

For Publication

Bedfordshire Fire and Rescue Authority
Human Resources Policy and Challenge Group
10 January 2019
Item No. 8

REPORT AUTHOR: DIVERSITY ADVISER

SUBJECT: PUBLIC SECTOR EQUALITY DUTY 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 provide the Human Resources Policy and Challenge Group with the Public Sector Equality Duty Report (2017/18) for Members' consideration.

RECOMMENDATION:

That the submitted report be approved.

1 Introduction

- 1.1 The Public Sector Equality Duty (PSED) Report for 2017/18 supports the Service in demonstrating action against the requirements of the Public Sector Equality Duty.
- 1.2 The 2017/18 PSED Report is set out in a similar format to the 2016/17 PSED Report; split into two sections with section 1 focusing on the Workforce and section 2 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 employees 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 with 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 2018. 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 and excludes agency staff.

- 1.6 Section 2 focuses on the main types of incidents 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 ongoing 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's website.

ROBERT JONES
DIVERSITY ADVISER