

TYNE AND WEAR FIRE AND RESCUE AUTHORITY

Item No. 04

HUMAN RESOURCES COMMITTEE: 11 FEBRUARY 2013

SUBJECT: ANNUAL EQUALITY DATA REPORT AND EQUALITY OBJECTIVES UPDATE

JOINT REPORT OF THE CHIEF FIRE OFFICER AND THE PERSONNEL ADVISOR

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to provide Members with an update regarding the recent equality data refresh exercise undertaken to inform the 2013 Annual Equality Data Report, 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 namely age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation.
- 2.3 The general duty 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.
- 2.4 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 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.
- 2.5 In meeting the duty, the Authority collated, analysed and published equality information about fire and rescue service employees and the people who we provide a service to. This detail is contained in the Annual Equality Data Report 2012 and was published in January 2012 as an appendix to the Authority's Equality Strategy 2012-16.

- 2.6 Analysis of our 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 2013

- 3.1 As required under the Public Sector Equality Duty the Annual Equality Data Report 2013 was published internally and externally on 31st January 2013. See Appendix A.
- 3.2 The report compares 2011 and 2012 internal and external equality data and is currently out for consultation up until the end of February 2013.

4. EQUALITY OBJECTIVES

- 4.1 The Action Plan at Appendix B shows the progress that has been made towards the equality objectives since their publication in April 2011.
- 4.2 It is positive to note that progress has been made against many of the actions including those specifically relating to the Procurement objectives. Revised equality related content has been developed to improve the Procurement Strategy, included as Appendix C. This work relates to action 3.1 and supports the achievement of objective 3 set out in the Equality Strategy. Good progress has been made against the procurement objectives in advance of the deadlines set which demonstrates a clear commitment to achieving equality through this aspect of our work.

5. FINANCIAL INFORMATION

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

6. EQUALITY IMPLICATIONS

- 6.1 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 local communities that we serve.

7. HEALTH AND SAFETY IMPLICATIONS

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

8. RECOMMENDATIONS

- 8.1 The Authority is recommended to:
- a) Comment on the Annual Equality Data Report 2013;
 - b) Comment on progress made against equality objectives;

- c) Endorse revised equality related content for the Procurement Strategy; and
 - d) 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
- Tyne and Wear Fire and Rescue Authority Procurement Strategy.

NOT PROTECTIVELY MARKED