

DRAFT EQUALITY AND INCLUSION ANNUAL REPORT 2016 FOR CONSULTATION

SUMMARY

1. The Service has a duty, under the Equality Act 2010 (EA) to set and publish Equality Objectives. An Annual Report on Equality and Inclusion has been drafted and will be used as a vehicle to publish and consult upon the objectives.
2. An eight week public consultation on the Equality Objectives is proposed. This will be facilitated through the website, mailshots and workshop sessions.
3. The Annual Report is presented as Appendix 1 ready for public consultation. After consultation the final version incorporating relevant feedback will be brought back to the Authority for approval.

RECOMMENDATIONS

4. Members are asked to consider this paper and approve the Equality and Inclusion Annual Report for an eight week period of consultation.

BACKGROUND

5. Under the Equality Act 2010 the Service has general duties outlined in paragraph 4 below and specific duties, the Public Sector Equality Duty (PSED) outlined in paragraph 5.
6. General equality duty (section 149 Equality Act 2010)
 - (a) Eliminate unlawful discrimination, harassment and victimization;
 - (b) Advance equality of opportunity between different groups;
 - (c) Foster good relations between different groups.
7. Specific duties (Schedule 19 Equality Act) – Listed public authorities must publish:
 - (a) Information on employees (if 150 staff or more) and people affected by policies and practices to demonstrate compliance with the equality duty, at least annually;
 - (b) Specific and measurable equality objectives, at least every four years.
8. The Service has taken the opportunity to utilise an ‘Annual Report on Equality and Inclusion’ as a vehicle for communicating the equality objectives, this will meet the requirement identified in 5 (b) above.
9. The requirement in 5 (a) will be met by the production of Community and Workforce profile data, to be set out in a future report to the Authority.
10. An engagement approach to identifying new equality objectives was undertaken during April 2016. Four workshops were undertaken with participation from over 50 members of staff. The Equality and Inclusion Task group further refined the outcomes from the workshops into the five priorities which can be found in the appended Annual Report.

11. In future years, reporting of progress against our equality objectives; along with the production of workforce profile data will be undertaken as part of the Business Planning Framework rather than separate Equality and Inclusion reports.

CONSULTATION

12. An eight week public consultation on our equality objectives is proposed. This will be facilitated through the website, mailshots and workshop sessions.
13. Appropriate internal and external stakeholders will be notified via mail shot that the Equality and Inclusion Annual Report including the new Equality Objectives are available for comment at www.humbersidefire.gov.uk.
14. A number of workshops will be undertaken with community groups representing the nine protected characteristics identified within the EA (Race, Sex, Disability, Age, Sexual Orientation, Pregnancy and Maternity, Religion and Belief, Gender Reassignment, Marriage and Civil Partnership).
15. Workshops will also be undertaken internally across a selection of Wholetime and Retained Duty Stations and Sections. Additional workshops will be programmed by request.
16. The views of consultees will be considered when preparing the final version of the Equality Objectives. A paper will be brought back to HFA to consider the consultation outcomes prior to HFAs approval of the final Equality Objectives.

STRATEGIC PLAN COMPATIBILITY

17. The Equality Objectives are intrinsically linked to the Service's overall strategy, priorities and values. In future years progress on achieving the Equality Objectives will be published as part of the Business Planning Framework.

FINANCIAL/RESOURCES/VALUE FOR MONEY IMPLICATIONS

18. None arising directly.

LEGAL IMPLICATIONS

19. The Service has a statutory duty to comply with the Equality Act and the Public Sector Equality Duty.

EQUALITY IMPACT ASSESSMENT/HR IMPLICATIONS

20. This paper and the accompanying Equality and Inclusion Annual Report provides a holistic analysis of equality and inclusion gaps across HFRS jobs and services, using a range of research and information. It identifies key priority equality and inclusion areas for the Service over the next 4 years.

CORPORATE RISK MANAGEMENT IMPLICATIONS

21. Consultation and publication of the Annual Report and Equality Objectives will support good governance and corporate risk management in this cross-cutting area.

HEALTH AND SAFETY IMPLICATIONS

22. Work to promote equality supports the provision of a healthy and safe work environment for all staff.

COMMUNICATIONS ACTIONS ARISING

23. The Equality and Inclusion Annual Report 2016 will be published following an eight week consultation and approval by the Authority. The consultation process will be communicated through the channels identified in the main body of the report.

DETAILS OF CONSULTATION

24. As outlined in the main body of the report

BACKGROUND PAPERS AVAILABLE FOR ACCESS

25. Further information about the duties of public bodies under the Equality Act can be found in the Member Newsletter, March 2016.

RECOMMENDATIONS RESTATED

26. Members are asked to consider this report and approve the Equality and Inclusion Annual Report for an eight week period of consultation.

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