
Our Inclusive Service



HAMPSHIRE & ISLE OF WIGHT FIRE & RESCUE SERVICE



**Hampshire
& Isle of Wight**
FIRE & RESCUE SERVICE

Welcome

“ I have great pleasure in introducing Our Inclusive Service. This guide describes our Equality Objectives, builds on the positive progress we have made towards creating an inclusive culture and our commitment to diversity and equality. Our objectives will be underpinned by action plans that shape how we continue to develop our Service and the service we provide to our communities.



However, developing a thriving, inclusive culture requires everyone to play their part. Our Service values and behaviours have been developed by our employees, and through the support networks we continue to overcome barriers and make our service more accessible. We have also enhanced our range of wellbeing resources, but we know that there is still a lot of work to be done.

Although we have seen year-on-year improvements in the diversity and equality of our workforce due to our programme of positive action work, more needs to be done to ensure that our workforce represents the communities that we serve.

The future will continue to be exciting and evolving, but also challenging. The success of Our Inclusive Service relies on strong, effective relationships between employees and our communities to ensure both our organisation and the service we deliver is as inclusive as possible. ”

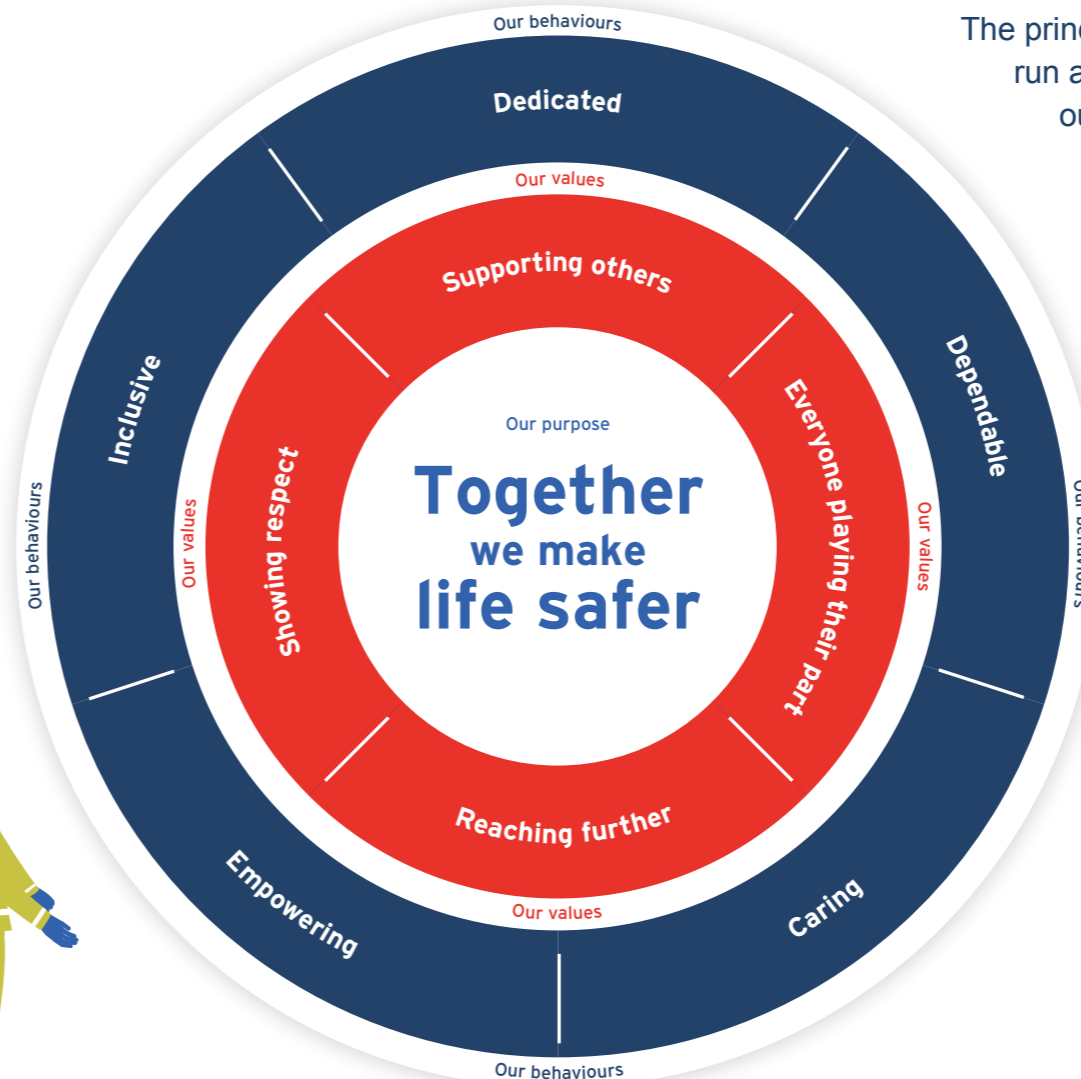
Molly Rowland - Director of People and Organisational Development

