

ROYAL BERKSHIRE FIRE AUTHORITY

Equal Opportunities Policy Statement

Royal Berkshire Fire Authority is working towards an environment that gives everyone an equal chance to work, learn and live free from discrimination and prejudice.

Royal Berkshire Fire Authority recognises and values the breadth and diversity of the traditions, beliefs and cultures of the communities it serves, and its employees. It seeks to create, maintain and promote an environment in which each person has equal entitlement to high quality services and opportunities regardless of race, colour, nationality, citizenship, ethnic or national origin, religion, disability, age, gender, sexual orientation, family circumstances, marital status, trade union membership, staff representation, or nature of employment.

In valuing diversity the Royal Berkshire Fire Authority:

- aims to set and achieve high standards; to learn and improve continuously and to work co-operatively.
- believe in openness, honesty and integrity; in responsibility and accountability; in mutual trust and respect, and in valuing diversity in our role both as an employer and as a public service provider.
- recognise the value that a diverse workforce can bring to our organisation and will seek to create an environment that maximises everyone's talents in order to meet the needs of the organisation and of the communities it serves.
- uphold the principle that all employees have both rights and responsibilities and that these must be clearly understood and integrated into all aspects of our work in order that all employees are enabled to make their distinctive contribution to the service.

The Royal Berkshire Fire Authority is committed to being an equal opportunities employer and service provider.

In pursuing this goal the Royal Berkshire Fire Authority will:

- promote the principles and practices of equality and justice throughout the Royal Berkshire Fire Authority
- continue to develop clear policies and procedures to address inequality and ensure that all employees and service users are not discriminated against.
- challenge all forms of unfair discrimination and/or harassment by the appropriate use of existing disciplinary procedures and where relevant, appropriate legislation.
- ensure that recruitment, employment, promotion and training systems provide equality of access for all staff.
- monitor and evaluate the implementation of Royal Berkshire Fire Authority's policies, making changes and adjustments where appropriate.

Authorised by:

Chair of the Fire Authority

Chief Fire Officer

Chair of Berkshire Fire Brigades Union

Representative of the Staff Side of the Non-uniformed Joint Consultative Committee

On Behalf of Unison, the Public Service Union