

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	COMMUNITY SAFETY AND PROTECTION COMMITTEE		
DATE:	2 SEPTEMBER 2021	REPORT NO:	CFO/048/21
PRESENTING OFFICER:	DEPUTY CHIEF FIRE OFFICER		
RESPONSIBLE OFFICER:	DEB APPLETON	REPORT AUTHOR:	VICKY CAMPBELL
OFFICERS CONSULTED:	MICHELLE KIRK		
TITLE OF REPORT:	EQUALITY, DIVERSITY AND INCLUSION ANNUAL REPORT 2020/21		

APPENDICES:	APPENDIX A:	ED&I ANNUAL REPORT APRIL 2020 – MARCH 2021
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Purpose of Report

1. To update members on the progress made against the Authority's ED&I objectives for 2017-2020. The Equality, Diversity and Inclusion Annual Report 2020/21/19 is attached to this report at Appendix A

Recommendation

2. That Members consider and approve the ED&I Annual 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 demonstrate how it has met its Public Sector Equality Duty.

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.
7. 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
8. 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.
9. The report also provides our fourth gender pay gap report which is required by all Public Sector Bodies over 250 employees.
10. 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 is used where available as a further benchmark.

Equality and Diversity Implications

11. 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 through the monitoring of the ED&I action plan and our five equality objectives.

Staff Implications

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

Legal Implications

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

Financial Implications & Value for Money

14. There will be no financial implications this year.

Risk Management, Health & Safety, and Environmental Implications

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

Contribution to Our Vision: To be the best Fire & Rescue Service in the UK.

Our Purpose: Here to serve, Here to protect, Here to keep you safe.

16. 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.
17. 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

MFRA	Merseyside Fire and Rescue Authority is the physical and legal entity. When writing reports MFRA is the "object".
MFRS	Merseyside Fire and Rescue Service is the service provided by MFRA. When writing reports MFRS is the "action"
E.G.	You are employed by the Authority (MFRA). The job you do forms part of the Service (MFRS) provided by the Authority (MFRA). If in doubt use MFRA.