

Report of Assistant Chief Fire Officer

12. Assurance Against Equality Objectives

Purpose of report

1. To update Members on the progress made against the Equality and Diversity objectives.
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Recommendation

It is recommended that the Policy and Resources Committee note:

- 1. that the Service has achieved six of the seven actions in relation to the Equality and Diversity objectives; and***
- 2. the assurance provided against the Service's Equality Objectives will be published on the Service's website.***

Introduction and Background

2. The Service are required by the Equality Act 2010 to publish Equality Objectives and demonstrate compliance with these. The Service's current equality objectives are accessible via the Services website and are as follows:
 - i. To continue to embed equality and diversity within all aspects of service delivery and support functions:
 - Embed equality impact assessments of all relevant 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.

Assurance Against the Service's Equality Objectives

3. The Equality and Diversity Advisory Group met on 19 March 2014. As part of the meeting Heads of Department provided written assurance against their actions on the Equality Scheme Action Plan (Appendix 1).

4. Reports were provided by Human Resources, Community Risk and Operational Support which are summarised in the Equality Assurance Statement (Appendix 2).

Conclusion/Summary

5. Actions 1, 2, 4, 5, 6 and 7 of the Service's Equality Scheme Action Plan have been achieved. Work is on-going in respect of action 3 to embed monitoring systems.

Corporate Considerations

Resource Implications (identify any financial, legal, property or human resources issues)	None
Strategic Policy Links (identify how proposals link in with current priorities and policy framework and if they do not, identify any potential implications).	None
Risk Management / Health & Safety (identify any risks, the proposed control measures and risk evaluation scores).	None
Consultation (identify any public or other consultation that has been carried out on this matter)	None
Equalities (has an Equalities Impact Assessment been completed? If not, why not?)	Yes

Supporting Information

Appendix 1 – Equality Scheme Action Plan
Appendix 2 – Equality Scheme Assurance Statement

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