

Equality and Diversity Steering Group Update

Report of the Chief Fire Officer

For further information about this report please contact John Redmond, Chief Fire Officer, on 01743 260201 or Natalie Parkinson, Equality and Diversity Officer, on 01743 260236.

1 Purpose of Report

This report provides a summary of the work of the Equality and Diversity Steering Group from September 2013 to September 2014.

2 Recommendations

The Committee is asked to note the contents of this report.

3 Background

The remit of The Equality and Diversity Steering Group is:

- To improve the services we provide to the wider Shropshire community
- To promote community cohesion and anti-discrimination with people living and working in Shropshire, including issues of rural access, social isolation and income inequality
- To initiate, facilitate, monitor and evaluate projects to improve the wellbeing of Shropshire Fire and Rescue Service (SFRS) employees
- To promote excellence in equality and diversity practice throughout the organisation
- To maintain organisational focus and ensure strategic priorities for equality and diversity in the organisation and the communities we serve
- To ensure that the SFRS culture encourages employees and service users to be valued and accepted as individuals
- To provide leadership, strategic direction, development and resources to ensure progression of our Equality Framework and Single Equality Scheme

Since the last review by the Human Resources Committee, the Steering Group has continued to implement the changes in the emphasis of equality and diversity work introduced last year. In particular, the Steering Group has worked closely with the Fire Safety Department on a number of projects, and has developed and reinforced positive working relationships with partner organisations and a range of community organisations and groups.

Within the Service's Positive Action Programme, the Steering Group has set up and run four Women's Taster Days. It has continued to develop and implement Brigade equality and diversity training for operational and non-uniformed employees. The programme of reasonable adjustment support for disabled employees has gone from strength to strength, and has been described by JobCentre Plus as 'the best in the area', especially in relation to dyslexia support.

The revised Equality Action Plan continues to clarify equality and diversity priorities, and has enabled the Steering Group better to manage planning and outcomes over the year.

4 Main Areas of Work

The Steering Group has overseen a wide range of work since September 2013, major elements of which are summarised below.

Single Equality Scheme Action Plan

Progress on implementing equality and diversity policies and actions has been monitored through the revised Action Plan. Actions and priorities have been reviewed in response to their effectiveness in delivering equality and diversity outcomes. The revised Action Plan enables the Steering Group to examine and analyse actions and progress in five key policy and practice areas:

- a) Policy;
- b) Recruitment, selection, training and development;
- c) Communication, external events, networks and partnerships;
- d) Monitoring, evaluation, accountability and reporting; and
- e) Research and consultation.

There are currently some 45 'live' equality and diversity actions, at different stages of progress and implementation, and varying from relatively minor, straightforward actions to major development and project work.

The current version of the Action Plan is attached at the appendix to this report.

Initial Impact Assessments

The Public Sector Equality Duty is still in place, and the decision in *R. (Brown) v. Secretary of State for Work and Pensions [2008] EWHC 3158*, where the High Court considered what a public body needs to do to meet its obligation to have 'due regard' to the Duty, means that the Service needs to have clear records of its assessment of equality impacts in order to evidence both good equality practice and compliance with the law.

The Service's equality impact assessment process is being subsumed within a new, multi-stranded initial impact assessment process, in which equality and diversity is one element. This process enables equality and diversity impacts to be assessed at the preliminary planning stage for policies and services, and may lead to the completion of a full equality impact assessment, where major impacts are identified.

Positive Action

As part of the Service's Positive Action Programme to encourage people from under-represented groups to apply for posts with the Service, the Steering Group has planned and co-ordinated three highly successful Women's Taster Days since September 2013. These have encouraged and supported women to apply for Retained Duty System (RDS) operational posts and took place as follows:

- a) 25 October 2013 – Oswestry Fire Station
- b) 8 March 2014 – Craven Arms Fire Station
- c) 19 July 2014 - Shrewsbury Fire Station

Each of these has been followed by a session at Telford Central to enable women to gain a better understanding of the selection process and the Job Related Tests (JRTs), which they need to pass to be successful in applications for operational posts.

