

**TYNE AND WEAR FIRE AND RESCUE AUTHORITY**

**Item No 4**

**HUMAN RESOURCES COMMITTEE: 13 OCTOBER 2014**

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**SUBJECT: EQUALITY PEER CHALLENGE UPDATE**

**JOINT REPORT OF THE CHIEF FIRE OFFICER, THE CLERK TO THE  
AUTHORITY, THE FINANCE OFFICER AND THE PERSONNEL ADVISOR TO THE  
AUTHORITY**

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**1 PURPOSE OF REPORT**

- 1.1 The purpose of this report is to provide Members with an update regarding progress against the Authority's Equality Peer Challenge action plan.

**2 BACKGROUND**

- 2.1 Following the Authority's success in achieving the excellent level of the Fire and Rescue Service Equality Framework (HR Committee minute 15/2014 refers) an action plan was developed to include all areas for consideration. Actions were subsequently incorporated into the Authority's improvement and departmental plans.

**3 PROGRESS TO DATE**

- 3.1 The Chief Fire Officer can report that excellent progress has been made against the Equality Peer Challenge action plan (see Appendix A). Work has commenced on each of the actions with some elements approaching completion within the next quarter. All actions are on target and it is anticipated that agreed deadlines will be met.

**4 RISK MANAGEMENT**

- 4.1 A risk assessment has been undertaken to ensure that the risk to the Authority has been minimised as far as practicable.

**5 FINANCIAL IMPLICATIONS**

- 5.1 The financial implications in respect to this report are expected to be minimal and can be met from delegated budgets.

## 6 **EQUALITY AND FAIRNESS IMPLICATIONS**

- 6.1 Improvements achieved through further development around the equality and inclusion agenda, guided by the Peer Challenge results, will benefit the diverse communities of Tyne and Wear and employees.

## 7 **HEALTH AND SAFETY IMPLICATIONS**

- 7.1 There are no health and safety implications in respect of this report.

## 8 **RECOMMENDATIONS**

- 8.1 The Authority is recommended to:
- a) Note the content of this report; and
  - b) Receive further reports as appropriate.

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## **BACKGROUND PAPERS**

The under mentioned Background Papers refer to the subject matter of the above report:

- Equality Peer Challenge Progress Update, HR Committee Report, 14 October 2013
- Equality Peer Challenge Improvement Action Plan, HR Committee Report, 3 February 2014.