

PUBLIC SECTOR EQUALITY DUTY

10th Annual Report
2021 – 2022



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 committed as a public sector service to embed and mainstream equality, diversity and inclusion (EDI).

Our focus over the year has been;

- 🔥 To work towards improving the representation of our workforce by driving forward our positive action initiatives; and
- 🔥 To regularly review the quality of our policies, practices and services to ensure access to employment opportunities and services. We consider the individual needs of our staff and the people that receive our services.
- 🔥 To measure our work against external standards to improve our 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 we can be.

- 🔥 To measure our activity against the HMICFRS requirements and 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 specific groups of people.
- 🔥 To ensure equality, diversity and inclusion is embedded as the 'golden thread' in all we do.
- 🔥 To involve, engage and consult our service users and staff who will assist 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 the following three fundamental aims:

- 🔥 **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 identification for individual staff members, the figure has not been included.



ABOUT US

We cover:

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

We have:

- 🔥 287 Wholetime positions
- 🔥 150 on-call positions (including those on dual contracts)
- 🔥 165 support positions
- 🔥 24 control positions
- 🔥 40 Appliances
- 🔥 14 Stations

We've dealt with:

- 🔥 14,079 Calls to the Control room
- 🔥 6,657 Number of incidents
- 🔥 252 Primary dwelling fires
- 🔥 2443 Special Services e.g. water rescue, road traffic collision etc.
- 🔥 1,520 Fires

We undertook:

- 🔥 8,443 Safe and Well visits
- 🔥 3,288 Audits and inspections of premises to which the Fire Safety Order applies

Source: BFRS Annual Report 2021 - 2022
BFRS Community Risk Management Plan 2022 update



OUR VALUES & MISSION

Our Mission is to **provide outstanding fire and rescue services that help to 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) Census 2021:

Bedford: 185,300, Central Bedfordshire: 294,200 and Luton: 225,300.



OUR PRACTICE

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

We have published our equality objectives as part of our **Community Risk Management Plan**, to embed the principles of equality, diversity and inclusion across the Service;

We have produced and launched a new **People Impact Assessment** template (previously known as Equality Impact Assessment) and guidance to understand and mitigate any adverse impact on groups of people;

We have refreshed our **equality, diversity and inclusion training** and centralised it on one system to develop staff awareness, enable easier access and to improve monitoring;

We use ongoing **staff feedback** to assist us in understanding our culture and the improvements we need to make to promote inclusivity;

We have further developed our **mental health and wellbeing programme** to support the wellbeing of staff through our in-house services and external specialist providers;

We continue to promote and support the establishment of **staff networking groups**;

We provide a range of **flexible working** opportunities to support work-life balance;

We have the **Level 2 status for the Disability Confident standard**;

We are **members of key organisations** that support and enhance our work around equality, diversity and inclusion, such as, National Fire Chiefs Council (NFCC), Asian Fire Service Association (AFSA), Women in the Fire Service (WFS), Employers Network for Equality and Inclusion (ENEI) and regional groups with other Fire & Rescue Service's;

We have a dedicated and committed Corporate Management Team, Principle Officers and Senior Management Team committed to embedding equality, diversity and inclusion into everything we do, with progress monitored by the Fire and Rescue Authority.



OUR WORKFORCE

 WE'VE GOT YOUR BACK

 EVERY CONTACT COUNTS

 WE DARE TO BE DIFFERENT

 WE ARE ACCOUNTABLE

REPORTING CATEGORIES

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

Age

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

This is currently recorded as male or female.

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.*

Sexual Orientation

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

Religion or Belief

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

Ethnicity

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

AGE

The table illustrates that compared to England and Non-Metropolitan Services, BFRS has more wholetime firefighters aged between 17-24, 25-35 and 36-45 but significantly less aged between 46-55 (26.8% compared to 34.8% and 36.9% respectively). The figures illustrate that BFRS have been more successful in recruiting younger staff to Wholetime and On-Call posts. For wholetime roles 3.5% are under age 24 and within our on-call staff 13.3% are aged between 17-24. National and Non-Metropolitan on-call staff figures show that 6.9% are aged between 17-24, 6.4% below BFRS on-call staff.

BFRS has a slightly higher-than-average age figure for staff in both Support roles (3 years above national figure of 46) and Control roles (4 years above national figure of 42) when compared nationally and in Non-Metropolitan areas. However, the average age of staff in BFRS (42 years) across all groups is comparative to those nationally (42 years) and in Non-Metropolitan areas (42 years).

