

---

# CLEVELAND FIRE AUTHORITY

## MINUTES OF EXECUTIVE COMMITTEE MEETING

15 MAY 2026

---



**PRESENT:**

**CHAIR**

Councillor David Coupe – Middlesbrough Council

**REDCAR & CLEVELAND BOROUGH COUNCIL**

Councillors Peter Chaney, Mary Ovens

**STOCKTON ON TEES BOROUGH COUNCIL**

Councillor Mick Stoker

**AUTHORISED OFFICERS**

Interim Chief Fire Officer, Treasurer,

ACFO - Director of Strategic Planning, People & Resources

Temporary ACFO - Director of Service Delivery

**BRIGADE OFFICERS**

Assistant Director of Assets

GM Craig Strike – Project Manager (Project Aspect)

**OBSERVING**

Chris Porter (FBU)

**APOLOGIES:**

Legal Adviser and Monitoring Officer

Assistant Director of Governance and Assurance

**123. DECLARATION OF MEMBERS' INTERESTS**

It was noted no Declarations of Interests were submitted to the meeting.

**124. MINUTES**

**RESOLVED** - that the Minutes of the Executive and Executive (Appeals) Committees on 6 March 2026 be confirmed.

**125. REPORTS OF THE CHIEF FIRE OFFICER**

**125.1 Service Plan 2026/27 - Verbal Update Against Priorities**

The Assistant Chief Fire Officer – Strategic Planning, People & Resources (ACFO – SPPR) provided Members with an update on the progress of the Service Plan covering 1 April 2026 – 31 March 2027 which would be in a new format with actions under each pillar to align with the new CRMP 2026-30.

### **125.1 Service Plan 2026/27 - Verbal Update Against Priorities cont.**

The ACFO-SPPR agreed to provide Members with a close-down report from the 2025/26 Service Plan to show where any outstanding priorities have been incorporated into the new Service Delivery Plan covering the four years of the new CRMP.

#### **RESOLVED:-**

- (i) That Members noted the verbal update on the progress of the Service Plan 2026/27.**
- (ii) That Members noted that the final version of the Service Plan 2026/27 and associated delivery plan will be brought to the next Executive Committee meeting on 3 July 2026.**

### **125.2 HMICFRS Inspection 2023-25 – Areas for Improvement Update**

The Interim Chief Fire Officer (ICFO) outlined the progress against the Areas for Improvement (AFIs) from the HMICFRS 2023-25 inspection and the progress to date against the Health Check the Brigade carried out on the AFIs in November 2025.

He referred Members to the Action Plan at Appendix 1 and reported that a full ELT review of the 16 AFIs had taken place on 5 May 2026 which resulted in three actions being signed off (evidenced at Appendix 2), six were progressing to plan, six progressing with issues and 1 progressing with significant issues.

Members discussed the issue of unregistered houses in multiple occupation (HIMO) and was assured by the Temporary Assistant Chief Fire Officer – Service Delivery (TACFO-SD) that this was currently an area of focus for the Enforcement Team and crews were also being vigilant about recognising and reporting these properties.

The ICFO reassured Members that the Assistant Director of Governance and Assurance was confident progress would be made within the required timelines and ELT would continue to robustly monitor the progress.

**RESOLVED – That the progress against the HMICFRS Areas for Improvement at Appendix 1 be noted.**

### **125.3 HR Updates Report – Domestic Abuse Policy**

The ACFO-SPPR presented the newly developed Domestic Abuse Policy which aims to raise awareness of this issue and outlines a framework to encourage those affected to raise their concerns and seek help and support.

She confirmed to Members that all Fire Stations in the Brigade area were recognised 'Safe Places' and work was ongoing to strengthen this offer.

The ACFO-SPPR confirmed that the trade unions were consulted along with the Health, Fitness & Wellbeing and Women's Networks with no comments received. ELT considered the report in March 2026 and it was subject to an Equality Impact Assessment as detailed in the appendices.

**RESOLVED – That the Domestic Abuse Policy at Appendix 1 be approved.**

#### **125.4 Maternity & Paternity Pay Enhancement**

Members received details of a proposal to enhance the maternity and paternity provision to all staff in line with the FBU 'Fight for 52' Campaign and to tackle the issue of recruitment and retention of female firefighters in Cleveland and nationally.

The ACFO-SPPR reported that currently, Cleveland Fire Brigade provides 26-weeks full maternity pay followed by Statutory Maternity Pay and 1-week full paternity pay followed by 1 week Statutory, as outlined in Appendix 1.

The rationale for increasing the provision includes the Brigade's commitment to the wellbeing of its staff, alignment with the national and sector priorities to improve gender equality and family friendly employment.

The ACFO-SPPR reported that the financial impact of increasing to 12-months full pay would, on average, have an additional cost of £34,812 to the Brigade and the enhanced paternity provision would have an additional cost of £1,024.

Members supported the proposal and considered it long overdue. Chris Porter (FBU) thanked officers for progressing this and highlighted that CFB could be the first service to offer this to all staff, not just operational, which was a positive step for the Brigade.

**RESOLVED – That as recommended by the Executive Leadership Team at its meeting on 21 April 2026, Members approved:**

- **enhancement to 12 months full maternity pay, as set out in Section 4.1 and 7.1 (Option A).**
- **enhancement to 2 weeks full paternity pay, as set out in Sections 4.3 and 7.3 (Option C).**
- **a review period of 3-years to monitor the cultural and financial impact on the Brigade and the impact on recruitment and retention of female staff.**

#### **126. ANY OTHER BUSINESS**

##### **126.1 Outside Employment and Secondary Contracts Policy**

The Chair agreed to table this Policy which had been revised in response to its identification as an Area for Improvement during the most recent HMICFRS Inspection and the findings of the recent internal audit conducted by Hartlepool Borough Council which provided no assurance.

The Policy had been updated to strengthen it in relation to accurate reporting processes, working time and fatigue management and this had been done in consultation with the Trade Unions with feedback incorporated into the final version.

The ACFO-SPPR confirmed that this Policy had been Equality Impact Assessed with no negative impacts being identified and would be communicated to staff to ensure clear understanding of the process and an amnesty period for initial submissions.

**RESOLVED – that the revised Outside Employment and Secondary Contracts Policy at Appendix 1 be approved.**

- 127. Local Government (access to information) (VARIATION ORDER) 2006** “That Under Section 100(A) (4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following item of business, on the grounds that it involves the likely disclosure of exempt information as defined in paragraphs 1, 3 and 4 of Part 1 Schedule 12A of the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) Order 2006, namely information relating to an individual, the financial or business affairs of any particular person (including the authority) holding that information and information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.”
- 128. CONFIDENTIAL MINUTES**  
**RESOLVED** - that the Confidential Minutes of the Executive & Executive (Appointments) Committees on 6 March 2026 be confirmed.
- 129. CONFIDENTIAL REPORTS OF THE CHIEF FIRE OFFICER**
- 129.1 Procurement Update Report**  
Members received details relating to contract letting procedures, exemptions to contract procedure rules and future procurement plans.
- 129.2 Provision of Fire Appliances and Prime mover**  
Members received details relating to the provision of new appliances.
- 129.3 Provision of Light Vehicles**  
The Assistant Director of Assets (ADoA) outlined the tenders received for the provision of Light Vehicles.
- 129.4 Cultural Survey 2026 – Detailed Analysis**  
The ACFO-SPPR outlined the findings from the Brigade’s Cultural Survey.

**COUNCILLOR DAVID COUPE**  
**CHAIR**