



<b>Classification</b>	<b>Official</b>		
<b>Meeting</b>	<b>Performance and Resources Board</b>	<b>Agenda no.</b>	<b>9</b>
<b>Meeting Date</b>	<b>27 July 2023</b>		
<b>Report Authors</b>	<b>Colette Black, Director of People Services</b>		
<b>Presented By</b>	<b>Colette Black, Director of People Services</b>		
<b>Subject</b>	<b>People Strategy Action Plan Update – July 2023</b>		
<b>Type of Report</b>	<b>Information</b>		
<b>PFCC Action Point No.</b>		<b>For Publication</b>	<b>Yes</b>

## RECOMMENDATION(S)

This report is for information and provides a snapshot of progress against the delivery of the People Strategy Action plan 'deliverables' for Quarter 4 22/23 and Q1 23/24 and looks ahead to the next period.

## EXECUTIVE SUMMARY

All pillars continue to be on track to complete within the Programme schedule and we are proactively looking ahead to 2024-2028. Whilst some minor delays are noted, all are recoverable, except for completion of refurbished BA chambers which has some external dependencies.

## BACKGROUND

An update is provided on each pillar within the programme against the Quarter 4 22/23, Quarter 1 2023/24 deliverables.

- Fair Kind and Inclusive
- Culture Involved and Valued
- Leadership and Development
- Operational Training
- Resourcing and Talent
- Wellbeing and Health

An initial planning session to consider the People Strategy and associated action plans for 2024-2028 has been held. Full consultation will commence in September 2023.

## OPTIONS AND ANALYSIS

The below details the key deliverables achieved in pillar and provides some narrative examples.

### Fair Kind and Inclusive:

Start	Finish	Progress	Task Count	Attention Required	Overdue	On Track	Completed
01/04/2020	29/03/2024	77%	46			16	30
<b>Total</b>			<b>46</b>			<b>16</b>	<b>30</b>

Examples of deliverables completed during the period:

- Race equality and International Women’s Day events created and delivered with emergency service colleagues
- New mandatory training ‘Inclusive Behaviours’ developed and launched
- Change 100 Leonard Cheshire next intern has commenced
- Now possible to collect neurodiversity data for workforce
- Further development of equality data dashboard and data capture undertaken
- People Impact Assessment hub and guidance developed

### Culture Involved and Valued:

Start	Finish	Progress	Task Count	Attention Required	Overdue	On Track	Completed
01/04/2020	29/03/2024	77%	45			12	33
<b>Total</b>			<b>45</b>			<b>12</b>	<b>33</b>

Examples of deliverables completed during the period:

- High performing teams training launched
- Process improvements in Support delivered; process mapping, and implementation of an electronic Movements and Promotions form (increase accuracy, better customer experience)
- Employee Survey feedback and action planning sessions delivered

### Leadership and Development:

Start	Finish	Progress	Task Count	Attention Required	Overdue	On Track	Completed
01/04/2020	29/03/2024	77%	49				49
<b>Total</b>			<b>49</b>				<b>49</b>

Examples of deliverables completed during the period:

- Next phase of leadership development training launched
- Process improvement delivered with a coaching app and booking app ready to go live to support productivity and efficiency

### Operational Training:

Start	Finish	Progress	Task Count	Attention Required	Overdue	On Track	Completed
01/04/2020	29/03/2024	77%	65			13	52
<b>Total</b>			<b>65</b>			<b>13</b>	<b>52</b>

Examples of deliverables completed during the period:

- Independent review of pdrPro commenced
- Immersive training packages utilising Hydra technology launched

### Resourcing and Talent

Start	Finish	Progress	Task Count	Attention Required	Overdue	On Track	Completed
01/04/2020	29/03/2024	77%	45			12	33
<b>Total</b>			<b>45</b>			<b>12</b>	<b>33</b>

Examples of deliverables during the period:

- Applicant tracking system delivery is progressing but 'go live' delayed to September 2023 due to business continuity,
- New transfer policy agreed and published
- Strategic workforce plan published

**Wellbeing and Health**

Start	Finish	Progress	Task Count	Attention Required	Overdue	On Track	Completed
01/04/2020	29/03/2024	77%	66		4	6	56
<b>Total</b>			<b>66</b>		<b>4</b>	<b>6</b>	<b>56</b>

Examples of deliverables during the period:

- The deliverables for this period are, due to a period of absence and a retirement, delayed. One of the two roles has now been sourced and these deliverables will be back on track from September 2023.

**Looking forward**

An initial planning session to consider the People Strategy and associated action plans for 2024-2028 has been held. Full consultation will commence in September 2023.

In the meantime, a recent review of our apprenticeship approach resulted in some recommendations which are being considered as ‘change’ activity. These may be included in the People Strategy action plan for 23-24; if this is the case a change notice request will be submitted to PMB.

**RISKS AND MITIGATIONS**

The People Strategy is a key control measure for our people risks. Risks have also been captured within PMB management and included in the HR risk register.

**LINKS TO FIRE AND RESCUE PLAN**

- The People Strategy Action plan delivers the people aspects of the Annual Plan
- Makes best use of our resources
- Develops and broadens the roles and range of activities undertaken by the Service
- Promotes a positive culture in the workplace

**FINANCIAL IMPLICATIONS**

No financial implications associated with this paper.

**LEGAL IMPLICATIONS**

No legal implications associated with this paper.

**STAFFING IMPLICATIONS**

The People Strategy Action Plan is fundamental to delivering our People Services effectively. Resources are planned.

**EQUALITY AND DIVERSITY IMPLICATIONS**

The actions being taken will not have a disproportionate impact on individuals with protected characteristics (as defined within the Equality Act 2010), when compared to all other individuals and will not disadvantage people with protected characteristics.

Race	n	Religion or belief	n
Sex	n	Gender reassignment	n
Age	n	Pregnancy & maternity	n
Disability	n	Marriage and Civil Partnership	n
Sexual orientation	n		

The Core Code of Ethics Fire Standard has been fully considered and incorporated into the proposals outlined in this paper.

**HEALTH AND SAFETY IMPLICATIONS**

None identified.

**CONSULTATION AND ENGAGEMENT**

Staff were engaged in development of the People Strategy. The People Strategy Board scrutinizes progress against the delivery of the strategy. PSAP updates will be made available and stakeholder groups informed.

**FUTURE PLANS**

A review of the People Strategy will take place in 2024.

**LIST OF BACKGROUND PAPERS AND APPENDICES**

None.