The bigger picture

The principles of inclusion, diversity and equality run as a golden thread through our purpose, our priorities, our values and behaviours, and our plans

There are many things we can all do individually to demonstrate our commitment to inclusion. For example, attending employee support network groups, holding open days, completing People Impact Assessments (PIAs) for new activities, taking part in training sessions and using inclusive language.

These inclusive actions help to demonstrate the value diversity brings to our organisation. With an inclusive culture, diversity will increase, and our teams will be stronger and high performing.



Our objectives

Inclusive



We aspire to a culture where we can be authentic, feel valued and supported to thrive. Our inclusive environment means we value each other's contributions and can attract, recruit, and retain the most diverse range of thoughts, experiences, skills, and talent.

Some of the things we will be doing:

- Creating an inclusive culture, where colleagues have a greater sense of belonging within the organisation
- Building trust, confidence and understanding of our teams to share details of their protected characteristics
- Ensuring clear leadership of inclusion and diversity issues within HIWFRS

Representative



While we have made improvements in increasing the diversity of our workforce, we know that we must remain dedicated to representing the communities we serve. It is critical that we listen to our communities' voices and experiences to shape the services we provide and the decisions that we make.

Some of the things we will be doing:

- Using data and insight to identify, understand and address disparities and under-representation to support our commitment to reflect the diversity of our community
- Continuing to undertake positive action to encourage applications from under-represented groups
- Recruiting the best people for the job, allowing people to be themselves at work, and delivering excellent services to our communities

Respectful



Respect at work means taking personal responsibility for living our values and holding each other to account by having honest, respectful conversations. We will treat each other and those we work with outside our organisation with respect every day and role model our behaviours.

Some of the things we will be doing:

- Ensuring that colleagues have the confidence and mechanism to challenge unacceptable behaviour, outdated process or policy and unhelpful customs and culture
- Reviewing our reward and recognition processes to celebrate individual differences
- Embedding inclusive language into our policies, behaviours, communication and training

Accessible



Our services should be accessible to all parts of our communities so that people understand what we do and how they can keep themselves safe. We work with our partners to understand different community needs to deliver accessible, local services.

Some of the things we will be doing:

- Ensuring that we can communicate effectively with our communities, irrespective of any disability or language barriers
- Consulting meaningfully with our communities to understand their needs
- Working with members of our diverse communities to understand and reduce barriers to accessibility of services

Our network groups

Our networks provide peer support and bring individuals together from under-represented groups. These networks play a significant role in driving change within our organisation, raising awareness of different issues and helping us engage more effectively with our diverse communities.



fireINSPIRE

Supporting and promoting gender equality

fireOUT

Providing a friendly and safe forum for employees who identify as part of the LGBTQ+ community and their allies

fireABLE

Raising awareness and improving understanding of disabilities, visible or non-visible, including mental health and dyslexia

fireREACH

Focusing on religion, ethnicity, and cultural heritage to raise awareness and understanding of inclusivity



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