

Culture and Values - West Midlands Fire Service's journey

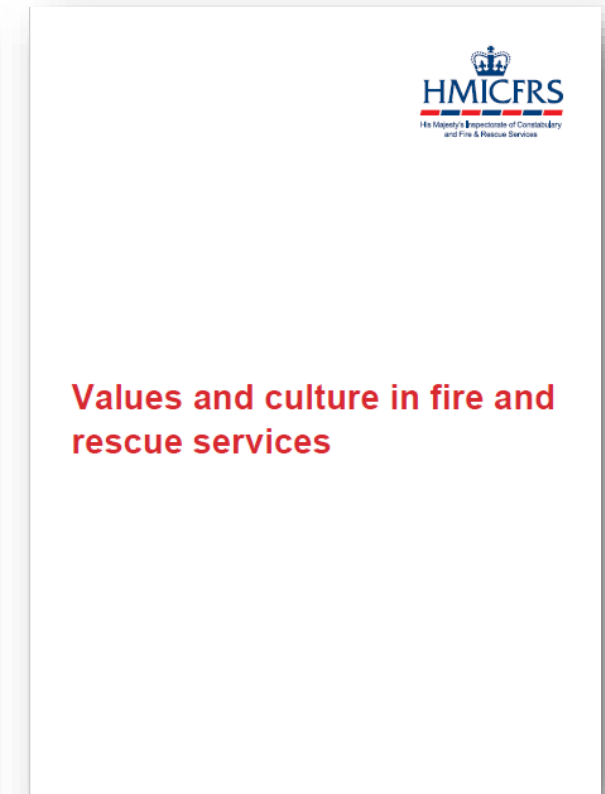
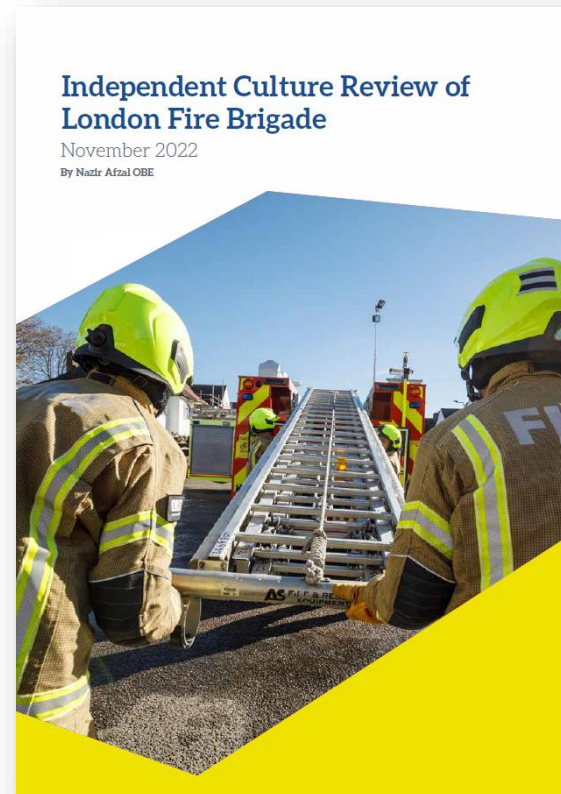
Cllr Greg Brackenridge

