11)	5% (7)	4.3% (18)	0.0% (0)	0.0% (0)	3.3% (0)
Total	277	140	417	25	140	551

Table 2a; Percentage of BAME staff at BFRS / Source: ITRENT 21/12/17

	WT FF	Ret FF	TOTAL FF	Control	Support	All Staff
England average	4.7%	1.11%	3.47%	2.75%	6.51%	3.96%
Non – Met average	1.99%	1.03%	1.53%	2.04%	2.89%	1.76%

Table 2b; Percentage of BAME staff for England & Non Met / Source: Home Office Operational Statistics Data Collection, figures supplied by Fire Authorities.

Age

The age of the majority of all staff at BFRS is in the 45-54 age brackets, which remains the same as previous years.

Religion

The data recorded for BFRS show that 49.9% of the total workforce have declared a religion/belief, this compares with 56.8% recorded in 2015/16 and 50% in 2014/15.

Workforce Leavers

During 2016/17, 51 employees left Bedfordshire Fire and Rescue Service (compared with 61 in 2015/16). Comparing the data from 2015/16, the majority of staff who left the Service were aged between 45-54 (39.22%), compared with (33.9%) the previous year; there has been a decrease in the numbers of people leaving aged between 16-34 (13.73%) in 2016/17 compared with (25.8%) the previous year, and a slight increase in leavers aged between 55-64 (21.57%) compared with (19.4%) in 2015/16.

There were also a slight increase in female leavers (17.65%) compared with (16.1%) the previous year and a decrease in the numbers of people with a disability (3.92%) compared with (6.5%) in 2015/16. The number of leavers from a Black, Asian or Minority Ethnic background also rose slightly from 4.8% in 2015/16 to 5.88% in 2016/17.

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 correct any areas that can be improved.

During 2016/17, the largest proportions of leavers were firefighters (white, male) and of the 51 leavers across the Service as a whole, 42.1% of which retired from the Service.

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.

As part of the changes to the two tick accreditation awarded to employers who demonstrate they are committed to the employment, retention, training and career development of people with a disability. BFRS undertook a disability confident self-assessment which led to being awarded a disability confident organisation in 2016.

In 2016/17 we saw an increase in numbers of people aged 16-24 applying for support posts with BFRS. Out of 217 job applicants, 22 (10.1%) were 16-24, whereas during 2015/16, out of 173 job applicants, 11 (6.4%) were 16-24 and during 2013/14, out of 101 job applicants, 3 (3.0%) were 16-24.

Similarly in 2016/17 there was an increase in the number of female applicants 55.8% compared with 40.5% the previous year. However we have also seen a decline in the number of applicants from a BAME background 14.7% in 2016/17 compared with 20.2% the previous year.

For those applying for operational positions, we saw a 4.5% increase of female job applicants from last year. The number of those declaring as LGBT increased to 6.6%, compared to 4.5% during 2015/16 and the number of applications from BAME groups dropped from 11.2% in 2015/16 to 5.7% in 2016/17. The drop in applications from BAME groups is in part due to the fact that the Service did not run a whole time firefighter process in 2016/17. Early indicators for the whole time recruitment campaign in 2017/18 show an improvement in the numbers of BAME and Female applications, which will be reflected in next year's report.

Staff Starters

During 2016/17, 54 employees joined Bedfordshire Fire and Rescue Service (compared with 45 in 2014/15). Comparing the data of those who joined the Service in 2016/17 to 2015/16, there has been a significant increase in younger people joining the Service; those aged between 16-24 increased to 18.52% compared with 8.9% in 2015/16; an increase of people aged between 35-44 (22.22%) compared with (17.8%) the previous year and a decrease in people aged between 55-64 (9.26%) compared with 15.6% in 2015/16. There were also increases in females and people from BAME communities joining the Service in 2016/17.

Pregnancy and Maternity 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.

