

report

meeting	NOTTINGHAMSHIRE AND CITY OF NOTTINGHAM FIRE & RESCUE AUTHORITY	
date	24 February 2006	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.

3 REPORT

The minutes of the meetings held on 5 December 2005 and 17 January 2006 are attached as Appendix A for information.

4 FINANCIAL IMPLICATIONS

There are no financial implications arising from this report.

5 PERSONNEL IMPLICATIONS

There are no personnel implications arising from this report.

6 EQUALITY IMPACT ASSESSMENT

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

7 RISK MANAGEMENT IMPLICATIONS

There are no risk management implications arising from this report.

8 RECOMMENDATIONS

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

9 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
Monday 5 December 2005
At 2.00 P.M.
Service Headquarters
In the Conference Room

Present:

Councillor Darrell Pulk	Chairperson (CFA Member)
Councillor Pat Lally	CFA Member
Martyn Emberson	Deputy Chief Fire Officer
Mark Mortimore	Station Officer (Representative on behalf of CFO Woods)
Gina Turner	Human Resources Manager
Julie Dennis	Equality and Fairness Advisor
Naseem Begum	BME Development Worker
Paul Smith	FBU Representative
Pete Allen	Area Manager
Patrica Griffith	Gay & Lesbian Community Representative
Dalton Powell	B&EMM Representative
Alan Sheldon	Unison Representative
Margaret Spooner	Administrator (Minutes)

Absent :

Councillor Timothy Spencer	CFA Member
Councillor Penny Griggs	CFA Member
Paul Woods	Chief Fire Officer
Ian Young	FBU Representative
Nicola Austin	Women's FBU Representative

APOLOGIES

1. Apologies for absence were received from:

Councillor Timothy Spencer, Councillor Penny Griggs.

At the start of the meeting Julie Dennis introduced Dalton Powell. He is the new B&EMM Representative, who will be replacing Prad Verma. Members welcomed Dalton Powell and stated that if he needed any advise or guidance he should not hesitate to contact them.

2. PREVIOUS MEETING

02/05 Minutes for the meeting held on Wednesday 5 October 2005 were approved as an accurate record.

Action By

Action By

3. MATTERS ARISING

6.4 **Race Equality Scheme** – Julie Dennis reported that she has not had the opportunity to arrange a meeting with ACFO Swann to discuss the launch

of the Race Equality Scheme, but the document has now been sent out to the publishers. Work is progressing on the Policy Impact Assessment implications. It was suggested that this information could be reviewed through Brigade Orders and in the Pact Personnel Handbook.

Julie Dennis attended the SMT meeting on Monday 5 December to give a presentation on Equality Impact Assessment for all policies, functions and procedures. It was acknowledged that all managers will be required to undertake an Equality Impact Assessment training programme.

Action It is Julie Dennis's intention to deliver this training early in the new year . Ad Hoc Group will be kept up to date. **JD**

Work is still on going with identifying NFRS equality policies needs.

6.4.4 **DDA** – Paul Smith enquired if any progress had been made with Safety Services on linking DDA with the IRMP report. Members were informed that no guidance has been made available by Safety Services in identifying which stations will be classed as key stations, therefore, no report has been compiled. It is anticipated that a report should be ready for the next meeting. Work is progressing with other Service facilities. All NFRS premises will comply with DDA requirements with priority being given to key stations.

Action Julie Dennis to continue liaising with Safety Services and ACFO Horton regarding key issues and how information is received by stations, and how they relate to it. **JD/DH**

14. **Community Cohesion Circular 37/05** – Mark Mortimore stated that CFO Woods needed confirmation that Fire Crews are receiving appropriate development in relation to engaging with the community across the range of issues identified in Community Cohesion circular 37/05.

Julie Dennis confirmed that all types of training and development are covered in the Equality and diversity Strategy 2005-2008.

15. **Consultation on draft regulations to outlaw age discrimination** – Members were informed that Gina Turner is currently working on a new Pensions document. Discussions with HR on reviewing the Human Resources Policy, to ensure that all new legislation is implemented, is still ongoing. With so many options to be taken into account this project has not yet been finalised. CFOA are currently working on this issue.

