



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority

EQUALITY AND DIVERSITY CHARTER FOR FIRE AND RESCUE AUTHORITY MEMBERS

Report of the Chief Fire Officer

Agenda No:

Date: 26 June 2009

Purpose of Report:

To encourage all Members of the Nottinghamshire and City of Nottingham Fire and Rescue Authority to sign the Local Government Association Fire and Rescue Authority, Equality and Diversity Charter.

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1. BACKGROUND

- 1.1 Nottinghamshire Fire and Rescue Service is fully committed to establishing the best provisions for equality and diversity within its day to day functions. Key to that is the correct leadership at both the political and the strategic level of the organisation.
- 1.2 The Local Government Association (LGA) is committed to promoting equality and diversity in the Fire and Rescue Service and provides political leadership on the issue. The LGA has stated this within its “Shared Vision Towards 2017” identifying the desire for Fire Service staff and Elected Members reflecting the communities they serve.

2. REPORT

- 2.1 Nottinghamshire Fire and Rescue Service is making good progress on community engagement and is a key partner within both the Nottingham City and Nottinghamshire County Local Area Agreements (LAAs). A key driver is the desire to reduce accidents and injuries amongst all of our communities and to ensure fairness is embedded across the Service.
- 2.2 Elected Members of the Fire and Rescue Services are seen as key leaders of the Service, and an important part of the Service meeting its expectations. To help in this approach the LGA have produced a five point Equality and Diversity Charter for Fire and Rescue Authority Members.
- 2.3 The Charter consists of a five point commitment for each Elected Member to sign up to. This includes:
 - Leading by example and championing diversity;
 - Working to achieve recruitment targets for women and minority ethnic employees;
 - Publishing all of the required equality schemes;
 - Striving to achieve Level 3 of the Equality Standard for Local Government;
 - Showing zero tolerance towards bullying, harassment and inappropriate behaviour.
- 2.4 Each Elected Member is required to sign up to these commitments. The original scheduled date was 8 May 2009, however with changes following recent elections, it would be appropriate for all Fire Authority Members to commit to this Charter collectively and a full response be forwarded to the LGA.

3. FINANCIAL IMPLICATIONS

There are no financial implications arising from this report. The Charter is a personal commitment by all Members.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

Nottinghamshire and City of Nottingham Fire and Rescue Authority are also part of the Improvement and Development Agency programme to achieve chartered status for its Members. By committing to the Equality and Diversity Charter, each Member will be demonstrating their own ongoing commitment and development.

5. EQUALITY IMPACT ASSESSMENT

The equality and diversity implications are addressed within the report itself. An initial equality impact assessment has indicated that a full impact assessment is not required.

6. CRIME AND DISORDER IMPLICATIONS

There are no crime and disorder implications arising from this report.

7. LEGAL IMPLICATIONS

Equalities legislation requires specific actions by Nottinghamshire Fire and Rescue Service as an employer. By signing up and committing to the Charter, Elected Members will be setting an example, and ensuring that Nottinghamshire Fire and Rescue Service meets its legal obligations.

8. RISK MANAGEMENT IMPLICATIONS

The commitment to the Equality and Diversity Charter will form part of the Authority's ongoing commitment to achieving the expectations set by Government. It will also ensure that the Service's aspirations to serve all areas of its community equally will be met. Both of these areas are seen as key to the Service's progress.

9. RECOMMENDATIONS

That all Members of the Nottinghamshire and City of Nottingham Fire and Rescue Authority sign up to the Equality and Diversity Charter for Fire and Rescue Authority Members and a comprehensive response is returned to the Local Government Association.

10. BACKGROUND PAPERS FOR INSPECTION (OTHER THAN PUBLISHED DOCUMENTS)

None.

Frank Swann
CHIEF FIRE OFFICER