



Buckinghamshire & Milton Keynes Fire Authority

MEETING	Fire Authority
DATE OF MEETING	19 June 2019
OFFICER	Lynne Swift, Director of People and Organisational Development
LEAD MEMBER	Lead Member for People and Equality and Diversity
SUBJECT OF THE REPORT	The Authority's People Strategy 2016-2020 Annual Update
EXECUTIVE SUMMARY	<p>This report provides an update on the achievements to date of the Authority's People Strategy 2016-2020, which was approved by Members at the 3 February 2016 Executive Committee meeting.</p> <p>In early 2020 the People Strategy will be revised to ensure it aligns to the Public Safety Plan and Corporate Plan 2020–2025. This update is the first step of the more in-depth revision.</p> <p>The current People Strategy provides a clear framework to 'Optimise the Contribution and Well-being of our people'. It demonstrates how Buckinghamshire and Milton Keynes Fire Authority (BMKFA) is creating the environment for enhancing the engagement, commitment and professionalism of all its people to achieve the Authority's vision, priorities and objectives.</p> <p>The strategic framework originally highlighted four key areas: Resourcing, Well-being, Talent Management and Employee Engagement. Whilst Equalities, Diversity and Inclusion (EDI) was included in each of the four areas, it was decided to create an additional EDI area to raise its profile.</p> <p>Annex 1 sets out the main strategic priorities and examples of the deliverables to date.</p> <p>The strategy continues to be developed with an innovative approach, and using an interactive format. This is designed to encourage stakeholder engagement and contribution to delivering the strategy.</p> <p>Having a web-based interactive portal to showcase the strategy means that it can be easily accessed by our employees, partners and all key stakeholders; all of whom can see how our strategic aims are translated into delivering day-to-day services, and highlighting the importance of every person's contribution to</p>

	<p>achieving the Authority's vision.</p> <p>The People Strategy can be accessed via the following link:</p> <p>https://people.bucksfire.gov.uk/</p> <p>As part of this report and as the People Strategy is an interactive site, a presentation will be given to demonstrate the deliverables and ongoing updates. The People Strategy will soon be incorporated into the main Buckinghamshire and Rescue Service website.</p>
ACTION	Noting
RECOMMENDATIONS	That the content of the report be noted.
RISK MANAGEMENT	<p>A significant identified risk is the Authority's ability to deliver a more diverse workforce within funding and recruitment constraints, and against a background of changing demographics.</p> <p>The People and Organisational Development Directorate (P&OD) Risk Register highlights that aspects of the employee resourcing plans, optimising well-being, talent management and employee engagement are potentially key risks to attracting and retaining high performing individuals. Measures have been put in place to mitigate these, of which the People Strategy is one.</p> <p>The strategy complements our Equality, Diversity and Inclusion objectives. Employees are able to capture and highlight the great work that they are doing, which meet the strategic aims and outcomes. As part of the updates, we are ensuring the language and content are inclusive.</p> <p>Employee involvement and ownership are planned as part of the ongoing updates.</p> <p>The strategy is both flexible and dynamic, allowing the Authority to keep its content current and fit for purpose.</p> <p>Quality assurance arrangements are in place which ensure that the Authority can govern its content and how it is used. For example, this will allow opportunities to further develop the strategy, such as through collaborative working.</p>
FINANCIAL IMPLICATIONS	<p>Whilst there are no direct financial implications arising out of this report, the strategy contributes to achieving benefits and savings that have been identified in the Public Safety, Corporate and Medium Term Financial Plans.</p> <p>Cost and benefits implications for each initiative outlined in the strategy will be considered as part of the supporting individual business cases.</p>

