

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	POLICY AND RESOURCES COMMITTEE		
DATE:	13 DECEMBER 2018	REPORT NO:	CFO/070/18
PRESENTING OFFICER	CHIEF FIRE OFFICER		
RESPONSIBLE OFFICER:	DEB APPLETON	REPORT AUTHOR:	WENDY KENYON
OFFICERS CONSULTED:	ED&I STEERING GROUP AND ACTION PLAN OWNERS		
TITLE OF REPORT:	EQUALITY, DIVERISTY & INCLUSION ACTION PLAN 2017-2020, FUNCTIONAL PRIORITIES 2018/19, QUARTER 1 & QUARTER2		

APPENDICES:	APPENDIX A: EQUALITY, DIVERSITY & INCLUSION ACTION PLAN 2017-2020, FUNCTIONAL PRIORITIES 2018/19
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Purpose of Report

1. The purpose of the report is to provide Members with :
 - a. An update on the progress of the Equality, Diversity & Inclusion (ED&I) Action plan for 2018.

Recommendation

2. That Members review the progress made against the ED&I Action Plan -Year 2 – Q1 and Q2 and provide comment on the progress made.

Introduction and Background

3. The ED&I Action Plan was first introduced in April 2013, to help MFRA to monitor progress in relation to its long term Equality and Diversity objectives, to ensure compliance with the Equality Act 2010 and the Public Sector Equality Duty (PSED) and to reflect the fact that ED&I has been delivered across all Functions of the Organisation.
4. A new plan was developed for 2017-2020 which is aligned to the Authority's Integrated Risk Management Plan and linked to the Authority's new Equality Objectives.

Progress

5. Appendix 1 includes updates for the 53 priority areas under the heading “Quarter 1 & 2 update” where there has been activity delivered. Progress has been made against 39 (in amber) priorities, 8 (in green) have been fully completed and 6 (in red) have not yet commenced. Members should note that the actions will be delivered over the life of the action plan and as such the report does not necessarily reflect the amount of resources and time taken to achieve and deliver the actions, which will need to be considered when scrutinising the progress.
6. Some actions can be delivered very quickly and others could take months, or even years, to be fully implemented. The following sections (a to i) include highlights of the work undertaken by our staff and volunteers in delivering against the Action Plan and our five Equality Objectives this period:
 - a. In May, ahead of this year’s Ramadan period, the Authority held a targeted fire safety campaign, providing residents with tailored fire safety advice in the Birkenhead and Tranmere ward. This area of Birkenhead has an increasing Muslim population and so the campaign focused on a small area surrounding two Mosques, the Wirral Islamic Cultural Centre in Whetstone Lane and the Wirral Deen Centre, Borough Road. The morning’s campaign saw fire crews deliver 48 HFSC’s, engage with 14 Muslim families, and deliver 224 bespoke leaflets, including to properties where Muslim families are known to live. It was also arranged for the crew from station 21 (Birkenhead) to visit the Mosque on Whetstone Lane the following week to deliver further fire safety leaflets to the congregation following lunchtime prayers.
 - b. Mental health training is now embedded within the Prince’s Trust programmes. This ensures that all young people taking part in the programme are fully supported and all leaders are equipped with mental health first aid knowledge.
 - c. Reasonable adjustment support has been identified and delivered on two of the last four recruit courses. Particularly around time allowed for Dyslexia and for Dyslexia assessments. Collaborative working between the Training and Development Academy, the People and Organisational Development Department and the Diversity team has ensured that people have been given appropriate levels of support to mitigate any disabilities they have declared.
 - d. The number of male Control Operators has increased this year from two to four. Positive Action is considered important in recruitment to Control roles to improve the gender balance within this traditionally female area of the organisation and ensure that boys and men see a career in Control as appropriate for them in the future.
 - e. CRM staff have completed Level 2 Safeguarding training and Safeguarding Awareness is now being delivered to operational staff.

