

# **Equality, Diversity, and Inclusion Compliance Report**

**Equality Act 2010 (Specific Duties) Regulations 2011  
April 2024 – March 2025  
(Including Gender Pay Gap as of 31 March 2025)**

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## 1. Introduction

1.1 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 2024 and March 2025 as required by the Equality Act 2010. The Equality Duty requires the Authority to:

|   |   |   |
|---|---|---|
| <b>Eliminate</b> discrimination, harassment, victimisation, and any other conduct that is prohibited by or under the Equality Act 2010. | <b>Advance</b> equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it. | <b>Foster</b> good relations between persons who share a relevant protected characteristic and persons who do not share it. |
|---|---|---|

1.2 There are **nine protected characteristics** defined by the Equality Act 2010:

- age
- disability
- race (including ethnicity, national origin, nationality, and colour)
- gender reassignment
- marriage or civil partnership
- pregnancy or maternity
- religion or belief
- sex
- sexual orientation

1.3 As an organisation of more than 250 employees, we are legally obliged to;

- publish one or more equality objectives at least every four years
- publish information on general duty compliance with regard to people affected by our policies and practices every year
- publish information on compliance with regard to our employees every year
- publish gender pay gap data by 31 March every year.

1.4 This report provides further information in relation to these four areas.

## 2. Our Equality Objectives

2.1 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.

2.2 Our equality, diversity and inclusion (EDI) objectives are incorporated into the Service's [Community Risk Management Plan \(CRMP\) 2024-2029](#) so everyone in the Service is focused on one plan and priorities can be set accordingly. Our CRMP is divided into our four core strategic aim areas of:

- People Excellence
- Community Safety Excellence
- Operational Excellence
- Value for Money

2.3 Most of our objectives link to more than one of these strategic aims but sit in the most relevant area. Most of our EDI objectives sit within the first two, People Excellence and Community Safety Excellence.

2.4 Key objectives within the CRMP include;

- Maintain and improve our positive and inclusive organisational culture and employee engagement and make us an employer of choice. This includes communication and facilitating more opportunities for colleagues from across different areas of the Service to engage with each other.
- Review how we manage, develop and diversify our people and our talent from within our service, helping people to reach their full potential and supporting those who aspire to progress as leaders. This includes development pathways and programmes, talent management and succession planning.
- Review our processes for recruitment and progression, including our community engagement activity, to ensure they are accessible to people from a range of backgrounds and that they enable us to improve diversity over time, to greater reflect the communities we serve.
- Review our mechanisms for the management of safeguarding to protect our people and communities.
- Review our processes and means for supporting the health and wellbeing of our people.
- Greater collaboration with health, social care and other partners to improve the ways in which we identify and meet the needs of those most at risk of fire.
- Continue to develop our Firebreak Programme to help vulnerable young people become resilient and valuable members of their communities. Explore other early intervention opportunities to positively influence children and younger people and keep them safe from harm.
- Continued work with our partners to protect and safeguard the most vulnerable in our communities and the most high-risk premises.

2.5 Each year we produce an [Annual Report and Statement of Assurance](#) which includes how we have progressed each objective in the CRMP. The report is presented to the Fire Authority and published on our website. The relevant pages in the [Annual Report and Statement of Assurance for 2024/25](#) are Pages 12 to 16 and Page 24.

### **3. Equality Impact Assessments**

3.1 We continue to complete Equality Impact Assessments (EQIAs) for all major decisions of policy affecting our communities or employees. EQIAs 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.

- 3.2 The process helps identify potential discrimination by analysing policies, projects, practices, processes, procedures, services, and decisions, to identify any disproportionate impacts on those with protected characteristics.
- 3.3 We completed 33 EQIAs in the following areas;
- On-Call weekend appliance trial
  - Home Fire Safety Visits
  - Firebreak Programme
  - Replacement Alerter Project
  - Occupational Health replacement system
  - Sustainability Strategy
  - Concept appliance
  - Fitness Policy
  - Breathing Apparatus Policy
  - TRaCS Review
  - Power Outage Business Continuity Plan
  - Workwear and PPE Project
  - Property Plan
  - Disciplinary Policy
  - Social Media Policy
  - Whistleblowing policy
  - Paternity Policy
  - Staff development programmes
  - Menopause Awareness Training
  - Employee Engagement survey
- 3.4 We identified a small number of negative disproportionate impacts on employee-based EQIAs and none on public-facing services. We have mitigated the negative impacts by ensuring guidance documents and policies are dyslexia-friendly and have text to speech functionality.

#### **4. Workforce Data**

- 4.1 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.
- 4.2 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 the fire and rescue service nationally and historically have been poor. Additionally, we would like to see more progression to managerial roles for women and employees with an ethnically diverse background.
- 4.3 We remain committed to our ongoing work and mission to embed our core values, Welcoming, Respectful and Professional, to ensure CFRS is an employer of choice.

- 4.4 We have also embedded values and inclusion training across the organisation, along with inclusive leadership training.
- 4.5 Our Inclusion Hub on the intranet is accessible to all colleagues and has a range of learning and support materials for everyone including specific guidance for managers.
- 4.6 With regard to the following data, please note;
- minor data differences may be shown in the data due to the difference between when a person is added to the HR system and when the individual updates their personal information.
  - for employees who have two roles, for example, a support role but also an On-Call firefighter, their main role is taken for data purposes if headcount is shown, however some data tables may count roles rather than headcount.
- 4.7 **Headcount** – as of 31 March 2025, we had 632 employees; an increase of just over 2.4% in overall employment.

| Head Count by Main Job   |           |        |           |         |         |       |
|--------------------------|-----------|--------|-----------|---------|---------|-------|
| Snapshot at Month Ending | Wholetime | OnCall | Ops Total | Control | Support | Total |
| Mar-21                   | 260       | 169    | 429       | 43      | 156     | 628   |
| Mar-22                   | 241       | 173    | 414       | 43      | 149     | 606   |
| Mar-23                   | 248       | 187    | 435       | 41      | 145     | 621   |
| Mar-24                   | 248       | 183    | 431       | 37      | 149     | 617   |
| Mar-25                   | 254       | 188    | 442       | 33      | 157     | 632   |

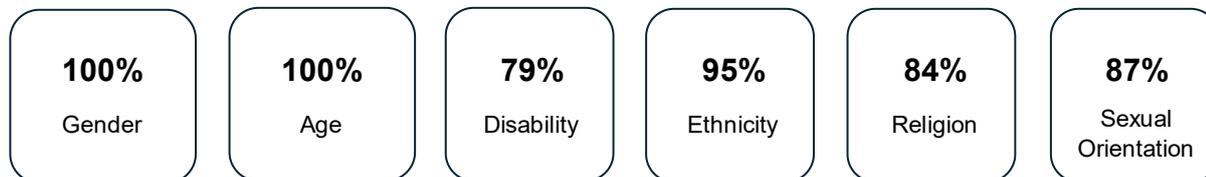
**Guidance notes:** The number of employees is calculated from the HR database and counts employees with a start date within a 12-month period over five consecutive years and records them in any of the four employee groups based on when the role started.

- 4.8 **Headcount broken down into protected characteristics** - the table below shows the number of employees who have provided data relating to their protected characteristics. This data is as at the time of writing this report, when the total staff headcount is 680.

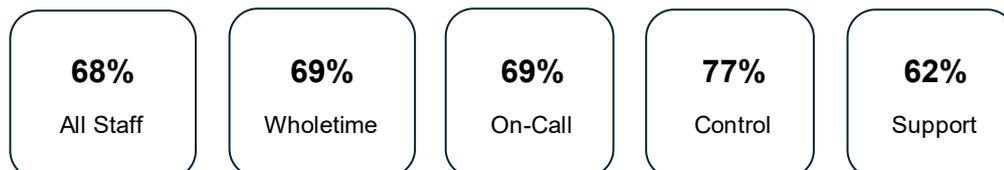
## Declaration of Workforce Equality Monitoring Data

All members of staff who were employed between 01-April-2024 and 31-March 2025

### Declaration of Protected Characteristics (excluding 'prefer not to say')



### Declaration of Protected Characteristics by Staff Groups



### Number of people this relates to

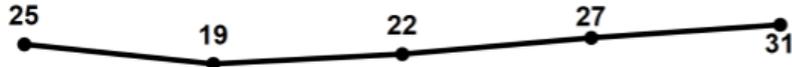
| Measure                           | Total Staff | Wholetime | On-Call | Control | Support |
|-----------------------------------|-------------|-----------|---------|---------|---------|
| Total number of staff             | 680         | 264       | 211     | 35      | 170     |
| of which have <b>not declared</b> | 218         | 81        | 65      | 8       | 64      |
| not declared <b>gender</b>        | 0           | 0         | 0       | 0       | 0       |
| not declared <b>age</b>           | 0           | 0         | 0       | 0       | 0       |
| not declared <b>disability</b>    | 144         | 48        | 49      | 6       | 41      |
| not declared <b>ethnicity</b>     | 37          | 13        | 9       | 0       | 15      |
| not declared <b>religion</b>      | 109         | 46        | 30      | 2       | 31      |
| not declared s orientation        | 90          | 36        | 25      | 1       | 28      |

- 4.9 The tables above show that the high percentage of staff declaring a protected characteristic can be reasonably relied on as representative of our staff groups overall.
- 4.10 **Black and Minority Ethnic (BME) employees** - over the past five years, the Service has seen a small overall increase in the number of BME employees. We are monitoring the impact of recruitment, outreach, and inclusion initiatives and we have planned more targeted initiatives for 2025/26.
- 4.11 Based on Census 2021, around 14.6% of our local population identify as Black or Minority Ethnic and our Service representation remains below this percentage figure.
- 4.12 We have an Inclusion Ambassador for Race and Ethnicity who we plan to involve in our new Inclusion and Wellbeing Forum to support inclusion initiatives and EQIA reviews.
- 4.13 In 2025/26, we commissioned an external company to support us with focus groups to understand perceptions of being a firefighter as a career with different age groups and ethnic diversity. School aged young people, college students, adults and a group of community leaders took part in the workshops to help us better understand perceptions and potential barriers and blockers. The feedback from these focus groups will help us identify further ways to attract more applicants from currently

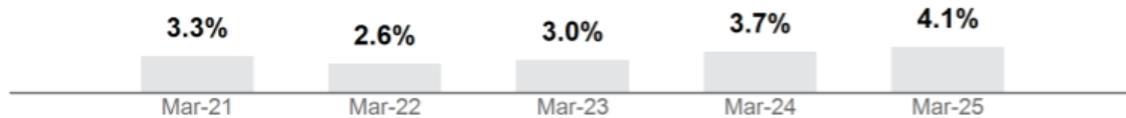
under-represented groups within our communities and therefore increase our workforce diversity.

## Black and Minority Ethnic Employees

Total Number



% of Total

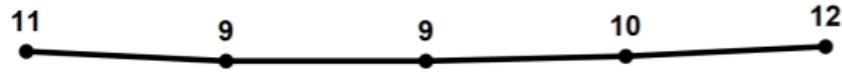


| Snapshot at | Wholetime |      | OnCall |      | Operational |      | Control |      | Support |      | Non-Operational |      | Total  |      |
|-------------|-----------|------|--------|------|-------------|------|---------|------|---------|------|-----------------|------|--------|------|
|             | Number    | %    | Number | %    | Number      | %    | Number  | %    | Number  | %    | Number          | %    | Number | %    |
| Mar-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      | 5         | 2.0% | 11     | 4.5% | 16          | 3.2% | 1       | 2.6% | 10      | 5.3% | 11              | 4.8% | 27     | 3.7% |
| Mar-25      | 6         | 2.3% | 12     | 4.8% | 18          | 3.5% | 1       | 3.0% | 12      | 5.7% | 13              | 5.4% | 31     | 4.1% |

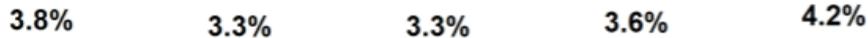
- 4.14 **Black and Minority Ethnic Managers** - over the past five years, the number of black and minority ethnic managers has remained fairly constant.
- 4.15 Support staff management roles account for our highest representation of BME staff in management roles. For operational colleagues, as we only recruit at entry point, our focus for the coming year is to attract greater numbers of BME recruits. It will take time for these new recruits to work up to management posts.

