

Fire Services Management Committee

Agenda

Friday, 8 July 2022
11.00 am

Hybrid meeting

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

www.local.gov.uk

This meeting is



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Fire Services Management Committee

8 July 2022

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

Attendance:

Your attendance, whether it be in person or virtual, will be noted by the clerk at the meeting.

LGA Contact:

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

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Fire Services Management Committee – Membership 2021/22

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 Andy Crump	Wawickshire County Council
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 Greg Brackenridge	West Midlands Fire and Rescue Authority
Cllr Carl Johnson	North Tyneside Council
Cllr Leigh Redman	Somerset County Council
Substitutes	
Cllr Sian Goding	Luton Borough Council
Cllr Jane Hugo	Blackpool Council
Cllr Les Byrom CBE	Sefton Metropolitan Borough Council
Liberal Democrat (2)	
Cllr Keith Aspden (Deputy Chair)	North Yorkshire Fire & Rescue Service
Cllr Jeremy Hilton	Gloucestershire County Council
Substitutes	
Cllr Roger Price	Hampshire County Council
Cllr Carolyn Lambert	East Sussex County Council
Independent (2)	
Cllr Ian Stephens (Chair)	Isle of Wight Council
Cllr Frank Biederman	Devon and Somerset Fire and Rescue Authority
Substitutes	
Cllr Luke Frost	Stockton on Tees Borough Council

Agenda

Fire Services Management Committee

Friday 8 July 2022

11.00 am

Hybrid – Victoria Room, 18 Smith Square and online via Teams

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Date of Next Meeting: Friday, 14 October 2022, 11.00 am, Hybrid Meeting -
18 Smith Square and Online

End of year report and priorities for 2022-23

Purpose of report

For direction.

Summary

The paper provides an overview of the work of Fire Services Management Committee over the last year and provides members with an early opportunity to discuss the Committee's priorities for the next year.

Recommendation

Members are asked to note the work of the FSMC over the last year and discuss proposals for next year's priorities.

Action

Based on members discussions officers will draft priorities and a workplan for discussion at the September Fire Commission and October FSMC.

Contact officer:	Rebecca Johnson/Lucy Ellender
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End of year report and priorities for 2022-23

Background

1. In October 2021 members agreed the FSMC's priorities under these overarching themes:
 - 1.1. People
 - 1.2. Professionalism
 - 1.3. Governance
2. This report outlines progress against those priorities, as well as proposals for next year's priorities for member's comments.

Progress against the priorities

People

3. The work of the **Diversity and Inclusion Member Champions** has continued over the last year with network meetings in October, March and June. Fiona Twycross as the FSMC's **Equalities Advocate** has continued to chair these sessions as well as drive our work in this area. The Champions have held sessions with the inspectorate to talk about their findings on the people pillar, and the member role in driving forwards cultural change.
4. We have also heard case studies from Alex Johnson on her experiences in the fire service, London Fire brigade on their cultural review, and from Cllr Lud Ramsey on his work on racial equality as a former firefighter and now councillor. Fiona also ran two sessions at the LGA's Fire Conference; one workshop on inspection, and one plenary on inclusive leadership. We are now considering how the network can be extended and what other resources would be helpful for the sector in driving a more equal, diverse and inclusive service.
5. Each year the LGA runs two **Fire Leadership Essentials** programmes to support Fire and Rescue Authority (FRA) members with their responsibilities. The first was held in September 2021, virtually via Zoom. Over three days (14-16 September), FRA members heard from various speakers covering topics that aim to inform and support their statutory responsibilities, including: Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) Inspections, Government's fire reform programme, building safety, diversity and inclusion, and fire governance and leadership. The programme was well received with 12 councillors participating. The next Fire Leadership Essentials programme will be delivered in person between the 12 and 13 July 2022.

6. The LGA, National Fire Chiefs Council (NFCC) and National Employers (England) published a new strategic version of **Fit for the Future (FfF)** which has now been shared with all FRAs. We undertook a series of engagement events to ensure that FfF was focussing on the key issues for the sector. We held three strategic engagement events in November and December and three with operational leads at the beginning of 2022. Following those events FfF has been restructured around three key themes which are: Service Delivery; Leadership, People and Culture; and National Infrastructure and Support. All the improvement objectives have also been reviewed and amended where appropriate in line with feedback. We have written to FRAs and services inviting them to consider FfF carefully when reflecting on their own plans for the future. An online version of FfF will be made available in early July. It will be periodically reviewed to ensure that it is still up to date and relevant.

Professionalism

7. As expected, the Fire Reform **White Paper** contains a number of proposals around the appointment, progression and development of staff in the fire and rescue service. The LGA will be responding to the White Paper on these proposals as well as the others set out. **Fit for the Future** also sets out our ambitions for leadership, culture and people within the sector.
8. Over the last year our focus has been on the passage of the **Building Safety Bill** through parliament and working to ensure it aligns with the LGA's [fundamental asks](#): that the construction industry, developers, and manufacturers should pay for the cladding crisis. We have continued to press the government to distinguish between local authorities and developers, and fund councils to deliver the Building Safety Regulator (BSR). We have supported a coordinated audit of risk within medium-rise residential buildings.
9. We have also lobbied for the commencement of the **Fire Safety Act**, which has now taken place with [secondary legislation](#) implementing most of the recommendations of the Grenfell Inquiry. Following our lobbying with other bodies, the Home Office published the Fire Safety Assessment Prioritisation Tool alongside the Fire Safety Act and agreed to implement the LGA's working group on Personal Emergency Evacuation Plans (PEEPs) neighbour assistance. We will engage in the [new consultation on PEEPs](#) and the Emergency Evacuation Information Sharing (EEIS) proposal.
10. The LGA has published [case studies](#) and a document on [principles of effective regulation](#), and has run several webinars and **Leadership Essentials** events with more being planned currently. The Joint Inspection Team has secured funding for the next two years which will see it triple in capacity by the end of this financial year.
11. The LGA is a part of the **Fire Standards Board** (FSB), working with the other members to produce standards for the fire and rescue sector. Eleven Standards have now been

published with the latest one on Emergency Preparedness and Resilience the latest to be published. The FSB is currently consulting on Leading the Service and Leading and Developing People Fire Standards.

