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

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HR and Occupational Health Update

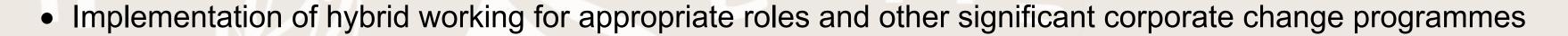
Highlights over the last year



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



- 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

© EVERY CONTACT COUNTS

• Significant pensions work including LPPA change of software provider



WE ARE ACCOUNTABLE

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



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.



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





