



## **AGENDA ITEM: 10**

### **NORTH WALES FIRE AND RESCUE AUTHORITY EXECUTIVE PANEL**

**24<sup>th</sup> January 2007**

#### **RACE EQUALITY SCHEME**

**Report by Chris Enness, Deputy Chief Fire Officer**

#### **Purpose of Report**

1. To present members with North Wales Fire and Rescue Service's reviewed Race Equality Scheme 2005-2008, and to ask the Authority to adopt the Scheme.

#### **Background**

2. The Race Relations Act 1976 (Statutory Duties) Order 2001 (RRA) requires North Wales Fire and Rescue Service to produce a Race Equality Scheme and to review the Scheme every three years. This Race Equality Scheme is a review of the Service's 2002-2005 Race Equality Scheme, previously adopted by the Fire and Rescue Authority.

#### **Introduction**

3. The new scheme assesses the progress of the previous Scheme and sets out the Service's intentions for the life of the new scheme up to May 2008. The scheme is a timetabled and realistic plan setting out the Service's arrangements for meeting the general and specific duties of the RRA.



## **Introduction** *(continued)*

**4** The Service's Race Equality Scheme must:

### **Identify relevant functions and policies**

The Service must list in their schemes the functions and policies that are relevant to the general duty to promote Race equality.

### **Impact Assessment, Consultation and Monitoring**

In fulfilling this duty the Scheme sets out the Service's arrangements for Impact Assessing, Consulting and Monitoring of all Service policies.

### **Public Access to information and services**

The Service is required in the Scheme to set out its arrangements to ensure the public have access to information and the services it provides.

### **Training**

Contained within the Scheme are the Service's arrangements for training its staff in the general duty to promote race equality.

The reviewed Race Equality Scheme 2005-2008 was produced in May 2005 and submitted to the Commission for Racial Equality (Wales). The Commission was initially unhappy with the three Welsh Fire and Rescue Services Race Equality Schemes stating the schemes were lengthy and required a more specific focus that was achievable within the life of the scheme. The Commission for Racial Equality and the three Fire and Rescue Services in Wales worked with the Commission to revise their schemes focusing specifically on recruitment and data collection.



## **Introduction** *(continued)*

The three Welsh Fire and Rescue Services and the Commission for Racial Equality benefited enormously from this experience and, as a result, the Fire and Rescue Services and the Commission were invited to discuss the collaborative working approach with Mrs Edwina Hart the Minister for Social Justice and Regeneration. As a result of the meeting with the Minister the three Services were invited to give a presentation to the Committee for Social Justice and Regeneration at the Assembly.

## **Recommendation**

5. Members are invited to approve and adopt the Race Equality Scheme 2005 – 2008.