



PROMOTING WELLBEING FOR A DIVERSE AND INCLUSIVE EMERGENCY WORKFORCE

Rachel Salmon

INCLUSION OFFICER | DERBYSHIRE FIRE & RESCUE
SERVICE





Who am I?

- Inclusion Officer for Derbyshire Fire & Rescue Service
- Prevention & Inclusion
- Recruitment and community engagement
- Worked for the Service for 4 years
- LGBT+ & Allies Support Network Chair





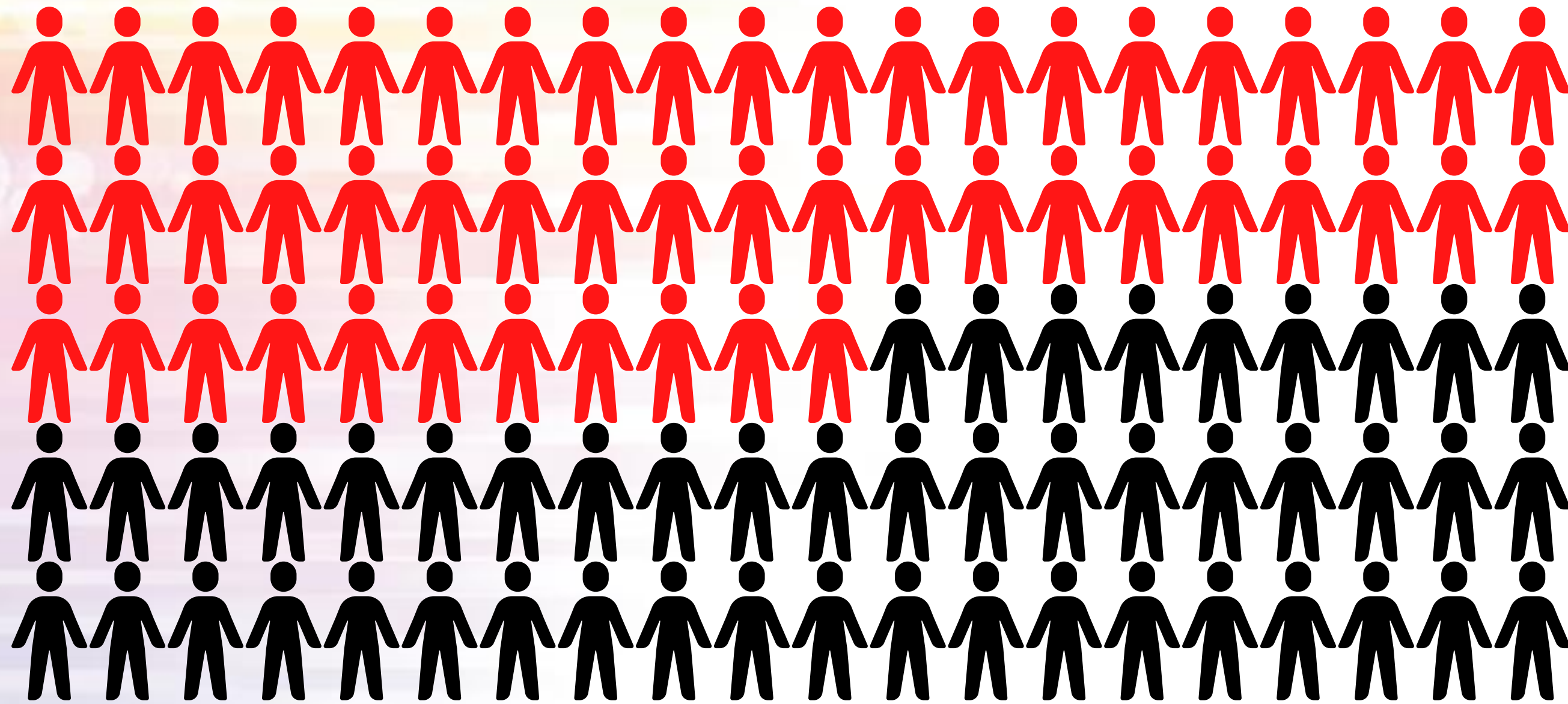
Why should Derbyshire Fire & Rescue Service be representative of the community we serve?



