

# Buckinghamshire & Milton Keynes Fire Authority



<b>MEETING</b>	Fire Authority
<b>DATE OF MEETING</b>	10 June 2020
<b>OFFICER</b>	Mick Osborne, Chief Operating Officer (Deputy Chief Fire Officer)
<b>LEAD MEMBER</b>	Councillor Steven Lambert, People, Equality and Diversity and Assurance
<b>SUBJECT OF THE REPORT</b>	<b>Equality, Diversity and Inclusion Objectives 2020 - 2025</b>
<b>EXECUTIVE SUMMARY</b>	<p>The Authority's objective 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 for 2016 - 2020. Reports were presented on progress.</p> <p>This report is to update progress made on EDI and to set objectives for the future.</p> <p>In late 2019, it was recognised that a refresh of the EDI objectives was necessary; a selection of EDI group members from across the Service met to review progress and set tangible objectives, which aligned with the Public Safety Plan and would give the opportunity to developed EDI further.</p> <p>Work was undertaken to review the overarching objectives. The proposed EDI Objectives 2020 to 2025 are set out against elements of the Authority's core values:</p> <ul style="list-style-type: none"> <li>• Diversity - Our culture will engage and value diversity and difference to enhance our service offering to the public.</li> <li>• Service to the Community - We will provide a more diverse range of services to better protect the communities we serve.</li> <li>• Improvement - Our employment offer will be inclusive and embrace flexibility to support improved diversity representation across the service.</li> <li>• People - We aim to be an employer of choice, attracting, recruiting, retaining and developing staff from diverse backgrounds, to reflect the</li> </ul>

	<p>communities we serve.</p> <p>These are further broken down into six, twelve and eighteen month objectives. These objectives will be regularly reviewed for progress and additions made to support the EDI work. (Annex B)</p> <p>This paper presents the EDI objectives for 2020–2025 for approval.</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>The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 that came into effect in 2017 requires public sector organisations employing over 250 staff to carry out gender pay gap reporting.</p> <p>The data must be published ‘within the period of 12 months beginning with the snapshot date’ (Regulation 2(2)). The snapshot date for public sector employers is 31 March each year.</p> <p>Annex A provides an introduction to the statutory duties outlined by the prevailing legislation, the overarching objectives and a summary of EDI headlines.</p> <p>Annex B shows the six, twelve and eighteen month objectives.</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>
<b>ACTION</b>	Noting and Decision
<b>RECOMMENDATIONS</b>	<p>It is recommended that:</p> <ul style="list-style-type: none"> <li>• the contents of the report and workforce diversity data in Appendix 1 be noted.</li> <li>• the EDI objectives for 2020–2025 in Annex A and the six, twelve and eighteen month objectives in Annex B be approved.</li> </ul>
<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.</p> <p>This report and the objectives contained within the</p>

	<p>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>Any new or revised processes or procedures which deal with equality data or personally identifiable information are subject to an Equality Impact Assessment (EIA) and Data Protection Impact Assessment (DPIA).</p> <p>All statistical data used to evaluate diverse groups are suitably pseudonymised to ensure individuals cannot be identified.</p> <p>The Authority's People Strategy and well-developed policies and procedures aim to mitigate these risks wherever possible.</p>
<p><b>FINANCIAL IMPLICATIONS</b></p>	<p>The EDI objectives for 2020-2025 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.</p>
<p><b>LEGAL IMPLICATIONS</b></p>	<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, which related to the following "protected characteristics": age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.</p> <p>The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (SI 2017/353) requires the Authority to;</p> <ol style="list-style-type: none"> <li>1) publish information to demonstrate compliance with the duty imposed by the Act, which must include information relating to persons who share a "protected characteristic" (see above) who are a) employees; and b) other persons affected by its policies and practices; and</li> <li>2) to prepare and publish one or more specific and measurable equality objectives that should achieve</li> </ol>

	<p>any of the aims set out in the Act at least every four years. Guidance on how and what to publish is provided in the "Equality information and the equality duty: A guide for Public Authorities" (ECHR Revised (fourth) edition, July 2014).</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 on call Firefighter recruitment. Joint working to promote fire service careers and raise awareness across community groups with the aim of improving employee diversity.</p> <p>Collaboration with Thames Valley Police (TVP) on apprenticeships and promoting careers for young people is well established.</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.</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 barriers in relation to employment and accessing services.</p> <p>Staff are encouraged to disclose their protected characteristics; the data is used to inform our EDI strategies.</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.</p> <p>Recruitment Strategies are in place to improve the diversity of the workforce. The Authority continues to support the Apprenticeship Diversity Champions Network (ADCN) and attended a recent event at Westminster, celebrating National Apprenticeship Week. 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.</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 an agenda item at the Joint Consultation Forum, Performance Management Board and Business Transformation Board.</p> <p>The EDI Group is jointly chaired by the Head of Human Resources and Head of Prevention, Response and Resilience, and attended by the Lead Member for People, Equality and Diversity and Assurance. 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></p> <p>Monitoring arrangements include updates 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></p> <p>It is expected that the achievement of the objectives for 2020-25 can be met within the existing budget.</p> <p><b>The balance between spending and resources;</b></p> <p>There are no cost implications arising from this report. The Authority’s objective 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></p> <p>This report promotes Equality and Diversity and is intended to comply with the 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</b></p>	<p><b>Background</b></p>

