

Recruitment Pack



People Partner - Equality, Diversity & Inclusion CAMBRIDESHIRE FIRE AND RESCUE SERVICE

Thank you for your interest in the above vacancy.

Please ensure you read all documents within this pack to provide you with a good understanding of the role and the Service.

To apply for this opportunity please complete this [EDI Form](#) and send your CV and Covering Letter detailing your suitability for the role in line with the person specification to recruitment@cambsfire.gov.uk

Why work for Cambridgeshire Fire and Rescue Service (CFRS)?

We promote the right values and an inclusive culture by:

- ensuring fairness, promoting diversity and developing colleagues to achieve their potential
- being Disability Confident employer
- providing health and well-being support
- offering flexible, agile hybrid working
- having Inclusion ambassadors, a network and working groups for protected characteristics

Our offer:

- Employee Assistance Programme
- Access to Health Cash Plan
- A competitive pension scheme
- Access to Blue Light Discount at 100s of stores & events
- Access to Health Shield Perks Discounts
- Family friendly policies – including flexible working
- Great Learning & Development Opportunities
- 28 days annual leave each year plus bank holidays, increasing with long service
- Parking (site specific)
- Flexible, agile, hybrid working

To find out more about working for us please click here: Cambsfire.gov.uk

About us

Our community

The population of Cambridgeshire and Peterborough is approximately 852,500. Cambridgeshire has a diverse and resilient economy. Situated in the heart of the East of England, Cambridge is less than one hour from London, just twenty minutes from London Stansted airport, which has excellent links to most major European cities and Cambridge also hosts its own private airport. Cambridgeshire has good access to the national motorway network with the A1, A14 and M11 roads which provide easy connections to the Midlands, the North, London and the east coast ports of Felixstowe, Lowestoft, Ipswich, Great Yarmouth and Harwich.

The Fire Authority

Cambridgeshire and Peterborough Fire Authority is the governing body responsible for delivering a fire and rescue service to Cambridgeshire and Peterborough. It was established in 1998 when Peterborough City became a unitary authority. Seventeen elected members make up the Authority, all of whom are serving councillors. There are 13 members appointed by Cambridgeshire County Council and four members from Peterborough City Council, reflecting the proportion of taxpayers in each of the two council areas. The political make-up of the Authority reflects the number of members from the political parties on each of the appointing county and unitary authorities. A Chairman and Vice-Chairman are elected annually.

Our structure

We currently operate from 27 fire stations across Cambridgeshire and Peterborough. We have four wholetime stations, three day crewed, and the remainder are on-call stations, one of which is a voluntary fire station. Our fleet contains several different types of fire appliance, including rescue and light rescue pumps, aerial appliances, hazardous materials and command units, as well as a high-volume pump. Management, professional support departments and our Combined Fire Control, which takes emergency calls from residents in Cambridgeshire and Suffolk, are all based at our Service Headquarters in Huntingdon, with managers and professional support staff now working in a flexible and hybrid way.

We employ more than 600 members of staff, made up of 247 wholetime operational staff, including Principal Officers, around 200 on-call firefighters, 42 members of staff in our Combined Fire Control and 144 staff in professional support roles. The Service is run by a chief fire officer who is also the chief executive of the Service. The chief fire officer is supported by a deputy chief executive and an assistant chief fire officer, who form the chief officer's group. Each chief officer is responsible for several departments and function sand is supported by a management structure from across the organisation.

Our culture

Our culture at CFRS is a combination of **what** we do, and **how** we do it. The following foundations are why the Service is a great place to work:

1. Our Vision - **A safe community where there are no preventable deaths or injuries in fires or other emergencies.**

To achieve this, we need to strive for operational and community safety excellence, demonstrating value for money, and by putting people at the centre of everything we do - that's people in the community in terms of their safety and diverse needs, and our own people in terms of training, development, wellbeing and health and safety.



What does each part mean?

Community safety excellence

- We understand and target the risk in our communities
- We are inclusive in our approach and tailor our services to meet the needs of our diverse communities
- We work with partner agencies in a targeted, proactive and effective manner and are perceived as a key contributor to community safety
- We have a high level of success in our community safety activities and evaluate our impact.

Operational excellence

- We have competent, confident and skilled people
- We have the right skills, equipment and resources in the right places
- We have a learning culture looking to continually improve what we do and how we do it.

Value for money

- We actively seek collaborations
- We evaluate the impact of working practices to strive for efficiency, effectiveness and sustainability
- We continuously monitor how we are performing, sharing what we do and taking best practice from others.

