



Positive Action Statement

Safer People, Safer Places is at the heart of everything we do at Leicestershire Fire & Rescue Service (LFRS). We want to be more reflective of the communities we serve and believe that a diverse workforce will enable us to deliver a better service and demonstrate our approachability to those in our community.

LFRS traditionally experience under-representation from women (in firefighter positions), people with disabilities, Black, Asian and Minority Ethnic (BAME) groups and LGBT+ communities.

What is Positive Action?

'Positive Action' enables us to encourage applicants from across our diverse communities so we can recruit the very best people for every role, both operational and non-operational.

It is about creating a level playing field to enable people to compete on equal terms **regardless** of their gender, disability, ethnicity, religion or sexual orientation. LFRS can aim to address imbalances of groups that we can evidence are under-represented within our workforce.

Positive Action does not mean lowering or diluting standards to help people from under-represented groups to pass our tests and meet our role-specific entry requirements. We only select the best candidates based on their performance, skills and merit.

- Positive Action is lawful under the Equality Act 2010. Section 158 and 159 allow a range of measures to promote equality of opportunity.
- Positive Discrimination is unlawful and occurs where an individual is treated more favourable because of a protected characteristic.

Our Positive Action Initiatives

- Targeted advertising
- Have A Go days to encourage under-represented groups to experience key firefighting skills
- Workshops to help people understand the selection process including completing application forms and developing interview techniques
- Information events to inform people of the selection process and the fitness requirements before they apply

Our Commitment

Since Leicestershire Fire & Rescue Service has a substantially higher proportion of white male firefighters, positive action initiatives seek to actively encourage applications for operational roles from women and people from Black, Asian and Minority Ethnic (BAME) groups.

LFRS and all workforce representatives are committed to attracting the best candidates from all backgrounds to ensure we can make the Service a truly inclusive workplace. All parties understand the need to improve understanding of diversity and positive action across the workforce and union membership. To ensure the Service is able to identify under-represented groups and evaluate positive action initiatives, we continue to collate and monitor equalities data on an annual basis.

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Chairman of the CFA

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