

COMMITTEE ANNUAL WORK PROGRAMME 2021/22

INCLUSION AND EQUALITY FORUM

| Terms of Reference Area | 12 Oct 2021 | 25 Jan 2022 | 26 Apr 2022 | Supporting Information |
|---|----------------|----------------|----------------|------------------------|
| Reviews/Approvals | | | | |
| Monitor and constructively challenge evidence of performance progress against objectives in the Diversity & Inclusion Strategy and associated Fire and Rescue Service Equality Framework | X | X | X | |
| Contribute to the setting of Inclusion and Equality performance targets, where applicable and annual monitoring associated with performance statistics | X | | | |
| Develop, implement, monitor and review of policy, planning, procedures and practice to support the Diversity & Inclusion Strategy including action planning | X | X | X | |
| Monitor effectiveness of formal partnership agreements in relation to Inclusion and Equality issues | | | X | |
| Review and monitor the effectiveness of the corporate Inclusion and Equality training programme | X | | | |
| Review the corporate People Impact Assessment (PIA) programme and audit a sample of PIAs as available through the corporate programme | X | X | X | |
| Areas to be reported as appropriate | | | | |
| <ul style="list-style-type: none"> • Receive progress reports from the Inclusion Department on service improvements and progress against statutory equalities duties • Identify priority areas requiring improvement and progress in relation to Inclusion and Equality issues to meet service priorities • Consider the consequential impact of relevant new legislation and national guidance and make recommendations for change to the Service • Act as a consultative forum on key Inclusion and Equality strategies and policies • Ensure that equality, fair treatment and social inclusion are integral to all DFRS decision-making. | | | | |

