

13. Changes to the Equality and Diversity Steering Group

Purpose of report

1. To update the Policy and Resources Committee on changes to the Equality and Diversity Steering Group.
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Recommendation

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

Introduction

2. Following discussion by the Senior Management Board, and as a result of the amalgamation of the Equality and Diversity function into Human Resources, changes to the structure of the Equality and Diversity Steering Group have been prepared. These changes will focus the group to act in an advisory capacity and drive the mainstreaming of Equality and Diversity as much as possible, with Human Resources retaining a specialist advisory role.

The Equality and Diversity Steering Group

3. The proposed changes include:
 - i) A formal revision of the Terms of Reference, to incorporate a change in name to the Equality and Diversity Advisory Group.
 - ii) The Chair of the Group will be the Chief Fire Officer, reinforcing the need for Equality and Diversity to be viewed as a cross-organisational priority to be mainstreamed into day to day activity as far as possible.
 - iii) The Group shall act in an advisory capacity, and feedback quarterly to both the Senior Management Board and the Policy and Resources Committee.
 - iv) Membership of the Group shall be adjusted to ensure that each functional unit of the Service that may have a role in delivering equalities is represented. Membership will also include representatives from staff groups, the Service chaplain and two Members of the Fire and Rescue Authority (including the Fire and Rescue Authority Equality Champion).
4. The first key item of activity will be the work programme for equalities moving forward, as we come to the end of the Equality Scheme's life in March 2013, and move to the more open requirements of the Equality Act.

5. These changes will be adopted formally at the next meeting on 31 July 2012.

Conclusion/Summary

6. This proposal will provide a simple and effective reporting mechanism aligned to the Service strategy.

Financial Considerations

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

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	Y	Para. 4

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).	N	
Strategic Policy Links (e.g. IRMP, Authority Plan, Equality & Diversity, Partnerships, Environmental Impact).	Y	Entire report
Risk Management / Health & Safety (e.g. risk management and control measures, risk register score).	N	
Consultation with Representative Bodies	N	

Supporting Information

None

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