



## Case Study: Strengths Identified in Diagnostic Assessment

Source: Isle of Wight Fire & Rescue Authority

### Strategic Strengths

Following the gap analysis of the IWFRS, the need to ensure corporate buy in for the E&D agenda was identified. Through the influence gained from the SEFIP project and with further support from IDeA, the E&D agenda has now been prioritised through the development of a Diversity Board chaired by the Chief Executive and with the CFO as a member. The FRS is thus able to share the learning from the SEFIP E&D project to ensure the IW Council is able to achieve its corporate E&D objectives.

### Tactical Strengths

A workshop facilitated by the IDeA has been undertaken within IWFRS to engage with all managers to develop a greater awareness of the agenda. Furthermore, the development of our self assessment against the standard under service delivery has generated a greater awareness of the links to operational diversity. This process will be repeated across all service areas of the IWC to create a corporate self assessment.

### Operational Strengths

A number of activities are in place which demonstrates a greater awareness of the benefits of an integrated approach to operational diversity. All staff across the whole council has received training which has set the benchmark for development. Our work with the Hampshire Deaf Association and the Union Learning Partnership has seen all operational firefighters be trained in deaf awareness. All staff are able to access development opportunities through a partnership approach that ensures our target of all staff achieving a level 2 qualification is achieved.

Our work with young people in line with the Eco Island vision through the Go Ride scheme is helping to raise the issue of healthy lifestyles to assist in reducing the incidence of childhood obesity.

Our Co-Responding scheme has recently won a major NHS in the community award and targeted at areas where the most vulnerable are including areas with higher than average levels of long term limiting illness and older people.