



**DORSET & WILTSHIRE
FIRE AND RESCUE**

Equality Information Report 2016

Our Equality Journey
through combination



Stonewall
DIVERSITY CHAMPION



PASSIONATE ABOUT
CHANGING & SAVING LIVES

Equality Information Report 2016

Compiled by
Rex Webb

Equality, Inclusion & Cultural Change Manager
For further information contact:

Rex.webb@dwfire.org.uk
equalities@dwfire.org.uk

Introduction:

This is the first 'Equality Information Report' for Dorset & Wiltshire Fire and Rescue Service.



On 1 April 2016 Dorset and Wiltshire Fire and Rescue Authorities joined together to form a single fire and rescue authority created for the combined County areas of Dorset and Wiltshire. This is so we can:

- deliver savings and improve resilience
- strengthen local accountability
- create a safe, strong and sustainable fire and rescue service for the counties of Dorset and Wiltshire
- work more effectively with police, ambulance and partners at a local level, with greater resources to offer.

Throughout the journey to combination the new organisation has faced significant challenges. We are proud that during this time we have maintained our focus on diversity, continue to challenge unacceptable behaviour based on our values and maintain our inclusive "one team" approach.

This report gives us an opportunity to highlight the work undertaken to maintain this approach and to ensure we meet our corporate vision of being 'Passionate about Changing and Saving Lives'.

Cllr Rebecca Knox
Chair of the Fire Authority

Ben Ansell
Chief Fire Officer



**DORSET & WILTSHIRE
FIRE AND RESCUE
AUTHORITY**



**DORSET & WILTSHIRE
FIRE AND RESCUE**

Dorset & Wiltshire Fire and Rescue Authority is fully committed to ensuring Dorset & Wiltshire Fire and Rescue Service (DWFRS) supports diversity and inclusion and delivers equality of opportunity across all functions, including fire, health education and related services, such as; employment, partnerships, volunteering and procurement.

We realise the important role our staff, volunteers and partners have to play to ensure our statutory duties are effectively implemented.

Equality, diversity and inclusion are part of DWFRS values and "how we do business" as a family friendly employer, working with our fire service volunteers and in providing services to the people of our combined communities.

We are committed to creating an inclusive community and a society where:

- people are treated with dignity and respect
- discrimination and prejudice will be challenged
- we anticipate, and respond positively to, different needs and circumstances so that everyone has the opportunity to achieve their potential.
- we promote flexible and family friendly work opportunities to help staff fulfil their personal responsibilities and interests outside of work.





PASSIONATE ABOUT
CHANGING & SAVING LIVES

Our vision states:

We are much more than a
Fire and Rescue Service

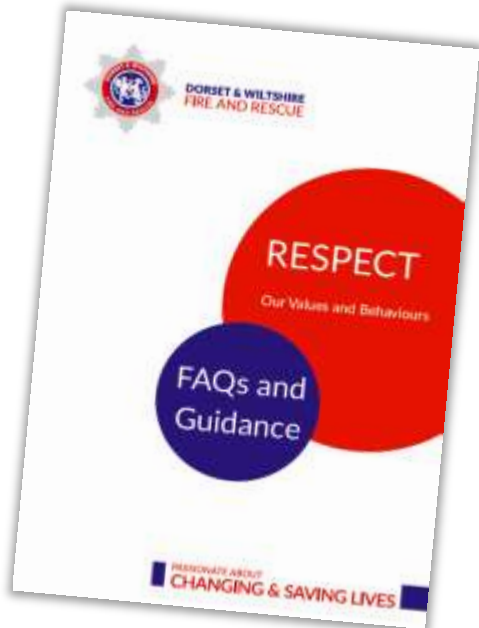
- We are about helping you to become safer, healthier and to live more independently.
- Improving your wellbeing and investing in our future generations is central to our way of thinking.
- We will play a key part in supporting our communities and businesses to grow safely and responsibly.
- When you need us, we will respond quickly and professionally to limit distress, harm and economic loss.

We also have four priorities:

- 1: Help you to make safer and healthier choices – we want you to be more aware about the risks you face, and support you and your business to be safer. We are committed to improving the wellbeing of you and your family.
- 2: Protect you and the environment from harm – we will work with you to improve your safety and reduce the effect that day-to-day hazards and risks can have on you and your environment.
- 3: Be there when you need us – we will continue to provide a professional and prompt response when an emergency happens.
- 4: Make every penny count – we will continue to be a well-respected and trusted Service, offering excellent value for money.



R - Responsibility
E - Equality
S - Support
P - Professionalism
E - Excellence
C - Communication
T - Transformation



WHAT IS RESPECT?

RESPECT is our values and behaviours framework, it sets out the “core” behaviours within seven values that define how we approach work. This sits beside our Job Descriptions and Role Maps that outline what we are expected to do.

RESPECT has been developed using input and feedback from employees and in light of our Vision and Priorities. These seven values are central to how we work together to deliver our services.

The behaviours and attitudes described within the **RESPECT** framework support the delivery of our Priorities and continued development of our people, culture, service, performance and partnerships.

WHAT IS A BEHAVIOUR?

Behaviours describe the attitudes and approaches that we take to work and explain:

- how we do things;
- how we treat each other;
- what we say and how we say it;
- how we expect to be treated; and
- how others see us

RESPECT is an acronym for the seven values of the Service. Within each value is a set of behaviours for everyone that works for and governs Dorset & Wiltshire Fire and Rescue using three categories:



1st April 2016



Dorset Fire & Rescue Service



Wiltshire Fire & Rescue Service



DORSET & WILTSHIRE FIRE AND RESCUE

PASSIONATE ABOUT CHANGING & SAVING LIVES

Working together to make our communities safer



In the months leading to combination both Dorset and Wiltshire Fire & Rescue Services carried out a large piece of work to create a business case for combination.

The business case, together with other options was then subject of wide ranging public consultation across Dorset, Bournemouth, Poole, Wiltshire and Swindon.

All of the options proposed in the consultation were fully impact assessed to identify the positive and negatives impacts upon all sections of the community and workforce, including those with protected characteristics.

Safer 2020

As part of the preparation of the business case for combination a horizon scanning document was commissioned. The document highlighted a range of thematic topics for the reader to consider and its executive summary highlighted the key issues (below) that will impact upon the Dorset and Wiltshire sub-region in the period to 2020 and outlined the implications that this may have for fire and rescue services.



- Continuing Austerity
- A growing and aging population
- Social inequality
- Digital by default
- Cost of living
- Police and Crime Commissioners
- Partnership working



**Dorset
Fire & Rescue
Service**



**Wiltshire
Fire & Rescue
Service**

Working together to make our communities safer



Jill Warburton, Community Engagement and Inclusion Manager, Dorset Fire & Rescue Service.

Rex Webb, Equality & Diversity Advisor, Wiltshire Fire & Rescue Service



In the two years leading to combination the Equality Leads in Dorset and Wiltshire Fire & Rescue Services worked closely together to ensure that equality, diversity and inclusion were firmly embedded throughout the combination process.

They jointly developed and introduced an Impact Assessment process which was used to ensure that equality impacts were identified as new policies and procedures were developed for the new organisation.

Both worked together to prepare Impact Assessments on each option presented to the public in the consultation process.

As we moved towards combination a number of work streams evolved focusing on specific areas of work. The Equality Leads were actively involved within the work streams to lend their expertise and ensure equality, diversity and inclusion was considered.

