
SUBJECT: PUBLIC SECTOR EQUALITY DUTY REPORT 2022/23

Author and contact: Jason Tai, Temporary/Assistant Chief Fire Officer
jason.tai@bedsfire.gov.uk

Background Papers: None

Appendix	Title	Protective Marking
1	Public Sector Equality Duty 11 th Annual Report 2022-23	N/A

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 and publish 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	<p>The Public Sector Equality Duty (PSED) report 2022/23 demonstrates how Bedfordshire Fire and Rescue Service think about promoting equality, diversity and inclusion in every aspect of its functions. This means that we must consider and keep reviewing how we are promoting equality in decision making, internal policies, procuring goods and services, services we provide, recruitment, promotion and performance management of employees.</p> <p>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 2010.</p>
Environmental Sustainability		Not applicable
Consultation and Communication		<p>The approved report will be published on the Service website at https://www.bedsfire.gov.uk/About/Equality-Diversity-Inclusion/Reports.aspx</p>

PURPOSE:

To provide Bedfordshire Fire and Rescue Authority Members with the Public Sector Equality Duty Report (2022/23) for consideration and approval to publish in accordance with our statutory duty.

RECOMMENDATION:

It is recommended that the content of the Public Sector Equality Duty Report (2022/23) report in Appendix 1 be noted and the publication approved.

1. Executive Summary

- 1.1 In accordance with the Public Sector Equality Duty (PSED) requirements, the Service has produced the statutory annual report for the 2022/23 as required by public authorities.
- 1.2 The specific duties under PSED 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 format 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 considerations in the delivery of our services and employment practices. Our employment monitoring data as of 31 March 2023 covers age, gender, ethnicity, starters and leavers, recruitment, grievances, family leave, the gender pay gap and 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 2022/23. The arrival of a new EDI Manager in January 2023 followed a period of time when the role was vacant with the departure of the previous post holder while a suitably qualified and experienced candidate was recruited and appointed. Since that time Service focus has been on further enhancing and embedding the people impact assessment process, raising equality, diversity and inclusion awareness amongst employees and engagement activities with service users and prospective employees.

- 2.2 A key area of focus across the Service is to improve our People Impact Assessment process which will be used to inform our decision making and evaluate 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 to meet the requirements of the Public Sector Equality Duty.

JASON TAI
TEMPORARY/ASSISTANT CHIEF FIRE OFFICER