

# Equality, Diversity and Inclusion Objectives 2020-2025



**Buckinghamshire**  
**FIRE & RESCUE SERVICE**  
*we save lives*

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**Buckinghamshire & Milton Keynes Fire Authority (BMKFA) is fully committed to Equality and Diversity.**

The Authority recognises that fairness and inclusion is fundamental to everything it does, to achieve its vision of making Buckinghamshire and Milton Keynes the safest areas in England in which to live, work and travel.

The Authority believes that a workforce that better reflects the diversity of the local working population will create a stronger, more enriched and well-informed organisation, able to meet the expectations of a modern Fire and Rescue Service.

The Authority recognises that having a diverse flexible workforce, which better reflects the community it serves, can enhance performance as well as improve its service to the community.

- **Diversity** - Our culture will engage and value diversity and difference to enhance our service offering to the public.
- **Service to the Community** - We will provide a more diverse range of services to better protect the communities we serve.
- **Improvement** - Our employment offer will be inclusive and embrace flexibility to support improved diversity representation across the service.
- **People** - We aim to be an employer of choice, attracting, recruiting, retaining and developing staff from diverse backgrounds, to reflect the communities we serve.