

Single Equality Schemes Action planning



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Shropshire
Fire and Rescue Service

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Aims

- To understand the barriers and issues faced by all equality groups in Shropshire
- To involve equality and community groups in developing the Single Equality Schemes
- To identify key priorities for the 3 organisations

Ground rules

- Be respectful
- Give everyone the chance to have their say
- Be open and honest
- Have your say in the way that suits you – discussion, post it notes
- Give us honest feedback, please!

Workshop Structure

- Group work
- Try to discuss all equality areas
- Use the examples and questions from each theme to help you
- 3 main areas to feedback to the forum:
barrier, gap, working well
- Anything else you want to add through the session – post its!

What is a Single Equality Scheme?



Brings together in one document how each of our organisations will work to meet their equalities legislation on the following strands:

- Age
- Disability
- Gender
- Race
- Religion / Belief
- Sexual Orientation
- Transgender

What is a Single Equality Scheme?



- The most important element of the Single Equality Scheme are the Action Plans, which set out in detail what will be done by the organisations to deliver positive outcomes for the people of Shropshire and our employees
- The scheme is a 3 year plan, reviewed on a regular basis

Purpose of the Single Equality Scheme



Remember to take this into consideration during the workshop, that the scheme should:

- Eliminate unlawful discrimination & harassment
- Take active steps to promote equal opportunities
- Promote good relations between different groups
- Promote positive attitudes towards groups
- Encourage participation and involvement

Why work together?



- We each want to develop a Single Equality Scheme for our organisation
- Means you only have to say it once
- We can look at life in Shropshire as a whole not just our specific areas of interest

Feedback on the session



- Evaluation Sheets
- Take learning from today's session to shape future sessions

Next steps

- Running more workshops
- Using the information to draw up draft schemes
- Consult on drafts
- Use feedback to develop final version of our Single Equality Schemes

So lets get started...

- We want to hear about
 - Your experiences
 - Issues for you
 - Improvements, what would help
 - What are we doing well