

OFFICIAL

Agenda item: 06

People and Culture Activity Report

People and Culture

Date:	17 January 2025
Submitted by:	Director of People and Culture
Purpose:	To inform Members of HR activity to the end of September 2024, incorporating data for Quarter 2 (July to September 2024).
Recommendations:	That Members note the content of the report.
Summary:	This report informs Members of key data relating to the functional areas within the People Directorate.

Local Government (Access to information) Act 1972

Exemption Category:	None
Contact Officer:	Rachel McArdle, Head of HR rachel.mcardle@westyorkfire.gov.uk
Background papers open to inspection:	None
Annexes:	None

1. Introduction

This report informs Members of key data relating to the functional areas within the People Directorate.

2. Summary Information

Staff Profile (Employee Headcount)

This summary table shows our current headcount as a full time equivalent (FTE) value against our target establishment.

	FTE Headcount (June 2024)	Target Establishment	Variance
Control	39.61	44	4.39
Green Book	313.77	322	8.23
On Call	75.38	120	44.62
Whole time	916.4	939	22.6
Total	1,345.16	1,425	79.84

The Wholtime operational headcount and strength is as follows. The figures in Black relate to the total headcount whilst red relates to the FTE headcount.

**Whole-Time Headcount (FTE in Red) as at
26/09/2024**

	Total	FF	CM	WM	224 WM	SM	GM	AM	ACO	DCFO	CFO
Total	932	575	190	51	61	38	11	3	1	1	1
FTE Total	916.40	565.40	189.10	48.00	61.00	35.90	11.00	3.00	1.00	1.00	1.00
Corporate Services	1	0	0	1	0	0	0	0	0	0	0
	1.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Employment Services	16	6	1	5	0	3	1	0	0	0	0
	7.40	1.40	1.00	2.00	0.00	2.00	1.00	0.00	0.00	0.00	0.00
Service Delivery	850	544	166	38	61	30	7	2	0	1	1
	843.40	539.00	165.50	38.00	61.00	28.90	7.00	2.00	0.00	1.00	1.00
Service Support	65	25	23	7	0	5	3	1	1	0	0
	64.60	25.00	22.60	7.00	0.00	5.00	3.00	1.00	1.00	0.00	0.00

NB these figures include temp promotions in each role but exclude employees on career breaks, secondments and maternity leave

The table below details the On-Call headcount for each station as well as FTE headcount in red. Establishment at On-Call station include 1 x WM, 2 X CM, 9 X FF (total 12 FTE).

On Call

	Total	
Featherstone Station	12	6.32
Holmfirth Station	17	9.80
Ilkley Station	13	5.82
Meltham Station	13	7.22
Mirfield Station	15	7.40
Mytholmroyd Station	15	8.42
Otley Station	14	7.42
Silsden Station	13	5.69
Skelmanthorpe Station	15	9.18
Slaithwaite Station	16	8.13
Total	143	75.38

The table below details on the Control headcount at each level in Control as well as current FTE headcount in red.

Control

	Total	CM	FF	GM	SM	WM
Control	44 39.61	15 13.00	19 17.00	1 1.00	1 1.00	8 7.61

Finally, the table below details our current headcount in black across all Directorates, as well as FTE headcount in red.

Green Book

Headcount (FTE in red)	Total
Corporate Services	13 12.36
Employment Services	47 44.46
Finance & Procurement	20 19.90
Legal & Governance	5 2.70
Service Delivery	136 120.81
Service Support	119 113.53
Total	340 313.77

The tables below show the ethnic diversity of our workforce as of 29 Nov 2024.

Wholetime:

Ethnicity	Q1 (Apr 24- Jun 24)	%	Q2 (Jul 24- Sep 24)	%	Q3 (Oct 24- Dec 24)	%	Q4 (Jan 25 - Mar 25)	%
Total	869	%	883	%		%		%
Arab	1	0.11	1	0.11				
Any other Ethnic Group	6	0.69	6	0.68				
Any other Mixed / Multiple Ethnic Background	5	0.57	5	0.57				
Any Other White	11	1.26	11	1.25				
Asian or Asian British	16	1.84	16	1.81				
Black or Black British	4	0.46	4	0.45				
Chinese	2	0.23	2	0.23				
Indian	2	0.23	2	0.23				
Mixed	11	1.26	11	1.24				
Not Declared	8	0.92	8	0.90				
Pakistani	1	0.11	1	0.11				
Prefer not to specify	7	0.80	7	0.79				
White and Asian	1	0.11	1	0.11				
White and Black African	2	0.23	3	0.34				
White and Black Caribbean	6	0.69	6	0.68				
White British	121	13.92	146	16.54				
White British or Irish	665	76.52	653	73.96				

Control

	Q1 (Apr 24- Jun 24)	%	Q2 (Jul 24- Sep 24)	%	Q3 (Oct 24- Dec 24)	%	Q4 (Jan 25 - Mar 25)	%
Ethnicity								
Total	48	%	44	%		%		%
Mixed	1	2.08	0	0				
Not Declared	1	2.08	1	2.27				
White and Asian	1	2.08	0	0				
White British	11	22.92	10	22.73				
White British or Irish	34	70.83	33	75				

