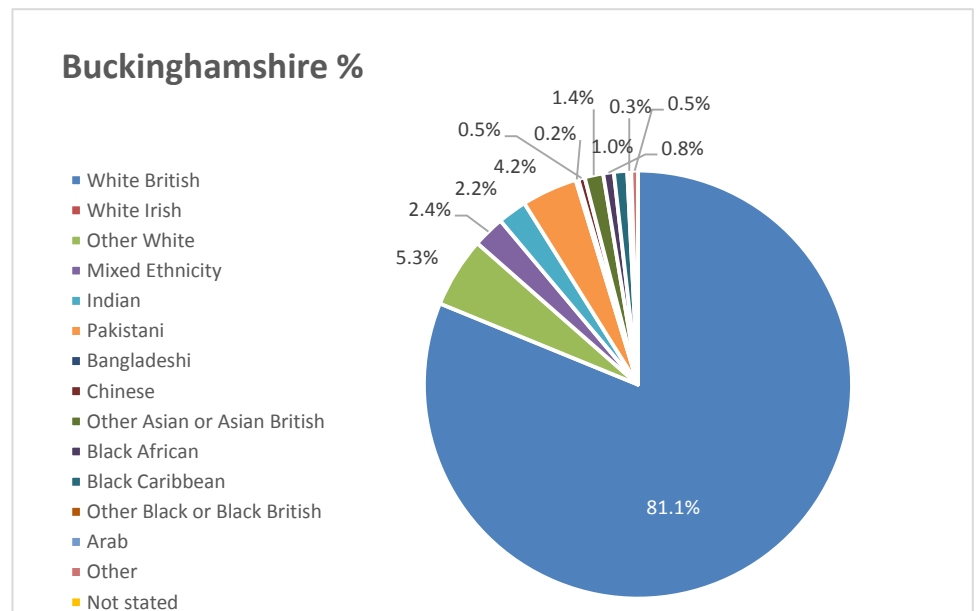
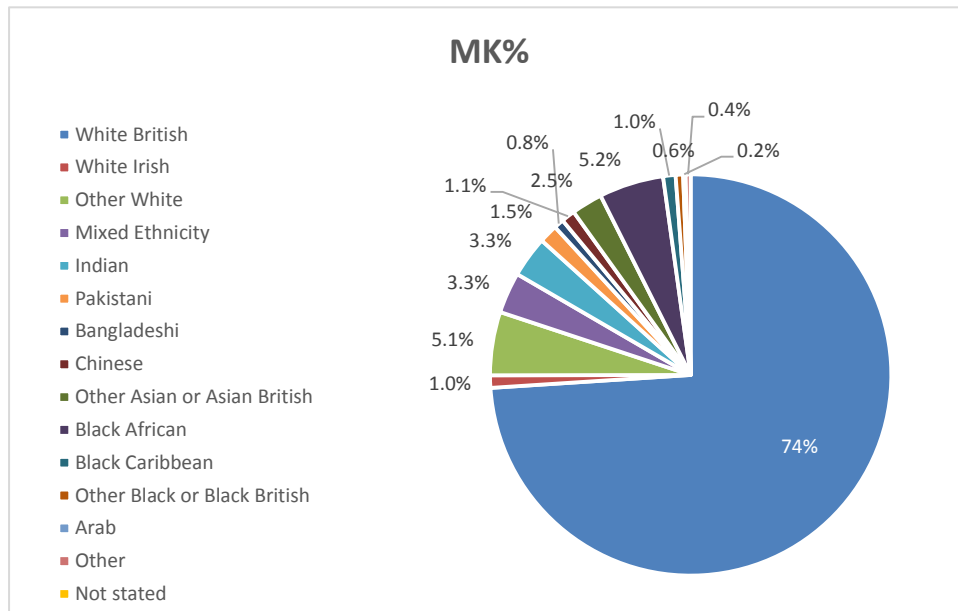
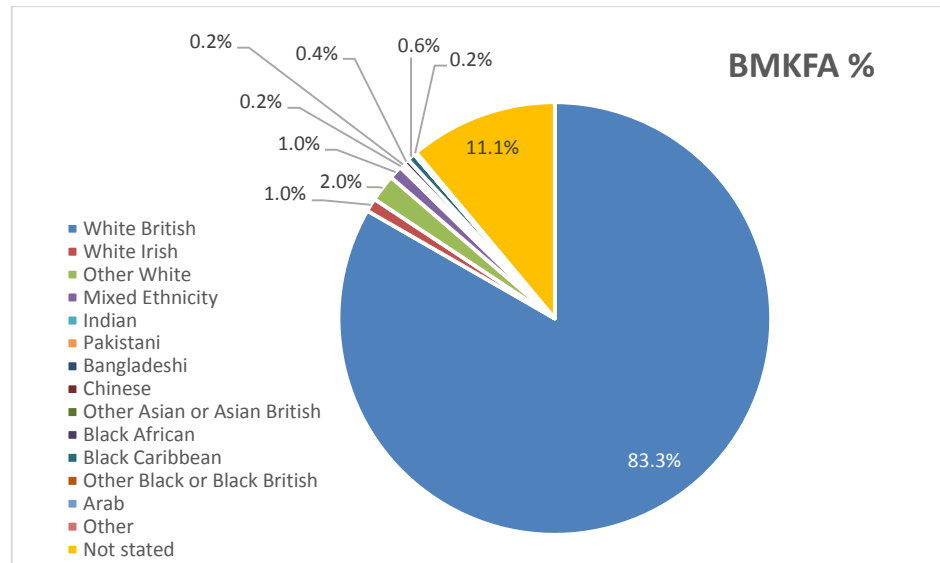