# Black and Minority Ethnic Managers

Total Number



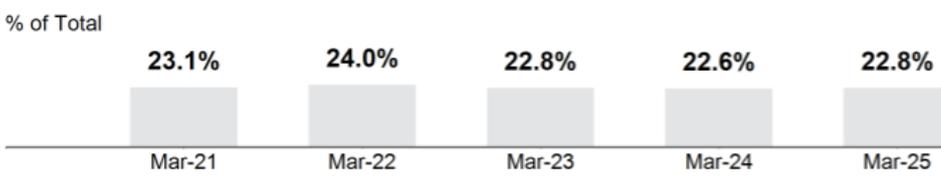
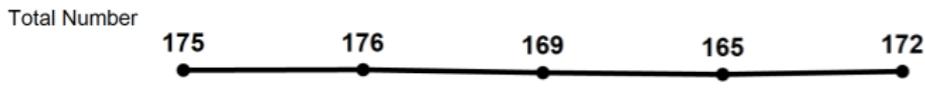
% of Total



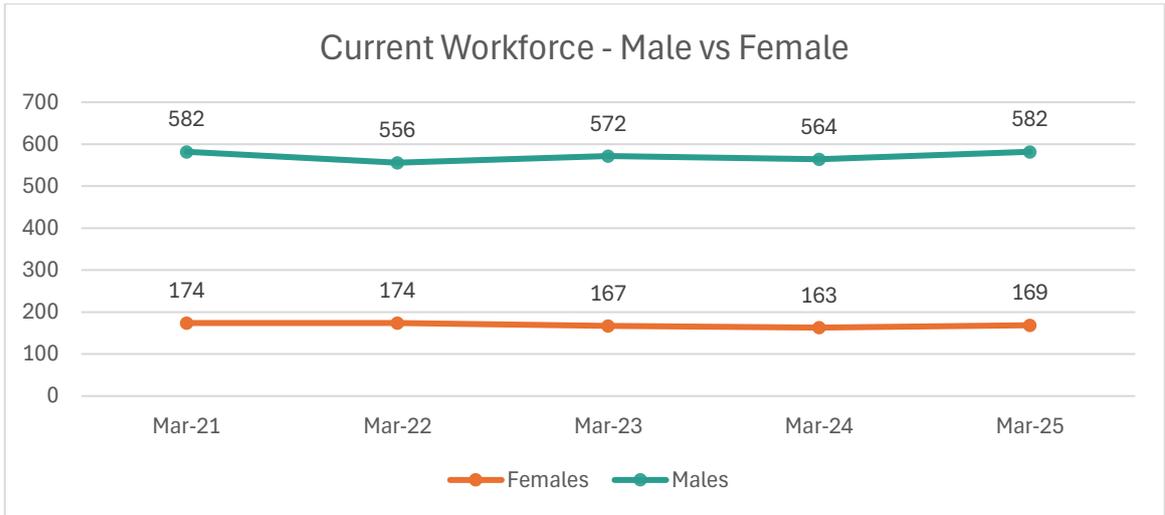
| Snapshot at | Wholetime |      | OnCall |      | Operational |      | Control |      | Support |       | Non-Operational |      | Total  |      |
|-------------|-----------|------|--------|------|-------------|------|---------|------|---------|-------|-----------------|------|--------|------|
|             | Number    | %    | Number | %    | Number      | %    | Number  | %    | Number  | %     | Number          | %    | Number | %    |
| Mar-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       | 10.1% | 7               | 8.0% | 10     | 3.6% |
| Mar-25      | 2         | 1.8% | 2      | 2.4% | 4           | 2.1% | 0       | 0.0% | 8       | 11.4% | 8               | 9.1% | 12     | 4.2% |

- 4.16 **Female Employees** - across the past five years, the total number of female employees has slightly declined.
- 4.17 Female representation in operational roles has grown steadily, rising from 40 to 47 employees over the past five years. In the sector nationally, the proportion of female operational firefighters is 8.2% and our representation of females in operational roles is 9.2%, so slightly higher than the national average.
- 4.18 Although overall numbers in Control and support have reduced slightly over five years, women continue to make up a strong majority in Control with the total non-operational female representation at 51.7% - broadly in line with the Census 2021 figure of 50.58% for the local female population.

# Female Employees



| Snapshot at  | Wholetime |      | OnCall |      | Operational |      | Control |       | Support |       | Non-Operational |       | Total  |       |
|--------------|-----------|------|--------|------|-------------|------|---------|-------|---------|-------|-----------------|-------|--------|-------|
| Month Ending | Number    | %    | Number | %    | Number      | %    | Number  | %     | Number  | %     | Number          | %     | Number | %     |
| 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% |
| Mar-25       | 25        | 9.5% | 22     | 8.8% | 47          | 9.2% | 29      | 87.9% | 96      | 45.9% | 125             | 51.7% | 172    | 22.8% |



| Current Workforce - Male vs Female Workforce |            |             |         |       |
|--|------------|-------------|---------|-------|
| Year   | End Date   | Total Staff | Females | Males |
| Mar-21                                       | 31/03/2021 | 756         | 174     | 582   |
| Mar-22                                       | 31/03/2022 | 730         | 174     | 556   |
| Mar-23                                       | 31/03/2023 | 739         | 167     | 572   |
| Mar-24                                       | 31/03/2024 | 727         | 163     | 564   |
| Mar-25                                       | 31/03/2025 | 751         | 169     | 582   |

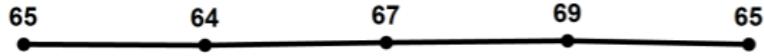
4.19 Across the sector nationally, the number of female applicants for firefighter roles was down in the last year compared to previous years. There has been much discussion if this national trend was linked to the increase in negative media coverage about the

culture in some fire and rescue services. We did not recruit wholetime firefighters in 2024/25 and so will only be able to assess the impact when we evaluate the 2025/26 wholetime recruitment campaign.

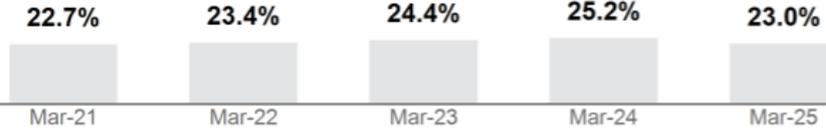
- 4.20 We have created a new attraction strategy to ensure that all applicants are aware of our values and positive inclusive culture. We have also had input into the National Fire Chiefs Council (NFCC's) career pathways website project which will aim to provide national information to interested candidates.
- 4.21 Our Female Operational Working Group is chaired by a female operational manager and ensures the views of all our operational female firefighters are heard and that issues are listened to by the relevant departments. 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.
- 4.22 We continue to support colleagues experiencing menopause through our Menopause Network Group, chaired by the Inclusion Ambassador for Menopause. The group includes members from both operational and non-operational roles and provides peer support, knowledge sharing, raises awareness, and leads on actions to improve the experience of colleagues affected by menopause. Going forward, the group will continue to hold regular sessions and plans to invite internal and external speakers to support colleagues on topics identified as beneficial, such as nutrition and fitness.
- 4.23 The Ambassador for Menopause has also delivered approximately 40 in-person menopause awareness training sessions, to all colleague groups. This training is now being transitioned into mandatory online learning for all colleagues to be repeated every three years.
- 4.24 The Service has also been awarded Menopause Friendly Workplace accreditation by an independent panel through the national Menopause in the Workplace accreditation scheme.
- 4.25 **Female Managers** - the total number of female and male managers has been broadly consistent over the past five years.
- 4.26 The number of female managers in Control continues to remain high as the average is 80% being female.
- 4.27 We appointed our first female Area Commander in this reporting period, our highest ranking operational female manager.

# Female Managers

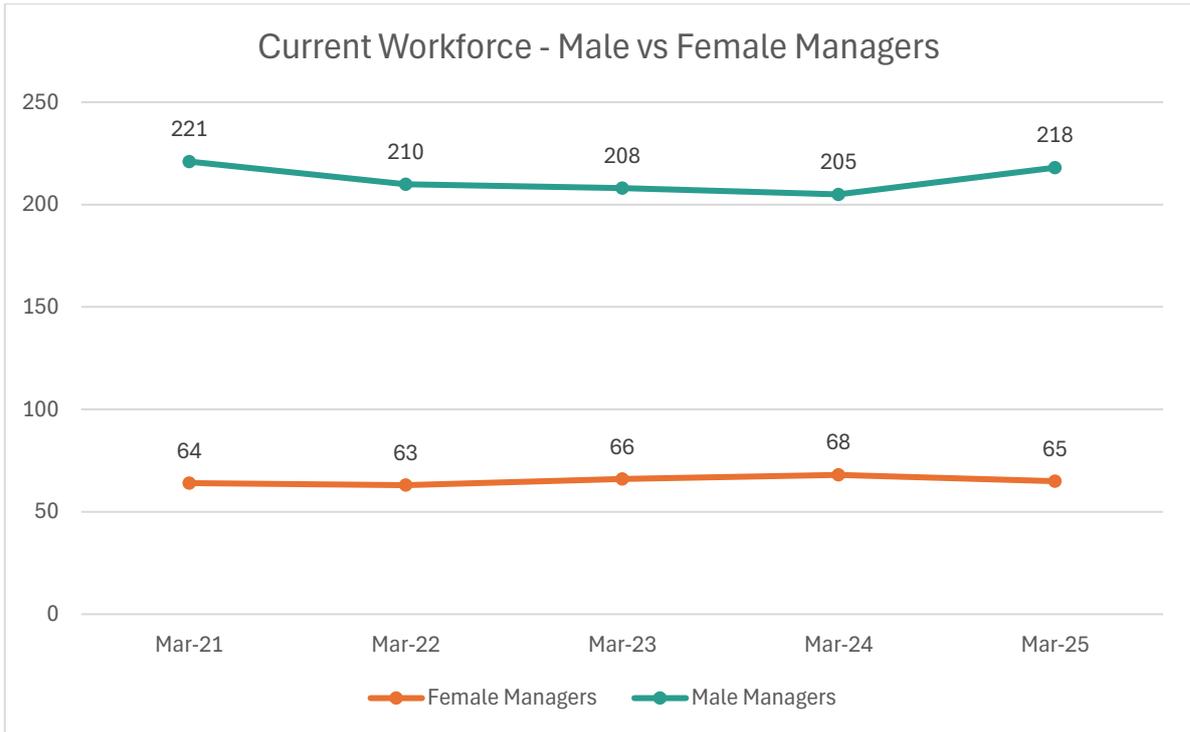
Total Number



% of Total



| Snapshot at | Wholetime |      | OnCall |      | Operational |      | Control |     | Support |       | Non-Operational |       | Total  |       |
|-------------|-----------|------|--------|------|-------------|------|---------|-----|---------|-------|-----------------|-------|--------|-------|
|             | Number    | %    | Number | %    | Number      | %    | Number  | %   | Number  | %     | Number          | %     | Number | %     |
| 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% | 41      | 59.4% | 57              | 64.8% | 69     | 25.2% |
| Mar-25      | 8         | 7.1% | 5      | 6.0% | 13          | 6.7% | 16      | 89% | 36      | 51.4% | 52              | 59.1% | 65     | 23.0% |

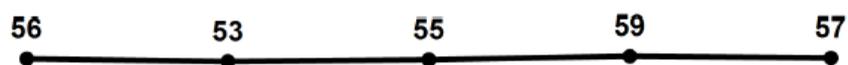


4.28 In 2024 we launched the first focused development pathway targeted at managers looking to progress into management roles. This was open to men and women to apply. A participant of the initiative was a female Crew Commander who successfully completed the programme and has subsequently been promoted to a Station Commander. We will be monitoring the success of the pathway and its impact on employees with protected characteristics.

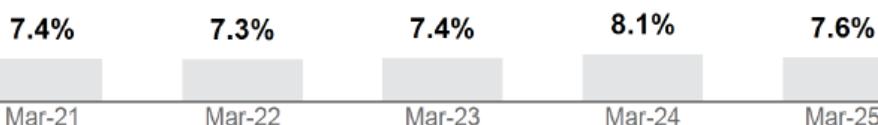
4.29 **Employees Declaring a Disability** - disability includes mental health and neurodiversity. We have put a process in place for operational and non-operational recruitment, where candidates are encouraged to share any neurodiversity with the recruitment team to explore reasonable adjustments during the recruitment process.

## 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-21      | 25        | 9.5% | 4      | 1.6% | 29          | 5.7% | 4       | 9%  | 23      | 11.4% | 27              | 11.1% | 56     | 7.4% |
| Mar-22      | 22        | 9.0% | 5      | 2.0% | 27          | 5.5% | 4       | 9%  | 22      | 11.4% | 26              | 11.0% | 53     | 7.3% |
| Mar-23      | 23        | 9.2% | 6      | 2.4% | 29          | 5.8% | 4       | 10% | 22      | 11.3% | 26              | 11.1% | 55     | 7.4% |
| Mar-24      | 23        | 9.0% | 9      | 3.7% | 32          | 6.4% | 4       | 11% | 23      | 12.1% | 27              | 11.8% | 59     | 8.1% |
| Mar-25      | 22        | 8.4% | 9      | 3.6% | 31          | 6.1% | 3       | 9%  | 23      | 11.1% | 26              | 10.8% | 57     | 7.6% |

4.30 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. Our neurodiversity support process for candidates and existing employees is now business as usual and neurodiversity passports are in place internally to support employees and ensure their managers are aware of any workplace adjustments that have been agreed or any additional support required.

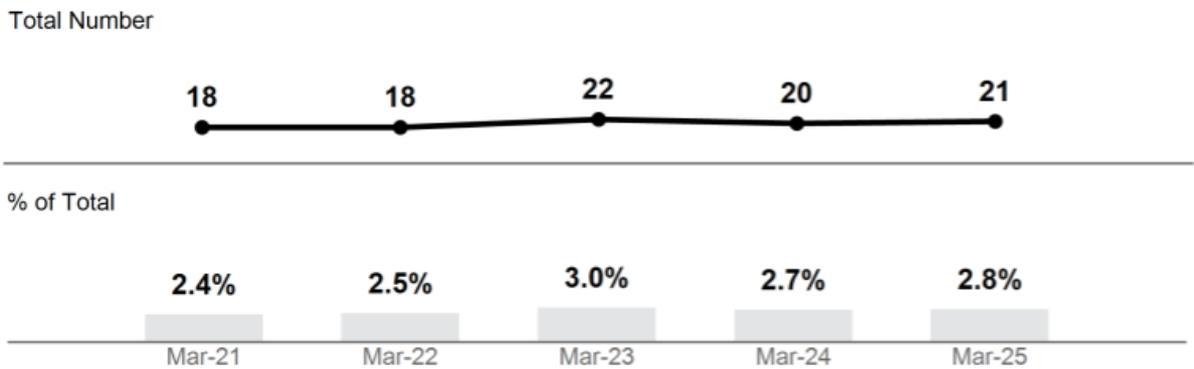
4.31 Our operational fitness requirements can be a barrier to entry for attracting applicants with certain types of physical disabilities. Feedback from applicants suggests that they are more likely to share information about disabilities in informal settings, rather than during formal application processes. We therefore give candidates the opportunity to discuss any reasonable adjustments outside the formal process and we are looking to develop how we can do this more.

4.32 We have a Neurodiversity Working Group and an Inclusion Ambassador for Neurodiversity.

4.33 We regularly promote the wellbeing support on offer for colleagues, through occupational health, our employee assistance programme, mindset modules and The Fire Fighters Charity.

