

**ESSEX POLICE, FIRE AND CRIME COMMISSIONER
FIRE & RESCUE AUTHORITY**
Essex County Fire & Rescue Service



Meeting	Service Leadership Team	Agenda Item	5b
	Performance & Resources Board		15
Meeting date	12 October 2021		
	27 October 2021		
Report Author:	Jenny Smith, HR Business Partner - People, Culture, Values		
Presented By:	Colette Black, Director of People Services		
Subject:	Quarterly Update - People Strategy		
Type of Report:	Information		
Action Point No.		For Publication	Yes

RECOMMENDATIONS

None. This report is for information only.

EXECUTIVE SUMMARY

A quarterly report is produced to provide a snapshot of our progress against delivery of the action plan for People Strategy Action Plan during Quarter 2 2021-22.

Overall, the plan is on track with 65% of activities on track or completed as expected in the quarter.

Pillar	Planned Activities	On Track / Complete	% On Track / Complete
Culture	21	16	76%
Inclusion	51	23	45%
Wellbeing	17	17	100%
Leadership & Development	20	14	70%
Resourcing	16	7	44%
Operational Training	19	16	84%
Overall	144	93	65%

BACKGROUND

Our People Strategy 2020-24 has an action plan attached to it, and delivery of the action plan is a key enabler of the Strategy. This action plan was reviewed and updated to reflect progress made since inception of the initial action plan, with the revised action plan approved by SLT on 24 September 2021.

OPTIONS AND ANALYSIS

The performance of the six pillars shows that four of the six are on track with two pillars being at less than 50% completion during the quarter, out of the six pillars if we include operational training. Our RAG status report shows no Red “blocked” activity for the quarter. 25 activities (i.e 17% of the total of 144) had not started as planned.

Area	Planned	Not Started	On Track/ Complete	Delayed	Blocked
CULTURE					
Communication & Recognition	9	1	5	3	0
Values & Behaviours	7	0	6	1	0
Continuous Improvement	5	0	5	0	0
	21	1	16	4	0
INCLUSION					
Inclusion	51	23	23	5	0
WELLBEING					
Benchmarking and reporting	4	0	4	0	0
Health, Safety and Wellbeing	5	0	5	0	0
Mental Health	7	0	7	0	0
Financial Wellbeing	1	0	1	0	0
	17	0	17	0	0
Leadership & Development					
Feedback and Engagement	8	0	6	2	0
Leadership Programme & Community	5	0	4	1	0
Professional/Personal Development	0	0	0	0	0

Essential learning	5	0	4	1	0
Inclusive Workplaces	2	0	0	2	0
	20	0	14	6	0
Resourcing					
Leadership and Succession	10	0	3	7	0
Recruitment and Workforce Plans	6	0	4	2	0
	16	0	7	9	0
Operational Training					
Assurance of Competence	5	1	4	0	0
Delivery of the training plan	5	0	5	0	0
Training suitable for all	3	0	3	0	0
Training facilities	5	0	3	2	0
Inclusion	1	0	1	0	0
	19	1	16	2	0

RISK AND MITIGATIONS

The People Strategy is a key control measure for our people risks.

LINKS TO THE FIRE AND RESCUE PLAN

- Promote a positive culture in the workplace
- Make best use of our resources

FINANCIAL IMPLICATIONS

All activity planned for within the People Strategy is included in existing budgets.

LEGAL IMPLICATIONS

None.

EQUALITY AND DIVERSITY IMPLICATIONS

The People Strategy is designed to continuously improve inclusivity.

We have considered whether individuals with protected characteristics will be disadvantaged as a consequence of the actions being taken. Due regard has also been given to whether there is impact on each of the following protected groups as defined within the Equality Act 2010:

Race	No	Religion or belief	No
Sex	No	Gender reassignment	No
Age	No	Pregnancy & maternity	No
Disability	No	Marriage and Civil Partnership	No
Sexual orientation	No		

HEALTH AND SAFETY IMPLICATIONS

None.

CONSULTATION AND ENGAGEMENT

Staff and rep bodies were engaged in creation of the People Strategy. The People Strategy Board scrutinises progress against delivery of the Strategy.

FUTURE PLANS

The People Strategy 2020 – 2024 and its associated action plan sets out the future direction the Services is taking to ensure that it's workforce is fit for purpose.

LIST OF BACKGROUND PAPERS AND APPENDICES

Appendix 1 – Quarter 2 summary update - People Strategy Action Plan