

**Status of Report: Public**

**Meeting: Corporate Governance Committee**

**Date: 23 July 2024**

**Subject: Annual Equalities Report 2023-24**

**Report by: The Chief Fire and Rescue Officer**

**Author: Isla Dixon, Equality, Diversity and Inclusion Manager**

**For: Information**

### **Purpose**

1. This report presents the Leicestershire Fire and Rescue Service (LFRS) Annual Equalities Report for 2023-24.

### **Recommendation**

2. The Committee is asked to:
  - a) note the contents of the report;
  - b) authorise the Chief Fire and Rescue Officer to make any necessary amendments prior to publication.

### **Executive Summary**

3. Public authorities are required to annually publish information to demonstrate their compliance with the Public Sector Equality Duty and the information provided in this report has been collated for the period 1 April 2023 to 31 March 2024. The Service measures and reports its workforce profile and other Equality, Diversity and Inclusion (EDI) statistics within this report.
4. By carrying out this continual assessment, the Service monitors trends and identifies any inequalities which may exist to ensure it is meeting the requirements of the Equality Act 2010 and in particular to meet the three Public Sector Equality duties.

### **Background**

5. The Annual Equalities Report provides data and information about Leicestershire Fire and Rescue Service's employees and people services provided within Leicester, Leicestershire and Rutland for the period 1 April 2023 to 31 March 2024.
6. The Service's commitment to increasing the diversity of its workforce is demonstrated by the ongoing engagement and recruitment undertaken in the heart of the communities it serves. The Service is particularly keen to increase recruitment from all identified minority and under-represented groups in all areas but particularly in operational roles.

7. The employment statistics show progress in relation to recruitment across all protected characteristics, together with comparative data against the 2021 Census and regional and national fire sector data.
8. The Service is committed to maintaining its focus in ensuring a working environment where staff feel confident to self-identify in all areas of monitoring. However, it is acknowledged that there is still work to be done to improve the confidence of staff to share their data.

### **Report Implications/Impact**

9. Legal (including crime and disorder)
  - a. The Annual Equalities Report will assist LFRS in complying with its legal responsibilities as set out in the Equality Act 2010 (Specific Duties) Regulation 2011.
10. Financial (including value for money, benefits and efficiencies)  
 Contained within the report.
11. Risk (including corporate and operational, health and safety and any impact on the continuity of service delivery)  
 None.
12. Staff, Service Users and Stakeholders (including the Equality Impact Assessment)  
 Contained within the report.
13. Environmental  
 None.
14. Impact upon Our Plan Objectives  
 This report contributes towards our purpose of “Safer People, Safer Places” and supports the People Strategy within the Community Risk Management Plan.

### **Appendix**

Appendix A – Annual Equalities Report

#### **Officers to Contact**

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