

**TO: Members of Devon &
Somerset Fire & Rescue
Authority**

Cllr T Napper
33 Brooks Road
Street
Somerset
BA16 0PN

19 December 2019

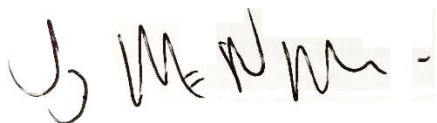
Dear Fire Authority Members,

Meeting of the Authority on 28 June 2019

I am writing to you to apologise for my inappropriate use of the term 'firemen' at the meeting of the Authority on 28 June 2019. Whilst I did use the term as a conscious act, it was intended to reflect that fact that I had been talking with a group of male firefighters about issues that could potentially have a disproportionate impact on women who may wish to become firefighters. I meant no disrespect to any individuals or groups of employees and it has upset me to understand that my words have caused distress and offence to some.

I recognise now that my choice of words was not well considered and I welcome the opportunity to undertake training to help me better understand the negative impact that the use of gender-specific language can have, particularly on under-represented groups. Whilst I feel that I was not able to explain myself properly at the Authority meeting, I do regret using the words I did and I am sorry for the offence that was caused to my fellow Members and to those members of staff and public present at the meeting.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Terry Napper', written over a light grey rectangular background.

Cllr Terry Napper