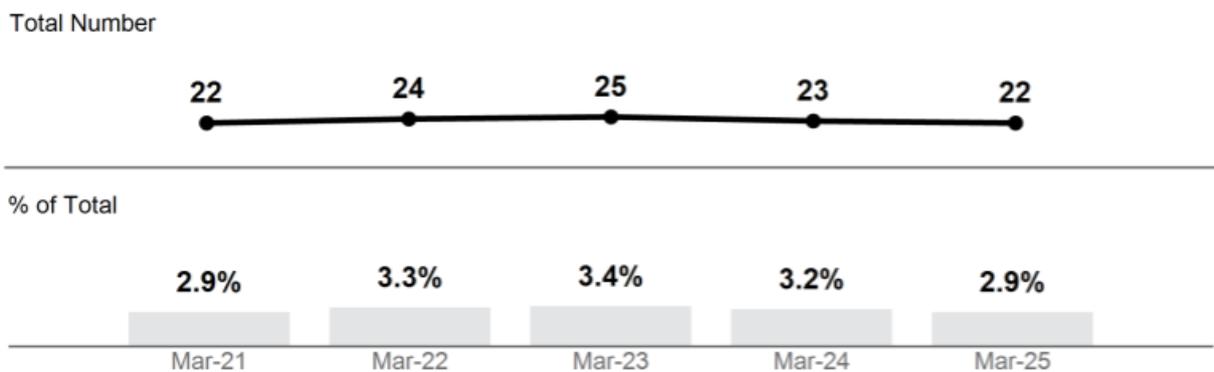
- 4.34 **Religion or Belief** - data remains consistent over the past five years. There is a slight increase in 'Employees declaring an Other Religion or Belief' from 2021.
- 4.35 Society is becoming more agnostic/atheist. Census 2021 data shows that "No religion/No response" was the second most common response and increased by 12%.
- 4.36 We are mindful of colleagues and recruits in training who may be observing religious practices, such as fasting in the month of Ramadhan, and we issue guidance for managers, colleagues and Training Centre to facilitate religious observance where possible.
- 4.37 Our Uniform Policy allows for clothing that is compliant with religious practices, as far as is possible, however this is subject to safety requirements in operational roles.

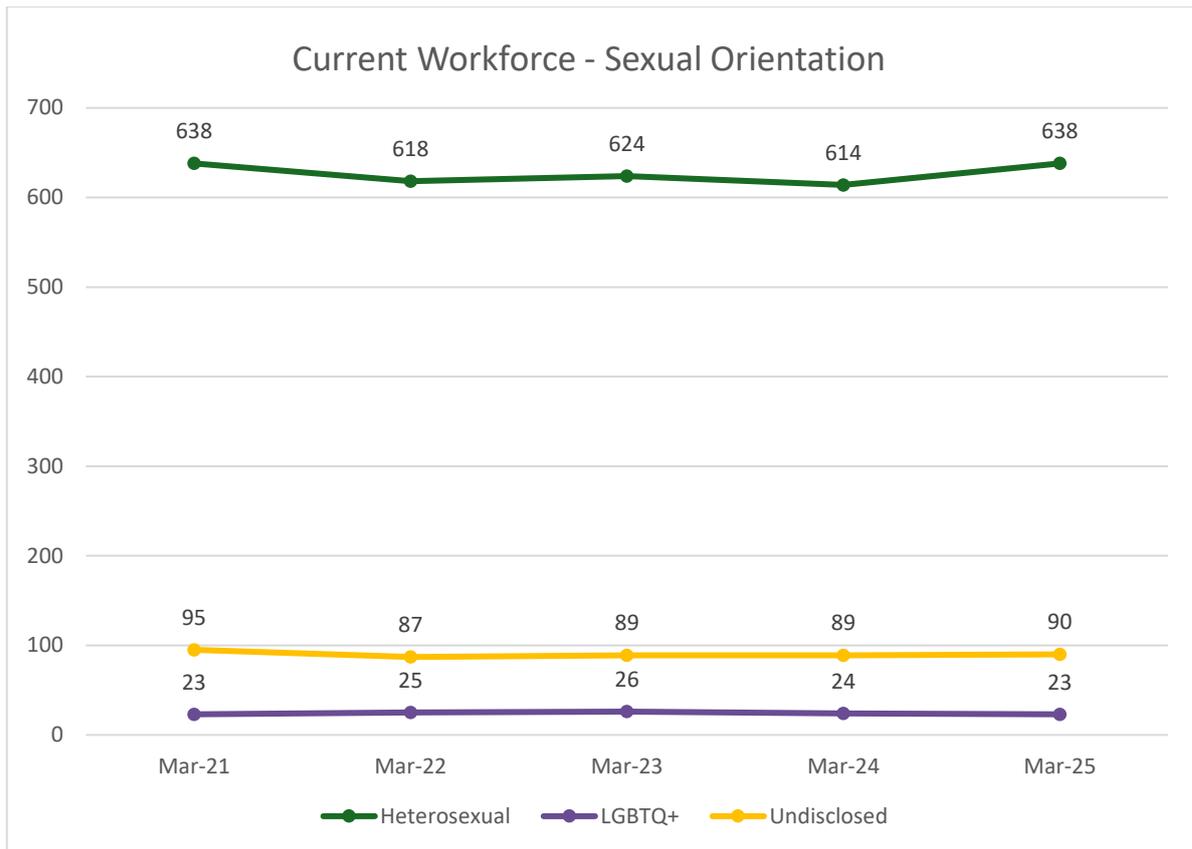
## Employees declaring an Other Religion or Belief



- 4.38 **Sexual Orientation** - the number of staff who identify as LGBT has remained consistent over the last five years. We have an LGBT Inclusion Ambassador who sits on our Inclusion and Wellbeing Forum.

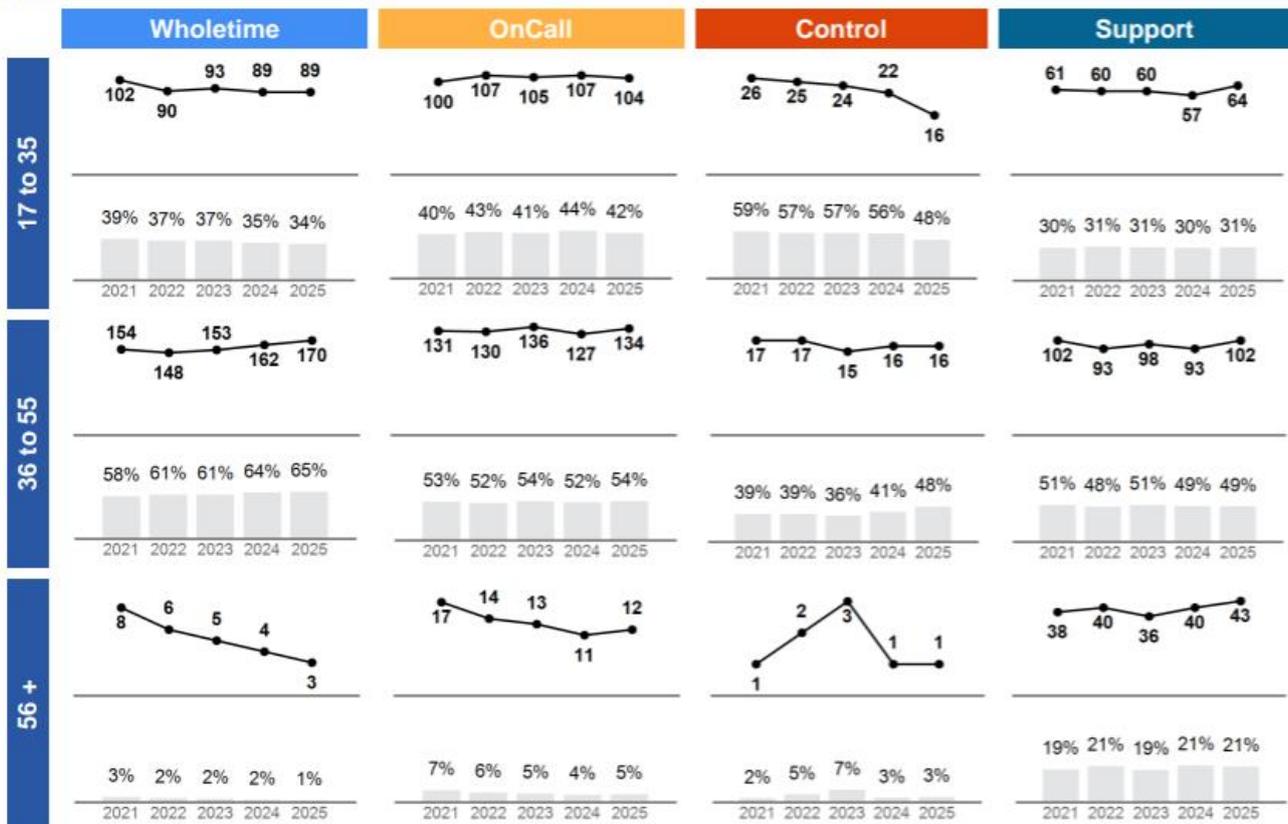
## Employees who identify as Lesbian, Gay or Bisexual





- 4.39 **Age** - each age group has stayed relatively consistent in numbers over time.
- 4.40 With the exception of Control, the age profile of the workforce is most populated in the 36 to 55 age range. Control has been through a significant period of change over the past few years with the introduction of a new mobilising system and other changes. This may account for the higher numbers of leavers from this group. The majority were in the 17 to 35 age range but their reasons for leaving are not thought to be age related.
- 4.41 We offer flexible retirement to employees wishing to reduce their hours prior to retirement.
- 4.42 We recognise long service at our annual Excellence Awards ceremony. In this reporting period, 12 operational colleagues were awarded for 20 years' service and a further 12 for 30 years' service. One support colleague received their 20 years' service award.

# Age Profile



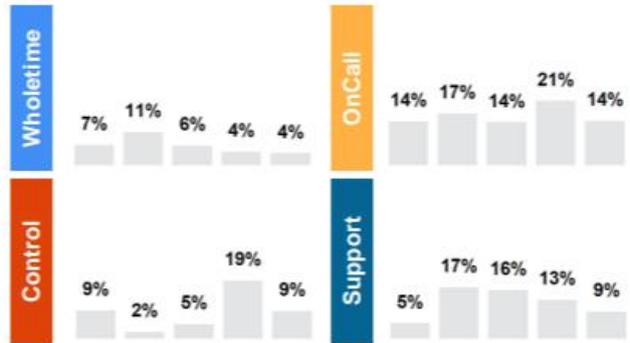
- 4.43 **Employee Turnover** – the number of employees in the Service is the highest in five years. Employee turnover includes retirees, resignations and dismissals.
- 4.44 The highest proportion of leavers is from the On-Call service, this has historically been the case due to it being a secondary role for people and much has been done, and continues to be explored, to increase retention of On-Call firefighters.
- 4.45 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, which the senior leadership team monitors. The review for this period did not raise any concerns for any protected characteristics.
- 4.46 We are reviewing our exit process to ensure we capture leavers, hold meaningful conversations, and collect valuable data that can be monitored and acted upon if necessary.

# 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-21      | 260       | 169    | 43      | 156     | 628   |
| Mar-22      | 241       | 173    | 43      | 149     | 606   |
| Mar-23      | 248       | 187    | 41      | 145     | 621   |
| Mar-24      | 248       | 183    | 37      | 149     | 617   |
| Mar-25      | 254       | 188    | 33      | 157     | 632   |

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

Number of Leavers by Main Job

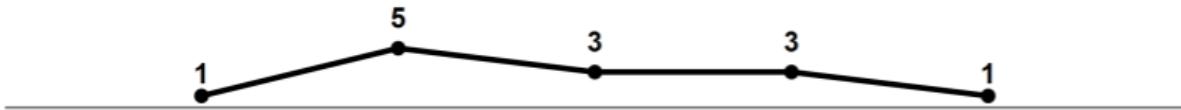
| Year Ending | Wholetime | OnCall | Control | Support | Total |
|-------------|-----------|--------|---------|---------|-------|
| Mar-21      | 17        | 24     | 4       | 8       | 53    |
| Mar-22      | 26        | 29     | 1       | 25      | 81    |
| Mar-23      | 16        | 26     | 2       | 23      | 68    |
| Mar-24      | 11        | 38     | 7       | 19      | 75    |
| Mar-25      | 10        | 27     | 3       | 14      | 56    |

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

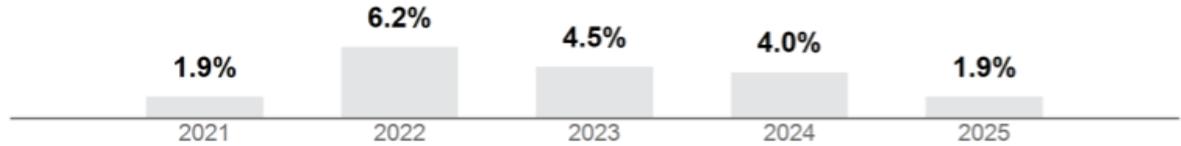
- 4.47 **Leavers by Protected Characteristics – Black and Minority Ethnic** - numbers are low and have reduced to just one person in 2024/25. There will always be minor fluctuations in this area, but we continue to monitor exit interview data.
- 4.48 **Female** - over the past five years there has been a slightly greater proportion of female leavers compared to male leavers. We have put in place several initiatives to retain our female workforce; the Female Firefighters Working Group, menopause support, and holding focus group for maternity and pregnancy to understand how we can improve their pregnancy journey. We also held a development day for women in the organisation and support female colleagues to attend the national Networking Women in the Fire Service development weekend and regional events and the NFCC Menopause in Fire Conference.

