Buckinghamshire Fire & Rescue Service Equality, Diversity & Inclusion Workforce Data

Notes about the dataset

Buckinghamshire Fire & Rescue Service (BFRS) Workforce data

The data provided in this report is set at 31 March 2023.

The majority of BFRS employee figures within this document include employees being counted once only, based on their primary role in the organisation. This, however, does not account for our entire On-Call population as some Wholetime and Support employees have secondary employment in On-Call roles at BFRS. To reflect the diversity of On-Call as an entire group, the On-Call figures include *all* employees with On-Call roles being counted once only. Please note employees with more than one role, e.g., Wholetime with an On-Call role, will be included in more than one group.

BFRS does not hold enough available information to report on all the protected characteristics within BFRS (specifically religion, sexual orientation, and disability). Therefore, these have not been included in this report.

Nomis population data

Population information is extracted from a range of data available on the Nomis website, based on the 2021 Census to provide a comparison with our local communities (Milton Keynes and Buckinghamshire).

Please note that for the purpose of this report, figures have been rounded to one decimal place which may affect some of the totals shown.

**The "Wholetime" group in this report includes all ranks across BFRS, Apprentice firefighters, flexi firefighters, day-crewed firefighters and secondees.
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Buckinghamshire Fire & Rescue Service Equality, Diversity & Inclusion Workforce Data

1. BFRS vs. Public (working population)

The following charts examine how well diversity within BFRS reflects that of our local communities (Milton Keynes and Buckinghamshire) according to the 2021 Census.

1.1 Ethnicity

The following chart depicts the ethnicity breakdown of employees as a percentage of the all staff. It compares BFRS against the working age population (Age 16 to 74).

Please note percentages in the below chart are calculated on the number of employees at BFRS for whom we hold data. 10.8 per cent of employees have not declared their ethnicity and are excluded from these figures.
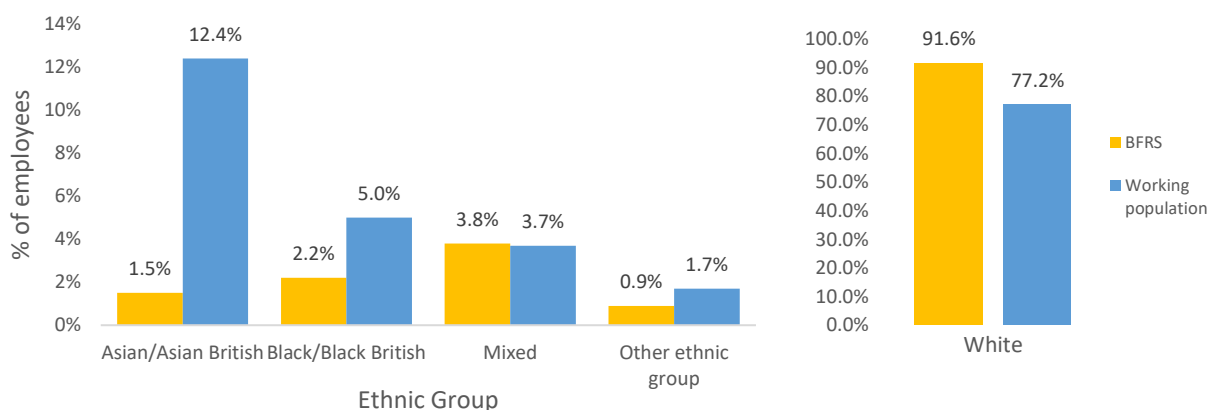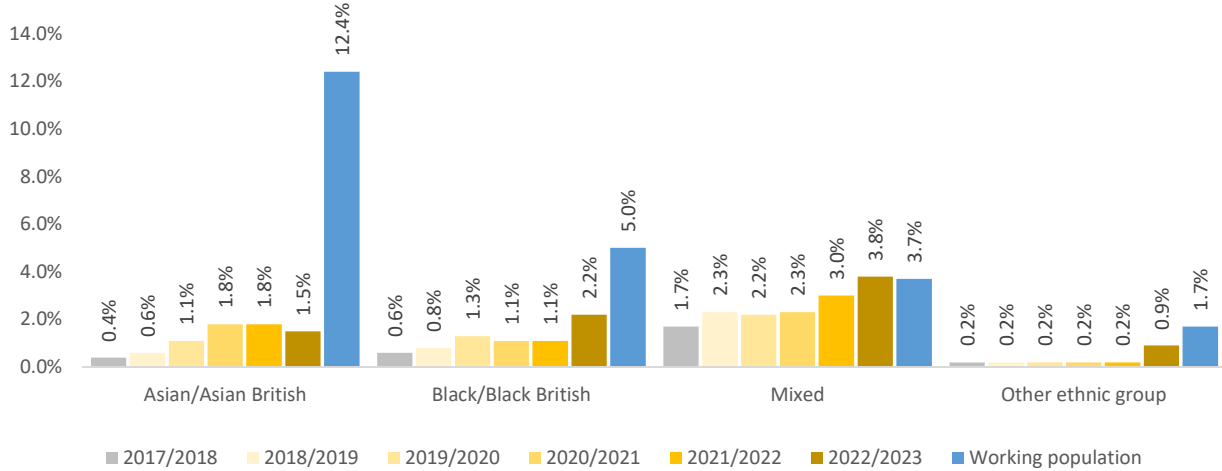