Outcomes have been very good, with the following outcomes (at the time of writing):

- 46 women have attended the three taster events;
- 8 have so far applied for RDS posts (< 17%);
- 2 have passed and starting training (at Clun and Church Stretton);
- 2 have failed the JRTs twice but are eager to return in 12 months for a re-test (at Oswestry and Prees);
- The personal circumstances of 2 have changed childcare arrangements, and have postponed JRT appointments applications (at Clun and Cleobury Mortimer)

Hate Crime Reporting

The Service continues to receive regular updates on hate crime report statistics from West Mercia Police, Shropshire and Telford & Wrekin. The Steering Group is pursuing discussions with Shropshire Council to set up a local Hate Crime Reporting Centre in Reception at Brigade HQ, and plays an active role in the local Hate Crime Reporting Group convened by Shropshire Council.

Equality and Diversity Training

During the past year the Steering Group has undertaken a range of Equality and Diversity training:

- Gypsy and traveller training for RDS employees has ended, with very positive evaluations from participants;

- Equality and diversity refresher training has been delivered for whole time watches, again with positive feedback;
- Dyslexia awareness training has been commissioned and delivered for a range of employees;
- Equality and diversity induction training has been reviewed and re-designed and delivered for new employees; and
- A range of informational materials on different issues has been acquired or developed, and is available for employees. Examples include dyslexia awareness, dementia awareness, and a deafness awareness resource is in development.

South Asian Attitudes Research Project

The idea of carrying out community research to explore attitudes among people from South Asian communities to the job of a firefighter was floated in 2010. Resources were not located, however, to develop and run the project until the possibility arose in May 2014 of using the voluntary time of students on Wolverhampton University's Bachelor of Arts course in firefighting to work for the Service as research interviewers. This led to discussions within the Service about broadening the scope of the research, and to the drafting of a project proposal.

The Service has very few employees from Asian backgrounds, and the numbers certainly do not reflect their presence in the wider communities served by the Service. There are geographically discrete Asian communities in Telford and Wrekin, providing potentially straightforward access through temples, mosques and other community venues.

Meetings have been held with the Service's Community Outreach Officer and with the four students to discuss the probable shape of the project and the process of engaging people from the communities in the research. Work has started on developing the research questions and survey structure.

The project development stage is nearing completion, with a research interview schedule drafted and about to be submitted for professional evaluation for validity and consistency before consideration by a local focus group. Community researchers are being recruited, with an emphasis on recruiting women. The next stages will be to develop and run researcher training, to develop and agree a structure for researcher support and supervision and to make arrangements for transcription and analysis of survey responses.

Equality and Diversity External Activities and Events

Among other groups and events, which the Service actively supports are:

- Shrewsbury Rainbow Film Festival (October);
- Fairness, Respect Equality Shropshire (FRESH) Ltd.;
- Shrewsbury Action Against Racism (SAAR) and its work on the local Cultural Diversity Day, 'Kick it Out' football campaign and other activities;
- Shrewsbury Interfaith Forum; and

- SAND (Safe Ageing, No Discrimination), a campaigning and support group engaging with the experience of older LGBT people using care services.

Subscriptions and Memberships

The Service has not renewed its membership of Stonewall. Subscriptions have been renewed for Networking Women in the Fire Service and Fairness, Respect Equality Shropshire Ltd (FRESH) Ltd.

5 Legal Comment

There are no direct legal implications arising from this report.

6 Initial Impact Assessment

An Initial Impact Assessment is not required as this report is an update report, looking at historical information.

7 Appendix

Single Equality Scheme Action Plan

8 Background Papers

There are no background papers associated with this report.



