



**CAMBRIDGESHIRE
FIRE & RESCUE SERVICE**

Equality, Diversity, and Inclusion Compliance Report

**Equality Act 2010 (Specific Duties) Regulations 2011
April 2022 – March 2023
(Including Gender Pay Gap as of 31st March 2023)**

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1. Glossary of Terms

AFSA	Asian Fire Services Association
C&P	Cambridge and Peterborough
COAG	Chief Officers Advisory Group
CFRS	Cambridgeshire Fire and Rescue Service
CPD	Continuous professional development
CYP	Children & Young People
ED&I	Equality, Diversity & Inclusion
ENEI	Employers Network for Equality & Inclusion
EQIA	Equality Impact Assessment
FRS	Fire and Rescue Service
HMICFRS	His Majesty's Inspectorate of Constabulary and Fire & Rescue Services
HR	Human Resources
HFSV	Home Fire Safety Visit
IRMP	Integrated Risk Management Plan (strategy)
LABC	Local Authority Building Control
LGA	Local Government Association
LGBT+	Lesbian, Gay, Bisexual and Transgender
L&OD	Learning and Organisational Development
NFCC	National Fire Chiefs Council
PDR	Performance and Development Reviews
TRiM	Trauma Risk Management
UFS	Unwanted Fire Signals

2.Introduction

This report aims to provide members of the public, service users, employees, Fire Authority, regulators, and other interested parties with information relating to how Cambridgeshire Fire and Rescue Service (CFRS) complied with the [Public Sector Equality Duty](#) between April 2022 and March 2023 as required by the Equality Act 2010. The equality duty requires the Authority to:

Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by or under the Equality Act 2010.	Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.	Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
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There are **nine protected characteristics** defined by the Equality Act 2010:

1. age
2. disability
3. race (including ethnicity, national origin, nationality, and colour)
4. gender reassignment
5. marriage or civil partnership
6. pregnancy or maternity and pregnancy
7. religion or belief
8. sex
9. sexual orientation

Under the specific duties of the Public Sector Equality Duty, we are required to prepare and publish at least one equality objective which aims to meet the above general duty and to publish information that shows the diversity of our workforce. Our Equality, Diversity and Inclusion (ED&I) objectives are set within our IRMP (Integrated Risk Management Plan) 2020-2024.

Our ED&I objectives for 2020-2024 and progress against them are given below. It should be noted for context that during the reporting period (April 2022-March 2023) we were coming out of the pandemic and in a process of starting-activities up again during the cost of living and 'great resignation' challenges.

3. Progress on Equality, Diversity and Inclusion related objectives in IRMP 2020-2024

People Excellence

1. Continue work to develop our organisational culture and to enhance employee engagement.

1a. *Continued work to develop our organisational culture and to enhance employee engagement, including ensuring mechanisms are in place to properly feedback to colleagues, and facilitating opportunities for colleagues from across different areas of the Service to engage and work with each other more.* We completed the gap analysis of the London Fire Brigade report on culture and conducted an employee engagement survey. We reviewed the engagement survey results, shared outcomes across the Service, and built the insights into our people and culture plan. We met our aim to maintain or improve our overall employee engagement score, with improvements in targeted areas as identified in the 2019 survey.

1b. *We scoped the work to review our One Team behaviours in the following year, in line with our CRMP review timescales.* This work was identified from the gap analysis of various documents against the NFCC Core Code of Ethics introduced in 2021. We recognised through this work that our One Team behaviours have been in place for a number of years and many colleagues now in the Service were not in place when they were created and launched. There is, therefore, the opportunity as part of the CRMP review to ensure that all colleagues understand the background and context of the One Team Behaviours and have an opportunity to take part in refreshing and updating them.

1c. *We put a plan in place to best utilise Office365 to support great internal communications.* We migrated to O365 during the pandemic to better facilitate hybrid working and recognised that coming out of restrictions there is more work to do to make the most of O365. We migrated our intranet to Our Hub on SharePoint and compiled a business case to agree dedicated resource to help us get the most from O365. We are now recruiting into this position and the work will continue in the next reporting period.

1d. *We ensured the impacts of the pandemic on ways of working, our culture and employee wellbeing which were then factored into plans and activities.* Support colleagues have the technology to work in a hybrid way and each department has days that their teams work together at SHQ or at stations. Hybrid working has enabled support colleagues to do their work from stations as effectively as SHQ, and combined with some working from home this has given support colleagues improved work-life balance coming out of the pandemic. We began a re-focus on working relationships across teams once restrictions were lifted. O365 is being rolled out to stations to ensure greater ease for operational colleagues contacting support colleagues. Hybrid working remains here to stay and is key to retention and recruitment in support roles. We will review our approach to hybrid working in the next reporting period in our planned SHQ Ways of Working project.

2. Develop and improve the ways in which we support the mental health and wellbeing of our employees.

2a. We revised the post responsible for mental health support and are recruiting a psychological wellbeing practitioner. We anticipate this will further enhance our provision of mental health support by offering low level interventions within the Service. External specialist mental health support continues to be provided where required.

2b. We started a Service project to review the current Trauma Risk Management (TRiM) provision. Feedback from employees has been sought, and alternative support arrangements are being considered as part of the project for implementation within the Service.

2c. Continued to deliver against the Mental Health and Wellbeing Action plan. Resilience and wellbeing sessions are being delivered to all support groups (previously the focus had been engaging with Operational colleagues). Wellbeing Action Plans were trialled at several stations. We will review how we can roll-these out more widely as part of a review of PDR/121s.

2d. Progress of action plan to develop our work to support women's health (and in particular menopause) in the workplace. Menopause working group sessions continued, attended by male and female colleagues. We surveyed all women in the Service about menopause and menstruation and we are now trialling portable welfare facilities on appliances for longer incidents. We held a Menopause event on World Menopause Day, with colleagues from across the Service attending, male and female. We have created menopause risk assessments and guidance. The sector has now set up a national menopause working group for Fire and Rescue Services, and we are leading on this, as well as working with the NFCC to look at national initiatives.

3. Improve the diversity of our workforce. We continue to deliver and evaluate the agreed Inclusion Plan. The plan has four sections a) Culture b) Compliance c) Community Inclusion d) Development.

3a. Culture. The format of the Inclusion Network has now been reviewed again and continues to be a valued discussion forum to inform the subject matter owners who table discussion topics or bring EQIAs. We completed an external benchmark survey and evidence gathering exercise with The Employers Network for Equality & Inclusion (ENEI) and achieved a Bronze Award, which is benchmarked against public and private sector organisations. We surveyed our female firefighters about the gloves that they wear and the feedback was addressed in the short term and in the longer term will be part of the contract tender for workwear and PPE. We have a new team of Women in the Fire Service (WFS) representatives.

3b. Compliance. We have submitted our gender pay gap information and the gap has reduced again to 7.99%, with an increase to 24.3% of our managers being women. We reviewed our neurodiversity process, the People Partners have been trained to hold passport conversations and we put new external suppliers in place to support neurodiversity diagnosis assessments and specialist coaching. We continue to partner with Access to Work for workplace needs assessments and funding. We completed a project to review our Equality Impact Assessments. The outcomes of this project are an improved on-

line EQIA completion process, improved governance, a central database that all colleagues have access to, and training for over 100 managers from an external national specialist supplier. We achieved 100% completion by colleagues of our Equality Act e-learning module in 2022 and have updated the specific additional module for managers, and relaunched it in January 2023.

3c. Community Inclusion. We updated our Community Engagement Framework to support operational colleagues to engage with the community. We attended Pride events in Peterborough and Cambridge and flew the Pride progress flags at our sites with flagpoles during June. We held a competition for colleagues to design the pattern for a Pride firefighter helmet, which was then spray-painted and has been very popular at events. We have an Inclusion Ambassador for LGBTQIA+ who supports employees and regularly promotes resources and campaigns, for example LGBT+ History Month. We worked with Cambridgeshire Constabulary to promote national Hate Crime awareness week. We promoted International Men's Day and International Women's Day. Our external communications about International Women's Day on social media was our most popular post to date, with the most likes, shares and comments. We attended engagement events with the Iqra school and the Refugee recruitment team in Peterborough. We reviewed the Census 2021 demographic data when it became available and will use this to create dashboards for stations to support them to ensure that their engagement activity includes all the diverse groups of our community. We created and promoted British Sign Language videos on our website for the main safety topics. We continued to work on our website to improve accessibility.

3d. Development. We held Introduction to Inclusion sessions with all of our operational watches, exploring a range of topics. We updated our Inclusion SharePoint page regularly with videos, webinars and guides and topical blogs from inclusion ambassadors. EQIA training is now open to all colleagues to attend, and is facilitated by an external specialist training provider. Women in the Fire Service (WFS) development opportunities (weekend and online courses) were promoted to colleagues and all interested colleagues were able to be offered places. We attended the Asian Fire Service Association events and one of our operational managers was nominated for an Inclusion Award.

4. Expand our programme of development activities to prepare employees for future roles and opportunities.

4a. Continued to embed an agreed defined coaching culture (incorporating both formal and informal coaching) appropriate to L&OD needs and capacity. We launched our Coaching Culture Platform in June 2022. This is available to all colleagues and includes mindset modules and coaching lessons accessible at any time. We have embedded the NFCC Coaching and Mentoring Portal which is available to all and have Coaching Workshops available to all colleagues within our suite of Skills Workshops.

4b. We reviewed the use of FACET personality profiles for all colleagues, including the education and promotion of them to gain maximum benefit. We have embedded Facet5 Personality Profiles and Teamscales with managers to support the aim of continuing to evolve our positive organisational culture through open, inclusive conversations. We will

roll-out these products to more colleagues and review the FACET senior leadership 360 degree feedback tool for future use.

4c. We reviewed the use of technology to offer a range of blended learning, e-learning and in-person learning interventions for personal, leadership and management development.

This included in-person training for managers in Difficult Conversations and Managing Sickness training in addition to the many other skills topics we have in-person training for with internal and external facilitators. Next year we plan to add in sessions on Inclusive Leadership and Values and Behaviours. We also reviewed and planned the dates of our Skills Workshops for 2023 around the rotation of watch calendars to ensure more operational colleagues can attend the workshops they would like to for their development.

4d. We ensured all colleagues are clear on what is mandatory training, and that the content of mandatory training is regularly reviewed. We sent regular communications and targeted reminders for specific modules including ED&I, with a SharePoint page of information and links to mandatory learning. We updated the TRaCS Learning Management system to more clearly show what is mandatory, and auto enrolled new starters. We also launched a new safeguarding module for all colleagues.

4e. We identified the barriers to our colleagues engaging in development activities. We surveyed all colleagues to find out the barriers they may face in attending Skills Workshops and the majority of feedback was around location and dates. We consulted with the watch calendars when we reviewed and planned our 2023 Skills Workshops, to ensure that watches could attend at least one session of each topic if they wished to do so. We will continue to gather feedback following each workshop to continuously improve our approach moving forward.

5. Embed an understanding of the value of quality conversations to enhance personal performance and development.

5a. We worked with appropriate stakeholders to identify areas for improvement within our recording system for performance conversations. We sent out regular communications with updated guidance on a new SharePoint page about good practice and supporting development for PDR/121s. We will monitor this and review our approach again in the next reporting period.

5b. We explored options for a quality assurance process, to provide insight and assurance that good quality conversations are happening and being captured. Managers monitor PDR/121s to ensure that quality conversations are taking place and we created completion reports for PDR/121s, which are now reviewed quarterly.

5c. We relaunched performance and development conversations, outlining their purpose and meaning to ensure everyone understands what we mean when we talk about them. We communicated our approach across the Service, discussed performance conversations at managers seminars and Head of Group meetings. We created a toolkit, available on the L&OD SharePoint page to support managers with performance conversations. This

includes guides, a conversation toolkit, and mindset modules. We also have Skills Workshops available to support managers with having a great one to one conversation.

6. Strengthen our understanding of succession planning needs.

6a. We started a review of our approach to talent and succession. Following a previous pilot using the talent grids, we have been reviewing the feedback and exploring the options of how to further improve this work, including the online systems we could use to support the organisation to manage this most effectively going forward. This work will continue into the next reporting period.

6b. We launched and embedded refreshed development portfolios for Wholetime and Combined Fire Control. Following a pilot, development portfolios were launched for Wholetime and Combined Fire Control colleagues. These enable colleagues to develop in preparedness for progression. The next phase will be designing portfolios for On-Call and exploring the options of career paths or portfolios for Support colleagues.

7. Continual review of our recruitment and promotion processes to provide equality of opportunity and remove any unnecessary barriers to people joining or progressing their careers within the Service.

7a. We evaluated the previous Wholetime Firefighter recruitment process to plan for 2023. We worked with key stakeholders to review the feedback from the previous process both in terms of candidate experience and ED&I data and outcomes. A refreshed process has been developed ready, for launch in summer 2023.

7b. We continue to consider and implement appropriate changes to recruitment processes resulting from the pandemic and subsequent great resignation, in particular considering i) how we best market ourselves as an employer of choice and showcase our positive organisational culture ii) how we broaden our candidate reach and more proactively search for candidates iii) how we deliver best value for money iv) clearly evidencing recruitment and selection processes aligned to role-specific needs. We made changes to the recruitment process to align more effectively with the post-COVID candidate market. By making the change to accept CVs, this opened more opportunities in advertising to reach a broader audience. It also gives the candidate an improved user experience. A project group has been formed to look at how we market ourselves as an employer of choice. A workshop was held to gather information from colleagues as to why they enjoy working at the Service and what they see as the benefits, and we have updated our website from this feedback.

