

Equality, Diversity and Inclusion Policy Statement

Policy objectives

We will:

1. Ensure that we meet our public sector duties to advance equality of opportunity between people who share a protected characteristic and people who do not share it
2. Not tolerate discrimination, harassment and victimisation and eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Equality Act
3. Foster good relations between people who share a protected characteristic and people who do not share it
4. Undertake impact assessment of all procedures and practices in relation to the effect on people (workforce or service users) to ensure negative impact is mitigated or justified
5. Ensure equality and diversity is mainstreamed into all our decision-making processes through our performance management framework, acting where we know groups are under-represented or if they risk being disadvantaged
6. Monitor and evaluate the equality data of our workforce and service users to identify any trends of differential treatment based on a person's protected characteristics
7. Foster an inclusive culture whereby we encourage our staff, volunteers and service users to be themselves and enable us to collate accurate equality data
8. Design our services to take account of the differing needs of all the communities we serve
9. Promote flexible working and family-friendly practices to enable us to attract and retain the best people
10. Ensure that our staff/volunteers understand their responsibility to treat others with respect
11. Ensure that bullying, harassment and unacceptable behaviour are not tolerated and effectively managed
12. Ensure that all staff/volunteers are empowered and supported to challenge bullying, harassment and unacceptable behaviour
13. Ensure that our managers take responsibility for upholding our values and challenge unacceptable behaviour delivering our policy objectives
14. Ensure that those contractors from whom we procure goods and who deliver our services share our equality vision by demonstrating that all practicable steps are taken to allow equal access to the services they deliver and the employment opportunities they offer.
15. Make sure our work in partnership with other statutory, private and third sector organisations is informed by our equality and diversity values

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17. Support the development of support networks for staff/volunteers
18. Provide staff/volunteers with up to date information about support networks and the opportunity to take part in their development
19. Seek external accreditation of our progress by working with - Stonewall, Quiltbag, AFSA (Asian Fire Service Association), Disability Confident and WFS (Women in the Fire Service) to support us in fully embedding equality, diversity and inclusion throughout the whole service
20. Make a public commitment to meet our general and specific duties as set out in the Equality Act 2010.

Compliance and assurance

The Authority delegates these policy objectives to the Chief Fire Officer who will ensure that adequate procedures are in place and are appropriately resourced. The Deputy Chief Fire Officer will monitor and assure this policy through reviewing performance against a robust performance framework. We will also conduct a review of the effectiveness of this policy as part of our annual Statement of Assurance required under the National Framework for Fire and Rescue Services which will be approved by the Finance and Governance Committee. We will also assure through reports received and judgements made by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) supported by feedback from external bodies such as Stonewall through its workplace equality index.

Document Management:

| Lead director | Review Date |
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| Derek James | February 2020 |