↕ Wholetime	17-24	25-35	36-45	46-55	56+	Average Age
BFRS	3.5%	25.8%	42.9%	26.8%	1.0%	40
England	2.5%	23.3%	35.8%	34.8%	3.6%	42
Non – Metropolitan	2.8%	22.6%	33.4%	36.9%	4.3%	42
↕ On-Call						
BFRS	13.3%	24.0%	32.0%	26.7%	4.0%	39
England	6.9%	32.6%	29.4%	22.9%	8.1%	40
Non – Metropolitan	6.9%	32.1%	29.6%	23.1%	8.2%	40
↕ Support						
BFRS	3.6%	10.3%	21.8%	29.7%	34.5%	49
England	4.3%	17.5%	21.2%	28.1%	27.8%	46
Non – Metropolitan	4.5%	17.4%	21.3%	28.2%	27.6%	46
↕ Control						
BFRS	0.0%	13.6%	36.4%	27.3%	22.7%	46
England	4.9%	27.7%	26.4%	24.1%	16.1%	42
Non – Metropolitan	5.9%	28.7%	26.8%	24.2%	14.4%	42
↕ Total Staff						
BFRS	5.8%	20.8%	34.5%	27.6%	11.4%	42
England	4.1%	24.9%	31.3%	30.1%	9.6%	42
Non – Metropolitan	4.7%	25.4%	29.1%	29.8%	10.2%	42

Source: [Fire statistics data tables - GOV.UK](https://www.gov.uk/government/statistics/fire-statistics-data-tables) 31/03/22



GENDER

As of 31st March 2022, 23.3% of all BFRS staff were female. This is 4.7% above the national staffing figures and 5.3% above the staffing figures for females working in Non-Metropolitan areas. Whilst our female staffing figures in Wholetime posts is below the national figures, BFRS On-Call are currently at 10.7% which is above the national and Non-Metropolitan averages by more than 3%

	WT FF	On-call	Total FF	Control	Support	All Staff
BFRS	6.6%	10.7%	8.0%	86.4%	56.4%	23.3%
England	8.7%	7.3%	8.2%	76.8%	54.4%	18.6%
Non – Metropolitan	8.4%	7.0%	7.7%	75.9%	54.7%	18.0%

Source: [Fire statistics data tables – GOV.UK](#) 31/03/22

ETHNICITY

As of the 31st March 2022, 5.2% of our firefighters (Wholetime and On-Call) were minority ethnic employees. This is 0.2% above the national figure of minority ethnic employees in FRS's and 2.8% above the figure of minority ethnic employees working in Non-Metropolitan areas. Of all staff working at BFRS, 6.8% are represented by minority ethnic employees, 1.2% above the national figure for all staff working in FRS's nationally. It should be noted that whilst these comparisons are useful, BFRS is committed to reflecting our local diverse communities.

	WT FF	Ret FF	Total FF	Control	Support	All Staff
BFRS	6.1%	3.5%	5.2%	4.8%	11.3%	6.8%
England	6.5%	1.8%	5.0%	3.3%	8.4%	5.6%
Non – Metropolitan	3.0%	1.7%	2.4%	1.8%	4.6%	2.8%

Source: [Fire statistics data tables – GOV.UK](#) 31/03/22



FAMILY LEAVE

As part of Bedfordshire Fire and Rescue Service’s commitment to diversity, we support employee’s balance between home and work by offering flexible employment policies and provide enhanced pay and leave for adoption, maternity and paternity. In 2021/22, seventeen staff members took paternity leave. There were four members of staff that returned from maternity leave whilst five started maternity leave during 2021/2022.

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 Shared Parental Leave	Staff returning to work from Shared Parental Leave
2021/2022	5	4	17	17	0	0
2020/2021	3	3	11	11	0	0
2019/2020	5	0	12	12	0	0

STARTERS

During 2021/22, 64 employees joined Bedfordshire Fire and Rescue Service (compared with 45 in 20/21 and 61 in 2019/20). This is an increase of 4.7% (64 new starters) compared to 2019/20. A reduction in new starters (45) during 2020/21 was a direct consequence of the COVID pandemic.

