Walk the Talk

Case Study

FF X – Progression from Cadet to “On call” Firefighter.

**CASE STUDY SPECIFICS**

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<th>Your Observations</th>
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| **Case study outline:**  
To actively recruit, support and develop young people within Oxfordshire through the Fire Cadet scheme and on to becoming an operational Firefighter. Also encouraging underrepresented groups to become involved with OFRS from a young age. |
| **A Firefighter (Ff) became involved with the Oxfordshire Fire & Rescue Service (OFRS) Fire Cadet unit at Banbury Fire Station from the age of twelve. She continued to be an active member of this unit until the age of eighteen when she moved over to an instructing role at the same unit. A short period of time thereafter, FF X became successful in the recruitment process for the “on call” duty system and is now currently serving a Banbury Fire Station as an operational Firefighter.** |

Evaluation

**YOUR QUESTIONS**

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| **Who took part in the Process**  
FF X supported by both male and female cadets, instructors and operational crews and management at Banbury Fire Station. |
| **How many took part overall?**  
The cadet unit at Banbury consists of between 15-20 cadets and four instructors |
| **What material benefits have been realised for the organisation?**  
The benefits for the organisation have been that we have been able to actively recruit a member from an underrepresented group within the organisation from the local community to an “On call” firefighter position. |
| **Are you alone in conducting this process?**  
There are currently five Fire Stations throughout OFRS with approximately 53 fire cadets who attend weekly sessions on a regular basis. All of these cadet units seek to recruit underrepresented groups and support and promote positive action days. |

**ADDITIONAL QUESTIONS**

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| **What has gone well.**  
With positive action Ff X has progressed through the cadet unit, becoming a cadet instructor and now a member of the “On Call” crew at Banbury. Reflecting OFRS’s commitment to creating a diverse and inclusive workforce. Highlighting the success of walk the talk. This process has also helped promote diversity in young people and will help encourage others to follow in her footsteps. |
What has not gone well in this scheme?  
List your responses.

To date FF X is the only person to have progressed from the Cadet unit at Banbury through to becoming an Operational firefighter. There continues to be young people across all the cadet units in the county that are from underrepresented groups within our service and this demonstrates OFRS’s desire and ability to retain these young people.

Put it all together

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<th>YOUR RESULTS</th>
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**Give your overall conclusion here:**

Overall I believe Ff X’s progression from cadet to "On call" firefighter has been a success and an example of how as a service we can help achieve our diversity mission, Utilising positive action, work experience and encouragement. This process also helps to break down barriers within the community and promotes OFRS as being a diverse and inclusive employer.

Clearly, by supporting and financing Fire Cadet Units which attract diverse membership we are giving due regard to the Statutory General Duty under the Equality Act 2012;

- foster good relations between those who share a protected characteristics (in this case gender, race, belief, sexual orientation and age) and those who do not;
- to advance equality of opportunity between those who share a protected characteristics and those who do not and;
- to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the act.

The work also aligns to the County Councils Equality Plan 2012-17, Objective 4 - Promoting a culture of fairness in employment and service delivery.

Furthermore, as we publish data on our Walk The Talk (WTT) projects, we are also in compliance with the Specific Equality Duty (ii), to publish information demonstrating our compliance at least annually.

*This also meets FRSEF criteria 2.9*

WM John Campbell,
White Watch,
01 Banbury.
The above links to the four key objectives of the OCC Equality Policy as follows:

1. **Understanding the needs of individuals and communities** - By understanding the needs of our community we are able to attract membership from a diverse group of youths for our Fire Cadet Scheme; this is fostered by OFRS staff regularly visiting schools and colleges, career fairs and youth groups as well as hosting open days and undertaking Home Fire Risk Checks across our community. Ff X wanted to join the cadet unit and we ensured she was encouraged and supported in this process building her skills and confidence such that she was able to realise her goal of becoming an On Call member of OFRS - enhancing our service to the community by better representing them.

2. **Providing accessible, local and personalised services** - by providing 5 cadet units throughout the county OFRS demonstrates commitment to extending this initiative throughout the county and therefore being accessible to all major conurbations.

3. **Supporting thriving and cohesive communities** - By having a diverse membership and by teaching the OFRS values as part of the core ethos of the Fire cadet syllabus OFRS provides a stimulating environment with values to bring people together to thrive as a community and group.

4. **Promoting a culture of fairness in employment and service delivery** - By demonstrating a supportive and fair process for joining the cadet units and the On Call Service we built confidence and promoted a fair and inclusive culture which attracted Ff X to apply to and deliver a service for OFRS.