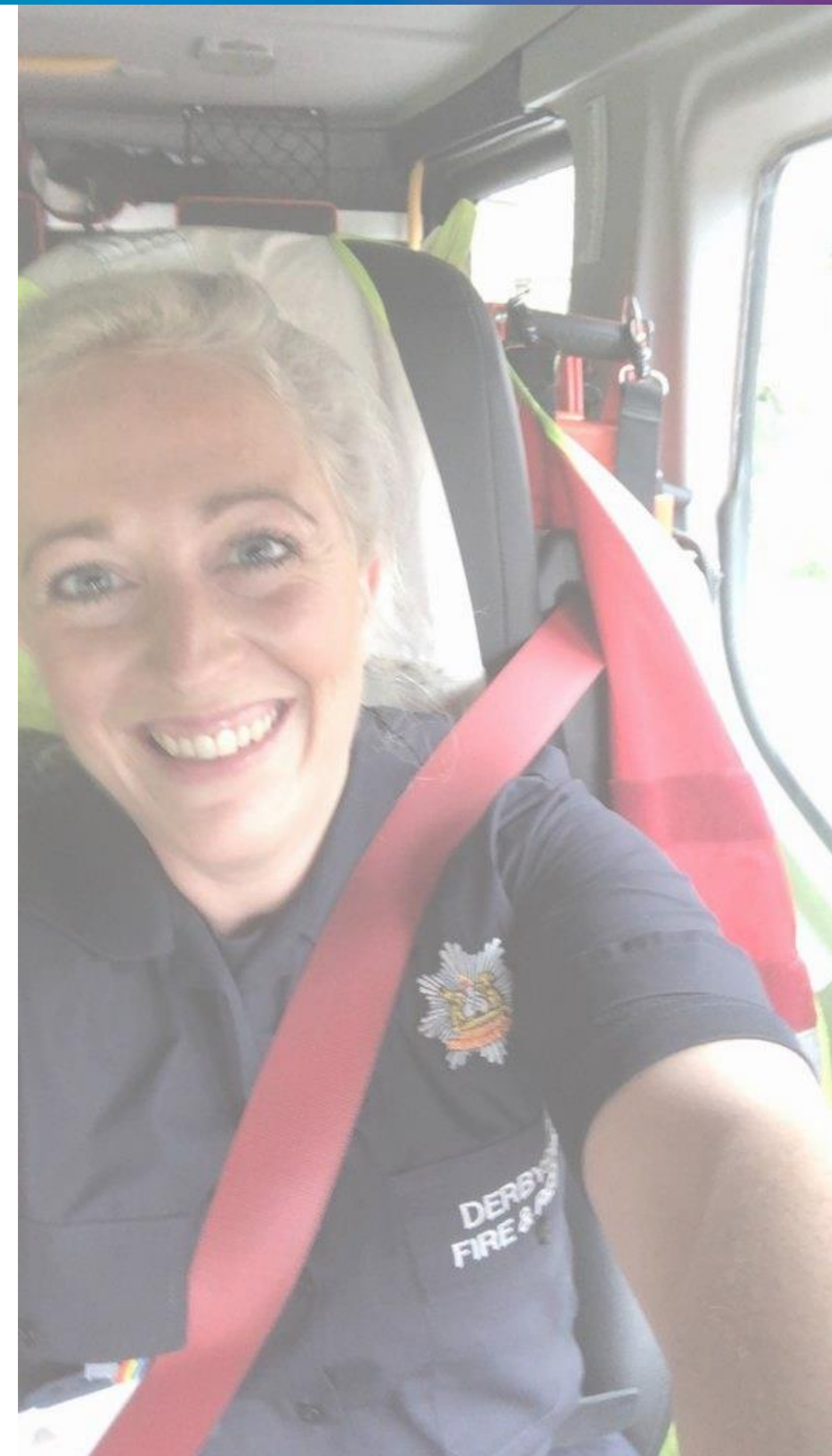
Females



Females in Derbyshire

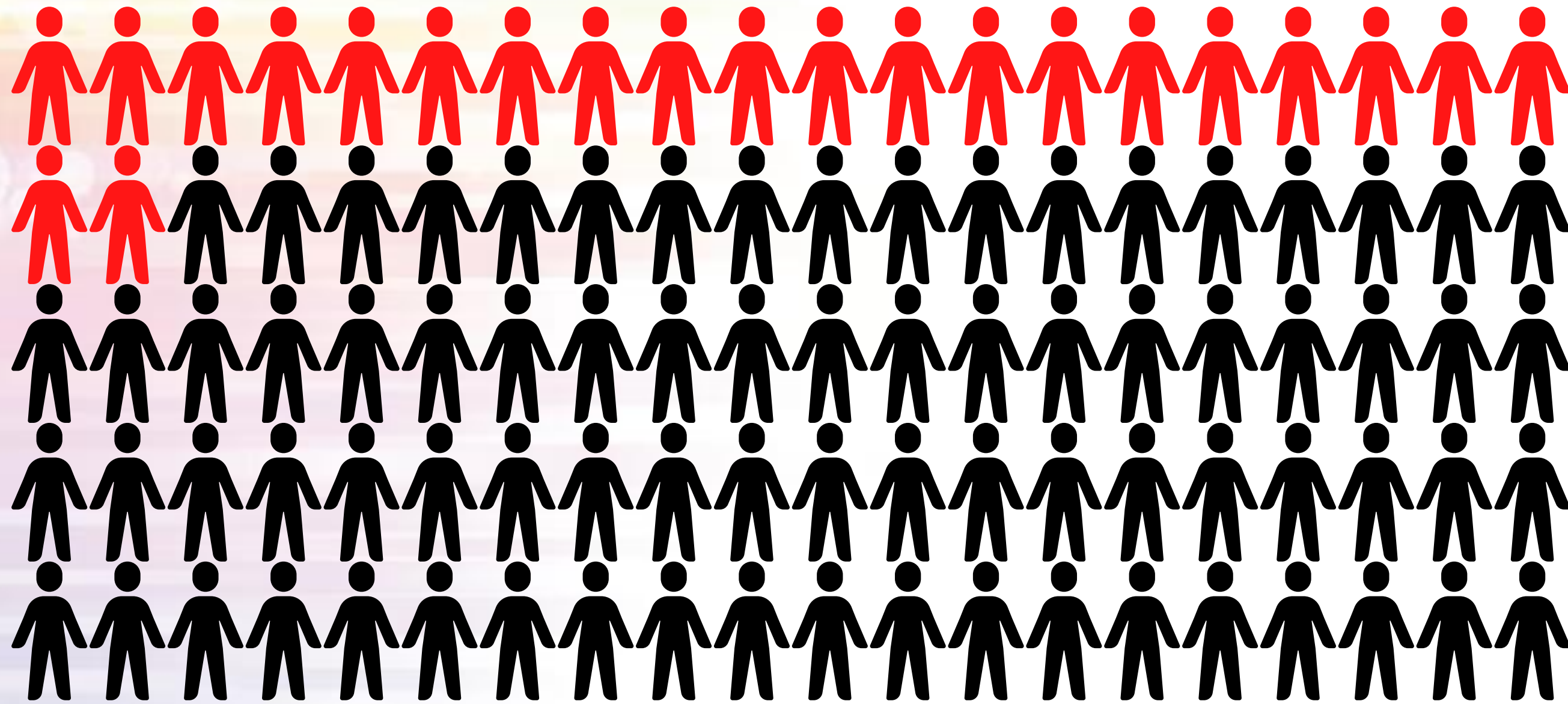