The largest group of minority ethnic origin in our working age population is Asian or Asian British. At BFRS, mixed ethnic origin employees are the largest group after white with the percentage closely matching that of the working age population.

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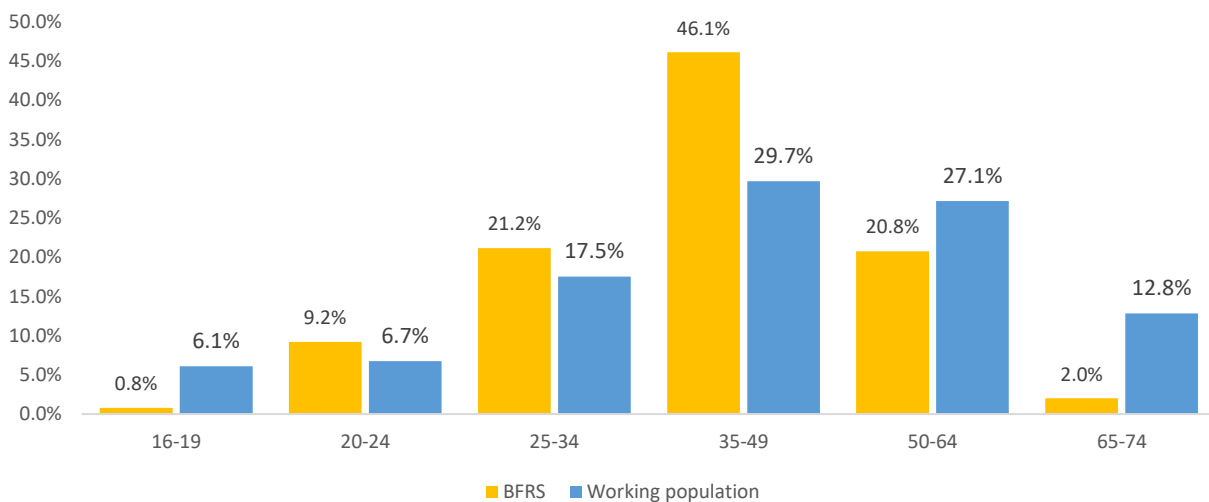# Equality, Diversity & Inclusion Workforce Data

Ethnicity breakdown as % of all staff vs. working population

Asian/Asian British: 0.4%, 0.6%, 1.1%, 1.8%, 1.8%, 1.5%, 12.4%
Black/Black British: 0.6%, 0.8%, 1.3%, 1.1%, 1.1%, 2.2%, 5.0%
Mixed: 1.7%, 2.3%, 2.2%, 2.3%, 3.0%, 3.8%, 3.7%
Other ethnic group: 0.2%, 0.2%, 0.2%, 0.2%, 0.2%, 0.9%, 1.7%

Legend: 2017/2018, 2018/2019, 2019/2020, 2020/2021, 2021/2022, 2022/2023, Working population

1.2 Age

The largest proportion of staff at BFRS fall within the 35-49 age bracket. This is also the highest age group of the working population of Buckinghamshire and Milton Keynes.