Each took specific responsibility for particular work streams:

Jill Warburton

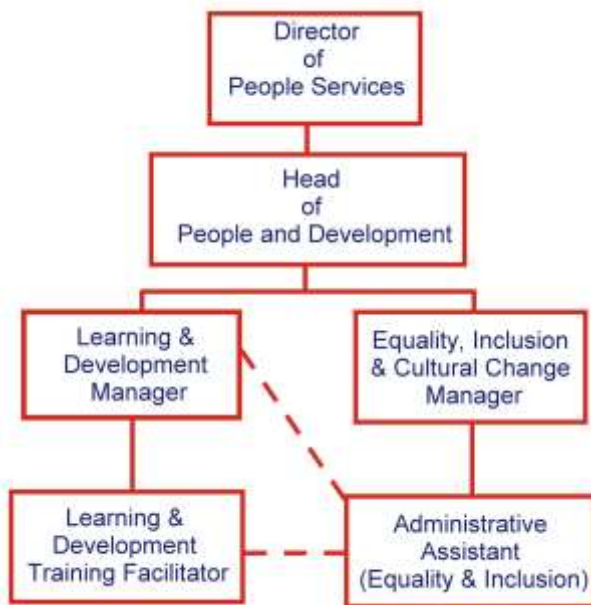
- Work stream 1:** Corporate Governance
- Work stream 2:** Strategic & Organisational Development
- Work stream 4:** Service Delivery & Operational Assets

Rex Webb

- Work stream 3:** Safety Centre, Hub & Joint Control
- Work stream 5:** People & Organisation Design
- Work stream 6:** Information Management



**DORSET & WILTSHIRE
FIRE AND RESCUE**



Rex Webb,
Equality, Inclusion & Cultural Change
Manager
Michelle Skipp,
Administrative Assistant (E&I)

The Equality, Inclusion and Cultural Change Manager role within Dorset & Wiltshire Fire and Rescue Service sits in the People Development Team. The role provides advice to Members of the Fire Authority and all staff on equality, inclusion & culture issues. It also provides advice to the Authority on how to achieve compliance with good governance as well as equality and diversity legislation.

The Role description identifies the following Responsibilities:

- To provide expert knowledge, advice and support to others within the Service or to external parties regarding the Service and to ensure the provision of Specialist services in line with Service needs.
- To establish, implement and maintain effective procedures and administrative systems including day-to-day financial administration and contributing to administrative planning for the function.
- To represent the department/function at meetings and act as Service representative for initiatives as required.
- To undertake project tasks or more specialised administrative work relating to the specific function or department.
- To manage the collection, maintenance and integrity of data within Service systems and ensure the timely and accurate provision of information.



**DORSET & WILTSHIRE
FIRE AND RESCUE
AUTHORITY**

Cllr Rebecca Knox
Chair of the Fire
Authority



MEMBER CHAMPION EQUALITY, DIVERSITY & INCLUSION

Dorset & Wiltshire Fire and Rescue Authority have nominated a number of Members to take on the role of Member Champion in the following areas:

- **Health and safety**
- **Children and young people**
- **Equality, diversity and inclusion**
- **Prevention and health partnerships**
- **Response**
- **Asset management**
- **Retained duty**
- **Protection**
- **Governance**
- **Climate change**

The purpose of Member Champions is to act as a single point of contact, to work with officers on key issues and in particular stakeholder engagement and to scrutinise activity where appropriate.

Equality Monitoring

Male
 Female

Religion

Age

Disability

Heterosexual
 Gay/Lesbian

Date of Birth

Who's asking?

Equality monitoring is simply gaining an understanding of whether our Service is performing well for all staff and service users.

Equality Monitoring is information about you - things like your age; whether you are male or female; your religion and ethnicity; whether you are straight, lesbian, gay or transgender and if you have a disability.

DWFRS wants to provide the same high level of service to everyone in Dorset and Wiltshire, regardless of who they are. However, different people might have different needs and be more at risk of certain things than other groups.

Some groups may also feel like they cannot access DWFRS services as well as other people in society. By filling in these questions you are helping DWFRS to understand who they are speaking to across the community and target their services the best way they can so they can be accessed by everyone.



WHEN WILL DWFRS ASK ME FOR MY INFORMATION?

- DWFRS may ask you to answer questions like these within surveys or in the feedback forms that they give out during consultations and events that they hold.
- If you have had a fire, or a visit to your home or business, DWFRS will provide a feedback form for you to tell them what you thought of their service. These forms also contain equality monitoring information.
- DWFRS also ask their staff the same information through staff surveys, at training courses and in job applications.

How is the information used?

DWFRS really do use this information to help improve their service and understand their staff and communities.

The following pages detail some of the equality information which DWFRS gathers to illustrate and shape its workforce and service delivery.



The above document has been produced by Stonewall to inform people of 10 reasons why providing equality data is useful.

“It’s quite natural to feel protective of your personal information. It’s not only natural, it’s sensible. But if local authorities and hospitals and police forces and employers don’t know who’s out there, they can’t be expected to get it right. If you don’t fill in the form and then find that no one’s thought about YOUR needs, well, you can hardly complain, can you”



Workforce





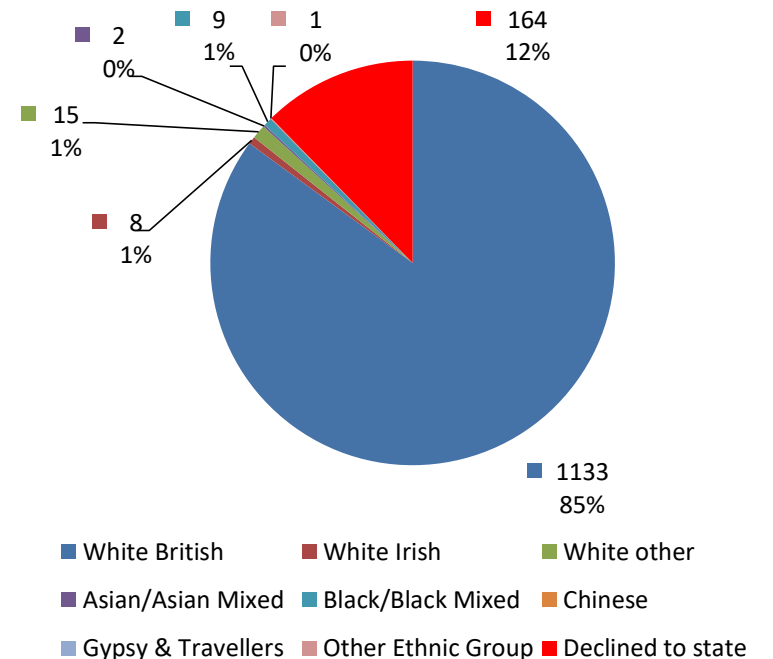
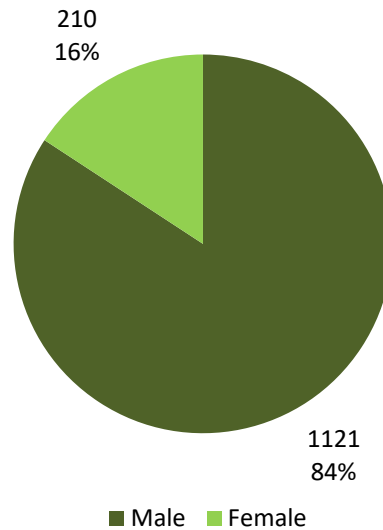
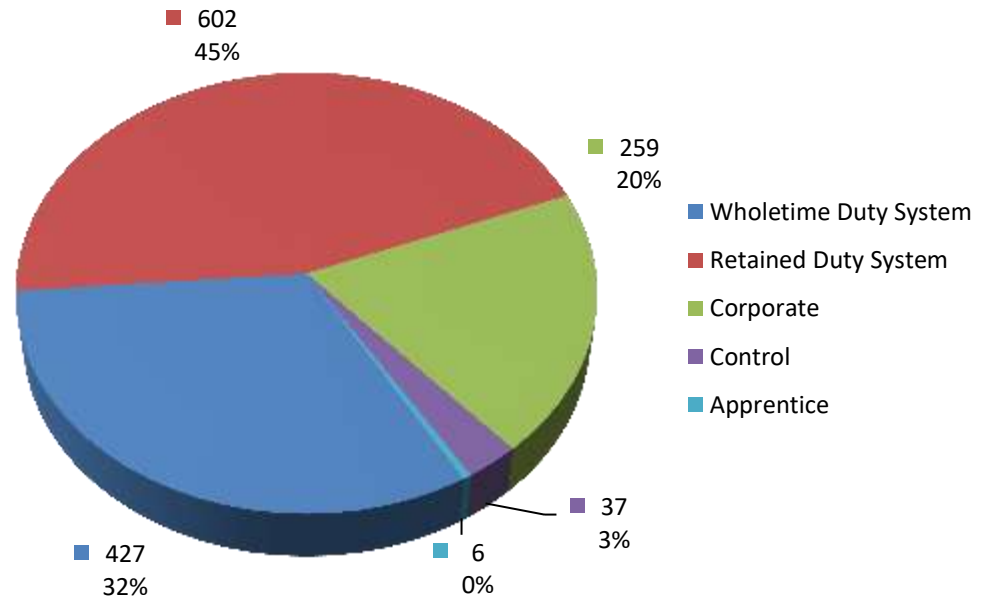
Dorset & Wiltshire Fire and Rescue Service exists to make life safer for people. To do this, we have a dedicated, professional team of Operational and Corporate staff with a diverse range of skills, knowledge and expertise.