The number of new starters in 2021/22 who have declared a disability was 17.2% (11) which was an increase from 2.2% (1) in 2020/21 and 4.9% (3) in 2019/20. This information is now collected at application stage as part of the online process which may make it easier for applicants to declare their disability.

LEAVERS

During 2021/22, 60 employees left the Service (compared with 52 in 2020/21). There has been an increase of people leaving in age between 36 – 45 (up from 17.3% to 31.7%). Other areas which saw an increase were employees who had declared a disability up from 1.9% (1) to 6.7% (4) and those with a religion or belief, 48.3% (29) from 42.3% (22).

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 the service to focus attention on any areas that can be improved.

LENGTH OF SERVICE

On the 31st March 2022, the highest proportion of staff are those who have worked for BFRS between 0–5 years, with the second highest group having 16 – 20 years service, closely followed by those with 11–15 years service. The percentages are comparable to previous years.

Years	31/03/22	31/03/21	31/03/20
0 – 5 years	43.6%	41.1%	39.7%
6 – 10 years	12.6%	13.2%	13.4%
11 – 15 years	14.2%	16.7%	16.9%
16 – 20 years	16.3%	16.7%	16.2%
21 – 25 years	7.3%	6.7%	7.1%
26 – 30 years	3.8%	3.3%	4.5%
31 + years	2.2%	2.5%	2.3%
Total People	578	570	575

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 people who declare a disability are made at all stages of the recruitment process, as required.

In 2021/22, 100 people age 25-35 applied for support posts within BFRS, an increase of 5.9% from 2020/21. 35 people aged 56-65 also applied for support posts, a drop of 2.3% when compared to 2020/21. There was an increase of 1.4% in the number of females who started roles in BFRS in 2021/22. Applications from females for uniformed staff posts (Wholetime, On-Call and Control) decreased during 2021/22. Of the 163 applicants in total, 17 were female applicants, a drop of 10.5% from 2020/21.

During 2021/22, there was an increase of 9.6% in applications from minority ethnic individuals for support posts from 2020/21, with 111 out of 301 of those applying being minority ethnic. Of the 64 starters in 2021/22, 10.9% were minority ethnic. A further 9 (14.1%) starters in 2021/22 did not declare their ethnic origin.

The Service has internally promoted 32 employees all of which are uniformed employees during 2021 / 2022. This is a significant increase from 17 in 2020 / 2021. The percentage of promotions for female employees (9.4%) is similar to the total uniformed figure at 12.3% as is the promotion of employees from a minority ethnic background at 6.3% compared to a workforce figure of 5.6%. Employees with a declared disability are also being promoted consistent with the percentage in the uniformed workforce. 3.9% declare a disability compared with 3.1% of those being promoted. Most promotions occur in the 36-45 age range which is to be expected taking into consideration the average length of time required for uniformed staff to become fully competent at each role. A small number of employees have not declared their religion faith 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 2022	31 March 2021	31 March 2020
Comparison between median hourly wages	Women earn £1 for every £1 that men earn	Women earn 91p for every £1 that men earn	Women earn 92p for every £1 that men earn
The median hourly wage	0.0% lower than men's	9.1% lower than men's	8.3% lower than men's
The mean hourly wage	6.2% lower than men's	12.7% lower than men's	12.7% lower than men's

Proportion of Women in each Pay Quarter	31 March 2022	31 March 2021	31 March 2020
Top quarter	28%	26%	22%
Upper middle quarter	15%	12%	22%
Lower middle quarter	10%	16%	12%
Lower quarter	45%	40%	53%

GRIEVANCES

The Service has a grievance policy and procedure in place to ensure that where employees raise concerns, problems or complaints with the Service they will be dealt with promptly, fairly and consistently. Data on grievances received by the service is analysed and used to identify any themes or trends and inform developments to service policies.

Five formal grievances were submitted during 2021/22 by five employees, this compares to four formal grievances and two collective grievances raised by a total of 22 employees during 2020/21 and four grievances raised by four employees in 2019/20.

Of the five formal grievances submitted in 2021/22, none were upheld, three were partially upheld, and none were withdrawn. There were no allegations of bullying and harassment. The demographics of those who raised a grievance were: 80% male (4) and 20% were female (1), and 100% were White British (5).

