



Single Equality Scheme



HUMBERSIDE
Fire & Rescue Service

Safer Communities, Safer Firefighters

Foreword

I am pleased to introduce you to the Humberside Fire and Rescue Service, Single Equality Scheme that sets out the Authority's arrangements for our ongoing commitment to equality legislation and our legal duties. This Scheme builds upon the existing work that has taken place to ensure we have a cohesive service for all.



Chairperson - Cllr John Briggs

I am very proud to be presenting our Single Equality Scheme on behalf of Humberside Fire and Rescue Service. This document sets out the commitment that I and the Service is making to ensure equality and diversity is integral to everything we do. It is important that we work with our partners and communities to ensure that we are pushing boundaries to achieve excellent services for everybody we serve.

This scheme consolidates all our current schemes and addresses our legal responsibility. However, it is our intention to improve our performance on equality and diversity and be self critical to ensure we can best meet the needs of our communities.



Chief Fire Officer Frank Duffield QFSM, MSc, MBA, DMS, FIFireE

Introduction

Since we produced our first Race Equality Scheme in 2005 there has been a number of changes that affect equality and diversity in employment and the services we deliver to our community. The introduction of Legal Duties to promote disability and gender equality together with new laws for religion and belief, sexual orientation and age mean that Fire Authorities must promote equality. We must ensure that we do not discriminate when employing people and when providing services to the community.

The Fire and Rescue National Framework 2008 -2011 sets out the Government's priorities and objectives for the Fire and Rescue Service (FRS) by making clear what the Government's expectations of FRS in the areas of

- Prevention, Protection and Response
- Resilience
- Diversity and the Workplace
- Governance and Improvement

The National Equality and Diversity Strategy 2008 -2018 challenges us to develop and improve our contribution in the following areas:

- Priority 1 Leadership and promoting Inclusion
- Priority 2 Effective Service Delivery and Community Engagement
- Priority 3 Employment and Training
- Priority 4 Evaluation and Sharing Good Practice
- Priority 5 Accountability

We are committed to create the best possible quality of life for our communities by delivering high quality services to all without discrimination. We are committed to ensuring that all our services are accessible to all members of the community. We will work with our communities and partners to ensure we identify barriers and improve services to all.

Vision:

- ✚ Safer Communities; Safer Firefighters.

Priorities

- ✚ To prevent loss of life and injuries from emergency incidents.
- ✚ To reduce the risk in our communities.
- ✚ To respond quickly and effectively to emergencies when requested.

Enablers

- ✚ Making the best use of the resources we have.
- ✚ Establishing new ways of working.
- ✚ Increasing our capacity for prevention activity.
- ✚ Continuing to develop our committed, flexible and skilled workforce.

Our Core Values:

- ✚ We will be professional (through learning and development) in every way we serve our communities.
- ✚ We will act with integrity and trust, be transparent and open to improvement through change
- ✚ We will respect one another and promote equality and diversity.
- ✚ We will help create a working environment that is stimulating, enjoyable and rewarding.

What we achieved in 2009:-

- ✚ Attended 12,584 incidents
- ✚ Tackled 692 dwelling fires
- ✚ Responded to 744 vehicle fires
- ✚ Carried out 84 rescues from fire
- ✚ Fitted 27,108 smoke alarms
- ✚ Completed 24,823 home fire safety checks

We will achieve by 2010:

- ✚ 32,000 home fire safety checks

The overall aim of the scheme is to build equality and diversity into all processes and systems to ensure that equality work is embedded into our policies and service delivery procedures. This scheme identifies issues that we will be working on over the next few years. We will continue to work on our programme of Equality Impact Assessments (EIA) to improve services. We will also continue to work on meeting the requirements of the Equality Framework and have already identified “critical friends”, to help us to continue to improve standards and services.

Included in our Action Plan are the arrangements to continue to involve service users and employees to identify issues.

Groups developed already:-

- ✚ Diversity Champions
- ✚ Women’s Support Group
- ✚ Dignity at Work Group

These groups have been engaged already to improve services within HFRS. We will continue to report on these improvements on an annual basis along with the progress of the whole scheme.

THE CHALLENGES WE FACE

Humberside Fire Authority provides a fire and rescue service to the local authority areas of Kingston upon Hull, East Riding of Yorkshire, North Lincolnshire and North East Lincolnshire. The area is very diverse; over half the population live in market towns and rural locations, meaning that agriculture is a key part of the areas prosperity. In contrast the area also has large industrial and fishing towns that have grown around key ports and industry. Hull is the twelfth largest conurbation in England with over 50 different languages spoken.

