

Fire Services Management Committee

Agenda

Friday, 21 May 2021
11.00 am

Online via MS Teams

To: Members of the Fire Services Management Committee
cc: Named officers for briefing purposes

www.local.gov.uk

This meeting is



Fire Services Management Committee

21 May 2021

There will be a meeting of the Fire Services Management Committee at **11.00 am on Friday, 21 May 2021** online via Teams

Political Group meetings:

The group meetings will take place in advance of the meeting. Please contact your political group as outlined below for further details.

Apologies:

Please notify your political group office (see contact telephone numbers below) if you are unable to attend this meeting.

Conservative:	Group Office: 020 7664 3223	email: lgaconservatives@local.gov.uk
Labour:	Group Office: 020 7664 3263	email: labgp@local.gov.uk
Liberal Democrat:	Group Office: 020 7664 3235	email: libdem@local.gov.uk
Independent:	Group Office: 020 7664 3224	email: independent.grouplga@local.gov.uk

LGA Contact:

Jonathan Bryant
Jonathan.Bryant@local.gov.uk - 07464652746

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The twitter hashtag for this meeting is #lgassc

Fire Services Management Committee – Membership 2020/2021

Councillor	Authority
Conservative (5)	
Cllr Nick Chard (Deputy Chair)	Kent and Medway Fire and Rescue Authority
Cllr Eric Carter	Shropshire and Wrekin Fire Authority
Cllr Mark Healey MBE	Devon and Somerset Fire and Rescue Authority
Mr Roger Hirst	Police, Fire and Crime Commissioner for Essex
Cllr Rebecca Knox	Dorset and Wiltshire Fire and Rescue Service
Substitutes	
Cllr David Cannon	Royal Berkshire Fire Authority
Cllr David Norman MBE	Gloucestershire County Council
Labour (5)	
Dr Fiona Twycross (Vice-Chair)	Greater London Authority
Cllr Nikki Hennessy	Lancashire Combined Fire Authority
Cllr Karen Kilgour	Newcastle upon Tyne City Council
Cllr Les Byrom CBE	Merseyside Fire and Rescue Authority
Cllr Greg Brackenridge	West Midlands Fire and Rescue Authority
Substitutes	
Cllr Sian Timoney	Bedfordshire Fire & Rescue Authority
Cllr Jane Hugo	Lancashire Combined Fire Authority
Liberal Democrat (2)	
Cllr Keith Aspden (Deputy Chair)	North Yorkshire Fire & Rescue Service
Cllr Carolyn Lambert	East Sussex Fire Authority
Substitutes	
Cllr Roger Price	Hampshire County Council
Independent (2)	
Cllr Ian Stephens (Chair)	Isle of Wight Council
Vacancy	
Substitutes	
Cllr Frank Biederman	Devon and Somerset Fire and Rescue Authority

Agenda

Fire Services Management Committee

Friday 21 May 2021

11.00 am

Online via Teams

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2. Minutes of the previous meeting held on 5 March 2021	1 - 8
ITEMS FOR DISCUSSION	
3. New Providence Wharf fire and building safety update	9 - 20
Commissioner Andy Roe – London Fire Brigade – to attend	
4. Equality, Diversity and Inclusion in the Fire and Rescue Sector	21 - 24
Karen Lancaster - Assistant Portfolio Director – People Pillar, Fire and Rescue Service Portfolio, HMICFRS – to attend	
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6. Emergency Services Mobile Communications Programme - Full Business Case	29 - 34
Ian Taylor - Assistant Chief Fire Officer, Senior User and Business Change Lead (Fire) for National Fire Chiefs Council (NFCC) – to attend	

7. **Workforce update** 35 - 46

ITEMS FOR NOTING

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8. **National Fire Chiefs Council update** 47 - 56
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11. **Any other business**

Date of Next Meeting: Friday, 9 July 2021, 11.00 am, venue tbc

Note of last Fire Services Management Committee meeting

Title: Fire Services Management Committee
Date: Friday 5 March 2021
Venue: Online via Teams

Attendance

An attendance list is attached as **Appendix A** to this note

Item	Decisions and actions
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1 Welcome, Apologies and Declarations of Interest

The Chair welcomed members to the meeting.

Apologies were received from Cllr Greg Brackenridge (sub Cllr John Robinson).

There were no declarations of interest.

2 Minutes of the previous meeting

The minutes of the previous meeting held on 11 December 2020 were agreed as an accurate record. There were no matters arising.

3 NFCC Chair - Roy Wilsher and Mark Hardingham

The outgoing NFCC Chair, Roy Wilsher, reflected on his 4 years in the role and highlighted some of the key achievements, as well as the challenges that faced the fire sector in the future.

Roy's successor, Mark Hardingham, outlined his key priorities for the next 4 years. These included:

- Supporting organisational learning in the fire sector across the UK.
- Leading a portfolio of work through the NFCC plan – people management, risk planning, digital/use of data, procurement, protection, national operational guidance/learning and national resilience.
- Working closely with key stakeholders such as the LGA.

Mark then outlined some of the current issues that the NFCC needed to influence. These included:

- Governance reform (the White Paper)

- Inspections – both thematic and general
- Building safety and the new regulator
- Emergency Services Mobile Communication Programme
- Working patterns – on call
- Pensions

The FSMC Chair, and other Lead Members, put on record their thanks to Roy for all his hard work during his 4 years at the helm and, in particular, for driving forward joint working between the NFCC and FSMC.

4 Work of the NFCC's Protection Policy and Reform Unit

The Chair invited Dan Daly, Head of the NFCC's Protection Policy and Reform Unit (PPRU), to introduce the update.

Dan outlined the history of the PPRU and ran through its core objectives and activities in providing a link between FRSs and Government in relation to fire and building safety post-Grenfell. The importance of developing a consistent approach across the country by sharing learning and best practice was emphasised.

Dan went on to talk about the PPRU's external engagement and consultation activity in relation to the various workstreams and highlighted some of the impacts of this.

Dan then went into more detail about the PPRU's building safety activity in terms of making buildings safe both now and in the future. He highlighted some of the measures being taken around service delivery and improvement, including developing a competency framework, working with the Fire Standards Board to develop professional standards for protection and stakeholder collaboration to share best practice.

Finally, Dan took members through the Government's legislative timetable with the transition to a new regulatory framework due to take place between 2023-28.

Members asked when people could ultimately expect a noticeable difference to the safety of their built environment. Dan said that although progress had been made since the Grenfell Tower fire, there was a long road ahead, not least because issues other than dangerous cladding were being uncovered. There needed to be more focus on buildings under 18m in height and more could also be done now to make buildings safer – for example, more widespread installation of sprinklers.

Decision

FSMC **noted** the update.

Action

Circulate the presentation slides to Committee members **Jonathan**

Bryant

5 **Emergency Services Mobile Communications Programme (ESMCP) update**

The Chair invited Ian Taylor, Senior User and Business Change Lead (Fire) NFCC and John Black, Programme Director Home Office, to introduce the update.

Ian and John gave members a brief overview of the ESMCP to date and then provided an update on developments since the previous report to FSMC in March 2020:

- New Home Office appointments – in addition to John Black, the new Programme Director, appointed in August 2020, there was a new Senior Responsible Owner, Simon Parr, due to start in March 2021.
- A more realistic Full Business Case, taking into account delays to the project, was being worked on and should be agreed through the various governance channels by the end of May 2021, at which point it would be presented to Government. A version would be available to share with FRAs by the end of March.
- Unfortunately, there would not be an FSMC meeting prior to this but a joint NFCC/FSMC response was proposed. FRAs would also be consultees.
- The NFCC remained confident that ESN was still the best way forward and achievable in spite of some significant challenges.
- Adoption of early ESN products by several FRSs was proving valuable for the development of the programme and associated support packages. Full transition from Airwave to ESN was likely to take place in 2023 at the earliest.
- In terms of costs, the NFCC was discussing the possibility of additional funding with the Home Office for transitional arrangements. FRAs were rightly concerned about future budgeting for ESN and in-life costs that were likely to be higher than for Airwave. It was important therefore that a model was developed to enable FRAs to do this and to remove as far as possible, any financial disincentives to uptake. Overall, however, the cost case for ESN remained positive.
- Options for pump-priming an accelerated transition to ESN were being considered.
- Concerns from FRAs about coverage of the new system and delays in implementation were acknowledged and Ian and John agreed that greater assurance needed to be provided to users and decision makers. This included providing credible timescales and extensive pre-launch testing.
- The remaining LGA vacancy on the Fire Customer Group was flagged up.

In the subsequent discussion, members raised the following points:

- How effective was collaboration with other blue light services on ESMCP? Ian said that there was excellent collaboration at both

higher national and local levels. They had also been working with the Maritime & Coastguard Agency.

- How could members be reassured through the Full Business Case, that the functionality of ESN would satisfy the requirements of FRSs? John said that an extensive exercise had been carried out over the last few months to determine what features ESN would need before going live. These would all be rigorously tested and various stress-testing scenarios played out involving FRSs. John reassured members that ESN would not be rolled out until all the testing had been successfully completed.
- How would the Full Business Case be circulated for comment? This would be widely distributed by Ian to users and other stakeholders.

Decision:

- FSMC **noted** the content of the report and **agreed** to draft a joint LGA/NFCC response on the Full Business Case to the Home Office.

