

**Women in the Fire Service  
National Executive Committee  
Held on Tuesday, 23 January 2018  
At London Fire Brigade**

Attending:

Jules King, Vice Chair (L&D)  
Caroline Anderson, Vice Chair (Projects)  
Amy Webb, Treasurer  
Louise Brown, HR  
Nicola Lown, Business Support  
Alex Johnson, Executive Member  
Sara Hall, Positive Action  
Divine Zake, Executive Member  
Clare Amor, LR South Wales

1. Apologies were received from Dany Cotton, Lynsey McVay, Sue Heathfield, Katie Chaffey, Hannah Lodder, Emma Morgan, Natalie Parkinson and Serena Benassi.

Jules King, as acting Chair welcomed the committee to London Fire Brigade and thanked Nicola Lown for organising the day.

**2. Minutes of last meeting - 20 September 2017**

The minutes of the meeting held on 20 September 2017 were accepted and signed as a true record.

**3. Matters arising**

3.2 Name Badges - DZ provided some samples of name badges for the committee to view – three styles and the committee preferred option C. The cost included £25 set up charge plus £5 per pin badge. It would be extra for magnetic. The committee agreed badges for NEC committee members and for LR who are in regular contact and attend events. KS to provide list and follow up with ordering. **Action KS**

3.4 Awards - Awards information on website. Recipients list still to update **Action KS**

3.5 Fire Sector Federation - Amy Webb reported attending the FSF in May and Nicola Lown attended in June so WFS have regular representation at the meetings.

3.6 Newsletter - the newsletter went out in January and the next to go out in March. **Action KS**

6.2 BBC Wales – JK contacted as requested

8.9 Events Management Team - meeting tomorrow.

9.1 Business Plan – need to just finalise Business Plan and make available on the website. Also to include values of WFS/what is it we are doing. Suggested values were sent so pick two, send out for agreement. Final one to go on front page of website. **Action KS**

10.1 NEC documents – to store in one place for committee access – still to do **Action KS**

10.2 Survey to find value of WFS – Alex has questions to include and send for consideration. Collate all questions and send to NEC. Allow 5 days to reply and finalise.

10.3 Support packs – update in process by Cheryl Rolph, to be ready and presented at next meeting.

**Action KS**

10.5 Power point with information on WFS – resend to committee.

**Action KS**

#### **4. Chairs report**

I would like to start with reflecting on our Chair Dany, her role and continued commitments as the LFB Commissioner. I am sure we have all reflected on her ever present smiley face on the TV, in newspapers and listening to her on the radio. And just last week I walked into my office to see her lovely smiley face on the cover of the Firefighter magazine. Of course not all of it has been positive and there have been some very strong feelings and observations on how well the Commissioner is doing in her role.

Dany's strength and resilience continues to inspire me, as I am sure it does you all too. She is a credit to us all and I feel an enormous amount of pride for her.

There has been an interesting debate on fireman/firefighter and I have to say the strength of feeling has surprised me. I guess for me it is important we support the firefighting sexism discussion and challenge in a supportive approach. It is also important that any challenge is done in a sensitive and considered way as it certainly feels in some areas that the use of the term Fireman has been used in a provocative way and we need to focus on the real issues, perhaps suggesting how we refer to the term 'firefighter' as it is more inclusive rather than saying what should not be said. Also the firefighters page on Facebook has prompted much debate, I guess my personal stance has been mainly watching the discussions and not getting drawn into specific subjects but there has certainly been some passion around it.

We are now, finally moving rapidly forward with the Women's Development Programme with the first confirmed programme due to start in London in a couple of weeks' time. Then to Humberside in March, followed by Northamptonshire at the end of March. This is a really exciting opportunity for us to engage with our Services and to offer some specific training and development for our female staff and if you do not know much about it, please do take the time to speak to Karen or myself about it.

As you may know I represent WFS on the Fire Aid Committee and as part of this involvement and attending a recent conference we have been approached by Operation Florian to take part in a gender specific project in the Lebanon. We will cover this in more detail later on in the meeting.

We are meeting for the next EMT tomorrow but there has been much interest generated already. The save the date flier has been circulated so if you have not seen it, please let Karen know and if you have a copy please can you circulate through your Services and Regions.

You will have hopefully have seen an e-mail from Karen about responding to the national framework document. It is important that we have our say and Cheryl has kindly offered to collate and respond on behalf of WFS so please make sure you provide your views before the deadline on the 1st February. Section 6 is the key area for comment if you do not have time to read through the whole document.

