



PFCC
POLICE, FIRE AND CRIME
COMMISSIONER FOR ESSEX

Essex Police, Fire and Crime Commissioner Fire and Rescue Authority

Decision Report

Please ensure all sections below are completed

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| Report reference number: | 19 |
| Government security classification: | Not protectively marked |
| Title of report: | Fire and Rescue Plan for Essex |
| Area of county / stakeholders affected: | Essex |
| Report by : | Jane Gardner, Deputy Police, Fire and Crime Commissioner |
| Date of report: | 11 February 2019 |
| Enquiries to: | Jane Gardner at jane.gardner2@essex.pnn.police.uk |

1. Purpose of the report

The report sets out the work that has been undertaken to produce the Fire and Rescue Plan for Essex.

2. Recommendations

It is recommended that the Fire and Rescue Plan is agreed for publication.

3. Benefits of the proposal

The publication of a Fire and Rescue Plan establishes a clear strategic direction for the service. It will provide the foundation on which the Service will develop its plans to deliver the Commissioner's strategic objectives, in particular the Integrated Risk Management Plan (IRMP). The IRMP will specify service development and delivery for the Plan's duration 2019 to 2024.

4. Background and proposal

Developing the Plan

To drive the development of this Plan, a Working Group was established with the membership of the Chief Fire Officer/Chief Executive and staff from Essex County Fire and Rescue Service and staff from the Police, Fire and Crime Commissioner's Office. This Working Group was chaired by the Deputy Police, Fire and Crime Commissioner.

Working with the Police, Fire and Crime Panel

An initial workshop was held with all members of the Police, Fire and Crime Panel where a decision was taken by the Panel to establish a smaller Working Group to provide ongoing engagement through the process of developing the Plan. This Working Group met on four occasions with its final meeting being held on the 24 January 2019. At its final meeting the Working Group discussed the high level analysis of the public survey results, attached as Appendix 1, and the draft Fire & Rescue Plan, attached as Appendix 2. At this meeting particular focus was given to the proposed metrics to ensure that progress against the priorities specified within the Plan could be monitored. The contribution of the Working Group has proved invaluable and they have been very supportive of the work undertaken to develop the Plan as well as being constructively challenging. Thanks are extended to the Working Group for their time and commitment.

Engagement and feedback

Significant engagement has been carried out with stakeholders, partners and staff to inform the development of the Plan.

Hearing from Partners

These refined draft priorities have been discussed with the Leaders, Chief Executives or senior representatives from all District, City, Borough, Unitary and County Councils in Essex. All Members of Parliament representing Essex constituencies were invited to a specific workshop. Separate partner workshops were attended by over 100 representatives from a wide range of partner organisations including Community Safety Partnership Managers, councillors, mayors, voluntary organisations, disability support organisations, multi-agency organisations such as the Safer Essex Roads Partnership and other interested groups.

Hearing from Essex County Fire & Rescue Service Staff

Representative bodies have been included throughout the process and staff have been encouraged to participate and provide feedback through regular promotion on the ECFRS communication channels and through team workshops held by managers and an extensive series of Your Voice workshops held across the county.

Hearing from the Public

A public survey to gather residents' views on the proposed priorities ran from 20 November 2018 until 15 January 2019. The results of this survey have been independently analysed (Appendix 1). Headline results are that the people who took part in the survey either strongly agreed or agreed with the proposed priorities.

5. Alternative options considered and rejected

Within the Police, Fire & Crime Commissioner (PFCC) for Essex Fire and Rescue Authority statutory responsibilities is the requirement to publish a Fire and Rescue Plan that sets out the strategic direction for Essex County Fire and Rescue Service (ECFRS). This is the first Plan published under the Joint Governance arrangements for Police and the Fire & Rescue Service in Essex and the first of its kind nationally in accordance with the Policing and Crime Act 2017, Schedule A2 and the Fire and Rescue National Framework for England.

