

# Buckinghamshire & Milton Keynes Fire Authority



<b>MEETING</b>	Fire Authority
<b>DATE OF MEETING</b>	17 October 2018
<b>OFFICER</b>	Lynne Swift, Director of People and Organisational Development
<b>LEAD MEMBER</b>	Councillor Steven Lambert
<b>SUBJECT OF THE REPORT</b>	<b>Equality, Diversity and Inclusion Objectives 2016-20: Review of Year Two progress</b>
<b>EXECUTIVE SUMMARY</b>	<p>The Authority's philosophy is to embed Equality and Diversity into everything it does, both internally and externally.</p> <p>In June 2016, the Authority determined a new focus on Equality, Diversity and Inclusion (EDI) and refreshed its EDI objectives. This report is the second annual progress update; two years into a four year programme.</p> <p>Buckinghamshire and Milton Keynes Fire Authority (BMKFA) is subject to the specific duties as laid out in the Equality Act (Specific Duties and Public Authorities Regulations 2017). This is in addition to the general equality duty as laid out in the Equality Act 2010. These duties together are more commonly known as the Public Sector Equality Duty (PSED). The PSED aims to ensure that fairness is at the heart of public bodies' work, and that public services meet the needs of different groups.</p> <p>In addition, amendments to the Equality Act 2010 meant that, from 30 March 2017, the Authority was required to publish equality data in regards to gender. The regulations that introduced this requirement are the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.</p> <p>Annex A provides an introduction to the statutory duties outlined by the prevailing legislation, the methodology adopted by the Service to ensure these duties are fulfilled and significant and meaningful progress made, and a summary of the headlines from Year Two.</p> <p>Annex B summarises Year Two progress against the Equality Framework for Fire and Rescue Services (FRSEF) (Revised 2017).</p> <p>Annex C provides an overview of the Year Three EDI programme.</p>

	<p>Appendix 1 illustrates workforce diversity data in the form of charts in comparison to the latest census data (2011) for the population of Buckinghamshire and Milton Keynes.</p> <p>Appendix 2 is the FRSEF.</p> <p>The plan for Years One and Two was to ensure the EDI infrastructure was in place, and to publish and analyse equality data. The focus of Years Three and Four is to embed EDI, drive progress, and report trends.</p>
<b>ACTION</b>	Noting.
<b>RECOMMENDATIONS</b>	That the contents of the report be noted.
<b>RISK MANAGEMENT</b>	<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. Plans and actions to improve workforce diversity, as set out in this report, 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>
<b>FINANCIAL IMPLICATIONS</b>	The Equality and Diversity action plan for 2016 - 2020 will continue to 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.
<b>LEGAL IMPLICATIONS</b>	<p>The Fire 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 functions, to have due regard to the need to:</p> <ol style="list-style-type: none"> <li>1) eliminate unlawful discrimination, harassment and victimisation; and</li> <li>2) advance equality of opportunity between different groups and foster good relations between different groups.</li> </ol> <p>Specific duties are set out in regulations made under 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</p>

