



Press Release

Press release from **Derbyshire Fire & Rescue Service** and **Derbyshire Fire & Rescue Authority**
Making Derbyshire Safer Together

30 JANUARY 2020

STONEWALL NAMES DERBYSHIRE FIRE & RESCUE SERVICE ONE OF BRITAIN'S TOP 100 LGBT-INCLUSIVE EMPLOYERS

Derbyshire Fire & Rescue Service (DFRS) has been recognised as a top 100 employer in the 2020 Stonewall Workplace Equality Index (WEI).



For the first time since completing the application process, the Service has been rated in the top 100, ranking 99th out of 502 participating organisations, showing an impressive leap of more than 250 places over the last four years.

Stonewall's Workplace Equality Index (WEI) is an annual audit of workplace best practice and is used by employers as a benchmarking tool to assess progress on LGBT+ equality in the workplace. This is measured against 10 key areas, including allies and role models, community engagement and senior leadership.

Derbyshire's Chief Fire Officer / Chief Executive, Gavin Tomlinson said: "A Top 100 Stonewall rating is fantastic news for the Service and is testament to our values and the hard work and commitment demonstrated by all of our employees.

"We recognise the benefits of a diverse workforce, but also know that for true success, our workforce should feel supported and be confident being themselves. Over the last four years, the whole Service, supported by our proactive Diversity & Inclusion Team, has worked hard to ensure we continue to promote and embed equality, diversity and inclusion into the heart of our work, both with our communities and also across our workforce.

"I'm delighted that the all the good work we carry out has been recognised by Stonewall and that we can proudly display our Top 100 Employer status."

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Gavin Tomlinson
Chief Fire Officer / Chief Executive



Stonewall Client Manager, Jaipreet Deo said: “It’s always a pleasure to celebrate the fantastic work our Diversity Champions do to ensure LGBT people are celebrated in the workplace. Congratulations to Derbyshire Fire and Rescue on their wonderful achievements this year!”

Some of the key achievements that have contributed to the Services rise to 99th place in the Stonewall WEI are:

- Second annual Derbyshire LGBT+ Conference with partners (Derbyshire Constabulary, University of Derby, Derbyshire County Council, Derbyshire Community Healthcare Services and the local community organisation Derbyshire LGBT+)
- Internal LGBT+ Conference for employees and members of the Fire and Rescue Authority
- Sponsorship for the inaugural Pride in Belper and ongoing attendance and Chesterfield Pride and Derby Pride
- A thriving LGBT+ & Allies Employee Support Network, with the first ever Bi and Trans reps
- Training sessions delivered to LGBT+ youth groups and Childline
- LGBT+ blog posts to celebrate key dates, including Bi Visibility Day and Trans Day of Remembrance



Members of the Service Diversity and Inclusion Team: L-R
Inclusion Officer Lukasz Gazda
Positive Action Officer Rachel Salmon
Station Manager Marc Redford
(Top) Crew Manager Ashley Turner

ENDS