



<b>Meeting</b>	<b>Performance and Resource Board</b>	<b>Agenda no.</b>	<b>8</b>
<b>Meeting Date</b>	<b>31 March 2022</b>		
<b>Report Authors:</b>	Tracy King, Assistant Director		
<b>Presented By</b>	<b>Moira Bruin, Deputy Chief Fire Officer</b>		
<b>Subject</b>	<b>Fire Standards – Progress update</b>		
<b>Type of Report:</b>	<b>Information</b>		
<b>Action Point No.</b>		<b>For Publication</b>	<b>Yes</b>

## RECOMMENDATIONS

None. This report is for noting the progress update on Fire Standards consultation and implementation.

## EXECUTIVE SUMMARY

This paper outlines the progress to date on consultation and implementation of the Fire Standards in Essex County Fire and Rescue Service. It also sets out the approach to governance and monitoring of progress going forward.

## BACKGROUND

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 is 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.

Fire standards are currently in three stages either development, consultation or published. It is important for us to monitor performance not only against responding to consultation to ensure we are making valuable consultation at the right time but also on implementation of the standard into service and ultimately achieving and maintaining compliance against each standard.

Following on from feedback received, either through engagement with fire and rescue services in the development of Fire Standards or through consultations the Fire Standards Board, an Implementation Tool for each Fire Standard has been developed.

Each tool has been created to assist fire and rescue services in planning, delivering, and reporting on their implementation of Fire Standards. This could also be used to provide useful evidence for HMICFRS inspections.

The tools will help services to record actions needed to be taken to move toward achieving the Fire Standard. When first completed, it will provide a benchmark from which progress over time can be measured.

## PROGRESS TO DATE

The Assistant Director for Performance and Improvement became the Fire Standards point of contact for ECFRS in March 2021. Since then, we have successfully coordinated and submitted a response to consultation on the Prevention, Protection, Safeguarding, Fire Investigation and Emergency Planning & Resilience Fire Standards. The responses submitted have incorporated contributions across the Service from subject matter experts and have been joint responses with the Office of the Police Fire and Crime Commissioner.

We are also proud to have had two Officers from ECFRS involved in the writing and preparation of the Code of Ethics Standard and Safeguarding Standard. This has given ECFRS the opportunity to embed best practice in these areas already undertaken at ECFRS into the national standards.

We now have a total of nine published standards that work will commence against to complete the implementation tool for. This will provide a benchmark and compliance percentage against each standard for where ECFRS is at the beginning of the implementation journey for that standard which in turn will give us a base point to measure progress over time against. Each published standard has been allocated to a responsible Service Leadership Team member and Extended Leadership Team lead who will be responsible for reporting against the initial implementation tool completion for their standards to Continuous Improvement Board.

Fire Standard	Fire Standard Published	Fire Standard Link	SLT Member Assigned responsibility	ELT Lead
Code of Ethics	18.05.2021	<a href="#">Code of Ethics   Fire Standards Board</a>	Director of People Services	Assistant Director - HR
Community Risk Management Planning	18.05.2021	<a href="#">Community Risk Management Planning   Fire Standards Board</a>	Deputy Chief Fire Officer	Area Manager - Assurance
Emergency Response Driving	16.02.2021	<a href="#">Emergency Response Driving   Fire Standards Board</a>	Director of People Services	Group Manager – Operational Training
Operational Competence	16.02.2021	<a href="#">Operational Competence   Fire Standards Board</a>	Director of People Services	Group Manager – Operational Training

Operational Learning	16.02.2021	<a href="#">Operational Learning   Fire Standards Board</a>	Deputy Chief Fire Officer	Area Manager - Assurance
Operational Preparedness	16.02.2021	<a href="#">Operational Preparedness   Fire Standards Board</a>	Director of Operations	Area Manager – Special Operations
Prevention	30.07.2021	<a href="#">Prevention   Fire Standards Board</a>	Director of Operations	Area Manager – Prevention & Protection
Protection	30.07.2021	<a href="#">Protection   Fire Standards Board</a>	Director of Operations	Area Manager – Prevention & Protection
Safeguarding	15.02.2021	<a href="#">Safeguarding   Fire Standards Board</a>	Director or Operations	Area Manager – Prevention & Protection

A schedule of priority for achieving compliance with the Standards will be developed through the Continuous Improvement Board (CIB). This will inform when the initial completion of the implementation tool for the standard will be scheduled for presentation at the CIB and progress towards achieving compliance will be monitored from that point forward.

### **OPTIONS AND ANALYSIS**

The option to not engage with/adopt the new National fire standards and the option to partially adopt the new National fire standards were both discounted in favour of fully and proactively engaging and adopting.

### **RISKS AND MITIGATIONS**

Risk and mitigations will be monitored through the individual fire standard workstreams.

### **LINKS TO FIRE AND RESCUE PLAN**

The Fire and Rescue Plan 2020 to 2024 references the priorities for fire and rescue authorities set out in the National Fire and Rescue Framework for England 2018 which builds upon the Governments programme for reform. One of the objectives of the framework is to Develop a comprehensive set of professional standards to drive sector improvement.

The work detailed in this report has been incorporated into the Annual Plan 22/23 as AP2022013 as follows:-

**AP2022013 Carry out gap analysis and develop action plans for any Fire Standards published.**

**Definition of done:** Gap analysis undertaken for all published fire standards supported with action plans, visible to the organisation

## FINANCIAL IMPLICATIONS

Any financial implications arising from adopting new National standards are identified and managed by the SRO for the individual work-streams.

## LEGAL IMPLICATIONS

None in relation to this report.

## STAFFING IMPLICATIONS






It is envisaged that the workload associated with consulting and adopting the new National fire standards can be undertaken within business as usual resources.

## EQUALITY AND DIVERSITY IMPLICATIONS

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

Race	N	Religion or belief	N
Sex	N	Gender reassignment	N
Age	N	Pregnancy & maternity	N
Disability	N	Marriage and Civil Partnership	N
Sexual orientation	N		

The Core Code of Ethics Fire Standard has been fully considered and incorporated into the proposals outlined in this paper.

	<b>Putting our communities first</b> Continuously improve performance to better serve the public and my communities
	<b>Integrity</b> Evidence decisions
	<b>Dignity and respect</b> Do the right thing when delivering services, using ethical principles set out in the code of conduct
	<b>Leadership</b> Take responsibility for continuously improving the performance of my Service
	<b>Equality, diversity and inclusion</b> Care about people's diverse needs

This approach is an enabler for the ongoing development of our culture towards a Service that has high performing teams with a focus on service delivery and accountability.

## HEALTH AND SAFETY IMPLICATIONS

None in relation to this report

## CONSULTATION AND ENGAGEMENT

To include rep bodies, boards, external agencies

## **FUTURE PLANS**

To develop a PowerBI dashboard that presents a high-level overview on progress towards compliance against all fire standards, utilising completed implementation tools as a data source. To enable transparent, self-service monitoring of progress.

## **LIST OF BACKGROUND PAPERS AND APPENDICES**

SLT Paper -Fire Standards – June 2021