

REMAINING CONSIDERATIONS

1. A strongly worded statement of commitment by CMT to the values and support for any member of staff upholding those values should be delivered by the CMT member opening the course and supported at every opportunity by the course trainers.
2. Senior management should actively promote the programme to all staff and should lead by example by attending both the workshops as soon as possible and in accordance with best practice should also return for the second workshop on their allocated day.
3. To achieve consistency the organisation should encourage delegates who attend day 1 of the programme to return on their allocated second day where possible. (It is accepted that this may not always be achievable due to operational and other constraints).
4. Asking delegates to identify positive action and positive discrimination from a number of examples enacted or read by the trainers could further develop the 'prejudice and discrimination' element of the programme.
5. It is important that should senior management undertake any team development in respect of 'Fairness For All' that this should be done openly and any outcomes should be circulated amongst all staff.
6. ESFRS should consider the use of CMT members to champion each of the six strands of diversity; sex, race, disability, sexual orientation, religion and belief, and age. This, together with improved communication about actions they take may have a positive impact on staff perception of CMT commitment. Appropriate CMT champions should focus on the areas of positive action/discrimination and bullying and harassment highlighted in this report.
7. Closely linked with point 6 above, the programme facilitators could counter delegates' views of lack of commitment by CMT by giving positive examples. CMT should keep trainers updated with such examples through the project manager or ESFRS trainer.
8. The EDCC group should examine these remaining considerations and share their conclusions with all members of CMT. Considerations could be further developed through a joint seminar between the EDCC group and CMT so that agreement can be reached on their implementation.