



Meeting	Service Leadership Team	Agenda no.	7e
	Strategic Board		11
Meeting Date	15 February 2022		
	9 March 2022		
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Subject	Equality Report		
Type of Report:	Information		
Action Point No.		For Publication	Yes

RECOMMENDATIONS

To note:

1. Action taken during 2021 to progress our objectives against the Public Sector Equality Duty Objectives which are published in-line with The Public Sector Equality Duty (PSED) of the Equality Act 2010 (appendix A).
2. The outcome of our Gender Pay Gap reporting (appendix B).
3. Progress against the Fire and Rescue Service Equality Framework (appendix C).

EXECUTIVE SUMMARY

Regular reporting on our progress against PSED objectives is through the People Strategy Action Plan. The narrative report attached (Appendix A) is intended to give a greater level of insight into 2021 activity and outcomes. In line with our obligation, will review our PSED objectives from March 2022 onwards. Amongst other inputs, these will be informed by feedback from our Inclusive Employers submission and HMICFRS feedback.

Our gender pay gap continues to be comparatively low; the mean gender pay gap for ECFRS is 3.1% compared to 2.4% in 2020. This is based on a snapshot of data available on 31st March 2021, in relation to earnings of all employees.

We remain committed to positive action to achieve a more diverse workforce and improve the gender balance in our Service, so that we can reduce our gender pay gap. Appendix B gives more detail about the cause of the gap and the continued action required to address this.

There has been significant progress against the Fire and Rescue Service Equality Framework (Appendix C). There are 21 areas that have moved from amber to green.

BACKGROUND

We initially adopted our PSED objectives on 1 March 2018. They were approved by the Inclusion and Diversity Steering Group and are in place until 28 February 2022. We last reviewed these as part of creating our People Strategy 2020-24, approved by the Strategic Board on 17 March 2020. The objectives are reflected in the section of our Strategy and associated plan called 'Fair, Kind and Inclusive' and are reported on extensively in appendix A.

Employers of more than 250 employees are required to calculate and publish their organisation's gender pay gap information (Equality Act 2010). We have been publishing this since 2017. 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. Appendix B reflects our submission for 2021.

The Fire and Rescue Service Equality Framework is intended to be used as a toolkit for improvement. It sets out five priority areas for improvement underpinned by a range of actions and guidance that help Services to plan, implement and delivery real equality outcomes for employees and the community. Appendix C reflects progress against the framework.

OPTIONS AND ANALYSIS

Please see Appendix A.

RISKS AND MITIGATIONS

This reporting is a control measure for SRR150019:

'There is a risk that the Service fails to provide a safe and inclusive culture which ensures the well-being of staff and contributes to attracting a diverse workforce'.

LINKS TO FIRE AND RESCUE PLAN

This reporting contributes to our Fire and Rescue plan priority to promote a positive culture in the workplace and the associated objective, 'To have a safe and diverse workforce who we enable to perform well in a supportive culture underpinned by excellent training'.

FINANCIAL IMPLICATIONS

None associated with this report.

LEGAL IMPLICATIONS

None associated with this report.

STAFFING IMPLICATIONS

Fulfilment of the equality objectives and the closing of the gender pay gap are intended to have a positive staffing impact but there are no direct staff implications associated with this paper.

EQUALITY AND DIVERSITY IMPLICATIONS

We have considered whether individuals with protected characteristics will be disadvantaged as a consequence of the actions being taken. Due regard has also been given to whether there is impact on each of the following protected groups as defined within the Equality Act 2010:

Race	Y	Religion or belief	Y
Sex	Y	Gender reassignment	Y
Age	Y	Pregnancy & maternity	Y
Disability	Y	Marriage and Civil Partnership	Y
Sexual orientation	Y		

The Core Code of Ethics Fire Standard has been fully considered and incorporated into the proposals outlined in this paper.

HEALTH AND SAFETY IMPLICATIONS

There are no health and safety implications.

CONSULTATION AND ENGAGEMENT

The Fire and Rescue Service Equality Framework was developed in consultation with a wide range of organisations and groups.

FUTURE PLANS

We will review our PSED objectives in two stages.

Stage one - add an objective to review our website to be more inclusive

Stage two - conduct a full review of all PSED objectives using feedback from both Inclusive Employers and HMICFRS.

We will continue to take action to close our gender pay gap. We will continue to drive forward delivery of the Fire and Rescue Service framework.

LIST OF BACKGROUND PAPERS AND APPENDICES

Appendix A – Equality report

Appendix B – Gender Pay Gap reporting

Appendix C - Progress against the LGA Equality Framework