Community Safety Excellence

8. Reduce Community Risk - identify and reach those most at risk of fire.

Cambridgeshire Fire and Rescue Service has a vision of “a safe community where there are no preventable deaths or injuries in fires or other emergencies.” Fire incident and risk information is analysed regularly to identify those who are at highest risk of being injured or

killed in a fire or other emergency incident so the Service can plan and make appropriate interventions. We work with a range of partners to identify and share relevant data so we can target our services appropriately.

In November 2022, The Home Office published an in-depth review of fire-related fatalities and severe casualties in England 2010/11-2018/19. It makes the following points:

- A) From an age point of view, those aged 80 or older were four times more likely to die in a fire than the average general population.
- B) Males are more likely to be a severe casualty compared with females.
- C) The highest proportion of fatal fires were in households where a single person over pensionable age lived.
- D) Most victims had some level of overall impairment – physical impairments were the most prevalent (age related physical impairment, bed ridden, eyesight, hearing, wheelchair/mobility chair user and oxygen dependency).

From a local and national point of view the analysis compels us to target those aged 80-years and over and living alone. We don't specifically target just males, but we are aware of the associated risk. We continue to collect data to evaluate and understand trends, alongside connecting with our partner agencies through referral pathways and data sharing agreements to identify high-risk areas. We have a suite of reports available to us through the Prevention dashboard. This allows us to focus our resources appropriately.

Impact of Accidental Primary Fires: April 2022 – March 2023

The number of accidental primary fires resulting in a fire casualty decreased in 2022/23 with 36 accidental primary fires resulting in 44 fire casualties (including 1 fatality) compared to 40 accidental primary fires in the previous year. Of the 36 accidental primary fires, 64% occurred in a home. Within the home, 61% of those injured were male and 29% were over 65. 57% of all casualties identified as White British, 7% White Other and 18% as Black or other minority ethnic and 18% ethnicity not known.

a) Develop our Firebreak programme to support the safety, health and personal development of identified young people (CYP).

8a. Firebreak continues to support vulnerable young people. We have fully adopted the NFCC Early Intervention Implementation Framework. Our Firebreak scheme continues to focus on children most at risk, including additional courses with children and young people who Cambridgeshire and Peterborough (C&P) Safeguarding partnership identified as high-risk of exclusion and also for those who are supported by the foster care programme. We are maximising our reach by promoting Firebreak through external contacts and ongoing meetings, such as visiting schools to encourage engagement and connecting with Healthy Schools to promote Firebreak across Cambridgeshire. Using the theory of behavioural change, we effectively evaluate the impact of our Firebreak scheme through the Impactasaurus evaluation platform.

8b. We have engaged with the Firebreak brand to reduce risk and promote. We have a dedicated Firebreak pump which is also used to support community engagement as it uses visually appealing and inclusive designs.

9. Offer early intervention and positively influence children and younger people.

9a. Our support for young people has been developed to suit the various key stages (1, 2 & 3). We have fully adopted the national StayWise platform and actively encourage partners to sign up to access to educational content. Our work with secondary schools focuses on road safety, water safety and arson reduction. We have successfully delivered two Safety Zone pilots. One hosted on fire service premises, the other hosted by a school, allowing other nearby schools to attend. This scheme is directed towards Year 6 pupils and provides safety information across a broad range of subjects including, road, water and fire safety, first aid, and product related safety.

10. Support businesses to comply with regulation, and ultimately create safer places to live, work and visit.

10a. The Protection department supports businesses to comply using business seminars. These are held on-line and face to face. Bespoke seminars are provided to councillors and planning departments to provide understanding of the Fire Safety Order and its requirements. Fire Safety checks by watches provide assurance of compliance to the Service whilst providing information to the business and passing on areas of concern to the Protection team.

10b. We regularly conducted Business webinars, including additional sessions, to reach a wider audience. We will be developing and improving these sessions by including pre- and post-webinar evaluations and feedback forms to help increase the number of attendees following improvements. The evaluation dashboard will include data from other reports and will be improved by Business Intelligence to ensure the data collection is accurate. Data will be collected to monitor engagement and trends, to ensure we can reach as many people as possible.

10c. We are undertaking training with external partners to improve the understanding of fire regulation and identifying risks. We have been conducting joint training sessions with Local Authority Building Council (LABC) which cover approved documents, fire regulation and risk. We have begun conducting training into building safety bill regulations and information cards, which will help individuals with effective risk assessments. We have provided selected individuals from the LABC with Level 3 Fire Protection qualifications to ensure a high knowledge and understanding of fire regulation and risk.

11. Effectively keep the community safe and well.

11a. We have worked to ensure our services are accessible. Collaborating with Cambridge Deaf Association to produce multiple videos on our website to ensure that our services are more accessible. We continue to train managers, and other employees, in EQIAs to highlight accessibility.

11b. We have scoped a new sprinkler campaign and assessed our strategy to reach a wide audience. We have collaborated with the LABC to promote the use of sprinklers in the home. We are continuing to identify and analyse data sets from utility companies to improve our strategy and reach. Meetings are being held regularly in preparation for the launch of the campaign.

11c. We conduct safe and well visits, engage with customer conversation and online tools. We continue to conduct safe and well visits, in line with the NFCC Person Centred Framework, which is reviewed periodically. We have fully embedded the online tool to evaluate the risk of living in a home; the NFCC safelincs online Home Fire Safety Checker (HFSC). We have developed this with the Home Fire Safety Visit (HFSV) software designers to ensure that this is accessible and compatible with our website. We have influenced change at a national level to the online tool, specifically emerging trends such as ebike/escooter fires.

11d. We have expanded our community safety visits to target those most at risk of flooding. We have broadened our resourcing and risk scoring for community safety visits to include flooding, which has been successfully implemented with the help of the Environmental Agency and the Cambridgeshire County Council Flood Risk Team. Our collaboration with Anglian Water has enabled CFRS to support over 1,000 vulnerable community members. Anglian Water are now broadening their collaboration with Cadent Gas, and UK power networks to improve this initiative and our reach. We have also submitted a paper to the digital advisory group proposing to automate the processes of transferring key data to improve partnerships.

11e. We have established a regional Resilience group to share best practices. We have established the Eastern Region Resilience Working Group, which aims to promote best practice and consistency across Fire and Rescue Services in the region.

11f. Safe and Well Visits. As most accidental fires occur in the home, free safe and well visits are offered to those most at risk and involve a full assessment of the resident's home and fitting of a smoke alarm where necessary, as well as advice on other well-being and safety issues e.g. falls, prevention; staying well and warm; alcohol use; crime reduction. The Service and its partners delivered **6,320** safe and well visits in the year. The table below shows the distribution of these by sex, age, ethnicity, religion and disability and compares the data with the percentage of population group in Cambridgeshire and Peterborough.

Characteristic		% Population ¹	2020-21	2021-22	5-year average
Sex	Male	49.4%	37%	39.3%	37%
	Female	50.6%	63%	60.5%	63%
Age groups	Under 24	29.5%	1.8%	1.5%	1.6%
	25-39	21.2%	6.1%	6.4%	5.9%
	40-59	26.3%	10.2%	10.1%	9%
	60-74	14.8%	29.3%	29.6%	28.5%
	75 +	8.2%	52.4%	52.4%	55.1%
Ethnic Group	White	85.4%	95.9%	94.9%	96%
	Black, Asian, Minority Ethnic	14.6%	4.1%	5.1%	4%
Religion	No religion, belief	40.6%	14.9%	28.1%	17.9%
	Christian	45.4%	80.8%	67%	78.3%
	Muslim	4.5%	1.4%	2.2%	1.5%
	Other religions ²	2.2%	0.9%	1%	0.7%
Disability	Day to day activities limited	16.2%			
	Disability		54.2%	55.2%	54.6%

1 2021 Census

¹ 2011 Census

² Each makes up less than 1% of population and includes Buddhist, Hindu, Jewish and Sikh faiths

2 Each makes up

Equality Impact Assessments

We continued to complete Equality Impact Assessments (EQIA). Equality Impact Assessments are a way of systematically assessing the effects that a policy, project or decision is likely to have on different people within the Service and the community.

The process helps identify potential discrimination by analysing policies, projects, practices, processes, procedures, services, and decisions, to make sure they do not discriminate or disadvantage people and helps towards improving or promoting equality.

Carrying out Equality Impact Assessments helps us meet our legal duties as well as bringing a number of benefits. It helps us ensure that our decisions impact in a fair way, to make decisions based on evidence, to make decision-making more transparent and provides a platform for collaboration with the community and partners.

In this period Equality Impact Assessments were part of our usual ways of working while we delivered the project to improve the format and training.

Here are some examples of the EQIAs that were completed in this reporting period:

- Proposal for roll-out of electric vehicle chargers
- Review of training centre shift system
- Potential building extension to a station
- Review of safe and well visits
- Review of Mobile Data Terminal accessibility
- Review of On-Call crewing policy
- Financial business continuity planning
- Review of sickness attendance policy
- Review of expenses and allowances policy
- Remote working for On-Call firefighters
- Review of annual leave policy
- Review of Firebreak
- Proposal for development portfolios
- Proposal for replacement finance system
- Proposal for refurbishment of a station
- Upcoming legislative change for Disclosure and Barring Service (DBS) checks
- Proposed Wholetime recruitment process
- Review of HSE documentation
- Risk resource methodology
- Review of turntable ladders
- Review of HSM1 / HSM1a & HSM30
- Proposed estates strategy.

4. Workforce Data

One of the Service's priority areas is to improve diversity of the workforce so that it better reflects the communities we serve and encourages diversity of thought in its culture.

To measure progress in this area we monitor employees' protected characteristics from the start of the recruitment process and provide employees with the facility to input or update their equality details in the HR database on a self-service basis. Our aspiration is to see ongoing improvement in relation to applications from women and candidates from diverse backgrounds in general. These are areas where outcomes in Fire and Rescue Service nationally and historically have been poor. Additionally, we would like to see more progression to managerial roles for women and ethnic minority employees.

Employee profile by role, protected characteristic and changes over the last 5 years are given below:

Head Count by Main Job						
Snapshot at Month Ending	Wholetime	OnCall	Ops Total	Control	Support	Total
Mar-19	247	168	415	43	149	607
Mar-20	241	176	417	42	143	602
Mar-21	260	172	432	44	156	632
Mar-22	241	176	417	44	149	610
Mar-23	248	194	442	42	147	631

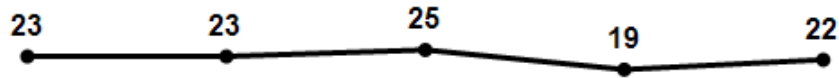
Guidance notes: The number of employees is calculated from the HR database and counts employees with a start date within a 12-month period over five consecutive years and records them in any of the four employee groups based on when the role started.

Commentary:

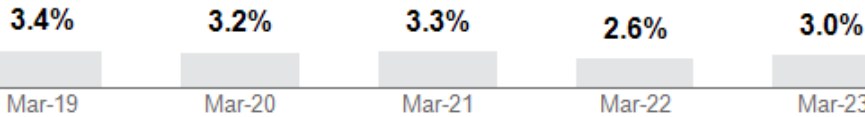
- As of 31st March 2023, we have 631 employees, an increase from 610 overall in employment from the previous year. This increase has been in operations, both Wholetime and On-Call.

Black and Minority Ethnic Employees

Total Number



% of Total



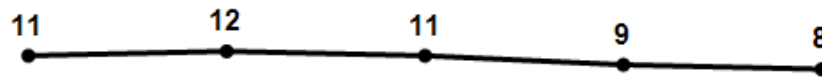
Snapshot at	Wholetime		OnCall		Operational		Control		Support		Non-Operational		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Mar-19	6	2.4%	4	1.8%	10	2.1%	0	0.0%	13	7.6%	13	6.1%	23	3.4%
Mar-20	7	2.9%	5	2.0%	12	2.4%	1	2.4%	10	5.3%	11	4.8%	23	3.2%
Mar-21	6	2.3%	7	2.8%	13	2.5%	1	2.3%	11	5.5%	12	4.9%	25	3.3%
Mar-22	3	1.2%	5	2.0%	8	1.6%	1	2.3%	10	5.2%	11	4.6%	19	2.6%
Mar-23	4	1.6%	8	3.1%	12	2.4%	1	2.4%	9	4.6%	10	4.2%	22	3.0%

Commentary:

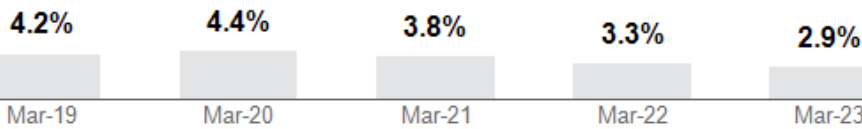
- Overall, there is an increase in black and minority ethnic employees since last year, The overall decrease last year was due to the pandemic and great resignation, however now we have started recruiting again it is encouraging to see the increase in representation in Wholetime and On-Call. We will monitor our ED&I data at each stage of the 2023 Wholetime 2023 recruitment process and review the other areas data each quarter to identify any process improvements we can make and plan community engagement activities e.g. targeted information sessions and have a go days. We also have an Inclusion Ambassador for ethnicity, race and nationality as well as an ethnicity working group who we will engage with to support and shape our activities. We support Black History Month every year by promoting national and local events and resources.
- Based on Census 2021 data, 14.6% of Cambridgeshire & Peterborough identify as black and minority ethnic. This has increased from 9.7% based on the previous 2011 Census.