6 Spending Review Update

The Chair invited Lucy Ellender, Senior Adviser LGA, and John Buckley, Chair NFCC Finance Committee, to introduce the update.

John said that the joint approach to the Spending Review submission for 2020 had worked very well and they were looking to build upon that for what it was hoped would be a 3 year settlement later in 2021. Feedback from the Home Office and other stakeholders had identified 3 particular areas where more in-depth evidence gathering could prove beneficial – (i) collaborative working, for example, in sharing facilities; (ii) productivity and efficiency; and (iii) wider social impact of fire services. John said that data on the sector's covid work would also be included.

In order to achieve these outcomes, John proposed that members agree to (i) establish a task and finish group to support further data collection and analysis using outside expertise – estimated cost £50k; (ii) as the previous project lead, Amy Webb, was leaving, it was proposed to bring in dedicated financial expertise for 1 day a week to help draft the narrative – estimated cost £20k.

John said that, with just £50k spent on last year's submission, and with the proposed new spend, it would still leave £80k from the original FRA contributions. John suggested that this be ring-fenced to fund further work in future years in order to maintain a continual narrative to demonstrate the wider value of the sector.

In the subsequent discussion, members raised the following points:

- Members thanked John and Amy, and Emma Lawrence from the Home Office for all their efforts and stated that the sector was in a far better position because of the work they had undertaken.
- It was requested that the overall Spending Power of FRAs be

determined to give a better picture of resources available.

- As the Grenfell Tower Inquiry progressed, and as the Fire Safety and Building Safety Bill's were taken forward, the demand on FRS' prevention work was increasing. Therefore, keeping the public safe needed to be strongly reflected in the next submission. No stone should be left unturned to demonstrate this and the resources were there to do so.

Decision:

- FSMC **endorsed** the proposals set out in paragraph 8 of the report.

Actions:

- LGA and NFCC to write a joint letter to FRA Chairs and Chiefs setting out the next steps and the proposals for the funds that were previously provided. **Lucy and John**

7 Police & Crime Commissioner Review

The Chair invited Lucy Ellender, Senior Adviser, to introduce the update.

Lucy reported that publication of the outcome of the PCC review had been expected before the Fire Conference and it had been hoped that the Fire Minister would address it in his keynote speech. However, unfortunately the publication had been delayed and so there was nothing to update members on at this stage.

Members agreed that a special Fire Commission and/or FSMC meeting should be held once the review was published in order to discuss the implications for FRAs. Jonny Bugg, Head of Fire Strategy & Reform Unit – Home Office, offered to take part in this session in advance of the pre-election period.

Decision:

- FSMC **noted** the update.

Actions:

- Officers to arrange additional Fire Commission and FSMC meetings for the end of March. **Jonathan Bryant**

8 Workforce update

The Chair invited Gill Gittins, Senior Adviser Workforce and Negotiations, and Clair Alcock, Senior Fire Pensions Adviser, to introduce the update.

Clair reported that the Government had now published its consultation response on how it intended to remove the age discrimination identified by the courts in the 2015 pension reforms, and she took members through both the prospective and retrospective remedies. The prospective remedy

would take effect on 1 April 2022 and the retrospective remedy (which applies for the period 1 April 2015 to 31 March 2022) effective by October 2023. Employer contributions would remain the same until 2024 but it was difficult to estimate what the additional costs would be after that. It was clear that the remedy implementation process would involve significant additional work for FRAs.

Clair reported that the Fire Brigades Union had already laid claims against some FRAs to retrospectively remedy pensions in payment. LGA would be discussing collective defence of the claims with the nominated contacts at each FRA.

Gill provided an update for members on the draft Core Code of Ethics. Several minor amendments had been suggested by the Home Office since circulation of the draft. None altered the fundamental approach that had been taken to the Core Code. Roger Hirst indicated that PFCCs were happy with the content, which would include changing the principle Community at Our Heart to Putting Our Communities First, and it would therefore go to the next Board meeting for approval. Members were asked to approve the draft before them for the LGA, subject to the minor amendments, and should there be any significant further amendments to delegate agreement of those to Lead Members. The LGA and NFCC were both keen to meet the extended deadline of the end of March to be able to move onto implementation of the Core Code and the Fire Standards Board wanted to progress its Core Code of Ethics Standard.

Members indicated their support for the draft Core Code of Ethics and offered the following comments:

- A query was raised about the possibility of conflict between the Core Code and Codes of Conduct adopted by members' local authorities. Gill responded that, as both were based on the Nolan principles, they should complement each other.
- Jonny Bugg thanked everyone for their efforts in bringing the Core Code to fruition and said that it was a key priority for the Minister. He said that effective implementation of the Core Code would now be key.

Decision:

- FSMC **noted** the update and **endorsed** the Core Code of Ethics, subject to any significant changes being considered by Lead Members for approval.

Action:

- Officers to progress finalisation of the Core Code with the NFCC and APCC and then work together to implement and embed at local level. **Gill Gittins**

9 **Building Safety update**

The Chair invited Charles Loft, Senior Adviser, to introduce the update.

Charles reported that the Fire Safety Bill would be going back to the



House of Lords on 17 March 2021 and the LGA was working closely with the Home Office on producing the statutory guidance to accompany it. Discussions were also taking place with the NFCC on enforcement issues arising from the Bill.

Decision

FSMC **noted** the update.

10 NFCC update

There were no questions from members on the NFCC update.

Decision

FSMC **noted** the update.

11 Fire Standards Board update

The Chair invited Roy Wilsher and Cllr Nick Chard to introduce the update.

Roy reported that the first 4 standards had now been adopted and a further 2 were out for consultation.

Decision

FSMC **noted** the update.

12 FSMC update

The Chair invited Rachael Aldridge, Adviser, to introduce the update.

Rachael reported that (i) the HMICFRS national inspection report on how the sector had responded to the pandemic had been published, and briefly outlined some of the key conclusions; (ii) the next meeting of the Diversity & Inclusion Champions Network would be taking place at the end of March and would be discussing racial equality; (iii) the second webinar in the Fire Member Development series, on political oversight of FRS performance, was now up on the [LGA website](#); (iv) work was continuing on developing the Fit for the Future document with the NFCC and National Employers.

Members thanked officers for their hard work in organising the Fire Conference and considered that it had gone very well.

The Chair defended the Tripartite agreement against the criticisms levelled in the HMICFRS report and said that it had been necessary in order to enable FRSs' covid work to begin. He thanked Cllr Nick Chard for the key role he had played in securing this agreement.

Decision:

FSMC **noted** the update.

Appendix A -Attendance

Position/Role	Councillor	Authority
Chair	Cllr Ian Stephens	Isle of Wight Council
Vice-Chair	Dr Fiona Twycross	Greater London Authority
Deputy-Chairman	Cllr Nick Chard	Kent and Medway Fire and Rescue Authority
Deputy-Chair	Cllr Keith Aspden	North Yorkshire Fire & Rescue Service
Members	Cllr Eric Carter	Shropshire and Wrekin Fire Authority
	Cllr Mark Healey MBE	Devon and Somerset Fire and Rescue Authority
	Mr Roger Hirst	Police, Fire and Crime Commissioner for Essex
	Cllr Rebecca Knox	Dorset and Wiltshire Fire and Rescue Service
	Cllr Nikki Hennessy	Lancashire Combined Fire Authority
	Cllr Karen Kilgour	Tyne & Wear Fire & Rescue Authority
	Cllr Les Byrom CBE	Merseyside Fire and Rescue Authority
	Cllr Carolyn Lambert	East Sussex Fire Authority
Apologies	Cllr Greg Brackenridge	West Midlands Fire and Rescue Authority
	Cllr Cleo Lake	Avon Fire & Rescue Authority
In Attendance	Cllr John Robinson JP (substitute)	County Durham and Darlington Fire & Rescue Authority
	Cllr Jane Hugo	Lancashire Combined Fire Authority
	Cllr David Norman MBE	Gloucestershire County Council
	Roy Wilsher	NFCC
	Mark Hardingham	NFCC
	Jonny Bugg	Home Office
	John Black (item 5)	Home Office
	Ian Taylor (Item 5)	NFCC/Home Office
	John Buckley (item 6)	NFCC
	Dan Daly (item 4)	NFCC
	Chris Blacksell	Humberside Fire & Rescue Service
	Steven Adams	NFCC/London Fire Brigade

Building Safety update

Purpose of report

For discussion.

Summary

This report updates members on the LGA's building safety work since the Committee's last meeting.

Recommendation

That members note and comment on the LGA's building safety related work.

Actions

Officers to incorporate members' views in the LGA's ongoing building safety related work.

