

## **SOUTH YORKSHIRE FIRE & RESCUE AUTHORITY**

**MONDAY 20 OCTOBER 2025**

### **Present**

Councillor A Cherryholme (Chair)

Councillor R Taylor (Vice Chair)

Councillors: S Alston, B Anderson, S Ayris, S Ball, R Bannister, M Elliott, M Morrell

Kilvinder Vigurs (Deputy Mayor for Policing and Crime) and David Peet (South Yorkshire Mayoral Combined Authority SYMCA)

South Yorkshire Fire and Rescue (SYFR): CFO Chris Kirby, DFO Andrew Strelczenie, ACFO Simon Dunker, Sue Kelsey (Director of People and Culture), AM Paul Heffernan (Area Manager South Yorkshire Fire and Rescue Service), Chris Tyler (Group Manager- Joint Community Safety Department (JCSD)), Emily Durdey (Data Protection Officer) Andrea Greensmith (Senior People Partner- Organisation Development(OD)) , Martin McCarthy (Monitoring Officer), Zoe Duddell, Rob Longley (Authority Governance Team)

### **Item 1 Apologies**

Councillors A Jones & J Ridler

Linda Haigh (Director of Finance and Procurement), Jill Nanson (Culture Programme Lead), AM John Billings, AM Matt Gillatt (Area Managers), Danielle Clark (Financial Services Manager)

### **Item 2 – Announcements**

CFO Kirby noted it was the first People focused Fire Authority meeting following the SLA ending with BMBC.

CFO Kirby acknowledged it was the last Fire Authority meeting for the Director of People and Culture, Sue Kelsey, passing on his and the Executive Teams thanks for the direction, guidance and counsel provided for all People related work.

Councillor Cherryholme passed on thanks to Sue Kelsey on behalf of the Fire and Rescue Authority (SYFRA).

### **Item 3 – Urgent items**

None

### **Item 4 – Items to be considered in the absence of the public and press**

The Monitoring Officer highlighted to Members that agenda item 23 Data Incident is exempt from the public.

### **Item 5 – Matters Arising/Actions**

The Monitoring Officer noted the action log was intended as an internal officer point of reference so that as Officers, the Executive Team knew Members had requested an action that needed to be addressed at a forthcoming meeting. Members agreed to follow this process.

**Item 6– Declarations of interest by individual members in relation to any item of business on the agenda**

None

**Item 7 – Reports by members**

None

**Item 8 – Receipt of petitions**

None

**Item 9 – To receive any questions or communications from the public, or communications submitted by the chair or the clerk and to pass such resolutions thereon as the standing orders permit and as may be deemed expedient**

None

**10. Minutes of the Performance and Scrutiny Board held on Thursday 4th September 2025**

**RESOLVED** – That the minutes of the Authority meeting held on Thursday 4th September 2025 were signed by the Chair as a correct record.

**11. Minutes of the Extra Ordinary Fire Authority meeting held on Thursday 4th September 2025**

**RESOLVED** – That the minutes of the Authority meeting held on Thursday 4th September 2025 were signed by the Chair as a correct record.

**12. Minutes of the Fire Authority meeting held on Monday 15th September 2025**

The Deputy Mayor for Policing and Crime noted her position title was incorrect.

**RESOLVED** - Apart from the above amendment, that the minutes of the Authority meeting held on Monday 15th September 2025 were signed by the Chair as a correct record.

**13. Minutes of the Audit & Governance Committee held on Monday 15 September 2025**

**RESOLVED** – That the minutes of the Audit & Governance Committee meeting held on Monday 15 September 2025 were signed by the Chair as a correct record.

#### **14. Minutes of the Stakeholder Planning Board held on Tuesday 16th September 2025**

**RESOLVED** – That the minutes of the Stakeholder Planning Board held on Tuesday 16th September 2025 were signed by the Chair as a correct record.

