



SYFR Equality & Inclusion Report 2016

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Introduction

South Yorkshire Fire & Rescue (SYFR) is committed to Equality & Inclusion within all of its service delivery and employment processes. This document is provided to report on progress within the 2015/16 financial year and to celebrate some of the positive work that the organisation is taking forward in relation to equality in a way which is accessible to the public of South Yorkshire.

During 2015 SYFR underwent a number of changes in relation to Equality & Inclusion delivery and monitoring. In line with this a decision was made to produce an annual report and action plan in relation to Equality & Inclusion to ensure that activity in this areas was in a format which could be clear and consistent over time and which enabled senior management and the authority to clearly monitor progress against the service equality objectives. The following report therefore covers progress within the 2015/16 financial year against all equality objectives and sets an action plan in place for activity in the current year.

SYFR Equality Analysis

SYFR undertake Equality Analysis on key projects, policies and areas of development where appropriate. A number of the actions within the Annual Action Plan aim to progress the training and implementation on Equality Analysis and build on previous work to ensure that this process is fully embedded to a high quality standard within all projects and development which may have equality impacts. Equality Analysis can be provided on request and an example of an Equality Analysis undertaken in 2015/16 on a wider project was in relation to the introduction of the SYFR Fitness Policy.



Equality Objectives 2015/2016 – Progress Report & Case Studies

Objective 1 - Improving Diversity at SYFR

SYFR have undertaken work in 2015 to improve the diversity within the SYFR workforce. Limited recruitment opportunities have meant that this has been limited and SYFR still have further work to undertake in relation to improving service diversity. It is hoped that further recruitment opportunities in the coming years may enable positive work on this to happen within the Wholetime Operational workforce. The SYFR Workforce Profile sets out key areas of focus for this work and action stemming from those recommendations have been added into the SYFR Equality & Inclusion Action Plan.

- **Wholetime Recruitment – Positive Action**

Where any areas of underrepresentation are identified within our workforce the Equality Act 2010 and associated Public Sector Equality Duty (PSED) require that the organisation takes steps to inform and encourage individuals from these groups or areas to consider opportunities with the service and to address any barriers that these groups may have in relation to seeking employment with SYFR.

SYFR have undertaken a number of positive action approaches in 2015 in order to encourage applications from a more diverse demographic within South Yorkshire in order to make SYFR more representative of the communities that it serves (see Case Study below). Whilst the numbers appointed have been small in 2015 this activity has resulted in a number of our new recruits being from groups underrepresented within our current workforce.



CASE STUDY – IMPROVING DIVERSITY AT SYFR

WHOLETIME RECRUITMENT – POSITIVE ACTION

In 2015 SYFR started a campaign to advertise a number of wholetime (full time) Firefighter positions. This recruitment followed a number of years within which no wholetime recruitment had taken place in South Yorkshire. In advance of commencing this activity a positive action campaign was launched in order to try to encourage interest and applications from underrepresented groups. This campaign was delivered by Corporate Communications and Organisational Development and involved analysis of underrepresentation in order to effectively target those groups whose employment within the organisation has been historically low. A number of advertising channels were utilised to bring individuals in to a specifically designed website aimed to promote the service as an inclusive employer and firefighting as a career of choice even for people who may not have considered this in the past. These channels included:

- Specifically designed positive action recruitment site including videos and bios from SYFRs positive action ambassadors
- Positive action video aimed at showing the varied nature of the role including community work and education in addition to the traditionally identified emergency response aspects
- Online targeted media aimed at identified underrepresented groups
- Direct mail shots to targeted address lists based on demographic data
- SMS/Text marketing again targeted at underrepresented groups

Individuals identified as being from underrepresented groups were then invited to attend specific “Have a Go” days aimed at giving people more information about the role and process and addressing any concerns or barriers they might have had to applying. These days were very positively received and SYFR will seek to expand on these and run more of these days in the future. With the exception of initial expressions of interest from females the campaign was largely successful and has highlighted both areas which produce positive results and those where SYFR need to develop new methods to continue to target these groups.

