

## **SOUTH YORKSHIRE FIRE & RESCUE AUTHORITY**

Meeting	<b>FIRE &amp; RESCUE AUTHORITY</b>
Meeting Date	<b>15 JANUARY 2024</b>
Report of	<b>CHIEF FIRE OFFICER/CHIEF EXECUTIVE</b>
Report Sponsor(s)	<b>DIRECTOR OF PEOPLE AND CULTURE</b>
Subject	<b>PEOPLE STRATEGY 2024-2027</b>

### **EXECUTIVE SUMMARY**

The Fire and Rescue Authority (FRA) approved the Service's first formal and comprehensive People Strategy in 2018 and each year received an evaluation of the progress to achieve the strategic objectives identified within the strategy.

Having reviewed the people requirements of the Service's plans for the next three years and expectations on the fire and rescue sector nationally, a new People Strategy for 2024-2027 has been prepared.

Our new People Strategy will set out the destination for 2027 and the people priorities we will focus on. It will underpin our key plans and strategies and identify the critical workforce and development activities that will be undertaken to ensure we deliver our priorities.

### **RECOMMENDATION(S)**

Members are recommended to:-

- a) Approve the People Strategy for 2024-2027

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### **CONTENTS**

Appendix 1: People Strategy 2024-2027

## 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

## CONTRIBUTION TO SERVICE IMPROVEMENT

- [HMICFRS Inspection Framework e.g. Diagnostic area and/ or diagnostic questions](#)
- [SYFR Inspection report Areas for Improvement \(AFIs\)](#)
- [Fit for the Future Improvement Objectives](#)
- [Professional Standards for Fire & Rescue Services in England](#)
- [SYFR Service Plan 2023-24 Priorities](#)
- [SYFR Community Risk Management Plan 2021-24](#)

The People Strategy 2024-2027 contributes to all of the above and this is detailed in the strategy.

## 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:

We are actively exploring collaboration with national, regional and local partners and organisations.

## CORPORATE RISK ASSESSMENT AND BUSINESS CONTINUITY IMPLICATIONS

1. A corporate risk relating to culture has already been identified and mitigating actions have been identified.

## EQUALITY IMPACT ASSESSMENT 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:
None at this stage, see below	

- No
- N/A

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

EqlAs will be completed as required for actions identified

## 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:

There are no identified health and safety risks

## SCHEME OF DELEGATION

2. 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

3. 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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