



Essex County  
Fire & Rescue Service

# **Equality and Diversity Learning and Development Strategy 2009 - 2012**



## 1. Introduction

ECFRS is committed to the promotion of respect and understanding for the communities in which we serve and to promoting equality of opportunity amongst our employees. We are also committed to encouraging all employees to understand and celebrate diversity in all its forms.

## 2. The Diversity Training Strategy will:

- Provide equality and diversity training for all our managers and where necessary Essex Fire Authority (EFA) members, including training on tackling bullying, harassment, unfair discrimination and unacceptable behaviours
- Provide all employees with training and development on equality and diversity including those relating to bullying, harassment, unfair discrimination and unacceptable behaviours
- Complement the management development programme by adding the essential diversity related knowledge and skills to enable managers to do their jobs in a fair and effective way.

## 3. Our Commitment to Equality and Diversity

ECFRS recognises that we work within a complex society that has some inherent inequalities and disadvantages for people. We are committed to developing a culture and practices which recognise difference both in employment and in the delivery of individualised and responsive service to a high standard and we will work in partnership with our staff and communities to achieve equality of outcome to all.


## 4. Managing Equality and Diversity

Managers are in the best position to get everyone to work to the best of their ability and to ensure that a positive working environment exists in which all staff can fulfil their potential. Promoting good relationships between staff, eliminating unfair discrimination, bullying and harassment and by providing everyone with appropriate support, guidance and training, will produce an efficient and effective workforce that will enable the Service to meet its aims and objectives.

## 5. Legislation

Current legislation commits us, as an employer to the elimination of unlawful discrimination, the promotion of equality of opportunity and to the promotion of good relations between people of different groups based on race, disability, gender and transgender.

Current legislation also prompts organisations to consider the ways in which their structures or policies may inadvertently, or consciously, discriminate against a person on the grounds of their sexual orientation, religion or belief and age



## 6. Proposed Learning and Development solutions to implement the strategy

The following table contains proposals for our phased learning and development programme over the next three years

### Equality and Diversity Learning and Development Strategy – 2009-2012 Proposed Programme Overview

Training Course	Course Overview	Frequency	Implemented by
Induction for new staff	All new entrants are to receive a workshop session on the main principles of equality and diversity	Wholetime & Retained Firefighters - During the scheduled new recruit training programme FRS Staff – Every three months during the scheduled induction sessions	
Generic Equality and Diversity Workshop using a Skill boosters style DVD	We will raise the level of awareness on equality, diversity and appropriate behaviour issues throughout all staff groups at all levels. Work with a training provider to develop an ECFRS specific DVD using anonymous examples taken from actual events to highlight issues, raise awareness and encourage staff to challenge inappropriate behaviour.	Weekly & will take place at the location of the employees workplace.	A Service wide training programme will commence as soon as the DVD has been completed and a suitable trainer/facilitator has been identified
Managing Equality and Diversity (1-2 day course)	A workshop to introduce managers to the main skills, behaviours and responsibilities required to manage a diverse workforce. It will include how to convey expectations to their staff. It will also provide training for managers of staff who are dealing with a diverse group.	Twice a year the courses will be run for both operational & FRS staff with line management responsibilities	September 2010

<b>Training Course</b>	<b>Course Overview</b>	<b>Frequency</b>	<b>Implemented by</b>
Board Development (Leadership Charter)	This workshop will enable SMB & EFA Members to identify areas of improvement in relation to the Board's responsibilities towards the equality and diversity agenda	This programme will be piloted first before presenting the session with SMB & EFA Members	January 2010
Diversity Issues for Recruitment and Selection	This programme is for those who are responsible for recruitment and selection of staff.	Quarterly	April 2010
Equality Impact Assessment training	For policy owners; those staff who will be involved in carrying out the impact assessment administration and managers who will be involved in the process	Quarterly	September 2009
Managing Behaviour	This is a workshop for managers to adopt strategies to prevent bullying and harassment occurring and also how to deal with incidents if they arise.	These courses will run over a six month timescale by an outside organisation specialising in Managing Behaviour	January 2011
Age Awareness	The workshop will enable the participants to explore the legislation & the appropriateness of language	Bi – Annually	April 2010
Transgender Awareness	Awareness raising of the transgender community	Bi - Annually	April 2010

Training Course	Course Overview	Frequency	Implemented by
Disability Awareness	This is a workshop for anyone who needs development on working with disabled staff or members of the community	Bi – Annually	April 2010
Cultural Awareness	During this workshop employees will be given the opportunity to explore a whole range of religious beliefs	These workshops are currently being run on a request basis. We plan to formalise the sessions to run at least two sessions a year at both Kelvedon Park & Site Hutton	September 2009
Sexuality Awareness	The aim of this workshop is to raise awareness of the LGB community, the workshop will explore the importance of challenging prejudice and discrimination, and demonstrate to the participants ways in which we can support LGB people. The workshop will also explore the importance of using appropriate language	Bi – Annually	December 2009
Promotions Workshops	For staff to help them be more aware of the promotions process and enhance their application and potential success - provided by HR and Operational Staff	TBC	April 2012

