

# Equality, Diversity and Inclusion (EDI) Action Plan

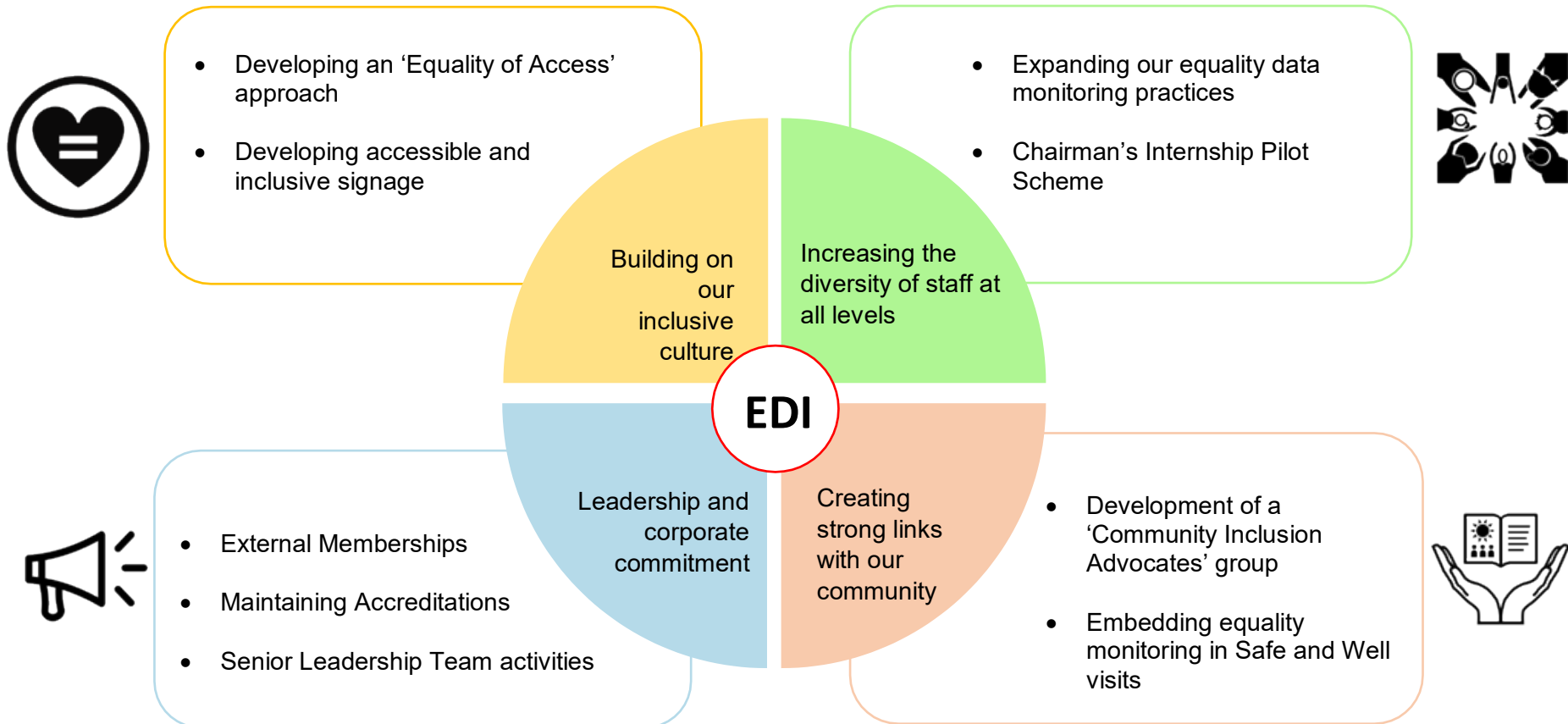
## Contents

Equality, Diversity and Inclusion at RBFRS.....	2
Increasing the Diversity of Staff at All Levels .....	3
Leadership and Corporate Commitment .....	4
Improving our Service Delivery by Creating Strong Links with our Community .....	6
Building on our Inclusive Culture .....	7

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## Equality, Diversity and Inclusion at RBFRS