Age breakdown as % of all staff

Age group	BFRS	Working population
16-19	0.8%	6.1%
20-24	9.2%	6.7%
25-34	21.2%	17.5%
35-49	46.1%	29.7%
50-64	20.8%	27.1%
65-74	2.0%	12.8%

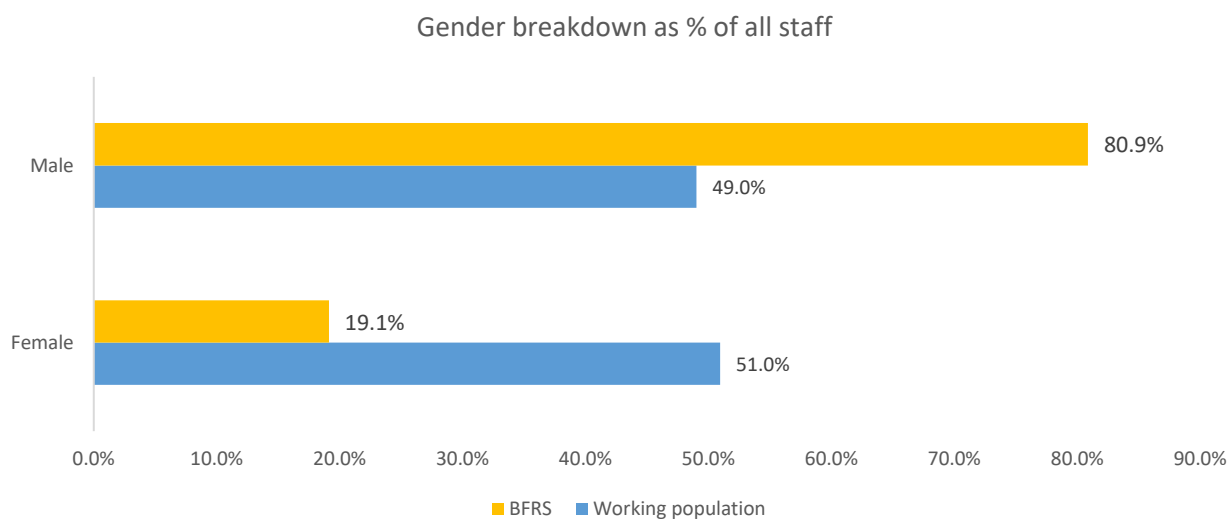Legend: BFRS, Working population

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Buckinghamshire Fire & Rescue Service Equality, Diversity & Inclusion Workforce Data

1.3 Gender

At BFRS, the number of male employees outweighs that of female employees, with the current male population making up approximately 80 per cent of the organisation. In contrast, although fairly evenly split, fractionally more females make up the working age population (51 per cent).

