

Fit for the Future

Purpose of report

For information.

Summary

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

Recommendation

That members of the Fire Commission note the report.

Actions

Officers to continue to provide updates to members.

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Fit for the Future

Background

1. Fit for the Future (FfF) is an initiative developed in a partnership between the National Employers (England), the Local Government Association (LGA) and the National Fire Chiefs Council (NFCC) (the Partners). This work originated from the joint need to have an evidence-based view of the role of the service going forward, so that the role of employees could be properly defined and agreed in alignment with it.
2. This [initiative lays out a proposal for establishing a common picture, or vision, for the future of fire and rescue services in England](#). Informed by the comprehensive evidence sources available about fire services in England – including the recommendations of the Grenfell Tower Inquiry and the outcomes of inspection by Her Majesty’s Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) – its purpose is to identify what needs to change, and then determine how that change could be delivered by supporting its implementation across all services.
3. The Partners agreed that these aspirations for the future were best outlined in a series of “improvement objectives”, which were derived from collating the data about areas of improvement that had been identified from several separate sources.

Sector Engagement on Fit for the Future

4. To gauge the nature of the challenge in implementing FfF, a consultation was carried out between October and November 2020. The aim of this exercise was to further familiarise and seek the views of a wide range of stakeholders with the work to date.
5. On 26 August 2021, the Partners wrote to all Chief Fire Officers and Fire and Rescue Authority (FRA) Chairs outlining the key issues raised during the consultation and next steps for the ongoing development of FfF.
6. Based on the feedback received, it was determined that a second round of engagement was required to further refine the content and determine the approach to delivering the improvement objectives. Throughout October and November 2021, the Partners will work collaboratively to deliver a series of workshops that aim to:
 - 6.1. Reaffirm the role and purpose of Fit for the Future.
 - 6.2. Develop a joint forward-looking narrative linked to the improvement objectives.
 - 6.3. Agree the approach to implementation of a joint engagement plan across the partner organisations.
7. Two in-person strategic workshops are proposed for Friday, 22 October, and Wednesday, 27 October, and will be held in London. In November, three digital workshops will be convened to cover the more technical aspects of the FfF implementation. FRA Chairs are encouraged to attend the strategic workshops.
8. The aim of this subsequent engagement process is to ensure that there is consensus amongst all who have responsibility for leading the fire and rescue service at a strategic

level. Reaching common agreement about what needs to improve and how the benefits of that improvement can be realised is imperative to the success of Fit for the Future. Further details regarding the workshops, including registrations, will be released in the coming weeks.

Financial Implications

9. All work will be carried out using existing resources within National Employers (England), NFCC and LGA.

Next steps

10. Officers will take forward any decisions as directed.