

For Publication

Bedfordshire Fire and Rescue Authority
11 November 2019
Item No. 9

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 | | | |

Any implications affecting this report are noted at the end of the report.

PURPOSE:

To provide Fire and Rescue Authority Members with the Public Sector Equality Duty Report (2018/19) for Members' consideration.

RECOMMENDATION:

That the submitted report be approved.

1 Introduction

- 1.1 The Public Sector Equality Duty (PSED) Report for 2018/19 supports the Service in demonstrating action against the requirements of the Public Sector Equality Duty.
- 1.2 The 2018/19 PSED report is set out in a similar format to the 2017/18 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 Services website

- 1.5 Section 1 of the report, provides an overview of our equality and diversity employment monitoring data as at 31 March 2019. 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