

TO: Cambridgeshire and Peterborough Fire Authority

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EQUALITY, DIVERSITY AND INCLUSION COMPLIANCE REPORT 2023/24 (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 2023/24 and the gender pay gap as of March 2024. This annual Equality, Diversity and Inclusion Compliance Report ensures the Authority meets the requirements of equalities legislation.

2. Recommendations

2.1 The Authority is asked to:

2.1.1 note progress against equality, diversity, and inclusion objectives;

2.1.2 note the Gender Pay Gap data;

2.1.3 agree the content of the Equality, Diversity and Inclusion Compliance Report at Appendix 1 to this report;

2.1.4 approve publication of the Equality, Diversity and Inclusion Compliance Report subject to final design work and incorporation of appropriate images.

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 do not.

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 can conduct 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.

4. **Summary Highlights**

- 4.1 Within the Service we monitor our equality, diversity, and inclusion data each quarter in our People Excellence Meetings to identify any trends, and if there are any process improvements we should consider. We also conduct equality impact assessments on any process or policy to consider the likely equalities impact.
- 4.2 We have created a new attraction strategy to ensure that applicants are aware of our values and positive inclusive culture and have had an increase in the number of employees declaring a disability, the representation of black and ethnic minority employees and female managers since last year.
- 4.3 We have analysed the protected characteristics of the employees involved in disciplinary and grievance cases and are satisfied that there is no disproportionate impact.
- 4.4 The mean gender pay gap has continued to decrease to 7.47%, which is the lowest gap since reporting started in 2017. The decrease in our gender pay gap is due to the continued recruitment, development, and progression of our female employees across the organisation. We have more female managers, drivers, and returners from maternity leave. We are proud to be the ninth highest fire and rescue service for the overall number of female employees.
- 4.5 To ensure continuous improvement, we monitor our equality, diversity, and inclusion data at each stage of our recruitment process and review each quarter to identify any process improvements. Our project on talent, development and succession is launching in 2025 which will consider how we diversify our talent and progression within the Service. We have also recently

recruited the role of People Partner, Policy, Culture and Equality, Diversity, and Inclusion, who will lead and oversee the planned initiatives.

BIBLIOGRAPHY

Source Documents	Location	Contact Officers
Cambridgeshire and Peterborough Fire Authority Community Risk Management Plan (CRMP) 2024 - 2029 Equality Act 2010	Hinchingsbrooke Cottage Brampton Road Huntingdon	Laura Hutchcraft Assistant Director - People 01480 444500 laura.hutchcraft@cambsfire.gov.uk Jon Anderson Deputy Chief Fire Officer 01480 07711 444201 jon.anderson@cambsfire.gov.uk