



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority

‘OUR COMMITMENT TO EQUALITY’

Report of the Chief Fire Officer

Agenda Item No:

Date: 24 May 2013

Purpose of Report:

To seek the Fire Authority’s endorsement and adoption of the Service’s new equalities commitment statement.

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1. BACKGROUND

- 1.1 Nottinghamshire Fire and Rescue Service has developed its strong commitment to the equalities agenda over a number of years and is seeking to reach the Excellent level of the Fire and Rescue Service Equality Framework.
- 1.2 In order to communicate this corporate commitment to members of the public, partners, suppliers, councillors, employees and other stakeholders, the Service has, in the past, produced an Equalities and Fairness Statement which was signed by the Chief Fire Officer, Chair of the Fire Authority and representative bodies. This statement is now in need of a refresh to reflect the significant progress the Service has made, new legislation and revised priorities.

2. REPORT

- 2.1 'Our Commitment to Equality' is a policy statement which has been produced in conjunction with the Human Resources and Corporate Communications functions. It outlines the Service's commitment to:
 - Providing equal access to fire and rescue services by meeting the varying needs of members of the public;
 - Being an employer of choice by seeking to attract, recruit and retain talent from all communities and under-represented groups;
 - Providing excellent learning and development opportunities for employees, managers and Combined Fire Authority members so that the Service can provide services that meet the needs of Nottinghamshire's communities;
 - Working with suppliers that share the values of the Service. This may include more detailed checks and reassurances on companies' supply chains, their implementation of equalities policies and employment practices;
 - Working collaboratively with the representative bodies.
- 2.2 The Service's Equalities Steering Group, Employee Equality Network and the representative bodies have also been consulted on this statement:

3. FINANCIAL IMPLICATIONS

Other than the small cost of printing and dissemination, this piece of work has no financial implications.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

- 4.1 The Human Resources Department will ensure that all new employees are made aware of this through the induction process.
- 4.2 Staff will be made aware of the statement through equalities training and other means of communication.
- 4.3 New employees will receive the statement with a copy of their contract.

5. EQUALITIES IMPLICATIONS

This Statement is designed to provide stakeholders with a general understanding of the Service's obligations under the Equality Act and its commitments to being an employer of choice whilst providing equal access to excellent fire and rescue services.

6. CRIME AND DISORDER IMPLICATIONS

There are no crime and disorder implications arising from this report.

7. LEGAL IMPLICATIONS

There are no direct legal implications from this piece of work. However this is another way of demonstrating to staff and other stakeholders that the Service is committed to fulfilling its obligations under the Equality Act.

8. RISK MANAGEMENT IMPLICATIONS

There are no risk management implications arising from this report.

9. RECOMMENDATIONS

That Members endorse the approach outlined in this paper.

10. BACKGROUND PAPERS FOR INSPECTION (OTHER THAN PUBLISHED DOCUMENTS)

None.

Frank Swann
CHIEF FIRE OFFICER

What have you done today?

“We made an HSC easier to understand for someone with a learning disability”

“I made a referral to another agency to get someone the support they need”

“I challenged the language someone used”

“more children know how to phone 999 as a result of the work I did today”



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Our Commitment to Equality

Nottinghamshire Fire and Rescue Service is committed to providing excellent services and becoming an employer of choice by ensuring that equality and inclusion are at the heart of everything it does.

The Service will work to eliminate discrimination, advance equality of opportunity and foster good relations with the communities that it serves. We will engage with our service users to ensure that we provide services which meet their needs, and that they have equal access to them.

We will also ensure that our employees work in an environment where difference is valued, and discrimination of any sort is not tolerated. We will provide our employees, managers and elected members with access to excellent learning and development opportunities which enable them to understand and meet the demands of changing communities and to meet our obligations under the Equality Act.

The Service will promote employment opportunities to encourage applicants from across all local communities and diverse populations, particularly where they are under-represented in the current workforce. We will create a workplace where our employees feel confident that they will be treated fairly at work, not in spite of who they are, but because of who they are. We will work collaboratively with trade union representatives in order to improve workforce policy and practice in all these areas.

The Service will also use its spending power to encourage its suppliers of goods and services to apply similar values and objectives to their own business.

It is only by adopting this approach that we can truly provide equal access to services and employment to people across Nottinghamshire.

This statement has been endorsed by the Chief Fire Officer, the Combined Fire Authority and all Representative Bodies