Contact officer: Charles Loft
Position: Senior Adviser
Phone no: 020 7665 3874
Email: Charles.loft@local.gov.uk

Building Safety update

Remediation

Progress

1. [MHCLG statistics](#) show that by 31 March 2021, 92% (431) of all identified high-rise residential and publicly owned buildings in England had either completed or started remediation work to remove and replace unsafe Aluminium Composite Material (ACM) cladding (95% of buildings identified in December 2019).
2. The pace of ACM remediation continues to be slow with 9 buildings and over 160 residential buildings with ACM on have not yet completed work. One of these, New Providence Wharf, experienced a serious fire on 7 May. The investigation into the fire has yet to bear fruit but the failure of the interim measures in place is a cause of concern.
3. [Registrations for the Building Safety Fund](#), which funds the remediation of non-ACM dangerous cladding on private blocks (and potentially covers the cost to leaseholders of remediation is social blocks) are also proceeding slowly. Around a third of the £1 billion funding announced in the 2020 budget has been allocated. Of nearly 3,000 registrations only 668 have been approved to apply for funding and only 70 full applications have been approved. Over 800 registrations have either been rejected or withdrawn.
4. The above means that the £3.5 billion additional funding for cladding remediation over 18 metres announced in February is not yet being spent. We have yet to hear the details of how it will be allocated. The loan scheme for buildings 11-18 metres has also yet to be fleshed out.
5. The [Waking Watch Relief Fund](#) roll out has completed with applications in London closing at the end of April. Analysis of the figures for London has not been undertaken. Outside of London we are not aware of any applications that could not be funded.

Joint Inspection Team

6. The parliamentary process for extending the indemnity for Joint Inspection Team's work has now been completed and the LGA Board has been updated on the progress with expanding the remit of the Team. Work is currently underway to finalise the wording of the revised indemnity and funding agreement with MHCLG, and approval for both will be sought from the IDeA Board. The 2020-21 programme of work will include significant training for councils. This should help to maximise its impact.

Fire Protection Board

7. The Building Risk Review programme overseen by the Board, remains ahead of its target schedule to ensure all residential buildings over 18 metres have been assessed or inspected by the end of 2021.

8. The LGA has raised the need to ensure liaison between council housing enforcement and fire and rescue service enforcement. This has resulted in some work to adapt the protocol attached to the LACORS fire safety guide to cover liaison over high rise residential buildings. This is being carried out under the Fire Protection Board.

Reform

9. Although MHCLG was due to respond to some of the House of Commons' Public Accounts Committee's recommendations by the end of January. It has still not done so.
10. The Housing, Communities and Local Government (HCLG) select committee published its report on cladding remediation on 29 April 2021. The LGA gave evidence to this inquiry. Recommendations include a call for a Comprehensive Building Safety Fund for full remediation works of affected buildings that:
 - 10.1. applies to all high-risk buildings of any height, irrespective of tenure;
 - 10.2. covers all fire safety defects, including combustible insulation; and
 - 10.3. covers all associated costs.

The report goes on to say that the 'Comprehensive Building Safety Fund should be fully funded by Government and industry, and the Government should establish clear principles regarding how the costs should be split between the two. Total contributions should not be capped. Social housing providers should have full and equal access to government funds for remediation'.

Building Safety Bill

11. The Government has yet to respond to the HCLG Select Committee's pre-legislative scrutiny of the Bill. This was supposed to be done in January. The Bill was included in the Queen's Speech (see **Appendix 1**) but no new detail was provided.

Gateway One

12. Gateway One, a key element in the new building safety regime being established by the Building Safety Bill, and which takes place at the planning stage and requires developers to produce a fire statement in relation to high risk buildings, is to be introduced via amendments to planning regulations and will take effect in August, a month or two later than we had hoped. **Appendix 2** is the text of an email we received announcing this on the day this paper was written.
13. We raised with MHCLG concerns about the shortcomings of regulations introduced over the Christmas period that apply where a developer wants to use a Permitted Development Right (PDR) to extend a block of flats upwards to create new flats.

Product safety

14. On 21 April the government [announced the lead reviewers conducting the Independent review of the system for testing construction products and published the Terms of Reference](#).

15. The review will answer the question: ‘How should the UK system for testing the safety of construction products and the use of data from the system be strengthened, to inspire confidence that those products are safe and perform as labelled and marketed when incorporated into construction work?’
16. It will do this by:
- 16.1. Mapping the system for testing, certifying, marketing, selling, re-testing and recalling construction products, including the legal framework under which this happens.
 - 16.2. Considering evidence from a variety of sources and assess what does/ could go wrong within this system.
 - 16.3. Recommending how this system should be strengthened, taking into account wider government and industry reforms and any economic or practical implications of implementing the recommendations
17. The independent review will be led by a panel comprising Paul Morrell OBE (Chair of the review) and Anneliese Day QC, supported by MHCLG and the Office of Product Safety and Standards officials. It is to report in the summer and the Government will publish the review and its response (as soon as practicable). LGA officers are drafting a letter to the review.

Fire Safety Bill

18. The Bill finally received Royal Assent at the last possible moment before the dissolving of Parliament after the House of Lords backed down and abandoned amendments designed to protect leaseholders from remediation costs. Work on everything else seemed to grind to a halt at the Home Office in the last weeks of the Bill’s passage and as a result we have yet to see the outcome of its latest work on the risk based guidance that must accompany the Bill. The Act’s commencement – slated for June – is further complicated by the fact that there is no current guidance on completing fire risk assessments (see below).

Fire Safety in Purpose-Built Blocks of Flats

19. This guide was commissioned from fire safety experts by the LGA at the Government’s request in 2011. The LGA is no longer hosting this guide as changes in government policy and regulation mean that it is now out of date and the LGA does not have the inhouse expertise to amend the document. The LGA warned the government in 2019 that this might happen and has not taken the decision lightly. We cannot however host advice to our members that could leave us or them open to legal challenge. More detail is in the attached letter (**Appendix 3**) to Fire and Rescue Authorities from the Committee’s chairman.

20. The Government is currently producing a new version which we anticipate will be available later this year. Until this guidance appears, or the Government provides interim guidance it will be difficult to complete the fire risk assessments envisaged in the Fire Safety Act. Article 50 of the Fire Safety Order 2005 requires the Secretary of State to ensure that guidance is available to responsible persons on their duties under the Order.

Fire Safety Consultation

21. The Government published its [response to the Fire Safety Consultation](#) on 17 March. This covered proposals designed to:
- 21.1. strengthen the Regulatory Reform (Fire Safety) Order 2005 (the FSO) and improve compliance in all regulated premises;
 - 21.2. implement the Grenfell Tower Inquiry Phase 1 Report recommendations that require a change in the law; and,
 - 21.3. improve the effectiveness of consultation between Building Control Bodies (BCBs) and Fire and Rescue Authorities (FRAs) on planning for building work and the arrangements for the handover of fire safety information.
22. The response says the Government's will introduce measures that include:
- 22.1. improved competence requirements for fire risk assessors;
 - 22.2. a requirement that all Responsible Persons under the FSO (RPs) must record their completed fire risk assessment; their contact information, including a UK based address, cooperate with other RPs in the building and ensure they pass information on to new RPs;
 - 22.3. increased fines for various offences under the Order;
 - 22.4. improvements to the coordination of fire and building control;
 - 22.5. delivery of the recommendations from the Grenfell Tower Inquiry Phase 1 recommendations that require legislation through regulations introduced under Article 24 of the FSO before the second anniversary of the Grenfell Tower Inquiry Phase One Report (this timetable may have slipped following the delay to the Fire Safety Bill and we think September is the new target). The recommendations on Personal Emergency Evacuation Plans (PEEPs) and fire door inspections will subject to further consultation, before then. The regulations will impose new requirements in relation to signage, Premises Information Boxes and lift inspections, as well as PEEPs, fire door inspections and evacuation more widely.
23. Further work will be carried out to develop policy in relation to fees and charges, false fire alarms, maintenance, the provision of information to residents and higher-risk workplace buildings.

Implications for Wales

24. Building regulations and fire and rescue services are devolved responsibilities of the Welsh Assembly Government, and the main implications arising from the recommendations of the Hackitt Review and the government's response to it are on building regulations and fire safety in England. However the Welsh government has announced that it will be making the changes recommended in the report to the regulatory system in Wales, and the LGA has been keeping in contact to ensure the WLGA is kept informed of the latest developments in England.

Financial Implications

25. Although the LGA has set up the Joint Inspection Team, the cost of doing so is being met by MHCLG. Other work arising from this report will continue to be delivered within the planned staffing budget, which includes an additional fixed term post in the safer communities team to support the LGA's building safety work.

Next steps

26. Officers to continue to support the sector's work to keep residents safe and reform the buildings safety system, as directed by members.

Appendix 1

Queen's Speech – [Supporting document](#) text on the Building Safety Bill

“My Ministers will establish in law a new Building Safety Regulator to ensure that the tragedies of the past are never repeated.”

The purpose of the Bill is to:

- Make substantial reforms to the UK's building safety regime by establishing the Building Safety Regulator to deliver a new approach to regulating the built environment.
- Implement the recommendations made in the Independent Review of Building Regulations and Fire Safety, led by Dame Judith Hackitt.

The main benefits of the Bill would be:

- Changing the regulations and standards for the construction of high-risk buildings to ensure accountability and responsibility by making fundamental changes to the regulatory framework for higher-risk buildings and ensuring that products used in the construction of buildings will be held to rigorous safety standards.
- Putting in place measures that ensure homeowners can have a clearer path to redress and giving residents a stronger voice in the system.
- Ensuring the lessons from the Grenfell Tower tragedy are learnt and that residents are safe and feel safe in their homes.

The main elements of the Bill are:

- Establishing the Building Safety Regulator and updating existing building safety regulation, including a new stringent regime for buildings 18 metres or more, or 7 storeys or more, and introducing a system of Accountable Persons and Dutyholders – who will be responsible for making and keeping a building safe.
- Establishing a new framework to provide national oversight of construction products, and strengthening the powers of the Office for Product Safety and



Standards in this area.