# Appendix 3 - Equality and Diversity Data February 2016

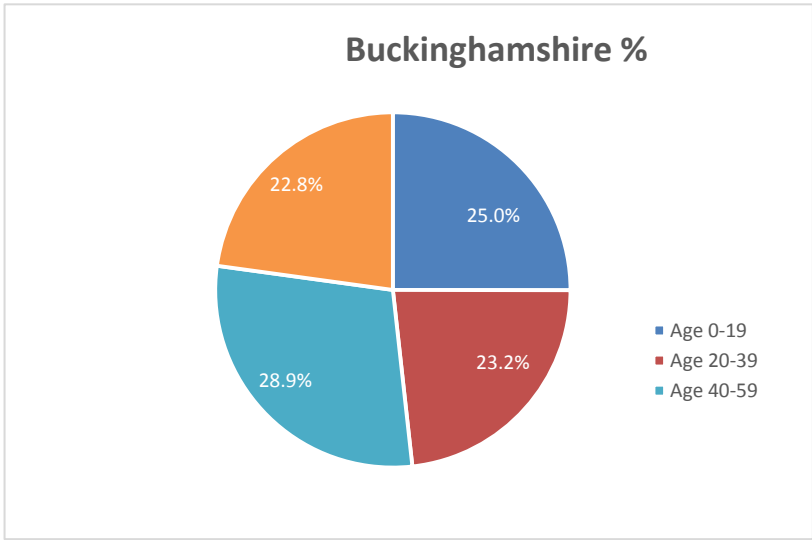
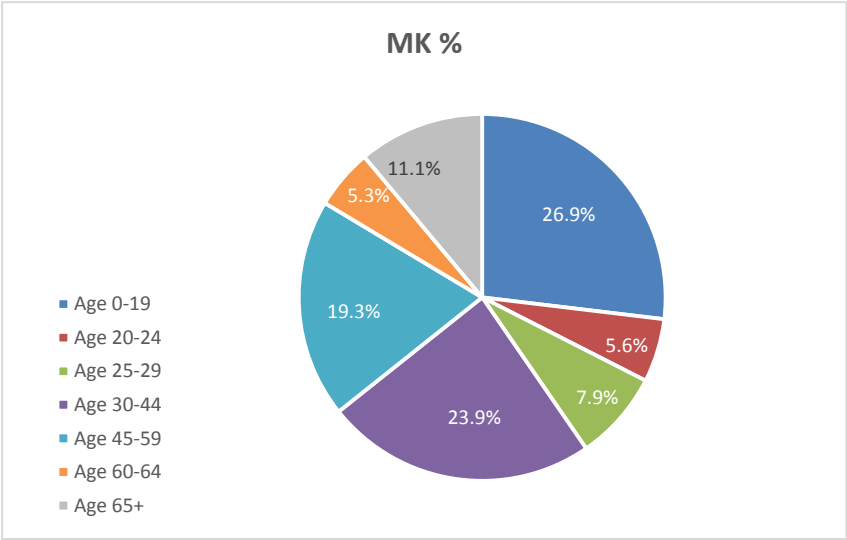
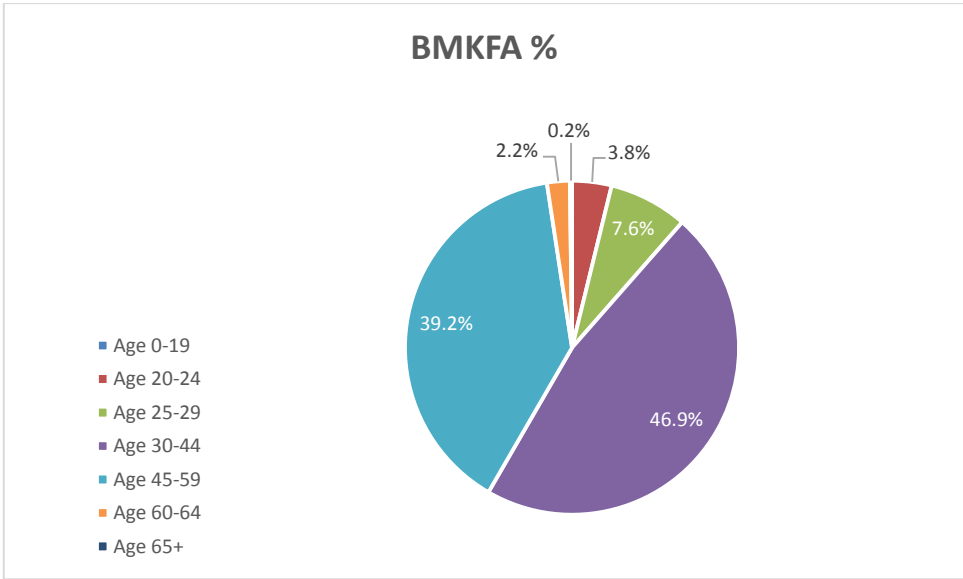
## **Buckinghamshire and Milton Keynes Fire Authority**

The Authority employ 538 people. Operational employees make up 78 per-cent of the entire workforce. It is important to note there is low turnover of Whole- time fire fighters mainly as a result of pension arrangements. There has been a Whole- time Firefighter recruitment freeze and a decline in the overall numbers of operational staff employed. As a result of this there has been limited opportunity to recruit; therefore it has been historically difficult to change the composition of the workforce in terms of diversity in order to better reflect the communities served. The last recruitment for Whole-time Operational Firefighters was in 2009.

