

## EQUALITY PEER CHALLENGE - IMPROVEMENT ACTION PLAN 2013 - 2016

Actions	FRS EF*	Responsible Officer	Department Lead	Target Date
1. Broaden consultation and devise a more in-depth programme of communication on district plan, IRMP, service and safety plans increasing opportunities for partners (specifically voluntary sector), stakeholders, staff and community to influence service plans.	1	Area Manager Strategic Planning, Risk and Assets	Development and Review Manager	Annual Plan 2014/15 Quarter 1/2
2. Triangulate consultation on district plans with other community plans.	3		Group Manager, Service Delivery	Annual Plan 2014/15 Quarter 2/3
3. Increase opportunities for all staff to influence/innovate/participate in the way the Service operates e.g. to suggest ideas for improvements and efficiencies.	5		Development and Review Manager/ Corporate Communications Manager	Annual Plan 2014/15 Quarter 1/2
4. Consider a secure email facility for officers who may have to exchange sensitive information with other public sector partners e.g. the Police and Health to improve data sharing.	1		ICT Manager	Annual Plan 2014/15 Quarter 2/3
5. Review and update EIA process to include “socio economic” status to support future targeted work and to reflect Equality Act, Human Rights Act and Social Welfare Act 2012. Seek good practice from other organisations. <i>Contact Knowsley Metropolitan Borough Council re EIA toolkit, guidance and template.*</i>	1&4	Area Manager HR, Learning and Development	Equality and Resources Manager	Annual Plan 2014/15 Quarter 1/2
6. Further develop equality awareness programme to improve understanding of corporate policies and Service priorities across the organisation including a review of equality data/information e.g. Festival Recognition programme and reintroduce Watch/departmental visits by E&D staff.	2		Equality and Resources Manager	Annual Plan 2014/15 Quarter 1/2
7. Explore the potential of creating further staff network groups to cover all protected characteristics building on the success of the LGBT and Disability networks.	1		Equality and Resources Manager/Community Relationship Manager	Annual Plan 2014/15 Quarter 2/3
8. Ensure that Members are able to champion equality through their engagement at station level.	2	Area Manager HR, Learning	Group Manager Service Delivery/ Equality and Resources Manager	Annual Plan 2014/15 Quarter 1/2

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9. Examine further mechanisms for checking understanding following equality and diversity training to ensure learning is embedded.	5	and Development/ Area Manager	Group Manager Learning and Development	Annual Plan 2014/15 Quarter 3/4
10. Review of Safecall including a cost/benefit analysis.	5	Service Delivery	HR Manager	Annual Plan 2014/15 Quarter 3/4
11. Review workforce development to ensure it reflects all protected characteristics and to widen internal ability to consider the needs of under-represented groups.	5		Group Manager Learning and Development	Annual Plan 2014/15 Quarter 1/2
12. Explore sustainability of and expectations of Community Safety Advocates and how other people/agencies can assist in their work including a review of the process for scheduling, planning and delivery of advocates work.	2&3	Area Manager Service Delivery/ Area Manager	Group Manager Prevention and Education	Annual Plan 2014/15 Quarter 2/3
13. Broaden community engagement strategy to include more vulnerable groups out-with protected characteristics. Increase engagement with transient communities e.g. Gypsies and Travellers. <i>Contact Lancashire FRS for their work with the Polish community.*</i>	1&3	Community Safety	Group Manager Prevention and Education	Annual Plan 2014/15 Quarter 1/2
14. Explore formalising on-going joint work (specifically with the voluntary sector) and increase the use of joint agency approaches to deliver shared objectives. <i>Liaise with Derbyshire FRS re Handy Van Scheme multi-agency approach to improve Phoenix delivery.*</i>	3&4		Group Manager Prevention and Education	Annual Plan 2014/15 Quarter 3/4
15. Broaden HSC referrals to include private landlords e.g. use of a common memorandum of understanding for partnership work with private letting agencies, who can refer HSCs on to the Service at any change of tenant.	3		Group Manager Prevention and Education	Annual Plan 2014/15 Quarter 1/2
16. <i>Contact Local Authority Housing organisations for information on any schemes they may be developing to put private landlords on a preferred list due to their compliance to be part of good practice standards compliance.*</i>	3	Area Manager Service Delivery/ Area Manager	Group Manager Community Safety	Annual Plan 2014/15 Quarter 1/2
17. Consider expanding services to address wider homecare needs beyond fire safety e.g. broadening support functions for vulnerable people during HSCs – referrals to other agencies re risk of trips and falls, home security etc.	4	Community Safety	Group Manager Prevention and Education	Annual Plan 2014/15 Quarter 2/3
18. Evaluate the potential of establishing a community inclusion board.	1		Group Manager Prevention and Education/ Community	Annual Plan 2014/15 Quarter 3/4

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Actions	FRS EF*	Responsible Officer	Department Lead	Target Date
			Relationship Manager	
19. Contact Merseyside FRS for its involvement in city and regional local authority cohesion or local strategic partnerships groups*.	2		Group Manager Prevention and Education/ Community Relationship Manager	Annual Plan 2014/15 Quarter 3/4
20. Contact Merseyside FRS re Insight (process which focuses on vulnerable people/localities where data analysis goes beyond the protected characteristics.)*	1		Community Relationship Manager	Annual Plan 2014/15 Quarter 3/4

\* Signposted as good practice by peer team.

### FRSEF Performance Areas:

1. Knowing your communities and equality mapping
2. Place shaping, leadership, partnership and organisational commitment
3. Community engagement and satisfaction
4. Responsive services and customer care
5. A modern and diverse workforce