



# Member Champion

## Equality, Diversity and Inclusion

Allowance: None

Responsible to: Hereford & Worcester Fire Authority

### Main purpose of the role

To act as a Champion for Equality, Diversity and Inclusion (EDI) in addition to their role as Member.

To promote, support and drive improvement with regards to EDI through all activities of the Fire Authority.

To play an important scrutiny role within the Fire Authority to ensure equality considerations are included in decision making and governance and compliance with our legal responsibilities.

### Key Responsibilities

- To advocate and demonstrate the Fire Authority’s commitment to EDI both within the Fire Authority and within our communities.
- To champion the Fire Authority’s ambitions and plans to further improve EDI awareness throughout the organisation.
- To provide positive support and constructive challenge to the Fire Authority and Senior Officers in driving forward the EDI agenda.
- To Chair quarterly meetings which would be attended by the relevant Senior Management Board Lead for EDI, and other key stakeholders as appropriate, to discuss EDI action plans, current activities, national developments or any other EDI matters.
- To encourage and develop a wider appreciation of our ambitions and activities with other agencies and groups with whom the Member Champion may have contact, and to encourage their support.

# Who We Are

Purpose

Why we are here

Vision

What we want to do

Mission

What we do every day

Values



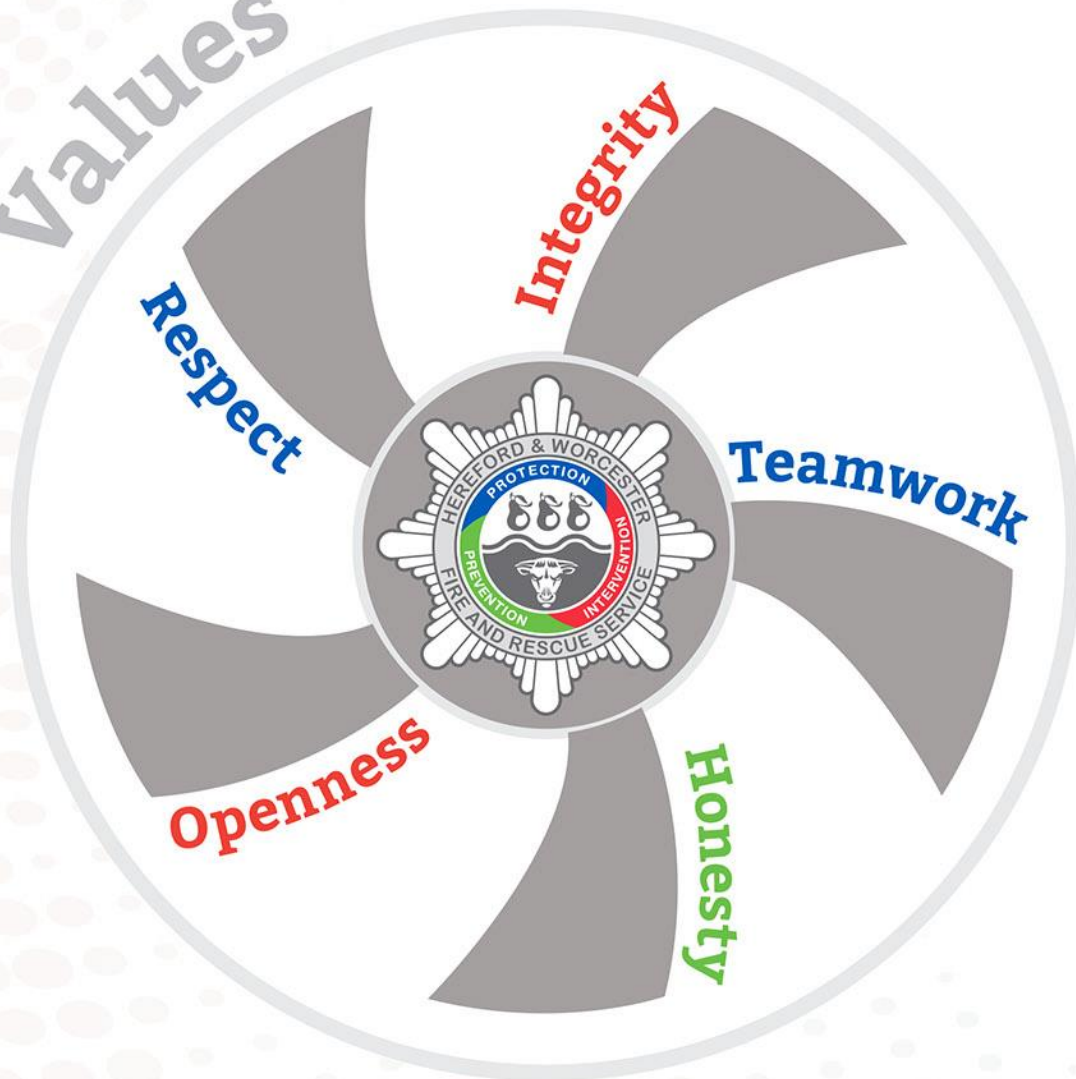
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| <ul style="list-style-type: none"><li>• To act as the main apolitical point of contact for the Fire Authority for EDI.</li></ul>   |
| <ul style="list-style-type: none"><li>• To keep other Members up to date with EDI activities, as appropriate and to encourage understanding of the Service's EDI agenda and its associated activities.</li></ul> |
| <ul style="list-style-type: none"><li>• To attend seminars and other relevant events and undertake training where appropriate to gain and maintain specialist and current knowledge of EDI.</li></ul>            |

## Accountability

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| <ul style="list-style-type: none"><li>• The responsibilities outlined in this role profile relate to the political or Member level activities of the Fire Authority.</li></ul>  |
| <ul style="list-style-type: none"><li>• Accountability for Members' performance is through the political and electoral process.</li></ul>   |
| <ul style="list-style-type: none"><li>• The responsibilities outlined are without prejudice to the separate duties and responsibilities exercised by the officers of the Fire Authority, for which they are accountable as employees of the Fire Authority.</li></ul> |
| <ul style="list-style-type: none"><li>• The Member Champion will work closely with Senior Officers and in particular the Senior Management Board lead for EDI, the Strategic Lead for HR and Development and the Head of HR and Development.</li></ul>                |

# Values



## What we believe in

### Integrity

We will do the right thing and show fairness and consistency in our approach, taking responsibility for the decisions we make and the actions we take.

### Teamwork

By working collaboratively, we can exceed expectations and go beyond the achievements of individuals

### Honesty

We will be truthful in our actions and duties to build trust amongst our colleagues and within the communities we serve.

### Openness

We will act in a way that is transparent and open to review and will welcome new or innovative ways of thinking.

### Respect

We value the differences between individuals and create an inclusive environment which recognises everyone's experiences and opinions.



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