



**HAMPSHIRE
FIRE AND
RESCUE
AUTHORITY**

Purpose:

Date May 2018

Title **ANNUAL STATEMENT OF EQUALITY**

Report of: **INCLUSION AND DIVERSITY**

EXECUTIVE SUMMARY

1. The Equality Act 2010 established general and specific duties for public sector bodies in order to improve their equality performance. In order to meet the duties, Hampshire Fire and Rescue Service (HFRS) must publish equality information on an annual basis and set equality objectives every four years. The published information must be accessible to employees and members of the public.
2. HFRS's equality objectives have been updated. These objectives have been signed off by the People Committee and therefore are in line with the findings of the Cultural Survey, to assist in moving towards the vision outlined in the People Strategy. These objectives will be underpinned by an action plan and reviewed quarterly by the People Committee.
3. Our workforce demographic is a stark reminder of our need for action on Inclusion and Diversity. With less than 1% Black, Minority, Ethnic (BME) representation within our workforce, and under 14% female, we are not being representative of the community we serve. The information shows that there has been little change to workforce numbers and are at a critical time when clear objectives are required to address representation, culture and community understanding.

BACKGROUND

4. The Equality Act 2010 established a general duty for the public sector which aims to ensure that people with protected characteristics are not excluded, discriminated, or otherwise treated less favourably than anyone else, due to their protected characteristics. The protected characteristics covered by the general equality duty are age (including children and young people), disability, gender reassignment, pregnancy and maternity, race religion or belief, sex and sexual orientation.

In summary, organisations are required to comply with the general equality duty and must, in the exercise of their functions, have due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act,
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it, and
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

5. The general duty is further supported by specific duties that are intended to help public bodies improve their equality performance by improving their focus and transparency. In summary each public body is required to:

- Publish information to demonstrate its compliance with the general equality duty on an annual basis. This information must include information relating to people who share a protected characteristic that are either employees or people affected by the organisation's policies and practices.
- Publish one or more objectives that it thinks it needs to achieve to further any of the aims of the general equality duty. This must be done every 4 years.
- Publish both the equality information and the equality objectives in a manner that is accessible to the public.

HAMPSHIRE FIRE AND RESCUE SERVICE'S EQUALITY INFORMATION

6. Shared Services have recently updated the functionality within Employee Self Service (ESS) to allow employees to enter more details about themselves. This will mean that information can now be collected on type of disability, sexual orientation, religion/belief and gender identity. Employees will be able to enter this information from 19 February 2018. As this data entry is the individual's responsibility and choice, the Inclusion and Diversity team, along with the Communications and Media Team, are currently developing communications to engage and encourage employees to do this.

HAMPSHIRE FIRE AND RESCUE SERVICE'S EQUALITY OBJECTIVES

7. Public authorities listed in Schedule 1 and 2 of the Equality Act 2010 (Specific Duties) Regulations 2011 (the specific duties) must:

- Prepare and publish one or more objectives they think they should achieve to do any of the things mentioned in the aims of the general equality duty. Ensure that those objectives are specific and measurable.
- Publish those objectives in such a manner that they are accessible to the public.

8. KEY AREA 1: DIVERSITY OF OUR STAFF

There are many advantages of having a diverse workforce which is representative of the local community. It is important for our staff to understand the various sections of the community and can engage with them to deliver better outcomes. Our data shows us that HFRS is under-represented.

Objective 1: We will take actions to increase the diversity of job applicants to help us reflect the community focusing particularly upon women and Black, Asian, Minority Ethnic (BAME).

9. KEY AREA 2: WORKPLACE CULTURE

It is important to have a workplace which is inclusive and embraces difference. The findings from the 2016 cultural survey raised a number of questions around Trust and also care and benevolence. We will continue to take action to ensure we have a culture where everyone feels valued and is treated with dignity and respect. Our Senior Management team will encourage a culture that supports equal treatment, opportunity, inclusion and transparency at all levels.

