



We have:

- Adopted the NFCC Fire Standards
 - Leading the Service
 - Leading and Developing People

NEW

Produced a new Service Strategy with **60** workstreams

1 New Mission

NEW

1 New Vision

NEW

5 New Values

NEW

1 New Operational Training, Leadership and, Personal Development Academy

1 Leadership Charter signed

Embedded broader engagement in recruitment by:



- Including internal stakeholder panels and external representatives in all permanent ELT and SLT recruitment processes
- Ensuring a member of People Services sits on every senior interview panel to enhance consistency and transparency

All Commissioners, ELT and SLT members have must sign conflict of interest declarations relating to recruitment.



OTHER STATISTICS

- 4** Commissioners appointed following the culture review
- 9** Delegates participated in Pioneer Programme for future strategic leaders
- 88** Principal Officer visits to stations, corporate teams, occupational health, and Control since January 2025
- 100%** of teams visited by the Chief Fire Officer

ROLES

119

Total number of applicants for leadership roles

5 NON-OPERATIONAL ROLES FILLED IN ELT/SLT

- Director of Strategic Change and Transformation
- Head of Communications and Engagement
- Chief of Staff
- Treasurer
- Director of Service Support/ Monitoring Officer (ACO)

LEADERSHIP

RECENT COURSES/WORKSHOPS UNDERTAKEN BY ELT/SLT:

- Unconscious Bias (Online)
- Difficult Conversation Handling
- Behavioural Standards and Bias
- Taking Care of Behaviours
- Misconduct Training
- Discipline and Grievance Training

