

report

meeting	NOTTINGHAMSHIRE AND CITY OF NOTTINGHAM FIRE & RESCUE AUTHORITY	
date	15 April 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

It was agreed that minutes from the Ad-Hoc Members Group on Equalities would be submitted to Fire Authority Members for their information. Attached as Appendix A are the minutes of the meeting held on 1 March 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 EQUALITY IMPACT ASSESSMENT

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.

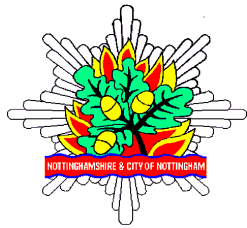
7 RECOMMENDATIONS

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 1 March 2005
At 10.00 A.M.
Service Headquarters
In the Conference Room

Present:

Councillor Graham Jackson	CFA Member
Councillor Parry Tsimbirdis	CFA Member
Paul Woods	Chief Fire Officer
Martyn Emberson	Deputy Chief Fire Officer
Julie Dennis	Equality and Fairness Advisor
Naseem Begum	BME Development Worker
George Ware	Unison Representative
Pete Allen	Area Manager
Margaret Spooner	Administrator (Minutes)

Absent :

Councillor Ken O'Toole	CFA Member
Councillor Joyce Bosnjak	CFA Member
Gina Turner	Human Resources Manager
Ian Young	FBU Representative
Nicola Austin	Women's 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, Gina Turner, Paul Smith, and Jim McKenna.

Councillor Graham Jackson opened the meeting by informing Members that agenda item number 7 **Regional Equalities Strategy** has been changed. Item 7 will now be **DDA update**.

2. **PREVIOUS MEETING**

02/05 Minutes for the meeting held on Tuesday 18 January 2005 were approved as an accurate record.

3. **MATTERS ARISING**

Item 4 Core Values – Julie Dennis informed members that the Core Values document had been accepted by CFOA and is now in place.

03/05 **Item 5 BME Development Work Update** – Councillor Graham Jackson told members the East Midlands Eid event was successful and he was very pleased with the responses received from the Evening Post and TV News coverage, and the article in the Fire Magazine. Councillor

Action By

Action By

Graham Jackson noted that there was good evidence there for the CPA team and thanked all the staff who took part in organising the event and making it a success.

4. AGENDA ITEMS

Race Equality Scheme 3 Yearly review

4.1 A copy of the Race Equality Scheme was distributed for Members to read and make any comments. The 3 yearly review is underway, with the aim to have NFRS Race Equality Scheme in place by 31 May 2005.

Action Julie Dennis is to check with CRE whether this is the final version or a draft format. Work has been started with plotting the progress across 2004 and 2005. Over the next few weeks Julie Dennis is to have meetings with departmental managers who have responsibility for any NFRS policies. This is to assist with the Race Equality Plan for the next 3 years. A letter has been sent out to all PMG Members requesting a list of all the policies that are in place across the organisation. It is essential that Julie Dennis has this information to assist with a policies assessment hand over which is a priority in years 2 and 3 of the new scheme.

JD

Action Concerns were raised that Departmental Managers do not seem to be aware of the implications of not having the policies list available on the given date. Julie Dennis is to attend a Performance Manager Group Meeting to emphasis that the list of policies is a requirement and is relevant to the Race Equality Scheme.

JD

4.2 CFO Woods made the suggestion that for the next phase of the Race Equality Plan NFRS could look at its own behaviour and attitudes, to engage crews to be more actively engaged within the Community and look at cultural awareness.

4.3 Julie Dennis reported that it is planned to send the Race Equality Scheme out for consultation. The report is to be presented to CFA in June 2005.

5. BME DEVELOPMENT WORK UPDATE

5.1 Community Fire Safety recently visited the Islamic School to give pupils a demonstration on the danger of fires in the home and how quickly they can start. Members were shown a video of the pupils reactions to this information.

5.2 Naseem gave Members an update on forthcoming events she is involved in, both within the Community of Nottinghamshire and joint events in the East Midlands Regions. Ad Hoc Members were invited to attend the Viaskhia Launch on Friday 15 April 2005, which will be held in Northampton. Members to check their diary commitments and let Naseem know as soon as possible.

