



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority
Human Resources Committee

‘SHAPING OUR FUTURE’ - ORGANISATIONAL DEVELOPMENT AND INCLUSION PERFORMANCE MONITORING

Report of the Chief Fire Officer

Date: 22 April 2016

Purpose of Report:

To outline to Members proposals for a new reporting arrangements for organisational development, inclusion and equalities activities at the Service.

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1. BACKGROUND

- 1.1. As a public sector body Nottinghamshire Fire and Rescue Service (NFRS) was required to report on a range of performance indicators to the Department for Communities and Local Government (DCLG).
- 1.2. Referring to the National Equality and Diversity Strategy (2008-18), the Fire and Rescue Service National Framework (2008-11) outlined the requirement for all Fire Authorities to commit to workforce targets for the recruitment of women into operational firefighting roles and people from black and minority ethnic (BME) backgrounds in to all roles. The 2012 Fire and Rescue Service National Framework did not repeat the same duties relating to equality which had been outlined by the previous government.
- 1.3. In response to the duties outlined in the National Equality and Diversity Strategy, the Service had a reporting regime in place along with targets relating to the diversity of its workforce. This was reported to the Performance Monitoring Committee. This committee no longer exists and, during this period, updates on the equalities agenda have been provided to members via the Strategic Equalities Board.
- 1.4. A paper on this subject was presented to members of the Human Resources (HR) Committee in October 2015; this paper made proposals to re-commence reporting of equalities (and Organisational Development and Inclusion) progress to HR Committee.

2. REPORT

- 2.1 In order to ensure that members of the Fire Authority are aware of the make-up of the Service's workforce, it is proposed that this is reported to members via the regular Human Resources Update report presented to the Committee by the Head of People and Organisational Development.
- 2.2 As stated above, the Service has previously had workforce diversity targets against some of the 'protected characteristics'. Those outlined below are from 2013-14:

Indicator	Target
% Entrants to Organisation from BME Backgrounds	10%
% Employees Declaring a Disability	5-6%
% FF Applicants Considering Themselves Disabled	2.5%
% Control/Non-uniformed Applicants Considering Themselves Disabled	7%
% Women Entrants into Operational Roles	19%
% Women Entrants into Retained firefighter roles	19%
% Women Entrants into Wholetime firefighter roles	19%
% Employee Survey Respondents Declaring Sexual Orientation	95%

The challenges faced by the organisation in meeting the targets were broadly outlined to Members in the report to the Human Resources committee in October 2015. These included a lack of wholetime firefighter recruitment campaigns due the continued programme to reduce the overall workforce to ensure the Authority is able to meet its on-going financial pressures.

- 2.3 Retained (on-call) firefighters are expected to play a more prominent role in providing operational support to communities over the years to come. As stated in the Human Resources Committee report referenced above, the areas in which these retained fire stations are located have very low numbers of people from BME backgrounds. A requirement of the role is to live or work near to the station at which the fire cover is to be provided and this can have an impact upon the diversity of people able to apply to the role.
- 2.4 With this in mind, it is recommended that future reporting provides HR Committee with updates on workforce make-up and recruitment activity. In order to provide context and the ability to benchmark progress, this information will be provided alongside local and national population and declaration expectations.
- 2.5 It should be noted that the above proposal does not preclude the Service from setting diversity targets for individual recruitment campaigns and then reporting on them as and when this occurs.
- 2.6 In addition to this quantitative update, it is proposed that a narrative report on the 'health' of the organisation is provided to the Policy and Strategy Committee on a six-monthly basis. This report may include commentary on the following:
- Legal Compliance – Equality Act - Public Sector Equality Duty
 - Equality Framework
 - 'Shaping our Future' – Organisational Development and Inclusion Agenda
 - Employee engagement - staff survey, staff suggestions
 - NFRS Values
 - Leadership and Management Development
 - Service Improvement and Innovation
 - Employment initiatives – cadets/apprenticeships/placements
 - Stonewall
 - Health and Wellbeing
 - Customer satisfaction data
 - Flagship service delivery projects and initiatives

A report will be presented to the Policy and Strategy Committee outlining this recommendation.

- 2.7 NFRS has a long-standing commitment to providing equal access to services and employment and has demonstrated this by its successful peer challenge against the Excellent level of the Equality Framework in 2013 and regaining its place in the top 100 of Stonewall employers this year.

- 2.8 It is intended that this new reporting regime will provide a more holistic view of the Service's progress against the organisational development and inclusion agenda without losing sight of the Service's commitment to becoming more representative of the community it serves.
- 2.9 The approach outlined at Paragraph 2.4 has been used for the HR Update report which is presented elsewhere on the agenda for comment.

3. FINANCIAL IMPLICATIONS

There are no financial implications arising from this report.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

The human resources and learning and development implications relating to this work will be addressed by the Head of People and Organisational Development.

5. EQUALITIES IMPLICATIONS

An equality impact assessment has not been undertaken because this is not a change to a function, policy or service.

6. CRIME AND DISORDER IMPLICATIONS

There are no crime and disorder implications arising from this report.

7. LEGAL IMPLICATIONS

There are no legal implications arising from this report.

8. RISK MANAGEMENT IMPLICATIONS

Although there are no direct risk implications arising from this report, it should be noted that failure to address workforce diversity issues relating to recruitment or employment policy could have an adverse impact upon the Service's ability to effectively represent the community. There is a risk to reputation if such issues are not taken seriously by the organisation.

9. RECOMMENDATIONS

That Members agree the new reporting arrangements outlined in Paragraph 2.4 above.

10. BACKGROUND PAPERS FOR INSPECTION (OTHER THAN PUBLISHED DOCUMENTS)

None.

John Buckley
CHIEF FIRE OFFICER