



# Fire and Rescue Service Equality Framework

## 'The Journey to Excellence'

Consultation copy May 2009

## Leadership and promoting inclusion



**1.5** The service has developed an equality and diversity action plan which is reviewed at least annually.

**1.6** The Service fully consults with representative bodies with regard to all equality, diversity and fairness issues in order to develop a partnership approach.



**2.5** The equality action plan is being implemented, regularly monitored by the senior leadership and delivering some outcomes.

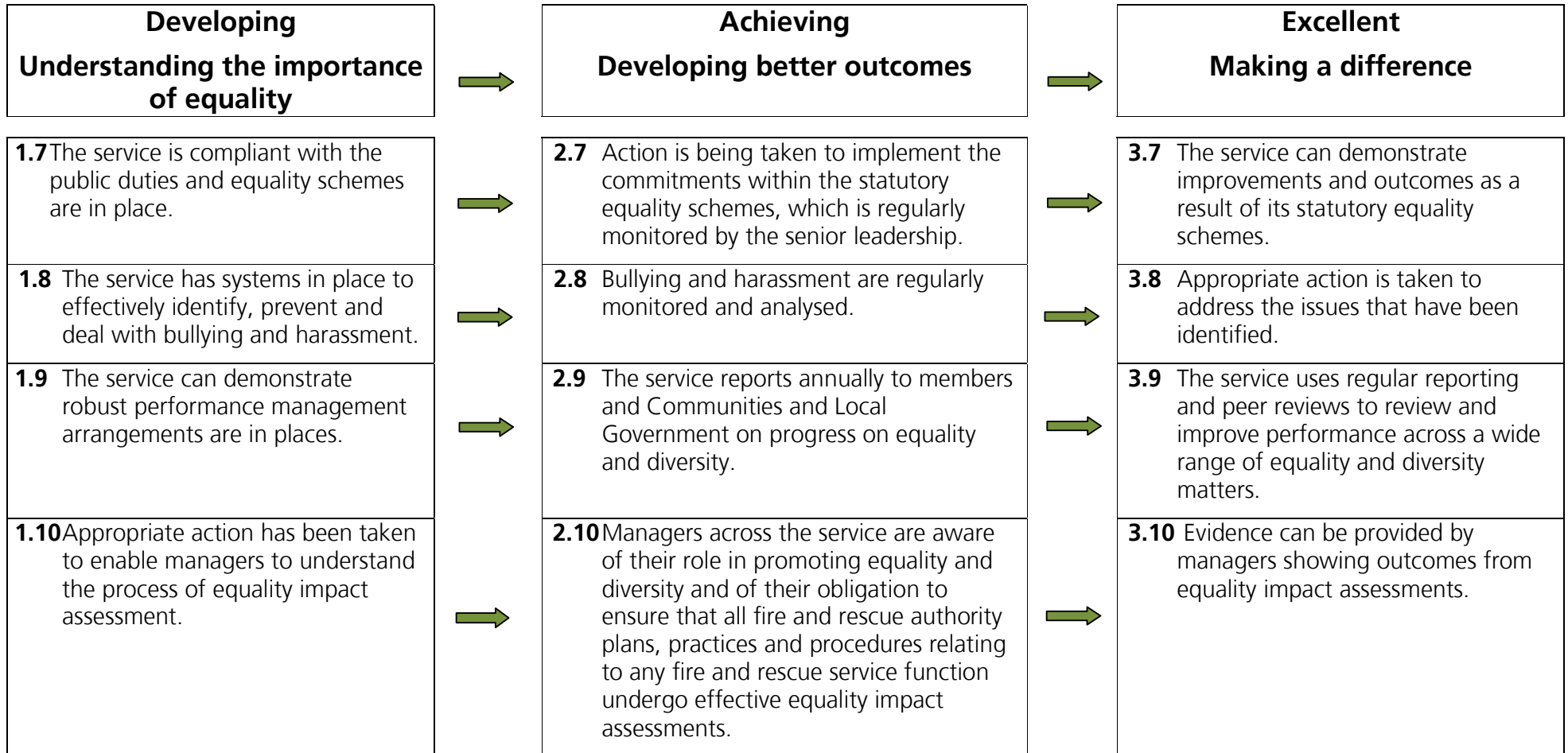
**2.6** Representative bodies are enabled to delivery on equality and diversity objectives.



