

TITLE: EQUALITY POLICY

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1 INTRODUCTION

Staffordshire Fire and Rescue Service has an [Equality and Inclusion Strategy](#) which complements the Corporate Safety Plan and associated strategy and policy. Furthermore, the direct relationship equality and inclusion has with wellbeing, prevent objectives and partnership working, is a principle running through all Service objectives.

2 STATEMENT OF INTENT

Staffordshire Fire and Rescue Services purpose is to 'respond – put out fires and rescue people and do sensible things to prevent fires and incidents occurring'. This purpose will be delivered whilst meeting the needs of employees; this is inclusive of affording employees, with a declared and recognised disability the right to a consideration of reasonable adjustments to working practices if required. The Service recognises that a disability can be acquired or be in remission and that mental illness is classified within the protected characteristic of disability. Reasonable adjustments for disability, where applicable, should be discussed with Line Managers or with the Occupational Health Department.

The principles of understanding the impact of disability, and the range of protected characteristics which can be afforded reasonable adjustments, be applicable to staff, Members, community users and our partnerships. No Service member, user or partner will receive less favourable treatment than another, and more importantly practices and services will be designed with consideration of difference with due regard to:

- Sex
- Race
- Religion and belief
- Sexual orientation
- Gender re-assignment
- Disability
- Age
- Pregnancy and maternity
- Marriage and civil partnership.

3 AIMS AND OBJECTIVES

The Service is committed to establishing a culture within the workplace where honesty, trust, openness, always wanting to get better, the wellbeing of our communities and treating each other with respect are tangible qualities of the Service. The Service is committed to ensuring that access to its services is free from any prejudice, discrimination or physical barrier. Consequently, all policies, procedures, practices and premises relating to delivery of those services and in employment will take due regard to these commitments with identified and measureable outcomes.

This will involve:

- Investing in our people recognising their individual differences and that their health, safety and wellbeing is a priority
- Celebrating and reward success and support continual improvement through learning
- Ensuring that our employees appraisal process is simple and effective, providing a focus for individual investment and improvement which is appropriate to their role
- Ensuring that we are a flexible learning organisation, unlocking the potential in our people to help us deliver the best possible services
- Ensuring appropriate access provision to all Service premises and resources
- Delivering training in equality and inclusion topics to all employees and members, tailored to their role
- Creating effective communications links with communities, and those at heightened risk, to ensure effective communication and resulting positive feedback from those receiving our services
- Developing working relationships with local community groups and community leaders
- Establishing a performance monitoring system to enable the quality of service delivery to be measured against a set of standards for all sections of the community
- Conducting surveys of public satisfaction, and staff wellbeing, to ensure that:
 - The services delivered by the Service meet the needs of the community
 - All members of the community are aware of the service delivery standards that they can expect to receive
 - Employees are fulfilled within their working environment.

4 LEGISLATION

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society.

It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it's unlawful to treat someone.

Types of discrimination

It is against the law to discriminate against anyone because of:

- Age
- Being or becoming a transsexual person
- Being married or in a civil partnership
- Being [pregnant](#) or having a child
- [Disability](#)
- Race including colour, nationality, ethnic or national origin
- Religion, belief or lack of religion/belief
- Sex
- Sexual orientation.

These are called 'protected characteristics'.

You are protected from discrimination in these situations:

- At work
- In education
- As a consumer
- When using public services
- When buying or renting property
- As a member or guest of a private club or association.

You are legally protected from discrimination by the [Equality Act 2010](#).

You are also protected from discrimination if:

- You are associated with someone who has a protected characteristic, eg a family member or friend
- You have complained about discrimination or supported someone else's claim.

Action against discrimination

You can do something voluntarily to help people with a protected characteristic. This is called 'positive action'.

Taking positive action is legal if people with a protected characteristic:

- Are at a disadvantage
- Have particular needs
- Are under-represented in an activity or type of work.

5 RESPONSIBILITIES

The Director of Prevent and Protect is responsible for:

- Implementing this policy
- Ensuring that all facilities, procedures and working practices enable the principles contained within it to be achieved.

Personnel will be trained and provided with guidance on policy implications to promote equality and inclusion of access to service delivery, employment and working relationships.

