

Culture in the Fire and Rescue Service



UNISON Fire and Rescue

- Represent fire and rescue support staff (Green Book)
- How we promote equality and diversity:
 - Branch/regional equality officers
 - Self-organised groups
 - 2023 Year of the Black Worker, 2024 Year of the LBGT+ Worker
- Specific survey and webinars on equality, diversity and workplace culture

Fire and rescue support staff

- Diverse part of fire and rescue workforce
- General issues: impact of budget cuts, increasing workloads and stress
- Previous surveys have highlighted issues with bullying and harassment
- Lack of confidence in procedures and few opportunities to share concerns

UNISON members on EDI and culture

- Meeting equality objectives as a 'tick box' exercise
- Support staff concerns not treated with equal importance
- Visible support for EDI from senior staff
- Difficulties increasing diversity in rural services

Looking ahead

- Key role for unions and support staff in developing policy
- Build confidence in process beyond policy and procedures
- Clear pathway to raise concerns/make suggestions
- Encourage progression of under-represented staff to senior roles
- Training for all staff + development programme for under-represented groups