Action By

21. **Amendments to the Sex discrimination Act** – DCFO Emberson reported that a discussion took place at the last Consultation and Negotiation Panel on Amendments to the Sex Discriminations Act. Panel were in agreement that this amendment should be communicated with a joint statement by the representative bodies and management. Julie Dennis is currently waiting for the FBU to nominate an official to work with her on the joint statement. Julie Dennis informed members that an email as been sent to all other the parties concerned, requesting dates for a meeting. Paul Smith is to chase the FBU for their nomination. Once a meeting has taken place, Julie Dennis will produce a summary for members.

Action

Action

PS

JD

AGENDA ITEMS

Councillor Darrell Pulk gave his consent for the order of the agenda items to be changed because of an unforeseen change in circumstances.

4. **EAST MIDLANDS REGIONAL EQUALITY & FAIRNESS GROUP MEETING**

Gina Turner informed members that the Draft Regional Equality & Diversity & Fairness and Regional Strategy was not agreed at the last meeting, therefore the document could not be signed off. Work is still continuing around the region. Members are currently looking at ways of resolving the difficulties identified and finding a way of moving on from the present impasse. A further meeting has been scheduled for January. Martyn Emberson suggested that if no progress was made in January then perhaps a meeting of the Chief Fire Officers should be sought.

- Action It was stressed that the present impasse will not effect NFRS as an organisation. Gina Turner will update at the next meeting.

GT

5. **BME DEVELOPMENT WORK UPDATE**

Naseem Begum updated members on the following projects:

Black History month - the event at the Pilgrim Church Centre in the Meadows on 27 October 2005 was a great success. A letter of thanks has been received from the Reverend Christian Weaver. Particular thanks was given to Naseem. The centre has also accepted the offer of home risk assessments. The invitation for a group of young people to visit a local fire station in the near future was also accepted.

Chinese New Year – Negotiations are taking place between Broxtowe Community Development Centre and Nottinghamshire Police Service. It was suggested that NFRS could link in with the Police when this event takes place

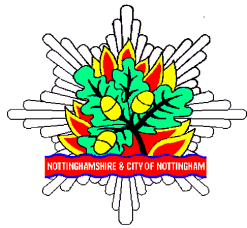
Asylum Seekers Housing Association – Naseem has passed details on to Community Safety to enable safety checks can be finalised.

Action By

Action	<p>Fire Setters – are currently working with families to find out why fires are started in Schools and what steps can to taken to prevent them.</p> <p>Sikh Community – NFRS is working towards forging stronger links within the Sikh Community.</p> <p>BME Toole Box – Naseem Begum and Dalton Powell are to visit the ODPM in London to finalise procedures. Update will be given at the next meeting.</p> <p>Sikh Community & Youth Service – NFRS received a letter from SCYS thanking them for all their support over the past months and to wish very one a happy Diwali. SCYS also asked if NFRS would like to contribute something toward the cost of their Wall Planners. In return they would display the Fire Service Logo. NFRS have made a donation of £25.</p> <p>Joint Funding – Naseem is currently working with Jan Barratt and community organisations.</p>	NB/BF
Action	<p>Other projects currently being undertaken are with Rushcliffe and Broxtowe Borough Council and Nottingham Community College.</p> <p>Naseem asked members how they felt about her working within the community one day a week. Members thought this was a good idea in principle, but the practicalities and feasibility would need to be clarified . It was suggested that Naseem approach her line manager with this request.</p>	NB
6.	EQUALITY AND DIVERSITY STRATEGY AND ACTION PLAN	
Action	<p>The Equality and Diversity Strategy and Action Plan has been sent to the FBU, RBU, Unison, Pact and SMT for a 28 day consultation. Julie Dennis requested that feedback and amendments be returned by 26 December 2005.</p>	JD
7.	DIVERSITY IN DICTION (UNISON HANDBOOK)	
Action	<p>Prior to the meeting members were sent information on "The Use of Language – Diversity in Diction – Equality in Action". It was agreed that Julie Dennis should purchase 50 of these books. Stations, HQ, will be given a copy, Ad Hoc members will also be given a copy. Funding for the purchases will come from the Equalities Budget.</p>	JD
Action	<p>Julie Dennis reported that it is nearly four years since she has been on stations. With so many changes taking place within the Fire Service it was agreed that Julie Dennis should resume her visits to stations, take on board any issues raised and identify any additional training needs.</p>	JD
8	ODPM 39/05 – STONEWALL DIVERSITY CHAMPIONS UPDATE	
	<p>Prior to the meeting, the members were sent the latest information on Stonewall Diversity for them to read and bring any comments or recommendations back to the meeting. In principle, members thought that document had some valid points, but any final decision to join up should be postponed until the Regional Management Board have issued their statement. Martyn Emberson confirmed that no statement has been issued yet.</p>	
		<u>Action By</u>

