



# Buckinghamshire & Milton Keynes Fire Authority

<b>MEETING</b>	Fire Authority
<b>DATE OF MEETING</b>	10 June 2020
<b>OFFICER</b>	Mick Osborne – Chief Operating Officer (Deputy Chief Fire Officer)
<b>LEAD MEMBER</b>	Steven Lambert - Lead Member for People, Equality and Diversity and Assurance
<b>SUBJECT OF THE REPORT</b>	<b>The Authority's People Strategy 2016-2020 Annual Update</b>
<b>EXECUTIVE SUMMARY</b>	<p>This report is a final 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>The People Strategy is currently being revised to ensure it aligns to the Public Safety Plan and Corporate Plan 2020–2025. The revised strategy will be presented to the Fire Authority in October 2020.</p> <p>The People Strategy demonstrates how the Authority captures the commitment and professionalism of all its people to achieve the vision, aim, priorities and objectives as documented in the Public Safety Plan and Corporate Plan.</p> <p>There are five key areas supporting our overarching People Strategy, each has its own strategy:</p> <ul style="list-style-type: none"> <li>• Equality, Diversity and Inclusion Strategy</li> <li>• Employee Engagement Strategy</li> <li>• Resourcing Strategy</li> <li>• Talent Management Strategy</li> <li>• Employee Well-being Strategy</li> </ul> <p>The strategy has recently been incorporated into the new Buckinghamshire Fire &amp; Rescue Service (BFRS) website. Embedding this into the main external facing BFRS communication tool facilitates a single point of entry for those interested in our work and enables easy link and cross referencing to published news and updates from across the organisation.</p> <p>The strategy continues to be maintained and updated through an innovative approach where stakeholder engagement is fully encouraged.</p> <p><b>Annex 1</b> sets out the main strategic priorities and highlights the achievements of each strategy to date.</p>

	<p>The People Strategy can be accessed through the new Buckinghamshire Fire &amp; Rescue Service website or via the following link:</p> <p><a href="https://bucksfire.gov.uk/authority/people-strategy/">https://bucksfire.gov.uk/authority/people-strategy/</a></p> <p>A short presentation will be provided to highlight some of the successes to date.</p>
<b>ACTION</b>	Noting.
<b>RECOMMENDATIONS</b>	That the content of the report be noted.
<b>RISK MANAGEMENT</b>	<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&amp;OD) Risk Register highlights that the following aspects of the employee resourcing plans are all potential key risks to attracting and retaining high performing individuals:</p> <ul style="list-style-type: none"> <li>• optimising well-being</li> <li>• talent management</li> <li>• employee engagement</li> </ul> <p>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 consultation is planned as part of the refresh of the strategy.</p> <p>Quality assurance arrangements are in place which ensure 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> <p>No personally identifiable information is contained within the overarching People Strategy. Data Protection Impact Assessments exist for each section of the People Strategy. These will be reviewed as the Strategy is updated.</p>
<b>FINANCIAL IMPLICATIONS</b>	<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</p>

