

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](#).