

For Publication

**Bedfordshire Fire and Rescue Authority
Human Resources Policy and Challenge Group
11 January 2018
Item No 9**

REPORT AUTHOR: DIVERSITY ADVISER

SUBJECT: POSITIVE ACTION REPORT

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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 advise Members of the Positive Action work which is being undertaken to address the under-representation of Women and Black, Asian and Minority Ethnic staff at Bedfordshire Fire and Rescue Service.

RECOMMENDATION:

That the submitted Positive Action report be acknowledged.

1. Introduction
- 1.1 Positive Action seeks to address disadvantages and under representation among protected groups. Positive Action refers to a number of methods to counteract and help abolish past stereotyping.
- 1.2 The Positive Action report attached has been produced to monitor progress and identify actions aimed at addressing the under-representation of women and Black, Asian and Minority Ethnic staff across the Service.
- 1.3 The Service has a number of Key Performance Indicators aimed at monitoring progress against equality objectives, these are reported quarterly to the HRPCG and include;
 - EQ1a – Percentage of new entrants to the Retained Duty System to be women.
 - EQ1b – Percentage of new entrants to the whole-time Duty system to be women.
 - EQ2 – Recruitment of minority ethnic staff across the whole organisation.
- 1.4 Positive Action initiatives within this report aims to ensure that these KPI targets are met
- 1.5 The report is in two sections;

Section 1: reports on the progress against previously agreed Positive Actions for 2015-2017.

Section 2: list what actions will be undertaken over the next two years.
- 1.6 The Positive Action plan will be regularly reviewed and updated as new learning arises to keep it valid.

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