Objective 2: We will create an inclusive working environment that will enable us to maximise the potential of a diverse workforce.

10. KEY AREA 3: COMMUNITY ENGAGEMENT

We will continue to take action to ensure our community engagement initiatives are focussed upon those who are seldom-heard and/or most at risk

Objective 3: We will proactively engage with our diverse communities to understand their needs and promote HFRS as an employer of choice.

FUTURE WORK TO ADDRESS UNDER-REPRESENTATION

11. We are engaged in a variety of strategies and initiatives around attraction, recruitment and retention to ensure we significantly increase the diversity of our staffing profile moving forward.

SUPPORTING OUR SERVICE PLAN AND PRIORITIES

12. This paper supports the Inclusion priority within the current People Strategy as well as the delivery of our safer and stronger principles that underpin the vision of HFRS.

RESOURCE IMPLICATIONS

13. No additional resources have been identified other than those already working in the assisting Inclusion and Diversity Team.

LEGAL IMPLICATIONS

14. Hampshire Fire and Rescue Service have a legal duty under:

- Section 149 of the Equality Act 2010 (public sector duty)
- The Equality Act 2010 (Specific Duties) Regulations 2011

to collate and publish equality information on an annual basis, as well as equality objectives at least every four years

PEOPLE IMPACT ASSESSMENT

15. The proposals in this report are compatible with the provisions of the European Convention on Human Rights and the Human Rights Act 1998.
16. The equality information in Appendix 1 is anonymous and has been scrutinised to ensure that individuals cannot be identified.

RISK ANALYSIS

17. The Equality and Human Right Commission has a statutory duty to enforce the general and specific duty. Failure to do so can result in a compliance notice being issued.

CONCLUSION

18. HFRS has a general and specific duty under The Equality Act 2010 to publish equality information on an annual basis and set equality objectives every four years.

<u>RECOMMENDATION</u>

19. That the listed Equality Objectives be approved by Hampshire Fire and Rescue Authority
20. That the Annual Statement of Equality (Workforce Demographics) be noted by Hampshire Fire and Rescue Authority

APPENDICES ATTACHED

21. Appendix 1 shows the workforce demographics

(statistics as of 31st March 2018)

Staff Group	Headcount	% of workforce
Grey book - WDS	687	39.99
Grey book - RDS	690	40.16
Control	38	2.21
Green book - support	303	17.64
Total	1718	

Gender – Male Workforce

Staff group	Headcount	Hampshire %	National Average %
Grey book – WDS	655	95.34	94.5
Grey book – RDS	663	96.09	95.5
Control	6	15.79	24.0
Green book – support	163	53.79	47.5
Total	1487	86.55	84.9

Gender – Female Workforce

Staff group	Headcount	Hampshire %	National Average %
Grey book – WDS	32	4.66	5.5
Grey book – RDS	27	3.91	4.5
Control	32	84.21	76.0
Green book – support	140	46.21	52.5
Total	231	14.45	15.1

Ethnicity

	Headcount	% of workforce
White British or Irish	1437	83.64
Any other white background	47	2.74
Mixed	10	0.58
Asian or Asian British	8	0.47
Black or Black British	1	0.06
Chinese	0	0.00
Any other Minority Ethnic Background	1	0.06
Ethnic origin not stated	214	12.46

Percentage of workforce from an ethnic minority

Hampshire 1.16%

National 4.5%

Non- Metropolitan fire and rescue authorities 2.0%

Age

Age	Headcount
16 – 24	72
25 - 35	418
36 - 45	560
46 - 55	527
56 - 65	131
66+	10

Disability

	Headcount	% of workforce
Has a disability	148	8.61
No disability/not stated	1570	91.39

Source: <https://data.gov.uk/dataset/669aa70f-cceb-4d1f-8ed6-382cf6d4a2b6/fire-statistics-workforce-and-workforce-diversity>