

Leading cultural change

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Lancashire



Population **1.5 million**



Urban areas, coastal communities, market towns and rural villages



123km of coastline



Blackpool Airport, 3 ports, 18km tram system



Diverse communities



Workforce



1,200 staff approx 600 wholetime, 400 on-call, 200 support staff



Green and Grey Book



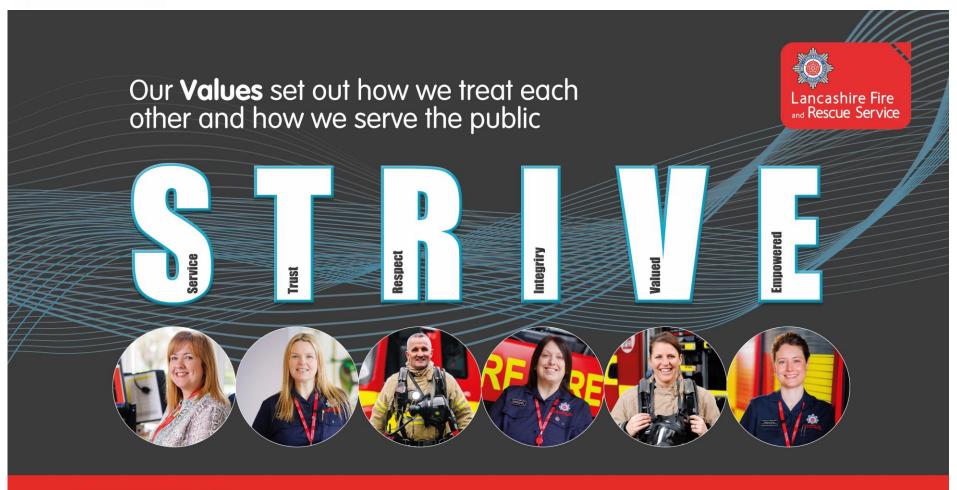
Duty systems -On-Call, Day Duty, Wholetime
2-2-4, Flexible Day Crewing,
Day Crewing Plus



39 stations and 58 pumps (32 on-call)



Getting the culture right for diversity



making Lancashire safer



Embedding our values





Embedding our values





Embedding our values

Professionally qualified Human Resources department

HR Business Partnering

Well respected department by the leadership team

An enabler not controller

An effective advisor based on evidence

A culture amongst the Grey and Green book leadership team of actively listening to each other



Celebrating and communicating our values

Core Code of Ethics

Our STRIVE values are supported by the national Core Code of Ethics for Fire and Rescue Services in England. The code sets out five ethical principles which provide a basis for promoting good behaviour and challenging inappropriate behaviour.

Putting our communities first

We put the interest of the public, the community and service users first.

We act with integrity including being open, honest and consistent in everything we do.

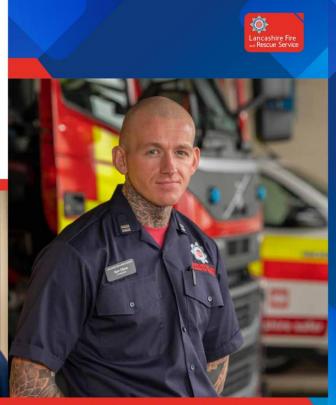
Dignity and respect
Making decisions objectively based on evidence without discrimination or bias.

We are all positive role models, always demonstrating flexibility and resilient leadership. We are all accountable for everything we do and challenge all behaviour that falls short of the highest standards.

Equality, diversity and inclusion (EDI)

We continually recognise and promote the value of EDI both within Lancashire Fire and Rescue Service and the wider communities in which we serve. We stand against all forms of discrimination, create equal opportunities, promote equality, foster good relations, and celebrate difference.







Our values are the qualities that we believe are the most important to us and describe the expectations the public have of us and that we have of each other. We use them every day to influence how we work to achieve our priorities and guide our professional behaviours.







making Lancashire safer

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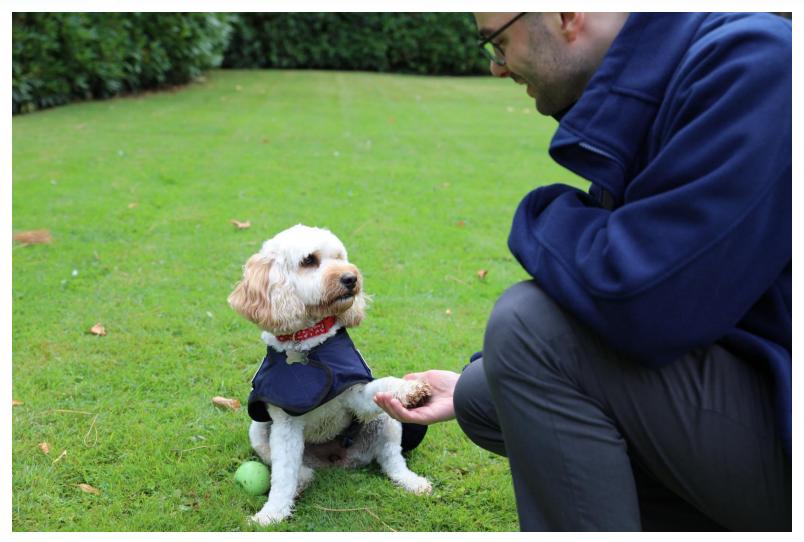


Employee voice groups





Health and wellbeing





Challenges

LFRS and the Sector being seen as an employer of choice within different communities

Leadership

Appetite for change within representative bodies

The recruitment gap

Developing confidence to speak out and challenge



Role of FRS Authority/ Members

A key part of the leadership component

- Scrutiny
 - Service level performance monitoring
 - CFA Committees
- Training & Development
 - Member Training & Development Working Group
 - CFO introduction
- Involvement
 - Member champions
 - Attendance at events
 - Member Information Bulletin



Next Steps

- Continue to refresh training, it is compulsory for staff.
- We currently undertake DBS checks for members of staff who have access to young people and vulnerable adults we are extending that to all staff.
- We have established an anonymous reporting line.
- We continue to deliver positive action promoting LFRS as an employer of choice.
- Explain the role of and the career pathways within the Fire Service.
- Support new firefighter apprentices in role with mentors, and pastoral support.
- Where issues arise investigate thoroughly taking action if necessary.



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Thank you

Any questions?