Status of Report: Public Agenda Item: 10

**Meeting:** Combined Fire Authority

Date: 11<sup>th</sup> December 2017

**Subject:** Equality Scheme 2018-20

Report by: The Chief Fire and Rescue Officer

Author: Mpazi Siame (Equalities and Human Resources Advisor)

For: Decision

### 1. Purpose

The purpose of this report is to present the draft Equality Scheme 2018-20.

#### 2. Recommendations

Members of the Combined Fire Authority (CFA) are requested to approve the draft Equality Scheme 2018-20 for wider consultation and publication, with delegated powers to the Chief Fire and Rescue Officer to make any necessary minor amendments prior to publication.

## 3. Executive Summary

- 3.1. Leicestershire Fire and Rescue Service (LFRS) has a duty to promote and improve equality of opportunity for its employees and members of the community it serves.
- 3.2. The draft Equality Scheme 2018-20 (attached to this covering report as Appendix 1) sets out how the CFA will meet the general and specific duties as specified in the Equality Act 2010.

## 4. Report Detail

- 4.1. The Equality Act 2010 came into force in October 2010 and the new Public Sector Equality Duty followed in April 2011. The Act strengthens equality legislation while the duty requires all listed public sector bodies to publish equality objectives and provide updates on progress at least once a year.
- 4.2. The previously agreed and published 2015-17 Equality Scheme comes to an end this year and it will be replaced by the attached proposed Equality Scheme for 2018-20 in order to comply with the requirements of the duty.
- 4.3. The revised Equality Scheme outlines the CFAs commitment to embedding good equality practices in all of its functions and details how it aims to meet its

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