



Meeting	Performance & Resources Board	Agenda Item No.	10
	Service Leadership Team		4f
Meeting Date	28 July 2021		
	13 July 2021		
Report Author	Assistant Director – Business Planning and Performance		
Presented By	Deputy Chief Fire Officer		
Subject	Fire Standards		
Type of Report	Decision		

RECOMMENDATIONS

The Board is asked to agree:

- a) the governance process proposed in this report
- b) that responsible Directors should commit to arranging gap analysis for each of the publish fire standards and present the findings of the gap analysis and implementation plan for each standard to the next Continuous Improvement Board meeting planned for 1 September 2021.

OVERVIEW

The Fire Standards Board has been set up to oversee the identification, organisation, development, and maintenance of professional Standards for fire and rescue services in England. The Board is responsible for approving Standards and the approach to their development. It will set the priorities for Standards development work. It will commission work based on proposals from third parties, monitor progress with ongoing work and approve completed work.

Essex Fire and Rescue service are fully committed to contributing to the development of the standards, providing feedback through consultation periods, and adopting the standards in Service to help us on our continuous improvement journey.

BACKGROUND

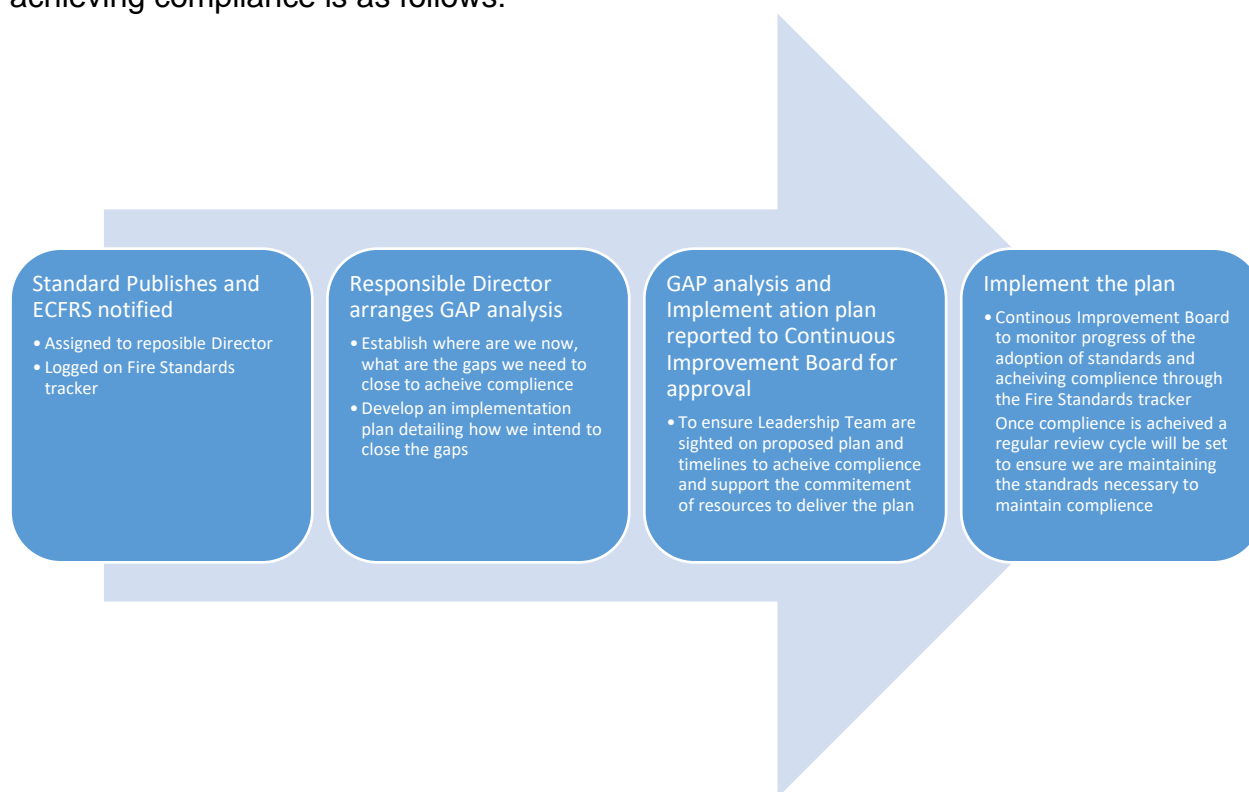
It is important for the Service to have a documented process relating to what action will be taken once a standard is published to firstly assess where the Service is against the standard currently, identify gaps through gap analysis and have a plan as to how we will close the gaps and achieve full compliance.

