

CFRS Action Plan Equality 2010-11

Objective	Action by CFRS	Impact Required	Timescale and Officer	Resource allocation	Performance Measure	April 2010
Data: Data enables the Service to demonstrate that it is improving services to vulnerable people	Review CFRS data such as CFMIS to ensure service is reaching vulnerable groups	Performance data indicates improved outcome across the equality strands	SMP by Sept 2010	Within existing budgets	Data in place that demonstrates improvement	
Data: Establish baseline of workforce representation at CFRS. How many people with disabilities/MEG/LGBT etc	Re-Survey Workforce	Clear baseline of diversity of workforce established as basis for improvement	HR by Oct 2010?	Resource requirement	Baseline Survey reported to SMT	
Equality Training: continued across CFRS	Training and roll out of crossing the line training across CFRS	CFRS Staff Survey 2011 indicates reduced incidences of bullying though improved behaviours	SMP plus Learning & Development By March 2011	Resource requirement?	Crossing the line training delivered to all whole time crews and all watch managers	
Strategy: CFRS Workforce Development Strategy in place	Plan developed that sets out workforce we require over next 5 years , plans to achieve, skills required, combines equality/HR and L & D	Clear vision for workforce at CFRS in place	SMP/LS plus Learning and Development and HR by Sept 2010	Within existing budgets	Strategy in place and monitored by SMT	

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Positive Actions: programme planned for retained recruitment	A corporate programme of activities to be developed	Increased percentage of currently under-represented groups applying for retained recruitment	Equality Project Officers SMP & HR By July 2010	Additional resources committed	Percentage of applications from females 20% and Minority Ethnic Groups 6%	
Positive Action: Work through logistics and details of Women's Development Course	Ensure smooth delivery of positive action course at Rydal Hall	Improve progression of women at CFRS	Equality Project Officers By July 2010	Additional resources allocated	Increase in number of CM and SM	
Staff Groups: <ul style="list-style-type: none"> ▪ Support the development of the Women's Network ▪ Organise and manage Administrators Networking and support group meeting ▪ Consider the development of other staff networks LGBT? Consider link to police? 	Support the development and early stages of these groups to ensure future sustainability	Staff groups able to raise issues, shape policy, contribute to EIAs	Equality Project Officers By Oct 2010	Within existing resources	Staff groups actively working in CFRS and making a difference by shaping policy	

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MEG <ul style="list-style-type: none"> ▪ Work with AWAZ and CMCS to tackle issues of Technical Fire Safety compliance and MEG businesses. ▪ Work with Simone Garnett to reach Irish Travellers on West Coast of Cumbria for HSV. ▪ Monitor Impact of Migration Grant? 	Work with AWAZ and CMCS and Advocate	<ul style="list-style-type: none"> ▪ Support for MEG businesses struggling with Technical Fire Safety ▪ West Coast Travellers receive HSV ▪ Impact of Migrant Grant targets on track 	Equality Project Officers By Oct 2010	Within existing resources	<ul style="list-style-type: none"> ▪ Reduction in number of compliance notices issued to MEG businesses by Technical Fire Safety ▪ 50 HSV delivered to West Coast Travellers ▪ Impact of Migrant Grant targets achieved 	
Disability: Increase opportunities for people with Disabilities to gain experience within CFRS	Work with Mark Tennant from CDN 2 ticks scheme? Oaklea Trust work placements?	Increased representation from people with disabilities at CFRS	Equality Project Officers SMP & HR By Oct 2010	Within existing resources	Increased opportunities for people with disabilities at CFRS Improved representation in workforce	
LGBT: Work with Richard Kavanagh from Outreach Cumbria to develop joint event for CFRS/Outreach Cumbria.	Work with Richard Kavanagh, sponsor event or similar	Ensure LGBT community have confidence in CFRS as a service provider and employer	Equality Project Officers By Oct 2010	Within existing resources	LGBT community indicate confident to receive services from CFRS	

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Staff Survey 2009 Review progress on action plan and report to SMT	Review progress on action plan, chase outstanding issues, report progress to SMT	Action plan for Staff Survey completed	SMP by July 2010	Within existing resources	Staff Survey 2011 demonstrates improved scores	
IRMP 2011-2014 Ensure new plan consultation includes groups perceived to be hard to reach	Work with IRMP Officer to all groups consulted on IRMP	IRMP shaped by all groups in Cumbria	IRMP Officer and SMP by Oct 2010 AWZ CMCS CDN and OC	Within existing resources	Audit Commission report notes good practice	
CCC Place Survey 2009 Can CFRS positive influence issues raised? Report to SMT	Report to SMT on Place Survey issues for CFRS	CFRS able to ensure Place Survey delivers improvements required by community	SMP by May 2010	Within existing resources	Place Survey 2011 demonstrates improved results	
Retained Firefighters Progress on appraisals	Report to SMT and plan to introduce retained appraisals	Performance management of retained fire fighters improved	HR/L & D by Oct 2010	Within existing resources	Appraisal programme in place for retained FF	
Equality Framework for Local Government: Complete Safer and Stronger Directorate Self Assessment for Excellence	Review progress of safer and stronger directorate against Excellence in the EFLG	CFRS reach Excellence in EFLG by 2012 or before	SMP by may 2010	Within existing resources	CFRS make strong contribution to achievement of Excellence by CCC in EFLG	

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Equality Impact Assessment's , update CFRS with Targeted Community Engagement and Place Survey. Finish EIAs for 2010.	Finish EIAs for 2010-04-11 Learning & Development and Ops Assurance (Health and Safety, Penrith and management Restructure completed) Update 4 corporate EIAs with Place Survey and TCR	EIAs current and of high quality and used to inform service planning	SMP by May 2010	Within existing resources	EIA's at CFRS of high quality and withstand external scrutiny or legal challenge	
Exit Interviews –increase take up at CFRS, monitor trends identified.	Report to SMT on plans to improve take up of exit interviews at CFRS	All leavers have an exit interview	HR by Oct 2010	Within existing resources	CFRS able to indicate improvement on next CLG Equality return	
Prejudicial Incident Reporting at CFRS	Raise awareness of reporting system across CFRS	CFRS actively reports incidents	Equality Project Officers by July 2010	Within existing resources	CFRS able to monitor and act on learning from PI reporting	