Chair, West Midlands Fire and Rescue Authority

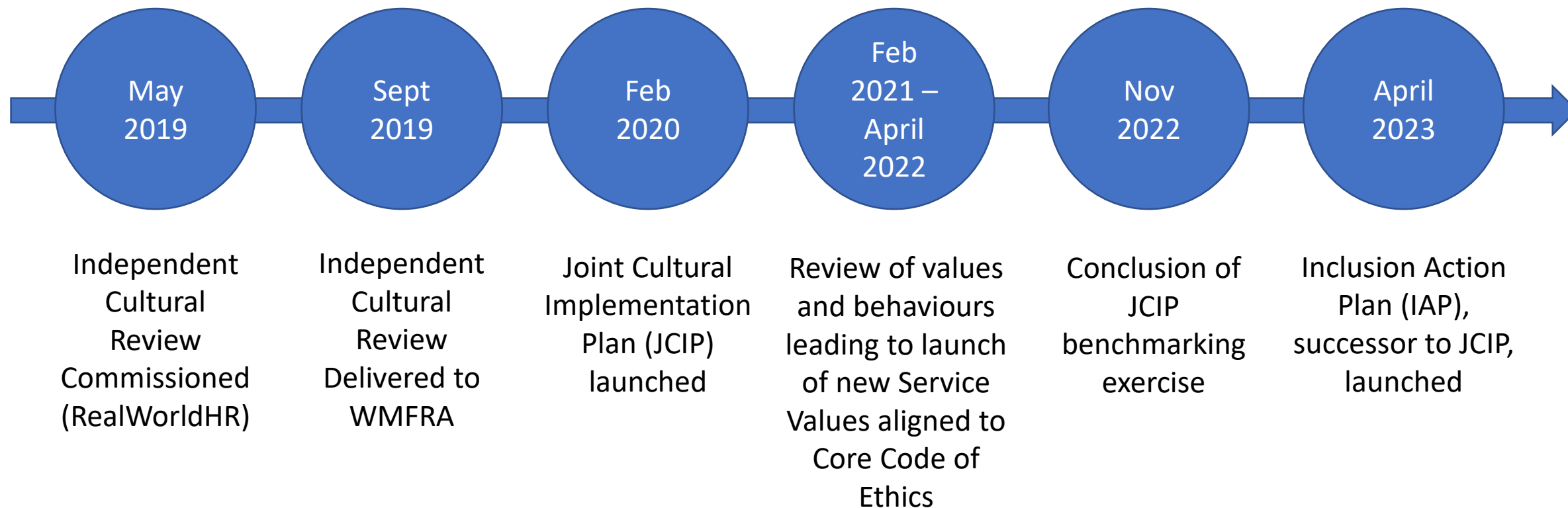


National Picture

- London Cultural Review
- ITV exposés
- HMICFRS Spotlight Report



Timeline



Inclusion Action Plan

DIFFERENT TOGETHER

We are committed to making West Midlands Fire Service a great place for everyone to work. Discrimination and inappropriate behaviour has no place in our service, and we will take a zero-tolerance approach to dealing with this.

We will:



Support all staff who raise concerns about discrimination and inappropriate behaviours and will always act to protect staff who are subject to any form of abuse.



Take all complaints seriously and act on them to ensure they are dealt with satisfactorily.



Ensure there is a simple method for staff to report discrimination or inappropriate behaviour at work.



Continue to work together to develop our understanding of equality, diversity and inclusion.



Commit to creating a working environment which supports positive health and wellbeing and protects our people from any form of discrimination.



Continue to create a diverse and inclusive workforce at all levels within the service, ensuring everyone can thrive at work.

Agreed and supported by



WMFS Values



Engagement

- Middle Managers & All staff forums
- Leadership & development learner feedback
- 106 Teams feedback sessions
- Dedicated knowledge sessions
- Specialist Advisory Group



Innovations

- Brave Space talks
- Crucial Conversations
- All Staff and Middle Manager Engagement Forums
- Mission to Mars



