



**South Yorkshire
FIRE & RESCUE**

SOUTH YORKSHIRE FIRE & RESCUE

**EQUALITY,
DIVERSITY &
INCLUSION**

Strategy

Making
**SOUTH
YORKSHIRE
SAFER &
STRONGER**

2019 – 2022



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FOREWORD

I'm the executive lead for equality, diversity and inclusion at South Yorkshire Fire & Rescue (SYFR). I am proud therefore to introduce our new Equality, Diversity and Inclusion Strategy 2019-22, which sets out our five priority areas for the next four years.

These priorities underpin our ambition to create a truly inclusive workplace and contribute to our strategic aspiration of making our service a great place to work. We want the talents of individual staff members to be genuinely recognised and for everyone to be in a position to help us become the best organisation we can be.

The strongest and most effective teams are built in a workplace where everyone feels valued and respected. This helps us to deliver inclusive services, ultimately keeping our communities safer.

Equality, diversity and inclusion is at the heart of our service and how we engage our communities. They drive our purpose of providing effective services that meet local needs and help make our work our workforce truly representative of the communities we serve.

Alex Johnson

Deputy Chief Fire Officer

As Chair of the Performance and Scrutiny Board, I am pleased that Members have a role in the oversight, support and scrutiny of such an important area of work. I'm extremely pleased that the Service have raised the profile of Equality and Inclusion. It's important for us to ensure the working environment is supportive for all, and that all sectors of the public are receiving the highest quality service.

Cllr Tony Damms

Chair – Performance and Scrutiny Board / Lead Member – Equality and Inclusion

INTRODUCTION

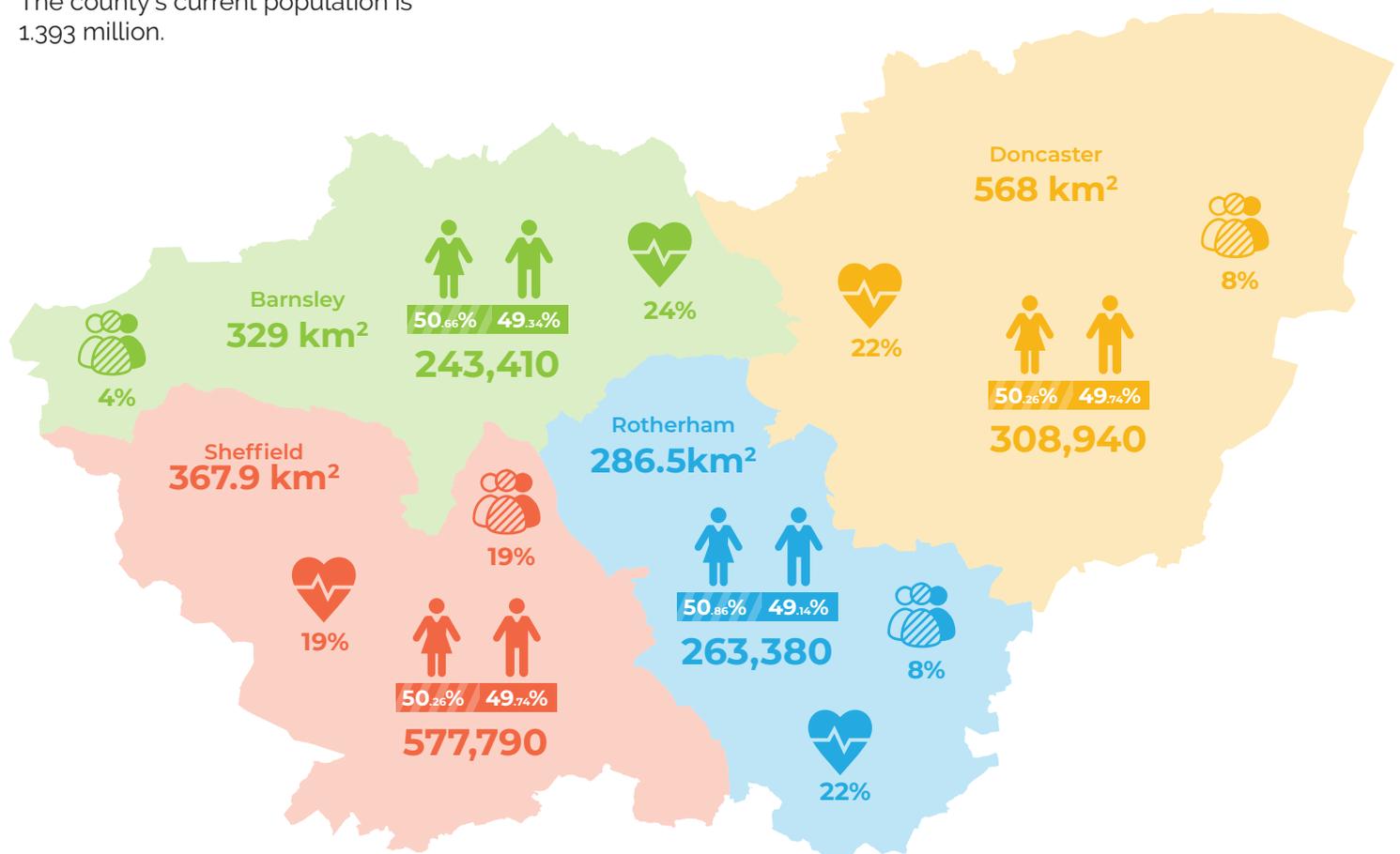
This strategy aims to demonstrate how South Yorkshire Fire & Rescue (SYFR) will continue to embed Equality, Diversity and Inclusion (EDI) into everything we do, for the staff working for us and for the communities we serve across South Yorkshire. SYFR understand that the principles of EDI are integral to keeping our communities safer and stronger. We will ensure that the decisions we make about our organisation consider and meet the needs of everyone and ensure that people's human rights are upheld.

