



Derbyshire
Fire & Rescue Service
Making Derbyshire Safer



embracing
difference



Derbyshire Fire & Rescue Service Diversity and Inclusion Strategy



“

Accept and
respect, we are
all different. ”



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“ Strength lies in
differences, not
in similarities ”

Stephen Covey

Author, educator and businessman



Foreword from The Chief Fire Officer/ Chief Executive and The Chair of the Fire & Rescue Authority

As Chief Fire Officer and Chief Executive of Derbyshire Fire and Rescue Service I have great pleasure in introducing our Diversity and Inclusion Strategy for 2016 - 2021.

This Strategy builds upon the significant progress we have made and outlines our ambitions and plans to continue to promote and develop inclusion.

It has been shaped through listening to our employees, partners and communities to understand their experiences of working for and accessing the services provided by Derbyshire Fire and Rescue Service.

Our approach to diversity and inclusion goes beyond mere legal compliance; it is crucial to our core activities as outlined throughout this Strategy.

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



**Chief Fire Officer /
Chief Executive
Terry McDermott**



**Chair of the Fire & Rescue
Authority Cllr Stephen
Marshall - Clarke**

Introduction

This Diversity and Inclusion Strategy outlines our approach to diversity, inclusion and equality up until 2021. It summarises the continuing work towards embedding equality at the heart of all our activities and seeks to consolidate and build upon the significant progress that has already been achieved.

We recognise that diversity, inclusion and equality run through every aspect of the Service. It is of utmost importance in both our outward facing service delivery activities and inward facing responsibilities as an employer.

This Strategy aims to guarantee our compliance with legislative requirements with regards to equalities and ensure we continue to develop and improve. It will build on our reputation of being a respected organisation, seen as an employer of choice with regards to recruitment, retention and advancement and provide the foundation for our self-assessment under the revised (2017) Equality Framework for Fire and Rescue Services.¹

The Strategy will provide direction to our Service Delivery activities, ensuring that we direct limited resources on a risk based intelligence led basis to the most vulnerable and in need within our community without prejudice. It will ensure that we are full and active partners in delivering health and wellbeing strategies and in dealing with poverty, health inequalities, social deprivation and social exclusion helping to build stronger, safer more resilient communities.



This document focuses attention on key inclusion and equality priorities for the Service and provides a framework to create equality objectives. The aims of the Diversity and Inclusion Strategy are:

- **Service delivery – delivering services that are accessible, responsive and meet the needs of all communities based on risk**
- **People and culture – building a diverse, inclusive and supportive working environment that encourages the development, progression and retention of our people**
- **Organisational processes – embedding inclusion into organisational processes and the management of performance**

“

If you are
lucky enough
to be different,
don't ever
change ”

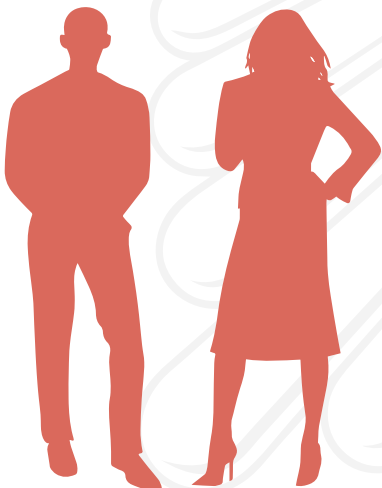
Taylor Swift

American singer-songwriter

This Strategy should be read in conjunction with other relevant policies, procedures and strategies including the Integrated Risk Management Plan and the People Strategy. It applies to the communities we serve, employees and stakeholders regardless of age, disability, race or ethnicity, gender, gender reassignment, sexual orientation, religion or belief, pregnancy or maternity status, marriage and civil partnership status or socio-economic background.



**LEADERSHIP
RESPECT
INTEGRITY
OPENNESS
TEAMWORK
AMBITION**



Vision, Service Priorities and Core Values

Our Vision is ‘Making Derbyshire a safer place to live, work and visit’

Our Service Priorities are:

PREVENTING fire and other emergencies by working with partners, communities and individuals to develop a risk based intelligence led approach to preventing emergency situations

PROTECTING people, property and the environment by working with partners and other enforcement agencies to ensure a joined up approach and comply with statutory obligations

RESPONDING to fire and rescue emergencies when you need us, taking when necessary, calculated risks to save life, protect your property and the environment and rendering humanitarian services

The Authority has adopted the National Core Values, underpinned by its own Core Values. The Core Values for Derbyshire Fire and Rescue Service are:

Leadership	We listen, develop and champion our people
Respect	We value the opinions of our people
Integrity	Our actions will always be well intended
Openness	We won't hide anything and will share our experiences and knowledge
Teamwork	We will achieve more together
Ambition	We will always do the best we can