Major industries include large petrochemical complexes, natural gas storage, shipping, pharmaceuticals and food production. Almost a quarter of the UK's seaborne trade passes through the ports. This means over 40,000 ship movements a year including 25% of the country's refined petroleum products. Cargo is moved via the road, rail, canal and river networks through the Humber area and onwards to all parts of the UK. Every year half a million people fly from Humberside Airport and major passenger ferries ship over a million people to the shores of Europe and beyond.

To meet these challenges our operational service is delivered through 31 fire stations, 12 Wholetime Duty System (WDS) and 19 Retained Duty System (RDS). We employ nearly 1300 staff of which 650 are WDS firefighters, nearly 350 are RDS firefighters, 31 are Control Room staff and 270 are professional, administrative and technical staff.

The delivery and improvement priorities in the Strategic Plan 2009-12 are:

- To prevent loss of life and injuries from emergency incidents
- To reduce risk in our communities
- To respond quickly and effectively to emergencies when requested
- Increasing our capacity for prevention activity
- Establishing new ways of working
- Continuing to develop our committed, flexible and skilled workforce

The total revenue budget for the Service in 2009/10 is £48.33 million, with an additional capital programme of £3.718 million.



Diversity Strands

Race

We continue to assess and monitor all the duties imposed by the Race Relations (Amendment) Act 2000 and we will meet the statutory duties imposed by the Scheme.

Gender

The Equality Act 2006 amends the Sex Discrimination Act 1975 to place a statutory duty on all public authorities. The duty came into effect in 2007 and includes discrimination in pay and everything that a public authority does including its employment functions and its services. The duty requires all authorities to;

-  Eliminate unlawful sex discrimination and
-  Promote equality of opportunity between men and women

Disability

At HFRS we are committed to ensure that disabled people should have equal opportunities to access the Service and employment opportunities. We shall continue to look at how we provide services and our recruitment process to ensure we are making improvements to meet the needs of disabled groups.

Age

HFRS is committed to the promotion of age diversity in the workplace and the provision of services that meet the needs of older people and younger people. The Community Strategy provides an example of the work we are doing to progress the age agenda, in terms of service delivery. HFRS is committed to the promotion of age diversity in the workplace and the provision of services that meet the needs of older people and younger people. The Community Strategy provides an example of the work we are doing to progress the age agenda, in terms of service delivery.

Religion and Belief

HFRS is committed to the promotion of good relations between people of all faiths and beliefs and to non discriminatory policies, practices and procedures. The Scheme shows how the Service intends to ensure that our service delivery and employment practices are appropriate and pay due regard to issues of faith and belief.

Sexual Orientation

We will continue to work with our LGBT groups and Stonewall to provide appropriate services to the LGBT community. We are committed to providing a work environment that embraces diversity and where all staff can be open about their sexual orientation. We will continue to meet the requirements of the Employment Equality (Sexual Orientation) Regulations 2003.

Gathering Information

Service users and employee information is captured and held on a number of systems within the Service. This includes the results of surveys, complaints, comments, monitoring forms etc. We understand that many people do not wish to disclose personal information, and this is understood, however, we can assure you that, Humberside Fire and Rescue Service, keeps information of this kind strictly confidential, and is only dealt with by a limited number of people in the organisation.

In March 2010 our service was made up as follows:

Women in Humberside Fire and Rescue Service

Table 1															
Operational Staff															
Wholetime		Retained Duty System		Total Firefighters			Fire Control			Support Staff			Total All Staff		
				Women				Women			Women			Women	
All	Women	All	Women	All	Number	%	All	Number	%	All	Number	%	All	Number	%
667	27	377	14	1044	41	4	32	23	72	275	167	61	1351	231	17

Firefighters by role and Gender

Table 2

Women								Men							
Brigade Manager	Area Manager	Group Manager	Station Manager	Watch Manager	Crew Manager	Fire-Fighters	Total Women	Brigade Manager	Area Manager	Group Manager	Station Manager	Watch Manager	Crew Manager	Fire-Fighters	Total Men
0	0	0	0	6	2	33	41	4	5	13	33	109	128	711	1003

Humberstone Fire & Rescue Service Staff by Ethnicity

Table 3

Operational Staff															
Wholetime		RDS		Total Firefighters			Fire Control			Support Staff			Total All Staff		
				BME						BME					
All	BME	All	BME	All	Number	%	ALL	Number	%	All	Number	%	All	Number	%
667	8	377	0	1044	8	0.76	32	0	0	275	2	0.72	1351	10	0.74