On-Call

	Q1 (Apr 24- Jun 24)	%	Q2 (Jul 24- Sep 24)	%	Q3 (Oct 24- Dec 24)	%	Q4 (Jan 25 - Mar 25)	%
Ethnicity								
Total	147	%	147	%		%		%
Any Other White	2	1.36	1	0.68				
Chinese	1	0.68	1	0.68				
Not Declared	2	1.36	2	1.36				
Prefer not to specify	1	0.68	1	0.68				
White and Asian	1	0.68	1	0.68				
White and Black Caribbean	1	0.68	1	0.68				
White British	17	11.56	20	13.61				
White British or Irish	122	82.99	120	81.63				

Green Book

	Q1 (Apr 24- Jun 24)	%	Q2 (Jul 24- Sep 24)	%	Q3 (Oct 24- Dec 24)	%	Q4 (Jan 25 - Mar 25)	%
Ethnicity								
Total	309	%	331	%		%		%
African	1	0.32	2	0.60				
Any other Asian Background	1	0.32	1	0.30				
Any other Black / African / Caribbean Background	2	0.64	2	0.60				
Any other Ethnic Group	1	0.32	1	0.60				
Any Other White	5	1.61	5	1.51				
Asian or Asian British	10	3.23	9	2.71				
Caribbean		0.32	1	0.60				
Gypsy or Irish Traveller	1	0.32	1	0.60				
Indian	3	0.97	4	1.21				
Irish	1	0.32	1	0.30				
Mixed	0	0	1	0.30				
Not Declared	2	0.64	2	0.60				
Pakistani	1	0.32	4	1.21				
Prefer not to specify	3	0.97	3	0.90				
White and Asian	1	0.32	2	0.60				
White and Black African	1	0.32	2	0.60				
White and Black Caribbean	1	0.32	1	0.30				
White British	100	32.36	119	35.95				
White British or Irish	173	55.98	170	51.36				

Sickness Absence

SICKNESS ABSENCE - WORKING DAYS LOST PER EMPLOYEE

Oct 2023 - Sep 2024 PER MONTH

	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24
Ops Response	1.06	0.93	0.94	1.00	0.93	1.08	0.94	0.87	0.79	0.89	0.82	0.95
Ops Support	0.23	0.40	0.69	0.33	1.07	1.44	1.51	1.70	1.00	0.45	0.38	0.51
Prev & Prot	0.25	0.93	1.21	1.23	1.35	0.82	0.81	0.25	0.54	1.03	0.98	0.74
Legal & Gov	0.27	0.18	0.06	0.29	0.12	0.00	0.00	0.12	0.00	0.06	0.00	0.00
Service Support	1.01	1.14	1.15	0.85	0.90	1.08	0.96	0.74	0.71	0.77	0.78	0.74
Emp Services	0.71	0.61	0.66	0.92	0.32	0.02	0.16	0.00	0.55	0.04	0.04	0.24
Finance	0.24	0.50	0.00	0.00	0.06	0.59	0.41	0.17	0.44	0.22	1.05	0.15
Corporate Comms	1.69	1.00	0.00	1.06	0.00	0.00	0.00	0.00	0.00	0.21	0.00	0.30
FSHQ	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	0.97	0.92	0.93	0.95	0.90	1.02	0.90	0.80	0.74	0.81	0.77	0.86
Target (overall)	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60