- Establishing a new homes ombudsman and simplifying the process to log complaints to the Housing Ombudsman for social housing tenants.
- Making provisions to support the removal of unsafe cladding, including through a financing scheme to pay for costs and a levy to ensure the development industry pays its fair share of the costs of remediating unsafe cladding.

Territorial extent and application

- The Bill will extend and apply to the whole of the UK. Its substantive provisions would apply in the main to England, with some provisions applying to England and Wales and provisions related to the Construction Products Regulator applying to the whole of the UK.

Key facts

- Over 13,000 buildings will fall into the higher risk regime established by the Bill, with an estimated 400 additional buildings coming into scope each year.
- We are supporting the removal of all unsafe cladding from buildings between 11-18m [*NB this must be a typo, they mean over 18m*] through a £5 billion investment fund which will fully cover these costs.

We have also announced a generous financing scheme for the removal of unsafe cladding from buildings between 11 and 18 metres. A new tax on the residential property development sector will raise at least £2 billion to help cover the costs of the Government's remediation programme. We are also providing £30 million to pay for the cost of common alarm systems, to help end costly waking watch measures in buildings waiting for remediation.

- We are clear that the responsibility for building safety still lies with the building owner and that the Government has stepped in only as a last resort.
- The Government published a draft bill in July 2020 for pre-legislative scrutiny by

the Ministry of Housing, Communities and Local Government Select Committee.

We will respond to their considerations shortly



Appendix 2

Text of email on Gateway One

As this email arrived on the day of the Queen's Speech it has not been possible to analyse or condense its contents.

Yesterday (10/05/2021) MHCLG published information on planning gateway one to support stakeholders and industry (including planning applicants and local planning authorities) to prepare for its implementation in the summer, and as you know JRG have contributed to the planning gateway one policy and policy design trials over the last year.

Government is committed to transforming the regulatory framework for fire safety in response to the Grenfell Tower fire, bringing about the biggest change in building safety for a generation, and will be introducing our Building Safety Bill this year which will establish a new building safety regime in England.

As a first step, a number of new requirements (referred to as planning gateway one) are to be introduced into the planning system by making amendments to The Town and Country Planning (Development Management Procedure) (England) Order 2015 (as amended), and an associated instrument. The purpose of the new requirements is to ensure fire safety matters as they relate to land use planning are incorporated at the planning application stage for schemes involving a relevant high-rise residential building. Subject to parliamentary scrutiny we propose to bring the changes into effect from 1 August 2021. The draft statutory provisions have been published and will:

- involve the Health and Safety Executive (HSE) becoming a statutory consultee before permission is granted for development which involves or is likely to involve a high-rise residential building in certain circumstances;
- require relevant applications for planning permission to include a fire statement (on a form published by the Secretary of State, or one to substantially the same effect) to ensure applicants have considered fire safety issues as they relate to land use planning matters (e.g. layout and access) ; and
- help inform effective decision-making by local planning authorities (or the Secretary of State as the case may be), so that those decisions and the actions that flow from them properly reflect and respond to the needs of the local community.

Planning gateway one information can be viewed at: <https://www.gov.uk/guidance/building-safety-planning-gateway-one>

Appendix 3

By e-mail

23 April 2021

Dear FRA Chair,

I am writing to let you know that the LGA has decided to remove the Fire Safety in Purpose Built Blocks of Flats Guide from its website and you may wish to consider taking similar action if you host a copy on your website.

The Fire Safety in Purpose Built Blocks of Flats Guide was produced at the request of the Government in 2011 and written by external fire safety experts. It was a summary of the law and guidance at the time.

In 2019 the LGA raised the need for an updated version of this Guide with the Government, at whose request we continued to host the existing version. We did so with a number of caveats to explain that it was no longer comprehensive, given the changes that had been made and were planned.

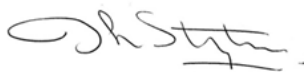
The Government response to the fire safety consultation this year, combined with the withdrawal of PAS 79, indicated a change in policy from the advice in the Guide. The LGA does not consider it appropriate to continue to host advice for its members that could lead them to pursue a course which might prove to be at odds with the law within a year or two and which could potentially be subject to legal challenge now.

We do not possess the inhouse fire-safety expertise necessary to amend the Guide.

The Government is currently producing a new version which we anticipate will be available later this year.

We will continue to discuss with Government and the NFCC how best to provide advice to responsible persons about their duties under the FSO and will inform you of any development. In the meantime, our advice is that it be removed from FRA websites.

With all good wishes,



CLlr Ian Stephens – Chair of the LGA Fire Services Management Committee

Equality, Diversity and Inclusion in the Fire and Rescue Sector

Purpose of report

For information.

Summary

The report outlines the priorities for improving equality, diversity and inclusion in the fire and rescue sector, including proposed next steps for the LGA's Fire Diversity and Inclusion Champions Network.

Recommendation

That members of the Committee note the report.

Actions

Officers to continue to provide updates to members.

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Equality, Diversity and Inclusion in the Fire and Rescue Sector

Background

1. Improving equality, diversity and inclusion in the fire and rescue sector forms a key priority of the LGA's [Fire Vision 2024](#). In recognition that achieving a truly inclusive and diverse workforce will take long term commitment, innovation, and bold action to deliver change, the document outlines positive action approaches and key targets to deliver on this priority agenda, including:
 - 1.1. by 2024/5, 30 per cent of new firefighter recruits nationally should be female; this represents a step change for the fire and rescue service and will require a cultural transformation which we are determined to achieve
 - 1.2. in each fire and rescue service both frontline staff and staff as a whole should reflect the ethnic diversity of the community they serve
 - 1.3. the diversity of senior managers mirrors these developments
 - 1.4. the gender and ethnic balance in the workforce should not be eroded by poor retention (that is, those staff five years in will not be less diverse than the cohort was when recruited)
 - 1.5. staff at all levels and local communities have confidence in the political and operational leadership of their service.
2. Both State of Fire reports by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) highlighted that while there is good work under way in most services to increase workforce diversity, there remains significant issues associated with culture, diversity and inclusion in the fire and rescue sector.

HMICFRS State of Fire 2020

3. In 2020, following public consultation and engagement with expert reference and technical advisory groups, HMICFRS updated its inspection methodology. This involved broadening its assessments covering effectiveness, efficiency and people, to improve how the Inspectorate looks at risk, protection, and equality and diversity.
4. A key finding in the [State of Fire 2020](#) was that diversity and inclusion in the fire and rescue sector must be improved. The Inspectorate highlighted that there continues to be a significant lack of gender and race diversity in fire and service, and that no service is close to having a workforce representative of its community. Figures from March 2020 show that only 17.3 percent of the 44,595 staff in fire and rescue services were female. Only 5.1 percent of staff were from a minority ethnic group, and the percentage of black firefighters is even lower, although there has been some slight recent improvement.

5. It is recognised that sustainable change requires a workforce culture where staff feel safe and supported to discuss issues related to race and discrimination, and are confident to address injustices and challenge negative behaviour. Further, that these conversations about inclusion and diversity should not be left to those most affected by it. The Inspectorate highlighted that services need to better educate all their staff on the importance of diversity and inclusion, and to take a zero-tolerance approach to bullying, harassment and discrimination.
6. Improving equality, diversity and inclusion remains a priority area for HMICFRS. In the next round of inspections, the Inspectorate has updated their methodology to include a sub-diagnostic to assess fire and rescue services' approach to race and inequality in greater detail. This includes:
 - 6.1. what services are doing to improve their lack of diversity and equality
 - 6.2. the ways in which services are tackling and eliminating discrimination at every level
 - 6.3. how services are educating their workforces to develop cultures that welcome difference and get the best out of people
 - 6.4. how services are engaging with their diverse communities and responding to their needs.
7. Another area of focus will be on how services are undertaking their Equality Impact Assessments, including looking at how well the fire and rescue services are promoting equality, diversity and inclusion to ensure fair and open opportunities for all (that is, their workforce and the public).

2021/22 Annual Plan - Fire Diversity and Inclusion Champions Network

8. The LGA's key mechanism to drive this priority agenda is the [Fire Diversity and Inclusion Champions Network](#) (the Network). Established in late 2019, the Network brings together elected representatives who are responsible for diversity and inclusion issues in their fire and rescue authorities. This includes hearing from experts about key equality and diversity issues for the fire sector, to identify barriers to greater diversity and inclusion in fire and rescue services, and to share best practice from across the country.
9. In 2020, the Network convened four times, including two in-person conferences before the COVID-19 pandemic led to meetings being held virtually. Topics covered included: Positive action; The Benefits of Staff Networks; and a Two-part meeting series on 'Improving Racial Equality in the Fire and Rescue Sector'.
10. The LGA is in the process of developing an annual plan for the Champions Network, which will guide the EDI learning and development activity in 2021/22. This will involve scheduling topics/discussions at the Network's bi-monthly meetings in a way that builds across each session, so that there's a general progression of learning and skill development across the year.

11. To inform this annual plan, the LGA is currently engaging its Network members to review the work completed to date and provide information regarding:
 - 11.1. the ways in which learning from Champions Network sessions has been applied in FRAs
 - 11.2. the main challenges to raising issues of concern or communicating best practice in FRAs
 - 11.3. what skills/interactive work Members have identified as an area for development
 - 11.4. what has worked well/what could be improved with the virtual meeting format and preferences for how sessions are to be delivered in the future
 - 11.5. how information is accessed and shared outside of Network meetings.
12. Officers will report back to FSMC Lead Members regarding the outcome of this review and provide the Committee with the annual plan for approval.

