

<b>MERSEYSIDE FIRE AND RESCUE AUTHORITY</b>			
<b>MEETING OF THE:</b>	<b>COMMUNITY SAFETY AND PROTECTION COMMITTEE</b>		
<b>DATE:</b>	<b>19 JULY 2016</b>	<b>REPORT NO:</b>	<b>CFO/059/16</b>
<b>PRESENTING OFFICER</b>	<b>DEPUTY CHIEF FIRE OFFICER</b>		
<b>RESPONSIBLE OFFICER:</b>	<b>DEB APPLETON</b>	<b>REPORT AUTHOR:</b>	<b>WENDY KENYON</b>
<b>OFFICERS CONSULTED:</b>			
<b>TITLE OF REPORT:</b>	<b>EQUALITY AND DIVERSITY ANNUAL REPORT 2015/16</b>		

<b>APPENDICES:</b>	<b>APPENDIX A: DRAFT EQUALITY &amp; DIVERSITY ANNUAL REPORT 2015/16</b>
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### **Purpose of Report**

1. To provide Members with an update on the progress made against the Equality and Diversity Plan 2013/17 as contained in Appendix 1 of the Equality and Diversity (E&D) Annual Report 2015/16

### **Recommendation**

2. That Members note the content of the Equality and Diversity Annual Report which will be published following professional design work.

### **Introduction and Background**

3. The Equality and Diversity Annual Report 2015/16 updates stakeholders on the key outcomes delivered in the 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. 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 disadvantages, discrimination, and promoting equal opportunities and to support diversity as an Employer and Fire & 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 2015/16. Officers are also gathering case studies and photographs as events take place this year which will be included in next year's report.

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 2015/16. Section 2 outlines some of the key equality benchmarks and standards the Authority works to and highlights the key diversity events that have taken place during year three of the Action Plan.
6. It is intended that the Annual Report, once signed off by the Authority, is developed further with the inclusion of photographs and quotations into a smart but cost effective annual report, using the same format as previous annual reports. A small number of reports will be printed professionally and issued to Members and key partners. The report will also be available for staff to read on the Portal and stakeholders on the external website.

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### **Equality and Diversity Implications**

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7. 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 show due regard to the needs of the nine protected groups.

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### **Staff Implications**

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8. 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.
9. A significant amount of staff have engaged with the development of this report through a number of methods from attending Diversity Action Group and Strategic Equality Group meetings to attending dedicated Equality forums such as the Female Firefighter forum. Further research has also taken place talking to staff about their ideas for inclusion in this report.

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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 in a smart and professional, but cost effective document. A small number of reports will be printed professionally and issued to Members and key partners. The report

will also 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 demonstrates that considerations are made in relation to the different needs of staff to ensure that disabilities are supported with reasonable adjustments and thus make 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. The production of an Annual report, available for the community and partners to view, is a helpful communication to show how we manage our services and engage with our diverse communities to ensure they are Safer and Stronger.

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## **BACKGROUND PAPERS**

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- CFO/080/15** Equality and Diversity Action Plan 2013-16 Quarter 1 and Quarter 2 progress report for year three activity
- CFO/030/16** Equality and Diversity Action Plan 2013-16 Quarter 3 and Quarter 4 progress report for year three 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
<b>MFRA</b>	<b>Merseyside Fire and Rescue Authority</b> is the physical and legal entity. In writing reports MFRA is the “object”.
<b>MFRS</b>	<b>Merseyside Fire and Rescue Service</b> 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