

## MERSEYSIDE FIRE AND RESCUE AUTHORITY

### PERFORMANCE REPORT TO THE

### PERFORMANCE AND SCRUTINY COMMITTEE

23 JULY 2015

**SUBJECT:** EQUALITY AND DIVERSITY ANNUAL REPORT  
2014/15

**REPORT NUMBER:** CFO/063/15

**APPENDICES:** APPENDIX A: (DRAFT EQUALITY & DIVERSITY  
ANNUAL REPORT 2014/15)

**REPORTING OFFICER:** DEPUTY CHIEF FIRE OFFICER

**RESPONSIBLE OFFICER:** DEB APPLETON

**OFFICERS CONSULTED:** WENDY KENYON

#### 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 (E & D Annual report 2014/15)**

#### Introduction and Background

2. The Equality and Diversity Annual Report 2014/15 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 the Strategic Equality Group which also include progress on the Authority's Equality Objectives. The report 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 and Public Sector Equality Duties (PSED) in removing disadvantage, discrimination, promoting equal opportunities and supporting diversity as an Employer and Fire and Rescue Service provider.
3. 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 2014/15. Officers are also gathering case studies and photographs as events take place this year which will be included in next year's report.

4. 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 2014/5. 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. Section 2 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.
5. 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, using the same format as last year's 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.

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### **Equality and Diversity Implications**

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6. The Equality and Diversity Annual Report supports the Authority with its legal obligation to provide evidence of how it meets the provisions of the Equality Act and in particular shows due regard to the needs of the nine protected groups.

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### **Staff Implications**

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7. The Equality and Diversity Annual Report deals with the diversity of the Authority's workforce, which Members have already considered at a previous Performance and Scrutiny Committee.
8. A significant amount of staff have engaged with the development of this report through a number of methods from attending the Diversity Action Group and Strategic Equality Group meetings to attending the dedicated Equality forums such as the Female Firefighter forum. Further research has also too place talking to staff about their ideas for inclusion in this report.
9. The Strategic Management Group will undertake briefings (an outcome of the engagement commitments) in order to share the content of report with all MFRA staff and stakeholders.

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### **Legal Implications**

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10. 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

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## Financial Implications & Value for Money

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11. There are no direct financial implications arising from this report.
12. The cost of the design and printing of the Equality and Diversity Annual Report is contained within existing budgets.
13. 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.

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## Risk Management, Health & Safety, and Environmental Implications

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14. 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.

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

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

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## Recommendation

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16. That Members note the content of the Equality and Diversity Annual Report for publication which will take place after professional design work has taken place.

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## BACKGROUND PAPERS

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17.  
**CFO/117/14** Equality and Diversity Action Plan 2013-16 Quarter 1 and Quarter 2 progress report for year two activity  
**CFO/037/15** Equality and Diversity Action Plan 2013-16 Quarter 3 and Quarter 4 progress report for year two activity with year-end status

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## GLOSSARY OF TERMS

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DAG	Diversity Action Group
SEG	Strategic Equalities Group
E and D	Equality and Diversity
HFSC	Home Fire Safety Check

**MFRA** Merseyside Fire and Rescue Authority is the physical and legal entity. In writing reports MFRA is the “object”.

**MFRS** Merseyside Fire and Rescue Service 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