During 2016/17, 3 women were on Maternity Leave, 1 woman returned to work and 2 remained on Maternity Leave; No female staff have left the Service immediately following maternity leave. Comparison against previous years is shown in the table below;

Maternity Leave comparison table:

Year	Women on Maternity Leave	Women on Maternity Leave carried forward to next year	Women returning to work from Maternity Leave
14/15	6	1	5
15/16	4	2	2
16/17	3	1	2

Grievances

During 2016/17 a small number of grievances (7) were raised by employees; 4 related to pay and allowances. Of the 7 cases, 2 were not upheld, 4 partially upheld and 1 upheld in full.

As the number of grievances raised was small, there can be no meaningful statistical analysis or conclusion.

Section 2: Services we provide

The Service uses a number of tools to help us develop our understanding of how and where to direct our services to greatest effect. Some of these tools are complex – allowing us to understand, assess and model risks using a number of factors, including the use of predictive electronic modelling tools and data, using our knowledge of incidents we have attended recently and historically, types of building; their construction and use, the environment and information provided by partners and other agencies e.g. road collision statistics.

We are also able to assess the potential risk associated with new developments, changes in the local economy and demographic change e.g. an increasingly aged population and understand how behaviours and lifestyles can impact on risk within more vulnerable sections of our communities.

Using these tools appropriately supports the professional judgment and experience of our fire officers, firefighters, fire safety and community safety teams enabling us to make well-considered and informed decisions about the delivery of our services.

Main type of Incidents

Type of Incidents	2016/17	2015/16	2014/15
Fires	2,088	2,520	2,593
False Alarms	2,723	2,520	2,593
Special Services	1,685	1,168	1,259
Total number of Incidents	6,533	5,706	5,877

Non-Fire Incidents

For 2016/17 there has been a significant, but expected increase in Effecting entry, which is due to our collaborative work with Ambulance for life saving interventions, which also reduces demands on Police.

Main type of non-fire incident	2016/17	2015/16	2014/15
Road Traffic Collisions	454	403	439
Effecting entry/exit	360	202	213
Flooding	75	133	27
Good Intention False Alarm	636	806	768
Lift Release	100	98	104
Complex Patients	8		

Home Fire Risk Checks

Total number of HFRC's	of which were for the Elderly	of which were completed by partners
4,316	1,436	1,017

Fire Safety Audits

No. of Fire Safety Audits	of which Satisfactory	of which Un-satisfactory
1,244	1,071	173

Enforcement Notices

To improve the safety and compliance of business, the Service launched a range of measures in 2013, which continues to increase awareness of fire safety within local businesses. These measures have led to a significant decrease in the number of enforcement and prohibition notices being served and we are pleased to report that for 2016/17 there were no prosecutions for offences under Article 32. Of those enforcement and prohibition notices served, the number has fallen to the extent that there are insufficient figures to provide meaningful statistical analysis with regard to equality.

No. of enforcement notices served under Article 30	No. of prohibition notices served under Article 31	No. of prosecutions for offences under Article 32	No. of alteration notices served under Article 29	No. of premises satisfactory following enforcement action
2	5	0	1	30

Surveys conducted

Area Surveyed	Surveys Issued	Surveys Returned	Rate of Return 2016/17	Rate of Return 2015/16
After the Incident (Domestic)	537	214	40%	50%
After the Incident (Non-Domestic)	109	55	50%	57%
Home Fire Safety Check Follow Up Surveys	1,194	584	49%	30%
Fire Safety Audits	794	333	42%	75%

After the Incident (Non Domestic)

109 surveys were issued by either post or emailed via a survey link and 55 completed surveys were received back for reporting purposes. No complaints were received through the customer satisfaction surveys.

Home Fire Safety Check Surveys

544 of 555 (98%) respondents said they were either very or fairly satisfied with the HFSC service.

122 respondents said they received a HFSC within less than one week, with 191 saying they waited between 1-2 weeks and 79 respondents waited five weeks or more.

The Service did not capture any equality reporting data for 2016/17 for the HFSC's which will be rectified for the 2017/18 report.

Fire Safety Audit Surveys

A total of 794 Fire Safety Audit surveys were issued throughout the year with a return of 333 completed surveys (42%).