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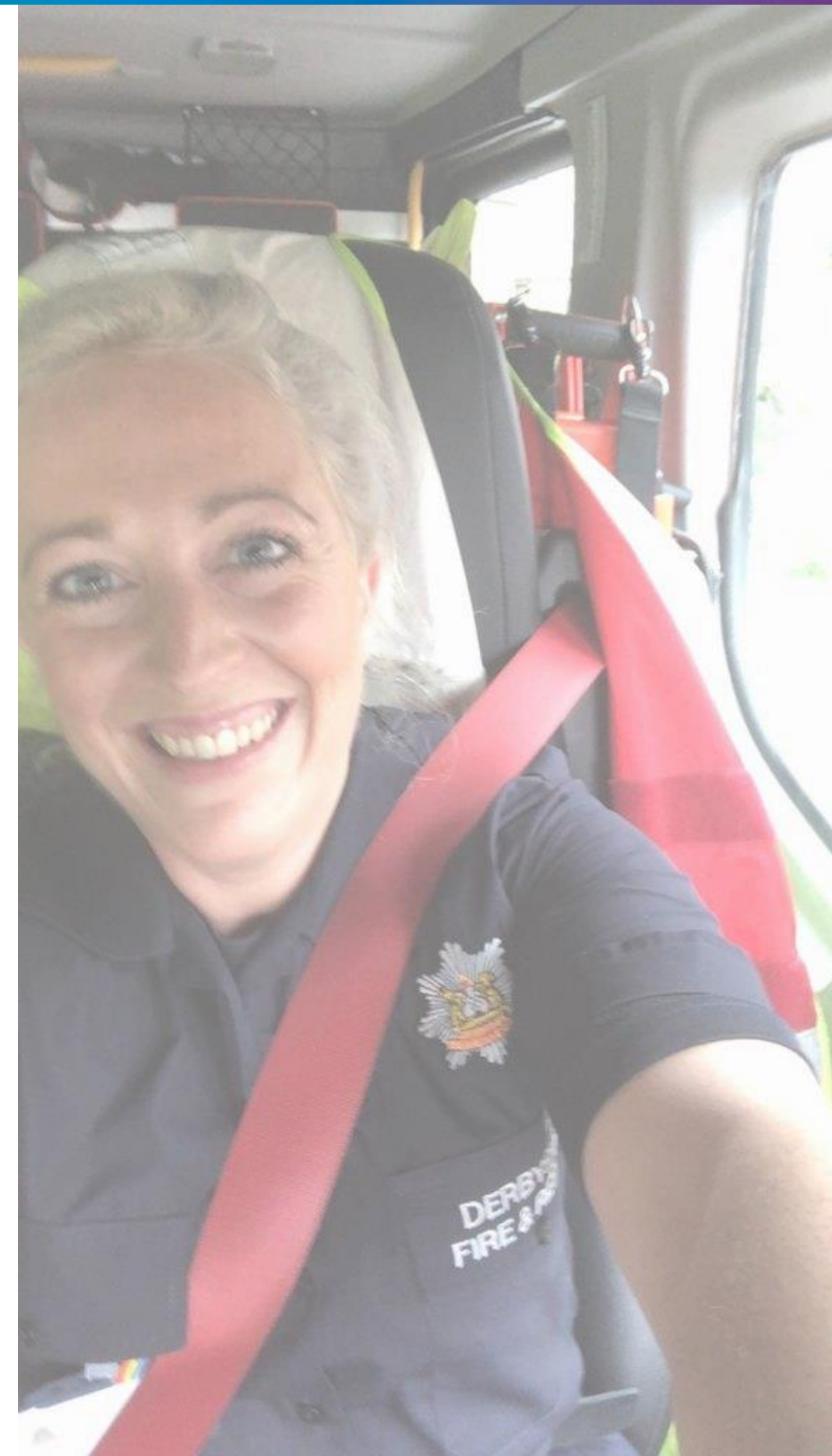




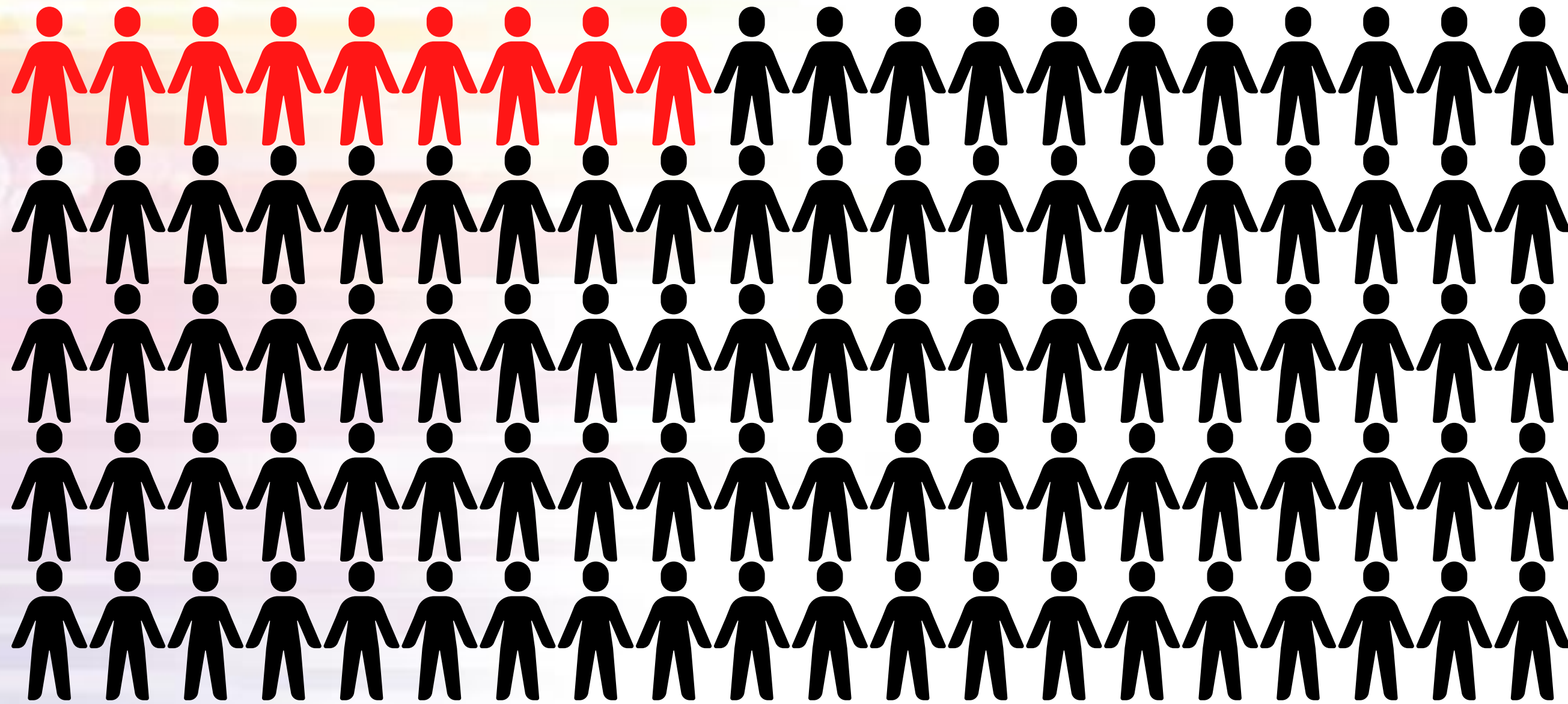
Females at DFRS (All Staff)



