

Equality and Diversity Steering Group – Summary Report

Report of the Chief Fire Officer

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1 Purpose of Report

To provide the Audit and Performance Management Committee (A&PMC)
with a summary report on the work of the Equality and Diversity Steering
Group

2 Recommendations

The A&PMC Committee is asked to note the content of this report

3 Background

The Equality and Diversity Steering Group were set up in February 2008; the
main remit of this group is to:

- Provide strategic direction on Equality and Diversity
- Senior management support to implement Equality and Diversity activities
- Identify and encourage best practice
- Promote equalities throughout the organisation and progress against the equality standard and equality schemes.

For more detail on the remit of this group please find the terms of reference
which is attached to this report as an Appendix.

4 Main areas of work covered

Detailed below are some of the main areas of work the Steering Group has been in has been involved in since it was created:

- Corporate Equality Action Plan monitoring and development – includes Race, Disability and Gender Equality Scheme updates and National Equality and Diversity Strategy
- Cultural Audit Actions
- Consultation Responses
- Equality Impact Assessment - monitoring of 3 year plan, prioritisation ongoing development, including looking at recommendations where appropriate eg New Building
- Equality Standard for Local Government Level 3 Assessment
- Equality Standard for Local Government Level 4 Assessment
- Feedback information from other groups – eg Equalities forum, Telford Race, Equality and Diversity Partnership, regional working
- Funding requests
- Legislation updates
- Positive action events and attendance – Birmingham Gay Pride, Taster Sessions
- Single Equality Scheme development – currently in progress
- Stress Survey – currently in progress
- Sharing of best practice
- Target Setting
- Training – Equality Auditors, Equality Impact Assessments, Operational Secondment into Equality and Diversity

The main areas of work are devised dependant upon the needs and priorities of the Service.

5 Legal Comment

There are no direct legal implications arising from this report

6 Equality Impact Assessment

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

7 Appendix

Equality and Diversity Steering Group terms of reference

8 Background Papers

There are no background papers associated with this report.

Implications of all of the following have been considered and, where they are significant (i.e. marked with an asterisk), the implications are detailed within the report itself.

Balanced Score Card		Integrated Risk Management Planning	
Business Continuity Planning		Legal	
Capacity		Member Involvement	
Civil Contingencies Act		National Framework	
Comprehensive Performance Assessment		Operational Assurance	
Efficiency Savings		Retained	
Environmental		Risk and Insurance	
Financial		Staff	
Fire Control/Fire Link		Strategic Planning	
Information Communications and Technology		West Midlands Regional Management Board	
Freedom of Information / Data Protection / Environmental Information		Equality Impact Assessment	*