



**SCOTTISH**  
**FIRE AND RESCUE SERVICE**  
Working together for a safer Scotland

<b>Report To:</b>	<b>SCOTTISH FIRE AND RESCUE SERVICE BOARD</b>
<b>Report No:</b>	<b>B/SPPC/01-16</b>
<b>Date:</b>	<b>28 JANUARY 2016</b>
<b>Report By:</b>	<b>ACO ROBERT SCOTT, DIRECTOR OF STRATEGIC PLANNING, PERFORMANCE AND COMMUNICATIONS</b>

<b>Subject:</b>	<b>EQUALITY AND DIVERSITY CHARTER</b>
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## **1 PURPOSE**

- 1.1 The purpose of this report is to present to the Board the Equality and Diversity Charter for endorsement (Appendix 1).

## **2 RECOMMENDATIONS**

- 2.1 The Board is asked to approve the following recommendations:  
a) to approve the Equality and Diversity Charter for publication.

## **3 CHARTER**

- 3.1 The Board contributed to the content of the Charter at their Strategy Day in June 2015 and provided further input during a Strategy Day on 19 January 2016. The Board will recall the commitment to develop an E&D Charter for the purposes of presenting a succinct position statement on the SFRS's pledge to, and methodology for delivering on, its equality obligations.
- 3.2 Consistent with a mainstreamed approach to equality the Charter is not intended as a restatement of every initiative or commitment the SFRS has made towards removing inequalities and promoting inclusion and human rights across its strategies, policies and practises. Instead, the Charter is an accessible overview of the approach the SFRS has adopted for equality.
- 3.3 The Board will also recall that there were a number of associated initiatives to support the mainstreaming of equality which underpins the Charter. The development of a Strategic Framework for Mainstreaming Equality and the delivery of a training programme around mainstreaming equality and equality impact assessments.

#### **4 ADDITIONAL MEASURES**

- 4.1 The Equality and Diversity Team will continue to implement those tasks associated with mainstreaming equality and which underpin the Charter. These measures include developing guidance materials for personnel, the provision of development sessions on how to continue to meet our equality obligations, the implementation of the Strategic Framework for Mainstreaming Equality and the implementation of an equality impact assessment toolkit. The Board will be provided with relevant updates as appropriate.

#### **5 FINANCIAL IMPLICATIONS**

- 5.1 The costs associated with implementation of the Charter will be met within existing budgets.

#### **6 EMPLOYEE IMPLICATIONS**

- 6.1 The implementation of the Charter has no impact on the terms and conditions of SFRS personnel.

#### **7 EQUALITY IMPACT ASSESSMENT**

- 7.1 Due to the nature of this document it was screened as being relevant to all of the general equality duties and all of the protected characteristics defined under the Equality Act 2010. It was also determined that the content of the Charter would not require an independent equality impact assessment as the content of the Charter was directly linked to existing SFRS strategy, policy and practice which have their own impact assessments available for scrutiny.

#### **8 CORE BRIEF**

- 8.1 The Equality and Diversity Manager worked with the Board and sought their input on the content of the Charter at Board Strategy Days in June 2015 and January 2016. The development of the Charter involved collating the ambitions of the SFRS for equalities issues as laid out in multiple strategic documents including the Strategic Plan and individual directorate strategies. The Charter was also developed in cognisance of the broader political dialogic taking place in Scotland on the issue of tackling inequalities and improving public services and in particular reflected on the comments of the Minister at the Board's meeting in January 2015.

**Robert Scott**  
**Assistant Chief Officer**  
**Director of Strategic Planning, Performance and Communications**

**28 January 2016**

## Planning our services and practices and mainstreaming equality...

The three strands of mainstreaming equality into our work



The decision making pathway for mainstreaming equality



## Employment practices

- Provide our workforce with a safe working environment in which they can prosper and fulfil their potential
- Continually review and monitor our policies and practices to ensure positive outcomes for all staff groups
- Prepare our staff to be leaders and champions of equality
- Equip our staff to be confident in challenging inappropriate behaviours
- Ensure our staff can effectively uphold our values in their day to day activities
- Attract, develop and retain a diverse, competent and confident workforce

## Service provision

- Identify and take steps to meet the needs of all of Scotland's communities taking account of the principles of equality and inclusion
- Identify and prioritise those most in need and at risk for a targeted and tailored approach to public service delivery
- Ensure accessibility in service delivery – the manner in which we deliver services
- Ensure accessibility of the SFRS – encouraging and enabling participation in public life

As a significant public service provider we undertake to play our part in addressing inequalities present in Scotland. We accept and value our position as role models capable of contributing to a fairer and more equitable Scotland. We acknowledge that our role in promoting a more equal Scotland involves working with communities and partners and takes us beyond the scope of our statutory obligations for emergency response and prevention and protection into the position of champions of improvement.

Equality+Diversity+Inclusion

# Equality and Diversity Charter



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## This Charter is our guarantee

to people living, working and visiting Scotland on how we will continue to build equality into all areas of our business.

We promote equality on the grounds of:

- Gender
- Age
- Disability
- Sexual orientation
- Race, ethnicity and nationality
- Marriage and civil partnership status
- Pregnancy and maternity
- Religion and Belief
- Gender reassignment and gender identity

We seek to protect and promote Human Rights and take steps to address inequality arising from social and economic disadvantage.

We adopt an inclusive approach to addressing inequalities and promoting good relations within and between community groups. Our inclusive focus means that we seek to improve the life chances of everyone in Scotland irrespective of their status as a major or minority population group.

Mainstreaming equality means that we embed equality considerations from our high level strategies through to the activities of individual employees across all of our functions.

We will challenge inequality and prejudice and we will promote inclusion and understanding within our own workforce and beyond.

## The Board...

plays a crucial role in providing leadership on equality through scrutiny and oversight of SFRS activities.

A key feature of accessible public services is the extent to which they are transparent and accountable and in exercising its duties the Board ensures that the SFRS meets its obligations towards all of Scotland's diverse communities by applying a conscious approach to mainstreamed equality.

As equality champions the Board adopt an inclusive approach to engagement and promoting the profile of the SFRS amongst minority community groups, special interest groups and the general population.

## The Strategic Leadership Team...

provides the executive leadership to instil a workplace culture where positive behaviours are promoted and rewarded.

This team, supported by senior management colleagues, provides direction and strategic vision on reaching our ambitions for equality and inclusion across functional areas and within the workplace culture.

## Directorates...

design and oversee the implementation of policies and practise that have equality considerations embedded at their core. Directorates ensure that those employees tasked with implementing their policies and practices are able to do so in a competent and confident manner.

## Employees of SFRS ...

will take steps to ensure that the services delivered are provided in a fair and consistent way and in a manner conscientious of the needs of the service user. Employees are the custodians of our workplace culture and have an individual and collective responsibility to promote an inclusive working environment.

## Underpinned by

- Strategic Framework for Mainstreaming Equality
- Dignity & Integrity at Work Policy
- Code of Conduct
- Engagement Framework
- SFRS Corporate Equality Outcomes
- SFRS Values Framework

