

## Telford Race, Equality and Diversity Partnership

### Report of the Chief Fire Officer

For further information about this report please contact Paul Raymond, Chief Fire Officer, on 01743 260201 or Jonathan Hyams, Equality and Diversity Officer, on 01743 260236.

### 1 Purpose of Report

The purpose of this report is to inform the Committee of the progress of Telford Race, Equality and Diversity Partnership (TREDP). The Committee is also asked to endorse the request from the group for funding for 2010/11 with a concomitant Service Level Agreement

### 2 Recommendations

The Committee is asked to note the contents of the report, and recommend to the Fire Authority the:

- Preparation of a Service Level Agreement setting out the measurable outcomes to be secured in exchange for a financial contribution to Telford Race, Equality and Diversity Partnership; and
- On satisfactory conclusion and signature of this Service Level Agreement, a payment to Telford Race, Equality and Diversity Partnership not exceeding £5,000.00

### 3 Background

Since December 2005 the Fire Authority has authorised funding to this group of £5,000 per annum, subject to a service level agreement (SLA) being provided. Since this time the Group have provided annual updates on progress and activities undertaken.

## 4 Progress of the Group

Between 2007-2010 Telford Race, Equality and Diversity Partnership (TREDP) had a three year funding agreement with Shropshire and Wrekin Fire Authority. This agreement arose from a report to the Telford and Wrekin Partnership (TWP) proposing the formation of a new Race, Equality and Diversity Partnership supported with funding from TWP members.

Since it was launched in September 2006 TREDP has reported annually on its progress to SWFA.

The aims of TREDP are to:

- eliminate discrimination
- provide equal opportunity for all
- promote good community relations

These aims complement the statutory duties on public bodies under equality legislation. TREDP has worked collaboratively with stakeholder to achieve their aims and to act as a 'critical friend' to its statutory partners and funders.

The organisation's original vision was to work across the different equality strands while recognising in the initial stages that its focus would be on race equality. In July 2009, following a period of consultation with key stakeholders, TREDP Board committed itself to establishing an equality and diversity partnership which would cover age, disability, gender, gender identity, race, religion and belief and sexual orientation. In 2009 representatives from the different strands met to help progress the vision for Telford Human Rights and Equality (THREaD) Partnership.

### **Achievements include:**

- Establishing good networking structures
- Supporting partners to gain nationally recognised quality and diversity kite marks.
- Facilitating multi-agency working such as the Newcomers Strategy Group and Partners Against Hate Crime and Harassment
- Securing external funding and resources.
- Commissioned by Telford and Wrekin Council to fund support to small groups working with those affected by the economic situation.
- Established a Human Rights and Discrimination Advice Network bringing together representatives from all strands.
- PQASSO (Practical Quality Assurance for Small Organisations) Quality Mark at level 1 (1 of only 18 organisation nationally have achieved this to date)
- Acted as a 'critical friend' to local public, voluntary and private sector bodies.

- Research commissioned by Senior Citizens Forum and Telford & Wrekin Council into the health and housing related health needs of BME Elders.

SFRS receive regular information from this Partnership and use it as a means of communication, for example distributing information to their members on our positive action events.

### **Funding request**

TREDP are asking SWFA for a contribution from SWFA of £5,305 for 2010/11. They are proposing a new service level agreement which offers:

- Identification of any research activities needed to make informed decisions about the allocation of future resources to address problem areas. For instance investigating measures for addressing the increased number of fires affecting people with mental health problems or suffering from drug-related fire injuries.
- Securing the funding and resources to undertake these research activities
- Exploring with Shropshire Partnership Equalities Forum potential areas for collaborative working, sharing resources and avoiding duplication of effort.

They are seeking continuing support from the Authority for the future development of TREDP and its transition into THREaD Partnership, covering all equality strands in Telford and Wrekin.

## **5 Financial Implications**

TREDP are requesting funding support from SWFA of £5,305 for 2010/11.

