

## Equality Objectives: Q1-Q2 2021 – 2022

| Our Organisation – Leadership and Corporate Commitment  |   |  |   |       |
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| 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"> <li><b>SMB EDI objectives:</b> Publish SMB EDI objectives for 2021/22.</li> </ul>  | <ul style="list-style-type: none"> <li>Objectives reviewed and outcomes published in Bulletin and website.</li> </ul>  | SMB have set their own equality objectives to demonstrate their commitment to mainstreaming diversity and inclusion practices across the organisation.  | Green |
|   | <ul style="list-style-type: none"> <li><b>EDI Updates:</b> EDI to become ongoing agenda item at SMB meetings to ensure progress is being tracked at a strategic level.</li> </ul>                                   | <ul style="list-style-type: none"> <li>Actions discussed and minuted and published on Intranet.</li> </ul>   | Equality Objectives have been added to SMB meetings as a monthly agenda item.   | Green |
|   | <ul style="list-style-type: none"> <li><b>People Impact Assessments (PIAs):</b> Review current process and guidance. Establish QA process. Deliver workshops. EIA available for scrutiny on our website.</li> </ul> | <ul style="list-style-type: none"> <li>All key decisions, policies and processes are supported by an EIA and published on the Service website, leads to positive outcomes for protected groups.</li> </ul> | Process/knowledge being embedded within HR team to support wider roll-out. NFCC training attended by a number of employees. Two online in-house training videos, toolkit and process developed for managers based on NFCC Guidance. There is a coordinated approach with relevant stakeholder depts. underway before Service-wide launch. | Amber |
|   | <ul style="list-style-type: none"> <li><b>EDI Policy:</b> Develop overarching EDI policy</li> </ul>   | <ul style="list-style-type: none"> <li>Policy published and understood</li> </ul>  | Policy progressed to formal consultation. Summary of comments to be finalised and feedback considered in light of publication of Core Code of Ethics.   | Amber |
|   | <ul style="list-style-type: none"> <li><b>Equality &amp; Gender Pay Gap Reporting:</b> Complete report and publish results. Communicate results and future actions to staff and community.</li> </ul>               | <ul style="list-style-type: none"> <li>Analysis informs specific actions to help reduce the gender pay gap.</li> </ul>   | Report for 2020/21 finalised and reported to SMB in December 2021 and Audit and Standards in January 2021.  | 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"> <li><b>Local demographic guidance:</b> Produce information to raise awareness of our diverse communities e.g. cultural and religious guidance.</li> </ul>                        | <ul style="list-style-type: none"> <li>Frontline staff better understand the different risks and needs of groups in their Station area.</li> </ul>   | Guidance available on Service SharePoint and highlighted to staff. This is now 'business as usual'. NFCC Equality of Access documents available to staff e.g. Equality of Access to Services and Employment for Black Communities; LGBT people; Neurodiversity.   | Green |