Gender breakdown as % of all staff

Male
- BFRS: 80.9%
- Working population: 49.0%

Female
- BFRS: 19.1%
- Working population: 51.0%

Legend: BFRS ■ Working population ■

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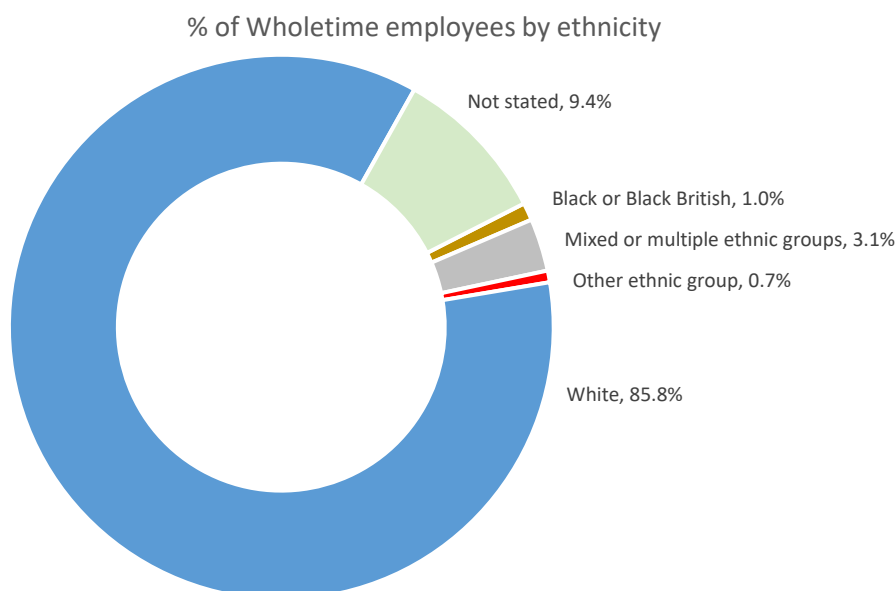# Equality, Diversity & Inclusion Workforce Data

2. Diversity of BFRS workforce

The remaining charts in this report focus entirely on the diversity of BFRS employees within each of the core employee groups: - Wholetime (including Apprentices), On-Call (all employees with On-Call roles) and Support staff.

Employees with more than one role have been counted once within each of the relevant groups. For instance, a Wholetime employee with an additional On-Call role is counted in both the Wholetime and On-Call groups.

2.1 Wholetime employees

2.1.1 Ethnicity

% of Wholetime employees by ethnicity

Not stated, 9.4%

Black or Black British, 1.0%

Mixed or multiple ethnic groups, 3.1%

Other ethnic group, 0.7%

White, 85.8%

The above chart provides a breakdown of ethnicity for Wholetime employees in 2022/2023. The total number of employees in minority ethnic groups make up 4.9 per cent of the group, an increase of 1.4 percent from 2021/2022.

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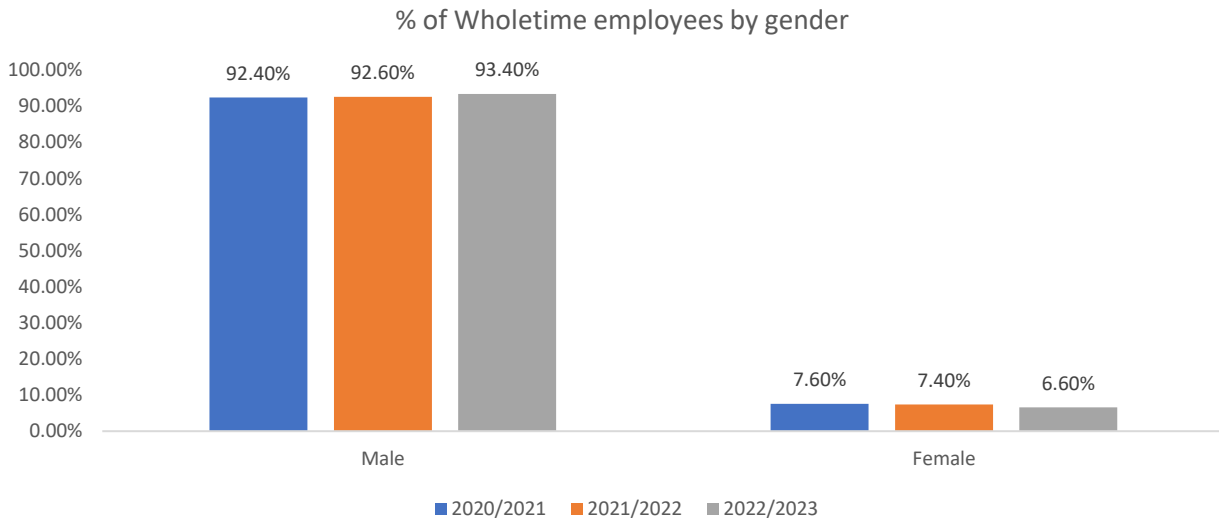
Buckinghamshire Fire & Rescue Service
Equality, Diversity & Inclusion Workforce Data

