

## Appendix C

### Activity in Support of Equality Objectives during 2022/23

<b>Objectives</b>	<b>Actions/Activities</b>
<p>Objective 1 – Inclusive: We will create a great place to work for all. We will have 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.</p>	<p>Development of the Personal Supportive Passport (PSP) app which enables provides a discreet way for staff with mental health, learning, or disability requirements to share the adjustments they need and describe their optimum working conditions.</p> <p>Enabled procurement of spiritual/religion specific uniform and PPE. For example for members of a faith that requires head coverings.</p> <p>Agreement to provide funding for all female employees required to participate in mandatory fitness tests towards cost of sports bras.</p> <p>Successful trial of text-to-speech scanning pens to assist individuals with dyslexia. These will begin to be made available in 2023.</p> <p>Range of webinars, panel discussions and guest speakers to celebrate International Women’s Day and International Men’s Day.</p> <p>Launched a campaign to promote greater Menopause Awareness which included educational webinars, a revised policy, and regular Menopause Café sessions.</p> <p>Development of a trans inclusion policy and range of associated webinars to support pronoun visibility.</p> <p>Development of a range of family friendly procedures to support those who are undergoing IVF or surrogacy or who experience miscarriage or baby loss.</p>

<p>Objective 2 – Representative: To become more representative, we will improve the quality of our equality information year on year. We will use data and insight to identify, understand and address disparities and under-representation to support our commitment to reflect the diversity of our community.</p>	<p>We created a targeted social media campaign featuring female and minority ethnic role models.</p> <p>We used positive action open days to increase applications from females and people from ethnic minorities.</p> <p>We used targeted fitness sessions to support under-represented candidates in meeting the required standard.</p> <p>Promoted use of employee self serve (ESS) for staff to provide information to enhance our equalities data.</p> <p>We have developed a dashboard to monitor progress against our IDE action plan, which is accessible via sharepoint.</p>
<p>Objective 3 – Respectful: We will treat each other and those we work with outside our organisation with respect every day. Respect at work means taking personal responsibility for living our values and holding each other to account by having honest, respectful conversations when we do not role model our behaviours.</p>	<p>Our values and behaviours have been embedded within all our recruitment, promotion and appraisal processes to ensure we all take responsibility for living our values.</p> <p>Our monthly Values Champion recognition scheme has been running for 12 months with over 200 nominations received.</p> <p>We have launched an internal campaign called Celebrating You which provides funding for teams to participate in a celebratory event as a thank you from the Service. This is an evolution of our previous annual recognition event Celebrating Success which couldn't happen during Covid-19. It is intended to be more inclusive and so far, 80+ teams and over 930 people have taken part.</p> <p>We delivered an Anti-Racism webinar to explore how our Service can become anti-racist.</p> <p>We developed support specifically focussed on the issue of Domestic Violence for victims and managers.</p>

	<p>Our Network Group Chairs have been reverse mentoring Directors and other senior managers to help hold us all to account through honest conversations.</p> <p>We supported 9 employees to attend the Women in the Fire Service Development Weekend at the Fire Service College. We have also the regional development even in partnership with neighbouring FRSs.</p>
<p>Objective 4 – Accessible: We will ensure our services are accessible to all parts of our community. We will engage with stakeholders and partners to understand different community needs to deliver accessible, local services.</p>	<p>Raised awareness of Neurodiversity through a range of webinars on autism, dyslexia and ADHD.</p> <p>Launched our Sensory Tent and Quiet Hour for station open days to support visitors with neurodiverse conditions and disabilities.</p> <p>Attended:</p> <ul style="list-style-type: none"> <li>• Southampton, Isle of Wight and Eastleigh Prides</li> <li>• Chinese New Year Celebrations</li> <li>• Dragonboat festival</li> <li>• Big Platinum Festival</li> <li>• Eastleigh Mela</li> <li>• Unity 101 v HIWFRS Charity Football Match</li> </ul> <p>Established monthly meetings with the Business Disability Forum to continue to improve the accessibility of our services.</p>