



FIRE BRIGADES UNION

CONFERENCE 2025

**EXECUTIVE COUNCIL POLICY
STATEMENT**

UNITY AND STRENGTH IN THE WORKPLACE -
PRIORITISING OUR FUTURE TOGETHER

The Fire Brigades Union (FBU) is built on the foundation of solidarity. Our strength comes from our ability to unite, standing shoulder to shoulder with each other and empowering members.

The early stages of the 21st Century have been defined by political upheaval, austerity, globalisation and workplace exploitation. Now, more than ever, we require a strong and united Union.

Together, we must reinforce the FBU as a powerful and effective force. FBU members confront the personal dangers and discharge the responsibilities of today's Fire and Rescue Service (FRS). FBU members are the FRS, and we stand together in our collective role as custodians, ready to confront employers, politicians and governments who attempt to undermine it.

The challenges we face on pay, pensions, conditions of service, and public safety demand a bold and united response.

To achieve this, the Executive Council (EC) sets out the following priorities and actions:

Reforming and Strengthening Our Union

To maximize our effectiveness, we must ensure that our Union is structured to best serve our members. This begins with a democratic, transparent approach to decision-making that is fit for purpose.

To this end, the EC has initiated a number of task and finish groups to undertake a comprehensive review of our processes and practices.

This review will encompass our current strategies, communication methods, membership engagement, and support services. The goal is to identify critical areas for improvement and ensure our union remains responsive to our member's needs.

By collaborating throughout the union, we can discover better practices, ensuring effective communication and robust decision-making structures. We must ensure that every representative and official has the resources and support necessary to succeed.

Strengthening Equality Through Inclusion

An inclusive union is a strong union. Each member of the FBU, regardless of their background must feel valued, supported and empowered to engage actively. While our equality sections serve a critical role, we all must push ourselves further.

Our fight for equality is not a separate struggle it is intrinsic to our mission for enhanced pay, conditions of service and safety. An inclusive FBU is a stronger FBU better positioned to tackle the challenges that lie ahead.

We therefore aim to recruit and train equality representatives within every workplace. We must ensure that issues of discrimination and fairness are confronted directly, never brushed aside. We aim to dismantle barriers to participation, ensuring that all voices resonate within our structures.

Building Power on All Branches

The true power of our Union comes from the workplace. This is where our members face cuts, underfunding, and declining conditions. This is where we must build our strength.

We prioritise organising in our workplaces, every fire station, control room and FRS workplace must have a trained FBU representative, ready to support members and build effective branches. Our reps form the backbone of our Union, ensuring that every member feels supported, informed, and prepared to take action.

The future of our movement depends on our ability to encourage and support the next generation of activists. We will equip them with the skills, confidence and support they need to lead.

Strong and effective communication between representatives and members is vital. Each firefighter and firefighter control must know how to access union support and resources and feel empowered to shape their working lives.

At the heart of this strategy lies recruitment and retention. A high-density, well-organised union is a powerful union, and we will continue to work tirelessly to increase our membership and amplify our collective voice.

Building our Future

The future of the FBU will be built on our capacity to mobilise, organise, and lead our members. By rooting ourselves firmly in the workplace, we will build our membership density and enhance our power to defend our service and improve our members working lives.

Conference commits to:

- review FBU structures to ensure they are fit for purpose and deliver for members
- implement the Organising Strategy 2025
- shape our in-house education programme around building the FBU in the workplace
- recruit equality reps in workplaces to improve workplace culture
- use modern tools and resources to organise
- equip, empower and support branches and brigades to take on local issues
- mobilise members for workplace campaigns
- organise a young members event this year
- reorganise and refocus the FBU around organising in the workplace.

The time for unity and action is now. Through commitment and solidarity, we will continue to shape our union as a beacon of strength, equality, and empowerment for all our members.

Together, we reassert our purpose, pledging to tackle the challenges we face, advance our objectives, and ensure that every voice in the FBU is heard and valued. We will rise to the times, recommitting ourselves to the principles that have always defined us as the Fire Brigades Union.