GREEN - ON TARGET OR BELOW
AMBER - WITHIN 10% OF TARGET
RED - OVER 10% OF TARGET

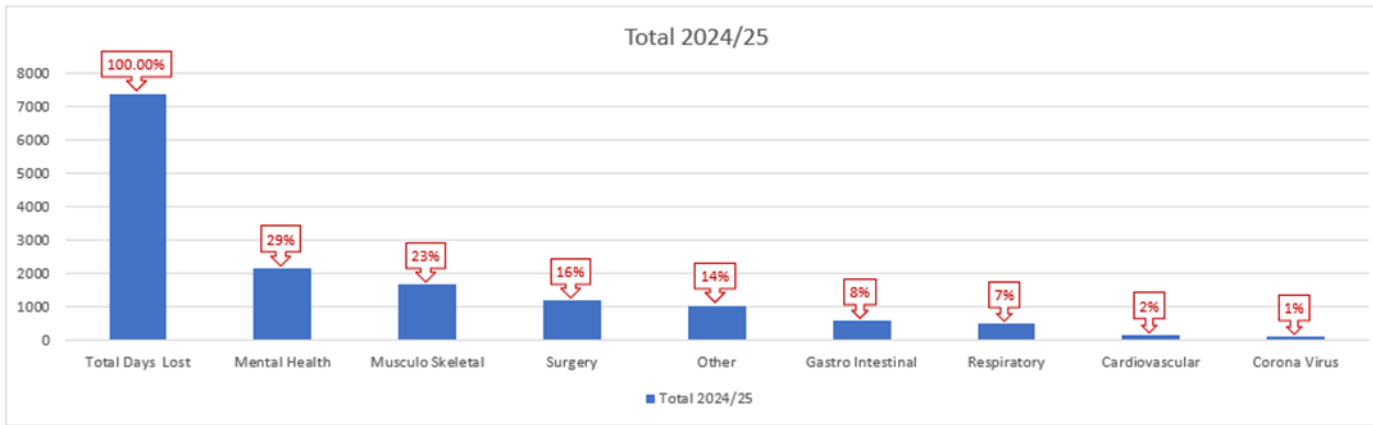
From April 2023

Ops Response & Ops Support Target = 0.75
 All Other Departments Target = 0.50
 Overall Target = 0.60

Previous Year Total (2022/23)	0.97	0.94	0.98	0.83	0.74	0.83	0.68	0.83	0.83	1.01	0.96	0.75
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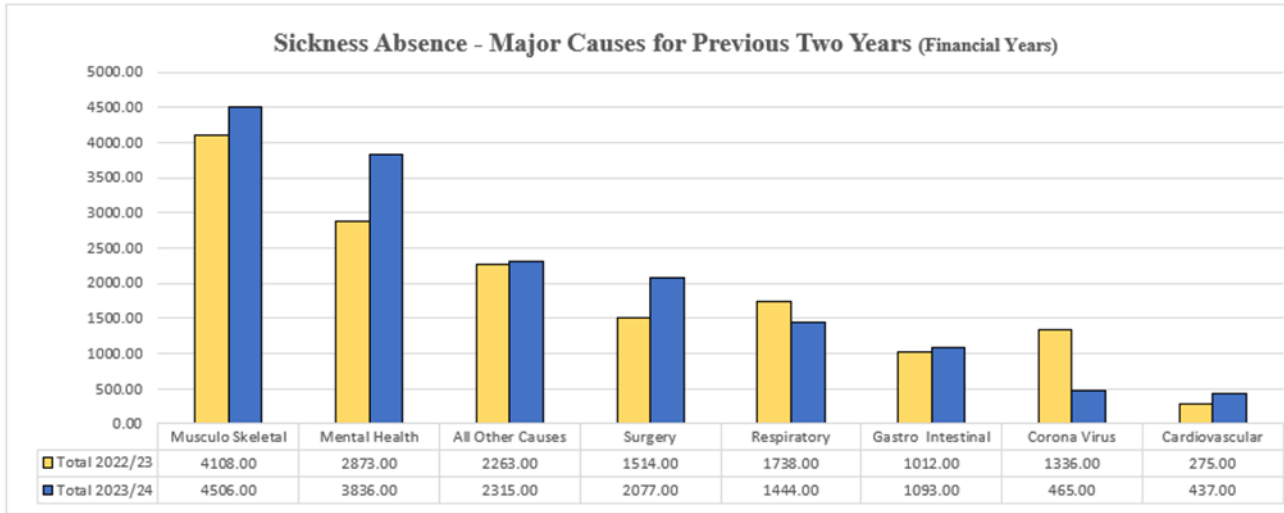
SICKNESS ABSENCE - MAJOR CAUSES FOR CURRENT FINANCIAL YEAR 2024/25 (April to September)

	Total Days Lost	Mental Health	Musculo Skeletal	Surgery	Other	Gastro Intestinal	Respiratory	Cardiovascular	Corona Virus
Total 2024/25	7404.0	2159.0	1675.0	1198.0	1044.0	584.0	491.0	155.0	98.0
Percentage	100.00%	29%	23%	16%	14%	8%	7%	2%	1%



SICKNESS ABSENCE - MAJOR CAUSES FOR APRIL 2022 to MARCH 2024 (Financial Years)

	Total Days Lost	Musculo Skeletal	Mental Health	All Other Causes	Surgery	Respiratory	Gastro Intestinal	Corona Virus	Cardiovascular
Total 2022/23	15119.00	4108.00	2873.00	2263.00	1514.00	1738.00	1012.00	1336.00	275.00
Total 2023/24	16173.00	4506.00	3836.00	2315.00	2077.00	1444.00	1093.00	465.00	437.00
Total	31292.00	8614.00	6709.00	4578.00	3591.00	3182.00	2105.00	1801.00	712.00
Percentage	100.00%	27.53%	21.44%	14.63%	11.48%	10.17%	6.73%	5.76%	2.28%



HEALTH AND SAFETY PERFORMANCE 1 April 2024 – 30 Sept 2024

Lost time up to 3 days

Actual performance 2024/25	Target 2024/25
6	19

Lost time over 3 days

Actual performance 2024/25	Target 2024/25
11	28

RIDDOR Major injury/disease

Actual performance 2024/25	Target 2024/25
-	No target set

Occupational Health Key Performance Indicators.

