

**LANCASHIRE COMBINED FIRE AUTHORITY
RESOURCES COMMITTEE**

Meeting to be held on 27 September 2017

**EQUALITY, DIVERSITY & INCLUSION ANNUAL REPORT AND ACTION PLAN FOR
2017/2018
(Appendix 1 refers)**

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Executive Summary

The Equality, Diversity and Inclusion Annual Report and action plans (appendix 1) are the mechanism by which Lancashire Fire & Rescue Service (LFRS) explains the activity it has undertaken during 2016/2017 which eliminates unlawful discrimination, harassment and victimisation, advances equality of opportunity and fosters good relations. The report also explains the actions which the Service intends to take the following year during 2017/2018. As a public sector organisation, there is a legal requirement to publish information and also publish how LFRS is meeting its legal duties in relation to the Equality Act 2010 and the Public Sector Equality Duty.

Recommendation

To note the Equality, Diversity and Inclusion Annual Report.

Information

The Equality Act 2010 states that everyone has the right to be treated fairly and equally. The Act has two main purposes. It brings together and simplifies all of the existing discrimination law, and strengthens the law to further support progress on equality. In the exercise of its functions (including any function carried out by an external supplier/organisation), the Service must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not;
- Foster good relations between people who share a protected characteristic and those who do not.

These are often called the three main aims of the “general duty” and are detailed in the Equality Act 2010 Section 149. The Equality Duty is supported by two main specific duties which require public bodies to:

- Publish equality information at least annually;
- Set and publish equality objectives at least every four years.

The Equality, Diversity and Inclusion Annual Report is the way in which the Service demonstrates it is meeting its legal requirements, the report contains information (based on information that has been disclosed or that is publically available) about:-

- Our corporate planning and policy approach to equality and diversity;
- The composition and the equality profile of our workforce;
- An overview of equality-related activities.

The Annual Report makes reference to how equality, diversity and inclusion activity is embedded within its Corporate Planning process and how LFRS is shaping and delivering its services to meet the needs of its diverse communities. The Report includes data that it is required to report in terms of its workforce profile, its completed action plan for last year and its actions for next year. The delivery of the action plan is monitored through the Equality, Diversity and Inclusion Steering Group.

Business Risk

Failure to comply with the obligations of the Equality Act 2010 could result in reputational and financial considerations.

Environmental Impact

The report has no environmental impact

Equality & Diversity Implications

The Equality, Diversity and Inclusion Annual Report is a way in which the Service can demonstrate that it is advancing equality of opportunity between people who share a protected characteristic and those who do not.

HR Implications

Measures in this area improve the organisational working environment.

Financial Implications

No financial implications arising directly from the report

Local Government (Access to Information) Act 1985

List of Background Papers

Paper	Date	Contact
Reason for inclusion in Part 2, if appropriate:		