

Equality Objectives Progress Update: Q1-Q2 2022 – 2023

Our Organisation – Leadership and Corporate Commitment				
Objective	Action	Performance Measure	Progress Update	RAG
<p>Our leaders will provide visible leadership to ensure our people, our partners and our communities see the personal commitment to inclusion</p> <p>We will maximise the transparency of our organisation so our activities can be scrutinised and we can be held accountable</p>	<ul style="list-style-type: none"> Strategic 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 attended the Asian Fire Service Association (AFSA) Summer conference in June 2022 along with a cross-section of staff, and SLB members have contributed to staff bulletin articles about Ramadan and our attendance at local Pride events.</p>	Green
	<ul style="list-style-type: none"> People Impact Assessments (PIAs): Review current process and guidance. Establish Quality Assurance process. Deliver workshops. PIA available for scrutiny on our intranet. 	<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>Two in-house training videos, a toolkit and process have been established and are regularly used by staff and managers. Input on PIAs is included in the training for Station Prevention Champions to link into the need to understand our communities. Bespoke input and support for departments and teams in the Service is available on request. In liaison with the Performance & Information team, a quality assurance process has been established for PIAs accompanying Service policies.</p>	Green
	<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 and is due to be published in January 2023.</p>	Amber
	<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. 	<p>Report for 2021-22 presented at SLB in November 2022 and is to be approved for publication at the Audit and Standards Committee meeting in January 2023.</p>	Green

Our Communities – Understand, engage and build good relationships				
Objective	Action	Performance Measure	Progress Update	RAG
<p>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.</p> <p>We will enhance our engagement with our communities to foster good relationships and understand community priorities</p>	<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. 	<p>Senior Technicians within the Prevention team have links with local partners and promote accessible services to specific communities as appropriate.</p> <p>The new Home Fire Safety Visit leaflet has been produced in large print for those who have a sight impairment. It has also been produced in other languages which are predominant within our communities.</p> <p>NFCC Equality of Access documents are being fully utilised by the Prevention Team who focus on specific topics each quarter, supported by the EDI Officer.</p>	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. 	<p>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 EDI Officer.</p> <p>The Prevention team has adopted the NFCC Person-Centred Framework, which allows for the collection of standard national data, including ethnicity, age, specific vulnerabilities. We anticipate the full release of Census 2021 data and topic summaries which are due throughout November, December and early 2023 which will allow us to update our data.</p>	Amber
	<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 champion inclusion locally and promote safety messages to specific groups. 	<ul style="list-style-type: none"> Increased attendance and participation at events. Positive feedback gathered from protected characteristic groups in the community and workplace. 	<p>Local Pride events at Bromsgrove, Malvern and Worcester have been supported with the opportunity fully utilised to promote working for the Service and our HFSV offer.</p> <p>Notable EDI events are incorporated into the NFCC campaign calendar which is shared with Stations. This will continue to be done annually.</p>	Green

	<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. 	A directory of community group contacts is in development and is due to be completed within Quarter 3 2022-2023. This will be shared and maintained with Senior Technicians in the Prevention team to aid engagement with protected groups.	Amber
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. 	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 Core Code of Ethics Steering Group has been established to embed the Code and the first meeting took place in December 2022. A People Strategy objective for 2022-2023 is to source an external provider to deliver a Service-wide inclusion training programme. A provider has been identified following a tender process, and training is scheduled to commence in April 2023.	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 attended the AFSA Summer Conference to share learning and best practice.</p> <p>There may be opportunities to further develop EDI Allies as part of the Service-wide inclusion training programme and this will be explored within the rollout.</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. 	A Practical & Reasonable Adjustments Toolkit has been drafted to support line managers and staff in addition to the information already available on SharePoint. A newly formed Neurodiverse Staff Network, which is growing in membership, will be asked for their feedback on the toolkit before it is published. The process of seeking advice and support for reasonable workplace adjustments is now established and working well. This is due to be completed in Quarter 4 2022-2023.	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 and this has been useful in understanding issues and gaining contacts.</p> <p>Staff from our Women's network and our Neurodiverse Staff Network were invited to attend the AFSA Summer Conference to gather and promote learning to colleagues. Each one who attended found it a valuable, useful and inspirational experience.</p>	Green