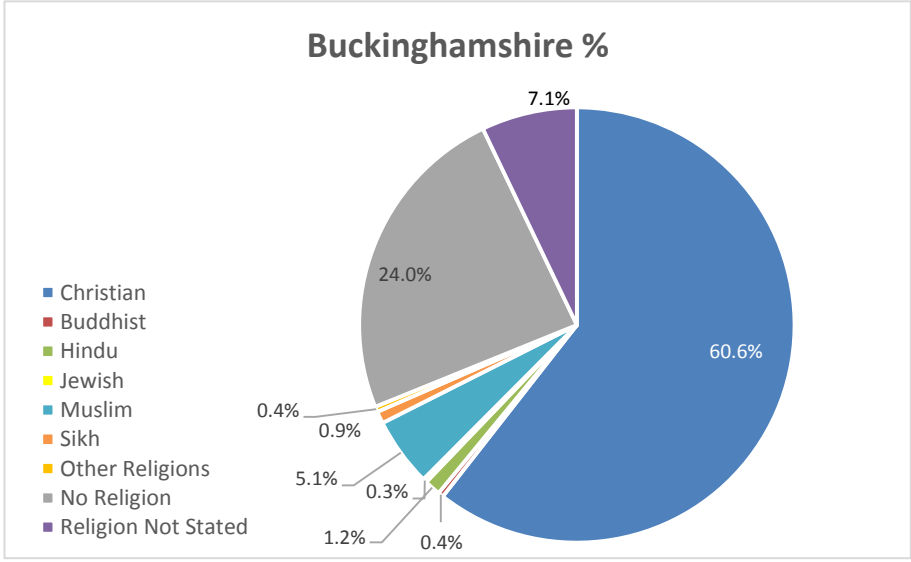
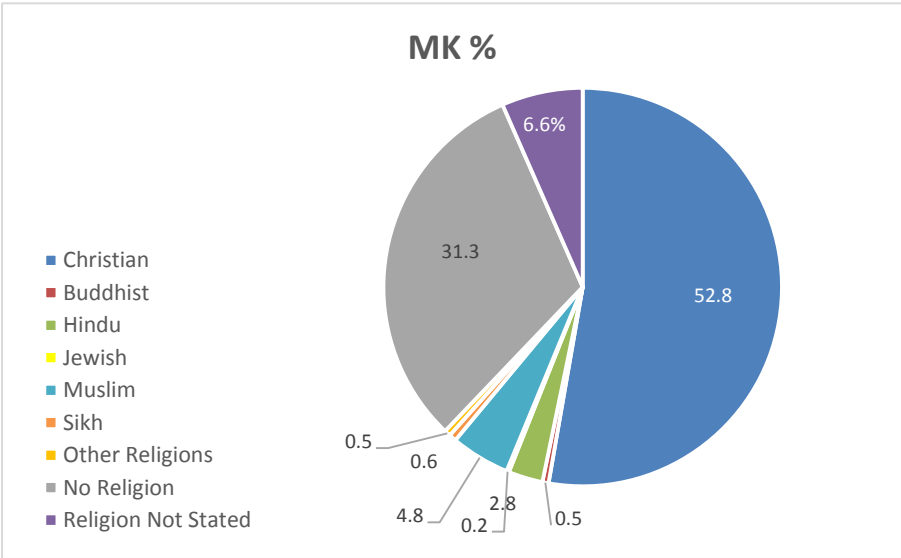
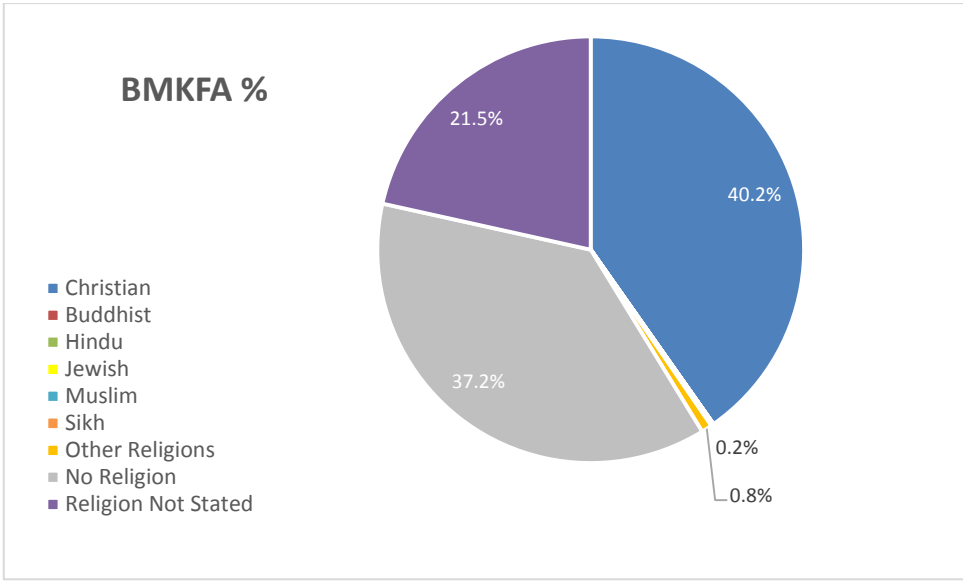
**Ethnicity compared to County Census**



