

Progress on the Implementation of the Single Equality Scheme Action Plan

Report of the Chief Fire Officer

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1 Purpose of Report

The purpose of this report is to update Members on the progress of actions identified within the Single Equality Scheme Action Plan from March 2011 to February 2012.

2 Recommendations

The Committee is asked to note the progress on the 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 2011 to February 2012 in undertaking our agreed Equality and Diversity actions.

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

4 Progress to Date

As at the end of February 2012, there are currently 44 actions in the Plan, of which:

- 7 (15.9%) have been completed
- 8 (18.2%) have been achieved and are ongoing actions
- 18 (40.9%) are in progress
- 11(25%) are not yet due to be started
- 4 actions have been deleted as they are no longer relevant (action numbers 14, 47, 59, 61 as detailed in previous Plan)

Completed actions include:

- Dyslexia Brigade Order has been completed and issued to staff
- The Gypsy and Traveller anti-discrimination training is now in progress
- 'Bring your daughters to work' day agreed and to be held in June 2012
- Equality Framework Peer Audit on the excellent level for Service Delivery and Community Engagement is arranged for March 2012
- Employment application form now available electronically
- Diversity information required by The Equality Act 2010 published on the website January 2012
- Equality and Diversity Survey sent to all Fire Authority Members asking for their Equality and Diversity involvement
- Consultation and community engagement strategy has been published

Among the wide range of ongoing actions are:

- Equality and Diversity Refresher training has been given to all wholetime watches
- Equality Impact Assessment undertaken for the Wellington Station partial refurbishment
- The Equality and Diversity department and the wider Service have been increasingly engaged in the planning and participation of public cultural diversity and inclusion events. Community Fire Safety have engaged in a range of events such as Face the Future event at Bridgnorth (Act Smart event for adults with learning disabilities), Fire Safety in the Home talks (over 60's), Community Fun Day at Malinslee, Cultural Diversity Day in Shrewsbury, Shrewsbury Interfaith Forum, Holocaust Memorial Day

- Ongoing work with statutory and voluntary sector partners has included the joint survey project with lesbian, gay and bisexual people
- We 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 have close links and are working with Rights and Fairness Telford (RAFT)
- Working on introducing Equality Champions to the organisation
- Disciplinary Skills Investigation course included Equality and Diversity implications and considerations
- Maintaining contact with the Shropshire LGB group based at Shropshire Council which is open to Shropshire Fire and Rescue 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 in to current workloads or included within next year's Business Plans.

6 Legal Comment

There are no direct legal implications arising from this report.

7 Equality Impact Assessment

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

8 Appendix

Single Equality Scheme Action Plan – Progress March 2011 to February 2012

9 Background Papers

- HR Committee Report 14, 7 April 2011.
- Report on Introduction of Shropshire and Wrekin Fire Authority Single Equality Scheme, 14 January 2010
- Single Equality Scheme
- Single Equality Scheme Action Plan
- Fire Service Equality Framework