

## 10. 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 6 February 2013.
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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 third meeting of the Equality and Diversity Advisory Group was held on 6 February 2013. The Group was chaired by the Chief Fire Officer.
3. The Group noted that, at their meeting in December 2012, the FRA had formally approved the equality objectives recommended for publication, namely:
  - To continue to embed equality and diversity within all aspects of service delivery and support functions.
  - To develop partnerships to promote equality.
4. As a result, a draft action plan, identifying lead officers and timescales, has been developed to deliver these objectives and the Group was invited to feed comments to the Senior HR Advisor by 28 February 2013.
5. In addition, draft terms of reference for a Positive Action Sub Group were circulated and the Group was invited to feed comments to the Senior HR Advisor by 28 February 2013.
6. Following the approval of the updated Ethical Framework document, training on this is being cascaded throughout the Service, and it is anticipated this will be completed by 31 May 2013. It was noted that FRA Members will also receive this training as part of their induction programme following the local elections in May. A draft Ethical Framework Booklet was circulated and the Group was invited to feed comments to the Senior HR Advisor by 28 February 2013.
7. The Group discussed the annual subscription to the Asian Fire Service Association (AFSA) and decided to recommend to the Senior Management Board that this was renewed. The Senior Management Board approved this recommendation on 12 February 2013.

8. A draft Disability Policy was circulated which had been jointly developed by the Senior HR Advisor and the FBU, and the Group was invited to feed comments to the Senior HR Advisor by 28 February 2013.

### 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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