We rely on our staff to help us achieve our priorities and objectives, and we aim to develop and maintain a healthy, safe, well-trained workforce which is representative of our community.

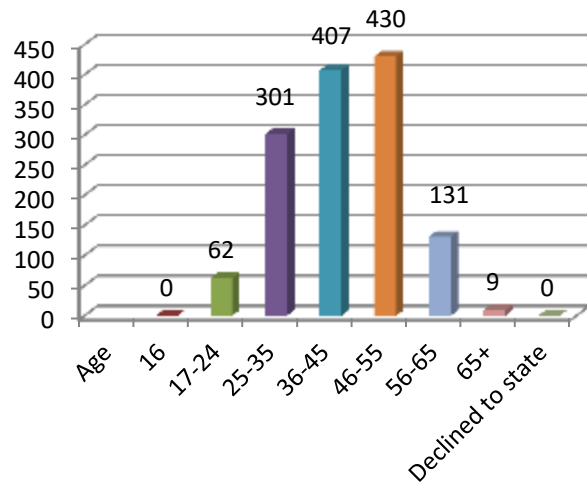
We currently employ full time and on-call firefighters at our 50 fire stations, and our Operational staff are supported by Corporate and Control staff.

At the present time we have a total of:

1,331
Members of staff

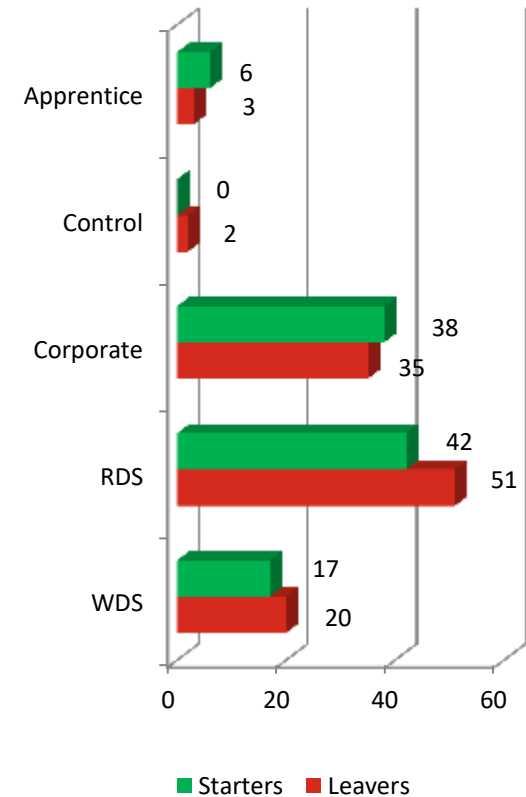
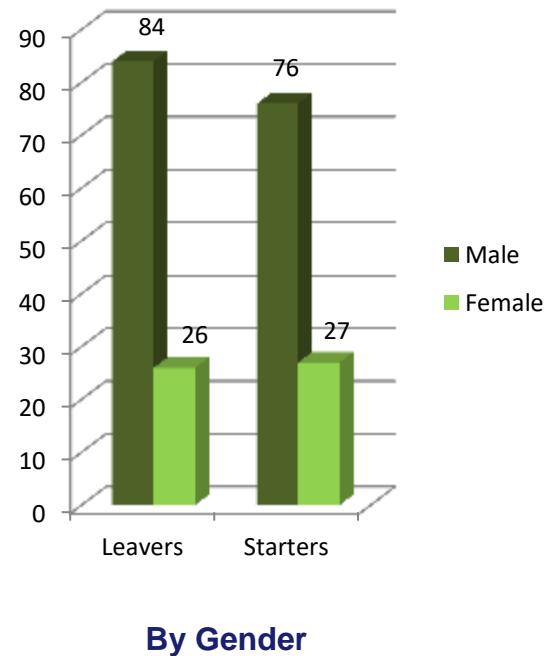
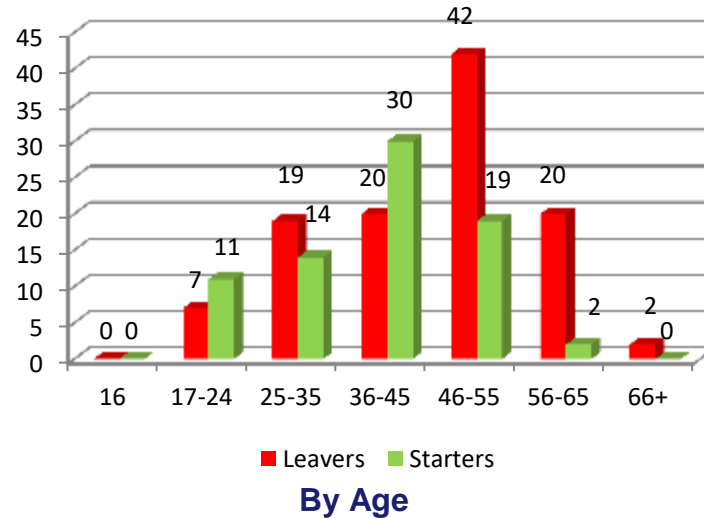


43% of DWFRS workforce is over 45 year's old



Upon combination on the 1st April 2016 members of staff from the respective Dorset and Wiltshire Fire & Rescue Services became employees of Dorset & Wiltshire Fire and Rescue Authority.