Black and Minority Ethnic Managers

Total Number



% of Total



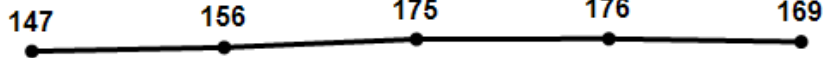
Snapshot at	Wholetime		OnCall		Operational		Control		Support		Non-Operational		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Mar-19	4	3.7%	1	1.4%	5	2.8%	0	0.0%	6	9.4%	6	7.2%	11	4.2%
Mar-20	4	3.8%	2	2.5%	6	3.2%	0	0.0%	6	9.4%	6	7.0%	12	4.4%
Mar-21	3	2.7%	1	1.2%	4	2.1%	0	0.0%	7	10.1%	7	7.6%	11	3.8%
Mar-22	1	0.9%	1	1.3%	2	1.1%	0	0.0%	7	10.6%	7	8.0%	9	3.3%
Mar-23	1	1.0%	2	2.4%	3	1.6%	0	0.0%	5	7.9%	5	6.0%	8	2.9%

Commentary:

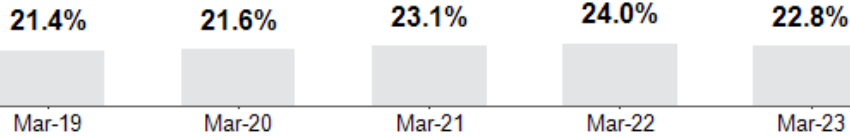
- Overall, there has been a decrease in representation of black and minority ethnic managers because of the great resignation, however it is good to see that we have increased representation at manager level in On-Call.
- There has been a decrease overall since 2020, now we are out of the pandemic our work on talent, development and succession will be reviewed and relaunched with a focus on ED&I and progression.

Female Employees

Total Number



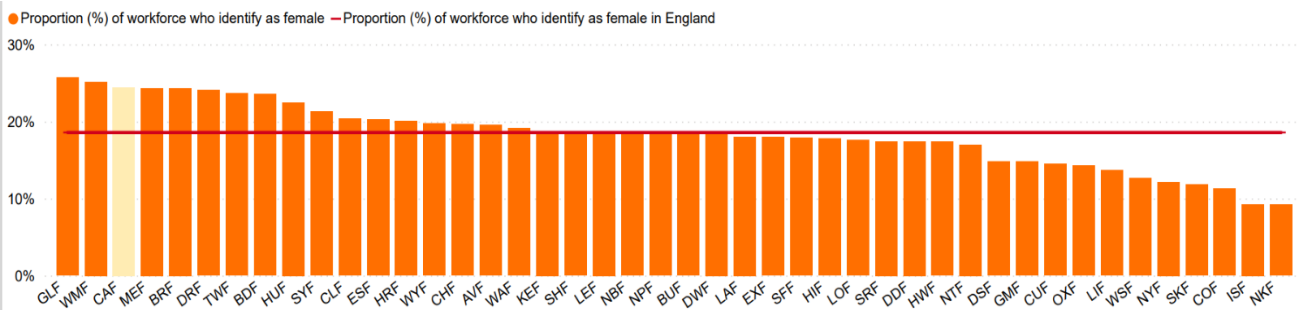
% of Total



Snapshot at	Wholetime		OnCall		Operational		Control		Support		Non-Operational		Total	
Month Ending	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Mar-19	18	7.3%	15	6.7%	33	7.0%	36	83.7%	78	45.6%	114	53.3%	147	21.4%
Mar-20	17	7.0%	17	6.8%	34	6.9%	35	83.3%	87	46.5%	122	53.3%	156	21.6%
Mar-21	22	8.3%	18	7.3%	40	7.8%	36	81.8%	99	49.3%	135	55.1%	175	23.1%
Mar-22	19	7.8%	24	9.6%	43	8.7%	37	84.1%	96	49.7%	133	56.1%	176	24.0%
Mar-23	22	8.8%	19	7.5%	41	8.1%	35	83.3%	93	47.9%	128	54.2%	169	22.8%

Commentary:

- Overall, there has been a decrease in the number of female employees since last year, however it is good to see that we have increased representation in Wholetime. On-Call, Control and Support were affected by the great resignation.
- The Census 2021 data for Cambridgeshire and Peterborough is 50.58%, the representation in non-operational roles consistently exceeds this.
- In the sector nationally, the proportion of female operation firefighters is 8.2%. We are aligned against the national figure and aim to continuously improve this as we recruit.
- We are the 3rd highest fire and rescue service for the overall number of female employees. See graph below, in yellow CAF = Cambridgeshire Fire and Rescue.



Our Female Operational working group is chaired by a female Wholetime Crew Commander. The group meets on a regular basis to ensure the views of all our operational female firefighters are heard and that issues are listened to by the relevant areas. This includes but is not limited to the following topics:

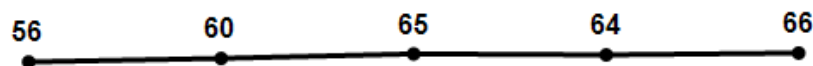
- Uniform/PPE
- Fitness (in particular following pregnancy)
- Menopause
- Sanitary and welfare provision
- Fertility treatment support
- Development and progression, including Women in the Fire Service opportunities.

We also have a Menopause working group, chaired by the Inclusion Ambassador for Menopause. The working group has male and female members in operational and non-operational roles and provides peer support as well as working on actions from the group. They have developed a menopause risk assessment, raised awareness through a video and ongoing communication and have a Yammer group. There are regular sessions and external speakers are invited. We ran a survey for all females across all areas of the Service about the menopause and menstruation to help identify any areas where we could do more work to support women in our employment. We are now trialling portable welfare facilities on appliances for longer incidents. We held a Menopause event on World Menopause Day, with colleagues from across the Service attending, male and female. The sector has now set up a national menopause working group for Fire & Rescue Services, and we are leading on this, also working with NFCC.

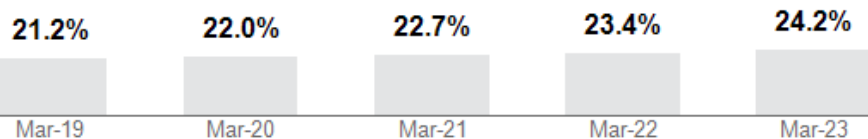
The chair of these groups attend the Inclusion Network and the Inclusion Steering Group to ensure there is a platform for them to raise the views and input to senior leaders and members of the Fire Authority on a regular basis.

Female Managers

Total Number



% of Total



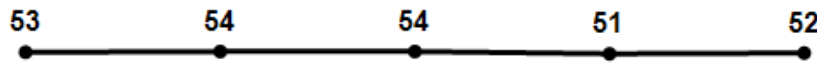
Snapshot at	Wholetime		OnCall		Operational		Control		Support		Non-Operational		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Mar-19	3	2.8%	2	2.8%	5	2.8%	15	79%	36	56.3%	51	61.4%	56	21.2%
Mar-20	3	2.8%	2	2.5%	5	2.7%	18	82%	37	57.8%	55	64.0%	60	22.0%
Mar-21	6	5.5%	2	2.4%	8	4.1%	18	78%	39	56.5%	57	62.0%	65	22.7%
Mar-22	5	4.7%	4	5.0%	9	4.8%	17	81%	38	57.6%	55	63.2%	64	23.4%
Mar-23	7	6.7%	4	4.8%	11	5.8%	17	81%	38	60.3%	55	65.5%	66	24.2%

Commentary:

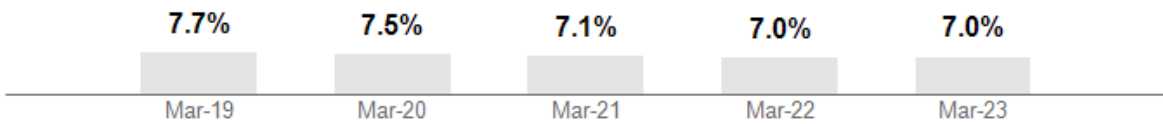
- Overall, we have 66 female managers, an increase of 10 in 5 years.
- It is good to see the increase this year is in Wholetime through internal progression.
- Now we are out of the pandemic our work on talent, development and succession will be reviewed and relaunched with a focus on ED&I and progression.

Employees declaring a Disability

Total Number



% of Total



Snapshot at	Wholetime		OnCall		Operational		Control		Support		Non-Operational		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Mar-19	27	10.9%	5	2.2%	32	6.8%	4	9%	17	9.9%	21	9.8%	53	7.7%
Mar-20	25	10.3%	4	1.6%	29	5.9%	4	10%	21	11.2%	25	10.9%	54	7.5%
Mar-21	25	9.5%	4	1.6%	29	5.7%	3	7%	22	10.9%	25	10.2%	54	7.1%
Mar-22	22	9.0%	5	2.0%	27	5.5%	3	7%	21	10.9%	24	10.1%	51	7.0%
Mar-23	23	9.2%	6	2.4%	29	5.7%	3	7%	20	10.3%	23	9.7%	52	7.0%

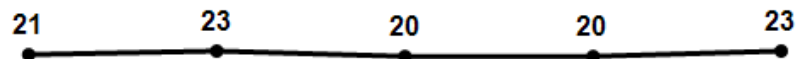
Commentary:

- Overall, the percentage of employees declaring a disability remains 7%.
- Efforts to improve recruitment are focused on meeting the commitment of the “Disability Confident” scheme. This is a government scheme to encourage and keep disabled people in work and we have level 2 accreditation.
- Disability includes mental health and neurodiversity. We have put a process in place for operational and non-operational recruitment, where candidates are encouraged to share any neurodiversity with the recruitment team to explore reasonable adjustments during the recruitment process.
- Our neurodiversity support process continues for employees, through the People and Occupational Health teams, with external suppliers in place for neurodiversity diagnosis assessments and specialist coaching. We continue to partner with Access to Work for workplace needs assessments and funding.
- We have a Neurodiversity working group that meets monthly and an Inclusion Ambassador for Neurodiversity that brings the views and input from this group to the Inclusion Steering Group which includes members of the senior leadership team and Fire Authority.

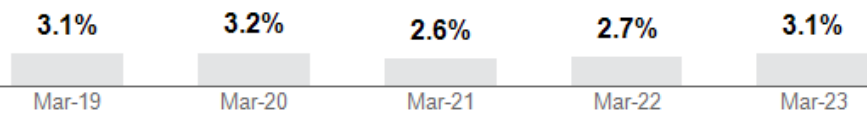
- We have a wellbeing and mental health action plan and we regularly promote all of the wellbeing support on offer, through our EAP, mindset modules, counselling provider and the firefighters charity.

Employees declaring an Other Religion or Belief

Total Number



% of Total



Other Religion or Belief Breakdown of the 23 Employees

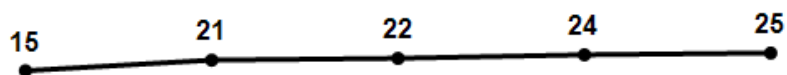
Other Religion	56.52%
Muslim	26.09%
Buddhist	13.04%
Sikh	4.35%

Commentary:

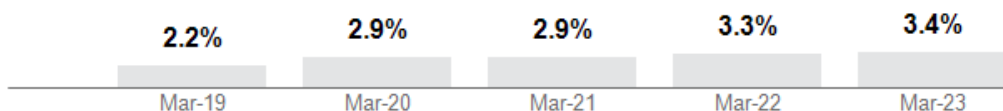
- Overall, there is an increase in employees declaring another Religion or Belief since last year. It had decreased during 2021-2022 due to the great resignation.