6. Strategic priorities

The Fire and Rescue Plan for Essex 2019 – 2024 sets out the strategic direction for the Service. The Plan sets out 8 strategic priorities for the Service which are detailed as follows:-

- Prevention, protection and response
- Improve safety on our roads
- Help the vulnerable to stay safe
- Promote a positive culture in the workplace
- Develop and broaden the roles and range of activities undertaken by the Service
- Be transparent, open and accessible
- Collaborate with our partners
- Make best use of our resources

7. Operational implications

The IRMP will follow on from the publication of the Fire and Rescue Plan 2019-2024. The IRMP will operationalise the strategic direction set out for the Plan and it is this process that will identify any operational implications for the Services.

8. Financial implications

The Fire and Rescue Plan as presented has no immediate financial implications. The budget for the service and the make-up of this is set out on page 26 of the document. Whilst setting out the strategic direction for the service the expectation remains that this will be delivered in the budget available.

9. Legal implications

No legal implications in publishing the Fire and Rescue Plan for Essex and no legal advice was sought during its development.

10. Staffing implications

Please refer to section 7, Operational implications.

11. Equality and Diversity implications

The Fire and Rescue Plan for Essex does not anticipate or identify any equality and diversity consequences. It does, however, make direct reference to the need to *'continuously improve the diversity of the workforce to ensure it represents the community at large'*. Further, it references *'recognising the benefits of reflecting the diversity of the communities we serve'* and *'driving forward an ambitious programme for workforce reform including through enhancing: professionalism; management and leadership; training and development; equality and diversity; culture; and options for flexible working'*.

As the IRMP is developed, any particular policy or service initiative will be subject to an Equality Impact Assessment (EIA) to ensure that for as far as possible any negative consequences for a particular group or sector of the community are eliminated, minimised or counterbalanced by other measures.

12. Risks

Ownership of the Plan within the Service and with partners is important to its delivery. In recognition of this time was invested in developing the priorities with them to ensure that the IRMP is aligned to the strategic direction of the Service as set out in the Plan and where appropriate to do so, partner agencies can align their activity to support delivery.

13. Governance Boards

The Fire and Rescue Plan Essex for Essex was:

- Supported by the Fire and Rescue Service Strategic Board at its meeting on Monday 28th January 2019.
- Agreed by the Essex Police, Fire and Crime Panel at its meeting on Thursday 7th February 2019.

14. Background papers

Appendix 1 – Survey Highlight Report



APPENDIX 1 - Survey Highlight Report.doc

Appendix 2 – Final Draft Fire & Rescue Plan



FINAL DRAFT- ECFRS Fire & Rescue

Decision Process

Step 1A - Chief Fire Officer Comments

(The Chief Fire Officer is asked in their capacity as the Head of Paid Service to comment on the proposal.)

Support recommendations

Sign: 

Date: 21/03/19

Step 1B – Consultation with representative bodies

(The Chief Fire Officer is to set out the consultation that has been undertaken with the representative bodies)

Step 2 - Statutory Officer Review

The report will be reviewed by the Essex Police, Fire and Crime Commissioner Fire and Rescue Authority's ("the Commissioner's") Monitoring Officer and Chief Finance Officer prior to review and sign off by the Commissioner or their Deputy.

Monitoring Officer

Sign: 

Print: Pippa Brent-Isherwood

Date: 21 March 2019

Chief Finance Officer

Sign: 

Print: Glenn McGuinness

Date: 21 March 2019

Step 3 - Publication

Is the report for publication? YES/~~NO~~

If 'NO', please give reasons for non-publication (Where relevant, cite the security classification of the document(s). State 'none' if applicable)

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If the report is not for publication, the Monitoring Officer will decide if and how the public can be informed of the decision.

Step 4 - Redaction

If the report is for publication, is redaction required:

- 1 Of Decision Sheet YES/NO
- 2 Of Appendix YES/NO

If 'YES', please provide details of required redaction:

.....
Date redaction carried out:

If redaction is required, the Chief Finance Officer or the Monitoring Officer are to sign off that redaction has been completed.

Sign:
Print:
Date signed:

Step 5 - Decision by the Police, Fire and Crime Commissioner or Deputy Police, Fire and Crime Commissioner

I agree the recommendations to this report:

Sign:  (PFCC / ~~DPFCC~~)

Print: Roger Hirst, Essex Police Fire and Crime Commissioner Fire & Rescue Authority

Date signed: 

I do not agree the recommendations to this report because:

.....
Sign: (PFCC / DPFCC)

Print:

Date signed: