

WEST YORKSHIRE FIRE AND RESCUE AUTHORITY

MEETING OF THE PERSONNEL AND TRAINING COMMITTEE TO BE HELD ON FRIDAY 10 JULY 2009 AT 10.30 A.M. IN THE CONFERENCE ROOM, FIRE SERVICE HEADQUARTERS, BIRKENSHAW

AGENDA

1. Minutes of meeting held on 3 April 2009 (p 1)

2. Urgent items

3. Admission of the Public :

The Committee is asked to consider whether, by resolution, to exclude the public from the meeting during the items of business marked with an 'E' reference, because of the possibility of the disclosure of exempt information.

4. Declarations of interest

To consider any Declaration of Interest in relation to any item of business on the agenda.

Items for decision

5. Stonewall Workplace Equality Index (p 8)

6. Equality Framework – Consultation (p 13)

Items for noting

7. Equality Framework – Fire Service pilot (p 29)

8. Integrated Personnel Development (IPDS) - Healthcheck (p 31)

9. Leadership diagnostics (p 35)

10. Personnel Activity report (p 51)

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MEETING OF THE PERSONNEL AND TRAINING COMMITTEE HELD ON 10 JULY 2009 AT FIRE AND RESCUE SERVICE HEADQUARTERS, BIRKENSRAW,

Present: Councillors D Hollingsworth (in the Chair); S Armitage, A Castle, M Coulson, R Finnigan, D Gray, T Hardwick, P Harrand (as substitute for Councillor V Binney), N Ikram (items 8 – 10 only Min nos. 8 – 10 refer), M Jamil, A McKenna and D Ridgway

Apologies : Councillor V Binney

1 MINUTES OF THE LAST MEETING

RESOLVED

That the Minutes of the Committee at a meeting held on 3 April 2009 be signed by the Chair as a correct record.

2 URGENT ITEMS

None.

3 EXCLUSION OF THE PUBLIC – SECTION 100A LOCAL GOVERNMENT ACT 1972

There were no items which required the exclusion of the public and press.

4 DISCLOSURES OF INTEREST

No disclosures of interest in any matter under consideration were made.

5 STONEWALL WORKPLACE EQUALITY INDEX

Consideration was given to a report of the Director of Human Resources which informed Members of the progression to 38th place in the index and of the proposed actions to improve upon that position in future.

Members acknowledged the potential difficulties in data gathering in respect of LGB members of staff which, it was hoped, would improve over time and recognised the support that members of the Management Board gave in this area of work.

RESOLVED

That the report be noted; and

- (i) That the proposed action plan in respect of progression within the Stonewall Workplace Equality index be approved.

6 EQUALITY FRAMEWORK - CONSULTATION

The Director of Human Resources submitted a report which sought approval for the proposed response to the Fire and Rescue Equality Framework consultation.

RESOLVED

That approval be given to the proposed consultation response to the Fire and Rescue Equality Framework consultation document.

7 EQUALITY FRAMEWORK – FIRE AND RESCUE SERVICE PILOT

Members considered a report of the Director of Human Resources which advised of the role of the West Yorkshire Fire and Rescue Service in the development and pilot of the bespoke version of the Equality Framework – the purpose of which was to provide a management tool to assist in the promotion of excellence in the management of equality outcomes.

RESOLVED

That the report be noted.

8 INTEGRATED PERSONAL DEVELOPMENT (IPDS) - HEALTHCHECK

The Director of Human Resources submitted a report which presented the findings of an Integrated Personal Development (IPDS) healthcheck of West Yorkshire Fire and Rescue Service.

Members were advised that the healthcheck had produced some very positive results and good progression was being made.

RESOLVED

That the report be noted.

9 LEADERSHIP DIAGNOSTICS

Members considered a report of the Director of Human Resources which informed of

the outcome of a regional project which had been undertaken and leadership diagnostics carried out within each Fire and Rescue Service.

It was reported that West Yorkshire had demonstrated the highest rate of improvement across the region and had performed the best in terms of leadership due to its Manager development programme activities.

RESOLVED

That the report be noted.

10 PERSONNEL ACTIVITY REPORT

The Director of Human Resources submitted a report which advised of personnel activity.

RESOLVED

That the report be noted.

Chair