2.1.2 Age

% of Wholetime employees by age range
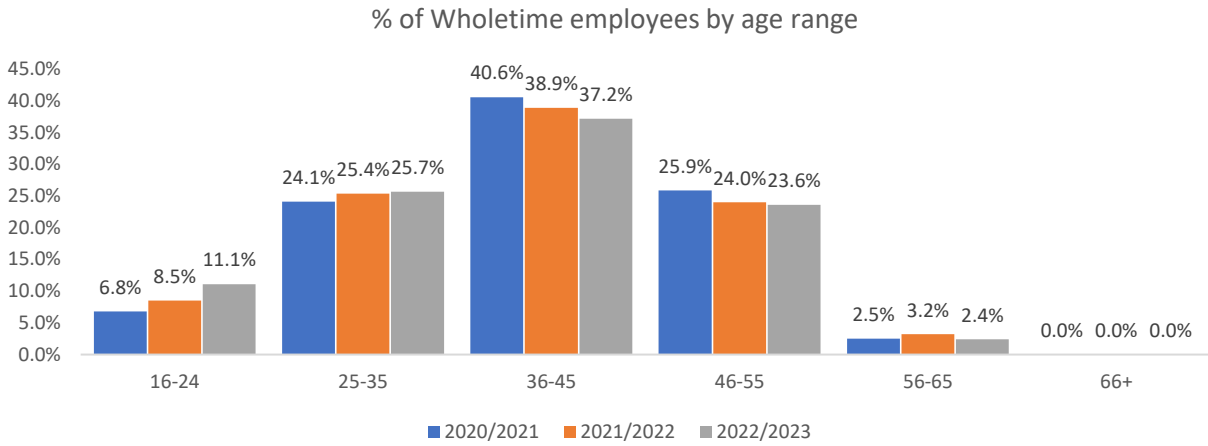
The majority of Wholetime firefighters fall within the 36 to 45 year age bracket, with the average age of a BFRS Wholetime firefighter standing at 39 at the end of March 2023 (rounded up). The number of employees in the younger age ranges have been slowly increasing over the past three years since 2020/2021.

2.1.3 Gender

% of Wholetime employees by gender

The percentage of female Wholetime employees fell for the second consecutive year in 2022/2023, by 0.8% compared to 2021/2022.
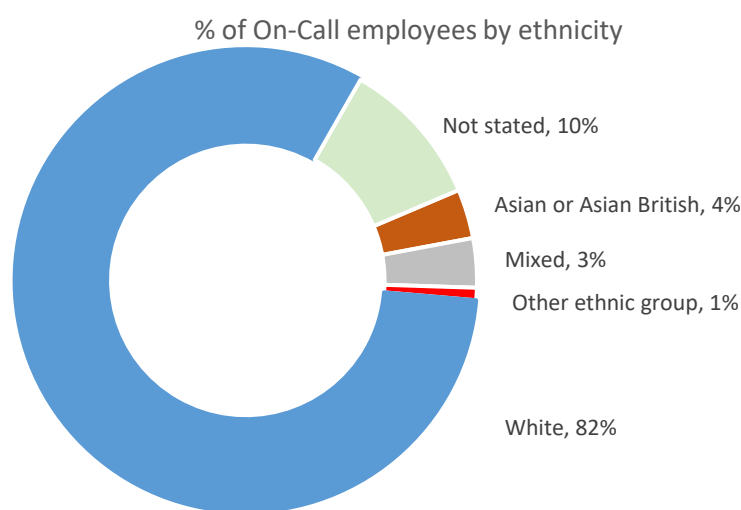

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Buckinghamshire Fire & Rescue Service
Equality, Diversity & Inclusion Workforce Data

Female Wholetime firefighters make up just 3.8 per cent of the total organisation, down from 4.4% in 2021/2022. Male Wholetime firefighters have seen little change in numbers since 2021 and make up 54 per cent of the organisation.