#### **5. Treasurers report**

Amy Webb presented the financial statement for the period beginning 1<sup>st</sup> May 2017 to 10<sup>th</sup> January 2018 – appendix A attached.

There were outstanding invoices for 2017 Corporate Affiliate Membership – Essex County FRS, Northern Ireland FRS and Shropshire FRS. Nicola Lown offered to follow up Northern Ireland. Amy Webb agreed to chase up the others. AW would send through a copy of a letter KS could use as a follow up to outstanding invoices. **Action KS/AW/NL**

Outstanding invoices for the Training & Development weekend to be chased up by KS. **Action KS**

The committee agreed to write off Invoice No. 500 outstanding from 2016. **Action KS**

The 2018 CAM invoices had been sent but not on the financial statement at this point.

Alex Johnson volunteered to write a letter on behalf of WFS ask to fire services who are not CAM members to join. **Action KS/AJ**

KS agreed to update regional reps on who are CAM and who are not. If their service is not a member, ask if they can find a contact for WFS to contact. **Action KS**

Confirmation of name change – a resolution was need to confirm the name change to be presented by AW at the AGM in June. To be discussed at the next honorary officers meeting.

When AGM notification goes out include Memorandum of Articles as updates were required to reflect changes in recent years.

Suggestion to bring back the Secretary role – has to be a Director assigned – Cheryl Rolph was willing to take on the role.

The committee felt it was important to review changes thoroughly so agreed this should be done at an honorary officers meeting. Date to be agreed. **Action Honorary Officers**

## **6. Regional Reps reports**

6.1 Alex Johnson (South Yorkshire) will be sending delegates to the Training & Development weekend as well as providing some instructors.

6.2 Sara Hall (West Midlands) are trying kick-start the women's group. Emails sent out and hope to send delegates to the Training weekend.

6.3 Caroline Anderson (Devon & Somerset) – Equalities have committed to supporting 10 delegates - any others wanting to attend will have to contact their group managers. Also sending 3 instructors for Abseiling

DSFRS working towards International Women's Day (8th March) – joint graphics/same hashtags/clear on identifying what activity will be and aims. WFS can share, retweet, Facebook etc consistent messaging. Give WFS artwork to national so WFS included

6.4 Louise Brown – now in permanent job and looking forward to attend TDW. Very happy in new job and pleased to be able to continue on WFS.

6.5 Nicola Lown – attended the CTIF meeting in Berlin in October followed by the German's Women Conference. Susanne Klatt, Chair of German Women's Group very positive about UK delegates going to conference.

NL is Secretary of the CTIF and the next meeting is in Vienna in October. There has been a survey about women/maternity policy sent just to members. If possible to share, Nicola will to enable sharing good practice.

The I Women conference is on 24/25/26 May in Washington with Dany as keynote speaker. Kathryn Duncan from London is going as a delegate and Divine was asked to include information on the WFS Facebook.

**Action DZ**

6.6 Divine Zake (London) - reported that more control staff are interested in attending the Training & Development Weekend. At least six looking for support to go.

Serena has sent out an email asking for applicants for the Women's Development Programme due to start in London on 8th February.

6.7 Clare Amor (South Wales) – received budget to spend which will fund 20 places for the training weekend. Clare did write up on last year's weekend which has encouraged others to apply. Clare had done a TV appearance on BBC Wales.

6.8 Jenny Nangle (Lancashire) - has secured funding for 10 places for the Training & Development weekend with 5 volunteers (4 of which will be supported by LFRS). Station Managers retained stations pushing out information. JN sends a newsletter to all women every 2/3 months which is a combination of WFS newsletter and what is going on in their service. Local newspaper interviews/took photos in local museum. Women in strong roles/positions. Will send photos to KS

**Action JN**

JN agreed to share newsletter from LFRS to other reps which may help with how to communicate to their service. LFRS have to take own leave to attend weekend.

**Action JN**

Advertise TDW as Training. People want confirmation of attendance and workshops. Jenny Hill to ask about accreditation from FSC

**Action JH**

JN will enquire with her nephew who is involved in video production/drone survey and to see if he is available for the event.

6.8 Hannah Lodder - Wales region

North –made contact with Ruth though Facebook. She just changing role and has also taken on FBU sec rep for North.

