Hampshire & Isle of Wight FIRE & RESCUE AUTHORITY

People and Organisational Development

Policy number (AP006)

Next Review Due 31/03/2029

1. Purpose

Hampshire and Isle of Wight Fire and Rescue Authority (HIWFRA) is committed to ensuring that Hampshire and the Isle of Wight have an efficient and effective fire and rescue service which makes life safer for everyone.

All Policies within the Authority's Policy Framework are to be considered as a collective and not read in isolation.

This Policy sets HIWFRA's commitment to develop and maintain a workforce that is professional, skilled, diverse, and responsive to operational requirements that serves our communities.

2. Principles

2.1 We are committed to equal opportunity for all employees including delivery of our Equality Objectives.

2.2 We will ensure our policies and practices comply with UK employment legislation and best practice as appropriate.

2.3 We will strive to be an employer of choice that employees are proud to belong to and understand their contribution to the organisation's purpose.

2.4 We will champion the adoption of the Dying to Work Charter to ensure robust workplace protections.

2.5 We will promote a positive and inclusive culture, where our values are upheld by our employees and volunteers, and where inappropriate behaviours are challenged.

2.6 We will provide operational training courses and a Maintenance of Competence Scheme to comply with legislative requirements, and best practice where appropriate.

2.7 We will provide organisational learning and development opportunities to grow talent and enable employees to achieve their potential.

2.8 We will develop leaders who are equipped to deliver change and improve performance.

2.9 We will ensure a fair and consistent approach for managing employees.

2.10 We will support and promote the importance of physical and mental health, and wellbeing.

2.11 We will encourage and motivate our workforce by recognising achievements and applying appropriate reward mechanisms.

2.12 We will work collaboratively with key stakeholders to promote harmonious and productive working relationships.

2.13 We will work collaboratively with our partners to learn and continuously improve as an organisation.

3. Compliance

Health and Safety at Work Act 1974 and The Management of Health and Safety at Work Regulations 1999
Rehabilitation of Offenders Act 1974, Rehabilitation of Offenders Act (Exceptions) Order 1975
Employment Rights Act 1996
National Minimum Wage Act 1998
Working Time Regulations 1998
Employment Relations Act 1999
Maternity and Parental Leave Regulations 1999
Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000
Fixed-term Workers (Prevention of Less Favourable Treatment) Regulations 2002
Fire and Rescue Services Act 2004.
Transfer of Undertakings (Protection of Employment) Regulations 2006
Immigration, Asylum and Nationality Act 2006
Equality Act 2010
Localism Act 2011
The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
Employment Rights (Flexible Working) Act 2023
Carer's Leave Act 2023
Protection from Redundancy (Pregnancy and Family Leave) Act 2023
Worker Protection (Amendment of Equality Act 2010) Act 2023
Pension Scheme Regulations, and Firefighters' Pension Schemes (England) (Amendment) Order 2023, and Local Government Pension Scheme Regulations 2013

All other relevant legislation, regulations, and approved guidance, including the Fire and Rescue National Framework for England.

Professional guidance, including National Operational Guidance, Fire Standards including Code of Ethics, Safeguarding, Leading and Developing People, and National Fire Chief's Council's (NFCC) guidance.

National Joint Council (NJC) Conditions of Service.

4. Core Code of Ethics

HIWFRA is committed to meeting the principles within the Core Code of Ethics and will ensure that the principles in the People and Organisational Development Policy reflect the requirements of the Code.

5. Governance

HIWFRA has responsibility for the functions of the fire and rescue service as specified in legislation.

HIWFRA delegates the operation of the principles contained within the People and Organisational Development Policy to HIWFRS Chief Fire Officer, in accordance with its Constitution and the Safety Plan.

6. Appendix