Employees who identify as Lesbian, Gay or Bisexual

Total Number



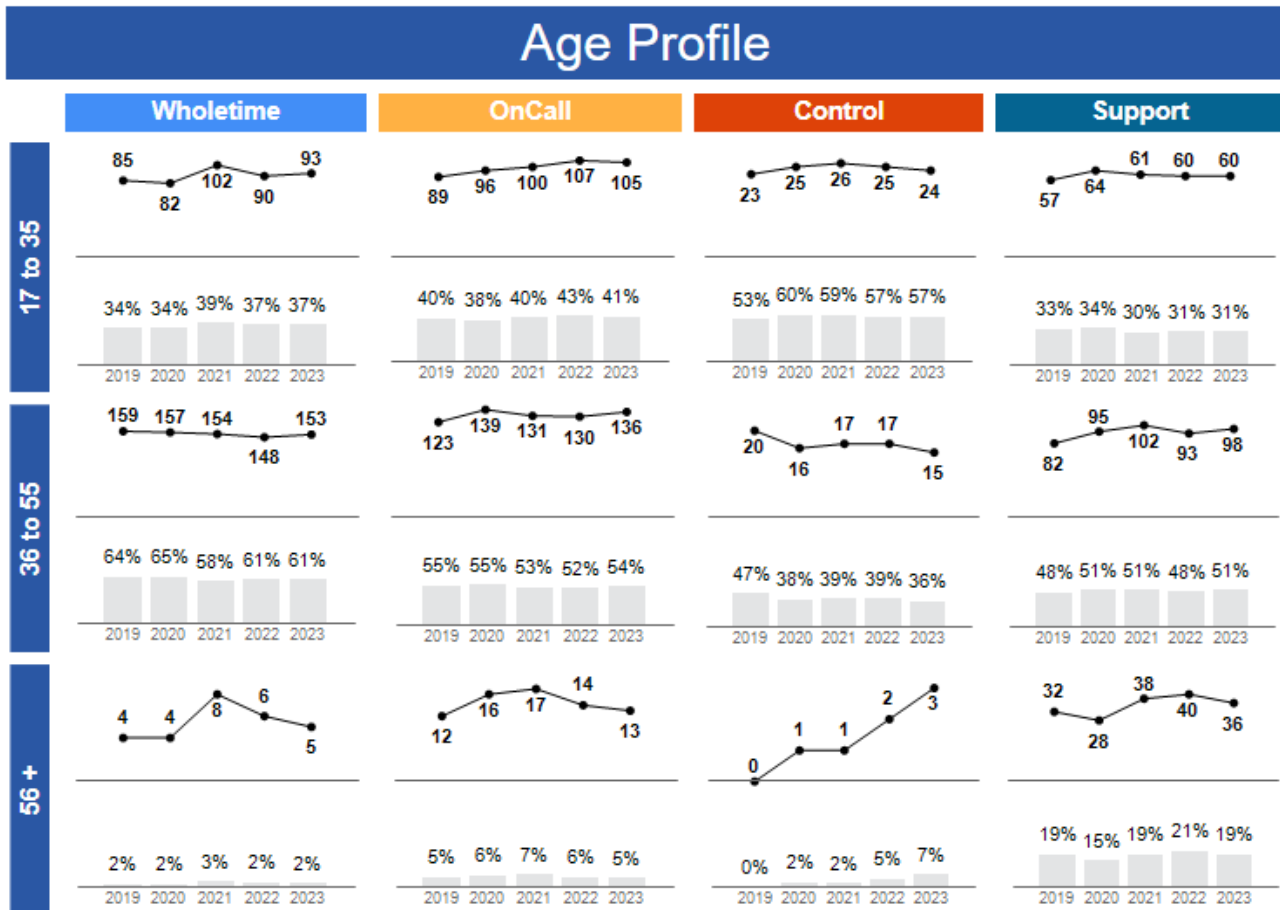
% of Total



Commentary:

- Overall, there has been a steady increase in the declarations of employees who identify as Lesbian, Gay or Bisexual.

- We attended Pride events in Peterborough and Cambridge and flew the Pride progress flags at our sites with flagpoles during June. We held a competition for colleagues to design the pattern for a Pride firefighter helmet, which was then spray-painted and has been very popular at events stand.
- We have an Inclusion Ambassador for LGBTQIA+ who supports employees and regularly promotes resources and campaigns, for example LGBT+ History Month.

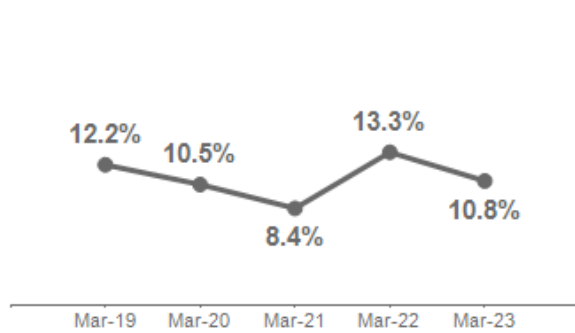


Commentary:

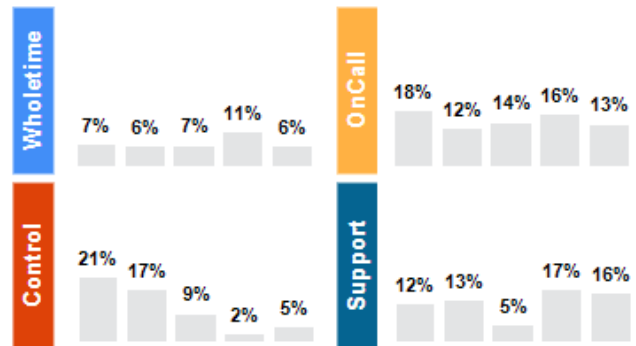
- Overall, the percentage age group has stayed relatively consistent over time.
- With the exception on Control, the Age Profile of the workforce is most populated in the 36-55 age bracket.
- 57% of the workforce in Control is in the 17-35 age bracket.

Employee Turnover

Overall Percentage Employee Turnover



Percentage Employee Turnover by Main Group



Head Count by Main Job

Snapshot at	Wholetime	OnCall	Control	Support	Total
Mar-19	247	168	43	149	607
Mar-20	241	176	42	143	602
Mar-21	260	172	44	156	632
Mar-22	241	176	44	149	610
Mar-23	248	194	42	147	631

based on the number of people by employee group
-- a person is allocated to one employee group only --

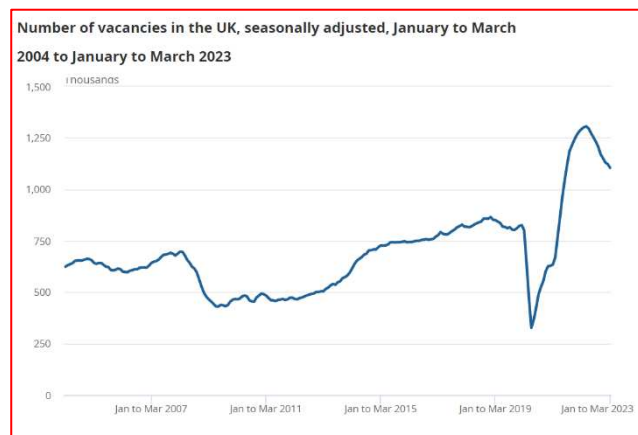
Number of Leavers by Main Job

Year Ending	Wholetime	OnCall	Control	Support	Total
Mar-19	17	30	9	18	74
Mar-20	15	21	7	19	63
Mar-21	17	24	4	8	53
Mar-22	26	29	1	25	81
Mar-23	16	26	2	23	68

based on the number of people by employee group
-- a person is allocated to one employee group only --

Commentary:

- In 2020-21 there was a significant retention of the workforce. This was due to the COVID-19 pandemic and the restrictions that were enforced during this period.
- In 2021-22 the COVID-19 pandemic restrictions were lifted resulting in a global great resignation where the natural turnover that was held during the pandemic then happened. This is particularly relevant for professional support with the highest turnover last year. Overall, the great resignation, as tracked by the Office for National Statistics, is now declining and in 2022-23 our support turnover and recruitment is more stable.

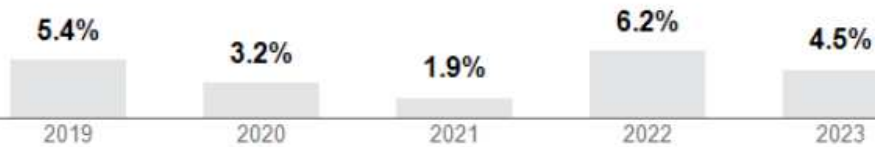


Black and Minority Ethnic Leavers

Total Number



% of Total



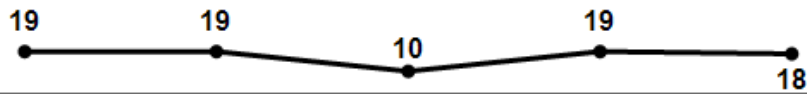
Rolling 12 months	Wholetime		OnCall		Operational		Control		Support		Non-Operational		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Mar-19	1	5.9%	1	3.3%	2	4.3%	1	11.1%	1	5.6%	2	7.4%	4	5.4%
Mar-20	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	10.5%	2	7.7%	2	3.2%
Mar-21	1	5.9%	0	0.0%	1	2.4%	0	0.0%	0	0.0%	0	0.0%	1	1.9%
Mar-22	3	11.5%	0	0.0%	3	5.5%	0	0.0%	2	8.0%	2	7.7%	5	6.2%
Mar-23	1	6.3%	0	0.0%	1	2.4%	0	0.0%	2	8.7%	2	8.0%	3	4.5%

Commentary:

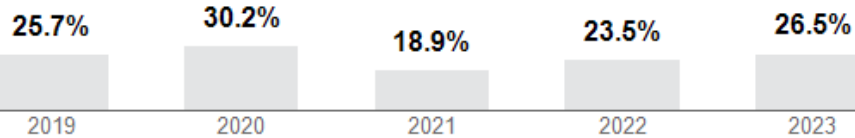
- Overall, there were three black and minority ethnic leavers in the last year, two from support and one from Wholetime. This is less than the previous year.
- We have an ethnicity working group led by the Inclusion Ambassador for Ethnicity, Race and Nationality, who also attends the Inclusion Steering Group to ensure there is a platform for them to raise the views and input to senior leaders and members of the Fire Authority on a regular basis.
- Exit data is sought from all leavers through a questionnaire and / or an exit conversation, and this is closely monitored to identify any trends or patterns. This includes close monitoring of the exit data for those with different protected characteristics, the review for this period did not raise any concerning topics.

Female Leavers

Total Number



% of Total



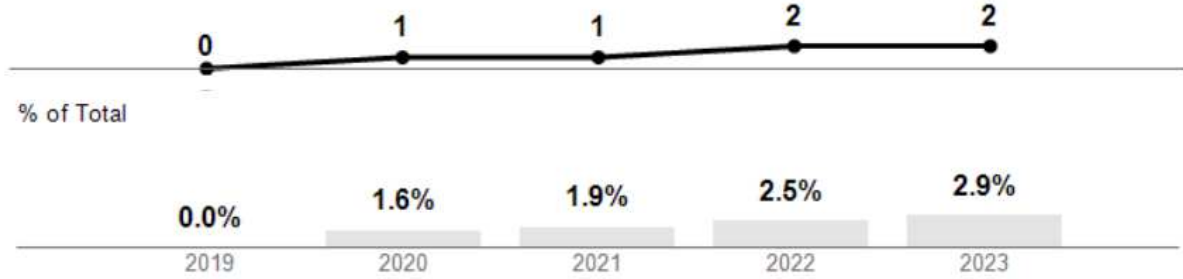
Rolling 12 months	Wholetime		OnCall		Operational		Control		Support		Non-Operational		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Mar-19	2	11.8%	0	0.0%	2	4.3%	6	66.7%	11	61.1%	17	63.0%	19	25.7%
Mar-20	1	6.7%	5	23.8%	6	16.7%	6	85.7%	7	36.8%	13	50.0%	19	30.2%
Mar-21	0	0.0%	2	8.3%	2	4.9%	2	50.0%	6	75.0%	8	66.7%	10	18.9%
Mar-22	3	11.5%	0	0.0%	3	5.5%	0	0.0%	16	64.0%	16	61.5%	19	23.5%
Mar-23	0	0.0%	6	23.1%	6	14.3%	2	100.0%	10	43.5%	12	48.0%	18	26.5%

Commentary:

- Overall, there were 18 female leavers in the last year, slightly less than the previous year.
- The great resignation led to the increase in turnover from Support and On-Call.
- Exit data is sought from all leavers through a questionnaire and / or an exit conversation, and this is closely monitored to identify any trends or patterns. This includes close monitoring of the exit data for those with different protected characteristics, the review for this period did not raise any concerning topics.

Leavers who identify as Gay, Lesbian or Bisexual

Total Number

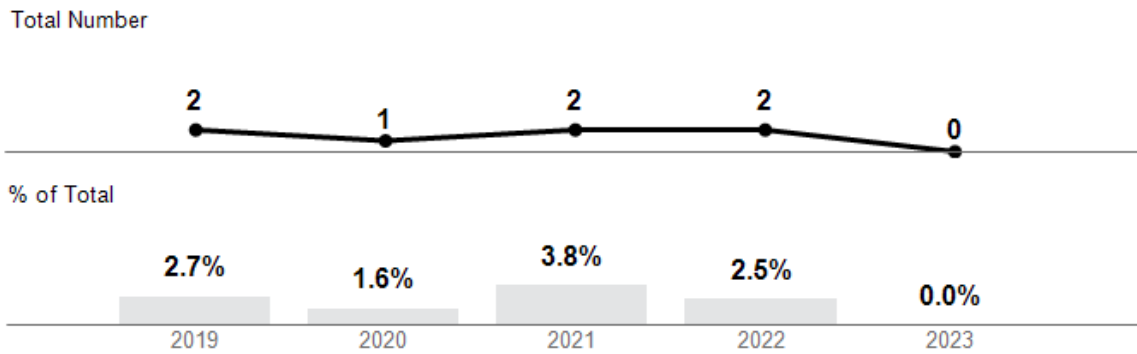


Rolling 12 months Ending	Wholetime		OnCall		Operational		Control		Support		Non-Operational		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Mar-19	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Mar-20	1	6.7%	0	0.0%	1	2.8%	0	0.0%	0	0.0%	0	0.0%	1	1.6%
Mar-21	0	0.0%	0	0.0%	0	0.0%	1	25.0%	0	0.0%	1	8.3%	1	1.9%
Mar-22	0	0.0%	1	3.4%	1	1.8%	0	0.0%	1	4.0%	1	3.8%	2	2.5%
Mar-23	0	0.0%	1	3.8%	1	2.4%	0	0.0%	1	4.3%	1	4.0%	2	2.9%

Commentary:

- Overall, there were two leavers who identify as Gay, Lesbian or Bisexual.
- Exit data is sought from all leavers through a questionnaire and / or an exit conversation, and this is closely monitored to identify any trends or patterns. This includes close monitoring of the exit data for those with different protected characteristics, the review for this period did not raise any concerning topics.