Firefighters by Role and Ethnicity

Table 4

Minority Ethnic Including "other white"								White							
Brigade Manager	Area Manager	Group Manager	Station Manager	Watch Manager	Crew Manager	Fire-Fighters	Total BME	Brigade Manager	Area Manager	Group Manager	Station Manager	Watch Manager	Crew Manager	Fire-Fighters	Total
1	0	1	1	4	2	16	25	3	5	12	32	111	128	728	1019

Support Roles

Table 5

Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	Area Manager	Principal Officer	Total
Male	10	1	6	22	13	18	17	2	6	3	4	0	3	1	2	108
Female	30	1	18	52	11	30	15	5	1	0	1	0	2	1	0	167
	40	2	24	74	24	48	32	7	7	3	5	0	5	2	2	275



Legal framework

Our plans for achieving equality and improving the management of diversity will take account of existing equality legislation, future amendments, corresponding codes of practice and case law. The Fire Authority and Service recognises its responsibilities in complying with equality legislation and is committed to ensuring that our local plans, priorities and the resources assigned to achieving them take due account of relevant legislation including:

Equal Pay Act 1970

Gives an individual right to the same contractual pay and benefits as a person of the opposite sex in the same employment, where they are doing like work or the same work.

The Health and Safety at Work Act 1974

Makes employers responsible for the health, safety and welfare at work of all their employees. Organisations are liable for the behaviour of their employees at work.

Sex Discrimination Act 1975

Applies to both women and men. It makes discrimination unlawful in employment, vocational training, education and the provision of facilities, services and housing.

Race Relations Act 1976

This takes the same form as the Sex Discrimination Act. It legislates against direct and indirect discrimination within certain areas. Under the Act, the Fire Authority must not discriminate on the basis of race.

Disability Discrimination Act (DDA) 1995

Aims to protect disabled people from discrimination in employment and access to goods, facilities and services. The Act prohibits “less favourable treatment” of disabled people in employment and in the provision of services. A duty to make “reasonable adjustments” in order to ensure access to goods and services came into force in October 2004.

Protection from Harassment Act 1997

This Act relates specifically to activities including stalking, harassment and fear of violence. Offences also include breach of an injunction or restraining order placed on a person who has been engaging in harassing behaviour. Harassment is defined as being deemed to occur when unwanted conduct related to racial or ethnic origin takes place with the purpose or degrading, humiliating or offensive environment.

The Human Rights Act 1998

This came into force in 2000. This incorporates the 18 articles of the European Convention on Human Rights into UK law. Seven articles have implication for the provision of public services and function.

- ✚ **Article 2:** Everyone has the right to life.
- ✚ **Article 3:** No-one shall be subjected to - degrading treatment.
- ✚ **Article 5:** Everyone has the right to – security of person.
- ✚ **Article 8:** Everyone has the right to respect for their private and family life, home and correspondence.
- ✚ **Article 9:** Everyone has the right to freedom of thought, conscience and religion... subject only to such limitations as are prescribed by law and are necessary in a democratic society in the interest of public safety, public order, health, morals or the freedoms of others.
- ✚ **Article 14:** Prohibition on Discrimination. The enjoyment of the rights and freedoms set forth in the convention shall be secured without discrimination on any ground such as sex, race, colour, language, religion, political or other opinion, national or social origin association with a national minority.

Sex Discrimination (Gender Reassignment) Regulations 1999

Aims to protect transsexual people from discrimination in pay, employment and vocational training.

Disability Rights Commission Act 1999

Set up the Disability Rights Commission and established its remit and responsibilities.

Race Relations (Amendment) Act 2000

Places a positive duty on public bodies to promote race equality. Previous legislation on gender, race and disability had focused only on preventing discrimination. The Fire Authority is now required by law to:

- ✚ Eliminate unlawful discrimination
- ✚ Promote equal opportunities
- ✚ Promote harmonious relations between people of different cultural groups

Special Educational Needs and Disability Act (SENDA) 2001

Established legal rights for disabled students in pre- and post – 16 education.

Employment Equality Regulations 2003 (Sexual Orientation):

Makes it unlawful for employers to discriminate on the grounds of (perceived) sexual orientation. Sexual orientation is defined as orientation towards the same sex, both sexes or the opposite sex.

Employment Equality Regulations 2003 (Religion/Belief)

Makes it unlawful for the employer to discriminate on the grounds of (perceived) religion or belief. This covers discrimination on the basis of any religion, religious belief or similar philosophical belief.

Gender Recognition Act 2004






The Act introduces a mechanism whereby transgender people can apply for legal recognition in their acquired gender.