12. We have continued to represent Fire and Rescue Authorities on **HMICFRS's External Reference Group** for fire inspections. This work has included providing feedback on the State of Fire Report, Round 3 of HMICFRS's inspections, as well as engaging in the work of the inspectorate more generally. We held a session with Alex Hill at the LGA Fire Conference in March 2022, which was well attended and provided the opportunity for members to ask questions. The Fire Conference was structured around the key themes coming out of inspection with many of the plenaries focussing on the different inspection pillars.
13. Following our collaborative work on the **Spending Review** for 2021, Members agreed at the Fire Commission in June 2022 to continue to work with the NFCC to ensure that the pressures facing FRAs are understood going into the next financial settlement, following last year's three year spending review. The LGA's Lead Members, and PFCC Roger Hirst sit on the Home Office's Efficiency and Productivity Forum which is looking at these issues in more depth. This was set up following last year's Spending Review and the sector's offer to create efficiency and productivity plans. The Forum aims to ensure services meet the targets committed to at the time of the Spending Review.
14. We have continued to provide input into the **Emergency Services Mobile Communities Programme** through the Fire Customer Group.
15. The LGA is currently in discussions with the NFCC on developing a **sector-led improvement offer** for fire and rescue services. Based on feedback from services and authorities there is demand for such support, though a key consideration will be the funding of the offer, and proposals around this are still under consideration

Governance

16. Governance has continued to be one of the key issues for members as the year has progressed and is a key theme of the Fire Reform White Paper which sets out the Government's view there is a strong case for the transfer of governance.
17. Cllr Ian Stephens and Cllr Nick Chard are both a part of the Home Office's newly formed **Fire Reform Board**. This will be looking at the issues coming out of the responses to the white paper, alongside the Government's Reform proposals and act as a sounding board.
18. We have run three virtual **Governance and Leadership workshops** for FRA members which were held on 7 September, 12 October and 9 November 2021. There were 57 attendees from 29 different Fire and Rescue Authorities. In the virtual workshops, experienced facilitators delivered a range of interactive learning and development

activities focusing on key issues and best practice related to fire governance, scrutiny and leadership. The workshops aimed to strengthen knowledge and understanding of various leadership approaches, including a focus on the practical scrutiny skills required to support effective executive decision-making.

19. The LGA published a [governance checklist](#) for Fire & Rescue Authorities (FRAs) which provides a high-level, quick reference guide that members can use to consider all aspects of their governance role. This was published at the LGA's Annual Fire Conference in March. It is based around a set of internationally recognised good governance principles developed by International Federation of Accountants and the Chartered Institute of Public Finance and Accountancy and suggests how each might be addressed by FRA members. This builds on our previous document "[Leading the fire sector](#)" which we produced in November 2019.
20. A workshop session 'Governance Reform in the fire and rescue service' was held at the **LGA's Annual Conference 2022** in June. The focus of the session was exploring the implications of the Fire Reform and Levelling Up White Papers for fire and rescue authorities, mayoral combined authorities, and county and unitary authorities responsible for their local fire and rescue service. The session was well attended and highlighted the strength of feeling amongst FRAs on the proposals around governance within the White Paper.
21. The LGA responded to the Government's consultation on the **Policing Protocol**.
22. We held a workshop session on **climate change** the LGA Fire Conference and are continuing to work with the NFCC's Environment and Sustainability Group.

Horizon Scanning

23. In considering the priorities for next year members may wish to consider if there are any key reports, inquiries or reviews likely to be coming out that will influence the work of the FSMC going forwards. This could include:
 - 23.1. Government response to the Fire Reform White Paper consultation
 - 23.2. Manchester Arena Inquiry
 - 23.3. Grenfell Inquiry
 - 23.4. State of Fire
 - 23.5. London Fire Brigade's cultural review
 - 23.6. Civil contingencies review

Priorities for 2022/23

24. Members will wish to consider their priorities for 2022/23. The priorities for this year were centred around the Government's key themes of people, professionalism and



governance and it is likely that these will continue to be of key importance going forward, especially with the publication of the Fire Reform White Paper. Therefore, members may wish to consider if the FSMC’s key themes should remain consistent.

Priority areas	Proposed activity
People	<ul style="list-style-type: none"> • Inclusion and diversity champions network: continue to provide training, information and support to FRA champions. • Provide support to members through the Fire Leadership Essentials programme. • Consider any further resources to support members in driving forwards cultural change within the sector.
Professionalism	<ul style="list-style-type: none"> • Engage with HSE’s programme to establish the new building safety regulator and raise awareness amongst Fire and Rescue Authorities of their responsibilities as regulators. As part of this, we will continue to lobby for the funding of new burdens and a proportionate approach to transition to the new regime and new FSO responsibilities. • Continue to support councils in taking enforcement action under the Housing Act 2004 through hosting the Joint Inspection Team. We will continue to support a coordinated approach to regulation between fire services and councils. • Continue our improvement programme to support FRSs in their enhanced regulatory role. • Consider any developments around the Grenfell Tower inquiry, including the recommendations of its Phase Two report and respond. • We will continue to lobby around Personal Emergency Evacuation Plans and improved building regulations. • Working with the NFCC on making a joint case for the funding of the sector. • Continuing with our role on the Fire Standards Board.