Shropshire
Fire and Rescue Service

Single Equality Scheme Action Plan

Review period

**Oct to Dec 2014
(Quarter 3)**

Section 1 - Policy

Characteristic	Age	A	Disability	D	Sex	S	Race	R	Religion & belief	RB	Sexual orientation	SO	Trans-gender	T	Economic & Social	ES
FSEF Category	Leadership & inclusion	LI	Accoun-tability	A	Service & community	SC	Employment & training	ET	Evaluation & good practice	EGP						
Type of action	Policy	P	Projects	Pr	Routine	R	Training	T	Standing item	Si						

									Progress			
Action Number	Characteristic	FSEF Category	FS Strategy (Y/N)	Type of action	Action	Objective	Outcome (employment)	Outcome (service delivery)	Action	Responsible Officer/Dept.	Target date	Progress since last quarter
1	All	A EGP		P Si	Complete EQIAs for implementation projects	Analyse potential E & D impact of implementation projects	Continuity of fair and equitable treatment of employees	Continuity of fair and equitable service delivery	Ongoing	EDO Mgrs	Ongoing	E&D impact analysis of station closures complete. Other proposals outstanding.
2	All	SC		Pr R Si	Build a closer working relationship with Fire Safety	Work together to achieve a service that provides to a diverse range of people	Closer working relationships on shared issue-based work	Better-targeted and responsive FS and E&D services	Produce SFRS documents	EDO FS	Ongoing	Preliminary work done on South Asian communities project- see projects EDO made contact with older people's groups see no 26.
3	All	LI A ET EGP	Y	P	Equality & Diversity Policy Statement	Review and revise current E&D Policy Statement	Update in incorporate changes in legislation, Service policy and scope	Update in incorporate changes in legislation, Service policy and scope	Review and revise	EDO	11/14	
4	D	LI A ET EGP	N	P	Disability BO	Disability policy framework for SFRS	Disability policy framework based on social model, positive action and reasonable adjustments. Incorporates current Dyslexia BO;		Draft BO	EDO	End 02/15	In progress

								Progress				
Action Number	Characteristic	FSEF Category	FS Strategy (Y/N)	Type of action	Action	Objective	Outcome (employment)	Outcome (service delivery)	Action	Responsible Officer/Dept.	Target date	Progress since last quarter
5	SO	All		P	Transgender guidance	Set out Brigade policy and support framework on transitioning	Framework for supporting employees going through gender reassignment		Draft guidance to be finalised	EDO	09/14	Consultation complete, to be added to brigade orders and e-learning
6	All	LI A ET EGP	Y	P	Equality Monitoring BO	Set out Brigade policy on monitoring linked with other monitoring requirements and processes.	Policy framework enables adequate data on equality characteristics for SFRS workforce	Policy framework enables adequate analysis of service users' equality characteristics	Finalise Brigade Order	EDO	End 01/15	Early draft prepared in 2011, to be activated again

Section 2 - Recruitment, selection, training & development

Characteristic	Age	A	Disability	D	Sex	S	Race	R	Religion & belief	RB	Sexual orientation	SO	Trans-gender	T	Economic & Social	ES
FSEF Category	Leadership & inclusion	LI	Accoun-tability	A	Service & community	SC	Employment & training	ET	Evaluation & good practice	EGP						
Type of action	Policy	P	Projects	Pr	Routine	R	Training	T	Standing item	Si						

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7	S R/ SO	All		P Si Pr	Positive action	A programme of positive action events encourage and support under-represented communities to apply for employment as firefighters	Challenge to social prejudices about firefighting for under-represented groups Increased interest in joining SFRS from women, BMOE and LGB people	More representative service delivery	<ul style="list-style-type: none"> Develop revised BMOE & LGBT PA approach Confirm PA Days schedule 2014 - 2016 	E&D, CFS, T&D	09/14	Draft rolling programme in progress – dates currently being arranged with training for 2015
8	All	A EG P ET		PR T Si	E & D training	All staff to participate in regular Equality and Diversity Training	<ul style="list-style-type: none"> Increased awareness of the importance to the Brigade of E&D All employees understand their responsibilities for good E & D practice in their work 	<ul style="list-style-type: none"> More sensitive and aware service delivery Service delivery models anti-discrimination practice 	<ul style="list-style-type: none"> Complete training for non-uniformed and control staff – dates TBA Rolling programme to be arranged for E&D 	EDO Dept mgrs	12/14 12/14	Non-uniformed completed – a mop up session to be done Steering Group approved in principle the introduction of a rolling E&D training programme. A detailed proposal needs to be developed for 2015, including dyslexia, gypsy and traveller and dementia training for operational staff.