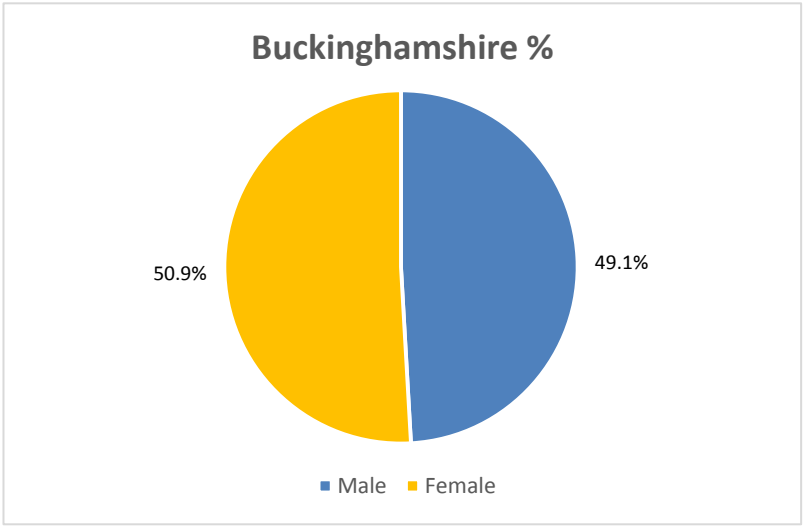
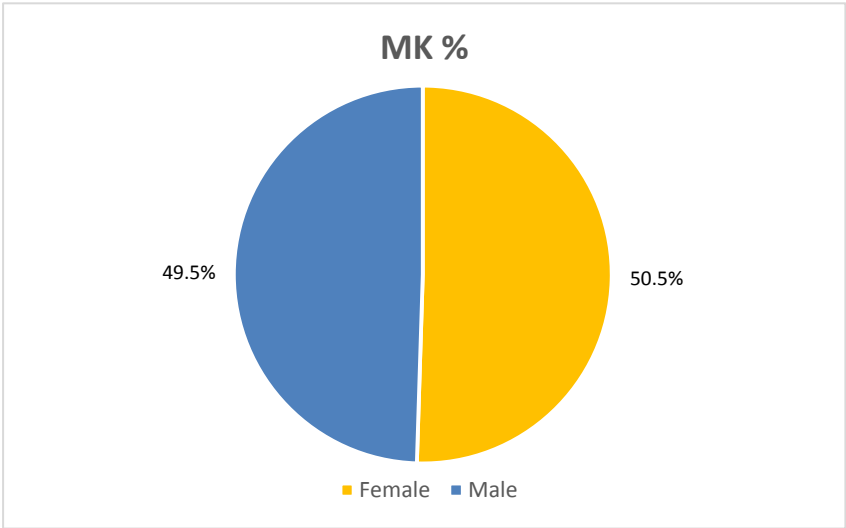
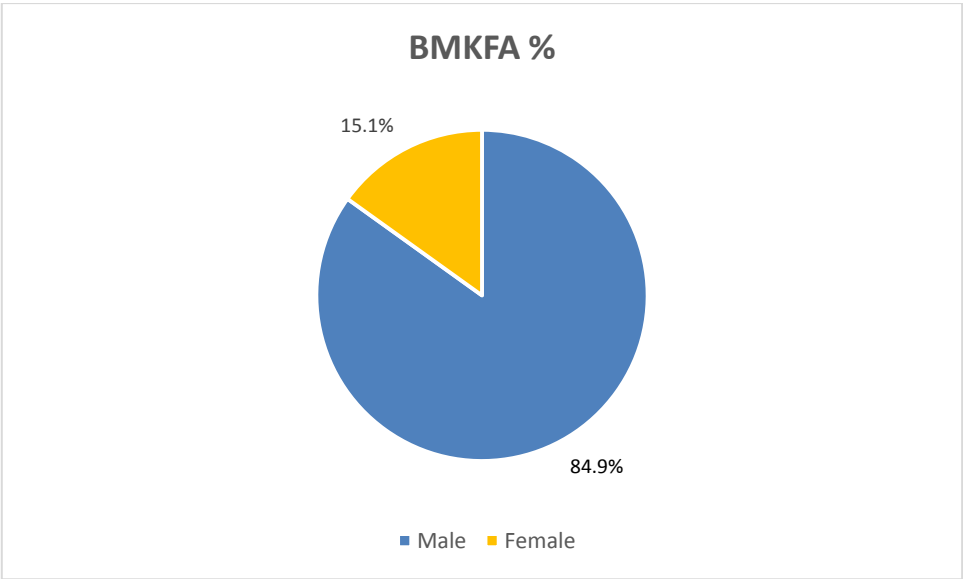
**Age ranges compared to County Census**