## Black and Minority Ethnic Leavers

Total Number



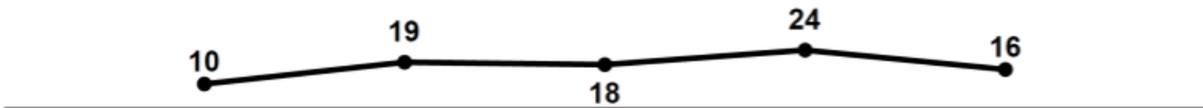
% of Total



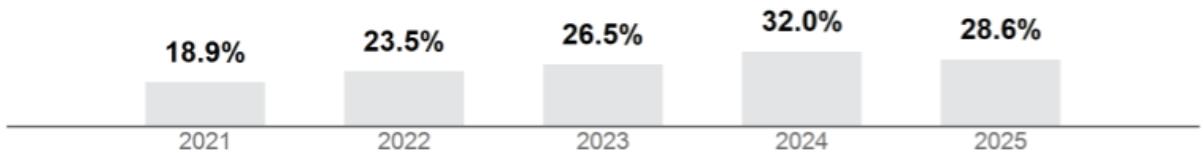
| Rolling 12 months Ending | Wholetime |       | OnCall |      | Operational |      | Control |      | Support |       | Non-Operational |      | Total  |      |
|--------------------------|-----------|-------|--------|------|-------------|------|---------|------|---------|-------|-----------------|------|--------|------|
|                          | Number    | %     | Number | %    | Number      | %    | Number  | %    | Number  | %     | Number          | %    | Number | %    |
| 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% |
| Mar-25                   | 0         | 0.0%  | 1      | 3.7% | 1           | 2.7% | 0       | 0.0% | 0       | 0.0%  | 0               | 0.0% | 1      | 1.9% |

## Female Leavers

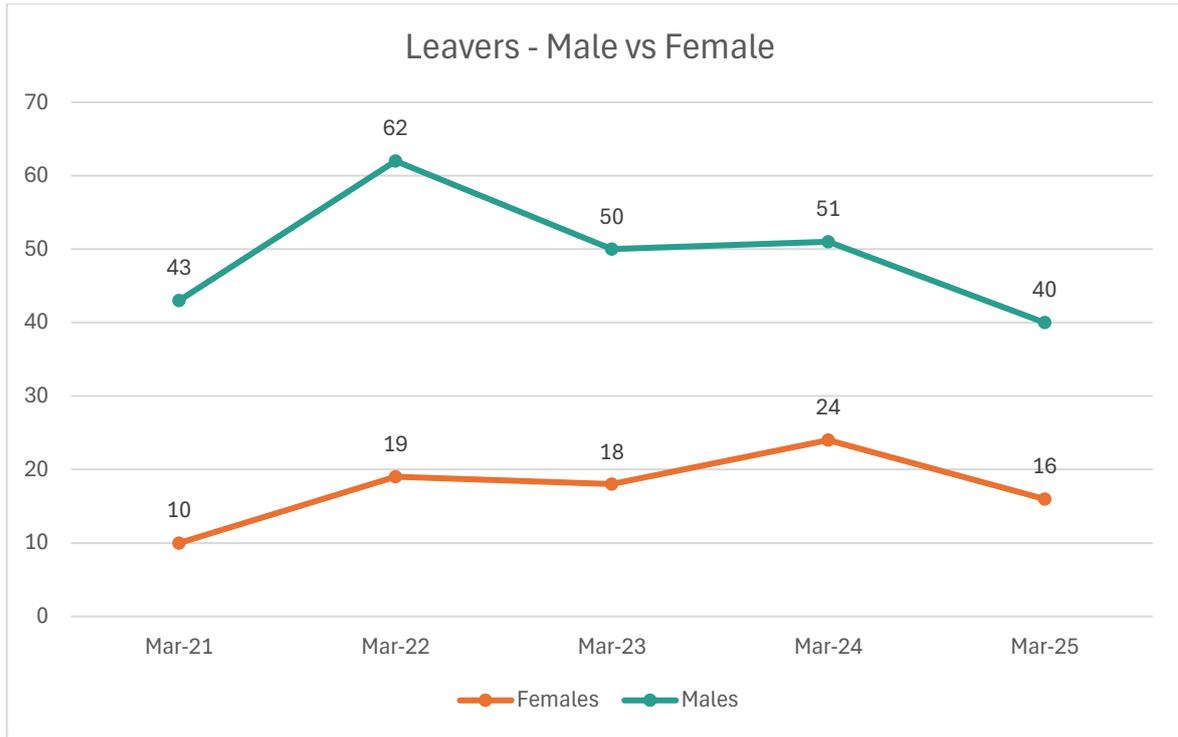
Total Number



% of Total



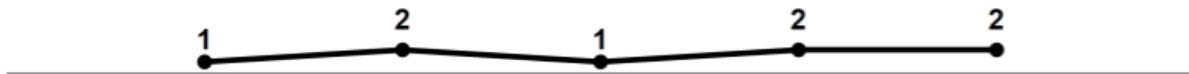
| Rolling 12 months Ending | Wholetime |       | OnCall |       | Operational |       | Control |        | Support |       | Non-Operational |       | Total  |       |
|--------------------------|-----------|-------|--------|-------|-------------|-------|---------|--------|---------|-------|-----------------|-------|--------|-------|
|                          | Number    | %     | Number | %     | Number      | %     | Number  | %      | Number  | %     | Number          | %     | Number | %     |
| 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% |
| Mar-25                   | 1         | 10.0% | 2      | 7.4%  | 3           | 8.1%  | 2       | 66.7%  | 11      | 78.6% | 13              | 76.5% | 16     | 28.6% |



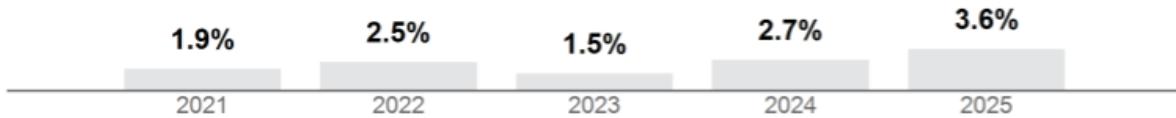
4.49 **LGBT** – numbers of LGBT leavers are consistently low. There will always be minor fluctuations in this area, but we continue to monitor exit interview data.

## Leavers who identify as Gay, Lesbian or Bisexual

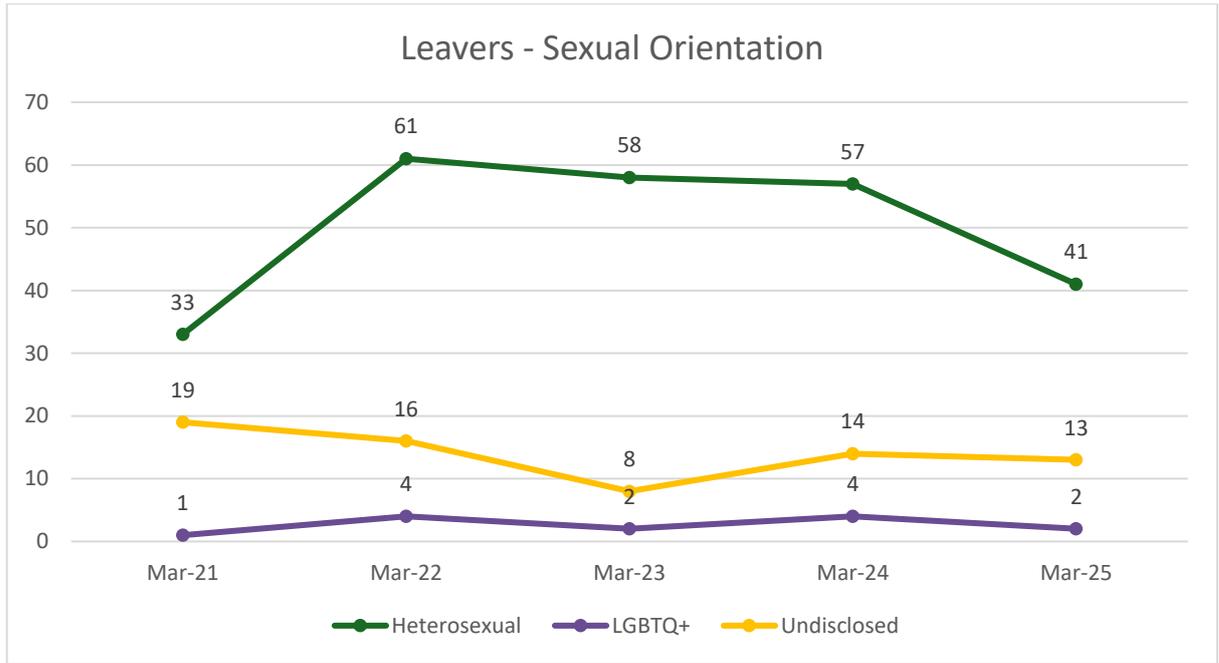
Total Number



% of Total



| Rolling 12 months Ending | Wholetime |      | OnCall |      | Operational |      | Control |       | Support |      | Non-Operational |      | Total  |      |
|--------------------------|-----------|------|--------|------|-------------|------|---------|-------|---------|------|-----------------|------|--------|------|
|                          | Number    | %    | Number | %    | Number      | %    | Number  | %     | Number  | %    | Number          | %    | Number | %    |
| Mar-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% | 0      | 0.0% | 1           | 2.0% | 0       | 0.0%  | 1       | 5.3% | 1               | 3.8% | 2      | 2.7% |
| Mar-25                   | 0         | 0.0% | 1      | 3.7% | 1           | 2.7% | 0       | 0.0%  | 1       | 7.1% | 1               | 5.9% | 2      | 3.6% |



4.50 **Religion or Belief** - numbers are consistently low. There will always be minor fluctuations in this area, but we continue to monitor exit interview data.

## Leavers declaring an Other Religion or Belief

Total Number

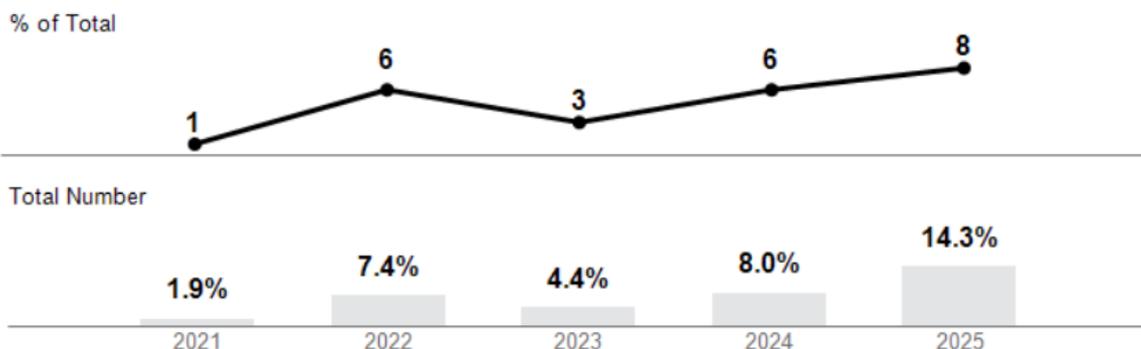


% of Total



4.51 **Disability** - eight employees who left the Service had declared a disability. The exit survey process did not suggest that disability was a driver for leaving, although impacts on health may have been a reason in some cases. We are continuing to monitor this area due to the small upward trend.

## Leavers declaring a Disability



4.52 **Return to Work after Maternity Leave** - we had nine employees on maternity leave during the period, one of whom is still on leave, all others returned and remain in the organisation.

4.53 **Discipline and Grievance Cases** - in this reporting period, there were two disciplinary cases and six grievance cases. Having reviewed the cases and outcomes, the issue of gender was relevant in one disciplinary case. There was nothing to suggest protected characteristics were highlighted as relevant in any other cases.

### 5. Recruitment Data

5.1 Data relating to recruitment is accurate for a nine-month period only in respect of support staff, due to data corruption in this subset. This means that comparing March 2025 data with previous years may be misleading.

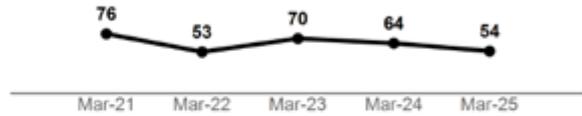
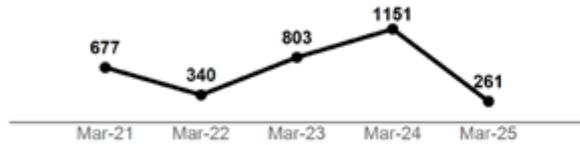
5.2 It should also be noted that we did not recruit wholetime firefighters in this reporting period, and as wholetime recruitment can attract hundreds of applicants, we cannot accurately compare March 2025 data with previous years where wholetime recruitment took place.

5.3 There were fewer support roles advertised during 2024/25 which will impact application data.

5.4 The data shows that CFRS continues to steadily attract candidate numbers across roles.

5.5 The focus remains on improving outcomes for On-Call recruitment activity (111 applicants and only 30 suitable/recruited in 2024/25). Initiatives such as centralised information events (FIRE events) have been introduced to strengthen the process for On-Call recruitment and provide higher levels of engagement with candidates who have applied to join as an On-Call firefighter.

## Total number of Applicants and Recruits



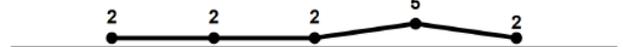
| Applicants        |           |        |             |         |         |        |
|-------------------|-----------|--------|-------------|---------|---------|--------|
| Rolling 12 months | Wholetime | OnCall | Operational | Control | Support | Total  |
| Ending            | Number    | Number | Number      | Number  | Number  | Number |
| 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   |
| Mar-25            | 0         | 111    | 111         | 0       | 150     | 261    |

| Recruits          |           |        |             |         |         |        |
|-------------------|-----------|--------|-------------|---------|---------|--------|
| Rolling 12 months | Wholetime | OnCall | Operational | Control | Support | Total  |
| Ending            | Number    | Number | Number      | Number  | Number  | Number |
| Mar-21            | 25        | 23     | 48          | 7       | 21      | 76     |
| Mar-22            | 1         | 34     | 35          | 0       | 18      | 53     |
| Mar-23            | 12        | 40     | 52          | 0       | 18      | 70     |
| Mar-24            | 6         | 36     | 42          | 1       | 21      | 64     |
| Mar-25            | 5         | 30     | 35          | 0       | 19      | 54     |

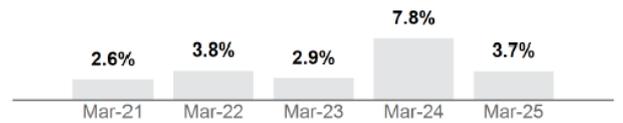
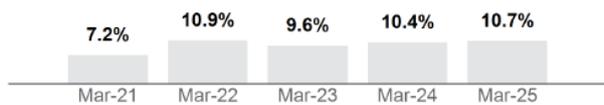
5.6 Further initiatives for recruitment include the selection and implementation of an applicant tracking system (ATS) to modernise our approach to recruitment and improve efficiency. It will also play a significant role in capturing and recording accurate EDI data for analysis purposes.

