

<b>WYFRA</b>	<b>PERSONNEL AND TRAINING COMMITTEE</b>	<b>11 JULY 2008</b>	<b>ITEM NO</b>
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**REPORT OF:** Director of Human Resources

**PURPOSE OF REPORT** To inform members of the feedback and actions required to improve our position in Stonewall Workplace Equality Index launch

**RECOMMENDATIONS:** To approve the action points

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#### **LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT DETAILS**

**EXEMPTION CATEGORY:**

**ACCESS CONTACT OFFICER:** Mr M Redfearn 01274 655703  
DIRECTOR OF HUMAN RESOURCES

Maria Tonks 01274 655815  
Equality and Diversity Manager  
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**BACKGROUND PAPERS  
OPEN TO INSPECTION:**

## **1 Background**

- 1.1 Following our improvement at the 2007 Stonewall Workplace Equality Index where the Service moved up to 43<sup>rd</sup> position with an improved score of 80% we have now received feedback on our performance. Areas for improvement, priorities and opportunities are detailed below.
- 1.2 The prestigious Stonewall **Workplace Equality Index** (WEI) is a definitive national benchmarking exercise showcasing Britain's top gay friendly employers. The WEI is now seen as a key measure of an organisations commitment to diversity generally. Few other surveys are as challenging or as wide ranging. Any organisation that secures a place on Stonewall's Index can be justifiably proud of the progress that they are making.
- 1.3 Next year the Index will be extended to measure how we deliver our service to the lesbian, gay and bisexual (LGB) community members and how we demonstrate that managers are skilled in managing diverse staff groups.

## **2 Feedback and Required Actions**

### 2.1 Priorities and Opportunities

- Start cross cutting data monitoring at all stages of recruitment, retention and progression across grades
- Monitoring on staff attitude surveys – work started but response rate have been low
- Supplier Policies – ensure suppliers are complying with E&D policies, monitor and take action when they aren't.

### 2.2 Improvements

- Continue to support the Employee Network Group
- Support and consult LGB staff
- Find more ways to engage and communicate with staff across the organisation on LGB issues including non-LGB staff
- Monitor job applications throughout the process for all staff

## **3 FINANCIAL IMPLICATIONS**

- 3.1 There are no direct financial implications associated with this report.

## **4 EQUALITIES AND FAIRNESS IMPLICATIONS**

- 4.1 This is evidence to support our progress in equality and diversity for CAA and ESLG

## **5 CONCLUSIONS**

- 5.1 We have already set the benchmark for Fire and Rescue Services (FRS) in this area of diversity. WYFRS and London Fire Brigade are still the only FRS in the Stonewall WEI.

5.2 The WEI will provide the Service with a positive means to measure and encourage progress, rather than rely on mere compliance to drive change.

## **6 RECOMMENDATIONS**

6.1 To approve the action points.