



**CAMBRIDGESHIRE
FIRE & RESCUE SERVICE**

Equality, Diversity, and Inclusion Compliance Report

**Equality Act 2010 (Specific Duties) Regulations 2011
1 April 2023 – 31 March 2024
(Including Gender Pay Gap as of 31st March 2024)**

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1. Glossary of Terms

BSR	Building Safety Regulator
BESG	Battery Energy Storage Group
CFRS	Cambridgeshire Fire and Rescue Service
CPD	Continuous professional development
CRAG	Community Risk Awareness Group
CRMP	Community Risk Management Plan (was IRMP)
CYP	Children & Young People
ED&I	Equality, Diversity & Inclusion
EEAST	East of England Ambulance Service NHS Trust
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
HFSVs	Home Fire Safety Visits (was SAWs)
IRMP	Integrated Risk Management Plan (now CRMP)
LGA	Local Government Association
LGBT+	Lesbian, Gay, Bisexual and Transgender plus. Plus sign is for those who are part of the community but for whom LGBT does not accurately capture or reflect their identity.
LGBTQIA+	Lesbian, Gay, Bisexual, Transgender, Queer, Intersex and Asexual plus.
NFCC	National Fire Chiefs Council
OPCC	Office of the Police and Crime Commissioner
PDR	Performance and Development Reviews
SAWs	Safe and Well visits (now HFSVs)
SOC	Serious Organised Crime

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 2023 and March 2024 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 2023-March 2024) 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.

We carried out an employee engagement survey in October 2022, presenting the outcomes to all colleagues in January 2023. The results showed an improvement in overall employee engagement of 9% compared to 2019 and an overall engagement score of 79%. In many areas we scored above the fire service sector benchmark used by the external provider. In May and June 2023, the insights were explored with managers in culture seminars and throughout the year the leadership team held workshops with our wholetime colleagues to listen to their views about a variety of topics in the engagement survey, including a women's development day.

In our wider culture journey work, we completed an ED&I maturity model self-assessment tool to reflect on our current work and identify next steps. The actions from this became part of our people plan. The maturity model tool was created by the NFCC in partnership with Deloitte.

We reviewed the HMICFRS spotlight report on culture that was published at the end of March 2023 and integrated the actions into our people excellence plan. The progress against these actions has been published on our website. We reviewed and completed gap analysis on other FRS' independent reports on culture and any agreed actions have been built into our people plan.

We had our third inspection and were graded good for promoting values and culture and promoting fairness and diversity.

We refreshed our Service values and behaviours in consultation with colleagues and with due consideration to the national code of ethics, through workshops and surveys we gathered feedback and modernised and simplified the language whilst keeping the core values that make our Service culture positive and inclusive.

We reviewed the channels in place should colleagues need to raise a concern, and in addition to the internal procedures we have in place to support colleagues, we introduced an external independent reporting line and have received positive feedback about its introduction in the event that colleagues may need to use it in the future.

We completed an annual ED&I benchmarking assessment with ENEI (employers' network for equality and inclusion) and are proud that we were given a silver award.

We reviewed our internal engagement channels post-pandemic to ensure that we have the most appropriate channels in place to give all managers and colleagues the opportunity to speak with the leadership team on a regular basis.

Using feedback from colleagues, we reviewed and relaunched our recognition channels to bring nominations into one simple process.

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

A Psychological Wellbeing Practitioner has been appointed which has enabled the provision of low-level counselling within the Service. This continues to be supplemented by a contract with a provider for specialist counselling where required.

Online training courses continue to be delivered by the Fire Fighters Charity which are well received by colleagues.

Work is ongoing with our medical insurance provider to raise awareness of offerings available to colleagues to support their mental health and wellbeing.

We have started a project to review our post traumatic incident support for operational colleagues.

We reviewed how we can further support the wellbeing of colleagues who, due to our shift patterns, have secondary contracts of employment. We put in place an updated policy and procedure to give leaders greater visibility and oversight of total hours worked per person, including internal and external secondary contracts. This has enabled managers to have meaningful supportive wellbeing conversations.

3. Ongoing work to improve the diversity of our workforce.

We reviewed the latest Census data and updated our station community engagement dashboards for watches to focus their engagement activity on all groups in our community.

We created and launched an online community engagement forum to ask members of the community their views on a variety of topics and we received good interest and feedback through promotion of this on social media. We used this channel, as well as social media, local media and partner networks as part our CRMP 2024-29 risk consultation with the community and received feedback from over 1000 members of the community, from a diverse range of backgrounds. We will use information collected from the CRMP survey to enhance our external communicational channels for future communication about our services and recruitment.

We reviewed our provision for neurodiversity support for colleagues and put in place a new provider for specialist coaching and a process to engage further with Access to Work for enhanced advise and support, in addition to the existing neurodiversity support procedure. We reviewed our process to enhance collaboration between occupational health and our people team to provide holistic support. We worked with an external training provider to create a new workshop on managing neurodiversity at work that has been well attended.

In addition to the menopause workshops and risk assessment that we launched last year, we reviewed our menopause guidance and developed menopause training that is now being rolled out to all colleagues in the service. We reviewed our menopause support and

introduced more sanitary provisions and portable toilets on appliances for use at longer incidents. We have led the setting up a national network of menopause champions and secured agreement and support from the NFCC to hold a national Menopause in Fire conference which took place in September 2023 with excellent feedback.

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

We developed a face-to-face training session for all managers in Inclusive Leadership with an external provider, the content was based on feedback from managers, our values and current case studies. This has been rolled out to all full-time managers and is now being delivered to On-Call managers. We also developed Values and Inclusion training sessions that are now being rolled out to all employees, which is focused on our inclusive values.

We reviewed and updated our safeguarding policies and introduced a new eLearning module for all employees and new starters.

We started a review of our training records system, which included a survey to all employees and meetings with stakeholder teams. This review had led to us starting a project to look at the options of how we improve our training records system, starting with the reporting of operational training.

We reviewed and relaunched our leadership development programmes including our Effective Leadership Programme with Hertfordshire and Bedfordshire FRSs and the NFCC Supervisory Leadership Development Programme.

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

We reviewed our approach to 360 feedback and researched a range of tools available, choosing one that is based on the FACET5 personality profile that nearly all employees have completed in previous years. The FACET5 360 tool for leaders and managers mitigates the bias found in more traditional 360 tools that only present the feedback against a standard leadership model. The new 360 is now being rolled out to all leaders and managers with the purpose of raising self-awareness and enhancing personal development.

We reviewed our suite of skills workshops, including a survey to all colleagues, to ensure that the topics being covered are current and meeting the needs of those who wish to develop in their current roles or for progression. We relaunched the new suite of workshops and they were well attended and received positive feedback.

We reviewed the content of our leavers conversation to ensure that it encourages a broad conversation about our culture and service delivery so that we can review the feedback from these conversations and identify any areas for improvement.

6. Strengthen our understanding of succession planning needs.

We reviewed the development portfolios we launched last year for Wholetime and Combined Fire Control progression from firefighter through to crew commander, watch commander and station commander, based on national operation guidance, our values and leadership attributes. We created the second version, based on feedback from colleagues, and relaunched them with the aim of continuing to support progression to meet our succession planning needs.

We reviewed our approach to talent and succession, including coaching and mentoring, and have scoped a project that will commence in the next CRMP year.

We took the opportunity to bring in three new apprentices across the Service, into Fleet and Digital Learning.

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.

We have created a new attraction strategy for the Service, that includes promoting our good culture and approaches to ED&I. This initiative has now been scoped with stakeholders and the actions will continue into the new CRMP year. The aim is to remove any unnecessary barriers, perceived or process, to people joining the service.

We have created a pool of external assessors who have started to take part on interview panels for senior leadership roles. External assessors are people in our community who are in senior leadership roles outside of our Service, who can provide an independent view to the internal interview panels which mitigates unconscious bias.

We also refreshed our pool of community assessors for our wholetime recruitment assessment days. Community assessors come from a range of backgrounds and are given training in assessing so that they can provide an independent view to the internal interview panels which mitigates unconscious bias.

In our last wholetime campaign, in addition to our general information sessions and “have a go” days we also offered women only sessions to the community for positive action. Although these were attended, many female applicants did feedback that they preferred to attend mixed sessions as they felt this would be a more realistic experience of what the role would be like if they joined.

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, bedridden, 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 2023 – March 2024

The number of accidental primary fires resulting in a fire casualty increased in 2023/24 with 50 accidental primary fires resulting in 76 fire casualties (including 9 fatalities) compared to 36 accidental primary fires in the previous year. Of the 50 accidental primary fires, 78% occurred in a home. Within the home, 54% of those injured were male and 22% were over 65. 53% of all casualties identified as White British, 15% White Other and 32% ethnicity not known.

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

Last year we continued to deliver and evaluate our Fire Break offering to vulnerable young people. The introduction of the Serious Violence Duty, in which Fire are a specified duty holder, has led to us delivering two Fire Break courses using home office funding. These are specifically targeted at vulnerable young people at risk of knife crime and has involved us establishing fruitful new networks with diversionary teams in Peterborough. We have also included knife awareness in the CPD training received by our instructors delivering Fire Break. This allows them to better support young people in this vulnerable group.

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

We continue to focus our early intervention efforts on Fire Break and Fire Setters. We also promote NFCC Staywise programme across our offerings and social media platforms. To reach reception and key stage one children, we have also developed a character called Jet the Dragon. Jet has been designed specifically to deliver safety messages to early learners.

To date, there have been four stories from Jet, covering general fire safety, inland water safety, coastal water safety and Halloween safety. Jet the Dragon also features on the Staywise virtual resource available nationally. We have also re-introduced safety zone which brings local schools and partners together to educate young children on subjects including emergency first aid, road and water and fire safety.

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

We have continued to engage with businesses through seminars and webinars as well as targeting businesses that are more likely to have a fire in a non-domestic premises. The attendance at these events has not been as successful as in previous years. Therefore, moving forward we are looking to create digital videos and infographics to help support businesses with fire safety matters.

Days of action across the county have taken place regularly throughout the year to ensure non-domestic premises are compliant with the fire safety order. We will continue to work with the local authority building control and partners to ensure the built environment is safe for the public who may live, work or visit as well as the newly formed building safety regulator (BSR) that will oversee new planning applications and current tall buildings across the county. We also sit on the Police Serious Organised Crime group (SOC Fusion) which involves sharing of risk information and joint visits to disrupt criminal activities.

