



## Fire Services Management Committee

<b>Date:</b>	Monday 14 March 2022
<b>Title:</b>	NFCC Update
<b>Presented by:</b>	Mark Hardingham, NFCC Chair
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### 1. Purpose

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

### 2. General Update

#### Home Affairs Select Committee

- 2.1 NFCC Chair Mark Hardingham attended the Home Affairs Select Committee on 2 March alongside Sir Tom Winsor and Roy Wilsher from HMICFRS. The committee questioned the panel on the State of the Fire and Rescue Service covering a broad range of subjects including the Future of the FRS, Prevention and Causes of Fire, On-Call duty system, Response to the pandemic, Funding and Resilience, White Paper and Reform, Industrial Relations, MTA, Governance, Equality, Diversity and Inclusion, Organisational Culture.
- 2.2 The committee hearing is available here <https://parliamentlive.tv/event/index/a401f4ba-1df0-4646-95cc-dcf8b38cb9eb>

#### Joint Emergency Services Interoperability Principles (JESIP) Ministerial Board

- 2.3 JESIP is the foundation for all emergency service joint working and is designed to ensure that the multi-agency response is co-ordinated and effective. Recent inquiries into the Manchester Arena bombing and the Grenfell Tower fire have uncovered a range of learning points about how well JESIP is embedded within the emergency services.
- 2.4 The newly established Joint Emergency Services Interoperability Principles (JESIP) Ministerial Oversight Board is a cross-government and emergency services board, responsible for supporting the multi-agency approach to the embedding of JESIP in the emergency services. It brings together the whole emergency service community, with Ministers from the Home Office and Department for Health and Social Care, with the aim of improving how JESIP is embedded and applied during major incidents.

2.5 In recognition of the multi-agency nature of JESIP, the board will be chaired on a rotating basis by the Minister for Security and Borders, Minister for Building Safety and Fire, and Minister of State for Health.

2.6 The NFCC, together with LGA and APCC are represented at the Board.

#### NFCC Academic Collaboration Evaluation and Research Group - ACER

2.7 Research findings are one of the key drivers for change for all organisations. Every year academics from all over the world publish substantial research related to the fire and rescue service. Additionally, research carried out in other sectors, such as the automotive or building industries, may have equal importance or relevance to UK fire and rescue services.

2.8 In addition, many individuals in the FRS undertake research as part of their continued professional development and further education but the extent to which their research findings are shared and acted upon is limited.

2.9 We have no established and formal route through which research can be gathered, reviewed and analysed to bring it into context for the NFCC or the services. This results in the sector being unaware or having limited access to research which could have implications for, or support the work of, both the NFCC and the services. It also limits our ability to keep up with current evidence-based thinking, act on learning research may highlight, or identify emerging trends.

2.10 In addition, we are not maximising the opportunities available to commission and fund research nor are we coordinating research requests. This may mean we are duplicating research requests, that we are not necessarily prioritising the right research and we may be missing out on opportunities to gain funding and support for research from academia itself or sources outside of the sector.

2.11 To remedy this situation the NFCC have agreed to establish the ACER Group. Many in the academic world are keen to improve this situation and currently there is support for this group from them. Expressions of interest from academics will be sought to chair this group and then, alongside Vice Chair CFO Justin Johnston, the group will invite further academics to join the group alongside NFCC colleagues. The group will be established later this year.

#### Grenfell Tower Inquiry Recommendations

2.12 NFCC have recently collated updates from every FRS on their progress against the current recommendations from the Grenfell Tower Inquiry. A covering summary report is being drafted which will be presented to the next Grenfell Tower Recommendations Board chaired by the Fire Minister. The survey findings will inform the next Quarterly thematic update on progress against the Grenfell Tower Inquiry Phase 1 recommendations published by the Home Office.

#### FireKills Campaign – Lets Prevent It

2.13 NFCC and the Home Office have been working in partnership to plan the media advertising for the Fire Kills campaign for England in 2021/22. National advertising began on 21 February and will run for three weeks until 13 March, across TV, radio and social media in England.

