

Human Resources, Occupational Health and Equality, Diversity and Inclusion Updates

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Bedfordshire
Fire & Rescue Service

HR and Occupational Health Update



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Highlights over the last year

- Recruitment of:
 - Operational roles (Grey Book): Wholetime 30 plus 6 transferees and 2 Control
 - On-Call/RDS: 22
 - Professional support (Green Book): 25 some hard to fill roles including OH Manager and EDI Manager
- Implementation of hybrid working for appropriate roles and other significant corporate change programmes
- Benefit and recognition staff survey
- Revised Mental Health and Wellbeing Policy, Reasonable Adjustments Guidance and launch of an individual “reasonable adjustment passport”
- Creation of a neurodiversity steering group and staff working group including a 3 year action plan
- Extensive health and wellbeing events and services for staff
- Launch of Cycle to Work Scheme
- Implementation of systems to improve end user experience and efficiency
- Significant pensions work including LPPA change of software provider

HR and Occupational Health Update

Areas of focus

- New CRMP people priorities
- New People Strategy
- Strategic and operational plans to deliver statutory services during potential industrial action
- Induction of OH Manager and recruitment to other hard to fill roles in team
- Review of OH including contract re-procurement and addressing the Covid backlog of health surveillance and medicals
- Continuous development and promotion of health, wellbeing and cost of living activities including a revised Benefits offer
- Significant ongoing work on pensions
- A wholetime recruitment plan for 2023/24
- Supporting corporate change programmes
- With L&D colleagues, further develop management training in core people management practices
- Ongoing system development to streamline and update processes



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Equality, Diversity and Inclusion Update

Highlights over the last year

- Range of engagement activities with under represented groups eg Have a Go days, schools and college events, Eid in Luton, Bedford River Festival, social media, mailshots to community centres and local businesses, etc.
- Strengthened partnership working particularly with Beds Police on recruitment and community events
- Women in the Fire Service
- Designed and implemented a new People Impact Assessment template and guidance
- PIAs are built into the Programme Management Office and Procurement processes
- Embedding EDI into training not just to ensure it is accessible to all but also educating on how EDI needs to be considered in all that we do.



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Equality, Diversity and Inclusion Update

Areas of focus

- Induction of the EDI Manager
- Supporting the Service in engaging with under represented community groups
- Working with regional colleagues to share knowledge and resources
- Promote diversity and inclusion events
- Establish a Bedfordshire EDI forum with partners
- With L&D colleagues, develop relevant training eg awareness and understanding of neurodiversity
- Targeted recruitment engagement activities with under represented groups
- Review and refresh EDI policies



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Questions?