Period 1st July 2024 – 30 September 2024.

Ref No.	KPI.	Target.	Quarter. 1 ST July 2024 – 30 th September 2024.	Year To Date. 1 st April 2024 – 31 st March 2025.	Target achieved for present quarter.
1	Management referral to appointment date (3 weeks).	90%	100%	61%	Yes
2	AMA report to management within 48hr.	90%	100	100	Yes
3	No. of Did Not Attends (DNA's) or cancellation <48 hr notice*.		0 Nurse 0 AMA	0 0	
4	No. of physiotherapy referrals.		29	62	
5	No. of counselling referrals.		29	67	
6	No. of management referrals.		6	18	
7	No. of health screenings.		54	81	
8	No. of self-referrals.		5	10	
9	No of AMA consultations.		241	443	

Health screenings include the Asbestos medicals.

Discipline and Grievance cases

01/07/24	30/09/24	Total Disciplinary Completed.		Current Live Cases.	Time to Complete if Outside of Target, Examples.
	Total started in Period.	In Target [within 60 days].	Out of Target [over 60 days].		
Green Book.	1	1	0	0	No case to answer.
Control.	0	0	0		N/A
On Call.	0	0	0	0	N/A
Wholetime.	4	4	0	0	Completed with 60 days = 2 Informal Warnings, 2 Written Warnings.
Total.	5	5	0	0	

01/07/24	30/09/24	Total Grievances Completed.		Current Live Cases.	Average / Time to Complete.
	Total Received in Period.	In Target [under 30 days].	Out of Target [Over 30 days].		
Green Book.	0	0	0	0	
Control.	0	0	0	0	
On-Call.	0	0	0	0	
Wholetime.	3	2	1	0	1 Not Upheld 2 Partially Upheld 1 Appeal (also partially upheld) Extension on timeframe of 1 – 45 days
Total.	3	2	1	0	

Recruitment Statistics.

External Recruitment by Directorate 1 July 2024 to 30 September 2024.

Directorate.	Total Received	Total Complete in Period	Total Complete Within Target	Total Complete Outside Target	Live cases	Average time to complete (Days)	Vacancies not appointed to
Finance & Procurement.	4	3	3			32	1
Service Delivery.	9	2	2		5	66	2
Corporate Services.	1	1	1			45	
Employment Services.	1				1		
Service Support.	5	4	4		1	43	

Target Timescale

Green < 84 Days
Red > 84 Days

Internal Only Recruitment by Directorate 1 July 2024 to 30 September 2024.

Directorate.	Total Received	Total Complete in Period	Total Complete Within Target	Total Complete Outside Target	Lives cases	Average time to complete (Days)	Vacancies not appointed to
Finance & Procurement.	1						1
Service Delivery.	9	9	4	5		40	
Corporate Services.	0						
Employment Services.	0						
Service Support.	6	4		4		56	2

Target Timescale

Green < 30 Days
Red > 30 Days

Recruitment Achievements.

ICT Apprentice Project Manager x 2. Apprenticeships have now ended and both post holders applied for and were successful in obtaining posts as Grade 5 Junior Digital Project Manager.

[Nb - We are considering alternatives to the “Junior” in the post title however this is in common usage in Digital roles. Many of the ICT posts contain references to Skills For Information Age which has levels 1 to 9. These “Junior” posts require SFIA skills at Level 2 and Level 3].

3. Financial Implications

There are no financial implications arising from this report.

4. Legal Implications

The Monitoring Officer has considered this report and is satisfied it is presented in compliance with the Authority's Constitution.

5. Human Resource and Diversity Implications

This report concentrates on Human Resource and Diversity implications.

6. Equality Impact Assessment

Are the recommendations within this report subject to Equality Impact Assessment as outlined in the EIA guidance?: No

7. Health, Safety and Wellbeing Implications

This report considers health and safety and wellbeing as part of the content and narrative.

8. Environmental Implications

There are no environmental implications arising from this report.

9. Your Fire and Rescue Service Priorities

This report links with the Community Risk Management Plan 2022-25 strategic priorities below:

- Promote the health, safety, and wellbeing of all our people.
- Achieve a more inclusive workforce, which reflects the diverse communities we serve.

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Agenda item: 07

Diversity, Equity and Inclusion (DEI) Strategy Update.

People and Culture Committee

Date: 17 January 2025

Submitted by: Director of People and Culture

Purpose: To provide an update on the DEI Strategy

Recommendations: To note the report

Summary: The D&I strategy 'One Team' has been in place since January 2023. This report will provide an update on the progress made in the last quarter, including Spotlight Reports on DEI and Positive Action/Community Engagement.

Local Government (Access to information) Act 1972

Exemption Category: None

Contact Officer: Gill Cockburn, DEI Manager:
gill.cockburn@westyorksfire.gov.uk

Background papers open to inspection: [One Team' D&I Strategy.](#)

Annexes: Spotlight On Report: Diversity, Equity and Inclusion,
Spotlight On Report: Positive Action and Community Engagement.

