

SOUTH YORKSHIRE FIRE & RESCUE AUTHORITY

Meeting	FIRE & RESCUE AUTHORITY
Meeting Date	21 NOVEMBER 2022
Report of	CHIEF FIRE OFFICER & CHIEF EXECUTIVE
Report Sponsor(s)	DEPUTY CHIEF FIRE OFFICER / DIRECTOR OF SERVICE DELIVERY
Subject	PEOPLE BOARD UPDATE

EXECUTIVE SUMMARY

This report provides a summary of the items raised and discussed at the People Board in Quarter 2 2022/23. One meeting was held during this period on 6 September 2022.

The People Board provides a strategic and critical role as a guardian of the South Yorkshire Fire and Rescue (SYFR) People Strategy, in safeguarding and promoting a positive culture and ensuring a modern, sustainable and healthy working environment for our staff and volunteers.

RECOMMENDATION

Members are recommended to:-

- a) Note the contents of the report and provide further scrutiny and support to enable continuing effective management of people issues.

CONTENTS

Main Report

Appendix A - Report of the Equality, Diversity & Inclusion Committee to People Board

Appendix B - Report of the Health, Safety & Wellbeing Committee to People Board

BACKGROUND

1. The People Board is an internal meeting that monitors progress of the SYFR People Strategy, culture change and the health and wellbeing of all our employees. The People Strategy is aligned to the National Fire Chiefs Council (NFCC) national People Strategy and also determines and oversees delivery of requirements at a local level. The People Board has committed to provide quarterly updates to the South Yorkshire Fire and Rescue Authority (SYFRA).
2. SYFR's People Board meets quarterly to monitor progress of the People Strategy and to scrutinise information from the four SYFR committees that report to the People Board:
 - Equality, Diversity & Inclusion (EDI) Committee
 - Workforce Planning Committee
 - Health, Safety & Wellbeing (HSW) Committee
 - Workforce Development Committee
3. The People Board receives a written report from each of the above committees every six months and verbal reports in between.

PEOPLE STRATEGY UPDATE

4. The current SYFR People Strategy is for the period 2018 to 2022. The Service has progressed very well against the strategic objectives. The Fire and Rescue Authority (FRA) have received an evaluation of progress each year.
5. Work is now underway on the development of the next People Strategy for the period 2023 to 2026. This will be a consultative process, engaging with key stakeholders and the content will reflect local, regional and national priorities.

SEPTEMBER MEETING UPDATE

6. The Board received a presentation from the Corporate Communications Manager on plans to enhance corporate recruitment campaigns to increase the number of applications; enhance the quality of applicants; improve diversity and communicate the benefits of working for the Service. Key elements will be pride of working for the Service, making a difference and having caring and supportive colleagues. These messages will be shared via targeted social media channels, video case studies and printed materials.
7. The Board received the attached written reports from the Equality, Diversity and Inclusion Committee (appendix A) and Health, Safety and Wellbeing Committee (appendix B) and verbal reports from the Workforce Development Committee and Workforce Planning Committee.
8. At the Health, Safety and Wellbeing Committee, it was noted that the current contract for the Employee Assistance Programme would continue for a further two years and that the IGL00 Project had received ethical approval (post committee note: the Service has been confirmed to be in the advisory group, rather than the control group). The Board approved the revised Terms of Reference for the committee.
9. The Workforce Development Committee reported that the Service had completed the BSI9001 process for quality of operational training services, with high commendation.

10. The Board was advised that the Workforce Planning Committee was not meeting until 8 September 2022.
11. Casework (grievances and discipline) statistics and trends were presented and discussed. It was agreed that statistics relating to Occupational Health (OH) referrals, etc., should also be a standing item at the Board, when the new OH and Wellbeing Manager is in post and able to provide this information.
12. The Board were asked to consider a request from the Fire Brigades Union (FBU) to extend the Secondary Employment policy to wholetime firefighters in probation to enable them to enhance earnings. The Board discussed the implications of this and concluded that it was not inclined to support this shift in policy as this was a critical learning period for new firefighters, unless a more valid argument could be presented.
13. The Board noted the risks from the potential industrial action to be taken by firefighters and discussed the business continuity plans that were being put in place to mitigate some of the impact.
14. The Board received an update from the National Operational Guidance (NOG) project and were presented with a number of options for systems for recording and agreed to progress the development of the in-house system (Mako) rather than purchase an external system.
15. The Board received updates from the On Call Programme and agreed to receive an update report on the new Leadership Programme at the next meeting.

CONTRIBUTION TO OUR ASPIRATIONS

- Be a great place to work-** we will create the right culture, values and behaviours to make this a brilliant place to work that is inclusive for all
- Put people first-** we will spend money carefully, use our resources wisely and collaborate with others to provide the best deal to the communities we serve
- Strive to be the best in everything we do-** we will work with others, make the most of technology and develop leaders to become the very best at what we can be

OPPORTUNITIES FOR COLLABORATION

- Yes
- No

If you have ticked 'Yes' please provide brief details in the box below and include the third party/parties it would involve:

SYFR will work closely with fire and rescue services and other organisations to continuously benchmark against the recommendations and inspection criteria.

CORPORATE RISK ASSESSMENT AND BUSINESS CONTINUITY IMPLICATIONS

16. SYFR need to ensure they have the capacity and capability to implement any recommendations in the SYFR inspection report and continuously improve. There also needs to be the capacity to ensure all the inspection work is completed.

EQUALITY ANALYSIS COMPLETED

Yes

If you have ticked 'Yes' please complete the below comment boxes providing details as follows:

Summary of any Adverse Impacts Identified:	Key Mitigating Actions Proposed and Agreed:

No

N/A

If you have ticked 'No' or 'N/A' please complete the comments box below providing details of why an EA is not required/is outstanding:

If required, an equality assessment has been/will be completed for the agreed recommendations.

HEALTH AND SAFETY RISK ASSESSMENT COMPLETED

Yes

No

N/A

If you have ticked 'No' or 'N/A' please complete the comments box below providing details of why a Health and Safety Risk Assessment is not required/is outstanding:

If required, a Health and Safety risk assessment has been/will be completed for the agreed recommendations.

SCHEME OF DELEGATION

17. Under the South Yorkshire Fire and Rescue Authority [Scheme of Delegation](#) a decision *is required / *has been approved at Service level.

Delegated Power Yes
 No

If yes, please complete the comments box indicating under which delegated power.

IMPLICATIONS

18. Consider whether this report has any of the following implications and if so, address them below:., Diversity, Financial, Asset Management, Environmental and Sustainability, Fleet, Communications, ICT, Health and Safety, Data Protection, Collaboration, Legal and Industrial Relations implications have been considered in compiling this report.

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