



HUMBERSIDE FIRE AND RESCUE SERVICE

People and Development

Service Sports Policy

Owner	Executive Director of People & Development
Responsible Person	Head of Occupational Health & Wellbeing
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What we must
do well



How we support our
communities



We value and support
the people we employ



We efficiently manage
the Service

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1. INTRODUCTION

Humberside Fire and Rescue Service values the welfare of its employees and recognises the health benefits that sport and exercise provide. To encourage and support participation in sporting activities HFRS offers its employees opportunity to participate in recognised sports through its Sport and Welfare Association Sporting Sections and National FireSports Sections.

By encouraging participation in sporting activities HFRS aim to make a positive impact on the social, mental and physical wellbeing of its employees. HFRS also acknowledge the importance of celebrating the sporting achievements of its employees, thus raising the profile of the Service.

Core Code of Ethics

HFRS has adopted the Core Code of Ethics for Fire and Rescue Services. The Service is committed to the ethical principles of the Code and strives to apply them in all we do, therefore, those principles are reflected in this Policy.

National Guidance

Any National Guidance which has been adopted by HFRS, will be reflected in this Policy.

2. EQUALITY AND INCLUSION

HFRS has a legal responsibility under the Equality Act 2010, and a commitment, to ensure it does not discriminate either directly or indirectly in any of its functions and services nor in its treatment of staff, in relation to race, sex, disability, sexual orientation, age, pregnancy and maternity, religion and belief, gender reassignment or marriage and civil partnership. It also has a duty to make reasonable adjustments for disabled applicants, employees and service users.

3. AIM AND OBJECTIVES

This policy aims to provide guidance to HFRS employees on sports opportunities within the Service.

4. ASSOCIATED DOCUMENTS

- [Equality Impact Analysis](#)
- Legal References
There are no specific legislative requirements relevant to this policy.
- National Guidance Reference
There is no specific National Guidance relevant to this policy.
- Sports and Welfare Association Constitution and Rules SWFA 2023 v1.1
- [Sports and Welfare Site](#)

- [FSUK - Firesport UK the home of Fire Service Sport](#)
- [PER_35 - Sporting Leave Application Form.docx](#)

5. GUIDANCE INFORMATION

Humberside Fire and Rescue Service's Sports and Welfare Association offers various sporting opportunities through its sporting sections. Employees representing the Service are expected to understand and abide by the information provided in the Sports and Welfare Association Constitution and Rules SWFA 2023 v1.1.

6. PARTICIPATION IN SPORTING ACTIVITIES

Individuals selected to participate in an approved sporting activity at Service, District or National level but which falls on a duty day may, on request, be granted permission to represent the Service.

Sporting Leave

Time off for sporting activities may be granted, subject to the requirements of the Service.

Employees can, under certain circumstances, be granted leave with or without pay, to participate in sporting activities whilst representing the Service or HFRS at district or national level in any sport approved by the Chief Fire Officer and Chief Executive.

Sporting leave requires that 'good intent' is shown by both management and individuals and will be granted on a 50:50 basis, with individuals using their own leave entitlement. Although there is no limit on how many days' sporting leave can be taken, each leave application will be considered on a case by case basis with crewing/staffing levels taking priority.

Applications for permission to participate in sporting activities are to be submitted in writing to the relevant Head of Function at least 14 days before the event using the PER_35 - Sporting Leave Application Form.

Where crewing levels are predicted to fall below standard crewing levels, sporting leave will be cancelled by giving not less than 48 hours' notice. Employees must contact their Station Manager at least 48 hours prior to their sporting leave to confirm its availability.

7. GENERAL INFORMATION

FIRESPORT UK Postholders Declaration

Every holder of a FireSport UK (formerly FSSAA) post at District and National levels will inform the Chief Fire Officer via their Head of Function of any appointment or termination thereof in respect of any office.

FIRESPORT UK Committee Members and Officials

Members of FireSport UK committees at district or national level and FireSport officials at the same levels may be granted the same permission as sports participants in order to discharge their duties.

Employee Expectations

Employees are expected to adopt a responsible attitude and, where possible, participate in their own time or by adjusting their duties.

Heads of Function are to ensure that, subject to the maintenance of staffing levels, facilities are available to change shift, re-roster days off or release personnel to participate in sporting activities.

**If you require any further guidance / information in relation to this policy,
please contact Occupational Health & Wellbeing**