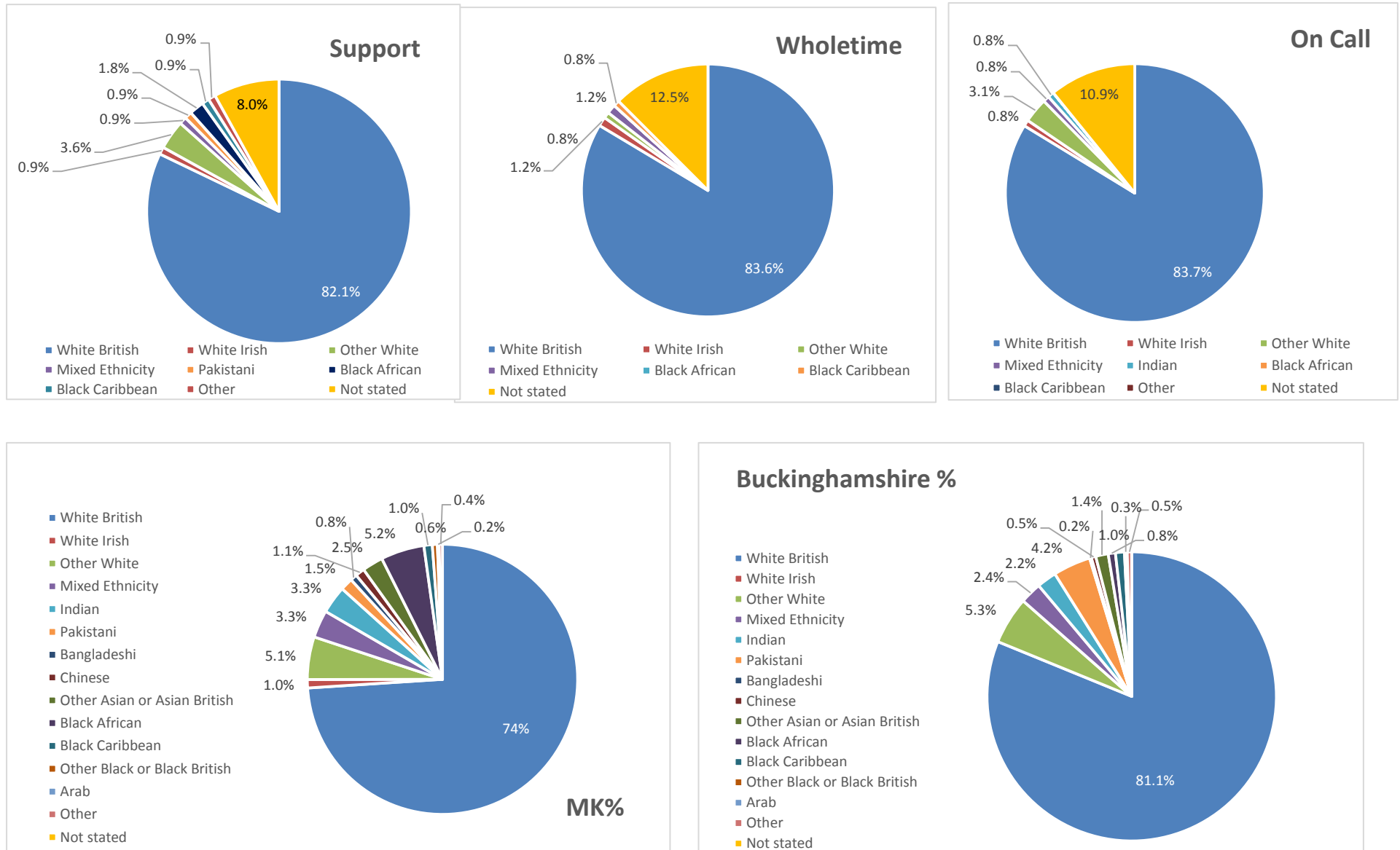
**Religious Denomination compared to County Census**