Financial Implications

13. All work will be carried out using existing LGA resources.

Next steps

14. Officers will take forward any decisions as directed and proceed with preparing a draft annual plan for the Champions Network.



Member induction and development offer 2021

Purpose of report

For decision.

Summary

This report outlines the proposed member induction and development offer for Fire and Rescue Authority Members in 2021.

Recommendation

That members approve the proposed member induction and development offer for 2021.

Actions

Officers to continue to provide updates to members.

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Member induction and development offer 2021

Background

1. Each year, the LGA offers a range of Fire and Rescue Authority (FRA) member development resources and support to help elected members develop into capable and confident local leaders. This includes development programmes, such as Leadership Essentials for fire and rescue, Diversity and Inclusion workshops and oversight of performance workshops.
2. Due to COVID-19, in-person development activity has been paused since March 2020 due to the public health risk posed by gathering in large numbers. The LGA has continued to support FRA members to develop their leadership skills despite the current pandemic and has refocused its activity to bring together already available resources. This includes developing new online content to support elected members, for example:
 - 2.1. the [Fire Diversity and Inclusion Champions Network](#) has been convening remotely and providing its content online; and
 - 2.2. the LGAs [webinar series focusing on the governance role of Fire and Rescue Authority \(FRA\) members](#) provides an introduction to governance issues for those who are new to FRAs, as well as supporting the development of existing members.
3. In accordance with the government's [Roadmap out of lockdown](#) and subject to the ongoing national vaccination programme, it is not yet possible to predict when in-person development activity will resume this year. This is particularly given Government guidance and local area restrictions are still subject to change. All modes of delivering support – virtual, in-person and hybrid approaches – will remain under review as the year progresses.

Fire Leadership Essentials

4. The LGA has previously delivered a twice-annual Fire Leadership Essentials course to support FRA members with their responsibilities. The LGA encourages all members to attend a fire programme as an induction to the fire sector and as an opportunity to network with other fire members. The objectives of the course are to:
 - 4.1. Develop a comprehensive understanding of the fire sector, including clarity on duties and responsibilities
 - 4.2. Develop skills around leadership in FRAs
 - 4.3. Gain a thorough understanding of scrutiny in FRAs and practical skills to apply that understanding
 - 4.4. Improve knowledge of the key strategic issues facing the sector, including building safety, the fire inspections regime and issues around culture, inclusion and diversity in the fire sector

- 4.5. Share ideas and network with leading members from a variety of FRAs.
5. In March 2021, Fire Leadership Essentials was conducted virtually via Zoom for the first time. Across four days, guest speakers delivered presentations and facilitated interactive sessions with FRA members on the following topics:
 - 5.1. *Introduction to the Fire Sector and The Fire and Rescue Sector's role in responding to crises* - Dr Fiona Twycross, Deputy Mayor for Fire and Resilience (London) and Vice-Chair, Fire Services Management Committee
 - 5.2. *Building Safety* – Charles Loft, Senior Adviser, Resilience, Safety and Regulation, LGA
 - 5.3. *HMICFRS Inspection Programme* – Laura Gibb, Portfolio Director for Fire and Rescue Inspections, HMICFRS
 - 5.4. *Improving Diversity and Inclusion in the Fire and Rescue Sector* – Kemi Labinjo, Barrister and Director, Amber & Greene
 - 5.5. *Fire Reform* – Jonny Bugg, Head of Fire Strategy and Reform Unit, Public Safety Group, Home Office
 - 5.6. *Governance and Political Oversight in the Fire Sector* – Andy Fry, Co-Founder and Director of Greston Associates Ltd and a Director of Fire Knowledge Ltd (former Chief Fire and Rescue Advisor and Inspector for Wales)
 - 5.7. *Leadership in the Fire Sector* - David Weaver, Senior Partner of DWC Global, and President, British Association for Counselling and Psychotherapy
6. In 2021/22, the LGA plans to deliver two Fire Leadership Essentials programmes. The first course is proposed to be held in the Summer (late June/early July), as it is expected that by this time, all authorities will have held their annual general meetings. Given current government guidance, all sessions will be conducted remotely via Zoom.
7. Given the success of the course delivered in March 2021, it is currently planned to deliver this session programme again at the Fire Leadership Essentials in the Summer. This schedule will provide a comprehensive overview of the current priority areas within the fire and rescue sector and best prepare Members for the year ahead.
8. Fire Leadership Essentials is available to all FRA members. As a result of the local council elections held across England on 6 May 2021, all leading Fire Members will be particularly encouraged to attend. All updates regarding the Fire Leadership Essentials programme will be announced via the LGA Fire Bulletin, the LGA Chief Executives Bulletin and via the LGA website.

Governance and leadership workshops

9. Throughout 2020/21, officers have been informally consulting with FRA members and fire and rescue services regarding the LGAs current member development offer. This

includes highlighting areas where the LGA can provide additional options for development support and resources to best respond to the current priorities of the fire and rescue sector.

10. In the context of the government's recent [findings from part one of the Police and Crime Commissioners \(PCC\) Review](#) in March 2021 and the upcoming White Paper on Fire Reform (further detail is provided on this matter in the Update Paper for this meeting), the LGA has identified a need for targeted learning and development options that focus on governance and leadership.
11. To this end, the LGA is proposing to hold four one-day facilitated workshops throughout mid to late July 2021. To be delivered virtually via Zoom, these workshops will aim to provide FRA Members with targeted resources to inform responses to the White Paper consultation. Specifically, the objectives of the workshops are to:
 - 11.1. Provide FRA members with a comprehensive overview of current governance models within the fire and rescue sector and best practice for good governance
 - 11.2. Strengthen knowledge and understanding of various leadership approaches, including a focus on the practical scrutiny skills required to support effective executive decision-making.
12. Each one-day workshop we will host guest speakers specialising in governance and leadership, with all learning and development activity to have a significant interactive focus. These workshops will build on the content covered in the Fire Leadership Essentials programme, as well as the existing resources provided by the LGA.

Member induction

13. The Fire Leadership Essentials course and the proposed governance and leadership workshops will be delivered alongside the LGAs annual member induction offer. This includes engaging with all FRA Chairs to outline the resources and member development programmes available, as well as details of all regional advisers. The LGA has a [Fire Authority Members Guide](#), which acts as a brief induction to the fire sector and new members or those wishing to remind themselves of the national environment should find this document helpful.

Financial Implications

14. All work will be carried out using existing LGA resources.

Next steps

15. Officers will take forward any decisions as directed.

Document is Restricted

Document is Restricted



Fire Services Management Committee

Date:	Friday 21 May 2021
Title:	NFCC Update
Presented by:	Mark Hardingham, NFCC Chair
Contact:	chair@nationalfirechiefs.org.uk

1. Purpose

- 1.1 This report provides an update on key work within the National Fire Chiefs Council.

2. Appointment of NFCC Vice Chairs

- 2.1 As Members will be aware, the NFCC Chair is assisted by two Vice Chairs who support, advise and provide cover where required. Previous Chair, Roy Wilsher, was supported by Huw Jakeway and Phil Loach, who had been in the Vice Chair roles since the NFCC was first formed in 2017.
- 2.2 As part of Mark Hardingham's appointment to Chair on 1 April 2021, he selected two new Vice Chairs – Justin Johnston, Chief Fire Officer, Lancashire Fire and Rescue Service and Phil Garrigan, Chief Fire Officer, Merseyside Fire and Rescue Service – and placed on record his thanks to the outgoing Vice Chairs for their significant contribution over the past four years.

3. NFCC 2021-24 Plan

- 3.1 The NFCC 2021-24 Plan has been developed and agreed and will be submitted to NFCC Council for approval at the end of May 2021.
- 3.2 The Plan reflects a significant increase in Home Office funding for the NFCC compared with previous years. It demonstrates the Council's ambitions and reflects the significant growth in its activities. The Plan has been developed assuming a consistent level of funding for 2021-24, although comes with an acceptance that the outcome of future spending reviews and the Home Office White Paper will need to be considered in due course.

4. NFCC Programme Highlights

- 4.1 The NFCC has well established programme management arrangements in place and progress against deliverables is regularly reported to Steering Group and Council. Recent highlights from each of the main programmes are included for information.

Grenfell Tower Inquiry

- 4.2 Changes for Fires in Buildings guidance were published in December 2020, including content for Fires in Buildings that Fail, and the use of personnel deployed above the fire floor with BA but not under air. The NFCC Fires in Tall Buildings Evacuation guidance document is being developed into a supporting training package.
- 4.3 During the development of the evacuation guidance paper, it became clear there was some confusion around the terminology used for the withdrawal of personnel and the evacuation of residents. This was changed and now distinguishes between the two, however it is proposed that work be undertaken to reach an agreed standard terminology to prevent confusion between commands to evacuate and to ensure standard approach to improve interoperability.
- 4.4 London Fire Brigade and National Operational Learning have been working together to produce further lessons from the incident to ensure all learning is shared, identifying further fire control and incident command lessons.

