

LANCASHIRE RESOURCES COMMITTEE

Meeting to be held on 25 September 2019

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 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 Committee 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 2018 – 2019, the workforce profile as at 31 March 2019 and future plans for the Service between 1 April 2019 and 31 March 2020.

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 that the Service has undertaken which demonstrate 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 businesses 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 its Equality, Diversity and Inclusion objectives and the activities the Service intends to take over the next twelve months. The Report details the diversity of our communities, how we will make our services accessible, our approach to training, recruitment, employment; and how we engage and consult with our staff and Trade Unions.

With effect from 31 March 2019 the Service has been required to publish our Gender Pay Gap and details of this are contained within the report. Using the calculation methodology across LFRS, the mean gender pay gap is significantly different than the national average at -2.56% (equating to a £0.30 positive difference in hourly pay between males and females to the benefit of females), with the median gender pay gap equating to 16.08% (equating to a £2.24 positive difference in hourly rates of pay between males and females to the benefit of males).

Our Workforce Profile demonstrates that the trend continues in terms of the Service becoming more diverse in terms of the number of people we employ from under-represented groups.

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

There are no equality and 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:		