- f. Work is continuing with the 'Engaging with Diverse Businesses' project following the conference organised by MFRA in 2015, to look at how Fire & Rescue Services engaged with diverse business owners around the importance of fire legislation. Progress has been made in the development of five case studies describing how Fire and Rescue Authorities (FRA's) are engaging with diverse business communities to ensure that the Fire Safety messages are being delivered in a way that supports their understanding. The five case studies are from Merseyside Fire and Rescue Authority (MFRA), Greater Manchester Fire and Rescue Service (GMFRS), Kent FRA, Cornwall FRA and West Midlands FRA. There has been good progress made in the research being conducted by GMFRS and a platform for the project has been identified within the National Fire Chief's Council (NFCC) Facebook Workplace site. The next stage will be to gain further funding for the development of a toolkit that all Services can use to improve their Protection related engagement with diverse businesses and to set a date for a follow-on conference where the research can be shared with the sector.
- g. MFRA has identified a fully inclusive communication package called 'Recite me'. The package can be added to the new website (which is currently in development) and intranet Portal and will ensure the new they are fully accessible with read-aloud functions, the ability to change font size and colour as well as translation facilities for over 50 languages.
- h. All MFRA policies have been reviewed to ensure that they support staff if they have the responsibility of caring for a family member who may be disabled, or suffering from a long term illness, including dementia. The People and Organisational Development function are considering how to gain information about the number of staff affected by Dementia and this may take the form of an online survey. The Herbert Protocol, (the vulnerable adults missing persons profile) has now been embedded in the delivery of Safe and Well visits. The Protocol is a national scheme which encourages carers, family members and friends to compile useful information which could be used in the event of a vulnerable person going missing, such as medication required, mobile numbers, places previously located, a photograph etc. In the event of your family member or friend going missing, the form can be easily sent or handed to the police to reduce the time taken in gathering this information.
- i. MFRA staff have commenced work with the Liverpool Football Club Foundation and Everton in the Community Blue Base. Both organisations work with groups of young adults from a wide range of backgrounds and protected groups from across Merseyside. Monthly engagement sessions on road safety and water safety are using new technology such as virtual reality, to engage with younger and older age groups. It is also possible to use "SATSAFE", which is "black box" telematics technology that can be used to analyse senior road users

driving styles, to help evaluate and deliver specific driver training to improve road safety.

Equality and Diversity Implications

7. This report focuses on Equality, Diversity and Inclusion progress, the implications of which are critical to MFRA maintaining its legal duty under the Equality Act 2010- Public Sector Equality Duty and working towards the achievement of the LGA Equality Excellence framework.

Staff Implications

8. Staff have been integral to the creation of this report through a number of processes including attending planning meetings, attending the Equality, Diversity and Inclusion Steering Group, and providing regular written communication updates.

Legal Implications

9. The Equality and Diversity report demonstrates the work that is being conducted to meet the Equality Act 2010 and Public Sector Equality Duty requirements.

Financial Implications & Value for Money

10. There are no direct financial implications arising from this report.

Risk Management, Health & Safety, and Environmental Implications

11. There are no risk management, health and safety or environmental implications arising from this report.

Contribution to Our Mission: *Safer Stronger Communities – Safe Effective Firefighters*

12. Delivering services in a way that meets Equality, Diversity and Inclusion legal duties and best practice is essential for a public sector organisation. This report contributes to demonstrating how we make our diverse communities safer and stronger and how MFRA supports the needs of our staff in relation to their protected characteristics.

BACKGROUND PAPERS

GLOSSARY OF TERMS

AGI	Advice, Guidance & Information
BSL	British Sign Language
C&PY	Children & Young People
CLGA	Communities and Local Government Association
DAG	Diversity Action Group
SEG	Strategic Equalities Group
E and D	Equality and Diversity
ED&I	Equality, Diversity & Inclusion
FRS	Fire & Rescue Service
HFSC	Home Fire Safety Check
JCC	Joint Control Centre
KLOE	Key Line of Enquiry
LGA	Local Government Authority
MFRA	Merseyside Fire & Rescue Authority
MFRS	Merseyside Fire & Rescue Service
NFCC	National Fire Chiefs Council
NJC	National Joint Council
NWAS	North West Ambulance Service
PSED	Public Sector Equality Duty
SEG	Strategic Equality Group
SMG	Strategic Management Group