

report

meeting	NOTTINGHAMSHIRE AND CITY OF NOTTINGHAM FIRE & RESCUE AUTHORITY	
date	14 JANUARY 2005	agenda item number

REPORT OF THE CHIEF FIRE OFFICER

AD-HOC MEMBERS GROUP ON EQUALITIES

1 PURPOSE OF THE REPORT

To update Members on the ongoing work being carried out in the Service with regards to Fairness and Equality.

2 BACKGROUND

The Ad-Hoc Members Group on Equalities has now been formed for some time and it was agreed that all minutes from the meetings of the Group would be submitted to Fire Authority Members for their information. Attached as Appendix A are the minutes of the meeting held on 7 December 2004.

3 FINANCIAL IMPLICATIONS

There are no financial implications arising from this report.

4 PERSONNEL IMPLICATIONS

There are no personnel implications arising from this report.

5 EQUAL OPPORTUNITIES IMPLICATIONS

This report contains issues that will invariably lead to changes in Service policy and procedures.

6 RISK MANAGEMENT IMPLICATIONS

There are no risk management implications arising from this report.

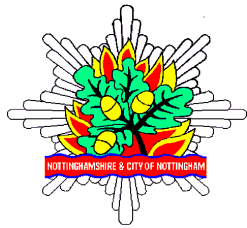
7 RECOMMENDATIONS

That Members note the contents of the report and attached minutes.

8 BACKGROUND PAPERS FOR INSPECTION

None.

Paul Woods
CHIEF FIRE OFFICER



NOTTINGHAMSHIRE FIRE & RESCUE SERVICE
Minutes of THE AD HOC MEMBERS GROUP ON EQUALITIES
 held on
Tuesday 07 December, 2004
At 10.00 A.M.
Service Headquarters
In the Conference Room

Present:

Councillor Graham Jackson	CFA Member
Martyn Emberson	Deputy Chief Fire Officer
David Horton	Area Manager
Julie Dennis	Equality and Fairness Advisor
Naseem Begum	BME Development Worker
Jim McKenna	Unison Representative
Prad Verma	B&EMM Representative
Pete Allen	Watch Manager
Margaret Spooner	Administrator (Minutes)

Absent :

Councillor Ken O'Toole	CFA Member
Councillor Joyce Bosnjak	CFA Member
Councillor Parry Tsimbiridis	CFA Member
Paul Woods	Chief Fire Officer
Neil Colton	Assistant Chief Fire Officer
Gina Turner	Human Resources Manager
Ian Young	FBU Representative
Paul Smith	FBU Representative

APOLOGIES

1. Apologies for absence were received from:

Councillor Parry Tsimbiridis, Councillor Ken O'Toole, CFO Paul Woods, Gina Turner, ACFO Neil Colton.

2. PREVIOUS MEETING

02/04 Minutes for the meeting held on Tuesday 14 September 2004 were approved as an accurate record.

Action By

3. MATTERS ARISING

03/04 There were no matters arising from the meeting held on Tuesday 14 September 2004 that are not covered under the agenda for Tuesday 7 December 2004.

4. DDA AUDIT

04/04 A spread sheet of the proposed recommendations and the estimated costs was distributed to members at the start of the meeting. Members were asked to take particular note of the recommendations column. Julie Dennis informed members that the DDA audit has now been completed on all our premises. The audit flagged up quiet a lot of work that needs

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doing to ensure that NFRS comply with the recommendation of DDA part 3. Since the completion of the DDA audit Julie Dennis has had a meeting with Group Manager Andrew Beale and Edward Pratt to discuss what changes need to be made on stations and to look at the alternatives. A further meeting was held between Terry Breheny and Edward Pratt to discuss which essential works can be done before the end of the financial year. All of the DDA recommendations were agreed. Some money is available in the Equalities budget which can be used for this purpose. It was stressed that this money is not being sidelined for DDA and that funding for the work intended for female firefighters facilities will commence once NFRS have received all the estimates.

A report will be presented to the Property Strategy Group in January 2005, who will outline a programme of works to be implemented.

EP

It is anticipated that by April 2005 NFRS will have a list of all stations accessible to the public and which stations can be used for Community Events.

To ensure that the Service is equipped to adapt to the cultural change of DDA part Two, awareness training will become part of the Equalities Training Programme. The key risk management implications of DDA part two have been highlighted in the IRMP workstream's.

