



## Apprenticeship Diversity Champions Network

### Quarterly Return – April 2018

Apprenticeship Starts (diversity breakdown)	<ul style="list-style-type: none"> <li>• Fourteen to start on 23<sup>rd</sup> April: Level 3 Operational Firefighter</li> <li>• Management Apprenticeships L3, 5, 6 due to start May/June – numbers to be confirmed</li> <li>• Diversity Breakdown to be presented at future meeting</li> </ul>
What diversity challenges you have faced / learning you have gained	<ul style="list-style-type: none"> <li>• Engaging with communities and community groups that do not recognise the Fire &amp; Rescue Service as a principal employer.</li> <li>• Attracting females in to operational roles (firefighters).</li> <li>• Attracting Black and Minority Ethnic (BME) candidates.</li> </ul>
Update on the delivery of your pledge	<ul style="list-style-type: none"> <li>• Use the ADCN to support our People Strategy to attract and retain a diverse workforce by encouraging and actively promoting employment applications from all groups in the community.</li> </ul> <p>Currently piloting e-Recruitment to encourage and promote applications from all community groups.</p> <ul style="list-style-type: none"> <li>• Use our apprenticeship programme to maintain a skilled and committed professional workforce, and work towards employing a workforce that is more representative of the working-age population of Buckinghamshire Fire &amp; Rescue Service.</li> </ul> <p>Introduction of management apprenticeships at Levels 3, 5 and 6, which are due to start in May/ June. 25 of our current workforce have been identified for enrolment.</p> <p>Through the appraisal process, all individuals and their managers are</p>



	<p>encouraged and supported to identify apprenticeships as a route for personal development.</p> <ul style="list-style-type: none"> <li>• Ensure our resourcing activities relating to our apprenticeship programme include engagement with our communities through local schools and interest groups. We will work with a range of partners to target different priority groups such as those from disadvantaged backgrounds and BME to broaden the diversity of our talent pool.</li> </ul> <p>Ongoing work to engage with our local communities and, specifically, under-represented groups. Using networking links to access community groups for future engagement.</p> <p>Working with schools and other educational establishments for careers events.</p> <ul style="list-style-type: none"> <li>• By the end of 2018 it is planned that ten per cent of our workforce will either be apprentices, or will have completed an apprenticeship.</li> </ul> <p>We are on target to achieve this, with the current forecast identifying that we will exceed this by the end of 2018.</p> <ul style="list-style-type: none"> <li>• Ensure our apprenticeship programme is a key element in promoting an inclusive culture by creating pathways to facilitate the upskilling of our employees and creating visible opportunities for progression for all employees.</li> </ul> <p>Pathways have been identified through management apprenticeships; Fire Engineering/Safety standards (some currently in development). Also considering pre-entry level apprenticeships for firefighters; and looking at apprenticeships for all departments.</p>	
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<p>Which employers have you introduced to ADCN?</p>	<p>Through the NFCC Workforce Committee, four Fire &amp; Rescue Services have been identified for consideration to join. Buckinghamshire F&amp;RS were the first to join, and in discussion with the other three.</p> <p>Through ongoing collaborative work with Thames Valley Police on apprenticeships and other workforce areas, discussions have also taken place with them around joining the ADCN.</p> <p>We will continue to promote the benefits of joining the ADCN throughout the Fire &amp; Rescue Service and other partners.</p>