

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	AUTHORITY		
DATE:	16 MAY 2024	REPORT NO:	CFO/27/24
PRESENTING OFFICER	CHIEF FIRE OFFICER PHIL GARRIGAN		
RESPONSIBLE OFFICER:	NICK MERNOCK	REPORT AUTHOR:	NICK MERNOCK
OFFICERS CONSULTED:	MO JOGI MIKE PILKINGTON		
TITLE OF REPORT:	EQUALITY & DIVERSITY ACTION PLAN 2024 - 2027		

APPENDICES:	APPENDIX A:	EQUALITY DIVERSITY AND INCLUSION ACTION PLAN 2024-2027
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Purpose of Report

1. To provide Members with the updated Equality, Diversity and Inclusion Action Plan, it's key deliverables and explain how it interacts with the other relevant documents.

Recommendation

2. It is recommended that Members:
 - a) note the report contents; and
 - b) approve the Equality, Diversity and Inclusion Action Plan for 2024 - 2027.

Introduction and Background

3. Members will be aware that Merseyside Fire and Rescue Authority has a number of strategic documents that guide its actions and responses in relation to Diversity, Culture and Inclusion. These documents are regularly updated to take account of organisational needs, legislative changes, as well as policy development through the NFCC and the HMICFRS.
4. This document is constructed and informed utilising input from our Staff Networks as well as consultation through the Culture and Inclusion Board.
5. The Equality, Diversity & Inclusion ('ED&I') Policy identifies a number of pieces of work that addresses five key objectives:

- **Objective 1:** Create a strong cohesive organisation that is positive to rising to the future challenges we face.
- **Objective 2:** Ensure that people from diverse communities receive equitable services that meet their needs.
- **Objective 3:** Reducing fires and other incidents amongst vulnerable people in the protected groups and deprived areas.
- **Objective 4:** To continue to evolve the Service's cultural competence based on community insight so that all staff can undertake their role recognising the value of difference. This strengthens our approach to equality, diversity and inclusion, meaning our staff are well equipped to engage with our diverse communities and are sensitive to their needs.
- **Objective 5:** To continue to aspire for ED&I excellence; measuring ourselves against best practise and benchmarking tools within the Fire & Rescue Service and other sectors.

6. Those five key objectives are then delivered within the specific action plan, that is enclosed within the report.
7. MFRS has now established a clear delivery and engagement strategy approach in relation to Diversity, Culture and Inclusion and as Members will be aware this is now incorporated into a number of key documents that support the organisational delivery and comprehensive understanding of all our employees.
8. The organisation has a number of interrelated documents of which the Equality, Diversity and Inclusion Action Plan is part of, which are:
 - The People Plan
 - Equality & Diversity Action Plan
 - The workforce Cultural Transformation Action Plan
 - Cultural Dashboard
 - Organisational Values
9. The organisation has also developed specific plans to deliver our services in relation to external scrutiny which include:
 - HMICFRS Action Plan
 - NFCC Code of Ethics
10. The Equality, Diversity and Inclusion Action Plan will be regularly reviewed through our internal scrutiny measures and will be a live document that can be amended or enhanced as required in relation to legislative or Policy demand.

Equality and Diversity Implications

11. An Equality Impact assessment has been completed to ensure no detriment is accrued in relation to delivery of this document.

Staff Implications

12. This document in conjunction with the other organisational policy documents will ensure that Diversity, Culture and Inclusion is at the forefront of all our people related work, and operational delivery.

Legal Implications

13. The plan addresses all legislative requirements placed upon the Authority and delivery will comply with internal and national policy.

Financial Implications & Value for Money

14. There are no direct financial implications in the adoption and delivery of this action plan.

Risk Management and Health Implications

15. None at this time.

Environmental Implications

16. None at this time.

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.*

17. The work to be completed in the ED&I Action Plan will not only ensure all our employees understand our cultural intentions and direction of travel but allows them to feed into these plans and having a voice that will be listened to.

BACKGROUND PAPERS

NONE

GLOSSARY OF TERMS

MFRA Merseyside **F**ire and **R**escue **A**uthority

MFRS Merseyside **F**ire and **R**escue **S**ervice

NFCC National **F**ire **C**hiefs **C**ouncil

HMICFRS His **M**ajesty's Inspectorate of **C**onstabulary and **F**ire & **R**escue **S**ervices