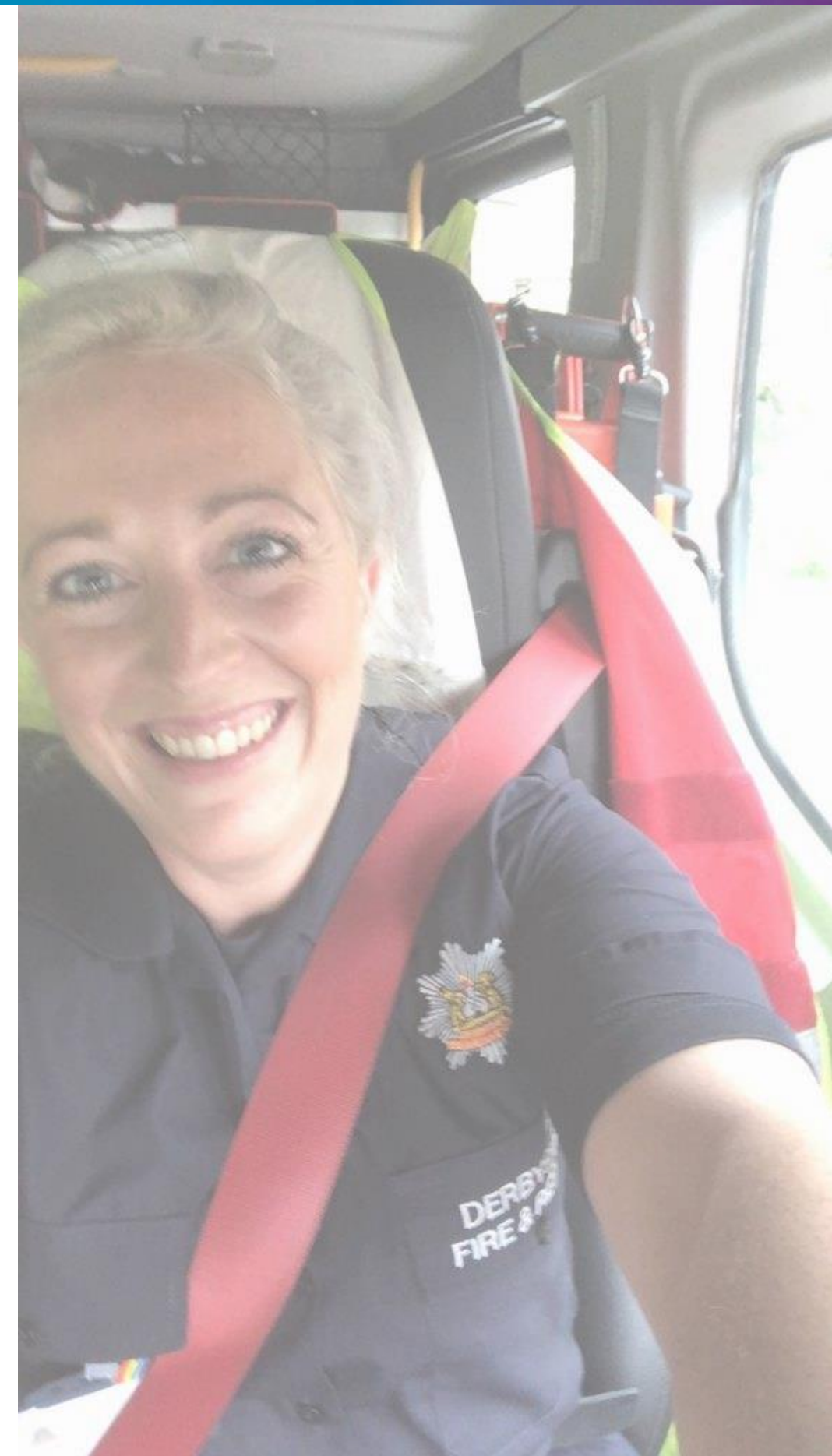
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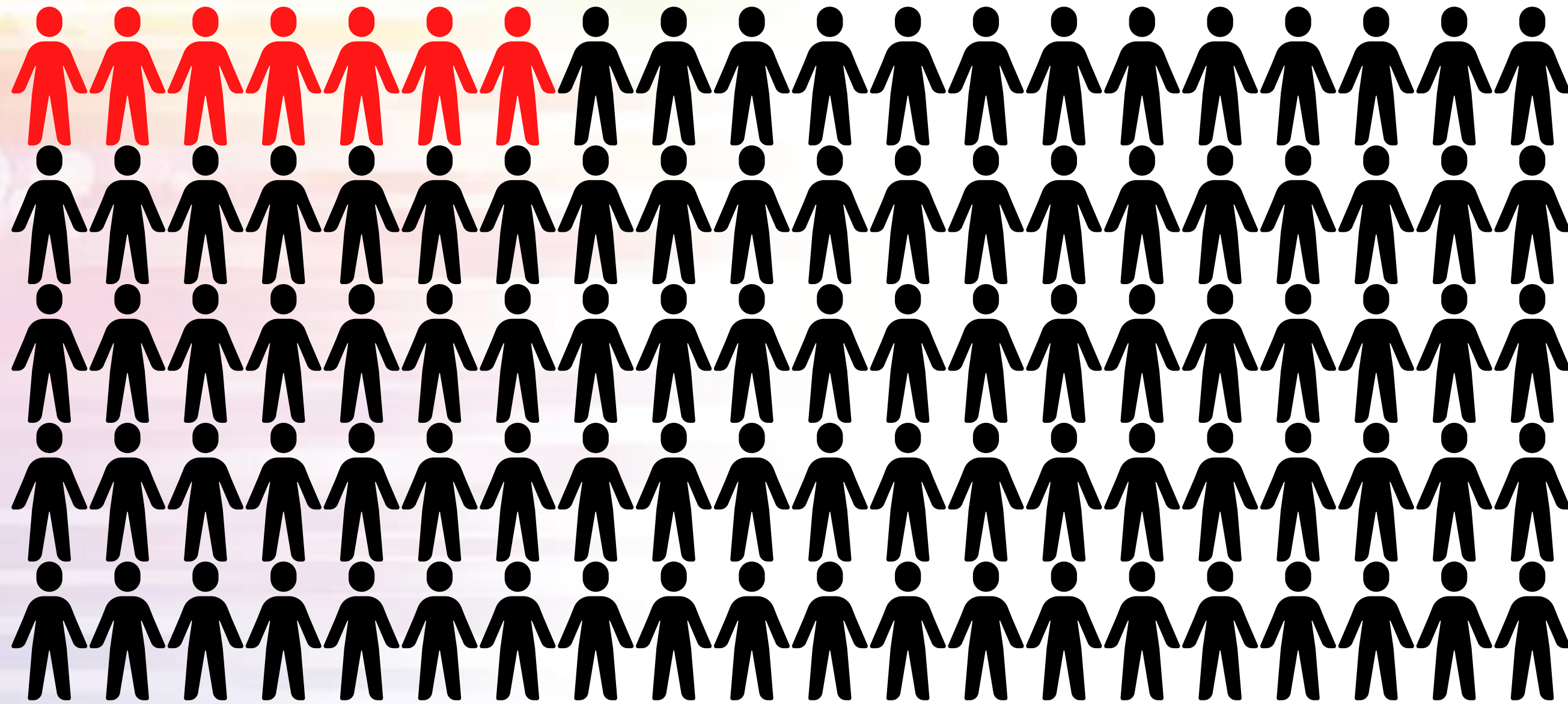
Females at DFRS (Operational Staff)