## People with a Black and Minority Ethnic Background

Total Number



% of Total



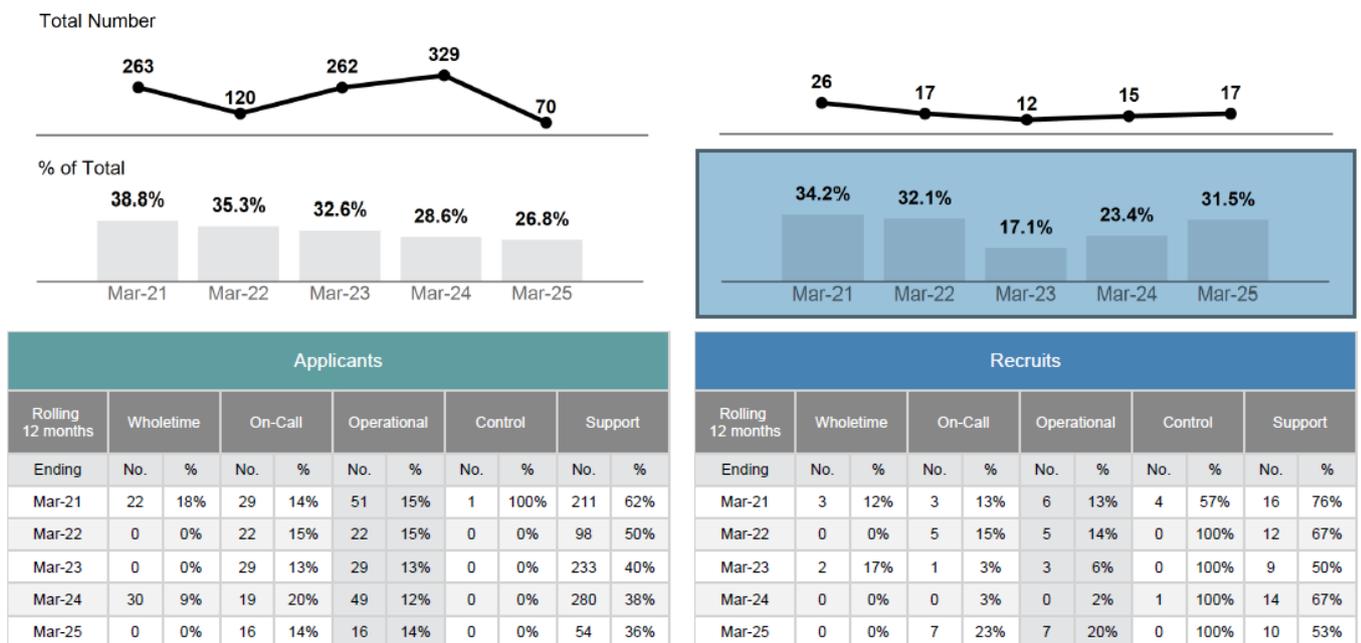
| Applicants        |           |      |         |      |             |      |         |      |         |       |
|-------------------|-----------|------|---------|------|-------------|------|---------|------|---------|-------|
| Rolling 12 months | Wholetime |      | On-Call |      | Operational |      | Control |      | Support |       |
|                   | No.       | %    | No.     | %    | No.         | %    | No.     | %    | No.     | %     |
| 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% |
| Mar-25            | 0         | 0.0% | 6       | 5.4% | 6           | 5.4% | 0       | 0.0% | 22      | 14.7% |

| Recruits          |           |      |         |       |             |      |         |      |         |       |
|-------------------|-----------|------|---------|-------|-------------|------|---------|------|---------|-------|
| Rolling 12 months | Wholetime |      | On-Call |       | Operational |      | Control |      | Support |       |
|                   | No.       | %    | No.     | %     | No.         | %    | No.     | %    | No.     | %     |
| Mar-21            | 0         | 0.0% | 1       | 4.3%  | 1           | 2.1% | 0       | 0.0% | 1       | 4.8%  |
| Mar-22            | 0         | 0.0% | 0       | 0.0%  | 0           | 0.0% | 0       | 0.0% | 2       | 11.1% |
| Mar-23            | 0         | 0.0% | 1       | 2.5%  | 1           | 1.9% | 0       | 0.0% | 1       | 5.6%  |
| Mar-24            | 0         | 0.0% | 4       | 11.1% | 4           | 9.5% | 0       | 0.0% | 1       | 4.8%  |
| Mar-25            | 0         | 0.0% | 1       | 3.3%  | 1           | 2.9% | 0       | 0.0% | 1       | 5.3%  |

5.7 Based on the reliable data available up to January 2025, the number of **BME** applicants for operational roles is low in the reporting period as we did not run a wholetime recruitment campaign and the data represents On-Call firefighter applicants only.

- 5.8 We continue to monitor EDI data throughout each stage of our recruitment processes, reviewing quarterly to identify barriers and opportunities for improvement.
- 5.9 The introduction of a Community Engagement Officer role and the findings of the focus groups with under-represented communities exploring careers in the fire service, will support the delivery of a refreshed action plan to further our work to attract a more diverse workforce. This includes building connections with diverse communities, working closely with under-represented and seldom-heard groups to build stronger relationships, increasing visibility through targeted community engagement, and expanding access to information and opportunities.
- 5.10 We will continue to support national and local initiatives to promote fire service careers and strengthen relationships with under-represented groups.
- 5.11 Based on the reliable data available up to January 2025, the number of operational **female** applicants is low as we did not run a wholetime campaign.
- 5.12 There were also fewer support role vacancies in this reporting period resulting in fewer applicants, however support roles continued to show consistent levels of female recruits as in previous years. The percentage of female support employees reflects the census data of women in the general population.

### Female Applicants and Recruits

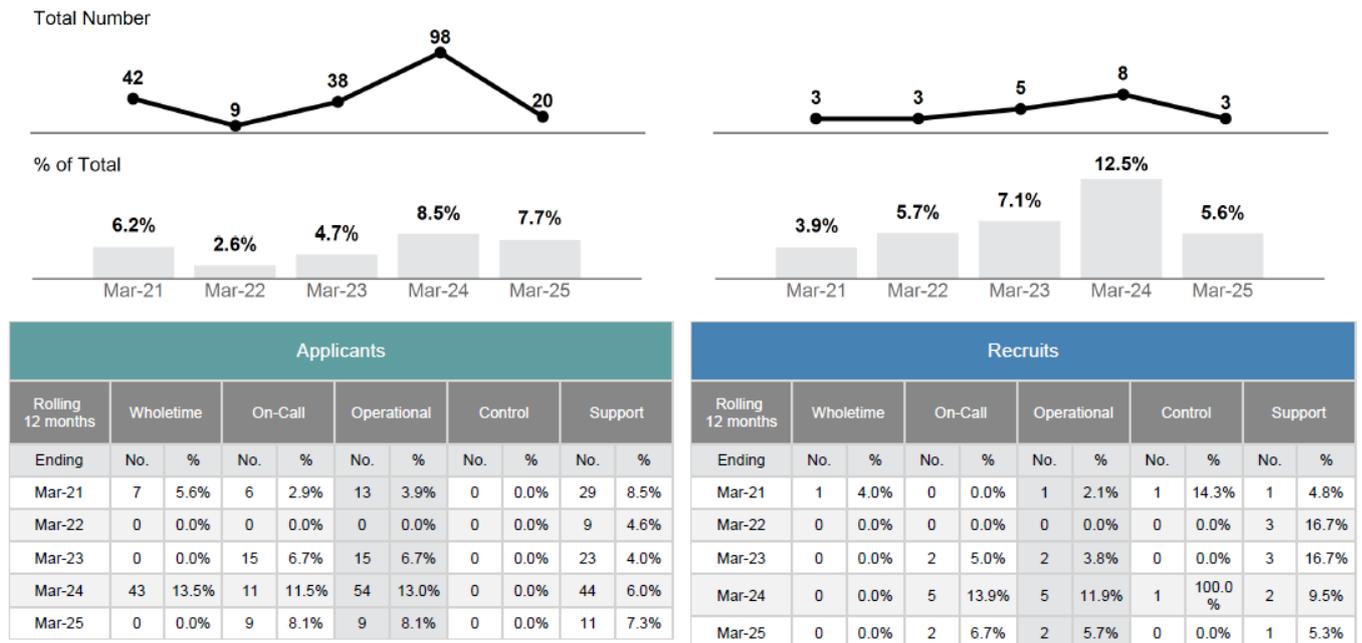


- 5.13 Based on the reliable data available up to January 2025, the number of applications has varied over the last five years, and recruitment numbers of wholetime firefighters has been dependent on whether a recruitment campaign has been run in that year. As part of our review of the wholetime firefighter 2025 campaign, we examined **disability** disclosure rates and the performance of candidates across all stages of

the recruitment process. These will be evaluated for the next wholetime campaign and On-Call recruitment activities.

- 5.14 Efforts to increase candidate disclosure at application stage, and the reasonable adjustments that can be offered, will be implemented in the new ATS.

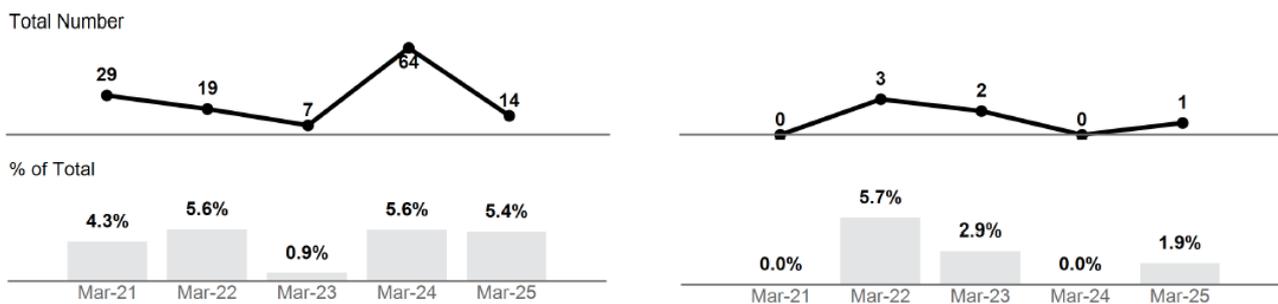
### People sharing a Disability



- 5.15 The number of applications from candidates declaring an **“other religion or belief”** is broadly consistent with previous years, taking into account the wholetime recruitment numbers in 2023/24.

- 5.16 This pattern aligns with wider national trends. Census 2021 data show a significant shift in religious identification across England and Wales, with “No religion/No response” becoming the second most common response with the proportion of people identifying as Christian decreasing. These trends mean that declaration of minority or “other” religions is typically low.

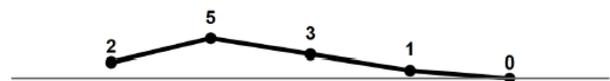
### People declaring an Other Religion of Belief



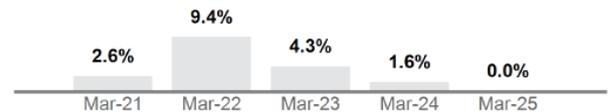
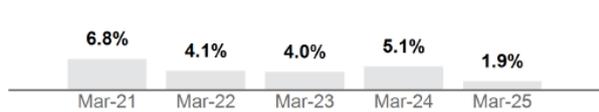
- 5.17 Based on the reliable data available up to January 2025, the number of applicants and recruits who identify as **LGBT** has decreased this year from previous years. We also need to factor in there was no wholetime firefighter recruitment in 2024/25 which attracts hundreds of applicants.
- 5.18 We have continued to attend PRIDE events in Cambridge, Peterborough, and Ely, continuing our ongoing engagement with LGBT communities, to show support and promote fire service careers. We will also continue to support our LGBT colleagues through activities such as promoting LGBT History Month, providing resources via the Inclusion Hub SharePoint page and Viva Engage, and sharing insights and blogs from the LGBT Inclusion Ambassador and EDI Partner.