Outcomes Summary	2013 Workforce Profile	Campaign Target	% of Registrations
Female	5.21%	20%	13%
BME	2.75%	5%	8%
LGBT	1.56%	Not set	5%
Total:			22%



Objective 2 - Improving Engagement with Diverse Staff

- **Reinvigoration of Equality Staff Groups & Networks**

During 2015 it was established that there were a number of issues with the historically created equality groups within SYFR. In order to seek solutions to a number of issues which the groups and networks may have had SYFR have set up initial meetings with all groups in order to evaluate what historic issues there may have been and look at ways to ensure that the groups can function effectively and productively with appropriate support from the organisation.

This work has involved communication with individuals who have previously participated in equality staff groups with the aim of offering organisational support for staff groups and setting new clear terms of reference to ensure that the organisation and groups are clear on direction. This has been successful within a number of groups and has also identified underrepresented groups where the organisation needs to look at alternative or wider ways to communicate and receive feedback. This future work will involve consideration of wider regional and national support groups and further internal communication about support available organisationally for these groups.

One of the areas which has been taken forward is in relation to the SYFR Women's Network which was re grouped via some internal communications and has led to a planned scheme of development for all SYFR female staff as a continuation of the SYFR Women's Development Programme. SYFR are currently planning further development opportunities in line within the group and have undertaken the first of some planned operational specific areas as per the below case study.

- **Collaboration and external learning**

SYFR have commenced work to collaborate with wider representation groups in the region including conversations with South Yorkshire Police and organisations supporting women's development and coaching which we will be further progressing during 2016/17.



CASE STUDY – IMPROVING ENGAGEMENT WITH DIVERSE GROUPS

SYFR OPERATIONAL WOMEN'S DEVELOPMENT SESSIONS

As a result of discussions at SYFR's Women's Development Conference (Feb 2015) and the findings of SYFR's Women's Development Programme Report, it was apparent that some female operational members of staff felt that there were certain informal, behavioural and perceptive barriers which may have had a negative impact on their personal and professional development within the organisation. Some individuals felt that their development was restricted by a lack of confidence or hampered by the fact that they felt "under the spotlight" in some situations because they were the only female.

Emergency Response in liaison with Organisational Development was keen to create opportunities for female operational members of staff to develop operational skills in a supportive environment and looked to deliver a number of Operational Women's Development Days within the organisation, which would fit within a wider programme of development for all female staff.

Initially all female members of staff were canvassed for their views on what forms of operational development were desired and for any preferences people might have in terms of delivery. All female operational staff were then invited to attend a planning meeting to discuss what the development days should look like. After consideration of all the responses received and the feedback from staff the meeting concluded that the initial development days would be internal events initially with a focus on incident command (including command presence) and operational skills.

Specific issues raised by respondents to be addressed within the operational development days were:

- A perceived lack of confidence at operational assessments
- An uncertainty around what constituted good "Command Presence"
- Limited opportunity to undertake incident command scenario's other than in a male dominated environment
- A perceived lack of confidence using some operational equipment
- Limited opportunity to try new techniques (RTC's etc) other than in a male dominated environment

The first development day was held on 15th April 2016 and was hosted at the Incident Command Suite at TDC. The day involved presentations, discussions and operational scenarios that gave opportunity for group and individual participation in a predominantly female environment including constructive peer review to build confidence.

Feedback from the session has been positive and Emergency Response and Organisational Development will seek to build on this when considering further events. The second development day is being planned for autumn 2016 and will again be operationally focussed and will take place at the Dearne Training Facility. SYFR will continue to run and develop further opportunities for women's development both for operational staff on specifically operational issues but also for all female staff within the organisation based on continuous feedback.



