

EAST SUSSEX FIRE AND RESCUE SERVICE

Meeting	Fire Authority
Date	11 February 2021
Title of Report	People Strategy 2021-2025
By	Mark O'Brien, Deputy Chief Fire Officer
Lead Officer	Hannah Scott-Youldon, Assistant Director – People Services

Background Papers	HMICFRS Inspection Report for ESFRS HMICFRS State of Fire Report Draft IRMP 2020 – 2025 Facing the Future Report Independent Review of Conditions and Service for Fire and Rescue Staff in England Report
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Appendices	Appendix A – Draft People Strategy 2021-2025
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Implications

CORPORATE RISK		LEGAL	
ENVIRONMENTAL		POLICY	
FINANCIAL		POLITICAL	
HEALTH & SAFETY		OTHER (please specify)	
HUMAN RESOURCES	X	CORE BRIEF	
EQUALITY IMPACT ASSESSMENT			

PURPOSE OF REPORT	This report seeks approval from the Fire Authority for the ESFRS People Strategy 2021-2025.
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EXECUTIVE SUMMARY	<p>The draft People Strategy (Appendix A) has been developed both collaboratively and in support of and aligned to the Integrated Risk Management Plan and the Corporate Plan. The draft strategy has been reviewed by the Senior Leadership Team, other senior officers and Trade Unions.</p> <p>The deliverables within the draft strategy take into consideration the findings of the HMICFRS 2019 Inspection and the HMICFRS State of the Fire and Rescue Service Report published in January 2020.</p>
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RECOMMENDATION

That the Fire Authority:

- i) approve the People Strategy 2021-2025 and the subsequent plan of work;
 - ii) note the funding required in order to deliver the deliverables outlined within the strategy; and
 - iii) note that regular reports on the delivery of the People Strategy will be presented to the SLT.
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1 INTRODUCTION

- 1.1 ESFRS wants to ensure it provides the highest quality service to the Communities we serve across the spectrum from community based services to highly specialised rescue services and we believe that highly skilled, motivated and engaged people are essential to ensuring this can be achieved.
- 1.2 The recently published HMICFRS State of Fire Report, the Sir Ken Knight 'Facing the Future' and Adrian Thomas 'Independent Review of Conditions and Service for Fire and Rescue Staff in England' reports and others going back to Sir Ronald Holroyd's report on the Fire Service in the 1970's have highlighted the need for a people strategy to support changes in services to better serve our communities.
- 1.3 The draft People Strategy 2021-2025 is shaped by a response to these broad issues, the external change drivers articulated in the Strategy and our own internal change drivers such as the Integrated Risk Management Plan 2020-2025.
- 1.4 It is an ambitious strategy with much to do, however, this strategy will guide the actions of the People Services Directorate over the next 4-5 years.

2 EQUALITY, DIVERSITY & INCLUSION

- 2.1 This strategy sees the combination of both the People and Organisational Development Strategy and the Equality, Diversity & Integrity Strategy moving forward ensuring EDI is truly embedded in all we do.
- 2.2 EDI remains a strategic focus and is one of the seven strategic themes within the People Strategy ensuring that it remains front and centre in all that we do.

3 ENGAGEMENT

- 3.1 Engagement has been undertaken with the Trade Unions. Their feedback has been broadly positive, particularly joining up of both the Equality Diversity & Integrity Strategy with the rest of the People Strategy.

3.2 The strategy has been shared with the Senior Leadership Team and other staff from across the Organisation to enable them to feed into the strategy and to provide feedback during its development. This feedback has been incorporated.

3.3 Additional conversations have taken place with the Assistant Director of Safer Communities (now the temporary ACFO) in relation to ensuring the external facing part of the EDI strategy is now reflected within the Community Safety Strategy moving forward and a recent restructure of the staff further strengthens this delivery.

4 FINANCE

4.1 The total cost of the People Strategy is £458k over five years of which £393k is new funding in the MTFP, £60k from the IT Strategy and £5k from existing PS budgets.