

11. Update from the Equality and Diversity Steering Group

Purpose of report

1. To provide the Policy and Resources Committee with a report on the work undertaken through the Service's Equality and Diversity Steering Group.
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Recommendation

The Chief Fire Officer recommends that this report is noted by the Policy and Resources Committee.

Introduction and Background

2. The Service has a dedicated and sustained commitment to all aspects of Equality and Diversity both with its employees and towards the communities it serves. This group meets quarterly, is chaired by the Deputy Chief Fire Officer and fulfils the Service's statutory responsibility in this area.

Update from the Equality and Diversity Steering Group

3. The Equality and Diversity Steering Group last met on 18 April 2011.
4. A review of the current structures for sub-groups is being conducted, in line with the changes to the Equality Act, to ensure that the duties of each sub-group are in line with the requirements of the Act. This review will also consider more practical issues of organisational priorities.
5. The group reviewed an update on the national Chief Fire Officers' Association (CFOA) Equality and Diversity innovations event which took place on 16 March 2011 in Birmingham. This event highlighted CFOA's commitment to maintaining the momentum on Equality and Diversity. It showcased a number of Fire and Rescue Services which had been assessed against the new Fire and Rescue Service Equality Framework. Two further events are planned for September 2011 and March 2012.
6. The Service is also working on a range of local events with partners from the public and voluntary sectors. These include:
 - Black History Month
 - Deaf Awareness Week
 - Disability Awareness Day

Conclusions/Summary

7. Equality and Diversity matters from the Steering Group will be reported after each meeting to the Senior Management Board.

Financial Considerations

Consideration	Yes/No	Reference in Report i.e. paragraph no.
There are financial issues that require consideration	Yes	Paragraph 6.

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	Paragraph 4

Additional Considerations

8. 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.
Resources (e.g. Assets, ICT, Human Resources, Training & Development, Sustainability).	Yes	Paragraph 6
Strategic Policy Links (e.g. IRMP, Authority Plan, Equality & Diversity, Partnerships, Environmental Impact).	Yes	Paragraph 4
Risk Management / Health & Safety (e.g. risk management and control measures, risk register score).	Yes	Paragraph 4
Consultation with Representative Bodies	No.	

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