230 of the 254 respondents stated they felt better equipped to deal with risk after the audit process.

190 responders confirmed they had received a written report and stated they were either very or fairly satisfied with the contents. These have been followed up to consider if these are justified.

323 responders said they were either very or fairly satisfied with the audit process. Only one was fairly dissatisfied and one very dissatisfied.

Complaints and Compliments

14 complaints and 61 compliments were received during 2016/17, this compares with 21 complaints and 67 compliments in 2015/16.

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. Plans are in place to include a monitoring form for 2017, so we can report on this in future reports.

Customer Satisfaction

During 2016/17 quarterly satisfaction surveys were undertaken to establish the levels of satisfaction in the following service areas:

- Attending an incident at a domestic property;
- Attending an incident at a non-domestic property;
- Conducting a Home Fire Safety Check; and
- Conducting a Fire Safety Audit

During 2016/17 we received a total of 1,186 completed surveys, compared to 767 in 2015/16, and of the 1,138 people who responded to the question "*How satisfied were you with our overall service?*" 1,124 (99.6%) agreed they were very or fairly satisfied with the service they had received.

Community Fire Safety House

Our Community Fire Safety House enables visitors to participate safely in realistic situations illustrating everyday hazards and learn how to prevent them. The house has many visitors throughout the year. Typical range of visitors are Carers, Care Home Staff, Health Visitors, Children Centres, Cubs, Beavers, Brownies, Falcon Cubs, reflecting people of all ages from children aged 6 years to those aged 60 and above. The majority of those visiting the house were female, which highlight the need for the Service to actively target men to the Community Fire Safety House.

Demographic data is not collected from evaluation forms of children under 18 who attended as part of their club, school or scout/cadet group.

Station Open Days

A popular approach that the Service has adopted are the station open day's where local communities come onto each fire station, take part in demonstrations, receive fire safety messages through a variety of interactive sessions such as seeing the effects of putting water on a cooking fire, have a go firefighting sessions for children, road safety messages and practical demonstrations from our firefighters. These station open days continue to be popular with over 100 families turning up to each event. Evaluation forms were piloted to measure of the interest of these events across all communities.

Protected Characteristic	31/03/2017
Age	
0-15	2.6%
16-24	1.3%
25-34	52.4%
35-44	23.7%
45-54	1.3%
55-64	0.0%
65+	1.3%
Not declared	17.4%
Gender	
Male	37.6%
Female	61.1%
Not declared	1.2%
Ethnicity	
Black and Ethnic Minority	18.4%
White	78.7%
Not declared	2.9%

Summary

The data captured within this report is used to inform and support activities to address the duties within the PSED. Evidence of where this data is used includes:

- Positive Action Plan
- Community Safety Plan
- Equality objectives (SES)

To promote recruitment, the Service has identified a number of specific actions within the Positive Action (recruitment) Plan; such as raising the profile of our work and providing under-represented communities with details of recruitment opportunities, entry requirements and details of any planned targeted events, such as firefighter “have-a-go” days. Additionally a dedicated Retained Duty System (on call) Firefighter Working Group was established to consider attraction and retention from within communities to this role.

Actions which considers:

- ensuring robust safety and referral arrangements for particular at risk groups are in place
- reviewing arrangements in regard to the provision of our fire investigation function and
- Reviewing data sharing agreements with partners

Are captured within The Services Community Safety Action Plan

Actions focusing on;

- Measuring performance against equality frameworks
- Public access and recruitment
- Equality and diversity training
- Equality monitoring equality in commissioning and procurement
- Improving standards and develop new partnerships

Are captured within the Service’s Equality Objectives (2016-2020)

The Corporate Equality Group (CEG) is a Member-led forum that provides scrutiny over the continued effectiveness of our equality activities.

National interest and notable practices are shared through our involvement within the NFCC Equality and Diversity & Inclusion Professionals Group. The Service also engages through the East of England Regional Equality, Diversity and Inclusion Group, which brings together Equality and Diversity Advisors from across the Service.

