

WEST MIDLANDS FIRE AND RESCUE AUTHORITY

SCRUTINY COMMITTEE

4 SEPTEMBER 2017

1. SCRUTINY OF POSITIVE ACTION AND FIREFIGHTER RECRUITMENT

Report of the Chief Fire Officer

RECOMMENDED

THAT Scrutiny Committee agrees the working group and approach to engagement

2. PURPOSE OF THE REPORT

To identify the working group for the review of positive action and firefighter recruitment, and agree the approach for the engagement of the group.

3. BACKGROUND

- 3.1 Scrutiny Committee has undertaken to review and evaluate our approach to positive action and firefighter recruitment.
- 3.2 West Midlands Fire Service (WMFS) will ensure that effective strategies are embedded to support the achievement of equality outcomes for its diverse communities and workforce. WMFS seeks to ensure that its workforce is representative of the communities it serves.
- 3.3 The review is intended to provide a clear indication of the effectiveness of our positive action approach as well as review our selection practices and processes. This will include an opportunity to review the approach taken by other organisations as well as consideration of external support to provide a new approach.

- 3.4 Previously, at the meeting held on 12 June 2017, Scrutiny Committee were provided with an update with regard to recent activity and the programme of positive action initiatives being undertaken.
- 3.5 WMFS has commenced the exploring of options with associated costs to provide efficient and effective value of resources. These will be progressed with members of the working group post establishment.
- 3.6 A further update will be provided to Scrutiny Committee in November 2017.

4. EQUALITY IMPACT ASSESSMENT

The activity outlined in this report will require detailed analysis of a range of equality data including all of the protected characteristics.

5. LEGAL IMPLICATIONS

The recommendations outlined in this report assists us to fulfil our duties under the Equality Act 2010 particularly to advance equal opportunities and eliminate behaviours that are unlawful under the Act.

6. FINANCIAL IMPLICATIONS

Funds to support this work have been identified through the Scrutiny work programme. Early engagement has been had with Equal Approach and costs associated with this work have been identified through their proposal. The cost of five days consultancy at £750 per day will equate to £3750.00

7. ENVIRONMENTAL IMPLICATIONS

There are no environmental implications arising from this report.

BACKGROUND PAPERS

Scrutiny Review Scoping Document – Scrutiny of Positive Action and Firefighter Recruitment

Scrutiny Committee Report of 12 June 2017 – Positive Action and Firefighter Recruitment Scrutiny Review

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PHIL LOACH
CHIEF FIRE OFFICER