

| MERSEYSIDE FIRE AND RESCUE AUTHORITY |   |                |              |
|--------------------------------------|---|----------------|--------------|
| MEETING OF THE:                      | Community Safety & Protection Committee                 |                |              |
| DATE:                                | 1 <sup>st</sup> September 2020                          | REPORT NO:     | CFO/041/20   |
| PRESENTING OFFICER:                  | CHIEF FIRE OFFICER                                      |                |              |
| RESPONSIBLE OFFICER:                 | DEB APPLETON  | REPORT AUTHOR: | WENDY KENYON |
| OFFICERS CONSULTED:                  | STRATEGIC LEADERSHIP TEAM                               |                |              |
| TITLE OF REPORT:                     | EQUALITY, DIVERSITY AND INCLUSION ANNUAL REPORT 2019-20 |                |              |

|             |             |  |
|-------------|-------------|--|
| APPENDICES: | APPENDIX A: | ED&I ANNUAL REPORT APRIL 2019 – MARCH 2020 |
|-------------|-------------|--|

**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
  7. This report includes information on the effect that our policies and practices have had on people who share a relevant protected characteristic, to demonstrate the extent to which we have furthered the aims of the general equality duty for our employees.
  8. The report also provides our fourth gender pay gap report which is required by all Public Sector Bodies over 250 employees
  9. MFRA recognises that a representative workforce will provide a Fire and Rescue Service that respects and responds to the diversity of the local communities that it serves. For the purposes of comparison in this report, the general population of Merseyside has been used and the national fire and rescue service staff population (using NJC inclusion group reports) is used where available as a further benchmark.

---

### **Equality and Diversity Implications**

10. 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 groups<sup>1</sup> through the monitoring of the ED&I action plan and our five equality objectives.

---

### **Staff Implications**

11. Staff have been integral to the creation of this report through a number of processes including attending the ED&I Steering Group, Staff Networks and meetings with the Diversity and Consultation Manager and providing regular written communication updates. The data contained in the reports will be used

---

<sup>1</sup> 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

by officers carrying out future Equality Impact assessments, changes to services or development of employment and service delivery policies.

---

### **Legal Implications**

---

12. 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**

---

13. There will be no financial implications this year.

---

### **Risk Management, Health & Safety, and Environmental Implications**

---

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

---

### **Contribution to Our Mission: *Safer Stronger Communities – Safe Effective Firefighters***

---

15. 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**

---

---

### **GLOSSARY OF TERMS**

---

|             |  |
|-------------|--|
| <b>MFRA</b> | <b>M</b> erseyside <b>F</b> ire and <b>R</b> escue <b>A</b> uthority is the physical and legal entity. When writing reports MFRA is the “object”.    |
| <b>MFRS</b> | <b>M</b> erseyside <b>F</b> ire and <b>R</b> escue <b>S</b> ervice is the service provided by MFRA. When writing reports MFRS is the “action”        |
| <b>E.G.</b> | You are employed by the Authority (MFRA). The job you do forms part of the Service (MFRS) provided by the Authority (MFRA).<br>If in doubt use MFRA. |