Objective 3 - Promoting Staff Wellbeing and Fair Treatment

- **SYFR Fitness Policy & Approach**

SYFR has a strong commitment to promoting health, fitness and wellbeing for both uniformed and non-uniformed employees. Recently the introduction of an organisational Fitness Policy in line with national guidance has outlined minimum fitness standards for all operational employees. This is a new process for South Yorkshire Fire & Rescue and therefore the organisation has adopted a number of approaches to fully support staff to achieve this. (See Case Study)

SYFR has employed a dedicated Fitness Advisor who contributes to SYFR policy on fitness standards and provides fitness and nutritional support to all staff in addition to undertaking fitness testing. To date the Fitness Advisor has visited half of the SYFR watches to provide nutritional and fitness advice and will complete visits with all watches in the near future. These visits include outlining the benefits of a healthier diet and offering simple healthy meal ideas to operational staff. This has been followed with a 'healthy recipe of the week' sent to all Watch Managers by email with the aim being for watches to cook these instead of ordering a takeaway when working night shifts as is often the case at present.

A Health and Fitness page has been created on the intranet which is easily accessible for all employees. Training routines, nutritional information, recovery protocol and details of all the fitness testing are included on this page which is regularly updated. Articles relating to health and fitness are also included in the weekly bulletin written by the Fitness Advisor or Occupational Health Team and opportunities are provided for all employees to attend regular internal fitness sessions run by the Fitness Advisor.

- **Support for Employees with Dyspraxia**

SYFR is committed to demonstrating a high level of commitment to existing and potential disabled employees and strive to do the following:

- Treat individuals fairly and without discrimination on the basis of disability
- Create a working environment free from discrimination and harassment
- Commit to train, promote and develop employees on merit
- Ensure the laws governing equal opportunities for all disabled people are upheld

- **Holistic Team Approach to Return to Work**

Where individuals have been off work for longer periods the Occupational Health Team work closely with key workers of external therapy teams to ensure that return to work phases are appropriately planned and take into account the real issues faced by the employee at this point in order to put in place targeted and effective solutions. This results in employees feeling supported and able to integrate back into the workplace at an appropriate pace.

- **Promotion of Mental Health Awareness**

SYFR Occupational Health undertake a variety of information and promotional activity in relation to stress and mental health awareness. This includes publication and reinforcement of messages from the Blue Light monthly newsletters with further information published on the intranet for all staff. Posters and leaflets are also distributed within the organisation to raise awareness and sign post individuals to appropriate support. Resilience training has been provided to certain stations/districts whereby changes in structure to the dept or organisation have been implemented and to deal with any stressors the changes may have potentially brought about.



CASE STUDY - PROMOTING STAFF WELLBEING & FAIR TREATMENT

SYFR FITNESS & WELLBEING APPROACH

Providing Personal Fitness Programs for Employees

All SYFR staff have access to the Fitness Advisor to provide a personal training program to achieve their fitness goals. Employees have been made aware of this through the weekly bulletin, emails to Watch Managers, station visits from the Fitness Advisor and referrals from Occupational Health. Tailored support has been provided for individuals who may find achieving the fitness level required more difficult due to certain characteristics such as age or gender. SYFR have had examples of operational staff who have struggled to reach the required fitness level in the relevant fitness tests. These individuals received specialised cardiovascular and weights training plans which were undertaken over a period of time and these individuals have now successfully passed the fitness test on several occasions. This involved the Fitness Advisor taking account of the levels of individual fitness, age, gender and other factors which may have impacted upon the individual's ability to meet the required standards.

Weights/resistance programs have been provided for numerous Firefighters over recent months. Many stated that they are less confident with weight training and are unsure of appropriate exercises and the correct techniques to use. Therefore the fitness advisor has visited stations to instruct the Firefighters, build their confidence and be certain that they can perform appropriate techniques safely. This assists the individuals and helps to avoid injuries caused by the use of incorrect technique.

Key Benefits/ Outcomes

Although individuals may have the ability to meet the required fitness standards it is clear that the additional support from the organisation can achieve this more quickly and help to build confidence. Having a plan/routine to follow and structured training means that individuals have appropriate and supported goals and can work towards these in a realistic timeframe. One individual fed back that failing the test was affecting their morale but that the support provided by the organisation had increased their confidence and achieving the level has given a sense of accomplishment.