Julie Dennis to update members on the progress at a future meeting. Due to a spelling error on the original DDA proposed recommendations document, members are to receive an amended copy which will be attached to the minutes.

JD

5. **CFOA REGIONAL EQUALITY AND FAIRNESS UPDATE**

05/04

A copy of the CFOA Regional Equalities Network Group minutes held on Monday 1 November 2004 at London Fire Brigade, along with a copy of the Regional Equalities & Diversity Strategy, was distributed to members at the beginning of the meeting.

Julie Dennis highlighted some of the items discussed at the Regional Equalities meeting which were as follows:

- **DDA** - how this will impact on our operational firefighters. The need to look at what policies are in place and to look at the national guidance document produced by CFOA and what the Disability Rights Commission outlines are. The key issues from the guidance document have been fed into the IRMP workstreams.
- **Emergency cards** – this item is to be discussed in more detail under any other business.
- **Regional Equalities Strategy** - The Regional team has been tasked to produce a Regional Equalities Strategy as part of the framework document. This document has yet to be agreed. Members were asked to take particular notice of the back 4 pages as these contained the Action Plan. Once agreed the group can work on a corporate equalities plan for the local government equality standards. One suggestion put forward was that the work should be divided

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	<p>between the four officers. This will enable each officer to take a lead role under a different workstream. Once agreed, work can commence on a corporate equalities plan for Nottinghamshire Fire Service linking into the equality standards for local government.</p> <ul style="list-style-type: none"> • Malicious Harassment Claims – concerns have been raised by the number of malicious harassment claims being made. Under consideration is a joint harassment document on how to tackle malicious harassment claims. Once this document has been agreed it will go for consultation with the FBU, FBR, Unison and Community Support Groups. 	
	<p>Action Julie Dennis to keep members informed of the progress.</p>	JD
6.	<p>BNP LETTERS</p>	
	<p>06/04 Prior to the meeting members were sent copies of letters from Hampshire Fire and Rescue Service and Samantha Samuels, National Chair for Black & Ethnic Minority Members.</p>	
	<p>Action A discussion ensued with regard to the BNP letters and it was agreed that this was a difficult and sensitive issue. Councillor Graham Jackson is to write a response on behalf of the Nottinghamshire Fire Authority. A copy of this letter is to be forwarded to Julie Dennis to check all names and content are correct before distribution. Following this meeting Councillor Graham Jackson has written a reply to Samantha Samuels Chair of B&EMM which will be distributed to Ad Hoc Members separately.</p>	GJ
	<p>Action DCFO Emberson is also to send a response to Samantha Samuels chair for Black & Ethnic Minority Members on behalf of NFRS Management team. DCFO Emberson to liase with Julie Dennis on the content of the letter.</p>	ME/JD
7.	<p>CORE VALUES</p>	
	<p>07/04 Prior to the meeting members were sent a copy of the draft Core Values Paper to read and take notes of any comments they wished to raise during the Ad Hoc meeting.</p>	
	<p>Members were informed that a workshop on developing and carrying forward core values had taken place on 19 & 20 November 2004. A copy of the draft Core Values paper is to be presented to the Practitioners Forum.</p>	
	<p>Members had a discussion on the draft paper and concerns and comments were highlighted. It was agreed by members that they would have difficulty accepting the core values paper in its present state, but would incorporate some of the ideas to develop a local core values.</p>	
	<p>Action It was agreed that the core values paper should be discussed again at a further meeting.</p>	B/F

