

Embedding Equality & Diversity within the Authority – mid-year progress update November 2013

A selection of recent achievements

Below is a selection of our current achievements and progress, the annual report to the Authority in April 2014 will bring together the range of achievements on equality and diversity during 2013/2014 as we progress our journey of becoming a fully inclusive organisation, championing equality and diversity in all aspects of our work.

IDENTIFIED PRIORITY ACTION	KEY ACTIONS AND OUTCOMES
Pay and Remuneration	<p>Equal Pay Audit complete</p> <p>Review of support staff (local 'Green Book') terms and conditions of service and pay, grading and reward structure underway.</p>
Bullying and Harassment management development	<p>Bullying and harassment is incorporated into the Authority's leadership development programme to enable managers to recognise the signs and deal with issues in a fair, consistent and supportive manner to both parties.</p>
Workforce Monitoring	<p>The SAP HR system provides accurate and secure people data and management reports. This enable management to make appropriate people related evidence based decisions.</p>
Performance Management	<p>Improvements to the existing appraisal process to ensure all staff have clear objectives aligned to the Authority's priorities.</p> <p>Appraisals ensure development plans give all staff equal opportunities for progression.</p> <p>All staff have an objective to embed equality and diversity across the Authority.</p>
Change Management	<p>All proposed change management programmes are subject to appropriate consultation and people impact assessment in accordance with relevant Authority policies and procedures.</p> <p>Continued restructuring and reduction in workforce delivered with minimum adverse impact on the Authority and every effort made to avoid compulsory redundancies.</p>

Equality and Diversity training and education	On-going training for managers and staff as part of induction, leadership development programmes and appraisal process.
Community Engagement/ Initiatives	<p>On-going community engagement activities being delivered across the Authority, these include home fire risk checks, action on hearing loss partnership, school education programme, blue light courses, road safety events, arson reduction, the fire setters invention scheme.</p> <p>Front line staff continue to be trained in undertaking future engagement activities ensuring due regard to protected characteristics.</p>

Summary

The above summary brings together a selection of achievements on equality and diversity during 2013 as we progress our journey of becoming a fully inclusive organisation, championing equality and diversity in all aspects of our work.

This report demonstrates the commitment of Buckinghamshire and Milton Keynes Fire Authority to increase the pace of cultural change, to deliver equality of opportunity and respect within the Service, and greater engagement, understanding and vitality, a more effective and inclusive service for all our communities.

Working closely with our partners we will encourage and nurture change through effective leadership and sound policies. Together we want to continue to proactively tackle discrimination and inequality and in doing so embed a culture across the Service which values equality and celebrates diversity.

Whilst progress has been made, considerable challenges still lie ahead. A key objective of the Service is to achieve effective, meaningful engagement with all sections of our community, helping to continue drive down fire deaths.