## **6 Legal Comment**

Under Section 5 of the Fire and Rescue Services Act 2004, the Authority has power to “do anything which is calculated to facilitate, or is conducive or incidental to, the discharge of any of its functions.” This report sets out how the proposed work of the TREDP is conducive to the Authority’s fire safety, fire fighting and emergency functions in terms of understanding and addressing the increased number of fires affecting people with mental health problems or suffering from drug-related fire injuries.

The report appropriately recommends preparation of a Service Level Agreement with TREDP.

## **7 Equality Impact Assessment**

An Equality Impact Assessment has been completed.

## 8 Appendix

TREDP Draft Operational Plan 2010/11

## 9 Background Papers

- Shropshire and Wrekin Fire Authority 14 December 2005, Report 15 - Race, Equality and Diversity Group
- Report on TREDP to Human Resources Committee November 2006
- Report on TREDP to Human Resources Committee December 2008
- TREDP Annual Report 2008/9  
(<http://www.tredp.org.uk/resources/Annual+Report+2008-09+web+version.pdf>)

Implications of all of the following have been considered and, where they are significant (i.e. marked with an asterisk), the implications are detailed within the report itself.

Business Continuity Planning		Legal	*
Capacity		Member Involvement	
Civil Contingencies Act		National Framework	
Comprehensive Area Assessment		Operational Assurance	
Efficiency Savings		Retained	
Environmental		Risk and Insurance	
Financial	*	Staff	
Fire Control/Fire Link		Strategic Planning	*
Information Communications and Technology		West Midlands Regional Management Board	
Freedom of Information / Data Protection / Environmental Information		Equality Impact Assessment	
Integrated Risk Management Planning			

**Telford Race, Equality and Diversity Partnership**

**TREDP Operational Plan April 2010 to March 2011**

**Key**

A & I = Advice and Information  
CD & E = Community Development & Engagement  
PI & E = Public Information and Education  
PD = Policy Development  
G = General / Organisational Development

Outcomes	Activities	Resource Implications FUNDING SOURCE (FS)	Indicators of Success	Partners / Lead Agency
Providing information, advice and advocacy services around discrimination and human rights	<ul style="list-style-type: none"> <li>o Board to identify funding and staffing resources for TREDP discrimination and hate crime advice and support.</li> <li>o Review of existing policies and practices regarding information, advice and advocacy services</li> <li>o Work towards achieving recognised quality system for quasi legal advice and guidance such as CLS Quality Mark or equivalent.</li> <li>o Continue to develop the Human Rights and Discrimination Network and submit funding bids for its future development</li> <li>o Develop TREDP as a third party referral agency for the Equalities Conciliation Service and promote this service amongst partners.</li> <li>o Identify local or regional solicitors able to offer pro-bono legal advice and support</li> </ul>	FS: ACTIVITY LEVEL DEPENDENT ON FUNDING  Board  Partnership Manager  Advisor	Funding source identified for staff hours to provide advice and support Policies reviewed and systems in place to ensure quality advice. Training/supervisory support for advisor.  CLS Quality mark achieved  List of details of local solicitors able to offer support to discrimination cases  Number of meetings of HRDA network and attendance of members  Number of referrals made to EHRC / Mediation Works Equalities Conciliation Service	TWCAB Age Concern THT Gender Matters <b>TREDP</b> Taking Part Carers Contact

