

Annual update on Fairness, Respect, Equality Shropshire (FRESH) Ltd.

Report of the Chief Fire Officer

For further information about this report please contact Rod Hammerton
Chief Fire Officer, on 01743 260201 or Natalie Parkinson, Equality, Diversity &
Inclusion Officer on 01743 260236.

1 Purpose of Report

This report provides an update on the progress of Fairness, Respect, Equality
Shropshire (FRESH) Ltd, from 2017-2018, as requested by the Committee.

2 Recommendations

The Committee is asked to note the report and attached appendix.

3 Background

FRESH has been a community benefit society since 2013. The Service has
been a member of this society since its incorporation and the Equality,
Diversity and Inclusion Steering Group have endorsed the Services
membership of this annually, and last renewed this in 2018.

4 FRESH's work during 2017-2018

FRESH equality forum meetings

FRESH continue to organise and facilitate the Equality Forum, providing a
space for Shropshire organisations and people to network and explore
equality issues. These are now being held three times a year and have a
different topic at each event. These have included ongoing discrimination
faced by Gypsy and Traveller communities and an analysis of what is 'political
correctness' today.

The next forum meeting will be held at Shropshire Fire and Rescue Service on 4 December 2018. This will be facilitated by Refugee Action in Shropshire, and will explore their past support work with Syrian refugee families in Shropshire and outline their new work supporting unaccompanied young asylum seekers living in the county, exploring some of the key equality issues they face.

Small Equality Grants and Donations

FRESH received 6 applications throughout the year and made four awards. These were to:

SAND (Safe and Ageing No Discrimination) - venue hire
Shropshire Rainbow Film Festival – film licence and promoting the festival
KILN Ensemble towards the cost of their Gilbert and Gordon Tea dance
Back in Time 2 Shrewsbury hub of the National LGBT History Festival – making LGBT more visible

Please see attached appendix for further detail.

Events

Shrewsbury Cultural Diversity day 22 July 2017

Oswestry CultureFest 19 August 2017

Equality and Anti-Discrimination Training

In January 2018 FRESH facilitated two training sessions for teaching and non-teaching staff at two schools in Shrewsbury, to enable staff to identify incidents between students which may be motivated by prejudice or stereotypes about 'other' communities.

Campaigns, challenges and critical friendships

Supported several people who had experienced discrimination or asked for support in other areas of anti-discrimination work.

Contracts and Projects

Hate Crime Reporting Centres training and support project

FRESH was commissioned by Shropshire Hate Crime Reporting Group to consult on and produce recommendations for a revised network of reporting centres, training and support programme for centres. Following this they were asked to consult with reporting centres and other parties to prepare recommendations for a new training and support plan by the reporting group at its December 2017 meeting.

It was decided that the scope and function of Reporting Centres required fundamental reconsideration and a Reporting Group Sub-committee was set up to pursue this.

SpectHate in the Marches Street performance project development

Continued to take the lead in developing the SpectHate multi-agency street theatre project to raise awareness of hate incidents and crimes across the Marches.

5 Capacity

There are no capacity impacts arising from this report.

6 Collaboration / Partnership Working

There may be future opportunities for collaboration or partnership working with FRESH depending on the projects that they are undertaking.

7 Community Safety

There are positive impacts on community safety as there will be better hate crime reporting centres in place and increased understanding of community needs.

8 Environmental

There are no environmental impacts arising from this report.

9 Equality Impact Assessment

This is a historic report on work undertaken, therefore there are no equality or diversity implications arising from this report. However, there will be positive impacts arising from the work of FRESH.

10 Financial Implications

The annual FRESH membership subscription is currently £100.

11 Health and Safety

There are no health and safety impacts arising from this report.

12 Human Rights (including Data Protection)

There are no human rights impacts arising from this report.

13 ICT

There are no ICT impacts arising from this report.

14 Legal Comment

There are no legal implications arising from this report.

15 Public Value / Service Delivery

There will be positive impacts on being a member of this group as it ensures we are aware of any issues in our community that may impact on service delivery.

16 Reputation

There is a positive impact of being a member of this group as it connects us to our local communities and shows our commitment to Equality, Diversity and Inclusion.

17 Security

There are no security impacts arising from this report.

18 Training

There are no training impacts arising from this report.

19 Appendix

FRESh work and activities 2017-18

20 Background Papers

There are no background papers associated with this report.