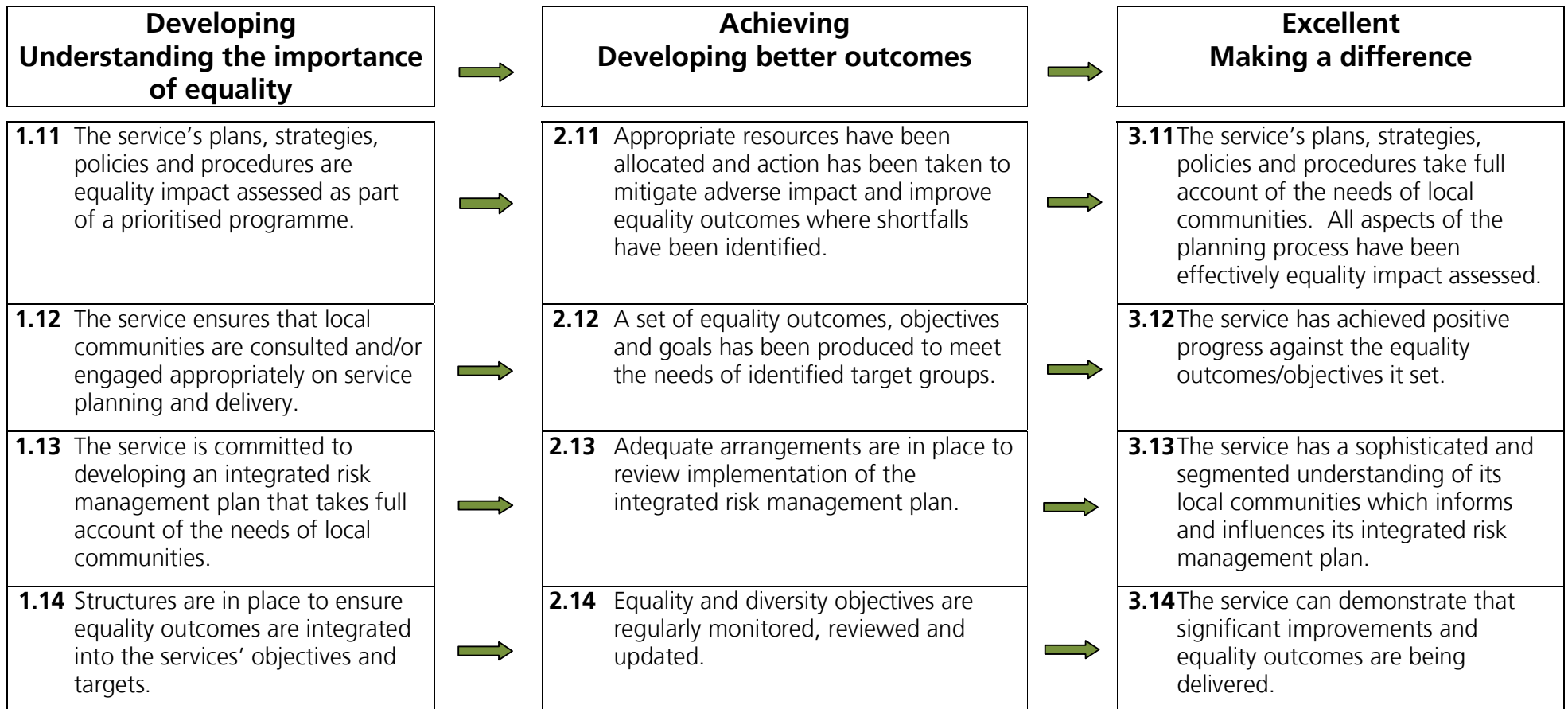
**3.5** The service can demonstrate significant progress against the equality action plan.

