



Members of the Inclusion & Equality Forum

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Date  
20 April 2022

Dear Member

## **MEETING OF THE INCLUSION & EQUALITY FORUM**

Please attend the meeting of the Inclusion & Equality Forum, which will be held on **Tuesday 26 April at 1030 hours** in person in the SLT Boardroom. If you have any concerns about attending please let me know. 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 25 January 2022
4. Portfolio Verbal Update - Group Manager Lee Williams
5. National Context - EDI Officer Siobhan Donnelly
6. Update on Recruitment - EDI Officer Gina Staley
7. Public Sector Equality Duty - Station Manager 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 25 JANUARY 2022

**Present:** Cllr Jack Woolley (Chair)  
Cllr David Taylor  
Cllr Sue Burfoot  
Cllr Ludwig Ramsey  
Tania Stevenson  
Rob Taylor  
Clive Stanbrook  
Louise Taylor  
Lee Williams  
Siobhan Donnelly  
Georgina Staley

**Committee Clerk:** Marie Lloyd-Jones

**Apologies:** Cllr Evonne Williams  
Mick Wyldbore-Wood

#### 1. Declarations of Interest

There were no declarations of interest from Members.

#### 2. Minutes of the meeting held on 16 November 2021

The minutes were agreed as an accurate record.

Area Manager Stanbrook informed Members that a Gender Network meeting had not been held since the last meeting but at the next meeting he would raise the question of whether a Menopause Policy should be introduced.

#### 3. Positive Action in the Fire & Rescue Service

A Recruitment Campaign was carried out with a limited team and Members noted engagement as follows:-

- 12% Female
- 84% Male
- 2.6% Didn't say
- 5.8% Black, Asian, Minority Ethnic (BAME)
- 5.7% Lesbian, Gay, Bisexual, Transgender (LGBT+)

#### **4. Inclusion Activities**

Members noted that the Equality, Diversity and Inclusion Strategy has now been published.

The Equality Impact Assessment training to senior managers has been launched in line with NFCC guidance and is now a digital on-line system to fit all projects and verified by EDI Officers.

Multi-cultural events have been held.

#### **5. Introduction of New Team**

Members welcomed the new Prevention and Inclusion Team.

#### **6. The Way Forward**

Members confirmed their support for the strategic aims and agreed plans to focus on the following areas over the next 12 months:-

- Neuro diversity learning styles
- Lunchtime language clubs
- Meet increased targets set April-March
- Visit all Watches/Units/Sections
- Educate the workforce and invest in staff
- Recognise the good work of Stonewall whilst considering other avenues
- Prepare for HMICFRS inspection which begins 30 May.
- Work collectively together as a region following negativity around EDI following recent inspections.

Members were keen to support the Team in these activities.

**Action: R Taylor to circulate the HMICFRS Report highlighting that the Fire Sector has come under criticism to the group.**