This strategy sets out how SYFR will meet the legislative requirements within the Equality Act 2010 and associated Public Sector Equality Duty. It also outlines how we will continue to build upon the progress we have made in ensuring we effectively promote EDI within all areas of service delivery and our employment practices.

OUR COMMUNITIES

Knowing our communities and understanding who we serve is central to providing inclusive services across South Yorkshire

South Yorkshire consists of four metropolitan boroughs - Barnsley, Doncaster, Rotherham and Sheffield. The county's current population is 1.393 million.



Long-Term Health Problem or Disability
Day-to-Day Activities Limited a Lot & Day-to-Day Activities Limited a Little



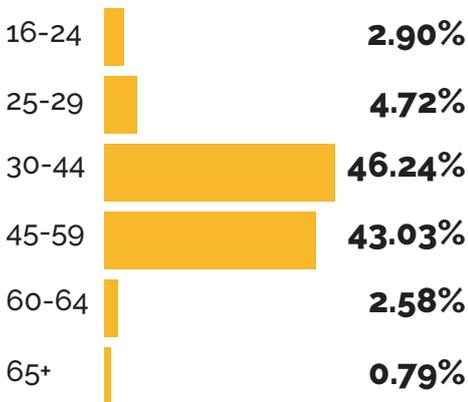
Ethnic Diversity
Black Asian Minority Ethnic Groups (BAME)

OUR STAFF

As a service provider to diverse and increasingly changing communities, SYFR recognise that diversity within an organisation is essential to deliver effective services to diverse communities. An organisation that can attract, retain, develop and utilise the skills, knowledge and experience of a diverse workforce, will in turn be better equipped to understand the needs of communities and how to reduce risks.

The below tables outline the current diversity of our staff.

