

TYNE AND WEAR FIRE AND RESCUE AUTHORITY

Item No. 04

HUMAN RESOURCES COMMITTEE: 3 FEBRUARY 2014

SUBJECT: ANNUAL EQUALITY DATA REPORT

JOINT REPORT OF THE CHIEF FIRE OFFICER AND THE PERSONNEL ADVISOR

1. PURPOSE OF REPORT

1.1 The purpose of this report is to inform Members of the completion of the Authority's draft Annual Equality Data Report currently out for consultation and to provide a progress update against the Authority's equality objectives, as set out in the Equality Strategy 2012-16.

2. BACKGROUND

2.1 The Equality Act 2010 simplified and replaced all previous equality legislation and included a new general duty for all public bodies which came into force on 5 April 2011.

2.2 The duty incorporated nine protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation) and requires the Authority to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between people who share a protected characteristic and those who do not; and
- foster good relations between people who share protected characteristic and those who do not.

2.3 The specific duties, designed to assist public authorities in meeting the general duty, require the Authority to:

- publish information to demonstrate compliance with the general duty (initially by 31 January 2012) and annually thereafter; and
- prepare and publish specific measurable equality objectives by 6 April 2012 and at least every four years after.

2.4 In 2011/2012 the Authority collated, analysed and published initial equality information in relation to employees and the community. The Authority's first Annual Equality Data Report was published in 2012 as an appendix to the Authority's Equality Strategy 2012-16.

2.5 Analysis of the 2012 Equality Data Report and findings from the initial consultation exercise where the Authority engaged with employees, members of the community and key stakeholders, enabled the identification and of key equality development areas. Through

further consultation, these were then developed into equality objectives which are included as an appendix to the Equality Strategy 2012-16.

3. EQUALITY DATA REFRESH/OBJECTIVES UPDATE

- 3.1 As required under the Public Sector Equality Duty our Annual Equality Data Report 2014 (see Appendix A) was published internally and externally on 31st January 2014 and is currently out for consultation up until the end of February 2014.
- 3.2 The draft report compares internal and external equality data and shows the progress that has been made towards the equality objectives since their publication in April 2011. It is positive to note that progress has been made against many of the actions.

4. FINANCIAL INFORMATION

- 4.1 There are no financial implications in respect of this report.

5. EQUALITY IMPLICATIONS

- 5.1 By continuing to support the work around achieving equality objectives, the Authority demonstrates a clear commitment to equality for all. Progress made towards achieving equality objectives will lead to positive equality outcomes for employees and the communities that we serve.

6. HEALTH AND SAFETY IMPLICATIONS

- 6.1 There are no health and safety implications in respect of this report.

7. RECOMMENDATIONS

- 7.1 The Authority is recommended to:
- a) Comment on the draft Annual Equality Data Report 2014;
 - b) Receive further reports as appropriate.

BACKGROUND PAPERS

The under mentioned Background Papers refer to the subject matter of the above report:

- Tyne and Wear Fire and Rescue Authority Equality Strategy 2012-2016.