In its first nine months, DWFRS has seen a number of staff leave the organisation for a variety of reasons and has seen a number of new employees take up their posts, a number of which are temporary posts to enable the combination process to be completed.



**A total of
110 people left
and
103 people joined.**

Apprenticeships:

Dorset & Wiltshire Fire and Rescue Service's age profile continues to show under-representation of staff below 30 years of age and our apprentice programme is one means of tackling this issue.

Prior to combination both Services ran such programmes – in Dorset for operational firefighters and in Wiltshire for corporate roles.



The most recent apprentices successfully completed their qualifications and have been offered permanent positions or secured employment elsewhere.

During the summer of 2016 a further six apprentice firefighters, aged 18 to 20 years, have been recruited to the newly combined Service. They completed their initial recruits training in October and have now been placed out on stations in Swindon, Salisbury, Bournemouth and Poole.

Although supernumerary, over the next two years they will ride the appliances and attend incidents alongside their host watches, as well as attend further training courses and contribute towards community fire safety work.



In addition, they will work with our learning partner, Kingston Maurward College, to achieve their qualifications.

Building upon this positive start and with the introduction of the Apprenticeship Levy in April 2017, it is hoped to offer further corporate apprentice opportunities over the next 12 months.

Volunteers:



Working alongside the team at their local fire station, DWFRS volunteers help to educate the local community in fire safety and gather referrals to allow the Service to offer people goodwill advice about safety in their own homes.

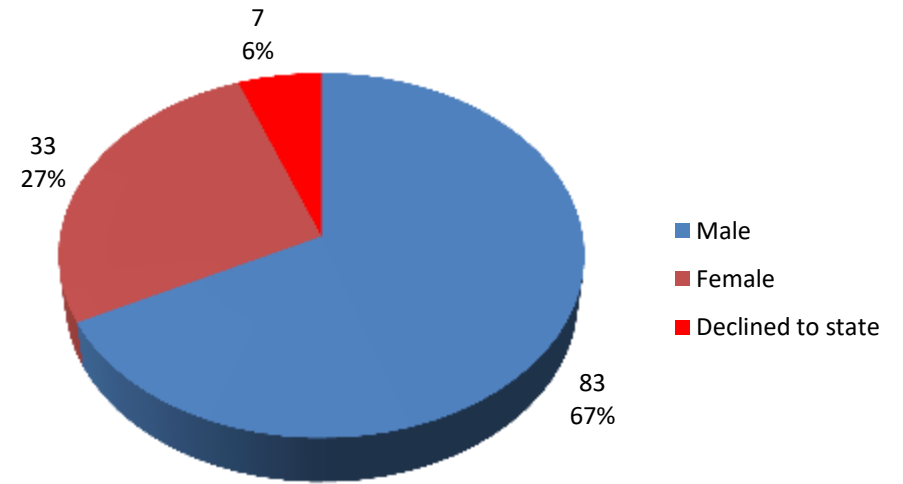
There are also opportunities for volunteers to get involved with station life, Service events and DWFRS youth initiatives.

Our volunteers are invaluable in supporting Dorset & Wiltshire Fire and Rescue Service and enabling us to work together making our counties safer.

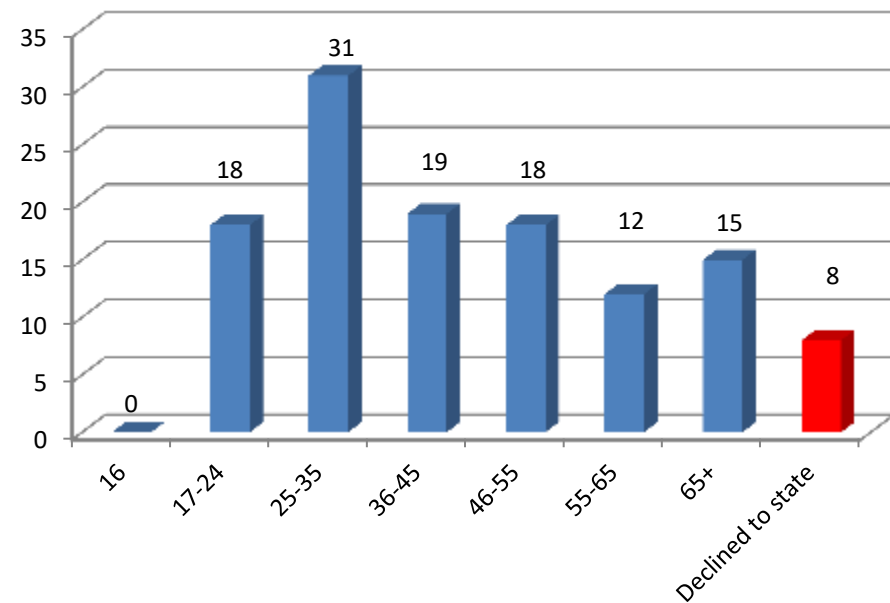
DWFRS welcomes volunteers from the age of 18 and from all backgrounds. All we ask is that you are available for two to four hours per week, and are willing to help for a minimum of six months.

At the present time DWFRS has 123 volunteers of different ages, ethnicities and abilities. These pages contain a number of graphs to illustrate the diversity within the volunteer team.

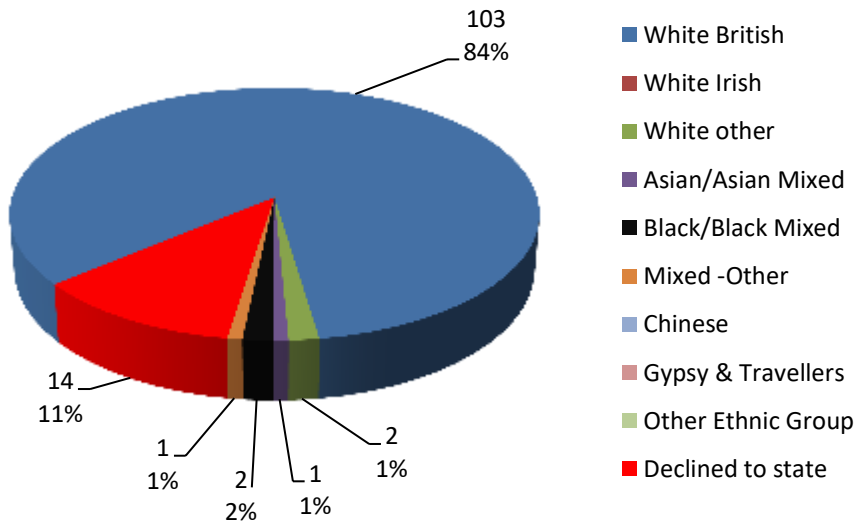
Employing volunteers allows DWFRS to encourage people from diverse backgrounds to work with the Service to improve its knowledge of the different communities it serves.



