

WYFRA	PERSONNEL AND TRAINING COMMITTEE	11 July 2008	ITEM NO
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REPORT OF: Director of Human Resources

PURPOSE OF REPORT: To provide a progress report on the Gender Equality Scheme Action plans

RECOMMENDATION: To note the report

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT DETAILS

EMPEMTION CATERGORY:

ACCESS CONTACT OFFICER: Mr M Redfearn
DIRECTOR OF HUMAN RESOURCES

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**BACKGROUND PAPERS
OPENED TO INSPECTION:** Gender Equality Scheme 2005-2008

1 BACKGROUND

- 1.1 The Sex Discrimination Act sets out both General and Specific Duties for Public Authorities to undertake. The General Duty states that every public authority cited in the Act shall, in carrying out its functions, have due regard to eliminate unlawful discrimination and harassment, promote equality of opportunity between men and women including equal pay.
- 1.2 The Act also place specific duties on public authorities which states that WYFRS must produce a Gender Equality Scheme, (GES) which demonstrates how we plan to meet these duties.
- 1.3 Part of this duty is about accountability and aims to ensure that our monitoring, assessment and consultation activities, and the results, are clear and plain to the public and published in a timely manner.
- 1.4 To comply with this part of the specific duty we have prepared a progress report of the Gender Equality Schemes action plan in Appendix A.
- 1.5 WYFRS' GES has been recognised at the external assessment at Level 3 of the ESLG – “WYFRS has an excellent Gender Equality Scheme that includes a section on Equal Pay issues with a related action plan”.

2 FINANCIAL IMPLICATIONS

- 2.1 There are no financial implications associated with this report.

3 EQUALITIES AND FAIRNESS IMPLICATIONS

- 3.1 This paper will ensure the Authority is compliant with its legal duties

4 CONCLUSIONS

- 4.1 WYFRS is committed to the principles and philosophy within the GES and the requirements it places on public organisations to promote gender equality including equal pay. Embracing diversity can only assist us in helping to provide a better service to the community of West Yorkshire and ensure our vision of making the county a safer place is achieved.

Appendix A

GES Update Report 2008

Leadership and Corporate Commitment

- WYFRS have been accredited at Level 3 of the ESLG by an External Audit and the GES has been recognised as an 'Excellent Scheme'
- Progress continues towards our target for the recruitment of under represented groups. We now employ 47 women firefighters/officers and are above target for top 5% earners that are women.
- Equality Objectives have been included in the PDR system for all staff
- The Awareness Days held in September 2007 resulted in 6% increase in the number of requests for application forms from women compared to the last recruitment drive in 2005.
- The rank to role process has been completed and papers submitted to the MB re progress on Equal Pay

Community Engagement and Accountability

- We are assisting in the delivery of English Language classes targeted at BME women
- Delivering talks to women from BME groups suffering mental health problems
- Provided awareness training for Care Unique (Asian women working as carers).
- We attend and deliver fire safety talks to women from BME group across the district
- Attend events, gala's, fun fairs and neighbourhood forums for women.
- Data is now available from the accident studies unit in Leeds - due to the West Yorkshire road safety strategy partnership. The accidents studies unit data is compiled from the Police information on the STATS 19 database. This will allow us to analyse the trends amongst the varying age groups/gender and districts highlighting specific areas for targeting and tailoring gender awareness and education programmes in the future.
- Continue to work in partnership with other agencies representing the interests of men and women

Service Delivery and Customer Care

- Regular monitoring of service delivery by gender.
- All managers with responsibility for policy development, service delivery and customer care have received the necessary Equality Impact Assessment training and this is also being delivered to newly promoted managers.
- Various individual stations across the Brigade have participated in the National Council led "for my girlfriend" campaign earlier this year aimed at young male drivers. WYFRS participation was in the form of demo RTC extrication(s) with commentary.

Employment and Training

- Top 5% earners that are women is above target at 4.24%
- 4 women were successful at the Supervisory ITOP
- Maternity returners and requests for flexible working continue to be monitored and reported to Management.
- A draft 'Transsexual People in the Workplace Policy' has been produced to support employees
- Current gender monitoring of recruitment, performance appraisals, grievances, disciplines and exit interviews continues.