



**THE CHIEF
FIRE OFFICERS
ASSOCIATION**
The professional voice of the
UK fire and rescue service



Fire and Rescue Service Equality Framework

'The Journey to Excellence'

Consultation copy May 2009

Leadership and promoting inclusion



1.5 The service has developed an equality and diversity action plan which is reviewed at least annually.



2.5 The equality action plan is being implemented, regularly monitored by the senior leadership and delivering some outcomes.



3.5 The service can demonstrate significant progress against the equality action plan.

1.6 The Service fully consults with representative bodies with regard to all equality, diversity and fairness issues in order to develop a partnership approach.

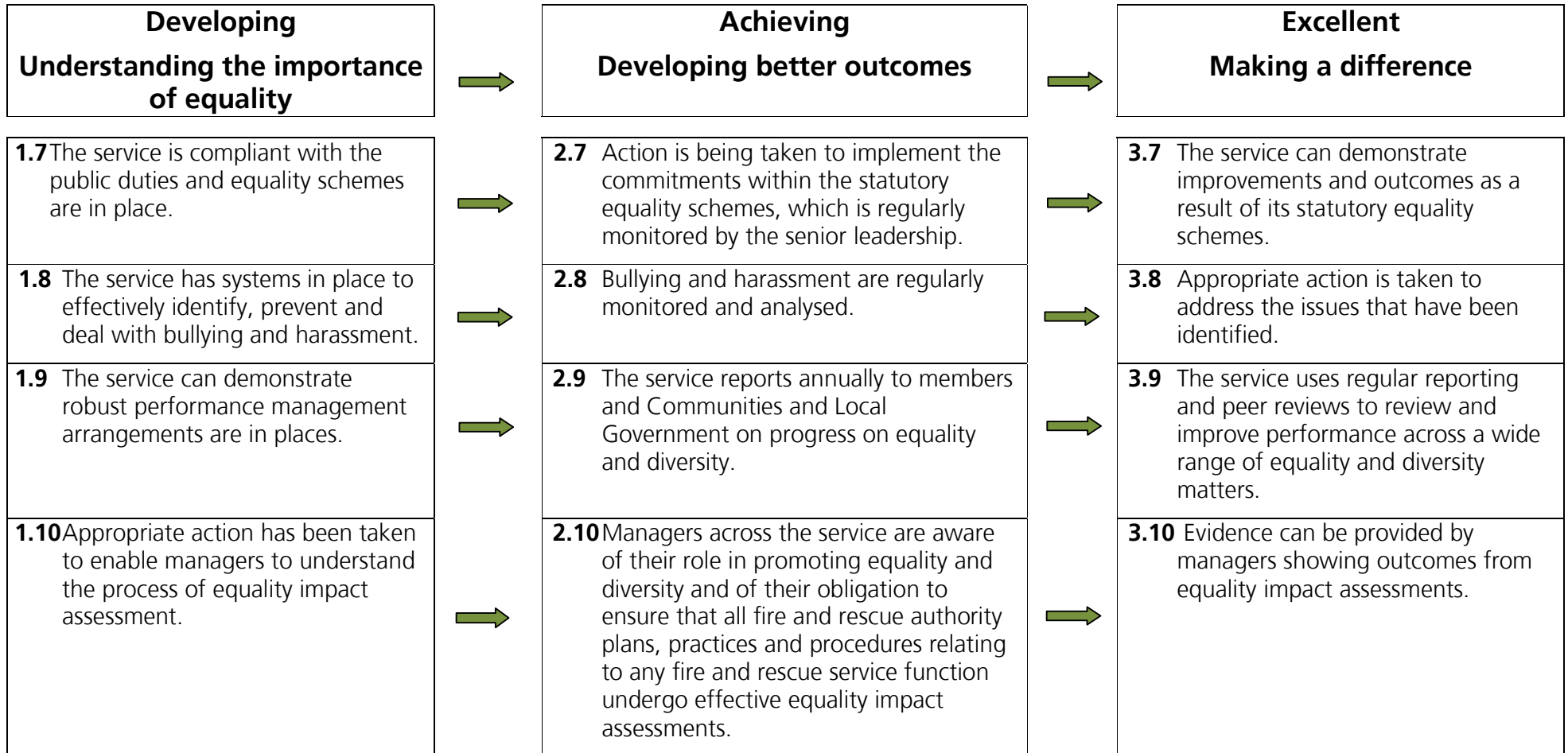


2.6 Representative bodies are enabled to delivery on equality and diversity objectives.

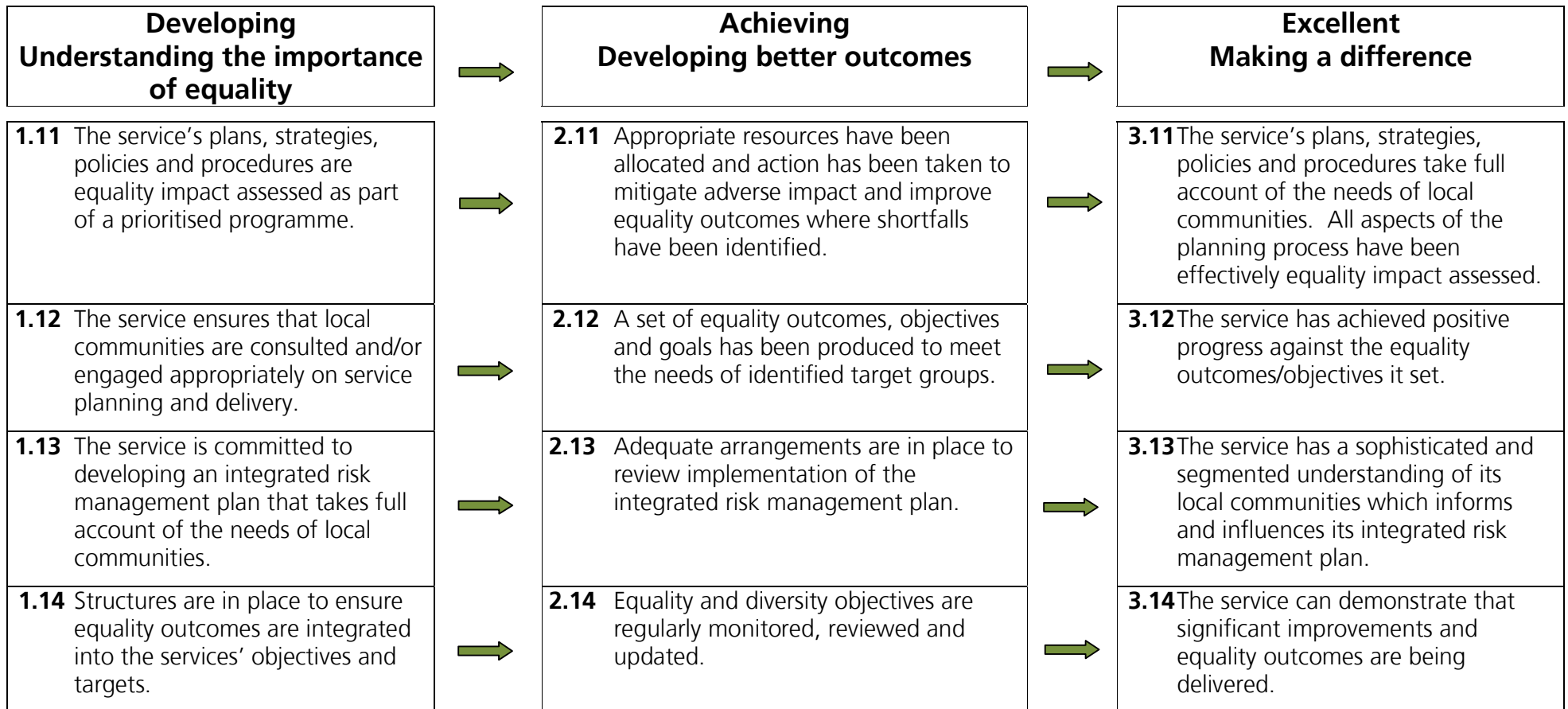


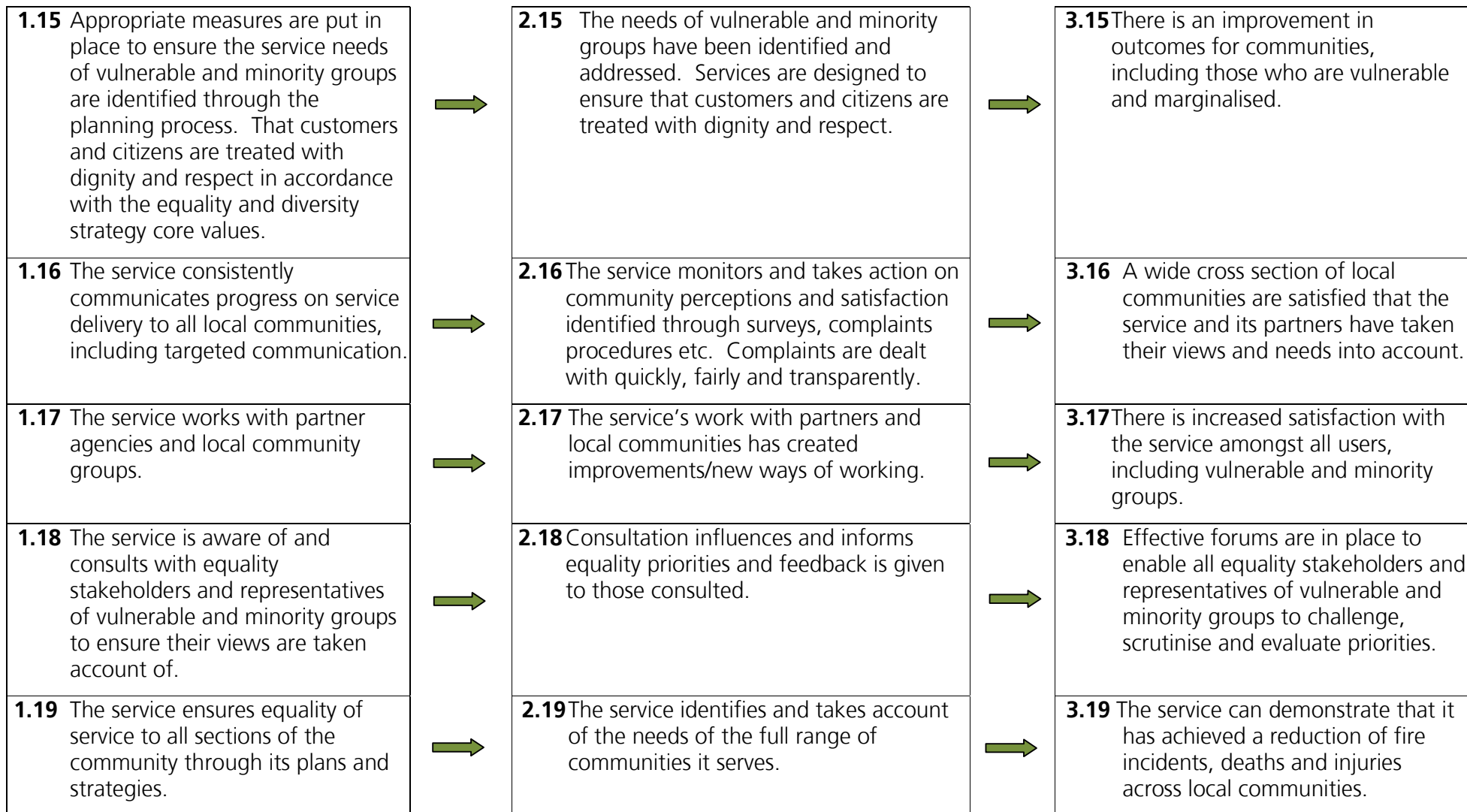
3.6 Representative bodies are expected to fulfil a positive role in delivering a wide range of equality and diversity improvements.