<p style="text-align: center;"><b>&amp; BACKGROUND PAPERS</b></p>	<p><b>March 2020 Executive Committee – Gender Pay Gap Report</b>  <a href="https://bucksfire.gov.uk/authority/gender-pay-gap-report/">https://bucksfire.gov.uk/authority/gender-pay-gap-report/</a></p> <p><b>HMICFRS report 17 December 2019</b>  <a href="https://www.justiceinspectors.gov.uk/hmicfrs/frs-assessment/frs-2018/buckinghamshire/">https://www.justiceinspectors.gov.uk/hmicfrs/frs-assessment/frs-2018/buckinghamshire/</a></p> <p><b>March 2019 Executive Committee – Gender Pay Gap Report (Item 6)</b>  <a href="https://bucksfire.gov.uk/documents/2020/03/060319_exec_committee_agenda.pdf/">https://bucksfire.gov.uk/documents/2020/03/060319_exec_committee_agenda.pdf/</a></p> <p><b>October 2018 Fire Authority – Equality, Diversity and Inclusion Objectives 2016-20, Review of Year Two Progress Report (Item 14)</b>  <a href="https://bucksfire.gov.uk/documents/2020/03/fire_authority_agenda_and_reports_171018.pdf/">https://bucksfire.gov.uk/documents/2020/03/fire_authority_agenda_and_reports_171018.pdf/</a></p> <p><b>March 2018 Executive Committee – Gender Pay Gap Report</b>  <a href="https://bucksfire.gov.uk/documents/2020/03/140318_exec_committee_agenda.pdf/">https://bucksfire.gov.uk/documents/2020/03/140318_exec_committee_agenda.pdf/</a></p> <p><b>October 2017 Fire Authority – Equality, Diversity and Inclusion Objectives 2016-20, Review of Year One Progress Report (Item 12)</b>  <a href="https://bucksfire.gov.uk/documents/2020/03/181017_fire_authority_agenda_part2.pdf/">https://bucksfire.gov.uk/documents/2020/03/181017_fire_authority_agenda_part2.pdf/</a></p> <p><b>June 2016 Fire Authority - Equality and Diversity Objectives 2016-20, Public Sector Equality Duty and Review of 2012-16 Objectives (Item 15)</b>  <a href="https://bucksfire.gov.uk/documents/2020/03/fire_authority_agenda_8_june_2016.pdf/">https://bucksfire.gov.uk/documents/2020/03/fire_authority_agenda_8_june_2016.pdf/</a></p> <p><b>Equality and Diversity Objectives 2016 - 2020</b>  <a href="https://bucksfire.gov.uk/documents/2020/03/equality_and_diversity_objectives_2016.pdf/">https://bucksfire.gov.uk/documents/2020/03/equality_and_diversity_objectives_2016.pdf/</a></p> <p><b>February 2016 Executive Committee - The Authority’s People Strategy 2016 to 2020. Optimising the contribution and well-being of our people (Item 8)</b>  <a href="https://bucksfire.gov.uk/documents/2020/03/030216_exec_committee_agenda.pdf/">https://bucksfire.gov.uk/documents/2020/03/030216_exec_committee_agenda.pdf/</a></p> <p><b>The Equality Act 2010</b></p> <p><b>The Equalities Act 2010 (Specific Duties and Public Authorities) Regulations 2017</b>  <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><b>The Equalities Act 2010 (Gender Pay Gap Information) Regulations 2017</b></p>
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	<p><a href="http://www.legislation.gov.uk/ukxi/2017/172/contents/made">http://www.legislation.gov.uk/ukxi/2017/172/contents/made</a></p> <p><b>“Equality information and the equality duty: A guide for public authorities”(ECHR, Revised (fourth) edition, July 2014):</b></p> <p><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><b>Office of National Statistics Integrated Household Survey:</b></p> <p><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><b>Gender Identity Research and Education Society:</b></p> <p><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>Recruitment and Selection Procedure</b></p>
<b>APPENDICES</b>	<p><b>Annex A</b> – Introduction; Equality, Diversity and Inclusions (EDI) Objectives 2020 – 2025</p> <p><b>Annex B</b> – Six, twelve and eighteen month EDI Objectives</p> <p><b>Appendix 1</b> –EDI workforce diversity data</p>
<b>TIME REQUIRED</b>	10 Minutes
<b>REPORT ORIGINATOR AND CONTACT</b>	<p>Anne Stunell, Head of Human Resources</p> <p><a href="mailto:astunell@bucksfire.gov.uk">astunell@bucksfire.gov.uk</a></p> <p>01296 744621</p>