

For Publication

Bedfordshire Fire and Rescue Authority
Human Resources Policy and Challenge
Group
5 January 2017
Item No. 8

REPORT AUTHOR: DIVERSITY ADVISER

SUBJECT: PUBLIC SECTOR EQUALITY DUTY REPORT

For further information on this Report contact: Robert Jones
Diversity Adviser
Tel No: 01234 845057

Background Papers: None

Implications (tick ✓):

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

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

PURPOSE:

To present the 2015/16 Annual Workforce Data Report for Members' consideration.

RECOMMENDATION:

That the submitted report be approved.

1 Introduction

- 1.1 Welcome to the 5th Annual Workforce Data Report which supports Bedfordshire Fire and Rescue Service in demonstrating our duties regarding the requirements of the Public Sector Equality Duty.
- 1.2 This report provides an overview of our equality and diversity employment monitoring data as at 31 March 2016. It covers age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation. The data relates only to those who are directly employed by Bedfordshire Fire and Rescue Service, it excludes agency staff.

- 1.3 The information contained in this report forms part of the Service's continuing dialogue in demonstrating our compliancy with the Public Sector Equality Duty (PSED).
- 1.4 The Workforce Data report is set out in a similar format to our previous Workforce annual reports and is detailed across a number of sections covering our accomplishments and progress during 2015/16.
- 1.5 Previous Workforce Data Reports are available on request from the Service Diversity Advisor at equalityanddiversity@bedsfire.com.

2. Implications

- 2.1 In developing and publishing this report the Service provides firm assurance that we remain committed to furthering the equality and diversity agenda.

2.2 **Legal:**

The Annual Workforce Data Report constitutes part of our on-going dialogue for demonstrating compliance against the Public Sector Equality Duty and may be used as evidence along with the report on the single equality scheme which is published on the Service website.

2.3 **Corporate Risk:**

Risk CRR 24 'If we do not demonstrate legal compliance in delivering our statutory HR related duties, including: Equality, Diversity and Employment law, then we may face claims for compensation or prosecution which will adversely affect our reputation. In addition we may adversely affect our service delivery by not taking the opportunities that adherence to such law may provide us'.

This risk is included on our Corporate Risk Register and due to our actions is currently reduced as a tolerable risk.

2.4 **Equality Impact:**

Evidence across 'Protected Characteristic' areas demonstrating compliance with the Public Sector Equality Duty.

ROBERT JONES
DIVERSITY ADVISER