

Minutes

People and Culture Committee

Date: 23 January 2026

Time: 10:30

Venue: FSHQ

Present:

Cllr Shaheen (in the chair), Cllrs Ahmed, Anwar, Bruce, Dickenson, Downes, Parnham, Pollard, Tudor and Tulley.

Apologies:

Cllr Sutcliffe

22.Minutes of meeting held on 10 October 2025

Resolved

That the Minutes of the last meeting held on 10 October 2025 be signed by the Chair as a correct record.

23.Matters arising

There were no matters arising.

24.Urgent items

There were no urgent items.

25. Admission of the public

There were no items requiring the exclusion of the public and press.

26.Declarations of interest

There were no declarations of interest.

27.People and Culture Activity Report

The Director of People and Culture submitted a report which advised Members of the key HR metrics for the reporting period 1 July 2025 to 30 September 2025, including establishment strength, sickness absence data and high-level discipline and grievance figures.

Members discussed and challenged the report author on the following:

- The ethnicity categories used, which Members learnt are dictated by the Office of National Statistics
- The sickness levels for on call firefighters, which Members were pleased to note had no effect on operational availability and are below the sector average, despite the peaks and troughs shown in the report.
- The target not being met for occupational health referrals to appointments, which is being addressed under a strategic plan to improve clinic availability.
- The sickness absence statistics relating to anxiety and stress and whether these are work related. It was noted that anxiety and stress is higher within enabling teams than within operational staff.
- Members welcomed the positive results shown in the diversity statistics and discussed ongoing plans to ensure continuous improvement, including removing barriers at the application stage which is reflected in the new recruitment process and maintaining efforts on staff retention.

Resolved

That the report be noted

28.Spotlight On Reports

The Director of People and Culture provided a report to update Members on the work of the Diversity, Equity & Inclusion (EDI) team. This included a spotlight on the Positive Action and Community Outreach and Engagement activities and a spotlight on the White Ribbon Campaign and International Men's Day 2025.

Members noted the reports and received them positively.

Members challenged the report author to confirm the Service works with local sports clubs and if there is sufficient funding available to continue to support the events described in the Spotlight Ons. Members were further updated with the plans to improve data collection to monitor the effect of recruitment drives and plans to extend the "have a go" workshops across all districts. Members were pleased to note that basic training on mental health is available to all staff and Managers receive specialised training.

Finally, Members wished to pass on their congratulations to staff for their work with young people, in particular the GRIT programme.

Resolved

That the spotlight on reports be noted.

29.Supporting Good Attendance

The Director of People and Culture provided a report to update Members on the work done within the Supporting Good Attendance Project.

Members thanked the report author for the excellent in-depth report and asked if there is a need to reintroduce the Operational Resource Pool (ORP). Members further challenged the report author on how the Service will monitor the 10% reduction in sickness absence promised, which is acknowledged as an aspirational, but realistic target, and will be measured via OneView.

Members challenged the availability of the flu vaccine for all staff and discussed how it's effectiveness could be monitored.

Resolved

That the report be noted.

30.Yorkshire and Humber Local Authority Employers' Association Minutes of Meetings held on 18 November 2025

Resolved

That the minutes be noted.

31.People Strategy 2025 - 2028

The Director of People and Culture presented an update on the People Strategy 2025 - 2028.

Chair