

## Report of the Assistant Director: Prevention

### Equality, Diversity and Inclusion Plan 2020-2025 Update for Q4 2020-21 and proposed Equality Objectives 2021-2025

#### Purpose of report

1. To provide a summary of progress against the Equality, Diversity and Inclusion Plan 2020-2025 for Quarter 4 2020-2021.
  2. To recommend the Service's proposed Equality Objectives 2021-2025 and approve them for publication.
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#### Recommendation

##### *It is recommended that Members:*

- i. note progress made against the Equality, Diversity and Inclusion Plan 2020-2025 in Q4 2020-21.*
- ii. ratify the Service's proposed Equality Objectives 2021-2025 and approve them for publication on the Service website.*

#### Introduction and Background

3. The [Equality, Diversity and Inclusion \(EDI\) Plan 2020-2025](#) supports Commitment 2: Equality & Diversity of the [People Strategy 2020-2022](#). It ensures the Service meets its legal obligations under the Equality Act 2010 and Public Sector Equality Duty.
4. The inaugural report presented to Members in January 2021 provided an update on activity following the first six months of the EDI Plan implementation (Quarter 2 to Quarter 3 2020-2021). This update reports on progress during Quarter 4 2020-2021 (completing Year 1 of the EDI Plan delivery).

#### Progress headlines

5. Appendix 1 provides a summary of activity against the deliverables expected in Q4 2020-2021. 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 continued challenges of COVID-19 and there are no significant areas for concern.

#### Next steps

6. The EDI Plan 2021-2022 (Year 2) will continue to build on the foundations set out during Year 1.

7. Priorities for the year ahead include:
- Improving the use of people impact assessments (PIA) for key decisions, policies and processes;
  - Mainstreaming our EDI training into our learning and development offer;
  - 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.
8. Recommendations from the recent inspection by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) will also be reviewed and built into workplans as necessary.

### Equality Objectives 2021-2025

9. The Public Sector Equality Duty of the Equality Act 2010 requires all public sector organisations to prepare and publish specific and measureable equality objectives at least every four years.
10. 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 published in 2017 and the Service is required to set new objectives for 2021-2025.
11. The EDI plan sets four core aims and several priority areas up to 2025. The Service is already delivering this plan through an annual work programme as summarised earlier in this report.
12. The proposal is to use these four core aims as our new Equality Objectives. Positive feedback has been gained from staff on adopting these core aims as our Equality Objectives via an employee survey and follow-up focus group.

#### The Four Proposed Equality Objectives:

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| <p><b>1. Our Organisation:</b></p> <p><b>Leadership and Corporate Commitment</b></p>            | <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>                       |
| <p><b>2. Our Communities:</b></p> <p><b>Understand, engage and build good relationships</b></p> | <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> |

<p><b>3. Our People:</b></p> <p><b>Develop, engage and understand</b></p>	<ul style="list-style-type: none"> <li>• We will develop our people to better understand diversity and inclusion.</li> <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>

### Monitoring and Review

13. Progress against the Equality Objectives within the EDI plan will continue to be monitored by the Senior Management Board and reported to the Authority on a bi-annual basis.

### Conclusion/Summary

14. 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. Setting 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. Subject to Authority approval, the finalised objectives will be published on the Service website and the EDI Plan updated accordingly.

### Corporate Considerations

<p><b>Resource Implications</b> (identify any financial, legal, property or human resources issues)</p>	<p>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.</p>
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<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>	<p>The EDI Plan and Equality Objectives support the Service's vision and core values and links to the People Strategy – specifically Commitment 2: Equality &amp; Diversity. Also links to the Positive Action Plan 2020-2022.</p>
<p><b>Risk Management / Health &amp; Safety</b> (identify any risks, the proposed control measures and risk evaluation scores).</p>	<p>Setting and publishing Equality Objectives at least every four years is a requirement of the Public Sector Equality Duty. Failure to demonstrate the value and importance of 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 staff networks 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>Yes – no adverse impacts identified. Any actions arising from the implementation of the equality outcomes may require individual people impact assessments.</p>

## Supporting Information

Appendix 1 – EDI Plan Progress Update Summary for Quarter 4 2020-2021