

ESSEX POLICE, FIRE AND CRIME COMMISSIONER
FIRE & RESCUE AUTHORITY
Essex County Fire & Rescue Service



Meeting	Performance & Resources Board	Agenda Item	9
Meeting Date	June 2020		
Report Author:	Tracy King, Assistant Director		
Presented By	Rick Hylton, Deputy Chief Fire Officer		
Subject	HMICFRS Improvement Plans progress update		
Type of Report:	Information		

RECOMMENDATIONS

Members of the Performance & Resources Board are asked to note the progress made against the HMICFRS Protection and Culture Improvement Plans.

BACKGROUND

Following the Services first HMICFRS Inspection in July 2019 the Service were required to submit improvement plans detailing how the required improvement would be delivered in the areas of protection and culture. As part of the agreed governance in relation to these plans the Service committed to provide the Police Fire and Crime Commissioner with regular updates on progress against the plans.

UPDATES

Protection Improvement Plan progress update

Good progress being made against the protection improvement plan. Two areas are showing amber due to them being in progress but beyond the time initially planned. These are the communications plan roll out and the action for staff delivering against the new Risk Based Inspection Programme (RBIP).

Conversely the CFRMIS project has moved at pace and we are well ahead of the original 2 year schedule for a roll out of a software solution to support.

At June's Strategic Board the new Protection strategy and RBIP were both approved

The full plan with progress updates against all actions is attached as Appendix 1 to this report.

HMICFRS are planning to conduct a re-visit to the Service week commencing 10 August 2020 to evaluate progress the Service has made against delivery of its Protection Improvement Plan.

Culture Improvement Plan progress update

Progress continues to be made with delivery of our culture improvement plan. A full progress update can be found in Appendix 2. Provided below is a summary of the progress achieved against the plan in the period covered by this report.

Values and Behaviours

Your Voice Engagement and Action Values and Behaviours Group have met to begin building behaviours that underpin our values and to align to the NFCC Leadership Framework,

Decision taken, in light of the pandemic, to postpone plans for a Service wide event - mitigating actions designed to meet the need in a different way include a weekly virtual quiz being run by the Your Voice Engagement and Action Social Group.

Recognition and Communication

Thank you Thursday has continued and the panel for monthly awards have met remotely, spontaneous recognition in relation to the pandemic has been prolific.

Your Voice Engagement and Action Reward and Recognition Group have met and reaffirmed the need for flexible recognition.

Fortnightly 'culture temperature check' in place via Managers Briefing - this has happened 4 times now and trends beginning to emerge.

Continuous Improvement

Your Voice Engagement and Action Continuous Improvement Group have met and made a recommendation regarding use of Workplace as our suggestion scheme platform. This is being adopted.

Developing Manager Self Awareness

All of SLT have now used 360 feedback; this will now be rolled out further.

Diversity

Approach to developing a culture of inclusion in recruitment and positive action approved by SLT

Review of staff networks completed, and Ethnic Minority Forum commenced

Diversity data - Personal invite to all employees to update diversity data led to an uplift in data declared, personal phone calls now underway, articles published by both the Deputy Chief Fire Officer and the ACEO for People, Values and Culture which are intended to improve understanding of why the data is needed.

Dignity in our Workplaces session moved 'online' and facilitated remotely via MS Teams

New neurodiversity tool introduced to HR team

Strong and Effective Leadership

Learning and Development Plan 2020-24 has been approved. This includes the strand on 'developing our leadership community'. The first meeting of this group has now taken place. These are booked in fortnightly.

BENEFITS AND RISK IMPLICATIONS

HMICFRS Inspections and reports assist the Service in formulating it's continuous improvement approach.

FINANCIAL IMPLICATIONS

There are no additional Financial implications created by this report.

EQUALITY AND DIVERSITY IMPLICATIONS

There are no additional Equality and Diversity implications created by this report.

WORKFORCE ENGAGEMENT

A dedicated HMICFRS communications plan and employee engagement plan is live and is aligned to the HMICFRS dates for inspection.

LEGAL IMPLICATIONS

The inspection of ECFRS by the HMICFRS forms part of a mandatory Home Office programme inspecting all 45 Fire and Rescue Services in England.