



Classification	Official		
Meeting	Service Leadership Team	Agenda no.	5g
	Strategic Board		
Meeting Date	28 February 2023		
	16 March 2023		
Report Authors:	Nikki Hudson, Inclusion and Diversity Lead		
Presented By	Colette Black, Director of People Services		
Subject	Annual Equality Compliance Report		
Type of Report:	Information		
Action Point No.	SB 54/22	For Publication	Yes

RECOMMENDATIONS

To note:

1. Action taken during 2022 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. Closure of the Fire and Rescue Service Equality Framework (appendix B).

EXECUTIVE SUMMARY

Regular reporting on our progress against PSED objectives is through the People Strategy Action Plan. The draft narrative report attached (Appendix A) is intended to give a greater level of insight into 2022 activity and outcomes. In line with our obligation, we reviewed our PSED objectives in 2022 and, after extensive consultation, adopted 4 new set objectives.

A final exception and closure report for the LGA Fire and Rescue Equality Framework is attached as Appendix B. Remaining objectives have been incorporated into our existing action plans and are monitored through the People Strategy Board and the Inclusion and Diversity Action Group.

BACKGROUND

We initially adopted our PSED objectives on 1 March 2018, these have been reviewed and new objectives adopted in September 2022. Both the previous and new objectives are reported on in appendix A.

The Fire and Rescue Service Equality Framework has been used as a toolkit for improvement; in the last year we have been moving toward the new Inclusive Employers Standard and, in early 2022, achieve the Bronze Award. Appendix B reflects an exception and closure report against the Fire and Rescue Service Equality framework, and we are now working toward the Silver Award with Inclusive Employers.

OPTIONS AND ANALYSIS

Please see Appendix A for the Equality Report 2022 which incorporates PSED Objective reporting.

Please see appendix B for the exception and closure report for the Fire and Rescue Service Equality Framework.

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 continue to monitor delivery of all Inclusion activity through the Portfolio of Change and the People Strategy Board.

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 - Progress against the LGA Equality Framework