Civil Partnership Act 2004

Allows for a new form of legal relationship which may be formed by two people of the same sex. Civil partnership is of similar seriousness and commitment as civil marriage and has been created in order to provide same-sex couples with a means of having their relationship legally recognised if they wish.

Disability Discrimination (DDA) Act 2005

This is the Government's final step towards fulfilling its pledge to extend rights and opportunities for disabled people. It builds on other legislative steps already in place, including the setting up of the Disability Rights Commission, and includes measures to amend the DDA 1995 in areas such as the definition of disability, premises and private clubs. It places a duty on public authorities to actively promote disability equality. The Fire Authority and Service is now required by law to:

-  Eliminate unlawful discrimination
-  Promote equality of opportunity between disabled person and others
-  Eliminate disability related harassment
-  Promote positive attitudes towards disabled people
-  Encourage participation by disabled people in public life

Employment Equality Regulations (Age)

Became law in December 2006, and outlawed discrimination on the grounds of age. This is likely to herald substantial change, for example compulsory retirement at 65 may be abolished. This coincides with the apparent need in the national economy to address the problem of providing adequate pensions.

Equality Act 2010

On 8 April 2010 the Equality Act received Royal Assent after completing its parliamentary process on 6 April when MPs approved all the Lords amendments. The existing discrimination laws (The Sex Discrimination Act, Race Relations Act, Disability Discrimination Act etc) will be repealed and the main provisions of the Equality Act will become law in October 2010.

Equality Impact Assessments (EIA)

Fairness and equality for everyone which includes employees and service users is no longer an aspiration but an expectation. To achieve this Humberside Fire & Rescue Service need to know how well its policies and procedures are working in practice. Equality Impact Assessments are a systematic way of finding out whether a proposed policy or Fire Authority activity affects different groups of people in different ways. Examples are:

- ✚ Any service we provide
- ✚ Any policy we implement
- ✚ Any strategy we write
- ✚ Any procedure we follow

The primary function of the EIA should be to determine the extent of differential impact upon the relevant groups and in turn whether that impact is adverse, that is whether it has a negative impact on groups or individuals in relation to one or more of the equality categories (gender, disability, sexual orientation, age religion/belief, offending past transgender, people with dependants). In the light of this assessment, if it is decided that the policy has an adverse impact, the Service must consider alternative policies which more effectively achieve the promotion of equality of opportunity or measures which might be employed to reduce or remove the adverse impact.

The processes involved in conducting and EIA should not be looked on as an end in themselves. Instead, it should be borne in mind that the aim of the assessment is the promotion of equality of opportunity and thus the outcomes of the EIA are of primary concern.

All new policies, plans, procedures and initiatives will be assessed during their development to ensure there is no adverse impact on particular Group. Humberside Fire and Rescue Service will consult with relevant groups over impact of policies relevant to them.

All completed EIA's will be available on the website and reported to Senior Management (PAG) at regular intervals.

Equality Framework for Local Government

Since 2001 the Equality Framework for Local Government has helped local authorities like HFRS make real progress in mainstreaming equality. Under the old standards any authority would be assessed under different levels from 1 – 5. The new standard has built on that work and as added new features to ensure equality is reaching the heart of our communities.

It is now based on three levels of achievement:

- ✚ Level One of the Equality Framework is termed as developing
- ✚ Level Two of the Equality Framework is termed as achieving and is subject to peer review.
- ✚ Level Three of the Equality Framework is termed as excellent and is subject to peer review.

The peer review for the achieving and excellent levels consists of two parts:

- ✚ A review of peers of the Fire Authority's self-assessment document, including supporting documentary evidence.
- ✚ A two-day on-site by peers to conduct interview and focus groups with employees, members and other stakeholders.

The commitments made in each level of the Equality Framework translate into action in five substantive areas:

- ✚ Knowing your community – equality mapping
- ✚ Place shaping, leadership, partnership and organisational commitment
- ✚ Community engagement and satisfaction
- ✚ Responsive services and customer care
- ✚ A modern, diverse and reflective workforce

Migrating achievements from the Equality Standard to the Equality Framework

Authorities that have reached levels 1 and 2 will be treated as developing. Those at level 3 will be treated as achieving. Those at level 4 will be classified as moving towards excellence and those at level 5 as excellent. HFRS will be migrated across to developing and hope to be classified as "Achieving" by 2011.

