

TO: Policy and Resources Committee

FROM: Equality and Inclusion Adviser

PRESENTING OFFICER(S): Samantha Smith, Human Resources Business Partner

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EQUALITY AND INCLUSION COMPLIANCE REPORT 2015/16

1. Purpose

- 1.1 To inform the Fire Authority, employees, the general public and partners on equality progress in the year 2015/16 and identify areas for attention in future years.
- 1.2 To meet the requirements of Equality Act 2010 (Specific Duties) Regulations 2011 - **“to publish information to demonstrate compliance with the public sector equality duty and update this at least annually”** and make this available to the stakeholders mentioned above and regulators.

2. Recommendation

- 2.1 The Policy and Resources Committee are requested to approve the report attached at Appendix 1.

3. Risk Assessment

- 3.1 **Legal** - the Equality Act 2010 requires the Authority to publish information demonstrating our compliance with the public sector equality duty. The duty requires us 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.

We achieve the publishing requirement by communicating this annual report to relevant stakeholders and agencies and by placing it on the Service website.

- 3.2 **Political** - by reporting equality trends and outcomes relevant to workforce

and service delivery, the Policy and Resources Committee is able to monitor performance and ensure positive outcomes for the most disadvantaged and vulnerable communities are achieved.

- 3.3 **Social** - by communicating our progress towards improved equality outcomes for communities and our workforce, we aim to improve engagement with protected characteristic groups, particularly those who are disadvantaged or vulnerable. This in turn allows us to understand more about what they need from our services and employment practices and how we can bring about positive outcomes for them.

BIBLIOGRAPHY

Source Documents	Location	Contact Officer
Cambridgeshire and Peterborough Fire Authority Equality Strategy and Action Plan 2015-18	Service HQ Hinchingsbrooke Cottage Brampton Road Huntingdon	Alison Scott Equality and Diversity Adviser 01480 444537 Alison.scott@cambsfire.gov.uk
Equality Act 2010		
Service Equality Impact Assessments		