

## ANNEX B

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## NATIONAL JOINT COUNCIL FOR LOCAL AUTHORITY FIRE AND RESCUE SERVICES

### INCLUSIVE FIRE SERVICE GROUP STATEMENT

29 September 2023

The Inclusive Fire Service Group (IFSG), an NJC led sector wide body for the UK fire and rescue service has reaffirmed its commitment to its original terms of reference, alongside a renewed focus and determination to support and promote the development of positive culture and inclusive behaviours in the service.

Each of the signatory organisations remains totally committed to a programme of activity that actively improves culture, understanding, behaviour, and inclusivity. Together, the organisations within the IFSG are clear that actual change has been too long coming, and that this moment in time provides an opportunity to make definitive and sustainable improvements.

On reviewing the Improvement Strategies established previously, the group identified that beyond some shifts in emphasis, all the same issues and headlines remain –we all agreed the pace of improvement has simply not been good enough.

Therefore, with a renewed sense of purpose the IFSG will:

- 1) continue to develop and provide advice and guidance, supporting our sector in navigating ideas and advice without further duplication.
- 2) approach relevant organisations to work together and with the IFSG - to collaborate and drive faster delivery of improvements.
- 3) evaluate whether change is genuinely being delivered, for example re-running surveys and focus groups.

Inclusion is about everyone. This is not simply about the law. It's about a positive working environment, free from judgement, stereotypes and patterns of behaviour that point to bullying, harassment, and lack of diversity.

- Dignity and respect should be afforded to every member of the workforce, and the public, at all times.
- The sector must recognise privileges exist and understand their impact on inclusion.
- The IFSG encourages managers at all levels to ensure they use and manage procedures fairly and consistently.
- The IFSG encourages all staff to use those procedures, with confidence and determination.

At its heart, the IFSG will continue to promote a simple message that we are all human beings worthy of dignity and respect. This means we consciously communicate and behave in such a way that recognises the value we all bring among teams and with colleagues – at all levels.

The IFSG is proud to bring the fire and rescue service together in a single determination to deliver on this commitment.

*Lynette Harris*

**Professor Lynette Harris**

Independent Chair

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