In 2016/17 there has been ongoing work with colleagues from Bedfordshire Police to share learning, specifically around the recruitment of under-represented groups,

which has informed our Positive Action Plan and been used to good effect within the 2017/18 Wholetime Firefighter recruitment process.

The report identifies that:-

- Our recruitment processes continue to improve our organisations diversity and we compare favourably against national averages. It is recognised this is a continuing process and our learning and focus, supported with improvements in local Positive Action and application of national guidance, can only add value towards this improvement.
- The number of staff leavers has fallen and it is reported that a large percentage of these are from retirement. Whilst there is no significant disproportionate loss of female or BAME staff, change presents opportunities to further improve the diversity within the Service, as we look to recruit the best candidates from across our communities.
- Profile data on those receiving Community Safety advice, specifically Home Safety, requires improving which is already being addressed for 2017/18 reports. The level of customer satisfaction remains extremely high for all activities.
- This report will be made available as the Service's Intranet 'SharePoint' so that all staff have access to the information and can be used to inform local level discussions and activities.
- This report will be made available to the public on the Service's website, which from April 2018 will include facilities for translation, read aloud and increasing the size of the information contained.

APPENDIX

Reporting Categories

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

Age

Staff members are asked to place themselves into one of six age groups:

- 16-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+
- Prefer not to say

Disability

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.

Staff members are asked to select one of the following:

- Yes – Limited a lot
- Yes – Limited a little
- No
- Prefer not to say

Gender

This is currently recorded as male or female.

Gender Reassignment

Staff members were asked whether they defined themselves as Trans.

Ethnicity

White

- English/Welsh/Scottish/Irish/Northern Irish/British
- Gypsy/Irish Traveller

Mixed/Multiple Ethnic Groups

- 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

Religion or Belief

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

Sexual Orientation

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

Workforce Profile

Protected Characteristic	31/03/2017	31/03/2016	31/03/2015
Age			
16-24	2.4%	1.7%	1.4%
25-34	20.7%	20.3%	24.2%
35-44	30.1%	30.4%	30.2%
45-54	33.4%	35.4%	34.1%
55-64	12.9%	11.9%	9.6%
65+	0.5%	0.5%	0.5%
Disabled			
Disabled	2.4%	2.6%	3.5%
Non-disabled	92.7%	84.6%	90.0%
Not declared	4.9%	12.9%	6.4%
Gender			
Male	77.0%	78.4%	78.0%
Female	23.0%	21.6%	22.0%
Gender reassignment			
Not declared	100.0%	100.0%	100.0%
Ethnicity			
Black and Ethnic Minority	7.1%	6.3%	6.9%
White	89.5%	89.9%	89.0%
Not declared	3.4%	3.8%	4.1%
Religion or belief			
Religion or belief	49.9%	56.8%	50.0%
No Religion or Belief	32.8%	31.6%	30.1%
Not declared	17.2%	11.7%	19.9%
Sexual Orientation			
Gay/Lesbian/Bisexual/Other	2.2%	1.9%	1.7%
Heterosexual	82.2%	79.9%	78.4%
Not declared	15.6%	18.2%	19.9%

16/17 n = 551

15/16 n = 581

14/15 n = 592

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	31/03/2017 BFRS Profile
Age						
16-24	1.1%	0.0%	3.1%	0.0%	0.0%	2.4%
25-34	14.4%	6.5%	26.0%	0.0%	0.0%	20.7%
35-44	10.0%	15.2%	37.8%	23.1%	0.0%	30.1%
45-54	36.7%	26.1%	30.4%	61.5%	87.5%	33.4%
55-64	34.4%	52.2%	2.6%	15.4%	12.5%	12.9%
65+	3.3%	0.0%	0.0%	0.0%	0.0%	0.5%
Not declared	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Disability						
Disabled	6.7%	2.2%	0.8%	7.7%	12.5%	2.4%
Non-disabled	90.0%	95.7%	93.7%	84.6%	87.5%	92.7%
Not declared	3.3%	2.2%	5.5%	7.7%	0.0%	4.9%
Gender						
Male	28.9%	63.0%	89.5%	80.8%	87.5%	77.0%
Female	71.1%	37.0%	10.5%	19.2%	12.5%	23.0%
Not declared	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Gender reassignment						
Not declared	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Ethnicity						