South - Female group to look at female recruitment, positive action and looking at why they didn't apply or why they failed and at what point. Media campaign on Twitter and ITV promote female firefighter

Mid Wales-Women awareness days x 3 across the service. Equality report highlighted the number of females in service, how many joined, left, got promoted and in what position. 141 applied for whole time only 1 got through and offered a job. Three females have left. The question has been asked why, waiting for answer. Facebook and Twitter accounts

All Wales - Post and present firefighter has had a positive up take. Thinking about what to do for International Women's Day in March.

6.9 Natalie Parkinson - Humberside Fire and Rescue Service

Humberside Fire and Rescue Service hosted a local event and become the First Fire and Rescue Service to sign up to HeForShe in September 2017. The NFCC have also agreed to sign the pledge. A "Guide to sign up to HeForShe"(Appendix B) is available to assist other UK FRS to sign up to the movement. A number of FRS are now exploring signing up to the pledge and have requested the guide. If anyone would like more information please contact Natalie Parkinson via email:

[nparkinson@humbersidefire.gov.uk](mailto:nparkinson@humbersidefire.gov.uk)

HFRS are supporting 15 delegates this year (plus myself Natalie -WFS rep) for the upcoming Training and Development Weekend in June 2018, which is double the amount of delegates from last year.

Humberside are looking forward to the 'Women 's Development Programme', in spring 2018. HFRS are able to fill the 20 places with Humberside Fire and Rescue service women staff. There will be a mixture of all grades, operational and non-operational. HFRS would welcome the opportunity to discuss with WFS about a national mentoring programme as after programme support.

### **7.1 Awards**

**The following awards** for 2018 were considered: -

- Bristol Uniforms - agreed Silver Award
- Kathryn Billings - active in diversity in Cornwall/equality framework - Bronze Award
- Steve Taylor - nothing ever too much trouble/fantastic support for IT - Bronze Award

All completed nomination forms to be sent to NEC for final approval.

**Action KS**

**7.2 Gifts & Hospitality** – No gifts or hospitality were declared

### **7.3 Fire Sector Federation**

The next meeting is scheduled for 7 February – NL is hoping to attend.

### **7.4 Newsletter**

Articles for the next newsletter in March.

- Training & Development Weekend workshop confirmation and programme.
- Panel down the side of promotions – Alex and ask for others to let us know.
- Jackie Adams Bonitto honours award
- BA Challenge FSC
- Profiles for website – new photo/new roles
- Use photo taken in Dany's office and then add on new promotions/awards

## **8. Training & Development Weekend**

The Events Management Team are meeting tomorrow to finalise the programme and workshops.

### **9. Business Development**

**9.1 Business Plan** - to be discussed and finalised at the Honorary Officers meeting. Once finalised include on the website.

**Action Honorary Officers/KS**

**9.2 Sponsorship** - NL to approach Bristol Uniforms

**Action NL**

Sara Hall wants to approach Wilmot Dixon and enquired if there may be conflict. Query what may be expected in return.

**Action SH**

## **10. Any Other Business**

**10.1 Emergency Services Show** - 19-20 September 2018 and a stand booked.

It was suggested that a brief should be provided with expectations from the WFS team attending to ensure everyone knows what to do and be prepared to welcome anyone coming to the stand. WFS

attendance last year was worthwhile and has given an opportunity to learn what works best. Holding the NEC at the show should be continued but with rotas for the stand. **Action JK/KS**

### **10.2 Correspondence Cllr Wilton - Avon Fire Authority**

WFS had receiving communication from Nick Wilton - Cllr / Member of Avon Fire Authority regarding Equality and Gender Balance. Amy Webb contacted Cllr Wilton to discuss further.

**10.3 Mentoring** - WFS have been asked to consider holding mentoring sessions/course. JK to discuss further with Women to Work. Clarify whether mentoring or coaching required. **Action JK**

Jenny Nangle will send details of possible coaching contact. **Action JN**

### **10.4 Operation Florian – 2016 operation with save the children**

JK has been approached regarding a humanitarian trip to the Lebanon to deliver fire safety education and support to refugees.

Number of people went out last year to help with prevention of fire/fire related fatalities which affects vulnerable women and children. There are cultural issues, who to talk to and how to talk to them. Operation Florian are asking if WFS are willing to help support.

The schedule for the project is: -

April - researching the project

May - first visit

June-October – project runs as community led education

November – evaluation visit

December-February – analysis and production of report

Anyone interested to let JK know to follow up.