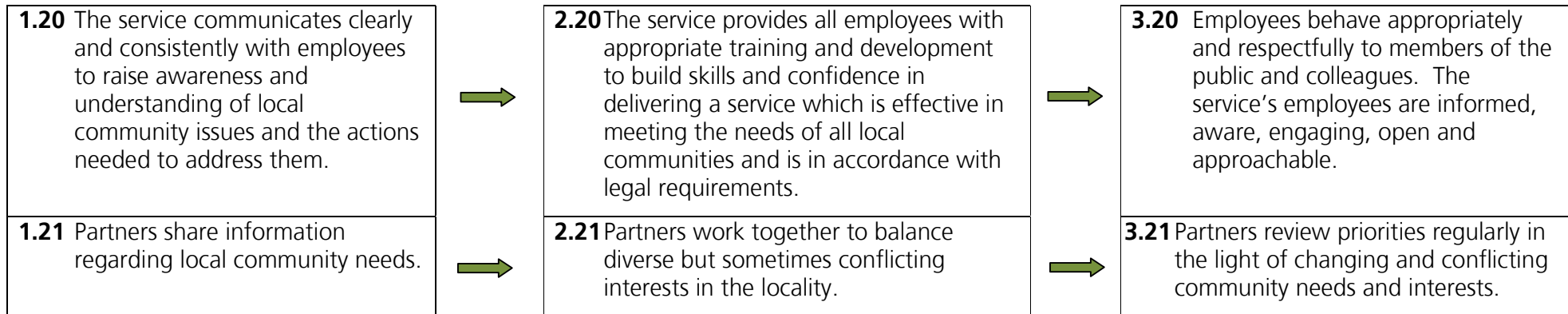
Accountability



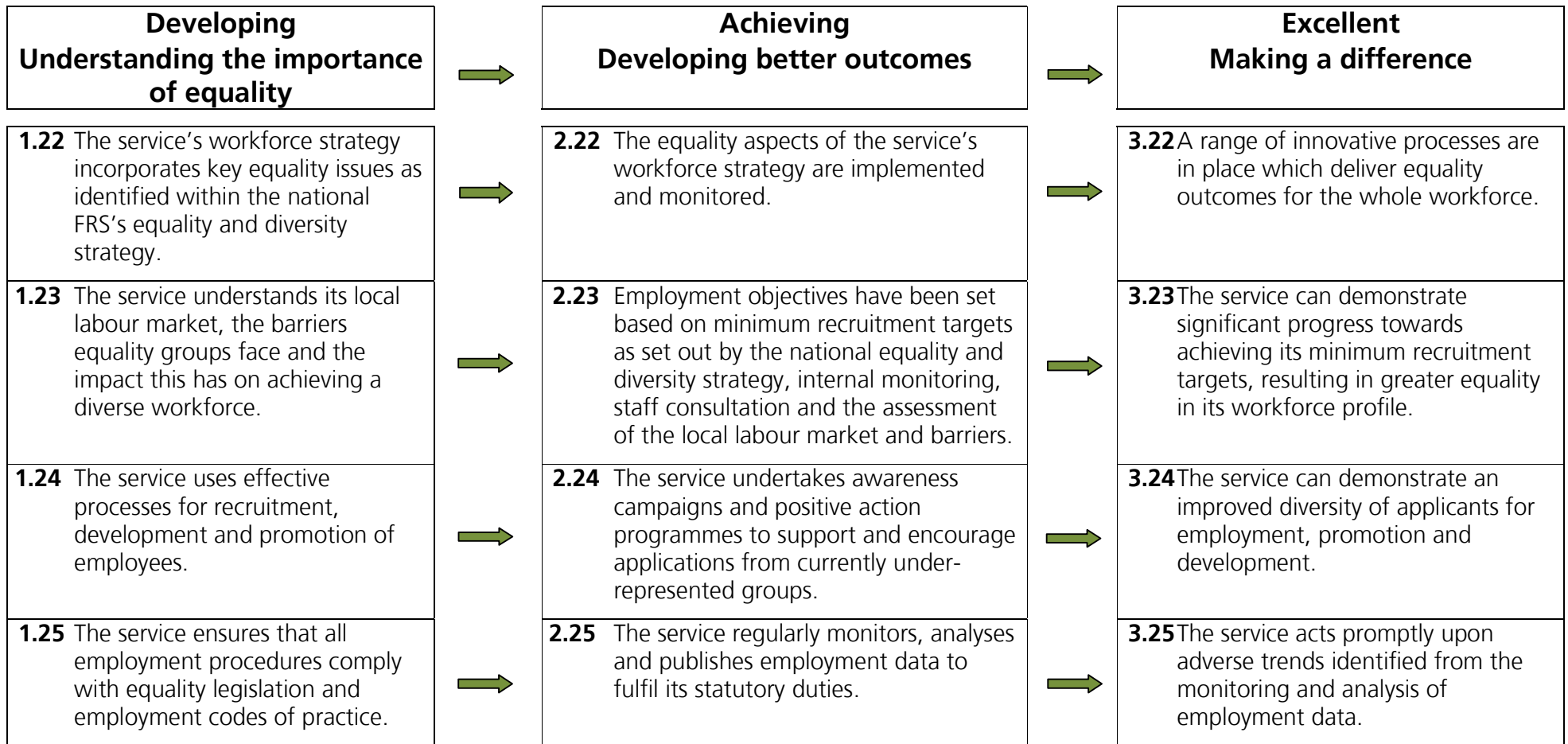
Effective service delivery and community engagement

















