

15. Equality and Diversity Steering Group Update

Purpose of report

1. To inform the Policy and Resources Committee of the Equality and Diversity Steering Group meeting in July 2011.
-

Recommendation

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

Update

2. The Equality and Diversity Steering Group met on 28 July 2011.
3. The Terms of Reference review was complete, with only minor amendments being made including:
 - Introduction of job roles for Equality and Diversity Champions, in particular identifying specific areas of work and objectives.
4. Recruitment and positive action work continues, with a particular focus on positive action becoming an integral part of recruitment activity.
5. Other sub-groups would be reconvened based on particular tasks, and would not run continuously in parallel with the Steering Group. This does not apply to staff networks which would continue to be supported.
6. The Chief Fire Officers Association published a circular in July outlining the new public sector equality duty and its implications for Fire Services. Under these new regulations, information demonstrating compliance with the duty should be published no later than January 2012, and annually thereafter.
7. Under this duty, we are also required to publish at least one specific equality objective that can be achieved to further the aims set out in the duty. The publication date for this is 6 April 2012.
8. Membership of specific equality groups was discussed and it was agreed to retain the current position, with a review to be conducted again in January 2012 to again examine the position.

9. Employment monitoring information for the year April 2010 – March 2011 was reviewed and discussed. No immediate issues were identified as requiring action.
10. The national Equality and Diversity Lead Officer for CFA, Mike Hagan, DCFO Merseyside Fire and Rescue Service, has announced his retirement. A replacement was being sought for this position. The national Equality and Diversity Champions' Network had not met in the intervening period.

Financial Considerations

Consideration	Yes/No	Reference in Report i.e. paragraph no.
There are financial issues that require consideration	Y	Para 7

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	Paras 5 & 6

Additional Considerations

11. 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).	Y	Paras 3 – 7
Strategic Policy Links (e.g. IRMP, Authority Plan, Equality & Diversity, Partnerships, Environmental Impact).	Y	All paras
Risk Management / Health & Safety (e.g. risk management and control measures, risk register score).	N	
Consultation with Representative Bodies	N	

Supporting Information

None

Contact Officer

Zahoor Ahmad, Director of Corporate Services
(01905 368256)

Email: zahmad@hwfire.org.uk