**Help Shape Our Equality, Diversity and Inclusion Priorities Consultation**

We want everyone in our organisation to feel welcome and valued. We believe that different ideas, backgrounds, and experiences make our teams stronger and better.

**Take Part Here**

1. **Which of these is most important to you when it comes to Equality, Diversity and Inclusion in the Fire Service?**

Number your answers from 1 to 7 in terms of priority (1 being at the top and 7 being at the bottom).

|  |  |
| --- | --- |
|  | Number 1 to 7 |
| Recruiting a diverse workforce (i.e. hiring people from different backgrounds) |  |
| Equality, Diversity and Inclusion training and learning opportunities for staff |  |
| Being able to work with a diverse community (i.e. working with people from different backgrounds) |  |
| Making sure the workplace is safe and welcoming for everyone |  |
| Making sure everyone can get help in an emergency |  |
| Strong leadership support from Equality, Diversity and Inclusion |  |
| Clear communication of our Equality Diversity and Inclusion Priorities |  |

1. **We want to know how well you think the Fire Service is performing with Equality Diversity and Inclusion currently.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Not at all | Slightly | No opinion | Reasonably | Very |
| How inclusive do you think the Fire Service is? |  |  |  |  |  |
| How diverse do you think the Fire Service is? |  |  |  |  |  |
| How equal do you think the opportunities are in the Fire Service? |  |  |  |  |  |

# **Equality Diversity and Inclusion Priorities**

**Priority 1: Lead by example on equality. (We want to set a good example for fairness in our Service).**

* Enhance equality monitoring and analysis systems for workforce and community insights.
	+ We want to improve how we track and understand equality within both our staff and the communities we serve.
* Promote Humberside Fire and Rescue Service as an anti-discriminatory organisation.
	+ We want to show that Humberside Fire and Rescue is committed to being against any form of unfair treatment.
* Learn from national best practices to strengthen equality across the Service.
	+ We want to learn from other successful organisations to make our Service more equal and fair for everyone.

**Priority 2: Increase workforce diversity. (We want to increase the variety of people working in our Service and be more welcoming).**

* Actively attract and retain staff from underrepresented groups, positioning the Service as an employer of choice.
	+ We want to make a real effort to hire and keep staff from different backgrounds so our Service is seen as a great place to work for everyone.
* Support for staff groups, including Equality Ambassadors, to promote inclusivity across the organisation.
	+ We want to help staff groups and Equality Ambassadors (who give support to members of staff), to encourage fairness and a welcoming environment.

**Priority 3: Foster a safe, fair and engaged workplace. (We want to create a safe, fair and involved workplace).**

* Educate staff and managers on creating an inclusive, equitable environment.
	+ We want to teach staff and managers how to build a workplace where everyone is treated fairly and included.
* Promote health equity initiatives and inclusive work practices, considering the needs of diverse staff groups and protected characteristics.
	+ We want to encourage health and wellbeing programs that meet the needs of all staff, especially those from different backgrounds or who face challenges.
* Engage with diverse community leaders and local partners to improve community engagement and reduce risks for disadvantaged groups.
	+ We want to work closely with community leaders and local groups to improve connections with the community and support those who are at a disadvantage.
1. **Thinking about Priority 1: Lead by Example on Equality, please tell us**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Not at all | Somewhat | Slightly | Very | Extremely |
| How important you believe this is for our service? |  |  |  |  |  |
| How important is this to you personally? |  |  |  |  |  |
| How well do you think we are doing in this area right now? |  |  |  |  |  |

1. **Thinking about Priority 2: Increase Workforce Diversity and Inclusion, please tell us**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Not at all | Somewhat | Slightly | Very | Extremely |
| How important you believe this is for our service? |  |  |  |  |  |
| How important is this to you personally? |  |  |  |  |  |
| How well do you think we are doing in this area right now? |  |  |  |  |  |

1. **Thinking about Priority 3: Foster a Safe, Fair and Engaged Workplace please tell us;**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Not at all | Somewhat | Slightly | Very | Extremely |
| How important you believe this is for our service? |  |  |  |  |  |
| How important is this to you personally? |  |  |  |  |  |
| How well do you think we are doing in this area right now? |  |  |  |  |  |

1. **Thinking about all 3 Priorities, please tell us if you believe anything is missing from our planned priorities?**

|  |
| --- |
|  |

1. **Would you like to feedback anything else relating to Equality Diversity and Inclusion generally at Humberside Fire and Rescue Service?**

**Consultation closes at 5 pm on Friday 21 February 2025**. The final precept recommendation will be considered by Humberside Fire Authority at its meeting in March 2025.

If you have any questions about the consultation or require it in an alternative format, please email: corporatecommunication@humbersidefire.gov.uk

Return to: corporatecommunication@humbersidefire.gov.uk

Humberside Fire and Rescue Service HQ, Summergroves Way, Hull, HU4 7BB

**About you**

We want to make sure that we are getting responses from our communities across the Humber region and to help us to ensure that we are achieving this, please tell us about yourself.
**How did you discover the consultation survey?** (Please tick all that apply)

|  |  |  |  |
| --- | --- | --- | --- |
| Humberside Fire and Rescue Website  |   | Social media    |   |
| Member of staff – face to face   |   | Local press  |   |
| My Community Alert  |   | Staff Newsletter  |   |

**Do you work for Humberside Fire and Rescue Service?**

|  |  |  |  |
| --- | --- | --- | --- |
| Yes  |   | No  |   |

**Which county do you live in?**

|  |  |  |  |
| --- | --- | --- | --- |
| Hull   |   | East Riding  |   |
| North Lincolnshire   |   | North East Lincolnshire  |   |
| I live outside of the Humber region  |   | If so, please state:  |

**Do you consider yourself to have a disability?**

|  |  |  |  |
| --- | --- | --- | --- |
| Yes  |   | No  |   |

**What age are you?**

|  |  |  |  |
| --- | --- | --- | --- |
| Under 18  |   | 35 - 44    |   |
| 18 - 24   |   | 45 - 54  |   |
| 25 - 34  |   | 55 - 64  |   |
| 65+  |   | Prefer not to say  |   |

**What gender do you identify as?**

|  |  |  |  |
| --- | --- | --- | --- |
| Man   |   | Woman  |   |
| Non-binary  |   | Other  |   |
| Prefer not to say  |   |

**What ethnicity are you?**

|  |  |  |  |
| --- | --- | --- | --- |
| Asian or Asian British - Bangladeshi  |    | Asian or Asian British - Indian  |   |
| Asian or Asian British - Pakistani  |    | Asian British – Other Asian Background  |   |
| Black or Black British - African  |    | Black or Black British - Caribbean  |   |
| Black or Black British – Other Black Background  |   | Chinese  |   |
| Mixed – Other Dual Heritage  |    | Mixed – White and Asian  |   |
| Mixed – White and Black African  |    | Mixed – White and Black Caribbean  |   |
| White - British  |    | White - Irish  |   |
| White - Other  |   | Prefer not to say  |   |