



# Healthy Working at Home

25 January 2022

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## Staff Engagement and Inclusion

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**Humberside Fire and Rescue Service**  
**Sam O'Connor**  
**Head of Organisational Development**



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*Safer Communities Safer Firefighters*

# How we 'fell' into Home Working

- HFRS – circa 1,000 staff. 1/3 on call firefighters, 1/3 full time firefighters and 1/3 support staff, providing statutory functions, prevention, protection across geographical areas of East Riding, Hull, North East Lincolnshire and North Lincolnshire.
- Government announcement those of you who can work from home should do so, within 24 hours the majority of our support staff and senior team when not on operational duty were working from home.
- As we were beginning to feel the affects of this completely new way of working and as the evidence began to show from this global pandemic we knew the need for and wanted to focus on health and well-being of our staff during this unprecedented event.
- Conducting an Equality Impact Assessment gave us the evidence base that we needed to know about what to communicate with our staff and we wanted to do this on a one to one basis.
- This led to a series (4 to date) of staff impact assessments.



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# Staff Engagement and Inclusion

- Staff engagement and inclusion through the use of staff impact assessments, initially for those staff that were working from home or working in a hybrid way, then the latter two assessments were conducted for everyone
- Range of questions and impacts from protected characteristics

**Benefits:** staff appreciation for 1:1 discussions and support to staff and handling of covid (evidenced by HMIC staff covid survey). Good response rates. Effective individual changes. Improved motivation and morale, Home working allowance, reduction/cost savings for the service

## **Challenges:**

Managing expectations of staff who couldn't work from home. ICT use of software, training delivery, new roles – communication, support, right resources

## **Next steps:**

Covid debrief leading to follow through actions and future decision making

Included in staff welfare section of PDR this year a discussion about staff working arrangements as we move out of covid restrictions

Further guidance for managers supporting staff in hybrid working teams based on good practice evidence. Follow up through staff surveys this year



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# Questions?



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