

Equality, Diversity and Inclusion Objectives (EDI) 2016 - 2020

The Authority approved its four-year objectives at the Fire Authority Meeting of 8 June 2016. The aim of the first two years has been to improve EDI data and planning, and to put in place the infrastructure to support and embed EDI in all areas of the Authority's work.

Buckinghamshire and Milton Keynes Fire Authority is fully committed to Equality, Diversity and Inclusion. The Authority recognises that it must make fairness and inclusion fundamental to everything it does in order to achieve its vision of making Buckinghamshire and Milton Keynes the safest place to live, work and travel.

The Authority believes that a workforce which better reflects the diversity of the local population will create a stronger, more enriched, and well informed organisation, more able to meet the expectations for a modern fire and rescue service.

The Authority's Equality ,Diversity and Inclusion Objectives 2016 to 2020 are:

- 1. We aim to be an employer of choice, attracting, recruiting, retaining and developing staff from diverse backgrounds, to reflect the communities we serve.**
- 2. We will provide a more diverse range of services to better protect the communities we serve.**
- 3. Our employment offer will be inclusive and embrace flexibility to support improved diversity representation across the service.**
- 4. Our culture will engage and value diversity and difference to enhance our service offering to the public.**

These objectives are further defined as workforce and communities objectives.

Workforce Objectives - Years 1 and 2

The EDI workforce objectives are designed to meet the requirements of the equality duty in the exercise of our functions in order to:

- Eliminate unlawful discrimination, harassment, 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

Workforce Objectives- Years 3- 4

- Fostering good relations between people who share a relevant protected characteristic and those who do not
- Eliminate discrimination, harassment and victimisation
- Advancement of the equality of opportunity
- Public Sector Equality Duty

Communities Objectives - Years 1-2 and Years 3 - 4

The Services objectives are designed to meet the requirements of the general equality duty as defined by the Public Sector Equality Duty as follows:

- 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

Year one progress against objectives was reported to the Fire Authority on the 18 October 2017. In order to demonstrate the work achieved and ongoing for Year Two, the main mechanism used to record our evidence is against the Equality Framework for Fire and Rescue Services (Revised 2017). Please see Appendix 2.

The table below shows the overview of the EDI programme for Year Three, set out against elements of the Authority's core values: Diversity; Service to the Community; Improvement, People.

Our Values	Year 3 EDI programme
<p>Diversity</p> <p>Our culture will engage and value diversity and difference to enhance our service offering to the public.</p>	<ul style="list-style-type: none"> • A programme of embedding our vision and values further is planned • Culture survey action plans reviewed to ensure equality objectives are incorporated and being progressed • Progressing the gender pay gap action plan • Target our finite resources to those most in need, sharing data with partners to ensure a joined up approach
<p>Service to the Community</p> <p>We will provide a more diverse range of services to better protect the communities we serve.</p>	<ul style="list-style-type: none"> • Improve links with communities to ensure our service delivery meets expectations and our role is better understood by the public • Continue developing fire stations as community resources, as far as practicable, and open to the public to visit and use and for the fire and rescue service to be seen as integral to the communities it serves • Ensure all staff act as ambassadors for the fire service, and for it to be seen as providing potential career paths for members of our communities • Learn from the outcomes of the Grenfell Inquiry to ensure the fire safety of the public whilst supporting businesses • Our aim is to continue to improve our diversity data (declarations) and utilisation of the data across all parts of the existing workforce. For example various stages of the employee lifecycle and during the recruitment process to see why females and BME's are deselected from the process. We must use the data to inform the decisions we make • Develop links with diverse businesses to ensure enforcement action is consistent and fair across Bucks and Milton Keynes

Equality Diversity and Inclusion (EDI) objectives 2016 – 2020: Year Three EDI Programme

<p>Improvement</p> <p>Our employment offer will be inclusive and embrace flexibility to support improved diversity representation across the service.</p>	<ul style="list-style-type: none"> • Reviewing our resourcing plans and data to ensure we are attracting and retaining a diverse workforce reflective of the local community • Carry out an equal pay audit in line with best practice • Greater use of flexible working arrangements will become commonplace • Target areas where we need to increase diversity - Short-term activities to be determined and run as part of apprenticeship recruitment, and other initiatives to refresh the workforce
<p>People</p> <p>We aim to be an employer of choice, attracting, recruiting, retaining and developing staff from diverse backgrounds, to reflect the communities we serve.</p>	<ul style="list-style-type: none"> • Recruitment – collaborative awareness campaigns, toolkit for recruitment, so that different media are added to the toolkit • Review induction training to ensure equalities training and awareness is embedded and understood from the start of the employment journey • Audit compulsory EDI training for existing and new employees at their induction, and review at two-yearly intervals for compliance. Ensure 100 per cent completion of compulsory EDI training (e.g. online) for existing employees and for new employees at their induction • Roll out unconscious bias training • Review equalities objectives in appraisals to ensure understanding and commitment • Review the talent management strategy and processes to ensure all employees do have fair access to learning and development opportunities