

Appendix 4 EDI Objectives 2020–2025 – Year 4

Buckinghamshire Fire and Rescue Service – Equality, Diversity, and Inclusion (EDI) Strategic Summary 2023-2024

The Service will continue to build a representative workforce with the appropriate skills, experience, and leadership qualities to deliver a range of services to our communities, that embraces change and delivers activities to reduce harm and make those communities safe and healthier.

Objective 1 - Diversity - our culture will engage and value diversity and difference, to enhance our service to the public.

Objective 2 - Service to the community – we will provide a more diverse range of services to better protect the communities we serve.

Objective 3 - Improvement - our employment offer will be inclusive and embrace flexibility to support improved diversity representation across the Service.

Objective 4 - People - we aim to be an employer of choice, attracting, recruiting, retaining, and developing employees from diverse backgrounds, to reflect the communities we serve.

| Theme | Activity | Objective Assigned | | | | Objective Assigned |
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| <p>Leadership Continue to recognise and promote equalities, diversity, and inclusion across the Service at all levels to support the delivery of the four objectives, and to develop a strong, inclusive workplace culture.</p> | <p><i>Demonstrate that the Service is developing a reputation for delivering EDI outcomes and that EDI priorities influence strategic decisions by:</i></p> <ul style="list-style-type: none"> Measuring data being fed back from our systems and employees. Meeting the set objectives <p>Our EDI Objectives will be shared in an accessible format available to all</p> | 1 | 2 | 3 | 4 | <ul style="list-style-type: none"> All employees take personal responsibility for promoting and supporting EDI and holding one another to account when appropriate. All members of the Service can demonstrate that they are committed to reducing inequality and challenging discrimination. EDI priorities are considered when developing the CRMP. Opportunities to promote EDI activities are taken, promoting the Service as an equal opportunity’s employer. EDI is embedded and visible in everyday activity |
| | <p><i>Utilise all opportunities to promote the work of the EDI Group by:</i></p> <ul style="list-style-type: none"> Providing further EDI training for employees Setting clear goals, objectives and messages. Develop the use of the Message of the Month' initiative. Building a process for trained personnel to feedback to the EDI group Creating an annual People Award category for EDI. | | 2 | 3 | 4 | <ul style="list-style-type: none"> Positive working culture that is inclusive, has the trust and confidence of its people and its community. Membership of the EDI network increases. Message of the month consistently seen by at least 60% of the service. At least three nominations received for the EDI award. |

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| <p>Leadership (Cont.)</p> | <p>Consider the positive impact that inclusive language and terminology can have in the workplace by:</p> <ul style="list-style-type: none"> • Researching other organisations and develop appropriate guidance and promote its use. • Producing a terminology and language guidance note | 1 | 2 | 3 | 4 | <ul style="list-style-type: none"> • All employees are aware of the impact of language and terminology and promote inclusivity therefore developing and reinforcing an inclusive culture across the Service. • Reduction in grievances and disciplines due to inappropriate language is observed as a result |
| <p>Community Engagement Continue to work with all the communities we serve to build greater understanding and trust, leading to fully inclusive and enhanced targeted services.</p> <p>We will create equal opportunities for all, foster good relations and celebrate difference. This will, in turn, lead to a workforce that is representative of our communities.</p> | <p>Community Engagement to build relationships and develop trust, help us increase our understanding of different community groups and share the work of the Fire Service by:</p> <ul style="list-style-type: none"> • Undertaking to attend at least 4 significant community events throughout the year. <p>South Asian Community Work</p> <ul style="list-style-type: none"> • We will continue the work to engage with the South Asian communities within Bucks. and Milton Keynes (MK) • Attendance at South Asian community events • Attendance at mosques to engage with community elders and to speak about potential recruitment. | 1 | 2 | 3 | 4 | <ul style="list-style-type: none"> • We see an increase in the number of People within in Bucks and MK engaging with our services and information. • Improved relationships with targeted communities - increased dialogue • Other communities approaching the Service to invite our attendance. • Improved community safety and engagement in these areas • Enhanced trust and positive relationships with these communities • Enhanced engagement from the South Asian community with Prevention and Protection teams as a result of improved dialogue and trust • A significant number of our employees and Members become White Ribbon Ambassadors and Champions |