COMPLAINTS AND COMPLIMENTS

During 2021/22, the Service received 36 compliments from members of the public by letter, email or through social media. This is compared to 98 in 2020/21 and 46 in 2019/20. The Service received 28 complaints, compared to 13 in 2020/21 and 18 in 2019/20. 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.

WORKFORCE PROFILE BY CHARACTERISTIC

Protected Characteristic	31/03/2022	31/03/2021	31/03/2020	Protected Characteristic	31/03/2022	31/03/2021	31/03/2020
Age				Ethnicity			
17-24	5.6%	3.5%	4.0%	Black and Ethnic Minority	6.7%	8.0%	7.1%
25-35	20.6%	23.5%	23.0%	White	88.9%	88.3%	89.0%
36-45	34.8%	33.8%	33.5%	Not declared	5.9%	3.7%	3.9%
46-55	27.0%	28.8%	28.8%	Religion or belief			
56-65	11.1%	9.5%	9.5%	Religion or belief	46.3%	46.1%	45.8%
66+	1.0%	1.0%	1.2%	No Religion or Belief	40.6%	40.2%	39.0%
Disability				Not declared	13.0%	13.7%	15.2%
Disabled	4.4%	3.2%	3.2%	Sexual Orientation			
Non-disabled	89.7%	90.7%	90.1%	Gay/Lesbian/Bisexual/Other	3.0%	3.4%	3.1%
Not declared	5.9%	6.1%	6.6%	Heterosexual	85.2%	84.1%	82.4%
Gender				Not declared	11.7%	12.5%	14.6%
Male	76.0%	76.4%	77.0%				
Female	24.0%	23.6%	23.0%				

21/22 n = 630

20/21 n = 622

19/20 n = 618 (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	31/03/2022 BFRS Profile
Age						
17-24	4.9%	0.0%	6.8%	0.0%	0.0%	5.6%
25-35	13.1%	2.6%	25.3%	0.0%	0.0%	20.6%
36-45	19.7%	28.2%	39.6%	39.1%	10.0%	34.8%
46-55	23.0%	38.5%	25.3%	52.2%	80.0%	27.0%
56-65	34.4%	30.8%	3.1%	8.7%	10.0%	11.1%
66+	4.9%	0.0%	0.0%	0.0%	0.0%	1.0%
Gender						
Male	40.2%	51.3%	87.2%	95.7%	80.0%	76.0%
Female	59.8%	48.7%	12.8%	4.3%	20.0%	24.0%
Ethnicity						
Black and ethnic minority	10.7%	15.4%	5.2%	4.3%	10.0%	6.7%
White	84.4%	84.6%	89.3%	91.3%	90.0%	88.9%
Not declared	4.9%	0.0%	5.5%	4.3%	0.0%	5.9%

n = 578 (These figures are by people)

JOB APPLICATIONS – SUPPORT STAFF

Protected Characteristic	31/03/2022 Support Workforce Profile	Applications 31/03/2022	Applications 31/03/2021	Applications 31/03/2020
Age				
17-24	3.6%	10.6%	8.9%	12.5%
25-35	10.3%	33.2%	30.4%	27.0%
36-45	21.2%	21.9%	22.5%	25.9%
46-55	28.5%	21.9%	24.9%	21.7%
56-65	32.7%	11.6%	12.4%	12.5%
66+	3.6%	0.3%	0.7%	0.5%
Not declared	0.0%	0.3%	0.5%	0.0%
Disability				
Disabled	6.1%	5.3%	4.5%	3.5%
Non-disabled	87.9%	90.4%	91.9%	92.8%
Not declared	6.1%	4.3%	3.6%	3.7%
Gender				
Male	43.6%	36.9%	37.8%	32.1%
Female	56.4%	62.8%	61.2%	67.4%
Not declared	0.0%	0.3%	1.0%	0.5%

Protected Characteristic	31/03/2022 Support Workforce Profile	Applications 31/03/2022	Applications 31/03/2021	Applications 31/03/2020
Ethnicity				
Black and ethnic minority	11.5%	36.9%	27.3%	30.3%
White	84.8%	62.8%	71.3%	68.6%
Not declared	3.6%	0.3%	1.4%	1.2%
Religion or belief				
Religion or belief	62.4%	58.5%	56.7%	61.0%
No Religion or Belief	27.9%	35.9%	33.3%	32.8%
Not declared	9.7%	5.6%	10.0%	6.2%
Sexual Orientation				
Gay/Lesbian/Bisexual/Other	1.2%	5.6%	4.6%	3.5%
Heterosexual	89.1%	91.0%	90.4%	92.8%
Not declared	9.7%	3.3%	5.0%	3.7%