	<ul style="list-style-type: none"> • Represent FRAs on HMICFRS’s External Reference Group. • Continuing to develop the case for an LGA sector-led improvement offer. • Continue to engage with the NFCC on climate change.
Governance	<ul style="list-style-type: none"> • Continue to engage with the Home Office on their proposals around governance. • Support members in their leadership and governance role through appropriate resources and training.

Implications for Wales

25. Fire and rescue related policy is a devolved matter and much of the Committee’s work will focus on changes for FRAs in England, with the Welsh Local Government Association leading on lobbying for Welsh Fire and Rescue Authorities in Cardiff.

Financial Implications

26. The programme of work to deliver FSMC’s priorities will be delivered within existing budgets. Additional supporting projects maybe commissioned subject to funds being available from a small team budget.

Next steps

27. Officers will draft a work programme based on members discussions.



Fire Services Management Committee

Date:	Friday 8 July 2022
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 (NFCC).

2. Service Delivery Update

People Programme

2.1 The programme is delighted to launch four People Products in May 2022, which were approved at the People Programme in May 2022. This is a huge achievement for the programme as it continues to provide national products that can be embedded in UKFRS. The products include, the Coaching and Mentoring Portal, the Talent Management Toolkit, the Recruitment Hub, and EDI.

The programme has been scoping the work for 2022/23 with stakeholders including the HR Forum, Home Office, HMICFRS, programme and project boards. The key focus in addition to completing live projects, is to embed the existing products of the programme using Maturity Models as a primary tool, with a further focus on EDI and leadership development.

A new Programme, Leadership, has been created by dividing the People Programme.

The Leadership Programme has been formed from the suite of leadership projects and change initiative within the People Programme. It will elevate the profile of leadership and professionalism with the fire service and provide future strategic change initiatives to meet the current ambition.

Going forward Leadership projects and products will be reported on separately.

Project	Update
Leadership	<p><u>Coaching and Mentoring Portal</u></p> <p>We are delighted to launch the Coaching and Mentoring portal which was approved at the People Programme in May 2022. It is free to all UKFRS with the portal funded by the NFCC.</p>

	<p>This follows a successful procurement exercise, which awarded the contract to Coaching Focus Ltd, who have existing experience with the FRS.</p> <p>The portal is an off-the-shelf product which has been customised and populated with a list of FRS qualified coaches and mentors who will be able to support coachees and mentees in the sector. To date, 31 FRS have engaged with the portal, offering 27 qualified coaches, 29 mentors, and 29 champions, who act as the central point of contact in their service).</p> <p><u>Talent Management Framework</u></p> <p>We are delighted to launch the Talent Management Toolkit which was approved at the People Programme in May 2022.</p> <p>It has been developed to support fire and rescue services to have the people with the right skills, behaviours, and values in the right role at the right time.</p> <p>The Toolkit dovetails with the national Talent Management Model Policy and Talent Management Maturity Model, forming the Talent Management Framework. The Maturity Model supports services with a diagnostic of where their focus may need to be in the first stages of creating their Talent Management Strategy.</p>
<p>Supervisory Leadership Development</p>	<p>The project awarded the contract for both the portal and the training programme development to Chartered Management Institute (CMI). The team are now working with CMI to focus on developing the training programme based on the feedback from the consultation conducted last year.</p> <p>The contract provides 2,000 free licences to the UK FRS over two years. The project will offer each UK FRS 20 free licences per year for operational and non-operational aspiring and existing first-line managers to support them at this crucial stage in their leadership development.</p> <p>The portal and development programme are still on target to go live in September 2022.</p>
<p>Equality, Diversity, and Inclusion</p>	<p>The development of guidance for the EDI hub continues at pace with consultations for Equality of Access People with Dementia and Emerging Migrant Communities and toolkits on Gender Diversity, Neurodiversity and EDI Data having recently completed. The full suite of documents will be ready for sign-off, publication and launch in May 2022.</p> <p>A calendar of EDI notable dates of both NFCC events and national awareness dates will be published shortly. The continuing programme of Lunch and Learns is being planned with a recent session focussing on the Holocaust Memorial Day supported by a video created for the day filmed with South Yorkshire FRS.</p> <p>The project has been collating EDI research from across the sector and internationally and will be publishing this in a broader NFCC</p>

	<p>Research Hub along with a literature review identifying the key findings and gaps where future research may wish to focus.</p>
Recruitment	<p>We are delighted to launch the National Recruitment Hub which was approved at the People Programme in May 2022.</p> <p>The Recruitment Hub has been developed as a centralised resource to provide the basis for a more unified national approach for the sector and one that is suitable for the modern UK fire and rescue service.</p> <p>Content has been curated from fire and rescue services across the UK and provides a comprehensive collection of information, guidance, good practice, and tools to support each individual fire and rescue service to develop its own bespoke selection and recruitment approach, tailored to its own unique context.</p> <p>The recruitment hub staging site went live in February 2022 using ukfrs.com to ensure user functionality can also be tested as part of the consultation. Consultation review sessions took place in April 2022 and preparations to present for sign off at Project and Programme Board are underway.</p> <p>The consultation on the firefighter job description and person specification resulted in a high level of responses and some challenges to the design of the output. Further engagement with CFO/CEs was conducted to establish if a solution that meets both the needs of FRS and the project can be identified. Following this engagement, a new design has been created which received positive feedback. This output will go to Programme Board for sign-off before launching on the recruitment hub. The project is dependent upon this output to enable a review of the selection processes to ensure they do not deselect candidates unnecessarily and support the increase in diversity of firefighter recruits.</p> <p>The review of practical tests will continue beyond the launch of the recruitment hub.</p>
Working Patterns	<p>The products of this project are now published on ukfrs.com. It holds the full toolkit consisting of Working Patterns Case Studies (published), Case Studies Implementation Toolkit and Research Paper – Challenges in Maintaining On-Call Working Patterns.</p>
Review of National Occupational Standards	<p>The functional analysis that was previously commissioned has now commenced using the consultant RedQuadrant who intend to deliver a high-level functional model by April. Further functional analysis will need to be continued to complete this work. A survey looking at the current use of National Occupational Standards will support this work and was completed at the end of March 2022.</p>
Evidence Base for Health and Wellbeing	<p>The project has commissioned a piece of research with Nottingham Trent University that will meet the majority of the project deliverables and clarify what the requirements would be for nationally coordinated health & wellbeing support.</p>