### People who identify as Lesbian, Gay or Bisexual

Total Number

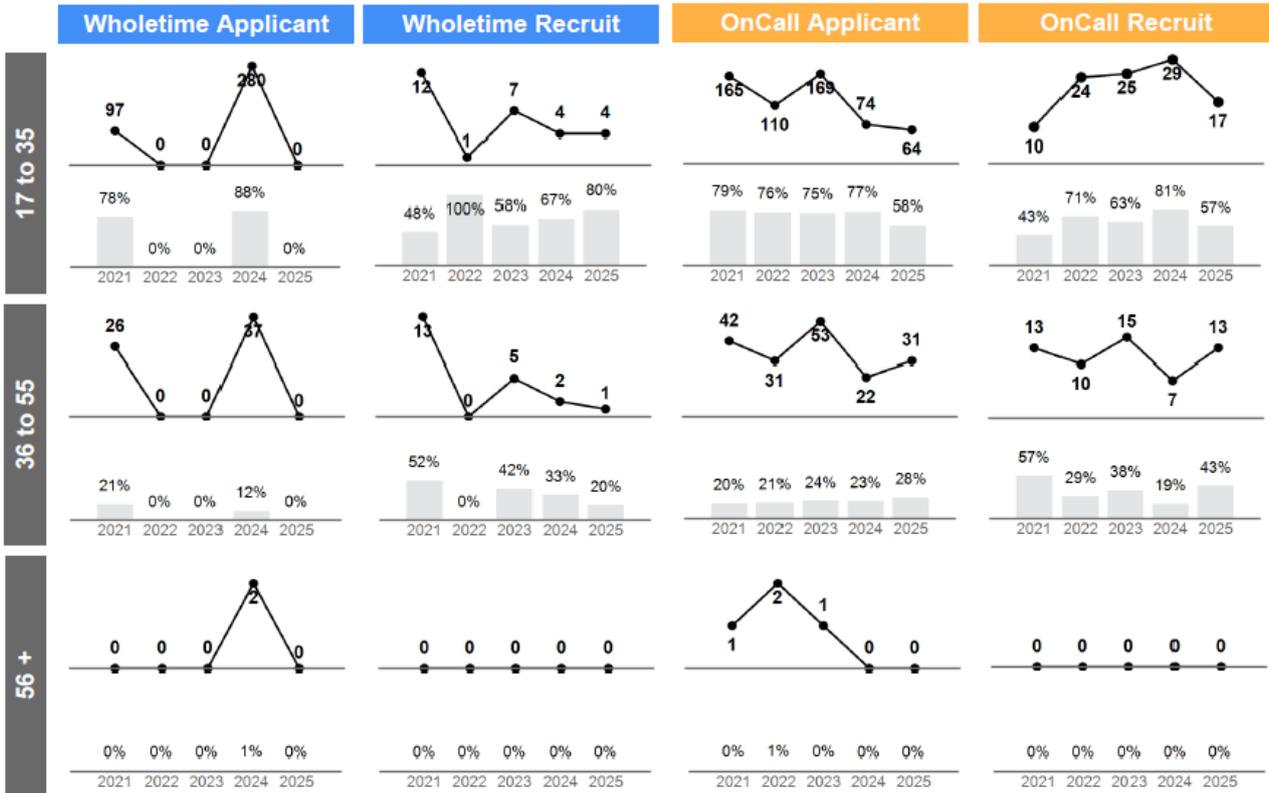


% of Total



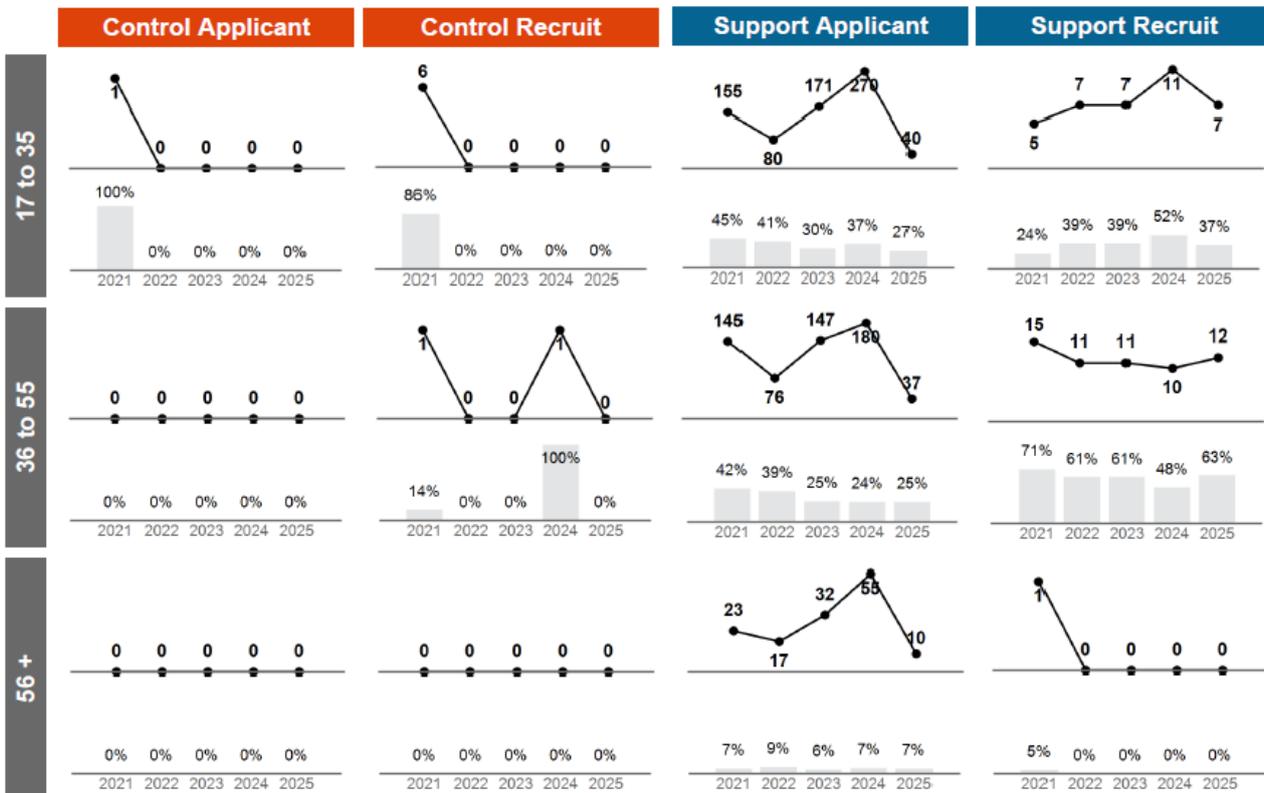
- 5.19 Based on the reliable data available up to January 2025, although no wholetime firefighter recruitment campaign was run in the reporting period, four recruits from the previous year's campaign declared their protected characteristics in this reporting period. Our On-Call recruitment in the age group 17 to 35 was the highest age group for new recruits, the remainder being in the 36 to 55 age group.

# Age Profiles



5.20 Based on the reliable data available up to January 2025, the 17 to 35 age group accounted for the highest number of applications for support roles. People in the 35 to 55 age group formed the largest group of new hires in support roles.

# Age Profiles



## 6. Gender Pay Gap

- 6.1 Employers of more than 250 employees are required to calculate and publish information about the gender pay gap (GPG) in their organisation (Equality Act 2010).
- 6.2 The GPG 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.
- 6.3 Calculating, analysing and reporting on the GPG 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.
- 6.4 The GPG regulations require us to calculate a number of GPG 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.
- 6.5 The GPG is calculated using a one-month snapshot; we take it in March of the year we report on so, for this GPG 2024/2025 report, March 2025 pay is used for the calculations.

- 6.6 Any employee on reduced pay sick leave, maternity leave or any other absence where pay is reduced is exempt from the calculations so not to misrepresent the data.
- 6.7 **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 individual hourly rates of pay and dividing the result by how many employees were included.
- 6.8 **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.
- 6.9 **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 CFRS, “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 payments made to professional support colleagues in management bands and Group and Area Commanders.
    - 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 Local Government Association Advisory Bulletin 644 (January 2017).
    - Other incentive ‘bonus’ payments such additional pay for being a fire appliance driver for On-Call employees.
- 6.10 **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).
- 6.11 **Proportion of Males and Females receiving a Bonus Payment** - the proportions of male and female relevant employees who were paid bonus pay (Regulation 12).
- 6.12 **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   | 2025   |
|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 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 | £26.17 |
| 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 | £21.65 |
| % Difference in mean hourly rate of pay                            | 18.58% | 15.38% | 15.74% | 14.90% | 14.59% | 11.82% | 7.99%  | 7.47%  | 17.28% |

### Wholetime Staff

|              | 2017   | 2018   | 2019   | 2020   | 2021   | 2022   | 2023   | 2024   | 2025   |
|--------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Male         | £14.53 | £14.71 | £15.08 | £15.60 | £15.68 | £15.74 | £17.23 | £18.41 | £18.90 |
| Female       | £12.95 | £13.33 | £14.01 | £14.76 | £14.98 | £14.27 | £17.02 | £18.32 | £19.71 |
| % difference | 10.87% | 9.38%  | 7.10%  | 5.38%  | 4.46%  | 9.34%  | 1.22%  | 0.49%  | -4.32% |

### On-Call Staff

|              | 2017   | 2018   | 2019   | 2020   | 2021   | 2022   | 2023   | 2024   | 2025   |
|--------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Male         | £22.82 | £22.54 | £22.34 | £21.98 | £22.99 | £21.76 | £22.71 | £23.36 | £35.63 |
| Female       | £22.08 | £21.12 | £19.06 | £19.06 | £21.78 | £18.64 | £21.90 | £22.94 | £31.83 |
| % difference | 3.24%  | 6.30%  | 14.68% | 13.28% | 5.26%  | 14.34% | 3.57%  | 1.79%  | 10.65% |

### Control Staff

|              | 2017   | 2018    | 2019   | 2020   | 2021   | 2022    | 2023   | 2024   | 2025   |
|--------------|--------|---------|--------|--------|--------|---------|--------|--------|--------|
| Male         | £12.50 | £11.84  | £13.78 | £14.55 | £14.43 | £13.15  | £16.06 | £16.00 | £18.20 |
| Female       | £13.44 | £13.62  | £13.04 | £13.79 | £14.04 | £14.88  | £16.45 | £16.86 | £18.26 |
| % difference | -7.52% | -15.03% | 5.37%  | 5.22%  | 2.70%  | -13.16% | -2.43% | -5.40% | -0.35% |

### Support Staff

|              | 2017   | 2018   | 2019   | 2020   | 2021   | 2022   | 2023   | 2024   | 2025   |
|--------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Male         | £17.04 | £16.28 | £16.80 | £17.85 | £19.10 | £19.40 | £19.31 | £20.90 | £21.08 |
| Female       | £14.98 | £15.22 | £15.87 | £16.22 | £16.44 | £17.08 | £18.49 | £19.67 | £21.00 |
| % difference | 12.09% | 6.51%  | 5.54%  | 9.13%  | 13.93% | 11.96% | 4.25%  | 5.88%  | 0.39%  |

6.13 The mean GPG has increased to 17.28%, marking an increase compared to last year's figure of 7.47%. This represents the first notable increase since reporting began in 2017, during which the gap had decreased steadily and reached its lowest level in 2024. It is however important to note the reasons for this increase;

- the increase is predominantly the result of a couple of changes for On-Call employees' pay in early 2025 (GPG is based on March 2025 pay). In January 2025 a new national pay banding was introduced for On-Call colleagues. When this was applied in CFRS, significantly more male colleagues moved up to the next pay banding than female colleagues based solely on the number of hours they already committed to being available. Male On-Call colleagues generally commit more hours than female On-Call colleagues. There are also significantly more male On-Call employees than female.
- a new trial payment system was brought in for some On-Call stations in 2024/25 and this resulted in more male On-Call colleagues being eligible to receive an availability honorarium as male On-Call employees generally commit more hours than female colleagues.
- operational pay is complex and although basic pay is exactly the same for male and females, with a largely male workforce, more men than women receive additional operational skills or commitment bonuses. One female operational colleague moving department, getting a temporary promotion or returning to a substantial post after a period of temporary promotion can impact mean pay outcomes.

6.14 We can tell the overall increase in the GPG for CFRS employees in 2024 is largely due to On-Call payments by splitting the calculations down into the four different employee groups, as shown in the tables above. The GPG is nearly 0% for support and Control colleagues, favourable towards women for wholetime firefighters but an 8.86% increase for the On-Call group.

| <b>Difference in median hourly rate of pay</b>                       | <b>2017</b>   | <b>2018</b>   | <b>2019</b>   | <b>2020</b>  | <b>2021</b>   | <b>2022</b>  | <b>2023</b>  | <b>2024</b>  | <b>2025</b>  |
|--|---------------|---------------|---------------|--------------|---------------|--------------|--------------|--------------|--------------|
| 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       | £21.72       |
| 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       | £19.72       |
| <i>% Difference in median hourly rate of pay</i>                     | <i>13.90%</i> | <i>11.30%</i> | <i>12.20%</i> | <i>9.88%</i> | <i>11.54%</i> | <i>9.55%</i> | <i>6.94%</i> | <i>7.54%</i> | <i>9.20%</i> |

6.15 The median GPG also increased, rising from 7.54% to 9.20%. The smaller rise in the median gap indicates that overall pay distribution remains more balanced, and the widening is less pronounced at typical pay levels than at the higher end.

6.16 The organisation remains committed to improving representation and opportunities for women at all levels of the organisation, with a continued focus on promoting equality of opportunity, strengthening pathways into leadership for women, and ensuring that progress resumes in future reporting periods to restore the long-term downward trend in the pay gap.

6.17 **Bonus Pay** - bonuses include performance related annual bonuses, honorariums for recognition of exceptional work and additional payments for specific skills and duties.

6.18 The gender gap in mean and median bonus pay remains negative again this year, continuing a four-year period in which women have received a higher average bonus payment than men.

| <b>Difference in mean bonus pay</b>  | <b>2017</b>  | <b>2018</b>   | <b>2019</b>  | <b>2020</b>  | <b>2021</b>   | <b>2022</b>    | <b>2023</b>    | <b>2024</b>    | <b>2025</b>    |
|--|--------------|---------------|--------------|--------------|---------------|----------------|----------------|----------------|----------------|
| 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         | £74.84         |
| 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         | £107.05        |
| <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> | <i>-23.69%</i> | <i>-43.03%</i> |

| <b>Difference in median bonus pay</b>  | <b>2017</b>  | <b>2018</b>  | <b>2019</b>  | <b>2020</b>  | <b>2021</b>   | <b>2022</b>   | <b>2023</b>   | <b>2024</b>   | <b>2025</b>    |
|--|--------------|--------------|--------------|--------------|---------------|---------------|---------------|---------------|----------------|
| 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        | £59.92         |
| 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        | £87.19         |
| <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> | <i>-6.30%</i> | <i>-45.50%</i> |

| <b>Proportion of male and female employees who received bonus pay</b>                      | <b>2017</b>   | <b>2018</b>   | <b>2019</b>   | <b>2020</b>   | <b>2021</b>   | <b>2022</b>   | <b>2023</b>   | <b>2024</b>   | <b>2025</b>   |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| The number of male relevant employees who were paid bonus pay during the relevant period   | 317           | 291           | 290           | 303           | 336           | 332           | 345           | 337           | 388           |
| The number of male relevant employees  | 516           | 506           | 525           | 519           | 526           | 509           | 509           | 514           | 525           |
| <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> | <i>65.56%</i> | <i>73.90%</i> |
| The number of female relevant employees who were paid bonus pay during the relevant period | 34            | 25            | 36            | 31            | 56            | 69            | 84            | 76            | 92            |
| The number of female relevant employees  | 131           | 131           | 135           | 140           | 157           | 161           | 153           | 151           | 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> | <i>50.33%</i> | <i>60.13%</i> |

6.19 Control employees were awarded the first of two additional one-off payments in 2024/25 in recognition of their support and the additional work with the new mobilising system. There are significantly more women in Control than men which is likely to have impacted this figure.

