



Equity and Diversity Plan

Summary

Respect

Integrity

Courage

Loyalty

Trust



Purpose

The purpose of this QFES Equity and Diversity Action Plan (the Plan) is to outline QFES' commitment to promoting and fostering equity, diversity, and inclusion. This plan aims to create a safe, capable and inclusive workforce that is representative of the communities we serve and where individuals from all backgrounds can thrive and contribute to our collective success.

QFES will foster and promote the principles of equity, diversity, and inclusion by:

- ensuring employees feel safe and supported in the workplace;
- creating a culture where the experiences and perspectives of members of diversity target groups, and other groups of employees that are not diversity target groups, are invited and respected,
- fostering a culture of belonging for all;
- ensure employees feel supported to work together to improve performance and wellbeing; and
- ensure employees possess the skills and knowledge and have access to the systems necessary to engage in employment matters in a respectful, appropriate and safe way.

This Plan is underpinned by Chapter Two of the *Public Sector Act 2022* which aims to promote, support and progress equity and diversity in relation to employment matters, including Section 28, which requires the development of an equity and diversity plan.

This Plan aligns with the intent of the Charter Letter of the Minister for Fire and Disaster Recovery and Minister for Corrective Services dated 6 February 2024, which states the Minister will support the progress of equity, diversity, respect and inclusion within QFES in accordance with the obligations in the *Public Sector Act 2022*.

About the plan

The Queensland Fire and Emergency Services' Equity and Diversity Plan (the Plan) identifies key principles and actions for improving employment outcomes and employee experiences for:

1. Gender equity including women in leadership,
2. Actions to support all diversity groups,
3. Fair and equitable employment opportunities, and
4. Build and support a multiple generational workforce.

This Plan:

- applies to all employees and volunteers across the organisation,
- is supported by Strategies in the QFES Strategic Workforce Plan 2022-2025,
- is supported by Strategies in the QFES Strategic Plan 2022-26 (Maintain a commitment to ensure the health and safety of our staff and volunteers),
- is supported by Actions in the QFES Aboriginal and Torres Strait Islander Cultural Capability Action Plan 2022-25,
- aligns with the Vision of the Queensland Public Sector Commission's Inclusion and Diversity Strategy 2021-2025,
- aligns with the Vision and Principles of the Queensland Women's Strategy 2022–27.

Measures

On 17 April 2023, the Queensland Public Sector Governance Council approved the QFES 2023-2026 diversity targets to be:

- 4% - Aboriginal and Torres Strait Islander peoples;
- 12% - people living with a disability (*2% for firefighting workforce);
- 12% - culturally and linguistically diverse people, who speak a language other than English at home;
- 50% - women in leadership Senior Officer, with targets combining both classified and equivalent roles (*10% for firefighting workforce); and
- 50% - women in leadership SES and CEO, to be measured at the SES2, SES3, SES4 and CEO levels, with targets combining both classified and equivalent roles (*10% for firefighting workforce).

QFES will regularly review diversity target outcomes, using a combination of MOHRI data and WfQ Survey data, to provide reporting outcomes via its annual Audit Report to the Office of the Special Commissioner, Equity and Diversity.

Support networks

QFES Allies of Inclusion

QFES has a dedicated workplace program called QFES Allies of Inclusion. A QFES Ally of Inclusion stands for the inclusion of everyone, leads by example and encourages inclusive behaviour amongst others. A QFES Ally of Inclusion is informed and committed to understanding the broader context of inclusion and diversity. A QFES Ally of Inclusion contributes to a safe, healthy and inclusive workplaces where our people feel safe to share their perspective. They are willing to challenge attitudes, words and behaviours which don't support an inclusive culture or which might compromise the way our services work together.

Within the QFES Allies of Inclusion program, there are a number of Workforce Resource Groups made up of staff and volunteers with a shared set of interests, experiences and perspectives that help promote the values of QFES and play a part in helping us be more inclusive within QFES and the communities we serve. Workforce Resource Groups provide staff and volunteers with opportunities to network, exchange views, put forward innovative ideas, mobilise and participate in relevant events.

Activities for 2024

By implementing this Equity and Diversity Action Plan, QFES aims to create a workplace that values and celebrates the unique perspectives and contributions of all individuals across the organisation. Together, we can continue to build a safe, capable and inclusive workforce that is representative of the communities we serve.

Actions to support Equity, Diversity and Inclusion

The actions of the QFES Equity and Diversity Action Plan will use the following measures:

- Number of staff accessing training (compared each year).
- Numbers of candidates from under-represented target groups.
- Number of complaints about staff experiencing discrimination.
- Percentage of staff respondents feeling valued (as per WfQ Survey).
- Human Rights Training completed by percentage of staff.

No	Goals	Action	Work Area / Committee
1.	Promote awareness and education	1.1 Increased uptake in training and awareness programs to increase understanding of equity, diversity, and inclusion. 1.2 Provide resources and tools to educate employees on the importance of equity and diversity in the workplace. 1.3 Encourage open and constructive dialogue on diversity-related topics.	People and Culture Directorate
2.	Enhance recruitment and hiring practices	2.1 Implement inclusive recruitment strategies to attract a diverse pool of candidates. 2.2 Establish clear guidelines to minimise biases and ensure fair evaluation of applicants. 2.3 Actively seek partnerships with organisations that promote diversity and inclusion to expand the QFES recruitment network. 2.4 Encourage candidates whom identify as a target group individual to self-identify during the recruitment process.	1. Queensland Fire and Rescue 2. Rural Fire Service Queensland 3. People and Culture Directorate
3.	Foster an inclusive workplace culture	3.1 Encourage open communication and respect for different perspectives and backgrounds. 3.2 Continue engaging with Workforce Employee Groups to provide a supportive space for underrepresented groups 3.3 Celebrate diversity through cultural events, awareness campaigns, and other initiatives.	All QFES
4.	Establish equitable policies and practices	4.1 Regularly review and update policies to ensure they promote fairness and prevent discrimination. 4.2 Implement flexible work arrangements to accommodate diverse needs and promote work-life balance.	1. People and Culture Directorate 2. Supervisors
5.	Measure and track progress	5.1 Establish key metrics and indicators to assess the progress of our equity and diversity initiatives. 5.2 Regularly collect and analyse data on workforce demographics, representation, and employee satisfaction. 5.3 Use feedback and data to identify areas for improvement and adjust strategies accordingly.	1. Executive Leadership Team People and Culture Directorate

Goals will be measured via the Working for Queensland survey, Aurion data, facilitated group conversations and interviews, and workforce experience insights.

Actions will be measured via data collection to review movement across diversity target groups.

Detailed activities and measures of success will be developed in consultation with stakeholders and engagement with our staff, to support the delivery of this Plan.

A note on QFES Reforms:

The issue of a complex workforce is compounded by the QFES Reforms currently underway. There are three key changes occurring as part of the QFES Reforms:

1. The State Emergency Service will move to the Queensland Police Service. Marine Rescue Service transitioned to the Queensland Police Service on 1 May 2023. These services will be separate entities within the Queensland Police Service and have their own dedicated budgets.
2. The Queensland Fire Department will be established on 1 July 2024 as a dedicated fire department. The Rural Fire Service will be a separate entity, with its own dedicated budget within the Queensland Fire Department.
3. Queensland's disaster management functions will transition to the Queensland Police Service, subject to the outcomes of a review of Queensland's disaster management arrangements by the Inspector-General of Emergency Management.

The remaining functions within QFES will be repositioned to form the new Queensland Fire Department and this Equity and Diversity Plan was designed to support the new Queensland Fire Department.