All personnel are responsible for the implementation of this policy and will:

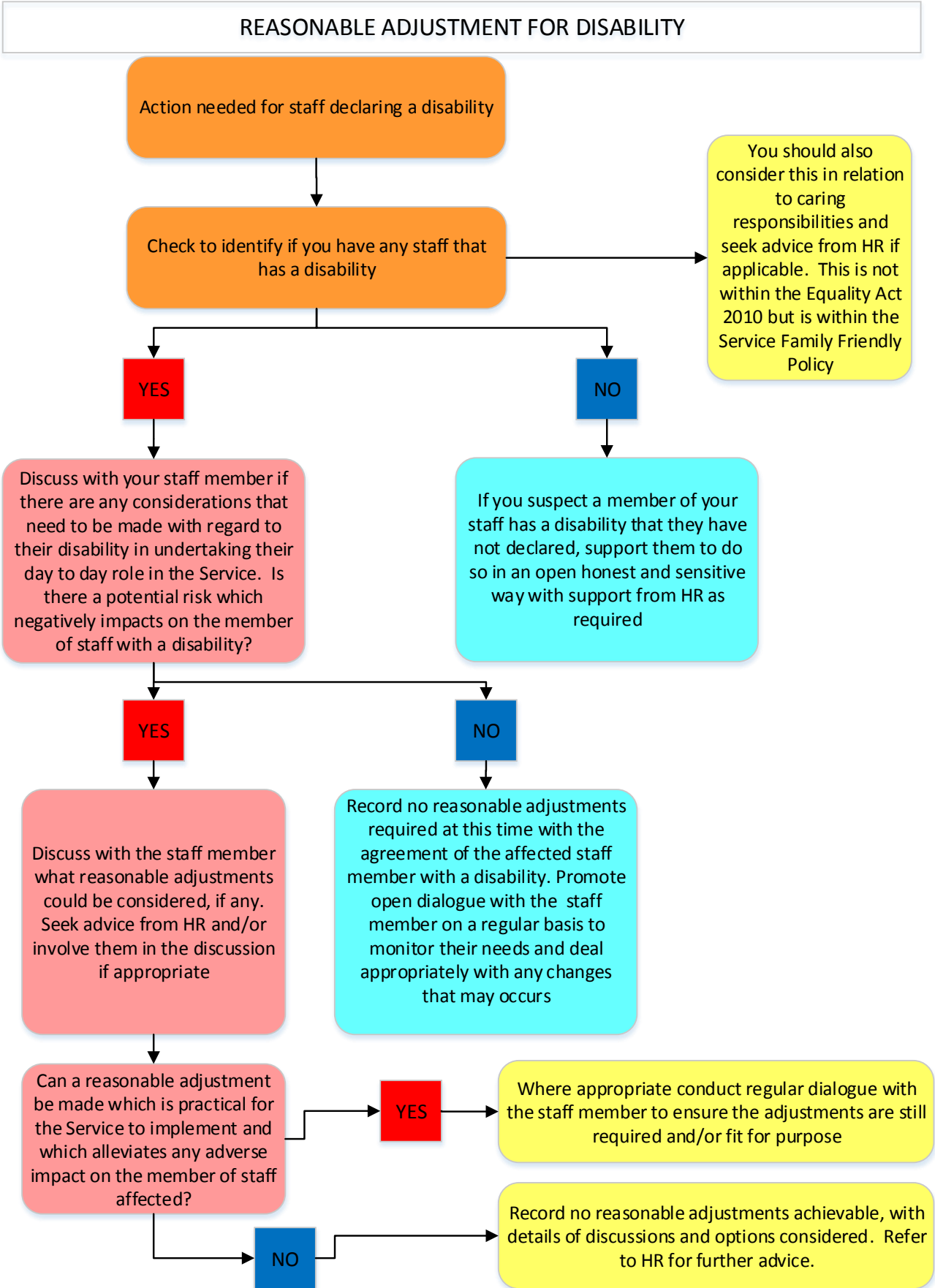
- Co-operate with the measures introduced by the Service to ensure equality of public access to its services
- Not act in a way which prejudices the equality of service delivery in employment, training, community engagement, partnership working.

6 MONITORING

The Director of Prevent and Protect will continually monitor the following details to ensure that the provisions of this policy are achieved:

- Levels of performance against specific outcomes achieved across the full range of communities
- Levels of satisfaction with the provision of services amongst specific community groups
- Number of complaints received in relation to service delivery arising from behaviour or actions identified as being prejudicial
- Employee's profile to validate equality of opportunity and recognise any potential for reasonable adjustments to be considered
- Monitoring of sickness, grievance and discipline against the protected characteristics
- The maintenance and development of mediation processes will be monitored to support the need of being mindful of protected characteristics, and the employee undertaking them, being cognisant of the complexities they may pose.

FLOWCHART



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