

TYNE AND WEAR FIRE AND RESCUE AUTHORITY

Item No 8

MEETING: 10 DECEMBER 2018

**SUBJECT: EXCELLENCE IN DIVERSITY AWARD SUBMISSION AND INCLUSIVE
TOP 50 UK EMPLOYER AWARD**

**JOINT REPORT OF THE CHIEF FIRE OFFICER/CHIEF EXECUTIVE (THE CLERK TO
THE AUTHORITY) THE STRATEGIC FINANCE OFFICER AND THE PERSONNEL
ADVISOR TO THE AUTHORITY**

1 INTRODUCTION

- 1.1 This report provides Members with an update regarding the 'Excellence in Diversity' and 'Inclusive Top 50 Employer Award'.

2 BACKGROUND

- 2.1 The Inclusive Top 50 Employer Awards form part of the Excellence in Diversity Awards, which are an exclusive awarding body that honours the remarkable work of inclusive employers and unsung diversity champions across the UK.
- 2.2 The awards reward organisations for their significant efforts and their commitment to equality and inclusion across all strands of diversity.
- 2.3 The awards cover excellence in all areas of diversity including age, disability, gender, sexual orientation, race and religion, as well as highlighting diverse employers and employees across a wide variety of sectors including housing, public, private, charity and education.
- 2.4 In 2017 the Authority were pleased to achieve 4th place within the Inclusive Top 50 Employers list.

3 TWFRS POSITION WITHIN THE 2018 AWARDS

- 3.1 A definitive list of the UK's most inclusive workplaces was published following the 'Excellence in Diversity' awards on 15 November 2018. Organisations chosen for the awards need to have shown outstanding contribution to diversity within their workforce, actively taking the lead to highlight the business case for diversity within their sector.

- 3.2 Members will be proud to note that the Authority was successful in being awarded 10th place in the 'Inclusive Top 50 UK Employers' list. This is the 3rd consecutive year the Authority have placed in the Inclusive Top 50 Employer list.
- 3.3 For some time now, the Authority has worked hard to embed equality, diversity and inclusion within policies, procedures and practices, mainstreaming all equality and diversity strands as business as usual; the benefits of which being recognised through the FRSEF, Stonewall WEI and Inclusive Top 50 Employers 2017 list. This proactive and positive strategy of embedding equality, diversity and inclusion presented a progressive message when completing the 2018 IT50 submission, where evidence of initiatives and campaigns of diversity were presented.
- 3.4 The submission detailed the great work of the Services' Fire Cadets, the initiatives our Network Groups are involved in, such as Pride and also highlighted the 'Just Ask' event which ran in September 2017. This also included examples of how the Authority meets cultural and religious needs through the alteration of uniform and the exceptional work of the Community Engagement team.

4 RISK MANAGEMENT

- 4.1 There are no risk implications in relation to this report.

5 FINANCIAL IMPLICATIONS

- 5.1 There are no financial implications in respect of this report, however there is a subscription fee of £1,795, to be reviewed internally by the Authority on an annual basis.

6 EQUALITY AND FAIRNESS IMPLICATIONS

- 6.1 Taking part in the Inclusive Top 50 Employers Award demonstrates that the Authority is clearly committed to equality, diversity and inclusion across all diversity strands. Participation leads to improved equality outcomes both in the workplace and in the community

7 HEALTH AND SAFETY IMPLICATIONS

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

8 RECOMMENDATIONS

8.1 The Authority is recommended to:

- a) Endorse the contents of this report
- b) Support the drive to continuously improve equality, diversity and inclusion within the Service and the community of Tyne and Wear
- c) Receive further reports as appropriate.

BACKGROUND PAPERS

The under mentioned Background Papers refer to the subject matter of the above report:

<http://inclusivetop50.co.uk/2018rankings/>

