



EQUALITY, DIVERSITY AND INCLUSION STRATEGY 2018-2021

CONTENT

- 1 [Executive Summary](#)
- 2 [Implementation](#)
- 3 [Corporate Safety Plan](#)
- 4 [Our People](#)

1 EXECUTIVE SUMMARY

The strategy sets out an overview of the current position of Staffordshire Fire and Rescue Service with regard to the wider equality, diversity and inclusion (ED&I) agenda. The strategy considers how a commitment to and understanding of ED&I will support our objectives in terms of employees, our communities, our partnership and collaborative working.

The purpose of the strategy is to:

- Complement the Corporate Safety Plan 2017-2020 (CSP)
- Maintain the “Excellent” Level of the Fire and Rescue Service Equality Framework
- Ensure legal compliance by ensuring that all of our processes and policies can demonstrate that due regard has been given as required by the Equality Act 2010
- Support and understand appropriate service delivery that is tailored to risk
- Support our staff to reach their full potential and feel satisfied and fulfilled, by making a contribution to the community through work and social activity
- Ensure that in our recruitment, development and promotion of all personnel we will ensure that we are equipped to actively promote opportunities with information and local knowledge.

2 IMPLEMENTATION

The multi-layered manner in which ED&I support our purpose is that it is considered in all our decision making, planning and practice.

The strategy advises how links are made between practice and outcome by recognising those at most risk. It establishes how we understand the needs and gain access to those most at risk in the most effective way.



'One size fits all' does not apply when delivering messages, services or resources to those most vulnerable.

Equally, as an employer, we need to understand that staff have varying communication styles, skills and needs, and as such the Service will facilitate a selection of tools and styles in order to support staff to reach their full potential and work as efficiently and effectively as possible.

Progress will be reported, as appropriate to the Prevent and Protect Directorate, the Service Improvement and Equality Committee and the Wellbeing, Equality and Culture Group.

Our ED&I work extends beyond the Protected Characteristics as listed within the Act as we include socio economic factors as a significant contributor to risk, and demand, particularly when it exists alongside social isolation, disability, young and older age factors, cultural and life style variances.

The strategy provisions are to ensure that ED&I remains as custom and practice for Staffordshire Fire and Rescue; however, we aim to go beyond the legal framework and be an organisation and workplace which is connected in a common objective of making Staffordshire the safest place to be. Inclusion within our working practice indicates that our objectives are about everybody and our work is proportionate to needs and risks. By being able to monitor and evaluate our actions to inform our direction we are united by our ED&I agenda. Currently there remains an absence of statistical data - locally, nationally and globally - on multiple inequalities and, in particular, a lack of data that would describe the connection between different Protected Characteristics and outcomes. While sex and age are recorded, data on ethnicity, sexual orientation and disability and the multifaceted human features of risk are rarely recorded and or analysed. Some of these resultant barriers are:

- Communication and language
- Lack of information on entitlements and services
- Organisational accessibility
- Working and living conditions
- Cultural and psychological variance
- We will remain mindful and curious about these societal inequality features and their impact on our Service as well as its demand on health, education, criminal justice agency and employment provisions.



3 CORPORATE SAFETY PLAN

By us demonstrating due regard in the development of the CSP it has ensured that the decisions, actions and processes in relation to the characteristics protected within the Equality Act 2010, and our requirements of the Public Sector Equality Duty (PSED), are satisfied in principle. The dependencies are that any negative impacts identified in the delivery of the CSP, and its associated strategies and policies, are recognised and actions taken to mitigate them.

The CSP has three Priorities and this strategy supports them all

Priority 1 Education and Engagement

We will continue to work towards ED&I being an essential part of our custom and practice in our education and engagement activity. Including our Safe and Well delivery, volunteering scheme and our Community Interest Company (CIC) development and delivery.

Priority 2 Community Safety and Wellbeing

ED&I will continue to remain an essential feature of our partnership working, co-production and collaboration.

Priority 3 Planning, Resilience and Response

We are committed to understanding our demands as it is essential that we are equipped to develop our plans and manage our Service. Our ability to analyse accessible data with regards to people, their behaviours, their vulnerabilities and what places them at risk of demand is crucial to delivering the most effective and efficient service. ED&I consideration enables us to consider those risks and vulnerabilities in their entirety as a contributory and significant factor and consequence of social inequality.

4 OUR PEOPLE

ED&I awareness and training has been part of our induction programme and staff support mechanisms for some time. Our continuation of this training includes an E-learning mandatory package and face to face specific awareness raising sessions including awareness of unconscious bias.



We have mechanisms to assess and support staff with dyslexia and have assessments for visual stress. We are signatories to MIND - Blue Light Programme. Our Positive Action work is developed by a small team of staff and supported by a wide range of enthusiastic personnel. This is an area that the Service is continuing to develop and will be a significant priority throughout the delivery of the strategy. Our suite of Family Friendly Policies, including Maternity, our Menopause considerations, our Leadership Message and Cultural Framework will continue. Most importantly our people will continue to drive our Service, its culture and our delivery.

Our Wellbeing, Equality and Culture Group, Chaired by our Deputy Chief Fire Officer/Deputy Chief Executive is representative of a wide group of staff including representative bodies, Human Resources, Learning and Development, Fitness Adviser, Communications and Health and Safety. This group is able to scrutinise People Impact Assessments and drive the ED&I agenda as a fundamental feature of wellbeing and culture and our corporate and strategic objective across the organisation.

Consultation End Date: 29 March 2018		People Impact Assessed: 13/03/2018		Review Date: 18/04/2021		
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