



Human Resources Committee

24 May 2022

Equality, Diversity and Inclusion

Report of Director of Emergency Response

Purpose of Report

1. To provide the Human Resources (HR) Committee with an overview of the work carried out by the Service's Equality Diversity and Inclusion Group (EDIG).

Equality, Diversity and Inclusion Group Update

2. The project to integrate the National Fire Chiefs Council Code of Ethics (CoE) into the Service is now complete as planned by 31 March 2022.
3. All Service strategies and premises have received an Equality Impact Analysis (EqIA). EqIA is a process of systematically assessing the effects that a policy, project or decision is likely to have on different people within the Service and the community we serve. It helps to make sure they do not discriminate or disadvantage people and helps towards improving or promoting equality. EqIA is an integral component of our document management process.
4. Our [Gender Pay Gap](#) report was published on our website. The GPG identifies the difference between the average earnings of male and female employees, comparing hourly rates of pay and any bonuses staff may receive. The aim of the report is to identify any imbalance in pay between genders and encourages organisations to consider positive steps to address any identified gaps. Our GPG has reduced from 8.8% to 6.15% demonstrating a positive direction of travel.
5. The Service submitted to the Stonewall Workplace Equality Index (WEI) 2022. The WEI demonstrates an organisation's commitment to making workplaces, services and products LGBT inclusive. The Service received its results earlier this year and was placed 128 out of 403 organisations submitting to the WEI, the Service also achieved a Silver Award for commitment to LGBT+ inclusion work. The Service is yet to receive its full report to identify areas of best practice areas for improvement.
6. The Director of Emergency Response along with key partners attended the launch of Durham Pride on 11 May. The Service will be supporting the Pride event in Durham City on 29 May. Service crested flags were flown at Service premises on 17 May to

support International Day Against Homophobia, Transphobia and Biphobia and will be flown from 28 May and throughout June in support of 'Pride' month.

7. Members of the EDIG and Darlington Station attended the Synagogue in Darlington on 4 April to develop relationships with our Jewish community and increase knowledge of the Passover festival.
8. To demonstrate the Service as an inclusive and supportive organisation and employer, the Service promoted awareness of key dates and events across the strands of equality with information and activities some of which included International Womens Day, Autism Awareness Week, Autism Acceptance Week, Ramadan and EID.
9. To increase staff knowledge and awareness of our diverse communities, the EDIG has produced a further 15 information sheets which cover topics including sheltered housing, hoarding, deprivation/child poverty, domestic abuse, homelessness, lone parents, safeguarding, mental health, asylum seekers/refugees, gypsy/traveller communities, new arrived communities, students, anti-social behaviour, drugs and alcohol and hate/mate crime.
10. Cohort 6 of Firefighter (FF) Apprentices have been recruited and commence their career in the Service on 16 May 2022, the cohort has 4 female and 4 male apprentices.
11. The EDIG continues to drive the EDI Strategy Action Plan to meet the objectives of the action plan. Progress is evidenced in the Action Plan which is attached as Appendix 1.

Recommendation

12. Members are requested to:
 - a) **Note** the content of the report.

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