Action	Julie Dennis has obtained a training video on Stonewall and is planning to show this video to personnel when she visits stations. It was also suggested that Patricia Griffiths and Dalton Powell could accompany Julie on her station visits to combine any BME and Gay & Lesbian issues. All members agreed to this suggestion.	JD/PG
9.	SIGN COMMUNITY	
	The details received by members prior to the meeting was for information only. A discussion took place on the advantages of NFRS personnel being given training in British Sign Language. Members agreed that basic training in sign language should be granted to anyone who shows an interest and where it would be beneficial in their role in serving the community. More advanced training should be considered for those members of personnel who are continually active in community.	
Action	Julie Dennis is to liaise with Judi Beresford on the availability of training courses and to prioritise training needs.	JD
10.	ISLAMIC CULTURAL AWARENESS COURSE UPDATE	
	NFRS has received information that there are to be two more Islamic Cultural Awareness Courses at the Bobber's Mill Cultural Centre. The dates for the course are Monday 30 January and Monday 10 April 2006, from 9.30 am until approximately 4.30pm. At the previous meeting it was suggested that District Performance & Change Managers, Group Performance Managers and Non-uniform personnel should be encouraged to attend these courses as part of their cultural awareness training and in turn cascade the information down. Julie Dennis is to liaise with ACFO Horton for nominees.	JD
Action		
Action	Members suggested that Naseem Begum could contact the Islamic Centre to ask if they would consider delivering a one day course for NFRS personnel only. Naseem agreed to this suggestion and is to contact the Islamic Centre on the feasibility of this happening, also the cost involved.	NB
	The outcome is to be reported back at the next meeting.	B/F
11.	FBU – NATIONAL GAY AND LESBIAN COMMITTEE – LETTER TO SIR GRAHAM MELDRUM	
	Prior to the meeting members were given a copy of the FBU - National Gay and Lesbian Committee letter which was sent to Sir Graham Meldrum on 24 October 2005 for their information. This letter links in with Stonewall Diversity update discussed under item 8 .	
12.	WHOLETIME CREWING	
	A copy of the results for the Wholetime Recruitment Campaign 2005 was circulated to members.	

		<u>Action By</u>
	<p>This year's recruitment campaign was carried out by Capita. In total there was 1229 Applications. Of these applications, 919 failed to reach the standard required. The total number of successful applicants was 46, which consisted of:</p> <p>41 White males 1 Female 4 Minority Ethnic</p>	
Action	<p>After reading this information, there followed an in-depth discussion on why NFRS are not reaching their targets for Minority Ethnic and Female Firefighters. Julie Dennis informed members that it was not just NFRS who have failed to reach the set target. Nottinghamshire Police are also facing a similar situation. Julie Dennis is to have a meeting with Nottinghamshire Police to discuss recruitment and to look at the Positive Action;</p>	JD
	<p>Members were told that London Fire Service have met their targets and that Hampshire have now created a Equalities Department following criticism from the CRE . The reason given for this is that these Services</p> <p>have a dedicated resources to Positive Action and Recruitment.</p>	
Action	<p>The suggestion was made that on future recruitment open days, Dalton Powell and Patricia Griffiths could accompany Julie Dennis. At open days members of the public should be encouraged to try out the equipment, see an example of the written tests, have a go at the practical tests. It was agreed that more research is needed and perhaps NFRS should make a comparison with other organisation. Request feedback from other Services. Julie Dennis to report back on her meeting with Nottinghamshire Police at a future meeting.</p>	JD B/F
14.	ANY OTHER BUSINESS	
15.	BEM MEETING	
	<p>Julie Dennis and Dalton Powell attended a BME meeting recently. At this meeting NFRS were praised for their achievements over the past couple of years.</p>	
16.	RETAINED TRAINING	
Action	<p>Feedback from recent Retained Training has been quite disappointing. Members were given the reasons as to why feedback was raising some concern. The result of this discussion was that a joint statement should be sent out to all staff reminding them that NFRS will not tolerate any form of inappropriate behaviour or any types of harassment and bullying. Ignorance will no longer be seen as an excuse.</p>	JD
17.	FORTHCOMING AD HOC GROUP MEETINGS	
	<p>Members agreed that all the dates given for forthcoming meetings was acceptable.</p>	
18.	Date of Next Meeting – Tuesday 17 January 2006 at 10.00 in the Conference Room	ALL