#### **15. Workforce Investment and Efficiency Plan 2025-27**

The Workforce Investment and Efficiency Plan 2025-27 was presented by the Director of People and Culture and the Group Manager for (JCSD).

The Director of People and Culture noted a change on page 54 of the report for a slight reduction to the figure noted for the JCSD due to a temporary Watch Manager position becoming a permanent role elsewhere in the service.

The Group Manager drew Members attention to Page 62 and 64 of the report and provided further details to the changes being made, reassuring Members that consultation has been undertaken with representative bodies, all staff members impacted, with benchmarking was undertaken against 15 other Fire & Rescue Services.

The Group Manager confirmed that each district would have a dedicated District Lead, linking into stakeholders such as Local Authorities, South Yorkshire Police and local communities.

The Group Manager also provided assurance that the removal of the EDI Advisor role would be embedded into other roles within the Partnership strand, he highlighted job descriptions numbered 10,13 and 16 on page 62 of the report.

**RESOLVED** - That Members approved the business cases contained within the Workforce Investment and Efficiency Plan to support the Service's CRMP and improvement and efficiency plans.

## **16. Culture Programme and EDI Update**

The Culture Programme and EDI Update was presented by the Director of People and Culture and Senior People Partner (OD).

### **RESOLVED** - That Members:

- A. Noted the progress of the Service's Culture Programme and supported its ongoing actions.
- B. Noted the EDI update.

## **17. Workforce Diversity Profile 2024-25**

The Workforce Diversity Profile 2024-25 was presented by the Senior People Partner.

They highlighted to Members that terminology used was added prior to the recent Supreme Court ruling and in light of the ruling this would be reviewed in future reports.

A Member questioned the reason for a high percentage of women leaving SYFR.

The Senior People Partner (OD) confirmed all leavers are offered to take part in an exit interview and questionnaire are undertake. The Team will provide more detail from these in future reports.

CFO Kirby added benchmarking is undertaken against HMICFRS data and all other Metropolitan Fire Services but acknowledged the differences in size and location can't always provide a direct comparison.

CFO Kirby also provided reassurance to Member's questioning the underrepresentation of people from Asian backgrounds noting a large amount of work has been undertaken to engage with Asian communities, but this wasn't being reflected into recruitment. He was confident SYFR have links to gatekeepers within communities but acknowledged more work is required.

**RESOLVED** - That Members noted the key headlines from each report and understood how they help SYFR meet their EDI objectives and legal duties.

#### **18. People Key Performance Indicators and Local Performance Indicators**

The People Key Performance Indicators and Local Performance Indicators report was presented by the Director of People and Culture.

**RESOLVED** - That Members noted the agreed KPIs & LPIs and would provide further scrutiny of the KPIs at the FRA (People & Culture) meetings.

#### **19. People and Culture Board Updates**

The People and Culture Board update was presented by the Director of People and Culture.

**RESOLVED** - That Members noted the contents of the report and would provide further scrutiny and support to enable continued effective management of people and culture issues.

#### **20. Pay Award (Verbal Report)**

The Pay Award was presented by the Director of People and Culture.

The Director of People and Culture noted that pay awards had been agreed and settled at 3.2% with work under way nationally for reviewing green and grey book pay structures.

**RESOLVED** – That Members noted the content of the report.

#### **21. People Relations and Professional Standards Casework (Presentation)**

The People Relations and Professional Standards Casework was presented by the Director of People and Culture.

A Member asked for clarity on what a fast-track written warning is, Director of People and Culture noted these are only used at Stage 1 or equivalent if the allegations are accepted/not denied, thereby speeding up the process.

**RESOLVED** – That Members noted the content of the presentation.

## **22. Items for discussion in the absence of the Public and Press**

### **23. Data Incident**

The Data Incident was presented by the Data Protection Officer.

**RESOLVED** – That Members:

- A. Noted the details of the third-party data breach
- B. Noted the relationship between SYFR and PeopleCheck
- C. Noted the swift action taken on becoming aware of the incident
- D. Noted the legal advice received