1. Introduction

- 1.1 The Diversity and Inclusion Strategy (2023 – 2028) was approved by members at the January 2023 Committee. The strategy was written using a values-based approach to progressing, embedding and measuring Diversity and Inclusion (D&I) at West Yorkshire Fire and Rescue Service (WYFRS) using the behaviour led model of the organisational values.
- 1.2 The Strategy is designed to:
- Be structured to fit our organisational priorities and include all districts, departments and teams in a collaborative approach.
 - Embed Diversity and Inclusion as standard practice into all areas of WYFRS processes, policy, and strategy, in accordance with the Core Code of Ethics and in particular the principles of Dignity and Respect and Equality, diversity, and inclusion (EDI).
 - Provide a unified approach to the positive implementation of Diversity and Inclusion principles and actions, with staff investment and understanding of our goals.
 - Be a time measured framework using actions that are SMART and for which responsibility is clearly identified and shared.
- 1.3 Following approval of the strategy and framework, development of an action plan with defined roles, responsibilities and deadlines began. The actions from this relate to departmental and district action plans. The action plan is shared with and monitored by Diversity and Inclusion Board (DIB) with regular updates to People and Culture Committee.

2. Information

- 2.1 Since the last update we have progressed actions as below:
- Completion of the Inclusion Standard Submission resulting in us achieving Silver. This goal was set for 2028 in the strategy and has been delivered 4 years early! We may opt to elevate our goal to Gold in 2028.
 - Began collaboration with stakeholders on the staff recognition and reward process.
 - Staff network roadshow has been planned with the first date in Kirklees on 10th December. The roadshows were launched with a 'meet the team and staff networks' event at HQ in July.
 - Spotlight On Reports specific to DEI and Positive Action/Community Engagement added to People and Culture Committee.
 - Digital Equality Impact Assessment (EIA) process has been developed and is in the testing and consultation phases.
 - Draft Positive Action (PA) Plan completed and is currently out for consultation.

- PA officers have started designing and scoping the PA training delivery for internal bespoke training.
- Internal delivery of bespoke training on the Reasonable Adjustment Policy and Dignity, Integrity and Respect.
- Update to Say So anonymous reporting tool that now allows users to create a login and see the progress of their concern. Say So video specifically for WYFRS promoted to staff.
- Community Engagement has been elevated by the DEI team and connections are growing. Working with Service Delivery to establish responsibilities.
- Attended Leeds Pride and Leeds Carnival with highest number of volunteers to date.
- Bid submitted to finance to secure budget for overtime for DEI activities led by staff so they can be recognised for the additional work they are leading on.
- Elevated outreach work on stations has increased staff knowledge of team objectives and increased our network of champions.
- Links established with West Yorkshire Police DEI team and recruitment team to share best practice.
- Full review of SkillBooster / Vinciworks e-learning conducted. Library of courses established (both voluntary and mandatory) and includes Sexual Harassment learning.
- Increase in visibility of staff through articles, role modelling, local news and social media posts.
- Maintained the rating of 'Good' in DEI in the HMCFS inspection.

3. Financial Implications

3.1 None

4. Legal Implications

4.1 The Monitoring Officer has considered this report and is satisfied it is presented in compliance with the Authority's Constitution.

5. Human Resource and Diversity Implications

5.1 None

6. Equality Impact Assessment

6.1 Are the recommendations within this report subject to Equality Impact Assessment as outlined in the EIA guidance? No

7. Health, Safety and Wellbeing Implications

7.1 None

8. Environmental Implications

- None

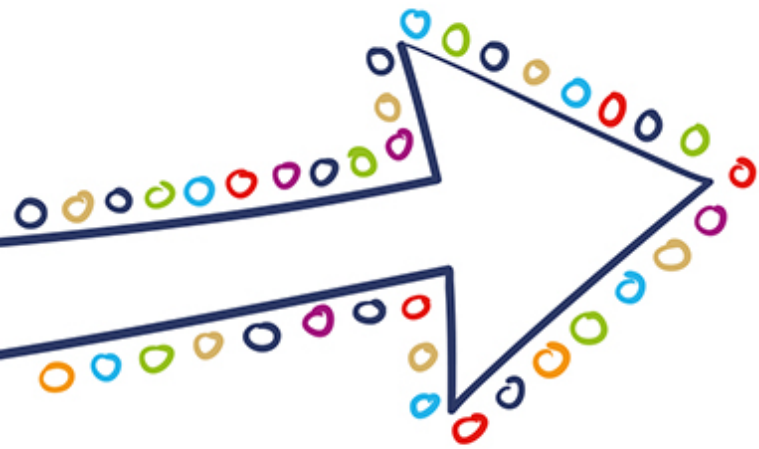
9. Your Fire and Rescue Service Priorities

9.1 This report links with the Community Risk Management Plan 2022-25 strategic priorities below: **(please delete any that aren't relevant to your report)**

- Encourage a learning environment in which we support, develop, and enable all our people to be at their best.
- Achieve a more inclusive workforce, which reflects the diverse communities we serve.

