

Hampshire Fire and Rescue Authority

Human Resources Committee

26 January 2017

Item: 7

Publishing Equality Information

Report of the Deputy Chief Officer

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1 Summary

- 1.1 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.
- 1.2 HFRS' equality information, which is published on the website requires updating (see Appendix 1). However, HFRS also wants to review the equality information it publishes to see if additional information could be provided. This review will take approximately 6-12 months and recommendations will come to HR Committee in due course.
- 1.3 HFRS's equality objectives are due to be reviewed and updated in 2017. The Inclusion and Diversity Team will lead on this review, supported by members of the Culture, Inclusion and Diversity Committee (CIDC). The objectives will build on the findings of the Cultural Survey and assist in moving towards the vision outlined in the People Strategy. The equality objectives will be underpinned by a comprehensive action plan. Recommendations for the objectives and the action plan will come to HR Committee in 2017.

2 Recommendations

- 2.1 That the HR Committee approves the publication of the information at Appendix 1 to refresh the publication on HFRS' website in order to meet the duty to publish information under the Equality Act 2010.
- 2.2 That the HR Committee supports the review of equality information to identify what additional equality information could be published.
- 2.3 That the HR Committee supports the development of future equality objectives underpinned by an equality action plan.

3 Introduction and background

- 3.1 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.

- 3.2 In summary, organisations that are subject to the general equality duty 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.
- 3.3 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.
- 3.4 In summary each public body is required to:
1. 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.
 2. 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.
 3. Publish both the equality information and the equality objectives in a manner that is accessible to the public.

4 Hampshire Fire and Rescue Service's equality information

- 4.1 HFRS' published equality information needs to be updated. Shared Services is currently developing ESS so that employees can provide as much information as possible about themselves and whether they have any protected characteristics. Once this development is complete, colleagues from HR, the Inclusion and Diversity team, and Communications and Media will work together to engage and encourage employees to provide the information.
- 4.2 In order to provide a current snapshot of the equality profile of our workforce, employees are being asked to provide information about their protected characteristics as part of the Cultural Survey. The results of which should be available in Spring 2017. However, SAP will remain our ongoing data-source and point of reference for reported equality information.
- 4.3 Therefore, the data currently held in SAP will be used to update the equality information published on the website that is accessible to employees and

members of the public. An update of the publication is at appendix 1. It provides information about the protected characteristics of the workforce on 1 December 2016 and also draws comparisons against national data.

- 4.4 In addition to the information already published, the CIDC will be exploring what additional information HFRS could publish. This will involve reviewing what equality information other public bodies publish and identifying whether our systems can provide similar information. The intention of this additional information will be to enable employees, service users and other interested parties to assess the equality performance of HFRS and to benchmark our performance against other organisations. It should also make organisational decision making more transparent.
- 4.5 The CIDC will make recommendations to HR Committee about further equality information in due course. It will also recommend how this additional information should be published so that it is as accessible as possible.

5 Hampshire Fire and Rescue Service's equality objectives

- 5.1 HFRS has an ambition to create a truly inclusive workforce where all our people feel valued and respected. In 2013, HFRS published a document called "What's In It For Me?". This publication explores HFRS' ambition to create an inclusive workplace in more detail. It identifies specific objectives and commitments that the organisation and employees must meet in order develop a workforce that is ready and able to understand each other, are engaged in the strategic priorities of the Service and consequently ready to serve the needs of our communities. The publication can be accessed by employees and members of the public via HFRS' website.
- 5.2 "What's In It For Me?" is almost four years old and therefore in 2017, HFRS will need to publish new/updated objectives that it thinks it needs to achieve to further the aims of the general equality duty. This work will be guided by the overall vision for an inclusive workforce set out in the People Strategy and will be led by the Inclusion and Diversity team with support from members of the CIDC. The results of the Cultural Survey will provide an insight into the Service's current culture and help the Service to understand how close we are to the vision described in the People Plan. This information will be crucial in identifying the equality objectives for the next four years.
- 5.3 The CIDC will make recommendations to HR Committee about the Service's equality objectives for 2017-2021 in 2017. The objectives will be underpinned by a comprehensive action plan which will be shared with HR Committee at the same time. The CIDC will also recommend how the equality objectives and action plan should be published so that they are as accessible possible.

6 Resource Implications

- 6.1 No additional resources have been identified other than those already working in HR and the Inclusion and Diversity Team.

7 People Impact Assessment

- 7.1 The proposals within this report are compatible with the provisions of the European Convention on Human Rights and the Human Rights Act 1998 and considered in the light of the Race Relations (Amendment) Act 2000.

The equality information at Appendix 1 is anonymous and has been scrutinised to ensure that individuals cannot be identified.

8 Consultation

- 8.1 There is no requirement for consultation on the contents of this report. However, in developing further equality information and reviewing equality objectives, representative bodies will be invited to participate in and provide their views on these areas of work.

9 Background Papers

- 9.1 The following documents disclose the facts or matters on which this report, or an important part of it, is based and has been relied upon to a material extent in the preparation of the report.

None

Note: The list excludes:

- (1) Published works
- (2) Documents that disclose exempt or confidential information as defined in the Act

Appendix 1

HFRS Workforce Equality Information

Number of Staff	Head Count	% of Workforce
Grey book - WDS	721	41%
Grey Book - RDS	703	40%
Control	41	2%
Green Book (inc support teams)	309	17%
TOTAL	1774	100%

Gender – Total Workforce	Head Count	% of Workforce
Male	1551	87%
Female	223	13%

Gender - Male	Head Count	% of Workforce
Grey book - WDS	690	39.56%
Grey Book - RDS	674	38.65%
Control	9	0.52%
Green Book	178	10.21%

Gender - Female	Head Count	% of Workforce
Grey book - WDS	31	1.78%
Grey Book - RDS	29	1.66%
Control	32	1.83%
Green Book	131	7.51%

Number of starters and leavers in 2016	Starters	Leavers
Grey book - WDS	70	97
Grey Book - RDS	44	101
Control	0	3
Green Book	14	68

Ethnicity of Staff	Number	Percentage
A-White British	1461	82.36%
A-Other White Background	38	2.14%
A-White Irish	2	0.11%
B-Mixed Wh&Blk Caribbean	3	0.17%
B-Mixed White & Asian	1	0.06%
B-Other mixed background	3	0.17%
C-Asian/As British Indian	6	0.34%
C-Asian/AS GB Other Asian	2	0.11%
D-Black/B GB Caribbean	0	0.00%
E-Chinese	0	0.00%
E-Other	0	0.00%
Not declared/Not Obtained	258	14.54%

Age	Head count	Percentage
16 - 24	70	3.94%
25 - 35	460	25.93%
36 - 45	552	31.11%
46 - 55	536	30.21%
56 - 65	144	8.12%
66+	12	0.68%

Disability	Headcount	Percentage
Not informed	1758	99.10%
Yes	16	0.90%

HFRS Equality Performance against National Performance

<u>Male workforce</u>	National Average %	Hampshire %
WDS	94.8%	96.4%
RDS	95.5%	95.3%
Control	24.3%	21.1%
Green Book	48.7%	44.2%
Total	85.4%	87.5%

<u>Female workforce</u>	National Average %	Hampshire %
WDS	5.2%	3.4%
RDS	4.5%	4.7%
Control	75.7%	78.9%
Green Book	51.3%	45.8%
Total	14.6%	12.5%

% of workforce from an ethnic minority		
National %	3.8%	
Hampshire %	0.7%	