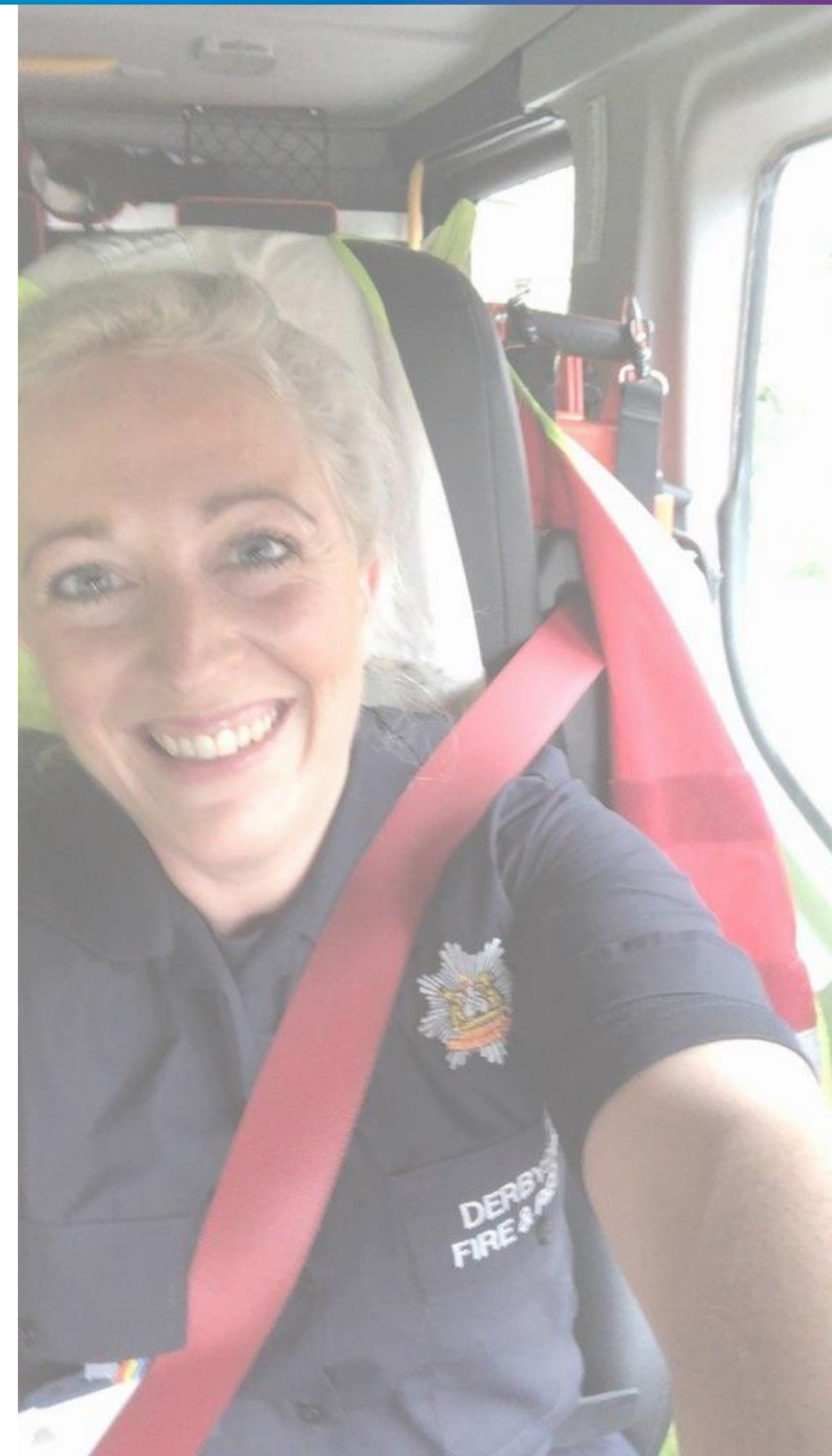
9%



Females Nationally (Operational staff)