	<p>The project is also collaborating with AFSA on a piece of research specifically relating to suicide prevention that will also provide evidence to support the development of national support.</p> <p>Following on for the Mental Health at Work Symposium supported by HRH Prince William, the project is also maximising the impact of the commitment and related support, working with the Royal Foundation to signpost support and guidance and look for further opportunities.</p>
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Digital and Data Programme

2.2 The current data priorities for the programme are set out below.

Project	Update
Strategy: Aligning data strategy and developing a national fire data collection system	<p>A review of the current NFCC Digital & Data Strategy will ensure alignment with Fit for the Future and Home Office and HMICFRS data strategies. It is anticipated that the review will produce separate but complementary strategies for both Data and Digital for the sector.</p> <p>NFCC engagement has included participation in the Fit for the Future review workshops as well as engagement with key individuals and workstreams such as the Community Risk Programme and NFCC Data Portal.</p> <p>Extensive engagement with Home Office and HMICFRS representatives has taken place including NFCC hosting strategic stakeholder workshops in December 2021 and January 2022.</p> <p>The programme has secured an initial six-month full-time secondment for the National Data Lead to drive forward the data priorities within the programme. This role will also inform and lead the data analytics capability.</p>
National Data Standards	<p>The draft Data Management Fire Standard was shared for consultation in March 2022. Feedback will be reviewed in May 2022 to inform the final version to be published in June 2022.</p> <p>Using the consultation feedback, the programme will identify the key products that will be required to support FRS implementation of the standard. A business case for these products will be developed in Q2 with development expected across the rest of the financial year.</p>
Data Collection	<p>There is agreement between NFCC, Home Office and HMICFRS of the merits of collaborating to deliver a National Fire Data Collection System (NFDCS) that will act as the prime repository for all national fire data sets, readily accessible by key stakeholders to plug their analytics capability into.</p> <p>The two strategic stakeholder workshops referenced above have so far secured agreement on the scope of the system, who will lead and resource the project and an outline timetable for the delivery of the first element. To support this, the programme has agreed to lead a project to map the current fire data landscape to baseline and inform requirements for such a system.</p>

	<p>The scope of this work is nearing agreement with the Home Office, and all three phases of work are expected to commence within Q1.</p> <p>The Home Office are leading detailed user research into the desired functionality of the system across Q1 which the Digital and Data Programme will be supporting.</p>
<p>Data Analytics</p>	<p>The D&D Programme has secured the resources to fund a fulltime NFCC Data Lead into this role for an initial 6 months. The initial focus of the analytics capability will be to address key NFCC transformation priorities, including gaining access to the third-party national datasets required to inform the new community risk methodology, and evaluating the effectiveness of Fire Standard implementation.</p> <p>As the analytics capability scales it will seek to address wider data and analytics requirements and further establish and embed the designed operational processes to ensure value is being delivered.</p> <p>The ambition for the capability will be to provide national collation, transformation and presentation of key data sets; capturing, prioritising and modelling business use cases from the UK FRS; control and governance to the use of data analytics across the service, and centralisation of relationship management with key central government stakeholders and other organisations.</p> <p>Across 2022/23 the programme plans to roll out a proof-of-concept implementation of the designed national data analytics capability, with Q1 focussing on scoping the approach to this activity.</p>
<p>Engage, Promote, Motivate, Collaborate</p>	<p>Following a successful recruitment campaign, the programme now has a cadre of circa 17 volunteers from the existing fire sector analyst's community who are willing to support the NFCC Data Lead in progressing the work of the programme.</p> <p>Planning is well underway for a future of fire data conference to take place in June 2022. This will be an opportunity to share developments in the programme and those of its strategic partners, explore the art of the possible, build networks and communities, and to hear from others both within and external to the FRS about innovations in data and analytics.</p>
<p>Digital Priorities</p>	<p>As the data-focused work develops at pace, the programme is turning its attention to refreshing and focusing down the key priorities for the digital element of the programme. At present, these are focused around:</p> <ol style="list-style-type: none"> 1. <u>Strategy</u>: Alignment of digital strategies across key stakeholders, primarily NFCC and the Home Office 2. <u>Standards</u>: Development of professional fire standards to standardise and support digital transformation across the UK FRS 3. <u>Engage, Promote, Motivate, Collaborate</u>: At this stage the focus is on engaging the UKFRS digital community & fire leadership to shape the future priorities for digital across the sector

	4. <u>Building the NFCC Capacity & Capability</u> : early discussions are taking place to explore the benefit in reviewing existing NFCC structures and establishing a National Digital Lead to help.
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Community Risk Programme

2.3 The project has made good progress towards delivery of the CRMP toolset with 4 items of guidance going live, and both the Definition of Risk proof of concept methodology and the Economic and Social Value report being finalised.