Consultation

HFRS would like to thank the following people who have helped to shape the Single Equality Scheme and Action Plan:

Humberside Police Authority

Cumbria Fire and Rescue Service

Gender Shift

Hull LGBT Forum

Opportunity Now

East Riding of Yorkshire Council



Single Equality Scheme Action Plan



HUMBERSIDE
Fire & Rescue Service

Safer Communities Safer Firefighters

Link to HFRS Plans	REF	Specific Action	Task	Measurable Outcome	Equality Strand	Key Department Lead	Target Date
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SEF 1.15, 1.16 EDS Priority 3	SES 1	To reduce specific risks of fire emergencies across the age spectrum.	To use profiling information on specific groups to target risks and implement actions to reduce these risks.	Outcome will be reported annually.	Age	Sharon Pegg Mark Rhodes Daryl Oprey	June 2010
SEF 1.17 EDS Priority 3	SES 2	Improve service delivery to older people.	Identify risks, prevention methods and ways of communicating to this group.	Outcomes will be reported annually.	Age	Sharon Pegg Mark Rhodes	December 2010
SEF 1.19, 1.20,1.21 EDS Priority 3 and 4 KLOE 3.3.5.2 3.3.5.5	SES 3	Improve employment opportunities for older and younger people.	We will ensure that all age groups have equal access to recruitment, training and promotion opportunities where possible.	Increased diversity in workforce across age spectrum.	Age	David Willingham	April 2011
SEF 1.16 EDS Priority 3 and 4 KLOE 3.3.5.2	SES 4	Increased diversity in workforce across age spectrum.	Implement engagement strategy across the age spectrum.	Good relationships will enable HFRS to consult and identify gaps in	Age	Sharon Pegg	December 2010

SES – Single Equality Scheme

POD – Personal and Organisational Development Strategy

SEF – Single Equality Framework

*Targets for high risk groups are available from each of the four CPU

KLOE – Key Lines of Enquiry

EDS- Equality and Diversity Strategy 2008-2018

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3.3.5.5				service.			
SEF 1.20 EDS Priority 3	SES 5	Improve service delivery to younger people.	1.Deliver fire education to schools and other school age groups. 2. Continue to support schools on their career days to offer and help and advice on careers within HFRS.	1.Establish yearly targets for presenting fire safety education to ensure we reach more young people. 2. Yearly School target 10 for 2010.	Age	Mark Rhodes Sharon Pegg David Willingham	December 2011
SEF 1.21, 1.22, 1.23 POD 2.1.4 EDS Priority 4 KLOE 3.3.5.2 3.3.5.5	SES 6	To promote fair employment and staff welfare.	1.Incorporate behaviours standards into PDR documents. 2.Identify workforce planning actions/timescales for progress of minority staff into timescales. 3. Develop	1.Delivery of the Core Values of the Service 2.Clear understanding of gaps – which will help deliver positive action agenda. 3. Assist in	All	Sharon Pegg Tony Grayson David Willingham Daryl Oprey	December 2010

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			workforce profile to identify gaps and targets.	workforce planning.			
SEF 1.8 POD 2.1.3 3.1.1 EDS – Priority 1, 2 and 5 KLOE 3.3.5.0 3.3.5.5	SES 7	Promote organisational culture changes valuing innovation, creativity and diversity.	1.Host events to share best practice across HFRS. 2.Support regional collaboration on equality and diversity.	1. Improve services. 2. Forging strong relationships to diversity objectives. 3.Establish and embed roles for Diversity Champions.	All	All members of CMT PAG Sharon Pegg	June 2010
SEF 1.1 POD 2.1.2 EDS Priority2 KLOE 3.3.5.0 3.3.5.5	SES 8	To raise awareness of equality and commitment to the Core Values.	Training on Equality and Diversity. 1.Managing diversity within the workforce. 2.Inductions. 3.Chief Fire Officers and members commit publicly to the Core Values.	1. New training programmes developed on Equality and Diversity to meet the Services needs. 2.Review of induction programmes 3.Increase communication of Core Values.	All	All members of CMT PAG	December 2010

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SEF 1.9 POD 2.1.2 3.1.1 EDS Priority 1,2,3,4 and 5 KLOE 3.3.5.5.	SES 9	Develop a Cultural Audit.	To provide a baseline of information to provide a benchmarking.	1.Report on annually. 2.Develop a programme to reinforce the Services Core Values.	All	Sharon Pegg Tony Grayson David Willingham Daryl Oprey	December 2010
SEF 1.29 POD 1.1.3 1.2.2 EDS Priority 1,2 and 4 KLOE 3.3.5.5	SES 10	Review of current PDR/Appraisal.	Improve service delivery and improve employee expectation.	1.Report on annually. 2.The Service can demonstrate robust performance management are in place to deliver outcomes.	All	Tony Grayson	July 2010