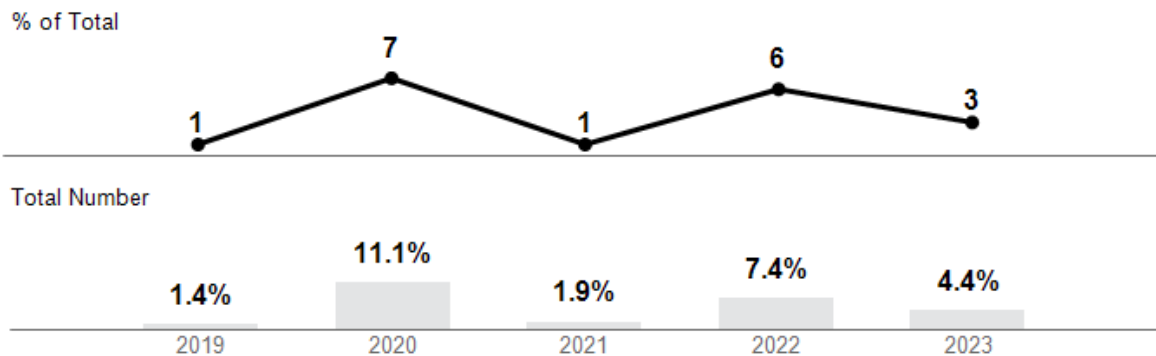
Leavers declaring an Other Religion or Belief



Commentary:

- Overall, there were no leavers declaring an other Religion or Belief.

Leavers sharing a Disability



Commentary:

- Overall, three leavers had declared a disability, this is less than the previous year.
- Exit data is sought from all leavers through a questionnaire and / or an exit conversation, and this is closely monitored to identify any trends or patterns. This includes close monitoring of the exit data for those with different protected characteristics, the review for this period did not raise any concerning topics.

Return to work after maternity leave

We had 6 employees on maternity leave during the period, and all these employees returned to work.

Discipline and capability cases

Cases	Informal Outcome				First Formal Warning				Final Formal Warning				Dismissal			
	19/20	20/21	21/22	22/23	19/20	20/21	21/22	22/23	19/20	20/21	21/22	22/23	19/20	20/21	21/22	22/23
Total Numbers	11	4	6	13	3	2	1	4	0	0	0	1	3	1	0	2
Availability & attendance	4	1	1	2	0	1	0	1	0	0	0	0	0	0	0	0
Failure to comply with policy	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dishonesty	0	0	1	0	0	0	0	0	0	0	0	0	1	1	0	0
Inappropriate Behaviour	0	3	3	6	1	0	0	0	0	0	0	1	0	0	0	1
Driving	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Capability	5	0	1	3	2	1	1	3	0	0	0	0	0	0	0	0
Probation	1	0	0	2	0	0	0	0	0	0	0	0	2	0	0	1

We have analysed the protected characteristics of the employees involved in the disciplinary and grievance cases and are satisfied that there is no disproportionate impact.

Grievance Cases	19/20	Outcomes	20/21	Outcomes	21/22	Outcomes	22/23	Outcomes
Total Numbers	8		12		2		9	
Process	6	0 upheld 1 partially upheld 0 not upheld 5 informally resolved	3	0 upheld 0 partially upheld 1 not upheld 2 informally resolved	1	0 upheld 0 partially upheld 1 not upheld 0 informally resolved	3	0 upheld 0 partially upheld 0 not upheld 3 informally resolved
Bullying	0	0 upheld 0 partially upheld 0 not upheld 0 informally resolved	1	0 upheld 0 partially upheld 1 not upheld 0 informally resolved	0	0 upheld 0 partially upheld 0 not upheld 0 informally resolved	2	0 upheld 0 partially upheld 1 not upheld 1 informally resolved
Health & Safety	0	0 upheld 0 partially upheld 0 not upheld 0 informally resolved	7	0 upheld 2 partially upheld 4 not upheld 1 informally resolved	0	0 upheld 0 partially upheld 0 not upheld 0 informally resolved	0	0 upheld 0 partially upheld 0 not upheld 0 informally resolved
Unfair Treatment	2	0 upheld 1 partially upheld 1 not upheld 0 informally resolved	1	0 upheld 1 partially upheld 0 not upheld 0 informally resolved	1	0 upheld 0 partially upheld 0 not upheld 1 informally resolved	4	0 upheld 0 partially upheld 0 not upheld 4 informally resolved

5. Recruitment Data

The following tables and graphs show the number of applicants and successful recruits for all employee groups.

Selection Standards

Panels of short listers and assessors must undergo assessor training before being allowed to interview or assess. Application forms are shortlisted anonymously with personal details and diversity information removed before assessors receive them.

Total number of Applicants and Recruits



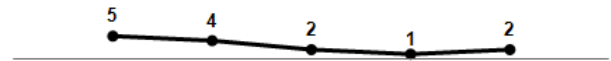
Applicants						
Rolling 12 months	Wholetime	OnCall	Operational	Control	Support	Total
Ending	Number	Number	Number	Number	Number	Number
Mar-19	175	269	444	96	171	711
Mar-20	259	185	444	115	179	738
Mar-21	124	209	333	1	343	677
Mar-22	0	145	145	0	195	340
Mar-23	0	224	224	0	134	358

Recruits						
Rolling 12 months	Wholetime	OnCall	Operational	Control	Support	Total
Ending	Number	Number	Number	Number	Number	Number
Mar-19	11	32	43	12	23	78
Mar-20	7	33	40	5	17	62
Mar-21	24	22	46	7	21	74
Mar-22	0	34	34	0	18	52
Mar-23	11	40	51	0	17	68

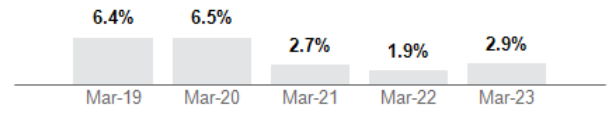
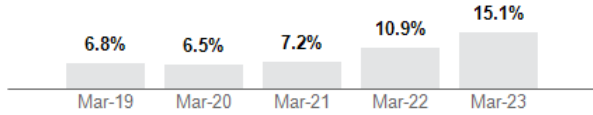
In this reporting period we did not run a new Wholetime recruitment campaign or have any vacancies in Fire Control, which accounts for the overall number of applicants and recruits being lower than the previous years. On-Call and Professional Support recruitment continued.

People with a Black and Minority Ethnic Background

Total Number



% of Total



Applicants										
Rolling 12 months	Wholetime		On-Call		Operational		Control		Support	
	No.	%	No.	%	No.	%	No.	%	No.	%
Ending										
Mar-19	6	3.4%	21	7.8%	27	6.1%	1	1.0%	20	11.7%
Mar-20	6	2.3%	15	8.1%	21	4.7%	15	13.0%	12	6.7%
Mar-21	10	8.1%	12	5.7%	22	6.6%	0	0.0%	27	7.9%
Mar-22	0	0.0%	12	8.3%	12	8.3%	0	0.0%	25	12.8%
Mar-23	0	0.0%	18	8.0%	18	8.0%	0	0.0%	36	26.9%

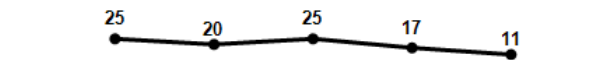
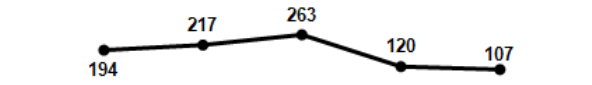
Recruits										
Rolling 12 months	Wholetime		On-Call		Operational		Control		Support	
	No.	%	No.	%	No.	%	No.	%	No.	%
Ending										
Mar-19	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	21.7%
Mar-20	1	14.3%	1	3.0%	2	5.0%	1	20.0%	1	5.9%
Mar-21	0	0.0%	1	4.5%	1	2.2%	0	0.0%	1	4.8%
Mar-22	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	5.6%
Mar-23	0	0.0%	1	2.5%	1	2.0%	0	0.0%	1	5.9%

The percentage of applications from black and minority ethnic candidates has improved since last year, in Support and On-Call where we have been recruiting.

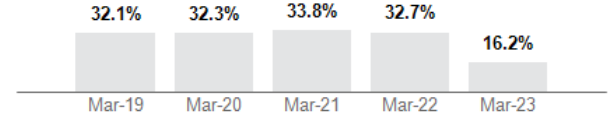
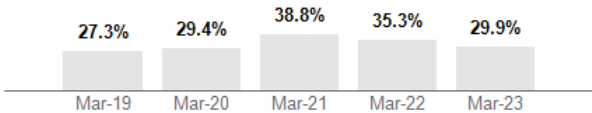
However, the number of black and minority ethnic recruits into On-Call and Professional Support is unfortunately low. We now have an ethnicity working group and we plan to reconnect with diverse groups in our community, with the aim to increase positive action work and become more visible and accessible to black and minority ethnic candidates.

Female Applicants and Recruits

Total Number



% of Total



Applicants										
Rolling 12 months	Wholetime		On-Call		Operational		Control		Support	
	No.	%	No.	%	No.	%	No.	%	No.	%
Ending										
Mar-19	29	17%	36	13%	65	15%	54	56%	75	44%
Mar-20	31	12%	28	15%	59	13%	68	59%	90	50%
Mar-21	22	18%	29	14%	51	15%	1	100%	211	62%
Mar-22	0	0%	22	15%	22	15%	0	0%	98	50%
Mar-23	0	0%	29	13%	29	13%	0	0%	78	58%

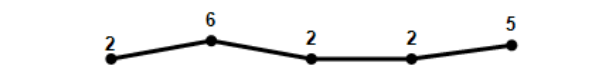
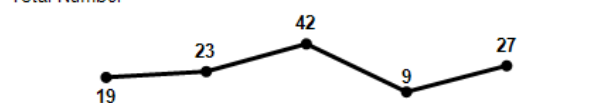
Recruits										
Rolling 12 months	Wholetime		On-Call		Operational		Control		Support	
	No.	%	No.	%	No.	%	No.	%	No.	%
Ending										
Mar-19	2	18%	2	6%	4	9%	11	92%	10	43%
Mar-20	0	0%	6	18%	6	15%	5	100%	9	53%
Mar-21	2	8%	3	14%	5	11%	4	57%	16	76%
Mar-22	0	0%	5	15%	5	15%	0	100%	12	67%
Mar-23	2	18%	1	3%	3	6%	0	100%	8	47%

In this reporting period we did not run a new Wholetime recruitment campaign or have any vacancies in Fire Control, which accounts for the overall number of applicants and recruits being lower than the previous years.

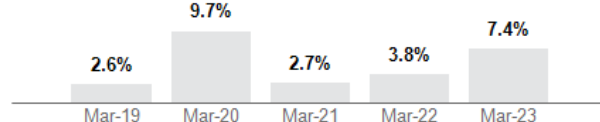
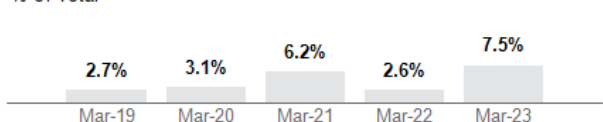
We have noted that the percentage of female applicants is lower than the previous two years. We plan to continue to deliver women’s only sessions as part of our engagement plans as well as refreshed community engagement and positive action plans. We will continue to analyse the ED&I data quarterly.

People sharing a Disability

Total Number



% of Total



Applicants										
Rolling 12 months	Wholetime		On-Call		Operational		Control		Support	
	No.	%	No.	%	No.	%	No.	%	No.	%
Ending Mar-19	4	2.3%	4	1.5%	8	1.8%	6	6.3%	5	2.9%
Ending Mar-20	8	3.1%	2	1.1%	10	2.3%	10	8.7%	3	1.7%
Ending Mar-21	7	5.6%	6	2.9%	13	3.9%	0	0.0%	29	8.5%
Ending Mar-22	0	0.0%	0	0.0%	0	0.0%	0	0.0%	9	4.6%
Ending Mar-23	0	0.0%	15	6.7%	15	6.7%	0	0.0%	12	9.0%

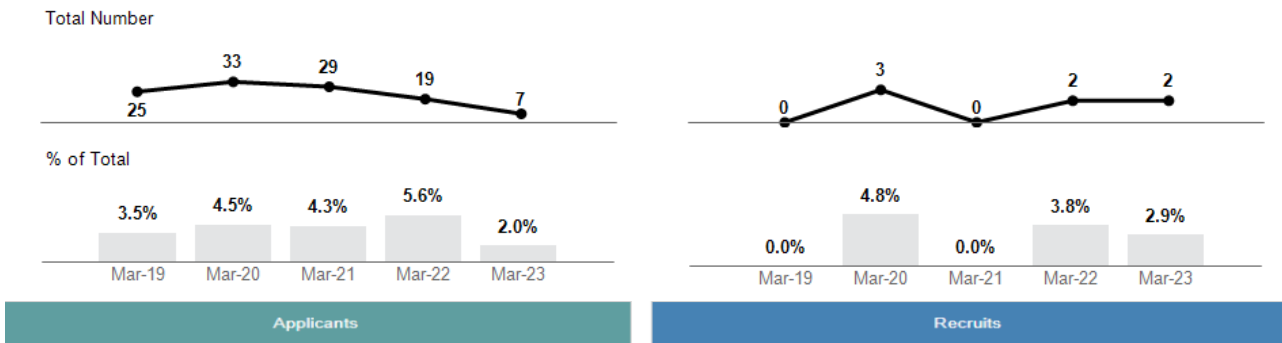
Recruits										
Rolling 12 months	Wholetime		On-Call		Operational		Control		Support	
	No.	%	No.	%	No.	%	No.	%	No.	%
Ending Mar-19	0	0.0%	1	3.1%	1	2.3%	1	8.3%	0	0.0%
Ending Mar-20	1	14.3%	1	3.0%	2	5.0%	0	0.0%	4	23.5%
Ending Mar-21	1	4.2%	0	0.0%	1	2.2%	0	0.0%	1	4.8%
Ending Mar-22	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	11.1%
Ending Mar-23	0	0.0%	2	5.0%	2	3.9%	0	0.0%	3	17.6%

In this reporting period we did not run a new Wholetime recruitment campaign or have any vacancies in Fire Control, which accounts for the overall number of applicants and recruits being lower than the previous years.

