

Appendix A
NATIONAL EQUALITY AND DIVERSITY STRATEGY 2008 - 2018
TWFRS GAP ANALYSIS LOCAL ACTION PLAN 2009

No.	Priority	FRS Responsibility	Current Position	Outstanding Action	Lead	Deadline	Evidence
01/09	Priority 1: Leadership and Promoting Inclusion	1.5 - Ensure Members of FRAs and CFOs undertake appropriate training in order to perform their role effectively in promoting equality, diversity & fairness and providing leadership to others.	Regular briefings of FA undertaken. Formalised Member development programme in place. CFO and SMT strategic leads undertake CPD across all six strands of the E&D agenda. FA members have signed up to the LGA charter.	Review development opportunities for Members. Collation of E&D development activities undertaken by Members in their host Authority	PT/CM.KG	Oct 2009	
02/09	Priority 2: Accountability	2.4 - Ensure that all employees including CFOs have annual performance appraisals with annual objectives including for equality & diversity.	Work has commenced on review of the PDP process to reflect requirements of the National Framework.	PDP Task & Finish Group to be established. Implementation following review.	JP (CM contributor to T&F group)	Report to SMT Dec 2009. Implementation April 2010	
03/09	Priority 2: Accountability	2.8 - Each individual will meet his or her equality and diversity objectives. Understand and comply with legal requirements on age, disability, ethnicity, gender, religion or belief and sexual orientation.	Work has commenced on review of the PDP process to reflect requirements of the National Framework. Ongoing E&D L&D activities.	PDP Task & Finish Group to be established. Implementation following review.	JP (CM contributor to T&F group)	Report to SMT Dec 2009. Implementation April 2010	
04/09	Priority 4: Employment and Training	4.5 - Where necessary, FRAs will undertake equal pay audits as required by the Equal Pay Act and take steps to ensure staff are paid appropriately for undertaking work of equal value.	The Authority is committed to delivering single status and job evaluation by agreement. The Joint Problem Solving Group (made up of Officers of the Authority, UNISON and GMB) are considering the finite detail of the job evaluation results with a view to coming to an overall agreement, prior to commencing staff	Completion of consultation and implementation of finalised equal pay structures.	PT	Implementation by April 2010	

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			consultation. All job evaluations complete. Evaluations of new jobs will be undertaken prior to them being advertised.				
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05/09	Priority 4: Employment and Training	4.6 - Carry out annual individual performance reviews based on the relevant role maps / job descriptions for all employees (up to and including CFOs), including equality and diversity objectives, to provide evidence of fair progression.	Current review of PDP process as detailed above in 2.4 and 2.8.	PDP Task & Finish Group to be established. Implementation following review.	JP (CM contributor to T&F group)	Report to SMT Dec 2009. Implementation April 2010	