	<p>requirements of the general duty.</p> <p>The Equality Act 2010 (Specific Duties) Regulations 2017 (SI 2017/353) requires the Authority to; publish information to demonstrate compliance with the duty imposed by the Act, and to prepare and publish one or more equality objectives that should achieve any of the aims set out in the Act.</p>
<p><b>CONSISTENCY WITH THE PRINCIPLES OF THE DUTY TO COLLABORATE</b></p>	<p>The <a href="#">Policing and Crime Act 2017</a> requires the Authority to keep opportunities for collaboration with the police and ambulance services under review.</p> <p>The three Thames Valley Fire Services are progressing common approaches to operational recruitment, focusing on On-call Firefighters and Apprenticeships recruitment. Joint working to promote fire service careers and raise awareness across community groups with the aim of improving employee diversity is the agreed priority.</p> <p>Collaboration with Thames Valley Police (TVP) on apprenticeships and promoting careers for young people is well established. It was recently agreed to set up an Emergency Services Group, including South Central Ambulance Service (SCAS), to focus initially on attracting a diverse range of apprentices before considering common skills gaps.</p> <p>Other local authorities across the Thames Valley are also considering representation on this group, jointly initiated by the Authority and TVP.</p> <p>The Authority represented the three Thames Valley Fire Services as Equality Lead at the National Fire Chiefs Council Equality and Diversity Professionals Group during the year. This Group has revised the FRSEF. It is designed to act as a benchmarking tool, and it is expected that Her Majesty’s Inspectorate of Constabulary and Fire &amp; Rescue Services (HMICFRS) will use the FRSEF to benchmark the equality work of fire and rescue services.</p> <p>The Service fully participated in the National Joint Council Inclusive Fire Service Initiative, which recommended improvement strategies for Fire and Rescue Services to use. The Authority confirmed support for these improvement strategies and has built these into the implementation programme.</p>
<p><b>HEALTH AND SAFETY</b></p>	<p>There are no implications with regard to health and safety.</p>
<p><b>EQUALITY AND DIVERSITY</b></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 it in meeting these requirements.</p> <p>If we have greater representation of our diverse communities, then we will be able to find solutions to</p>

	<p>barriers in relation to employment and accessing services.</p> <p>Diversity is one of our core values. Since 2017/18, all employees have an Equality objective as part of the annual appraisal process. We are in the process of reviewing the evidence to determine the effectiveness in Year One of this initiative.</p> <p>The Authority was the first Fire and Rescue Service to endorse the submission of a pledge to the Apprenticeship Diversity Champions Network (ADCN) in February 2018. This network is proving helpful in sourcing and sharing best practice to improve workforce diversity.</p> <p>The Authority’s innovative apprenticeship programme provides an excellent opportunity to improve the diversity make-up of the Authority. Targeted “have a go” days were organised for female and ethnic minority applicants and further dates are being organised.</p> <p>Following our first apprenticeship recruitment where attracting females proved difficult, an operational female firefighter was seconded into the role of Resourcing Officer. She maintained personal contact with females throughout the attraction and recruitment process, offering advice and providing training tips to help with the physical tests. Whilst based on small numbers, 25 per cent of the apprentices recruited in Cohort Two were female, compared to the previous year's nine per cent.</p> <p>The relevant workforce equality data is included in Appendix 1.</p>
<p><b>USE OF RESOURCES</b></p>	<p><b>Communication with stakeholders;</b></p> <p>A comprehensive communication and consultation programme has been initiated to ensure the Authority is best placed to move this agenda forward in a positive and co-ordinated way. For example, EDI is updated and discussed regularly at the Joint Consultation Forum.</p> <p>The EDI Advisory Group is chaired by the Director of People and Organisational Development, and attended by the Lead Member for People and Equality and Diversity. The group’s terms of reference include supporting the Authority to strive for future improvements in EDI, and developing networks to enable the sharing of best practice.</p> <p>Following this Fire Authority meeting, relevant workforce equality data as outlined within this report will be published on the external website in line with the PSED.</p> <p><b>The system of internal control;</b> Monitoring arrangements include six monthly updates</p>

