

WYFRA	PERSONNEL & TRAINING COMMITTEE	13 July 2007	ITEM NO
--------------	---	---------------------	----------------

REPORT OF: Director of Human Resources

PURPOSE OF REPORT: To update members of the progress in the recruitment process

RECOMMENDATION: That Authority Members note the report

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT DETAILS

EXEMPTION CATEGORY:

ACCESS CONTACT OFFICER: Mr A Hughes 01274 655703
DIRECTOR OF HUMAN RESOURCES

Maria Tonks 01274 655815
Equality and Diversity Manager
Maria.Tonks@westworksfire.gov.uk

**BACKGROUND PAPERS
OPEN TO INSPECTION:** None

1 BACKGROUND

- 1.1 In 2000 the Home Office set the Fire and Rescue Service stretching targets to increase the number of Black and Asian people and women employed as operational firefighters.
- 1.2 The attached summary details the initiatives we have introduced, the work we have been involved in to support the equality and diversity agenda and the progress we are making..

2 FINANCIAL IMPLICATIONS

- 2.1 The Authority continues to invest significant resources in the area on equalities and recruitment with a revenue budget fo £240k for 2007/2008.

3 EQUALITIES AND FAIRNESS IMPLICATIONS

- 3.1 This is an Equality and Diversity paper

4 CONCLUSIONS

- 4.2 Progress continues in the recruitment of BME and women firefighters and retention rates remain at a high standard. Strategies are being implemented to support the progression of women and BME towards the top 5% earners bracket.