<b>Objective</b>	<b>Increasing the Diversity of Staff at All Levels</b> We recognise the value that a diverse workforce brings and will take action to increase the diversity of job applicants, seeking individuals with the right behaviours and skills to help us reflect and engage with our local communities.				
<b>Action 1</b>	<b>Measure of Success/Impact</b>	<b>Target End Date</b>	<b>Steering Group Owner(s)</b>	<b>Associated Plans or Activities</b>	<b>RAG Rating</b>
Data Monitoring – Review equality data monitoring within Service in support of EDI Objectives evaluation	Clear remit for Steering Group data monitoring developed, informing consistent monitoring of progress towards objectives  Completion of actions in line with <a href="#">EDI Data Action Plan</a>	16/01/23  31/12/23	Chair / Area Manager Collaboration and Policy  Head of HR and Learning & Development	EDI Data Action Plan	<b>New</b>
<b>Updates:</b>					
<b>Action 2</b>	<b>Measure of Success/Impact</b>	<b>Target End Date</b>	<b>Steering Group Owner(s)</b>	<b>Associated Plans or Activities</b>	<b>RAG Rating</b>
Chairman’s Internship Pilot Scheme	As per project objectives Evaluation outcomes to provide detail for year one of three-year pilot scheme	30/11/22 (Year 1)	Internship Schemes Lead	Change100 Internships	<b>New</b>
<b>Updates:</b>					
<b>Action 3</b>	<b>Measure of Success/Impact</b>	<b>Target End Date</b>	<b>Steering Group Owner(s)</b>	<b>Associated Plans or Activities</b>	<b>RAG Rating</b>
Positive Action Events	Ongoing series of positive action/ community engagement events (i.e. targeted Have A Go days) led by Service Delivery with cross-Service support as required	31/12/23	Area Manager Response and Resilience  Area Manager Prevention and Protection	Local Safety Plans	<b>New</b>
<b>Updates:</b>					



<b>Objective</b>	<b>Leadership and Corporate Commitment</b> We will support our organisational leaders to understand their role in tackling inequalities and demonstrating inclusive behaviours, in line with our Behavioural Competency Framework. This commitment means we will be strong and visible in our leadership and ensure that all staff and members of our local communities have confidence in our commitment to equality, diversity and inclusion.				
<b>Action 1</b>	<b>Measure of Success/Impact</b>	<b>Target End Date</b>	<b>Steering Group Owner(s)</b>	<b>Associated Plans or Activities</b>	<b>RAG Rating</b>
Maintenance of Disability Confident Level 3	Plan in place for maintenance of L3 with clearly identified actions  Completion of all actions on HR Disability Action Plan (i.e. review of Manager Guidance regarding dyslexia)	January 2024 (in line with three-year renewal)	Head of HR & Learning and Development	HR Disability Action Plan/ Service Plan	<b>New</b>
<b>Updates:</b>					
<b>Action 2</b>	<b>Measure of Success/Impact</b>	<b>Target End Date</b>	<b>Steering Group Owner(s)</b>	<b>Associated Plans or Activities</b>	<b>RAG Rating</b>
Senior Leadership Team EDI Activity, including continuation of coffee break series	3-4 Tea/coffee breaks hosted by SLT in 2022  Ongoing qualitative feedback	31/12/22	Chair / Area Manager Collaboration and Policy	Annual Staff Survey	<b>New</b>
<b>Updates:</b>					
<b>Action 3</b>	<b>Measure of Success/Impact</b>	<b>Target End Date</b>	<b>Steering Group Owner(s)</b>	<b>Associated Plans or Activities</b>	<b>RAG Rating</b>
Provide positive action information for internal and external awareness	EDI pages on RBFRS website updated  EDI and Positive Action Siren pages updated	31/10/22	Communications & Engagement Lead  EDI Co-ordinator	N/A	<b>New</b>
<b>Updates:</b>					



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<b>Action 4</b>	<b>Measure of Success/Impact</b>	<b>Target End Date</b>	<b>Steering Group Owner(s)</b>	<b>Associated Plans or Activities</b>	<b>RAG Rating</b>
Talent Management	Sector-wide frameworks analysed and incorporated  Further measures to be identified in line with progression of activity	31/12/23	Head of HR & Learning and Development	N/A	<b>New</b>
<b>Updates:</b>					
<b>Action 5</b>	<b>Measure of Success/Impact</b>	<b>Target End Date</b>	<b>Steering Group Owner(s)</b>	<b>Associated Plans or Activities</b>	<b>RAG Rating</b>
Maturity Model	Completion of NFCC EDI maturity model and identification of gaps/actions as a result	31/1/23	EDI Co-ordinator in consultation with relevant stakeholders	To be determined in line with progression of activity	<b>New</b>
<b>Updates:</b>					
<b>Action 6</b>	<b>Measure of Success/Impact</b>	<b>Target End Date</b>	<b>Steering Group Owner(s)</b>	<b>Associated Plans or Activities</b>	<b>RAG Rating</b>
EDI Training – New face-to-face training development	New face-to-face training developed and procured in line with sector developments and best practice  All staff complete training over course of contract  Positive feedback qualitatively and quantitatively from attendees / additional measures of effectiveness	31/3/23	Head of HR & Learning and Development	N/A	<b>New</b>
<b>Updates:</b>					