Black and ethnic minority	13.3%	8.7%	5.2%	11.5%	0.0%	7.1%
White	86.7%	91.3%	90.3%	80.8%	100.0%	89.5%
Not declared	0.0%	0.0%	4.5%	7.7%	00.0%	3.4%
Religion or belief						
Religion or belief	62.2%	60.9%	43.3%	69.2%	87.5%	49.9%
No Religion or Belief	28.9%	28.3%	36.2%	15.4%	12.5%	32.8%
Not declared	8.9%	10.9%	20.5%	15.4%	0.0%	17.2%
Sexual Orientation						
Gay/Lesbian/Bisexual/Other	3.3%	0.0%	2.4%	0.0%	0.0%	5.7%
Heterosexual	87.8%	91.3%	79.0%	88.5%	100.0%	46.5%
Not declared	8.9%	8.9%	18.6%	11.5%	0.0%	47.8%

NB These figures are by permanent posts

n = 551

Job Applications – Support Staff

Protected Characteristic	31/03/2017 BRFS Support Workforce Profile	31/03/2017	31/03/2016	31/03/2015
Age				
16-24	2.4%	10.1%	6.4%	3.0%
25-34	20.7%	17.1%	16.2%	22.8%
35-44	30.8%	18.0%	16.8%	20.8%
45-54	33.6%	23.0%	24.3%	27.7%
55-64	12.0%	13.4%	17.3%	12.9%
65+	0.5%	1.4%	1.2%	0.0%
Not declared	0.0%	17.1%	17.9%	12.9%
Disability				
Disabled	2.5%	3.7%	6.4%	2.0%
Non-disabled	92.2%	79.3%	68.2%	91.1%
Not declared	5.3%	17.1%	25.4%	6.9%
Gender				
Male	78.0%	32.7%	43.4%	39.6%
Female	22.0%	55.8%	40.5%	55.4%
Not declared	0.0%	11.5%	16.2%	5.0%
Gender reassignment				
Transgender or Transsexual	0.0%	0.0%	0.0%	0.0%
Not declared	100.0%	100.0%	100.0%	100.0%
Ethnicity				
Black and ethnic minority	4.2%	14.7%	20.2%	27.7%
White	57.5%	67.3%	61.8%	63.4%
Not declared	38.3%	18.0%	17.9%	8.9%
Religion or belief				
Religion or belief	48.6%	46.5%	57.2%	61.4%
No Religion or Belief	33.7%	34.6%	24.3%	27.7%
Not declared	17.6%	18.9%	18.5%	10.9%
Sexual Orientation				
Gay/Lesbian/Bisexual/Other	2.2%	2.3%	5.8%	12.9%
Heterosexual	81.0%	77.9%	77.5%	85.1%
Not declared	16.8%	19.8%	16.8%	2.0%

