



Meeting	Performance and Resources Board	Agenda Item No.	7
Meeting Date	21 December 2021		
Report Authors:	Chris Parker Area Manager Prevention and Protection		
Presented By	Moira Bruin, Director of Operations		
Subject	Monthly Update - Protection Improvement Plan Peer Review		
Type of Report:	Decision		
Action Point No.		For Publication	Yes

RECOMMENDATIONS

It is recommended that the Board support the closure of this monthly report as all actions have now been addressed.

EXECUTIVE SUMMARY

This report provides an update on progress against the Protection Peer Review Action Plan. Appendix 1 gives an overview of the new Protection structure which has been developed in conjunction with HR and has seen the redistribution of staff across the group to balance skill sets. Two new functional roles in business engagement and training, will further support delivery of our strategy and align to the requirements of the Fire and Rescue Plan.

A formalised succession plan is now being developed with the methodology being added to in the Fire Protection Strategy. Understanding potential future vacancies will enable us to be more proactive in identifying and developing staff at all levels, ensuring they have the right skill sets to undertake the role. As part of the succession plan a paper will be presented to the Strategy Board, highlighting future staffing requirements that are needed to meet the demands of legislation changes.

BACKGROUND

ECFRS commissioned Hertfordshire Fire and Rescue Service to carry out a peer review of the Protection Improvement plan in November 2020. The scope of the review was for them to carry out an independent peer review of the activity ECFRS has carried out in response to the recommendations outlined in the HMICFRS areas of concerns for protection.

Hertfordshire Fire and Rescue Service reported back to ECFRS on 29 January 2021, having provided a review of the following documents:

Protection Improvement Plan
 Risk Based Inspection Programme
 Enforcement Policy
 Grenfell Gap Analysis
 ECFRS Protection Strategy
 Protection Improvement Plan Tracker.

The following recommendations were identified and reported back.

Recommendations

- 1) Provide further evidence for the enhancement of the sharing of information and expectations to businesses. This may be by way of an external communications plan.
- 2) Clarify & evidence provision of Out of Hours Fire Safety Officer cover.
- 3) Include some commentary within the Protection Strategy to explain sufficiency of resources or planning to enhance this. This would give better clarity as to how ECFRS are going to achieve parity with the NFCC Competency Framework which HMICFRS will use a benchmark.
- 4) Outline clear objectives & target figures for audit activity in order to evidence the ability to meet these.
- 5) Create links to the HR policy/people strategy for Fire Protection.
- 6) Supply and/or provide clear link to Quality Assurance Policy for all audit activity.
- 7) Outline clear objectives & rationale for enforcement activity in order to evidence the ability to increase this activity.
- 8) Provide further evidence for the enhancement of pro-active engagement with businesses to promote fire safety. This may be by way of an external communications plan.

OPTIONS AND ANALYSIS

Following the report, an action plan was developed as outlined below. Progress is identified as a RAG status where the following definitions apply:

Red – Overdue.

Amber – On track but to be completed.

Green – Complete.

Recommendation	Actions	Owner	Delivery Date	Status
Provide further evidence for the enhancement of the sharing of information and	Develop a communications plan to share with customers.	Head of Protection and Prevention/Corporate comms.	31/12/2021 (On Approval)	

expectations to businesses.				
Clarify & evidence provision of Out of Hours FP cover	Rebalance the flexi duty rota and make best use of staff we already have.	Head of Ops Policy	31/07/2021	
	Establish an out of hours system for day duty fire safety officers.	Head of Protection	28/02/2021	
Include some commentary within the Protection Strategy to explain sufficiency of resources or planning to enhance this.	This is included in the staff succession planning currently and will be picked up in the annual review of the Protection strategy.	Head of Prevention and Protection	31/12/2021	
Outline clear objectives & target figures for audit activity in order to evidence the ability to meet these.	Set a performance target in the monthly, quarterly, and annual performance reports. To be monitored at 1/4ly P and P board.	Head of Prevention and Protection	01/04/2021	
Create links to the HR policy/people strategy for Fire Protection	Restructure of the Protection function then embed this into the service people strategy	Head of Prevention and Protection	31/12/2021	
Supply and/or provide clear link to Quality Assurance Policy for all audit activity.	Embed the Quality Assurance Process within Protection activities	Head of Protection	31/03/2021	
	Create a recording and reporting process to enable activity to be monitored and action taken to resolve.	Head of Prevention and Protection	31/07/2021	
Outline clear objectives &	Review the Enforcement	Head of Prevention and Protection	28/02/2021	

rationale for enforcement activity in order to evidence the ability to increase this activity	policy to include clearer objectives and rationale.			
Provide further evidence for the enhancement of pro-active engagement with businesses to promote fire safety.	business engagement managers role	Head of Prevention and Protection/ Corporate Comms	31/05/2021	