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9	AI	ET		T Pr	E & D E-learning programmes	Initially, research possibilities for e-learning process for LGB issues: dependant on resources, level of potential user e-learning 'literacy', time available, 'potential e-learning 'overload'	Assess feasibility of introducing E&D e-learning	Establish basic information about feasibility	TBA – review 09/15	EDO	Review 04/15	EDO reviewing e-learning package on learning pool academy EDA being trained as an administrator for e-learning package
10	D	ET		T Pr	Dyslexia awareness training	Arrange and run repeat dyslexia awareness day	Improved awareness and initial recognition of dyslexia in employees		<ul style="list-style-type: none"> Neil Grady SMT presentation & Members' Day WM – WT/RDS / Control awareness training currently being considered 	EDO	09/14 10/14 tba	NG SMT training completed 24/09 Members training being organised for 8/10/14 T&D new watch managers training to be arranged
11	AD	ET		T Pr	Deaf awareness training	Explore need. If established set up and run training	Improved awareness and initial hearing impairments in employees		<ul style="list-style-type: none"> Develop briefing sheet Distribute to employees 	EDO / H&S	09/14	Insufficient training capacity - briefing sheet to be developed Rabinder Dhama working with the auditory department for assistive technology in Telford and by referral from T&W council, Shropshire Council and Wrekin Housing Trust

12	D	All		P T Si	Reasonable adjustment work	Ensure equality of opportunity for all employees in performing their job roles	<ul style="list-style-type: none"> • Disabled employees provided with at least their legislative entitlements to reasonable adjustments to their working environments. • Disabled employees enabled to perform their job roles to the standards required for their posts 	Services delivered by all employees to the same high standard	<ul style="list-style-type: none"> • Dyslexic employees are being offered a joint training session on how to approach training manuals 	EDO	Ongoing	A discussion has taken place with the dyslexia tutor who will carry these out
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Section 3 - Communication, external events, networks and partnerships

Characteristic	Age	A	Disability	D	Sex	S	Race	R	Religion & belief	RB	Sexual orientation	SO	Trans-gender	T	Economic & Social	ES
FSEF Category	Leadership & inclusion	LI	Accoun- tability	A	Service & community	SC	Employment & training	ET	Evaluation & good practice	EGP						
Type of action	Policy	P	Projects	Pr	Routine	R	Training	T	Standing item	Si						

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Action Number	Characteristic	FSEF Category	FS Strategy (Y/N)	Type of action	Action	Objective	Outcome (employment)	Outcome (service delivery)	Action	Responsible Officer/Dept.	Target date	Progress since last quarter
13	All	S C		Pr Si	Leaflets and posters to publicise all positive action & community events	Accessible and informative leaflets and posters available for all SFRS events	<ul style="list-style-type: none"> Staff aware of positive action & community events Events highlighted on SFRS social networks 	<ul style="list-style-type: none"> Public aware of positive action & community events Enhanced attendance at positive action & community events 	<ul style="list-style-type: none"> Rainbow Flag to be put up during the week of Rainbow Film Festival 	EDO	08/14 w/c 14/10	Pull up banners completed for positive action, recruitment and community events Information leaflets sent out regarding the diversity event
14	All	All	Y	Pr Si	Images and stereotypes	<ul style="list-style-type: none"> Use role models in publicity and training materials and at events to challenge stereotypical images Annual review of images used in SFRS material 	Positive images of non-stereotypical and/or non-traditional roles	Positive images of non-stereotypical and/or non-traditional roles	<ul style="list-style-type: none"> Draft review process for annual review of SFRS images Review our website for women role models 	EDO / all depts.	06/14 09/14	In progress
15	All		Y	P Si	Plain Language	Encourage the use of plain English, shorter documents and easy read documents throughout	Better communication with employees	Better communication with service users	<ul style="list-style-type: none"> Review Quizdom f/f training presentations Plan SFRS P.E. competition for 'Pink' 	All depts	Ongoing	Completed Plain English competition agreed by SG 16/09. Now to be communicated.

