

Appendix B – Exception and Closure Report - LGA FRS Equality Framework

Date: 13th February 2023

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PSAP Action update - Report to close self-assessment against the Fire and Rescue Service Equality Framework

Goal: Be an inclusive employer that values diversity; demonstrate this with achievement of next Inclusive Employers standard

Equality Objective 6 (2018-22) : Continue to seek external review and accreditation for ECFRS.

Action: Transition from the Fire and Rescue Service Equality Framework to the Inclusive Employers Standard Accreditation. Aim to move from bronze to silver to gold standard accreditation.

Outcome - We no longer use the Fire and Rescue Service Equality Framework

Progress update:

We have completed most objectives across the 5 areas of the LGA Fire and Rescue Service Equality Framework. There are however 2 areas of focus that remain in progress and are therefore considered Amber.

LGA Equality Framework reviewed and updated - [Copy of LGA Fire Rescue Equality Framework FINAL Feb 2023.xlsx](#)

The following remain in progress and align to HMICFRS and/or Inclusive Employers methodology.

Area 1 Criterion:

- **The Leadership provides support, commitment and challenge to ensure organisational buy-in for the equality agenda;**
- **Procurement and commissioning considers local employment and business data and priorities, for example, supporting local SMEs, building apprenticeships into contracts.**

Objectives:

- **Equality standards are embedded in the procurement and commissioning process and contracts are monitored to ensure compliance by contractors;**
- **Equality is embedded throughout the procurement cycle;**
- **Contracts are effectively monitored to ensure that suppliers meet any equality standards set. Steps are taken if they are not met.**

Current Position: Amber

Embedding equality into Procurement processes with new team, work was delayed by restructure of team.

Review: March 2023

Deliverable in IDAG Planner

Evidence supports HMICFRS, Inclusive Employers Standard and Public Sector Equality Duty

Inspiring Inclusion – Developing Diversity – Ensuring Equality

Area 5 Criterion:

- **The Service promotes equality and achieves diversity through its recruitment and selection processes and uses the full extent of the legislation to progress the equality agenda**

Objectives:

- Creative and innovative HR policies are used to open up opportunities for staff e.g. greater use of career grades and conversion of green book posts;
- Multi-tier entry is used to attract a diverse pool of applicants with training provided on the job to support staff who are applying for a specialist position;
- There are creative and innovative approaches to employment and progression. Job descriptions roles are flexible enough to provide routes for staff to develop careers in different areas whether they are operational or not.

Current position: Amber

Proposal and plans underway to develop further, including Direct Entry SLT paper.

Deliverable in PSAP Planner for 2023 - Owner AD HR

Evidence supports HMICFRS and Inclusive Employers Standard as Positive Action.

Recommendation:

It is proposed that we no longer use the LGA Fire and Rescue Equality Framework, we have achieved most objectives and have included the remaining six objectives into our existing action plans.

We plan and monitor delivery of our Equality Objectives and Inclusion, Diversity and Equality actions in our People Strategy Action Plan and the Inclusion and Diversity Group Action Plan for Service-wide activity / 'BAU'.

HMICFRS and Inclusive Employers Standard Methodology inform strategic planning to deliver our People Strategy and Equality Objectives.

Progress is monitored by the People Strategy Board and therefore delivery of the remaining six objectives will be tracked within our existing governance.