CASE STUDY – PROMOTING STAFF WELLBEING & FAIR TREATMENT

DYSPRAXIA IN THE WORKPLACE

Specific Support for Employees with Dyspraxia

In 2015 SYFR has undertaken work with individuals who have dyspraxia. This has been a new challenge for SYFR as the organisation has employed numerous individuals with learning disabilities in the past had not previously provided support for anyone who had declared that they had dyspraxia.

Dyspraxia can affect individuals in many ways including those outlined below:

- May take longer in finding, retaining and organising information
- May show problems transferring ideas, concepts and insights into a written format
- May find too many interlinking ideas bombarding their thoughts which are then difficult to present in a logical and structured format
- May be easily distracted by noise /light/movement and may lose their train of thought and sustained attention
- May experience problems with black and white contrast, eye strain and fatigue when reading which may lead to inefficient reading and poor comprehension
- May quickly experience hand and arm muscle fatigue when writing by hand

Individuals with dyspraxia will meet with HR and Occupational Health in the first instance in order to identify any barriers and adjustments that could be made to support them. Individuals are asked to explain what methods of working assist them, any areas they find difficult and any specific equipment or workplace adjustments that may be required. They will subsequently have regular meetings with their line manager to ensure that support is ongoing.

Individuals with dyspraxia that SYFR have worked with have stated that they have difficulties in the following areas:

- Work which was is not planned and structured e.g. ad hoc meetings
- Minute taking
- Short term memory
- Time management

As a result the below are examples of reasonable adjustments that SYFR have put in place:

- The provision of yellow paper for printing reports and other associated papers
- Green overlays to assist with reading
- Thick chunky gel pens to assist with hand writing when taking notes
- Creation and use of templates and flow charts to assist with the organisation and reminders for their work
- Provision of a lap top for note taking in meetings
- Provision of a dictaphone
- Attendance on specific course in minute taking and time management

SYFR have also signposted and advised individuals on the role of Access to Work in terms of the advice they might be able to provide and a variety of action plans have been produced and taken forward.



Specific 1-2-1 input has also been sourced using the PATOSS index (Professional Association for Teachers of Students with Specific Learning Difficulties) to assist individuals who may have difficulties around note taking and time management.

Key Benefits/Outcomes

By putting in place agreed adjustments and working through agreed and supported action plans SYFR is able to build people's confidence and performance levels and enable people to fulfil their roles to their best ability.



Objective 4 - Knowing our Communities

As a provider of emergency services to diverse communities within South Yorkshire, SYFR has a duty to understand the needs of its communities and the barriers they may face in accessing our services.

SYFR aim to work closely with local communities to understand community risks and vulnerabilities and to develop knowledge around changing communities to ensure we develop and deliver appropriate community safety initiatives to address specific needs.

Over the past year SYFR has aimed to continually build upon its knowledge of changing communities in a number of ways;

- Being a key part of local and organisational equality networks, including Sheffield Equality Hubs for LGBT, Disability and Age, Doncaster Equality Network, Barnsley Reach Partnership and Rotherham LGBT Network
- Attending local community forums and being part of multi-agency networks e.g. Sheffield Gypsy and Traveller Multi Agency group, Dementia Action Alliances in all four districts, Page Hall Roma task group, Hate & Harassment Task Groups
- Actively supporting local equality initiatives and events e.g. Pride events across South Yorkshire, Sheffield LGBT Union Street Café, PinkNic
- Developing an annual cultural calendar and suite of 'upcoming events' literature and fire safety leaflets which focus on promoting cultural awareness around key events and to develop knowledge of associated fire risks e.g. LGBT History Month, Ramadan, Chinese New Year, Dementia Awareness Week
- Working with partners to utilise and build further knowledge of changing risks with communities to target community safety activity e.g. targeting the Roma community in Sheffield Page Hall area to improve access and engagement with communities around reducing specific fire risks
- Utilising and continually updating the Diversity in the Community Handbook to include new communities, fire risks and community knowledge; the Handbook is a widely used tool for both staff and partners to improve knowledge of and engagement with diverse communities. The resource has been used as best practice by a number of other Fire and Rescue Services and partner organisations, including South Yorkshire Police and the Hauge Fire Service in Holland
- Building on an online training module which was developed to improve risk rating and management of people with Hoarding Disorder a bespoke training package was developed for community safety staff and has also been delivered to referral partners within Local Authorities, including Environmental Protection teams. The aim of the partnership working and training package is to improve awareness of fire safety risks and risk management of people who live in hoarding or severely cluttered households