Project	Update
Definition of Risk (DoR)	<p>The DOR project team continues to work with colleagues in PPRU in the development of the Other Building Fires (OBF) risk assessment methodology and have conducted a gap analysis of national data available to deliver this work. The objective of this workstream is to deliver an evidence-based risk methodology that will provide a relative risk rating or 'initial risk score' for Protection colleagues. The team will work with the recently formed PPRU Working Group to develop the consequence categorisation for this work. The project is cognisant of the work underway in PPRU to review current inspection frameworks/guidance.</p> <p>Work is also underway to deliver a risk assessment methodology for Road Traffic Collisions (RTC). To date the team have been identifying nationally available data to begin modelling for RTCs, including engagement with Department for Transport, Highways England, UKRO and others. Two working groups will support the development of the RTC methodology, one made up of FRS subject matter experts and the other composed of external SMEs including the organisations named above.</p> <p>An output of the POC workstream was the delivery of risk scores for England at both an LSOA and UPRN level by contractors ORH. The NFCC are the owners of this data, which is currently being transferred from ORH to the Data Portal for storage. Discussions around how this data may be used are yet to take place at a project board and programme board level.</p> <p>The Proof-of-Concept Report (Domestic Dwelling Fires Risk methodology) requires branding before it can be published on the UKFRS website. This work is currently on hold pending budget reallocation by the NFCC. The delivery of training workshops on the methodology as requested by FRS colleagues is also currently on hold.</p> <p>The project has received interest from fire service colleagues internationally in the methodology.</p>
Community Risk Management Planning (CRMP) Guidance	<p>The guidance project has four pieces of approved guidance that became live on both NFCC and UK FRS website in March, prior to the CRP Round Table events held at West Midlands FRS in March. The guidance can be used as web-based or by downloadable PDF.</p> <p>The Round Table events had both in-person and online attendance and online polls taken during these indicated that over 95% of the</p>

	<p>participating FRS planned to use the guidance in developing and updating their CRMPs.</p> <p>Evaluation Guidance, which is guidance for the evaluation of the CRMP development process, and not of its impact, has had an early review by TWG and that feedback has been incorporated for discussion with the external consultant to update accordingly. The updated draft will be brought to CRP Guidance Board for approval to go to wider consultation.</p> <p>Hazard Identification, Risk Analysis, and Decision making guidance are in draft scope and will be developed in-house. These will go to September Board for final approval. Each of these pieces of guidance intersects Definition of Risk Guidance and work underway with PPRU, and these groups are working together to refine these pieces of guidance and provide relevant signposting.</p> <p>The Consultation Institute, which developed the Stakeholder and Public Engagement Guidance, has invited Project Manager Paquita Lamacraft to make a presentation to their annual conference on 6th October, and it has been agreed that where possible to do so, this will showcase case studies from English and devolved administrations on use of the guidance.</p>
<p>Economic and Social Value of the UK FRS (ESV)</p>	<p>The ESV report is being finalised and reviewed by the Home Office.</p>
<p>Competencies for Risk Managers</p>	<p>Exact Consulting delivered draft Competencies Frameworks that were approved by the Project and Programme Board for formal consultation with the sector in Q1.</p>
<p>Evaluation of FRS Interventions</p>	<p>The Project Board finalised procurement requirements for a tender process that was launched in Q4 to identify a contractor to deliver a 'gap analysis' of the current state of evaluation amongst UKFRS. The responses to the tender will be reviewed by the project board and a supplier selected.</p>
<p>Consultation, Research and Evaluation Officers (CREO)</p>	<p>Following a presentation by the Guidance PM on the Evaluation Guidance (evaluation of the CRMP process – not of impact and outcomes), CREO members decided to hold two workshops on the CRMP: one with in-person attendance, and the other online. This gives both exposure of the Guidance and the opportunity for feedback.</p>

Prevention Programme

- 2.4 The programme has continued to work on its plans for 2022/23 with stakeholders including the Home Office, the Prevention Committee, programme and project board members.
- 2.5 The Prevention Programme Board met on 30 March 2022 with representatives from Fire and Rescue Services, Royal Society for the Prevention of Accidents (RoSPA), Home Office and the NFCC. The NFCC Prevention newsletter was produced and circulated in March 2022.

Project	Update
<p>Person-Centred Approach Project</p>	<p>The Person-Centred Framework project has completed a self-assessment of the work progressed in 2021/22. The Online Home Fire Safety Check has 8 Fire and Rescue Services live, 16 onboarding and 13 interested. We have the Fire Minister’s Endorsement and good feedback from those services who are using it. Work is progressing on standard data collection and workforce development. A group has been formed with representatives from 4 FRSs and Public Health leads to scope and complete work on an evaluation framework by the end of December 2022.</p> <p>The Fire Prevention Awareness Programmes (Fire Kills) multimedia advertising campaign has been a success in the view of all stakeholders. The lessons learned from the campaign are being shared and discussed amongst partners. They will inform how we develop even better fire safety campaigns in the future.</p> <p>Another key area of focus for discussion at the Programme Board was Safeguarding and the importance of the work the NFCC Safeguarding Strategic Lead, Donna Bentley, has been progressing with the Home Office in relation to our DBS Business Case.</p> <p>We have commissioned Nottingham Trent University as our academic partner to work with us on research into Mental Health and Fire Risk. Our survey with Fire and Rescue Services on this theme had a response of 99% with some key messages to support this research which will be completed by the end of June 2022.</p>

3. NFCC Protection Policy and Reform Unit (PPRU) Update

3.1 This section provides a high-level overview of key pieces of work currently being undertaken by the PPRU.

Protection Uplift Grant

3.2 As of the end of Q4 2021/22 the overall spend against the Protection Uplift grants was £12.3m out of the total £26.4m. This equates to 47%. Quarter 4 was the largest spend since the grant began, with services spending a combined £2.9m between January – March. The overall grant funding increased from £24m following approval from Home Office that unspent funds from the Building Risk Review (BRR) grant, which ended in December 2021, could be transferred to Protection Uplift, adding £2.4m to the pot. PPRU have assisted Home Office with a year-end grant evaluation for HM Treasury and have also presented a year end update to the Protection Board.