NOTTINGHAMSHIRE FIRE & RESCUE SERVICE
Minutes of THE AD HOC MEMBERS GROUP ON EQUALITIES
held on
Tuesday 17 January 2006
At 10.00 A.M.
Service Headquarters
In the Conference Room

Present:

Councillor Darrell Pulk	Chairperson (CFA Member)
Councillor John Cottee	CFA Member
Paul Woods	Chief Fire Officer
Gina Turner	Human Resources Manager
Julie Dennis	Equality and Fairness Advisor
Naseem Begum	BME Development Worker
Paul Smith	FBU Representative
Pete Allen	Area Manager
Patricia Griffith	Gay & Lesbian Community Representative
Alan Sheldon	Union Representative
Margaret Spooner	Administrator (Minutes)

Absent :

Councillor Pat Lally	CFA Member
Councillor Penny Griggs	CFA Member
Martyn Emberson	Deputy Chief Fire Officer
Nicola Austin	Women's FBU Representative
Dalton Powell	B&EMM Representative

APOLOGIES

1. Apologies for absence were received from:

Councillor Pat Lally, Councillor Penny Griggs, DCFO Maryn Emberson, Dalton Powell and Nicola Austin.

At the start of the meeting Councillor Darrell Pulk introduced Councillor John Cottee, who is replacing Councillor Tim Spencer. Members were requested to introduce themselves and explain their role within the Ad Hoc Group.

2. PREVIOUS MEETING

02/05 Minutes for the meeting held on Monday 5 December 2005 were approved as an accurate record.

Action By

		<u>Action By</u>
3.	MATTERS ARISING	
6.4	Race Equality Scheme – no final date has been confirmed for the Launch of the Race Equality Scheme. Discussions with ACFO Frank Swann are still on going. Julie Dennis to report back at the next meeting.	JD
Action		
6.4.4	DDA – Julie Dennis is liaising with Dave Horton and Neil Colton in identifying individual stations requirements and key issues regarding how this information is received by stations. It is anticipated that these discussions will be completed within the next few weeks and a report will then be compiled. Work is ongoing with other Service facilities.	JD
Action		
21.	Amendments to the Sex Discrimination Act – It was reported that no date had been set for a meeting to formulate a joint statement by the representative bodies and management. Julie Dennis is liaising with all members concerned. Paul Smith has been nominated as the FBU official to work with Julie Dennis.	
4.	East Midlands Regional Equality and Fairness Group Meeting – Gina Turner informed members that a further meeting is to take place on Monday 30 January to find a way of resolving the difficulties identified in the present impasse surrounding the draft Regional Equality and Fairness and Regional Strategy. Following this meeting Gina Turner is to discuss the outcome with Councillor Darrell Pulk. Ad Hoc and RMB members will also be updated on any progress made.	GT/DP
Action		
5.	BME Toolbox - members were told that the BME Toolbox is still being updated, but Naseem and Dalton Powell will no longer be attending meetings.	
	Working within the Community One day a week – Naseem has discussed with her line manger, the possibility of working within the community for one day a week. After some consideration it was decided to delay making a final decision until Naseem’s return to work after her maternity leave.	
6.	Equality and Diversity Strategy and Action Plan - Members were informed that only two replies have been received for Equality and Diversity Strategy and Action Plan. This item to be discussed in more detail under agenda items .	
7.	Diversity in Diction (Unison Handbook) – All stations and Departments have received their copy of the Diversity in Diction handbook. It was suggested that the handbook should be displayed in open and public places at stations to enable all staff members easy access. When visiting stations, Julie Dennis will seek the reaction of staff to the content, format and feasibility of the handbook. Councillor Pulk asked if members are to be given a copy of the handbook. Members were informed that they would receive a copy, after the next delivery.	

