

## Equality & Diversity Statement

East Sussex Fire and Rescue Service, (ESFRS), values diversity and recognises that different people bring different experiences, ideas, knowledge, and culture and that this difference brings great strength.

We aim to recruit a workforce which reflects our communities across East Sussex and Brighton and Hove and would like to encourage candidates from diverse backgrounds who share our values and want to be effective in our work to serve the community.

ESFRS adopts a zero-tolerance approach to discrimination on any of the protected grounds in the Equality Act 2010.

We are committed to providing equal opportunities to all current and prospective employees regardless of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership. We aspire to have a diverse workforce because, in our view, diversity enables us to better represent our community and achieve our safer communities' organisational objectives.

We also believe that a more inclusive workplace, where people of diverse backgrounds work together, ensures better outcomes for all staff. From application to interview, we place inclusion at the heart of all we do.

We strongly encourage suitably qualified applicants from a wide range of backgrounds to apply and join ESFRS. We will, therefore, take positive steps to ensure that our employees, stakeholders, contractors, and clients can enjoy an experience that is fair, equitable and free from discrimination in their dealings with us.

To help us achieve our goal of a diverse and inclusive workplace, we have implemented the following initiatives:

- Diversity and inclusion training, employee representative groups; diversity champions and discussion forums.
- Dignity & Respect Policy
- Inclusion Lead Business Partner to the organisation
- Recruitment of Ex-offenders statement

East Sussex Fire and Rescue Service welcomes applications from all suitably qualified individuals including those who may not have considered a career in the fire and rescue service before.

## Notes

*Please note that all roles at East Sussex Fire and Rescue Service will be subject to either DBS or Non- Police Personnel Vetting, (NPPV), clearance. NPPV is mandatory for roles based at Joint Headquarters in Lewes). These checks will take place for the*

*preferred candidate at the end of the selection process before an unconditional offer of employment is issued.*

*ESFRS will clearly state the level of DBS or NPPV clearance required for the role, in each role advertised.*

*Please note that recruitment activity processes may amended or cancelled at short notice due to the Services' Organisational Change policy.*