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SEF 1.11 POD 2.2.5 EDS Priority 1,2,3 and 5 KLOE 3.3.5.0 3.3.5.5	SES 11	Review current Equality Impact Assessment (EIA) process.	1.Design a plan of EIA's to be reviewed until 2013. 2. Design a new form and monitoring system. 3. EIA training programme.	1.Report on progress each year. 2.Report on positive outcomes from the use of EIA 3.Display on Website.	All	Sharon Pegg	April 2010
SEF 1.13, 1.18 EDS - Priority 1, 3 and 5 KLOE 3.3.5.0 3.3.5.5 3.3.5.6	SES 12	Ensure IRMP is considering equality and diversity in its current plans.	1.IRMP considers the needs of the whole community. 2. There is arrangement in place to review implementation of IRMP.	1.Community profiling information is used to direct service streams and deliver outputs. 2.Partnership's share information regarding local community needs. These are reviewed and prioritised regularly in the light of changing community	All	Sharon Pegg Mark Rhodes Daryl Oprey	Feb 2011

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			3.The service has an understanding of its local communities which informs and influences the plan.	needs and interests. 3.Consultation is in place with evidence of customers making a difference to HFRS.			
SEF 1.2.2 POD 2.1.5 EDS – Priority 1,4 and 5	SES 13	Monitor and review the effectiveness of existing equality and diversity training across the Service. Develop further programmes to meet service needs.	1.Review legal requirements to meet Service needs. 2. Use community profiling to meet equality and diversity needs for Services delivery. 3.Use information from cultural audit.	1.Workforce monitoring. 2. Evaluation of courses. 3. Outcomes of cultural audit.	All	Sharon Pegg Tony Grayson David Willingham	Review annually January 2011

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SEF 1.14,1.17 EDS – Priority 4 KLOE 3.3.5.2	SES 14	Continue to support people who become disabled in their employment with HFRS.	1.Ongoing monitoring process. 2.Report to Job Centre Plus on progress e.g. Two Ticks Symbol.	1.Report on annually. 2.Evidence of work place adjustments made.	Disability	Sharon Pegg David Willingham Lynda Pockley	Review annually December 2010
SEF 1.14,1.15 EDS – Priority 3	SES 15	Develop working relationships with organisations representing disabled people.	1.Support disabled groups in the area. 2.Develop a consultation process.	Report on annually.	Disability	Sharon Pegg	December 2010
SEF 1.19,1.20 1.21 EDS – Priority 3 and 4 KLOE 3.3.5.0 3.3.5.5	SES 16	Develop a comprehensive policy to promote disability within the workforce.	1.Develop workforce data 2. Develop awareness programme.	Report on progress annually.	Disability	Sharon Pegg David Willingham Lynda Pockley	January 2011
SEF 1.19,1.20, 1.21 POD 1.2.2 EDS – Priority 4 and 5 KLOE 3.3.5.0 3.3.5.5.	SES 17	Review selection and assessment processes to ensure disabled candidates can perform to their best.	1.Awareness training for all employees who are involved in recruitment. 2.Monitor	Report on progress annually.	Disability	David Willingham Lynda Pockley Sharon Pegg	April 2011

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			current process to ensure adjustments if required are made. 3.Continue to review current standards to ensure best practice is being implemented.				
SEF 1.17 EDS – Priority 3	SES 18	Promote disability equality in procurement and contracts.	1. Identify actions to ensure equality in contract compliance and to enable organisations run by disabled people for contracts with HFRS. 2.Training for staff dealing with contracts.	Report on annually	Disability	Procurement	April 2011

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SEF 1.19 EDS – Priority 1,3 and 4	SES 19	Identify disability inequality issues to Senior Management Team.	Ongoing audit process.	1.Report on any findings 2.Equality Impact Assessment reviews	Disability	Sharon Pegg	April 2011
SEF 1.7 EDS – Priority 2	SES 20	Ensure HFRS is compliant with DDA Legislation.	Raise awareness of DDA Legislation to key managers.	Report on annually.	Disability	Alison Jarvie	December 2010
SES 1.14 EDS – Priority 3	SES 21	Improve service delivery to disabled people.	Develop risk profile and strategy for reducing risks of fire and emergencies for disabled people, groups and communities across Humberside.	1.Progress will be monitored with tangible outcomes and reported annually. 2.Consultations held with disabled people and all organisations working on behalf of disabled people will be recorded	Disability	Sharon Pegg Mark Rhodes	December 2010

