

Lancashire Combined Fire Authority

Resources Committee

Meeting to be held on 27 September 2023

Equality Diversity and Inclusion Annual Report (Appendices 1 and 2 refer)

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Executive Summary

The Equality, Diversity, and Inclusion Annual Report 2023 - 2024 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. The report supports the delivery of Lancashire Fire and Rescue Service's People Strategy. The publication of the report is also more significant this year, as it also includes details of some of the actions the Service is taking in response to His Majesty's Inspectorate of Constabulary and Fire and Rescue Services' (HMICFRS) March 2023 Values and Culture recommendations and the National Fire Chief Council's (NFCC) recommendations, the full detail of which is attached at Appendix 2.

Recommendation

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, attached at Appendix 1, is one of the ways in which the Service can demonstrate transparency, in terms of how it is complying with the Equality Duty. The report documents the Service's performance in terms of meeting its legal duties over the period 2022 – 2023 and the Plans for 2023 – 2024. 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, recruitment and selection, training and development, engagement, consultation, performance management and in the development of policies and strategies.

The publication of the report has become more significant, because it also details some of the actions the Service is undertaking in response to the HMICFRS March 2023 Values and Culture report, recommendations and the subsequent NFCC recommendations which related to:

- how members of staff can raise concerns;
- appropriate background checks;
- misconduct handling;
- training and development; and,
- the implementation of the Core Code of Ethics.

A summary document is attached at Appendix 2.

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 EDI Annual Report detail the Service's 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: Equality Act 2010
Date: April 2011
Paper: HMICFRS Values and Culture report
Date: March 2023
Contact: Liz Sandiford
Reason for inclusion in Part 2 if appropriate: N/A