

Report to	<b>North Wales Fire and Rescue Authority</b>
Date	<b>16 September 2019</b>
Lead Member	<b>Councillor Sue Lloyd-Williams</b>
Lead Officer	<b>Ruth Simmons, Assistant Chief Fire Officer</b>
Contact Officer	<b>Llinos Gutierrez-Jones, Head of Human Resources 01745 535276</b>
Subject	<b>Inclusive Fire Service Group</b>



### **PURPOSE OF REPORT**

1. To update Members on progress towards delivering the improvement strategies recommended by the National Joint Council for Local Authority Fire and Rescue Services (NJC) Inclusive Fire Service Group (IFSG).

### **EXECUTIVE SUMMARY**

2. This report advises Members of progress in relation to the strategies that emerged from the work of the NJC IFSG, which were endorsed by North Wales Fire and Rescue Authority (the Authority) in 2017.

### **RECOMMENDATION**

3. That Members note the content of the report.

### **OBSERVATIONS FROM THE EXECUTIVE PANEL/AUDIT COMMITTEE**

4. This report has not previously been considered by Members.

### **BACKGROUND**

5. The NJC IFSG was formed in October 2015 to consider matters relating to equality, diversity and cultural issues such as bullying and harassment.
6. In June 2017, the IFSG issued a national circular which proposed a number of strategies for improvement and sought the support of both employers and employees in taking these forward at local level.

7. The circular was considered by the Authority's Executive Panel at its meeting on 17 July 2017. A full response to the circular was agreed and Councillor Sue Lloyd-Williams was nominated to lead the work programme.
8. Councillor Lloyd-Williams now chairs a cross-cutting group consisting of staff members, representative bodies and senior management. This group is tasked with both monitoring progress and promoting new initiatives in accordance with the agreed strategies.

## **INFORMATION**

9. In the last twelve months significant progress has been made against key strategies. In particular, membership of the IFSG group now includes a more diverse range of staff including a Retained Duty System firefighter, a female union representative and a female firefighter apprentice.
10. A current priority is the development of a 3-year Forward Work Programme to continue to enhance engagement with staff around the key areas. The Forward Work Programme undertaken for 2018/19 is attached (Appendix 1).
11. As a result of positive action taken by the Service during its recent Wholetime Firefighter recruitment campaign, it has succeeded in recruiting firefighters from previously under-represented groups, so better reflecting the communities that it serves. This includes an equal number of men and women as well as people from LGBT+ and Black, Asian and Minority Ethnic backgrounds.
12. Another success was the implementation of the MIND Cymru Blue Light Programme, providing support for emergency services staff through a comprehensive programme of activity aimed at reducing stigma, promoting wellbeing and improving mental health support.

## IMPLICATIONS

Well-being Objectives	This report links to all Wales People and Development Strategy 2018-21 and the Well-being of Future Generations (Wales) Act 2015 which aims to improve the social, economic, environmental and cultural well-being of Wales.
Budget	No significant budget implications at this time.
Legal	All relevant legislation has been considered.
Staffing	Resources will be required to undertake the strategies outlined in the report. Capacity may limit the Authority's ability to make progress.
Equalities/Human Rights/Welsh Language	All protected characteristics are covered within the report.
Risks	Not relevant.