People

- We have a culture that embodies our values and one team behaviours.
- We continually improve the service we deliver
- We listen and engage with our people, communities and our partners to improve what we do
- We develop our people and encourage them to reach their potential.

2. Our Values – **Welcome, Dignity & Respect**



At Cambridgeshire Fire and Rescue Service we have three core values - welcome, dignity and respect - that we expect all our people and fire authority members to demonstrate in their behaviour to each other and to all members of the public:

- **Welcome** - we welcome people into the workplace and create an open, inclusive and supportive culture.
- **Dignity** - interactions with our colleagues and communities are always in line with our one team behaviours
- **Respect** - we respect differences in colleagues and communities and value diversity by taking into account the right for people to be themselves.

3. Our One Team Behaviours - Working with staff, we have developed a set of behaviours that we expect everyone in the organisation to demonstrate, from the Chief Fire Officer to frontline staff. These are shown at the end of the pack.
4. Our Leadership Development Framework – One of the many benefits of working for CFRS is the opportunity for development. The leadership framework has been developed to provide **all** roles within the organisation a framework to assess potential and performance. More information regarding the framework is at the end of the pack.

We strive to incorporate three key values into every aspect of our work:

Dignity Our treatment of people should conform to a standard of behaviour that is socially acceptable to all members of the community we serve.

Respect the differences in groups of employees and the public. We should take into account the right for people to be different and value diversity rather than demean it.

Welcome people into the workplace. We should create a working environment that is open and inclusive, which offers help and support.

Cambridgeshire Fire and Rescue Service are keen to encourage applications from all parts of the community, and to ensure this is happening we need to monitor information that some may regard as personal and sensitive. This information will be held in confidence and used only for statistical monitoring purposes. It will not be used in any part of the selection process. Please complete this [EDI Form](#). Please be assured that this will be separated from your application form before the selection process begins.


It is our policy to ensure, whenever possible, that the recruitment process is adapted to suit the needs of applicants who have a disability or impairment that you believe may give you rights under the Equality Act. The following conditions are given as examples: learning disabilities, dyslexia, some sight or hearing loss, diabetes, epilepsy and multiple sclerosis. Reasonable adjustment will be made for those candidates who believe that they may have an impairment or disability under the Equality Act 2010. Please inform us of any adjustment you require so that we can ensure that we have made appropriate arrangements for you during the selection process, Please do not hesitate to contact Recruitment on 01480 444500 or email recruitment@cambsfire.gov.uk if you have any queries.

Please also note that we hold the "Disability Confident" employer status, this means that we guarantee to interview all applicants who have rights under the Equality Act 2010 and who meet the essential criteria for the post. However, it is desirable that the successful candidate can travel to any part of the county as required.


In the meantime, if you have any queries, please do not hesitate to contact Recruitment on 01480 444500 or recruitment@cambsfire.gov.uk



Our Commitment to **Equality and Inclusion**



Cambridgeshire and Peterborough Fire Authority
values diversity and actively promotes equality and
inclusion in all aspects of our work



This is achieved by:

Recognising, respecting and listening to the varied
needs of our communities and staff

Providing different solutions for different
needs and requirements

Valuing and encouraging better understanding of
people's differences and the things we have in common

Treating everyone with dignity and respect

Ensuring employment practices are fair
and non-discriminatory

Fostering an inclusive and trusting culture

Challenging prejudice and discrimination



CAMBRIDGESHIRE
FIRE & RESCUE SERVICE
Working together to improve community safety

Terms & Conditions

The summary is for your general guidance and is not intended to form part of any contract of employment. As a new member of staff, you will be given a statement of your terms and conditions of employment, which then becomes part of the contractual provisions of your employment.

Terms and Conditions	<ul style="list-style-type: none"> The salary scale and conditions of service are determined by collective agreements covering Local Government employees made at the National Joint Council, Eastern Provincial Council and locally between this Authority and the recognised unions, and as supplemented by the decisions of the Authority.
Location	<ul style="list-style-type: none"> The successful applicant will be based at SHQ, Huntingdon but will be required to travel to other sites in Cambridgeshire and out of County. We offer an agile working pattern where you can work remotely subject to you being available to work from other Cambridgeshire Fire & Rescue Service locations around Cambridgeshire and from home.
Salary	<ul style="list-style-type: none"> £36,846 - £41,105 pa Payment is normally made 7 days before the last working day of the month by BACS transfer to your bank or building society account.
Type of Contract	<ul style="list-style-type: none"> Permanent
Probationary Period	<ul style="list-style-type: none"> There is usually a probationary period of six months.
Hours	<ul style="list-style-type: none"> 37 hours per week A flexible approach can be taken when making local agreements around working hours. This will be agreed with the line manager.
Offer Subject to	<ul style="list-style-type: none"> Completion of Medical Questionnaire/Medical Examination. Receipt of references satisfactory to the Authority. Evidence of right to work in the UK (including Settled Status or Pre-Settled Status for most EU citizens) Requirement to complete a standard or enhanced Disclosure and Barring Service (DBS) check as part of the pre-employment checks
Duties	<ul style="list-style-type: none"> The enclosed job description is a guide to the work you will initially be required to undertake. It may be changed from time to time to meet with changing circumstances. You may on occasion be required to undertake work outside of your normal duties to meet the needs of the Service.
Pension	<ul style="list-style-type: none"> Membership of the Local Government Pension Scheme, this is funded by contributions both from you and the Fire Authority. Your contribution is dependent upon salary and will be between 5.5% and 7.5% of your

