

Progress on Implementation of the Single Equality Scheme Action Plan

Report of the Chief Fire Officer

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1 Purpose of Report

This report updates Members on the progress of actions identified within the Single Equality Scheme Action Plan from March 2012 to February 2013.

2 Recommendations

The Committee is asked to note the progress on actions in the Single Equality Scheme Action Plan.

3 Background

This report updates Members on progress in implementing the Single Equality Scheme Action Plan.

The chart shows progress made from March 2012 to February 2013 in undertaking agreed Equality and Diversity actions.

The chart highlights actions, which have been completed (green), actions in progress (yellow), actions now due (blue) and actions yet to be started (white), allowing progress to be monitored.

4 Progress to Date

As at the end of February 2013, there are currently 36 actions in the Plan, of which:

- 8 (22.2%) have been completed
- 8 (22.2%) have been achieved and are ongoing actions
- 14 (39%) are now due / in progress
- (16.6%) are not yet due to be started
- 2 actions have been merged with another as very similar objectives, (45 merged into 7 and 46 merged with number 29)
- 0 actions have been deleted off the Plan since last year

Completed actions include:

- Gypsy and Traveller Awareness training has been given to 18 retained duty stations.
- A 'Bring Your Daughters to Work' day was held on 6 June 2012, with 14 participants attending, all giving positive feedback.
- An Equality Framework Peer Audit on the excellent level for Service Delivery and Community Engagement was undertaken on 26 March 2012.
- Diversity information, required by the Equality Act 2010, was published on the Service's website in March 2013.
- An employee has attended a basic sign language course and a supporting DVD is being considered for distribution to employees.
- Discussions have been held with the Service's photographers and Web Officer about the use of role models in publicity and press releases.
- Increasing communication and understanding of disability in operational posts: monthly meetings take place with the Head of People Development and Safety to discuss and agree cases. A meeting has been held with the ICT department to discuss their involvement.
- Consideration was given to the provision of Equality Champions at the Equality and Diversity Steering Group.

Among the wide range of ongoing actions are:

- Proactive attendance at local religious, cultural and diversity or inclusion events including:
 - Cultural Diversity Day 7 July 2012
 - Interfaith Forum Multi-Cultural Fun Day 1 September 2012
 - Holocaust Memorial Day display at Headquarters 27 January 2012 and information sent to all watches and stations
 - Shrewsbury Fire Station Open Day 21 July 2012
 - Community Fire Safety attended The Mosque, Regent Street, Wellington from 1 to 31 August 2012
 - Community Fire Safety attended The Guru Nanak Sikh Gurdwara in Hadley on 18 November 2012
 - Community Fire Safety attended a Chinese New Year event on 10 February 2013

- Ongoing work with statutory and voluntary sector partners has included the joint survey project with lesbian, gay and bisexual (LGB) people.
- Officers are currently attending the Shropshire Equalities Forum, Shrewsbury Action Against Racism (SAAR) group and hope to be involved in local projects during the forthcoming year, and are working with Rights and Fairness Telford (RAFT)
- Maintaining contact with the Shropshire LGB Group, based at Shropshire Council, which is open to Service employees

5 Financial Implications

All financial implications have been considered as part of the Business Planning process. Any new actions will be considered at the time and either absorbed into current workloads or included within next year's Business Plans.

6 Legal Comment

There is a legal requirement on all public authorities when carrying out their functions to pay due regard to the general and specific duties set out in equalities legislation. The Single Equality Scheme brings together the statutory equality duties into a consistent and coherent framework, making it easier to understand obligations and to act upon them.

7 Risk Monitoring

When writing this report officers have reviewed Brigade Order 3 Part 2 Risk Management Protocol and have determined that there are no risk implications associated with it.

8 Equality Impact Assessment

This report is an update on historical information and so the recommendations within the report have no impact on people.

9 Appendix

Progress against the Single Equality Scheme Action Plan from March 2012 to February 2013

10 Background Papers

Shropshire and Wrekin Fire Authority:

- Human Resources Committee 14 January 2010 Report 10 - Introduction of Shropshire and Wrekin Fire Authority Single Equality Scheme
- Single Equality Scheme and Single Equality Scheme Action Plan

Fire Service Equality Framework