

# Agenda

## People and Culture Committee

Date: 27 March 2026

Time: 10:30

Venue: FSHQ

Members of the People and Culture Committee are hereby summoned to attend the meeting which will be held on 23 January 2026 to transact the business set out below.

### **1. Minutes of meeting held on 23 January 2026 (p 5)**

(Enclosed)

### **2. Matters arising**

### **3. Urgent items**

To determine whether there are any additional items of business which, by reasons of special circumstances, the Chair believes should be considered at the meeting.

### **4. Admission of the public (p 9)**

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.

### **5. Declarations of interest (p 11)**

To consider any declarations of disclosable pecuniary interest in relation to any item of business on the agenda.

## To Note

### **6. Spotlight Ons (p 13)**

- a) Staff Networks and Diversity, Equity and Inclusion
- b) Positive Action and Community Engagement

(Enclosed)

## **7. Gender Pay Gap Report 2025 (p 17)**

(Enclosed)

## **8. People Digital Programme (p 37)**

(Enclosed)

## **9. Asian Fire Service Association (AFSA) Conference (p 43)**

(Enclosed)

## **10. People and Culture Activity Report (p 47)**

(To follow)

## **11. Quarterly Update on the People Strategy 2025 - 2028**

(Verbal update from the Director of People and Culture)

The taking of photographs, filming and sound recording of this meeting is allowed with the exception of any items marked with an “E” reference or where Councillors vote to exclude the public at any other time during the meeting.

Those persons present at the meeting who are invited to make spoken contributions should be aware that they may be filmed or sound recorded and their continued presence signifies agreement. People located in public seats will not be photographed, filmed or recorded without consent.