

MERSEYSIDE FIRE AND RESCUE AUTHORITY

MEETING OF THE:	SCRUTINY COMMITTEE		
DATE:	10 TH SEPTEMBER 2020	REPORT NO:	CFO/046/20
PRESENTING OFFICER	CHIEF FIRE OFFICER		
RESPONSIBLE OFFICER:	NICK MERNOCK	REPORT AUTHOR:	SARA FIELDING
OFFICERS CONSULTED:	LYNN HUGHES – HEAD OF RECRUITMENT AND ORGANISATIONAL DEVELOPMENT LIZ INMAN – RECRUITMENT MANAGER		
TITLE OF REPORT:	RECRUITMENT - POSITIVE ACTION		

APPENDICES:

Purpose of Report

1. To inform Members of the 'Positive Action' activities that are undertaken by Merseyside Fire and Rescue Authority (MFRA).

Recommendation

2. That Members note the 'Positive Action' activities that are carried out by MFRS and comment on the suitability of the approach adopted.

Introduction and Background

1. Positive Action is a range of measures allowed under the Equality Act 2010 which can be lawfully taken to encourage and train people from under-represented groups to help them overcome disadvantages when competing with other applicants.
2. MFRS undertakes a number of Positive Action activities which aims to make people from under-represented groups aware of the employment opportunities within the Authority, i.e. Females; Black, Asian and Minority Ethnic (BAME); and LGBT communities.
3. MFRA's aim is to ensure that our workforce reflects the diverse community of Merseyside.
4. Since 2017, the Recruitment & Development team have adopted a targeted approach to Positive Action. The team have developed a range of activities which supports Positive Action, including:
 - Have a Go days – specifically for those considering Firefighting as a career.

- Station visits – as a ‘follow up’ event to the Have a Go days.
 - Use of videos on social media to give greater insight into the requirements of the Firefighter role.
 - Stakeholder Engagement Events
 - Attendance at educational establishment and community-based careers events
 - Staff networks promoting the work of Positive Action to their members.
 - Developing a suite of communication materials to promote MFRA as an employer of choice.
5. The Recruitment & Development team continually review Positive Action activities to improve on the results that has already been achieved.

Equality and Diversity Implications

6. The Positive Action activities carried out aim to encourage applicants from under-represented groups to consider a career within the Fire and Rescue Service and assist with their preparation for selection processes. This will increase the diversity of the workforce.

Staff Implications

7. The Recruitment and Development team, TDA Instructors, Physical Training Instructors, Operational Crews, Corporate Communications and a group of staff volunteers (both operational and non-operational) all contribute and take part in Positive Action activities.
8. Staff do assist with Positive Action events outside of their working hours where they are able to and operational requirements allow this. We are currently reviewing staffing implications for these activities.

Legal Implications

9. Under the Public Sector Equality Duty Act, public bodies must show due regard to eliminating discrimination and advance the equality of opportunity. Positive Action is a range of measures under the Equality Act which can be lawfully taken to encourage and train individuals from under-represented groups to help them with overcoming disadvantages.

Financial Implications & Value for Money

10. Costs for Positive Action are met within existing budgets for staffing. Additional costs have incurred when producing promotional materials.

Risk Management, Health & Safety, and Environmental Implications

11. Activities which allow individuals to be physical as risk assessed and a medical questionnaire is complete prior to any participation.

Contribution to Our Mission: *Safer Stronger Communities – Safe Effective Firefighters*

12. Having a diverse workforce will allow us to better understand and serve our communities. Having a diverse workforce which reflects our communities will inspire future generations to consider a career within the Fire Service.

BACKGROUND PAPERS

N/A

GLOSSARY OF TERMS
