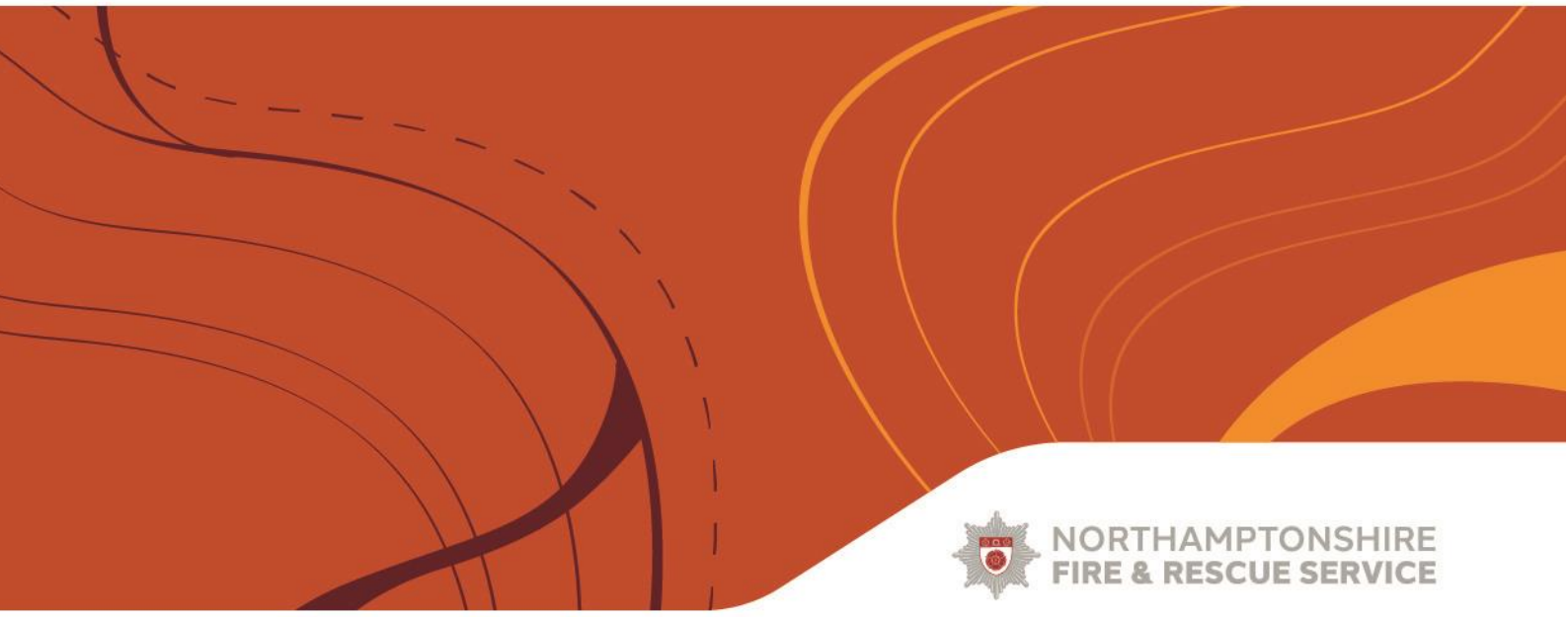
Strategy 2025/2030

Equality, Diversity and Inclusion



NORTHAMPTONSHIRE
FIRE & RESCUE SERVICE

Contents

Principles 2

1. Statutory Obligations 4

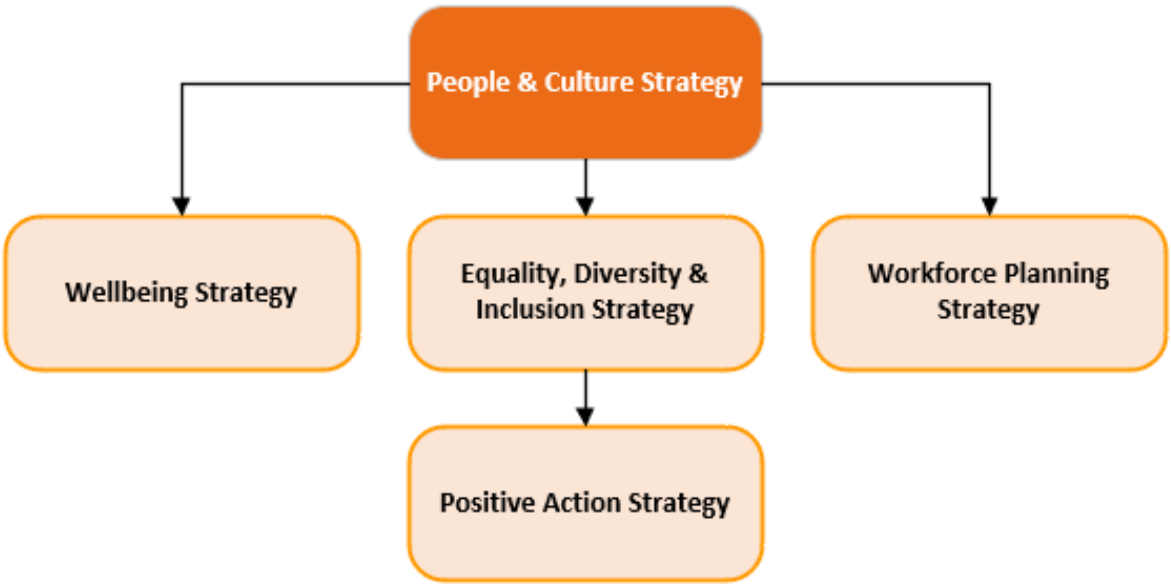
2. Strategic Aims and Deliverables 5

3. Measures of Success 7

Principles

This strategy sets out our ambition and commitment to Equality, Diversity and Inclusion (EDI) as a service. At Northamptonshire Fire and Rescue Service we will create an environment for all employees that is welcoming, respectful, engaging, and enriched with opportunities for development that are open and fair to all . We will ensure that our services are tailored to meet the needs of individuals, and strive to develop a workforce that is representative of the communities we serve.

The overarching People and Culture strategy sets out 6 key areas of focus within EDI, these areas of focus are set out within this strategy.



Our EDI strategy identifies our priorities over the next three years, building on previous work and helping us to address the different needs of our workforce and the communities we serve. It is an ambitious plan to make our services accessible and relevant to all the people of Northamptonshire whilst also striving to be an employer of choice for people from all backgrounds.

To achieve this, we need to have the best possible understanding of our communities, and we need a talented, diverse and knowledgeable workforce to meet those needs. Our inclusive culture must be embedded in everything we do as a public service provider; it drives how we treat each other as colleagues; how we engage with our service users and how we interact with and deliver services for our diverse communities.

Delivering the plan will require continued strong leadership and partnership working; championing and sharing good practice; challenging inappropriate behaviours and ensuring respect and dignity for all.

We also recognise the importance of utilising data to inform our actions, ensuring all deliverables have clear and defined KPIs and overall success criteria. The service will be transparent with our progress providing both internal and external audiences with regular progress updates in our annual Public Sector Duty report alongside other communication methods.

The EDI plan will remain under review, and we will make improvements on an ongoing basis where there is a clear case for change or where new priorities emerge.

1. Statutory Obligations

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society.

We will continue to meet our core statutory responsibilities by ensuring that we are compliant with the Equality Act.

As a public body, we have obligations under the Equality Act to have due regard to the need to promote equality of opportunity, eliminate unlawful discrimination and foster good relations between the key equality strands set out in legislation.

This is supported by specific duties that require us to publish through an annual Public Sector Duty Report, relevant proportionate information demonstrating our compliance with the Equality Duty; and to set specific, measurable equality objectives.

2. Strategic Aims and Deliverables

Become an instituionally inclusive organisation

- Promote and develop community relationships, and promote understanding of different community needs across the service.
- Collaborate with local partners to ensure our services reach the whole community.
