

Equality Objectives: Q3-Q4 2021 – 2022

Our Organisation – Leadership and Corporate Commitment				
Objective	Action	Performance Measure	Progress Update	RAG
Our leaders will provide visible leadership to ensure our people, our partners and our communities see the personal commitment to inclusion	<ul style="list-style-type: none"> Senior Leadership Board (SLB) Equality objectives: SLB to set measurable Equality objectives for 2022/2023. 	<ul style="list-style-type: none"> Objectives reviewed and outcomes published in Bulletin and website. 	<p>SLB have set their own equality objectives to demonstrate their personal commitment to mainstreaming diversity and inclusion practices across the organisation. These are reviewed on a regular basis and progress communicated to the wider workforce.</p> <p>The Director of Prevention & Assets is attending the Asian Fire Service Association (AFSA) Summer conference in June 2022 along with a cross-section of staff, and key learning points will be shared with SLB colleagues and the wider workforce.</p> <p>It is recommended the SLB objectives continue for 2022/2023.</p> <p>ACFO Guy Palmer continually plays a key role in Women@HWFire, providing leadership and encouragement. Paper has been provided to SLB on the achievements of the network to date.</p> <p>A meeting has been arranged with the three FRA EDI Champions to update on activities and future plans.</p>	Green
	<ul style="list-style-type: none"> People Impact Assessments (EIAs): Review current process and guidance. Establish Quality Assurance process. Deliver workshops. EIA available for scrutiny on our website. 	<ul style="list-style-type: none"> All key decisions, policies and processes are supported by an EIA and published on the Service website, leads to positive outcomes for protected groups. 	<p>Process/knowledge has been embedded in the HR function to support the wider Service on best practice.</p> <p>Two in-house training videos, a toolkit and process have been established. A coordinated approach with relevant stakeholder depts. is underway to support a Service-wide launch, i.e. Performance & Information and Ops Policy. Basic input on PIAs is also being included in the training for Station Prevention Champions to link into the need to understand our communities.</p>	Amber
	<ul style="list-style-type: none"> EDI Policy: Develop overarching EDI policy 	<ul style="list-style-type: none"> Policy published and understood 	<p>EDI policy draft to be amended to align with Core Code of Ethics.</p>	Amber

Green – Completed

Amber – In Progress/On Target

Red – Delay

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	<ul style="list-style-type: none"> Equality & Gender Pay Gap Reporting: Complete report and publish results. Communicate results and future actions to staff and community. 	<ul style="list-style-type: none"> Analysis informs specific actions to help reduce the gender pay gap. 	Report for 2020/21 was presented to SLB in December 2021 and Audit and Standards Committee in January 2022. The report has been published on the Service website and the figures reported to Government in line with the regulations.	Green
Our Communities – Understand, engage and build good relationships				
Objective	Action	Performance Measure	Progress Update	RAG
We will better understand our communities by ensuring we put in place systems that enable the collection, collation and analysis of community data and information.	<ul style="list-style-type: none"> Promote accessible services to specific communities: e.g. the Emergency SMS Service for deaf and hard of hearing community to report fire emergencies and incidents. 	<ul style="list-style-type: none"> Positive feedback gathered from protected characteristic groups in the community. 	Senior Technicians within the Prevention team have links with local partners and promote accessible services to specific communities as appropriate. The new Home Fire Safety Visit leaflet has been produced in large print for those who have a sight impairment. NFCC Equality of Access documents are being fully utilised, with the Prevention Team focusing on 2 documents each quarter - exploring further community contacts and training Station Prevention Champions; EDI Officer supporting. This work supports the HMI Cause of Concern recommendations, as it steers focus to different groups who may be vulnerable to fire and other risks and are hard to reach.	Green
	<ul style="list-style-type: none"> Communities at greater risk: Enhance data collated regarding communities at greater risk. 	<ul style="list-style-type: none"> Our communities are better protected from preventable risks. 	National statistics are available through the NFCC Equality of Access documents for protected groups. Local analysis of data undertaken by Prevention and P&I Team. The Senior Technicians in the Prevention team have been working on relevant action plans, with support from the Service's EDI Officer. The Prevention team will be adopting the NFCC Person-Centred Framework, which will allow for the collection of standard national data, including ethnicity, age, specific vulnerabilities.	Amber
We will enhance our engagement with our communities to foster good relationships and understand community priorities	<ul style="list-style-type: none"> Community events: Active participation in events e.g. local Pride events, etc. as a recruitment/ outreach opportunity. Incorporate into Station campaign calendars with rationale behind why Service is supporting; demonstrating how we 	<ul style="list-style-type: none"> Increased attendance and participation at events. Positive feedback gathered from protected characteristic groups in the community and workplace. 	Contact with local community events has been limited due to COVID-19 restrictions during this time. However, the Service continues to support local Pride events where possible. Notable EDI events are also now incorporated into the NFCC campaign calendar which is shared with Stations. This will continue to be	Green