We have seen an increase overall in both applicants and recruits sharing a disability, indicating that our recruitment process and assessors are inclusive.

Efforts to improve recruitment are focused on meeting the commitment of the “Disability Confident” scheme. This is a government scheme to encourage and keep disabled people in work and we have level 2 accreditation.

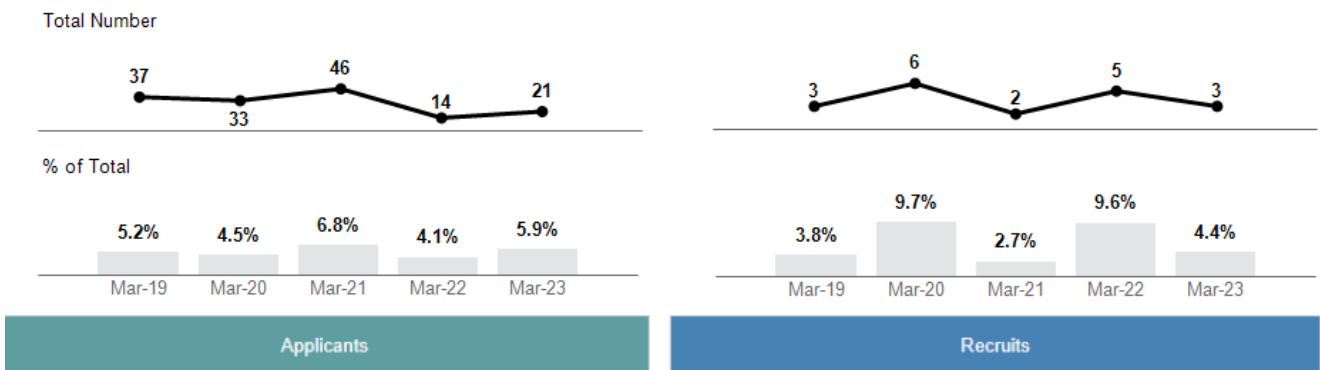
People declaring an Other Religion of Belief



In this reporting period we did not run a new Wholetime recruitment campaign or have any vacancies in Fire Control, which accounts for the overall number of applicants and recruits being lower than the previous years.

However, the percentage of applicants declaring other Religion or Belief has reduced whereas the number of recruits has maintained since last year.

People who identify as Lesbian, Gay or Bisexual

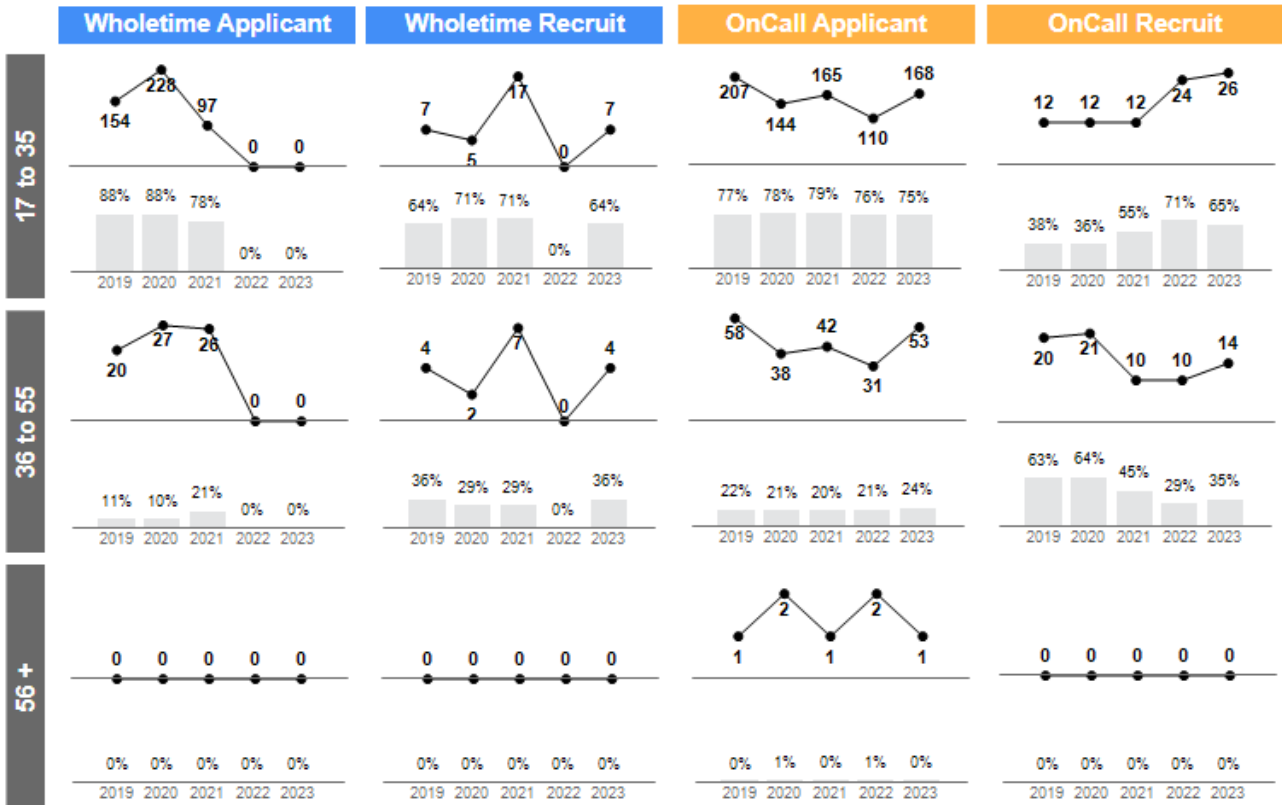


In this reporting period we did not run a new Wholetime recruitment campaign or have any vacancies in Fire Control, which accounts for the overall number of applicants and recruits being lower than the previous years.

We have seen an increase in applications from people who identify as LGBT+, compared to last year.

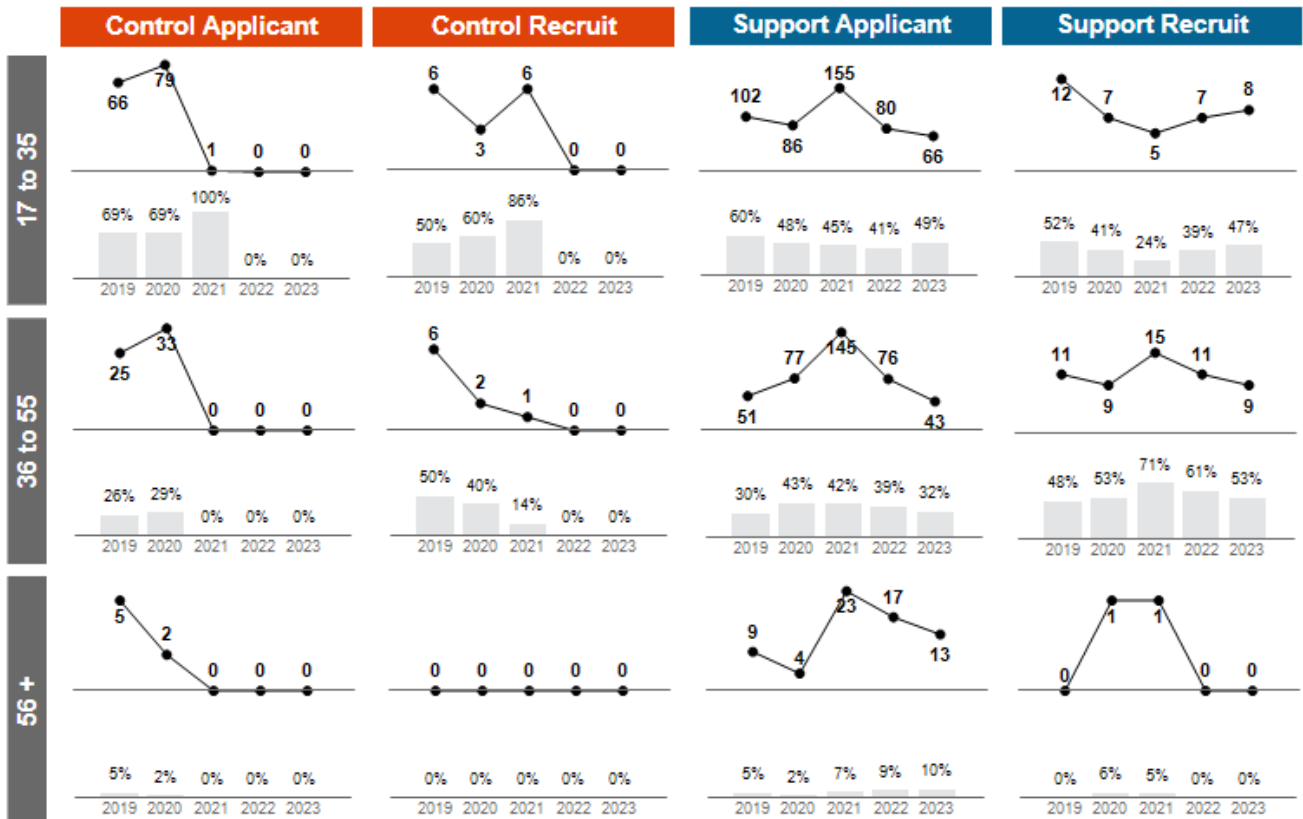
We attended Pride events, as we did pre-pandemic, to display our support and reach the LGBTQIA+ community. We also hosted an LGBT+ History Month online event for all colleagues and representatives from the Pride groups within Cambridgeshire.

Age Profiles



In this reporting period we did not run a new Wholetime recruitment campaign. In On-Call the percentage age profile of applicants and recruits continues to be similar each year.

Age Profiles



In this reporting period we did not have any vacancies in Fire Control, which accounts for the overall number of applicants and recruits being lower than the previous years.

Professional support has seen a decrease in numbers overall in applicants, but an increase in recruits ages between 17-35.

6. Gender Pay Gap

Employers of more than 250 employees are required to calculate and publish information about the gender pay gap in their organisation (Equality Act 2010).

The gender pay gap shows the difference between the average earnings of men and women. As a concept it is different from “equal pay” which deals with any pay differences between men and women who carry out the same or similar jobs or jobs of equal value.

Calculating, analysing and reporting on the gender pay gap can provide a valuable measure of equality in the workplace. It is a long-standing phenomenon globally and varies by occupation, age group and working patterns. It highlights any difference in men’s and women’s participation in work of different types and levels and how effectively talent is being maximised.

The gender pay gap regulations require us to calculate a number of gender pay gap measures with reference to all employees. However, where it has been helpful to explain or further explore this pay gap, reference has been made to the pay (and gaps) between different groups of employees. The following calculations are required by the regulations and explained below. They are all expressed in percentages.

Mean gender pay gap

The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees (regulation 8).

A **mean** average involves adding up all the numbers and dividing the result by how many numbers were listed.

Median gender pay gap

The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees (regulation 9).

A median average involves listing all numbers in numerical order. The median average is the middle number when there is an odd number of results.

Mean bonus gender pay gap

The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees (regulation 10b). For Cambridgeshire Fire and Rescue Service, “bonus” as defined in regulation 10b includes payment related to *“productivity, performance or incentive”*.

- **Productivity:**
 - resilience payments paid to operational employees for providing additional operational cover under certain conditions.

- **Performance:**
 - performance related supplements paid to Area Commanders, Group Commanders and Management Band roles in Support.

 - honorariums potentially payable to any employee group member as a one-off payment in recognition of particularly good work or effort.

- **Incentive:**

- Continuous professional development (CPD) payments to operational employees. This is not an automatic payment but dependent on evidence of CPD – hence interpreted as an incentive in accordance with LGA advisory bulletin 644 (January 17).

Median bonus gender pay gap

The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees (regulation 11).

Proportion of males and females receiving a bonus payment

The proportions of male and female relevant employees who were paid bonus pay (regulation 12).