12. Effectively keep the community safe and well.

We continue to refine the use of partner data sets to target prevention activities to the most vulnerable in our community. Data sharing agreements with Anglian Water and NSR (hospital bed data) is allowing us to target vulnerable people better. Last year we did this on 84% of occasions. More intelligent use of data has also increased the times our crews are getting across the doorstep, up 76.4% from 70.2% from the previous year. Last year we delivered Safe and Well Visits (SAWs) to over **6445** vulnerable households compared with 6244 the previous year. We continue to improve the referral pathways used by our partners using our online home fire safety tool, Safelincs which is available on our website. Working in collaboration with FRSs across the region and with EEAST, we have also introduced two community welfare officers. Primarily responsible for responding to falls in the community, these resources funded by EEAST and hosted by CFRS, also undertake community safety activity supporting vulnerable people.

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	2022-23	2023-24	5-year average
Sex	Male	49.40%	39.30%	57.00%	41.30%
	Female	50.60%	60.50%	42.80%	58.60%
Age groups	Under 24	29.50%	1.50%	1.70%	1.70%
	25-39	21.20%	6.40%	6.10%	6.30%
	40-59	26.30%	10.10%	10.80%	9.70%
	60-74	14.80%	29.60%	33.00%	29.60%
	75 +	8.20%	52.40%	48.40%	52.70%
Ethnic Group	White	85.40%	94.90%	95.20%	95.80%
	Black, Asian, Minority Ethnic	14.60%	5.10%	4.80%	4.20%
Religion	No religion, belief	40.60%	28.10%	41.10%	22.60%
	Christian	45.40%	67.00%	55.40%	73.70%
	Muslim	4.50%	2.20%	1.70%	1.60%
	Other religions	2.20%	2.70%	0.80%	0.70%
Disability	Day to day activities limited	16.20%			
	Disability		55.20%	59.80%	56.30%

1 2021 Census

2 Each makes up

We continue to engage with developers and local authority to recommend the fitting of sprinklers where legislation does not require it. The plan is to deliver a sprinkler conference in 2024/25. With the introduction of new legislation and the forming of regional multi-disciplinary teams (who work for the BSR) there will be far better consultation when in scope buildings are being planned and designed allowing us to have a greater voice at an early stage of planning.

We have recruited a dedicated Community Road Safety Officer. This role is hosted by CFRS and funded by the Office of the Police and Crime Commissioner (OPCC). This partnership approach ensures the Police and FRS are aligned with the community casualty reduction focus set out by the OPCC, through the Vision Zero Road Safety Partnership. Our Road and Water Safety team have delivered several initiatives to the public, successfully delivering 20 Biker Down sessions to 200 members of the public and 'Be water aware' sessions to approximately 4,500 students in schools throughout Cambridgeshire and Peterborough, specifically to key stage 2 and 3 students.

Last year we supported the NFCC in the development of its Home Fire Safety Visit (HFSVs) and competency framework. Our intention in our new CRMP is to rebrand our existing Safe and Well visits to HFSV's and update the training all colleagues receive to align with the new offering. This will help us standardise and improve our HFSV delivery in line with the NFCC person centred framework. This will give us greater confidence in the HFSVs being delivered by our colleagues and allow us to effectively evaluate them. We continue to use the NFCC model of change to evaluate our Fire Break offering and are looking at new ways to improve how vulnerable young people engage with this.

We continue to use expertise from across the Service to help understand and reduce risk to our communities. The community risk awareness group (CRAG), continue to act as a conduit for managing complex risk information and ensures the correct actions are taken when existing risk sites are updated, or new ones are identified. We have also established a Battery Energy Storage Group (BESS). This is in recognition of the growing risk of sites within our county that are identified as using energy storage systems. We also continue to play an active role in partnership groups such as community safety partnerships, county safety advisory groups and the new high harm board. These include our role in the Local Resilience Forum where we have been working with partners and communities to build resilience through the use of the new www.cpprepared.org.uk website.

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:

- Implementation of 4x4 vehicles
- Recruitment of Community Champions
- Neurodiversity Process and Support
- Working Time Regulations Policy
- Transporting Casualties Policy
- Estates Strategy
- Hoarding Intervention
- Effective Leadership Programme
- Creation of the CRMP
- Managers Guide to Managing Suicide Risk in the Workplace
- Phase One Wholetime training delivery in-house
- Potential On-Call rostering system

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-20	241	175	416	42	143	601
Mar-21	260	170	430	44	156	630
Mar-22	241	175	416	44	149	609
Mar-23	248	191	439	42	145	626
Mar-24	248	189	437	38	149	624

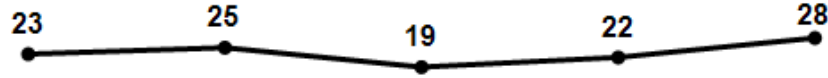
Guidance notes: The number of employees is calculated from the HR database and counts employees with a start date within a 12-month period over five consecutive years and records them in any of the four employee groups based on when the role started.

Commentary:

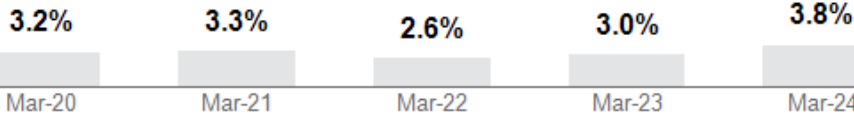
- As of 31st March 2024, we have 624 employees, a decrease from 626 overall in employment by main job from the previous year. The decreases have been in On-Call and Control.

Black and Minority Ethnic Employees

Total Number



% of Total



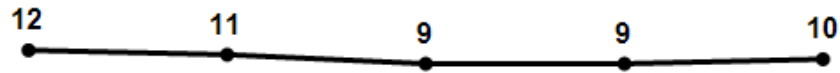
Snapshot at	Wholetime		OnCall		Operational		Control		Support		Non-Operational		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Mar-20	7	2.9%	5	2.0%	12	2.4%	1	2.4%	10	5.3%	11	4.8%	23	3.2%
Mar-21	6	2.3%	7	2.8%	13	2.5%	1	2.3%	11	5.5%	12	4.9%	25	3.3%
Mar-22	3	1.2%	5	2.0%	8	1.6%	1	2.3%	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%
Mar-24	6	2.4%	11	4.5%	17	3.4%	1	2.6%	10	5.3%	11	4.8%	28	3.8%

Commentary:

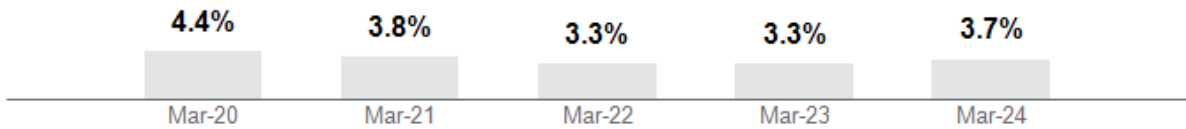
- Overall, there is an increase in black and minority ethnic employees since the decrease in 2022 which was then due to the pandemic and great resignation, however we have since started recruiting again. It is encouraging to see the increase in representation in Wholetime and On-Call. We monitor our ED&I data at each stage of our recruitment process and review 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. 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



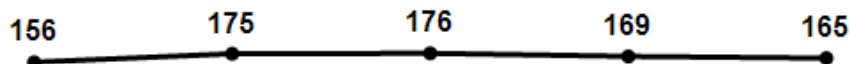
Snapshot at	Wholetime		OnCall		Operational		Control		Support		Non-Operational		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Mar-20	4	3.8%	2	2.5%	6	3.2%	0	0.0%	6	9.4%	6	7.0%	12	4.4%
Mar-21	3	2.7%	1	1.2%	4	2.1%	0	0.0%	7	10.1%	7	7.6%	11	3.8%
Mar-22	1	0.9%	1	1.3%	2	1.1%	0	0.0%	7	10.6%	7	8.0%	9	3.3%
Mar-23	1	1.0%	2	2.4%	3	1.6%	0	0.0%	6	9.2%	6	7.0%	9	3.3%
Mar-24	1	0.9%	2	2.6%	3	1.6%	0	0.0%	7	10.3%	7	8.0%	10	3.7%

Commentary:

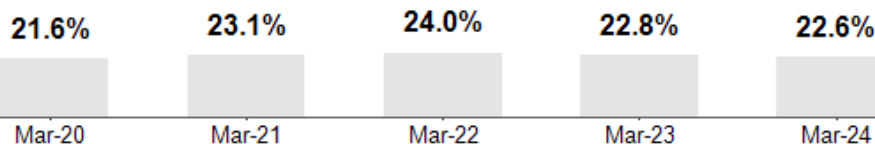
- Overall, there has been an increase in representation of black and minority ethnic managers since the previous decrease because of the great resignation.
- Our work on talent, development and succession will be reviewed and relaunched with a focus on ED&I and progression.

Female Employees

Total Number



% of Total

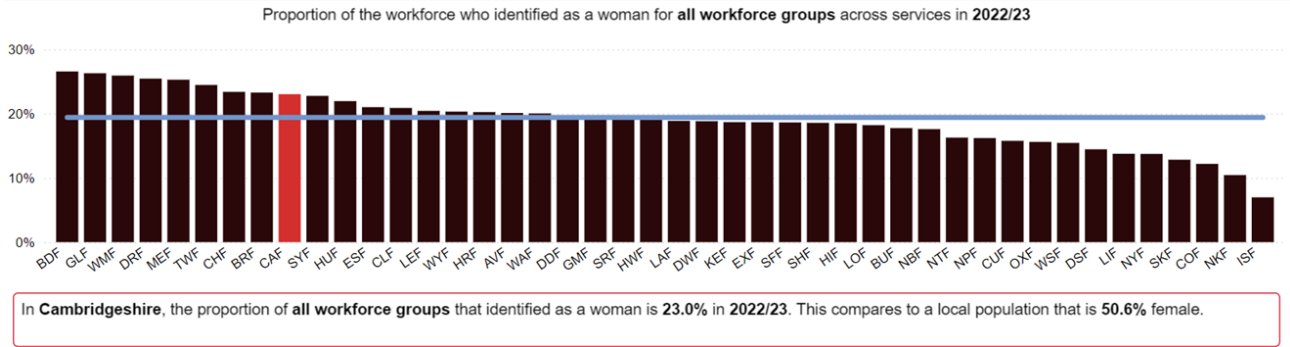


Snapshot at	Wholetime		OnCall		Operational		Control		Support		Non-Operational		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Mar-20	17	7.0%	17	6.8%	34	6.9%	35	83.3%	87	46.5%	122	53.3%	156	21.6%
Mar-21	22	8.3%	18	7.3%	40	7.8%	36	81.8%	99	49.3%	135	55.1%	175	23.1%
Mar-22	19	7.8%	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%
Mar-24	23	9.0%	16	6.5%	39	7.8%	31	79.5%	95	50.0%	126	55.0%	165	22.6%

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 and Support.
- Across the sector, the number of female applicants for Firefighter roles were down in the last year compared to previous years. There has been much discussion if this national trend was linked to the increase in negative media about the culture in some services in the sector. We have created a new attraction strategy to ensure that applicants are aware of our values and positive inclusive culture. We have also input into the NFCC's career pathways website project which will aim to provide national information to interested candidates.
- 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 in Wholetime and aim to continuously improve this as we recruit.
- We are the 9th highest fire and rescue service for the overall number of female employees. See graph below, in red CAF = Cambridgeshire Fire and Rescue.