10. Conclusions

10.1 Progress continues as expected and will continue to move forward as planned.



Spotlight on...

Diversity, Equity and Inclusion



West Yorkshire
Fire & Rescue Service



What did we do?

The Diversity and Inclusion (D&I) team have delivered on a number of key objectives during the last quarter.

Workers Protection Act 2023

The Worker Protection (Amendment of Equality Act 2010) Act 2023 is a piece of legislation that strengthens the legal protections against sexual harassment in the workplace. In addition to the processes we already have in place, we are in the process of introducing:

- Anti-harassment Policy and Guidance.
- Sexual Harassment Risk Assessment.
- Mandatory e-learning modules.
- Mandatory in-person training.
- Safe spaces for discussion.

Inclusion Standard Submission

We achieved SILVER!

Areas of strength:

- Great range of well worded policies.
- Robust Equality Impact Assessment (EIA) process.
- Excellent showcasing and profiling of role models.

- Good data monitoring and high disclosure rates.
- Impressive training delivery of DEI topics.
- Approach to inclusion oversight is strong.
- Remarkable work with external organisations.

Recommended long term goals:

- Implement the reciprocal mentoring programme and expand it as it evolves.
- Review engagement metrics to identify most effective methods.
- Formalise the process for organising and delivering awareness events.
- Explore ways to measure the impact of activities on staff knowledge and confidence in applying it to their roles.



**Inclusive
Employers
Standard**
Silver
Accreditation 2024

National Inclusion Week (NIW)

NIW ran from 23rd to 27th September and we welcomed 4 guest speakers during the week. The subjects and link to the recordings are below:

- [How to become a Racial Trauma Informed Workplace with Marvina Newton](#)
- [Disabled by Society with Jamie Shields](#)
- [Cultural Awareness of Gypsy and Traveller Community](#)
- [Overcoming Adversity – My story with Peter Lau](#)



World Menopause Day

We celebrated this special day by hosting author Jacqueline Golding, who delighted us with a chapter reading from her book. She also shared her personal journey and insights on navigating menopause.

Here is a quote from Jacqueline about working with WYFRS on World Menopause Day.

“Delivering a menopause talk to the fire service was a truly transformative experience. It was incredible to witness the openness and curiosity as we explored a topic that affects not just women, but entire communities. The respect, engagement, and genuine willingness to learn left me inspired and hopeful for the strides we can make together in breaking the silence around menopause. This was more than a talk—it was a step toward cultural change.”

Jacqueline Golding
Author of The Diaries of Menopausal Women

Black History Month

The FireREACH staff network proudly organised this year’s Black History Month (BHM) event at HQ. Fire Chief John Roberts opened the event, setting an inspiring tone for the day. We were honoured to welcome guest speaker and acclaimed poet Khadijah Ibrahiim, who delivered an insightful discussion on positive Black influence and this year’s theme, *Changing the Narrative*. She also captivated the audience with a selection of her powerful poetry.

The event concluded with closing remarks from Director Sonia Pawson, after which attendees enjoyed a vibrant spread of traditional Caribbean cuisine.

A heartfelt thank you to everyone who joined us in celebrating this meaningful occasion!

International Men’s Day

On 18th November we welcomed Ian Dinwiddy from [Inspiring Dads](#) who gave a talk entitled: Challenging the Assumptions of Fatherhood. Within this he explored the new dad ‘struggle’, identity and purpose, the relevance of society’s assumptions about fatherhood, and why ‘Parenting out Loud’ matters.

Ian was joined by 2 staff members, Ant Devine and Josef Turner, who spoke about their personal fatherhood journeys and how this fitted in with their career. A [recording](#) is available for staff who were unable to attend.

White Ribbon Day – 25th November

White Ribbon is an organisation committed to ending men’s violence against women. We celebrated White Ribbon Day by inviting champions and ambassadors to a lunch and learn at Killingbeck Station. Staff were joined by Getaway Girls and Women Friendly Leeds who we are partnering with to make a difference in our communities.

In addition to this:

- Station Manager Sophie Green highlighted the importance of the White Ribbon campaign in our latest [digital short](#), featured across our social media channels.
- Watch Manager Matt Hindmarch completed a marathon alongside White Ribbon CEO, Anthea Sully and staff from Leeds City Council to raise awareness for White Ribbon.



Equality Impact Assessment (EIA)

We are carrying out live testing and consultancy on our new PowerApp digital solution designed specifically for EIA. The app is being tested by a group of stakeholders who will report on effectiveness and provide feedback. Our aim is to launch the new process in the new year.

FireGIN to become FireWAW

The Gender Inclusion Network had a members vote on the structure of the network and its focus. It was agreed, by a 72% majority, that the network becomes a female focused group looking at women's issues in the workplace. The dynamic of the group won't change and male colleagues are welcomed as allies to help drive progress forward.

