

Transgender Day of Remembrance and Awareness

At Derbyshire Fire & Rescue Service we recognise that equality, diversity and inclusion are incorporated throughout the Service.

We have a diverse community and workforce where respect and fairness are integral to our culture and values. These must be upheld in everything that we do, from recruiting and developing talented employees to delivering a professional service to our communities.


Transgender Day of Remembrance (TDoR) is observed annually on the 20th November and honours the memory of those who have been murdered as a result of transphobia. It also gives us all an opportunity to raise awareness of the issues faced by the trans community and to reflect on our own progress in this area.

In the last year, the Service has developed a Transitioning at Work Toolkit, which includes a transitioning at work policy and guidance and resources on trans awareness. This has been developed in conjunction with Stonewall UK and members of the local trans community.

We aim to treat everyone with dignity, including transgender and gender non-conforming people. We will therefore ensure that no service user, employee or potential employee is unfairly discriminated against on the grounds of their gender or gender identity, race, religion or belief, ethnic origin, sexual orientation, disability, age, marital status, pregnancy, caring responsibilities or employment status.

By measuring and reporting on the effectiveness of our service delivery and employee policies and processes in relation to these principles, we will inform future policy, plans and enhance organisational processes.

We will continue working closely with our local partners, and supported by Stonewall UK, we strive to actively promote trans equality in the workplace and within the communities of Derbyshire.



Terry McDermott
Chief Fire and Rescue Officer



Kevin Buttery
Fire and Rescue Authority Chair