



Buckinghamshire & Milton Keynes Fire Authority

MEETING	Overview and Audit Committee
DATE OF MEETING	13 March 2019
OFFICER	Lynne Swift, Director of People and Organisational Development
LEAD MEMBER	Councillor Steven Lambert
SUBJECT OF THE REPORT	Equality, Diversity and Inclusion Policy
EXECUTIVE SUMMARY	<p>The Authority's philosophy is to embed equality, diversity and inclusion into everything it does, both internally and externally. The updated Equality, Diversity and Inclusion (EDI) policy supports delivery of corporate objectives.</p> <p>This report presents the updated EDI policy, which has been reviewed in line with normal practice. This document has undergone formal consultation and all feedback has been considered and incorporated into the updated document, as detailed in Appendix 1, where appropriate. Apart from accepted minor amendments, changes are shown as either additional text underlined (<u>underlined</u>) or deleted text struck through (struck through).</p> <p>Appendix 2 details the feedback received during the formal consultation process and the responses to each, as incorporated into the updated EDI policy. As noted, some changes have been made to the document, such as: including reference to the structured groups established throughout the Service who will support and promote inclusion and engagement. The section on monitoring sensitive personal information has been amended to confirm that whilst submitting information is optional, it is encouraged, as this data is an important component to identifying inequality, initiating activity and evaluating progress as required to meet legislation under the Equality Act (2010). The nine protected characteristics have also been added to aid understanding for the reader. In addition, minor amendments have been made to the document to ensure relevance to current working practices and alignment to other procedures.</p> <p>If approved, this policy will be presented to the Executive Committee with recommendations for adoption. The approved policy would then be published both internally and externally as the Authority's EDI policy.</p>

ACTION	Decision
RECOMMENDATIONS	<p>It is recommended that the Committee:</p> <ol style="list-style-type: none"> 1. approve the content of the EDI policy, as detailed in Appendix 1, for presentation to the Executive Committee for adoption; 2. note the proposed changes to the current EDI policy and consultation feedback as detailed in Appendix 2.
RISK MANAGEMENT	<p>If managers and employees do not have directional guidance from fit for purpose policies and procedures aligned to the corporate objectives, there is a risk of potential employment relations issues and a non-consistent management approach.</p> <p>On a three yearly or risk critical basis, employment related policies, procedures and guidance notes are created and amended to support each employment related policy theme and corporate objectives.</p>
FINANCIAL IMPLICATIONS	There are no financial implications.
LEGAL IMPLICATIONS	<p>The Authority is subject to the general and specific duties set out in the Equality Act (2010). The general duty requires the Authority, when carrying out its function, to have due regard to:</p> <ul style="list-style-type: none"> • Eliminate unlawful discrimination, harassment and victimisation • Advance equality of opportunity between different groups and foster good relations between different groups <p>Specific duties are set out in regulations made under the Equality Act (2010), bringing together existing race, disability and gender duties and also covering sexual orientation, age, religion or belief, pregnancy and maternity and gender reassignment. The specific duties are intended to help public bodies to meet the requirements of the general duties.</p>
CONSISTENCY WITH THE PRINCIPLES OF THE DUTY TO COLLABORATE	<p>The Policing and Crime Act 2017 requires the Authority to keep opportunities for collaboration with the police and ambulance services under review. The Authority continues to collaborate with other Fire Authorities in the development of employment related policies and procedures where practicable. The current operational focus is on alignment of operational policy and procedures. The workforce reform focus is on operational recruitment and apprenticeships related processes and procedures.</p>
HEALTH AND SAFETY	There are no health and safety implications.

<p>EQUALITY AND DIVERSITY</p>	<p>The Authority has a statutory obligation under equality legislation to eliminate unlawful discrimination. Internal policies and procedures aim to support the Service in meeting these requirements.</p> <p>The Integrated Impact Assessment/Privacy Impact Assessment has been completed as part of the update.</p> <p>There are no identified adverse impacts on any protected characteristics.</p>
<p>USE OF RESOURCES</p>	<p>Contribution to delivery of corporate objective;</p> <p>The EDI policy supports the overarching employment related policy themes and therefore compliant with the strategic direction of the Authority on employment related policy matters and supports delivery of the current corporate plan.</p> <p>Communication with stakeholders;</p> <p>Stakeholder communication is a significant element of successful implementation of the employment related policies and procedures. Following approval of the EDI policy, this document will be communicated to employees in accordance with usual practice. This will be followed up as part of a suite of training and awareness sessions during 2019.</p> <p>The structured Equality, Diversity and Inclusion groups within the Service will be instrumental in supporting delivery of corporate Equality, Diversity and Inclusion objectives and engaging with the workforce in promoting equality, diversity and fairness and establishing a culture of inclusion.</p> <p>Systems of Control;</p> <p>To ensure the highest standards of public service and provide necessary assurance to the Authority, routine monitoring of activity in relation to equality, diversity and inclusion will be carried out and reported. This will include reviewing the appraisal system for behaviours, analysing results from the culture survey and reviewing case management statistics for example.</p>
<p>PROVENANCE SECTION & BACKGROUND PAPERS</p>	<p>Background</p> <ul style="list-style-type: none"> • Report to the Fire Authority held 17 October 2018 - Equality, Diversity and Inclusion Objective 2016 -2020: Review of Year Two progress: https://bucksfire.gov.uk/files/6315/3898/6426/IT_EM_14_Equality_Diversity_and_Inclusions_Objectives_2016_-_2020_Review_of_Year_Two_Progress_cover_report_Appendices.pdf • The Equality Act (2010) (Specific Duties and Public Authorities Regulation 2017: http://www.legislation.gov.uk/uksi/2017/172/con

Equality, Diversity and Inclusion Policy

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APPENDICES	Appendices: <ol style="list-style-type: none">1. Equality, Diversity and Inclusion policy2. Formal consultation feedback
TIME REQUIRED	10 minutes
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