	<p>to the Performance Management Board, and annual reports to the Strategic Management Board and Fire Authority.</p> <p><b>The medium term financial strategy;</b> It is expected that the achievement of the objectives for 2016-20 can be met within the existing budget.</p> <p><b>The balance between spending and resources;</b> There are no cost implications arising from this report. The Authority’s philosophy is to embed EDI in everything it does 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><b>The arrangements to promote and ensure probity and propriety;</b> This report promotes Equality and Diversity and is intended to comply with the Public Sector Equality Duty (PSED).</p> <p>This report fulfils the Authority’s legislative requirements under the Equality Act (Specific Duties) Regulations 2017 and complements the Authority’s strategic objectives.</p>
<p><b>PROVENANCE SECTION &amp; BACKGROUND PAPERS</b></p>	<p><b>Background</b></p> <p>March 2018 Executive Committee – Gender Pay Gap Report <a href="https://bucksfire.gov.uk/files/5815/2024/7138/ITEM_6_Gender_pay_gap_report_Executive_Committee_14.03.18Appendix.pdf">https://bucksfire.gov.uk/files/5815/2024/7138/ITEM_6_Gender_pay_gap_report_Executive_Committee_14.03.18Appendix.pdf</a></p> <p>October 2017 Fire Authority – Equality, Diversity and Inclusion Objectives 2016-20, Review of Year One Progress Report <a href="https://bucksfire.gov.uk/files/8415/0719/9575/ITEM_12_EDI_Cover_Report_CFA_18102017Annexes-min.pdf">https://bucksfire.gov.uk/files/8415/0719/9575/ITEM_12_EDI_Cover_Report_CFA_18102017Annexes-min.pdf</a></p> <p>June 2016 Fire Authority - Equality and Diversity Objectives 2016-20, Public Sector Equality Duty and Review of 2012-16 Objectives <a href="https://bucksfire.gov.uk/files/4714/6425/6193/ITEM_15_ED_Cover_Paper_FA_Annex_and_Appendices.pdf">https://bucksfire.gov.uk/files/4714/6425/6193/ITEM_15_ED_Cover_Paper_FA_Annex_and_Appendices.pdf</a></p> <p>February 2016 Executive Committee - The Authority’s People Strategy 2016 to 2020. Optimising the contribution and well-being of our people <a href="https://bucksfire.gov.uk/files/3614/5528/0478/ITEM_8_People_Strategy_Executive_paper_final_Appendices.compressed.pdf">https://bucksfire.gov.uk/files/3614/5528/0478/ITEM_8_People_Strategy_Executive_paper_final_Appendices.compressed.pdf</a></p>

	<p>The Equality Act 2010</p> <p>The Equalities Act 2010 (Specific Duties and Public Authorities) Regulations 2017  <a href="http://www.legislation.gov.uk/uksi/2017/353/contents/made">http://www.legislation.gov.uk/uksi/2017/353/contents/made</a></p> <p>The Equalities Act 2010 (Gender Pay Gap Information) Regulations 2017  <a href="http://www.legislation.gov.uk/uksi/2017/172/contents/made">http://www.legislation.gov.uk/uksi/2017/172/contents/made</a></p> <p>“Equality information and the equality duty: A guide for public authorities”(ECHR, Revised (fourth) edition, July 2014):  <a href="https://www.equalityhumanrights.com/en/publication-download/essential-guide-public-sector-equality-duty">https://www.equalityhumanrights.com/en/publication-download/essential-guide-public-sector-equality-duty</a></p> <p>Office of National Statistics Integrated Household Survey:  <a href="https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/integratedhouseholdsurvey/2015-10-01">https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/integratedhouseholdsurvey/2015-10-01</a></p> <p>Gender Identity Research and Education Society:  <a href="https://www.gires.org.uk/information-on-prevalence-incidence-and-monitoring/">https://www.gires.org.uk/information-on-prevalence-incidence-and-monitoring/</a></p>
<p><b>APPENDICES</b></p>	<p><b>Annex A</b> – Introduction; Equality, Diversity and Inclusions (EDI) Objectives 2016 – 2020</p> <p><b>Annex B</b> – EDI Objectives: Year Two Progress compared against the Equality Framework for Fire and Rescue Services (Revised 2017)</p> <p><b>Annex C</b> - Equality, Diversity and Inclusions (EDI) Objectives 2016 – 2020: Year Three EDI Programme</p> <p><b>Appendix 1</b> –EDI workforce diversity data</p> <p><b>Appendix 2</b> - The Equality Framework for Fire and Rescue Services (Revised 2017)</p>
<p><b>TIME REQUIRED</b></p>	<p>10 Minutes.</p>
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