

For Publication

**Bedfordshire Fire and Rescue Authority
Human Resources Policy and Challenge
Group
15 March 2016
Item No. 10**

REPORT AUTHOR: DIVERSITY ADVISER

SUBJECT: 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 2014/15 Annual Workforce Data Report for Members' consideration.

RECOMMENDATION:

That the submitted report be approved.

1 Introduction

1.1 Welcome to the 4th 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 2015. 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 2014/15.
- 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 for the foreseeable future.

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 forthcoming progress report on the single equality scheme which will be published on the Service website.

2.3 **Corporate Risk:**

CRR 24 is contained 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