	<p>champion inclusion locally and promote safety messages to specific groups.</p> <ul style="list-style-type: none"> Community groups: Develop and maintain a central list of community groups for engagement and consultation purposes. 	<ul style="list-style-type: none"> Up to date list of contacts developed and utilised. Local priorities are shaped through partnership and community engagement. Groups are consulted on equality plans, recruitment messages, etc. 	<p>done annually.</p> <p>A directory of community group contacts is in development. This will be shared and maintained with Senior Technicians in the Prevention team to aid engagement with protected groups.</p>	<p>Amber</p>
Our People – Develop, engage and understand				
Objective	Action	Performance Measure	Progress Update	RAG
We will develop our people to better understand diversity and inclusion	<ul style="list-style-type: none"> Values / Code of Conduct: Develop guidance for inclusive behaviours to outline expectations of how staff can expect to be treated and how they should treat others. 	<ul style="list-style-type: none"> Discipline, grievance and attendance levels demonstrate staff feel more included in the workplace. 	<p>A Gap analysis has been conducted against the Core Code of Ethics Fire Standard and the Service’s Ethical Framework & Code of Conduct. The organisational sponsor is the Director of Prevention and Assets. A working group is being formulated to embed the Code. A Service wide inclusion training event to be rolled out.</p>	Amber
<p>We will create an inclusive culture where our people feel able to be themselves</p> <p>We will better understand our workforce composition through our workforce data</p>	<ul style="list-style-type: none"> EDI Allies: Develop this staff network and produce TORs, training, events/workshops, etc. 	<ul style="list-style-type: none"> Learning shared amongst Allies and the wider workforce. 	<p>Updates are shared with group members on a regular basis, including events such as NFCC “Lunch and Learns”.</p> <p>An EDI Ally will be attending the AFSA Summer Conference to further increase knowledge and provide opportunities to share learning and best practice.</p>	Green
We will put in place effective strategies to enable engagement with our staff and networks to continue to develop an inclusive culture	<ul style="list-style-type: none"> Reasonable adjustments: Review guidance available to staff and managers. 	<ul style="list-style-type: none"> Updated information available to managers and staff. 	<p>A practical Reasonable adjustments toolkit has been drafted to support line managers and staff. This will be shared with key stakeholders for final review. A process is also now in place to request, record and review reasonable workplace adjustments for staff.</p>	Amber

Our Partners – Working together				
Objective	Action	Performance Measure	Progress Update	RAG
<p>We will work with external partners to develop strategies that enable effective service provision to our communities</p> <p>We will collaborate across our own business functions and staff networks to better build equality and inclusion into our planning, policies, processes and practices to ensure inclusion and our values are at the heart of everything we do</p>	<ul style="list-style-type: none"> Equality groups: Establish/develop relationships with local, regional and national EDI groups and bodies e.g. Worcestershire Equalities Group 	<ul style="list-style-type: none"> Greater engagement and consultation with equality groups. Resources, skills and expertise are pooled to deliver equality outcomes. 	<p>Our EDI Officer is a member of regional and national EDI groups.</p> <p>Engagement continues with local groups e.g. North Worcestershire Hate Crime Partnership and Herefordshire Addressing Hate Crime Partnership.</p> <p>Liaison has taken place with external partners (West Mercia Police, West Sussex FRS) whose Chief Officers, supported Women@HWFire's first webinar – Challenges to Progression. Positive feedback has been received from staff after this event.</p>	Green