



DEVON & SOMERSET FIRE & RESCUE AUTHORITY

REPORT REFERENCE NO.	HRMD/10/13
MEETING	HUMAN RESOURCES MANAGEMENT AND DEVELOPMENT COMMITTEE
DATE OF MEETING	17 JUNE 2010
SUBJECT OF REPORT	MEMBER CHAMPION FOR EQUALITY AND DIVERSITY – ROLE PROFILE
LEAD OFFICER	Director of People and Organisational Development
RECOMMENDATIONS	That, subject to incorporation of any amendments made at this meeting, the Authority be recommended to approve the Role Profile for the Member Champion for Equality and Diversity as appended to this report and to make an appointment to this position.
EXECUTIVE SUMMARY	<p>At its Annual Meeting on 28 May 2010 the Authority resolved, amongst other things, to defer appointment of a Member Champion for Equality and Diversity pending production of an appropriate role profile for this position.</p> <p>Appended to this report is a draft profile developed to reflect existing Service requirements and based upon similar profiles in existence for both the Dorset and Kent Fire & Rescue Authorities. The Committee is invited to consider the profile with a view to recommending its approval to the next full meeting of the Authority to enable an appropriate appointment to be made.</p>
RESOURCE IMPLICATIONS	It is envisaged that appropriate Equality and Diversity awareness building will be required to enable the appointed Champion to fulfil the role effectively and efficiently. This will be provided both in-house and by attendance at appropriate national seminars, the costs for which will be borne from within existing resources.
EQUALITY IMPACT ASSESSMENT	A clarified role will enable clear and robust leadership at member level and result in a positive impact for all diversity strands.
APPENDICES	Role Profile
LIST OF BACKGROUND PAPERS	Nil.

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Member Equality and Diversity Champion: Role profile

Aims of the role

- Assist the Authority in fulfilling the requirements of the National Equality and Diversity Strategy
- Assist the Authority to achieve Excellent against the Equality Framework for Fire and Rescue Services by 2014

Requirements of the role

- Work closely with a nominated principal officer on Equality and Diversity issues
- Act as an advocate, lobbyist and provide leadership for Equality and Diversity issues
- Generate ideas and concepts to support and develop policy
- Act as the main Member point of contact for the Authority for Equality and Diversity
- Where appropriate, to advise DSFRS Members on political and strategic issues associated with equality and diversity
- Effectively challenge behaviour or practices which are not in accordance with the principles of Equality and Diversity
- Attend seminars and other relevant events to gain and maintain specialist and current knowledge of the topic
- Act as advocate for Best Practice in Equality and Diversity
- To assist with the development and scrutiny of strategies and policies including Making the Connections the single equality scheme
- Attend the Equality and Diversity monitoring group and assist in the scrutiny of priority Equality Impact Assessments (EqIAs)
- Encourage all Authority Members to communicate and champion the Authority's Equality and Diversity work in their communities