

## COMMITTEE ANNUAL WORK PROGRAMME 2020/21

### INCLUSION AND EQUALITY FORUM

Terms of Reference Area	13 Oct 2020	19 Jan 2021	27 Apr 2021	Supporting Information
<b>Reviews/Approvals</b>				
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	
<b>Areas to be reported as appropriate</b>				
<ul style="list-style-type: none"> <li>• Receive progress reports from the Inclusion Department on service improvements and progress against statutory equalities duties</li> <li>• Identify priority areas requiring improvement and progress in relation to Inclusion and Equality issues to meet service priorities</li> <li>• Consider the consequential impact of relevant new legislation and national guidance and make recommendations for change to the Service</li> <li>• Act as a consultative forum on key Inclusion and Equality strategies and policies</li> <li>• Ensure that equality, fair treatment and social inclusion are integral to all DFRS decision-making.</li> </ul>				