Applications 21/22 n = 301 20/21 n = 418 19/20 n = 433

Workforce profile as at 31.03.2022 165 people

JOB APPLICATIONS – UNIFORMED STAFF

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

Protected Characteristic	31/03/2022 Uniformed Workforce Profile	Applications 31/03/2022	Applications 31/03/2021	Applications 31/03/2020
Age				
17-24	6.3%	18.4%	31.8%	32.9%
25-35	23.5%	50.9%	42.6%	40.0%
36-45	39.2%	25.8%	19.4%	15.7%
46-55	27.4%	3.7%	4.4%	8.6%
56-65	3.6%	0.6%	1.2%	1.4%
66+	0.0%	0.6%	0.0%	0.0%
Not declared	0.0%	0.0%	1.3%	1.4%
Disability				
Disabled	3.9%	3.1%	2.9%	4.3%
Non-disabled	89.6%	96.3%	95.0%	93.6%
Not declared	6.5%	0.6%	2.1%	2.1%
Gender				
Male	87.7%	89.6%	78.2%	65.0%
Female	12.3%	10.4%	0.9%	35.0%
Not declared	0.0%	0.0%	0.9%	0.0%

Protected Characteristic	31/03/2022 Uniformed Workforce Profile	Applications 31/03/2022	Applications 31/03/2021	Applications 31/03/2020
Ethnicity				
Black and ethnic minority	5.3%	22.1%	22.4%	15.7%
White	89.3%	77.9%	76.5%	83.6%
Not declared	5.3%	0.0%	1.2%	0.7%
Religion or belief				
Religion or belief	39.2%	48.5%	35.6%	35.0%
No Religion or Belief	44.6%	48.6%	59.4%	57.1%
Not declared	16.2%	4.9%	5.0%	7.9%
Sexual Orientation				
Gay/Lesbian/Bisexual/Other	3.4%	8.6%	6.8%	7.9%
Heterosexual	83.1%	87.1%	89.1%	87.1%
Not declared	13.6%	4.3%	4.1%	5.0%

21/22 n = 163 20/21 n = 340 19/20 n = 140

Uniform Workforce Profile: As at 31.3.2022 (figures based on people)

STARTERS

Protected Characteristic	31/03/2022	31/03/2021	31/03/2020	Protected Characteristic	31/03/2022	31/03/2021	31/03/2020
Age				Ethnicity			
17-24	28.1%	8.9%	16.4%	Black and ethnic minority	10.9%	20.0%	9.8%
25-35	23.4%	35.6%	41.0%	White	75.0%	73.3%	83.6%
36-45	23.4%	24.4%	27.9%	Not declared	14.1%	6.7%	6.6%
46-55	18.8%	24.4%	13.1%	Religion or belief			
56-65	6.3%	6.7%	1.6%	Religion or belief	40.6%	46.7%	39.3%
66+	0.0%	0.0%	0.0%	No Religion or Belief	40.6%	40.0%	47.5%
Not declared	0.0%	0.0%	0.0%	Not declared	18.8%	13.3%	13.1%
Disability				Sexual Orientation			
Disabled	17.2%	2.2%	4.9%	Gay/Lesbian/Bisexual/Other	0.0%	4.4%	6.6%
Non-disabled	67.2%	88.9%	82.0%	Heterosexual	82.8%	91.1%	80.3%
Not declared	15.6%	8.9%	13.1%	Not declared	17.2%	4.4%	13.1%
Gender							
Male	71.9%	73.3%	75.4%				
Female	28.1%	26.7%	24.6%				