**Action JK**

**11. Date of next meeting:** - 24 April (Honorary Officers)  
25 April NEC (overnight stay 24th)  
or 1 and 2 May

Doodle poll to confirm best date

**Action AW**

Venue of meeting - Devon & Somerset FRS

19 September - Emergency Services Show 19/20 September

WFS UKFinancial Statement from financial year beginning 1st May 2017Position as at the 10th January 2018**Bank Accounts (as at 10.01.18)**

Business Current Account 10689300	£ 9,328.05
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Business Tracker Account 40891207	£ 47,727.89
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<b><u>Total in bank accounts:</u></b>	<b><u>£ 57,055.94</u></b>
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Invoices issued from 1st May 2017 to date (from database and general)	£ 71,731.00
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Amount received to date:	£ 71,344.00
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<b>Total WFS invoices outstanding issued from 01.05.17 to date</b> (Invoice 555)	<b><u>£ 387.00</u></b>
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**Total Invoices Still Outstanding issued from 01.05.16 to 31.04.17**

(500, 511,523, 528, 540)	£ 2,987.95
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<b><u>£ 2,987.95</u></b>
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<b>Total Invoices Outstanding:</b>	<b>£ 3,374.95</b>
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*Fiona Mayo*  
*NWFS Bookkeeper*  
 22.03.16



**HUMBERSIDE**  
Fire & Rescue Service

## **Guidance notes on how to sign up your Fire Service to HeForShe campaign.**

### **Understanding what HeforShe campaign is:**

HeForShe is part of United Nations (UN) Women's agenda to address gender inequality as a human rights and societal issue that requires the full participation of both women and men. For the first time in the women's rights movement, we really want to engage men as our allies and partners to address the inequalities that affect women and girls globally. In terms of our bigger goal, we are hoping to mobilise one billion men as advocates and agents of change for gender equality.

### **What is meant by solidarity in the context of what HeforShe?**

It's about bringing together one half of humanity - which is men - in support of the other half of humanity - which is women - for the benefit of all. Historically, humanity has progressed tremendously by working together. Take for example the civil rights movement in the U.S.; it was about African-Americans working together with non-African - Americans, so white Americans could address the issue of racism in the U.S. Another good reference point is the gay movement. Gay rights and gay marriage were not won by just gay people working alone. It was about gay men getting straight people as allies and supporters.

### **This is a men's issue also, what is meant by that? How do men benefit from a gender equitable world?**

Economically, when women benefit, society benefits. There's evidence that points to this. When a woman makes money, her money is often spent on the family. When the man makes money; sometimes it's spent otherwise. So we know that women having power affects communities and society at large. We also know, even here in the developing world, that companies with more women in leadership positions tend to have more return on investment.

Beyond this, gender inequality also impacts men because of the stereotype and expectation that the man is the breadwinner. Suicide is stated as the biggest killer for young men in the UK. Because men are struggling with this expectation that they should be the breadwinner, that they should provide. If the man doesn't feel the need

to be the breadwinner, that also makes his life a lot easier and a lot happier. Accepting that men should not cry or express their emotions also limits men from having a fuller life. Perhaps even sometimes a happier life.

## **So, how can you not support a gender equitable world?**

### **How to get started in signing up your Service**

- Raise awareness of the HeForShe campaign to your Director or Head of Human Resources. Gain approval for consideration of signing up to HeForShe Movement see [www.heforshe.org](http://www.heforshe.org) for further information.
- Produce a briefing paper to Senior Management Team using the HeForShe workplace action kit [http://www.heforshe.org/-/media/heforshe/files/actionkits/launch\\_action\\_kits/heforshe\\_workplace\\_5jun\\_may17.pdf?la=en](http://www.heforshe.org/-/media/heforshe/files/actionkits/launch_action_kits/heforshe_workplace_5jun_may17.pdf?la=en).
- Set up working group – involve Human Resources, Equality and Inclusion counterparts/groups to discuss the five steps involved to getting started
- [Update your communications team so they can start a communication plan to communicate to staff and engage with them to sign up 'count me in' and publicise \(if required\)](#)
- Complete the five steps in the HeForShe workplace action kit (as per website link above), agree priorities for the organisation how it will work towards these – produce an action plan and draft and agree your pledge statements
- Update senior managers on campaign progress
- Decide how to launch your pledge sign up
- Decide upon continuous engagement and increase sign up strategies/actions e.g. incorporate into other planned equality or well-being events

**Visit Humberside Fire and Rescue Service website [www.humbersidefire.gov.uk](http://www.humbersidefire.gov.uk) to see our progress so far.**