



Fire and Rescue Service
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Please ask for Kay Johnson
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SERVICE IMPROVEMENT AND EQUALITY COMMITTEE

Wednesday 25 January 2017

***10.30 am**

Visitors Dining Room
Fire and Rescue Service Headquarters
Pirehill

***Please note the time of the meeting**

A Chairman/Vice Chairman's Preview, for Mr G R Martin and Miss S A Bowers only, has been arranged for 10.00 am

Howard Norris
Secretary to the Authority
16 January 2017

A G E N D A

PART ONE

1. Apologies
2. **Declarations of Interest**
3. **Minutes of the Service Improvement Committee held on 24 October 2016**
4. **Corporate Safety Plan 2017/20 Progress Report**
Report by Mr Bob Preston, Corporate Safety Plan Manager
5. **Fire Reform - Equality and Diversity Implications**
Report of the Equality and Diversity Manager
6. **Date of Next Meeting**

The next meeting of the Service Improvement Committee is scheduled to be held on Monday 24 April 2017 at 2.15 pm.

7. Exclusion of the Public

The Chairman to move:-

“That the public be excluded from the meeting for the following items of business which involve the likely disclosure of exempt information as defined in the paragraphs of Part I of Schedule 12A of the Local Government Act 1972 indicated below”.

PART TWO

8. Exempt Minutes of the Service Improvement Committee held on 24 October 2016

(Exemption paragraph 2)

9. Operational Assurance Update

(Exemption paragraph 2)

Report and presentation by Mr Neil Burton, Operational Assurance Manager

Possible Items for Scrutiny

Members are asked to consider if any of the items that have been considered by the Committee at its meeting today are in need of further scrutiny and whether the item should be referred to the Scrutiny and Performance Committee for further examination.

**MINUTES OF THE SERVICE IMPROVEMENT AND EQUALITY COMMITTEE HELD ON
24 OCTOBER 2016**

Martin, G R (Chairman)

Banks, Mrs K M
Davies, P R

Finn, T V
Taylor, J W

Apologies:- Bowers, Miss S A, Day, W D; Deaville, M A and Mitchell, Ms C

Also in attendance: Mr G Luznyj, Director of Prevent and Protect; Mr B Preston, Corporate Safety Plan Manager; Ms D Dunlevey, Equality and Diversity Manager and Mr N Gordon, Watch Manager Emergency Response Team.

PART ONE

Documents referred to in these minutes as schedules are not appended but will be attached to the signed copy of the minutes. Copies, or specific information in them, may be available on request.

Minutes of the Service Improvement and Equality Committee held on 5 July 2016

29. Ms Dunlevey referred to the comment in the minutes regarding young people always being on their phones and indicated that it was not just young people and that they had to be careful not to single out one section of the community.

Officers discussed the statistics relating to RTC injuries being available through STATS 19, this was clarified as being through STATS 19 and MAST.

30. **RESOLVED** – That the Minutes of the Service Improvement and Equality Committee held on 5 July 2016 be confirmed and signed by the Chairman.

Corporate Safety Plan 2017/20 Progress
(Schedule 1)

31. The report and the presentation given by Mr Preston provided an overview and opportunity for discussion regarding the Corporate Safety Plan (CSP). It reviewed the ongoing work of the consultation process for development of the Corporate Safety Plan 2017/2020.

The presentation focused on the development of the consultation process, specifically the outcomes of the survey available through the website and available at all stations.

The role of the CSP Manager is to work with Department and Service Delivery Group Leads, ensuring our activities are targeted and show a link to the five priorities set out within the CSP.

The consultation process on the Corporate Safety Plan for 2017/20 was undertaken over 12 weeks from 25 July to 16 October 2016 following guidance from Howard Norris, Secretary to the Authority. As had happened for the previous CSP Hall Tests were used to seek the views of the public. As the consultation had closed there would be no additional group discussions but officers would still take feedback right up to the production of the CSP. The final results had been collated and Members were advised that 601 Hall Test Interviews were undertaken and 313 online surveys were completed, which had exceeded Service expectations.