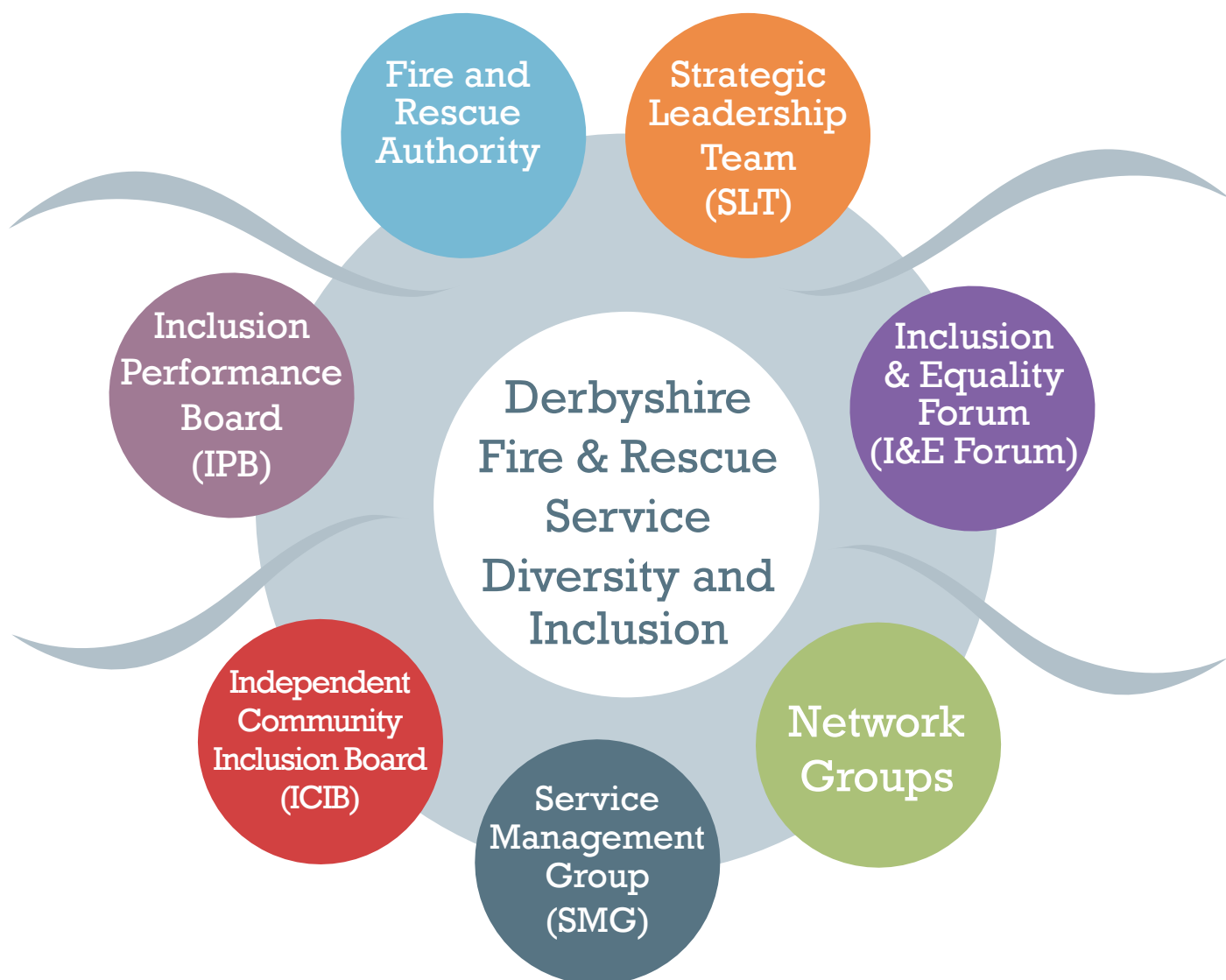
Responsibilities and Monitoring

Anyone associated with Derbyshire Fire and Rescue Service including employees, communities and stakeholders are expected to own and act upon the principles of this Strategy.

A number of individuals and groups have additional responsibilities:

- The Fire & Rescue Authority are responsible for monitoring and constructively challenging evidence of performance progress against the objectives in this Strategy and associated plans
- The Strategic Leadership Team will provide leadership to support the equality, diversity and inclusion agenda. As proactive role models they will embrace the principals of this strategy and lead by example
- The Inclusion and Equality Forum has overall responsibility for the development and implementation of the Diversity and Inclusion Strategy
- The Chair of the Inclusion Performance Board has overall responsibility for monitoring progress against our strategic equality, diversity and inclusion objectives
- As part of the Service Management Group (SMG), Group Managers/Head of Departments are responsible for:
 - *Ensuring compliance with the Strategy*
 - *Carrying out actions arising from the action plan*
 - *Advancing and promoting equality, diversity and inclusion in their areas*
- The Service's Solicitor has responsibility for ensuring that the Service has policies and procedures that comply with equality legislation
- The Inclusion team are responsible for driving forward the agenda and provide support and guidance to the Service's stakeholders

To support our community and our employees, we manage, review and govern our commitment to equalities, diversity and inclusion through the following forums.



