



Members of the Inclusion & Equality Forum

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Dear Member

MEETING OF THE INCLUSION & EQUALITY FORUM

Please attend the meeting of the Inclusion & Equality Forum, which will be held on **Tuesday 25 January 2022 at 1030 hours** in person in the SLT Boardroom. If you have any concerns about attending please let me know and a Teams appointment can be sent. The agenda is set out below.

Yours sincerely

Gavin Tomlinson
Chief Fire Officer/Chief Executive

A G E N D A

1. Apologies
2. Declaration of Interests
3. Minutes of the Meeting held on 16 November 2021
4. Introduction of New Team - Mick Wyldbore-Wood
5. The Way Forward - Mick Wyldbore-Wood



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Chief Fire Officer / Chief Executive
Gavin Tomlinson MBA MIFireE

DERBYSHIRE FIRE & RESCUE SERVICE

INCLUSION & EQUALITY FORUM

MINUTES OF MEETING HELD ON 16 NOVEMBER 2021

Present: Cllr Jack Woolley (Chair)
Cllr Evonne Williams
Cllr David Taylor
Cllr Sue Burfoot
Cllr Ludwig Ramsey
Louise Taylor
Clive Stanbrook

Committee Clerk: Laura Slade

Apologies: Cllr Steve Marshall-Clarke

1. Declarations of Interest

No declarations of interest were declared by Members.

2. Minutes of the meeting held on 27 April 2021

The minutes were agreed as an accurate record.

3. Minutes of the Independent Community Inclusion Board held on 29 June 2021

Members noted the minutes of the Independent Community Inclusion Board (ICIB).

4. Performance and Inclusion Strategy

Area Manager Clive Stanbrook provided Members with an overview of the strategic direction and intention with regards inclusion within Derbyshire Fire & Rescue Service.

Members noted that the current inclusion officers had recently left the Service and two new inclusion officers have been recruited. Once in post, the team will be asked to produce a one year plan which will be a check and balance exercise, followed by a three year plan looking forward and then to produce a five year strategy.

Members noted that within the officer group of 31 operational officers, there is only one female employee. The Service recognises the challenges ahead and see the I&E forum having a role to help push inclusion forward across the organisation.

A Conservative Member asked if there is a plan in place to increase female representation. C Stanbrook confirmed that the gender network will be key to looking into this further, but feedback from the network has been that there are several females in Watch Manager roles who are looking for progression. Plans are also in place to look at what flexibility can be applied to shift systems.

The new inclusion officers will drive the inclusion agenda forward, but help will be required from stations to support engagement with communities. Partners will also need to work together and outside support will be sought from the ICIB.

Members asked that the I&E strategy is discussed by the I&E forum once produced. This will then enable Members to have an input and support the direction of the Service.

5. Positive Action in the Fire & Rescue Service

Councillor Ramsey provided Members with a presentation which he will be delivering at a Multi-Cultural event at Chesterfield Fire Station on 24 November focusing on positive action. The event is open to everyone and aims to celebrate Derbyshire's diverse communities.

Members noted the content of the presentation and agreed that engagement across the workforce is key to increasing the diversity of the Service. C Stanbrook confirmed that visits to crews will be undertaken by performance station managers and the inclusion team to discuss further.

6. Inclusion Activities

C Stanbrook presented a report to Members providing an update on inclusion activities across the Service.

Updates included those relating to protected characteristics, employee networks, events and campaigns, people impact assessments and inclusion and inclusive companies benchmark.

In response to a query on whether the Service is looking to introduce a menopause policy, C Stanbrook stated that this hadn't been considered but a proposal will be brought forward to the Gender Network in light of this suggestion.

Action: Area Manager Clive Stanbrook to raise the request to introduce a menopause policy at the next Gender Network meeting.

7. Any Other Business

L Taylor informed Members that a request has been received from the ICIB to have a seat on the I&E forum. This has been the case in previous years. Members confirmed that they were happy to invite a member of the ICIB to future meetings.

Action: L Taylor to inform ICIB.

The I&E forum also agreed to send a representative to the next ICIB meeting to meet with them and gain a better understanding of some of the issues that may affect the Fire Service.