CASE STUDY – KNOWING OUR COMMUNITIES

SAFE & WELL REFERRAL PATHWAY

The aim of the Safe and Well referral scheme is to improve the safety and wellbeing of members of our community by developing referral partnerships with local organisations who work with high risk and exclude groups to ensure vulnerable people in the community receive a Home Safety Check.

It is essential for SYFR to work with local organisations to utilise and share knowledge of our changing communities to address specific vulnerabilities to fire.

The new initiative aims to simplify and streamline the referral process for Home Safety Checks and to increase accessibility for a wide range of partners to work in partnership with SYFR.

After a gap analysis was carried out on existing referral partnerships, the Safe and Well initiative aims to specifically target high risk communities, alongside excluded groups, in areas where partnerships are underrepresented, as follows;



High Risk	Excluded
People aged 65+	People from BME communities
People with a physical or learning disability	People from Faith Communities
People with a sensory or cognitive impairment, including dementia	People from Lesbian, Gay, Bisexual and Trans (LGBT) Communities
People with a mental health illness	People from Refugee and Asylum seeker communities
People who have a substance or alcohol dependency	People who are homeless or at risk of being homeless
People who smoke	

A new 'Fire Safety for Professionals' training course was developed by Community Safety High Risk Coordinators which aims to ensure professionals are able to confidently identify a range of factors that increase someone's risk of having a fire and make a referral to SYFR.

Since the initiative launched in January 2016 over 80 partners from Public, private and 3rd sector have signed up to the scheme and over 200 members of staff have been trained in Fire safety Awareness.



Objective 5 - Inclusive Behaviours and Effective Action Planning

SYFR aim to develop awareness of how to effectively engage with and understand our diverse communities to ensure an inclusive approach is embedded into the way we deliver our services.

SYFR staff aim to work with each other, partners, communities and individuals to prevent emergency situations through the delivery of innovative prevention solutions, whilst ensuring our service does not exclude or disadvantage individuals or communities.

Over the past year SYFR has aimed to promote and embed inclusive behaviours, attitudes and skills both within our workforce and in the way we plan our services in a number of ways;

- Delivering the 'Knowing our Communities' Equality and Inclusion awareness course to all operational staff; the course aimed to developing awareness of a range of diverse and vulnerable communities and promote knowledge of appropriate engagement and associated fire risks within communities
- A programme of Dementia Awareness training was rolled out to operational crews and Community Safety staff with the aim of building upon knowledge of the risks people living with Dementia may face and developing skills to improve engagement with individuals. The training also included the opportunity to sign up as a Dementia Friend
- Developing an online Hoarding Awareness training module which has been developed and rolled out to operational crews to improve the identification, risk management and referral of people who are living with hoarding disorder or live in hoarded or severely cluttered households
- Community Safety staff continue to build upon their knowledge of high risk and excluded groups by attending a range of courses to inform their work when engaging with diverse communities, e.g. mental health awareness, drug and alcohol awareness, domestic abuse awareness
- The Community Safety team now has 8 members of staff who are trained at Level 1 BSL Sign Language. These skills aim to reduce communication barriers when engaging with the deaf community while carrying out Home Safety Checks and other community engagement activity
- Rolling out Hate Crime training to the majority of operational crews; the aim of the training is to raise awareness of how to recognise potential Hate Crimes when attending incidents or engaging with members of the community and to increase the reporting of Hate Crimes and incidents. SYFR's focus on Hate Crimes aims to contribute to crime prevention for minority groups
- Equality and Inclusion induction is delivered to all SYFR volunteers to develop awareness of the aims of SYFR and promote inclusive behaviours and values within all our staff