3.3 An additional £12m has been confirmed as available to FRS for the 2022/23 financial year. Chief Fire Officers have received confirmation of their individual FRS allocations and have now been requested, via their Protection Leads, to submit a comprehensive spending plan accounting for the new grant and any remaining amounts from the prior year(s). PPRU continue to encourage spending to improve capability and capacity within FRS Protection functions, share best practice and innovative spending ideas, whilst providing challenge and scrutiny where appropriate to assure the Home Office and Government.

Building Safety Act and the new Regulator.

- 3.4 The Building Safety Bill, having received agreement by the House of Commons and House of Lords, received Royal Assent on 28 April 2022 and parts including leaseholder protection commenced on 28 June 2022.
- 3.5 A range of working groups and workshops continue to meet under the Joint Regulators Group (JRG) Board. The JRG, which is chaired by the HSE and includes DLUHC, the Home Office, Local Authority Building Control, NFCC and the LGA continues to work towards more detailed proposals for how the new Building Safety Regulator will work in practice.
- 3.6 There are still ongoing issues with Gateway 1 but these are being worked through HSE, NFCC and local FRS.
- 3.7 The work on the new Building Safety regulator is gathering pace and PPRU is running several sessions with Chief Officers outlining a proposed operating structure. Funding has finally been agreed and a fuller update on this will follow in the next report. It should be noted that funding is only available for the first 3 years and after that the regime should be cost recovery. As part of the quarterly Protection Uplift returns PPRU are now collating from each FRS the details of all residential buildings in Interim Measures, on behalf of the Department for Levelling Up, Housing and Communities. This will feed into some future work beginning discussed around Mid-Rise Residential buildings.
- 3.8 A review of the Simultaneous Evacuation Guidance (SEG) began in quarter 3 (October – December). Workshops have been held with stakeholders and to date over 400 comments have been received. This should be published w/c 25 July 2022, however, since the last report, Home Office have published a further consultation on Emergency Evacuation Information Sharing. This is a proposal for those buildings in simultaneous evacuation to have information on those who may have difficulty escaping available for the FRS.
- 3.9 Following the enactment of the Fire Safety Act in May the fire risk assessment prioritisation tool was launched to help large housing providers prioritise which buildings should have their fire risk assessment updated to include the external wall system.

Fire Safety (England) Regulations 2022

- 3.10 After the enactment of the Fire Safety Act the Fire Safety (England) Regulations were laid and will become law on 23/01/23. These regulations are to meet the requirements of the Grenfell Tower recommendations that imposed duties on the responsible person. This includes the following for High Rise Residential buildings :
 - Provide the FRS with information on the external wall and its risk
 - Building plan and floor plans to FRS
 - Secure Information Box
 - Reporting faults in FF lifts and key firefighting equipment
 - Providing Wayfinding signage
- 3.11 Home Office have issued draft guidance on the above however significant work needs to be done to ensure that FRS are ready to receive information. PPRU is working with HO and FRS to look at standard templates etc.

- 3.12 The regulations also include duties on the responsible person (RP) for all buildings to provide information to residents and, for buildings over 11m, checks on front doors (annually) and communal doors (quarterly).

Building Risk Review

- 3.13 PPRU and Home Office are working on producing a final report for the Protection Board and also what lessons can be learned for future work on mid-rise residential buildings.

Service Delivery

- 3.14 The Virtual Learning Environment for Fire Safety regulators has seen an increase in the number of registered accounts, completed courses, and CPD hours logged over the quarter April – June 2022.
- 3.15 PPRU continue to drive engagement with the platform, targeting those with the lowest activity, and gather feedback from users to improve functionality.
- 3.16 The Competency Framework for Fire Safety Regulators comment resolution and review is ongoing.
- 3.17 Thanks to funding secured through the Regulators Pioneer Fund, West Sussex Fire and Rescue in partnership with the PPRU have produced an interactive Fire Safety Awareness tool for responsible persons (RPs). This is hosted on the NFCC website and was runner up for the Innovation Award at the 2022 Regulatory Excellence Awards.

Title of Paper	Fire Standards Progress Report
Decision or Information	For information
Title and Date of Meeting	Fire Services Management Committee - July 8 th , 2022
Attachments	None

Summary

This paper provides members of the Fire Commission with a summary of the progress on the Fire Standards. The Fire Standards Board last met formally on 15th June 2022.

Recommendations

Members are asked to:

- note the contents of this report for information;
- provide ongoing support to officers in enabling and empowering them to engage in the development and implementation of the Fire Standards both in production and when published; and
- encourage the monitoring of the benefits of the Fire Standards in their services.

Current Status

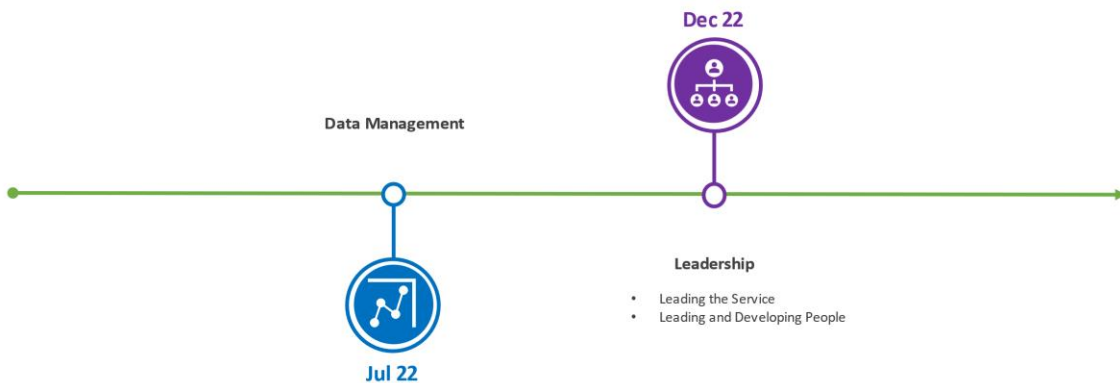
Published Fire Standards



There are now eleven approved and published Fire Standards which are available on the [Fire Standards Board](#) (FSB) website and shown in the timeline figure below.

