



26 NOVEMBER 2018

## INCLUSIVE FIRE SERVICE GROUP IMPROVEMENT STRATEGIES

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### REPORT OF ASSISTANT CHIEF FIRE OFFICER SERVICE SUPPORT

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#### PURPOSE OF REPORT

1. The purpose of this report is to provide Members with an update on the progress of the action plan which was developed in response to the Inclusive Fire Service Group (IFSG) improvement strategies as published in Circular NJC/1/18.

#### BACKGROUND

2. As Members will be aware from previous updates, the IFSG led by the National Joint Council for Local Authority Fire and Rescue Services (NJC) undertook a comprehensive piece of work engaging directly with Fire and Rescue Services (FRS) and their employees to consider equality, diversity, cultural and behavioural issues with the purpose of developing improvement strategies which could be supported across the board and used at local level to deliver improvement.
3. As a result, a number of improvement strategies were identified and circulated to all FRS who were asked to consider them at both officer and member levels. The Service conducted a gap analysis and developed an action plan which reports our position and progress on the four key areas of the improvement strategies which is attached as Appendix A. Members were last updated on progress of the action plan at the Fire Authority meeting on 21 March 2018.
4. Of the 25 Improvement Strategies identified, 2 were directed at the Government and the National Fire Chiefs Council (NFCC), the remainder were to be considered by fire and rescue authorities.

#### CONCLUSION

5. The Service already satisfies or will continue to progress the objectives of the strategies through inclusion in the Workforce Development and Equality, Diversity and Inclusion strategies going forward.
6. Workforce reform is one of the three key pillars of the Fire Reform Programme and there is no doubt that the government are determined to ensure that fire authorities make progress in these areas which, it is hoped, will lead to a more inclusive FRS.
7. Her Majesty's Inspectorate of Constabulary, Fire and Rescue Services (HMICFRS) will utilise a diagnostic question set to assess 'how well the fire and rescue service looks after its people', so it is expected that HMICFRS will examine our position against the strategies.

## RECOMMENDATIONS

8. Members are requested to:

- (a) **Note** and comment on the content of the report and the action plan;
- (b) **Approve** the completed status of the action plan.

Sarah Nattrass, Assistant Chief Fire Officer Service Support, 0191 375 5587