



HUMAN RESOURCES COMMITTEE

Meeting of the HUMAN RESOURCES COMMITTEE to be held in the Fire Authority Rooms at the Fire and Rescue Service Headquarters, Nissan Way, Barmston Mere, Sunderland on MONDAY 2 February 2015 at 10.30a.m.

A G E N D A

Part I

Item	Page
1. Apologies for Absence	-
2. Receipt of Declarations of Interest (if any)	-
3. Minutes	1
Minutes of the last meeting of the Committee held on 13 October 2014 Part I (copy attached).	
4. Equality Peer Challenge Update	7
Joint report of the Chief Fire Officer, the Clerk to the Authority, the Finance Officer and the Personnel Advisor to the Authority (copy attached).	
5. Annual Equality Data Report	13
Joint report of the Chief Fire Officer and the Personnel Advisor (copy attached).	

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| 6. | Stonewall Workplace Equality Index 2015 | 45 |
| | Joint report of the Chief Fire Officer and the Personnel Advisor (copy attached). | |
| 7. | Asian Fire Service Association Diversity Awards | 49 |
| | Joint report of the Chief Fire Officer and the Personnel Advisor (copy attached). | |
| 8. | Research into Employee Attitudes Towards Under-Representation | 51 |
| | Joint report of the Chief Fire Officer and the Personnel Advisor (copy attached) | |
| 9. | The Mental Health Challenge | 61 |
| | Joint report of the Chief Fire Officer, the Clerk to the Authority, the Finance Officer and the Personnel Advisor to the Authority (copy attached). | |

Part II

Local Government (Access to Information) (Variation) Order 2006

The following is not for publication as the Committee is likely to exclude the public during consideration thereof as it contains information relating to any individual or information which is likely to reveal the identify of an individual, or any consultations or negotiations in connection with any labour relations matter arising between the Authority and employees of the Authority (including the Authority holding that information) (Local Government Act 1972, Schedule 12A, Part I, Paragraphs 1, 2 and 4).

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| 10. | Minutes | 63 |
| | Minutes of the last meeting of the Committee held on 13 October 2014, Part II (copy attached). | |

11. **Voluntary Early Retirement - Implementation** 67

Joint report of the Chief Fire Officer, the Clerk to the Authority, the Finance Officer and the Personal Advisor (copy attached).

12. **Application for Flexible Retirement** 71

Joint report of the Chief Fire Officer, the Clerk to the Authority, the Finance Officer and the Personnel Advisor to the Authority (copy attached).

DAVE SMITH,
Clerk to the Authority.

Civic Centre,
SUNDERLAND.

23 January, 2015.