Proportion of the workforce who identified as a woman



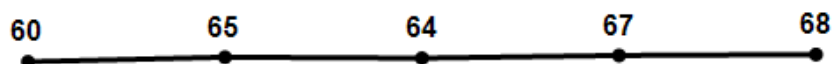
Our Female Operational working group is chaired by a female Wholetime Watch Commander. The group meets on a regular basis to ensure the views of all our operational female firefighters are heard and that issues are listened to by the relevant areas. This includes but is not limited to the following topics:

- 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.

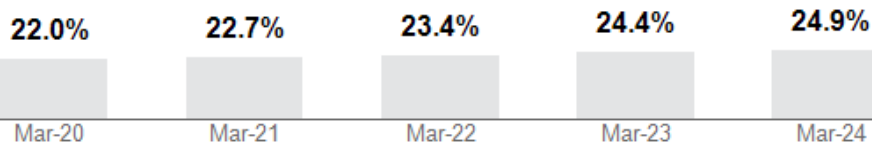
In addition to the menopause workshops and risk assessment that we launched last year, we reviewed our menopause guidance and developed menopause training that is now being rolled out to all colleagues in the service. We reviewed our menopause support and introduced more sanitary provisions and portable toilets on appliances for use at longer incidents. We have led the setting up a national network of menopause champions and secured agreement and support from the NFCC to hold a national Menopause in Fire conference which took place in September 2023 with excellent feedback.

Female Managers

Total Number



% of Total



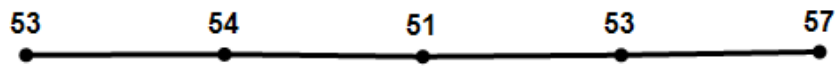
Snapshot at	Wholetime		OnCall		Operational		Control		Support		Non-Operational		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Mar-20	3	2.8%	2	2.5%	5	2.7%	18	82%	37	57.8%	55	64.0%	60	22.0%
Mar-21	6	5.5%	2	2.4%	8	4.1%	18	78%	39	56.5%	57	62.0%	65	22.7%
Mar-22	5	4.7%	4	5.0%	9	4.8%	17	81%	38	57.6%	55	63.2%	64	23.4%
Mar-23	7	6.7%	4	4.8%	11	5.8%	17	81%	39	60.0%	56	65.1%	67	24.4%
Mar-24	8	7.4%	4	5.1%	12	6.5%	16	84%	40	58.8%	56	64.4%	68	24.9%

Commentary:

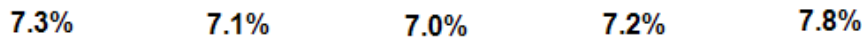
- Overall, we have 68 female managers, an increase of 8 in 5 years.
- It is good to see the increase again this year in Wholetime through internal progression.
- Our work on talent, development and succession will be reviewed and relaunched with a focus on ED&I and progression.

Employees declaring a Disability

Total Number



% of Total



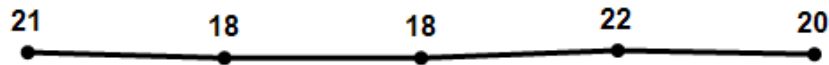
Snapshot at	Wholetime		OnCall		Operational		Control		Support		Non-Operational		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Mar-20	24	9.9%	4	1.6%	28	5.7%	4	10%	21	11.2%	25	10.9%	53	7.3%
Mar-21	24	9.1%	4	1.6%	28	5.5%	4	9%	22	10.9%	26	10.6%	54	7.1%
Mar-22	21	8.6%	5	2.0%	26	5.3%	4	9%	21	10.9%	25	10.5%	51	7.0%
Mar-23	22	8.8%	6	2.4%	28	5.5%	4	10%	21	10.8%	25	10.6%	53	7.2%
Mar-24	22	8.6%	9	3.7%	31	6.2%	4	10%	22	11.6%	26	11.4%	57	7.8%

Commentary:

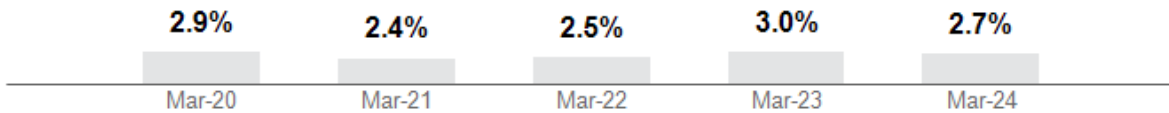
- Overall, there has been an increase in employees declaring a disability.
- Efforts to improve recruitment are focused on meeting the commitment of the “Disability Confident” scheme. This is a government scheme to encourage and keep disabled people in work and we have level 2 accreditation.
- Disability 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 and an Inclusion Ambassador for Neurodiversity.
- We regularly promote the wellbeing support on offer for colleagues, through Occupational Health, our EAP, mindset modules, new counsellor and the firefighter’s charity.

Employees declaring an Other Religion or Belief

Total Number



% of Total

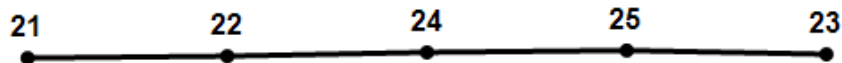


Commentary:

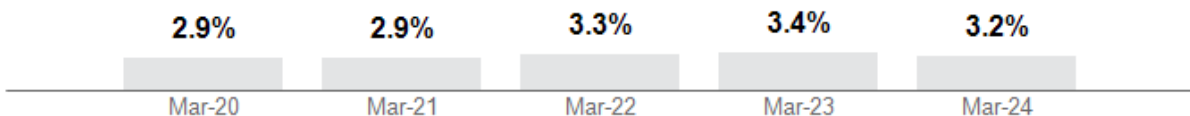
- Overall, there is a decrease in employees self-declaring another Religion or Belief since last year.
- There is a trend nationally attributed to be a reflection that society is more agnostic/atheist. Census 2021 data shows that "No religion/No response" was the second most common response and increased by 12%. Top response was Christian, which decreased 13.1%.

Employees who identify as Lesbian, Gay or Bisexual

Total Number



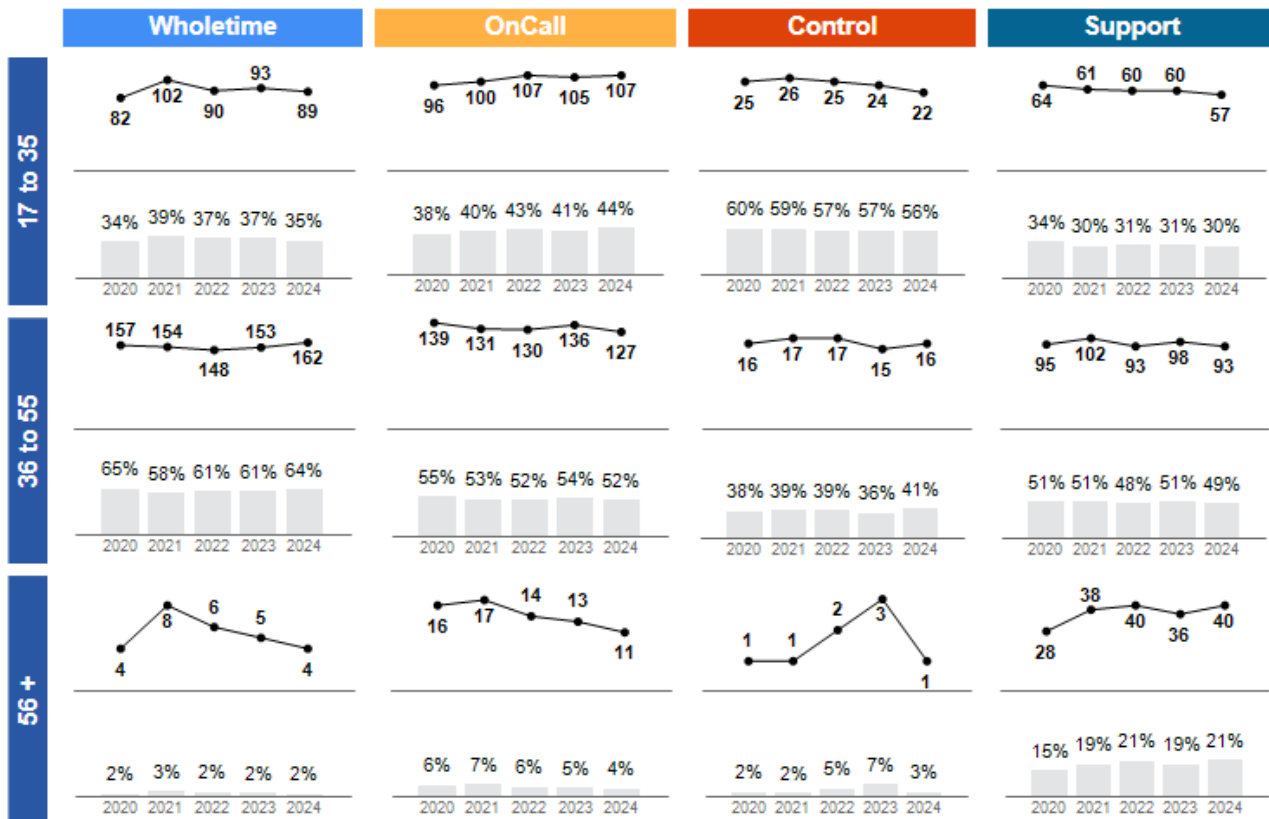
% of Total



Commentary:

- Overall, there has been a decrease in the declarations of employees who identify as Lesbian, Gay or Bisexual.
- We attended Pride in Cambridge and flew the Pride progress flags at our sites with flagpoles during June.
- We have an Inclusion Ambassador for LGBTQIA+ who supports employees and regularly promotes resources and campaigns, for example LGBT+ History Month.
- We have created a new attraction strategy to ensure that applicants are aware of our values and positive inclusive culture. We have also input into the NFCC's career pathways website project which will aim to provide national information to interested candidates.