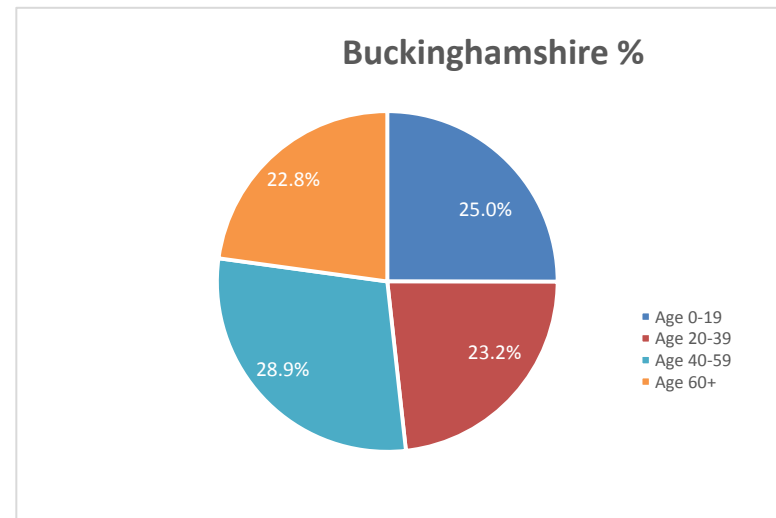
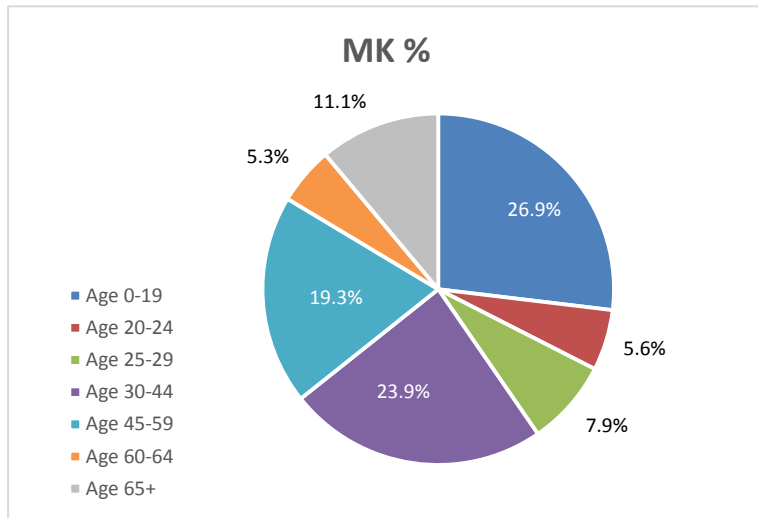
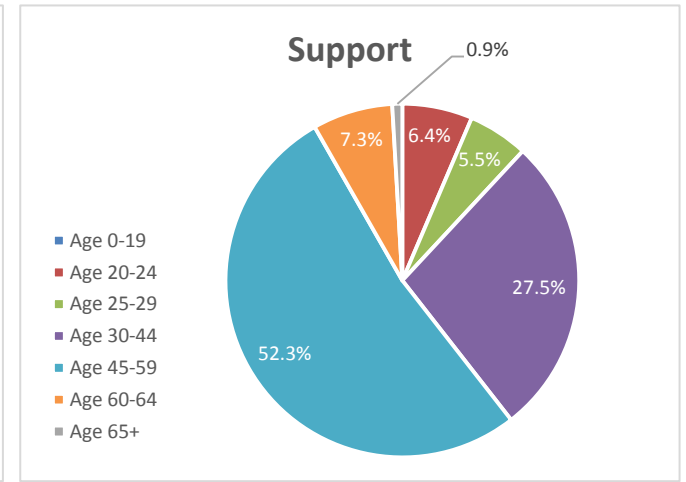
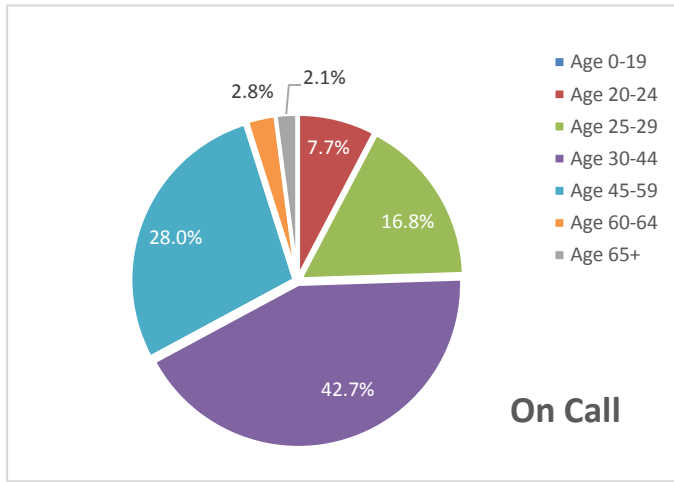
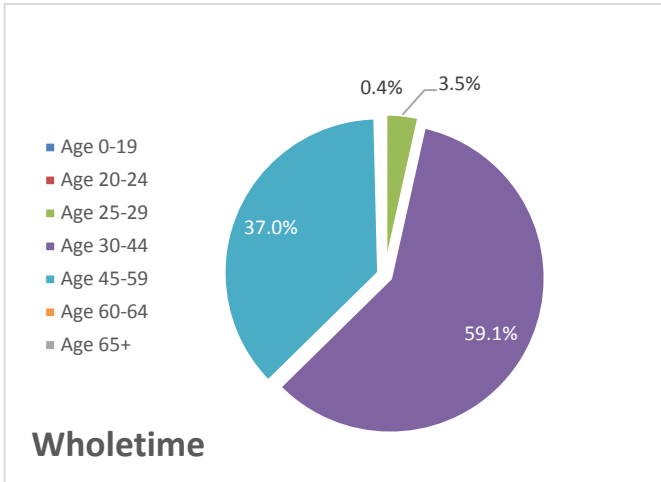
**Gender compared to County Census**