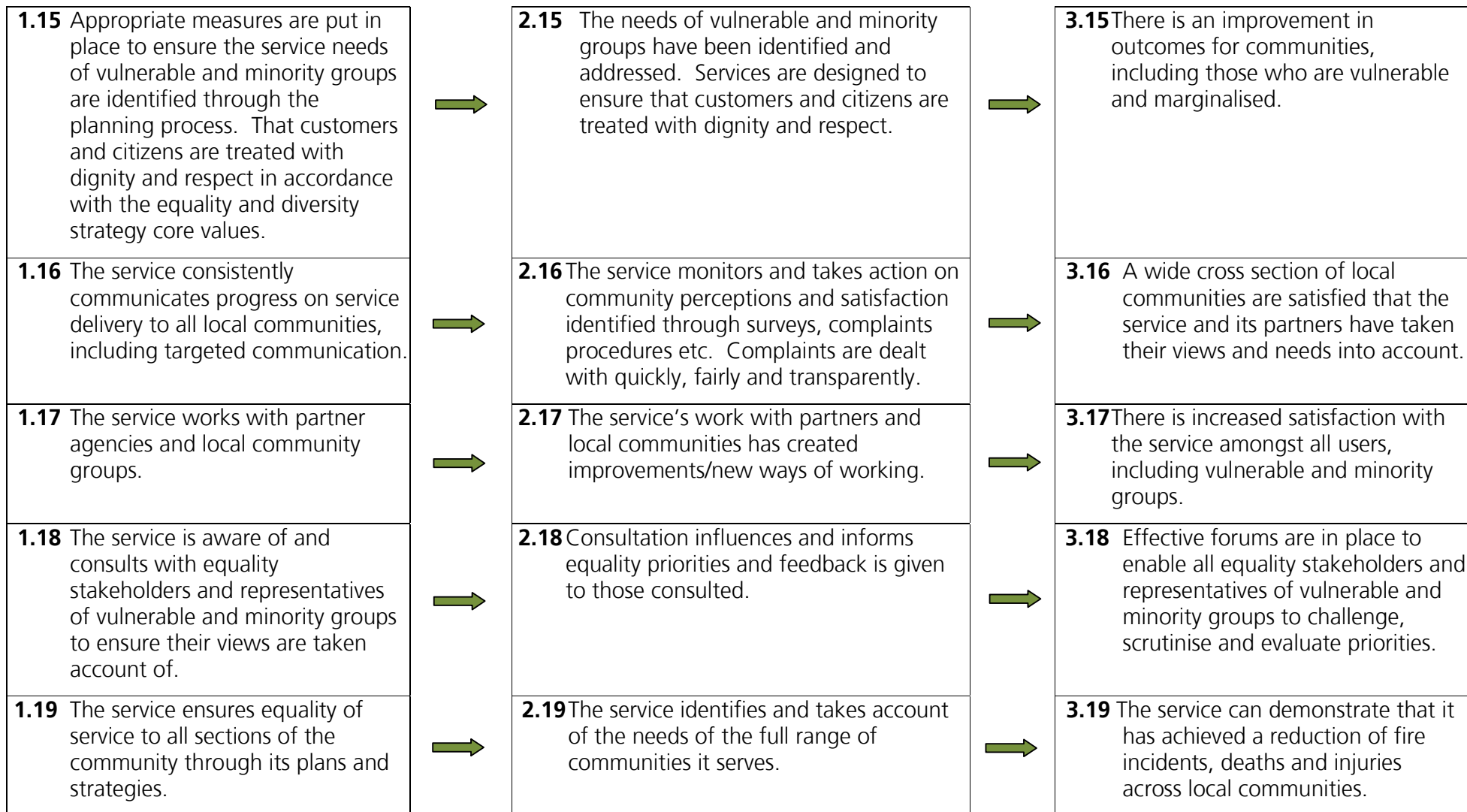
**3.6** Representative bodies are expected to fulfil a positive role in delivering a wide range of equality and diversity improvements.

