
SUBJECT: PUBLIC SECTOR EQUALITY DUTY REPORT 2021/22

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Background Papers:

There are no background papers to accompany this report.

Appendix	Title	Protective Marking
1	Public Sector Equality Duty 10 th Annual Report 2021-2022	

Implications

This table provides a short statement of the impact of the recommendations in this report and/or a reference to the relevant paragraph/s in the report.

Will this report affect any of the following?

	Yes / No	Impact / Reference
Financial Implications	No	There are no direct financial implications in the report
Risk Management	No	Not applicable
Legal Implications	Yes	The Equality Act 2010 places a statutory obligation on Bedfordshire Fire and Rescue Service to produce an annual report

Privacy and Security Implications	No	Not applicable
Duty to Collaborate	No	Not applicable
Health and Safety Implications	No	Not applicable
Equality, Diversity and Inclusion	Yes	The report aims to fulfil Bedfordshire Fire and Rescue Service's duty to publish information relating to the protected characteristics of its employees, whilst ensuring that the Service also has 'due regard' to the aims of the Equality Act with respect to its workforce by using equality monitoring information in decision-making and planning.
Environmental Sustainability	No	Not applicable
Consultation and Communication	No	The approved report will be published on the Service website at https://www.bedsfire.gov.uk/About/Equality-Diversity-Inclusion/Reports.aspx

PURPOSE:

To provide Bedfordshire Fire and Rescue Authority Members with the Public Sector Equality Duty Report (2021/22) for consideration and approval to publish in accordance with our statutory duty.

RECOMMENDATION:

That the content of the Public Sector Equality Duty Report (2021/22) report in Appendix 1 be noted and the publication approved.

1. Executive Summary

1.1 In accordance with the Public Section Equality Duty (PSED), the Service has produced the statutory annual report for the period 2021/22 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, victimisation, 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 PSED report in Appendix 1 provides an overview of our equality and diversity employment monitoring data as at 31 March 2022. 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. The data relates only to those who are directly employed by Bedfordshire Fire and Rescue Service, it excludes agency staff.

2. Background

2.1 The information contained in the PSED report needs to be considered within the context of 2021/22, which was another year that was affected by the Covid pandemic particularly with regards to recruitment activities including positive action, training and engagement activities. These were largely undertaken remotely and on-line with limited in-person activities.

2.2 A key area of focus across the Service is to improve our data collation and analysis which will be used to inform our activities and evaluate their effectiveness. This will enable the Service to continuously improve our approach to diversity, inclusion and accessibility, both in terms of workforce employment and development opportunities, and access to services by our diverse community.

2.3 The Annual PSED Report enables the Service to evidence our journey to date as well as demonstrating our ongoing commitment to further embedding diversity and inclusion in everything we do and compliance with the Public Sector Equality Duty.

ALISON KIBBLEWHITE
ASSISTANT CHIEF FIRE OFFICER