National Operational Guidance and Operations Update

- 4.5 The following National Operational Guidance (NOG) were approved by NFCC in May 2021:
 - National Operational Guidance – Fire Survival Guidance for Fire Control Operators
 - NOG CC 006 – Foundation for Breathing Apparatus and Control Measures
 - NOG CC 021 – Search, Rescue and Casualty Care (Third Edition Version One – formerly Performing Rescues)
 - NOG CC 020 – Height, Structures and Confined Spaces – (Second Edition Version One – formerly Subsurface, Height, Structures and Confined Spaces)
 - NFCC FiTB Evacuation Guidance (this has been approved as an example policy for sharing)
- 4.6 In addition to the above approved guidance, the NOG programme continues to deliver on its work programme. Current document reviews include:
 - Review of National Operational Guidance Water Rescue and flooding (2nd Edition)
 - Development of National Operational Guidance: Geophysical hazards (First Edition)
 - Review of National Operational Guidance: Environmental Protection (Second Edition)
- 4.7 Review of National Operational Guidance: Scenarios has begun but due to the number of documents that require review this will be completed in three phases.
- 4.8 Work is also underway to review National Operational Guidance for Marauding Terrorist Firearms Attack (2nd Edition), and the Joint Emergency Services Interoperability Principles (JESIP) Doctrine – both of which have links to other national work including the impact of inquiry recommendations.

National Operational Learning / Organisational Learning Feasibility Study

- 4.9 National Operational Learning has continued to be hugely successful, with a number of significant successes having passed the two-year anniversary of the online tool this year.

- 4.10 The first recommendations from the NOL review are being addressed, including the addition of a 'horizon scanning' function for consideration.
- 4.11 16 learning cases were taken forward to the National Operational Learning User Group for approval in the last quarter, and this has resulted in 3 new national action notes being published.
- 4.12 A number of information notes were also published and, as per the NOL review recommendations, a newsletter will look to replace these soon.

People Programme

- 4.13 The People Programme is progressing at pace, initiating three new projects and finalising the programme plans for 2021/22.
- 4.14 Early thinking has begun around the development of the next NFCC People Strategy, which will follow the publication of the Home Office White Paper, anticipated to have a significant consideration for the programme with the Minister's focus on Professionalism and People.

Project	Update
Leadership	<ul style="list-style-type: none"> • The NFCC Direct Entry and Supervisory Leadership Development Programmes have been initiated through the budgetary planning process. Communications on the launch of the Direct Entry Scheme project are out on the NFCC website and other platforms and will be featured in next month's Emergency Services Times. • The NFCC Coaching and Mentoring Toolkit has been launched on the ukfrs.com website. It has been created to support a national approach and culture of coaching and mentoring within the fire sector. The toolkit provides support, guidance, and templates, and will be followed by the development of a national online coaching and mentoring portal in April 2022. • The Core Code of Ethics (England) was signed off 31 March 2021 with a letter sent to Sir Tom Winsor meeting the recommendation made in the State of Fire Report 2019. This has been followed with the approval of the accompanying guidance and Code of Ethics Fire Standard (England). Whilst the Code of Ethics Fire Standard and the State of Fire Report 2019 are only applicable to English FRSs, the Core Code of Ethics can be used as guidance for FRS in devolved administrations and governments.
Equality, Diversity and Inclusion	<ul style="list-style-type: none"> • Further Equality Impact Assessment training sessions have been scheduled throughout 2021 following recommendations from recent HMICFRS inspections, with positive feedback received. Guidance is being developed to enable fire and rescue services to continue to develop their own EIA assessments which will be available via ukfrs.com from August.

	<ul style="list-style-type: none"> The first of the 'Equality of Access to Employment and Services' for LGBT, Neurodiversity and Black People have been published on ukfrs.com, with future areas of focus to include Roma, Gypsy & Traveller Communities, Vulnerable Rehoused Homeless (response from COVID) and Asian People.
Recruitment	<ul style="list-style-type: none"> Further scoping of the objectives has been conducted and some adjusted due to interdependencies with the Review of NOS and EDI projects. The proposed research on the role of a firefighter is now intended to be undertaken within the Review of NOS project as part of a functional analysis. Some objectives that were previously on hold have now been initiated. This includes working with the Policy Panel to deliver best practice relating to recruitment and selection and reviewing current FRS processes regarding migration of on-call staff into wholetime service.
Working Patterns	<ul style="list-style-type: none"> Latest benchmark data for the working patterns project was well received by delegates at the On-Call Conference in March. An evaluation framework matrix is being developed and has been designed to support services who may wish to introduce changes to working patterns devising a scoring framework to make change measurable and transparent. A recent data gathering exercise with FRS has outlined several innovative practices and revised working patterns. The project team are compiling case studies of particularly innovative patterns setting out the impact they have had on services and their strengths and weaknesses. It is intended to combine the case studies and evaluation framework together as a set of tools, for FRS to use when undertaking transformational change
Review of National Occupational Standards (NOS - previously Competencies and Qualifications)	<ul style="list-style-type: none"> An interactive infographic has been produced to demystify this particularly complex area of work, however this project is largely awaiting the outcomes of the White Paper and so broader communications using the infographic are currently on hold. A functional analysis is being undertaken to consider various elements of what a FRS does, including the statutory duties, broader local expectations and agreements, and additional activities undertaken during the pandemic. It will provide an analysis of how these findings translate in terms of the roles required and inform a gap analysis of the NOS encompassing response, protection, and prevention activities. A working group to support the analysis will begin in late May/early June.

<p>Workforce Good Practice Framework and Maturity Models</p>	<ul style="list-style-type: none"> • This is currently out for consultation in the form of a series of workshops to gain feedback from fire and rescue services, in addition to a desk-based consultation for those unable to attend. • An online self-assessment tool for FRS will be developed to ensure assessments are consistently applied and provide a national understanding of workforce management maturity across all services.
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Digital and Data Programme

4.15 The Digital and Data Programme is progressing as follows:

Project	Update
<p>Fit for the Future Strategic Alignment</p>	<ul style="list-style-type: none"> • The purpose of this project is to deliver value across UK FRS, supporting delivery of the Fit for the Future Improvement Objectives, and enabling real benefit to be seen within services and across NFCC. • This work is currently being drafted in line with the post-consultation revisions to Fit for the Future, which will allow for a digital and data theme to be threaded throughout the strategy. It is expected to be complete by the end of June 2021.
<p>National Data Hub (NDH)</p>	<ul style="list-style-type: none"> • The National Data Hub design phase commenced in April and is scheduled to complete late July, with the final design outputs available for discussion and review in August. • The National Data Hub design work will inform a future data collection and analytics model that may support the Home Office, HMICFRS and NFCC data requirements.
<p>National Data Standards</p>	<ul style="list-style-type: none"> • The standards that have been outlined for further scoping during the NDH design phase include: <ul style="list-style-type: none"> • Data collection • Data management • Information governance • Core data model • The programme is in discussion with the Data Standards Agency (DSA) who have offered their experience, input and support in the development of these standards through the NDH design phase.
<p>Data Portal Update</p>	<ul style="list-style-type: none"> • The Data Portal proof of concept (PoC) has been well received by fire and rescue services who have contributed data which has been used to inform Ministerial submissions, as well as provide assurance that Home Office funding is being used to good effect.

	<ul style="list-style-type: none"> • The PoC is currently supporting data capture/insight for the Comprehensive Spending Review draft submission. • The Home Office Fire Data Board continues to discuss the replacement of the Incident Reporting System (IRS) as it is recognised that the current arrangement is limited.
Web Development	<ul style="list-style-type: none"> • The critical infrastructure works needed on the ukfrs.com site and associated NOG Service Integration Tool (SIT) ahead of their limited roll out in June are well underway and remain on schedule. • Preparations for the longer-term web platform retender continue and the portfolio is reviewing consultant options to support this process.

Community Risk Programme

4.16 The Community Risk Programme Board recently approved 2 further projects to be scoped: the Competencies Project and Evaluation of FRS Interventions Project. It is hoped both will commence this autumn, bringing the total number of live projects for the Programme to 5.

Project	Update
Definition of Risk	<ul style="list-style-type: none"> • Following a strict procurement process, the project has engaged ORH to deliver phase 2 of its work. • All FRS have been provided with an update on progress and direction of the project for phase 2. They have also received products from phase 1 of the project: the national definition of risk, national conceptualization of risk (a strategic risk framework), and the glossary of risk-related terms and definitions. • Discussions are ongoing with the Home Office to acquire IRS data that will be a central component in the development of a risk methodology.
Community Risk Management Planning	<ul style="list-style-type: none"> • The CRMP Fire Standard will be published in June by the Fire Standards Board. The CRP team is supporting the launch of the standard. • Guidance is being developed linked to CRMP engagement, evaluation and to support the strategic framework.
Economic and Social Value of the UK FRS	<ul style="list-style-type: none"> • The project has engaged Nottingham Consulting to deliver phase 2 of its work. Over the next month the project team will finalise the data requirements needed to deliver the methodology and report.
Competencies	<ul style="list-style-type: none"> • It is proposed this project looks to develop a framework for risk management competencies for strategic managers and risk analysts/planners. The project has a key dependency with the

	<p>People Programme and will work closely with colleagues in that workstream.</p> <ul style="list-style-type: none"> • Adverts for Project Executive roles to lead this project will be published on the NFCC website this month.
Evaluation of FRS Interventions	<ul style="list-style-type: none"> • This project will look at the evaluation of the effectiveness of FRS intervention activities which will support services in improving the planning and implementation of such activities. Currently, there is no national consistency for evaluating fire interventions. • Adverts for Project Executive roles to lead this project will be published on the NFCC website this month.