Proportion of males and females in each quartile pay band

The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands (regulation 13).

Cambridgeshire Fire and Rescue Service Gender Pay Gap

Difference in mean hourly rate of pay	2017	2018	2019	2020	2021	2022	2023
Mean hourly rate of pay for all male full-pay relevant employees	£18.25	£18.01	£18.11	£18.52	£19.06	£18.70	£19.77
Mean hourly rate of pay for all female full-pay relevant employees	£14.86	£15.24	£15.26	£15.76	£16.28	£16.49	£18.19
% Difference in mean hourly rate of pay	18.58%	15.38%	15.74%	14.90%	14.59%	11.82%	7.99%

Difference in median hourly rate of pay	2017	2018	2019	2020	2021	2022	2023
Median hourly rate of pay for all male full-pay relevant employees	£16.04	£15.75	£15.99	£16.39	£16.75	£16.65	£17.88
Median hourly rate of pay for all female full-pay relevant employees	£13.81	£13.97	£14.04	£14.77	£14.82	£15.06	£16.64
% Difference in median hourly rate of pay	13.90%	11.30%	12.20%	9.88%	11.54%	9.55%	6.94%

Commentary:

- The mean gender pay gap has continued to decrease to 7.99% and the median to 6.94%, which is the lowest gap since reporting started in 2017.
- The decrease in our Gender Pay Gap is due to the continued recruitment, development and progression of our female employees across the Service. We have more female managers, more female drivers, more returners from maternity leave and more females receiving CPD payments.
- We will continue to seek to improve our gender pay gap and support the actions from our Female Operational working group, other working groups and the Inclusion Network and Steering Group.

Cambridgeshire Fire and Rescue Service Bonus Gender Pay Gap

Difference in mean bonus pay	2017	2018	2019	2020	2021	2022	2023
Mean bonus pay paid during the relevant period to male relevant employees who were paid bonus pay during that period	£54.19	£56.52	£55.62	£59.89	£65.27	£59.04	£64.83
Mean bonus pay paid during the relevant period to female relevant employees who were paid bonus pay during that period	£53.88	£58.24	£50.09	£59.00	£69.71	£72.63	£78.79
<i>% Difference in mean bonus pay</i>	<i>0.57%</i>	<i>-3.04%</i>	<i>9.94%</i>	<i>1.49%</i>	<i>-6.80%</i>	<i>-23.02%</i>	<i>-21.53%</i>
Difference in median bonus pay	2017	2018	2019	2020	2021	2022	2023
Median bonus pay paid during the relevant period to male relevant employees who were paid bonus pay during that period	£47.08	£47.58	£48.50	£49.50	£50.50	£51.25	£54.83
Median bonus pay paid during the relevant period to female relevant employees who were paid bonus pay during that period	£47.08	£47.58	£48.50	£49.50	£51.98	£55.15	£57.90
<i>% Difference in median bonus pay</i>	<i>0.00%</i>	<i>0.00%</i>	<i>0.00%</i>	<i>0.00%</i>	<i>-2.93%</i>	<i>-7.61%</i>	<i>-5.60%</i>

Commentary:

- The mean and median bonus gender pay gap remains in the negative for the third year.

Proportion of male and female employees who received bonus pay	2017	2018	2019	2020	2021	2022	2023
The number of male relevant employees who were paid bonus pay during the relevant period	317	291	290	303	336	332	345
The number of male relevant employees	516	506	525	519	526	509	509
<i>The proportion of male employees who received bonus pay</i>	<i>61.43%</i>	<i>57.51%</i>	<i>55.24%</i>	<i>58.38%</i>	<i>63.88%</i>	<i>65.23%</i>	<i>67.78%</i>
The number of female relevant employees who were paid bonus pay during the relevant period	34	25	36	31	56	69	84
The number of female relevant employees	131	131	135	140	157	161	153
<i>The proportion of female employees who received bonus pay</i>	<i>25.95%</i>	<i>19.08%</i>	<i>26.67%</i>	<i>22.14%</i>	<i>35.67%</i>	<i>42.86%</i>	<i>54.90%</i>

Commentary:

- The percentage of female employees who receive bonus pay continues to increase and has now doubled since reporting started in 2017.

Proportion of male and female employees according to quartile pay bands	2017	2018	2019	2020	2021	2022	2023
The number of male full-pay relevant employees in the lower quartile pay bands	110	106	109	108	113	104	136
The number of full-pay relevant employees in that quartile pay band	163	159	162	163	178	169	202
<i>Proportion of male employees in the lower quartile pay band</i>	<i>67.48%</i>	<i>66.67%</i>	<i>67.28%</i>	<i>66.26%</i>	<i>63.48%</i>	<i>61.54%</i>	<i>67.33%</i>
The number of female full-pay relevant employees in the lower quartile pay bands	53	53	53	55	65	65	66
The number of full-pay relevant employees in that quartile pay band	163	159	162	163	178	169	202
<i>Proportion of female employees in the lower quartile pay band</i>	<i>32.52%</i>	<i>33.33%</i>	<i>32.72%</i>	<i>33.74%</i>	<i>36.52%</i>	<i>38.46%</i>	<i>32.67%</i>
The number of male full-pay relevant employees in the lower middle quartile pay bands	124	117	125	133	129	131	110
The number of full-pay relevant employees in that quartile pay band	163	158	166	172	164	166	129
<i>Proportion of male employees in the lower middle quartile pay band</i>	<i>76.07%</i>	<i>74.05%</i>	<i>75.30%</i>	<i>77.33%</i>	<i>78.66%</i>	<i>78.92%</i>	<i>85.27%</i>
The number of female full-pay relevant employees in the lower middle quartile pay bands	39	41	41	39	35	35	19
The number of full-pay relevant employees in that quartile pay band	163	158	166	172	164	166	129
<i>Proportion of female employees in the lower middle quartile pay band</i>	<i>23.93%</i>	<i>25.95%</i>	<i>24.70%</i>	<i>22.67%</i>	<i>21.34%</i>	<i>21.08%</i>	<i>14.73%</i>
The number of male full-pay relevant employees in the upper middle quartile pay bands	134	145	149	138	143	134	124
The number of full-pay relevant employees in that quartile pay band	160	161	168	159	171	168	165
<i>Proportion of male employees in the upper middle quartile pay band</i>	<i>83.75%</i>	<i>90.06%</i>	<i>88.69%</i>	<i>86.79%</i>	<i>83.63%</i>	<i>79.76%</i>	<i>75.15%</i>
The number of female full-pay relevant employees in the upper middle quartile pay bands	26	16	19	21	28	34	41
The number of full-pay relevant employees in that quartile pay band	160	161	168	159	171	168	165
<i>Proportion of female employees in the upper middle quartile pay band</i>	<i>16.25%</i>	<i>9.94%</i>	<i>11.31%</i>	<i>13.21%</i>	<i>16.37%</i>	<i>20.24%</i>	<i>24.85%</i>
The number of male full-pay relevant employees in the upper quartile pay bands	148	138	142	140	141	140	139
The number of full-pay relevant employees in that quartile pay band	161	159	164	165	170	167	166
<i>Proportion of male employees in the upper quartile pay band</i>	<i>91.93%</i>	<i>86.79%</i>	<i>86.59%</i>	<i>84.85%</i>	<i>82.94%</i>	<i>83.83%</i>	<i>83.73%</i>
The number of female full-pay relevant employees in the upper quartile pay bands	13	21	22	25	29	27	27
The number of full-pay relevant employees in that quartile pay band	161	159	164	165	170	167	166
<i>Proportion of female employees in the upper quartile pay band</i>	<i>8.07%</i>	<i>13.21%</i>	<i>13.41%</i>	<i>15.15%</i>	<i>17.06%</i>	<i>16.17%</i>	<i>16.27%</i>

Commentary:

- It is positive to see a continued increase in the proportion of females in the upper middle of the pay bands, demonstrating that we are recruiting, developing and progressing females through the Service.
 - We have more than doubled the percentage of females in the upper quartile pay band since reporting started in 2017.
 - Recommendations from the equal pay audit carried out in 2018-19 were implemented and a full EQIA was undertaken as part of the work to design a new management band pay scale.
-

