

Minutes

People and Culture Committee

Date: 17 January 2025

Time: 10:30

Venue: FSHQ

Present:

Cllr F Shaheen (in the chair), Cllrs Ali, Bruce, Dickenson, Downes, Hinchcliffe, Pollard, Renshaw, Salam, Sutcliffe and Tulley

Apologies:

None

1. Minutes of meeting held on 4 October 2024

Resolved

That the Minutes of the last meeting held on 4 October 2024 be signed by the Chair as a correct record.

2. Matters arising

There were no matters arising.

3. Urgent items

There were no urgent items.

4. Admission of the public

There were no items requiring the exclusion of the public and press.

5. Declarations of interest

There were no declarations of interest.

6. Human Resources Activity Report

The Director of People and Culture submitted a report which advised Members of the key HR metrics for the reporting period July to September 2024, including establishment strength, sickness absence data and high-level discipline and grievance figures.

Members challenged the report author on the following:

- Availability of on call staff, (in particular crew managers and drivers at Ilkley and Silsden Fire Stations), which it was noted is a national issue due to changes in legislation to response driver standards and steps are being taken to address this by making provision in the budget for external trainers to be employed. Members were also informed that the operational staffing project, which is currently underway, includes looking at people and specialisms and the wider resources across the service.
- Mental health absences compared to previous years and whether a more in depth breakdown of the figures could be made available.
- Routine health checks

Resolved

That the report be noted.

7. Diversity and Inclusion Strategy 6 Monthly Update

The Director of People and Culture provided a report to update Members on the work of the Diversity, Equity & Inclusion (EDI) team. This included a spotlight on the Diversity and Inclusion initiatives already undertaken and those planned for the next quarter and a spotlight on Positive Action and Community Engagement events.

Members welcomed all the work that has been done and passed their congratulations to the team for gaining the Silver award for their Inclusion Standard Submission. Members challenged the report author to confirm the most effective methods employed which had worked towards gaining the award. These included empowering staff to lead on Diversity and Inclusion initiatives by sharing lived experiences, looking at the wider WYFRS policies, expanding the positive action work and using an evidence-based approach through data. The report author confirmed they would be working towards the gold award and had requested feedback to enable comparison to the sector.

Members discussed the Spotlight On reports and raised the following;

- Impact evaluation work ongoing to investigate cause and effect
- Barriers to the selection process and reasonable adjustments
- Percentages of applicants moving on to the next stages
- Whether the formal application form can be discarded
- How to reach home schooled children

Members requested further information on the changes that would be introduced following the recruitment process review, the data from which is currently being analysed.

Resolved

That the report be noted.

8. Yorkshire and Humber Local Authority Employers' Association Minutes of Meetings held on 11 January 2024 and 4 September 2024

Resolved

That the minutes of the YHEA meeting held on 11 January 2024 and 4 September 2024 be noted.

9. Quarterly Update on the 12 month People Plan

The Director of People and Culture presented a recorded video message updating all staff and members of the progress made on the 12 month People Plan.

Members noted the positive work happening across the Service and thanked the staff who had provided feedback and completed the Staff Survey.

Members also noted the successful implementation of the change to monthly pay for all staff.

Chair