2.2 On-Call employees

2.2.1 Ethnicity

% of On-Call employees by ethnicity

Not stated, 10%

Asian or Asian British, 4%

Mixed, 3%

Other ethnic group, 1%

White, 82%

Numbers of On-Call employees within the minority ethnic groupings are low, making up just 7.8 per cent of the group, an increase of 2.6 per cent from 2021/2022.
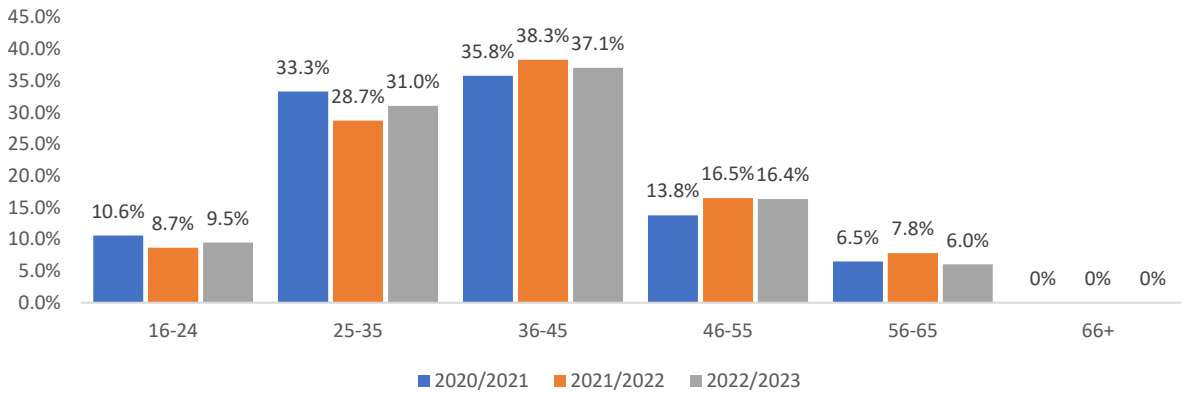
2.2.2 Age

In 2022, the age breakdown of On-Call employees places the highest percentage in the 36 to 45 age range. This is partly because the On-Call group includes employees whose primary role is within Wholetime, and who have secondary On-Call roles.

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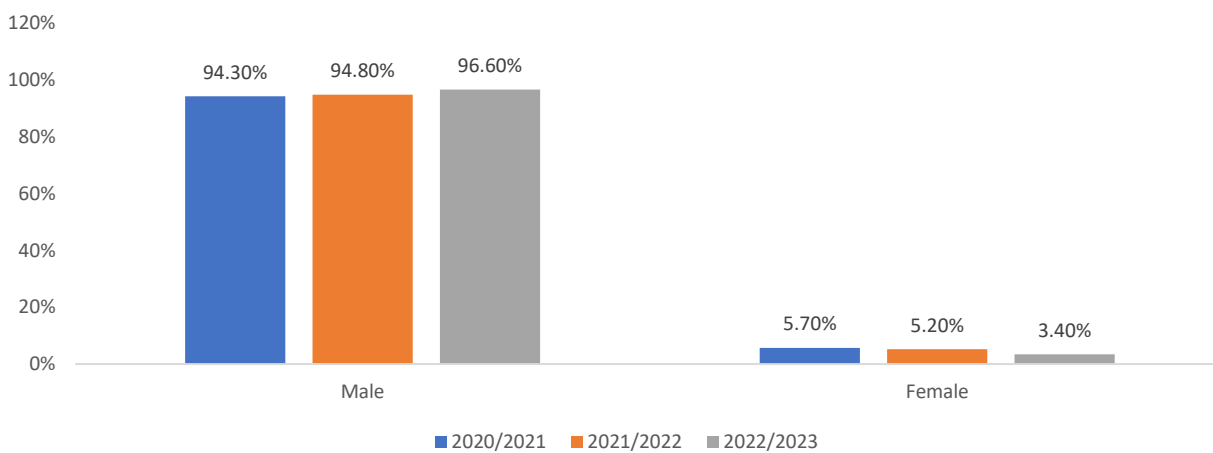# Equality, Diversity & Inclusion Workforce Data

