

For Publication

Bedfordshire Fire and Rescue Authority  
14 December 2021

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**SUBJECT: PUBLIC SECTOR EQUALITY DUTY REPORT**

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Background Papers: None

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Implications (tick ✓):

LEGAL		✓	FINANCIAL	
HUMAN RESOURCES			EQUALITY IMPACT	✓
ENVIRONMENTAL			POLICY	
CORPORATE RISK	Known	✓	OTHER (please specify)	
	New			

*Any implications affecting this report are noted at the end of the report.*

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**PURPOSE:**

To provide Fire and Rescue Authority Members with the Public Sector Equality Duty Report (2020/21) for Members' consideration.

**RECOMMENDATION:**

That the submitted report be approved for publication.

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## 1 Introduction

- 1.1 In accordance with the Public Sector Equality Duty (PSED), the Service has produced the statutory annual report for the period 2020/21 as required by public authorities.
- 1.2 The specific duties under PSED are not prescriptive but require authorities to share information relating to people with protected characteristics with due regard to:
- eliminate discrimination, harassment, victimization, and any other conduct that is prohibited under the Act;
  - advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
  - foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The information must be published in a manner that is accessible to the public. As per previous years the document will be available on the Service's website.

- 1.3 The report, provides an overview of our equality and diversity employment monitoring data as at 31 March 2021. It covers age, gender, ethnicity, starters and leavers, recruitment, grievances, family leave and the gender pay gap. A workforce profile broken down by protected characteristics is provided in Appendix 1. The data relates only to those who are directly employed by Bedfordshire Fire and Rescue Service, it excludes agency staff.

## 2. Implications

- 2.1 The information contained in this report informs the focus of our activities to improve our diversity and demonstrate our continued commitment to furthering the equality and diversity agenda within the Service.
- 2.2 The Annual PSED Report constitutes part of our on-going dialogue for demonstrating compliance against the Public Sector Equality Duty and may be used to evidence our journey to date.

**SARAH FECONDI**  
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