	<p>salary. Transfer of contributions from previous employment is possible under certain circumstances. You will receive an explanatory booklet if appointed.</p>
Annual Leave	<ul style="list-style-type: none"> • The annual leave year runs from 1 April to 31 March. The leave entitlement for full time staff is 28 days per annum; annual leave for part-time staff is given on a pro-rata basis. If you are new to local government your entitlement in your first year will be calculated on a pro rata basis. After five years Local Government Service you will be entitled to five extra days' annual leave. After 10- and 15-years' service in this Service you will receive an extra 1 day of annual leave, giving a maximum of 30 days. In addition, you will receive paid leave on eight public holidays if you normally work on that day (pro-rata for part-time employees). • Other leave: Special leave arrangements exist covering bereavement, nursing sick relatives, adoption, paternity, maternity and parental leave, and jury service. Subject to operational requirements special leave arrangements also exist covering certain public duties, e.g. magistrate, school governor, etc.
Sickness	<ul style="list-style-type: none"> • The Authority operates a nationally agreed scheme, which provides for varying periods of sickness absence on full pay followed by half pay, according to the length of recognised continuous Local Government service. There is a minimum of one month on full pay and one month on half pay, rising to a maximum of six months on full pay and six months on half pay after five years' service.
Training and Development	<ul style="list-style-type: none"> • Training and Development has a high priority in the Authority. It is seen as a continuous process and you will be encouraged to develop relevant skills. You may be offered financial or other assistance where appropriate and subject to affordability.
Equal Opportunities	<ul style="list-style-type: none"> • The Fire Authority is committed to providing equality of opportunity in employment and service provision.
Additional benefits	<ul style="list-style-type: none"> • Employee Assistance Programme • Access to Health Cash Plan • A competitive pension scheme • Access to Blue Light Discount at 100s of stores & events • Access to Health Shield Perks Discounts • Family friendly policies – including flexible working • Great Learning & Development Opportunities • 28 days annual leave each year plus bank holidays, increasing with long service • Parking (site specific) • Flexible, agile, hybrid working

Legal Right to Work in the UK	<ul style="list-style-type: none">• Asylum and Immigration legislation requires all employers to obtain proof that prospective employees have a legal right to work in the United Kingdom. You will therefore be asked for a National Insurance number and documentary evidence such as a valid passport or other identity documents.
Other Employment	<ul style="list-style-type: none">• You must notify the Authority if you hold or take up other employment, to meet the requirements of the Working Time Regulations, and must limit your working hours over all employment to 48 hours per week on average.

Job Description

PEOPLE GROUP

ROLE: PEOPLE PARTNER – ED&I

Responsible to: Head of People

Responsible for: There are no current permanent direct reports, however the post holder may hold line management responsibility for one person, as required depending on the budget, structure and resource in the people group.

Budget: This role is not a budget holder.

Job Purpose:

To work with the Head of People and wider People Group to deliver a professional, high quality, value adding and people focussed service to leaders and employees at an operational level.

The role will develop strong professional relationships across the Service, partnering, supporting and engaging with employees to help achieve the Service's CRMP, action plan, vision and values, within the relevant national frameworks for the Fire & Rescue sector.

Date of last review: 8/1/2024

Salary grading: MB1

Main Duties & Accountabilities:

1. Professional ED&I consultancy, advice and support

- To partner with colleagues across the Service to engage with and support them to champion, explore and develop understanding of ED&I related topics in relation to the Service plans, national frameworks and the demographics of the local community e.g. community engagement, campaigns, learning and development, EQIAs, safety, recruitment, networks, working groups.
- To be visible and proactive in building effective and credible working relationships with managers, employees representative bodies and external agencies where relevant, to ensure effective delivery of the ED&I aspects of the Service's plans.
- To chair the Inclusion Network and support the Inclusion Ambassadors of various protected characteristics with their campaigns, working groups and actions.
- To support managers to be aware of and complete quality Equality Impact Assessments (EQIAs). To maintain the EQIA policy and procedure, reviewing as required.

