



Buckinghamshire & Milton Keynes Fire Authority

MEETING	Fire Authority
DATE OF MEETING	8 June 2016
OFFICER	Lynne Swift, Director of People and Organisational Development
LEAD MEMBER	Councillor Roger Reed
SUBJECT OF THE REPORT	Equality and Diversity (E&D) Objectives 2016-20, Public Sector Equality Duty and Review of 2012-15 Objectives
EXECUTIVE SUMMARY	<p>Buckinghamshire and Milton Keynes Fire Authority (BMKFA) is subject to the specific duties as laid out in the Equality Act (Specific Duties) Regulations 2011. This is in addition to the general equality duty as laid out in the Equality Act 2010. These duties together are commonly known as the Public Sector Equality Duty (PSED), the aim of which is to ensure that fairness is at the heart of public bodies' work and that public services meet the needs of different groups.</p> <p>This report sets out how the Authority will comply with the Public Sector Equality Duty (PSED) and uses the Equality Framework for Local Government (EFLG) as a guide.</p> <p>This purpose of this paper is to set the Authority's future four yearly objectives under the PSED (Appendix 1) and to update on progress since 2012 (Appendix 2).</p> <p>This report contains an update on the key internal performance areas as follows: Workforce Strategy, Workforce Monitoring, Equality Analysis/Impact assessment, Employee Engagement, Promoting an Inclusive Working Environment, Equal Pay, Harassment and Bullying, Appraisal and Training Learning and Development. The report also contains an update on the key external performance areas Working with our Communities as follows: Knowing Communities, Involving Communities and Responsive Services and Customer Care.</p> <p>Appendix 1 of the report sets out the Objective for 2016 to 2020.</p> <p>Appendix 2 of the report provides a review of 2012 - 15 Equality and Diversity work plan set at the Authority's Executive Committee on 16 May 2012.</p> <p>Appendix 3 displays the workforce diversity in the</p>

	<p>form of charts and tables and provides commentary where it can be identified that people who share protected characteristics are under-represented in the Authority's workforce in comparison to the census data for the population of Buckinghamshire and Milton Keynes.</p> <p>Appendix 4 of the report provides the Equality and Diversity Measures to be set for years 1-2 and years 3-4 between 2016-2020 in order to meet our objectives.</p>
ACTION	Decision and information.
RECOMMENDATIONS	<p>It is recommended that:</p> <ol style="list-style-type: none"> 1) The contents of the report Annex A, Appendices 2, 3 and 4 are noted. 2) The new 2016 to 2020 E&D objectives set out in this paper at Appendix 1 are approved and published. 3) The progress against objectives are monitored annually by update reports to the Authority.
RISK MANAGEMENT	<p>A significant identified risk is the Authority's ability to deliver a more diverse workforce within the funding and recruitment constraints against a background of changing demographics. This report and the objectives contained within the appendices and proposed monitoring aim to mitigate these risks</p> <p>Discrimination in the workplace may give rise to a claim through the employment tribunal. In general, failure to comply with the statutory duties may give rise to a claim for compensation for injury to feelings and costs may be awarded on such a claim if it is successful. There is also a risk to reputational damage.</p> <p>The Authority's People Strategy and well developed policies and procedures aim to mitigate these risks wherever possible.</p>
FINANCIAL IMPLICATIONS	The Equality and Diversity action plan for 2016/20 will be delivered from within existing budgets and will help to move the provision of equality and diversity to a more integrated provision within public safety work.
LEGAL IMPLICATIONS	The Fire Authority is subject to the general and specific duties set out in the Equalities Act 2010. The general duty requires the Authority when carrying out its functions, to have due regard to the need to: 1) eliminating unlawful discrimination, harassment and victimisation; and 2) the advancement of equality of opportunity between different groups and foster good relations between different groups.

	<p>Specific duties are set out in regulations made under Equalities 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 duty.</p> <p>The Equality Act 2010 (Specific Duties) Regulations 2011 (SI 2011/2260) requires, since 31 January 2012, the Authority to: 1) publish information to demonstrate compliance with the general duty (above); and to prepare and publish one or more equality objectives that should achieve one or more of the aims set out in the general duty. Guidance on how and what to publish is provided in the "Equality information and the equality duty: A guide for public authorities" (ECHR, Revised (second) edition, 19 December 2011).</p>
<p>CONSISTENCY WITH THE PRINCIPLES OF COLLABORATION</p>	<p>The duty applies to each Authority separately. As part of the Thames Valley MOU, each collaboration programme will be assessed to determine if there are any E&D matters that can be implemented through collaboration.</p>
<p>HEALTH AND SAFETY</p>	<p>There are no implications with regards to health and safety.</p>
<p>EQUALITY AND DIVERSITY</p>	<p>The service has a statutory obligation under equality legislation to eliminate unlawful discrimination. The Authority's people strategy, policies and procedures aim to support us in meeting our requirements. If our policies and practices are fair and consistent then our service users will approach us and have greater levels of satisfaction. If we have greater representation of our diverse communities then we will be able to find solutions to barriers in relation to employment and accessing services.</p> <p>The key benefits are in relation to a healthy and productive workforce and services that meet the needs of the people, improving their quality of life.</p> <p>The relevant workforce equality data is included in Appendix 3.</p>
<p>USE OF RESOURCES</p>	<p>Communication with stakeholders; A comprehensive communication and consultation programme has been initiated both internally and with external partners to ensure the Authority is best placed to move this agenda forward in a positive and co-ordinated way. This report has been written taking the views of the employee and Trade Union representatives into account. Once approved, the objectives will be shared with all stakeholders and updated and discussed regularly at the Join</p>

