

Item Number	Item 4 – Paper 2
Title of Paper	Fire Standards Delivery Plan – Progress Update
Decision or Information	For information
Date of Meeting	12 October 2020
Presented by	Joy Flanagan
Attachments	Appendix A – Operational Response Fire Standards Consultation Responses Summary

Summary

This paper provides the Board with an update on progress that has been made in developing the Fire Standards included as part of phase one.

Recommendations

That the Board note the contents of the paper.

Fire Standards Development - Progress Highlights

The table on the following pages summarises the progress made against each Fire Standard included in phase one. Highlights since the last meeting include:

- Consultation on the Operational Response Fire Standards has now closed and analysis of the responses are underway; an initial summary report is provided at **Appendix A**;
- Two Fire Standards are about to start consultation (Code of Ethics and Community Risk Management Planning) – see Item 5 – Paper 3;
- Scoping work on the Fire Protection Fire Standard has begun and a working group is being established to support the first Fire Standard in this area;
- A meeting to begin scoping work on the Fire Standards for Fire Prevention is planned for October;
- Six Fire Standards (Emergency Response Driving, Operational Response – Preparedness, Competence and Learning; Community Risk Management Planning and Code of Ethics) are still on track to be signed off by the Board by the end of December (subject to the results of their respective consultations) and then quality assurance carried out before final approval and publication in early 2021.
- Two Fire Standards (Fire Protection and Prevention) are in Stage 1 (scoping and timelines) but subject to the results of their respective consultations, are still on track to be presented for sign off by the Board and then approval and publication before the end of the financial year in March 2021.

Fire Standards Implementation Support

As part of providing central national support to services as they work to achieve the Fire Standards and implement national guidance (where relevant), a new capacity is being established within the CPO team. This engagement team will focus on connecting services together; providing support with implementation where its required; identifying good practice and approaches; and then pointing others to that support.

The three Operational Response Fire Standards are a good example of where this additional layer of support is needed as the HMICFRS identified that how services have implemented the guidance that underpins these Fire Standards (National Operational Guidance - NOG and National Operational Learning – NOL) varies considerably.

In preparation for the consultation responses and feedback on these Fire Standards, work to develop an online implementation guide has commenced. The guide will be designed as a self-help tool which services can draw on and pull information from as they need to help them achieve the Operational Response Fire Standards.

The guide will be developed with input from services who are further advanced with their implementation of NOG and NOL. It will contain identified good practice and highlight possible barriers with implementation and suggest how services may overcome these. It will also contain an implementation progress tracker to help services monitor their service's implementation progress. This is especially key as often the lead officer for implementation work at a local level can change before a service has fully implemented guidance. A progress tracking tool could act as a handover tool when staff changes occur but also help services avoid duplication of work already completed and speed up implementation within their service.

Initial contact has been made with several services that have expressed an interest in being involved in a working group to advise on and help identify what the guide should contain. Strategic representatives from Kent FRS, the East Midlands region, Tyne and Wear FRS, Durham and Darlington FRS, West Sussex FRS, Gloucestershire FRS and London Fire Brigade have all expressed an interest in getting involved in this project. Content will be identified and developed through dialogue with the services.

Fire Standards Development - Progress summary against governance stages

Activity Area for Fire Standard	Stage 1 (Scoping)	Stage 2 (Development to post-consultation draft)	Stage 3 (Final governance sign off, approval)	Expected publication date (Post QA)	Summary of progress to date	Next steps
Pilot Fire Standard – Emergency Response Driving	Complete	In progress	Dec 2020	Feb 2021	<ul style="list-style-type: none"> Awaiting outcomes of discussions with DfT regarding legislation and impact on services 	<ul style="list-style-type: none"> Proposal to present the Fire Standard as is to the Board in Dec 2020 for sign-off and then approval Review underpinning guidance in light of outcomes of NFCC / Home Office / DfT discussions
Operational preparedness	Complete	In progress	Dec 2020	Feb 2021	<ul style="list-style-type: none"> Being led by the NFCC Operations Committee 	<ul style="list-style-type: none"> Consultation results collated, analysed and full findings report produced by early Nov 2020. Any revisions to the Fire Standards to be authorized by the NFCC Operations Committee Re-present the post-consultation draft Fire Standards to Board for approval in Dec 2020
Operational competence	Complete	In progress	Dec 2020	Feb 2021	<ul style="list-style-type: none"> Draft Fire Standards completed Peer review completed in Jun 2020 	
Operational learning	Complete	In progress	Dec 2020	Feb 2021	<ul style="list-style-type: none"> Consultation completed in Sep 2020 Implementation impacts identified Work to establish an implementation working group to support services - initiated Jul 2020 Development of implementation guide in progress. Summary of consultation findings presented to Board in Oct 2020 	

