

## Annex B - Six, Twelve and Eighteen Month EDI Objectives

Twelve Month Objectives					
Who's Coordinating?	Quarter One	Quarter Two	Quarter Three	Quarter Four	
EDI Group	Build EDI Networks with like-minded organisations - <b>TO DO</b>				
	Identify EDI Service Champions and help to obtain recognition within BFRS - <b>TO DO</b>				
	Faith and Cultural awareness (e.g. Black History month, religious practices and observances) articles and education - <b>TO DO</b>				
	Investigate accreditation opportunities for EDI service leads (not champions, they are next stage) - <b>TO DO</b>	Cultural awareness/familiarisation for managers - <b>TO DO</b>			
	Evaluate purpose and success of Equality Impact Assessment form training and use - <b>TO DO</b>				
	ENEI TIDE Survey if continue to be a member - <b>IN PROGRESS</b>		Investigate Working Forward Initiative - <b>TO DO</b>	Roadshows/scenario based training for all staff (e.g.. How to identify and confidently challenge inappropriate behaviour) - <b>TO DO</b>	
	Decide whether to establish Fire Cadets - <b>ON HOLD AT PRESENT</b>				
	Review Promotion and Branding materials - <b>TO DO</b>				
Internal Communications Project	Write and publish EDI objectives - <b>IN PROGRESS</b>	SAFE Awards - An EDI specific award - <b>TO DO</b>			
	EDI representative and consideration on every project (consider 5 key areas: Vision/Policy, Data Intelligence, Management System, Coordination, Operations) - <b>TO DO</b>		Develop Q&A/factsheets - <b>TO DO</b>		
	EDI considerations for Procurement (is it written into our contracts? Going above and beyond our statutory requirements. Procuring equipment/services with all staff in mind i.e. Weight of ladders/height of stowage on vehicles) - <b>TO DO</b>				
	Investigate the possibility of: - <b>TO DO</b>				
Facilities and Stores	Facilities for new mothers on all stations				
	Multi-faith (prayer) facilities on all stations				
Appropriate catering facilities (halal/kosher) on all stations					
Accessibility (e.g.. Step free access) on all stations					
Workwear for all staff (is it fit for purpose etc.)					
Ensure Equality Impact Assessments are carried out on all future estates projects - <b>IN PROGRESS</b>					
People&OD	Carry out training for EDI group, Leadership and Members - <b>TO DO</b>				
	Refresh mediator and coaching offering - <b>TO DO</b>				