

EQUALITIES, DIVERSITY & FAIRNESS STEERING GROUP MEETING

FRIDAY 27 JANUARY 2006

10:00PM – CLASSROOM 1

Present: A Hughes – ACO
Hilary Brown – HRM
Councillor J Cole – P & T Cmtte
Pete Evans – E & R Unit
Nusrat Sattar – E & R Unit
Jack Burton – E & R Unit
Leanne Brown – E & R Unit
Geoff Crossley – Ops
Warren Ellison – Cleckheaton
Harvinder Gill – E & R Unit
Sophie Gibson – CM South Elmsall

Apologies: Anthony Williams – Training Centre
Nigel Hotson - FOA
Nick Sutcliffe – Training Centre
Debbie Richardson – Employment Services

ACO Hughes welcomed everybody to the meeting.

Minutes of last meeting

The minutes of the last meeting were agreed.

PE informed people that the Race Equality Scheme had been distributed both internally and externally.

AH up-dated the group on the Equalities Manager. The advert should be going out late spring.

Recruitment Up-date

PE ran through the recruitment statistics from the 2005 recruitment drive.

The application forms from the 2005 recruitment drive have not been sifted through yet.

AH spoke about the recruitment and said that we hope to be recruiting in 2007.

AH spoke about a DVD which shows the recruitment process and could be sent with the application packs in future recruitment

AH informed the group that it has been agreed that it will be the 'B' standard in the physical tests. Also the tests for wholetime and retained will be standardised in the future.

Stonewall

PE explained their role and that Stonewall is a national group representing the Gay and Lesbian communicating and fighting discrimination. The authority has joined their networking service.

Domestic Violence Policy

WE spoke about this. The cost relating to the policy is minimal. The policy will go on the Employment Services section of the internet.

HB asked for the policy to go to management team for consultation.

Cllr Cole went through the policy and suggested amendments.

AH thanked WE for his hard work on this policy.

Training up-date

HG went through the training statistics.

HG explained how the remaining staff will be trained.

On-going changes are been made to the training. HG informed the group that new videos and drama based training are being considered.

AH suggested situation based training using hydra. This be will looked at further at the next meeting.

Harassment and bullying returns

JB distributed an up-dated form and asked for people to look at and bring comments/suggestions to the next meeting.

C Cole recommended looking at having electronic copies where staff could fill out any bullying and harassment on-line from the intranet and possibly the internet. This will be progressed

Consulting and Engaging with our community

All people present received a copy of the policy.

WE recommended piloting this. If the policy was put in place it was suggested that someone in the stations where the information will be stored does the work.

AH recommended circulating the policy to operations and community fire safety and bring back to the next meeting.

2006 Equality and Fairness Policy

PE distributed the draft 2006 Equality and Fairness Policy.

HB recommended that the Core Values be added into this and a sentence about them

Awareness Days – Joint Days

PE commented that promoting joint days would pose difficulties. PE recommended having the separate days but saying people could apply for any one which they wanted to go on.

Fire Kit for Women

JB ran through the costs of these and informed the meeting that a Revenue Bid had been submitted.

Career progression

PE informed the meeting about the progression of staff from Black and Ethnic Minority backgrounds and women and the discussion for their progression.

Any other business

AH thanked people for their attendance.
The minutes will be published on the internet.
The next meeting will be held in April.