



People Policy Statement

The Authority will aim to ensure that the Service:

1. Leads from the top and embeds its values throughout the Service.
2. Strives to have a diverse and inclusive workforce that is reflective of its community and ensures that equality and diversity is mainstreamed into its decision-making processes.
3. Has recruitment and promotion arrangements that attract, develop and retain the best people.
4. Has robust workforce and succession arrangements in place that align with its financial and strategic planning frameworks.
5. Has an operational workforce that is competent, safe and has the right skills and abilities to respond to any reasonably foreseeable incident that they are required to attend.
6. Enables all of its people to develop their skills and talent, so that it continues to operate efficiently and effectively.
7. Manages and supports the health, fitness and wellbeing of its people to help ensure their safety and maintain high attendance levels.
8. Has a fair and consistent performance management system that recognises and rewards its people and provides a robust process for challenging underperformance.
9. Supports its people to appropriately and with confidence challenge bullying, harassment and unacceptable behaviour.
10. Provides flexible working practices and arrangements to support the wellbeing, retention and effective performance of its workforce.
11. Develops its people and promotes fairness and equality in relation to the Equality Act (2010).



Compliance and assurance:

The Authority delegates these policy objectives to the Chief Fire Officer who will ensure that adequate procedures are in place and are appropriately resourced. The Director of People Services will monitor and assure this policy through reviewing performance against a robust performance framework. They will also conduct a review of the effectiveness of this policy as part of the Service's annual Statement of Assurance required under the Fire and Rescue National Framework for England, which will be approved by the Authority.

The Service will also assure through reports received and judgements made by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS).

Document Management:

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