

LFRS Equality Diversity and Inclusion Knowledge Framework



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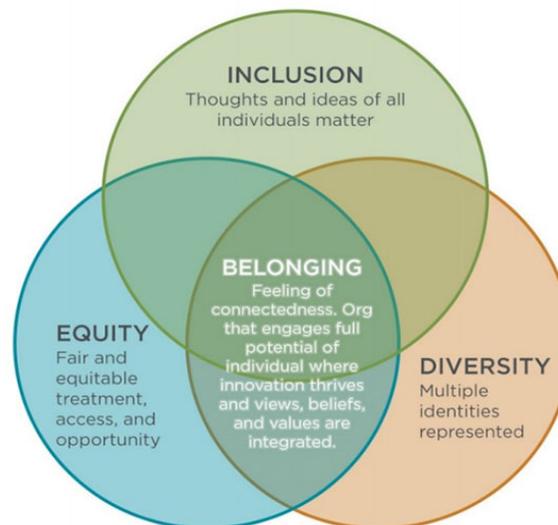
Introduction

Equality, Diversity, Inclusion (EDI) and Human Rights encompass all our aims, objectives and actions addressing inequalities and promoting diversity in Leicestershire Fire and Rescue Service (LFRS). The key principle of EDI is that it belongs to everyone and that every individual has the right to be treated with respect and dignity as aligned to our core values.

LFRS aims to ensure that our services are not discriminatory, enable equity of access and provision, and meet the legal duties. LFRS is a public sector organisation and is therefore governed by The Equality Act 2010. A key element of this legislation is The Public Sector Equality Duty which applies to all organisations that provide a service to the public or a section of the public. Effective engagement with a wide range of internal and external stakeholders is required to ensure our aims are met.

LFRS will demonstrate due regard in our decision making, governance arrangements and behaviours and has a duty to embed equality, diversity and inclusion into everything that we do.

We (Leicestershire Fire and Rescue Service) wish to ensure our values and behaviours are an intrinsic part of our culture at all levels of the service, being understood and demonstrated by everyone. **EDI is a mandatory question which requires a pass mark.**



Equality, Diversity & Inclusion knowledge framework for all Fire & Resuce roles

The following sets out a description of the **indicators of this mandatory question which requires a pass mark.**

Commitment to Equality, Diversity & Inclusion	
This is about recognising the value that different perspectives and cultures bring. Treating people fairly and ethically.	
Positive Indicators	Negative Indicators
<ul style="list-style-type: none"> • Awareness of the Equality Act 2010 • Shows an understanding of the 9 protected characteristics • Seeks to understand different perspectives and cultures • Contributes to a climate of diversity • Sensitive to cultural norms, expectations and communication • Learns from others who have different perspective • Avoids and challenges stereotyping • Demonstrates and promotes unbiased treatment towards others • Understands the importance of an inclusive workforce • Recognises and promotes fairness and equality 	<ul style="list-style-type: none"> • Has little or no knowledge of the Equality Act 2010 • Shows limited understanding of the protected characteristics • Is not proactive in trying to understand different perspectives and cultures • Is unwilling to use opportunities to promote diversity in the workplace • Is insensitive of cultural norms, expectations and communication • Does not actively try to learn from others to broaden own knowledge and is hesitant to take on board others views • Is reluctant to challenge stereotypes and discrimination • Does not model appropriate behaviour and treatment towards others showing bias • Has not made use of learning opportunities to improve understanding of EDI and the importance of creating an inclusive workforce • Does not actively try to promote fairness and equality and has difficulty in recognising how to do this