

PEOPLE PLAN 2022-2026**REPORT OF THE CHIEF FIRE OFFICER****For Approval****1. PURPOSE OF REPORT**

- 1.1 To approve the Authority's People Plan 2022 - 2026 attached as Appendix 1.

2. RECOMMENDATIONS

- 2.1 That Members approve the People Plan 2022-2026 as recommended by the Executive Committee on 21 January 2022.
- 2.2 That Members note that, if approved, the People Plan will be published on the Authority's website and implemented with effect from 1 April 2022.

3. BACKGROUND

- 3.1 The Fire and Rescue National Framework for England states that each fire and rescue authority should have in place a people strategy that has been designed in collaboration with the workforce. This should take into account the principles set out in the NFCC's people strategy and at a minimum cover:
- continuously improving the diversity of the workforce to ensure it represents the community it serves;
 - equality, cultural values and behaviours;
 - the various routes available in terms of recruitment, retention and progression;
 - flexible working;
 - professionalism, skills and leadership;
 - training opportunities;
 - health and safety, wellbeing, disabilities and support (e.g. mental health and physical support); and
 - tackling bullying, harassment and discrimination.
- 3.2 The Authority's existing People Strategy 2018-2022 expires on 31 March 2022.
- 3.3 On 30 July 2021 the Authority approved its Corporate Plan 2022-2026 (minute 33.3 refers). The Corporate Plan not only sets out the strategic direction for the next four years but also spearheads a set of strategic documents (Community Risk Management, People and Resource Plans) to be developed by the Chief Fire Officer to guide the work of the Cleveland Fire Brigade.

- 3.4 The People Plan was presented to the Executive Committee on 21st Jan 2022 who recommend its approval for publication and implementation.

4. PEOPLE PLAN 2022-2026

- 4.1 The Authority's People Plan 2022-2026 including an equalities impact assessment is attached at Appendix 1.
- 4.2 The Plan is based on our new Integrated Talent Management Framework (page 18) which:
- defines 'Talent' as all of our people
 - is integrated because it is informed by our organisational strategy set out in our Corporate, Community Integrated Risk Management and Medium Term Financial Plans
 - is inclusive as it has Health and Safety, Health and Wellbeing and Equality, Diversity and Inclusion intrinsically woven across it
- 4.3 The People Plan sets out our approaches (strategies) over the next four years across the four themes within the Framework these being Talent Management, Health and Safety, Health and Wellbeing and Equality, Diversity and Inclusion.
- 4.4 The themes within our People Plan 2022-2026 have been shaped, to a large extent, through the regular discussions, work and ideas emanating from the Brigade's Equality, Diversity and Inclusion Board, the Health and Wellbeing Board and the Health and Safety Committee; and the associated sub groups and Networks. They are also influenced by the need to meet our statutory duty and the insight information we receive. For example our performance information tells us that mental health is a top cause of sickness absence therefore it would seem sensible that a focus is given to this area of health and wellbeing.
- 4.5 The Strategy has been equality impact assessed. The findings of the EIA conclude that the introduction of the People Plan does not have a detrimental impact on any group of staff, including those with one or more protected characteristics. Conversely, the People Plan is considered to provide additional benefits to our communities and staff as it demonstrates the Authority's commitment to support and develop its people and will therefore have a favourable impact in the context of protected characteristics.
- 4.6 A specific consultation has given people who are not members of the aforementioned Boards and Groups the opportunity to make comment on the content of the Plan and suggest any area of focus or actions that they think should be included. The Strategy has also been subject to consultation with Unison and the Fire Brigades' Union. No issues have come to light.

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