

TYNE AND WEAR FIRE AND RESCUE AUTHORITY

Item No. 05

HUMAN RESOURCES COMMITTEE: 3 FEBRUARY 2014

SUBJECT: EQUALITY PEER CHALLENGE IMPROVEMENT ACTION PLAN

JOINT REPORT OF THE CHIEF FIRE OFFICER AND THE PERSONNEL ADVISOR

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to inform Members of the Authority's equality peer challenge improvement action plan.

2. BACKGROUND

- 2.1 Last year the Authority was awarded the 'excellent' level of the Fire and Rescue Service Equality Framework, following a rigorous and intensive peer challenge process organised by the Local Government Association (LGA) in conjunction with Chief Fire Officers Association (CFOA).
- 2.2 As part of the challenge process the Authority was presented with an equality peer challenge report produced by the LGA including detailed findings, strengths and areas for consideration for each performance area of the equality framework. (See Appendix A).

3. IMPROVEMENT ACTION PLAN

- 3.1 An improvement action plan has been developed incorporating all suggested areas for consideration and good practice identified by the peer challenge team. (See Appendix B). Further information relating to all of the actions in the plan can be found in the aforementioned findings report in 2.2.
- 3.2 Consultation was carried out with strategic managers, Equality Committee members and other key managers to complete the action plan. Once finalised, the improvement action plan will be implemented and progress will be monitored via Equality Committee and reported to HR Committee Members.

4. FINANCIAL INFORMATION

- 4.1 The financial implications in respect to this report are expect to be minimal and can be met from existing budgets.

5. EQUALITY IMPLICATIONS

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

6. HEALTH AND SAFETY IMPLICATIONS

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

7. RECOMMENDATIONS

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

BACKGROUND PAPERS

The under mentioned background papers refer to the subject matter of the above report:

- Equality Peer Challenge Results, HR Committee Report, 8 July 2013
- Equality Peer Challenge Progress Update, HR Committee Report, 14 October 2013