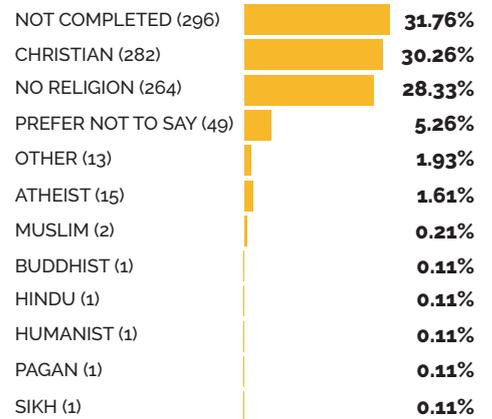
AGE



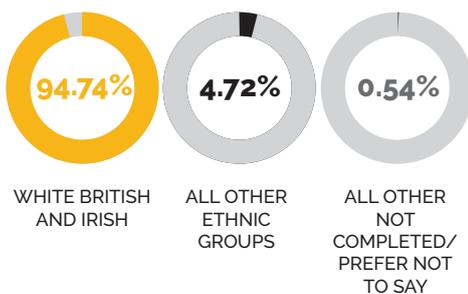
DISABILITY



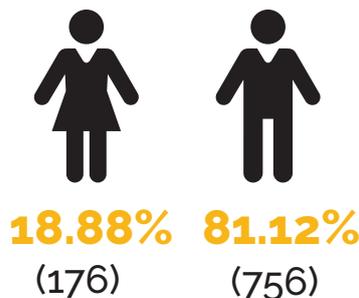
FAITH AND BELIEF



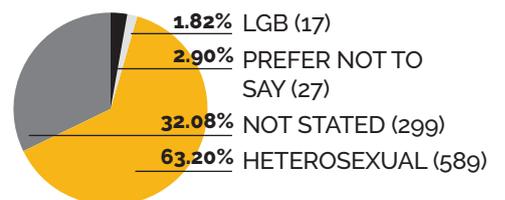
RACE



SEX



SEXUAL ORIENTATION





OUR STORY

*Our Purpose is:
Making South Yorkshire safer and stronger*

Our plans and strategies don't tell the whole story of who we are and what we do. We have developed a refreshed vision and purpose so that every member of staff, regardless of rank or role, understands the challenges we face, their place in addressing them and their contribution towards making us a leading fire and rescue service. We have called this 'our story' and EDI is integral to all that we do.

OUR ASPIRATIONS

We want to be a leading fire and rescue service. To help shape our story, over the next 10 years we will focus on these 3 areas:



BE A GREAT PLACE TO WORK

We will create the right culture, values and behaviours to make this a brilliant place to work that is inclusive for all.



PUT PEOPLE FIRST

We will spend money carefully, use our resources wisely and collaborate with others to provide the best deal to the communities we serve.



STRIVE TO BE THE BEST

We will work with others, make the most of technology and develop leaders to help us become the very best.

Our behaviours

To reach our goal of being a leading fire and rescue service, we need all our staff, regardless of rank and role to display these behaviours every day.

HONESTY

Be open and honest in everything we do

INTEGRITY

Do what we say we will do and follow through on promises

RESPECT

Respect people and trust them to do a good job



OUR ROLES & RESPONSIBILITIES

We aim for the principles of EDI to be embedded within all areas of our service provision and employment. Our staff, at all levels of the organisation, have a role promoting EDI and ensuring it's mainstreamed into day to day processes. These roles and responsibilities are set out below.

Fire Authority

South Yorkshire Fire and Rescue Authority is a statutory body made up of 12 local Councillors from the District Councils of Barnsley, Doncaster, Rotherham and Sheffield. The Fire and Rescue Authority fund SYFR and work closely with the Chief Fire Officer/Chief Executive to decide how services can be provided in the most efficient and effective way. South Yorkshire Fire and Rescue Authority provides leadership and direction to SYFR and provides overview and challenge on the Service's plans, policies, strategies and performance.

Executive Team

The Executive team provides strategic leadership around all areas of EDI. They ensure that our vision of creating an inclusive workplace culture, that actively promotes EDI, is embedded into all organisational practices and how we deliver our services.

Human Resources & Community Safety

- **Human Resources** (Organisation Development) has responsibility for providing corporate governance and compliance with the Equality Act 2010 and associated duties. Responsibilities also include coordination of all workforce related EDI activity.



- **Community Safety** has responsibility developing and implementing EDI activities within diverse communities, including provision of effective community safety interventions and community engagement activity.

Heads of Function

Heads of Function are responsible for the strategic implementation of this EDI Strategy. Responsibilities include ensuring that EDI priorities are progressed and EDI actions are embedded into relevant corporate, departmental and team action plans and that monitoring and evaluation is effectively carried out.

Managers

Managers, including all staff with line management responsibilities, have a responsibility to implement and

promote this EDI strategy at a local level. Managers must ensure that all employees are sufficiently informed, skilled and supported to ensure their duties within this strategy can be carried out effectively.