16/17 n = 217

15/16 n = 173

14/15 n = 101

Job Applications – Uniformed Staff

Protected Characteristic	31/03/2017 BRFS Uniformed Workforce Profile	31/03/2017	31/03/2016	31/03/2015
Age				
16-24	2.4%	14.8%		22.9%
25-34	20.7%	27.9%		47.9%
35-44	30.8%	41.0%		18.8%
45-54	33.6%	11.5%		8.3%
55-64	12.0%	0.8%		0.0%
65+	0.5%	0.0%		0.0%
Not declared	0.0%	4.1%		2.1%
Disability				
Disabled	2.5%	0.8%	1.1%	0%
Non-disabled	92.2%	94.3%	73.9%	97.9%
Not declared	5.3%	4.9%	25.3%	2.1%
Gender				
Male	78.0%	77%	75.3%	75.0%
Female	22.0%	23%	24.7%	25.0%
Not declared	0.0%	0.0%	0.0%	0.0%
Gender reassignment				
Transgender or Transsexual	0.0%	0.0%	0.1%	0.0%
Not declared	100.0%	100.0%	99.9%	100.0%
Ethnicity				
Black and ethnic minority	4.2%	5.7%	11.2%	8.3%
White	57.5%	91.0%	63.3%	89.6%
Not declared	38.3%	3.3%	25.5%	2.1%
Religion or belief				
Religion or belief	48.6%	40.2%	32.0%	33.3%
No Religion or Belief	33.7%	51.6%	40.4%	56.3%
Not declared	17.6%	8.2%	27.6%	10.4%
Sexual Orientation				
Gay/Lesbian/Bisexual/Other	2.2%	6.6%	4.5%	0.0%
Heterosexual	81.0%	82.8%	55.8%	95.8%
Not declared	16.8%	10.7%	28.7%	4.2%

16/17 n = 122

15/16 n = 806

14/15 n = 48

Uniformed Staff are those who are Wholetime, Retained and Control

NB Age has been excluded from 15/16 because of inconsistency in the data.

Staff Starters

Protected Characteristic	31/03/2017	31/03/2016	31/03/2015
Age			
16-24	18.52%	8.9%	12.2%
25-34	39.89%	37.8%	53.7%
35-44	22.22%	17.8%	19.5%
45-54	11.8%	20.0%	14.6%
55-64	9.26%	15.6%	0.0%
65+	0.0%	0.0%	0.0%
Not declared	0.0%	0.0%	0.0%
Disability			
Disabled	0.0%	0.0%	0.0%
Non-disabled	94.44%	93.9%	92.7%
Not declared	5.56%	6.7%	7.3%
Gender			
Male	77.78%	82.2%	80.5%
Female	22.22%	17.8%	19.5%
Not declared	0.0%	0.0%	0.0%
Gender reassignment			
Not declared	100.0%	100.0%	100.0%
Ethnicity			
Black and ethnic minority	9.26%	6.7%	12.2%
White	83.33%	91.1%	87.8%
Not declared	7.41%	2.2%	0.0%
Religion or belief			
Religion or belief	40.74%	40.0%	43.9%
No Religion or Belief	40.74%	55.6%	41.5%
Not declared	18.52%	4.4%	14.6%
Sexual Orientation			
Gay/Lesbian/Bisexual/Other	1.85%	0.0%	2.4%
Heterosexual	79.63%	95.6%	83.0%
Not declared	18.52%	4.4%	14.6%

16/17 n = 54

15/16 n = 45

14/15 n = 41

Staff Leavers

Protected Characteristic	31/03/2017	31/03/2016	31/03/2015
Age			
16-24	%	3.2%	5.3%
25-34	13.73%	22.6%	21.1%
35-44	23.53%	19.4%	17.5%
45-54	39.22%	33.9%	36.8%
55-64	21.57%	19.4%	14.0%
65+	0.0%	1.6%	5.3%
Not declared	1.96%	0.0%	0.0%
Disability			
Disabled	3.92%	6.5%	3.5%
Non-disabled	92.16%	85.5%	91.2%
Not declared	3.92%	8.1%	5.3%
Gender			
Male	82.35%	83.9%	80.7%
Female	17.65%	16.1%	19.3%
Not declared	0.0%	0.0%	0.0%
Gender Reassignment			
Not declared	100.0%	100.0%	100.0%
Ethnicity			
Black and ethnic minority	5.88%	4.8%	12.3%
White	45.10%	87.1%	84.2%
Not declared	49.02%	8.1%	3.5%
Religion or Belief			
Religion or belief	50.96%	53.2%	50.9%
No Religion or Belief	27.45%	25.8%	24.6%
Not declared	21.57%	21.0%	24.6%
Sexual Orientation			
Gay/Lesbian/Bisexual/Other	3.92%	1.6%	1.8%
Heterosexual	76.47%	75.8%	78.9%
Not declared	19.61%	22.6%	19.3%
16/17 n = 51	15/16 n = 61	14/15 n = 57	

