Firefighters' Scheme Advisory Board (England)

Equity, Diversity and Inclusion Policy

Date created: March 2026

Contents

Policy Statement....3
Definitions....3
Board Commitments....3
Implementation....4
Complaints and Breaches....4
Communications....4
Action Plan....5
Monitoring and review....5
Version Control....5
Appendix A....6
Action Plan....6

Policy Statement

The Firefighters' Pensions Scheme Advisory Board (England) is committed to providing robust, well-informed advice that integrates and promotes the principles of equity, diversity and inclusion (EDI). The Board recognises that a diverse membership — reflecting a wide range of backgrounds, experiences and perspectives — strengthens its ability to support strong governance and continuous improvement across the Firefighters' Pension Schemes.

Diversity enriches discussion, encourages broader viewpoints, and enhances the Board's understanding of the varied needs of the communities it serves. While valuing diversity, the Board is clear that it does not replace the need for appropriate technical expertise. Members must possess the skills, knowledge and experience necessary to contribute effectively to complex pension matters.

This policy aligns with the expectations of the Pensions Regulator's General Code regarding representation and good governance. The Board remains committed to ensuring that decision-making is informed by a range of perspectives and compliant with the Equality Act 2010.

Purpose & Scope

This policy applies to all Board members and subcommittees. It sets out the principles guiding recruitment, appointments, behaviour, and decision-making to ensure an inclusive and respectful culture across the firefighters' pensions governance framework.

Definitions

Understanding the key concepts that underpin equity, diversity and inclusion is essential to applying this policy consistently and effectively. The following definitions provide a shared foundation for Board members and subcommittees when considering behaviour, decision-making and governance practices. By establishing a common language, the Board can ensure that its actions align with legal requirements and reflect its commitment to creating a fair, respectful and inclusive environment for all.

- **Equity**: Fairness and justice, providing tailored support that accounts for the varying obstacles different individuals face.
- **Diversity**: Recognising, valuing and respecting individuals' differences.
- **Inclusion**: Creating an environment where all individuals feel welcomed, respected and able to contribute.

Protected characteristics under the Equality Act 2010 include: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Board Commitments

Effective delivery of this policy relies on clear roles and shared responsibility across the Board's governance structure. Each group within the Board has a distinct part to play in

embedding equity, diversity and inclusion into its culture and decision-making processes. The following commitments outline how the Board Chair, Board and subcommittee members, and the Board Secretariat contribute to implementing, upholding and monitoring this policy. These roles ensure that EDI principles are consistently applied and that progress is maintained through strong leadership, accountable practice and coordinated support.

- **Board Chair**: Oversees implementation and promotes compliance with this policy.
- **Board and Subcommittee Members**: Uphold EDI principles in all activities and decisions.
- **Board Secretariat**: Maintains policy and records, supports implementation and monitors progress

Implementation

To embed the Board's commitment to equity, diversity and inclusion into its day-to-day operations, a series of practical measures will support consistent and meaningful action.

These steps are designed to ensure that our governance processes, recruitment activity and decision-making framework actively reflect and uphold the principles set out in this policy. The following actions outline how the Board will put these commitments into practice:

• Adopting inclusive and unbiased recruitment processes.

• Providing annual EDI learning and development.

• Ensuring decision-making considers EDI implications.

• Maintaining transparent governance processes.

Complaints and Breaches

Maintaining trust in the Board's governance processes requires a clear and accessible approach for raising concerns. This section sets out how individuals can report issues relating to equity, diversity and inclusion, and explains the process for acknowledging, investigating and responding to such concerns. It also outlines the possible consequences where a breach of this policy is identified, ensuring that all matters are handled consistently, confidentially and in line with the Board's commitment to accountability and good governance.

Concerns should be reported to the Board Chair or Secretariat via fireSAB@local.gov.uk. Complaints will be acknowledged within five working days and handled confidentially.

Following investigation, breaches of this policy may lead to removal from the Board or subcommittee.

Communications

This policy will be published on the FPS Board website and included in induction materials for all new Board and subcommittee members.

Action Plan

The Board will implement and periodically review an EDI Action Plan with realistic and governance-appropriate measures, focusing on representation, training, and inclusive practice.

The action plan currently in place is included in Appendix A

Monitoring and review

This policy will be reviewed every two years or more frequently if required to reflect changes in legislation or best practice. The next review will be due in March 2028.

The action plan will be reviewed and updated every two years. The next review will be due in March 2028.

Version Control

Date	Author	Version	Reason for Change
18/03/2026	Board secretariat	V1	Initial full revision

Appendix A

Action Plan

The following actions will be implemented over the next two years (March 2026 to February 2028)

Objective	Action	Measure	Deadline	Responsibility
Understanding Diversity of representation of Board and subcommittees	EDI survey for Board members to complete	100% response	31 March 2026	Board Secretariat
Understanding diversity of representation of Local Pension Boards	EDI survey for LPBs to complete	90% response	31 May 2026	Board Secretariat
Increase Board Diversity	Review recruitment and appointment processes.	Ongoing through recruitment	Ongoing	Board Chair & Secretariat
Enhance EDI Knowledge	Deliver annual EDI training for Board members.	100% attendance.	30 September 2026	Board Secretariat
Embed EDI in Governance	Include EDI as a standing agenda item.	Quarterly reporting to Board through governance paper	30 June 2026	Board Chair & Secretariat
Monitor Progress	Publish annual EDI report, as part of annual report.	Report shared with stakeholders.	September 2026	Board Secretariat

Local Government Association
Local Government House
Smith Square
London SW1P 3HZ

Telephone 020 7664 3000
Fax 020 7664 3030
Email info@local.gov.uk
www.local.gov.uk

© Local Government Association

For a copy in Braille, larger print or audio, please contact us on 020 7664 3000. We consider requests on an individual basis.