Current landscape of Fire Standards.

Standards Published to date	Standards consulted on, not yet published	Fire Standards pipeline for 2021/22
<ul style="list-style-type: none"> • Emergency Response Driving • Operation Response Preparedness • Operational Response Competence • Operational Response Learning • Code of Ethics Fire Standard 	<ul style="list-style-type: none"> • Protection Fire Standard • Prevention Fire Standard • Community risk management planning standard • Leadership: Well Led Organisations 	<ul style="list-style-type: none"> • Leadership #1 – well led organisation • Data requirements and management • Safeguarding • Fire Investigation • Leadership #2 – Developing Leaders • Emergency Planning and Resilience • Workforce Management

PROPOSED PROCESS

The proposed documented process for Essex Fire and Rescue Service adoption and achieving compliance is as follows:



The Assistant Director of Performance and Improvement will be the central responsible officer and single point of contact for coordinating consultation on draft Fire Standards, allocating published standards to responsible Directors, and maintaining the Fire Standards tracker.

The Fire Standards published to date have been allocated as follows:

Standards Published to date	Responsible Director
• Emergency Response Driving	Director People Services
• Operation Response Preparedness	Director Service Delivery
• Operational Response Competence	Director People Services
• Operational Response Learning	Deputy Chief Fire Officer
• Code of Ethics Fire Standard	Director People Services

Responsible Directors should commit to arranging gap analysis for each of the published fire standards and present the findings of the gap analysis and implementation plan for each standard to the next Continuous Improvement Board (CIB) meeting planned for 1 September 2021. Progress will be reported to the CIB and through to SLT on a quarterly basis. Appendix A contains the current Gap Analysis tool being used within ECFRS; this will be further developed to incorporate work instigated by the NFCC.

BENEFITS AND RISK IMPLICATIONS

Having a documented process for implementation of Fire Standards will ensure all relevant parties are aware of the requirements they are responsible for and give greater visibility of the Fire Standards Process.

Without a documented process there is a risk that the Service will not be able to evidence work towards implementing the standards and achieving compliance.

FINANCIAL IMPLICATIONS

None in relation to the content of this report.

EQUALITY AND DIVERSITY IMPLICATIONS

Is this decision anticipated to have an impact on any of the following protected groups as defined within the Equality Act 2010:

<i>Race</i>	<i>No</i>	<i>Religion or belief</i>	<i>No</i>
<i>Sex</i>	<i>No</i>	<i>Gender reassignment</i>	<i>No</i>
<i>Age</i>	<i>No</i>	<i>Pregnancy & maternity</i>	<i>No</i>
<i>Disability</i>	<i>No</i>	<i>Marriage and Civil Partnership</i>	<i>No</i>
<i>Sexual orientation</i>	<i>No</i>		

Impact assessments will be completed for individual Fire Standards as required.

WORKFORCE ENGAGEMENT

The proposed approach detailed in this report has been discussed with members of the Continuous Improvement Board. Wider engagements in relation to Fire Standards are planned through forums such as Extended Leadership Team and Managers Briefing.

LEGAL IMPLICATIONS

None in relation to the content of this report.

HEALTH AND SAFETY IMPLICATIONS

None in relation to the content of this report.