Fire & Rescue Authority

The authority is made up of 16 Councillors, 12 are from Derbyshire County Council and 4 from Derby City Council.

Inclusion & Equality Forum (I&E Forum)

Inclusion & Equality Forum is a Fire & Rescue Authority Committee, attended by Councillors, SLT and the Inclusion team.

Inclusion Performance Board (IPB)

Inclusion Performance Board is an internal performance group chaired by the Deputy Chief Fire Officer. The meetings are attended by SLT, Fire Brigades Union, Unison and the Inclusion team.

Strategic Leadership Team (SLT)

This group includes the Chief Fire Officer, Deputy Chief Fire Officer, Deputy Chief Executive, Director of Finance, Solicitor and Area Managers.

Service Management Group (SMG)

This is made up of Group Managers and Heads of Departments.

Independent Community Inclusion Board (ICIB)

Independent Community Inclusion Board is chaired by the Area Manager Community Safety and includes representatives from diverse communities across the city and county and the Inclusion team.

Network Groups

These are employee groups created to support diversity within the Service.



Inclusion Objectives

Using the Fire and Rescue Service Equality Framework, we have identified key inclusion and equality objectives that address equality gaps identified through both data analysis and consultation with internal and external stakeholders. Full details of the actions to be undertaken under each objective are included in the Diversity and Inclusion Action Plan. These will be updated each year and published on the Service's intranet and website.²

Community Knowledge and Engagement:

To develop a framework to collect, analyse and use information to understand the local community and their changing needs; engage effectively with all communities and ascertain customer satisfaction.

We will understand the communities we serve through information collected and analysed and by sharing information with partners. We will achieve this by having effective engagement structures in place to allow for informal and formal interactions with our diverse communities and partners.

Leadership, Partnership and Organisational Commitment:

To ensure strong and visible leadership within the Service; ensuring equality and inclusion is embedded within the governance framework.

We will demonstrate that strategic decisions are influenced by local equality priorities and that the Service has a reputation within the community and with partners for achieving equality outcomes. We will demonstrate a clear link between meeting our equality and inclusion objectives and positive outcomes for our local community. We will benchmark our achievements against comparable others and share our experience and good practice.



Everyone smiles in the same language ”

Effective Service Delivery:

To ensure services are accessible and responsive to the needs of people in the community and procurement and commissioning considers the local community.

We will do this by ensuring front line services are pro-actively accessible and plans are informed by knowledge of the local community. Commissioned and procured services help us achieve our equality priorities.

Employment Conditions, Health and Wellbeing:

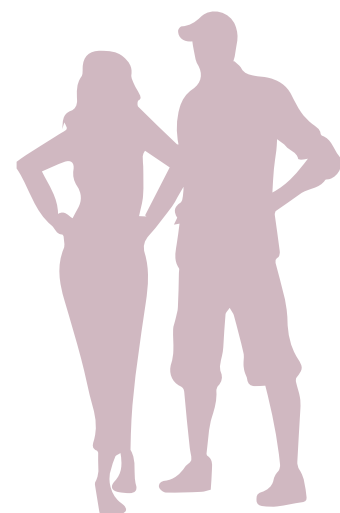
To ensure workforce strategies, policies and processes support an inclusive working environment.

We will do this through the People Strategy and inclusive policies that support employment rights, performance, health and wellbeing of all employees. Monitoring will be in place to ensure policies and procedures for employees are effective and fair. We will promote the Service's core values and behaviours expected from employees and effectively challenge poor behaviour.

Recruitment, Training and Progression:

To ensure we have a diverse, skilled and motivated workforce.

We will actively promote the Service as an employer of choice for all sections of the community and engage with under-represented groups. Recruitment, selection, retention and progression will be monitored to ensure equality and fairness across diverse groups. Learning and development opportunities will be available to promote a diverse workforce and tailored equalities training and learning will be provided.



Strategy Development

a) Consultation & Involvement

To enable us to promote diversity, inclusion and equality as a service provider and employer, we will actively encourage employees and community members to participate in the development of inclusion and equality initiatives. Ongoing consultation is important to continue to develop the Strategy and action plan.