21/22 n = 64 20/21 n = 45 19/20 n = 61

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	31/03/2022	31/03/2021	31/03/2020	Protected Characteristic	31/03/2022	31/03/2021	31/03/2020
Age				Ethnicity			
17-24	3.3%	5.8%	2.0%	Black and ethnic minority	3.3%	3.8%	2.0%
25-35	8.3%	15.4%	17.6%	White	90.0%	92.3%	86.3%
36-45	31.7%	17.3%	21.6%	Not declared	6.7%	3.8%	11.8%
46-55	28.3%	30.3%	37.3%	Religion or belief			
56-65	28.3%	21.2%	19.6%	Religion or belief	48.3%	42.3%	43.1%
66+	0.0%	9.6%	2.0%	No Religion or Belief	30.0%	32.7%	31.4%
Disability				Not declared	21.7%	25.0%	25.5%
Disabled	6.7%	1.9%	0.0%	Sexual Orientation			
Non-disabled	83.3%	86.5%	88.2%	Gay/Lesbian/Bisexual/Other	1.7%	1.9%	5.9%
Not declared	10.0%	11.5%	11.8%	Heterosexual	81.7%	75.0%	74.5%
Gender				Not declared	16.7%	23.1%	19.6%
Male	76.7%	76.9%	76.5%				
Female	23.3%	23.1%	23.5%				

21/22 n = 60

20/21 n = 52

19/20 n = 51

PROMOTIONS – ALL STAFF

Protected Characteristic	31/03/2022	31/03/2021	31/03/2020	Protected Characteristic	31/03/2022	31/03/2021	31/03/2020
Age				Ethnicity			
17-24	0.0%	0.0%	0.0%	Black and ethnic minority	6.3%	5.9%	9.1%
25-35	3.1%	5.9%	13.6%	White	93.8%	88.2%	90.1%
36-45	68.8%	52.9%	63.6%	Not declared	1.4%	5.9%	0.0%
46-55	28.1%	41.2%	22.7%	Religion or belief			
56-65	0.0%	0.0%	0.0%	Religion or belief	31.3%	41.2%	54.5%
66+	0.0%	0.0%	0.0%	No Religion or Belief	53.1%	23.5%	31.8%
Disability				Not declared	15.6%	35.3%	13.6%
Disabled	3.1%	0.0%	4.5%	Sexual Orientation			
Non-disabled	96.9%	94.1%	90.9%	Gay/Lesbian/Bisexual/Other	0.0%	4.6%	0.0%
Not declared	0.0%	5.9%	4.5%	Heterosexual	84.4%	90.4%	86.4%
Gender				Not declared	15.6%	5.0%	13.6%
Male	90.6%	100.0%	90.9%				
Female	9.4%	0.0%	9.1%				

21/22 n = 32 20/21 n = 17 19/20 n = 22

EXTERNAL TRAINING

Protected Characteristic	31/03/2022	31/03/2021	31/03/2020	Protected Characteristic	31/03/2022	31/03/2021	31/03/2020
Age				Ethnicity			
17-24	1.0%	0.0%	1.8%	Black and ethnic minority	8.8%	4.3%	1.7%
25-35	12.6%	11.4%	14.3%	White	87.9%	94.3%	87.9%
36-45	46.7%	25.7%	23.2%	Not declared	3.3%	1.4%	10.3%
46-55	28.1%	37.1%	26.8%	Religion or belief			
56-65	9.8%	25.7%	32.1%	Religion or belief	48.4%	47.1%	46.4%
66+	1.4%	0.0%	1.8%	No Religion or Belief	39.5%	30.0%	35.7%
Disability				Not declared	12.1%	22.9%	17.9%
Disabled	6.6%	1.4%	3.6%	Sexual Orientation			
Non-disabled	89.5%	94.3%	89.3%	Gay/Lesbian/Bisexual/Other	3.7%	4.3%	6.9%
Not declared	3.9%	4.3%	7.1%	Heterosexual	84.0%	84.3%	77.6%
Gender				Not declared	12.3%	11.4%	15.5%
Male	80.7%	68.6%	63.3%				
Female	19.3%	31.4%	36.7%				