Age Profile

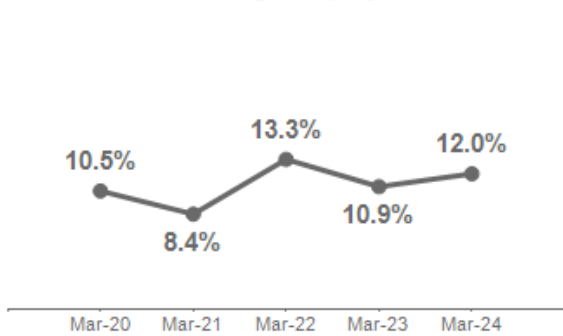


Commentary:

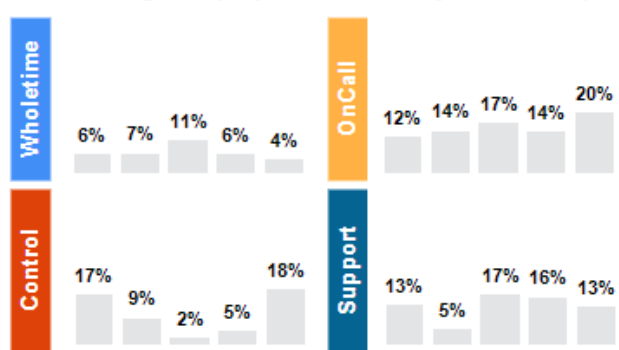
- Overall, the percentage by age group has stayed relatively consistent over time.
- With the exception on Control, the Age Profile of the workforce is most populated in the 36-55 age bracket.
- 56% of the workforce in Control is in the 17-35 age bracket.

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-20	241	175	42	143	601
Mar-21	260	170	44	156	630
Mar-22	241	175	44	149	609
Mar-23	248	191	42	145	626
Mar-24	248	189	38	149	624

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-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
Mar-24	11	38	7	19	75

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. Along with other post-pandemic life changes, we can see the impact in professional support, On-Call and Control turnover. Overall, the great resignation, as tracked by the Office for National Statistics, is now declining and our professional support turnover and recruitment is more stable.

3. Vacancies for December 2023 to February 2024

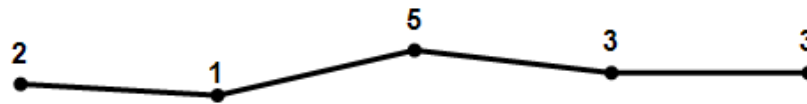
Figure 1: The estimated number of vacancies fell on the quarter to 908,000

Number of vacancies in the UK, seasonally adjusted, December 2004 to February 2005 to December 2023 to February 2024

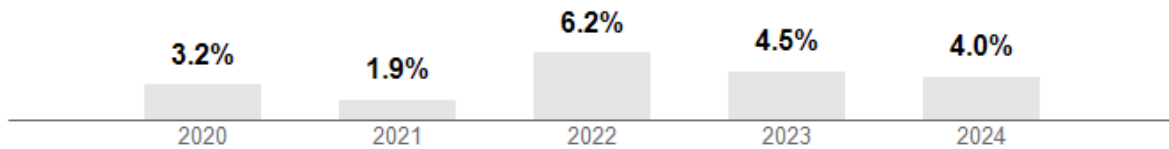


Black and Minority Ethnic Leavers

Total Number



% of Total



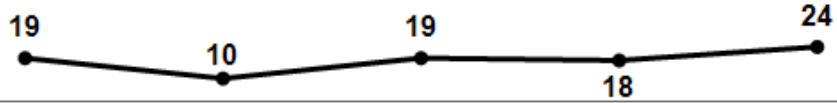
Rolling 12 months	Wholetime		OnCall		Operational		Control		Support		Non-Operational		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Mar-20	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	10.5%	2	7.7%	2	3.2%
Mar-21	1	5.9%	0	0.0%	1	2.4%	0	0.0%	0	0.0%	0	0.0%	1	1.9%
Mar-22	3	11.5%	0	0.0%	3	5.5%	0	0.0%	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%
Mar-24	0	0.0%	1	2.6%	1	2.0%	0	0.0%	2	10.5%	2	7.7%	3	4.0%

Commentary:

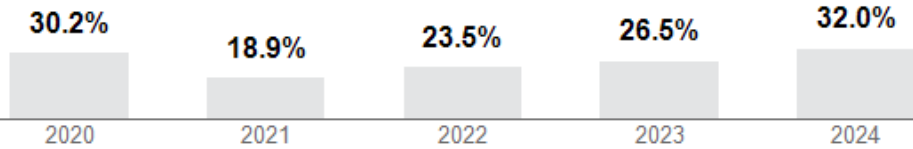
- Overall, there were three black and minority ethnic leavers in the last year, two from support and one from On-call. This is the same as the previous year.
- The great resignation has played a part in our turnover and this now looks to be slowing down.
- We have an ethnicity working group led by the Inclusion Ambassador for Ethnicity, Race and Nationality.
- 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



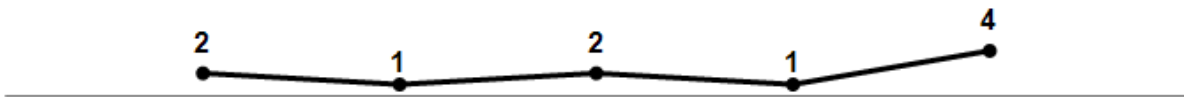
Rolling 12 months	Wholetime		OnCall		Operational		Control		Support		Non-Operational		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Mar-20	1	6.7%	5	23.8%	6	16.7%	6	85.7%	7	36.8%	13	50.0%	19	30.2%
Mar-21	0	0.0%	2	8.3%	2	4.9%	2	50.0%	6	75.0%	8	66.7%	10	18.9%
Mar-22	3	11.5%	0	0.0%	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%
Mar-24	1	9.1%	3	7.9%	4	8.2%	6	85.7%	14	73.7%	20	76.9%	24	32.0%

Commentary:

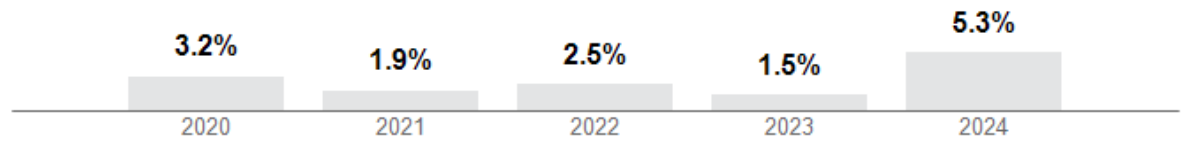
- Overall, there were 24 female leavers in the last year, an increase on the previous year.
- The great resignation has played a part in our turnover and this now looks to be slowing down.
- Exit data is sought from all leavers through a questionnaire and / or an exit conversation, and this is closely 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



% of Total



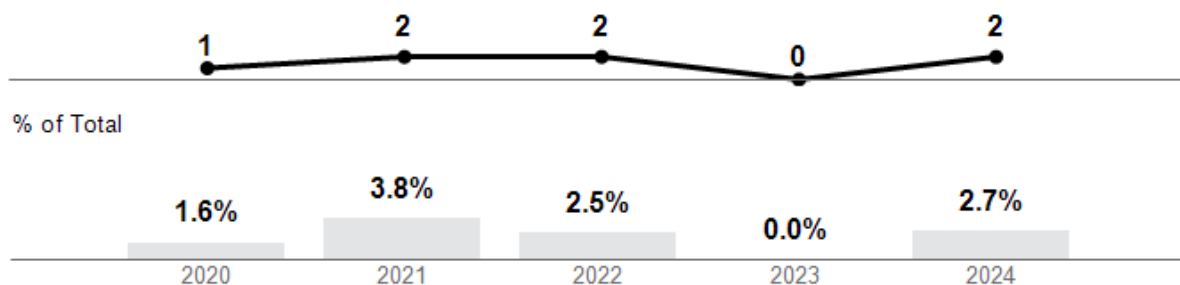
Rolling 12 months Ending	Wholetime		OnCall		Operational		Control		Support		Non-Operational		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Mar-20	1	6.7%	0	0.0%	1	2.8%	0	0.0%	1	5.3%	1	3.8%	2	3.2%
Mar-21	0	0.0%	0	0.0%	0	0.0%	1	25.0%	0	0.0%	1	8.3%	1	1.9%
Mar-22	0	0.0%	1	3.4%	1	1.8%	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%	0	0.0%	0	0.0%	1	1.5%
Mar-24	1	9.1%	1	2.6%	2	4.1%	0	0.0%	2	10.5%	2	7.7%	4	5.3%

Commentary:

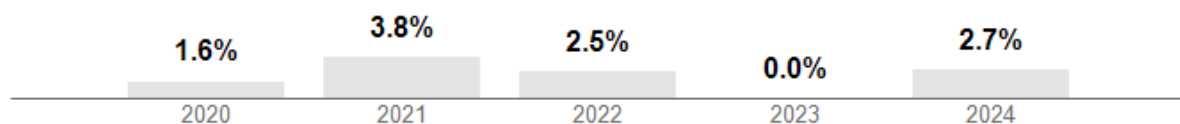
- Overall, there were four leavers who identify as Gay, Lesbian or Bisexual.
- The great resignation has played a part in our turnover and this now looks to be slowing down.
- Exit data is sought from all leavers through a questionnaire and / or an exit conversation, and this is closely monitored to 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

Total Number



% of Total

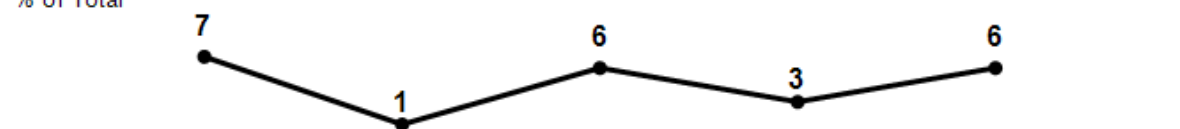


Commentary:

