

| <b>MERSEYSIDE FIRE AND RESCUE AUTHORITY</b> |  |                       |                                   |
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| <b>MEETING OF THE:</b>                      | <b>AUTHORITY</b>   |                       |                                   |
| <b>DATE:</b>                                | <b>17 OCTOBER 2024</b>   | <b>REPORT NO:</b>     | <b>CFO/58/24</b>                  |
| <b>PRESENTING OFFICER</b>                   | <b>CHIEF FIRE OFFICER, PHIL GARRIGAN</b>                       |                       |                                   |
| <b>RESPONSIBLE OFFICER:</b>                 | <b>NICK MERNOCK</b>  | <b>REPORT AUTHOR:</b> | <b>VICKY CAMPBELL<br/>MO JOGI</b> |
| <b>OFFICERS CONSULTED:</b>                  | <b>STRATEGIC LEADERSHIP TEAM</b>                               |                       |                                   |
| <b>TITLE OF REPORT:</b>                     | <b>EQUALITY, DIVERSITY AND INCLUSION ANNUAL REPORT 2023/24</b> |                       |                                   |

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| <b>APPENDICES:</b> | <b>APPENDIX A:</b> | <b>EQUALITY, DIVERSITY AND INCLUSION ANNUAL REPORT APRIL 2023 TO MARCH 2024</b>                                   |
|                    | <b>APPENDIX B</b>  | <b>EQUALITY ANALYSIS – WORKFORCE AND EMPLOYMENT DATA. 1<sup>ST</sup> APRIL 2023 TO 31<sup>ST</sup> MARCH 2024</b> |

### **Purpose of Report**

1. The purpose of this report is to update Members on the progress made against Merseyside Fire and Rescue Authority ('MFRA') Equality, Diversity and Inclusion ('ED&I') objectives for 2021 – 2024 and present the annual report and the Equality Analysis – Workforce and Employment Data reports for publication.

### **Recommendation**

2. It is recommended that Members:
  - a) note the content of the report;
  - b) approve the ED&I Annual Report for publication on the Merseyside Fire & Rescue Service (MFRS) website to demonstrate MFRA's commitment to equality, diversity and inclusion and how MFRA has met its Public Sector Equality Duty and;
  - c) approve the Equality Analysis – Workforce and Employment Data, 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024 Report for publication on the Merseyside Fire & Rescue Service (MFRS) website in order to demonstrate MFRA's commitment to equality, diversity and inclusion and 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:
  - a. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
  - b. Advance equality of opportunity between people who share a protected characteristic and those who do not
  - c. 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 MFRA to:
  - 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. It is proposed that both reports are published and promoted on the intranet portal and website. The website is supported by ReciteMe which offers a number of accessibility functions including, read aloud and translation, to allow reads additional support should it be required.
8. The annual 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 workforce analysis report also provides our seventh gender pay gap report which is required by all Public Sector Bodies with over 250 employees.
10. The workforce analysis report also provides our third ethnicity pay gap, this is not currently a requirement on MFRA however MFRA believe its inclusion meets the standard of best practice..
11. 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.

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**Equality and Diversity Implications**

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12. The ED&I Annual Report evidences how MFRA 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.

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**Staff Implications**

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13. Staff have been integral to the creation of this report through a number of processes including attending, Staff Networks and meetings with the Diversity Team 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.

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**Legal Implications**

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

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**Financial Implications & Value for Money**

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15. There are no direct financial implications arising out of this report.

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**Risk Management and Health & Safety Implications**

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

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**Environmental Implications**

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17. There are no environmental implications link to this report

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

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

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18. The production of this report demonstrates how MFRA are delivering services in a way that meets its 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.
19. The Annual Report also shows how we manage our services to engage with diverse communities, and gives examples of how we serve, how we protect and how we keep those communities safe.

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**BACKGROUND PAPERS**

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N/A

N/A

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## GLOSSARY OF TERMS

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|         |   |
|---------|---|
| ACE     | Adverse Childhood Experience  |
| AFSA    | Asian Fire Service Association  |
| AWoL    | Absent Without Leave  |
| BAME    | Black, Asian, Minority, Ethnic  |
| BSL     | British Sign Language   |
| CFO     | Chief Fire Officer  |
| CRMP    | Community Risk Management Plan  |
| DCFO    | Deputy Chief Fire Officer   |
| DWP     | Department of Work and Pensions                                       |
| EIA     | Equality Impact Assessment  |
| ED&I    | Equality, Diversity & Inclusion                                       |
| FF      | Firefighter   |
| FRS     | Fire & Rescue Service   |
| HFSC    | Home Fire Safety Check  |
| HMICFRS | His Majesty's Inspectorate of Constabulary and Fire & Rescue Services |
| IRMP    | Integrated Risk Management Plan                                       |
| LCR     | Liverpool City Region   |
| LFB     | London Fire Brigade   |
| LGA     | Local Government Association  |
| LGBT    | Lesbian, Gay, Bisexual and Transgender                                |
| LGBTQ+  | Lesbian, Gay, Bisexual and Transgender, Queer/Questioning +           |
| MFRA    | Merseyside Fire & Rescue Authority                                    |
| MFRS    | Merseyside Fire & Rescue Service                                      |
| MOU     | Memorandum of Understanding   |
| NR      | National Resilience   |
| NRAT    | National Resilience Assurance Team                                    |
| NUG     | National User Group   |
| POD     | People and Organisational Development                                 |
| PSED    | Public Sector Equality Duty   |
| PT      | Physical Trainers   |
| REACH   | Race Equality and Cultural Heritage                                   |
| SHQ     | Service Headquarters  |
| SOFSA   | Simple Operational Fire Safety Assessment                             |
| SRT     | Search and Rescue Team  |
| TDA     | Training and Development Academy                                      |
| TDP     | Training Delivery Partners  |
| UwFR    | Unwanted Fire Signals   |
| VLS     | Very Loud Speaker   |

