

AFSA Committee Meeting Staffordshire FRS HQ on 20/09/2019

Attending.

Dalvinder Rai Hampshire (AFSA Chair)
Yasmin Bukhari GMC (AFSA General Secretary)
Pavinder Singh London (Retired)
Jagtar Singh Basi Bedford (Retired) AFSA Consultant
Jagtar Mahli Bedford Police (Retired)
Jo Harfleet Kent FRS
Mike Pitney Kent FRS
Harjit Singh Hertford FRS
Michael Ogwo London (Retired)
Manjit Singh London (Retired)
Mandeep Bharaj West Midlands FRS
Dav Gavin Durham FRS
Gary Collins Attending by Phone
Mohamed Jogi NHS Attending by Phone
Chico Pau IT Consultant Attending by Phone
Vicki Campbell Attending by Phone.

Apologies for absence.

Diane Dunlevy Staffordshire FRS (Equality Officer) – attending Police meeting
Dee London (Regional Chair) – injured.
Saty Naar West Midlands (Fire safety)

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AGENDA.

1 – Minutes of last meeting held at Durham and Darlington FRS on 12.04. 2019.

2- Facial Hair.3- AFSA Spring Conference

4 – National Conference 2019

5 – Smoke and Mirrors Workshop

6 – Business Plan 2019 -2022

7 – AFSA Finance

8 - Communications

9 – AOB: to include Regional Reports.

1 - Minutes of last meeting - Durham & Darlington 12.04.2019

2 - Facial hair.

Despite repeated representations and consultations with industry experts there is still no definitive answer to the issues raised by facial hair when wearing breathing apparatus.

1970's practices are still seen as the only remedy; namely the requirement to be clean shaven in order to meet the requirements when wearing BA.

Several approaches have been made to find alternatives:

- Risk based approach
- Projects utilising case studies
- Specific attempts at solutions
 - Face fit test
 - Research into Peak Inhalation positive Pressure sets, which have shown that positive pressure sets will dip into negative pressure under conditions of strenuous working.
 - The possibility of manufacturers expanding their research and development resources to find design solutions; they are unwilling to do so to meet niche requirements of a small sector of the industries they cater for.
- Legal aspects of remain unchanged and are unlikely to do so unless Health and Safety considerations render this omission in design a legal necessity. Expert legal guidance could be sought from Capsticks.

It is foreseen that the issues over facial hair and BA represent a problem that will persist.

The technical aspects are unlikely to change.

Awareness of equality Impact Assessment has not altered the current perspectives.

Fire Show 10.09.2019 Birmingham: varification in views on face fit from Breathing Apparatus manufacturers.

Still no definitive answer.

3. AFSA Spring Conference 2019.

Feedback.

Food

- labelling let down, should be a priority
- quality not good: in house provision by hotel: Feedback on labelling given in writing to hotel by Mohamed J; no response from hotel. Also, on quality of rooms and access.

Other points

- speakers generally good.
- Schedule too packed (but this is the AFSA formula - to have no loose time: Discipline in workshops)
- Criticism – John Barnes evening presentation was too long and blocked other entertainments. Though John Barnes presentation still has resonance today.

4. National Conference 2019.

- Good progress on delegates; 80 delegates booked. Booking and accommodation good and the agenda is looking good.
- Notes for action
 - Push award nominations through
 - Make sure hotel rooms are in the main venue hotel and book now.
 - 2 rooms per Brigade requirement; examine marketing of conference to ensure full take up by Brigades.
- Mohamed J: Delegate bookings currently at 100. As the award nominations come in, additional bookings will follow. There is a danger of overbooking.
- A marketing point will be a Legal update to Human Resource and Equality Officers by Capsticks.
- There needs to be a balance between people who have been before and new attendees.

Spring Conference - 11th & 12th June 2020 – to be hosted by Kent FRS

- Mohamed J: Themes and speakers are agreed. Confirmation of speakers is in progress.
- Venue confirmed.
- Mike P (Kent FRS) Confirms quality of venue as good. External caterers will be used and a tasting session is planned.
- Check for clash with Women in The Fire Service Conference. Mohamed J confirms that checks for clashes will be carried out.

National Conference 2019 – a meeting date in October is to be arranged.

National conference 2021 – Prospective hosts are;

- Bedfordshire
- Humberside
- Oxfordshire

Action point: - Nominations for Awards – at least two nominations per Brigade required.

- Everest Base Camp - London Fire Brigade
- examine proposals for Man of the year and Woman of the year.

Jagtar S – Check last year's short list of nominees and re-examine current situation of those who did not attain awards for to assess their ongoing eligibility for an award this time.

Vicky, Mohamed J and Chico to be consulted.