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| <p>Community Engagement (Cont.)</p> | <p>Armed Forces</p> <ul style="list-style-type: none"> Expand the Cadet programme. <p>White Ribbon</p> <ul style="list-style-type: none"> Gained White Ribbon accreditation and develop a 6-month plan. <p>Disability Confident Employer Scheme</p> <ul style="list-style-type: none"> Achievement of the 'Level 2' DCES accreditation - Disability Confident Employer Scheme Increase understanding of disability through training and education Removal of any barriers that might prevent people with a disability or long-term health conditions from accessing employment with the Service. <p>Change 100 Internship</p> <ul style="list-style-type: none"> Secure personnel to take part in the 2023 intake. A developed process and plan for continuing with internships. <p>Work Experience</p> <ul style="list-style-type: none"> Secure personnel to take part in the 2023 intake. A developed process and plan for continuing with Work Experience <p>Marketing</p> <ul style="list-style-type: none"> Increased number of events highlighted throughout the year using the digital tools available both internally and externally to the Service | 1 | 2 | 3 | 4 | <ul style="list-style-type: none"> Recruitment and retention of people with disability We are able to draw from the widest possible pool of talent, securing high-quality employees who are skilled, loyal, and hard working. Improved employee morale and commitment by demonstrating fair treatment. Enhanced workforce as the result of employing people with disability Provision of opportunities for participants to develop skills in a workplace environment. Improved understanding of the positive impact internships and work experience can bring to the workplace. Increase in the number of applicants for Internships and work experience |

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| <p>Neurodiversity - ensure that our policies procedures and information systems are accessible by all and that our work force has an awareness of neurodiverse conditions and means of support.</p> | <p>Neurodiversity</p> <ul style="list-style-type: none"> Develop a procedure note to support employees who are neurodiverse or have learning differences. Ensure all Service 'People' policies and procedures are up to date and are supported by an EIA; and are also available in accessible formats and are dyslexia and neuro-diverse friendly. Work to develop improved accessibility to our systems and information sources | 1 | 2 | 3 | 4 | <ul style="list-style-type: none"> Suite of 'People' related documents that are current and accessible to all employees. All managers will know how to support employees with neurodiversity. Awareness of neurodiversity increased throughout the Service. Key support materials / information sources that all employees can access. All employees have equality of access to the support necessary or required to be able to achieve their full potential |
| <p>Recruitment. We aim to be an organisation that is well regarded for being inclusive. We want to attract, recruit and retain the very best talent to all roles.</p> | <p>Engage with diverse communities.</p> <ul style="list-style-type: none"> Clarity regarding specific barriers that some communities may face to seek employment with the Service. Deliver at least 4 positive action events. Review all selection processes to ensure they provide targeted support and adjustments to individuals who need it | 1 | 2 | 3 | 4 | <ul style="list-style-type: none"> Information gained is used to inform our engagement and recruitment approach. Increased number of candidates from different backgrounds thus increasing workforce diversity Greater understanding of what working for the Fire Service means. |

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| <p>Facilities and Welfare Provision - Focus on ensuring our current employees have the correct workplace arrangements they need to carry out their role effectively.</p> | <ul style="list-style-type: none"> Continue to engage with employees to identify needs with regard to uniform, facilities, and welfare provisions. Work with the Property department to develop station standards. Design and adapt our buildings, as we continue our capital development programme. An EDI group member will be part of the Uniform project team to influence the development of the new specification. | | 2 | 3 | 4 | <ul style="list-style-type: none"> Employee concerns and ideas are captured, feedback is provided, and ideas are developed where appropriate. Create accessible, inclusive workplaces and community facilities befitting of a modern fire and rescue service. EDI influence is captured within the development of the replacement uniform specification. |
| <p>Training - ensure that our employees understand EDI and the benefits of having a diverse workforce by providing training and development opportunities</p> | <p><i>Provide a comprehensive and relevant education programme that enables all employees to better understand a range of EDI issues.</i></p> <ul style="list-style-type: none"> Review and update the EDI training packages currently available. Develop training packages to meet current and future needs. Attendance at relevant conferences and seminars, both online and in person (e.g., Asian Fire Service Association) Continue to promote understanding using the EDI Calendar to inform our employees of different group and religious events. We will ensure EDI is within our leadership development programmes | 1 | 2 | 3 | 4 | <ul style="list-style-type: none"> Employees have the right knowledge and the confidence to address prejudice and discrimination. Develops an inclusive and accessible culture that respects all members of our workforce. Our employees are more aware of the needs of our communities. Mandatory EDI eLearning will achieve a completion rate of at least 90% The capability of managers to proactively embed EDI in everything they do will be enhanced |