Action **ALL**

5.3 CFO Woods suggested that NFRS map out an events chart to include all known religious festival dates through to 2006. This chart to be displayed on Stations, and in reception areas at headquarters along with

		<u>Action By</u>
Action	any Posters. Julie Dennis is to flag up any event a month before and liaise with Carole Andrews to ensure that all the information is implemented on Routine Orders and the Intranet.	JD
5.4	Following a discussion about integrating Community Fire Safety more in events within the community, Councillor Graham Jackson made enquiries about where are NFRS with the money that was to be freed up CS posts for non-operational staff and what progress had been made. CFO Woods reported that NFRS are in discussion with Job Centres. Julie Dennis stated that NFRS could also link with the Disability Advisors to encourage disabled applicants also.	
6.	CFOA EAST MIDLANDS EQUALITIES & FAIRNESS FEEDBACK	
	This meeting was cancelled and is to be rescheduled. Feedback to be given at the next Ad Hoc Meeting.	B/F
7.	DDA UPDATE	
7.1	Members were given a copy of the report called "The Duty to Promote Disability Equality: Statutory Code of Practice in England & Wales" to read and make any comments.	
7.2	Julie Dennis informed members that she has received a document from the Disabilities Rights Commission and a draft copy of the proposals to be the introduction to promote disability rights.. This document is very similar in format to the Race Equality Scheme.	
7.3	<p>Julie Dennis attended a seminar in Birmingham, which was presented by the Disabilities Rights Commission who outlined the main duty issues in the report. There are four areas in the report which are:</p> <ul style="list-style-type: none"> • The need to eliminate unlawful discrimination • The need to Promote Equal Opportunities • The need to eliminate disability related harassment • Promote positive attitudes towards disabled person 	
7.4	A new duty should be in place by December 2005.	
7.5	NFRS are to produce a corporate equality plan which will incorporate the disabilities issues once the Regional Equalities Strategy had been accepted.	
7.6	Julie Dennis stated that at present she is waiting for the Regional Equality Strategy Plan to be adopted by the Region. It was reported that not all principal officers had confirmed whether they intended to accept the plan. It is anticipated that the plan will be signed off in March 2005 and then go out to consultation.	
7.7	Councillor Jackson asked where are NFRS regarding RMB. The aim is to report back to RMB by May 2005.	
7.8	CFOA have produced a guidance for managers on disability which is now available on the Internet.	

Action By

Julie Dennis confirmed that she has taken the following actions to ensure that staff are aware of the DDA statutory code of practice.

- Held meetings with Retained Mentors to assess awareness training requirements.
- Paul Hair is to rewrite NFRS guidance so that there is no risk of breaching the Disabilities Discrimination Act because of wording used in recruiting literature.

8. EQUALITY IMPACT AND ASSESSMENT

8.1 Equality Impact Assessment has now been accepted by the Authority and was presented at the CFA meeting on Friday 25 February 2005.

8.2 In future any new policies that are presented to SMT, CFA or Ad Hoc will have to have an initial impact form attached.

8.3 Action Julie Dennis is to arrange meetings with ACFO Frank Swann and SMT to discuss how NFRS are to implement this assessment form, and what action is to be taken, and how the form is to be signed off.

JD

9. ANY OTHER BUSINESS

10. CPA

Julie Dennis stated that her interview with the CPA team had taken place and thought it went well.

During the interview Julie Dennis made it very clear to the CPA team that after visiting stations she had not found any evidence of corporate bullying. A suggestion was made that there is a need to identify with members of staff what is defined as bullying and what is not.

11. DISABILITY SYMBOL LAUNCH

Julie Dennis and DCFO Emberson attend the Disability Symbol Launch on Friday 4 March at Mansfield. Award certificates were presented to organisations who attempted to eliminate disability discrimination.

12. PROGRESS ON HARWORTH FIRE STATION

Councillor Jackson asked for an update on Harworth Fire Station. Members were informed that the Planning Application has been submitted and received by Bassetlaw District Council.

DATE OF NEXT MEETING

The date for the next meeting is Tuesday 12 April 2005 at 10.00 am in the Conference Room.

ALL