

Lancashire Combined Fire Authority Resources Committee

Meeting to be held on 24 September 2025

Equality Diversity Inclusion and Culture Annual Report 2024 – 2025 and Delivery Plan 2025 – 2026

(Appendices 1 and 2 refer)

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Executive Summary

The Equality, Diversity, Inclusion and Culture Annual Report 2024 – 2025 and Delivery Plan 2025 – 2026 offers a comprehensive overview of Lancashire Fire and Rescue Service's (LFRS) ongoing commitment to fostering equality, diversity, and inclusion across its operations. Shaped by statutory obligations including the Fire and Rescue Services Act 2004 and the Public Sector Equality Duty under the Equality Act 2010, LFRS's approach is further informed by inspections from His Majesty's Inspectorate of Constabulary and Fire and Rescue (HMICFRS).

This report demonstrates how LFRS is managing risks to its workforce and the communities it serves, advancing equality of opportunity, and promoting good relations among all groups. It details performance in fulfilling legal duties, outlines strategic delivery plans, and identifies key areas of focus such as accessibility, recruitment, training, and community engagement. The report also highlights the Service's method for evidencing compliance and transparency in meeting its public sector equality obligations.

Recommendation

The Resources Committee is asked to note the report.

Information

Lancashire Fire and Rescue Services (LFRS) response to equality diversity and inclusion is shaped by:

- Identifying and managing risk whether this is risk to its employees, the environment in which it operates, or in the society that it serves as identified in the Fire and Rescue Services Act 2004.
- His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) which plays a key role in inspecting Fire and Rescue Services (FRS) in England, including their approach to Equality, Diversity and Inclusion (EDI).
- The Public Sector Equality Duty (PSED), established under Section 149 of the Equality Act 2010, which requires public bodies, including LFRS, to consider how their policies, services and decision-making processes impact people. The general duty obliges the Service to have due regard to three key aims; 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.

The Equality, Diversity, Inclusion and Culture Annual Report 2024 – 2025 and Delivery Plan 2025 – 2026, attached at Appendix 2, 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 2024 – 2025 and the Plans for 2025 – 2026. 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 minimising risks in local communities, improving accessibility, recruitment and selection, training and development.

Financial Implications

There are no additional financial implications directly arising from this report.

Human Resource Implications

The Equality Diversity Inclusion and Culture Annual Report is one of the key documents which supports the delivery of LFRS People Strategy.

Equality and Diversity Implications

The action plans included within the Equality Diversity Inclusion and Culture Annual Report details the Service's approach to delivering Response, Protection, Prevention and Departmental activity which supports the Services in meeting its legal obligations.

Business Risk Implications

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

Environmental Implications

None.

Legal Implications

No legal obligations arising from the report.

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
Paper:	HMICFRS Standards of Behaviour. The handling of misconduct in fire and rescue services.
Date:	August 2025
Contact:	Liz Sandiford

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

Initial Equality Impact Assessment/ Equality Analysis Screening Tool form HR/IEIA

Name of Proposal, Policy, Decision, Strategy being considered (Please indicate)	Equality Diversity Inclusion Culture Annual Report
Name Lead Officer Job Designation	Liz Sandiford Director of People and Development
Department	People and Development
Telephone Number E-Mail Address	07814866182
Date of Assessment	15.08.2025

We carry out Equality Impact Assessments (EIA) to analyse the effects of our decisions, policies or practices. The EIA should be undertaken/started at the beginning of the policy development process, before any decision is made. It will be updated through the decision making/policy development process until the conclusion of the decision making/ policy development process and then it is completed. Further guidance is available from Human Resources.

1. Overview

The main aims/objectives of this policy¹ are:
The EDIC Annual Report refers to how equality, diversity and inclusion activity is embedded within our Corporate Planning process and how we are shaping and delivering our services to meet the needs of our diverse communities. The report includes data that we are required to report in terms of our workforce profile, our completed action plan for last year and our actions for next year. The delivery of the action plan is monitored through the Equality, Diversity, Inclusion Culture Board.

Is the policy or decision a new policy or a policy you are reviewing or an existing²

New/Proposed ☐

Modified/Reviewed/Updated/Adapted ☒

Existing but new EIA ☐

List the groups of people potentially affected by this proposal (e.g. job applicants, employees, customers, members of the public):
Employees and the Communities of Lancashire

¹ Policy refers to any policy strategy, procedure, function, decision or delivery of service

² To tick the box: Hover over the box with the icon, right click the mouse, click on properties, click check the box

2. Equality Impact

Quick Look Impact /Initial Screening – is there a risk to people with the proposal?
Consider the initial positive and negative impacts of your policy or plan below?

Equality Group	Positive Impact It could benefit	Negative Impact It could disadvantage	Neutral/No Impact	Evidence for initial conclusions and any mitigating actions already in place to reduce any negative impact or reasons why it will be of positive impact
Age Older Younger	x			The EDIC Annual report details the actions that the Service will deliver which will have a positive impact on the diverse communities of Lancashire and employees who are underrepresented within the Service.
Disability Physical, Learning Disability Learning Difficulty Mental Health	x			
Gender Identity/ Gender Reassignment	x			
Pregnancy and Maternity	x			
Race Ethnicity Nationality	x			
Belief or Religion	x			
Gender Male/Female	x			
Sexual Orientation Lesbian, Gay and bisexual, straight people	x			
Marriage and Civil Partnership	x			

(employment only)				
Other groups who are not protected under the Equality Act Examples include social economic factors (i.e. poverty, isolation), unemployment, homelessness, rurality, health inequalities any other disadvantage	x			
Contributes to equality of opportunity	x			
Contributes to fostering good relationships between different groups	x			
The decision will be taken in compliance with Human Rights³	YES			x
	NO			

If there is a negative impact on a particular group or a lack of clarity about if there is an impact on a particular group, a full equality impact assessment is required.

3. Negative Impact

Does this proposal require a full EIA is not, please state why:

3.1 The completed EIA should be attached to the management/project report, so the details can be considered as part of the decision-making process at the relevant Board/Meeting.

3.2 Update the EIA monitoring spreadsheet on the R Drive.

³ Human Rights are the basic rights and freedoms that belong to every person in Europe regardless of nationality and citizenship. Human Rights are based on the five FREDA principles: Fairness, Respect, Equality, Dignity, Autonomy

Equality Impact Assessment Approved By: Executive Board Date Approved: 18 August 2025

Further guidance on completing Equality Impact Assessments is available from Human Resources.