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| We will enhance our engagement with our communities to foster good relationships and understand community priorities | <p><b>Local demographic data:</b> Enhance data accessible by Stations on the demographics of local community.</p>  | <ul style="list-style-type: none"> <li>Frontline staff better understand the different risks and needs of groups in their Station area.</li> </ul>   | Work on Station-specific data begun (some data available on factsheets on protected characteristics, which are available on Service SharePoint).  | Amber      |
|  | <ul style="list-style-type: none"> <li><b>Community events:</b> 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.</li> </ul> | <ul style="list-style-type: none"> <li>Increased attendance and participation at events. Positive feedback gathered from protected characteristic groups in the community and workplace.</li> </ul>  | The Service supported two Pride events in September 2021 at Hereford and Bromsgrove. Worcester and Malvern events did not take place this year. Key EDI events incorporated into copy of NFCC annual calendar.                    | Green      |
|  | <ul style="list-style-type: none"> <li><b>Community groups:</b> Develop and maintain a central list of community groups for engagement and consultation purposes.</li> </ul>   | <ul style="list-style-type: none"> <li>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.</li> </ul> | Directory begun, to be shared and maintained with Senior Technicians, Prevention. This will be expanded when more community liaison is possible.  | Amber      |
| <b>Our People – Develop, engage and understand</b>   |  |  |   |            |
| <b>Objective</b>   | <b>Action</b>  | <b>Performance Measure</b>   | <b>Progress Update</b>  | <b>RAG</b> |
| We will develop our people to better understand diversity and inclusion  | <ul style="list-style-type: none"> <li><b>EDI content:</b> Develop dedicated intranet space for EDI content. e.g. information on key EDI events such as International Women’s Day, Black History month, Time to Talk, Disability Awareness Week, etc. Utilise quotes, stories from staff. Use social media to share stories.</li> </ul>                                      | <ul style="list-style-type: none"> <li>EDI calendar of messages and EDI content available to staff.</li> </ul>   | Service SharePoint site for EDI developed and updated on an ongoing basis. WFS Choose II Challenge workshops attended. AFSA webinars and NFCC Lunch & Learn webinars promoted.  | Green      |
| We will create an inclusive culture where our people feel able to be themselves                                      | <ul style="list-style-type: none"> <li><b>Values / Code of Conduct:</b> Develop guidance for inclusive behaviours to outline expectations of how staff can expect to be treated and how they should treat others.</li> </ul>   | <ul style="list-style-type: none"> <li>Discipline, grievance and attendance levels demonstrate staff feel more included in the workplace.</li> </ul>   | Core Code of Ethics for FRS and associated guidance published nationally. Gap analysis conducted against Core Code of Ethics Fire Standard and implementation plan in development.  | Amber      |
|  | <ul style="list-style-type: none"> <li><b>Dyslexia support:</b> Publicise guidance re dyslexia, dyspraxia, and dyscalculia in order to raise awareness and to support reasonable adjustments.</li> </ul>   | <ul style="list-style-type: none"> <li>Updated information available to managers and staff.</li> </ul>   | Guidance developed and updated on a regular basis. Establishment of EDI Officer post has enabled direct support for staff. There has been an increase in staff requesting and being provided with screening and support (some for | Amber      |

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|   |   |  | the first time) which shows positive improvement in this area.   |            |
| We will better understand our workforce composition through our workforce data  | <ul style="list-style-type: none"> <li><b>Diversity monitoring:</b> Review diversity monitoring questionnaires to ensure consistency. Data collection campaign to be run in collaboration with Corp Comms to encourage current staff to share their diversity data. More sophisticated data capture and reporting needed re promotions/new starters/leavers.</li> </ul> | <ul style="list-style-type: none"> <li>Baseline established for all protected characteristic groups.</li> </ul>  | Staff comms continue in order to encourage an increase in disclosure of equalities information.  | 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"> <li><b>Reasonable adjustments:</b> Review guidance available to staff and managers.</li> </ul>   | <ul style="list-style-type: none"> <li>Updated information available to managers and staff.</li> </ul>   | Reasonable adjustments toolkit undergoing final review by key stakeholders.  | Amber      |
| <b>Our Partners – Working together</b>  |   |  |  |            |
| <b>Objective</b>  | <b>Action</b>   | <b>Performance Measure</b>   | <b>Progress Update</b>   | <b>RAG</b> |
| <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"> <li><b>Equality groups:</b> Establish/develop relationships with local, regional and national EDI groups and bodies e.g. Worcestershire Equalities Group</li> </ul>  | <ul style="list-style-type: none"> <li>Greater engagement and consultation with equality groups. Resources, skills and expertise are pooled to deliver equality outcomes.</li> </ul> | <p>EDI Officer is a member of regional and national EDI groups including NFCC EDI Forum.</p> <p>Engagement continues with local groups e.g. North Worcestershire Hate Crime Partnership and Herefordshire Addressing Hate Crime Partnership.</p> | Green      |