

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	AUTHORITY		
DATE:	24 JULY 2014	REPORT NO:	CFO/081/14
PRESENTING OFFICER	DEPUTY CHIEF FIRE OFFICER		
RESPONSIBLE OFFICER:	DEB APPLETON	REPORT AUTHOR:	WENDY KENYON
OFFICERS CONSULTED:			
TITLE OF REPORT:	EQUALITY AND DIVERSITY ANNUAL REPORT 2013/14		

APPENDICES:	APPENDIX 1:	DRAFT EQUALITY & DIVERSITY ANNUAL REPORT 2014/14
	APPENDIX 2:	PHOTOGRAPHS

Purpose of Report

1. To provide Members with an update on the progress made against the Equality and Diversity Action Plan 2013/16 as contained in **Appendix 1 the Equality and Diversity Annual report 2013/4**

Recommendation

2. That Members approve the content of the Equality and Diversity Annual Report for publication (once professional design work has taken place).

Introduction and Background

3. The Equality and Diversity Annual Report 2013/14 updates stakeholders on the key outcomes delivered in year with regards to Equality and Diversity. The report has been developed using the Quarterly Progress reports which are presented to Strategic Equality Group and also include progress on the Authority's Equality Objectives. The report also supports the requirement to publish E&D information at least annually to demonstrate to the public the commitment of the Authority to the Equality Act 2010 in removing disadvantage, discrimination, promoting equal opportunities and supporting diversity as an Employer and Fire and Rescue Service provider.
4. The report is an opportunity to celebrate the good work that has been delivered across all functions of the Authority throughout the year and also recognises diversity in action across the districts in the form of case studies. The case studies included relate to activities/events which have taken place during 2013/14. Officers are also gathering case studies and photographs as events take place this year which will be included in next year's report. These include photographs from the African Oye Festival held in Sefton Park and a case

study from the Liverpool North Prevention team, highlighting the work the Authority does with vulnerable people.

5. The Annual Report is split into two sections; Section 1 focuses on introducing the Annual Report, a round-up of the current performance and progress towards the Authority's five Equality Objectives as of the end of 2013/4. It also provides examples of good practice against the Authority's four key aims; Excellent Response, Excellent Prevention & Protection, Excellent Operational Preparedness and Excellent People. This section also outlines some of the key standards the Authority works to and highlights the diversity events that have taken place during year one of the Action plan. Section 2 provides some equality statistics and diversity facts and figures (mainly from the Demographics of Merseyside report), highlighting the diversity of Home Fire Safety Checks undertaken (HFSC).
6. It is intended that the Annual Report, once signed off by the Authority, is developed further with the inclusion of photographs and quotations and developed into a smart but cost effective annual report. A small number of reports will be printed professionally and issued to Members and key partners but mainly the report will be available for staff to read on the Portal and for stakeholders on the external website.

Equality and Diversity Implications

7. The Equality and Diversity Annual Report supports the Authority with its legal obligation to provide evidence of how its meeting the Equality Act and in particular showing due regard to the needs of the nine protected groups.

Staff Implications

8. The Equality and Diversity Annual Report deals with the diversity of the Authorities workforce, which Members have already considered at the Performance and Scrutiny Committee.

Legal Implications

9. The Equality and Diversity Annual Report demonstrates the work that is being conducted to meet the Equality Act 2010 and Public Sector Equality Duty requirements.

Financial Implications & Value for Money

10. There are no direct financial implications arising from this report.
11. The cost of the design and printing of the Equality and Diversity Annual Report is contained within existing budgets.

12. The Equality and Diversity Annual Report will be designed to include relevant photographs and quotations and care will be taken to ensure that it is a smart and professional, but cost effective document. A small number of reports will be printed professionally and issued to Members and key partners but mainly the report will be available for staff to read on the Portal and for stakeholders on the external website.

Risk Management, Health & Safety, and Environmental Implications

13. There are no risk management, health & safety or environmental implications arising from this report. The Annual Report does show that considerations are made in relation to the different needs of staff to ensure that disabilities are supported with reasonable adjustments and thus makes staff safe in their working environment.

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

14. All of the Annual Report contributes to the Mission and the design of the report provides specific progress against the four key aims.

BACKGROUND PAPERS

Appendix A Equality and Diversity Annual Report year 1 2013/14

GLOSSARY OF TERMS

DAG	Diversity Action Group
E and D	Equality and Diversity
HFSC	Home Fire Safety Check
MFRSA	Merseyside Fire & Rescue Authority
PSED	Public Sector Equality Duty
SEG	Strategic Equality Group
SMG	Strategic Management Group