

For Publication

Bedfordshire Fire and Rescue Authority  
Human Resources Policy and Challenge Group  
11 January 2018  
Item No. 7

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**REPORT AUTHOR:** DIVERSITY ADVISER

**SUBJECT:** PUBLIC SECTOR EQUALITY DUTY REPORT

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

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Background Papers: None

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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 the Public Sector Equality Duty Report (2016/17) for Members' consideration.

**RECOMMENDATION:**

That the submitted report be approved.

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1 Introduction

- 1.1 The Public Sector Equality Duty (PSED) Report for 2016/17 supports the Service in demonstrating action against the requirements of the Public Sector Equality Duty.
- 1.2 The 2016/17 PSED report is set out in a similar format to the 2015/16 PSED report, split into two sections, with section one focusing on the Workforce and section two on the Services we provide.

- 1.3 Public authorities are required to publish information to demonstrate their compliance with the Equality Duty.
- 1.4 The specific duties are not particularly prescriptive about the information that needs to be published, but it must include information relating to the people who share relevant protected characteristics who are:
- The employee of the listed body (for authorities with 150 staff or more)
  - People affected by its policies and practices (for example Service Users)

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

- 1.5 Section 1 of the report, provides an overview of our equality and diversity employment monitoring data as at 31 March 2017. 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.
- 1.6 Section 2, focuses on the main types of incidents that we respond to, how the Service is able to measure customer satisfaction against our work and reports on the annual number of complaints and compliments received.
- 1.7 The information contained in this report forms part of the Service's continuing dialogue in demonstrating our compliancy with the Public Sector Equality Duty.

## 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 The Annual PSED 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.

**ROBERT JONES**  
**DIVERSITY ADVISER**