

## **8. Equality and Diversity Advisory Group Update**

### **Purpose of report**

1. To inform the Policy and Resources Committee of the key areas of discussion at the Equality and Diversity Advisory Group meeting on 8 November 2012.
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### **Recommendation**

**The Chief Fire Officer recommends that the Policy and Resources Committee note the content of this report.**

### **Update**

2. The second meeting of the Equality and Diversity Advisory Group was held on 8 November 2012. The Group was chaired by the Chief Fire Officer.
3. The Group noted the position with the current Equality Scheme Action Plan and approved the following equality objectives.
  - (i) To continue to embed equality and diversity within all aspects of service delivery and support functions:
    - Embed equality impact assessments of all Service Policies into core business;
    - Appropriately target community engagement in response to our available data; and
    - To analyse recruitment and employment data for trends and take appropriate action.
  - (ii) To develop partnerships to promote equality
    - Develop a Positive Action Sub Group made up of representatives from the local communities and other stakeholders; and
    - This Sub Group will recommend initiatives and actions, including positive action campaigns, to the Equality and Diversity Advisory Group.
4. It was agreed that these objectives would be submitted to the Senior Management Board for approval on 13 November 2012 for recommendation to the FRA in December.

5. The updated Ethical Framework has been approved by the Senior Management Board and the Media and Communications department are currently developing an A5 Ethical Framework booklet. Training will be cascaded throughout the Service, commencing early in 2013.
6. The updated Grievance Service Policy and Instruction has been approved by the Senior Management Board and toolkits and (ACAS (Advisory, Conciliation and Arbitration Service) advisory booklets are available on the intranet to support managers. Training has been delivered at the Station Commanders' Forum and Watch Commanders' Forums in October. Training sessions will also be delivered in a variety of Service locations and times throughout November.
7. Establishment of a Positive Action Sub Group which reports to the Equality and Diversity Advisory Group was discussed. It was agreed that this would be further explored and then discussed at the next meeting on 6 February 2013.
8. The Service was represented at the The Asian Fire Service Association (AFSA) Annual Conference held on 14 and 15 November 2012.

### **Financial Considerations**

Consideration	Yes/No	Reference in Report i.e paragraph no.
There are financial issues that require consideration	Yes	Whole report

### **Legal Considerations**

Consideration	Yes/No	Reference in Report i.e paragraph no.
There are legal issues e.g. contractual and procurement, reputational issues that require consideration	Yes	Whole report

### **Additional Considerations**

9. The table below sets out any additional issues arising from the proposals contained in this report and identifies the relevant paragraphs in the report where such issues are addressed.

Consideration	Yes/No	Reference in Report i.e paragraph no.
<b>Resources</b> (e.g. Assets, ICT, Human Resources, Training & Development, Sustainability).	Yes	Whole report
<b>Strategic Policy Links</b> (e.g. IRMP, Authority Plan, Equality & Diversity, Partnerships, Environmental Impact).	Yes	Whole report
<b>Risk Management / Health &amp; Safety</b> (e.g. risk management and control measures, risk register score).	No	
<b>Consultation with Representative Bodies</b>	No	

### Supporting Information

None

### Contact Officer

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