


APPENDIX B

FIRE STANDARDS: LIVE

Code of Ethics	Director: Colette Black
Standard issue date: 18/05/2021	
Allocated for Gap Analysis to: Hannah Phipps, Head of Employment Policy and Practice	
December 2021 Update: We will follow the Code of Ethics guidance document to ensure that we are implementing and embedding the Core Code effectively. Our initial launch of the Code includes/included: Inform (Oct – Jan): <ul style="list-style-type: none">• Finalise engagement with representative bodies and engage with staff networks.• Prepare launch materials for formal December launch.• January - Formal launch of the Code of Ethics and Code of Conduct.• Ensure cascade via multiple communication channels. Implement (Jan and ongoing): <ul style="list-style-type: none">• Core Code and Fire Standards to be included in induction for new joiners.• Run a culture and behaviours session with senior teams.• Run manager workshops to explore scenarios, focusing on how the Core Code can guide effective decision making.• Review policies in line with policy schedule to ensure Core Code is fully reflected in all that we do. Embed (ongoing): <ul style="list-style-type: none">• We will include Learning with particular focus on the Senior Leaders requirement of our development pathways learning.• We will 'Lead from the Top' – our CFO and senior leadership will continue to describe the importance of the Core Code and visibly role model and reinforce the standards.• Review to ensure our colleagues continue to understand importance, know how to feedback professionally, assess feedback loops to identify any remaining barriers.• Enable understanding and agreement – provide range of communications and approaches so that the 'golden thread' connecting Fire and Rescue Plan, IRMP, Annual Plan and Personal Objectives ("What we do") is contextualised with our expectations against the Core Code of Ethics ("How we do it").• Provide feedback loops – ensure a range of feedback loops, tools and avenues are in place, accessible and promoted so that employees can feel confident to challenge inappropriate behaviour at all levels, regardless of rank, role or level. A decision sheet for the Code of Ethics will be tabled for PFCC agreement at the December 2021 Strategic Board.	
Indicated completion date for GA: 31 August 2021	

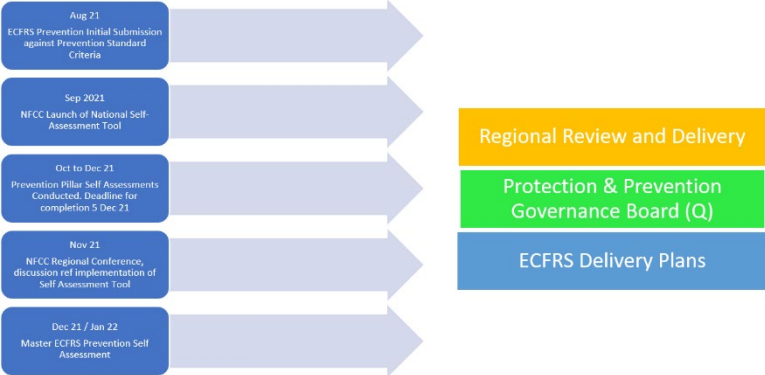
Community Risk Management Planning	Director: Rick Hylton
Standard issue date: 18/05/2021	
Allocated for Gap Analysis management to: Danny Bruin, Area Manager Assurance	
<p>December 2021 Update: Gap analysis is now well under way and should be completed by the end of 2021, the document and actions will be revised once the HMICFRS report has been released to ensure that any recommendations regarding the CRMP are incorporated into the action plan.</p> <p>It should also be noted that a number of guidance documents for the framework have yet to be issued, however the process aligns to our current Risk Management Strategy and should not hinder progress.</p> <p>The estimated data of end of Dec 21 is based on current available information with reviews ongoing as guidance is released and the remaining projects under the CRM are completed.</p> <p>Guidance being produced based on components of CRMP Strategic Framework:</p>  <p>An initial meeting with stakeholders took place on 20 October, the membership has been reviewed and a second meeting will take place on the 8 December to review the finding so far.</p> <p>It is anticipated that the stakeholder group will continue going forward as a community risk group bring together the relevant areas to ensure that the SAoR contains the most relevant risk information.</p> <p>Interviews with relevant colleagues continue for information gathering and to agree future actions.</p> <p>To complement the CRMP a review of the Risk Strategy, Guidance and Terminology will take place to ensure consistency.</p>	
Indicated completion date for GA: Dec 2021	

