

# Minutes

## People and Culture Committee

Date: 27 March 2026

Time: 10:30

Venue: FSHQ

Present:

Cllr Shaheen (in the chair), Cllrs Dickenson, Downes, Garvani (as sub for Cllr Bruce), Parnham, Pollard, Renshaw (as sub for Cllr Parnham), Sutcliffe, Tudor and Tulley.

Apologies:

Cllrs Ahmed, Parnham, Bruce

### **32.Minutes of meeting held on 23 January 2026**

#### **Resolved**

That the Minutes of the last meeting held on 23 January 2026 be signed by the Chair as a correct record.

### **33.Matters arising**

There were no matters arising.

### **34.Urgent items**

There were no urgent items.

### **35. Admission of the public**

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

### **36.Declarations of interest**

There were no declarations of interest.

### **37.Spotlight Ons**

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 Staff Networks and a spotlight on the Positive Action and Community Outreach and Engagement activities which took place during the period January to February 2026.

Members noted the reports and received them positively. They wondered whether it would be possible to get some of the White Ribbon work into high schools and were informed this would be taken forward.

**Resolved**

That the report be noted

## **38. Gender Pay Gap Report 2025**

The Director of People and Culture provided a report to update Members on the Gender Pay Gap for the year ending 31 March 2025.

Members were pleased to note that the WYFRS Gender Pay Gap for 2025 is 7.2% which is 0.4% lower than the WYFRS 2024 Pay Gap, which was 7.6%, and also lower than the West Yorkshire Local Authorities 2025 Pay Gap of 9% and the UK Gender Pay Gap 2025 figure of 13.4%.

Members discussed the challenges faced

Members sought confirmation of the reasons for the grey book split in 2024 which had showed a reduction of 9.5% tracking in 2024 as opposed to 2025. Some work would be undertaken to ascertain how the proportion of male to females had moved over the past 3 years to see if the situation was significantly changing.

**Resolved**

That the report be noted.

## **39. People Digital Programme**

The Director of People and Culture provided a report to update Members on the People Digital Programme which is introducing integrated platforms that manage our people.

Members challenged the report author to ascertain if there were any risks associated with system changes and were assured that the level of risk was manageable. They were further assured that the costs were budgeted for within the revenue budget.

**Resolved**

That the report be noted.

## **40. Asian Fire Service Association (AFSA) Conference**

The Director of People and Culture provided a report on the Winter Asian Fire Service Association (AFSA) Conference which was attended by 8 employees from WYFRS.

**Resolved**

That the report be noted.

## **41. People and Culture Activity Report**

The Director of People and Culture submitted a report which advised Members of the key HR metrics, including establishment strength, sickness absence data and high-level discipline and grievance figures.

Members sought clarification as to whether there was any sort of process for colleagues who had given service such as supporting therapies to address possible mental health issues. They were assured that anyone deemed incapable of carrying out a role would look to be redeployed if possible. In addition, a good package of support was in place and easy to access for all.

**Resolved**

That the report be noted

## **42. People Strategy 2025 - 2028**

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

Members welcomed the report which they thought was excellent.

Chair