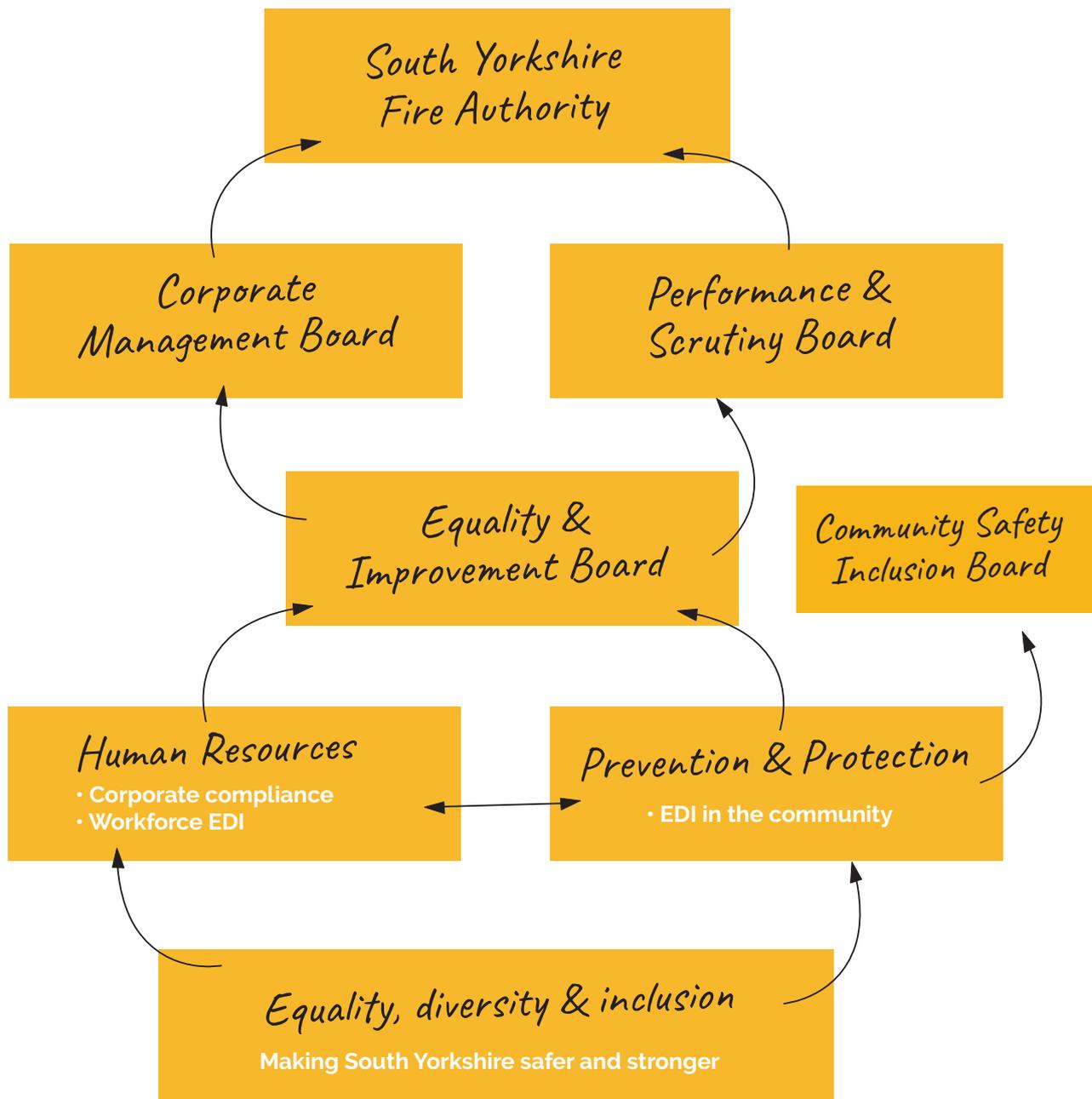
Employees & Volunteers

Most importantly, the individual commitment from all our staff and volunteers is central to the delivery of our EDI commitments and to developing an inclusive workplace culture.

