



Positive Action Statement

Safer People, Safer Places is at the heart of everything we do at Leicestershire Fire & Rescue Service (LFRS) and we are committed to playing our part in eliminating discriminations and supporting under-represented groups in accessing employment opportunities.

Our aim is to have a workforce that is more reflective of the communities we serve as we believe that a diverse workforce will enable us to deliver a service that understands and respects the diversity of our communities.

To support this we strive to remain an inclusive employer, recruiting, and retaining the best people to work for us from a wide, diverse pool of talent.

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.

Positive action is about creating a level playing field that enables people to compete on equal terms regardless of their protected characteristics.

LFRS aims to address imbalances of groups that we can evidence are under-represented within our workforce by offering appropriate help to people to overcome barriers and to improve the representation of the Service.

Positive Action does not mean lowering or diluting standards to help people from under-represented groups pass our tests and meet our role-specific entry OR PROGRESSION 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 Commitment

We are committed to playing our part in ensuring equality of opportunity to all communities in Leicester, Leicestershire and Rutland but in particular those from under-represented groups.

We do this by:

- Supporting inclusive recruitment practices
- Targeted advertising
- Providing opportunities to applicants, particularly those from under-represented groups, to experience key firefighting skills through our "Have a Go Day" initiative
- Holding workshops to support applicants in better understanding the selection process including completing application forms and developing interview techniques for both external recruitment and internal promotion processes
- Actively engage with our diverse communities to encourage applications from under-represented 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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