

TYNE AND WEAR FIRE AND RESCUE AUTHORITY

Item No 5

HUMAN RESOURCES COMMITTEE: 2 FEBRUARY 2015

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.

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 by 31 January annually; and
 - prepare and publish specific measurable equality objectives at least every four years.
- 2.4 In 2011/2012 the Authority collated, analysed and published equality information in relation to employees and the community. The 2012 Equality Data Report and findings from the consultation, enabled the identification and of key equality development areas and 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 the Authority's Annual Equality Data Report 2015 was published internally and externally before 31st January 2015. The report is under consultation up until the end of February 2015.
- 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 the majority of actions are now complete. The few remaining actions are on target to be completed by the agreed deadline. It is anticipated that all actions will be complete during 2015.

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 2015;
 - 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.