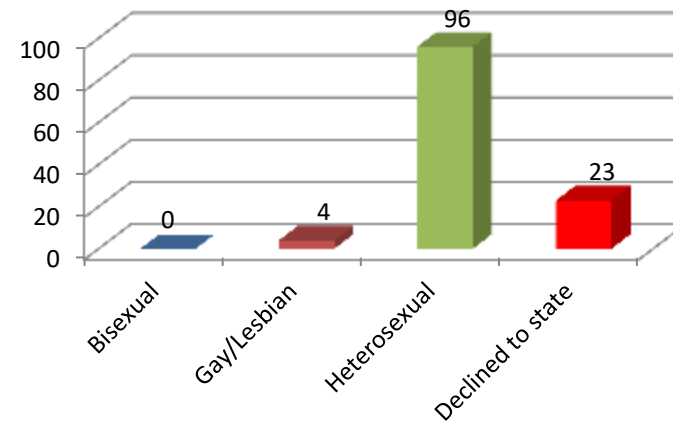
Gender



Age



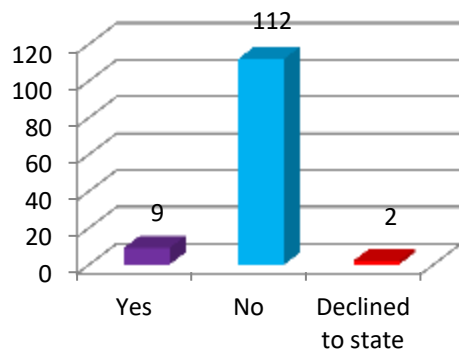
Ethnicity



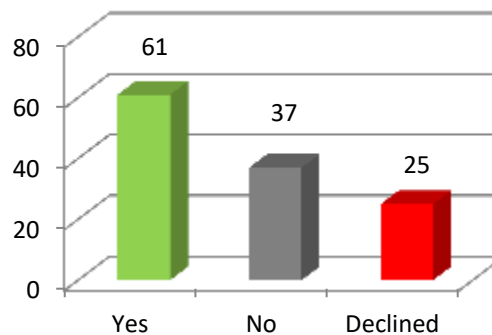
Sexual Orientation

WHAT DO YOU GET OUT OF BEING A VOLUNTEER?

- Being part of a motivated team
- Wearing a uniform with pride
- Learning new skills
- Meeting new people
- Supporting your local community
- Enhancing your CV



Disability



Religion/Belief

Training & Support

DWFRS provide volunteers with full training to fulfil their role. The Service will also provide opportunities for personal development within the volunteering role

SUPPORT



Firepride@dwfire.org.uk

Equalities@dwfire.org.uk

As part of a review of staff support groups within DWFRS two **confidential** email addresses have been set up. These are for staff to raise their concerns confidentially and they will be monitored in the following way:

Firepride@ monitored by **Dave Edwards**, LGBT/Diversity Champion and **Rex Webb**
Equalities@ monitored by **Rex Webb**.



DWFRS is committed to providing support to **all staff**, especially if they have specific needs.

Historically organisations have encouraged the development of staff support groups to provide advice and guidance to those with “Protected Characteristics”, as defined by the Equality Act 2010:



DWFRS is currently undertaking a review of Staff Support groups which exist across Dorset and Wiltshire. This review will include identifying support groups which previously existed in Dorset and Wiltshire Fire & Rescue Services as well as those available in partner organisations. We will also include those that are available on a regional and national basis.



“The Stonewall Diversity Champions programme is an excellent framework for creating a workplace that

enables LGBT staff to reach their potential.”

Professor Anthony Smith, Vice-Provost Education and Student Affairs, University College London

DWFRS are members of the Diversity Champions programme and are working with Stonewall to support all staff in the workplace.

A part of this work includes the Stonewall Allies programme. A number of DWFRS staff have attended this programme and have become “Firepride-Allies”. In 2017 all staff will be offered the opportunity to join this programme.

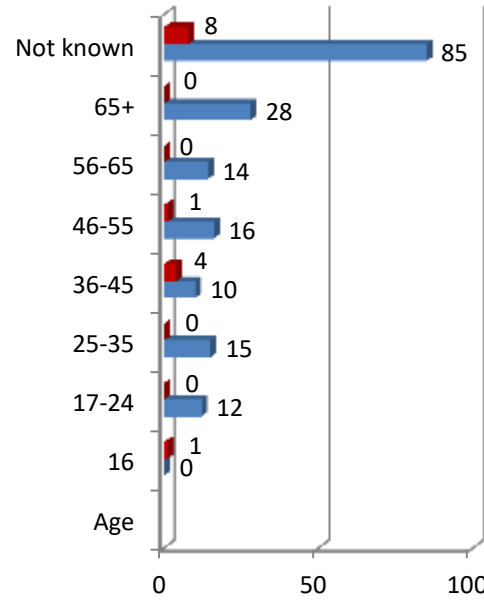




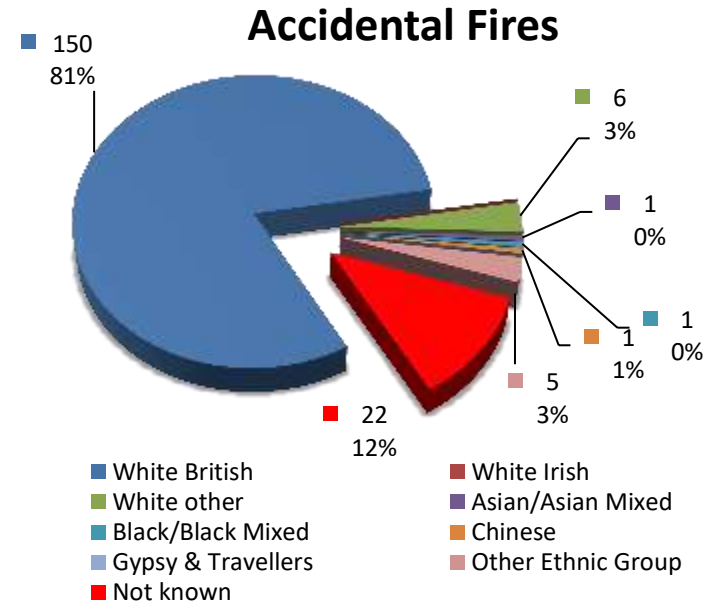
Dorset & Wiltshire Fire and Rescue Service works hard to protect its local communities, often working with partners to reduce the risk of fire wherever possible.

We collect data regarding the age, gender and ethnicity of owner/occupiers who have been involved in dwelling fires.

The following graphs illustrate the number of owner/occupiers involved in 2016.

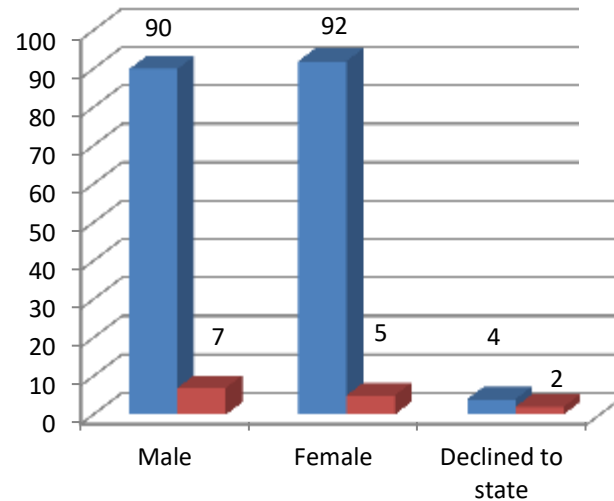


■ Deliberate ■ Accidental



Luckily there were only 14 owner/occupiers affected by deliberate fires:

- White British x 9
- White other x1
- Not known x4



■ Accidental ■ Deliberate

In addition to tackling fires and helping people involved in road traffic collisions, we will respond when all manner of emergencies arise – we have specialist teams providing rope, water and animal rescue capability, we can assist with flooding incidents, and we can be called upon to help other agencies.

PREVENTION

Supporting Our Communities to Make Healthier and Safer Choices.

There are four departments within Prevention:

- Safe & Well,
- Education,
- Road Safety
- Safety Centres.

