

Equality and Diversity Steering Group Summary Report

Report of the Chief Fire Officer

For further information about this report please contact Paul Raymond, Chief Fire Officer, on 01743 260203 or Jonathan Hyams, Equality and Diversity Officer, on 01743 260236.

1 Purpose of Report

The purpose of this report is to provide the Audit and Performance Management Committee with a summary report on the work of the Equality and Diversity Steering Group.

2 Recommendations

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

3 Background

The remit of The Equality and Diversity Steering Group was revised in October 2009:

- 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 and monitor 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 SFRS culture encourages employees and service users to be valued and accepted as individuals.
- Provide leadership, strategic direction, development and resources to ensure progression of our Equality Framework and Single Equality Scheme.

4 Main Areas of Work Covered

The Steering Group has developed and overseen some major pieces of work from September 2009 to the present, enabling good progress on implementing of the Corporate Equalities Action Plan and laying the foundations for future work under the new SFRS Single equality Scheme and Action Plan. Some of the main areas of Steering Group work during this period are summarised below:

- Developing new Equality Steering Group Terms of Reference to accommodate the changing national policy framework and local circumstances for Equality and Diversity
- The Corporate Equality Action Plan has been monitored, pending introduction of the new Single Equality Action Plan which will incorporate any outstanding actions from the Corporate Equalities Action Plan.
- Equality Impact Assessments - monitoring the three year plan, prioritising ongoing development, looking at recommendations where appropriate and supporting completion of outstanding EQIAs
- Feedback information from other groups – eg Shropshire Equalities Forum, Telford Race, Equality and Diversity Partnership, regional working
- Dealing with memberships and funding requests, such as of Asian Fire Service Association
- Legislation updates
- Positive action and community events and attendance, such as Wellington Eid Women’s celebration event and schools positive action presentations
- Single Equality Scheme development – currently out to consultation
- Sharing best practice
- Planning and facilitating training – including EQIA training, Mentoring training for managers, Transgender training, Hate Crime briefings, E & D staff catch-up training, cultural awareness induction training
- Developing the Mediation Brigade Order (currently out for consultation) dealing with staff conflict resolution
- Developing the SFRS Single Equality Scheme and Action Plan, currently out for consultation

The main areas and priorities of work are developed in response to the needs of the Service and the communities it serves

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 Appendices

There are no appendices to this report

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	*