								Progress				
Action Number	Characteristic	FSEF Category	FS Strategy (Y/N)	Type of action	Action	Objective	Outcome (employment)	Outcome (service delivery)	Action	Responsible Officer/Dept.	Target date	Progress since last quarter
16	All	LI SC ET		Pr Si	SAAR	<ul style="list-style-type: none"> Attendance at group meetings Participation in Cultural Diversity Day and other SAAR activities 		Demonstration of support and participation in local anti-racist work and group	<ul style="list-style-type: none"> Group meetings Contribute to developing 2015 CD Day programme 	EDO	2015	Attendance at meeting in September
17	All	LI SC ET		Pr, T Si	FRESh	<ul style="list-style-type: none"> Providing meeting rooms Support FRESh Equality Forum meetings Participation in FRESh Members' meetings 		Support for and participation in local equalities networking and good practice	<ul style="list-style-type: none"> Attend Forum on 04/09/15 	EDO / GM prevention		Attended forum meeting 04 Sept.
18	All	LI SC ET		Pr Si	FRESh Small Grants Panel	Participate in FRESh Small Grants allocation		Support for allocation of E & D resources to local organisations	Ongoing	EDO	Ongoing	
19	All	LI SC ET		Pr Si	RAFT	Maintain awareness of RAFT and work.		Support for and participation in equalities networking and good practice		EDO	Ongoing – 09/14	E&D SG on 17 June noted SFRS no longer members of RAFT.
20	SO	LI SC ET		Pr Si	Rainbow Film Festival	Provide support / funding for the film festival twice a year		Support for and participation in local LGB community work	If possible attendance by uniformed officer	EDO	Ongoing	Date in the executives diaries for Oct festival. £100 paid.

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21	SO	LI SC ET		P Pr T Si	Stonewall	<ul style="list-style-type: none"> Review membership for 2015/16 Review participation in Workplace Equality Index 	<ul style="list-style-type: none"> To provide support and information for SFRS employees To demonstrate support for LGBT staff 	Public demonstration of SFRS support for LGBT staff and service users	Membership review	EDO	03/15	ESG decision not to renew membership in 2014
22	All	LI SC ET		P Pr T Si	Shropshire Hate Crime Working Group	<ul style="list-style-type: none"> SFRS attendance at quarterly meetings Set up SFRS Reporting Centre status 		<ul style="list-style-type: none"> Support for partnership work on Hate Crime Provision of wider E&D services to the public 	Liase with HC Partners. Plan staff training	EDO & CFS	12/14	Hate Crime Reporting Centre discussion with Reception staff – waiting for SC to arrange training.
23	S	LI SC ET		P Pr T Si	Women in the Fire Service (WFS)	Support women staff to engage with WFS activities and events	<ul style="list-style-type: none"> Promote Women's days Provide gender-specific information to staff 		Ongoing	EDO	Ongoing	
24	RB	LI SC ET		P Pr T Si	Shrewsbury Interfaith Forum	Support and attend Cultural Fun Day.		Support and participation in local community event	None until date given for next year	EDO		08/14 EDO contacted group to attend meeting