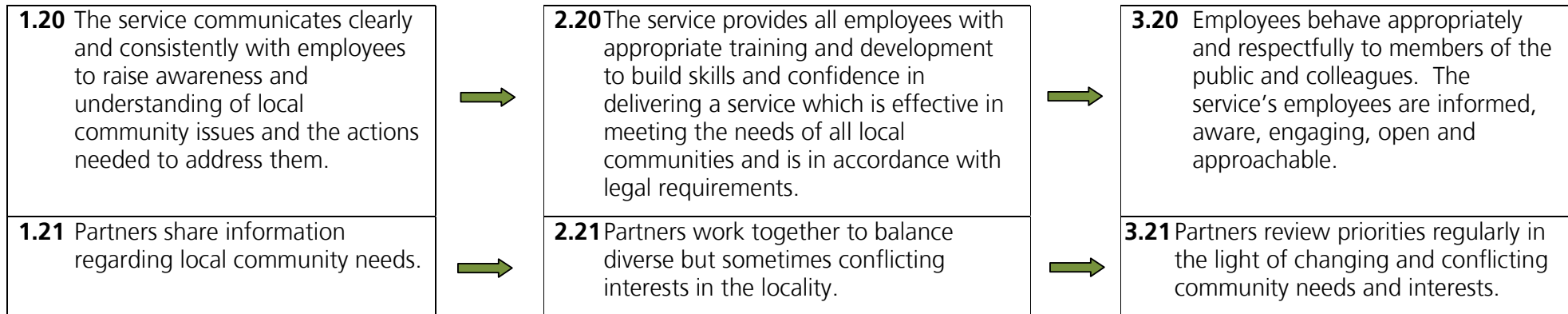
## Accountability



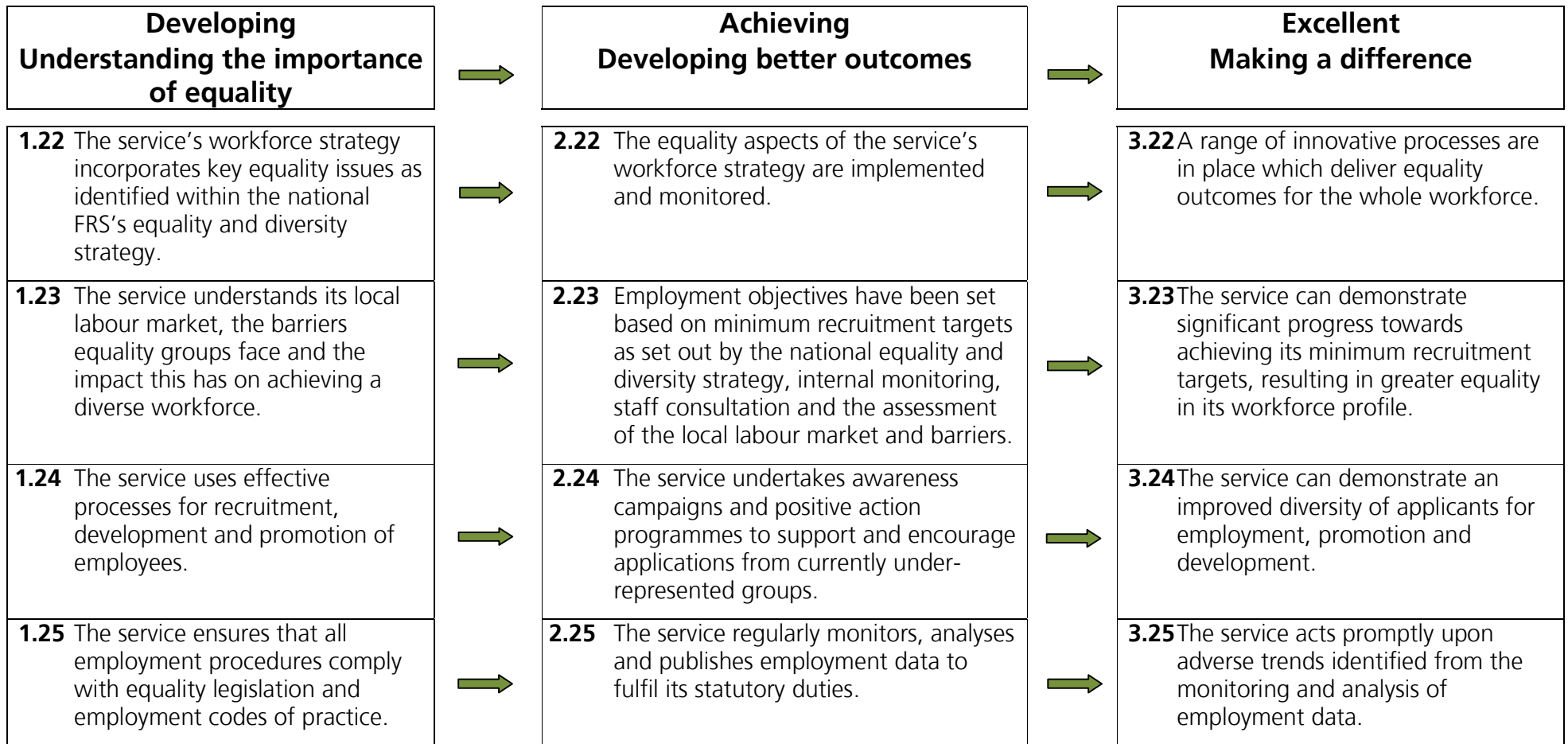
## Effective service delivery and community engagement



















