

report

meeting	NOTTINGHAMSHIRE AND CITY OF NOTTINGHAM FIRE & RESCUE AUTHORITY	
date	25 February 2005	agenda item number

REPORT OF THE CHIEF FIRE OFFICER

AD-HOC MEMBERS GROUP ON EQUALITIES

1 PURPOSE OF 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 18 January 2005.

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.

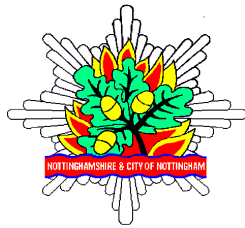
7 RECOMMENDATIONS

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 18 January 2005
At 10.00 A.M.
Service Headquarters
In the Conference Room

Present:

Councillor Graham Jackson	CFA Member
Councillor Parry Tsimbirdis	CFA Member
Neil Colton	Assistant Chief Fire Officer
Julie Dennis	Equality and Fairness Advisor
Naseem Begum	BME Development Worker
George Ware	Unison Representative
Bob Finch	FBU Representative
Nicola Austin	Women's FBU Representative
Pete Allen	Area Manager
Margaret Spooner	Administrator (Minutes)

Absent :

Councillor Ken O'Toole	CFA Member
Councillor Joyce Bosnjak	CFA Member
Paul Woods	Chief Fire Officer
Martyn Emberson	Deputy Chief Fire Officer
Gina Turner	Human Resources Manager
Ian Young	FBU Representative
Paul Smith	FBU Representative
Prad Verma	B&EMM Representative

APOLOGIES

1. Apologies for absence were received from:

Councillor Joyce Bosnjak, Councillor Ken O'Toole, CFO Paul Woods, DCFO Martyn Emberson, Gina Turner, Ian Young, Paul Smith, Prad Verma and Jim McKenna.

2. PREVIOUS MEETING

02/04 Minutes for the meeting held on Tuesday 07 December 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 07 December 2004.

4. **AGENDA ITEMS**

04/05 CORE VALUES

In December 2004 Julie Dennis attended the National CFOA meeting.

Action By

After the discussion, it was agreed that the Core Values should be re-written in a more simplistic way. The re-written Core Values were sent to the Diversity Programme Board, the National Group within ODPM responsible for the screening of Equalities Policies within the Fire Service, for approval. The Core Values will now be rolled out across the Fire Service, through a series of seminars. The first seminar was at the Fireworks conference in December 2004.

Action

A copy of the core values was distributed to Ad Hoc Members to read and give their comments. After a discussion, Councillor Jackson and Councillor Tsimbiridis made comments on some of the wording and asked if they could be changed to give a clearer definition. Julie Dennis is to feedback the comments made by Ad Hoc to Mr Alan Hughes at their next meeting .

JD

Action

The next step is to establish how the new Core Values will be integrated into NFRS Corporate Plan. Once a Regional Equality Strategy has been agreed, and has gone through the consultation process with the Regional Management Board, this item will be brought back to Ad Hoc. It was suggested that the document could be sent out to Community Groups within Nottinghamshire. Members agreed with this suggestion.

**JD
B/F**

Decision

5. BME DEVELOPMENT WORK UPDATE

Action

Naseem Begum reported that since the last Ad Hoc meeting most of her work has been on organising the East Midlands Campaign, which is scheduled to be launched on Wednesday 19 January 2005 at the Islamia School. The Fire Safety leaflet and PowerPoint presentation has now been completed ready for the launch and Councillor Graham Jackson has been asked to conduct the introduction and the closing speeches. Members asked whether there had been a good response back from the community. The number of confirmed replies is 25. It is hoped that the final number will be 80-100.

CIIRGJ

A complementary pack has been sent out to community groups containing a programme for the Eid Fire Safety Leaflet, Celebrate Eid Al-Adha poster, 2 brochures on Eid Mubarak. Unfortunately, due to a tight time scale, this information had not been translated into different languages. Naseem reported that if anyone needs any of the information translating she will be happy to do so.

Action

The next BEMM advisory meeting is scheduled for Thursday 20 January 2005, which Naseem is to attend. Several meetings have also been arranged with Community Groups, Phil Cunningham is to attend with Naseem. Feedback will be given on all the forthcoming venues at the next Ad Hoc Meeting.

NB

It was suggested that the RMB badge should be placed on any future documentation for any joint East Midlands Regional Projects. This would clearly indicate that there has been more than one Service involved in the preparation of the work.

Action By

ACFO Colton thanked Naseem, on behalf of Ad Hoc members, for all the hard work, dedication and enthusiasm that she has shown in her approach to putting together East Midlands Campaign, working with community groups and with other Services across the Region.

RACE EQUALITY SCHEME 3 YEARLY REVIEW

Under the race relations amendment act all Authorities should be reviewing there Race Equality Schemes and have a new 3 year action plan in place by 31 May 2005. This also includes the consultation process. Julie Dennis reported that she has had a meeting with the new director of the Race Equalities Council. The director has agreed to work together with NFRS to produce the new Race Equality Scheme.

Action A suggestion put forward to the Race Equalities Council Director that City and County Council and other emergency services could work together on the Race Equality Scheme. This would avoid all other services sending their schemes out for consultation at the same time. Julie Dennis is to attend Nottinghamshire Diversity Meeting at the end of January 2005 and has included this suggestion as an agenda item. Julie Dennis to update Members on the outcome at the next Ad Hoc Meeting

JD

NFRS must also concentrate on the Positive Action Plan work, with the possibilities of focusing on progression of minority staff as well as recruitment & retention.

6. ANY OTHER BUSINESS

7. CPA

Action A diagnostic tool kit has been received by Julie Dennis for Equalities. Julie Dennis informed members that she is to work closely with ACFO Neil Colton on how to link Equalities into departmental plans to ensure that equalities policies and practises are incorporated. Staff are aware of all the new legislation that has recently come into force. Also under discussion is how to pass this information on to other departments.

NC/JD

Action NFRS is to look at the corporate strategy. Census 2001 data via wards is now available and this has been passed on to Matthew Roberts, to place on to the intranet site under Equalities. Julie Dennis is to discuss with ACFO Neil Colton how the information can be passed down to districts and then hopefully be able to demonstrate how they are going to achieve their targets in different communities.

JD/NC

A Equality Impact Assessment paper is going to CFA on the same day as CPA are to attend the CFA meeting. This is to ensure Equality Impact Assessment are now completed across the service, further mainstreaming equalities and ensure the Service can progress through the Equalities Standards for Local Government. It was thought that NFRS have more than achieved level 2 and we must now concentrate on level 3 for next year.

Action By

8. INTRODUCTION FOR FBU WOMEN'S REPRESENTATIVE FOR NOTTINGHAMSHIRE

Nicola Austin was introduced to Ad Hoc Members as the new Women's FBU Representative for Nottinghamshire. Councillor Jackson welcomed Nicola on behalf of Members and apologised for not welcoming her at the beginning of the meeting. It was suggested that Patsy Griffiths who is the Representative for Gay, Lesbian and bisexual Group should be invited to attend NFRS Ad Hoc Meetings.

9. REVIEW OF MEMBERS

Members were asked to consider extending the Ad Hoc membership to a wider community. Members thought no decision should be made until after the elections and SMT has been informed. SMT would have to consider the options and the best way of approaching this request. When a decision has been made by SMT, it can be taken to the annual CFA meeting at the end of May 2005

DATE OF NEXT MEETING

The date for the next meeting is Tuesday 1 March 2005 at 10.00 am in the Conference Room.

ALL