26	A/D		Y?	Pr / R	Working / re-establishing links with older people's groups	To increase our presence, build relationships with local groups	Increased awareness of our roles	Increase our exposure to this group and reduce fire risk	<ul style="list-style-type: none"> • Liaise with local groups to discuss how we can get involved with them and promote benefits of working together • Would any employees like to attend dementia event 	EDO/ CFS	ongoing	Contact has been made by the EDO to the following groups: <ul style="list-style-type: none"> • Shropshire Seniors • T&W Senior Citizens • Age UK Shropshire, Telford & Wrekin (includes Dementia) • Dementia friends offer a free information session through the NHS trust • CFS has also visited some of these groups and information has been put in their newsletters.
27	A/D/ R/S O/T		Y	Pr	Diversity Month & Diversity Celebration Event for Black History Month Older People's Day Rainbow Film Festival World Mental Health Day	Using the anti-discriminatory events in October as a basis to give the opportunity to specific communities to come and experience the Fire Service and to create closer links and improve Fire Safety for those communities	Increased understanding of the Fire Service and opportunities available	Fewer fires/risks in the communities/families that attend these events	To create an event/s to promote the service to these communities To produce information for the pink regarding each event	EDO/ CFS	10/14	Diversity Month event at SY 03/10 & TC 14/10 arranged 10-1 including station tour, appliances, smoke tent and chip pan demonstrations.

Section 4 - Monitoring, evaluation, accountability & reporting

Characteristic	Age	A	Disability	D	Sex	S	Race	R	Religion & belief	RB	Sexual orientation	SO	Trans-gender	T	Economic & Social	ES
FSEF Category	Leadership & inclusion	LI	Accountability	A	Service & community	SC	Employment & training	ET	Evaluation & good practice	EGP						
Type of action	Policy	P	Projects	Pr	Routine	R	Training	T	Standing item	Si						

										Progress			
Action Number	Characteristic	FSEF Category	FS Strategy (Y/N)	Type of action	Action	Objective	Outcome (employment)	Outcome (service delivery)	Action	Responsible Officer/Dept.	Target date	Progress since last quarter	
28	All	A, EG P		T P	IIA equality impact (See EQIA below)	Relevant employees understand equality component of revised IIA process following its introduction	<ul style="list-style-type: none"> • Smooth implementation of new process • Adequate assessment of potential equality impacts 	Prevention of adverse E & D impacts on service users and others with whom Service has contact	Design IIA Equality guidance Plan training/ briefings in line with new IIA process and guidance	EDO	09/14	IIA equality guidance in place.	
29	All	A, EG P		P SI	Review EQIA process	Produce framework and guidance to simplify analysis of equality impacts within the SFRS Equality Impact Assessment process.	<ul style="list-style-type: none"> • Easier and less off putting process. • Better and more comprehensive analysis of potential E & D impacts 	<ul style="list-style-type: none"> • Better and wider analysis of potential E & D impacts • Fewer negative E & D impacts in services 	Draft: <ul style="list-style-type: none"> • Revised EQIA process and guidance • Staff briefing on process and content • Annual IIA/ EQIA review process • Review and revise EQIA BO 	EDO	03/15 03/15 03/15 09/15	ESG recommendations being implemented	
30	A RB SO T	LI, A SC, EG P	Y	P SI	EQIA of Service Corporate Reports, including Annual and Public Value.	Carry out assessment	The plans have no negative impact on employees	The plans have no negative impact on service users or others with whom we have contact with	Ongoing	EDO/ P	Assess reports annually 03/15		

