

# DEPARTMENT BUSINESS PLAN 2009 – 2010

**Description:**

**Resources:**

# Mid and West Wales Fire and Rescue Service

## Performance Management Framework Objectives

<b>Customer</b>	Trusted and respected by communities		More than emergencies	Saving lives and protecting communities
<b>Finance and Resources</b>	Managing within budget	Making efficiencies	Allocating resources to priorities	Alternative funding and resources
<b>Business Process</b>	Managing people		Risk reduction planning	Partnership working
<b>Learning and Growth</b>	Effective and empowered people			

**PEOPLE & ORGANISATIONAL DEVELOPMENT DEPARTMENT  
EQUALITY AND DIVERSITY  
BUSINESS PLAN FOR YEAR APRIL 2009 - MARCH 2010**

Ref	Objectives	Target Date	Progress Monitor	Outcome	Activities	Officer Responsible	Cost / Savings £	Budget/ Funding Source
ED1	Seen as more than an emergency service	31/03/10	Monthly	Provision of equalities monitoring statistics to inform the Services' future strategy in recruitment and retention of staff  Compliance with all Equality Schemes	Analyse employee statistics on an annual basis according to gender, race, disability status, full and part time etc Target Date: Monthly  Identify key training objectives on equality and diversity issues - utilising the results of the Cultural Audit questionnaire Target Date – 30/03/10  Provide training sessions on issues arising out of specific laws and relevant legislation E.g. Age Discrimination Target Date – 31/03/10	Equality and Diversity Officer		
ED2	Effective People  Managing People	31/03/10	Quarterly	Implementation of the Assembly Government's Single Equality Scheme		Equality and Diversity Officer		

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Ref	Objectives	Target Date	Progress Monitor	Outcome	Activities	Officer Responsible	Cost / Savings £	Budget/ Funding Source
ED3	Effective People  Seen as more than an emergency service	31/03/10	Quarterly	An increase in applications from all sectors of local communities for Firefighter posts	Develop and participate in Positive Action awareness days / Publicity events in conjunction with the appropriate P&OD Sections and WAG  Develop communication strategies to promote the FRS as an employer of choice for the whole community  Establish a community outreach network to assist the FRS to build a diverse workforce	Equality and Diversity Officer		
ED4	Effective People	31/03/10	Quarterly	The Service is compliant with its responsibilities in relation to Equality Impact Assessments	Provision of Training  Monitor compliance and support improvement  Provide assistance as required	Equality and Diversity Officer		
ED5	Effective People	31/03/10	Annually	Review of station facilities completed	Review station facilities in conjunction with the Estates Department and County Commands to consider toilet, washing, sleeping and changing facilities	Equality and Diversity Officer		

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