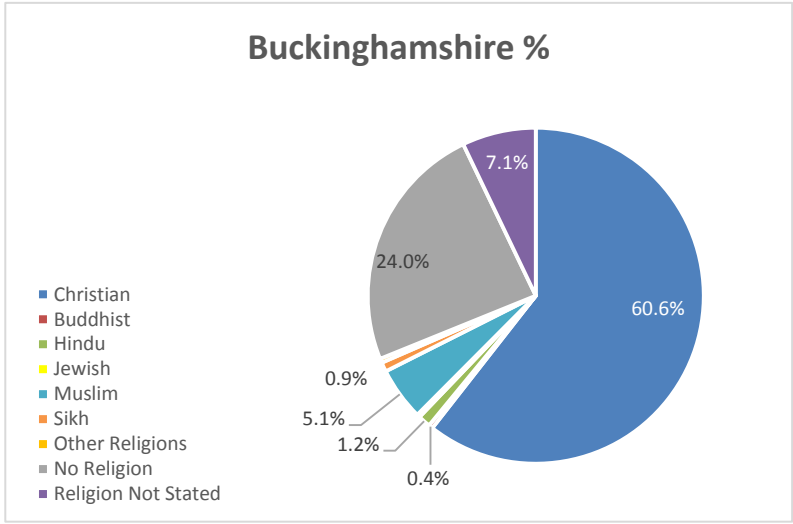
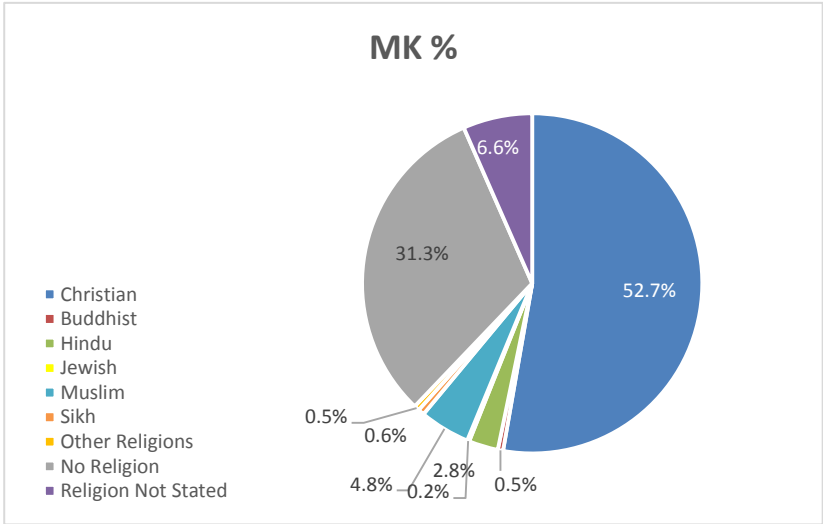
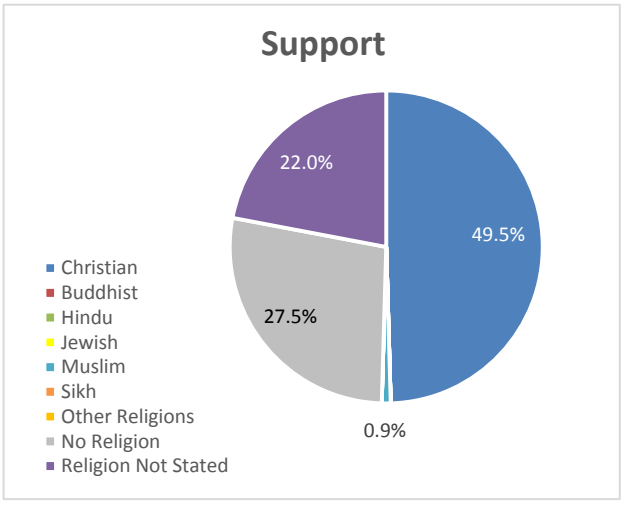
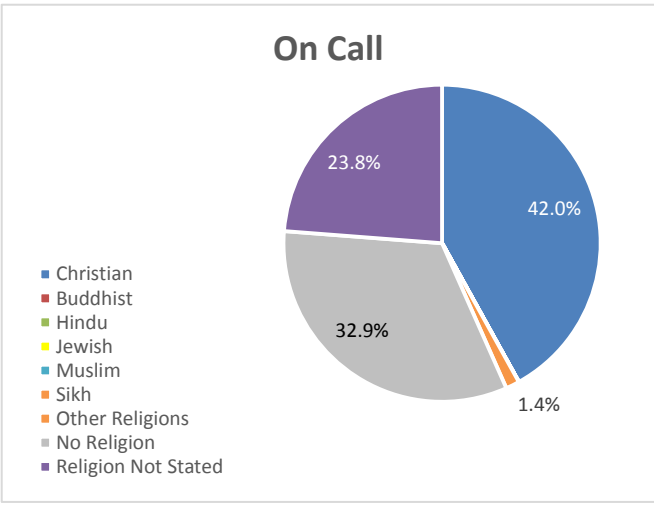
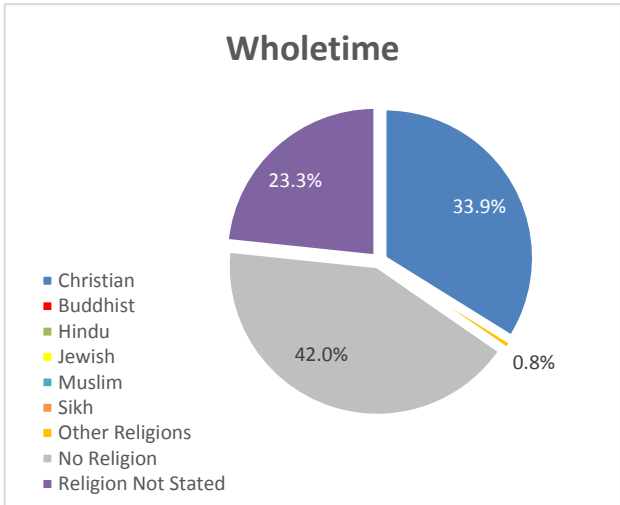
### Ethnicity compared to County Census