Mr Taylor commented the Hall Tests were not undertaken in all areas eg Newcastle was missing. He enquired as to why Newcastle had not been included, as the public of Newcastle may also have wished to undertake the Hall Tests. Mr Preston advised that the consultation company had determined where to gather the data. The company were unable to cover all areas within their £16,000 payment, but this issue would be taken on board the next time that the consultation was run. Mr Taylor commented that no one included the recognition where we make mistakes and asked why the Service did not recognise the learning from these. Mr Luznyj advised that in the current Safety Plan there was priority around workforce development which overtly said that the Service was committed to continually learning. The CSP took on board the Authority's and the Service's commitment to learning.

Mr Finn commented upon the possibility of sending a briefing paper to all driving schools in relation to texting and using a mobile phone whilst driving, as they were in contact with the right "audience" eg learner drivers. Driving schools could get the message over early in their driving careers. Mr Luznyj advised that he knew of two areas where this information was being disseminated. Advanced driving instructors were working with the Safer Roads Partnership delivering safety messages, in a scheme called 'The Honest Truth' which was set up by Fire and Police in Devon and Somerset. Community Fire Stations in Stone and Cannock were being used as driving test centres and these could also be used as a platform to deliver that message.

Mr Davies enquired whether a summary of the outcomes of the survey would be available on the website. Mr Preston advised that officers had been through the surveys and collated the issues. Learning had been identified to ensure that the Service could improve going forward. This information would be made available on the Service website.

Mr Preston gave a presentation to Members which was based upon the quantitative data gathered through the consultation process. It outlined:- the participant demographics including age, gender, SFRS employment, SFRS employment status, disability, sexual orientation, ethnicity and religion. The slides showed the detail of responses to the questions asked during the process and showed whether the public were "very positive", "positive", "did not know", "reasonably negative", and "very negative".

In the main the response to the questions would set what the Authority/Service were aiming to do and what may happen over the period of the next Safety Plan. All questions received an overall positive response apart from in relation the Questions 8. In response to Question 8 with regard to "the possibility of the Service being bought under the Governance of the Office of the Police and Crime Commissioner...." the overall average was negative but the responses were controversial and divided.

With regard to the funding of the Service “seeking grants” showed as the most positive response. All funding solutions received positive responses except increasing Council Tax, which showed a weighted “average” response.

Mr Finn commented on applying for grants as a Community Interest Company (CIC) or a Charitable Incorporated Organisation (CIO). Mr Luznyj commented that built into the remit of a CIO would be the ability to apply for grant funding. The Service would be looking at the funding model and look at how it could deliver prevention and intervention. This could be done through a CIO.

Members thanked Mr Preston for his presentation.

32. **RESOLVED** – That the 2017/20 Corporate Safety Plan update be noted.

Equality and Diversity Update (Schedule 2)

33. Ms Dunlevey presented a report which updated the Committee on a selection of strategic and practitioner level activity demonstrating equality and diversity input to support the Service purpose and objectives.

Chaplaincy - The Service chaplains were now to have an external remit to work with the Service in identifying vulnerability in the communities. Some vulnerable people in the community were only known to the church. The chaplaincy cohort had now been placed under the volunteering umbrella.

Refugee and Asylum Seekers - The Service was developing a relationship with refugees and asylum seekers within its communities. The Service was supporting and advising the local authority partnership areas where the Home Office ‘Syrian vulnerable person resettlement programme’ is operating.

Advocacy - The Service has a cohort of volunteers in place who support service delivery appropriately to this role. For some specific community profiles an advocate may be more appropriate ie an individual from within an, at risk, community for instance the Gypsy, Roma, Traveller communities, the Gay, Lesbian and Bisexual (LGB) Community. Work was being developed in this area and this was outlined further within the report.

Wellbeing, Equality and Culture Steering Group - The Service’s ‘Wellbeing, Equality and Culture Steering Group’, Chaired by the Deputy Chief Fire Officer/Deputy Chief Executive, is progressing to be an active working group. The Service understands that should an organisation not actively work in these areas then the impact for service users and staff alike could be damaging. A couple of events were planned. A “Mens Day” and a “Womans Day” were being held to cover issues such as the menopause and prostate cancer which were specific to gender, although either gender could attend should they want to.

