

AGENDA ITEM:

REPORT TO:	POLICY & FINANCE COMMITTEE
DATE:	19TH APRIL 2007
REPORT NO.	CFO/83/07
REPORTING OFFICER:	DEPUTY CHIEF FIRE OFFICER
CONTACT OFFICER:	DIRECTOR OF PERFORMANCE & VALUES
OFFICERS CONSULTED:	ALL OFFICERS ON THE DIVERSITY ACTION GROUP (I.E. REPRESENTATIVES OF ALL DIRECTORATES) DIVERSITY MANAGER
SUBJECT:	GENDER EQUALITY SCHEME 2007-2009

Purpose of Report

1. To seek approval for the publication of MF&RS Gender Equality Scheme 2007 - 2009

Recommendation

2. That the Authority approves the content of the Gender Equality Scheme for publication on the MF&RS internet and intranet and in hard copy

Introduction

3. The public sector duty to promote gender equality was enacted on 5 April 2007. This requires MF&RS to have due regard to the need to eliminate unlawful sex discrimination and harassment and promote equality of opportunity between men and women when carrying out all its functions and policies. We must prepare and publish a gender equality scheme by 30 April 2007, showing how it will meet this duty and setting out our gender equality objectives.
4. It is proposed that this, our first Gender Equality Scheme will run for 2 years 2007 – 2009 to bring it into line with our Race and Disability Equality Schemes 2006-2009. Thereafter the Schemes will be amalgamated and extended to cover all six equality strands within a comprehensive Diversity Equality Scheme that will run in 3 year cycles from 2010.

Equality & Diversity Implications

5. The duty has been introduced in recognition of a new approach to equality, one which places more responsibility on us to think strategically about gender equality and develop practices and arrangements that make real the original intentions of the sex equality laws: to deliver equal opportunities for men and women.

Financial Implications

6. The cost of publishing 750 copies of the Gender Equality Scheme (in line with the publication of our Race Equality Scheme and Disability Equality Scheme) is £3,500 to be met from existing budget allocation.

BACKGROUND PAPERS

Draft MF&RS Gender Equality Scheme