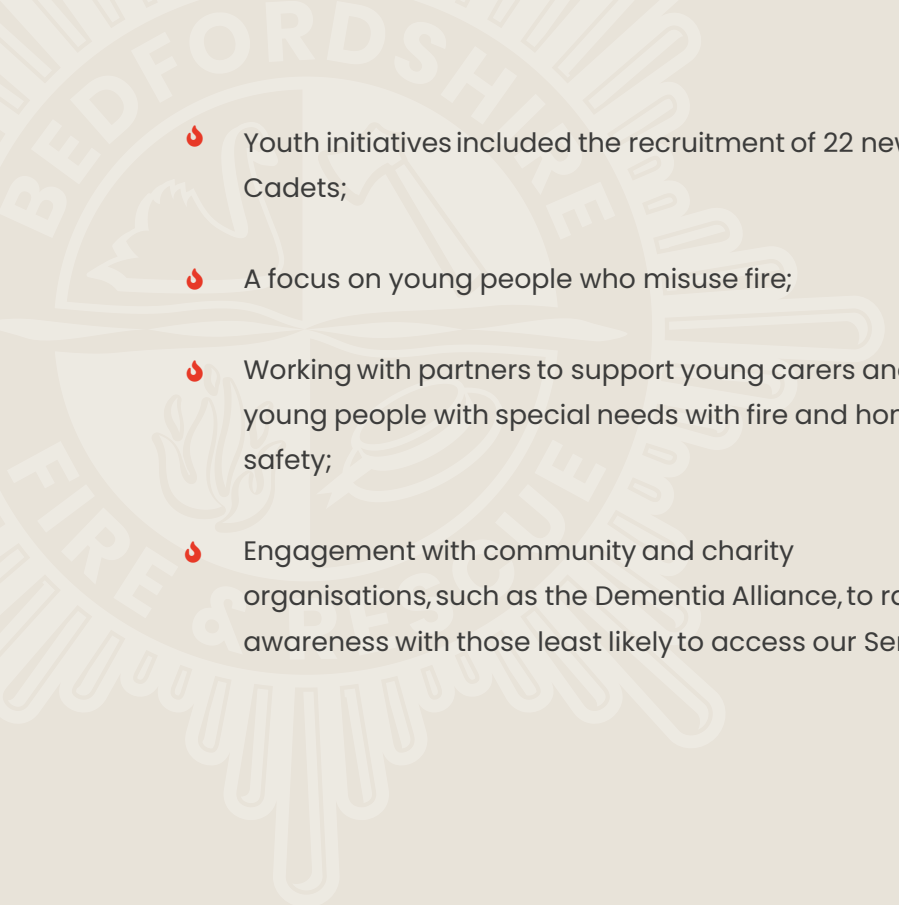
21/22 n = 488 20/21 n = 70 19/20 n = 58

OUR COMMUNITY ACTIVITIES

The principles of equality, diversity and inclusion are integral to delivering inclusive and accessible services to the diverse communities we serve. Despite the ongoing challenges of the pandemic in 2021/22, we continued to build on the improvements and progress made in the Service including the collation of data to focus our activities on the most vulnerable groups. Some of our key achievements are detailed below:

- 🔥 In the Asian Fire Service Association (AFSA) awards, Champion of Equality Award, we were recognised for our work on our LGBTQ+ network and our diversity work;
- 🔥 We demonstrated our support and commitment to a variety of diversity events including LGBTQ+ month and Black History Month;
- 🔥 Produced a video with Firefighters to support our recruitment department;
- 🔥 For International Women's Day we ran a campaign celebrating the work of the women in our Service;
- 🔥 For Neurodiversity Week members of staff shared their stories on social media including useful tools and support materials that are available;
- 🔥 Attended numerous College and Sixth Form events to promote the Fire Service as an Employer of Choice;
- 🔥 Used social media channels to promote the Service and deliver targeted safety messages;
- 🔥 Investment in a range of demographic and geographic modelling tools to:
 - improve our ability to understand, analyse and manage community risks and target prevention activity more effectively to identified risk groups and
 - better understand our Communities living and working close to our On-Call stations;
- 🔥 Held Station Open days engaging with the local community;
- 🔥 Data sharing with partner organisations to more effectively target support to the most vulnerable households with Home Fire Safety and Safe and Well checks, with information available in different formats, such as those who are visually impaired;
- 🔥 A 23% increase in Home Fire Safety interventions than the previous year and the highest numbers recorded in a 5-year period;



- 
- Youth initiatives included the recruitment of 22 new Fire Cadets;
 - A focus on young people who misuse fire;
 - Working with partners to support young carers and young people with special needs with fire and home safety;
 - Engagement with community and charity organisations, such as the Dementia Alliance, to raise awareness with those least likely to access our Services.






YOUR VIEWS COUNT

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

CONNECT WITH BFRS

 bedsfire.gov.uk  contact [BFRS](#)

   @bedsfire

 WE ARE ACCOUNTABLE

 WE DARE TO BE DIFFERENT

 EVERY CONTACT COUNTS

 WE'VE GOT YOUR BACK



**WE'VE GOT YOUR
BACK**



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