Woman’s Event - Following the success of the 2015 women’s event ‘The Contribution Women make to a Safer Staffordshire’ the Service was hosting a follow-up event on 3 November 2016 at Yarnfield Conference Centre. The event would be opened by Chairman of the FRA Stephen Sweeney with presentations from Becci Bryant, Professor Liz Barnes

recently appointed Vice-Chancellor of Staffordshire University, Dr Anna Einarsdottir Organisational Behavioural expert from the University of York, Danny Flynn CEO North Staffs YMCA and Lovejit Dhaliwal triple award-winning documentary maker and Investigative Journalist, with skills refined in a 20 year career at the BBC as a presenter, reporter and producer. They were expecting a contribution, in the form of a video from the Syrian Civil Defence Unit on the work of the White Helmets which was being facilitated by Emily Hough Editor in Chief Crisis Response Journal. As was the case last year there would be a series of interactive showcases planned and they were outlined within the report. Ms Dunlevey commented that Members would be welcome to attend, although they already had 220 delegates subscribed to attend.

Corporate Safety Plan - Equality and diversity was an essential consideration and crucial to the development of the 2017-2020 Corporate Safety Plan presently undergoing consultation. As part of the consultation process the Service had gathered data by gender, age etc. Ms Dunlevey advised that she was pleased with the breakdown of characteristics which evidences that the Service had reached out to the various groups.

The Race Equality in the Fire and Rescue Service – The report outlined the work that the Service was undertaken in relation to Race Equality in the Fire Service. A report was being drawn up by Diane Dunlevey which would articulate the changing focus of the fire and rescue service from a blue light role, to prevention and as a health service asset and what they may mean for the equality, diversity and inclusion agenda. It was the intention to discuss the findings directly with the Minister of State for Policing and the Fire Service, in the first instance, prior to public dissemination. The key stakeholders were being furnished with the preliminary findings. The Service was aware and absolutely committed to support the Government steer in this area and was continuing to advance a positive supportive culture.

Community Safety Offer - The Equality and Diversity Manager was working with the projects which resulted from the Community Safety Offer June 2015, to enable the project leads to evidence and understand due regard and the implications in the decision making process.

Life skills - The Equality and Diversity Manager was working with the Life Skills Team to ensure that the design and building “due regard” considerations were met. Additionally, the purpose and function of the Centre was likely to explore and improve areas of inequality that occur across Staffordshire and Stoke-on-Trent. Ms Dunlevey would ensure that the Service was meeting the public sector duty in terms of the Centre. She advised that the Richmond Fellowship were planning to run a Community Café at the Life Skills Centre. The people impact assessment showed that the centre would be positive for firefighters and for the people of Staffordshire. Some of the scenarios would be virtual reality but for some areas there did not need to be a high tech approach eg the work on dementia.

Transformation support - The Equality and Diversity Manager was working with the Collaboration and Integration Team in the Service, to advise on areas of the Public Sector Equality Duty. To date, there were no concerns and as the work progressed there was a requirement for the work to identify how it would meet the Duty.

HS2 - The Service had responded to the “HS2 Phase Two: West Midlands to Crew draft equality impact assess scope and methodology report consolation” in May 2016. The HS2 team had since advised that the submission was forwarded directly to the HS2 equality team

due to the factors it identified which they had not considered. Consequently HS2 had requested that the Service be further involved in their consultations. A further three consultation documents have been released and the Service would feedback by the closing date of 7 November 2016.

Mrs Banks commented upon the Service volunteers working in the community and asked if anything had been put in place with regard to training in relation to "hate crimes", as "hate crimes" could impact on volunteers. She was concerned that certain groups in the community were being targeted. Ms Dunlevey advised that there had been no incidents of "hate crime" targeted at staff in their role with the Service or volunteers. She commented that a Member of staff had commented upon treatment from a neighbour but this had not been reported. She advised that the reporting of hate crime had gone up following the Stephen Lawrence case and subsequent inquiry which resulted in policing working in partnership with the voluntary sector, and other public service providers, to enable victims of race hate to report at various venues, alternative to police and anonymously by post and on line. The hate crime definition has extended to disability, LGBT, religion and belief and sex as time has gone on. There had been a 47% increase in hate crime since "Brexit" was announced. Mrs Banks commented that she had been upset by some incidents but people were reluctant to report the incidents due to fear of reprisals. Ms Dunlevey advised that it is a criminal offence. The Service had explored some fire stations being used as reporting stations. If people were subject to "hate crimes" then they were also more vulnerable to fire.

