

TO: Cambridgeshire and Peterborough Fire Authority

FROM: Director of Community Safety

DATE: 24 July 2008

SINGLE EQUALITY SCHEME 2008 - 11 AND CORPORATE EQUALITY PLAN

1. PURPOSE

- 1.1 To inform and seek approval from the 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:
- (a) to note the costs associated with the Single Equality Scheme (SES) and Corporate Equality Plan (CEP).
 - (b) to adopt the SES and CEP as the Fire Authority's strategy for equality and diversity for 2008-2011.

Copies of the SES and CEP have been circulated previously to members of the Fire Authority and copies are available on request and also on the Fire Authority's website at:

[http://www.cambsfire.gov.uk/Single_Equality_Scheme_2008-2011_DRAFT_\(v5\).doc](http://www.cambsfire.gov.uk/Single_Equality_Scheme_2008-2011_DRAFT_(v5).doc)

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 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 the Policy and Finance Committee on 24 January 2008, subject to consultation. 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 was considered by the Community Safety Committee on 2 April 2008. Members 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.

- 5.4 The scheme was also considered by the Fire Authority at its meeting on the 29 May 2008. A number of members sought clarification of the cost of implementation and expressed concern about the potential cost of delivering the action plan. Officers advised that the bulk of the implementation costs were contained in existing budgets. The Fire Authority asked for the SES 2008 -2011 and CEP to be referred to the Scrutiny and Performance Committee on 12 June 2008 for detailed scrutiny of the cost of implementation of the Scheme.

6. IMPLEMENTATION COSTS

- 6.1 The costs directly associated with implementation of the SES and the CEP fall under three principal budget headings, salaries, equality and diversity budget and training; these are outlined in the Appendix to this report.
- 6.2 There are other areas of activity that are mentioned in the SES/CEP that are driven by linked work. These areas are included in the SES/CEP to ensure a co-ordinated approach; it should be noted that these costs will be incurred independently of the scheme.
- 6.3 The Scrutiny and Performance Committee on 12 June 2008 was advised that the costs directly associated with implementation of the SES and the CEP were as follows:
- Equality training - £40,000 per annum for 3 years;
 - Equality and Diversity Advisors post – the sum of £41,420 was included in the budget although actual expenditure was significantly less at £25,000 as the appointment was a part time post.
 - Equality and Diversity budget - £26,000
- 6.4 In addition the Committee noted that there were other areas of activity mentioned in the SES/CEP that were driven by linked work and that these costs would be incurred independently of the scheme, although they would be difficult to quantify separately. No new activities were to be undertaken and all costs were included within existing Budgets.
- 6.5 The Scrutiny and Performance Committee suggested that in implementing the SES the Service should seek to apply best practice from other organizations and learn from successful approaches elsewhere. Officers confirmed that they would continue to do this and would be taking up an invitation to attend an equality and diversity training course provided by Cambridgeshire Police Authority.

6.6 The Committee considered that the costs associated with the implementation of the SES and CEP were appropriate and proportionate. Members noted that the costs associated with failure to implement an appropriate equality and diversity strategy could greatly outweigh these costs.

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>

COST OF IMPLEMENTATION OF THE SERVICE EQUALITY PLAN 2008-11 AND CORPORATE EQUALITY PLAN

The principal and directly linked costs of implementing the Single Equality Scheme 2008-11 and the Corporate Equality Plan fall under 3 headings.

Training

The SES and CEP require staff to undertake specific duties within their role, much of which is associated with setting a positive example, managing inappropriate behaviour and dealing equality and diversity issues. A trial training programme has been undertaken and found to be well received by managers. This Professional Behaviour at Work programme is now being rolled out across the service over a 3 year period.

Total budget for Equality Training - £40k per annum for 3 years.

Salaries

The Equality and Diversity Advisor works on a part time basis, resulting in an underspend in this area.

Total salary budget for Equality and Diversity Advisors post - £41,420

Equality and Diversity Budget

This budget is used to fund the wide variety of related tasks and activities associated with the scheme. Examples include equality impact assessment trial, development of the Professional Behaviour at Work programme, dyslexia support, calendars of religious festivals and a positive action DVD produced with regional partners.

Total Equality and Diversity budget £26,230

Other associated costs

The following list indicates where other activities will incur costs, but the principal drivers are outside, but linked to the SES/CEP.

- Consultation on new policies and proposals (e.g. IRMP)
- Appraisals and performance management
- Partnership working
- Support networks
- Reviewing existing policies and procedures
- Recruitment and selection.