- 2.14 The project team was put together in early January and coordinated by NFCC's Prevention Committee chair, CFO Neil Odin. The team worked to ensure all agreements across the Home Office and creative agencies were in place and commissioned a media planning and buying agency to secure suitable channels for the campaign's target audiences.
- 2.15 NFCC has a long standing and close partnership with the Fire Kills campaign and were delighted to step in and support Home Office with the delivery of the national advertising.
- 2.16 FRS teams have been asked to schedule social media using the assets and **#FireKills** to support national advertising in reaching local communities. Supporting toolkits can be found here: <https://www.nationalfirechiefs.org.uk/Campaigns>



### 3. Portfolio Update

#### People Programme

- 3.1 The People Programme is progressing well and has been scoping the work for 2022/23 with stakeholders including the NFCC HR Forum, Home Office and HMICFRS. 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.

Project	Update
Leadership	<p><u>Coaching and Mentoring</u></p> <p>As part of the joint procurement exercise along with the Supervisory Leadership Development Programme the contract has been awarded to Coaching Focus who have existing experience providing services to the FRS.</p> <p>The team is building the list of FRS that have coaches or mentors they wish to include on the portal and a pilot group who will test the portal for functionality. Once the portal development is complete it will be submitted for approval by the project and programme board and should be launched in April/May.</p>

	<p><u>Talent Management Framework</u></p> <p>The consultation on the framework completed in December and the team is now reviewing responses and finalising the content. This will be submitted for technical editing, final design and then approval by the project and programme board and should be launched in April/May.</p>
Supervisory Leadership Development	<p>The project recently awarded the contracts for both the portal and the training programme development to Chartered Management Institute. The team will now focus on developing the training programme based on the feedback from the consultation conducted last year and then piloting the programme with FRS.</p>
Direct Entry	<p>NFCC Council has agreed the option to be delivered by the project will be a model direct entry programme funded by individual FRS, with central recruitment and delivery support and coordination from NFCC.</p> <p>The project is now working with a group of early adopters to refine the requirements of both the recruitment process and the training programme. The procurement of a recruitment consultant is underway with the contract being awarded by the end of March.</p>
Equality, Diversity and Inclusion	<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 the next quarter.</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 which was 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 Research Hub along with a literature review identifying the key findings and also gaps where future research may wish to focus.</p>
Recruitment	<p>The development of content for the recruitment hub is now well underway with the consultation beginning in February using <a href="http://ukfrs.com">ukfrs.com</a> to ensure user functionality can also be tested as part of the consultation.</p>

Working Patterns	The products of this project are now in the process of being approved for publication, the full toolkit consisting of Working Patterns Case Studies, Case Studies Implementation Toolkit and Research Paper – Challenges in Maintaining On-Call Working Patterns will be launched in the next quarter.
Review of National Occupational Standards	The functional analysis that was previously commissioned by Steering Group has now commenced using the consultant Red Quadrant who intend to complete the work by early April. A survey looking at the current use of National Occupational Standards will support this work and is due out in February.
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 &amp; 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>

### Digital and Data Programme

3.2 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 and Data strategy is underway to ensure alignment with NFCC Fit for the Future strategy and Home Office and HMICFRS data strategies. It is anticipated that the review will produce separate but complementary strategies for both Data and Digital.</p> <p>NFCC engagement has included participation in the NFCC 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</p>

	<p>priorities within the programme. This role will also inform and lead the data analytics capability.</p>
National Data Standards	<p>The draft Data Governance and Management Fire Standard was shared for peer review in January 2022, with a wider consultation due to follow later in February 2022</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 DDP has agreed to lead a project to map the current fire data landscape to baseline and inform requirements for such a system.</p>
Data Analytics	<p>The Digital and Data Programme has secured the resources to fund a fulltime NFCC Data Lead and have recruited a secondee into the role for an initial 6 months. The 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>
Engage, Promote, Motivate, Collaborate	<p>Following a successful recruitment campaign, the programme now has a cadre of circa 17 volunteers from the existing fire sector analysts 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 Spring 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>