Members discussed issues relating to the resettlement of refugees and asylum seekers and the issue of finding suitable areas for them in order that they would not fall victim to hate crimes. A recent case in the north of the County had meant that a refugee family had had to move within two days. Police did carry out checks on suitable areas and would identify if there would be potential issues. Ms Dunlevey advised that she worked with Stafford and Rural Homes on the placement of families but did not sit on the Stoke Panel.

34. **RESOLVED** – That the Committee note the ongoing work.

Date of Next Meeting

35. Members were advised that the next meeting of the Service Improvement and Equality Committee was scheduled to be held on Wednesday 25 January 2017 at 10.30 am.

Exclusion of the Public

Upon the motion of the Chairman it was:

36. **RESOLVED** - "That the public be excluded from the meeting for the following items of business which involved the likely disclosure of exempt information as defined in the paragraphs of Part I of Schedule 12A of the Local Government Act 1972 indicated below".

PART TWO

Exempt Minutes of the Service Improvement and Equality Committee held on 5 July 2016

(exemption paragraph 2)

37. The Exempt Minutes of the Service Improvement and Equality Committee held on 5 July 2016 were confirmed and signed by the Chairman.

Operational Assurance Update

(exemption paragraph 2)

38. - 39. Members considered the Operational Assurance Update, update on the Coroner's Section 28 prevention of future deaths report following the death of FF Stephen Hunt (GMFRS) and a report and recommendations following the training accident at Orton Mere Cambridgeshire.

Possible Items for Scrutiny

40. Members discussed possible items for scrutiny. There were none for this meeting although consideration would be given to scrutiny of the Slitting Mill Fire at a future date.

CHAIRMAN

Stoke-on-Trent and Staffordshire Fire and Rescue Authority

Service Improvement and Equality Committee

25 January 2017

Update on the Corporate Safety Plan 2017 - 2020

Report of Bob Preston, Safety Plan Manager

SUMMARY

This report and the presentation to be given at the meeting will provide an overview and opportunity for discussion regarding the Corporate Safety Plan (CSP). It will review the ongoing work of the consultation process and development of the Corporate Safety Plan 2017 - 2020.

For the January meeting, the presentation will look at the addition within the plan of Indices of Multiple Deprivation (IMD) and how this mapping information may support our risk stratification tools.

The role of the CSP Manager is to work with Department and Service Delivery Group Leads, ensuring our activities are targeted and show a link to the priorities set out within the CSP.

RECOMMENDATIONS

The Service Improvement and Equality Committee Members are asked to note the contents of the report and discuss progress of the Corporate Safety Plan.

Financial Implications

All activities and Service delivery are within agreed budgets for 2016/17

Legal Implications

The Service is required to provide transparent access to relevant data for use by members of the public. This will allow the Service to provide information in a more effective manner.

As outlined in the Corporate Safety Plan 2014 - 17, we understand that being accountable and transparent is not only a legal responsibility but also an opportunity to truly engage with our communities, staff and partners. Accurate, meaningful and timely information helps the community understand what it is we do and helps them to participate in shaping how we will deliver the right services in the future.

This requirement is legislated for within the Fire and Rescue Services Act 2004 and through the Fire and Rescue Service National Framework for England 2012 and seeks to set out the organisational priorities for the period of the plan

Equality and Diversity

The CSP is subject to a People Impact Assessment (PIA) throughout the project to assist with the CSP implementation. The PIA process has been developed to ensure that it satisfies the requirements of the equality framework, making it practicable, reducing complexity and adding value. The PIA will be supported by the Equality and Diversity Manager.

The use of understandable language in communicating information internally and to members of the public will help to ensure that the information is accessible and can be understood by as wide a range of people as possible. The intelligence and community feedback provided within the “geographic” and “individual” tiers will help inform the Service of vulnerability and aid our understanding of wider community needs by enabling risk based profiling of individuals and groups.

