

Equality, Diversity and Inclusion Steering Group Update

Report of the Chief Fire Officer

For further information about this report please contact Rod Hammerton
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Inclusion Officer on 01743 260236.

1 Purpose of Report

This report provides an update on the work of the Equality, Diversity and Inclusion (EDI) Steering Group from October 2017 to October 2018.

2 Recommendations

The Committee is asked to note the contents of this report

3 Background

The remit of The Equality, Diversity and Inclusion Steering Group is:

- To improve the services we provide to the wider Shropshire community
- To promote community cohesion and anti-discrimination with people living and working in Shropshire, including issues of rural access, social isolation and income inequality
- To initiate, facilitate, monitor and evaluate projects to improve the wellbeing of Shropshire Fire and Rescue Service employees
- To promote excellence in equality, diversity and inclusion practice throughout the organisation
- To maintain organisational focus and ensure strategic priorities for Equality, Diversity and Inclusion in the organisation and the communities we serve
- To ensure that the SFRS culture encourages employees and service users to be valued and accepted as individuals
- To provide leadership, strategic direction, development and resources to ensure progression of our Equality Framework and Single Equality Scheme

4 Main Areas of Work

The Steering Group has overseen a wide range of work since October 2017, major elements of which are summarised below:

Reasonable adjustments

The reasonable adjustments programme has continued and the Service supports the majority of people on this with dyslexia. We also support people with physical disabilities such as hearing, bad backs and use access to work to provide funding towards some of these adjustments.

We provide training to managers on dyslexia awareness, use cream paper as standard and have recently introduced opendyslexia which is a specialist dyslexia font.

Case Load

- 22 Current cases
- 9 new cases since last steering group
- 2 support programmes completed / closed since last steering group

Disability Confident Scheme

The Service signed up to this in 2017 following the removal of the two ticks scheme which we previously were committed too. We are now Disability Confident Committed and are working towards the next Level of this scheme.

Single Equality Scheme Action Plan

The action plan is monitored and reported to the steering group, it details progress on a wide range of EDI initiatives and projects.

The Single Equality Scheme will be reported at the meeting in March 2019.

Mind

The Service signed up to the Mind Time to Change pledge in February 2016. This is about helping and supporting people with mental health problems. The Service promotes national events and uses social media to promote these.

The Service has arranged a 2-day Mental Health First Aid Training Course for managers, which will enable them to spot and address any mental health issues. This will then be cascaded down the Service with one day, and half day awareness training courses.

Positive Action

Wholetime Taster Sessions

The service held four taster sessions before the wholetime recruitment campaign during 2018. These sessions were open to all and held at our training and development centre in Telford.

Prior to these the EDI officer visited several local faith and community centres across Shropshire and Telford and Wrekin to promote these to our under-represented groups.

Date	Total numbers	Women	BME
Saturday 6/1/18 1800 hrs	27	5	2
Thursday 11/1/18 0930 hrs	32	8	2
Saturday 13/1/18 0930 hrs	15	5	2
Wednesday 17/1/18 1800 hrs	30	7	6
Totals	104	25	12
		24%	11.5%

Advertising was placed on Face Book, Twitter, SFRS website, Community Centres, places of faith, Polish shops, Chinese and Asian takeaways were also targeted. Over 1,000 posters were printed for shops and businesses

2018 Application process

	Registered interest 746 people		Successful applicants 1 st stage 649 people	
Males	632	84.7%	546	84.1%
Females	109	14.6%	100	15.4%
Prefer not to say	5	0.7%	3	0.5%
Ethnicity - white	672	90%	588	90.6%
Ethnicity - BME	23	3%	22	3.4%
Prefer not to say	13	2%	39	6%

Firefighter Bootcamp

A new initiative has been introduced for our under-represented groups in which they were invited to attend a firefighter bootcamp. 24 participants attended, two briefing sessions followed by a 12 week bootcamp improvement programme. The results of this will be analysed in 2019.

On Call Taster Sessions

A new approach is being trialed at Prees Station for a joint recruitment and community safety event in November 2018. Following this, a taster session will be held at Prees. A programme of events has been devised for on call taster sessions for 2019 in the North, Central and South of the County for our under-represented groups. Further details of this will be provided in the next report.

National Fire Chiefs Council (NFCC) Equality, Diversity & Inclusion meetings

The EDI Officer has attended several of these meetings which are used to discuss work packages and to network with other Services across the country. The subject areas discussed vary at each meeting and include such subjects as positive action, National Work streams, Fireground assessments, Menopause and implications of this and sharing best practice.

Women in the Fire Service Event

Three women attended the event this year, including one on call and two non-uniformed. We also paid for one attendee from Fire Control but they were unable to attend. Feedback and best practice from these events is shared with the Steering group.

Hate Crime Reporting

The Service continues to receive regular updates on Hate Crime report statistics from West Mercia Police Shropshire. The Service plays an active role in the local Hate Crime Reporting Group convened by Shropshire Council.

Equality and Diversity Training

During the past year the Steering Group has undertaken a range of Equality and Diversity training:

- Dyslexia awareness training has been commissioned and delivered for Trainers, Associate Trainers, Managers, members and other employees.
- Equality and Diversity induction training has been given to non-uniformed, apprentices, on call and wholetime firefighters.
- Mental Health training has been planned for late 2018.
- Dementia awareness training has been delivered
- A review of the online ED&I training courses is taking place
- EDI induction training has been placed onto our online learning forum.
- A range of information materials on different issues has been acquired or developed, and is available for employees.

Equality and Diversity External Activities and Events

The Service attends and supports the following events:

- Asian Fire Service Association (AFSA) National Conference
- AFSA workshop on 'Smoke and Mirrors' report
- FRESH meetings
- Multi-faith and cultural year planner issues to all stations and offices
- Using social media to promote local and international events e.g. world mental health day, holocaust memorial day

Subscriptions and Memberships

Subscriptions have been renewed for:

- Networking Women in the Fire Service,
- Fairness and Respect Equality Shropshire Ltd (FRESH)
- The Asian Fire Service Association (AFSA).
- Rainbow Film Festival

5 Capacity

There are no capacity impacts arising from this report.

6 Collaboration / Partnership Working

This is a historical report, some of which will involve partnership working.

7 Community Safety

There are no community safety impacts arising from this report.

8 Environmental

There are no environmental impacts arising from this report.

9 Equality Impact Assessment

This is a historical report so no impact assessment is required for this but each area should have an equality impact assessment as required.

10 Financial Implications

There are no financial implications arising from this report.

11 Health and Safety

There are no health and safety impacts arising from this report.

12 Human Rights (including Data Protection)

There are no human rights impacts arising from this report.

13 ICT

There are no ICT impacts arising from this report.

14 Legal Comment

There are no legal implications arising from this report.

15 Public Value / Service Delivery

There are no public value or service delivery impacts arising from this report.

16 Reputation

There are positive impacts of having an Equality, Diversity & Inclusion steering group both internally and for the communities we serve.

17 Security

There are no security impacts arising from this report.

18 Training

There are no training impacts arising from this report.

19 Appendices

There are no appendices attached to this report.

20 Background Papers

There are no background papers associated with this report.