- 6.20 Other key contributing factors include increased numbers of female drivers receiving relevant allowances, more women returning from maternity leave (they are excluded from GPG data while on maternity leave so figures are not skewed as based on actual pay for March) and ongoing CPD payments awarded to female employees.
- 6.21 The trend is further supported by broader workforce changes, including continued recruitment of women, promotions of women into roles where bonus or honorarium payments apply and improved retention of female colleagues, leading to sustained eligibility for such payments.
- 6.22 Overall, the negative bonus pay gap reflects positive progress in female participation in roles and activities where additional payments are awarded, rather than any structural disparity disadvantaging men.
- 6.23 The percentage of female employees who received bonus pay in 2024 increased slightly from the previous year however it remains significantly increased from 2017 to 2022 and has doubled since reporting started in 2017. A significant contributing factor has been the introduction of performance related pay for professional support roles in 2020 where there is a more even split of male and female colleagues.
- 6.24 The 2025 quartile distribution shows a shift of female employees away from both the highest and lowest quartiles, with an increased concentration in the lower-middle quartile.
- 6.25 The explanation for this is that 'pay band' in this context is not salary band. The calculation is based on average pay per one contracted hour, based on pay received in March 2025. Pay in this calculation includes salary and a twelfth of any bonus payments, which are explained at the start of this section. For our operational commanders, including chief officers, who are on the 24/7 on call rota, the contracted hours are 78 hours per week which significantly reduces the hourly pay figure used. Conversely, On-Call employees are only contracted for two hours a week (drill nights), therefore the necessary calculation results in many On-Call colleagues being in the upper quartile, particularly this year with the additional honorariums and banding changes for On-Call employees, and the majority of On-Call employees are male.

| <b>Proportion of male and female employees according to quartile pay bands</b>          | <b>2017</b>   | <b>2018</b>   | <b>2019</b>   | <b>2020</b>   | <b>2021</b>   | <b>2022</b>   | <b>2023</b>   | <b>2024</b>   | <b>2025</b>   |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| The number of male full-pay relevant employees in the lower quartile pay bands          | 110           | 106           | 109           | 108           | 113           | 104           | 136           | 101           | 117           |
| The number of full-pay relevant employees in that quartile pay band                     | 163           | 159           | 162           | 163           | 178           | 169           | 202           | 162           | 177           |
| <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> | <i>66.10%</i> |
| The number of female full-pay relevant employees in the lower quartile pay bands        | 53            | 53            | 53            | 55            | 65            | 65            | 66            | 61            | 60            |
| The number of full-pay relevant employees in that quartile pay band                     | 163           | 159           | 162           | 163           | 178           | 169           | 202           | 162           | 177           |
| <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> | <i>33.90%</i> |
| The number of male full-pay relevant employees in the lower middle quartile pay bands   | 124           | 117           | 125           | 133           | 129           | 131           | 110           | 147           | 121           |
| The number of full-pay relevant employees in that quartile pay band                     | 163           | 158           | 166           | 172           | 164           | 166           | 129           | 171           | 162           |
| <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> | <i>74.69%</i> |
| The number of female full-pay relevant employees in the lower middle quartile pay bands | 39            | 41            | 41            | 39            | 35            | 35            | 19            | 24            | 41            |
| The number of full-pay relevant employees in that quartile pay band                     | 163           | 158           | 166           | 172           | 164           | 166           | 129           | 171           | 162           |
| <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> | <i>25.31%</i> |
| The number of male full-pay relevant employees in the upper middle quartile pay bands   | 134           | 145           | 149           | 138           | 143           | 134           | 124           | 127           | 137           |
| The number of full-pay relevant employees in that quartile pay band                     | 160           | 161           | 168           | 159           | 171           | 168           | 165           | 166           | 173           |
| <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> | <i>79.19%</i> |
| The number of female full-pay relevant employees in the upper middle quartile pay bands | 26            | 16            | 19            | 21            | 28            | 34            | 41            | 39            | 36            |
| The number of full-pay relevant employees in that quartile pay band                     | 160           | 161           | 168           | 159           | 171           | 168           | 165           | 166           | 173           |
| <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> | <i>20.81%</i> |
| The number of male full-pay relevant employees in the upper quartile pay bands          | 148           | 138           | 142           | 140           | 141           | 140           | 139           | 139           | 150           |
| The number of full-pay relevant employees in that quartile pay band                     | 161           | 159           | 164           | 165           | 170           | 167           | 166           | 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> | <i>90.36%</i> |
| The number of female full-pay relevant employees in the upper quartile pay bands        | 13            | 21            | 22            | 25            | 29            | 27            | 27            | 27            | 16            |
| The number of full-pay relevant employees in that quartile pay band                     | 161           | 159           | 164           | 165           | 170           | 167           | 166           | 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> | <i>9.64%</i>  |

# Appendix 1 - Demography of Cambridgeshire and Peterborough – Census 2021

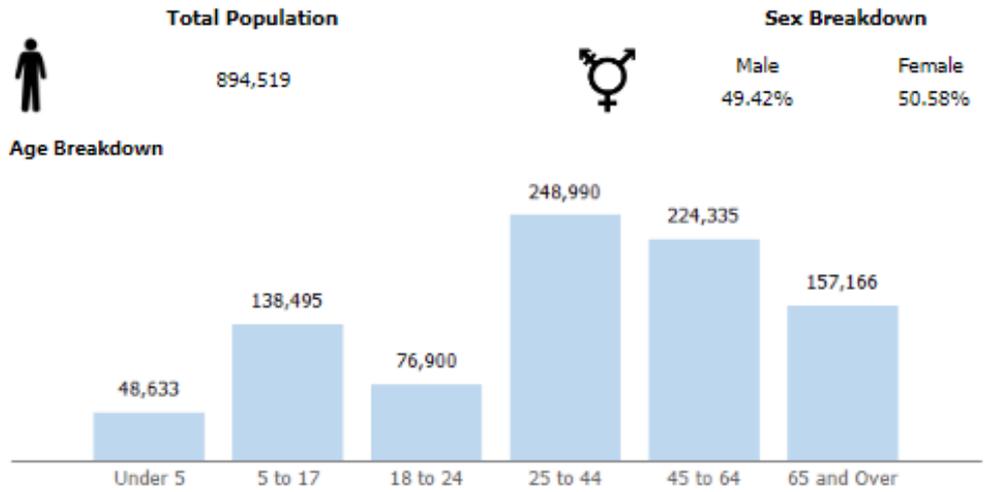
## County Level



### Census 2021 District Breakdown

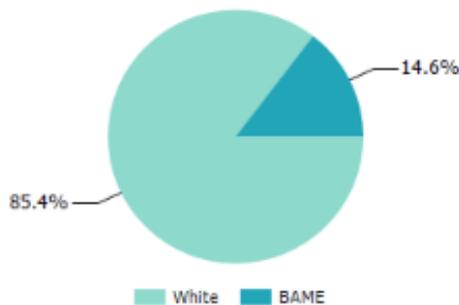
\*Census 2021 figures downloaded from NOMIS