Key stakeholders will be consulted and included through:

- Employee Network Groups
- Employee Survey
- Trade Union Meetings
- Independent Communities Inclusion Board
- Partnership / Stakeholder Board Meetings
- Customer Satisfaction Surveys

The Service is also an active member of a number of networks which enable the sharing of best practice and provide guidance and support across all equality areas. These include:

- East Midlands Fire & Rescue Equalities Group
- Chief Fire Officers Association (CFOA) Inclusion Practitioners Group
- Asian Fire Service Association (AFSA)
- Women In the Fire Service (WFS)
- Stonewall
- Employers Network For Equality and Inclusion (ENEI)

A number of relevant documents are used and referred to in this Strategy including:

- Integrated Risk Management Plan (IRMP)
- People Strategy
- Fire and Rescue Equality Framework

b) Data Monitoring and Analysis

A range of quantitative and qualitative data has been used to develop this Strategy and the Diversity and Inclusion Action Plan including:

- Employee equalities monitoring data
- Home Safety Check equalities monitoring data
- Youth Engagement equalities monitoring data
- Enforcement Activity
- Safeguarding referrals
- Incident data including fatalities, accidental fires in dwellings, road traffic collisions
- Data for the population of Derbyshire sources include:
 - *Census*
 - *Office National Statistics Mid-Year Estimates*
 - *National Insurance Number Registrations*
 - *English Index of Multiple Deprivation*

Equalities monitoring data for our employees and some service provision can be found on our website published in our Annual Report.

It is recognised that there is a challenge to collate data and track the progress on certain protected characteristics; these include sexual orientation and religion & belief where data is not always collected.

Consideration is being given to data collection and monitoring and the rationale for requesting this information and how the data will be used.

“ Diversity doesn’t mean black and white only. ”

Henry Lewis Gates Junior

Literary critic, teacher and intellectual

c) Equality Analysis

When public authorities carry out their functions, the Equality Act says they must have due regard or think about the need to do the following things:

- eliminate unlawful discrimination
- advance equality of opportunity between people who share a protected characteristic and those who don't
- foster or encourage good relations between people who share a protected characteristic and those who don't.

Having due regard means public authorities must consciously consider or think about the need to do the three things set out in the public sector equality duty. It's the courts who decide if a public authority has done enough to comply with the duty.

The Equality Act says public authorities should think about the need to:

- remove or reduce disadvantages suffered by people because of a protected characteristic
- meet the needs of people with protected characteristics
- encourage people with protected characteristics to participate in public life and other activities.

Specific duties

Public authorities also have specific duties under the Equality Act to help them comply with the public sector equality duty.

Public authorities must do the following:

- publish equality information at least once a year to show how they've complied with the equality duty
- prepare and publish equality objectives at least every four years

The Annual Report provides this information.

d) Publication and Reporting

The Diversity and Inclusion Strategy and Action Plan will be published on the Service's internal and external website. Action will be reported and monitored through the Inclusion Performance Board and Inclusion and Equality Forum.





“ Inclusion means
always together,
always supported,
always learning,
always welcome. ”

OTHER LANGUAGES

ਜੇਕਰ ਤੁਸੀਂ ਇਹ ਦਸਤਾਵੇਜ਼ ਕਿਸੇ ਹੋਰ ਭਾਸ਼ਾ ਜਾਂ ਰੂਪ ਵਿੱਚ ਜਿਵੇਂ ਕਿ ਵੱਡੀ ਛਪਾਈ, ਬ੍ਰੇਲ, ਆਡਿਓ ਟੇਪ ਵਿੱਚ ਪ੍ਰਾਪਤ ਕਰਨਾ ਚਾਹੁੰਦੇ ਹੋ ਤਾਂ ਰੋਕਥਾਮ ਅਤੇ ਸਮਾਵੇਸ਼ (ਪਰਿਵੇਸ਼ਨ ਐਂਡ ਇੰਕਲੂਜ਼ਨ) ਵਿਭਾਗ ਨੂੰ ਟੈਲੀਫੋਨ ਨੰਬਰ 01332 771221 ਤੇ ਸੰਪਰਕ ਕਰਨ ਦੀ ਕ੍ਰਿਪਾਲਤਾ ਕਰੋ। ਨਿਵੇਦਨ ਕਰਨ ਤੇ ਦੋਭਾਸ਼ੀਏ (ਇੰਟਰਪ੍ਰੈਟਰ) ਦੀ ਸਹਲਤ ਦਾ ਵੀ ਪਬੰਧ ਕੀਤਾ ਜਾ ਸਕਦਾ ਹੈ।

“ The best thing about working for DFRS is working with the people I work with on my Watch and beyond. They are some of the most resilient considerate and professional people I have worked alongside. ”



EXCELLENT FIRE & RESCUE SERVICE EQUALITY FRAMEWORK

2013
RoSPA
Highly Commended
EMERGENCY SERVICES
Sector Award



Stonewall
DIVERSITY CHAMPION



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