

**Women in the Fire Service
National Executive Committee
Notes of meeting held on 27 April 2022 via Zoom**

Attending: Jules King (Chair), Caroline Anderson (Vice Chair), Miriam Heppell (Company Secretary), Nicky Thurston (Co-opted), Divine Zake (Executive), Lynsey McVay (Executive), Sara Hall (Co-opted), Karla Stevenson (Co-opted),

Caz Whiteman (South Yorkshire LR), Paula Lyons (Greater Manchester LR), Abi Van loon (Cheshire LR), Amy Hatley (Northumberland LR), Jo Dawson (Nottinghamshire FRS), Sue Mallinson (Great Manchester LR), Natalie Parkinson (Humberside LR), Georgina Connor (Jersey LR) and Lisa Howsden (Cleveland LR).

Apologies: Alex Johnson, Jenny Nangle, Hannah Lodder, Amy Beams, Gina Gray, Sara Slater, Karen Smith, Lynsey Gymer and Felicity Lynch.

Notes of last meeting held on 23 February 2022 were agreed as a true record.

1.Matters arising

Inclusive Language Training with Shilla Patel, KS to check if this can be shared. Action KS

The Firefighters Charity, NH emailed everyone who was interested with details to get in touch with the FF Charity.

WFS Gifts and Hospitality – no declarations

2.Chair's report

I am going to keep the Chair's Report brief this time and would like to thank everyone for all their continued hard work and effort in supporting WFS. I would like to mention just a couple of things; firstly, this year's awards have gathered momentum and there is much excitement with the winners and runners up being announced very soon. Thank you to all those Services and people who completed a nomination, we were bowled over by not only the number of nominations, but the quality and the diversity.

This year's Training and Development Event is fast approaching and all our efforts are going into this for those who are part of the Event Management Team. Please do consider this if you are wishing to contact Karen and Nat as their sole focus is on this. Caroline will offer a more detailed update later and I do hope I see most of you at the Fire Service College in just a few weeks.

3.Treasurer's report

Sara provided written report with a draft financial position as of 30 March 2020

Income to date: £77,384.00/Expenditure: £70,554/Bank Balance: £14,2085

Reserves healthy at £94,000.00, this is to ensure WFS can continue to keep going if a situation occurs whereby funding is no longer available.

4.Regional reports

Paula Lyons and Sue Mallinson (Greater Manchester FRS) - Three women on trainees training course, 6 on line WDP and another 6 attending the TDE plus Paula and Sue. International Women's Day had a great attendance. Looking at Fitness and return to work from maternity. Menopause

policy nearly completed. Hope to do more on Endometriosis and IVF. Charity called Girls Out Loud, try to get more women from GMFRS involved in this (<https://girlsoutloud.org.uk/>) Sue has recently received promotion.

Natalie Parkinson (Humberside FRS) - Four in new recruits starting on their 10-week course. 5 Rookie Reds (part of positive Action) on zero-hour contract and attending the Training and Development Event. 15 delegates attending, more operational coming and first time attending the event. New Executive Director of People and Development, originated from West Yorkshire FRS, Christine Cooper.

Georgina Connor (Jersey FRS) - No one attending event as Georgina going on maternity leave in June. Only one other woman but unable to attend. Georgina's circumstances are giving Jersey FRS the opportunity to look at maternity policy for the first time. Georgina has had lots of support from WFS with other services policies. Now just looking at a return to work policy. Also recently done a Fire Setters course. Alex Johnson attended recently (also Gabby from Oxfordshire) to support with a peer review to look at what the Jersey FRS are doing well or not as no involvement from HMI, which has been really beneficial. Recruitment – women failing the strength test.

Abi Van loon (Cheshire FRS) - Five attending from Cheshire. CFO announced retirement. Cheshire have 4 courses. 3 women through on migration from retained to whole time, 4 women on apprenticeship, 3 are on the whole time course taking place now and another one later in the year. Also will be getting involved on the Girls Out loud. Also wanting to get involved with the Women's Centre.

Divine Zake (LFB) – Raffle at the Training and Development Event. Charities support by the raffle at this event are The Firefighters Charity and PTSD 999. Please support the raffle by bringing a prize if attending the event.

Jo Dawson (Nottinghamshire FRS) - International Women's Day events went well. One with Nottinghamshire Police which included speakers from each organisation, talking about their inspirational and motivational journeys. The other was with the fabulous Bex Sims at Derbyshire Fire and Rescue Service and the day included Incident Command workshops, Fire Investigation workshop, external speakers on resilience and ended with the British Firefighter challenge taster session. Within NFRS, our network meetings are going well and Netball Team seems to be going from strength to strength. Six of us are attending the WFS training and development weekend, which we are all excited about. Lots of work is being undertaken in the lead up to wholetime recruitment in the summer and I spoke to a very engaging group of on call firefighters on their trainee course today about networks and WFS.

Lynsey McVay (Tyne and Wear FRS)—invited to speak at AFSA conference on Women's Development. International Women's Day, different speakers and event online. Hoping to do a full day event in September open to the region. Going through Firefighter recruitment and working on positive action. TWFRS opening up for inter service transfers for Firefighters, Crew Managers and Watch Managers. Started having drop in sessions on the first Friday of every month a drop in for women operational personnel who like a coffee and catch up. Six delegates booked onto the Training and Development Event. North East regional football team. Lots of interest and had first match which went well.

5. Marketing and Communications update from Nathalie Holden

There are 9 places left on the Women's Development Programme starting 3rd May 2022, please share this opportunity within your Service. **Action All**

WFS Awards 2022 public announcement 6th May with joint press releases from FRS

Liaising with Ash Tugby Northants who has volunteered to take drone footage at the June event. This footage will be perfect to create an 'About WFS' video for our website and a promo video for the 2023 event.

Super Supporters overtaking our Standard Supporters. Thanks to everyone who has renewed or supported WFS with individual membership.

6.WFS 2022 Event updates

6.1 Women's Development Programme – in a really strong position.

6.2 Future Firefighter Positive Action – SH had a meeting with presenters last month and discussed future dates. Numbers did drop off quite significantly on the last few sessions. Needs re-engagement and senior officer championing, also look at the content. Could have a brainstorming meeting at the Training and Development. SH to send out an email to those concerned. **Action SH/KS**

6.3 Training and Development Event update – Event is now full with a waiting list of 20. Eventbrite has presented some challenges to services. KS to start allocating workshops next week. Event Management Team meeting, will ask WFS Team members attending at the event to be asked to join. Everyone will be allocated responsibility for the event.

6.4 Coaching and Mentoring – Jules received contact from Women to Work who have a number of people from the Women's Development Programme coming through interested in having a mentor. The NFCC are also doing some work on coaching and mentoring and have a Portal being piloted at the moment. This is if anyone wants a mentor there will be a list of people, areas of work and expertise share.

7.Any Other Business

Caz – Just a reminder if anyone wants to send some words for the retirement book for Alex, please write, scan and sent to Caz.

Next meeting – 21 September 2020 at the Emergency Services Show.