	<p>outlined in the strategy will be considered as part of the supporting individual business cases.</p> <p>The People Strategy updates will be delivered from within existing budgets.</p>
<b>LEGAL IMPLICATIONS</b>	<p>There are no legal implications arising from the recommendation.</p>
<b>CONSISTENCY WITH THE PRINCIPLES OF THE DUTY TO COLLABORATE</b>	<p>The <a href="#">Policing and Crime Act 2017</a> requires the Authority to keep opportunities for collaboration with the police and ambulance services under review.</p> <p>Collaboration opportunities arising from the People Strategy will be reviewed as they present themselves.</p> <p>The three Thames Valley Fire Services are progressing common approaches to operational On-Call Firefighter recruitment. Joint working to promote fire service careers and raise awareness across community groups with the aim of improving employee diversity.</p> <p>Collaboration with Thames Valley Police (TVP) on apprenticeships and promoting careers for young people is well established.</p>
<b>HEALTH AND SAFETY</b>	<p>A key feature of this strategy is to optimise employee well-being, which is one of the main strands of the strategy.</p>
<b>EQUALITY AND DIVERSITY</b>	<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 now been embedded.</p> <p>The strategy complements our Equality, Diversity and Inclusion objectives.</p> <p>The strategy fully aligns to our Equality and Diversity Policy.</p>
<b>USE OF RESOURCES</b>	<p><b>The arrangements for setting, reviewing and implementing strategic and operational objectives; Performance monitoring, including budget monitoring; achievement of strategic objectives and best value performance indicators;</b></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><b>Communication with stakeholders;</b> Involvement of stakeholders is factored into the update of the People Strategy.</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><b>The system of internal control;</b> Regular progress updates to the Performance Management Board, Strategic Management Board and Fire Authority are in place.</p> <p><b>The medium term financial strategy;</b> The People Strategy update can be met within the existing budget.</p> <p><b>The balance between spending and resources;</b> There are no cost implications arising from this report.</p> <p><b>The management of the asset base;</b> There are no asset base implications arising from this report.</p> <p><b>Environmental;</b> There are no environmental implications arising from this report.</p>
<p><b>PROVENANCE SECTION &amp; BACKGROUND PAPERS</b></p>	<p><b>Background</b></p> <p>Fire Authority report 19 June 2019. The Authority's People Strategy 2016 – 2020 Annual Update. – <a href="https://bucksfire.gov.uk/documents/2020/03/190619_fire_authority_agenda.pdf/">https://bucksfire.gov.uk/documents/2020/03/190619_fire_authority_agenda.pdf/</a></p> <p>Fire Authority report 17 October 2018. Equality, Diversity and Inclusion Objectives 2016-20: Review of Year Two progress <a href="https://bucksfire.gov.uk/documents/2020/03/fire_authority_agenda_and_reports_171018.pdf/">https://bucksfire.gov.uk/documents/2020/03/fire_authority_agenda_and_reports_171018.pdf/</a></p> <p>Fire Authority report 7 June 2017. The Authority's People Strategy 2016 to 2020 - Annual Update <a href="https://bucksfire.gov.uk/documents/2020/03/070617_fire_authority_agenda.pdf/">https://bucksfire.gov.uk/documents/2020/03/070617_fire_authority_agenda.pdf/</a></p> <p>Fire Authority report 8 June 2016. Equality and Diversity (E&amp;D) Objectives 2016/20, Public Sector Equality Duty and Review of 2012-15 Objectives <a href="https://bucksfire.gov.uk/documents/2020/03/fire_authority_agenda_8_june_2016.pdf/">https://bucksfire.gov.uk/documents/2020/03/fire_authority_agenda_8_june_2016.pdf/</a></p> <p>Executive Committee report February 2016. The Authority's People Strategy 2016 to 2020. Optimising the contribution and well-being of our people <a href="https://bucksfire.gov.uk/documents/2020/03/030216_exec_committee_agenda.pdf/">https://bucksfire.gov.uk/documents/2020/03/030216_exec_committee_agenda.pdf/</a></p> <p>Public Safety Plan 2015-2020 <a href="https://bucksfire.gov.uk/documents/2020/03/2015-20-psp-">https://bucksfire.gov.uk/documents/2020/03/2015-20-psp-</a></p>

	<p><a href="#">final.pdf/</a> Corporate Plan 2015–2020 <a href="https://bucksfire.gov.uk/documents/2020/03/2015-20_corporate_plan_refresh_march_2019.pdf/">https://bucksfire.gov.uk/documents/2020/03/2015-20_corporate_plan_refresh_march_2019.pdf/</a></p>
<b>APPENDICES</b>	Annex 1 - Background, overview, achievements and next steps
<b>TIME REQUIRED</b>	15 minutes
<b>REPORT ORIGINATOR AND CONTACT</b>	Jamie Humphrey – Station Commander HR Projects <a href="mailto:jhumphrey@bucksfire.gov.uk">jhumphrey@bucksfire.gov.uk</a> 07970 336960