



duties and objectives.

## **5. Report Implications / Impact**

### **5.1. *Legal (including crime and disorder)***

The Equality Scheme is a requirement in accordance with the CFAs duty to promote equality of opportunity. If the CFA does not plan and review its activities and policies regularly there is a risk it will be failing in meeting its obligations and maybe subject to enforcement action from the Equality and Human Rights Commission.

### **5.2. *Financial (including value for money, benefits and efficiencies)***

None.

### **5.3. *Risk (including corporate and operational, health and safety and any impact on the continuity of service delivery)***

See 5.1 above.

### **5.4. *Staff, Service Users and Stakeholders (including the Equality Impact Assessment)***

The purpose of The Equality Scheme is to ensure that the CFA demonstrates progress in delivering its aims, values and beliefs. This will ensure staff; stakeholders and service users always have a positive experience when they interact with Leicestershire Fire and Rescue Service.

### **5.5. *Environmental***

The document will only be available in an electronic format unless hard copies are specifically requested.

### **5.6. *Impact upon Our Plan Objectives***

- a) Publication of this document meets the aim of providing 'effective governance and openness to the community'.
- b) Progress in equality and diversity will positively impact on 'improved safety for our communities' using 'staff who are skilled, equipped and motivated to deliver our vision' of 'a proud and inspirational fire and rescue service'.

## **6. Background Papers**

None.

## **7. Appendix**

Draft Equality Scheme 2018-20