CASE STUDY – INCLUSIVE BEHAVIOURS AND EFFECTIVE ACTION PLANNING

INCREASING DEMENTIA AWARENESS

As there has been an increase in the number of incidences involving people living with dementia, a number of initiatives have been progressed to improve the skills and knowledge of SYFR staff; a Dementia Awareness course for operational crews and community safety staff was developed with the support the Alzheimer's society. The aim of the course was to ensure staff engaging with people with Dementia had an increased Awareness of a range of factors that may affect someone living with dementia, including recognising the signs of someone who may have dementia, improving communication with people with dementia, improving understanding of potential fire risks within the home and increasing referrals for further support.



Part of the session involved the opportunity for members of staff to sign up to be a Dementia Friend. Alzheimer's Society's Dementia Friends programme is an initiative developed to change people's perceptions of dementia. It aims to transform the way the nation thinks, acts and talks about the condition. A Dementia Friend is someone's who learns a little bit more about what it's like to live with dementia and then turns that understanding into action with the aim of making our communities more dementia friendly. Hundreds of fire-fighters have signed up to be a Dementia Friend and show their support for people living with Dementia and their families. Fire-fighters and Community Safety Staff continue to build awareness of people living with dementia to improve engagement when carrying out Home Safety Checks and other community safety activity.

A number of Community Safety staff have also developed their skills and attending training to be Dementia Champions. This course give the skills and knowledge needed to deliver Dementia Friends sessions, which have also been offered to all corporate staff as part of Dementia Awareness week 2015.



Objective 6 - Removing Barriers and Improving Access to Services

Through continually developing knowledge about our communities SYFR aim to work more effectively to ensure that we reach **all** communities, including those most hard to reach.

This approach encourages staff to adopt new ways of working and solve problems within local areas by understanding community needs and addressing them inclusively. Flexibility is essential in the delivery of effective prevention and community safety activity to ensure fair delivery and access for all communities without discrimination or exclusion.

Over the past year SYFR has aimed to effectively utilise knowledge about its communities to improve engagement with vulnerable and excluded groups and address any barriers to accessing services in a number of ways;

- South Yorkshire Fire & Rescue Authority Stronger Saver Communities Reserve fund has supported a range of projects that aim to add value to existing partnership work and increase collaboration around shared issues. The fund has supported a wide range of community based projects to improve safety and wellbeing for communities, including initiatives with Age UK and Dementia Action Alliance to improve engagement with older people and individuals living with dementia, Speak Up Advocacy who have developed a bespoke fire safety awareness education package and video for people with learning disabilities, Barnsley specialist Midwives who have designed specialist room thermometers which, as well as telling parents when their baby's room is at the correct temperature, also display important messages about topics including home fire safety
- Increasing the number of BME volunteers who support Community Safety within the community; *'Culture and Communities - Community Safety Ambassadors'* support the targeting of underrepresented groups within our communities and help reduce language or cultural barriers when carrying out our Home Safety Checks. SYFR's volunteer group also has a high level of age diversity which adds value to the scheme and ensures that this group is representative.
- Promotions and support of key cultural events such as Diwali, Ramadan, Chinese New Year to promote fire safety during key community festivals
- Throughout the year a number of fire safety talks have been delivered to key groups including refugee and asylum seekers, people at risk of homelessness, people with learning disabilities, carers for people living with dementia, LGBT young people, community Deaf forums, local falls groups, luncheon clubs for older people, members of the Muslim community at local Mosques and young people during Madrassa
- A number of events were supported to promote Lesbian, Gay, Bisexual and Trans (LGBT) equality and to promote fire safety with these communities, including Pride events in all four districts of South Yorkshire and PinkNic in Sheffield. Supporting LGBT events and local initiatives is a priority for SYFR to ensure any barriers to community engagement are broken down and community safety services are promoted
- Through working in partnership with Local Food Banks in Rotherham and Doncaster, SYFR has been able to promote fire safety and provision of Home Safety Checks to vulnerable members of the community who are receiving services



