



Meeting	Performance and Resource Board	Agenda no.	12
	Service Leadership Team		TBC
Meeting Date	24 April 2024		
	30 April 2024		
Report Authors:	Tracy King, Assistant Director		
Presented By	Moira Bruin, Deputy Chief Fire Officer		
Subject	Fire Standards – Progress update		
Type of Report:	Information		
Action Point No.	P&R 03/24	For Publication	Yes

RECOMMENDATIONS

That the Police, Fire and Crime Commissioner (PFCC) note 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.

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 Essex Fire and rescue service 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 have now developed an Implementation Tool for each Fire Standard.

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.

On publication of a standard the relevant Subject Matter Expert (SME) is tasked with an initial completion of the implementation tool. The SME then attends a full Continuous Improvement Board meeting to update the Board on where we are currently with compliance against that Fire Standard, what actions remain outstanding and when compliance is likely to be achieved. Once this has been done the Continuous Improvement Officer is able to calculate a percentage compliance for each published standard which is held in a tracker.

The Continuous Improvement Officer compiles a progress report covering all standards for each full Continuous Improvement Board Meeting based on the tracker to enable the Board to govern compliance with Fire Standards, an example of this report is attached as Appendix 1). During the course of financial year 24/25 subject matter experts will be invited to Continuous Improvement Board to provide the Board an update on what progress has been made and what actions remain outstanding.

PROGRESS TO DATE

Since March 2022 we have successfully coordinated and submitted a response to consultation on the Data Management, Leading the Service, Leading and Developing People, Fire Control, Communication, Engagement and Consultation and Internal Governance and Assurance Fire Standards. The responses submitted have incorporated contributions across the Service from subject matter experts and have been a joint response with the Office of the Police Fire and Crime Commissioner.

We now have a total of 16 published standards that work has commenced against to complete the implementation tool for. This will provide a benchmark and compliance percentage against each standard for where ECFRS are 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 SLT member and ELT 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	Link to Fire Standard Website	SLT Member Assigned responsibility	ELT Lead
Code of Ethics	18.05.2021	Code of Ethics Fire Standards Board	Director of People Services	Assistant Director - HR
Community Risk Management Planning	18.05.2021	Community Risk Management Planning Fire Standards Board	Deputy Chief Fire Officer	Area Manager – Safety, Risk & Assurance

Emergency Response Driving	16.02.2021	Emergency Response Driving Fire Standards Board	Director of People Services	Group Manager – Operational Training
Operational Competence	16.02.2021	Operational Competence Fire Standards Board	Director of People Services	Group Manager – Operational Training
Operational Learning	16.02.2021	Operational Learning Fire Standards Board	Deputy Chief Fire Officer	Area Manager - Safety, Risk & Assurance
Operational Preparedness	16.02.2021	Operational Preparedness Fire Standards Board	Director of Operations	Area Manager – Special Operations
Prevention	30.07.2021	Prevention Fire Standards Board	Director of Operations	Area Manager – Prevention & Protection
Protection	30.07.2021	Protection Fire Standards Board	Director of Operations	Area Manager – Prevention & Protection
Safeguarding	15.02.2021	Safeguarding Fire Standards Board	Director or Operations	Area Manager – Prevention & Protection
Fire Investigation	31.03.2022	Fire Investigation Fire Standard - Fire Standards Board	Director or Operations	Area Manager – Prevention & Protection
Emergency Planning and Resilience	31.05.2022	Emergency Preparedness and Resilience - Fire Standards Board	Deputy Chief Fire Officer	Area Manager - Assurance
Data Management	02.08.2022	Data Management - Fire Standards Board	Deputy Chief Fire Officer	Assistant Director – Performance and Improvement
Leading the Service	21.12.2022	Leading The Service - Fire Standards Board	Director of People	Assistant Director – Performance and Improvement
Leading and Developing People	21.12.2022	Leading and Developing People - Fire Standards Board	Director of People	Assistant Director – HR

Fire Control	30.03.2023	Fire Control - Fire Standards Board	Director of Operations	Area Manager - Response
Communications , Engagement and Consultation	30.03.2023	Communication And Engagement - Fire Standards Board	Assistant Director - Communications	Head of Communications

A schedule of priority for Continuous Improvement Board (CIB) to receive progress updates on each standard has been developed.

HMICFRS published a report into Values and Culture in fire and rescue services in March 2023. This report set out 35 recommendations which Chief Fire Officers should implement to achieve continual improvement in the culture of their Services. These recommendations included direct reference to implementing a number of Fire Standards including Code of Ethics, Leading the Service and Leading and Developing People. The Fire Standards Board consulted on and made changes to 3 Fire Standards to ensure they covered the scope of the recommendations; this work was completed in Q3 of 23/24.

In January 2024 ECFRS hosted a Fire Standards Day which was jointly facilitated by ECFRS and the NFCC. This was also a collaborative event with our regional Fire Services and was well attended. As well as a targeted session on the Leading the Service Fire Standard with SLT a large focus of the day was introducing the 3 lines of assurance approach to Fire Standards.

OPTIONS AND ANALYSIS

None in relation to this report

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.

FINANCIAL IMPLICATIONS

None in relation to this report

LEGAL IMPLICATIONS

None in relation to this report

STAFFING IMPLICATIONS






None in relation to this report

EQUALITY AND DIVERSITY IMPLICATIONS

The actions being taken will not have a disproportionate impact on individuals with protected characteristics (as defined within the Equality Act 2010), when compared to all other individuals and will not disadvantage people with protected characteristics.

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.

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

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

During the period we have commenced sharing details of the Fire Standards that are being consulted on through The Shout to ensure all key stakeholder have the opportunity to contribute to consultation responses alongside SMEs and the OPFCC.

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.

Embedding the 3 lines of assurance approach into all Fire Standards work at ECFRS in line with the Services Assurance Strategy.

Ensure outstanding actions to achieve full compliance with the Fire Standards are incorporated into and monitored through the Continuous Improvement Plan.

Development of a Fire Standards hub on the ECFRS Intranet, to raise awareness and transparency.

Establish a mutually beneficial arrangement with Kent Fire and Rescue Service to externally peer review each other's Fire Standards work.

LIST OF BACKGROUND PAPERS AND APPENDICES

Appendix 1 CIB Fire Standards progress report

SLT Paper -Fire Standards – June 2021

SLT Paper – Fire Standards progress update – March 2022