

LANCASHIRE COMBINED FIRE AUTHORITY

RESOURCES COMMITTEE

Meeting to be held on 29 March 2017

EQUALITY, DIVERSITY AND INCLUSION POLICY

(Appendix 1 refers)

Contact for further information:

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Executive Summary

As part of Lancashire Fire and Rescue Service's (LFRS) drive to improve our performance on equality issues an Equality, Diversity and Inclusion Policy has been developed and is presented for approval.

Decision Required

The Committee is asked to note and endorse the Service policy.

Information

Lancashire Fire and Rescue Service has refreshed its equality documentation and has adopted an Equality, Diversity and Inclusion Policy. The Policy clearly identifies individual responsibilities and defines LFRS' commitments in terms of the following:

- Equality: Not treating everyone the same but about fairness, respect and giving people an equal and fair chance of opportunity to fulfill their potential.
- Diversity: Recognising, valuing and taking account of people's difference, backgrounds, knowledge, skills and experiences. In the context of this policy it also means encouraging and using difference to create a productive workforce, celebrate difference and recognising the contribution that every individual can make.
- Inclusion: Positively striving to meet the needs of different people and taking deliberate action to create an environment where everyone feels respected and able to achieve their full potential.

The Service should also be cognisant of Unconscious Bias. Psychologists refer to unconscious bias as simply being our natural people preferences, biologically we are hard-wired to prefer people who look like us, sound like us and share our interests; this preference can bypass our normal, rational and logical thinking.

The Policy also sets out LFRS' approach to monitoring and training. To further the development of the policy, training for staff is currently being refreshed and this will be made available for all staff to complete.

Financial Implications

N/A

Business Risk Implications

In serving all the people of Lancashire it is imperative that we are seen as a fair and welcoming organisation and this delineation of responsibilities assists in this task. Failure in this area could present serious difficulties for the CFA.

Environmental Impact

N/A

Equality and Diversity Implications

The policy fits alongside the initiatives the service is adopting to ensure we are a diverse and equal organisation and provides guidance to our employees

Human Resource Implications

Gives greater clarity to Employees on expectations of the service

Local Government (Access to Information) Act 1985

List of Background Papers

Paper	Date	Contact
None		
Reason for inclusion in Part II, if appropriate:		