



## Case Study: 'Examples of Good Practice from Diagnostic Assessment

Source: Surrey Fire & Rescue Authority

The evidence presented to the assessment for achieving Level 3 of the Equalities Standard for Local Government (ESLG) demonstrates a senior level commitment to the equality and diversity agenda and drive to realise related service improvement, which is supported throughout fire and rescue. There is a clear commitment to implementing ESLG and meeting the requirements of current equality legislation.

Surrey Fire & Rescue Service's (SFRS) commitment to equality and diversity is established explicitly in the IRMP. This articulated commitment is supported by the existence of a Corporate Equality Policy and Corporate Equality Strategy, which incorporates the statutory Race, Disability and Gender Equality Scheme. It is also supported by the schedule of Equality Impact Assessments.

The Service has established an employment action plan aimed at redressing under representation in the workforce of females and those with disabilities or from BME backgrounds.

The creation of the Equality & Diversity Team ensures that there is expertise that covers equality and diversity and also includes team members, which are sector competent within the Fire & Rescue Service.

This means that equality, diversity and human rights becomes embedded within Surrey Fire and Rescue Service in a practicable manner that is meaningful at all levels, from service delivery to strategic planning at a corporate level.

Further to this, equalities champions have been identified within the Senior and Area Manager levels of the organisation. Their remit is to act as the focal point for not only the dissemination of information but also to embed the strategic and tactical performance management of the Service and regional agendas.

The Chief Fire Officer is at the helm of the steering group that drives the agenda and work programme throughout the organisation. This highlights the commitment and importance of equality, diversity and human rights within Surrey Fire and Rescue Service and its community.

The creation of the team has allowed Surrey Fire and Rescue Service to develop and take forward good practice, which has been adopted both regionally and nationally within Fire and Rescue Services and locally within the County Council.