

TO: Policy and Resources Committee

FROM: Alison Scott - Equality and Inclusion Adviser

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EQUALITY AND INCLUSION COMPLIANCE REPORT 2018/19 (INCLUDING GENDER PAY GAP)

1. PURPOSE

The purpose of this report is to inform the Policy and Resources Committee about equality progress in the year 2018/19 and the gender pay gap as at March 2019. The annual Equality and Inclusion Compliance Report ensures the Authority meets the requirements of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2011 and 2017.

2. RECOMMENDATION

- 2.1 The Policy and Resources Committee is asked to agree the attached report at Appendix 1 and recommend its content to the Fire Authority. Once content is approved, the final design work and incorporation of appropriate images will be undertaken.

3. RISK ASSESSMENT

- 3.1 **Legal** - the public sector equality duty requires Cambridgeshire and Peterborough Fire Authority to have due regard to the need to;

- eliminate discrimination including harassment and victimisation,
- advance equality of opportunity between people who share a protected characteristic and those who don't,
- foster good relations between people who share a relevant protected characteristic and those who don't.

The specific regulations (2011) require the publication of information, at least annually, that demonstrates compliance with the public sector equality duty including information relating to employees and others affected by policy and procedures such as service users. The 2017 regulations additionally require public sector employers with more than 150 staff to publish information about any gender pay gap that exists. We achieve the publishing requirement by communicating this report to relevant partners and agencies and placing it on

the Service website. In addition the gender pay gap report will be published on the Government Equalities Office website.

- 3.2 **Political** - by reporting equality trends and outcomes relevant to workforce and service delivery, the Authority is able to carry out its scrutiny role, ensuring positive outcomes for the most disadvantaged and vulnerable communities.
- 3.3 **Social** - by communicating our progress towards improved equality outcomes for communities, we aim to improve our engagement with disadvantaged and vulnerable groups. This in turn allows us to learn more about what they need from our services and how we can bring about positive outcomes for them.

BIBLIOGRAPHY

Source Documents	Location	Contact Officers
Cambridgeshire and Peterborough Fire Authority Equality Strategy and Action Plan 2018 to 2020	Service HQ Hinchingsbrooke Cottage Brampton Road Huntingdon	Alison Scott Equality and Inclusion Adviser 01480 444537 alison.scott@cambsfire.gov.uk
Equality Act 2010		Sam Smith Head of Human Resources 01480 444500 Samantha.smith@cambsfire.gov.uk
Service Equality Impact Assessments		