

TO: Fire Authority
FROM: Director of Community Safety
DATE: 29 May 2008

SINGLE EQUALITY SCHEME 2008 - 11 AND CORPORATE EQUALITY PLAN

1. PURPOSE

- 1.1 To inform and seek approval from Fire Authority on the Single Equality Scheme (SES) - the proposed strategy for equality and diversity over the next three years. This Scheme replaces the existing Race and Disability Equality Schemes and provides for a more holistic approach to equality in line with legislation and the newly formed Equality and Human Rights Commission (EHRC).

2. RECOMMENDATIONS

- 2.1 The Fire Authority is asked to approve and adopt the Single Equality Scheme (SES) and Corporate Equality Plan (CEP) as the strategy for equality and diversity till 2011.

3. RISK ASSESSMENT

3.1 Economic

The SES commits the Service to projects and initiatives which will need adequate financial, human and time resource. Budget holders in every function will need to identify the resources needed to achieve their part of the equality plan on top of the existing provision of central equality and diversity budget.

3.2 Environmental

Nil

3.3 Legal

The proposed SES aims to meet legislative requirements enforceable by the new Equality and Human Rights Commission (EHRC). The EHRC replaces the earlier commissions dealing with race (CRE), gender (EOC) and disability (DRC).

3.4 Political

The SES reflects local needs and priorities as identified in the Fire Authority Plan but still aims to be responsive to both regional and national equality plans.

3.5 Social

The SES focuses on improving fire safety and reducing risk for all people living and working in Cambridgeshire and Peterborough. It also aims to improve the working environment for our staff, increasing satisfaction and motivation at work.

3.6 Technological

Nil

4. EQUALITY IMPACT ASSESSMENT

4.1 This is included as Appendix 3 to the Single Equality Scheme.

5. BACKGROUND

5.1 The attached Single Equality Scheme (SES) and Corporate Equality Plan (CEP) bring together existing action plans and schemes for promoting race and disability equality. They also aim to address broader equality and diversity issues on grounds of gender, transgender, age, sexual orientation, religion or belief and multiple discrimination. This ensures our plans meet legislative requirements while taking a holistic approach to fairness, equality and human rights.

5.2 This represents our strategy for equality and diversity till 2011; meets current Service priorities; takes account of legislative requirements and is consistent with the national framework and strategy for equality and diversity.

5.3 A draft Scheme was presented to and supported by Policy and Finance Committee on 24 January 2008, subject to consultation and reference to the Community Safety Committee for detailed consideration. Relevant organisations, individuals and partners, both internal and external were consulted on the draft Scheme and Plan. Amendments were made in response to that consultation and the amended version considered by Community Safety Committee on 2 April 2008. The Community Safety Committee made several amendments to the wording of the Scheme and asked for additional information to be added to reflect the numbers of migrant workers there were currently in Cambridgeshire and Peterborough. These changes have been included in the updated documents recommended for adoption.

Source Document	Location	Contact Officer
<p>Race Equality Scheme 2005-08</p> <p>Disability Equality Scheme 2006-09</p> <p>Equality and Diversity Policy 2007</p> <p>Disability Equality Policy 2007</p> <p>Preventing Bullying and Harassment Policy 2007</p> <p>National Fire and Rescue Service Equality and Diversity Strategy 2008 – 18</p>	<p>Hinchingbrooke Cottage Brampton Road Huntingdon</p>	<p>Diversity Adviser Alison Scott 01480 444537 alison.scott@cambsfire.gov.uk</p>