

For Publication

Bedfordshire Fire and Rescue Authority  
Human Resources Policy and Challenge Group  
11 January 2018  
Item No. 8

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**REPORT AUTHOR:** DIVERSITY ADVISER

**SUBJECT:** SINGLE EQUALITY SCHEME REPORT

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Background Papers: Public Sector Equality Duty 2017 – 5<sup>th</sup> Annual Report

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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.*

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**PURPOSE:**

To provide the Human Resources Policy and Challenge Group with a progress Report against the objectives set out in the 2016 – 2020 Single Equality Scheme.

**RECOMMENDATION:**

Members acknowledge the progress made in meeting the Service's Equality Objectives and consider any issues arising.

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1. Introduction

1.1 Public Sector Organisations are required under the Equality Act 2010 to publish and report on a set of Equality Objectives every four years, which show how the organisation intends to meet its Public Sector Equality Duties.

1.2 In compliance with the PSED, BFRS produced a closure report in 2016 on the 2012 – 2016 Single Equality Scheme (SES) and consulted on a new set of equality objectives for 2016 – 2020.

- 1.3 Actions identified within the SES were set against the following objectives over a 4 year period;
- Measure Performance against Equality Frameworks
  - Public Access and Recruitment
  - Equality and Diversity training
  - Equality Monitoring
  - Equality in Commissioning and Procurement
  - Improving Standards and Developing New Partnerships
- 1.4 This report identifies the progress that has been made against the 20 actions listed against these objectives.
- 1.5 BFRS Corporate Equality Group receives regular reports and monitors progress against the SES.

**ROBERT JONES**  
**DIVERSITY ADVISOR**