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8.	<p>WORK LIFE BALANCE UPDATE</p> <p>Julie Dennis updated members with the information available to her. A report on work life balance will be presented to SMT shortly. This item is to be discussed in more detail at the next Ad Hoc meeting.</p>	B/F
9.	<p>FUTURE DATES FOR 2005/06</p> <p>The dates for future Ad Hoc Meeting were provisionally agreed. The final decision will be made after the CFA meeting in May 2005.</p>	
10.	<p>BME DEVELOPMENT WORK UPDATE</p> <p>10/04 Naseem Begum has taken over, from Julie Dennis and is to attend the common monitory project meeting to combat racial harassment. Naseem went on to give an update on the projects and events since the last Ad Hoc Meeting and those projects she is working on for future events, which are as follows:</p> <p>Events which have already taken place:</p> <ul style="list-style-type: none"> • Mega Mela at Birmingham NEC was very well attended. • the ODPM Advisory Group work shops on how the fire service can engage with the community. • Visit to the Indian Community Centre with Karen Merrieman from trading standards to give talk on fire safety. • Liaising with Mike Larking from the ODPM on what the safety messages are around Eid. • Afro-Caribbean centre to give talk on kitchen safety and home safety checks. • Diwali event was well attended with over 300 people • Launch of the Emergency card on 23 November 2004. <p>Future Events and Projects:</p> <ul style="list-style-type: none"> • Visit to the Islamia School which will have press and television cover. • Leaflets on putting safety at the heart of our community <p>Action Naseem asked Councillor Jackson if he was available to accompany her on the visit to Islamia School on Wednesday 19 January 2005. Councillor Jackson to check his diary commitments for that date and let Naseem know. Members of the Ad Hoc Group were also invited to attend. Members to inform Naseem if they are attending.</p> <p>Leicestershire Fire Service are very interested in some of the projects that Naseem has been working on. They have asked if NFRS would consider allowing them to use this work whilst displaying their logo. In return they would pay for the translation on any material used. This would be beneficial to both Services. Members agreed with this suggestion.</p>	GJ ALL ALL

Councillor Jackson extended a vote of thanks on behalf of Ad Hoc to Naseem for all her hard work, commitment and her contribution to NFRS.

11. ANY OTHER BUSINESS

A video of the television interview with Julie Dennis at the launch of the Emergency Card was shown to members.

NFRS had an allocation of 2.000 cards. The Deaf Community received 1000 cards. Julie Dennis and Naseem Begum have been working with various organisation to distribute the remaining 1000 throughout the community.

It is envisaged that eventually all the emergency services will be using the card. A suggestion was made that the three emergency services could approach some of the large business organisations asking them to contribute towards the cost of producing the cards or to pay for them.

DATE OF NEXT MEETING

The date for the next meeting is Tuesday 18 January 2005 at 10.00 am in the Conference Room.

Location No.	Location	Estimated Cost	Recommendations
1	Mansfield Fire Station	£7,755.00	Accept all recommendations
2	Blidworth Fire Station	£1,150.00	Accept all recommendations
5	Ashfield Fire Station	£14,481.00	Estimated £8K
6	Edwinstowe Retained Fire Station	£1,752.00	Accept all recommendations
7	Warsop Retained Fire Station	£20.00	Accept all recommendations
8	Worksop Fire Station	£49,512.00	Not accessible. Essential work will cost £9K excluding lift. Look at alternatives
10	Harworth Retained Fire Station	£60.00	Exclude due to rebuild
11	Misterton Retained Fire Station	£1,432.00	Accept all recommendations
12	Retford Fire Station	£48,722.00	Essential work £9K excluding lift.
13	Tuxford Retained Fire Station	£1,062.00	Accept all recommendations
14	Southwell Retained Fire Station	£832.00	Accept all recommendations
15	Collingham Retained Fire Station	£832.00	Accept all recommendations
16	Newark Fire Station	£59,850.00	Not accessible. Look at alternatives
17	Bingham Retained Fire Station	£1,352.00	Accept all recommendations
18	Central Fire Station	£21,875.00	Relocate entrance and internal locations. Estimated work £20K
19	West Bridgford Fire Station	£49,595.00	Go back to architect
20	Stockhill Fire Station	£10,205.00	Except all recommendations
21	Dunkirk Fire Station	£58,370.00	Exclude due to relocation
22	Beeston Fire Station	£52,880.00	Exclude due to relocation
23	Stapleford Fire Station	£752.00	Accept all recommendations
24	Eastwood Fire Station	£10.00	Accept all recommendations
25	Hucknall Retained Fire Station	£1,752.00	Accept all recommendations
26	Arnold Fire Station	£60,303.00	Essential work estimated at £20k – mostly internal doors
27	Carlton Fire Station	£56,990.00	
28	East Leake Fire Station	£1,032.00	Accept all recommendations
ETC	Training Centre (Admin Office)	£15,532.00	Accept all recommendations
BTC	Brigade Training Centre	£17,593.00	Accept all recommendations
BHQ	Brigade Headquarters	£131,738.00	Audit is to be reviewed. Look for alternative access to reception or relocating reception

Estimated cost of essential work £317,791