The second phase of Fire Standards development is progressing with the remaining standards underway shown on the timeline diagram below, with a summary of the current status by standard:

Fire Standards in Development



Development Update

Emergency Preparedness and Resilience

- Consultation on this standard completed in February 2022.
- Quality Assurance will be completed 23rd May and submitted to FSB for final approval.
- Published 31 May 2022.

Data Requirements and Management

- Consultation on this standard completed in May 2022.
- Analysis of the consultation responses took place during May to agree any revisions.
- The post-consultation standard was approved by the FSB for quality assurance in June 2022.
- Expected publication by July 2022.

Leadership and People Fire Standards

- Following a period of development and peer review, it has been agreed two complementary Fire Standards would be developed to cover the following;
 - **Service Leadership** (formerly “well-led” organisation) – setting out what an organisation that is well-led would look like and responsibilities and expectations of operational leaders
 - **Leading and Developing People** – setting out what good recruitment, development and management of people looks like to achieve a competent and motivated workforce

Draft Fire Standards were considered by the board and the peer group during February and March 2022, the conclusions of which were that further revisions would be required.

- Revision work took place along with benchmarking against leadership industry standards and pre-consultation drafts were produced in June 2022.
- Consultation has been approved by the Board and is currently open until September 2022.
- Subject to consultation feedback, it is expected these standards will be published by December 2022.

Remaining Areas for Consideration

A third phase of development work was approved by the FSB at the Board meeting on 15th June 2022. The Board agreed to the following standards for production as part of phase three:

No.	Activity / Potential Fire Standard	Activity Framework Category
1	Fire Control	Service Delivery
2	Communication, engagement, consultation	Cultural and Enabling
3	Commercial and Procurement (Resources)	Enabling
4	Finance and Assurance (Resources)	Enabling
5	Asset Management (Resources)	Enabling

Health and Wellbeing has been considered during the development of the Leadership and People Fire Standards. The NFCC People Programme will be undertaking work and producing products relating to health and wellbeing, however, some of this work will not commence until 2023. Therefore, it is proposed that the need for a separate Health and Wellbeing Fire Standard will be reviewed once phase three is complete and the NFCC People Programme has progressed their programme of work.

The current focus on data for the sector is a priority, with digital and technology to follow thereafter. Therefore, work on a Fire Standard relating to digital and technology may be dependent on a variety of influences which yet are unknown. It is proposed that the progression of this work should be reviewed in 2023. The influences include, but are not limited to:

1. the work of the NFCC Digital and Data Programme;
2. the evolution and impact of the Emergency Service Network;
3. support for services in improving local infrastructure and systems; and
4. evolution of the Incident Recording System and Fire Control Room technology.

It is anticipated that the full suite of standards will total approximately 21.

The FSB has a defined periodic review process in place following publication of a Fire Standard but can initiate an exceptional review should the need arise.

Implementation support

The FSB, through the NFCC Fire Standards and Implementation Teams, will be continuing to support services as they work to achieve the Fire Standards. Implementation tools are provided with all published Fire Standards.

Impact and Benefits Realisation

The FSB are keen to understand the impact of the Fire Standards now that the first standards have been published. As part of both the development process and the consultation on each Fire Standard we ask services about potential impacts.

The FSB will be undertaking engagement activity with services during the summer 2022 to help better understand impacts and review progress to date.

Background notes for 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 9 September 2022.

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 and publications are 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 are shared on the [Fire Standards Board website](#).

Services should now be aware of the requirements being placed upon them through these Fire Standards. Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) 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 are enabled to engage in Fire Standards by releasing their subject matter experts to support development work and peer review through the NFCC where appropriate and feasible.
2. Responding to the Fire Standards consultations as they are published; and,
3. Supporting activities to achieve those Fire Standards through implementation once approved and published.

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 Commission note the report.

Actions

Officers to continue to provide updates to members.

Contact officer: Rebecca Johnson
Position: Adviser
Phone no: 07887 568807
Email: Rebecca.johnson@local.gov.uk

Fire Services Management Committee Update Paper

LGA Annual Conference and Exhibition 2022

1. The LGA's Annual Conference and Exhibition took place between the 28 and 30 June in Harrogate. A workshop session for members of Fire and Rescue Authorities (FRAs) on 'Governance Reform' was held on the Tuesday afternoon.
 - 1.1. The session was jointly Chaired by Cllr Ian Stephens and Cllr Marianne Overton and speakers included Cllr Keith Aspden - Deputy Chair, LGA Fire Services Management Committee and Leader, York City Council and Cllr Darren O'Donovan - Chair, West Yorkshire Fire and Rescue Authority.
 - 1.2. The focus of the session was exploring the implications of the Fire Reform and Levelling Up White Paper for fire and rescue authorities, mayoral combined authorities, and county and unitary authorities responsible for their local fire and rescue service.
 - 1.3. Discussion concentrated on what new accountability and scrutiny arrangements will be needed across the range of fire and rescue authority types, the possibility of redrawing fire and rescue authority boundaries and what enshrining operational independence in law for chief fire officers will mean for those on fire and rescue authorities

Fire Inclusion and Diversity Member Champions Network

2. The LGA's [Fire Diversity and Inclusion Champions Network](#) met following the last Fire Commission on 10 June.
 - 2.1. The network heard from two expert speakers; Tim Powell, Director of People at London Fire Brigade discussed the cultural review underway in LFB; and Cllr Lud Ramsey, who spoke about his own journey from firefighter to councillor and the work that he has been doing in his local area to take EDI forwards.
 - 2.2. We encourage authorities who are in the process of reviewing outside appointments post elections to make sure that you have a representative on the Member Champions Network. The network brings together elected representatives who are responsible for diversity and inclusion issues on their fire and rescue authorities to develop skills to challenge their services to improve in this area.