These departments provide services to support the first of the services four main priorities - Supporting Our Communities to Make Healthier and Safer Choices. This priority is underpinned by Key lines of Enquiry (KLOE's) which align with the individual departments delivery.



Safe & Well Advisors

DWFRS has a team of 16 Safe & Well Advisors located across its Service area. Each has an area of geographical responsibility and they assist each other in carrying out visits.

The team is supervised by two Safe & Well coordinators. One supports staff in Dorset, Bournemouth and Poole with the second providing support in Wiltshire and Swindon.

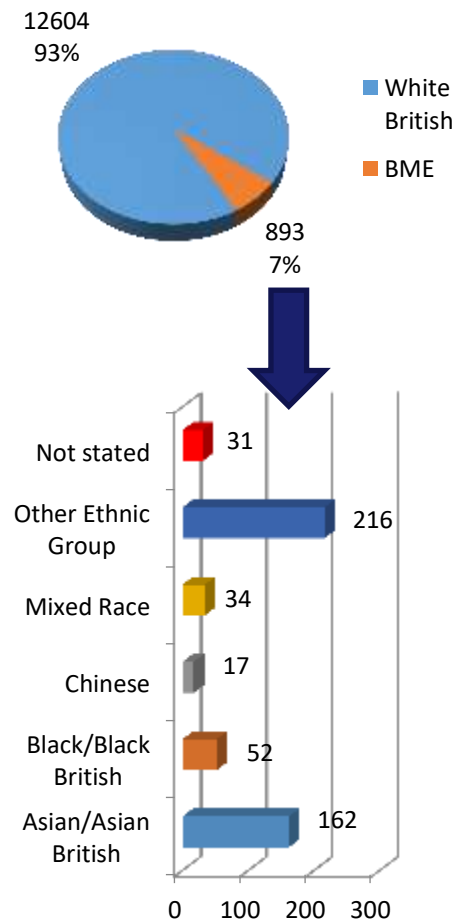
Our team of advisors, as well as our operational crews, provide:

person-centred home visits

These expand on the scope of the previous home fire safety checks by now focussing on health, as well as fire. The visits take a holistic approach to reducing risk by considering the individual, their home, environment and lifestyle. Importantly it places the wishes, behaviours, needs and abilities of the individual at the heart of the intervention with the aim to empower and motivate people to make positive changes to their health, wellbeing and fire safety.



13,497
Home Fire Safety Checks and Safe & Well Visits Carried out during 2016



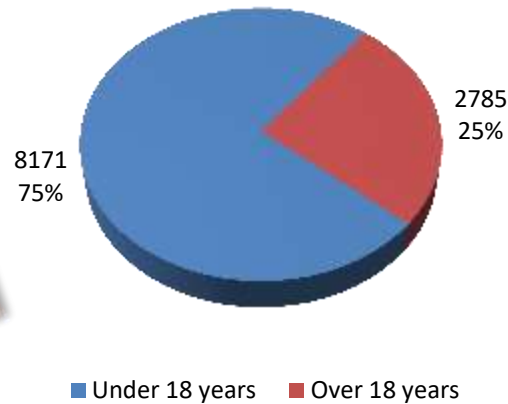
Safety Centres

At the present time DWFRS have two safety centres one in Weymouth and one in Bournemouth both run by the award winning Safewise charity.



The Safety centres provide memorable and exciting opportunities for people of all ages to learn about everyday safety in an interactive way.

10,956
People attended the Safety Centres in Dorset during 2016.



As part of the combination process grant funding was secured for the creation of a third Safety Centre to be developed in the Wiltshire area of operations. This was approved by the two constituent Fire Authorities.

The project to build the third Safety Centre is currently underway. A project board has been set up to manage the process and the DWFRS Equality, Inclusion and Cultural Change Manager sits on that board. A full Impact Assessment has been carried out which includes equality analysis.

The new Safety Centre will be based on the outskirts of Swindon and is due to be opened in the summer of 2018.





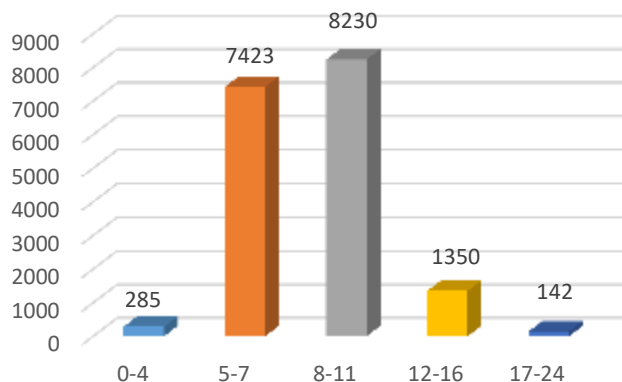


SCHOOL VISITS

The importance of fire safety is a message that can't be delivered too soon, which is why we have a team of education advisors who work with young people across Bournemouth, Dorset, Poole, Swindon and Wiltshire.

At primary school level, we can visit classes with structured lesson plans that focus on issues such as the work of the Fire & Rescue Service, the dangers of playing with matches, the importance of smoke alarms, having a fire plan, and dialling 999 in an emergency. Older children are also taught why you should never make hoax calls.

Young People by Age
1st April to 31st December 2016



JUNIOR GOOD CITIZEN

Junior Good Citizen is designed to help children avoid putting themselves at risk of accident or injury, by raising their awareness of situations where something could happen.

The scheme equips young people with the life skills and knowledge to cope in an emergency or potentially dangerous situation, especially where they could become the victim of crime and/or sustain personal injuries.

The project, which targets Year Six students (children aged 10 and 11), is delivered each summer in Wiltshire and Swindon by a partnership involving:

- Wiltshire Council
- Swindon Borough Council
- Dorset & Wiltshire Fire and Rescue Service
- Wiltshire Police
- Other agencies.

2926

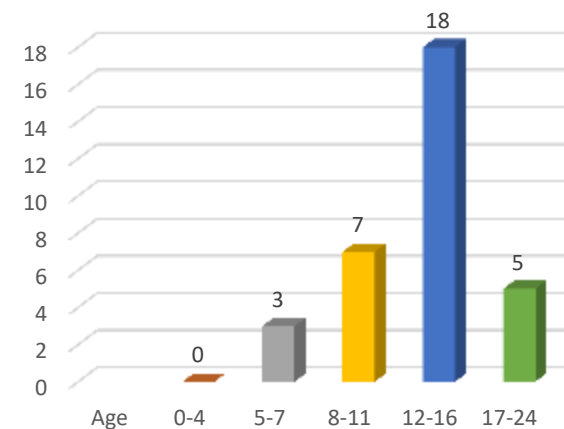
8 to 11 year olds took part in the Junior Good Citizen Programme during 2016.

FIRESETTERS

The Firesetters scheme is not a punishment and should not be viewed as such. The objective is to achieve a 'fire safe' person and environment.

Referrals come from many different sources, such as concerned parents, school staff, and other agencies such as Youth Offending Teams.

The scheme is primarily aimed at young people aged up to 18 years although, on occasions, it is appropriate to extend the service to include adults.