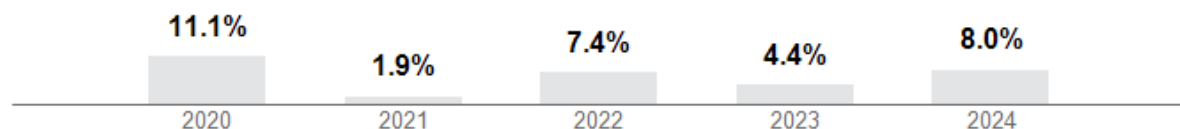
- Overall, there were two leavers who declared an other religion or belief.
- The great resignation has played a part in our turnover and this now looks to be slowing down.
- Exit data is sought from all leavers through a questionnaire and / or an exit conversation, and this is closely monitored to identify 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 sharing a Disability

% of Total



Total Number



Commentary:

- Overall, six leavers had declared a disability.
- The great resignation has played a part in our turnover and this now looks to be slowing down.
- 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 4 of these employees have since 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	23/24	19/20	20/21	21/22	22/23	23/24	19/20	20/21	21/22	22/23	23/24	19/20	20/21	21/22	22/23	23/24
Total Numbers	11	4	6	13	10	3	2	1	4	7	0	0	0	1	1	3	1	0	2	1
Availability & attendance	4	1	1	2	5	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Failure to comply with policy	1	0	0	0	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	0	0	0	1	1	0	0	0
Inappropriate Behaviour	0	3	3	6	3	1	0	0	0	5	0	0	0	1	0	0	0	0	1	1
Driving	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Capability	5	0	1	3	1	2	1	1	3	2	0	0	0	0	1	0	0	0	0	0
Probation	1	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	1	0

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		20/21		21/22		22/23		23/24	
	Total Numbers	Outcomes	Total Numbers	Outcomes	Total Numbers	Outcomes	Total Numbers	Outcomes	Total Numbers	Outcomes
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 1 not upheld 0 informally resolved	4	0 Upheld 1 partially upheld 2 not upheld 1 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	3	0 Upheld 3 partially upheld 0 not upheld 0 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	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 0 partially upheld 0 not upheld 1 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	0	0 Upheld 0 partially upheld 0 not upheld 0 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 undergo assessor training. Application forms are shortlisted anonymously with personal details and diversity information removed before assessors receive them.

Total number of Applicants and Recruits



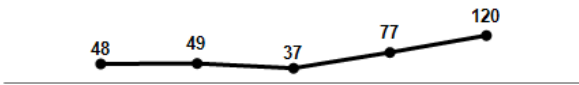
Applicants						
Rolling 12 months	Wholetime	OnCall	Operational	Control	Support	Total
Ending	Number	Number	Number	Number	Number	Number
Mar-20	259	185	444	115	179	738
Mar-21	124	209	333	1	343	677
Mar-22	0	145	145	0	195	340
Mar-23	0	225	225	0	578	803
Mar-24	319	96	415	0	736	1151

Recruits						
Rolling 12 months	Wholetime	OnCall	Operational	Control	Support	Total
Ending	Number	Number	Number	Number	Number	Number
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	18	69
Mar-24	6	37	43	1	21	65

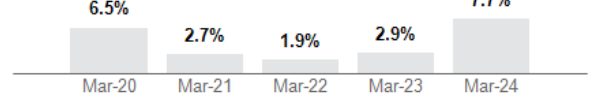
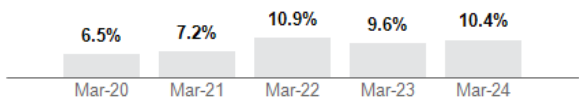
In this reporting period we ran a Wholetime recruitment campaign and had professional support recruitment to backfill leavers, which accounts for the overall number of applicants being higher than the previous years. Wholetime recruits are then placed on a waitlist and we brought in six in the reporting period. On-Call recruitment continued however applicant numbers decreased.

People with a Black and Minority Ethnic Background

Total Number



% of Total



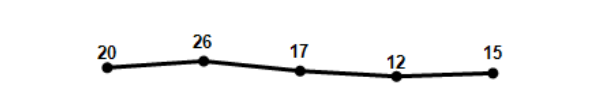
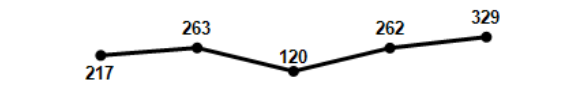
Applicants										
Rolling 12 months	Wholetime		On-Call		Operational		Control		Support	
	No.	%	No.	%	No.	%	No.	%	No.	%
Ending	No.	%	No.	%	No.	%	No.	%	No.	%
Mar-20	6	2.3%	15	8.1%	21	4.7%	15	13.0%	12	6.7%
Mar-21	10	8.1%	12	5.7%	22	6.6%	0	0.0%	27	7.9%
Mar-22	0	0.0%	12	8.3%	12	8.3%	0	0.0%	25	12.8%
Mar-23	0	0.0%	18	8.0%	18	8.0%	0	0.0%	59	10.2%
Mar-24	28	8.8%	8	8.3%	36	8.7%	0	0.0%	84	11.4%

Recruits										
Rolling 12 months	Wholetime		On-Call		Operational		Control		Support	
	No.	%	No.	%	No.	%	No.	%	No.	%
Ending	No.	%	No.	%	No.	%	No.	%	No.	%
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	5.6%
Mar-24	1	16.7%	4	10.8%	5	11.6%	0	0.0%	0	0.0%

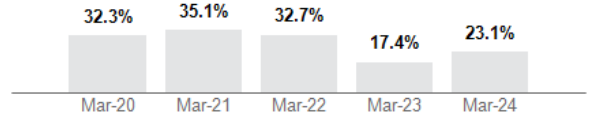
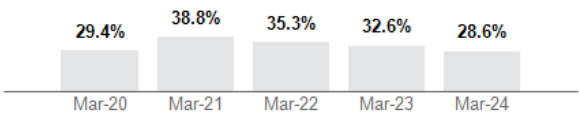
The number of applications from black and minority ethnic candidates has improved since last year, in Wholetime and Professional Support where we have been recruiting and the number of recruits in On-Call increased. Wholetime recruits are then placed on a waitlist, and we brought in six in the reporting period. We have created a new attraction strategy to ensure that applicants are aware of our values and positive inclusive culture. We have also input into the NFCC's career pathways website project which will aim to provide national information to interested candidates.

Female Applicants and Recruits

Total Number



% of Total



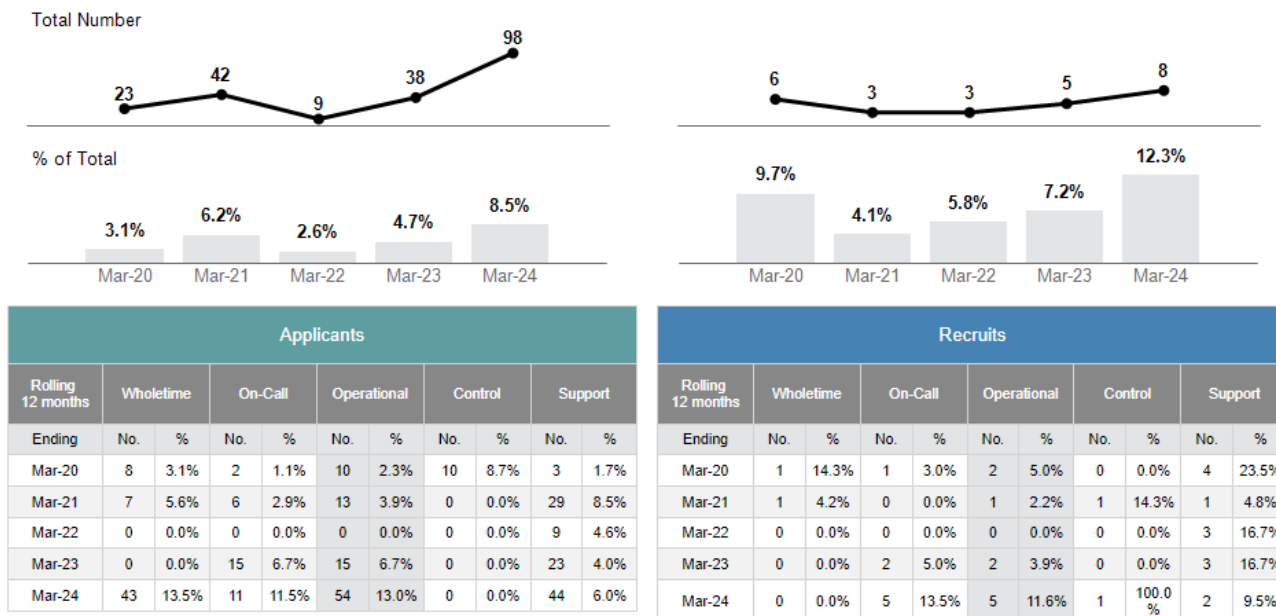
Applicants										
Rolling 12 months	Wholetime		On-Call		Operational		Control		Support	
	No.	%	No.	%	No.	%	No.	%	No.	%
Ending	No.	%	No.	%	No.	%	No.	%	No.	%
Mar-20	31	12%	28	15%	59	13%	68	59%	90	50%
Mar-21	22	18%	29	14%	51	15%	1	100%	211	62%
Mar-22	0	0%	22	15%	22	15%	0	0%	98	50%
Mar-23	0	0%	29	13%	29	13%	0	0%	233	40%
Mar-24	30	9%	19	20%	49	12%	0	0%	280	38%

Recruits										
Rolling 12 months	Wholetime		On-Call		Operational		Control		Support	
	No.	%	No.	%	No.	%	No.	%	No.	%
Ending	No.	%	No.	%	No.	%	No.	%	No.	%
Mar-20	0	0%	6	18%	6	15%	5	100%	9	53%
Mar-21	3	13%	3	14%	6	13%	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%	9	50%
Mar-24	0	0%	0	3%	0	2%	1	100%	14	67%

The number of applications from female candidates has improved since last year, in Wholetime and Professional Support where we have been recruiting. Wholetime recruits

are then placed on a waitlist, and we brought in six in the reporting period. However, the number of female recruits into On-Call is unfortunately low. We have created a new attraction strategy to ensure that applicants are aware of our values and positive inclusive culture. We have also input into the NFCC's career pathways website project which will aim to provide national information to interested candidates.

