

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	AUTHORITY		
DATE:	17 OCTOBER 2019	REPORT NO:	CFO/045/19
PRESENTING OFFICER:	CHIEF FIRE OFFICER		
RESPONSIBLE OFFICER:	DEB APPLETON	REPORT AUTHOR:	WENDY KENYON
OFFICERS CONSULTED:			
TITLE OF REPORT:	EQUALITY, DIVERSITY & INCLUSION ANNUAL REPORT APRIL 2018 - MARCH 2019		

APPENDICES:	APPENDIX A:	EQUALITY, DIVERSITY AND INCLUSION ANNUAL REPORT APRIL 2018 – MARCH 2019
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Purpose of Report

1. To provide Members with the draft Equality, Diversity & Inclusion (ED&I) Annual Report which contains an update on the progress made against the ED&I Action Plan 2017-2020 and our ED&I objectives for 2017-2020. The Equality, Diversity and Inclusion Annual Report 2018/19 is attached to this report at Appendix A.

Recommendation

2. That Members consider and approve the attached report for publication on the Merseyside Fire & Rescue Service (MFRS) website in order to demonstrate Merseyside Fire and Rescue Authority's (MFRA) commitment to equality, diversity and inclusion and in order to meet its Public Sector Equality Duties.

Introduction and Background

3. The purpose of this report is to demonstrate MFRA's compliance with the Equality Act 2010 General Duty and to update stakeholders on the key outcomes delivered in the year with regards to Equality, Diversity and Inclusion.
4. The Equality Act 2010 Public Sector Equality Duty (PSED) (s.149) states that in the exercise of their functions, public authorities must 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.

5. In order for public authorities to demonstrate they are meeting the PSED there is a number of specific duties which require public bodies including MF&RA to carry out :
 - a. Publish information to show their compliance with the Equality Duty, at least annually
 - b. Set and publish equality objectives, at least every four years.
6. The PSED states that all information above must be published in a way which makes it easy for people to access it. We will publish and promote the report on our intranet Portal and Website in this Word version and copies will be available for request in braille, large font and different languages on request

Equality and Diversity Implications

7. The ED&I Annual Report evidences how the Authority executes the provision of the Equality Act 2010 and in particular shows due regard to the needs of the nine protected groups¹ through the monitoring of the ED&I action plan and our five equality objectives.

Staff Implications

8. Staff have been integral to the creation of this report through a number of processes including attending the ED&I Steering Group and meetings with the Diversity and Consultation Manager and providing regular written communication updates. The data contained in the reports will be used by officers carrying out future Equality Impact assessments, changes to services or development of employment and service delivery policies.

Legal Implications

9. The reports demonstrates the work that is being conducted to meet the Equality Act 2010 and Public Sector Equality Duty requirements

Financial Implications & Value for Money

10. There will be no financial implications this year as it has been decided that the report will not be designed and printed externally. Savings have been delivered as a result of this decision.

Risk Management, Health & Safety, and Environmental Implications

11. There are no risk management, health & safety or environmental implications arising from this report.

¹ the 9 protected groups as detailed in the Equality Act 2010 are, Sex, Age, Race, religion and belief, Disability, Maternity and Paternity, Gender reassignment, Sexual Orientation and Marriage and civil partnership

12. The production of this report demonstrates how MF&RA are delivering services in a way that meets the Authority's legal duties in relation to the Equality Act 2010 and Public Sector Equality Duty requirements, and how best practice is essential for a public sector organisation. The Annual Report also shows how we manage our services to engage with diverse communities to ensure they are Safer and Stronger.

BACKGROUND PAPERS

- CFO/070/18** Equality, Diversity & Inclusion Action Plan 2017-2020, Functional Priorities 2018/19. Quarter 1 and Quarter 2 update
- CFO/025/19** Equality, Diversity & Inclusion Action Plan 2017-2020, Functional Priorities 2018/19. Quarter 3 and Quarter 4 update

GLOSSARY OF TERMS

AGI	Advice, Guidance & Information
BAME	Black, Asian, Minority, Ethnic
BSL	British Sign Language
C&PY	Children & Young People
CLGA	Communities and Local Government Association
CFO	Chief Fire Officer
CRM	Community Risk Management
CRR	Community Risk Register
DAG	Diversity Action Group
DCFO	Deputy Chief Fire Officer
EIA	Equality Impact Assessment
ED&I	Equality, Diversity & Inclusion
ESMCP	Emergency Services Mobile Communications Programme
FRS	Fire & Rescue Service
HFSC	Home Fire Safety Check
JCC	Joint Control Centre
KLOE	Key Line of Enquiry
LGA	Local Government Authority
MFRA	Merseyside Fire & Rescue Authority
NFCC	National Fire Chiefs Council
NJC	National Joint Council
NOG	National Operational Guidance
NWAS	North West Ambulance Service
PCC	Police Crime Commissioner
POD	People and Organisational Development
PPE	Personal Protection Equipment
PSED	Public Sector Equality Duty
SEG	Strategic Equality Group
SMG	Strategic Management Group
SOP	Standard Operational Procedure
TDA	Training and Development Academy