Everyone has a responsibility in making SYFR a fair and respectful place to work, challenging unacceptable behaviours and for embedding the principles of EDI into everything we do, to ensure we can deliver effective and inclusive services to the communities of South Yorkshire.

OUR EDI GOVERNANCE STRUCTURE

In order to be successful we manage, review and govern our continual progress in relation to EDI through the following forums:



EDI LEGISLATION

EQUALITY ACT 2010

The Equality Act 2010 aims to harmonise, simplify and strengthen all equalities legislation and to deliver a simple, modern and accessible framework of discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society.

The Act identified the nine *protected characteristics* which are:

- Sexual Orientation
- Religion and belief
- Sex
- Pregnancy and maternity
- Age
- Gender reassignment
- Marriage and civil partnership
- Race
- Disability

As a public body SYFR is required by law to comply with the Act, specifically in relation to the Public Sector Duty and the associated Specific Duties.

PUBLIC SECTOR EQUALITY DUTY

General Duty

The General Equality Duty requires us to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Having "due regard" for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Specific Duty

The Specific Duties require that public bodies, in addition to meeting the requirements of the Public Sector Equality Duty, to also:

- Publish relevant proportionate information demonstrating their compliance with the Public Sector Equality Duty
- Set themselves specific, measurable equality objectives (at least every 4 years)

In order to ensure compliance with the above legislative requirements SYFR will publish the following;

- Annual Equality, Diversity & Inclusion Report
- Annual Workforce Diversity Profile
- Annual Gender Pay Gap report

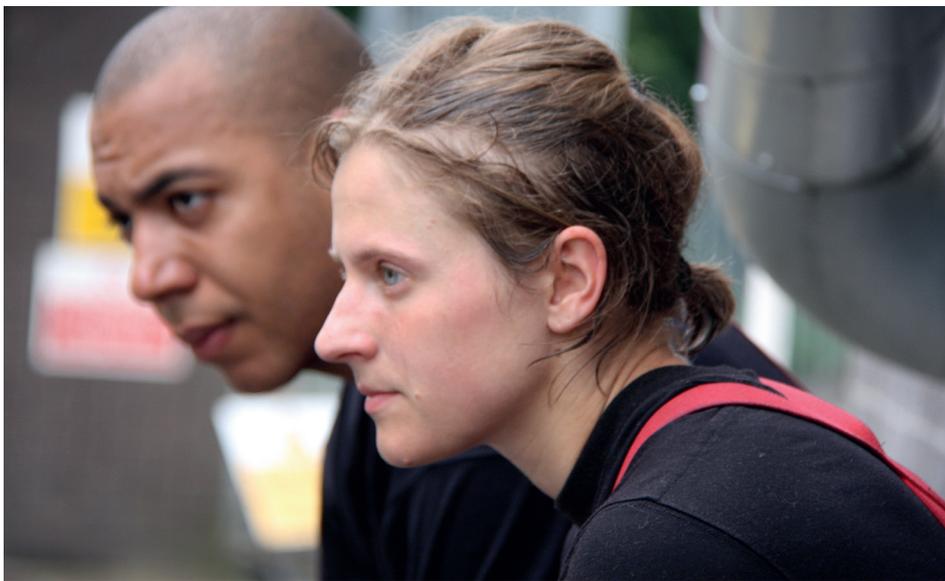
Our priorities

This strategy is divided into the following priorities which are supported by a delivery action plan. The action plan will be updated annually, to reflect changing priorities.

1. IMPROVING DIVERSITY
2. INCLUSIVE CULTURE
3. FAIR TREATMENT
4. INCLUSIVE SERVICES
5. ENGAGING COMMUNITIES

Priority 1

IMPROVING DIVERSITY



We recognise that to effectively respond to the needs of our communities and to provide inclusive services, we need to recruit, develop, support and retain a workforce which reflects the diversity of the communities we serve. We understand that different people bring with them different perspectives, ideas and knowledge, which in turn, helps us to be a more innovative organisation.

A diverse workforce will help us improve the way we deliver services to our communities, to improve community satisfaction and approaches to effective community engagement. Increasing the diversity of our staff also helps us to better understand community risk, build trust within communities and deliver more culturally inclusive services.

