

## Report of the Assistant Director: Prevention

### Equality Objectives 2021-2025 – Update for Quarter 3 and Quarter 4 2021-2022

#### Purpose of report

1. To provide a summary of progress against the Service's Equality Objectives 2021-2025 for Quarter 3 and Quarter 4 2021-2022.

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#### Recommendation

*It is recommended that Members note the progress made against the Equality Objectives 2021-2025 for Quarter 3 and Quarter 4 2021-2022.*

#### Introduction and Background

2. The Public Sector Equality Duty of the Equality Act 2010 requires all public sector organisations to prepare and publish specific and measurable equality objectives at least every four years.
3. The aim of setting these objectives is to assist the Service to perform the general equality duty and focus on its priority equality issues in order to drive and deliver improvements. The Service's current equality objectives were approved by the Fire Authority on 28 July 2021 and are published on the [Service website](#):

#### The Four Equality Objectives:

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|--|---|
| <b>1. Our Organisation:</b><br><br><b>Leadership and Corporate Commitment</b>            | <ul style="list-style-type: none"><li>• Our leaders will provide visible leadership to ensure our people; our partners and our communities see the personal commitment to inclusion.</li><li>• We will maximise the transparency of our organisation so our activities can be scrutinised and we can be held accountable.</li></ul>                       |
| <b>2. Our Communities:</b><br><br><b>Understand, engage and build good relationships</b> | <ul style="list-style-type: none"><li>• We will better understand our communities by ensuring we put in place systems that enable the collection, collation and analysis of community data and information.</li><li>• We will enhance our engagement with our communities to foster good relationships and understand the community priorities.</li></ul> |

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| <b>3. Our People:</b> | <ul style="list-style-type: none"><li>• We will develop our people to better understand diversity and inclusion.</li></ul> |
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<p><b>Develop, engage and understand</b></p>	<ul style="list-style-type: none"> <li>• We will create an inclusive culture where our people feel able to be themselves.</li> <li>• We will better understand our workforce composition through our workforce data.</li> <li>• We will put in place effective strategies to enable engagement with our staff and networks to continue to develop an inclusive culture.</li> </ul>
<p><b>4. Our Partners:</b></p> <p><b>Working together</b></p>	<ul style="list-style-type: none"> <li>• We will work with external partners to develop strategies that enable effective service provision to our communities.</li> <li>• We will collaborate across our own business functions and staff networks to better build equality and inclusion into our policies, processes and practices to ensure inclusion and our values are at the heart of everything we do.</li> </ul>

### Progress headlines

4. The equality objectives are being met through an annual programme of work in support of the Service's [People Strategy 2022 – 2025](#). Recommendations from the findings of Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) Inspection report 2021 are also built into current and future workplans.
5. Appendix 1 provides a summary of activity against the deliverables expected in Quarter 3 and Quarter 4 2021 – 2022. Progress is RAG rated to demonstrate the areas where actions have been completed or are on-going and there are no significant areas for concern. Good progress has been made despite the impact of COVID on delivery against the in-person elements of the action plan which are being prioritised this year.

### Priorities for 2022 - 2023

6. Priorities for the year ahead include:
  - Embedding the Core Code of Ethics for FRSs in line with the Fire Standard;
  - Commissioning a Service-wide inclusion training programme to further embed understanding of inclusion;
  - Furthering engagement with minority groups in our communities;
  - Focusing positive action on under-represented groups;
  - Continuing to support Women@HWFire;
  - Supporting the development of a staff network to support Neurodiversity;
  - Focusing on development opportunities to support female career progression.

## Conclusion/Summary

7. The Service continues to make good progress in furthering our equality, diversity and inclusion agenda for the benefit of our employees and our local community. Meeting our Equality Objectives fulfills the requirements of the Public Sector Equality Duty of the Equality Act 2010, and more importantly confirms our commitment to equality, diversity and inclusion.

## Corporate Considerations

<p><b>Resource Implications</b> (identify any financial, legal, property or human resources issues)</p>	<ul style="list-style-type: none"> <li>• There are no resource implications arising from publishing the update. Implications of championing and embedding equality into mainstream business may incur financial and management support for implementation, dissemination of resources and consideration of different ways of working.</li> <li>• The report helps the Service meet its statutory duty under the Equality Act 2010.</li> </ul>
<p><b>Strategic Policy Links</b> (identify how proposals link in with current priorities and policy framework and if they do not, identify any potential implications).</p>	<ul style="list-style-type: none"> <li>• CRMP</li> <li>• Core organisational strategies</li> <li>• People Strategy</li> <li>• EDI Plan</li> <li>• Positive Action Plan</li> </ul>
<p><b>Risk Management / Health &amp; Safety</b> (identify any risks, the proposed control measures and risk evaluation scores).</p>	<p>Failure to demonstrate an ongoing commitment to EDI may damage our reputation as an employer of choice and attract public, media and political scrutiny.</p>
<p><b>Consultation</b> (identify any public or other consultation that has been carried out on this matter)</p>	<p>There is a continued collaborative approach across all business functions. Ongoing engagement with the Women@HWFire network and Representative Bodies continues to take place.</p>
<p><b>Equalities</b> (has an Equalities Impact Assessment been completed? If not, why not?)</p>	<p>As this is an update report no equality impact assessment is required. However, any actions arising from the implementation of the equality objectives may require individual assessment.</p>
<p><b>Data Protection Impact Assessment</b> (where personal data is processed a DPIA must be completed to ensure compliant handling)</p>	<p>N/A</p>

## Supporting Information

Appendix 1 – Equality Objectives Progress Update Summary for Quarters 3 & 4 2021 – 2022