FireWAW stands for Women at Work.

Staff will be invited to consider setting up a men's network to complement this group.

Staff Network Survey

The team released a survey at the beginning of November to get the views from the staff network members. 30 responses have been received so far and we will be reviewing and sharing the results in the new year.

Disability History Month

Professor Nancy Doyle from [Genius Within](#) will be giving a talk to staff about what is new in neurodiversity and what this means for us as an organisation. The session will explore recent research and the impact on best inclusion practices. It will look at what we can do to be more inclusive and how we can improve support for colleagues.

This will contribute towards the organisation moving towards a social model approach to diagnosis and support. This prioritises looking at adapting the environment and learning methods so that barriers are removed / reduced for everyone, regardless of diagnosis.

International Women's Day

FireWAW co-chairs are working on plans for a collaborative celebration with West Yorkshire Police. Watch this space....



Contact



Diversity & Inclusion Team



01274 682311



Diversity.Inclusion@westyorksfire.gov.uk



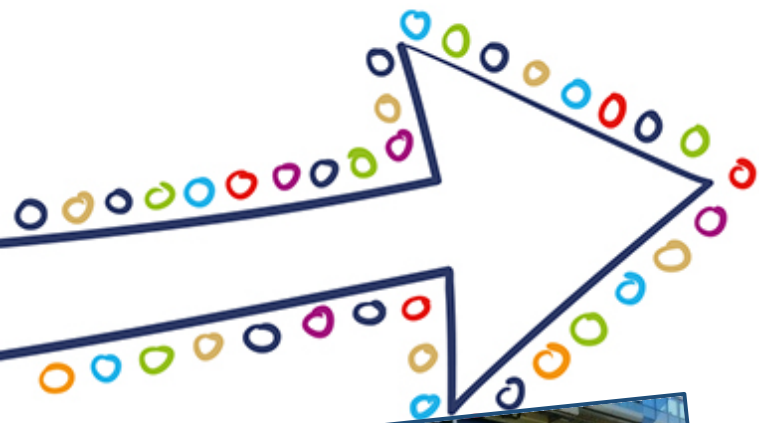
What are we doing next?

Spotlight on...



Positive Action & Community Engagement

September – December 2024



What was the need, how was it identified?

The Positive Action and Community Engagement Officers have continued to inspire local people from our communities at careers events throughout West Yorkshire. From September to the start of December, the team have attended **34 community events/careers fairs**; including running workshops for potential candidates and college students. Since the last Firefighter recruitment process, **172 people have registered their interest after engaging with us at a careers or community event**, and **42% of them were from Ethnically Diverse backgrounds**.



What did we do?

Gipton and Harehills Unity Day

On 27th October, we attended the first Gipton and Harehills Unity Day alongside Cllr Mothin Ali and crews from Killingbeck Red. The event brought the community together in response to the issues which occurred in Harehills during the summer. A range of activities were available, including bouncy castles and free food provided by

the Islamic food charity Penny Appeal.

“
Unity Day reinforced confidence in emergency services, as the presence of the fire service allowed locals to build back the rapport lost in the riots
”

Families and children were drawn to the fire engine, enabling the crews to engage and share safety messages. The event was covered by BBC Look North.

The event highlighted the positive impact WYFRS can have within our communities and demonstrates the need for our commitment to attend community events in this area and work closely with partner agencies.

Leeds Learning Alliance Leader's Breakfast

Manjinder, Rhiannon, Natasha and DC Miller attended the LLA breakfast at Headingley Stadium in October. The event was attended by 110 people representing 76 different organisations from across the city and beyond. It was a great opportunity to network, meet other LLA members and listen to speakers Julie Longworth, Director

for Children and Families at Leeds City Council, Alastair Da Costa, Chair and Vice-Chancellor of The University of Leeds and Leeds Rhino's legend and current Director of Culture, Diversity and Inclusivity, Jamie Jones – Buchanan (MBE).

Career Events

Cllr Ruth Wood joined Bradford White and Mani at the **Abu Bakr Masjid** in October. Over 200 people attended the event, which is the latest one in a series of local community initiatives that White Watch have been involved in.

We also attended a careers event at **Chapeltown Gurdwara** in September increasing awareness of attendee's perceptions of fire service roles, an alternative career which they may otherwise have not considered. We are now involved in a WhatsApp group where

I think the fitness development sessions were really good for ensuring females felt supported going into the recruitment process, especially through meeting other women also pushing for the same goal.

we advertise upcoming employment opportunities within the local Sikh community.

Mani and Rhi attended the **Women into Work** event run by the charity **SmartWorks**. We engaged with a variety of women, and it was particularly useful for advertising support roles / firefighting roles to women rejoining the world of work.

Positive Action Fitness Sessions

We continue to run successful 8-week fitness course for female candidates who apply to become firefighters but may require support with the physical testing stage of the process. The sessions are run by staff at Morley Fire Station and have received positive feedback and results for those who reach the physical testing stage.

