

**BOOK YOUR PLACE TODAY**

**AFSA SOUTH DEVELOPMENT DAY**

**3rd APRIL**

DAY IN PARTNERSHIP WITH:



**West Sussex**  
Fire & Rescue Service

Venue:

**Arora Hotel Gatwick-Crawley**  
Southgate Avenue,  
Southgate, Crawley  
RH10 6LW

**Key themes:**

1. Prevention, Protection and Response - engaging with minority communities to develop our understanding, identify different approaches to what we do.
2. Representation: positive action, recruitment, talent management and retention
3. Staff experience: developing an inclusive mindset and culture
4. Voice: the role of staff networks as a pastoral support body and dynamic enabler for service change

**Key Outcomes:**

- Raise awareness, understanding and motivation to make a change amongst delegates
- Share the latest evidence and best practice
- Develop collaboration opportunities across fire and rescue services
- Network

**Format:**

- Each presenter will be asked to provide an overview and then facilitate tabletop discussions focusing on barriers and solutions
- AFSA colleagues will be placed on tables to help facilitate/summarise/feedback

**Target audience**

AFSA South Region FRS member organisations (London, Oxford; Bucks; Berks; Hampshire; Surrey; East Sussex; Kent). Other fire and rescue services from other regions are most welcome to attend.

**Cost:** All delegates £75.00

For current programme overview see next page  
and booking information is available by emailing [afsafrs@yahoo.co.uk](mailto:afsafrs@yahoo.co.uk)



REGIONAL  
EVENT

# Harnessing the value of inclusion through regional development working

## FRIDAY APRIL 3RD 2020

<b>09:00 - 10:00</b>	Registration & Networking
<b>10:00 - 10:15</b>	<b>Welcome</b> Sabrina Cohen Hatton, CFO West Sussex FRS and Laura Mullins, West Sussex FRS
<b>10:15 - 10:30</b>	<b>AFSA &amp; South Regional Development Day - Context</b> Dal Rai AFSA Chair
<b>10:30 - 11:30</b>	<b>Prevention, Protection and Response - engaging with minority communities</b> Mark Hardingham, CFO, Suffolk FRS and Saty Nar, West Midlands Fire & Rescue Service
<b>11:30 - 12:00</b>	<b>NETWORKING BREAK</b>
<b>12:00 - 13:00</b>	<b>Positive Action &amp; Talent Management</b> Jagtar Singh, AFSA National Advisor
<b>13:00 - 13:45</b>	<b>NETWORKING LUNCH</b>
<b>13:45 - 14:30</b>	<b>Inclusion and culture</b> Collette Black, Essex County Fire & Rescue Service
<b>14:30 - 15:15</b>	<b>Getting the most from staff networks</b> Jax Effiong, Greater Manchester Fire & Rescue Service
<b>15:15 - 15:45</b>	<b>Action planning going forward with the 3% and 30/60/90 plan</b> Jagtar Singh, AFSA National Advisor
<b>15:45 - 16:00</b>	<b>Inclusive leadership &amp; Inclusion a personal reflection</b> Sabrina Cohen Hatton, CFO West Sussex FRS
<b>16:00</b>	<b>Summary and Close</b> Laura Mullins, West Sussex FRS & Dal Rai AFSA Chair

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**Places are limited so please book your place today.**