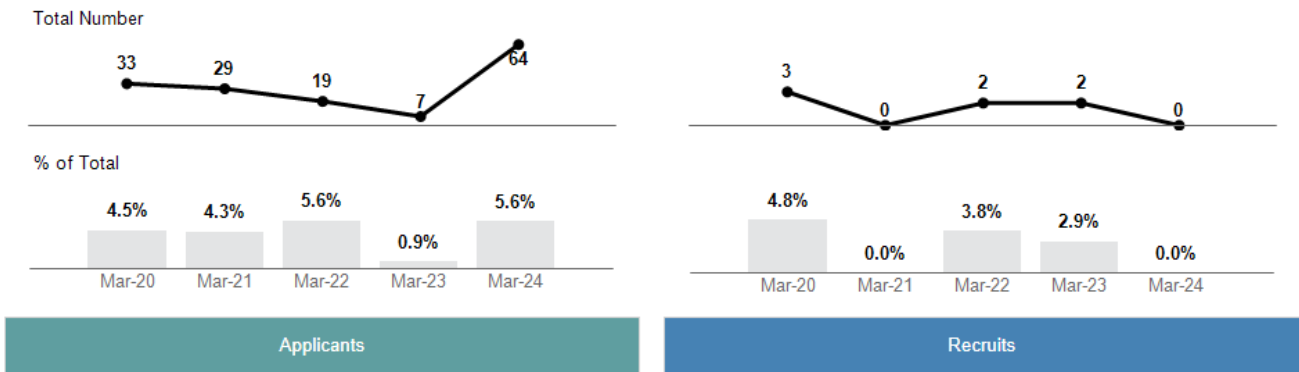
People sharing a Disability



The number of applications from candidates sharing a disability has improved since last year, in Wholetime and Professional Support where we have been recruiting and the number of recruits in On-Call increased. Wholetime recruits are then placed on a waitlist, and we brought in six in the reporting period. We have created a new attraction strategy to ensure that applicants are aware of our values and positive inclusive culture. We have also input into the NFCC's career pathways website project which will aim to provide national information to interested candidates.

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.

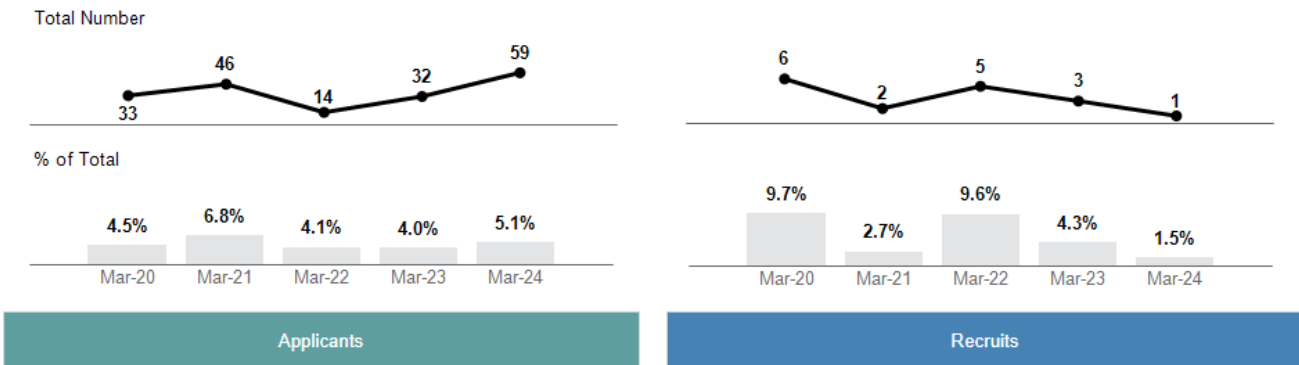
People declaring an Other Religion of Belief



The number of applications from candidates declaring an other religion or belief has improved since last year, in Wholetime and Professional Support where we have been recruiting. Wholetime recruits are then placed on a waitlist, and we brought in six in the reporting period. Unfortunately, there were no recruits declaring an other religion or belief, however there is a trend nationally attributed to be a reflection that society is more agnostic/atheist. Census 2021 data shows that "No religion/No response" was the second most common response and increased by 12%. Top response was Christian, which decreased 13.1%.

We have created a new attraction strategy to ensure that applicants are aware of our values and positive inclusive culture. We have also input into the NFCC's career pathways website project which will aim to provide national information to interested candidates.

People who identify as Lesbian, Gay or Bisexual



The number of applications from candidates who identify as lesbian, gay or bisexual has improved since last year, in Wholetime and Professional Support where we have been recruiting and the number of recruits in On-Call increased. Wholetime recruits are then placed on a waitlist, and we brought in six in the reporting period. We have created a new attraction strategy to ensure that applicants are aware of our values and positive inclusive culture. We have also input into the NFCC's career pathways website project which will aim to provide national information to interested candidates.

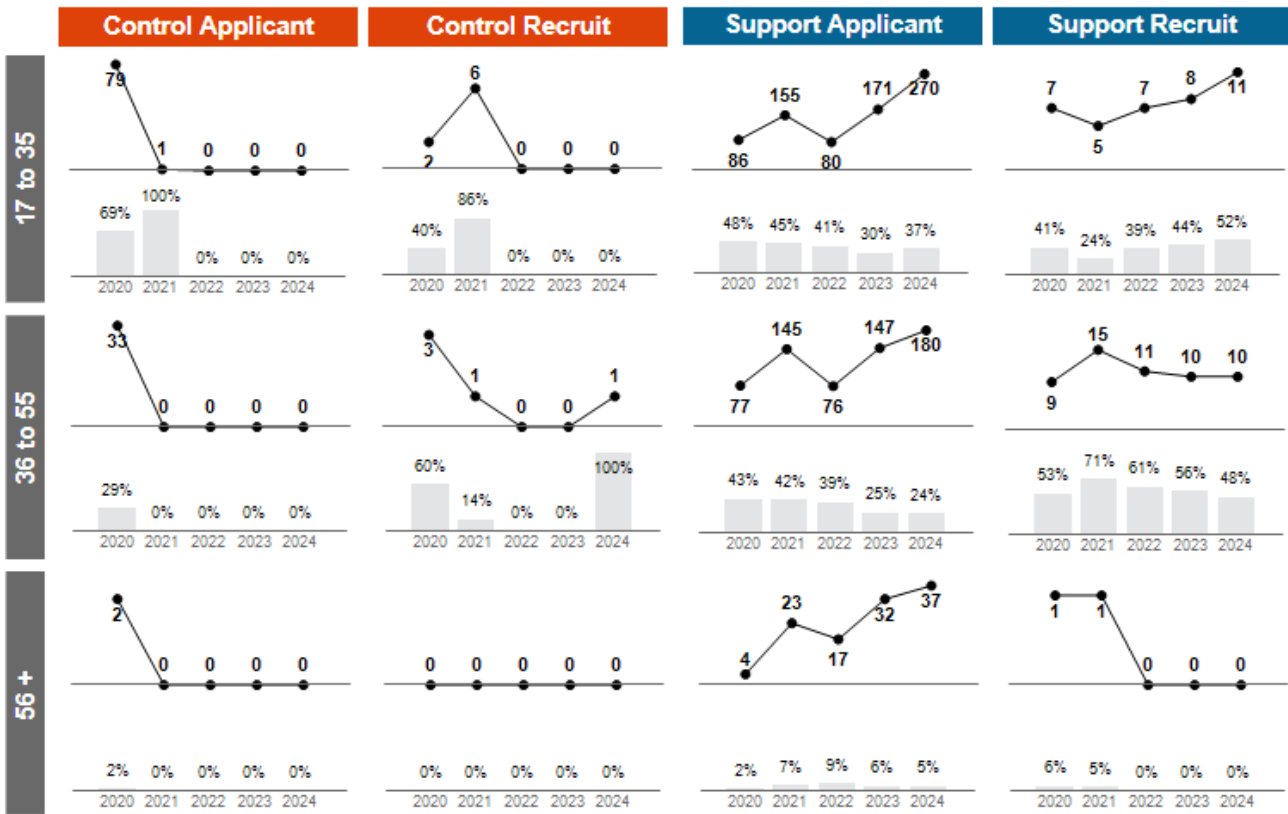
Age Profiles



In this reporting period we ran a Wholetime recruitment campaign. Wholetime recruits are then placed on a waitlist, and we brought in six in the reporting period. The age profile of Wholetime applicants and recruits is consistent with previous campaigns

On-Call recruitment continued however although applicant numbers decreased the age profile of 17 to 35 years recruits increased.

Age Profiles



In this reporting period we ran professional support recruitment to backfill leavers. The age profile of 17 to 35 years recruits increased.

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	2024
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	£20.78
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	£19.23
% Difference in mean hourly rate of pay	18.58%	15.38%	15.74%	14.90%	14.59%	11.82%	7.99%	7.47%

Difference in median hourly rate of pay	2017	2018	2019	2020	2021	2022	2023	2024
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	£18.84
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	£17.42
% Difference in median hourly rate of pay	13.90%	11.30%	12.20%	9.88%	11.54%	9.55%	6.94%	7.54%

Commentary:

- The mean gender pay gap has continued to decrease to 7.47% 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.

Cambridgeshire Fire and Rescue Service Bonus Gender Pay Gap

Difference in mean bonus pay	2017	2018	2019	2020	2021	2022	2023	2024
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	£69.81
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	£86.35
% Difference in mean bonus pay	0.57%	-3.04%	9.94%	1.49%	-6.80%	-23.02%	-21.53%	-23.69%

Difference in median bonus pay	2017	2018	2019	2020	2021	2022	2023	2024
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	£57.58
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	£61.21
% Difference in median bonus pay	0.00%	0.00%	0.00%	0.00%	-2.93%	-7.61%	-5.60%	-6.30%

Commentary:

- The mean bonus gender pay gap remains in the negative for the fourth year.

Proportion of male and female employees who received bonus pay	2017	2018	2019	2020	2021	2022	2023	2024
The number of male relevant employees who were paid bonus pay during the relevant period	317	291	290	303	336	332	345	337
The number of male relevant employees	516	506	525	519	526	509	509	514
The proportion of male employees who received bonus pay	61.43%	57.51%	55.24%	58.38%	63.88%	65.23%	67.78%	65.56%
The number of female relevant employees who were paid bonus pay during the relevant period	34	25	36	31	56	69	84	76
The number of female relevant employees	131	131	135	140	157	161	153	151
The proportion of female employees who received bonus pay	25.95%	19.08%	26.67%	22.14%	35.67%	42.86%	54.90%	50.33%

Commentary:

- The percentage of female employees who receive bonus pay decreased slightly compared with last year however it remains significantly increased from 2017-2022 and has doubled since reporting started in 2017.