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				and actions arising will be reported on an annual basis.			
SEF 1.3 EDS – Priority 5	SES 22	Break down barriers on communications.	Continue to explore and review different formats of communications available.	Consultation to be held with disabled groups and agencies to ensure we are continuing to improve our ways of communication.	Disability	Sharon Pegg Alan Maltby	December 2010
SEF 1.32 POD 2.1.5 EDS Priority 3	SES 23	Promote and educate transgender awareness to colleagues.	1.Work with transgender groups to identify gaps in policy and service standards. 2.Deliver awareness sessions.	1. Develop a consultation panel from the transgender community. 2.Report on any specific areas of change due to consultation.	Gender	Sharon Pegg	April 2010

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SEF 1.19 POD 1.2.2 EDS - Priority 3, 4 and 5 KLOE 3.3.5.2 3.3.5.5	SES 24	Support female staff in the Service.	1.Launch and develop a female support group following consultation. 2.Identify issues and barriers faced by women.	1.Report on issues identified to Senior Management. 2.Report on changes made to policy following consultation with the group. 3. Promote the improvements this group has made to the Service.	Gender		April 2010
SEF 1.24 POD 2.1.4 EDS – Priority 4 and 5 KLOE 3.3.3.3	SES 25	1.Review flexible working facilities within the Service and ensure these are family and carer friendly.	1.Research best practice. 2.Identify new flexible working arrangements to attract women into the Service.	Report on flexible working arrangements annually.	Gender	Sharon Pegg David Willingham Daryl Oprey	April 2011

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SES 1.22 POD 2.1.4 EDS Priority 4 KLOE 3.3.5.2 3.3.5.5	SES 26	Continue to promote the role of fire fighter to women.	1.Project group to identify issues faced by women (link into women's support group). 2. Regularly review how we advertise for attract and retain diverse workforce. 3.Review recruitment process - identify issues faced by women. (Link into SES 25.)	1.Report on issues and barriers identified and report on changes annually. 2. Monitor and review workforce statistics publish annually. 3.Target to recruit women into fire fighters roles 18% by 2013. (Measure as at March 2010 – 3.9%.)	Gender	Sharon Pegg David Willingham Tony Grayson	April 2011
SEF 1.30 POD 1.2.2 2.1.4 EDS – Priority 2,3,4 and 5 KLOE 3.3.5.2	SES 27	Continue to promote a diverse workforce within HFRS with a specific focus on junior/middle and senior	1.Monitor workforce statistics. 2.Review leadership programmes in place.	Results published annually.	Gender	Sharon Pegg David Willingham Tony Grayson Daryl Oprey	April 2011

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3.3.5.5.		positions.					
SEF 2.25 Pod 2.2.4 EDS – Priority 4 KLOE 3.3.5.0 3.3.5.5	SES 28	Promote equal pay within the Service.	Audit gender pay gaps within HFRS.	Report on annually.	Gender	Sharon Pegg David Willingham	April 2011
SEF 1.7 EDS – Priority 3 and 4 KLOE 3.3.5.0 3.3.5.5	SES 29	Ensure facilities fits the needs of all gender requirements.	1.Review facilities to ensure dignity for all. 2.Continue to work with the Dignity at Work Group to help identify further issues.	Report on annually.	Gender	Sharon Pegg Alison Jarvie	April 2011

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SEF 1.17 EDS Priority 1,2 and 4	SES 30	Identify gender equality issues to Senior Management.	Ongoing audit process.	Report on annually regarding progress.	Gender	Sharon Pegg Alison Jarvie Daryl Oprey	April 2011
SEF 1.16 POD 2.1.4 EDS – Priority 4 KLOE 3.3.5.2 3.3.5.5	SES 31	Continue to promote the role of fire fighter to BME communities.	1.Demonstrate how profiling information is used to target specific BME groups. 2.Regularly review how we advertise recruitment, attract and retain a diverse workforce. 3.Work with specific BME groups across Humberside, to increase knowledge and break down barriers.	1.Increased diversity of workforce year on year by 1% (in line with BME population). Stretch target 2.5% year on year (in line with CLG targets). 2.Results published annually. Achievement of 10% by 2013. (Measure of 0.74% as at March 2010) 3. Increase applications from BME by 1% year on year.	Race	Sharon Pegg David Willingham	Review 2011

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				(Measure of 5.2% as at March 2010)			
SEF 1.19 POD 2.1.4 EDS Priority 4 KLOE 3.3.5.2	SES 32	Continue to promote a diverse workforce within Humberside Fire and Rescue with a specific focus on junior/middle and senior management positions.	1. Monitor workforce statistics. 2. Leadership programmes in place.	Results published annually	Race	Sharon Pegg David Willingham Tony Grayson	April 2010
SEF 1.16 EDS – Priority 4	SES 33	Develop working relationships with organisations representing the interests of BME Community members.	1. Strengthen relationships with partners within the Humberside Region. 2. Establish stronger relationships with voluntary	1. Results published annually. 2. Develop a consultation body to help advice on service	Race	Sharon Pegg Mark Rhodes	May 2010