		Action By
8.	ODPM 39/05 – Stonewall Diversity Champions Update – Julie Dennis and Patricia Griffith have viewed the training video. Members were told that Julie Dennis considered it would not meet station needs. Members were told that B&EMM have a video on how things have changed within the Fire Service. Councillor Pulk asked if Julie Dennis could obtain a copy for members to view at future meeting. It was suggested that Julie Dennis raise the issue at the CFOA Professionals meeting re: a similar video been made with GLB.	JD
Action		
9.	Sign Community – Julie Dennis still liaising with Judi Beresford on the availability of suitable training courses.	
10.	Islamic Cultural Awareness Course Update – Naseem reported that contact had been made with the Islamic Centre and they have agreed to deliver a half day course for NFRS at the cost of £100 per session. The group should be no larger than 7-15 people. It was agreed that Ad Hoc members should be the first group to visit the Islamic Centre. Following the visit Julie Dennis is to look at the possibility of further sessions. The date agreed by members for the visit was Tuesday 28 February after the Ad Hoc meeting. Naseem to contact the Islamic Centre to finalise details.	NB
Action		
12.	Wholetime Crewing – Julie Dennis said that a meeting had taken place between NFRS and Nottinghamshire Police on Friday 13 January to discuss recruitment.	
	Members were informed that Job Centre Plus are running a two week pre job course in March with guest speakers. This course is a pilot scheme and is targeted at long term unemployed ethnic minorities. The main aims of the course are to help members of the public improve their skills in completing the application forms and improve interviewing techniques. Where possible give hands on job experience, fitness advice. Julie Dennis suggested that NFRS should take part in the pilot scheme. Members agreed that this was another option to encourage potential applicants from women and ethnic backgrounds. Julie Dennis to write to Lindsay for more detail. It was also suggested that NFRS could organise awareness days. To enable more people with small children to attend it was suggested that the venue have crèche facilities.	
Action		JD
Action	Julie Dennis and Patricia Griffith are to make contact with local Higher Education Colleges in the area in order to encourage attendance. Julie Dennis will also look to other Fire Authorities to find out how they approach raising awareness. It was stressed that any Awareness day should be well structured and lead to positive results.	JD/PG
Action	It was noted that London and Gloucestershire have been successful in rolling out a recruitment programme and are reaching their targets. CFO Woods suggested that Julie Dennis contact Hampshire Fire Service for parallels, and lessons learnt from their contact with CRE. NFRS need to record what actions have been taken and progress made for Audit purposes.	JD

		Action By
16.	<p>Retained Training – Julie Dennis reported that she had received feedback from one or two retained firefighters reporting cases of inappropriate behaviour, harassment and bullying. A letter has been sent out to staff asking if anyone had encountered any form of inappropriate behaviour or any type of harassment or bullying whilst undertaking auxiliary crewing. It was acknowledged that there has been a slight increase in the number of complaints made. CFO Woods to discuss this issue with ACFO Dave Horton. Members were told that there are still some issues that need to be tackled. In some cases there may be the need to reiterate that anyone found using inappropriate behaviour, harassment or bullying will result in being dismissed from the Service. Julie Dennis to ensure that all personnel have received their training, and arrange some training for CFA members on their responsibility and commitment to NFRS.</p>	PW
AGENDA ITEMS		
24.	<p>EAST MIDLANDS REGIONAL EQUALITY & FAIRNESS GROUP MEETING</p> <p>This agenda item was discussed under matters arising under item 4.</p>	
25.	<p>BME DEVELOPMENT WORK UPDATE</p>	
25.1	<p>Two day Eid event - went very well, with over 600 people attending the mosque. Dunkirk and Stockhill Fire Station attended this event to give out home safety advice. This resulted in over 1,000 home safety checks being carried out.</p>	
25.2	<p>Rushcliffe Awareness Forum – Naseem is to attend a Steering Group Awareness Forum to give talks on accident prevention. Community Safety are also involved. It was suggested that Councillor Cottee might be interested in attending as Rushcliffe is his community. Naseem to discuss the details with Councillor Cottee after the meeting.</p>	NB/JC
25.3	<p>Regional Projects – Over the next few weeks Naseem will be looking at ways of getting involved with regional projects and investigating how this could be linked with events taking place in Nottinghamshire. These events will be mapped out from January to December with a year planner.</p>	
25.4	<p>Fire Safety Talks – several fire safety talks have been put in place e.g West Bridgford and Broxtowe. Other Boroughs have not been targeted yet. Naseem to speak with Kim Manday of Broxtowe on how to roll out fire safety in high risk areas.</p>	
25.5	<p>Maternity Leave – Over the next couple of months Naseem will be working on setting proposed projects into motion and settling any outstanding issues before going on maternity leave. A decision has not yet been taken on who will take over in Naseem's absence. Members to be given an update at the next meeting.</p>	NB