CASE STUDIES – REMOVING BARRIERS AND IMPROVING ACCESS TO SERVICES

SUPPORTING VOLUNTEERS WITH DISABILITIES

SYFR has been offering a range of volunteering opportunities for members of the community for a number of years now. SYFR currently engage with approximately 70 volunteers who help to assist and support various tasks both in the community and internally within SYFR. SYFR now support a number of volunteers with learning disabilities and aim to provide meaningful opportunities for people to increase skills, knowledge, social experiences and development of independence. One of the first volunteers to join SYFR was Lesley Morgan who was supported by a support worker from the Autism Society. Lesley has now been volunteering at our Training and Development centre for 3 years, carrying out a number of roles from general maintenance of the building, supporting the kitchen staff and gardening duties. Since starting as a volunteer for SYFR, Lesley's skills and confidence have grown significantly, so much so that he now carries out his roles independently and has been allocated his own area of responsibility regarding the upkeep of the external grounds. This year Lesley was chosen to represent Great Britain in the Special Olympics in Los Angeles where he achieved a bronze medal in soft ball throwing and a silver medal in the 50 meters sprint.



WOODLANDS MEMORY CAFE PILOT

On November 26th SYFR launched a unique partnership with the Alzheimer's society, Woodlands Memory café at Adwick Fire Station at Quarry Lane. The initiative has been created to provide an opportunity in the local community for people living with Dementia and their carers to have a social meeting place to provide respite, support, physical and mental activities to support their wellbeing.



Adwick fire station now hosts an event once a month on a Thursday afternoon, to provide an opportunity for people living with dementia and their carers to meet in a safe, managed environment and to take part in activities such as, listening to music, playing games and health walks.

Community Safety Officers believe the project will benefit the fire service by providing a vital link with one of its key target groups in terms of accidental fires. The partnership also highlights the growing role the fire service can play in promoting health and wellbeing in the home of the communities we serve. Area Manager Steve Helps, said: "In the last decade, the fire service has helped to make South Yorkshire safer than it has been at any time in its history in terms of accidental house fires and fire related deaths and injuries. We believe we can play a much wider role in terms of tackling some of the big health challenges our County faces in the future. This project is the perfect illustration of that aspiration, where fire service resources are helping to improve the lives of one of the most vulnerable groups in society'. SYFR are now progressing development of this initiative across South Yorkshire with similar set ups at other Station Community Rooms where needs are identified.



Equality Objectives Review and Action Plan for 2016/17

On consideration of progress and outcomes from the 2015/16 objectives, in addition to taking account of changes and developments within that year, all existing equality objectives have been reviewed and have largely been deemed as still core to equalities development within SYFR. Some changes have been made in relation to the Community focused objectives which are captured below within the new objectives and associated action plan at Appendix A.

SYFR have also made the decision within the quarterly Equality & Inclusion meetings to incorporate a specific objective for any function which has the ability to have a significant impact on equality in relation to their core business. (Workforce areas will be covered within the initial 3 general objectives). As such SYFR have several revised and new objectives for 2016/17. The objectives are:

General & Human Resources:

- 1) Improving Diversity at SYFR
- 2) Improving Engagement with Diverse Staff
- 3) Promoting Staff Wellbeing and Fair Treatment

Prevention & Protection:

- 4) Knowing our Communities
- 5) Improving Targeting & Engagement with High Risk & Excluded Groups
- 6) Removing Barriers & Improving Access to Services

Functional:

- 7) Actively consider and promote Equality & Inclusion within all procurement activity
- 8) Embed Equality & Inclusion within Strategy & Engagement work streams
- 9) To improve diversity & opportunity in recruitment & promotion within Emergency Response