Promotions - All Staff

Protected Characteristic	31/03/2017	31/03/2016	31/03/2015
Age			
16-24	0.0%	0.0%	0.0%
25-34	25.0%	12.5%	22.2%
35-44	50.0%	68.8%	33.3%
45-54	25.0%	18.8%	33.3%
55-64	0.0%	0.0%	11.1%
65+	0.0%	0.0%	0.0%
Not declared	0.0%	0.0%	0.0%
Disability			
Disabled	25.0%	6.3%	5.6%
Non-disabled	75.0%	81.3%	94.4%
Not declared	0.0%	12.5%	0.0%
Gender			
Male	100.0%	93.8%	77.8%
Female	0.0%	6.3%	22.2%
Not declared	0.0%	0.0%	0.0%
Gender reassignment			
Transgender or Transsexual	0.0%	0.0%	0.0%
Not declared	100.0%	100.0%	100.0%
Ethnicity			
Black and ethnic minority	25.0%	6.3%	5.6%
White	75.0%	87.5%	94.4%
Not declared	0.0%	6.3%	0.0%
Religion or belief			
Religion or belief	100.0%	43.8%	66.7%
No Religion or Belief	0.0%	43.8%	22.2%
Not declared	0.0%	12.5%	11.1%
Sexual Orientation			
Gay/Lesbian/Bisexual/Other	0.0%	0.0%	5.6%
Heterosexual	75.0%	75.0%	83.3%
Not declared	25.0%	25.0%	11.1%

16/17 n = 4 15/16 n = 16 14/15 n = 17

External Training – FRST 35s

Protected Characteristic	31/03/2017	31/03/2016	31/03/2015
Age			
16-24	0.0%	0.3%	0.0%
25-34	23.4%	17.0%	18.9%
35-44	28.4%	32.2%	30.9%
45-54	34.0%	39.4%	38.9%
55-64	14.2%	11.0%	9.6%
65+	0.0%	0.0%	1.4%
Not declared	0.0%	0.0%	0.2%
Disability			
Disabled	9.2%	4.4%	6.6%
Non-disabled	72.3%	94.0%	44.9%
Not declared	18.4%	1.6%	48.6%
Gender			
Male	70.9%	78.5%	72.1%
Female	29.1%	21.5%	27.9%
Not declared	0.0%	0.0%	0.0%
Gender reassignment			
Transgender or Transsexual	0.0%	0.0%	0.0%
Not declared	100.0%	100.0%	100.0%
Ethnicity			
Black and ethnic minority	9.9%	9.8%	7.4%
White	87.9%	89.0%	89.5%
Not declared	2.1%	1.3%	3.1%
Religion or belief			
Religion or belief	54.6%	59.0%	54.1%
No Religion or Belief	33.3%	25.9%	32.0%
Not declared	12.1%	15.1%	13.9%
Sexual Orientation			
Gay/Lesbian/Bisexual/Other	4.3%	3.5%	2.9%
Heterosexual	79.4%	85.2%	82.2%
Not declared	16.3%	11.4%	15.0%

16/17 n = 141

15/16 n = 317

14/15 n = 488

Community Safety Engagement

Protected Characteristic	31/03/2017	31/03/2016
Age		
<18	35.1%	0.0%
18-25	33.1%	9.1%
26-30	3.1%	19.7%
31-40	3.4%	21.2%
41-50	5.9%	15.1%
51-60	6.5%	15.1%
60+	4.2%	13.6%
Not declared	8.7%	6.2%
Gender		
Male	37.0%	15.1%
Female	53.7%	80.3%
Not declared	9.3%	4.6%
Ethnicity		
Black and Ethnic Minority	37.4%	78.8%
White	61.0%	21.2%
Not declared	1.6%	0.0%

Your Views Count

Your views are very important to us and having had an opportunity to read our annual Public Sector Equality Duty Report, we would welcome any comments that you may have to be sent to diversity@bedsfire.com. This would assist in our consultation process and evaluation of the document.