- women's safety



- race and identity



- hidden disability



- neuro diversity



- LGBT+ and gender identity



- positive action

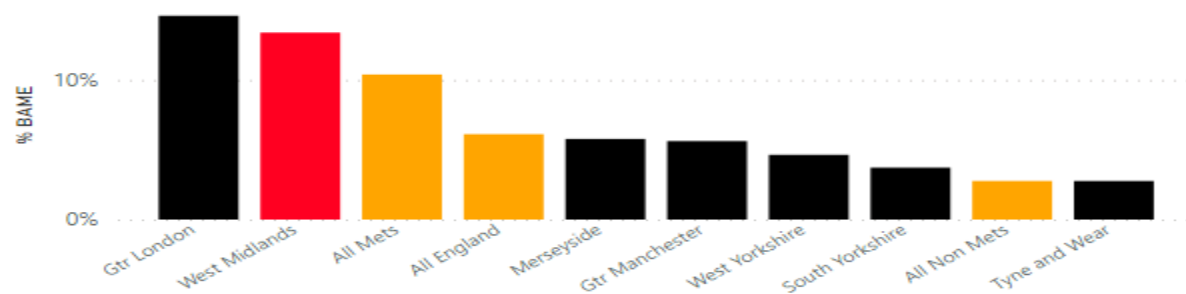


- faith

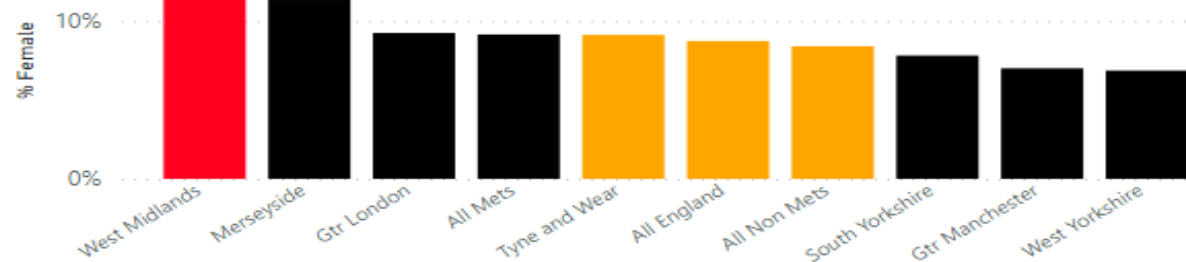
Recruitment and retention

- Committed to representing the communities we serve
- Positive action used for BAME and Female recruits
- Expanding gender pay gap reporting to create equality pay gap reporting across all nine protected characteristics

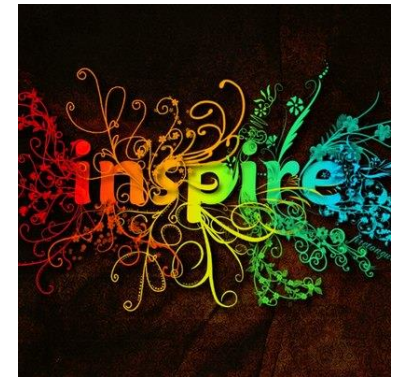
Percentage of BAME Uniformed staff (2022)



Percentage of Female Uniformed staff (2022)



Groups



INCLUSIVE TOP 50
UK EMPLOYERS
2022/2023

Powered by
INCLUSIVE COMPANIES
CHAMPIONING DIVERSITY IMPLEMENTING INCLUSION

WEST MIDLANDS FIRE SERVICE

1st MOST INCLUSIVE EMPLOYER
GOLD STANDARD ACCREDITATION

www.inclusivecompanies.co.uk/inclusivetop50
@InclusiveTop50

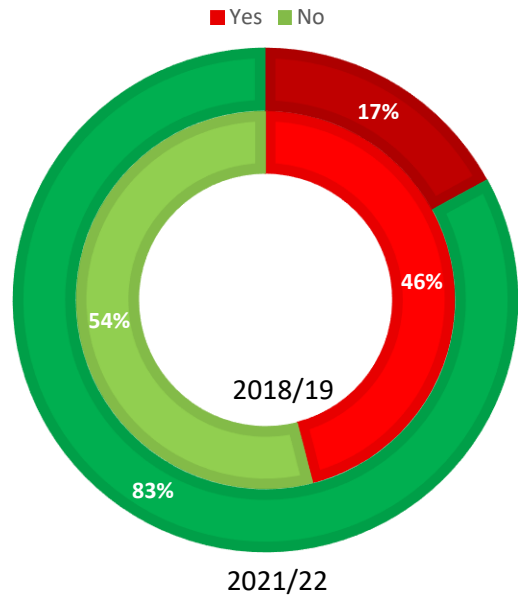
WEST MIDLANDS FIRE SERVICE

Making the West Midlands Safer, Stronger and Healthier.

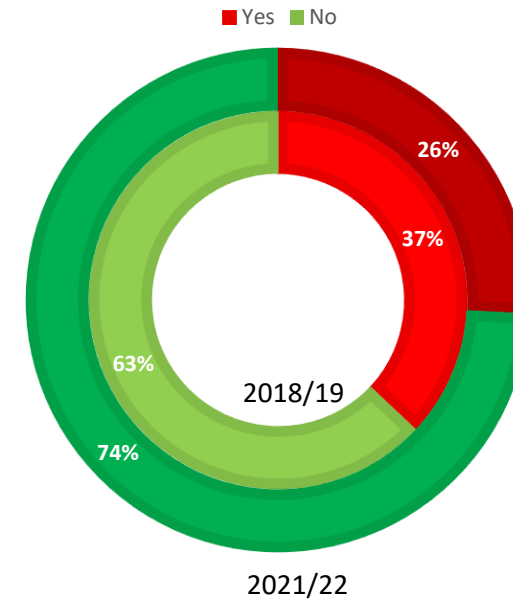


HMICFRS Survey - Improvements

HAVE YOU FELT BULLIED OR HARASSED AT WORK IN THE LAST 12 MONTHS? %



HAVE YOU FELT DISCRIMINATED AGAINST AT WORK IN THE LAST 12 MONTHS? %



HMICFRS Survey – Improvements



What's Next?

- RealWorldHR commissioned to support improvements to Trainee Firefighter Development Programme
- Action on all relevant recommendations from the London Cultural Review and the HMICFRS Spotlight report
- NJC –maternity and pregnancy issues



Questions

