

# Joint Commitment

between NFRS and its representative bodies to improve workforce diversity



## What is positive action?

Positive action includes measures taken to inform under-represented groups within the workforce about career opportunities. It can be targeting advertising at under-represented groups and measures to increase a particular group's skills or understanding of a recruitment process. For example, this could include mentoring a group on the application process.

## What is the difference between positive action and positive discrimination?

Positive action means taking steps to enable all individuals to have equal access to jobs and career opportunities. Positive discrimination means to treat an applicant more favourably on the basis of a protected characteristic. We would only do this in very rare circumstances and only if legally permissible.

## What is the value of positive action?

Successful positive action will help to reduce disadvantages and allow people from all communities to have equal access to our career opportunities. Positive action should be an ongoing initiative and it can be more successful if sustained work is undertaken over a longer period. This may include ensuring that girls in primary schools routinely see, and have access to, visible female role models in less 'traditionally' female careers like firefighting. Positive action also helps to replicate the networks in minority groups which may exist between existing employees and their families, friends and relatives.

## Our commitment

In summary, Nottinghamshire Fire and Rescue Service and all workforce representatives are committed to greater diversity in the workforce. All parties understand the importance of this and will seek to improve understanding of diversity and positive action across the workforce and union membership. The support of all employees and managers is essential in making us a truly inclusive workplace and improving workforce diversity.

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Fire & Rescue Service  
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