									Progress			
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31	SO	LI A SC EG P		P Si	Stonewall Workplace Equality Index	Analyse and agree actions from index submission results	Improved support for LGBT employees	Improved support for LGBT service users and communities	Review decision	EDO	09/14	Stonewall membership not renewed in 2014
32	All	LI SC ET	N	Pr Si	Review of accessibility at TC	Access audit to be carried out	Ensure access for all	Ensure access for all		HOR	TBA	To be done in line with refurbishment
33	All	ET	Y	P Pr Si	Equal Pay review	Undertake an equal pay review in accordance with Equality Act and EHRC code of practice	To ensure that pay is equitable			HRM/ ACO	Review 09/15	Awaiting ACO decision – to be discussed at ESG – decision at SG it is kept under review.
34	All	All	Y	P Pr Si	Peer E & D auditing	Undertake peer review of compliance with Fire Service Equality Framework every 3 years	Measure of progress towards 'excellent' FSEF level	Measure of progress towards 'excellent' FSEF level	<ul style="list-style-type: none"> Review need for further audits Identify possible local peer auditors Arrange audit if agreed 	EDO	On hold	Deferred
35	All	A EG P	Y	R Si	Workforce monitoring statistics	Produce an annual report on equality monitoring statistics	Analysis of SFRS workforce equality profile		<ul style="list-style-type: none"> Implement SMT recommendations/decisions Resubmit to ESG 	EDO	09/14 12/14	ESG recommendations to SMT. Decision to hold two sets of figures of posts and people. Decision to update them internally on a quarterly basis.
36	All		Y	Pr Si	Analysis of current	Up-to-date diversity data on our employees and ensure	Ensure compliance with the National E&D Strategy	Ensure compliance with	Annual publication	EDO	03/15	2014 data published

					employment diversity data.	compliance with the National E&D Strategy		the National E&D Strategy				
37	All	All		All	E&D SG remit	<ul style="list-style-type: none"> • Employees valued • Appropriate services • Organisational focus and priority • E&D leadership, strategic direction, development & resources 	SFRS employees feel valued and accepted as diverse individuals.	SFRS's diverse service users feel valued and accepted as individuals and communities.	Ongoing	E&D SG	09/14 review	Ongoing
38	All		Y	R Si	S&HR Committee	Provide the S&HR with an annual update on implementation of the action plan	Committee endorsement of overall progress of the Single Equality Scheme and Corporate Equality Action Plan			EDO	06/15	
39	All		Y	R Si	CFA	Provide CFA with information as necessary	Committee endorsement of overall progress of the Single Equality Scheme and Corporate Equality Action Plan			EDO	As required	
40	All		Y	R Si	SMT	Report to SMT as necessary	SMT aware of and give decisions on relevant E&D issues		Presentation by Neil Grady on dyslexia to be arranged.	EDO	As required	SMT presentation presented by NG 24/09/14

Section 5 - Research and consultation

Characteristic	Age	A	Disability	D	Sex	S	Race	R	Religion & belief	RB	Sexual orientation	SO	Trans-gender	T	Economic & Social	ES
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41	G R SO	LI A SC ET	N	R Pr	S, T&W LGB Research project	Report findings to SFRS from survey results		All people are receiving an equitable service and there is no adverse impact	Monitor implementation in partner agencies via FRESH	EDO & E&D SG	Review progress 03/15	Implementation and monitoring of actions. All monitoring of actions passed from T&W to FRESH	
42	All	A SC ET	Y	Pr R	SFRS Cultural Audit (or substitute sampling)	ACO to consider smaller-scale project to profile a specific topic or section of SFRS employees	Information about attitudes and issues about SFRS among employees		None	HR	Review 12/14	Await update from ACO McKenzie.	
43	R	SC ET	Y	P Pr	South Asian communities and attitudes to fire research project	Develop project with BFS/ University of Wolverhampton	Reliable data on any barriers to recruitment of South Asian people as f/f	Reliable data for South Asian people on: <ul style="list-style-type: none"> Perceptions of SFRS Any issues of attitudes and/or practice for domestic and business fire safety 	Develop and agree brief Send out Finds message to see if other brigades have done any research. Meet the four students to discuss research project.	EDO/ BFSM	06/15	JH has met with the prospective Wolverhampton University student researchers and a meeting has been arranged with Rabinder and Muhammad. It is planned that the actual research will start later in the autumn.	

