

Equality Framework Action Plan (2018-2021)

Equality Framework Action Plan 2018 - 2021	
Action	Responsible
Workforce Diversity	
<ul style="list-style-type: none"> • Design a strategy for implementing sustainable Positive Action for recruitment and selection • Monitor and drive the WYFRS 'Gender Agenda' through the <i>HeforShe</i> pledges (including the menopause and flexible working) • Deliver actions in 'BAME staff engagement & support plan' • Continue to actively encourage Representative Bodies to fulfil a positive role in advancing inclusion • Implement manager PDR Diversity and Inclusion objective to be evidenced against • Increase visibility and participation of under-represented groups in key decision making arenas • Explore accessibility and availability of development and training for all staff, including support staff and those with specific learning differences 	<p>Diversity Team, HR, AM Ops</p> <p>HR, relevant managers, Menopause Working Group</p> <p>Relevant managers</p> <p>All</p> <p>Organisational Development Manager</p> <p>Management Board</p> <p>HR, Training</p>
Environment and Culture	
<ul style="list-style-type: none"> • Embed organisational values through development of a new leadership strategy, behaviour framework and relevant HR process • Improve simplicity and relevance of internal literature and promote our staff as "Real Models" • Embed 'Equality Analysis' into WYFRS all relevant policy, projects and practice, and monitor outcomes • Carry out an annual Gender Pay Gap report with resultant action plan • Further develop Inclusion Action Group (staff network): perform regular inclusion-based projects; be more visible in the organisation; and improve Firefighter representation 	<p>Organisational Development Manager</p> <p>Corporate Communication</p> <p>Relevant managers, Corporate Driving Diversity Board</p> <p>Finance, HR</p> <p>IAG Exec, Diversity Team</p>

Diversity Awareness and Education	
<ul style="list-style-type: none"> • Continue to ensure interaction and communication from the Authority Chair, Chief Fire Officer, Board and Senior Managers in visibly championing diversity and inclusion • Develop, organise and oversee an overarching programme of learning on diversity and inclusion for all staff and managers (including e-learning to support face-to-face training e.g. Equality Analysis) • Plan and deliver agreed diversity calendar of events and campaigns 	<p>Fire Authority, Management Board, Comms, Diversity Team</p> <p>Organisational Development Manager, Diversity Team</p> <p>Comms, Diversity Team, IAG</p>
Service Delivery and the PSED* demonstrating 'due regard'	
<ul style="list-style-type: none"> • Deliver local projects that engage with vulnerable groups and address impacts of social/economic inequality and societal changes • Improve how equality monitoring information is used to shape our services, including identifying emerging risk and vulnerabilities • Provide tools/guidance for community knowledge and the planning of prevention initiatives/community engagement • Review external messages and resources to ensure fit for purpose for diverse audience in West Yorkshire • Improve mechanisms for tracking community engagement, outcomes and satisfaction by protected characteristic • Regular publication of case studies of community engagement demonstrating the 'fostering of good relations' 	<p>Districts</p> <p>Districts, Central prevention, Diversity Team</p> <p>Comms, Prevention, Diversity Team</p> <p>Central Prevention/Protection, Comms</p> <p>Corporate Services, Strategic Development, Diversity Team, Protection</p> <p>Comms, Prevention, Diversity Team</p>
<p>*PSED = Public Sector Equality Duty</p>	