RISKS AND MITIGATIONS

Not meeting the deadline of improvement recommendations. (Mitigation) – Active monitoring and reporting of this plan to ensure early identification of issues.

LINKS TO FIRE AND RESCUE PLAN

- Prevention, protection, and response
- Make best use of our resources

FINANCIAL IMPLICATIONS

None associated with this report.

LEGAL IMPLICATIONS

None associated with this report.

STAFFING IMPLICATIONS

There has been an impact on staff having to move flexi banks to realign the operational rota.

EQUALITY AND DIVERSITY IMPLICATIONS

We have considered whether individuals with protected characteristic will be disadvantaged as a consequence of the actions being taken. Due regard has also been given to whether there is impact on each of the following protected groups as defined within the Quality Act 2010:

<i>Race</i>	X	<i>Religion or belief</i>	X
<i>Sex</i>	X	<i>Gender reassignment</i>	X
<i>Age</i>	X	<i>Pregnancy & maternity</i>	X
<i>Disability</i>	X	<i>Marriage and Civil Partnership</i>	X
<i>Sexual orientation</i>	X		

WORKFORCE ENGAGEMENT

Protection staff have been engaged in the development of this action plan.

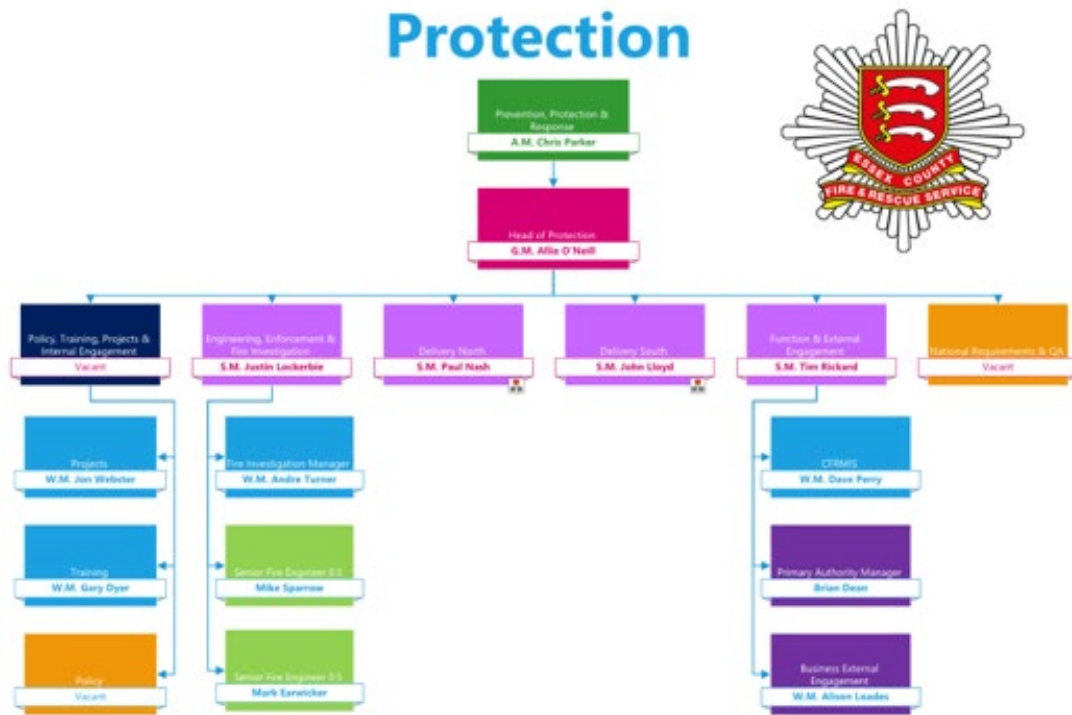
HEALTH AND SAFETY IMPLICATIONS

None associated with this report.