- To be innovative in our EDI activity creating new ways of ensuring greater transparency and involvement of staff and communities.
- Ensure Equality Impact assessment practice is understood and fully embedded across all levels of the service.

Become a truly representative workforce

- To undertake work across the service to systematically remove perceived barriers to selection, recruitment and progression to achieve a diverse and inclusive workforce that reflects the communities we serve.
- Deliver and embed a service wide Positive Action strategy that not only focuses on recruitment into the service but how the service supports those from underrepresented groups throughout their careers.

Creating a culture where people feel engaged and valued

- Establish and embed a greater range of staff Support Networks across the service to increase the voice of people from different backgrounds and protected characteristics.
- Drive an inclusive approach to service improvements, and where possible coproduce activity directly with the workforce so that staff across the service are engaged throughout the process.

Building an enviroment that provides equality of opportunity for everyone

- Ensure our recruitment and promotion processes are fair and supportive to all, transparent and inspire confidence in their outcomes.
- Ensure we understand our people by building trust in disclosure of protected characteristic data.
- Ensure our services and premises are equally accessible by everyone in the community and our workforce.

Developing a workforce that is motivated, ethical and engaged

- Develop a dedicated EDI communications programme to promote and share knowledge.
- Drive a commitment to EDI continual professional development, across the service.
- Creation of an internal ethics committee to debate topical and ethical issues facing NFRS.

Challenging and tackle prejudice and discrimination

- Ensure all colleagues have confidential and trusted routes to raise issues of prejudice and discrimination within the service.
- Develop a programme of ‘Brave Space’ sessions for anyone to join to discuss, learn and ask questions they may feel uncomfortable asking elsewhere.
- To create an internal programme of allyship, providing tools to challenge misogyny and sexism, and to promote gender balance.

3. Measures of Success

Our People and Culture strategy sets out the below measures, each are either driven by EDI activity or assisted by it, these will form the starting baseline for the outcome framework.

- Maintaining establishment.
- Increasing average length of employment with the organisation.
- Improving workforce representativeness.
- Increasing wellbeing.
- Increasing 'buy in' to the organisation.
- Increase employee voice through staff associations and networks.

Our EDI plan will support this strategy, and a complementary outcomes framework will be developed that considers strategic and diagnostic measures. It is the intention to blend both data and narrative insights to inform this framework.

This will allow both strategic oversight of the progress of the strategy and identification of the issues that are impacting delivery of the EDI strategy.

Data and insights will be gathered on a continual basis to ensure that the support we offer is commensurate with the needs of our staff.

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