

# ESSEX POLICE, FIRE AND CRIME COMMISSIONER FIRE & RESCUE AUTHORITY

Essex County Fire & Rescue Service



<b>Meeting</b>	<b>Performance &amp; Resources Board</b>	Agenda Item	7
<b>Meeting Date</b>	31 March 2021		
<b>Report Author:</b>	Tracy King, Assistant Director		
<b>Presented By</b>	Moira Bruin, Assistant Chief Fire Officer Colette Black, Assistant Chief Executive- People, Values & Culture		
<b>Subject</b>	<b>HMICFRS Improvement Plans progress update</b>		
<b>Type of Report:</b>	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 – FEBRUARY 2021

Good progress has been made against the protection improvement plan. Delivery against the plan began on 1 October 2019 and covered an 18 month period to deliver the necessary action and achieve the required improvement. This period ends on 31 March 2021. A closure report relating to the Protection Improvement plan will be presented to Performance and Resource Board in April which will set out how onward continual improvement will be embedded into business as usual for the Protection function.

The list below provides a summary of the progress made and milestones reached within the reporting period:

- Enforcement policy approved by Service Leadership Team and Strategic Board
- Quality assurance process rolled out across the department
- 7.6 new Inspecting Officers recruited
- 1 part time Engineering and Enforcement Officer recruited
- Head of Protection has retired. The vacancy has been advertised and 5 candidates have been invited to interview.

For oversight of the Board the key areas left to deliver from the plan are as follows:

- Implement the new enforcement policy
- Develop an interactive platform to publish enforcement. (this is currently being done as per national guidance on the NFCC pages. WE are exploring the potential to utilise the open platform provided by the Essex Centre of Data Analytics to publish these moving forward. Awaiting evaluation of the BETA open platform before taking this further.
- Delivery of the activities in the peer review action plan. (this is not an activity defined in the Protection Improvement Plan however the recommendations look to build on the benefits of the activity delivered through the plan)

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

### **Culture Improvement Plan progress update – February 2021**

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 February 2021.

- Ignite 2020 - Employee Survey - local conversations and action planning are continuing.
- Leadership development - Our new leadership development programme now has 6 cohorts filled. 4 cohorts are already underway and have covered two modules so far - self-awareness and culture.
- Reverse mentoring - The reverse mentoring pilot has begun with 4 mentor/mentee partnerships signing up for an initial 3 sessions. Feedback will then be reviewed to inform how we proceed.
- Neurodiversity - 4 Webinars have taken place - What is Neuro Diversity? Dyslexia & dyspraxia, Autism & AHD - 33 delegates on each. 1 workshop for more in-depth Neuro Diversity awareness - 12 delegates

### **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.