Activity Area for Fire Standard	Stage 1 (Scoping)	Stage 2 (Development to post-consultation draft)	Stage 3 (Final governance sign off, approval)	Expected publication date (Post QA)	Summary of progress to date	Next steps
Code of Ethics	Complete	In progress	Jan 2021	Feb 2021	<ul style="list-style-type: none"> Being led by NFCC People Programme (Leadership Project) Development of the Core Code of Ethics has completed alongside the completion of the draft Fire Standard Consultation of both Fire Standard and Core Code of Ethics commenced in parallel early Oct 2020 for 4 weeks 	<ul style="list-style-type: none"> Consultation responses to be collated analysed and findings report produced during Nov 2020 Consultation will identify potential impacts and challenges for consideration by the Engagement Team Post-consultation draft and supporting Core Code of Ethics to be re-presented to Board Dec 2020 (subject to consultation)
Risk Management Planning	Complete	In progress	Dec 2020	Feb 2021	<ul style="list-style-type: none"> Being led by the NFCC Community Risk Programme (CRP) Fire Standard drafted and peer review completion due by 9 Oct 2020 Complete peer review and revise draft if required 	<ul style="list-style-type: none"> Consultation planned start by mid Oct 2020 Consultation responses to be collated analysed and findings report produced by early Jan 2021 Post-consultation draft to be re-presented to Board virtually in Jan 2021 (subject to consultation)
Leadership	In progress	In progress	By Feb 2021	Apr 2021	<ul style="list-style-type: none"> Being led by NFCC People Programme (Leadership Project) Commissioning Brief amended following Board feedback to clarify and confirm the Board's requirements Commissioning Brief to be shared and discussed with NFCC Lead in Oct 2020 	<ul style="list-style-type: none"> Timeline for development reviewed by the Project Team Drafting of the Fire Standard followed by peer review likely to start in early Nov 2020 Target for consultation to start Jan 2021

Activity Area for Fire Standard	Stage 1 (Scoping)	Stage 2 (Development to post-consultation draft)	Stage 3 (Final governance sign off, approval)	Expected publication date (Post QA)	Summary of progress to date	Next steps
Fire Protection	In progress	Not started	By Mar 2021	May 2021	<ul style="list-style-type: none"> Being led by the NFCC Protection, Policy, Reform Unit (PPRU) Scoping meeting taken place late Sep 2020 Working group of SMEs to support drafting work being established – target first meeting early Oct 2020 Drafting work on Fire Standard initiated 	<ul style="list-style-type: none"> Timeline for development reviewed and agreed Draft Fire Standard produced before Dec 2020
Prevention interventions	To be scoped	Not started	By Mar 2021	May 2021	<ul style="list-style-type: none"> To be led by the NFCC Prevention Programme Scoping work yet to be initiated – programme being established Sep 2020 	<ul style="list-style-type: none"> Introduction meeting with programme team scheduled for early Oct 2020 Identify any existing related work and activities that may underpin and support this/these Fire Standard(s)
Selection and recruitment, including fitness standards	To be scoped	Not started	Not started	TBC	<ul style="list-style-type: none"> To be led by the NFCC People Programme May be redefined once scoping on Leadership is completed Decision on way forward expected by Dec 2020 Board meeting 	<ul style="list-style-type: none"> Review and consider specific requirements of this Fire Standard(s) as part of scoping work on the Leadership Fire Standard