Emergency Response Driving	Director: Colette Black
Standard live date: 16/02/2021	
Allocated for Gap Analysis to: Sarah Rapley, Operational Training L&D Station Manager	
<p>December 2021 Update:</p> <ul style="list-style-type: none"> • ECFRS is using the new national paperwork to support Emergency Response Driver Courses. • ECFRS on the 22nd of November 2021 started to deliver the 10-day (80 hour) ERD initial course, including the required dark/night drive. • All ERD appliances courses are now being programmed as 10-day courses. The Service has the option of delivering the course modular if required, but nationally this is not the preferred delivery model. • Portfolios for Driver Trainers – the portfolios are gradually coming together. Once assessed, the Driver Trainers can be placed on the National ERD Trainer register so that they can teach ERD to our students. Last week 18th November 21, regional representatives and Driver Leads from Cambridgeshire FRS and Suffolk FRS attended Chelmsford Training Centre to assist with providing further evidence for the Portfolios and Peer to Peer reviews trialled, with success. • National Assessor for Portfolios, Kevin Dell Oxfordshire and Bucks FRS will be visiting on 2nd December 2021 to assess the Portfolios and provide further 1 to 1 guidance for each Trainer. ECFRS Driver Trainers and SM Sarah Rapley have established regular contact with Kevin and received a lot of support. The portfolios need to be completed and submitted by the end of December 2021, but Kevin has agreed we can have an extension if required for this, as we are fully co-operating. • Eastern Region is one of few areas which is fully represented on the National ERDT meetings. ECFRS Driver Training collaboration is growing steadily with Essex Police and Regional FRS Driver teams. 	
Indicated completion date for GA: end of Jan 2022 estimate	

Operational Competence	Director: Colette Black
Standard live date: 16/02/2021	
Allocated for Gap Analysis to: David Fergusson, SM Operational Training	
<p>December 2021 Update: Most of the requirements for the Fire Standards for Operational Competence sit under the dependencies of the National Operational Guidance (NOG) project. As such Operational Training and the NOG Team continue to work together to develop updated training packages that are compliant.</p> <p>The recent introduction of learnPro as part of the CMS Project has seen access to a catalogue of presentations that have been developed by other Services to reflect N.O.G. Access for this has been given to the N.O.G Team to allow an understanding of what presentations other Services outside our regional group have developed. There is an ability to reauthor and publish these for Essex and place within learnPro which links to pdrPro and the operational maintenance of competency.</p> <p>All N.O.G presentations and documents can also be stored under learnPro as opposed to SharePoint, to allow a centralised library, that can be applied to the Maintenance of Competence Core Skills and Knowledge across any subject matter.</p> <p>Collaboration continues as does development of training materials with training packages to be expected to arrive at speed from early next year from the N.O.G Group.</p> <p>A recent Internal competency management audit returned a 'substantial assurance' award, which included our maintenance of training records including competency and recording of attendance at courses to maintain competency. This included Civica and pdrPro.</p>	
Indicated completion date for GA: 30 September 2021	

Operational Learning	Director: Rick Hylton
Standard live date: 16/02/2021	
Allocated for Gap Analysis management to: Danny Bruin, Area Manager Assurance	
December 2021 Update:	
Indicated completion date for GA: to be advised	

Operational Preparedness	Director: Moira Bruin
Standard live date: 16/02/2021	
Allocated for Gap Analysis management to: Neil Fenwick, Area Manager Operational Support and Policy	
December 2021 Update:	
Indicated completion date for GA: not provided	

Prevention	Director: Moira Bruin
Standard live date: 30/07/2021	
Allocated for Gap Analysis to: Chris Parker, Area Manager, Prevention and Protection Will Newman, Head of Prevention	
<p>December 2021 Update:</p> <ul style="list-style-type: none"> • An initial submission was provided in August 2021: identifying how ECFRS is currently delivering against the Published Prevention Standard Criteria. • In September 2021, the NFCC launched the Prevention Standard Self-Assessment Tool which will replace initial format of the August Submission. • All Prevention Pillars have been tasked with completing the National Self-Assessment Document for each pillar of Prevention by 5 December 2021. Areas completing the Self-Assessment Tool include: <ul style="list-style-type: none"> ○ Live Safe <ul style="list-style-type: none"> ▪ <i>Home Safety, Partnerships, Volunteering, Inclusion</i> ▪ <i>Education & Specialist Intervention</i> ○ Road & Water Safety ○ Operational Community Risk – Operational Prevention Delivery • Following the December submissions, this will be quality assured and will feed into a master Prevention Self-Assessment Tool. • The above Essex approach was highlighted at the NFCC Regional Prevention Conference on 19 November 2021 and was identified as best practice. • The work identified in the Standard Self-Assessment Tool for each area of the ECFRS Prevention Pillars will form the delivery plan for each area. • These updates will be reported in addition to this board, at the Prevention & Protection Governance Board Chaired by AM Parker (Quarterly). • The Eastern Region Prevention Meeting has also agreed to share and work in conjunction with each other to ensure compliance with the Prevention Standard. • <i>N.B consideration for ECFRS SLT to use the Self-Assessment Tools to steer Annual Plan Development.</i> <p><u>ECFRS Implementation Process</u></p> 	
Indicated completion date for GA: Complete	

Protection	Director: Moira Bruin
Standard live date: 03/09/21	
Allocated for Gap Analysis to: Chris Parker, Area Manager, Prevention and Protection Allie O'Neill, Head of Protection	
December 2021 Update:	
Indicated completion date for GA:	