MERSEYSIDE FIRE & RESCUE AUTHORITY			
MEETING OF THE:	**AUTHORITY**		
DATE:	**25TH MAY 2017**	**REPORT NUMBER**	**CFO/024/17**
PRESENTING OFFICER	**DEPUTY CHIEF FIRE OFFICER**		
RESPONSIBLE OFFICER:	**DEB APPLETON**	**REPORT AUTHOR:**	**WENDY KENYON**
OFFICERS CONSULTED:	**STRATEGIC MANAGEMENT GROUP**		
TITLE OF REPORT:	**NEW EQUALITY , DIVERSITY AND INCLUSION (E,D&I) POLICY STRPOL011**		

APPENDICES:	**APPENDIX A:** **APPENDIX B:**	**EQUALITY AND DIVERSITY POLICY** **EQUALITY IMPACT ASSESSMENT**

Purpose of Report

1. To inform Authority of the refreshed and updated Equality and Diversity policy

Recommendation

2. That members approve the new Equality , Diversity and Inclusion (E,D&I) Policy

Introduction and Background

3. The current Equality and Diversity Policy has been in place without any major revisions since 2002. With this in mind the Diversity and Consultation Manager felt it was timely to refresh the policy, using the MFRA Policy template, and update it with some additional areas relevant to roles and responsibilities.

In order to inform the refresh of the Policy a number of key stakeholders were consulted on its content and focus, these are detailed below:

- All 4 Representative Bodies
- Disability Action Group (DAG) and Strategic Equality Group (SEG) members
- People and Organisational Development (POD)
- Staff forums including FireProud
- Asian Fire Service Association
- Employers National Equality and Inclusion Forum
- Employers Forum for Disability (national)
- Stonewall
- Other FRA's

4. Feedback has been very positive and useful in the development of the policy, particularly with regard to the impact it has in relation to specific protected groups.

5. Following Authority approval, the Policy will then be cascaded to all Staff through a number of communication mechanisms to ensure they are made of aware of any the changes and their role and responsibilities.

Equality and Diversity Implications

6. An EIA has been completed. The E, D and I Policy is considered to be positive in that it supports the Equality Act 2010 and the Authority's Public Sector Equality Duties. The EIA established that there are no negative impacts on the protected groups covered by the Act.

Staff Implications

7. The policy applies to all staff at all levels and further engagement and communication will take place to ensure they are aware of the refreshed policy and their roles, responsibilities and rights regarding the Policy.

Legal Implications

8. The Policy supports the organisation's commitment to meet the Equality Act 2010 and the Public Sector Equality Duties placed on MFRA.

Financial Implications & Value for Money

9. There are no additional financial costs identified at this stage in relation to the implementation of this policy that are not already included in the Equality Budget.

Risk Management, Health & Safety, and Environmental Implications

10. There are no risk management, health & safety or environmental implications arising from this report. The E and D Policy demonstrates that considerations are made in relation to the different needs of different protected groups e.g. ensure that disabilities are supported with reasonable adjustments and religious observances are safely supported where appropriate.

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

11. The Policy supports our Staff to help provide a fair and equitable service to the diverse communities of Merseyside. The Policy supports our People Strategy and the wider requirement for Public Bodies to be supportive of Equality and Diversity in relation to the services delivered and the staff they employ.

BACKGROUND PAPERS

N/A

GLOSSARY OF TERMS

DAG	Diversity Action Group
SEG	Strategic Equalities Group
E and D	Equality and Diversity
HFSC	Home Fire Safety Check
MFRA	**M**erseyside **F**ire and **R**escue **A**uthority is the physical and legal entity. In writing reports MFRA is the “object”.
MFRS	**M**erseyside **F**ire and **R**escue **S**ervice is the service provided by MFRA. In writing reports MFRS is the “action”
PSED	Public Sector Equality Duty
SEG	Strategic Equality Group
SMG	Strategic Management Group