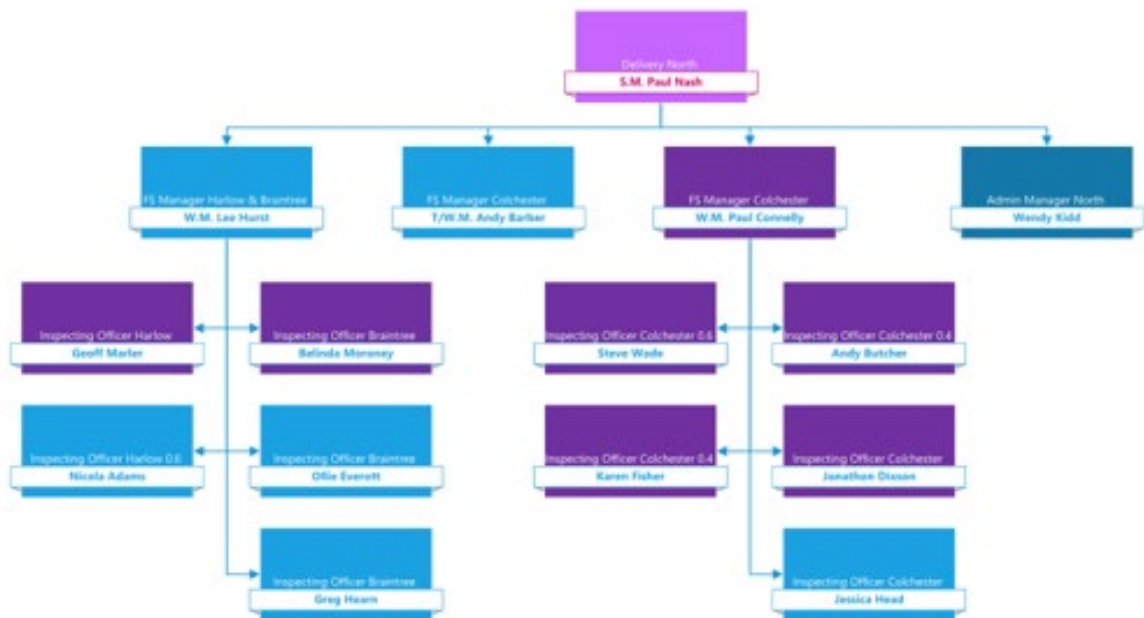
CONSULTATION AND ENGAGEMENT

Staff have been made aware of the content of this plan.

Appendix 1 (New protection structure)



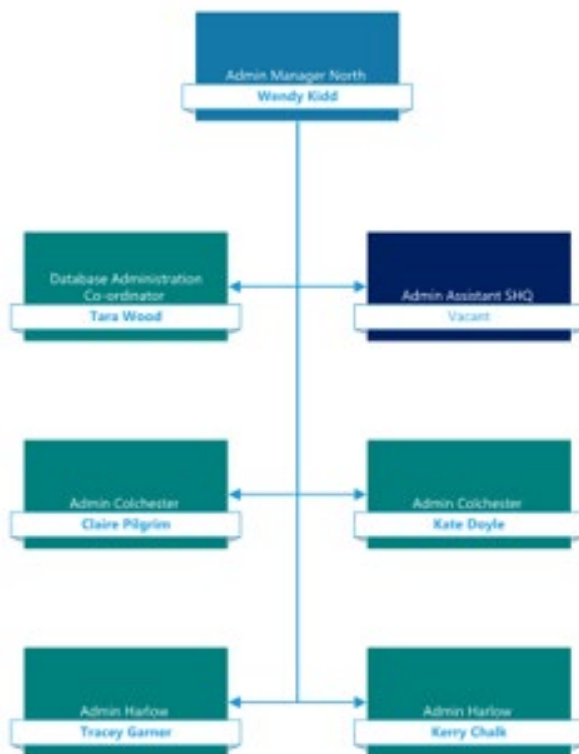
Protection Department North



Protection Department South



Protection Department Administration North



Protection Department Administration South

