

POSITIVE ACTION STATEMENT

We have a strong commitment to inclusion, diversity and equality both to our people within the Service and services that we provide to our communities.

We want to reflect the communities we serve and one way we can try to achieve this is through 'positive action'.

Positive action is often confused with positive discrimination:

Positive Action is lawful

Positive Discrimination is unlawful

Positive action provisions, as outlined in the Equality Act 2010, is activity which helps employers identify and remove the barriers and issues to the employment, retention and progression of people from 'under-represented' groups, whilst still employing people on merit.

However, positive discrimination generally means employing someone because they come from an under-represented group in spite of whether they have the relevant skills and qualifications.

We treat all applicants fairly and in accordance with legislation currently in place.

We use Positive Action, but **NOT** Positive Discrimination.

Positive action is not about giving some people more favourable treatment; it is about "levelling the playing field". Some people may think they don't 'fit in' to an organisation because of their lifestyle or background, or that the role isn't available to them because of their gender, ethnicity, disability, religion or sexual orientation.

Positive action aims to get rid of such myths and show potential employees how organisations have changed. It also emphasises that applications are welcomed from people from under-represented groups.

Employment must be based on merit. Positive action initiatives help employers to inform people from certain groups who are under-represented in the workplace to apply for jobs and promotion.

Examples of positive action initiatives

The law allows many types of initiatives, including:

- awareness days and workshops to help people understand the selection process
- training or familiarisation events to inform people of the selection process and the fitness requirements before they apply
- other ways in which we can counteract the effects of past discrimination and help eliminate stereotyping, such as training for interviewers on how to avoid bias



Equalities data is collected and monitored regularly to ensure the Service is able to identify under-represented groups and also evaluate positive action initiatives.

To support the Service to enable positive action initiatives to be undertaken, equalities data will be used to inform awareness days as well as monitor and evaluate positive action initiatives.

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