Activity Area for Fire Standard	Stage 1 (Scoping)	Stage 2 (Development to post-consultation draft)	Stage 3 (Final governance sign off, approval)	Expected publication date (Post QA)	Summary of progress to date	Next steps
Promotion and succession planning	To be scoped	Not started	Not started	TBC	<ul style="list-style-type: none"> To be led by the NFCC People Programme May be redefined once scoping on Leadership is completed Decision on way forward expected by Dec 2020 Board meeting 	<ul style="list-style-type: none"> Review and consider specific requirements of this Fire Standard(s) as part of scoping work on the Leadership Fire Standard
Fire and rescue service data requirements and management	To be scoped	Not started	Not started	Jul 2021	<ul style="list-style-type: none"> To be led by the NFCC Digital and Data Programme Scoping to be initiated Nov 2020 	<ul style="list-style-type: none"> Programme to review and consider specific requirements of this Fire Standard

Key:

	On track for target publication date
	Not yet scoped or potential slippage or issue that is being managed
	Issue requires Board intervention

ITEM 4 - APPENDIX A

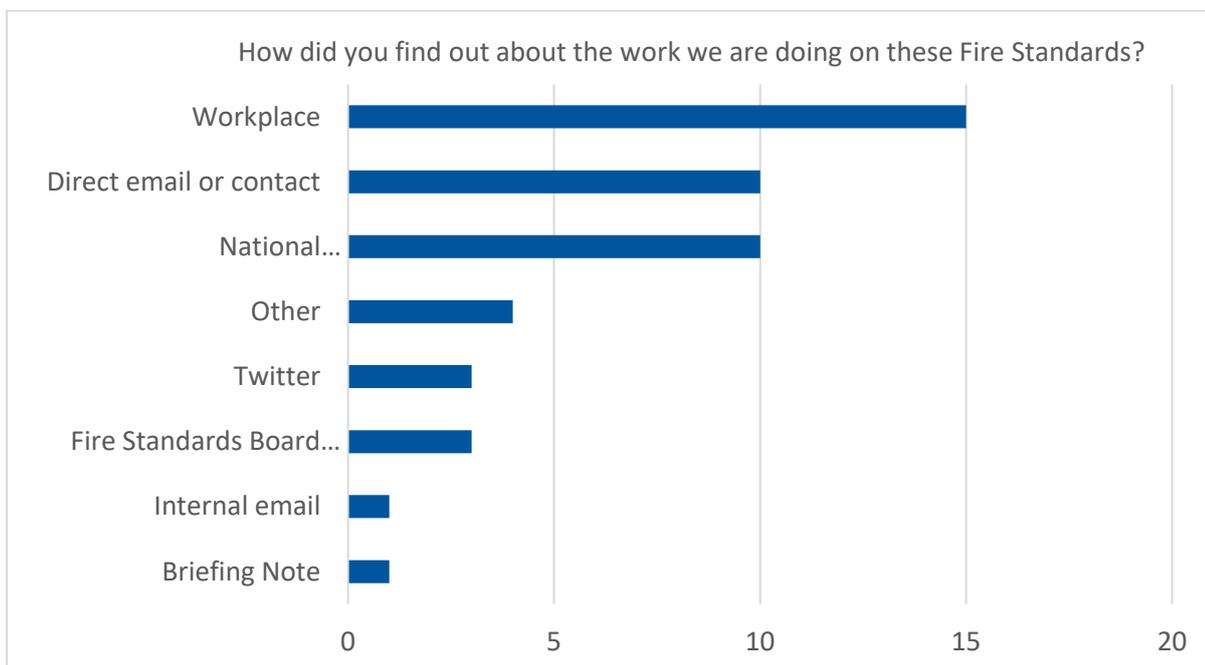
Operational Response Fire Standards Consultation Feedback Summary

This report provides an initial summary of the key findings and statistics from the consultation on the Operational Response Fire Standards. Work is underway to consider all of the detailed comments (*see the tables on page 3 for totals*) provided on each Fire Standard after which recommendations to amend the draft Fire Standards may be made back to the Board at December meeting.