Risk Implications

Failure to satisfactorily plan and evaluate performance as part of an Integrated Risk Management Plan/CSP would place the FRA and the Service in a vulnerable position, whereby it will be unable to demonstrate effective and efficient monetary spend through collaboration and the appropriate targeting and allocation of resources to risk in our communities.

All risks will be monitored via a risk register and managed with support from the Corporate Risk Manager.

Protective Security Consideration

We are fully compliant with data protection and information sharing protocols. The information we possess is anonymised for reporting purposes, we are required to ensure that controls are implemented to prevent compromise to the confidentiality, integrity and availability of our information as a whole. Without these control measures in place we cannot provide the information assurance we need to confidently act upon the intelligence gained to make robust decisions. The recently concluded data warehouse project will provide a repository of consolidated, standardised, quality assured data as the basis for incident reporting. It will enhance the accuracy and reliability of information produced for use by the Service in relation to incident information.

Procurement and Social Value

There is the potential for social value from better engagement with the public, through more accessible and understandable information being published and through increased opportunities for volunteering eg. Completion of Post Incident Questionnaire and Safe and well visits.

Consultation and Engagement undertaken

As a public sector organisation we have duties derived from a number of frameworks and legislation to ensure that we engage with our stakeholders on key decisions and developments or changes to the Service.

The Service was commended for the extensive consultation and engagement undertaken when developing the current Corporate Safety Plan. This consultation process was also reviewed by the Scrutiny and Performance Committee. The current consultation process follows the same extensive process to ensure all stakeholders are provided with the opportunity to provide feedback to support the development of the new plan.

Background

Corporate Safety Plan 2017 - 20

Members will recall that the FRA on 15 December approved the wording of the CSP 2017 - 20 including the three strategic priorities, with a recommendation that it is taken forward to final document outline. Amendments to the wording will be minor prior to the final agreement.

Delegated powers were given to the Chairman of the Authority and the Chief Fire Officer/Chief Executive for minor amendments and to Strategy and Resources Committee for final approval and sign off at the meeting in March 2017.

Following the FRA, minor grammatical amendments have been made throughout the document following staff and member feedback, ensuring that the language used is accurate, clear and understood by a wide range of people.

To ensure that we provide a clear picture of risk and efficient risk management across the county, we have made the following amendments to section 7 (Risk):

In the interest of effective risk management, the Service uses data to identify the people, areas, and groups that are more likely to be at risk from fire and other emergencies. This allows us to use our resources as efficiently as possible to reduce risk in the community. In particular, data relating to deprivation, age, and lifestyles are used through Mosaic Software. This helps the Service stage intervention, provide help, and the best quality service where it is needed the most. Examples include safe and well targeting, risk based inspection and the community sprinkler project.

There are varying levels of deprivation amongst the diverse communities across Stoke-on-Trent and Staffordshire, which is a key factor in determining risk from fire and where services are needed the most. An overview of the Indices of Multiple Deprivation (IMD) across Staffordshire is provided (within the presentation)

Fire Risk

Staffordshire's range of property is wide; these include, but are not limited to, commercial properties, flats, houses, heritage sites, sporting venues, and theme parks, each presenting their own risks and challenges. The Service prepares each of its operational crew members through scrupulous training in order to be prepared to respond to such varied risks.

Rural Risk

In 2016, the County's agricultural industry was worth an estimated £128million (ONS, 2016), a sizeable industry and important addition to its economy. Farms present many risks due to the different types, nature and construction of farm buildings, large complex machinery and vehicles and unpredictable animals. Around 40 large animals, including horses, cattle and deer, are rescued by the Service every year. Through the Service's bespoke training ground on Cannock Chase, firefighters are enabled to carry out realistic scenarios in preparation for such risks.

Transport Risk

Nationally, England has seen a 6% increase in motor vehicle traffic since 2013 (ONS Road Usage, 2016). This, coupled with Staffordshire being home to one of the largest total road lengths in the county, it stands to reason that transport risks are very real situations that the Service must plan and prepare for, or try to mitigate. Although the number of people killed and seriously injured in Staffordshire has been decreasing over the years, the Service still rescues more people from road traffic collisions than they do from fires.