Proportion of male and female employees according to quartile pay bands	2017	2018	2019	2020	2021	2022	2023	2024
The number of male full-pay relevant employees in the lower quartile pay bands	110	106	109	108	113	104	136	101
The number of full-pay relevant employees in that quartile pay band	163	159	162	163	178	169	202	162
<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>	<i>62.35%</i>
The number of female full-pay relevant employees in the lower quartile pay bands	53	53	53	55	65	65	66	61
The number of full-pay relevant employees in that quartile pay band	163	159	162	163	178	169	202	162
<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>	<i>37.65%</i>
The number of male full-pay relevant employees in the lower middle quartile pay bands	124	117	125	133	129	131	110	147
The number of full-pay relevant employees in that quartile pay band	163	158	166	172	164	166	129	171
<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>	<i>85.96%</i>
The number of female full-pay relevant employees in the lower middle quartile pay bands	39	41	41	39	35	35	19	24
The number of full-pay relevant employees in that quartile pay band	163	158	166	172	164	166	129	171
<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>	<i>14.04%</i>
The number of male full-pay relevant employees in the upper middle quartile pay bands	134	145	149	138	143	134	124	127
The number of full-pay relevant employees in that quartile pay band	160	161	168	159	171	168	165	166
<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>	<i>76.51%</i>
The number of female full-pay relevant employees in the upper middle quartile pay bands	26	16	19	21	28	34	41	39
The number of full-pay relevant employees in that quartile pay band	160	161	168	159	171	168	165	166
<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>	<i>23.49%</i>
The number of male full-pay relevant employees in the upper quartile pay bands	148	138	142	140	141	140	139	139
The number of full-pay relevant employees in that quartile pay band	161	159	164	165	170	167	166	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>	<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	27
The number of full-pay relevant employees in that quartile pay band	161	159	164	165	170	167	166	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>	<i>16.27%</i>

Commentary:

- It is positive to see the stability in the proportion of females in the upper and middle of the pay bands and increase at entry level, 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, which we plan to review in 2025.