% of On-Call employees by age range

Chart showing % of On-Call employees by age range for 2020/2021, 2021/2022, 2022/2023:

Age range	2020/2021	2021/2022	2022/2023
16-24	10.6%	8.7%	9.5%
25-35	33.3%	28.7%	31.0%
36-45	35.8%	38.3%	37.1%
46-55	13.8%	16.5%	16.4%
56-65	6.5%	7.8%	6.0%
66+	0%	0%	0%

2.2.3 Gender

The number of female On-Call employees has diminished during the three-year period from 2020/2021. Similarly, to the Wholetime group, On-Call employees are predominantly male, representing 96.6 per cent of all On-Call employees in 2022/2023, an increase of 1.8 per cent since 2021/2022. It is worth noting that On-Call diversity is constantly changing due to turnover.

% of On-Call employees by gender

Chart showing % of On-Call employees by gender for 2020/2021, 2021/2022, 2022/2023:

Gender	2020/2021	2021/2022	2022/2023
Male	94.30%	94.80%	96.60%
Female	5.70%	5.20%	3.40%

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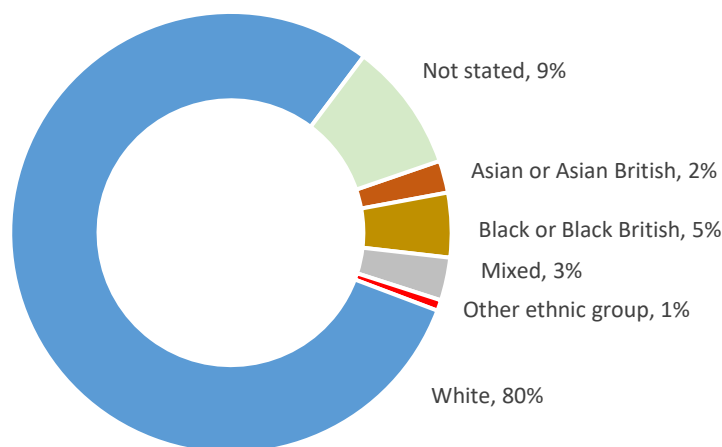
Buckinghamshire Fire & Rescue Service
Equality, Diversity & Inclusion Workforce Data

2.3 Support employees

2.3.1 Ethnicity

In 2022, Support is the most diverse of the core groups with representation in each of the ethnic groupings. Minority ethnic groups make up 11 per cent of all Support employees.
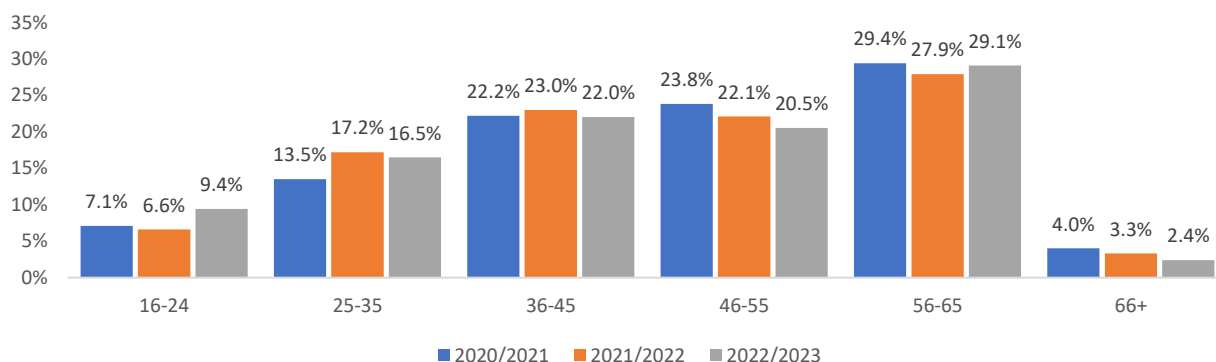
% of Support employees by ethnicity