Overview of responses

Type of response	Number	Notes
Fire and rescue services	37	Cornwall, Cumbria, Dorset & Wiltshire, Humberside, North Yorkshire and Warwickshire all submitted multiple responses
Individuals	4	All from South Yorkshire
Other organisations	3	Fire and Rescue Services Association, Fire Officers Association and South Western Ambulance Service (partial response)
Total	50	

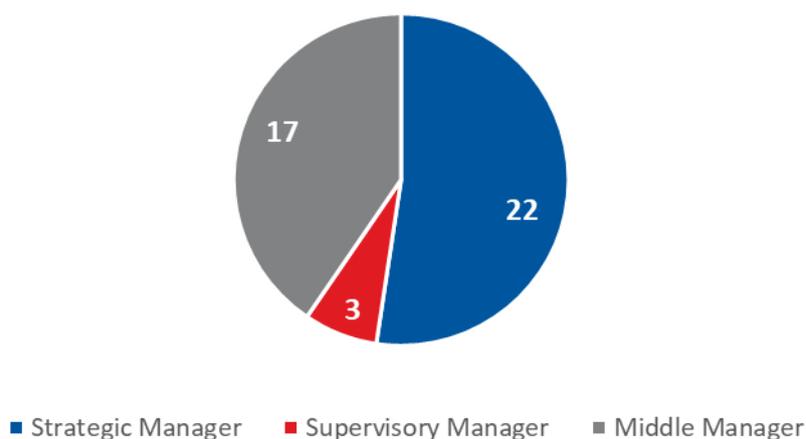
- **A third of the responses (33%)** found out about the work we are doing and the consultation on these Fire Standards through the **NFCC Workplace sites**



About those who responded

- **82%** said **they have influence** in ensuring their service aligns to the Fire Standards
 - **52%** of those who said this are **Strategic Managers**
 - **40%** of those who said this are **Middle Managers**
 - **7%** of those who said this are **Supervisory Managers**

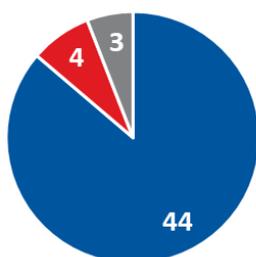
Level of responsibility of those who answered Yes



The Fire Standards

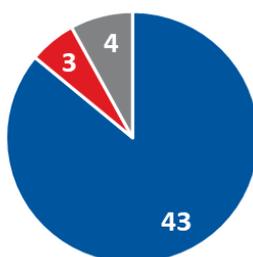
- **90%** of those who responded said that the Fire Standards were **clear and easy to understand**

Operational preparedness



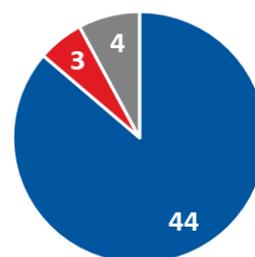
■ Yes ■ No ■ Not responded

Operational competence



■ Yes ■ No ■ Not responded

Operational learning



■ Yes ■ No ■ Not responded

These tables show the number of comments were received about each part of each Fire Standard. Each comment will be reviewed and considered as part of the analysis.

Operational Preparedness:

Section of the Fire Standard	Number of responses saying there are errors and/or omissions	Number of comments provided
Desired outcomes	23	15
What is required to meet the standard	30	21
Legal requirements or mandatory duties	23	17
Expected benefits of achieving the Fire Standard	24	12
Linked qualifications, accreditations or Fire Standards	24	18
Guidance and supporting information	24	8

Operational Competence:

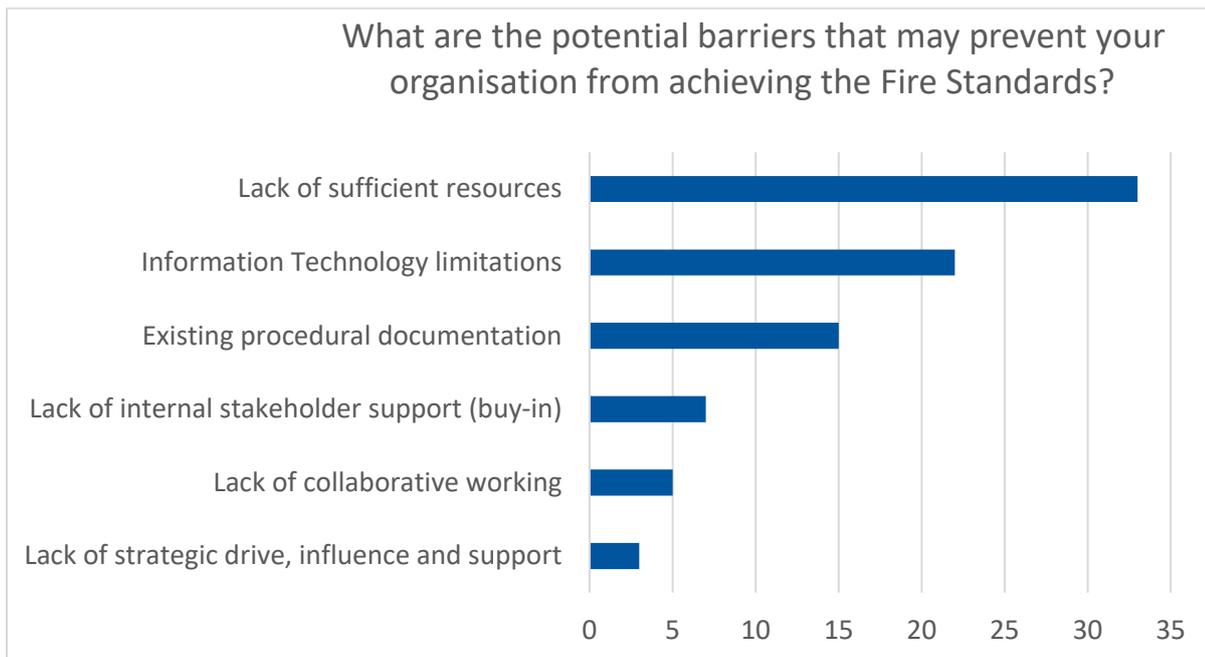
Section of the Fire Standard	Number of responses saying there are errors and/or omissions	Number of comments provided
Desired outcomes	21	6
What is required to meet the standard	27	23
Legal requirements or mandatory duties	22	12
Expected benefits of achieving the Fire Standard	25	12
Linked qualifications, accreditations or Fire Standards	23	13
Guidance and supporting information	19	8

Operational Learning:

Section of the Fire Standard	Number of responses saying there are errors and/or omissions	Number of comments provided
Desired outcomes	19	12
What is required to meet the standard	26	17
Legal requirements or mandatory duties	18	10
Expected benefits of achieving the Fire Standard	24	15
Linked qualifications, accreditations or Fire Standards	23	10
Guidance and supporting information	21	5

Impact on services

- **49%** indicated that they would expect to achieve the Fire Standards **within 1-2 years**
- **72%** said that lack of sufficient resources was a barrier to implementing NOG / the Fire Standards
- **47%** said that Information Technology limitations was a barrier
- **3 responses mentioned Covid-19** as a potential barrier to implementation



Implementation

These findings align to our plans to provide implementation support to services through our engagement team.

- **77%** of those who responded said that **further implementation support** from the NFCC would be useful

Services said they would find the following support useful, in order of priority

1. Individual service engagement support
2. Regional workshops
3. A list of common barriers and solutions faced during implementation
4. Regular briefings on leading service progress
5. National workshops
6. Video case study of a service's journey through Fire Standards / NOG implementation
7. Visibility of national progress

Benefits

- **88%** of responses said that if the Fire Standards are implemented and embedded, the **benefits we identified would be realised**