Appendix 1: Demography of Cambridgeshire and Peterborough – Census 2021

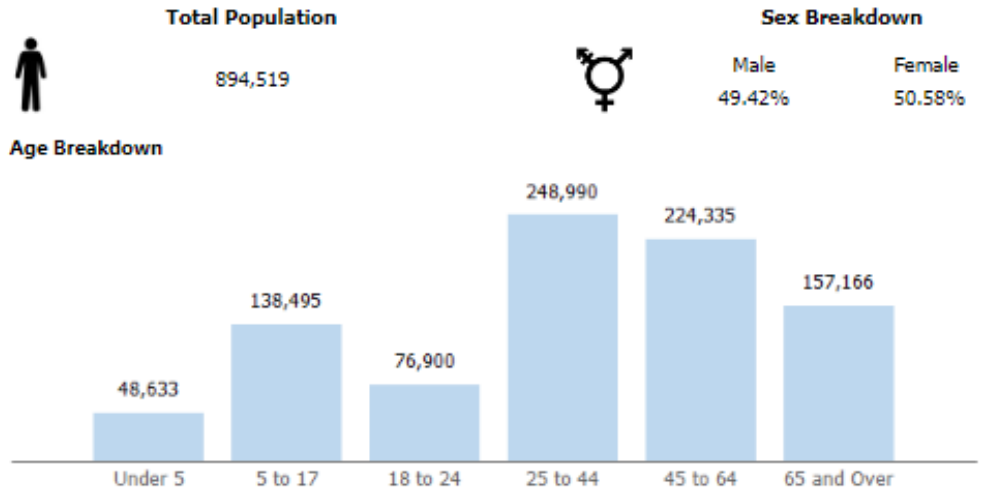


Census 2021 District Breakdown

*Census 2021 figures downloaded from NOMIS

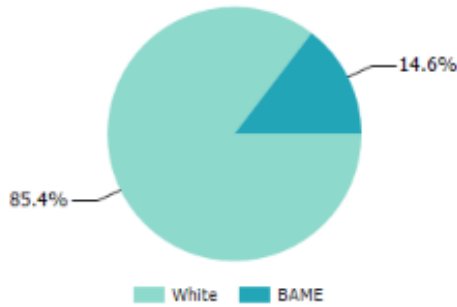


Population

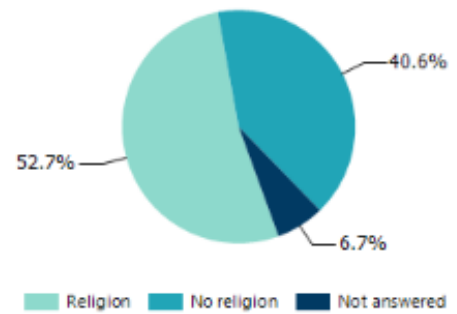


Population by Characteristics

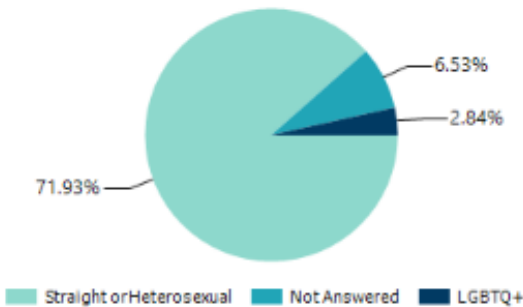
Ethnicity



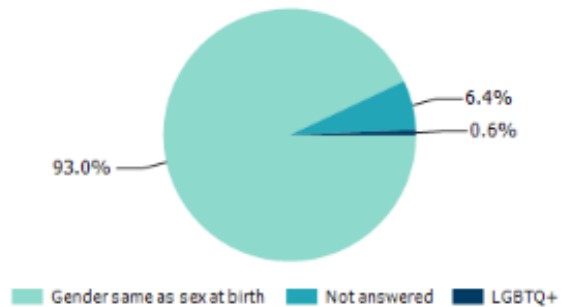
Religion



Sexual Orientation Profile



Gender Identity Profile



Disability Breakdown

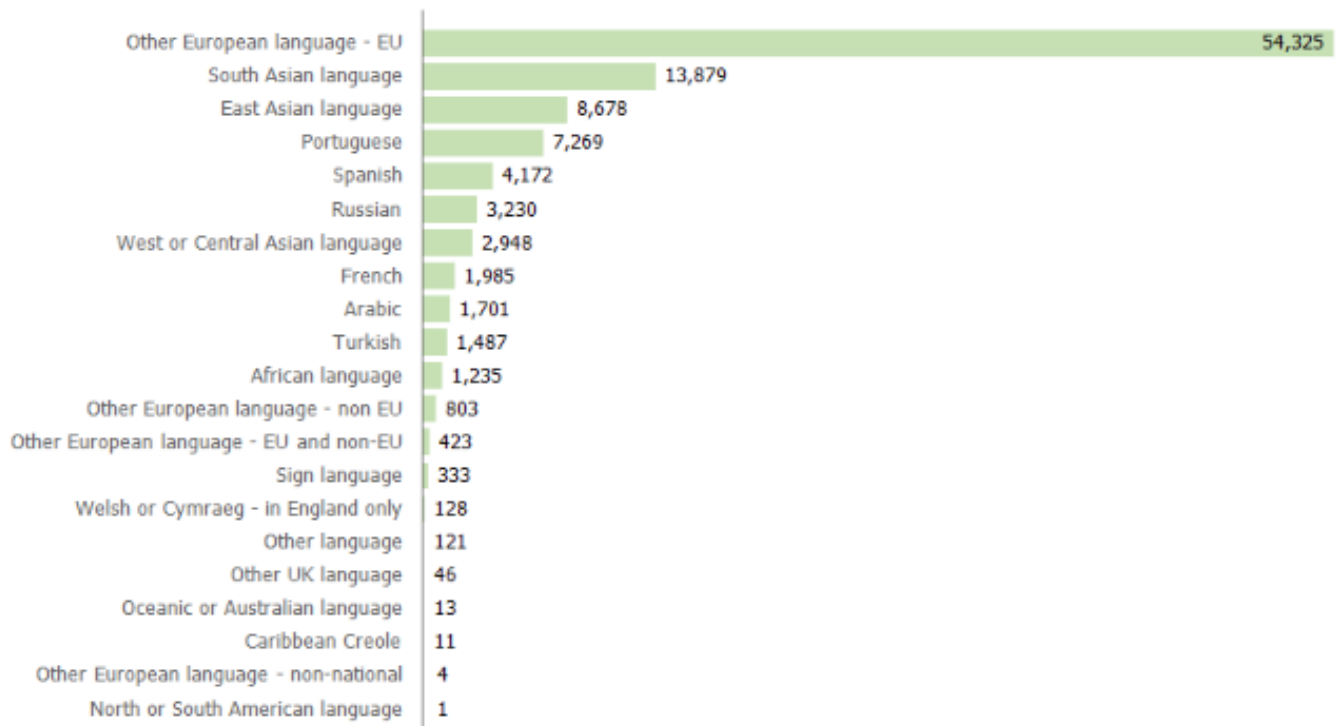


First Spoken Languages

English vs Other Languages Comparison



All Other Languages Breakdown



Appendix 2: Cambridge City Level

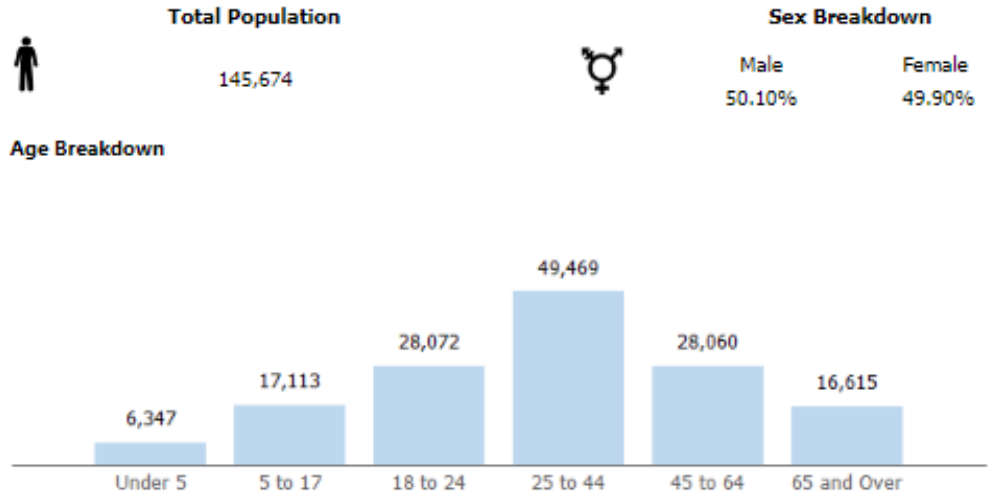


Census 2021 District Breakdown

*Census 2021 figures downloaded from NOMIS

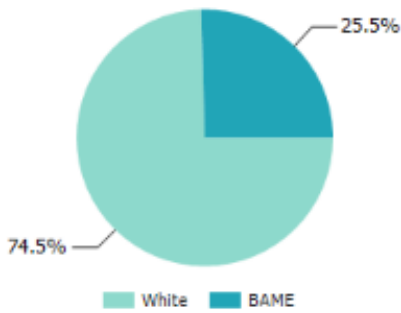


Population

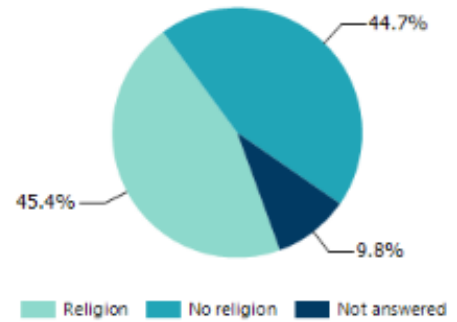


Population by Characteristics

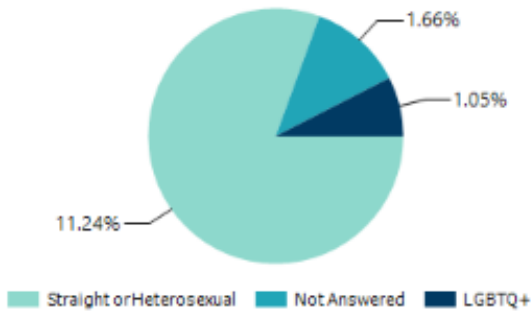
Ethnicity



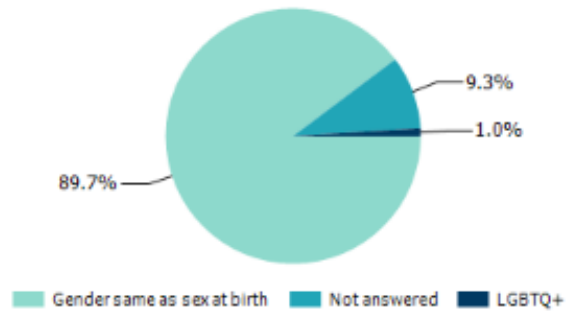
Religion



Sexual Orientation Profile



Gender Identity Profile

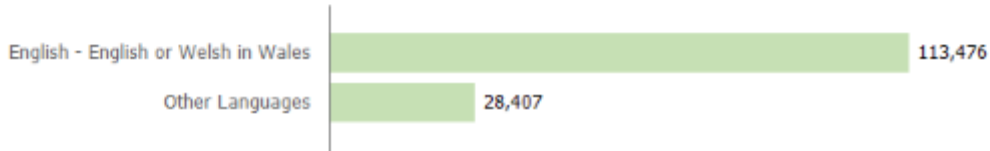


Disability Breakdown

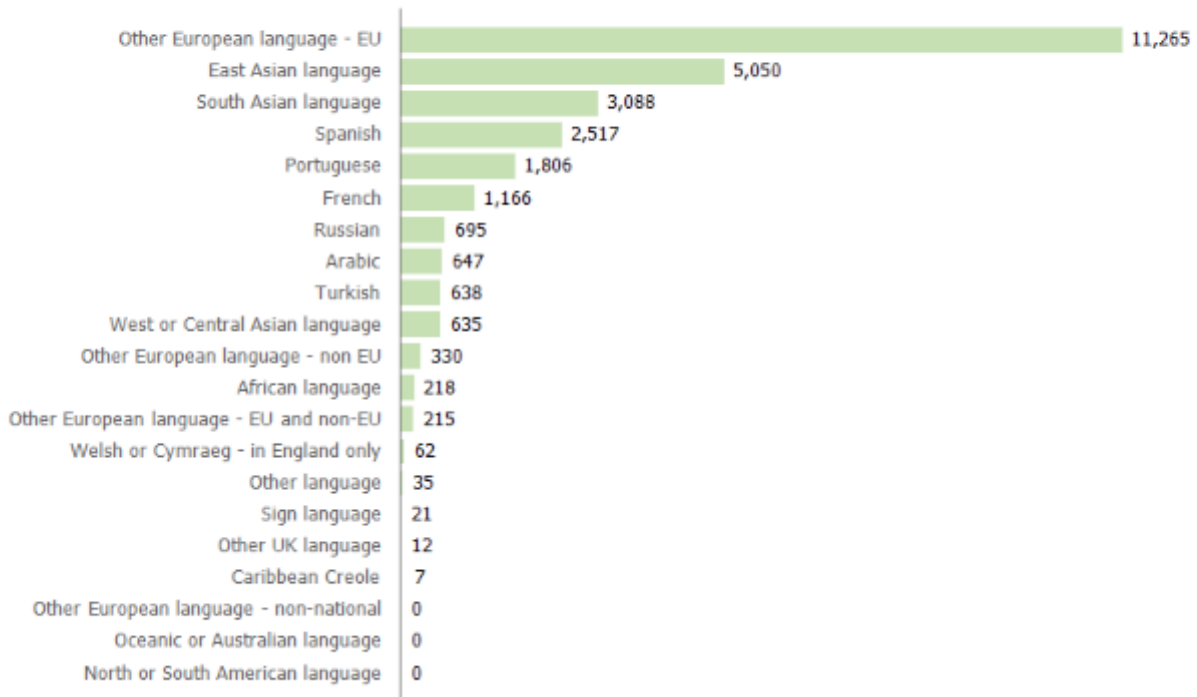


First Spoken Languages

English vs Other Languages Comparison



All Other Languages Breakdown



Appendix 3: Peterborough Level

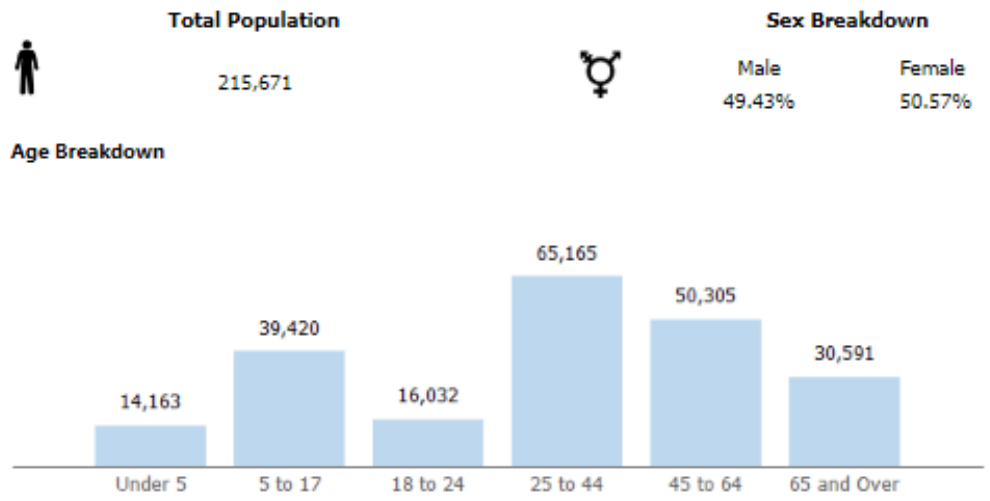


Census 2021 District Breakdown

*Census 2021 figures downloaded from NOMIS

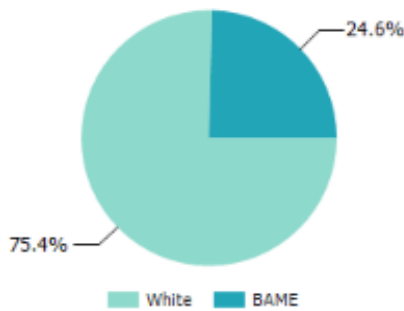


Population

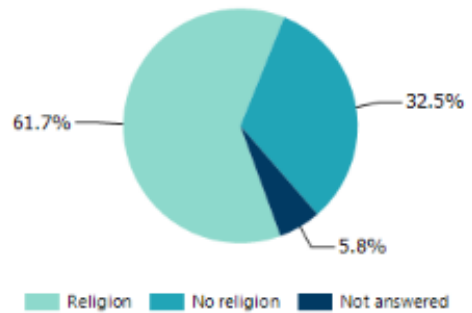


Population by Characteristics

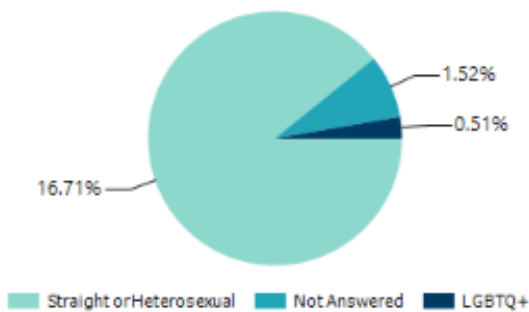
Ethnicity



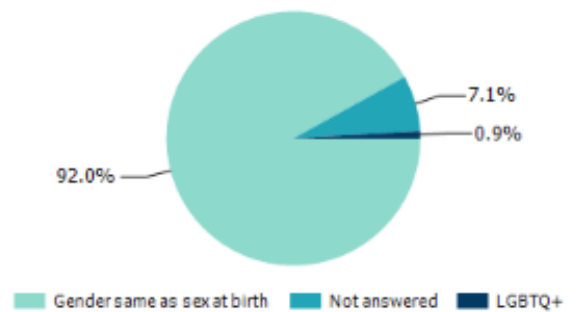
Religion



Sexual Orientation Profile



Gender Identity Profile

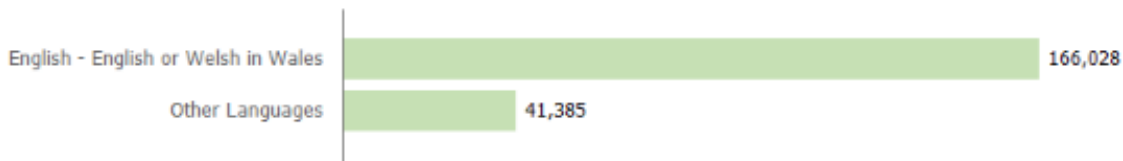


Disability Breakdown



First Spoken Languages

English vs Other Languages Comparison



All Other Languages Breakdown

