

TO: Policy and Resources Committee

FROM: Alison Scott - Equality and Inclusion Adviser

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DATE: 12 April 2018

EQUALITY, DIVERSITY AND INCLUSION STRATEGY AND PRIORITIES 2018 - 2020

1. PURPOSE

- 1.1 The purpose of this report is to propose the overall direction and priorities for improving equality, diversity and inclusion in both service delivery and workforce over the next two years.

2. RECOMMENDATION

- 2.1 The strategy and priorities for 2018 – 2020 have been agreed by the Chief Officers Group following consultation with Area and Group Commanders, Heads of Groups, representative bodies and external partners. They derive largely from our Integrated Risk Management Plan (IRMP) and what we know about both risk and vulnerability in our communities. They are also influenced by national strategies and legal requirements.
- 2.2 It is therefore requested that the Committee agree the strategy and priorities as attached at Appendix 1.

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 at least one specific, measureable, objective every four years that demonstrates how the Authority

will meet the public sector equality duty in relation to identified needs of service users, workforce and other stakeholders. This strategy goes beyond these requirements.

3.2 **Political** - by setting out equality priorities and planned activity we are able to share our intentions with partners, service users and staff and so identify opportunities for working together.

3.3 **Social** - by communicating our priorities for communities and workforce we provide a clear focus for improving specific outcomes for disadvantaged, vulnerable and minority groups and for reducing inequalities.

4. EQUALITY IMPACT ASSESSMENT

4.1 The impact of this strategy and priorities is positive for gender (workforce), black, Asian and minority ethnic communities (workforce and service users). However many of the activities are intended to improve inclusion for all groups.

4.2 While disability, religion and lesbian, gay, bisexual, transsexual, and transgender (LGBT) inclusion do not have specific objectives, much of the day to day work of the Service will still ensure equality for these groups is advanced.

BIBLIOGRAPHY

Source Documents	Location	Contact Officer
Cambridgeshire and Peterborough Fire Authority IRMP	Service HQ Hinchingsbrooke Cottage Brampton Road Huntingdon	Rick Hylton Assistant Chief Fire Officer 01480 444500 rick.hylton@cambsfire.gov.uk
Equality Act 2010	Service HQ Hinchingsbrooke Cottage Brampton Road Huntingdon	Alison Scott Equality and Inclusion Adviser 01480 444537 alison.scott@cambsfire.gov.uk