WE WILL DO THIS BY;

- Delivering Positive Action initiatives to underrepresented communities to promote SYFR as an employer of choice
- Providing development opportunities for staff from underrepresented groups to support career development and progression
- Increasing awareness of opportunities within our Princes Trust, Cadets, Apprenticeships and Volunteer programmes to people within diverse communities
- Improving the collection and quality of workforce diversity monitoring data
- Implementing fair and transparent recruitment, selection and promotion policies and processes

Priority 2

INCLUSIVE CULTURE



We are committed to building an organisational culture that recognises, champions and celebrates equality, diversity and inclusion in everything it does. We strive to create an inclusive working environment which allows people to be themselves at work.

We understand that our teams are stronger, safer and more effective when everyone has the opportunity to contribute. Our staff should expect to be treated with respect and in a workplace that is free from discrimination and harassment.

We will continue to promote the understanding that, in practice, Equality, Diversity and Inclusion is everyone's responsibility. We will ensure that this principle is embedded into our policies, systems, processes, governance arrangements and approach to leadership.

WE WILL DO THIS BY;

- Carrying out regular staff surveys and analysing results according to protected characteristics
- Rolling out a programme of Equality, Diversity and Inclusion training for staff and Managers
- Consulting staff on key projects and proposals
- Supporting and empowering staff from underrepresented groups through diversity networks and providing engagement opportunities
- Addressing issues impacting on working environments, facilities, equipment and clothing to ensure staff can work in a safe and inclusive environment
- Providing and promoting inclusive leadership at every level

Priority 3

FAIR TREATMENT



We recognise that many groups and individuals have been, and continue to be, discriminated against within our society. We are committed to preventing discrimination and promoting equality of opportunity and fair treatment in our employment practices and the way we deliver our services.

Everyone is entitled to fair treatment. We are committed to taking steps to actively influence the fair treatment of our staff and communities, which is essential for the continuing success and development of our service and being the best in everything we do.

WE WILL DO THIS BY;

- Promoting commitment to our agreed behaviours of 'Honesty, Integrity and Respect'
- Providing staff with effective support and guidance regarding 'Dignity at Work' and creating a positive working environment
- Reviewing processes to address concerns around bullying and harassment
- Ensuring our policies do not adversely impact our staff or members of our community
- Empowering staff to challenge bullying, harassment and unacceptable behaviours in the workplace

Priority 4

INCLUSIVE SERVICES



As a provider of emergency services to diverse communities, we recognise the importance of providing inclusive and culturally appropriate services. We aim to ensure we understand the needs of our communities and the barriers they may face in accessing our services. We will ensure our services are assessable and delivered without discrimination or exclusion.

We also recognise our duty to ensure, through the way we manage contracts, that all organisations working for us comply with equality legislation and uphold commitments and standards to equality, diversity and inclusion.

WE WILL DO THIS BY;

- Identifying and addressing potential barriers to our services to ensure they are culturally appropriate and inclusive
- Ensuring Equality Analysis is carried out in relation to all our services and employment practices
- Consulting diverse communities on how accessible our services are and how satisfied they are with our services
- Ensuring the way we communicate with our communities is inclusive and accessible for all
- Improving the use of data to develop our understanding of the needs of diverse and changing communities
- Ensuring the principles of equality, diversity and inclusion are embedded within our procurement processes, in a relevant and proportionate manner

Priority 5

ENGAGING COMMUNITIES



Engaging our communities is at the heart of reducing risks and providing inclusive services. We will continue to develop awareness of how to effectively engage with and understand our communities' needs, to ensure our services reach all communities.

Effective engagement with both our communities and partners will help us to better understand the risks our communities face and support the development and delivery of inclusive prevention activities.

WE WILL DO THIS BY;

- Improving engagement with high risk and diverse communities
- Engaging Black Asian, Minority and Ethnic (BAME) communities to promote specific fire safety advice for BME owned businesses
- Improve the safety and wellbeing of diverse communities through the development of partnerships with local organisations working with high risk groups
- Expanding and improving the collection and quality of community related equality monitoring data
- Increasing knowledge of cultural diversity within our communities to support the delivery of inclusive services



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