

**MEETING: HUMAN RESOURCES COMMITTEE 3 OCTOBER 2022**

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**SUBJECT: EMPLOYERS NETWORK FOR EQUALITY AND INCLUSION**

**JOINT REPORT OF THE CHIEF FIRE OFFICER AND THE PERSONNEL ADVISOR TO  
THE AUTHORITY**

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**1 PURPOSE OF REPORT**

- 1.1 The purpose of this report is to update members on the decision to join the Employers Network for Equality and Inclusion (enei) and set out the benefits that are intended to be achieved.

**2 INTRODUCTION AND BACKGROUND**

- 2.1 At its meeting on 20 July 2022 the Committee received a report about the results and feedback from the Stonewall Workplace Equality Index (WEI) 2022. It also provided an update on how the Service is currently benchmarking its progress around Equality, Diversity and Inclusion (EDI) and how this could develop in the future by considering other opportunities.
- 2.2 The report noted that the Service was identifying and evaluating a number of alternatives to the Stonewall Workplace Equality Index, with the objective in doing so to seek an approach which is more holistic and inclusive. One of the disadvantages of the Stonewall WEI is that it continues to be perceived as being solely focussed on LGBT+ issues and does not consider other protected characteristics or priorities. At a time when the FRS sector is under scrutiny for broader inclusion priorities, in particular gender and race, it is important that any benchmarking we do helps to drive a wide range of priorities and is recognised by Her Majesty's Inspectorate of Constabulary and Fire and Rescue.

**3 TIDE (TALENT INCLUSION & DIVERSITY EVALUATION)**

- 3.1 The report further noted that one of the benchmarking tools under consideration was TIDE (Talent Inclusion & Diversity Evaluation) from The Employers Network for Equality & Inclusion (enei). Enei is considered the leading employer network covering all aspects of equality and inclusion in the workplace: [enei.org.uk](http://enei.org.uk)

Enei is a UK-based, not-for-profit organisation that helps employers build and maintain diverse teams and inclusive cultures through membership, training, and consultancy services. Members of enei include over 400 organisations of varying sizes and across all sectors of the UK economy, including several Fire and Rescue Services, local authorities and NHS Trusts.

TIDE is viewed as a pioneering benchmarking tool that helps organisations audit their diversity and inclusion performance across the 9 “Protected Characteristics” within the Equality Act 2010 as well as being able to broaden the scope to including other groups such as carers and ex-offenders where appropriate.

TIDE, enei’s self-assessment evaluation and benchmarking tool, measures an organisation’s approach and progress on diversity and inclusion (D&I) in the following areas:

- Workforce
- Strategy and associated plans
- Leadership and accountability
- Recruitment and attraction
- Training and development
- Other employment practices
- Communication and engagement
- Procurement

TIDE supports flexible and inclusive management of diversity and inclusion, moving away from strand specific language and approach, allowing organisations to focus on the areas that will make the most difference. It evaluates D&I activities and outcomes with geographic and legislative differences.

- 3.2 Further research with enei and with organisations that already use TIDE, including one of our partner organisations and several other Fire and Rescue Services, have shown that TIDE and enei can definitely meet the needs of TWFRS and as a result the Service has chosen to take a membership subscription with enei and to use the TIDE benchmarking tool instead of the Stonewall WEI for the next two years. After two years there will be an evaluation carried out to inform a decision about whether to continue.
- 3.3 The membership of enei not only includes access to the TIDE tool but also access to events, training, e-learning resources and consultancy, depending on the level of membership taken.

## **4 IMPLEMENTATION OF TIDE**

- 4.1 TIDE is a self-assessment evaluation that uses Probench, a secure and easy to use online platform. Responses are scored by applying a set of rules embedded within the TIDE system. Not every question or section is weighted equally.
- 4.2 Each section allows the organisation to upload evidence to support responses. This information will not be used to influence the score but will be used by the enei team to review a random selection of entries ensuring standards are met. TIDE is a

continuous evaluation and is available all year round. Whenever an organisation chooses to complete it, it will receive the report with the results immediately after submission.

4.3 TIDE generates a personalised report that clearly shows how the score was built up and how higher scores can be achieved including:

- the overall score, showing where the organisation sits on enei's Diversity and Inclusion Roadmap.
- the score and Diversity and Inclusion Roadmap position for each of the eight individual sections.
- The questions, answers, and the percentage score for each question so you can identify strengths and areas for improvement.

Unlike some other evaluation and benchmark surveys, the TIDE report allows the organisation to see clearly how its score was built up and how higher scores can be achieved.

Once a year a benchmarking exercise is undertaken called the TIDEmark.

All TIDE entries are benchmarked against all other entries each year. This is known as the TIDEmark. When a minimum level of entries in a particular sector or country is achieved, enei will also benchmark and share these results.

The best entries are awarded bronze, silver, and gold TIDE awards. Award holders will be able to demonstrate their achievement by using electronic TIDE award badges and logos on websites and literature.

Organisations achieving the best results are also recognised each year at the annual enei awards and may be invited to share their practices and achievements at future enei events

4.4 As part of a continuous communications approach, the strategy will also be referenced where appropriate in other organisation wide communications.

## **5 RISK MANAGEMENT**

5.1 There are no direct risk implications arising from the content of this report. Improving the Service's performance and progress around EDI will assist with managing any risks associated with discrimination in employment or service delivery.

## **6 FINANCIAL IMPLICATIONS**

6.1 There are no direct financial implications as a result of this report. The cost of enei membership can be met from within existing budgets.

## **7      EQUALITY AND FAIRNESS IMPLICATIONS**

- 7.1      The ability of the Service to develop and benchmark its work around Inclusion should have a significant and positive effect on fairness and equality across the organisation.

## **8      HEALTH AND SAFETY IMPLICATIONS**

- 8.1      There are no health and safety implications in respect of this report.

## **9      RECOMMENDATIONS**

- 9.1      Members are recommended to:
- a) Note the content within the report
  - b) Receive further reports / updates as appropriate.