



SYFR Commitment to Equality & Inclusion

South Yorkshire Fire & Rescue is committed to providing equality in ALL aspects of its works and in the services it delivers to the communities of South Yorkshire.

Putting Considerations of equality and inclusion at the heart of what we do is a priority for SYFR

Equality is about..... Giving everyone a fair chance to fulfil their potential – it means working to ensure members of our communities have equal opportunity to access our services. Equality is not about treating everyone the same; it's about getting equal and fair outcomes for everyone. This means we may need to tailor what we do to take account of the needs of different communities.

Inclusion..... Underpins everything we do to keep communities safe; it is about the way we think, the way we act and take action to remove barriers, improve access to services and reduce risk. Inclusion acknowledges that people are different and should be treated fairly, which is not necessarily the same as treating people the same. This is reflected in the way that we deliver our services, through carrying out innovative prevention activities which address different needs and levels of vulnerability.

SSCR – Equality & Inclusion Considerations

This guidance is aimed to help you consider the impacts your SSCR proposal may have on people e.g. members of the community, service users etc. It will help you to start thinking about how your proposal may impact on particular groups of people, how discrimination can be avoided and to ensure your project is inclusive and assessable to the diverse communities of South Yorkshire.

Why do you need to consider the impacts?

Equality Act 2010

The Equality Act 2010 legally protects people from discrimination, both in the workplace and in our communities. It applies to all organisations who deliver a service to the community.

The Act replaced previous anti-discrimination laws with a single Act, making the law easier to understand. It sets out the different ways in which it's unlawful to treat someone and protects against discrimination because of nine protected characteristics.

*For further information please see: <http://www.equalityhumanrights.com/legal-and-policy/legislation/equality-act-2010>

For further information please contact SYFR Equality & Inclusion Advisors:

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This guidance highlights a number of considerations that you may need to make and is grouped around these protected characteristics;

- Age
- Disability
- Sex
- Sexual orientation
- Race
- Religion/belief
- Transgender
- Pregnancy and maternity

Please note that this information is a guide only and is not exhaustive. You may need to consider other issues relevant to your particular initiative or communities of interest.

We would recommend that;

- Equality considerations are carried out as part of your proposal development
- Characteristics are not considered in isolation – think about people who may have more than one protected characteristic
- Where relevant, consider other community factors such as drug and alcohol misuse, domestic abuse, homelessness
- Consider how your proposal can be further developed in order to provide positive equality outcomes for all members of the community

As an initial guide, consider equality & inclusion in relation to:

- **Communication** - are you using inclusive language to promote your initiative? How assessable is it to different ethnic groups or people from different cultures?
- **Environment** - are venues accessible for disabled people? Are facilities suitable for different groups e.g. men, women, and children?
- **Delivery** - is the way you deliver your initiative inclusive of different groups? Have you considered how to involve excluded groups?

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Age

Factors to consider:

- Are your communication methods age appropriate/inclusive?
- Is parent/carer involvement necessary to access your initiative, e.g. children or older people?
- Does your communication support stereotypes or make assumptions about older people or young people?
- Do different age groups have equal access to your initiative?

Disability

Factors to consider:

- Are your communication methods inclusive of people with physical, mental or learning disabilities?
- Can you tailor your initiative to promote inclusivity for disabled people?
- Is your initiative accessible to people with physical disabilities e.g. wheelchair access, toilet facilities?
- Have learning difficulties such as dyslexia been considered?
- Are communications portraying positive images of disabled people?
- If you are providing food, have you considered food allergies?

Sex

Factors to consider:

- Are facilities suitable for both sexes?
- Have you considered the need for privacy and discretion in relation to changing facilities?

Sexual Orientation

Factors to consider:

- Are your communication methods sensitive to and inclusive of lesbian, gay, bisexual (LGB) people?
- Do communications make assumptions or reinforce stereotypes?
- Are your staff trained to ensure inappropriate behaviour is challenged?
- Is your initiative being sufficiently promoted to LGB communities?

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Race

Factors to consider:

- Have language or cultural barriers been considered regarding access to your initiative?
- Are communications portraying positive images of ethnic diversity?
- Do different racial groups have equal access to your initiative?
- Are your staff skilled to challenge inappropriate behaviour?

Religion or Belief

Factors to consider:

- Do people from different faiths have equal access to your initiative?
- If you are providing food, has diet been considered e.g. halal, kosher, vegetarian, vegan?
- Are your communication methods sensitive to and inclusive of diverse faith communities?
- Are your staff skilled to challenge inappropriate behaviour?

Transgender

Factors to consider:

- Have you considered the need for privacy and discretion in relation to changing facilities?
- Are your communication methods sensitive to and inclusive of the Trans community?
- Does your communication make assumptions or reinforce stereotypes?
- Are staff trained to ensure inappropriate behaviour is challenged?

Pregnancy & Maternity/Paternity

Factors to consider:

- Have you considered the needs of expectant or new parents i.e. changing facilities, health and safety, breastfeeding?

Other groups and communities to consider are:

- Families including large families
- Parents/families with disabled children
- Single parent families
- Carers, including young carers
- People living in rural isolation
- People newly arrived to the area who may have limited knowledge of services
- People and families on low income
- Ex-offenders
- Worklessness and young people not in employment, education or training
- Homeless people
- Drug and alcohol users

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