Appendix 1: Demography of Cambridgeshire and Peterborough – Census 2021

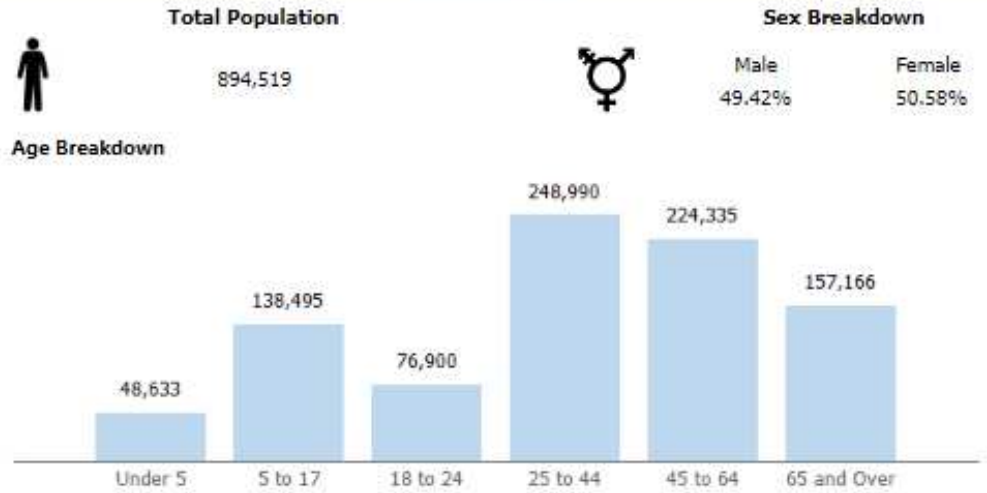


Census 2021 District Breakdown

*Census 2021 figures downloaded from NOMIS

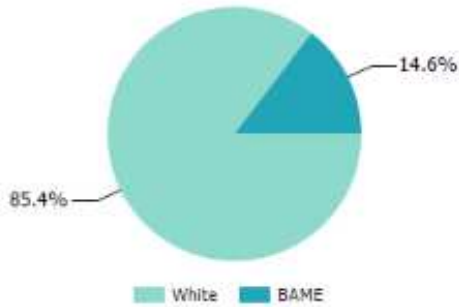


Population

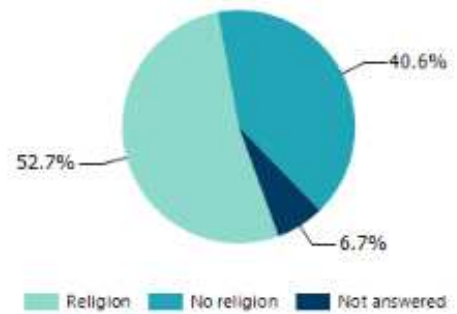


Population by Characteristics

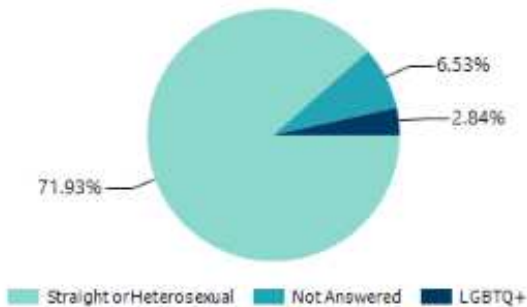
Ethnicity



Religion



Sexual Orientation Profile



Gender Identity Profile

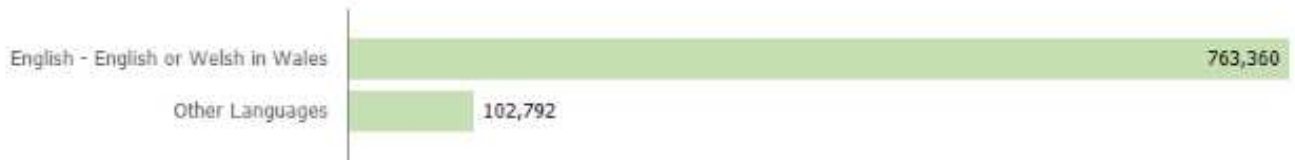


Disability Breakdown

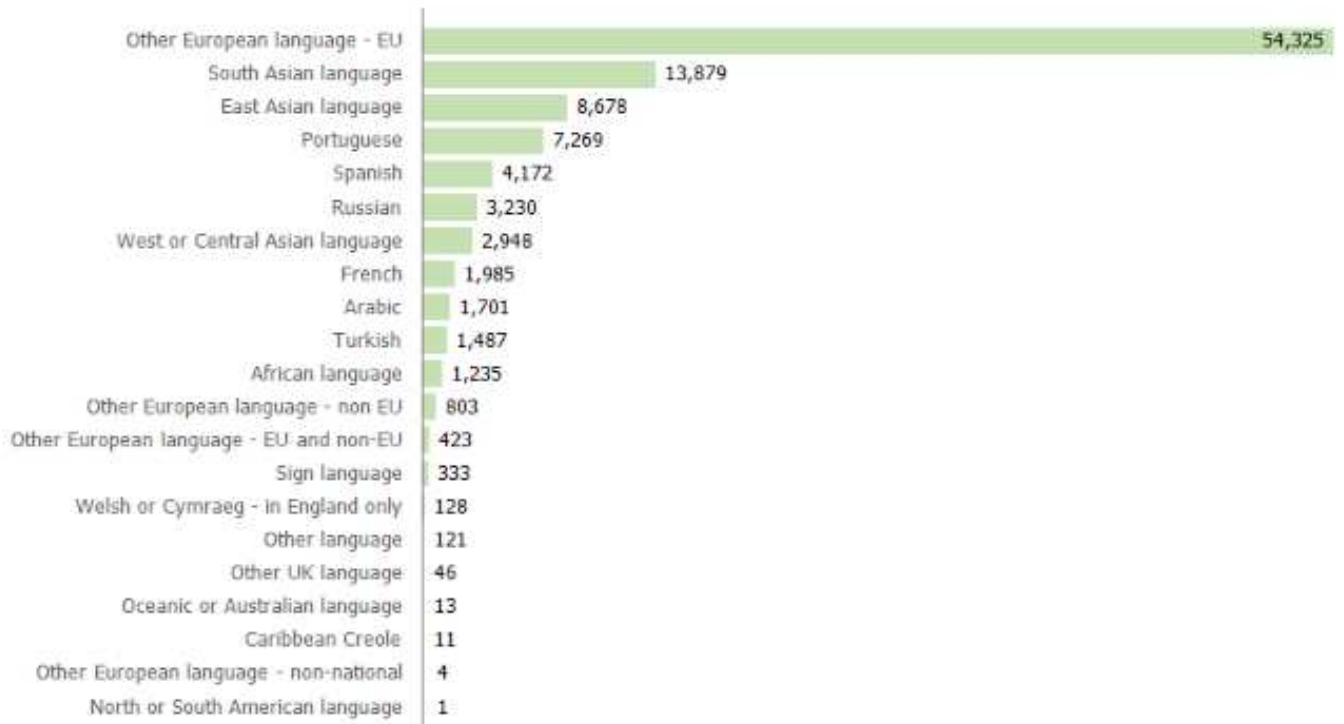


First Spoken Languages

English vs Other Languages Comparison



All Other Languages Breakdown



Appendix 2: Cambridge City Level

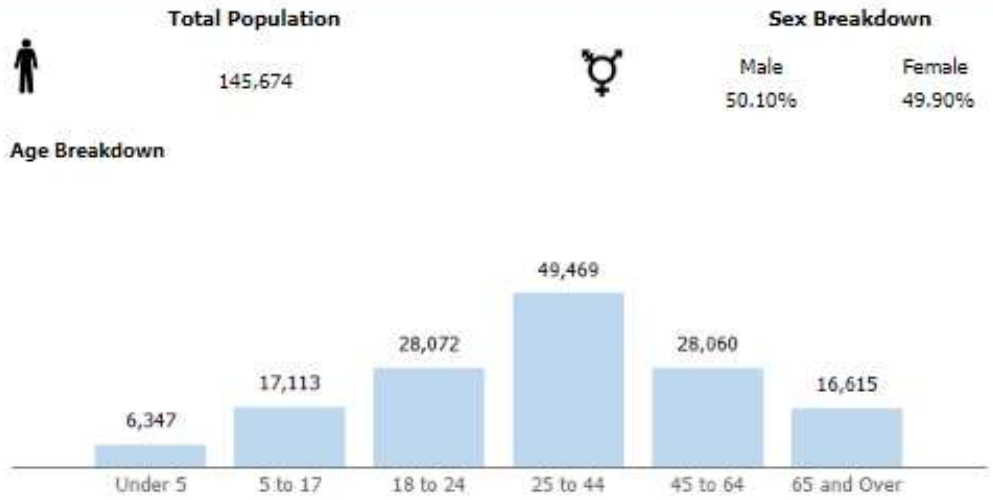


Census 2021 District Breakdown

*Census 2021 figures downloaded from NOMIS

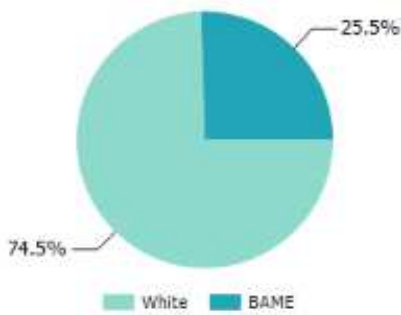


Population

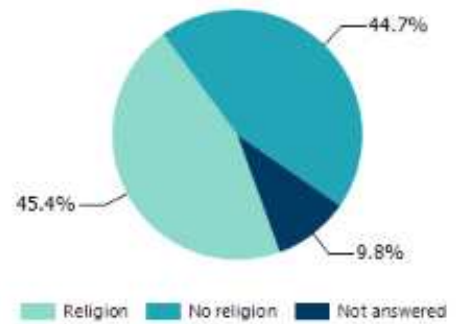


Population by Characteristics

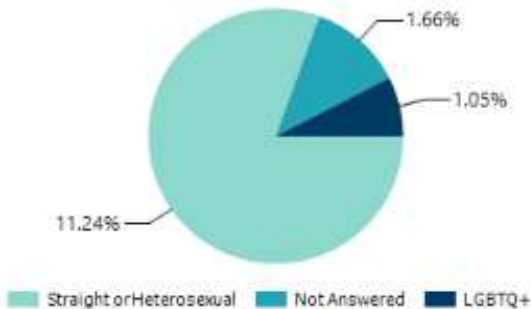
Ethnicity



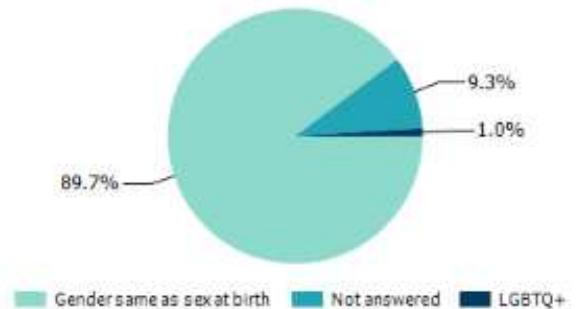
Religion



Sexual Orientation Profile



Gender Identity Profile

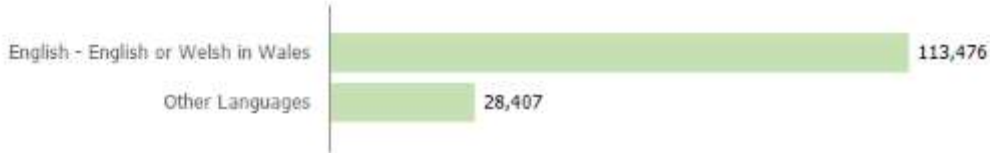


Disability Breakdown

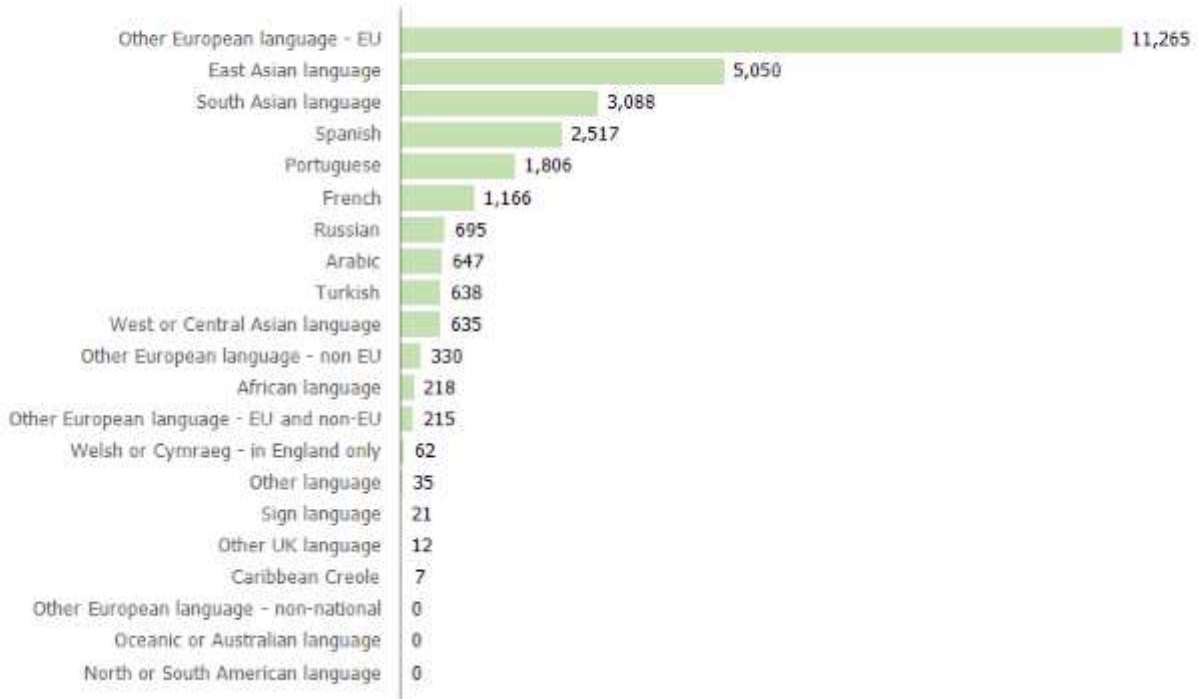


First Spoken Languages

English vs Other Languages Comparison



All Other Languages Breakdown



Appendix 3: Peterborough Level

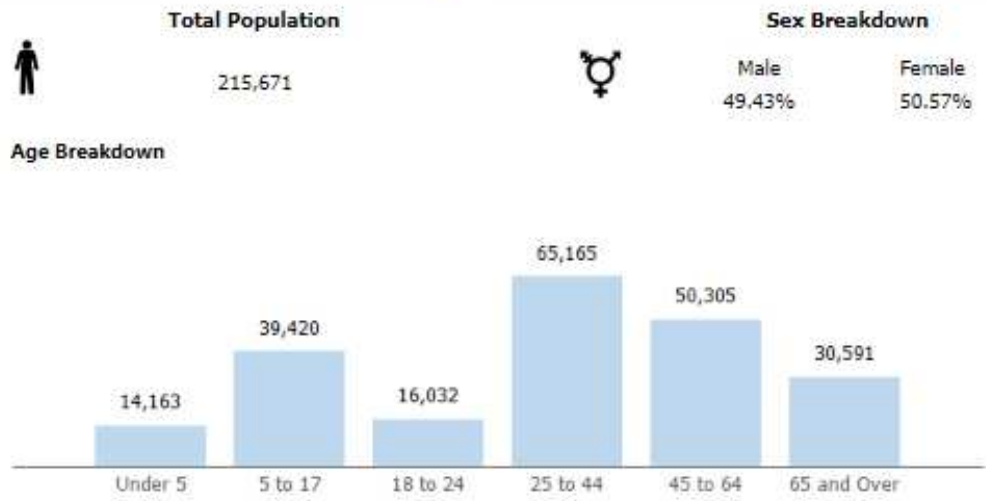


Census 2021 District Breakdown

*Census 2021 figures downloaded from NOMIS

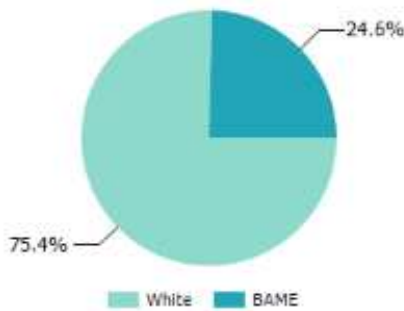


Population

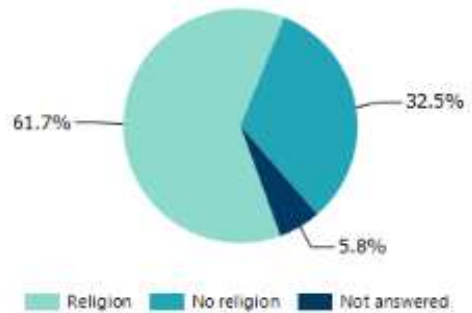


Population by Characteristics

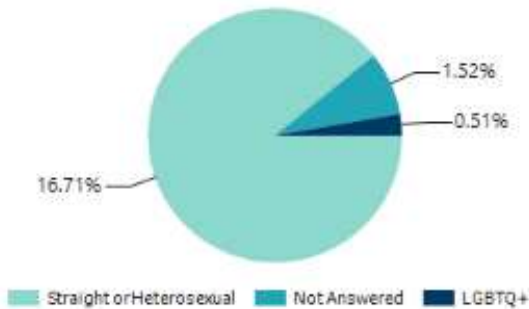
Ethnicity



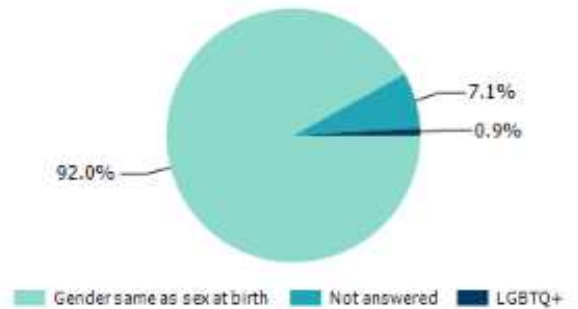
Religion



Sexual Orientation Profile



Gender Identity Profile



Disability Breakdown



First Spoken Languages

English vs Other Languages Comparison



All Other Languages Breakdown

