

Agenda Item no. 5

TO: Cambridgeshire and Peterborough Fire Authority

FROM: Assistant Chief Fire Officer (ACFO) - Rick Hylton

PRESENTING OFFICER(S): Assistant Chief Fire Officer (ACFO) - Rick Hylton

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FIRE BRIGADES UNION NATIONAL BLACK AND ETHNIC MINORITY OFFICER

1. Purpose

- 1.1 The purpose of this report is to advise the Fire Authority of the arrangements being put in place to support the above role and to highlight the associated benefits to the fire and rescue service (FRS) both locally and nationally.

2. Recommendation

- 2.1 The Fire Authority is asked to note the contents of this report.

3. Background

- 3.1 The Fire Brigades Union (FBU) has a number of national officials; one of these roles is the Black and Ethnic Minority Officer. The role has been influential in supporting the fire and rescue community ambition to both attract and retain a more diverse workforce. An opportunity has recently arisen in which one of our firefighters has been selected to take up this position.
- 3.2 Whilst the role is an important part of the FBU structure, it is currently unfunded. The remit of the position also dictates that for any individual to be able to take the role forward, a certain amount of time away from their main employment will be required.
- 3.3 Officers have met with the individual concerned, together with the FBU Regional Secretary, to explore how the Service could reasonably support this agenda by offering a partial release from the individual's main employment to fulfil the role.

4. Agreement

- 4.1 These discussions have led to an agreement by Cambridgeshire Fire and Rescue Service (CFRS) to allow a partial release of the individual, subject to them maintaining operational competence and agreement to the specific objectives detailed in **Appendix 1**.

- 4.2 It is also believed that by having a member of CFRS engaged in this agenda, at a national level, our organisation will be more attractive to members of the black and ethnic minority community.
- 4.3 The agreement will be reviewed annually and overseen by the ACFO.

BIBLIOGRAPHY

| Source Document | Location | Contact Officer |
|-----------------|---|--|
| None | Hinchingbrooke Cottage Brampton Road Huntingdon | ACFO Rick Hylton rick.hylton@cambsfire.gov.uk 01480 444500 |

Appendix 1

Specific benefits CFRS requires from the secondment of the employee to the Fire Brigades Union (National Black and Ethnic Minority Officer)

1. The Employee's championing of CFRS' proactive approach to the equality, diversity and inclusion agenda on the national stage and in particular our ambition to increase workforce diversity to reflect the communities we serve.
2. The Employee to provide CFRS with access to his contacts and to facilitate introductions where necessary, in order to enable CFRS to develop greater relationships with and understanding of under-represented communities in Cambridgeshire and Peterborough.
3. The employee to draw upon resources and contacts from his period of secondment to front a joint positive action campaign ahead of CFRS' next wholetime recruitment campaign.
4. Any other specific inputs by agreement between CFRS and the employee which supports CFRS' equality, diversity and inclusion agenda.
5. The above to be discussed and monitored via quarterly meetings between the employee and CFRS' Assistant Chief Fire Officer.