2. Building ED&I capability

- To coach and influence colleagues from an ED&I perspective, developing their knowledge and skills through a positive, engaging, supportive approach.
- Work in collaboration with colleagues from the wider People Group and other stakeholders as appropriate to help deliver the ED&I aspects of the Service's plans through creative, proactive and practical solutions and to improve knowledge and understanding.
- Contribute to the design and delivery of ED&I related skills training as required e.g. elearning, informal sessions, tailored development sessions, campaign-related sessions.
- Lead on assigned work to deliver within agreed timescales and to appropriate quality and influence and embed the roll-out of new initiatives.
- Partner with external national organisations that support ED&I in the sector e.g. Women in the Fire Service, AFSA, ENEI, Disability Confident.

3. Continuous Improvement Focus

- In delivery of assigned work, support the Head of People in establishing and maintaining clear channels of communication with and between managers, the People Group, employees and representative bodies across the Service.
- To be an active team member of the People Group, contributing to the continual improvement in the provision of good ED&I practice within the organisation, by suggesting and implementing changes to working practices in order to improve customer service and team/group efficiency.
- Engage in promoting and 'living' the Values and One Team Behaviours of the Service, acting as a cultural role-model.

4. Leadership of People (where assigned)

- Coach and develop direct report to help them contribute and develop both professionally and personally in order to achieve their full potential
- Provide effective management of the direct report, through the appropriate allocation of work, setting of objectives and the rounded reviewing of performance.
- Ensure the Head of People is kept appropriately advised of overall performance and workload of the direct report, and any key live issues.

5. Employee relations

- To partner with the relevant team members of the People Group to support colleagues holistically.
- Signpost HR queries/cases to the Head of People/People Manager for the People Team to advise managers and employees in line with Service policy and procedure and legislation (including performance management, grievance and disciplinary).
- Support and develop Service managers to understand and consider ED&I as part of managing people e.g. community engagement, campaigns, learning and development, EQIAs, safety, recruitment, networks, working groups.
- To give ED&I progress updates, in line with the Service's plans, at internal, regional and national meetings.

6. Policies and Procedures

- To maintain an awareness of new and emerging ED&I related employment legislation issues and collaborate with the People Group to advise on the implications for the Service to ensure that the Service can respond proactively in meeting its statutory obligations, and also meet the business needs of the organisation.
- Lead on or contribute to specific Policy and Procedure reviews as assigned, collaborating with the People Group and working with stakeholders to develop policy and procedure fit for purpose and aligned to cultural tone, ensuring that appropriate engagement and/or consultation takes place with representative bodies and wider stakeholders.

7. Audit and Reporting

- Understand and interpret workforce ED&I information to ensure that we can meet national and local reporting requirements and are helping develop and continuously improve ED&I practice.
- To support the Head of People in the collation and analysis of accurate data within prescribed timescales and provide regular and ad hoc reports as required, facilitating decision making processes.

CORPORATE ACCOUNTABILITIES (applicable to all employees)

1. Equality and Inclusion

- Support and promote the Service's statement, policies and procedures on Equality and Inclusion in employment and service delivery. Act as a role model for inclusion.

2. Health, Safety and Risk

- Ensure that health, safety and risk issues are factored into all areas of activity
- Support and promote the Service's Health and Safety policies and procedures to maintain a safe and healthy working environment.

3. Personal Development

- Responsible for updating own practices and professional knowledge (including keeping up to date with employment legislation and people best practice).
- Undertaking personal development activities as agreed with line manager.

4. General

- To undertake such other duties as may be required from time to time, commensurate with the grade and positioning of the post.

OTHER GENERAL REQUIREMENTS OF THE JOB

CPD

The post holder must be willing to continuously develop their professional knowledge, experience and understanding.

TRAVEL

Travelling across the county may be required to facilitate the effective delivery of the role and to participate in meetings etc.

FLEXIBILITY IN DELIVERY

The Service supports a flexible approach to the delivery of this role, with a focus on outcomes rather than outputs. There is flexibility in being able to work from home balanced with time in the workplace. In turn, flexibility may sometimes also be needed in when hours are hours worked to deliver the role most effectively. Some evening working may be needed (particularly to engage with our on-call workforce), the postholder will usually have flexibility to determine when this may be needed.

