

# Lancashire Combined Fire Authority

## Resources Committee

Meeting to be held on 28 September 2022

### Equality Diversity and Inclusion Annual Report (Appendix 1 refers)

Contact for further information: Liz Sandiford, Head of Human Resources  
Tel: 01772 866804

#### **Executive Summary**

The Equality, Diversity, and Inclusion Annual Report 2022 - 2023 is attached at Appendix 1. The report is one of the ways the Service demonstrates its compliance with the Equality Duty which was created under the Equality Act 2010.

#### **Recommendation(s)**

The Resources Committee is asked to note the report.

#### **Information**

On 5 April 2011, the public sector equality duty (the Equality Duty) came into force. The Equality Duty was created under the Equality Act 2010. In summary, organisations subject to the equality duty must, in the exercise of their functions, 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.

To ensure transparency, and to assist in the performance of this duty, the Equality Act 2010 (Specific Duties) Regulations 2011, require public authorities to publish their equality objectives and information to demonstrate their compliance with the public sector equality duty.

The Equality, Diversity and Inclusion Annual report is one of the ways in which the Service can demonstrate transparently how it is complying with the Equality Duty. The report attached at Appendix 1 documents the Service's performance in terms of meeting its legal duties over the period 2021 – 2022 and the Plans for 2022 – 2023. It is part of a suite of delivery plans which supports the delivery of the Service's People Strategy and details the Service's areas of focus in terms of improving accessibility, training and development, recruitment and selection, engagement, consultation, performance management and in the development of its policies and strategies.

## **Financial Implications**

There are no financial implications directly arising from this report.

## **Human Resource Implications**

The Equality Diversity and Inclusion (EDI) Annual Report is one of the key strategies which supports the delivery of LFRS People Strategy.

## **Equality and Diversity Implications**

The action plans included within the Equality Diversity Inclusion (EDI) Annual Report detail the Services approach to EDI over the coming year.

## **Business Risk Implications**

It is a legal requirement for the Service to publish how it is complying with the public sector equality duty.

## **Environmental Impact**

None.

## **Local Government (Access to Information) Act 1985**

### **List of background papers**

Paper:

Date:

Contact:

Reason for inclusion in Part 2 if appropriate: N/a