<p>Recruit local BME groups to participate in Strength Through Partnership (STP) Project</p>	<ul style="list-style-type: none"> <li>○ Promote project by local launch</li> <li>○ Support STP Steering Groups meetings</li> <li>○ Work with STP staff to promote Project and build links with local groups</li> <li>○ Explore web/video conferencing opportunities within project</li> <li>○ Provide monitoring information</li> </ul>	<p>FS: BIG LOTTERY BASIS</p> <p>Dudley staff seconded</p> <p>Partnership Manager</p> <p>Admin Assistant</p>	<p>Publicity information for new project</p> <p>Launch information</p> <p>Attendance list of launch</p> <p>Notes of steering group mtgs</p> <p>Monitoring information</p>	<p>TREDP Dudley CFED Citywide REWM</p>
<p>Launch STP volunteer peer mentors recruitment and training</p>	<ul style="list-style-type: none"> <li>○ Promote mentoring programme</li> <li>○ Assist with recruitment of local mentors</li> </ul>	<p>FS: BIG LOTTERY BASIS</p> <p>Dudley staff seconded</p> <p>Partnership Manager</p> <p>Admin Assistant</p>	<p>Information on mentoring programme</p> <p>Attendance of information events</p> <p>No recruited as mentors</p> <p>No of organisations receiving mentor help</p>	<p>TREDP Dudley CFED Citywide REWM</p>
<p>BME community groups and organisations supported in developing sound governance and financial management systems</p> <p>BME groups able to access new funding sources through funding advice and support of community development worker(s)</p>	<ul style="list-style-type: none"> <li>○ TREDP to inform BME groups about PQASSO</li> <li>○ Provision of PQASS training for 5 groups</li> <li>○ Offer funding advice surgeries</li> <li>○ Support for Steering Group meetings with CVS Partners</li> <li>○ Provide monitoring information on a monthly basis</li> </ul>	<p>FS: CAPACITY BUILDERS IMPROVING REACH</p> <p>Community Development Co-ordinator / Worker</p> <p>Office Administrator</p>	<p>PQASSO Quality mark level 1 award</p> <p>Attendance list of funding surgeries</p> <p>Monitoring information</p> <p>Steering group mtg notes</p>	<p>TREDP TWCVS</p>
<p>BME community groups and organisations delivering health project to reduce health inequalities</p>	<ul style="list-style-type: none"> <li>○ Support grant applications for projects supporting older people</li> <li>○ Support small grants for sustainability of existing general health projects</li> <li>○ Provide administrative support for Grant panel meetings</li> <li>○ Monitoring of Year 1 projects</li> <li>○ Support Steering Group meetings</li> <li>○ Organise event to promote findings of Senior Citizens Forum's and Telford and Wrekin Council funded research report</li> </ul>	<p>FS: TELFORD &amp; WREKIN PCT / JOINT COMMISSIONING OLDER PEOPLE</p> <p>BME Health and Well-Being Co-ordinator</p> <p>Office Administrator</p>	<p>No of completed grant forms</p> <p>No of successful applications</p> <p>Steering group notes</p> <p>Research report</p>	<p>TWPCT T&amp;W Council TREDP Senior Citizens Forum Supporting People</p>

	<ul style="list-style-type: none"> <li>o Continue building links with Council's housing support team</li> </ul>			
Increase access to advice and support for vulnerable communities affected by the economic downturn	<ul style="list-style-type: none"> <li>o Promote funding opportunities</li> <li>o Assess expressions of interest</li> <li>o Agree service level agreements</li> <li>o Develop monitoring systems</li> <li>o End of Project report</li> </ul>	FS: TELFORD & WREKIN COUNCIL Community Development Co-ordinator Admin assistant Partnership Manager	No of expressions of interest Publicity information No of contracts completed Monitoring systems	TREDP T & W Council
Victims of Hate Crime and Harassment receive support and confidence in reporting.	<ul style="list-style-type: none"> <li>o Third party reporting of hate crime</li> <li>o Non Police Single Point of Contact for Stop Hate UK service</li> <li>o Co-Chairing Partners Against Hate Crime and Harassment</li> </ul>	FS: ACTIVITY LEVEL DEPENDENT ON FUNDING  Partnership Manager  Office Administrator	No of referrals from SH:UK PAHCH meeting notes	TREDP PAHCH
Inclusive governance structures reflective of all equality strands for equality and diversity partnership (Telford Human Rights, Equality and Diversity (THREaD) Partnership agreed by Board.  Registration as a charitable company	<ul style="list-style-type: none"> <li>o Support THREaD steering group in developing new governance proposals for E &amp; D partnership</li> <li>o Draft new memorandum and articles</li> <li>o Involvement of key stakeholders in development of governance arrangements</li> <li>o Presentation to Board</li> <li>o Stakeholder consultation</li> <li>o Charity registration forms to be completed</li> </ul>	FS: CORE FUNDING Executive Officers Group  Partnership Manager Chair  Office Administrator	No of steering group mtgs Memorandum and articles Charity Commission registration Consultation feedback	TREDP