5. Smoke and Mirrors workshop.

Workshop themes

- Template and AFSA principles
 - evaluate and review
 - impact of the work done by the Smoke and Mirrors report
 - toolkit with Capsticks 10 key items
 - Nicky Green's work
 - more case studies required
 - focus on languages to promote and facilitate recruitment,
with inclination towards legally permitted positive action measures under the Smoke and Mirrors principles.
 - Smoke and Mirrors will not allow Brigades to sit back and do nothing.
 - Demand for Smoke and Mirrors Workshop is oversubscribed.
 - date set for Smoke and Mirrors workshops are; 19th December 2019 in Kent and 17 January 2020 in West Midlands.
- Learning points from previous workshops is to extend the workshop duration by 1 hour and finish at 15:00 instead of 14:00

6. Business Plan 2019 -2022

- launch at National conference 2019 in November.
- Available by PDF + short publication in addition to the delegate pack.
- publishing will be by Conference host Brigades.
- AFSA used NHS template as basis for AFSA business plan.

Development Day: - Little Hampton at the Firefighters' Charity Rehabilitation Centre in January 2019.

Themes.

- Review of the various Strategic Direction policies eg:
 - o Home Office to compile Strategic Document for AFSA.
 - o AFSA Strategy 2019-2022 Document.

Action Point. – Organise next year's development Day using Firefighter's Charity Venue.

- Determine which themes to include.
- Use the Development Day to get new people involved in AFSA, which will bring them into the association. On this point, AFSA needs to build more of a profile targeted selectively at potential and existing members. To this end produce a and Introductory Pack which answers many of the enquiries made. GMC's new recruit induction under Equalities input needs to include awareness of all support services including AFSA.
- The generic induction Pack (Draft) to be Resent by email to committee members.
- Kent FRS – Gurdwala visit could be included in their Brigade news-letter/information bulletin and could include reference to AFSA.
- Generic Package to Regional reps for them to adapt to local needs.
- West midlands Development Day could be in the new conference suit.
- Mohamed J and Dalvinder to discuss the options for a venue;
 - Fire Service College
 - West Mids conference suite
 - Little Hampton

Action – this is the Chair's prerogative.

7. AFSA Finance.

AFSA up for an award for partnership working.

8. Communications.

Feedback on last AFSA newsletter was negative.

The process of editing data and information to identify historical cultural points of interest for inclusion in the Newsletter; eg. "Jagtar Mahli - anecdote on colourism as example of a subliminal bias".

Discussion on conscious bias and assumptions on people based on culture, appearance, name and the common misconceptions that go with these.

Action Point.

New web site £2000 budget for development. Momentum, pace, completed working at high standard of newsletter production. (Quarterly issues).

- Regional reps to assist with circulation.
- Prior to deadlines, request contributions from Exec Committee members.
- Jo H volunteered to be New Communications Co-ordinator.
- Communications Committee to be;
 - Jo H
 - Dalvinder R
 - Jagtar M
- Awards Committee Members to be;
 - Diane D
 - Mo A
 - Dalvinder R
 - Bajou

9. AOB.

Regional Updates.

Hampshire – Dalvinder R

London – Pavinder S – Bridges and Curry Walk arranged for 05 October 2019

Diwali Do date to be arranged – Leicester Square venue.

Hertford – Harjit -Development Day; second one requested by east of England

Saty: - work is under way for a development day and when done will ensure it is in the 2020 calendar.

North East.

Tyne and Wear – are trying to organise their own conference; are currently deciding who and what organisations to involve.

He-She Conference coming up, supported by AFSA and need to publicise.

Mearhban – Charity project.

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GMC – Yasmin B

- Desire has been expressed for a development day on Positive Action.
- GMC and Cumbria are in the process of organising one.

Jagtar M – request a group email for executive members.

South West: Request by Jagtar B; contact South West region Avon and Dorset and ask them to become more involved in executive meetings.

Fire Aid – Conference in London

Black Police Association – Conference in London.

Key Messages From Today's Meeting

Yasmin: Communications; we miss out on a lot of useful and interesting events and developments.

Dav: Communications; need to improve in the North East by integrating this into the normal work schedule.

Mike P – Working with Fire Aid revealed an interesting observation, when Kent FRS arranged for a Fire Engine to be sent abroad to a Polish town in which only women had been born in the last decade. Consequently, the Fire Service there was composed predominantly of women. Their old fire engine was being replaced by a newer one.

Jo H: Communications; An up to date list of AFSA members and Executives should be shared with all AFSA so as not to reinvent the wheel.

Mandeep: Recruitment; the AFSA pack should be incorporated into Recruit Induction Packs. This will require joint working between Brigade.

Harjit S: Inclusion Staff Network; looking to set up a BEM group to be integrated with AFSA. An idea is to prepare a package of events such as Diwali etc to give to Brigades together with an AFSA calendar.

Pavinder S: Induction Packs should be available in all Brigades.

Manjit S: Update on AFSA information by newsletter.

- Facial Hair; disheartened by lack of progress on this issue.

Michael O: Facial hair; interesting legal aspects.

Newsletter promoting positive action is challenging from the point of legal approval for the initiatives that can be taken under positive action.

Smoke and mirrors report and proposed workshop.

Jagtar B: Awards and how to choose nominees.

People who have worked on positive Action;

- Nichola Green
- Graham Meldrum.

Meeting closed at 13:37