



Meeting	Performance and Resources Board	Agenda Item No.	11
Meeting Date	28 June 2021		
Report Author	Nikki Hudson, Inclusion and Diversity Business Partner		
Presented By	Colette Black, Director of People Services		
Subject	Local Government Association Fire & Rescue Equality Framework Update		
Type of Report	Information		

RECOMMENDATIONS

None. This report is for information.

The board are asked to note the progress made in support of the Local Government Association (LGA) Fire and Rescue framework.

BACKGROUND

An assessment of our current position against the Local Government Association LGA Fire and Rescue Equality Framework was presented to the Performance and Resources Board on 8 December 2020. This report is intended to fulfil action point 107/20 to revert to the Board with an update on progress.

OPTIONS AND ANALYSIS

Please see attached update set against the framework Update (Appendix A). Particular areas of development to note are:

- An improvement in the quantity and quality of People Impact Assessments
- Collaboration on events and development opportunities with Blue light partners
- Wholtime recruitment campaign being reviewed by AFSA, to inform a Positive Action Plan for all roles
- Creation of a Digital Accessibility Group – to ensure our Data and Digital Strategy delivery is inclusive and accessible to all
- New Inclusion Insights monthly newsletter to educate and empower colleagues on Inclusion & Diversity and signpost to a range of learning and development opportunities

As detailed in the narrative provided to the Board in December 2020, we continue to work towards Inclusive Employers status. We believe that the use of the Inclusive Employers framework best supports achievement of our needs. This is because it includes up to date best practice advice and guidance for all sectors, across all Equality Act 2010 Protected Groups with further inclusion of societal and employment related inequalities such as Socio-economic factors or Intersectionality considerations.

BENEFITS AND RISK IMPLICATIONS

Minimise risk of discrimination and progress our commitment to be an inclusive employer of choice.

FINANCIAL IMPLICATIONS

None.

EQUALITY AND DIVERSITY IMPLICATIONS

The content of this report is not anticipated to have an impact on any of the following protected groups as defined within the Equality Act 2010:

<i>Race</i>	<i>N</i>	<i>Religion or belief</i>	<i>N</i>
<i>Sex</i>	<i>N</i>	<i>Gender reassignment</i>	<i>N</i>
<i>Age</i>	<i>N</i>	<i>Pregnancy & maternity</i>	<i>N</i>
<i>Disability</i>	<i>N</i>	<i>Marriage and Civil Partnership</i>	<i>N</i>
<i>Sexual orientation</i>	<i>N</i>		

This report further enhances equality.

WORKFORCE ENGAGEMENT

Our Staff Network and Forums are regularly engaged in our progress in Inclusion, Diversity and Equality and help to inform our action.

LEGAL IMPLICATIONS

Public Sector Equality Duty 2011
Equality Act 2010

HEALTH AND SAFETY IMPLICATIONS

None identified.