

## VOLUNTARY DISABILITY, MENTAL HEALTH AND WELLBEING REPORT 2024

### REPORT OF CHIEF FIRE OFFICER



For Information

#### 1. PURPOSE OF REPORT

- 1.1 To update Members on the Brigade's Voluntary Disability, Mental Health and Wellbeing Report as of 31 March 2024 (Appendix 1).
- 1.2 To inform Members of the intention to publish future Disability, Mental Health and Wellbeing reports to align and sit alongside the Brigade's Ethnicity and Gender Pay Gap and Public Sector Equality Duty reporting. This could be in the format of one collective report.

#### 2. RECOMMENDATION

- 2.1 That Members note the Cleveland Fire Brigade Disability, Mental Health and Wellbeing Report (Appendix 1) and the intention to publish future reports to align and sit alongside with the Ethnicity and Gender Pay Gap and Public Sector Equality Duty reporting. This could be in the format of one collective report.

#### 3. BACKGROUND

- 3.1 A framework to support employers to voluntarily report on disability, mental health and wellbeing in the workplace has been developed by the government. This was done in partnership with large employers and expert partners (including leading charities) to support organisations to record and voluntarily report information on disability, mental health, and wellbeing in the workplace.
- 3.2 The framework is aimed at large employers with over 250 employees but can also be used to support smaller employers who are keen to drive greater transparency in their organisation or industry.
- 3.3 The government believes that recording and voluntarily reporting information on disability, mental health and wellbeing may support an employer to:
  - improve employee engagement and retention, with consequent gains for performance and productivity – engaged employees are less likely to report workplace stress and take fewer days sickness absence
  - better understand the experiences of disabled people and people with mental health conditions in their workforce

- better monitor internal progress in building a more inclusive environment for employees
- access a wider pool of talent and skills through promoting inclusive and disability-friendly recruitment, retention, and progression policies
- set an industry example in driving a cultural shift towards increased transparency
- better serve and connect with disabled customers and communities.
- engage in open and supportive conversations about disabilities and health conditions to help enable employees to remain in work and achieve their potential

- 3.4 The Brigade has committed to the voluntary reporting of disability, mental health, and wellbeing key actions we have undertaken over the period 2024. Moving forward, this report will be produced in the same timeline as Ethnicity and Gender Pay Gap, and Public Sector Equality Duty reports. This could be in the form of one report. The voluntary reporting of this information also supports our commitment to the Public Sector Equality Duty which requires us to consider and advance equality when carrying out all functions and to eliminate discrimination.
- 3.5 The information will be published on the Brigade's website and relates to data as of 31 March 2024.

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**SIMON WEASTELL**

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