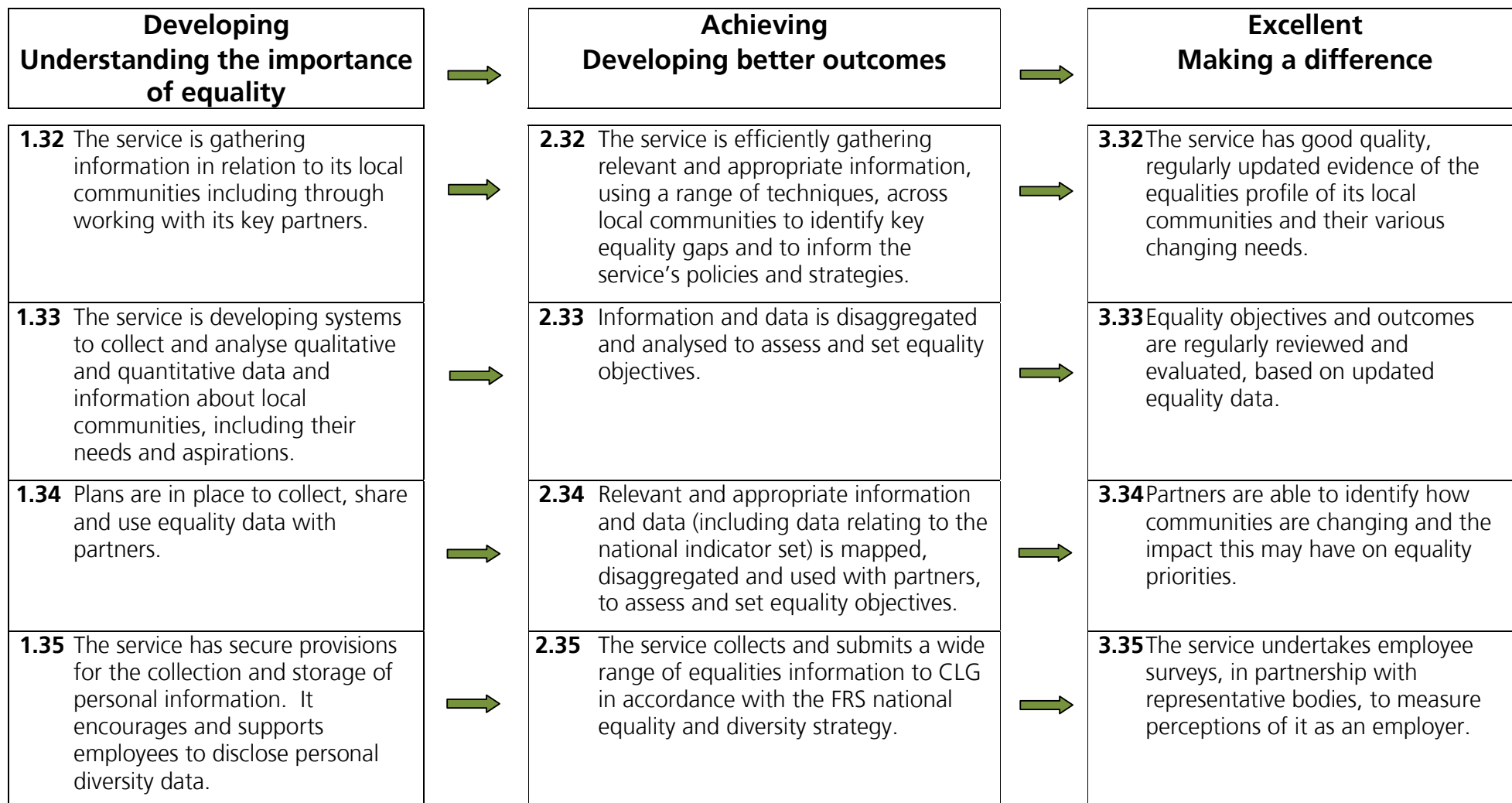
## Employment and training





<p><b>1.26</b> The service reviews and equality impact assesses employment policies, practices and procedures.</p>		<p><b>2.26</b> All employment procedures have been impact assessed and action has been taken to mitigate adverse impact and promote equality outcomes.</p>		<p><b>3.26</b> The implementation of equality objectives is helping to maximise the potential of all employees.</p>
<p><b>1.27</b> The service has undertaken an equal pay audit as required by the Equal Pay Act 1970 (Amended).</p>		<p><b>2.27</b> The service has an action plan in place on equal pay agreed with recognised trade unions.</p>		<p><b>3.27</b> Action has been taken to ensure equal pay is fully implemented.</p>
<p><b>1.28</b> The service has completed a training needs assessment of the individuals development required to deliver equality outcomes.</p>		<p><b>2.28</b> The service provides all employees with training and development on equality, diversity and fairness issues.</p>		<p><b>3.28</b> The service can demonstrate it has knowledgeable and well trained employees who are better equipped to meet the diverse needs of their local communities.</p>
<p><b>1.29</b> Service managers and, where necessary, elected members understand the importance of equality when managing discipline in the workplace.</p>		<p><b>2.29</b> The service has appropriate policies and procedures in place to manage grievances and unacceptable behaviours.</p>		<p><b>3.29</b> The service provides training for all managers and, where necessary, elected members on handling grievances and disciplinary cases, tackling bullying, harassment, unfair discrimination and unacceptable behaviours.</p>
<p><b>1.30</b> Equality issues are integrated into appraisal systems.</p>		<p><b>2.30</b> Annual individual performance reviews based on the relevant role for all employees (up to and including chief fire officers) include equality and diversity objectives.</p>		<p><b>3.30</b> All employees are delivering improvements on equality and diversity objectives.</p>
<p><b>1.31</b> The service communicates regularly with employees to raise awareness and understanding of workplace equality and diversity issues and the actions needed to address them.</p>		<p><b>2.31</b> Employees are engaged positively in service transformation and in developing new roles and ways of working.</p>		<p><b>3.31</b> The service has high satisfaction and perception indicators across all employee groups.</p>

## Evaluation and sharing good practice



**1.36** The service is aware of good practice and is sharing information on a regular basis.



**2.36** The service is informed by good practice and has made changes to its practices as a result of learning from others.



**3.36** The service creates and develops good practice. Other organisations look to it for information and advice.