

## **LANCASHIRE COMBINED FIRE AUTHORITY**

Meeting to be held on 18 June 2018

### **EQUALITY, DIVERSITY AND INCLUSION ANNUAL REPORT 2018/2019 (Appendix 1 refers)**

Contact for further information:

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#### **Executive Summary**

The Annual Equality, Diversity and Inclusion Report (appendix 1) documents the Service's performance in relation to explaining those actions the Service has undertaken to meet the objectives and plans over the next twelve months.

#### **Recommendation**

The Authority is asked to note and endorse the Equality, Diversity and Inclusion Annual Report and agree the Action plan for 2018/2019.

#### **Information**

The Equality Act 2010 requires the Service in the exercise of its functions to have due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the law.
- 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 call 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 Annual Equality, Diversity and Inclusion Report documents the Service's performance in relation to meeting its legal duties over the year 2017 – 2018, the workforce profile as at 31 March 2018 and future plans for the Service 1 April 2018 and 31 March 2019.

The report refers to the approach the Service has taken in relation to:

- Corporate Planning and policy development.
- The composition of our workforce.
- An overview of activities which the Service has undertaken which demonstrates. the Service is complying with the Equality Duty.

The Service agreed the following equality objectives as part of the development of its Integrated Risk Management Plan 2017-2022:

Our Communities:

- Support local business's to reduce the risk of fire and remain compliant within fire safety legislation.
- Reduce the number and impact of fire and other emergencies to our diverse communities across Lancashire.
- Develop and deliver a Prevention Service targeting our most vulnerable communities.

Our workforce:

- Promote equality in our workforce policies and workforce practices.
- Develop our staff to ensure they can respond competently meeting the different needs of our diverse communities.

The full equality diversity and inclusion annual report explains those actions the Service has undertaken to meet the objectives and the plans over the next twelve months.

Lancashire Fire and Rescue Service (LFRS) seek to prevent fires and other emergencies from happening. The Safe and Well Visit, the provision of fire safety advice and the work of the Prince's Trust all target the most vulnerable within the communities of Lancashire, including those with dementia, those experiencing social isolation, those with mental health issues and young people who are not in education, employment or training. LFRS responds to a range of incidents and that response is regardless of the protected characteristic of the individual. The Service aspires to be accessible ensuring that information is available in a variety of formats and using multiple channels to best reach Lancashire's diverse communities.

The Service invests in training and development to ensure that those accessing its services receive the most appropriate response that meets their individual needs. The Service has established a values framework which clearly identified the behaviours expected of staff in terms of behaving in a non-discriminatory and inclusive way. The Service delivers leadership development to ensure that those in a leadership role recognise the importance of the Service values and challenging poor performance. All members of staff are required to complete equality diversity, inclusion and unconscious bias training as part of their induction and last year all line managers who are involved in the recruitment and selection of staff have attended unconscious bias training.

One of the National Fire and Rescue Service core values is valuing diversity in the Service and the community and the wholetime recruitment campaign of October 2017 created a real opportunity to recruit individuals who are diverse, who have different experiences, backgrounds and complementary skill sets. The recruitment campaign which included an integrated positive action campaign, the establishment of a buddy scheme and "Have A Go Days" successfully delivered 921 applications from a variety of different people, 12% were from women, 10% were from candidates who were BME, 9% LGB and 4% who declared a disability. Of those who were successful at interview, 23% were from women, 11% were from people who declared themselves as BME and 15% were from candidates who declared they had a disability. The number of people who declared themselves as LGB<sup>1</sup> was also higher than in previous campaigns.

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<sup>1</sup> Less than 10% therefore not reported

In terms of the workforce of the Service, the majority of the staff are white and male, however through workforce planning we can demonstrate that we are increasing the number of people we employ from the BME and the number of women we employ within our firefighter workforce through all ranks. The success rate for female applicants for promotion to Crew Manager and Watch Manager positions is currently 100%, although the number female applicants is low. Within the wholetime service the majority of staff are aged 45 - 49 years with a substantial number aged 50-55 years. However further to the wholetime recruitment campaign there has been an increase in the number of people employed aged less than 34 years employed by LFRS.

In terms of recruitment a lower number of applications for vacancies within LFRS are received from women, of the applications received 6% are appointed which is the same as from men. The number of applications received from BME candidates is relatively low and of the applications received 4% are appointed.

The Service is committed to consultation and engagement with staff, regular meetings take place with Trade Unions, and employee voice groups have been established to ascertain the views of staff with a protected characteristic. These groups have supported the development of the action for 2018/2019.

### **Business Risk**

There are no business risks arising from the report.

### **Environmental Impact**

There are no environmental impacts arising from the report.

### **Equality & Diversity Implications**

An initial Equality and Diversity Impact Assessment has been developed and this has been scrutinised by the Equality, Diversity and Inclusion Steering Group which has identified no equality, diversity implications arising from the report.

### **HR Implications**

There are no human resources implications arising from the report.

### **Financial Implications**

There are no financial implications arising 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: |      |         |