7%

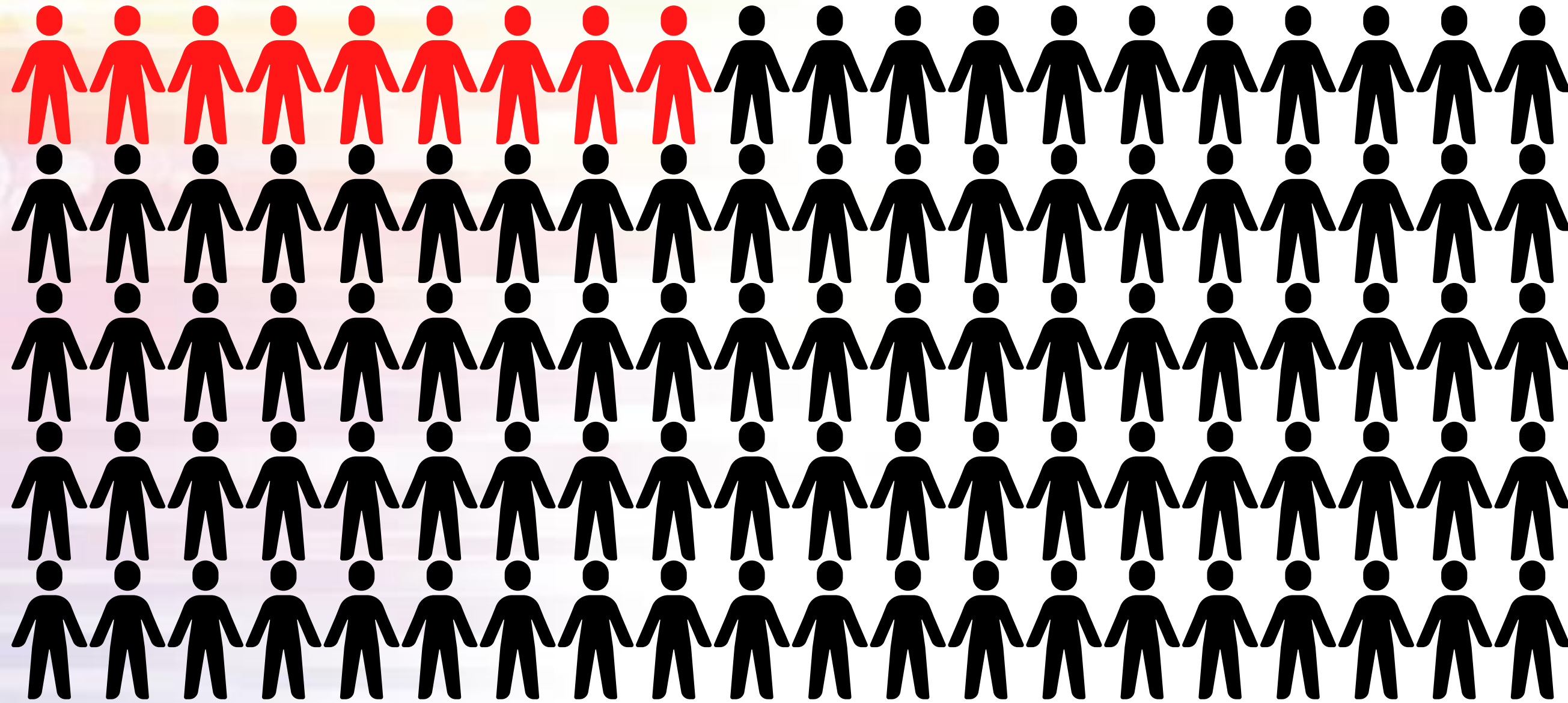




BAME



BAME in Derbyshire

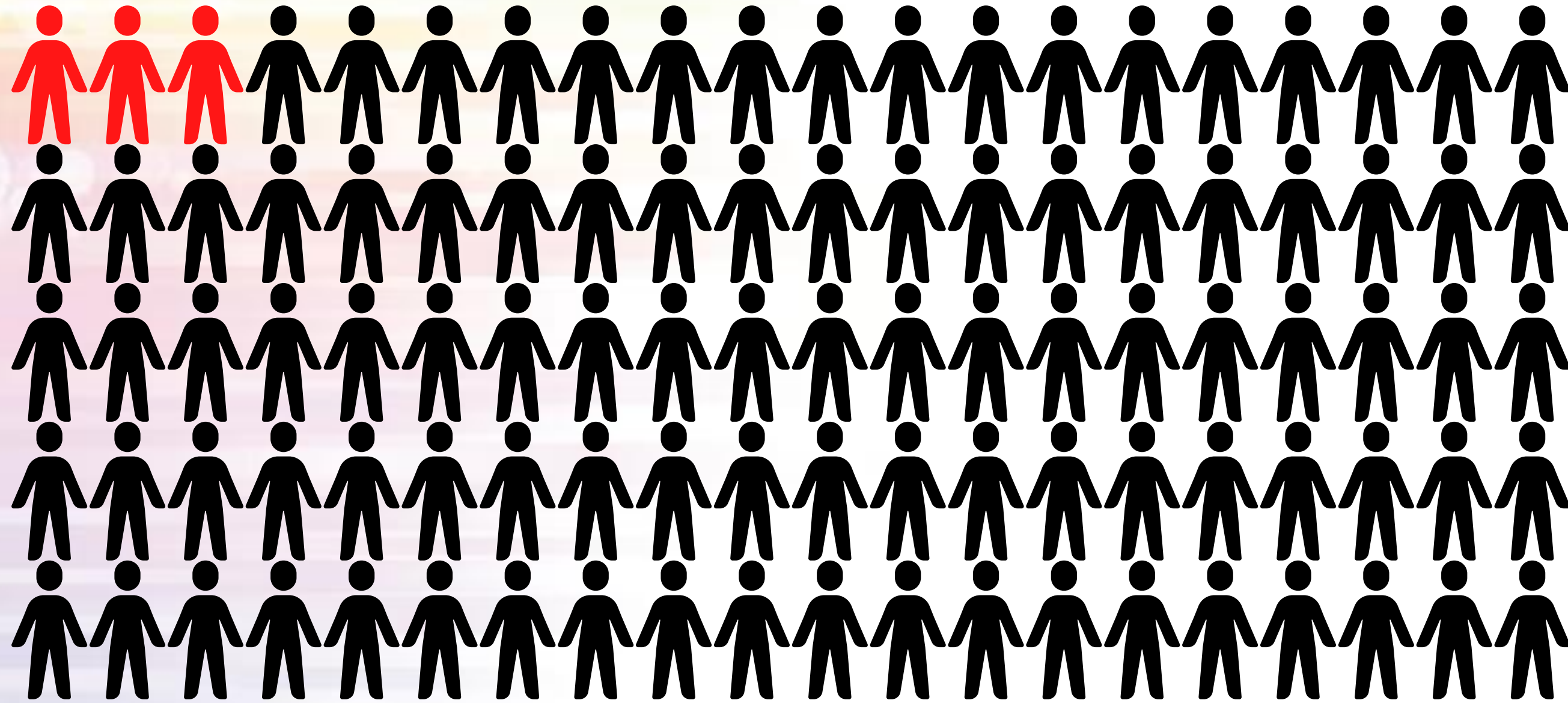


9.2%





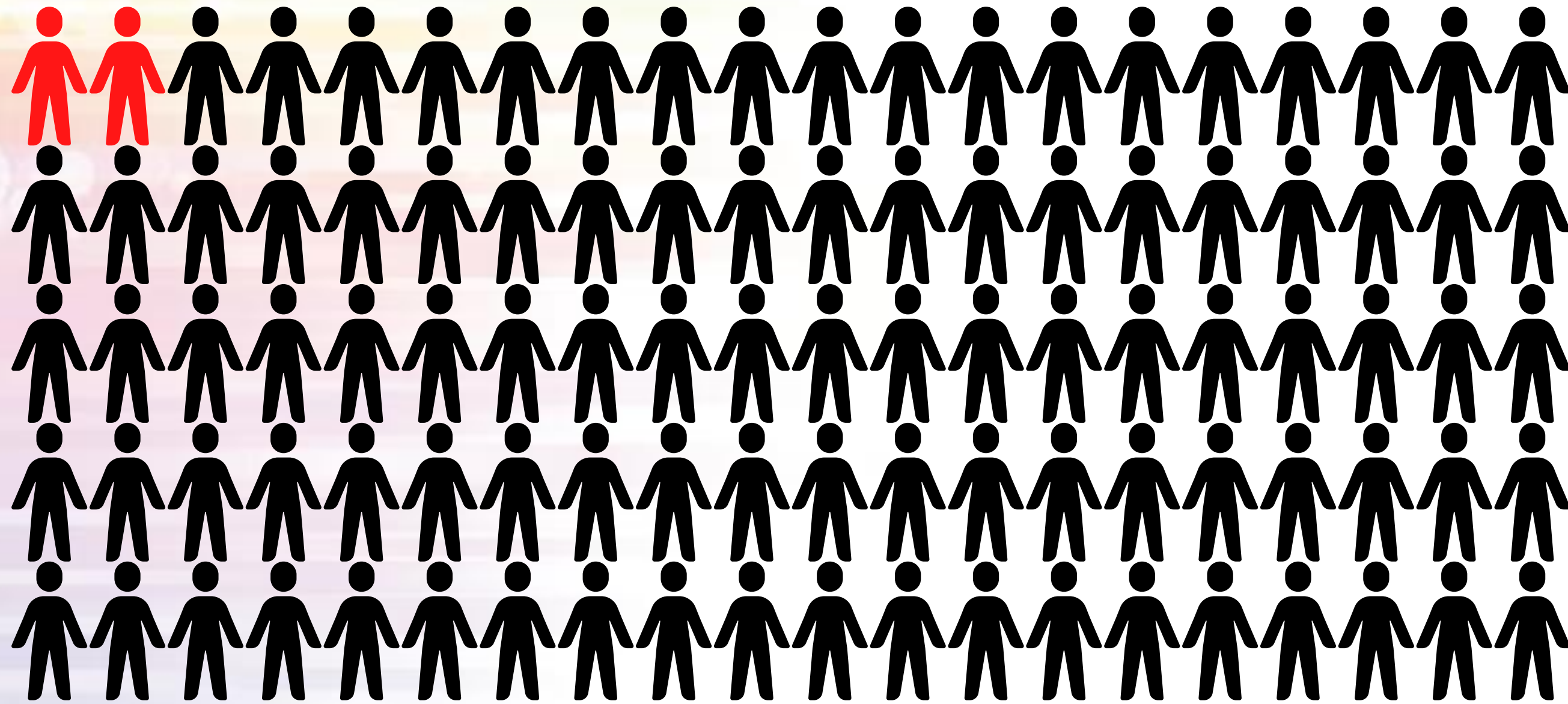
BAME at DFRS (All Staff)