	The People Strategy updates will be delivered from within existing budgets.
LEGAL IMPLICATIONS	There are no legal implications arising from the recommendation.
CONSISTENCY WITH THE PRINCIPLES OF THE DUTY TO COLLABORATE	<p>The Policing and Crime Act 2017 requires the Authority to keep opportunities for collaboration with the police and ambulance services under review. The Authority has committed to a default position of collaboration with Thames Valley FRAs unless a clear business case favours an alternative collaborative option.</p> <p>Collaboration opportunities arising from the People Strategy will be reviewed as they present themselves.</p> <p>The three Thames Valley Fire and Rescue Services are currently collaborating on operational recruitment and selection, apprenticeships and considering future options for training.</p>
HEALTH AND SAFETY	A key feature of this strategy is to optimise employee well-being, which is one of the main strands of the strategy.
EQUALITY AND DIVERSITY	<p>The Service has a statutory obligation under equality legislation to eliminate unlawful discrimination. The Authority's People Strategy, policies, and procedures aim to support the meeting of these requirements.</p> <p>If we have greater representation of our diverse communities, then we will be able to find solutions to barriers in relation to employment and accessing services.</p> <p>Diversity is one of our core values and a key area in the People Strategy. A dedicated Equality, Diversity and Inclusion section has been created to showcase our work.</p> <p>The strategy complements our Equality, Diversity and Inclusion objectives. Employees are able to capture and highlight the great work that they are doing, which evidences how we meet the strategic aims and outcomes.</p> <p>The strategy fully aligns to our Equality and Diversity Policy.</p> <p>As part of the ongoing development and implementation of the strategy, the resourcing section will host tools which help meet the Equality, Diversity and Inclusion objectives.</p> <p>An integrated impact assessment has been completed which is subject to ongoing review as the initiatives develop.</p>
USE OF RESOURCES	The arrangements for setting, reviewing and

	<p>implementing strategic and operational objectives; Performance monitoring, including budget monitoring; achievement of strategic objectives and best value performance indicators;</p> <p>Reviewing the People Strategy to align with the 2020-2025 Public Safety Plan and Corporate Plan is an agreed corporate objective for 2019-2020.</p> <p>Communication with stakeholders; Involvement of stakeholders is factored into the update of the People Strategy and is ongoing through its interactive nature.</p> <p>Communications and early engagement with key stakeholders are planned, throughout the review of the Public Safety Plan and Corporate Plan 2020-2025.</p> <p>The system of internal control; Regular progress updates to the Performance Management Board, Strategic Management Board and Fire Authority are in place.</p> <p>The medium term financial strategy; The People Strategy update can be met within the existing budget.</p> <p>The balance between spending and resources; There are no cost implications arising from this report.</p> <p>The management of the asset base; There are no asset base implications arising from this report.</p> <p>Environmental; There are no environmental implications arising from this report.</p>
<p>PROVENANCE SECTION & BACKGROUND PAPERS</p>	<p>Background</p> <p>Fire Authority report 17 October 2018. Equality, Diversity and Inclusion Objectives 2016-20: Review of Year Two progress</p> <p>https://bucksfire.gov.uk/files/6315/3898/6426/ITEM_14_Equality_Diversity_and_Inclusions_Objectives_2016_-_2020_Review_of_Year_Two_Progress_cover_report_Appendices.pdf</p> <p>Fire Authority report 7 June 2017. The Authority's People Strategy 2016 to 2020 - Annual Update</p> <p>https://bucksfire.gov.uk/files/9214/9563/3101/ITEM_17_People_Strategy_Update_final_CFA_June_2017.pdf</p> <p>Fire Authority report 8 June 2016. Equality and Diversity (E&D) Objectives 2016/20, Public Sector Equality Duty and Review of 2012-15 Objectives</p> <p>https://bucksfire.gov.uk/files/9214/9563/3101/ITEM_17_People_Strategy_Update_final_CFA_June_2017.pdf</p> <p>Executive Committee report February 2016. The Authority's People Strategy 2016 to 2020. Optimising</p>

	<p>the contribution and well-being of our people</p> <p>https://bucksfire.gov.uk/files/9214/9563/3101/ITEM_17_People_Strategy_Update_final_CFA_June_2017.pdf</p> <p>Public Safety Plan 2015 -2020</p> <p>https://bucksfire.gov.uk/about-us/our-plans/public-safety-plan-2015-2020/</p> <p>Corporate Plan 2015 – 2020</p> <p>https://bucksfire.gov.uk/about-us/our-plans/public-safety-plan-2015-2020/</p>
APPENDICES	Annex 1 - Background, overview, achievements and next steps
TIME REQUIRED	15 minutes
REPORT ORIGINATOR AND CONTACT	<p>Anne Stunell, Head of Human Resources</p> <p>astunell@bucksfire.gov.uk</p> <p>01296 744621</p>