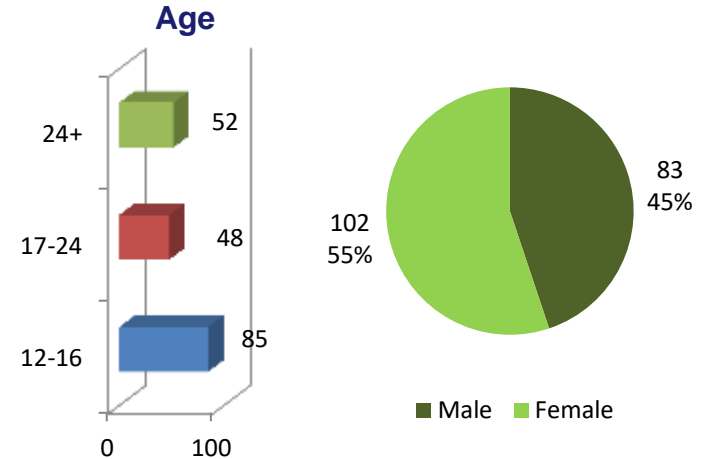
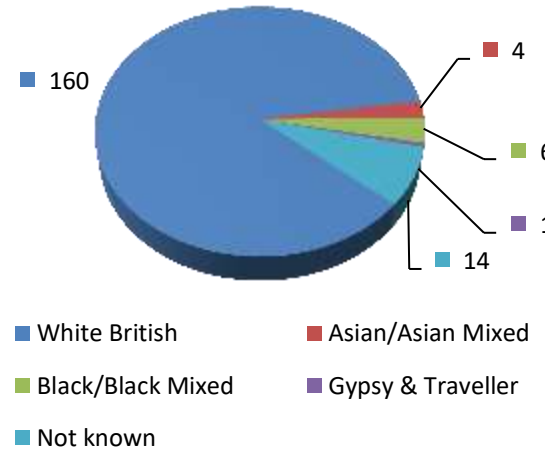
SALAMANDER & SPARC

SALAMANDER

Salamander is a tailored development programme designed to promote empowerment in a positive environment whilst also encouraging team work and the supporting of others.

The primary aim of Salamander is to work with young people in Wiltshire and provide them with experiences that will help them to learn new life skills and gain confidence.

185 people took part in Salamander courses in 2016



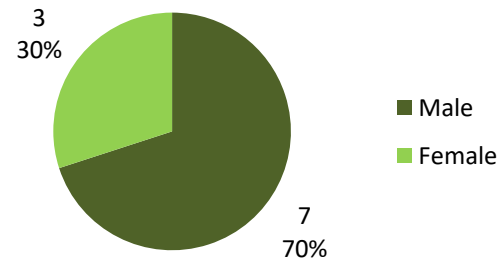
SPARC

Safer People And Responsible Communities (SPARC) helps to make communities in Dorset safer by working proactively with young people aged between 12 and 16.

The course is designed for young people who have:

- offended or are at risk of offending;
- been excluded from school or are at risk of being excluded from school;
- and/or been the victims of crime, bullying etc.

During 2016 ten individuals successfully completed a SPARC's course

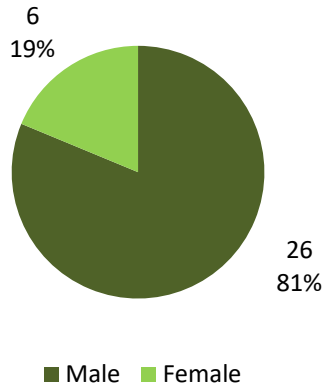


SPARC PLUS

We are working in partnership with the Department for Work and Pensions to bring together a participant programme for JobCentre Plus clients, aimed at enhancing employment prospects through enhanced motivation, confidence, team building and employability skills.

The seven day intensive course, delivered by specially trained operational firefighters, takes place at a local fire station in a disciplined and focused team environment.

The scheme provides challenges to enhance communication skills, encourage teamwork and raise achievement and self-discipline. In addition, delegates can receive input on how to complete a CV, learn interview techniques, receive a first aid certificate on successful completion of the course, and spend a day training to hold a personal licence to enable them to sell alcohol in licensed employment.



CADETS

Dorset & Wiltshire Fire and Rescue Service currently operates two different types of Cadet schemes.

In the Wiltshire area there are two Cadet Units in Cricklade and Ludgershall.

These units are self-funding and rely on donations and grants to survive. They operate from their respective Fire Stations.

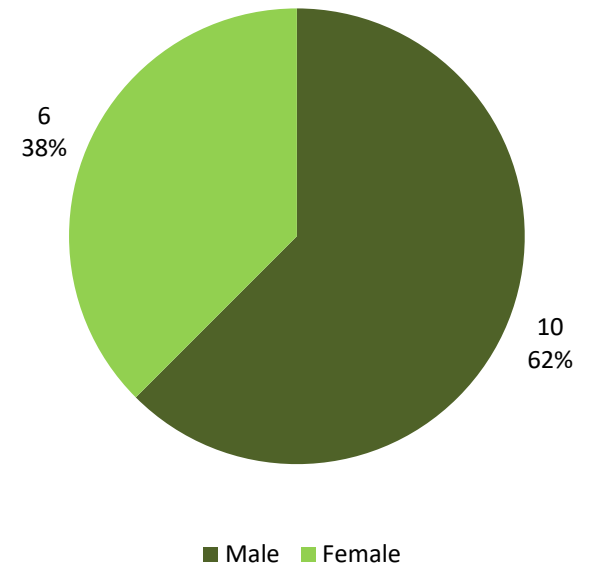
These Cadet schemes are supported by the good will of local Retained Duty System Firefighters who volunteer to run the service



In the Dorset area of the Service the Cadet programme is delivered to 14-16 year olds by specially trained and CRB/DBS checked staff and volunteers.

It lasts for 20 weeks, taking place on one evening a week at a fire station.

In 2016 a total of 16 young people aged between 12 and 16 years old completed the Dorset Cadet scheme





Safe Drive Stay Alive seeks to provide an educational experience that teaches young people not only the dangers, but also the consequences, of poor and dangerous driving.

DWFRS have also extended the scheme to include the military, as our area has such a high proportion of military personnel living and working within its boundaries.

In addition, the roadshow has been delivered to business drivers whenever possible.



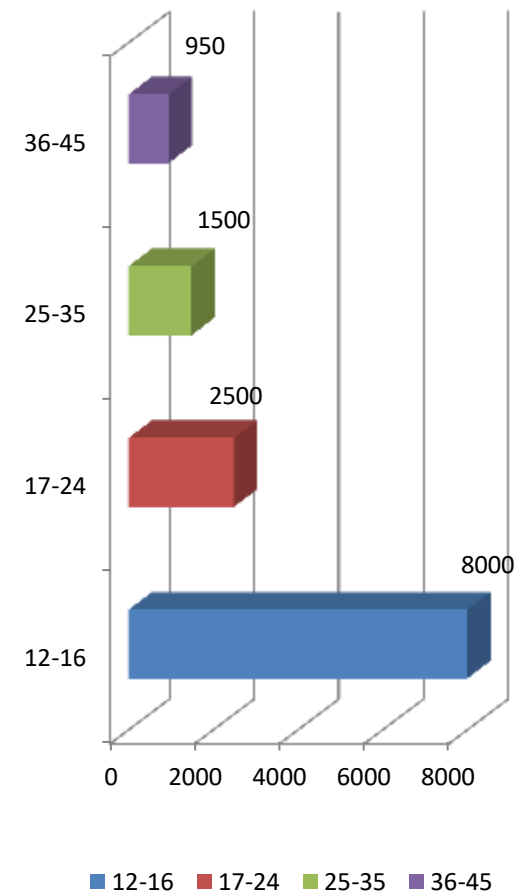
Just one in eight car licence holders in Britain is under 25.

