



## Equality and Diversity

April 2011

### Publicity Line

NFCC has and will continue to promote Equality and Diversity as a headline issue for Fire and Rescue Services.

We recognise that continued improvement of service delivery will only be achieved with a workforce that understands - and can engage - with the communities it serves.

England ✓

Wales ✓

Scotland ✓

Northern Ireland ✓

### NFCC will:

- The terms of the whole debate should move from one based on the statistical make-up of workforces to one that demonstrates the benefit of diversity in creating a more effective Fire and Rescue Service.
- NFCC recognises that fire discriminates in as much as it disproportionately affects vulnerable people in vulnerable areas where our most diverse communities live. To help protect those communities, we must be able to reach and influence them
- Fire authorities will be encouraged to undertake and strive to improve their assessment levels within the Equality Standard for Local Government.
- All new and existing policies and practices should be impact assessed and this is especially important at Authority and Government Department level and at a time when difficult financial decisions are being made.
- Training is critical at all levels and CFOA has established a Regional Champions Network to broaden the support it can provide to FRs and assist with member training.
- NFCC would like to emphasise that there has been a considerable amount of outstanding work in many fire and rescue services to address the past underperformance in this area and that celebrating successes and sharing notable practice will be important if the service is to move forward as a whole