Prevention Programme

- 4.17 The Prevention Programme is part of the 2020-21 uplift funding from the Home Office and will support FRSs by identifying new and innovative prevention activities that are evaluated, assured and easily accessible. It has an important part to play in contributing to the NFCC’s strategic commitment to reduce community risk and vulnerability, delivering Fit for the Future and responding to findings from the recent round of HMICFRS inspections and its State of Fire report.
- 4.18 A Programme Board has been formed with representatives from FRSs, Home Office, Public Health, The Royal Society for the Prevention of Accidents (RoSPA), Devolved Nations and Central Programme Office (CPO). The Board met in March where they focussed on the programme definition document which set out the programme’s vision, success criteria, target operating model, project dossier and resource requirements. Once this is complete, a paper will be prepared for NFCC Council to endorse the programme.
- 4.19 In the meantime, work has already commenced on two projects: an over-arching Prevention Fire Standard and the Person-Centred Approach project.

5. Protection Policy and Reform Unit Update

- 5.1 NFCC established the Protection Policy and Reform Unit (PPRU) to provide the link between FRSs and Government by representing the collective views and expert technical advice of FRSs. The PPRU now incorporates the Building Safety Team. Summarised below are some updates to key areas but progress to date and information on our key messaging can be found in full [here](#).

NFCC/LABC CPD Platform and Accreditation

- 5.2 Since its formation in 2020 PPRU have provided a strategic leadership centre for protection, including establishing the provision of interactive learning materials for all FRSs protection officers, and a location to record continued professional development activity.
- 5.3 A contract is in place with Local Authority Building Control which is set to commence 21 May to provide interactive learning materials for all UK FRS Protection officers and a location to record continued professional development (CPD) activity. This platform will be utilised to upload training materials for FRS as part of the national learning and guidance work that has

now started and provide access to a back catalogue of over 100 existing LABC fire-safety related articles. There is an easy access log of hours completed which will also help services to demonstrate their commitment to CPD in line with the competency framework. This collaboration will provide a better understanding of the 'cross-over' issues faced by both parties in carrying out their regulatory functions.

- 5.4 The PPRU also worked alongside Home Office to secure agreement to utilise money ringfenced for Protection to support both the recognised prior learning and accreditation of protection staff in English FRS to assist them in complying with the recommendations of the Competency Framework for Fire Safety Regulators.

Enforcement Toolkit

- 5.5 A new Toolkit has been launched by the PPRU to support FRS to enforce the FSO in high rise residential buildings. NFCC has been engaging with services dealing with complex cases for some time and this Toolkit has been developed to support FRS to take a consistent approach to commonly encountered problems. It is not prescriptive and is not intended to override existing enforcement policies, but to support Fire Safety Regulators to develop their understanding of how the FSO can be used effectively to support the safety of residents. Although the Toolkit is primarily focussed on high rise residential buildings, the principles and recommendations may also support FRS to regulate other blocks of flats and to address the risks of external fire spread in other building types that accommodate vulnerable residents.

Future Funding

- 5.6 The PPRU has been working with Home Office to ensure that further funding is provided for FRS to spend on protection uplift activities in 2021/2022. The total grant has been agreed as £14m and will be disaggregated across services based on the number of both high rise and high-risk buildings. Protection uplift funding is intended to drive improvement in the capability and capacity of FRS to deliver their protection function to support a safer built environment, respond to new burdens arising from the Fire Safety Act, the Building Safety Bill and findings from the HMICFRS State of Fire Reports.

Building Risk Review (BRR)

- 5.7 FRS delivery of the Building Risk Review Programme continues to progress ahead of schedule, with over 9,000 building returns completed as of the May 2021 reporting deadline. This comprises approximately 65% of the total number of returns, providing a high degree of confidence in successful delivery of the Programme by the deadline at the end of 2021. A series of updates has recently been made to the Tymly online reporting system, enabling additional functionality for FRS and making the system more user-friendly. NFCC's focus now will shift to quality assuring returns provided by FRS so far and further developing work on how the data provided by FRS can be used to inform future policy decisions.

Cladding Residents Meeting

- 5.8 On the evening of 12 May Mark Hardingham and members of the NFCC PPRU met with cladding action group representatives from across the country. Representatives from the G15 housing group were also in attendance. The issues raised were as follows:

- The lack of an accurate single data set of all buildings with fire safety issues both above and below 18m and the need for this to fully understand and have a plan for the scale of the building safety issues.
- The need for regulation and ownership of the Waking Watch, fuelled by ongoing concerns over costs, effectiveness and inconsistent application of waking watch and associated guidance.
- The use of waking watches for issues beyond external wall systems (cladding) in a range of premises and the lack of scope in the Waking Watch Relief fund and Building Safety Fund to address these issues leaving swathes of leaseholders to continue to pick up the bill.
- When a common fire alarm is installed the continuing need in some buildings for evacuation management.
- The lack of resident engagement by responsible person/ managing agents.

5.9 NFCC assured them that we are working with Government officials on an almost daily basis for them to extend the waking watch relief fund to any height and regardless of the reason and that there should be a more holistic approach for making people safe which goes beyond just remediation.

Title of Paper	Fire Standards Progress Report
Decision or Information	For information
Title and Date of Meeting	LGA Fire Services Management Committee 21 May 2021
Attachments	None

Summary

This paper provides members of the Fire Services Management Committee with a summary of the progress on Fire Standards since the last report in December 2020.

The first four Fire Standards from the Phase One delivery plan were launched in February 2021 which included:

- Emergency Response Driving
- Operational Response encompassing:
 - Operational Preparedness
 - Operational Competence
 - Operational Learning

The following four Fire Standards have been in production and are now due to be published over the coming months as follows:

- Code of Ethics (in combination with the NFCC, LGA and APCC produced Core Code of Ethics – publication planned 18 May 2021)
- Community Risk Management Planning – publication planned early June
- Prevention – publication planned late June
- Fire Protection – publication planned July (subject to finalising consultation feedback analysis)

Recommendation

Members are asked to:

- note the contents of this report for information;
- request the support of fire authority members in enabling and empowering their services to achieve the Fire Standards as part of their local continuous improvement journeys.

Background Information

The Fire Standards Board (FSB) is responsible for the identification, organisation, development and maintenance of professional standards for fire and rescue services in England. Led by an independent Chair and Vice Chair, membership of the Board includes the NFCC, employers (both the LGA and the APCC) and the Home Office. The LGA representative on the Board is Cllr Nick Chard.

The FSB continues to meet regularly to review the progress made on Fire Standards development. Its next meeting is scheduled for 19 July 2021.

These initial Fire Standards will form part of a suite of complimentary and linked Fire Standards for services in England. Having learnt from the development of the initial standards, work is in progress to publish a forward plan to allow services to see the planned publication schedule of remaining Fire Standards anticipated over the next two to three years.

Services should now be aware of the requirements being placed upon them through these Fire Standards. HIMCFRS will be referencing the standards in their inspection arrangements and therefore services should be prepared to evidence their progress towards achieving them.

The Fire Standards Board would welcome and appreciate the support of fire authority chairs and members in:

1. ensuring their services engage in development work and peer review through releasing their subject matter experts to support development work through the NFCC where appropriate and feasible;
2. respond to the Fire Standards consultations as they are published; and,
3. support activities to achieve those Fire Standards through implementation once approved and published.

Progress to Date

A summary of progress of the remaining Fire Standards in the Phase One delivery plan is summarised below:

Code of Ethics

- This Fire Standard and the accompanying Core Code of Ethics (Core Code) have been designed to outline the expected ethical behaviours of all those working within or for a fire and rescue service.
- Having a single core code for the fire and rescue profession will make it easier and clear for all staff across the country to understand the ethical behaviours expected of them through all levels of the organisations.
- In the absence of any national standard in this regard, it is recognised that over time many services have developed their own local codes or align to those of their local authorities, but fire and rescue services are encouraged to review the Fire Standard and the Core Code in order to understand what they may need to do to align to those now developed for the fire and rescue profession.
- The Fire Standard and Core Code of Ethics will both be launched on the 18th May 2021.
- Members are encouraged to ensure their services review their own local approaches and ensure they are aligned to the ethical principles included in the Core Code.

Community Risk Management Planning Fire Standard

- The consultation on this standard has been completed and the feedback analysed.
- Minor amendments were made post-consultation and the Board approved this Fire Standard for quality assurance at its meeting in April.
- It is scheduled for launch in early June (publication dates for this and other standards have been impacted on due to the pre-election period and resultant limitations of the Minister and elected representatives).

Prevention Fire Standard

- The consultation on this standard has been completed and the feedback analysed.
- As a result of the consultation, minor amendments required have been identified and work is in progress to produce a final draft of the Fire Standard to be presented to the Fire Standards Board for sign off for Quality Assurance (QA) during early June.
- Subject to QA, it is anticipated that this Fire Standard will be ready for publication by July 2021.

Fire Protection Fire Standard

- The consultation on this standard has been completed and the feedback analysed.
- Considerable changes have been identified through the consultation process and the working group are now considering the impact of those and working on revisions to the Fire Standard.
- The anticipated publication date for this Fire Standard by July 2021 but that will be subject to the conclusions reached by the working group on the extent of changes needed.