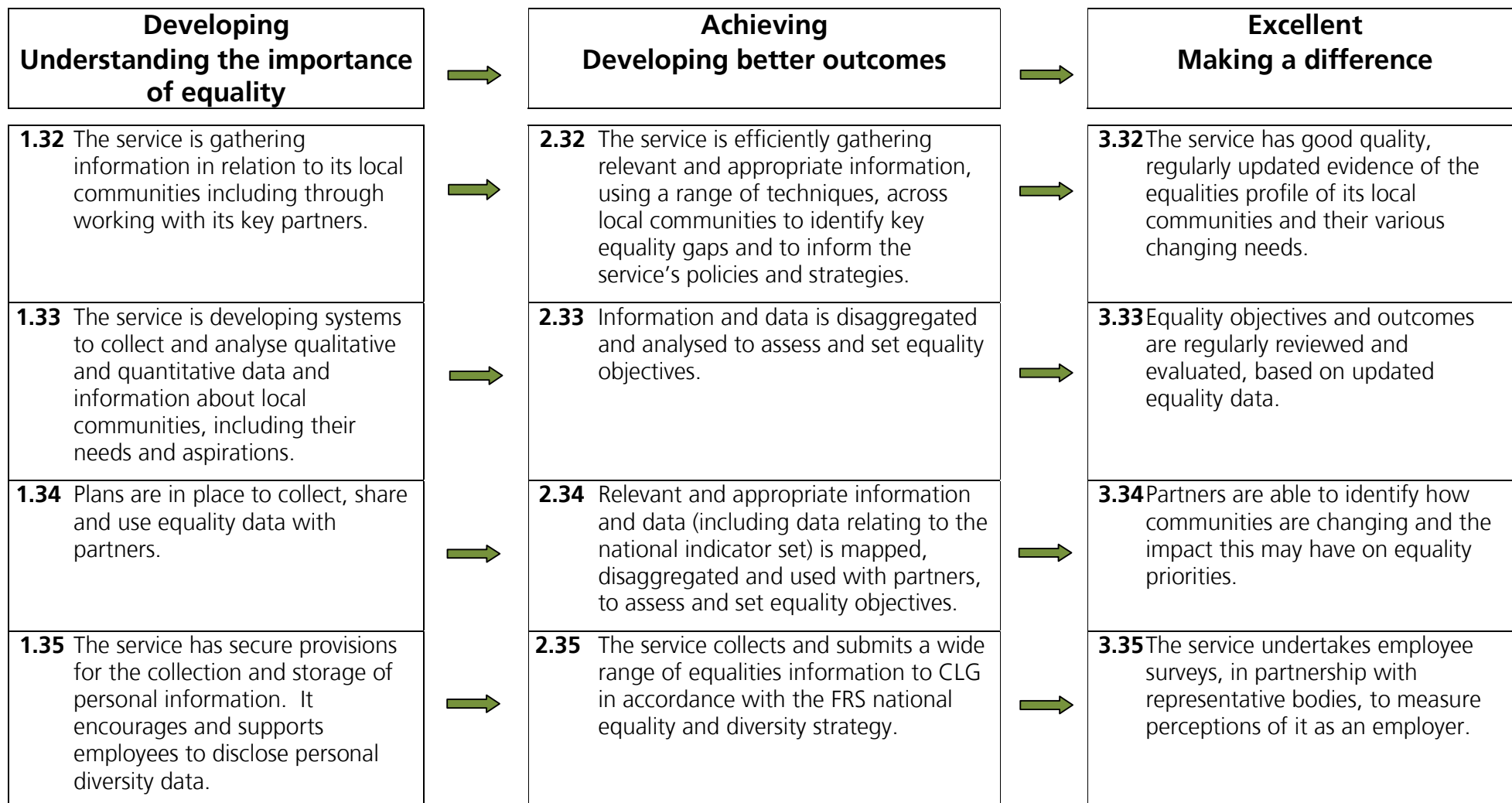


Employment and training



<p>1.26 The service reviews and equality impact assesses employment policies, practices and procedures.</p>		<p>2.26 All employment procedures have been impact assessed and action has been taken to mitigate adverse impact and promote equality outcomes.</p>		<p>3.26 The implementation of equality objectives is helping to maximise the potential of all employees.</p>
<p>1.27 The service has undertaken an equal pay audit as required by the Equal Pay Act 1970 (Amended).</p>		<p>2.27 The service has an action plan in place on equal pay agreed with recognised trade unions.</p>		<p>3.27 Action has been taken to ensure equal pay is fully implemented.</p>
<p>1.28 The service has completed a training needs assessment of the individuals development required to deliver equality outcomes.</p>		<p>2.28 The service provides all employees with training and development on equality, diversity and fairness issues.</p>		<p>3.28 The service can demonstrate it has knowledgeable and well trained employees who are better equipped to meet the diverse needs of their local communities.</p>
<p>1.29 Service managers and, where necessary, elected members understand the importance of equality when managing discipline in the workplace.</p>		<p>2.29 The service has appropriate policies and procedures in place to manage grievances and unacceptable behaviours.</p>		<p>3.29 The service provides training for all managers and, where necessary, elected members on handling grievances and disciplinary cases, tackling bullying, harassment, unfair discrimination and unacceptable behaviours.</p>
<p>1.30 Equality issues are integrated into appraisal systems.</p>		<p>2.30 Annual individual performance reviews based on the relevant role for all employees (up to and including chief fire officers) include equality and diversity objectives.</p>		<p>3.30 All employees are delivering improvements on equality and diversity objectives.</p>
<p>1.31 The service communicates regularly with employees to raise awareness and understanding of workplace equality and diversity issues and the actions needed to address them.</p>		<p>2.31 Employees are engaged positively in service transformation and in developing new roles and ways of working.</p>		<p>3.31 The service has high satisfaction and perception indicators across all employee groups.</p>

Evaluation and sharing good practice



1.36 The service is aware of good practice and is sharing information on a regular basis.



2.36 The service is informed by good practice and has made changes to its practices as a result of learning from others.



3.36 The service creates and develops good practice. Other organisations look to it for information and advice.