

SYFR Equality & Inclusion Strategy 2011- 2012

South Yorkshire Fire & Rescue (SYFR) a major supplier of emergency services to diverse communities in South Yorkshire and a major employer providing quality employment opportunities, therefore SYFR has responsibilities to promote equality, inclusion and respect for diversity.

Our focus is to support communities and individuals to prevent, and keep themselves safe from, fire and other emergencies as well as providing a response service to all communities. To succeed we need to work closely with people from our communities to, understand the risks communities face and how different groups want to be involved and engaged.

SYFR has developed a two year draft Strategy, which includes a policy statement along with details of our approach to promote equality and inclusion. It also describes objectives for each of eight equality areas (or protected characteristics) at SYFR, which are set out below.

Our Priorities 2011 – 2013

Race - Equality Objectives

- Improve our effectiveness by having a workforce which is reflective of SY communities
- Identify, create and use diverse leaders, from inside and outside, to re-shape the future for SYFR
- Understanding our communities better in relation to labour market profile, and also vulnerability and barriers to access
- Create culturally appropriate services to improve access

Sexual - Equality Objectives

- Being aware of and owning a range of appropriate leadership styles
- Working towards workplace equality between men and women through equal pay and diversity at all levels
- Building stronger communities by supporting men and women, girls and **boys**

Pregnancy & Maternity - Equality Objectives

- Promoting equality by evaluating and sharing good practice
- Maximizing the retention of women when returning from maternity
- Promoting equality through best practice around work life balance

Disability - Equality Objectives

- Continue to embed understanding of the social model of disability throughout SYFR workforce
- Value our disabled staff as talented by providing opportunities
- Reduce risks disabled people face in relation to fire and other emergencies
- Gain and use a better understanding of disability and vulnerability to improve community safety
- Promote and prioritise accessible services

Sexual Orientation - Equality Objectives

- Effectively retain and increase use of the talents of our Lesbian, Gay and Bisexual (LGB) staff
- Create a cohesive workplace environment which supports and respects LGB staff and fosters good relations
- Effectively engage with LGB staff and communities to build confidence in SYFR
- Ensure appropriate provision of services to LGB communities across South Yorkshire

Religion or Belief - Equality Objectives

- Promote equality of opportunity for, and good relations between, people with different religious beliefs or philosophical belief
- Advance education and raising awareness regarding Faith & Belief
- Eliminate discrimination, harassment or victimization on the grounds of religion or belief.
- Collaborate with partners to share and develop best practice in Supporting staff and community members to observe religious practices
- Grow and support diverse visible leaders and harness the creative talents and commitment of staff with a religion or belief to make SYFR better

“Our Journey to Excellence”

Age - Equality Objectives

- Identify unequal outcomes in employment and service delivery related to age
- Promote age diversity in all that we do
- Targeted prevention initiatives to reduce risks

Gender Reassignment - Equality Objectives

- Implement the Equality Act 210 through engaging with and understanding Trans communities and organisations
- Promote equality by using legal guidance along with best practice for this new Protected Characteristic
- Support Trans people-as employees and service users, sensitively and confidently

SYFR's Draft Annual Workforce Profile 2011 provides an initial picture of SYFR's workforce composition across six protected characteristics, race, sex, disability, sexual orientation, religion and belief and age.

SYFR Workforce Profile 2010/11

Total number of staff	1146
% Corporate & Control Staff	25%
% Full & part time Operational staff	75%
84% of the workforce is male	16% of the workforce is Female
% BME staff of total workforce	4.19%
% staff with a declared Disability	4%
% of workforce Age range 16 - 25	4
26 - 35	28
36 - 45	35
46 - 55	27
56 +	5
% of workforce declared as LGBT	2%



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