3.5%



BAME at DFRS (Operational Staff)



2.2%

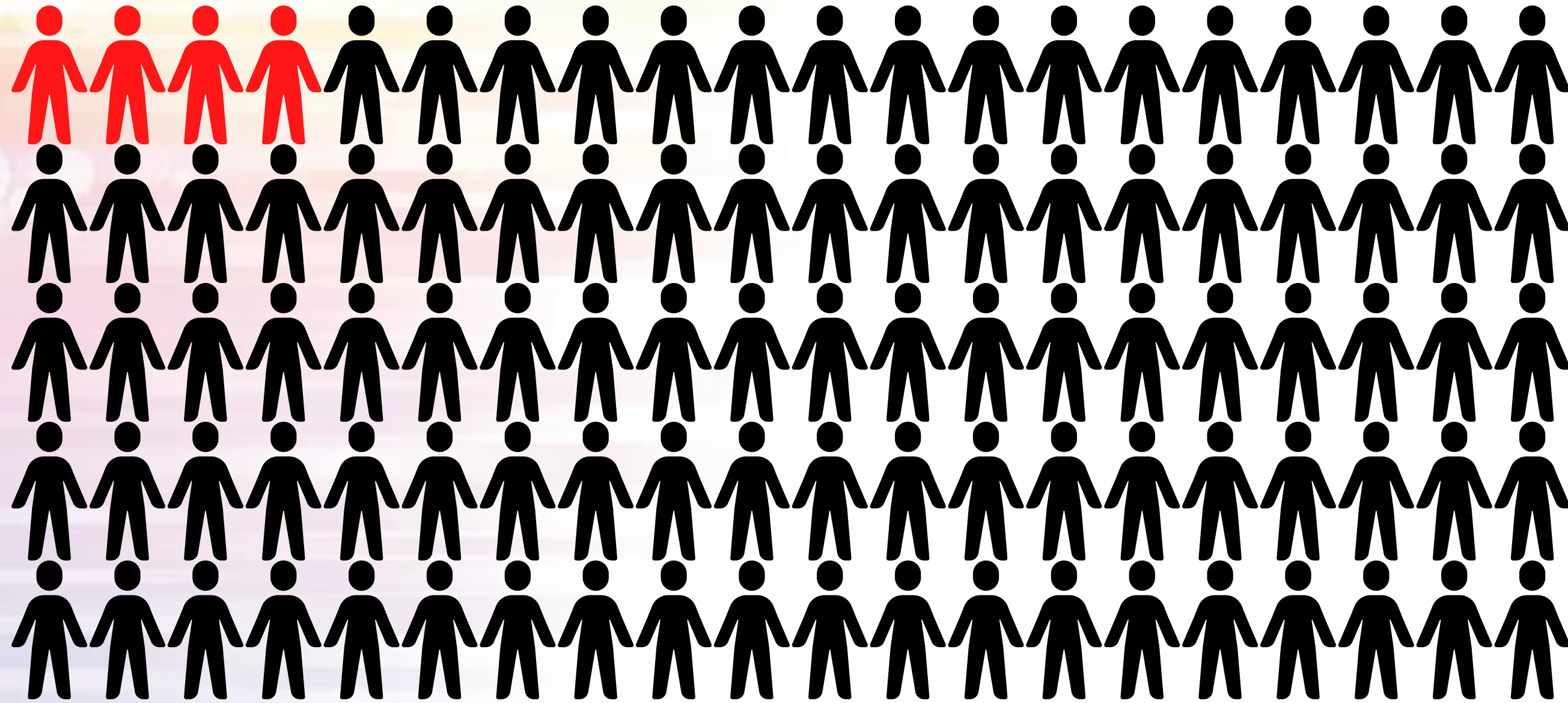




LGBT+



LGBT+ in Derbyshire

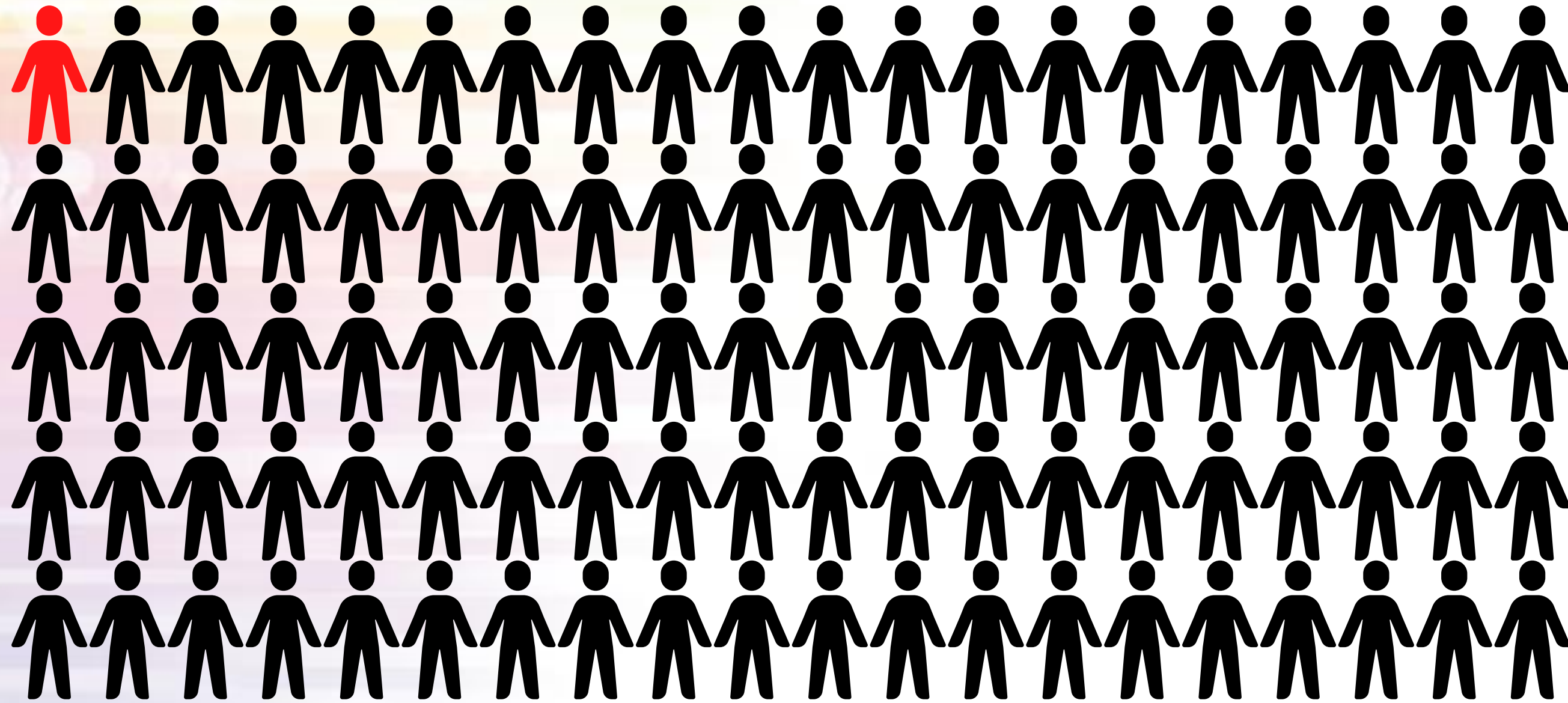


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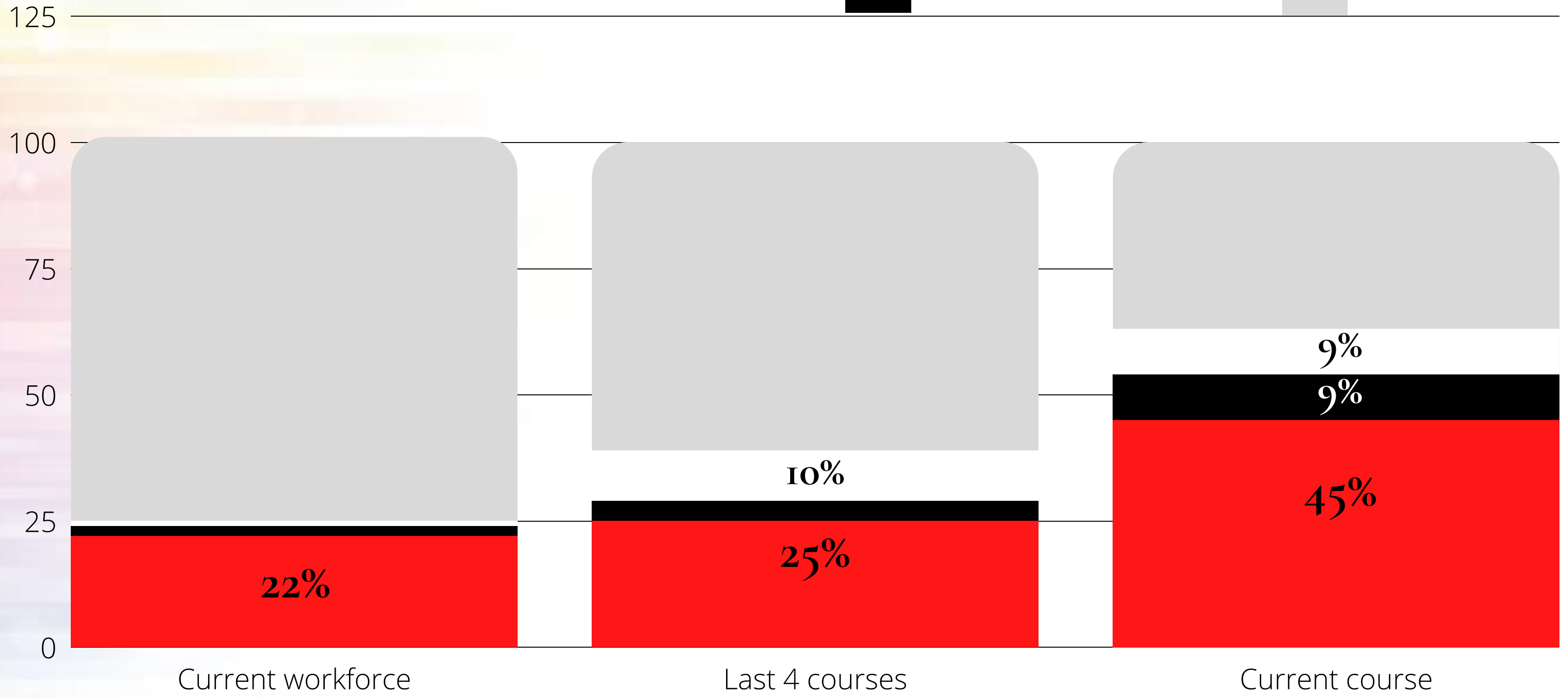
LGBT+ at DFRS (All Staff)



1.5%



Progression





Benefits of being Representative of our Communities

“ You can't be what
you can't see ”

- Strength in diversity
- Improved community safety
- Employer of choice
- Better decision making





Understanding the Benefits of Diversity in Senior Leadership

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Companies: "We're committed to diversity."

The diversity:





Understanding the Benefits of Diversity in Senior Leadership

- Reverse mentoring
- Diversity champions
- Network attendance
- Training



You don't know what you don't know





The importance of establishing employee support network groups



The Importance of Establishing Employee Network Groups

- Networking
- Policies and practices
- Decision making
- Allyship
- Collaboration





Reviewing recruitment processes to further improve diversity in organisations



Reviewing recruitment processes to further improve diversity in organisations

- Job related tests/physical tests
- Values and behaviours
- Relevance to role
- Positive action opportunities





Any questions?