<b>Objective</b>	<b>Improving our Service Delivery by Creating Strong Links with our Community</b> We will connect and communicate with our diverse local community to develop meaningful and sustainable links, which help us to increase our understanding of their needs. We will ensure that we tailor our prevention, protection and response activities accordingly and target the most vulnerable people with the greatest risk.				
<b>Action 1</b>	<b>Measure of Success/Impact</b>	<b>Target End Date</b>	<b>Steering Group Owner(s)</b>	<b>Associated Plans or Activities</b>	<b>RAG Rating</b>
Community Inclusion Advocates	Identification of representatives to form group  Further measures to be developed in line with action progress: <ul style="list-style-type: none"> <li>- Advocate in place in each hub</li> <li>- Engagement of advocates with community groups</li> </ul>	01/04/23	Hub Manager Representative	Local Safety Plans	<b>New</b>
<b>Updates:</b>					
<b>Action 2</b>	<b>Measure of Success/Impact</b>	<b>Target End Date</b>	<b>Steering Group Owner(s)</b>	<b>Associated Plans or Activities</b>	<b>RAG Rating</b>
Safe and Well Tablet Alterations	Equality monitoring data regularly gathered through Safe & Well visits, with clear identified use and actions identified as a result	31/12/22	Area Manager Prevention and Protection	N/A	<b>New</b>
<b>Updates:</b>					



<b>Objective</b>	<b>Building on our Inclusive Culture</b> We will continue taking action to ensure we have a culture where everyone feels valued and is treated with dignity and respect, and support all staff to contribute to the creation of an inclusive working environment.				
<b>Action 1</b>	<b>Measure of Success/Impact</b>	<b>Target End Date</b>	<b>Steering Group Owner(s)</b>	<b>Associated Plans or Activities</b>	<b>RAG Rating</b>
Accessible Technology Charter	Completion of relevant actions and sign up to charter	30/04/23	Communications & Engagement Lead	N/A	<b>New</b>
<b>Updates:</b>					
<b>Action 2</b>	<b>Measure of Success/Impact</b>	<b>Target End Date</b>	<b>Steering Group Owner(s)</b>	<b>Associated Plans or Activities</b>	<b>RAG Rating</b>
Visual Guides	Creation of visual guides for RBFRS HQ and station(s)	30/06/23	Assistant Chief Fire Officer / Director of Service Delivery	HR Disability Action Plan  Business Support Community Events Package	<b>New</b>
<b>Updates:</b>					
<b>Action 3</b>	<b>Measure of Success/Impact</b>	<b>Target End Date</b>	<b>Steering Group Owner(s)</b>	<b>Associated Plans or Activities</b>	<b>RAG Rating</b>
Equality of Access	Development of a business as usual approach to embedding Equality of Access Documents  Staff aware of and easily able to access documents	31/12/23	Chair/Area Manager Collaboration and Policy	Local Safety Plans	<b>New</b>
<b>Updates:</b>					



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<b>Action 4</b>	<b>Measure of Success/Impact</b>	<b>Target End Date</b>	<b>Steering Group Owner(s)</b>	<b>Associated Plans or Activities</b>	<b>RAG Rating</b>
Accessible Bathroom Signage	Changes made to accessible bathroom signs across RBFRS sites in line with best practice recommendations	31/1/23	Facilities Representative	HR Disability Action Plan / Disability Confident Accreditation  Minor Capital Works	<b>New</b>
<b>Updates:</b>					
<b>Action 5</b>	<b>Measure of Success/Impact</b>	<b>Target End Date</b>	<b>Steering Group Owner(s)</b>	<b>Associated Plans or Activities</b>	<b>RAG Rating</b>
Expand Support for Neurodivergent Staff	Revised guidance produced for staff and managers for use of Do-IT Profiler  Positive feedback for use of Do-IT Profiler; available licenses used  HR process produced for Do-IT profiler  HR Neurodiversity pages updated	31/3/23	Head of HR & Learning and Development	N/A	<b>New</b>
<b>Updates:</b>					