## Community Risk Programme

3.3 The CRP now has five projects in flight; an update on developments is provided below:

<b>Project</b>	<b>Update</b>
Definition of Risk (DoR)	<p>The Project delivered the draft Developing a National Risk Methodology Proof of Concept for Domestic Dwelling Fires in October 2021. The report was approved by the CRP Board and progressed to consultation in November 2021. 37 FRSs responded to the consultation with 34 FRSs stating they would adopt the methodology. Following consultation, minor amends were made to the report to enhance useability, no changes were made to the methodology. The report was subsequently presented to NFCC Steering Group in January 2022, where it received support to progress to publication.</p> <p>Work is now underway to develop risk assessment methodologies for other hazardous events where there is evidence to show there is value in doing so</p>
Community Risk Management Planning (CRMP) Guidance	<p>The guidance project has four pieces of approved guidance that are being loaded to the website: Data and Business Intelligence, Defining Scope, Public Consultation and Stakeholder Engagement, and Equality / Person Impact Assessments.</p>
Economic and Social Value of the UK FRS (ESV)	<p>The final project report was delivered in early January 2022 and approved with minor corrections by the ESV board. Once these minor corrections have been completed and then in turn approved by the ESV board their project will begin the consultation phase.</p> <p>The precise nature of the consultation phase is currently being discussed and formulated. NTU have agreed to continue to support further iterations of the project, in terms of updating formula, providing explanations during the dissemination phase and potential collaboration in future phases.</p> <p>A review of the old “family groups” for use in statistical dissemination has been approved by NFCC Steering Group and is currently being initiated.</p> <p>A procurement process for the next stage of the project, namely the commission of software for individual services to calculate value is live and will be concluded in March.</p>
Competencies for Risk Managers	<p>In December 2021, Exact Consulting were recruited to deliver two Competency Frameworks that will be reviewed by the Project Board in Q4 and shared with the Programme Board for sign-off. They are currently in the initial stage of the consultancy and have been meeting with NFCC stakeholders to define the scope of the frameworks.</p>

Evaluation of FRS Interventions	The project infrastructure is now being developed and an initial Project Board has been recruited. The project team met in February to start scoping project outputs and deliverables.
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### Prevention Programme

- 3.4 The last Prevention Programme board meeting was held on 10 December 2021. A quarterly newsletter has been launched which covers the work of the Prevention Programme, Prevention Committee and the NFCC National Campaigns. An edition was produced in November 2021. This has received positive feedback from Fire and Rescue Services and wider stakeholders

Project	Update
Safeguarding Fire Standard	<p>The Safeguarding workstream is now part of the Prevention Programme as the work is now broader than CYP. It has been agreed to fund part of this work by the programme and a business case has been submitted to the Home Office in relation to legislation change.</p> <p>An over-arching Safeguarding Fire Standard has been finalised and approved by the Fire Standards Board. The programme is engaged with the development of a promotional tool for the new safeguarding fire standard which will be launched with the standard.</p>
Person-Centred Approach Project	<p>A series of regional workshops have been hosted to support the development of the Person-Centred Framework (PCF). All FRS attended a face-to-face regional workshop. An action plan has been set up to take forward the outcomes of the workshops.</p> <p>The PCF project is focussing on data collection, evaluation, building a competency framework and launching a learning tool with key information about a person-centred approach (and safer behaviours) to the sector.</p> <p>An Evaluation Sharing Session was hosted by the programme with 18 Fire and Rescue Services attending. A further session is being held in March 2022.</p> <p>The Prevention Programme is working in partnership with the Home Office to deliver and evaluate the National Fire Kills campaign and extend the work of Staywise.</p> <p>Work has progressed to establish a project group with representatives from the NFCC, Fire and Rescue Services and NHS colleagues on research evidence on the links between mental health, fire ignitions, fire risks, injuries and deaths. This work is being supported by an academic partner and the NFCC Mental Health Board</p>