	<p>Consultation Forum.</p> <p>The system of internal control; Monitoring arrangements will include an annual update to the Performance Management Board and SMB.</p> <p>The medium term financial strategy; It is intended that the achievement of the objectives for 2016/20 can be met within the existing budget.</p> <p>The balance between spending and resources; There are no cost implications of this report. The Authority's philosophy is to embed E&D in everything we do internally and externally and to work in partnership to ensure a consistent approach to delivering equality and diversity, where possible reducing and sharing the cost of activities. Much of the work described in this update involves other public service providers, the voluntary and community sector and the communities themselves.</p> <p>The management of the asset base; There are no identified impacts on the asset base.</p> <p>The arrangements to promote and ensure probity and propriety; This report promotes Equality and Diversity and is intended to comply with the Public Sector Equality Duty.</p> <p>This report fulfils the Authority's legislative requirements under the Equality Act (Specific Duties) Regulations 2011 and complements the Authority's strategic objectives.</p> <p>Environmental; There are no impacts on the environment identified as part of the report or its objectives.</p> <p>The relevant workforce equality data at Appendix 3 and the objective contained in Appendix 1 is to be published on the external website in line with the PSED.</p>
<p>PROVENANCE SECTION & BACKGROUND PAPERS</p>	<p>Background</p> <p>Paper to Executive Committee 3 February 2016 - The Authority's People Strategy 2016 to 2020. Optimising the contribution and well-being of our people: http://bucksfire.gov.uk/files/3614/5528/0478/ITEM_8_People_Strategy_Executive_paper_final_Appendices.compressed.pdf</p> <p>Paper to Executive Committee - Equality and Diversity Annual Update 2011/2012 including the Equality and Diversity work plan for 2012/15: http://bucksfire.gov.uk/files/6714/0631/1307/16051_2Executive.pdf</p>

	<p>The Equality Act 2010</p> <p>“Equality information and the equality duty: A guide for public authorities”(ECHR, Revised (second) edition, 19 December 2011):</p> <p>http://www.equalityhumanrights.com/sites/default/files/documents/EqualityAct/PSED/ehrc_psed_equality_information_web.pdf</p> <p>Equality and Human Rights Commission Guidance; Equality information and the equality duty: A guide for public authorities:</p> <p>http://www.equalityhumanrights.com/sites/default/files/documents/EqualityAct/PSED/ehrc_psed_equality_information_web.pdf</p> <p>The Equality Framework for Local Government:</p> <p>http://www.local.gov.uk/equality-frameworks/-/journal_content/56/10180/3476575/ARTICLE</p> <p>“Older Firefighters: A Problem to be managed or a Resource to be valued?” Dr Anita Pickerden November 2014</p> <p>https://www.google.co.uk/url?url=https://ira.le.ac.uk/bitstream/2381/28490/1/2013PICKERDENAPhD.pdf&rct=j&frm=1&q=&esrc=s&sa=U&ved=0OahUKewjmrNbV_JDMAhWFuhoKHUvrCLYQFgggMAI&usq=AFOjCNGp6WnspqwMWjsorTVtHjyLEFUkyg</p> <p>Office of national statistics Integrated Household Survey:</p> <p>http://www.ons.gov.uk/ons/rel/integrated-household-survey/integrated-household-survey/january-to-december-2012/stb-integrated-household-survey-january-to-december-2012.html#tab-Sexual-identity</p> <p>Gender Identity Research and Education Society:</p> <p>http://www.gires.org.uk/prevalence.php</p>
<p>APPENDICES</p>	<p>Annex A – Report: Equality and Diversity Objectives 2016-20, Public Sector Equality Duty and Review of 2012 -16 Objectives.</p> <p>Appendix 1 - BMKFA E&D Objectives 2016/2020</p> <p>Appendix 2 – Update and review of the Equality and Diversity work plan for 2012/15.</p> <p>Appendix 3 - Equality monitoring data – graphs and chart.</p> <p>Appendix 4 – Measures we need to take to meet the objectives.</p>
<p>TIME REQUIRED</p>	<p>10 Minutes.</p>

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