

# Gender Equality Scheme 2007-2010

## Executive Summary

### Introduction

This Executive Summary provides an overview of West Midlands Fire and Rescue Authority's three year Gender Equality Scheme. The scheme can be viewed online and hard copies are available from the Equality and Diversity Team. A variety of formats and languages are available on request.

The Gender Equality Scheme requires us to:-

- Consider the impact of our policies and procedures on men and women and transgender men and women.
- Consider the need to undertake a pay and grading review
- Set gender equality objectives with service users stakeholders and employees
- Eliminate harassment and sex discrimination

This scheme was developed with the help of service users stakeholders and employees of the West Midlands Fire and Rescue Authority. The focus of our Gender Equality Scheme is on achieving real equality of outcomes for both men and women who work for the West Midlands Fire and Rescue Authority and for men, women and transgender people in the wider community.

Implementing the actions of this scheme will help us to achieve the outcomes set over a three year period and this requires the support of all employees who work for the Fire and Rescue Authority.

### Core Values

We have adopted Core Values which provide focus, and support our service delivery and employment practices. They state how we value;

- Improvement
- People
- Diversity; and
- Service to the community

The values are expanded on in the Core Values section contained within the scheme.

### Gender Equality Scheme Consultation

The Gender Equality Duty (2007) requires the West Midlands Fire and Rescue Authority to consult with employees service users and stakeholders in the development of a gender equality scheme. Internal and external consultation was

carried out with employees, stakeholders and members of the local community in the form of focus groups, one to one interviews and questionnaires. This has produced an action plan which outlines what the Fire and Rescue Authority will do to improve gender equality and its service to the local community.

The West Midlands Fire and Rescue Authority will report each year on its progress on the actions contained within the scheme and this will be published on the internet.

### **Arrangements for public access to our services and information.**

We recognise that sometimes it may be difficult for members of our community to obtain or access the information and service we provide or even to know what we can provide. To address this we have a Customer Care Charter which details where and how to contact your local fire stations, fire safety centres, information on the service and how to make comments, compliments and complaints.

We use the following mechanisms to ensure that our communities within the West Midlands have equal access to the information and service provided by us:

- Customer Charter;
- Language Line;
- Interpreters;
- Written Translations;
- Fire safety leaflets;
- Home Fire Safety Checks;
- Community Advocates;
- Community Advocates;
- Internet.

### **Accessible Formats**

This document contains information about how we intend to improve your Fire Service. This information can also be made available in other languages and formats including large print, Braille and audiotape.

This executive summary will also be made available as British Sign Language Download or CD upon request

### **Full Gender Equality Scheme**

The full Gender Equality Scheme is available online: [www.wmfs.net](http://www.wmfs.net), on the intranet and from the Equality and Diversity Section.

Printed copies of the scheme will be available at all fire stations, fire safety centres and other service buildings and will be sent to all public libraries.

### **Contact Details**

The equality and diversity section can be contacted via email [equality&diversity@wmfs.net](mailto:equality&diversity@wmfs.net) or 0121 380 6241/6242