



Culture and Inclusion Conference

15th and 16th July 2024

UK Fire and Rescue: Culture Journey

Looking back – Looking forward: Lessons, learning, action

Day One: 15th July - Reflecting on our response to culture challenges and learning;

- 11.30 – 13.00** **Registration, networking and stand viewing**
- 13.00 – 13.15** Welcome from the event chair, Kath Billing, NFCC EDI Lead
- 13.15 – 13.30 Opening address from NFCC Chair Mark Hardingham reflecting on past year; what we have achieved; what we have learnt; what more we need to do.
- 13.30 – 14.00 Keynote address Anthea Sully – CEO White Ribbon / chair of NFCC independent challenge and support panel
- 14.00 – 14.30 HMICFRS: update on The State of FRS report, misconduct thematic inspections, and spotlight recommendations progress – HMI Roy Wilsher OBE QFSM
- 14.30 – 15.00 Leadership and diversity – partnership perspectives: Input from the Defence Academy on recruitment and retention diversity
- 15.00 – 15.30** **Coffee and networking**
- 15.30 – 17.15** NFCC Culture action plan: The journey so far
- Leadership
 - Direct Entry
 - Behaviour – interactive session
 - Data – Culture Dashboard Methodology
 - Health and Wellbeing – Release of new framework
- 17.15 – 17.30 Summing up day one

16th July – Looking forward - Imagining our future: Inclusive culture

- 09.30 – 09.40 Welcome back and reflections of day one
- 09.40 – 10.20 Siobhan Melia – CEO Sussex Community NHS Foundation Trust - Lead for the Culture Review of Ambulance Trusts (commissioned by NHS England) - Learning from NHS and ambulance trusts followed by Q&A.

- 10.20 – 10.50 Inclusive Fire Service group – Ben Selby, FBU and Sarah Ward, LGA
- 10.50 – 11.50 Sharing learning: Presentations from FRSs who have had independent culture reviews: – presenting back what they have done in response; improvement plans and progress:
- 11.50– 12.10 **Coffee and networking**
- 12.10 – 13.00 Lived experience panel – Chaired by Susannah Hancock, CEO
- This panel will bring together organisations and networks, representing aspects of lived experience from across the sector, to discuss their culture and inclusion priorities, and how the sector can all work together to realise an inclusive culture.
- Jules King - Women in the Fire Service
 - Yasarian Murfin - Black Members Network
 - Harjit Singh - Asian Fire Service Association
 - FFC - Joss Gaynor
 - UK Fire Pride - Maria Buck
- 13.00 – 13.15 Moving forward and Summing up - Mark Hardingham