

12. THE LOCAL GOVERNMENT ASSOCIATION FRA EQUALITY AND DIVERSITY CHARTER

Purpose of Report

1. Authority Members will be given the opportunity to support the five point Charter for Equality & Diversity for Fire and Rescue Authority Members produced by The LGA, in its role in providing political leadership on the issue of Equality and Diversity.

Recommendation:

As part of the Authority's commitment to Equality and Diversity, and its own role in demonstrating leadership on this issue, the Chair of the Authority recommends that Members sign up to the Charter individually.

Background

2. All FRA Members, who have not already done so, will be asked to demonstrate their personal commitment to Equality and Diversity in the Fire and Rescue Service by signing up.
3. The Charter makes the following five points:
 - Leading by example, promoting and championing diversity in their fire and rescue authority;
 - Working to achieve recruitment targets of at least 15 per cent for women in operational roles, and for minority ethnic employees at the same level as the representation in the working age population;
 - Ensuring their fire and rescue authority has developed and published all of the required equality schemes and action plans, and provide challenge to the Chief Fire Officer on progress;
 - Ensuring their fire and rescue authority works towards achieving level 3 or above of the equality standard for local government;
 - Show zero tolerance towards bullying, harassment and inappropriate behaviour.

Members already supporting the Charter

4. The Authority considered this matter last December, and 18 Members signed up to the Charter. The following Members remain on the Authority since then:
Brigadier Peter Jones CBE (Chairman), Tom Bean, Stephen Clee (Vice- Chairman), John Goodwin, Fran Oborski, David Taylor, Richard Udall and Gordon Yarranton.

5. The Authority will report back to LGA regarding Members' commitment to the Charter, and providing details of those who have signed. Members should be aware that this information is also available to the public through Freedom of Information.

Conclusion

6. The Chairman encourages each Authority Member to sign up to the Charter. Each Member has been given a copy of the Charter, and completed forms can be given to Officers of the Authority after the Meeting.

Appendix Equality and Diversity Charter for FRA Members

Background papers

None

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