



BEDFORDSHIRE FIRE AND RESCUE AUTHORITY

Councillor C Atkins
Councillor M Ayub
Councillor P Downing
Councillor J Mingay
Councillor Y Waheed (Chair)

A meeting of **Human Resources Policy and Challenge Group** will be held at **Conference Room, Fire and Rescue Service Headquarters, Kempston, Bedford MK41 7NR** on **Thursday, 5 January 2017** starting at **10.00 am**.

Karen Daniels
Service Assurance Manager

A G E N D A

Item	Subject	Lead	Purpose of Discussion
1.	Apologies	Chair	
2.	Declarations of Disclosable Pecuniary and Other Interests	Chair	Members are requested to disclose the existence and nature of any disclosable pecuniary interest and any other interests as required by the Fire Authority's Code of Conduct.
3.	Communications	Chair	
4.	Minutes	Chair	To confirm the Minutes of the meeting held on 21 September 2016 (Pages 1 - 4)
5.	Human Resources Performance Monitoring 2016/17 Quarter 2 and Programmes to date	ACO	* To consider a report (Pages 5 - 16)
6.	Audit and Governance Action Monitoring Report	ACO	* To consider a report (Pages 17 - 20)
7.	Safety Climate Survey	HSA	* To consider a report (Pages 21 - 24)

Item	Subject	Lead	Purpose of Discussion
8.	Public Sector Equality Duty Report	DivAd	* To consider a report (Pages 25 - 64)
9.	Equality Handbook	DivAd	* To consider a report (Pages 65 - 96)
10.	Corporate Risk Register	HSSP	*To consider a report (Pages 97 - 100)
11.	Review of HRPCGs Effectiveness	Chair	* To consider a report (Pages 101 - 106)
12.	Review of Work Programme 2016/17	Chair	*To consider a report (Pages 107 - 112)
	Next Meeting		The next meeting is to be held at 10am on 21 March 2017 at Fire and Rescue Service Headquarters

DECLARATIONS OF INTEREST

From 1 July 2012 new regulations were introduced on Disclosable Pecuniary Interests (DPIs). The interests are set out in the Schedule to the Code of Conduct adopted by the Fire Authority on 28 June 2012. Members are statutorily required to notify the Monitoring Officer (MO) of any such interest which they, or a spouse or civil partner or a person they live with as such, have where they know of the interest.

A Member must make a verbal declaration of the existence and nature of any Disclosable Pecuniary Interest and any other interest as defined in paragraph 7 of the Fire Authority's Code of Conduct at any meeting of the Fire Authority, a Committee (or Sub-Committee) at which the Member is present and, in the case of a DPI, withdraw from participating in the meeting where an item of business which affects or relates to the subject matter of that interest is under consideration, at or before the consideration of the item of business or as soon as the interest becomes apparent.