**Age ranges compared to County Census**

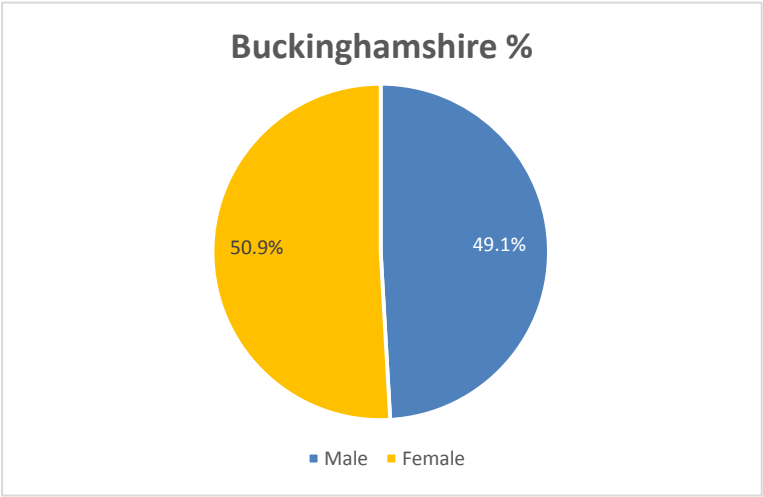
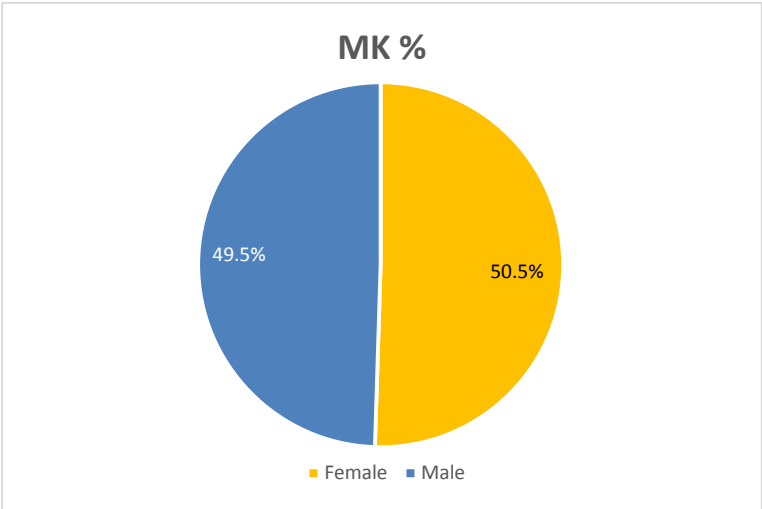
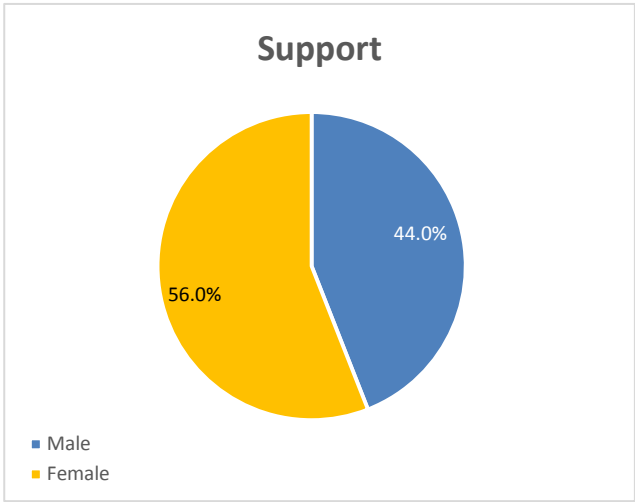
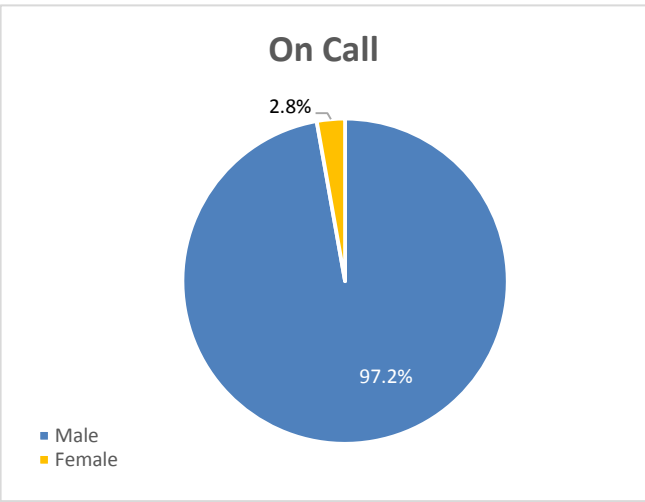
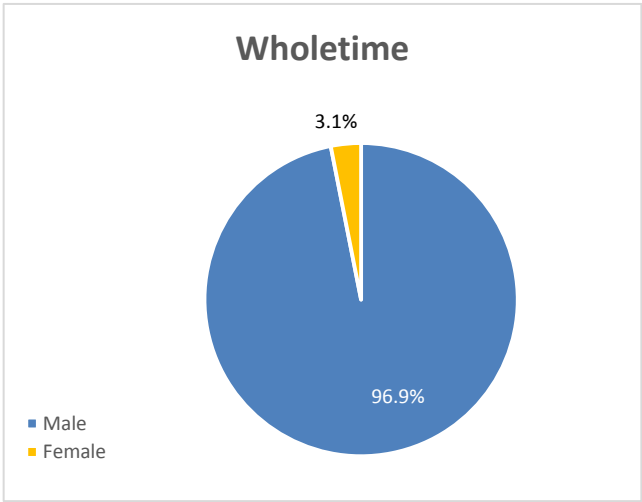


**Religious Denomination compared to County Census**





**Gender compared to County Census**



Appendix 3 - Equality and Diversity - Public Sector Equality Duty

**Breakdown of BMKFA data**

\* Less than 10

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

\* Less than 10

Ethnic Origin	Wholetime	% of Wholetime	On Call	% of On call	Support	% of Support	ALL BMKFA	%
White British	214	83.6%	108	83.7%	92	82.1%	414	83.3%
White Irish	*	1.2%	*	0.8%	*	0.9%	*	1.0%
Other White	*	0.8%	*	3.1%	*	3.6%	10	2.0%
Mixed Ethnicity	*	1.2%	*	0.8%	*	0.9%	*	1.0%
Indian		0.0%	*	0.8%		0.0%	*	0.2%
Pakistani		0.0%		0.0%	*	0.9%	*	0.2%
Bangladeshi		0.0%		0.0%		0.0%		0.0%
Chinese		0.0%		0.0%		0.0%		0.0%
Other Asian or Asian British		0.0%		0.0%		0.0%		0.0%
Black African		0.0%		0.0%	*	1.8%	*	0.4%
Black Caribbean	*	0.8%		0.0%	*	0.9%	*	0.6%
Other Black or Black British		0.0%		0.0%		0.0%		0.0%
Arab		0.0%		0.0%		0.0%		0.0%
Other		0.0%		0.0%	*	0.9%	*	0.2%
Not stated	32	12.5%	14	10.9%	*	8.0%	55	11.1%

\* Less than 10

### Appendix 3 - Equality and Diversity - Public Sector Equality Duty

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

\* Less than 10

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