



Classification	Official		
Meeting	SLT Strategic Meeting	Agenda no.	2c
	Strategic Board		7
Meeting Date	16 February 2024		
	6 March 2024		
Report Authors:	Colette Black, Director of People Services		
Presented By	Colette Black, Director of People Services		
Subject	Annual Equality Compliance Report 2023		
Type of Report:	Information		
Action Point No.	N/a	For Publication	Yes

RECOMMENDATIONS

SLT and the Strategic Board are asked to note the action taken during 2023 to fulfil our Public Sector Equality Duty (PSED) Objectives (see appendix A).

Once noted by both SLT and the Strategic Board, the narrative report (appendix A) will be reviewed for 'plain English' and have design added. The report will then be published and utilised to share information with stakeholders.

EXECUTIVE SUMMARY

Regular reporting on our progress against PSED objectives takes place through the Inclusion and Diversity Action Group and the People Strategy Board. The draft narrative report attached (appendix A) is intended to give a greater level of insight into 2023 activity and outcomes.

BACKGROUND

As part of our Equality Duty, we set equality objectives to continuously improve and monitor our progress. Our equality objectives from 2022 – 2024 are:

1. We will consistently demonstrate 'due regard' (give genuine attention and thought) to equality and diversity in our organisation and aim to be leading practitioners of workplace diversity and inclusion across Essex.
2. We will invest in a diverse workforce with the skills, knowledge and attitude needed to build a culture of diversity and inclusion.

3. We will deliver inclusive evidence-based services that show ‘due regard’ when assessing risks and behaviour in the community, to help make sure services are accessible and fair to everyone.
4. Demonstrate community focused leadership by working in partnership and making the most of our presence in the region to stress the importance of socio-economic factors and how they affect both employment and services.

In the information report attached as appendix A, we provide an overview of our progress towards meeting our objectives, and the activities we have carried out to deliver our Fire and Rescue Plan and provide an equal service to our communities.

OPTIONS AND ANALYSIS

See attached report with full detail.

RISKS AND MITIGATIONS

This activity is a control measure for the following risk:

SRR 150019 - There is a risk that the Service fails to provide a safe and inclusive culture which ensures the well-being of staff and contributes to attracting a diverse workforce.

LINKS TO FIRE AND RESCUE PLAN

This links to the ambition to ‘promote a positive culture in our workplace.’

FINANCIAL IMPLICATIONS

There are no financial implications directly associated with this paper. Any budgetary impact has already been budgeted for e.g. the partnership with the Leonard Cheshire foundation is budgeted for within the People Service Directorate.

LEGAL IMPLICATIONS

The appendix to this paper provides detail on how we are fulfilling our Public Sector Equality Duty Objectives obligations.

STAFFING IMPLICATIONS

Whilst there are no direct obligations, we recognise the benefits of an inclusive workplace and compliance with our PSED objectives support this.

EQUALITY AND DIVERSITY IMPLICATIONS

Positive action which relates to the Equality Report has the potential to have a positive impact on individuals with a wide range of protected characteristics. The Public Sector Equality Duty objectives are intended to have a positive impact; there is not disproportionate or negative impact to people with protected characteristics.

Race	no	Religion or belief	no
Sex	no	Gender reassignment	no
Age	no	Pregnancy & maternity	no
Disability	no	Marriage and Civil Partnership	no
Sexual orientation	no		

HEALTH AND SAFETY IMPLICATIONS

None directly.

CONSULTATION AND ENGAGEMENT

A variety of stakeholders were included in the creation of this report. The report will be shared with these and with representative bodies as appropriate.

FUTURE PLANS

We will continue to deliver the PSED objectives. In September 2024 we will review the objectives with a view to adjusting for the next period.

LIST OF BACKGROUND PAPERS AND APPENDICES

Appendix A – Annual Equality Compliance Report.