

MERSEYSIDE FIRE AND RESCUE AUTHORITY

PERFORMANCE REPORT TO THE PERFORMANCE AND SCRUTINY COMMITTEE

21 MAY 2015

SUBJECT: EQUALITY AND DIVERSITY (E AND D) ACTION PLAN 2013-16 QUARTER 3 AND QUARTER 4 PROGRESS REPORT FOR YEAR TWO ACTIVITY WITH YEAR END STATUS

REPORT NUMBER: [CFO/037/15](#)

APPENDICES:

APPENDIX 1: EQUALITY AND DIVERSITY ACTION PLAN 2013-16: YEAR 2 STATUS REPORT Q3 AND Q4 ACTIVITY

APPENDIX 2: EQUALITY OBJECTIVES PROGRESS FOR 2014/15 Q3 AND 4

REPORTING OFFICER: DEPUTY CHIEF FIRE OFFICER

RESPONSIBLE OFFICER: DEB APPLETON
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OFFICERS CONSULTED: STRATEGIC EQUALITY GROUP MEMBERS AND DIVERISTY ACTION GROUP MEMBERS

Purpose of Report

1. The purpose of the report is to provide Members with an update on the Quarter 3 and 4 progress with the Equality and Diversity (E&D) Action Plan 2013 -16 for all Year 2 Actions.

Introduction and Background

2. The E&D action plan was first introduced in April 2013 to help MFRA to progress its long term Equality and Diversity Objectives, monitor progress and

to ensure compliance with the Equality Act 2010 and the Public Sector Equality Duties (PSED).

3. This report provides an opportunity to reflect on the progress made in relation to year two (2014-15), specifically Quarters 3 and 4.
4. All members of staff with a responsibility for delivering actions have actively engaged, providing narratives and information on the status of their actions using the Strategy and Performance Project workbook system. Further updates have also been sought through individual meetings and the Diversity Action Group (DAG) meeting on 23rd March 2015.

5. Progress

A summary of the activity for each Function/Department for Quarter 3 and 4 using the Red, Amber Green (RAG) system is provided in Appendix 1. The report provides a high level summary of numerical and written narrative on progress made for each Service Function. Members should note that the report does not necessarily reflect the amount of resources and time needed or taken to achieve the actions and this will need to be considered when scrutinising the progress made/not made by each Department. The report provides an update on E and D provided by each District Prevention Manager and each is an individual account of their priorities and activities that have taken place during Quarter 3 and 4 to support the E and D action plan.

6. Summary of performance against the E and D action Plan for Year 2 is as follows:
 - **Total Actions planned for year 2 : 44**
 - **Green:** 32 activities/actions have been completed or are year 2/3 action which are in progress and on target for completion during year 3
 - **Amber:** 12 activities/actions are now in progress and will be carried forward into Year 3 for completion
7. MFRA has been commended externally through a number of assessments of our work. External Assessments are an important part of our governance and scrutiny and help us to measure our progress against our Equality and Diversity agenda and action plans.
8. Two awards are worthy of noting, the first being the Asian Fire Service Association (AFSA) National FRS award for Positive Action work. This award was given to MFRA for its commitment to Positive Action with its recent firefighter recruitment.
9. The second is the recent award of the Matrix standard to the Youth Engagement team, where Equality and Diversity was highly commended as being integral and embedded across all aspects of the youth programmes delivered at MFRA.

10. Members should note that work will commence during May and June on the development of our second E and D annual report of achievements. This will focus on significant achievements and projects delivered during year 2 and will also include case studies from across each district showing how E and D has been embedded in Fire and Rescue service delivery.
11. An update on the position against the 5 Equality Objectives for Year 2 is contained in Appendix 2. The report shows progress against the targets set for achievement by 2017 and provides a short narrative to explain what has supported the achievements so far.

Equality and Diversity Implications

12. This report focuses on Equality and Diversity progress, implications of which are critical to MFRA maintaining its legal duty under the Equality Act 2010 – Public Sector Equality Duty and special duties.

Staff Implications

13. There are no direct staff implications contained within this report.

Legal Implications

14. The report supports work towards meeting the Public Sector Equality Duty and Special duties.

Financial Implications & Value for Money

15. **E and D Action Plan point 8** contained in Appendix 1 - relates to a MFRA Access audit. It should be noted that this work **may** identify further cost implications for Estates budgets which may need to be factored into future spending and budgets to make services accessible and inclusive for disabled people as set out within the Equality Act 2012. Initial budgets have been set aside for the immediate work arising from the Audit.

Risk Management, Health & Safety, and Environmental Implications

16. E&D action point 8 relates to completing an access audit of MFRS buildings and car parks, this particular action is critical to the health and safety of disabled people.

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

17. Delivering services in a way that meets Equality and Diversity legal duties is essential. Delivering services to meet the needs of diverse communities is
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essential. This report provides further information about the work being done across all MFRA functions to meet our PSED.

Recommendation

18. That Members are asked to read the report and provide feedback on the level of progress made in Q3 and 4 and during the year.

BACKGROUND PAPERS

GLOSSARY OF TERMS

DAG – Diversity Action Group
DCM – Diversity and Consultation Manager
DPM – District Prevention Manager
E and D – Equality and Diversity
HFSC – Home Fire Safety Checks
SEG – Strategic Equality Group