- 2.3. We would also like to hear from Members any suggestions for topics that the champions network could cover ahead of the next meeting in the Autumn. Please get in touch with Rebecca Johnson for further information Rebecca.johnson@local.gov.uk.

Fire and Rescue Leadership Essentials

3. We still have places available for the next Fire and Rescue Leadership Essentials course which will take place Tuesday 12 July – Wednesday 13 July at Warwick Conference Centre.

- 3.1. The course is fully subsidised and aims to provide an induction to the fire sector and is a great opportunity to network with other fire members, so new fire authority members as well as existing members are encouraged to attend. By the end of the course, delegates will have had the opportunity to:

- Develop a comprehensive understanding of the fire sector, including clarity on duties and responsibilities and develop skills around leadership in FRAs.
- Develop skills around leadership in FRAs.
- Gain a thorough understanding of scrutiny and governance in FRAs and practical skills to apply that understanding.
- Improve knowledge of the key strategic issues facing the sector, including fire reform, building safety, the fire inspections regime and issues around culture, inclusion and diversity in the fire sector.
- Improve knowledge of the key strategic issues facing the sector, including fire reform, building safety, the fire inspections regime and issues around culture, inclusion and diversity in the fire sector.

- 3.2. For more information or to book, contact Grace Collins - 020 7664 3054 or grace.collins@local.gov.uk

Fire Reform Board

4. The inaugural Ministerial Fire Reform Board was held on 29 June, chaired by Lord Greenhalgh Minister for Building Safety & Fire. Cllr Ian Stephens and Cllr Nick Chard both attended the meeting alongside representatives from the Home Office, the National Fire Chiefs Council (NFCC), Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS), the Fire Standards Board and the Association of Police and Crime Commissioners. The Board was set up to assist and advise the Home Office with their objectives set out in the Fire Reform White Paper. Cllrs Stephens and Chard

are using the Board as an opportunity to raise the Committee's and Fire Commission's points about the Fire Reform White Paper's proposals.

5. The first meeting focused on some of the key components of the Fire Reform White paper consultation with Board members offering initial thoughts and feedback on proposals around a Fire College, Fire and Rescue Services Oath, a 21st century leadership course and the NJC Review. The consultation period for the White Paper concludes later in July and the intention is for the Board to take a more in depth look at specific proposals and advise on how these could work in practice and raise any concerns.

Fit for the Future

6. Fit for the Future (FfF), the joint vision for the future of Fire & Rescue services in England has now been endorsed by all three partners - the LGA, National Employers (England) and the National Fire Chiefs Council.
7. Work will now begin on implementing the vision within services and a copy of the updated vision has now been sent to all Fire Authorities.

Governance checklist

8. The LGA has published a [governance checklist](#) for FRAs which provides a high-level, quick reference guide that members can use to consider all aspects of their governance role.
9. The checklist is based around a set of internationally recognised good governance principles developed by International Federation of Accountants and the Chartered Institute of Public Finance and Accountancy and suggests how each might be addressed by FRA members.

Fire and rescue services inspection programme and framework 2023/24

10. The LGA provided a high-level response to Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) consultation on proposed fire and rescue services inspection programme and framework 2023/24.
 - 10.1. Our response welcomed the role of HMICFRS in driving improvement whilst being clear that any changes in inspection need to be balanced to ensure it does not become a burden on services to facilitate it.
 - 10.2. The LGA's Fire Sector Led Improvement Offer was highlighted along with the role we can play supporting the sector to respond to inspection recommendations.
 - 10.3. Our response also called on future inspections to acknowledge the financial issues facing the sector as a result of the cost of living crisis, with increasing costs

in a number of areas, including fuel and utilities as well as pressure on public sector pay.

10.4. The LGA has previously been supportive of governance inspections and would welcome the opportunity to provide feedback in the development of any new inspection process. The key principle would be that all services, regardless of governance type, should be treated in the same way by the inspectorate.

10.5. Our response was clear that the introduction of a new graded judgement of “adequate” would be helpful, but that any criteria for why a service has received an “adequate” judgement when they had previously received a “good” would need to be clearly communicated and articulated.

Leadership and People Fire Standards consultation

11. The Fire Standards Board (FSB) are currently consulting on the Leading the Service and Leading and Developing People Fire Standards.

11.1. Consultation is open until 9th September 2022 and more information including how to respond can be found on the FSB website [consultations page](#).

11.2. The FSB are organising two workshops in July to support services with their responses and answer any questions they may have about the two standards. Please contact the FSB for further information by emailing contact@firestandards.org.

Outside bodies update

12. HMICFRS External Reference Group (ERG): In early May the Inspectorate held its External reference Group with the sector. The Group is chaired by HMI Roy Wilsher and discusses a range of issues on inspection, including findings from the tranches, updating of the inspection programme.

13. ESMCP Fire Customer Group: The Fire Customer Group has continued to meet to discuss the Emergency Services Mobile Communications Programme. We hope to provide a further update at the July FSMC meeting.

14. Strategic Resilience Board: On 19 April the Strategic Resilience Board met. The Board discussed a range of issues on resilience across the UK.

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