

To: Cambridgeshire and Peterborough Fire Authority

From: Christine Doody – Head of People

Presenting officer(s): Assistant Chief Fire Officer - Jon Anderson

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Equality, Diversity and Inclusion Compliance Report 2022/23 (including Gender Pay Gap)

1. Purpose

- 1.1 The purpose of this report is to inform the Fire Authority about equality, diversity and inclusion progress in the year 2022/23 and the gender pay gap as of March 2023. The annual Equality, Diversity 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 Authority is asked to agree the content of the report (Appendix 1) or request any changes as deemed necessary. Once content is approved, the final design work and incorporation of appropriate images will be undertaken before publication.

3. Risk Assessment

- 3.1 **Legal** - the public sector equality duty requires the 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 do not,
- 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 employees 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 Gov.UK gender pay gap service pages.

- 3.2 **Political** - by reporting equality, diversity and inclusion 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, diversity and inclusion 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.

Source Documents

Cambridgeshire and Peterborough Fire Authority Integrated Risk Management Plan (IRMP) 2020 - 2024

Location

Equality Act 2010
Hinchingsbrooke Cottage
Brampton Road
Huntingdon

Contact Officers

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