Yet one in three of those who die on our roads is under 25.

Road crashes are the biggest killer of those aged between 15 and 24.

One young person is killed or seriously injured on our roads every hour.

A total of 12,950 People attended the Safe Drive, Stay Alive Roadshows In 2016





Salisbury Pride 30th July 2016

PRIDES

During 2016 a number of Pride events took place across the Dorset and Wiltshire area:

Saturday 9th July – Bourne Free
Bournemouth Pride

Saturday 30th July – Salisbury

Saturday 20th August – Swindon

Dorset & Wiltshire Fire and Rescue Service staff took part in each Pride event. A number of people from across the organisation, including the then Chief Fire Officer Darran Gunter participated in the Pride parades and at Bournemouth and Swindon the service had a stand at the event during the day.

In Bournemouth and Swindon fire service vehicles were at the head of each parade giving a clear visible message of the Fire and Rescues Services involvement.

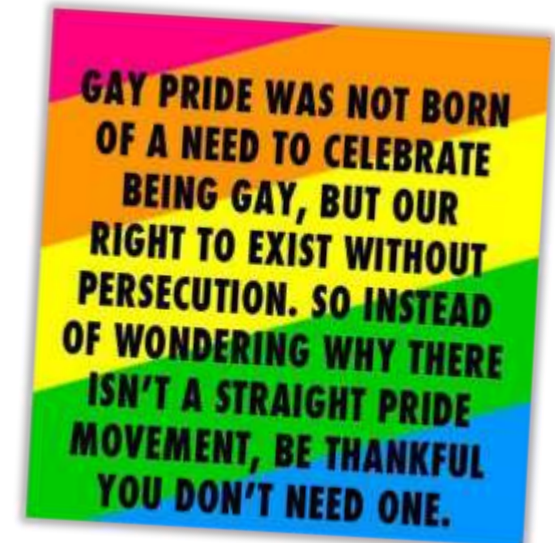
The Salisbury Pride parade did not include vehicles. The DWFRS standard was used as a rallying point for staff who attended to represent the Service (see photo on previous page).



*“..it’s just fantastic.
People coming together
and realising that while
we are all very different
and diverse, actually how
much we’ve got in
common in terms of the
values for our
community”*

Darran Gunter CFO

Swindon Pride - Saturday 20/08/16



EDI & Respect Training

All “New Starters” to DWFRS receive an introductory hand-out regarding EDI & Respect upon joining. They are then required to complete an e-learning package and to attend a face-to-face Basic EDI & Respect training session within 3 months of joining.

The training takes place at Service Headquarters on designated dates throughout the year and is open to staff from all areas of the Service e.g. Operational, Corporate, Control.



38

New Starters

and

13

New volunteers

have attended EDI & Respect training sessions since 1st April 2016

During 2016 an EDI and Respect Refresher training session was developed which is relevant for existing staff from the historic Fire & Rescue Services. At the present time this session is being run at the request of individual stations and departments.

The question of EDI & Respect training for all staff is subject to a review which is part of the development of a People Strategy for DWFRS.

The recommendation is for all staff to undertake some form of EDI & Respect Refresher training every 3 years.

DWFRS is also exploring the use of e-learning resources as part of an integrated approach to staff training.

DW dle

DWFRS ran a number of other training sessions for staff and volunteers since its inception on the 1st April 2016. These included:

- Volunteers Basic EDI Training
- Impact Assessment Training





@DWFireEDI

The Equality, Inclusion and Cultural Change Manager has set up and manages an EDI Twitter account. At the present time there are 77 followers and this is growing.

Across DWFRS a number of stations and department have their own Twitter and Facebook accounts and this media is becoming widely used to communicate with the public.

Rex.webb@dwfire.org.uk

Michelle.skipp@dwfire.org.uk

Equalities@dwfire.org.uk

Firepride@dwfire.org.uk

A number of email addresses are available for all staff to make contact, confidentially if necessary.

The use of emails allows an easy two way avenue of communication to staff. We often use this method to publish information and engage with all staff across DWFRS.



Monthly articles on EDI & Respect appear In FireWire

A full page is set aside in the DWFRS monthly staff magazine for regular articles on the subject of EDI and Respect. The page has the same title as the EDI twitter handle:

[@DWFireEDI](https://twitter.com/DWFireEDI).

The articles are themed to take account of current equality issues and are designed to keep all staff fully informed of relevant equality trends.

Handouts are produced when necessary on specific subjects or for specific staff groups.

The example here shows the handout explaining where Equality, Diversity and Inclusion sits within the Service. This handout is given to all "New Starters".

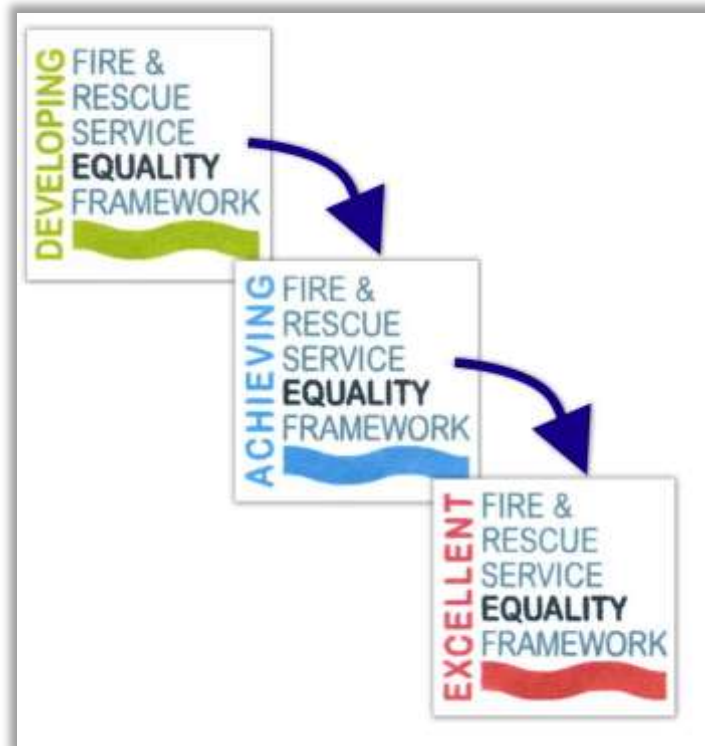


The future.....

Prior to combination in April 2016 Dorset Fire & Rescue Service was assessed as Excellent on the Fire & Rescue Service Equality Framework. This assessment took place in 2012.

Wiltshire Fire & Rescue Service had been internally benchmarking to the Framework but had not been formally assessed.

Dorset & Wiltshire Fire and Rescue Service is committed to working with the Fire & Rescue Service Equality Framework to continue the journey to Excellence. In order to ensure this is achieved we are currently undertaking a baseline review against the Framework which will identify areas for improvement over the coming months.



The results of the baseline assessment, together with other research and consultation will help Dorset & Wiltshire Fire and Rescue Service develop its Equality Objectives for 2017-2020.

Dorset & Wiltshire Fire and Rescue Service is committed to focusing on diversity, continuing to challenge unacceptable behaviour based on our values and maintaining our inclusive “one team” approach.



DORSET & WILTSHIRE
FIRE AND RESCUE

Our values

- R - Responsibility
- E - Equality
- S - Support
- P - Professionalism
- E - Excellence
- C - Communication
- T - Transformation

PASSIONATE ABOUT
CHANGING & SAVING LIVES