#### **4. NFCC Protection Policy and Reform Unit (PPRU) Update**

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

##### Protection Uplift Grant

- 4.2 During December the PPRU held Protection Uplift review meetings with all 43 English FRS, to review progress and capture any changes to spending plans, understand any challenges and barriers to spending, and to provide Home Office with assurance that FRS are continuing to spend and have robust plans in place for the balance of their grant funding.
- 4.3 Data was submitted to the Home Office after these review meetings, and it is expected that payment of the second 50% of the 2021/22 Protection Uplift Grant will be made to English FRS in February.
- 4.4 In January all English FRSs completed their Q3 Protection Uplift returns. Analysis and quality assurance of the data is still ongoing, but initial figures suggest approximately £2.9m was spent by services during Q3 2021 – the largest quarterly return to date, suggesting that the PPRU review meetings, engagement, communications and sharing of good practice is having a positive effect on spending.
- 4.5 PPRU are entering into partnership with West Midlands Fire Service to develop the Tymly online portal for capture of Protection Uplift returns moving forward. This will simplify and automate more of the process for FRS and provide a greater level of data analysis for PPRU and Government.
- 4.6 The Minister for Building Safety and Fire intends to write to Chief Fire Officers and ask for their ‘top 3 best practices’ in regard to protection uplift. PPRU have requested input into this letter.

##### Building Safety Programme

- 4.7 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.
- 4.8 In January the PPRU wrote to the Minister for Building Safety and Fire outlining our position on the provision of Personal Emergency Evacuation Plans (PEEPs). A copy of this letter was also shared with Heads of Protection and Chief Fire Officers/Chief Executives.
- 4.9 A review of the Simultaneous Evacuation Guidance (SEG) began in Q3. Workshops have been held with stakeholders and to date over 400 comments have been received. These are being reviewed with a view to publishing revised guidance in Q1 2022.
- 4.10 The newly established Guidance Technical Group (GTG), chaired by PPRU, has completed consultations with FRS on the Home Office series of Short Guides, with the comments and recommendations now returned to Government to write revised versions ahead of commencement of the Fire Safety Act.
- 4.11 A review of the Purpose-Built Blocks of Flat (PBBF) guide is due to commence shortly.

### Building Risk Review (BRR) Programme

- 4.12 The Ministerial commitment to assess all high-rise residential buildings by the 31 December 2021 was met.
- 4.13 A final report including thematic summary for the new Building Safety Regulator and overall review of the BRR programme for Government partners is underway.
- 4.14 Following the Secretary of State announcement on the 4 January that effectively set out revised priorities for the Government Building Safety Programme, and the aspiration to bring forward an additional £4bn of building safety funding from developers, the PPRU have been engaged with government partners on options to assess fire safety issues in medium rise residential buildings (MRRBs). Communications and consultation with FRS on the outcomes of this will begin in the next few weeks.

### Service Delivery

- 4.15 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 October – December. PPRU continue to drive engagement with the platform, targeting those with the lowest activity, and gather feedback from users to improve functionality.
- 4.16 During Q3, two National Protection Learning Notes and supporting animations were produced on Care Home Staffing and Evacuation, and Collaborative Reporting of Safer Structures (CROSS); an interactive e-learn on Smoke Control in blocks of flats; and a preliminary guidance note on Higher Risk Occupancies.
- 4.17 The Competency Framework for Fire Safety Regulators is now out for consultation with a closing date of 4th March for comments, prior to the review commencing. The comment resolution and review is expected to take between 6-12 months.
- 4.18 Thanks to funding secured through the Regulators Pioneer Fund, West Sussex Fire & Rescue in partnership with the PPRU are producing an interactive Fire Safety Awareness tool for responsible persons (RPs). This will be hosted on the NFCC website.