#### Population

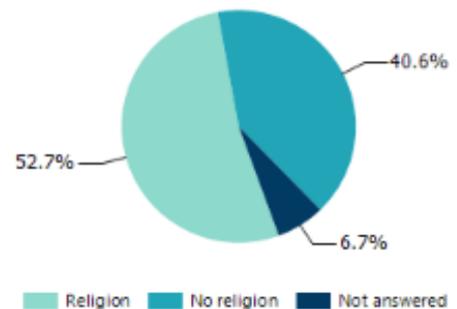


#### Population by Characteristics

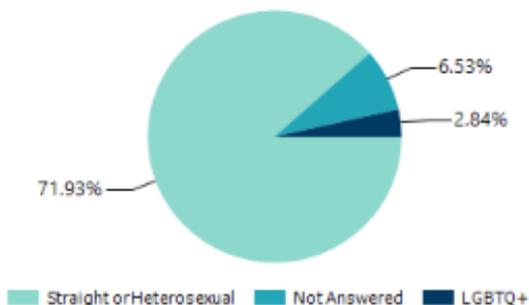
##### Ethnicity



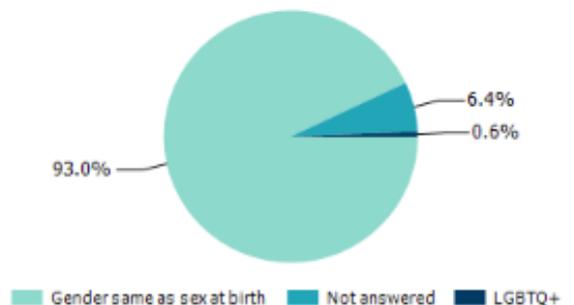
##### Religion



##### Sexual Orientation Profile



##### Gender Identity Profile



## Disability Breakdown

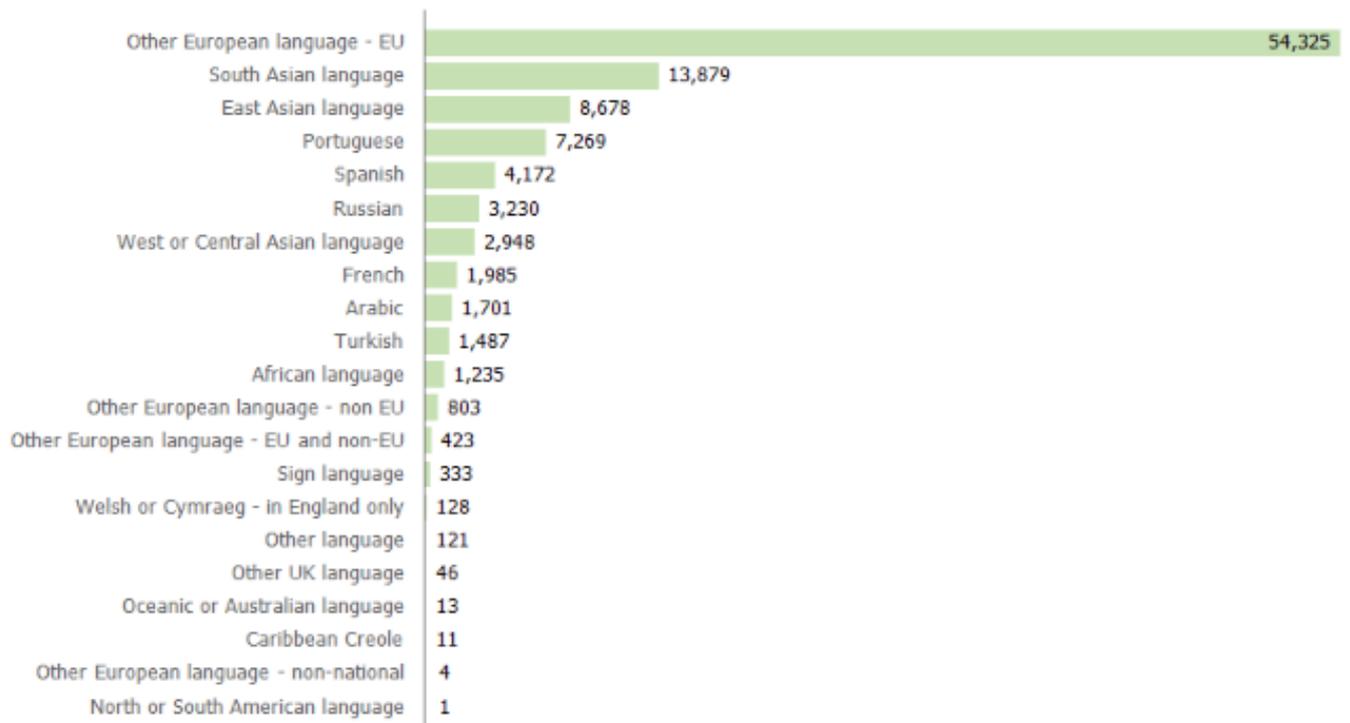


## First Spoken Languages

### English vs Other Languages Comparison



### All Other Languages Breakdown



## Appendix 2 - Cambridge City Level – Census 2021 District Breakdown

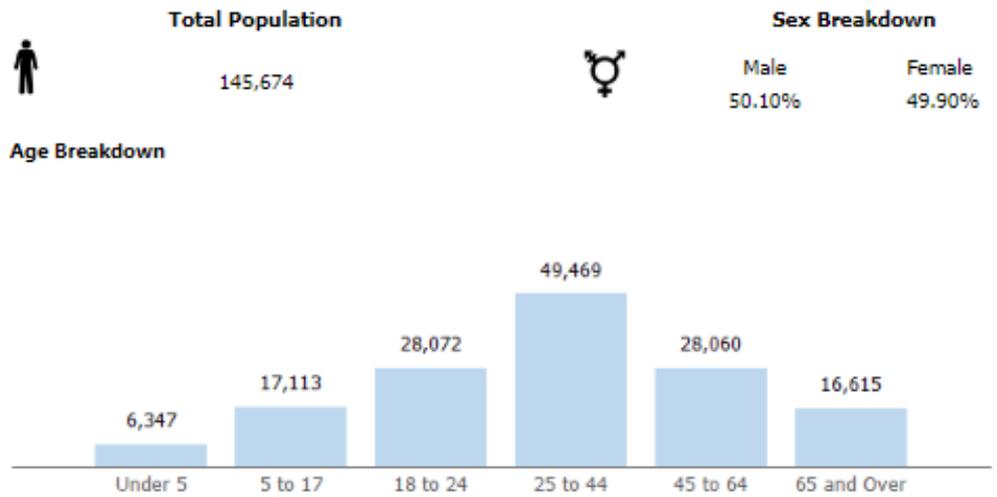


### Census 2021 District Breakdown

\*Census 2021 figures downloaded from NOMIS

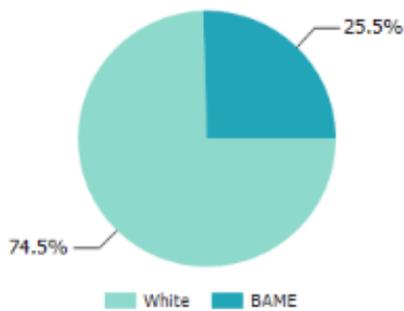


#### Population

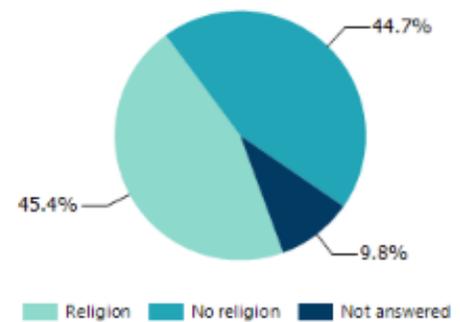


#### Population by Characteristics

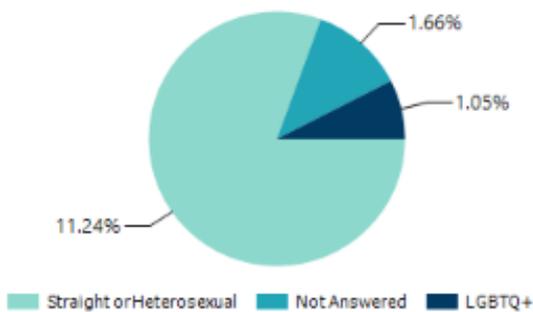
##### Ethnicity



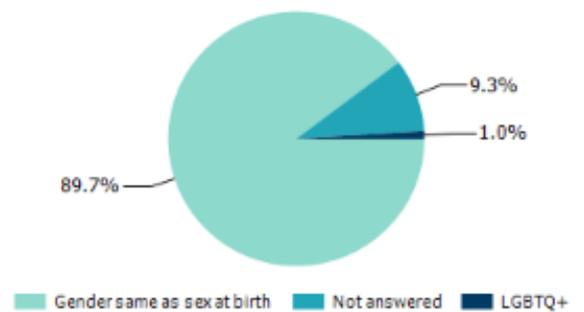
##### Religion



##### Sexual Orientation Profile



##### Gender Identity Profile

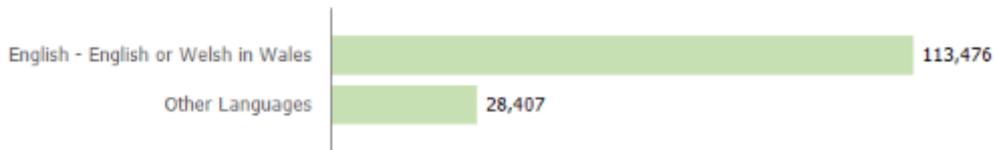


## Disability Breakdown

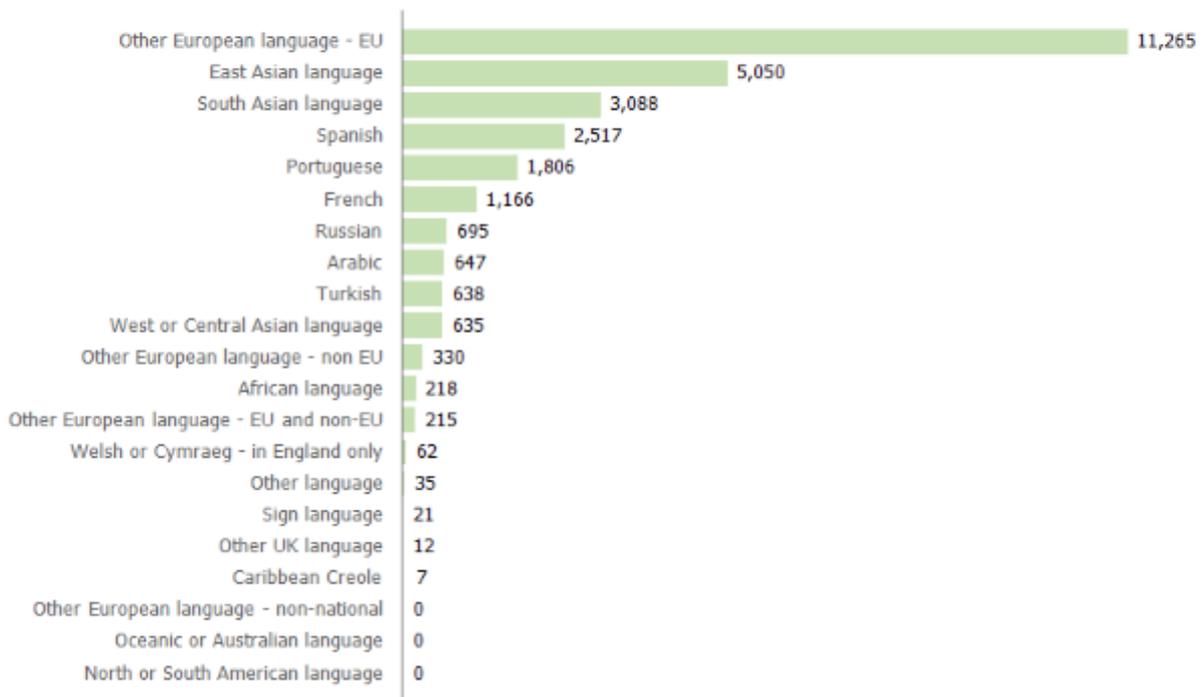


## First Spoken Languages

### English vs Other Languages Comparison



### All Other Languages Breakdown



## Appendix 3 - Peterborough Level – Census 2021 District Breakdown

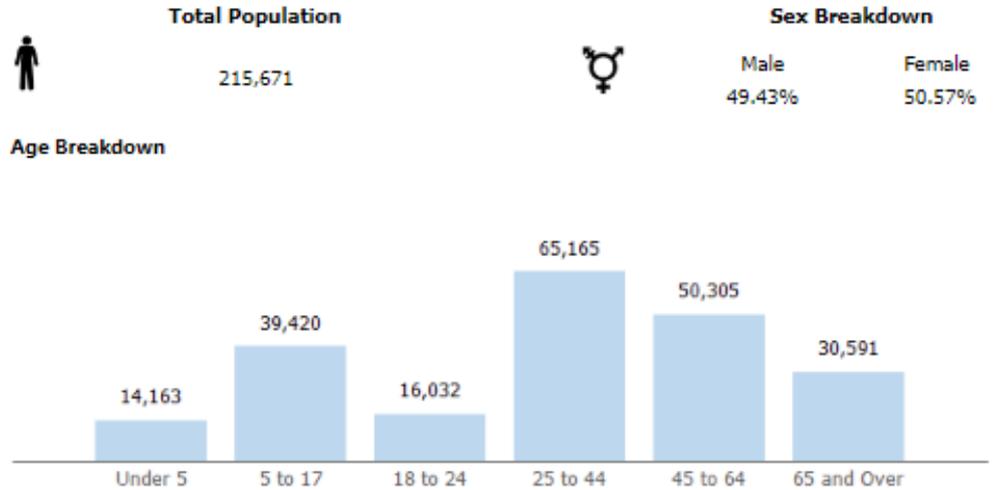


### Census 2021 District Breakdown

\*Census 2021 figures downloaded from NOMIS

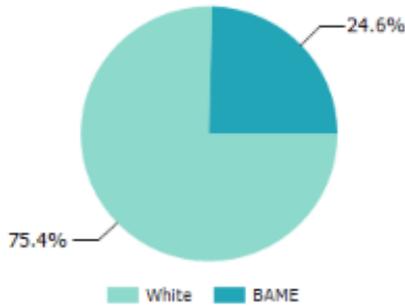


#### Population

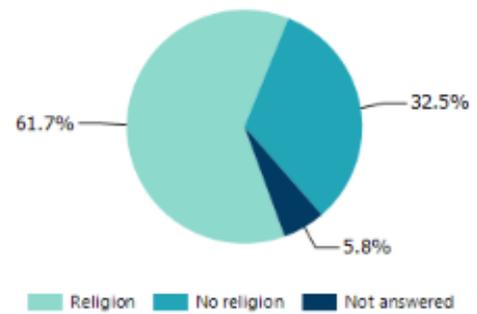


#### Population by Characteristics

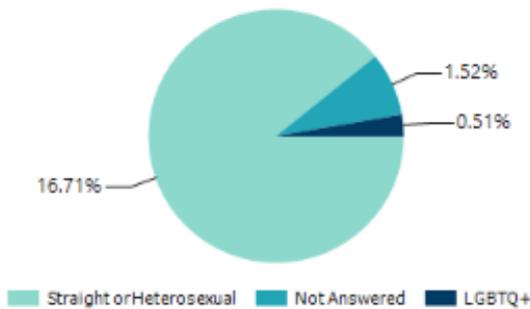
##### Ethnicity



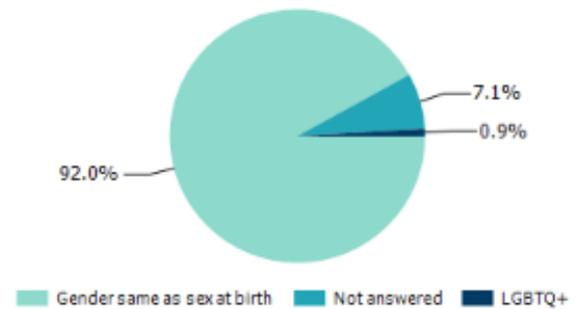
##### Religion



##### Sexual Orientation Profile



##### Gender Identity Profile

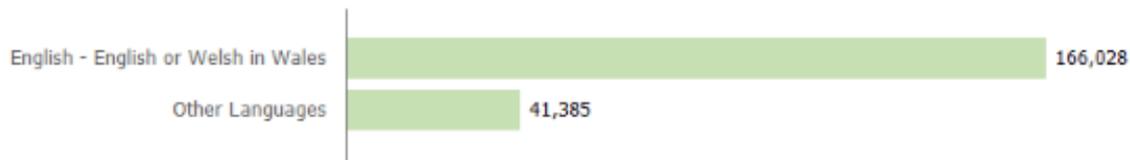


## Disability Breakdown

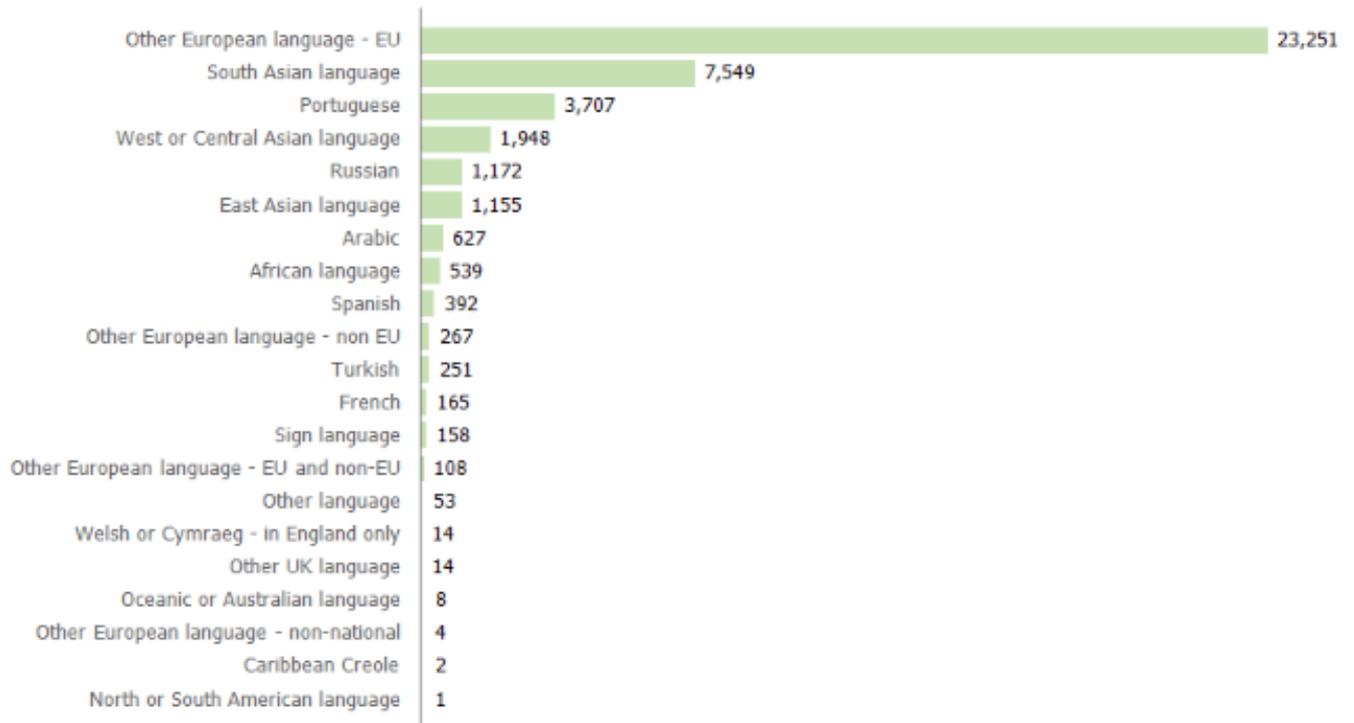


## First Spoken Languages

### English vs Other Languages Comparison



### All Other Languages Breakdown



## **Appendix 4 – Glossary of Terms**

|      |   |
|------|---|
| CFRS | Cambridgeshire Fire and Rescue Service  |
| CPD  | Continuous Professional Development   |
| CRMP | Community Risk Management Plan (was IRMP)   |
| EDI  | Equality, Diversity and Inclusion   |
| EQIA | Equality Impact Assessment  |
| HR   | Human Resources   |
| LGBT | Lesbian, Gay, Bisexual and Transgender, also encompassing the wider LGBTQIA+ community including Queer, Intersex and Asexual, plus those who do not identify as heterosexual but do not identify with other specified terms either. |
| NFCC | National Fire Chiefs Council  |