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SEF 1.13, 1.12 EDS – Priority 4	SES 34	Identify ways of communicating with different BME Community Groups. Increase formal consultation with BME communities.	group's charities. 1. Monitor the use of translation services. 2. Explore the use of different communication methods. 3. Translation key on website. 4. Develop a formal consultation process amongst our BME.	delivery. 1. Produce statistical information. 2. Benchmark best practice amongst Partners within the region. 3. Implement translation key on website and monitor usage. 4. Actively promote who we have consulted with and how this has made an impact.	Race	Sharon Pegg	Review December 2010
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SES 1.24 EDS – Priority 4	SES 35	Identify race inequalities issues and report on these to Senior Management.	On going audit process.	1.Report on any findings. 2.Equality Impact Assessment reviews.	Race	Sharon Pegg	Review date April 2011
SEF 1.32 POD 1.2.2 2.1.4 EDS - Priority 4 KLOE 3.3.5.2 3.3.5.5	SES 36	Support BME employees in the Service and promote the role of firefighter to BME communities.	1.Develop a support group and formal consultation process for colleagues. 2.Work with specific BME groups to promote the role of firefighters.	1.Feedback received from staff groups – report on annually. 2.Report on workforce statistics annually. 3.Report on learning from working with BME communities. 4. Increase applications for employment from BME	Race	Sharon Pegg Tony Grayson David Willingham	April 2011

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				communities to at least 6%.			
SEF 1.4 EDS – Priority 3	SES 37	Promote race equality in procurement and contracts.	1. Identify action to ensure race equality in contract compliance and to enable organisation run by BME people to compete for contracts with HFRS. 2. Educate and promote colleagues dealing with contracts.	Report on annually.	Race	Sharon Pegg	April 2011
SEF 1.19, 1.21 EDS – Priority 3 and 4 KLOE 3.3.5.2 3.3.5.5	SES 38	Ensure equality in employment of people of different faiths.	To ensure staff understand through training or guidance customs relating to different	Ensure employees Continue to receive awareness training on	Religion and Belief	Mark Rhodes Sharon Pegg Tony Grayson	September 2010

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			faiths that may cause fire risks.	different faiths.			
SEF 1.18,1.22,1.30,1.32 EDS – Priority 2	SES 39	Increase staff awareness of different religions/beliefs.	1.Ongoing training. 2.Support local events.	1.Report annually	Religion and Belief	Sharon Pegg Tony Grayson	December 2011
SEF 1.14 EDS – Priority 3 and 4	SES 40	Ensure facilities are available and can cater for staff and visitors who would like to pray.	1.Ensure any new builds or stations being refurbished have facilities to cater for all needs. 2.Ensure religious observance through dress for staff is accommodated where possible. 3.Review catering arrangements to	1.Build into annual review of station facilities. 2.Ensure actions are linked to the Dignity at Work Group. 3.Awarness training.	Religion and Belief	Sharon Pegg Alison Jarvie Daryl Oprey Tony Grayson	May 2010

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			ensure there is a choice to cater for religious observance.				
SEF 1.17,1.18,1.32 EDS – Priority 3	SES 41	Continue to support local and regional LGB groups.	Attend external meetings and support local events.	Stronger links will help to improve service delivery.	Sexual Orientation	Sharon Pegg Daryl Oprey	Review April 2011
SEF 1.20, 1.23 EDS – Priority 3	SES 42	Increase staff awareness of LGB issues.	Develop and support staff understanding of equality issues as they relate to LGB communities.	Build confidence of staff and managers around engagement.	Sexual Orientation	Sharon Pegg David Willingham Tony Grayson	Review April 2011
SEF 1.18 POD 2.1.5 EDS – Priority 5 KLOE 3.3.5.5	SES 43	Develop links with Stonewall.	1.Use Stonewall for best practice methods. 2.Take place in the Stonewall Index.	Progress will be monitored and reported annually.	Sexual Orientation	Sharon Pegg	Review April 2011

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SEF 1.15, 1.16 EDS – Priority 3	SES 44	To promote equality in relation to Sexual Orientation in employment and service delivery.	Develop support groups for HFRS staff. This may mean engaging with other partners for support.	1. Use group to voice issues and how we can improve service delivery.	Sexual Orientation	Sharon Pegg	Review April 2011
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