

12. Update from the Equality and Diversity Steering Group

Purpose of report

1. To provide the 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 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 DCFO and fulfils the Service's statutory responsibility in this area.

Update from Equality and Diversity Steering Group

3. The Equality and Diversity Steering Group last met on 21 October 2010.
4. The Equality Act 2010 came into force on 1 October 2010 and a presentation on the key changes impacting on the Service from the implementation of the Act was made. This Act replaces existing Equalities legislation and key changes covered include:
 - Improved protection for particular groups.
 - Increased scope of prohibited discrimination.
 - Enhanced and new public duties to reduce systematic inequality and discrimination.
 - Improved positive action provisions.
 - Improved powers of tribunals.
5. Detailed reports on employment monitoring statistics were presented outlining the Service's current position with regards to staff currently in post, leavers and new applicants. This included breakdowns between Operations, Control and support staff.
6. The Group was presented with an update on regional and national issues. CLG has recently dropped the requirement for reporting on equality targets and the Chief Fire Officers' Association is currently working on a series of equality related strands to establish a way forward without losing the momentum gained for current activity.

Financial Considerations

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

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	Paras 4 & 5

Additional Considerations

7. 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	Para 4
Strategic Policy Links (e.g. IRMP, Authority Plan, Equality & Diversity, Partnerships, Environmental Impact).	Yes	Para 4
Risk Management / Health & Safety (e.g. risk management and control measures, risk register score).	Yes	Paras 4 & 5
Consultation with Representative Bodies	No	

Conclusions/Summary

8. Equality and Diversity matters from the Steering Group will be reported after each meeting to PMM.

Supporting Information

Appendices – None

Background papers - None

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