26.	EQUALITY AND DIVERSITY STRATEGY AND ACTION PLAN	Action By
Action	<p>The consultation period has been completed for management, and Unions with any necessary amendments to the draft Equality and Diversity Strategy and Action Plan implemented. Members were informed that currently the Service is working towards the Equality Standard for Local Government and aims to achieve level two in March 2006 and level three by March 2007. The next stage of consultation will involve consultation with the community. Julie Dennis and ACFO Frank Swann to assist ORS with community consultation over a twelve week period. It is anticipated that the final version will be published in May 2006. Julie Dennis and ACFO Frank Swann will ensure that all stations and departments reach level two by February 2006.</p>	JD/FS
Action	<p>There followed a debate on how many languages the strategy should be printed in. No final decision was made at this time. It was suggested that Julie Dennis and Naseem Begum check with the city for guidance and cost implications. It was also suggested that a summary could be published in the main native languages spoken in Nottinghamshire.</p>	JD/NB
27.	CULTURAL AWARENESS TRAINING	
Action	<p>CFO Woods told members that although NFRS have come a long way in the last five years, with integrating into the communities of Nottinghamshire, there is still a need for more training in cultural awareness to enable all personnel to have a better understanding of different cultures, beliefs and religions. Julie Dennis reported that to enable crews to undertake HSC's, every station has a copy of 'The Changing Face of Britain' The handbook is aimed at developing a basic knowledge, understanding and empathy with all ethnic communities. It also covers information relating to customs, marriage, family life, visiting homes and some major festivals. Naseem Begum has obtained information from Nottingham Faith Council. Julie Dennis is to circulate this information to stations along with a memo highlighting all cultural awareness literature available.</p>	JD
Action	<p>Currently Julie Dennis is working with Safety Services and DPCM to identify the stations needs for training and is to flag up with DPCM that all stations should have their copy of the Equality folder in a public place for easy access. It was acknowledged that each station needs to undertake a training analysis exercise, in order to identify specific cultural awareness training needs. This analysis is to be undertaken by Watch Managers. If skill gaps are identified, the Service will consider the best way of delivering additional training. Training for managers was also discussed and it was agreed that Ad Hoc Members and SMT should undergo training which would then be cascaded down to middle managers.</p>	JD

28. COMMUNITY ENGAGEMENT

CFO Woods told members that as part of the Equality and Fairness Policy NFRS has a duty to improve services within local communities and develop a sound structure for the future. To be successful in achieving this commitment NFRS will need to be prepared to engage more with local communities from minority backgrounds and ensure that their needs and aspirations are taken into account. NFRS will show fairness and give respect to all members of our community. NFRS are moving in the right direction towards achieving this aim but more still needs to be accomplished before the Service can move forward. The Service needs a sound structure and a willingness to engage and to be seen to be implementing their commitment to the community. Stations and department should liaise with each other and focus more on the expected outcome.

29. CULTURAL CHANGE PROGRAMME (IMPLEMENTING CORE VALUES)

Currently Julie Dennis is working with other Services and CFOA on core values and the best way of implementing them over the next 2 years. A discussion took place on the best way of finding out a persons perception of core values and cultural change, and how these views can affect other people within the workplace and the community. What are our expectations as an organisation ?

Whilst visiting stations Julie Dennis will encourage personnel to discuss their perceptions on cultural awareness, core values and how their behaviour and values can influence certain situations. It was agreed that all NFRS personnel should show respect to members of the public and work colleagues. NFRS first priority is to the community it serves . It was suggested that to achieve a comprehensive programme to may be beneficial to draw from external resources. Julie Dennis and Patricia Griffith are to arrange a meeting with Gina Turner to discuss ways of structuring and incorporating core values into a viable programme.

Action

JD/GT/PG

30**ANY OTHER BUSINESS**

There was no other business to be discussed. The meeting finished at 12.00 pm.

Date of next meeting – Tuesday 28 February 2006 at 1000 hours in the Conference Room.