- Not stated, 9%
- Asian or Asian British, 2%
- Black or Black British, 5%
- Mixed, 3%
- Other ethnic group, 1%
- White, 80%

2.3.2 Age

Most of the Support employees' range between ages 36 and 65, with the highest number of employees in the 56 to 65 age range, as shown below.

% of Support employees by age range

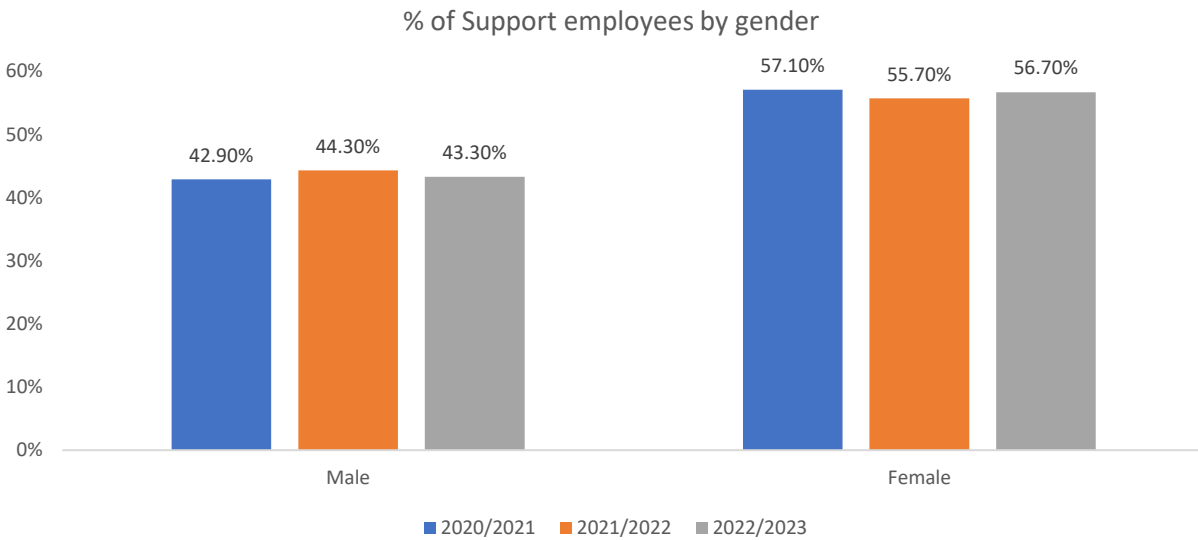| Age range	2020/2021	2021/2022	2022/2023
16-24	7.1%	6.6%	9.4%
25-35	13.5%	17.2%	16.5%
36-45	22.2%	23.0%	22.0%
46-55	23.8%	22.1%	20.5%
56-65	29.4%	27.9%	29.1%
66+	4.0%	3.3%	2.4%

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Buckinghamshire Fire & Rescue Service
Equality, Diversity & Inclusion Workforce Data

2.3.3 Gender

Support is currently the only core group within BFRS containing more females than males, accounting for 56.7 per cent of the group in 2022/2023, a one per cent increase from 2021/2022.

% of Support employees by gender

Gender	2020/2021	2021/2022	2022/2023
Male	42.90%	44.30%	43.30%
Female	57.10%	55.70%	56.70%

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