

# Buckinghamshire & Milton Keynes Fire Authority



<b>MEETING</b>	Fire Authority
<b>DATE OF MEETING</b>	14 February 2018
<b>OFFICER</b>	Lynne Swift, Director of People & Organisational Development
<b>LEAD MEMBER</b>	Councillor Steven Lambert
<b>SUBJECT OF THE REPORT</b>	<b>Apprenticeship Diversity Champions Network</b>
<b>EXECUTIVE SUMMARY</b>	<p>The Apprenticeship Diversity Champions Network (ADCN) is an initiative promoted by the National Apprenticeship Service. This report details the Apprenticeship Diversity Champions Network, its relevance to the Authority, the benefits of being a member and the requirements of becoming signatories to the Pledge.</p> <p>The ADCN aims to make a positive change to the diversity and inclusion of apprenticeships, and increase representation of Black and Minority Ethnic (BME), Learning Disability and Disabled (LDD), females in Science, Technology, Engineering and Maths (STEM), and those from disadvantaged areas. The Network will develop and share best practice, and provide support to those who want to widen participation in apprenticeships. Their view is that apprenticeships are a vehicle to help improve social mobility whilst building a skilled, diverse workforce. The aims of the ADCN align well with the Authority's published Equality, Diversity and Inclusion (EDI) objectives 2016-2020, which were approved by Members at the Fire Authority meeting held in June 2016.</p> <p>This report seeks Members' approval for the proposed draft Pledge in order to join the Network. An overview of the Network and a completed draft Pledge are attached as Annex A to this report.</p>
<b>ACTION</b>	Decision.
<b>RECOMMENDATIONS</b>	It is recommended that the Pledge for the Apprenticeship Diversity Champions Network is endorsed for signature by the Chairman of the Authority, the Lead Member for People and Equality and the Chief Fire Officer/Chief Executive.
<b>RISK MANAGEMENT</b>	The main risks associated with not becoming a

	<p>member of the Apprenticeship Diversity Champions Network are that top level buy-in will not be clearly demonstrated towards our EDI and People Strategy, and the subsequent cascading of this ethos throughout the Authority's staff. We could miss out on the opportunity to be better placed in addressing the objectives of increasing our diversity through apprenticeships within Buckinghamshire and Milton Keynes Fire Authority (BMKFA).</p>
<b>FINANCIAL IMPLICATIONS</b>	<p>There are no direct costs attached to the production of the Pledge or becoming a member of the Apprenticeship Diversity Champions Network.</p>
<b>LEGAL IMPLICATIONS</b>	<p>There are no known legal implications arising. The Network will assist BMKFA to meet its objectives set out in the four yearly objectives we have set under the Public Sector Equality Duty.</p>
<b>CONSISTENCY WITH THE PRINCIPLES OF THE DUTY TO COLLABORATE</b>	<p>Membership of this Network has been considered nationally across all fire and rescue services in England, and the National Fire Chiefs Council (NFCC) Workforce Committee recommended that up to four fire and rescue services consider membership as a pilot. BMKFA was one of four recommended services.</p> <p>The Authority already collaborates with Thames Valley Fire Services on EDI. A project is also underway to move to a joint approach to apprenticeship recruitment based on the BMKFA model. We will continue to share learning and seek further opportunities. As collaboration increases across the Thames Valley, and staff employed by our partner services fulfil vital functions on behalf of the Authority, it is envisaged that future stages will include work with these partners to progress their own Pledge.</p>
<b>HEALTH AND SAFETY</b>	<p>There are no Health and Safety implications of this report.</p>
<b>EQUALITY AND DIVERSITY</b>	<p>The recommendations contribute towards delivering the Authority's Equality and Diversity Objectives 2016-2020.</p> <p>No adverse impacts have been identified. A number of positive impacts have been identified in the Impact Assessment that has been completed. All measures contained within the Pledge are available to all employees. Reasonable adjustments will be made as required to ensure fair access.</p>
<b>USE OF RESOURCES</b>	<p><b>Contribution to the achievement of strategic objectives:</b></p> <p>Signing up to becoming a member of the Apprenticeship Diversity Champions Network would support the Authority in achieving its workforce</p>

	<p>strategy (2015-20 Corporate Plan, Strategic Enabler 1 – ‘to optimise the contribution and well-being of our people’) and will assist BMKFA to meet its objectives set out in the four yearly objectives we have set under the Public Sector Equality duty.</p> <p><b>Communication with stakeholders:</b></p> <p>Stakeholder communication will be a significant element in the success of the activities that will need to be developed to achieve the goal of increasing the diversity of our workforce through apprenticeships. Following Authority approval, the signing of the Pledge will be communicated to the Leadership Group, staff and key stakeholders by normal channels.</p> <p>Communication with the public will be via the BMKFA external website and external outlets as advised by the Communications Officer.</p> <p><b>System of internal control:</b></p> <p>Regular reports will be provided to the Performance Management Board, Strategic Management Board, and to Members as appropriate, on the progress and effectiveness of the Network in supporting our EDI objectives and its measures in improving diversity in apprenticeships for BMKFA.</p>
<p><b>PROVENANCE SECTION &amp; BACKGROUND PAPERS</b></p>	<p><b>Background</b></p> <p>This recommendation contributes to the following Authority aims:</p> <p>Buckinghamshire and Milton Keynes Fire Authority 2015 – 20 Corporate Plan</p> <p><a href="http://bucksfire.gov.uk/files/5514/3315/2727/ITEM_1_4b_2015-20_Corporate_Plan_-_Covering_Exec_Paper_Appendix_1.pdf">http://bucksfire.gov.uk/files/5514/3315/2727/ITEM_1_4b_2015-20_Corporate_Plan_-_Covering_Exec_Paper_Appendix_1.pdf</a></p> <p>Paper to Fire Authority 8 June 2016 - Equality and Diversity Objectives 2016-20, Public Sector Equality Duty and Review of 2012-15 Objectives:</p> <p><a href="http://bucksfire.gov.uk/files/4714/6425/6193/ITEM_1_5_ED_Cover_Paper_FA_Annex_and_Appendices.pdf">http://bucksfire.gov.uk/files/4714/6425/6193/ITEM_1_5_ED_Cover_Paper_FA_Annex_and_Appendices.pdf</a></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:</p> <p><a href="http://bucksfire.gov.uk/files/3614/5528/0478/ITEM_8_People_Strategy_Executive_paper_final_Appendices_compressed.pdf">http://bucksfire.gov.uk/files/3614/5528/0478/ITEM_8_People_Strategy_Executive_paper_final_Appendices_compressed.pdf</a></p> <p>Equality and Human Rights Commission Guidance; Equality information and the equality duty: A guide for public authorities:</p> <p><a href="https://www.equalityhumanrights.com/en/publication-download/equality-information-and-equality-duty-">https://www.equalityhumanrights.com/en/publication-download/equality-information-and-equality-duty-</a></p>

	<a href="#">guide-public-authorities</a> Apprenticeship Diversity Champions Network: <a href="https://www.gov.uk/government/groups/apprenticeship-diversity-champions-network">https://www.gov.uk/government/groups/apprenticeship-diversity-champions-network</a>
<b>APPENDICES</b>	Annex A: The Apprenticeship Diversity Champions Network (ADCN) including the draft Pledge
<b>TIME REQUIRED</b>	10 Minutes
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