

Report of the Head of Community Risk and HR & Development

Equality, Diversity and Inclusion Plan 2020-2025: Progress Report Q2-Q3 2020-21

Purpose of report

1. To provide a summary of progress for Q2 to Q3 2020-21 against the Equality, Diversity and Inclusion Plan 2020-2025.
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Recommendation

It is recommended the Authority notes the progress made against the Equality, Diversity and Inclusion Plan 2020-2025 in Q2 – Q3 2020-21.

Introduction and Background

2. This report is the first bi-annual update on progress against the Equality, Diversity and Inclusion (EDI) Plan which was approved by the Fire Authority on 29 July 2020.
3. An EDI Delivery Framework was developed which sets out the specific actions to be progressed over the first year (2020-21) and reaffirms the Service's commitment to delivering its equality actions. The actions are themed under the four key areas of the EDI Plan as follows:
 - **Our Organisation:** Leadership and Corporate Commitment
 - **Our Communities:** Understand, engage and build good relationships
 - **Our People:** Develop, engage and understand
 - **Our Partners:** Working together

Progress headlines

4. Appendix 1 provides a summary of activity against the deliverables expected in Q2-Q3 2020-21. Progress is RAG rated to demonstrate the areas where actions have been completed or are on-going. Good progress has been made against the EDI Plan over Q2-Q3 2020-21 (despite the challenges of Covid-19) and there are no significant areas for concern.

Next steps

5. EDI Plan deliverables for Q4 2020-21 include:
 - Refreshing our strategic equality objectives
 - Improving the use of equality impact assessments for key decisions, policies and processes
 - Reviewing our EDI training
 - Furthering engagement with minority groups in our communities
 - Supporting our staff networks to develop and grow
 - Focusing positive action on under-represented groups
 - Focusing on development opportunities to support female career progression
6. The Delivery Framework Progress Update Q2-Q3 2020-21 is attached as Appendix 1.

Corporate Considerations

Resource Implications (identify any financial, legal, property or human resources issues)	This work is led by HR & Development, primarily the Development Manager and EDI Officer. 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.
Strategic Policy Links (identify how proposals link in with current priorities and policy framework and if they do not, identify any potential implications).	The report helps to support the Service's vision and core values and links to the People Strategy – specifically Commitment 2: Equality & Diversity. Links to the Equality, Diversity and Inclusion Plan 2020-2025 and Positive Action Plan 2020-2022.
Risk Management / Health & Safety (identify any risks, the proposed control measures and risk evaluation scores).	Failure to demonstrate an ongoing commitment to EDI may damage our reputation as an employer of choice and attract public, media and political scrutiny.
Consultation (identify any public or other consultation that has been carried out on this matter)	There is a continued collaborative approach across all business functions. Ongoing engagement with the ODCG, Women@HWFire and Representative Bodies continues to take place.
Equalities (has an Equalities Impact Assessment been completed? If not, why not?)	As this is an update report on the EDI Plan no equality impact assessment is required. However, any actions arising from the implementation of the equality outcomes may require individual equality impact assessment.

Supporting Information

Appendix 1 – EDI Plan Delivery Framework: Q2-Q3 2020-21 Summary