Person Specification

CORE COMPETENCIES	CRITERIA	ESSENTIAL	DESIRABLE	MEASUREMENT
QUALIFICATIONS/ EDUCATION	CIPD qualification at Level 5 or actively working towards. Or demonstrable equivalent experience.	✓.		Application
	Strong commitment to continuing professional development, demonstrated by evidence of ongoing personal learning and development.		✓.	Application and selection process
KNOWLEDGE AND EXPERIENCE	Knowledge and experience of generalist people/HR or ED&I practice and its contribution to organisational success.	✓.		Application and selection process
	Knowledge and understanding of current and emerging ED&I related legislation and best practice and experience of giving support, advice and development in ED&I to managers at all levels.		✓.	Selection process
	Ability to liaise professionally with people of all levels and across all sections of the organisation, and develop constructive and credible working relationships with all employee groups, managers and representative bodies.	✓.		Application and selection process
	Experience of delivering work within a set plan and frameworks, on time and to quality requirements.	✓.		Application and selection process
	Understanding and knowledge of the key issues facing CFRS and the wider public sector.		✓.	Selection process
	Experience of developing and updating ED&I policies and procedures e.g. Equality Impact Assessments		✓.	Application and selection process
	Experience in the creation and ongoing support of inclusion networks and working groups.	✓.		Application and selection process
	Experience of working in a complex organisation.		✓.	Application and selection process

	Experience of ED&I campaigns, internal for awareness/development of employees and external for the community e.g. in recruitment and community engagement.	✓.		Application and selection process
	Experience of working collaboratively with trade unions building trust, engaging and consulting to reach agreed outcomes.		✓.	Selection process
SKILLS	Able to consult with, coach & support managers and employees on ED&I related topics and to engage the appropriate internal or external resources and stakeholders in order to resolve queries or answer questions.	✓.		Selection process
	Strong interpersonal skills, with the ability to quickly build effective and credible working relationships.	✓.		Selection process
	Excellent oral and written communicator, able to present and explain complex issues simply, verbally and in writing. Able to adapt communication style to the needs of the audience, and checks for understanding of message.	✓.		Application and selection process
	Able to prioritise varying demands and manage time effectively. Can plan, prioritise and meet deadlines. Able to adapt and respond to change / conflicting priorities.	✓.		Selection process
	Demonstrates active commitment to the principles of equality and inclusion.	✓.		Selection process
	Excellent IT skills with the ability to use Office365 tools to deliver assigned work.	✓.		Application and selection process
	Experience of working with ED&I data and writing reports.		✓.	Application and selection process

	Ability to deal with confidential information and to discuss sensitive issues confidently.	✓.		Selection process
MOTIVATION/ DISPOSITION	Can do approach, with an ability to work on own initiative. Able to “hit the ground running” and identify key working relationships and ways of working quickly. Support will be provided but the successful candidate will be very much a self-starter.	✓.		Selection process
	Self-motivated and enthusiastic towards HR/people/ED&I practice, as well as commitment and a positive approach to work.	✓.		Selection process
	Customer focussed and driven by fulfilment in reaching high standards and genuinely supporting the organisation to achieve its objectives – takes personal responsibility.	✓.		Selection process
	Ability to work as an individual and as a team member.	✓.		Application and selection process
	Full, current driving licence*	✓.		Application and selection process
GENERAL	Ability to act as a role model of the Values and One Team Behaviours, consistently demonstrating the behaviours and cultural attitude that the Service seeks to embed.	✓.		Application and selection process
	Successful applicants will be required to complete an enhanced Disclosure and Barring Service (DBS) check as part of the pre-employment checks	✓.		Onboarding process

*Reasonable adjustment will be made for those candidates who may have a disability under the Equality Act 2010. However, it is essential that the successful candidate can travel to any part of the county when required.

Introducing the leadership development framework

The framework is built around the four quadrants shown below and is measured at four levels, with each level building on the previous one.

The critical feature of our leadership development framework is that it is relevant to

all roles within the organisation and uses defined and observable statements to assess potential and performance.

It is worth noting that our leadership development framework is very similar to the one produced by the National

Fire Chiefs Council (NFCC). We had produced our own prior to the national one being published. To balance consistency nationally and our individual leadership development aspirations, we have created a hybrid version of the two.





What we believe in

What we do

Trust

- I talk straight
- I do what I say I will do
- I genuinely listen to others

Respect

- I praise and give credit to others
- I help others to succeed
- I value all people equally

Results

- I try to improve things
- I seek feedback and I act on it
- I get the right things done

Commitment

- I get the job done but not at others' expense
- I show loyalty for the Service, not just my own area
- I support decisions

Honesty

- I admit if I'm wrong, graciously
- I challenge inappropriate behaviour
- I'm open and honest