This year the candidates also benefitted from support from ex gym owner Mani, who provided advice and was as a key point of contact for the attendees. **3/6 females who**

I thought the structure of the sessions worked well and the environment felt very welcoming and encouraging which only made me want to join WYFRS more

were successful in the last recruitment process attended the full course, with 5/6 successful female applicants attending at least 1 session.



Candidates have praised the positive training environment and the supportive staff. They also felt that, whilst the key focus was on improving their fitness, the

network they created with other candidates also helped them to feel supported and stay motivated through the process. **All candidates rated the sessions 5/5** and said that they greatly benefited from them, and hope they continue to be offered to future candidates.

Case Study

One candidate has truly shown the impact that our Positive Action work can have for females. This candidate initially attempted the recruitment process but unfortunately was not successful at the bleep test stage.

She went on to apply a second time and was invited to attend the Morley fitness development sessions. She was given advice and support from Mani and the team. She worked incredibly hard at the sessions and at home and greatly improved her fitness. At interview she acknowledged that without the fitness support provided by Mani that she would likely not have passed. She will no doubt make an excellent firefighter.

Positive Action Application and Bleep Test Support

We have run 3 Application workshops for potential wholetime candidates who are from ethnically diverse backgrounds in response to the disparity in scores found at the application stage in recruitment.

Each Session had approximately 12 candidates and feedback has been very positive. We are running a bleep test practise session on 07/12 for females

interested in recruitment. This gives them the opportunity to meet other candidates and assess their fitness levels in preparation for recruitment opening in January 2025.

What are we doing next?

Community engagement.

We are continuing our partnerships with schools, colleges and places of worship across West Yorkshire and will continue to attend careers fairs into next year. Further visits to fire stations have been planned where schools or colleges have students specifically interested in a career in the fire service. We will also be supporting HR with the review of the recruitment process and executing recruitment for an August 2025 course.

Positive Action Plan

In the next quarter, we will be looking to plan the second Ignite Programme and begin work to bring back work experience opportunities with WYFRS. We will begin research for the bespoke Positive Action training, and continue to support community engagement projects and goals.



Contact



Rhiannon Wraith and Manjinder Uppal



Rhiannon.wraith@westyorksfire.gov.uk
Manjinder.uppal@westyorksfire.gov.uk

**MINUTES OF THE MEETING OF THE YORKSHIRE & HUMBER EMPLOYERS' ASSOCIATION
HELD VIRTUALLY ON TUESDAY 19 NOVEMBER 2024
(Annual Meeting)**

Present:

Metropolitan Districts

Cllr Jane Nightingale	Doncaster MBC
Cllr Silvia Dacre	Calderdale MBC
Cllr Carole Pattison	Kirklees Council
Cllr Robert Frost	Barnsley MBC

Unitary Councils

Cllr Cliff Lunn	North Yorkshire Council
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In Attendance

Rebecca Hardwick	Doncaster CC
Zoe Martin	East Riding
Rebecca Stanford	North Lincs
Martin Williams	YHEA
Julie Brookes	YHEA

Employers Secretary

Martin Williams (YHEA),

1. Introductions and Apologies

Apologies for absence were received on behalf of
Cllr Healing – East Riding, Cllr Waltham - North Lincs,
Cllr Tariq Hussain - Bradford MDC

2. Appointment of Chair for 2024/25

Cllr Jane Nightingale, Doncaster MBC was appointed as Chair for the 24/25 year.

3. Appointment of Vice-Chair for 2024/25

Cllr Cliff Lunn was appointed as Vice – Chair for 24/25 year.

4. Appointment of Employers' Secretary

Martin Williams was appointed as Employers Secretary for 24/25 year.

5. Appointment of Treasurer

The Employers Secretary as in item 4 will be appointed as Treasurer.

6. Members of the Employers Association 2024/25

Members of the Association remain the same. Martin is in talks with Bradford Children's Trust about the possibility of becoming a member.

7. Regional Joint Council Arrangements for 2024/2025

Regional Joint Council will meet going forward.

8. Meeting Arrangements for 2024/2025

Dates for future meetings are 21 January 2025, 10 June 2025 (annual meeting) and 18 November 2025. Meeting will continue to be held virtually using Microsoft Teams.

9. Final Accounts for 2023/2024 and Submission

Audit is complete and has been circulated. There were no significant issues reported. A slight overspend was highlighted but this was due to late payment of some invoices which when paid were recorded in 2024/25 accounts.

10. Notes of the last meeting

Notes were agreed.

11. Matters Arising

Migrant Care Workers are still an issue with the Unions. They are trying to get Councils to sign up to the Care Worker Charter. Councils agreed that some of the clauses cause complications for them.

12. Appointment of Auditors for 2024/25

Azets were appointed for 2024/25. This will be reviewed again for 2025/26.

13. Any Other Urgent Business

Nothing reported.

14. Close of Meeting

It was requested that LGA attend the next meeting to discuss timetable for both the 2025 NJC pay award and NJC review of the pay spine.