Data Requirements and Management

- Work on the scoping phase of this Fire Standards have been paused until further work is completed in the NFCC Digital and Data programme who are supporting the development work.
- This is a complex area of work with many potential implications; therefore time is being taken to fully understand where a Fire Standard may add value and the appropriate timing of that.
- Meetings are scheduled with the NFCC programme team and the FSB Chairs in order to understand current timelines and impact before a further discussion at the Board meeting in July to agree the best way forward.

Leadership

- Following early scoping work and conclusions from this, the requirements of the Leadership Fire Standards have been re-defined.
- The Board intent is to establish Fire Standards that bring clarity about the role of leaders of fire and rescue services both for the general public, the employees of the services, as well as for all other stakeholders.
- Initially two Leadership Fire Standards were commissioned by the Fire Standards Board which included:
 1. **Well-Led Organisation** – to encapsulate what leadership of a well-led and managed fire and rescue service looks like
 2. **Developing and promoting good leadership** – to encapsulate what is required to develop and promote good leadership at all levels within the fire and rescue service

- As a result of the scoping work on both of these areas, a further Fire Standard has been identified and is being included in the next phase of Fire Standards development which is focussed on **Workforce Management and Planning**.
- All Leadership related Fire Standards will reference the core responsibilities and required behaviours of leaders linking to the NFCC Leadership Framework already in place and the Code of Ethics Fire Standard.

Well-Led Organisation

- Work on this Fire Standard is underway with scoping work completed and early drafting work taking place currently.
- This will lead to a period of peer review which the Board would welcome contributions from fire authority members and police fire and crime commissioners as well as senior leaders from across the services.
- Work on many products and tools that will support these standards is also underway through the NFCC People Programme who will be working with the Fire Standards team on the development of these Fire Standards.

Developing Leaders

- Work on this Fire Standard has been rescheduled to allow work on the Well-Led Organisation to progress first.
- Work to

Phase Two Delivery Plan

- The FSB have agreed in principle the next phase of Fire Standards to be developed.
- The next Fire Standards to be developed over the coming 12 -18 months include:
 1. **Safeguarding** (legislation requirements driving timeline)
 2. **Fire Investigation** (legislation requirements driving timeline)
 3. **Developing Leaders** (as detailed above)
 4. **Emergency Planning and Resilience** (the final pillar of service delivery alongside Response, Prevention and Fire Protection and based on evidence from the response to COVID)
 5. **Workforce Planning and Management** (third Leadership Fire Standard)
- Work is in progress to publish a forward plan to allow services to see the planned publication schedule of remaining Fire Standards anticipated over the next two to three years.

Given the various stages of development required and the time needed for engagement with services in the early stages as well as through formal consultation, development work is staggered. This is primarily done to align capacity and resources in a considered way but also to pace the rate at which standards are released to services.

Once approved, Fire Standards will be shared on the [Fire Standards Board website](#).

Fire Services Management Committee Update paper

Purpose of report

For information.

Summary

The report outlines issues of interest to the Fire Services Management Committee not covered under other items on the agenda.

Recommendation

That members of the Committee note the report.

Actions

Officers to continue to provide updates to members.

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Fire Services Management Committee Update paper

PCC Review and the Fire Reform White Paper

1. In July 2020, the Home Office commenced an internal review on the role of Police and Crime Commissioners (PCCs). The review was in response to the Government's manifesto commitment to strengthen the accountability of PCCs and expand their role.
2. The Home Office used part one of the two-part review to examine their long-term ambitions on fire governance. In September 2020, the LGA submitted a [response to the consultation on part one of the review](#), on behalf of the Fire Services Management Committee and the Safer and Stronger Communities Board. The submission focussed on both Police and Crime Panel issues as well as fire governance. The LGA represents Fire and Rescue Authorities (FRAs), PFCCs and Police and Crime Panels (PCPs).
3. On 16 March 2021, the Home Secretary laid a [Written Ministerial Statement in Parliament setting out the findings from part one of the PCC Review](#). This included a series of recommendations to reform the police service and fire and rescue sector. The LGA provided an [on-the-day response to the Parliamentary Statement](#).
4. In a letter to Chief Fire Officers, Fire Authority Chairs and Fire Partners, the Minister of State for Building Safety, Fire and Communities, Lord Greenhalgh, also outlined that the findings from this part of the review would inform options for the upcoming White Paper on fire reform. Centred on three pillars of improvement – Professionalism, People, and Governance - the White Paper will outline the roadmap for reform, alongside the comprehensive legislative programme on fire and building safety.
5. On 26 March 2021, an additional meeting of the Fire Commission was convened to discuss the findings from part one of the PCC Review and next steps for the White Paper. The meeting was attended by Minister of State for Building Safety, Fire and Communities, who delivered a presentation on the Government's proposals for fire reform, as outlined by the Home Secretary in the Parliamentary Statement on 16 March.
6. On 1 April 2021, the LGA wrote to the Minister to re-emphasise the importance of locally determined governance and that the LGA does not support mandatory changes in governance.
7. The White Paper is scheduled to be published in Summer 2021, for consultation throughout the Autumn. To inform the LGA's response to the White Paper consultation, we will be looking further at the question of governance and alternative models. As part of this process, FSMC Lead Members agreed to establish a Governance Task and Finish Group to discuss options for creating stronger executive and scrutiny functions within fire and rescue authorities. Once convened, the Group will bring proposals to FSMC for consideration.

HMICFRS State of Fire 2020 Report

8. In accordance with section 28B of the Fire and Rescue Services Act 2004, Her Majesty's Chief Inspector of Fire & Rescue Services' delivered the annual report on the [State of Fire and Rescue -- The Annual Assessment of Fire and Rescue Services in England 2020](#). The report draws on findings from inspections in the 45 fire and rescue services in England, to provide an overall view of the state of the fire and rescue sector. It also includes: an assessment of how the London Fire Brigade is responding to the Grenfell Tower Inquiry's Phase 1 recommendations; and considers how services are responding to the issues the Inspectorate raised during Round One of inspections.
9. During a year in which the response to the COVID-19 pandemic was the sector's priority, the Inspectorate's findings focused on making the case for local and national reform, including more timely delivery of the six national recommendations made in [State of Fire 2019](#).
10. This report also considered findings from the Inspectorate's national COVID-19 inspection report, [Responding to the pandemic: The fire and rescue service's response to the COVID-19 pandemic in 2020](#) (published January 2021). In August 2020, HMICFRS were commissioned to inspect how fire and rescue authorities in England responded to the COVID-19 outbreak and the various challenges it presents. Virtual inspections of England's 45 fire and rescue services were conducted during September to November 2020, with inspection activity focussed on their response during the initial phase of the pandemic.

Spending Review

11. On 25 November 2020, Chancellor of the Exchequer, Rishi Sunak MP announced the outcome of the [Spending Review 2020](#) (SR). As outlined in the LGA's [On-the-Day Briefing](#), the SR provided some certainty for councils in 2021, but the long-term outlook remains unclear. On 3 December 2020, FSMC Lead Members were briefed by Home Office officials, where it was confirmed that Fire and Rescue Authorities (FRAs) would receive a flat real grant settlement, alongside the flexibility to increase the precept by two per cent. Like councils, FRAs will also be compensated for 75 per cent of irrecoverable losses from council tax and business rate income. It was also confirmed that FRAs would receive the same level of funding previously allocated to cover the pensions costs arising from remedying court judgments, such as age discrimination.
12. The National Fire Chiefs Council (NFCC) and the LGA continue to work together to input into the next Spending Review process. HM Treasury is expected to make an announcement this summer about the timing of the next Spending Review, with submissions then probably due in the autumn. LGA Officers have met with the Home Office and NFCC to discuss the next steps to progress this work. It has been recommended that the Senior Sector Group (SSG) is re-convened, following the positive engagement we had with the Home Office through the SSG throughout 2020.

13. The recruitment process for the role of strategic support to draft the business case remains ongoing, as an appointment has not yet been made. We are therefore considering options for how this role might be fulfilled, including options to commission or completing another round of recruitment.

LGA Fire Conference 2021

14. On 1-4 March, the annual LGA Fire Conference was held virtually for the first time. All of the four plenary sessions and two interactive meetings were well attended, and positive feedback received.
15. In Autumn 2021, Officers will commence planning for next year's Fire Conference, proposed for early March 2022. The LGA is currently reviewing the key considerations regarding options to return to in-person conference activity, subject to government guidance later in the year.

Outside bodies update

16. Strategic Resilience Board (SRB): On 28 April 2021, Cllr Les Byrom attended the SRB, during which topics such as industrial relations and national resilience issues were discussed. The next meeting is yet to be scheduled.
17. Fire Standards Board (FSB): On 19 April 2021, Cllr Nick Chard attended the FSB. Members were provided with progress updates on the development of the remaining Fire Standards for this tranche, including the upcoming launch of the Code of Ethics Fire Standard on 18 May 2021. The next FSB meeting is scheduled for 14 July 2021.
18. HMICFRS External Reference Group (ERG): The ERG last met on 6 May 2021, where the early findings from the Round Two inspections were discussed, in addition to updates on the Inspectorate's Equality, Diversity and Inclusion work. The next meeting is yet to be scheduled.