



People Policy Statement

The Authority will aim to ensure that the Service:

1. Leads from the top and embeds its Code of Ethics 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 them to continue to carry out their role in a safe, confident and competent manner.
8. Has fair and consistent performance management arrangements that recognises and rewards its people and provides a robust process for challenging poor performance and behaviour.
9. Supports its people to confidently challenge inappropriate and unacceptable behaviour.
10. Provides flexible working practices and arrangements to support the wellbeing, retention, and effective performance of its workforce.
11. Ensures managers and staff are committed to Equality Diversity and Inclusion and positively engage with the communities we serve to ensure we deliver our service in accordance with their needs enabling us to promote the Service as a potential employer.



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 Internal Audit and His Majesty's Inspectorate of Constabulary and Fire and Rescue Services.

Document Management:

Responsible Person	Assistant Chief Officer, Director of People Services
Review Date	February 2024
Next Review Date	February 2026