Further work will be undertaken to add more specific detail to the information above, prior to submission to the Strategy and Resources Committee.

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Stoke-on-Trent and Staffordshire Fire and Rescue Authority

Service Improvement and Equality Committee

25 January 2017

Fire Reform – the Equality and Diversity Implications

Report of the Equality and Diversity Manager

SUMMARY

The Fire Reform proposals, as initially articulated by the then Home Secretary Teresa May in May 2016; now being implemented under the direction of the Policing and the Fire Service Minister Brandon Lewis, with support from CFOA, the Local Government Association and the emerging National Fire Chiefs Council which will complete transition in April 2017 will be primarily focused on Fire Reform.

The Policing and Crime Bill is nearing completion with one final review scheduled for 10 January 2017 prior to receiving Royal Assent.

The Reform agenda makes significant reference to both the culture of FRSs and the workforce profile as a homogenised in character. The proposal, and several public reference's made to this by the Minister, directs FRSs to take action to remedy this. The dialogue around this goes on to suggest that due to the retirement profile and the numerous years in which FRSs have not recruited whole-time firefighters, there is a disparity which exists in the personal characteristics of FRS staff and firefighting staff in particular. Below is an extract, verbatim, of a speech delivered by Brandon Lewis 24 November 2016 as he addressed the Asian Fire Service Association Conference .

“.....before I go into more detail about where we are and what the journey of travel should be, I need to start actually by expressing my disappointment.”

The service is a workforce that should represent the community it serves and, despite this association's continuous hard work in this area, this is not the case for most of our services.

Last month's publication of the latest fire operational statistics made unacceptable reading, reporting a continued lack of diversity across the service. The service still remains overwhelmingly white and male: 95% of firefighters in England are male and 96% white.”

The Service is very clear about its commitment to equality, diversity and inclusion and the potential for positive action initiatives. The Service does have a positive action guidance

document for human resources. However it is essential that this work goes beyond that of a document and develops into a business as usual feature of the Service in recruitment, retention and promotion. It is therefore essential that the FireWatch system is able to capture and have the analysis ability to explore trends. It is equally paramount that the relationship the Service has with the community explores employment opportunities as an ongoing developing relationship and element of community engagement.

To this end the Service has already initiated dialogue across the senior management levels of the Service which will assist in embedding this priority throughout the organisation. This in turn will cascade to ensure that Staffordshire Fire and Rescue Service has a workforce which is diverse, in all regards, and reflective of local communities.

There are significant levels of understanding, about the need of a representative workforce across the Service, however it does need refreshing. Activity, action, programs and support will be overseen by the Equality and Diversity Department. This work will be disseminated, supported and monitored through the Prevent and Protect Directorate, the Wellbeing, Equality and Culture Working Group and when applicable the Service Delivery Board and the Service Improvement and Equality Committee.

RECOMMENDATIONS

That the Committee note that the Fire Reform agenda is making specific and direct expectations on FRSs, nationally, to remedy the lack of diversity within its workforce profile. To note the Service is taking the positive opportunity and commitment to address the disparity in workforce profile that currently exists.

FINANCIAL IMPLICATIONS

It is unlikely that there will be any direct obligation on the Equality and Diversity FE1000 budget. If the Service is to recruit, develop tools and build relations with partners and stakeholders to support and attract to more diverse workforce this costing would be within other departmental obligations. The major cost of the Equality and Diversity department is that of staff time.

LEGAL IMPLICATIONS

Notwithstanding our Public Sector Equality Duty (PSED) under the Equality Act 2010 which ensures the Service, and therefore Authority, consider how our activities, decisions and actions impact as an employer, service provider and partner on people afforded legal protection by a specific, or multiple, characteristic as specified by the Act this aspect of the Fire Reform commitment is a direct consideration under the PSED and the Fire and Rescue Equality Framework objectives,

EQUALITY AND DIVERSITY IMPLICATIONS

The Service workforce profile, for BME staff and women firefighters, is currently comparable to demography and above the majority of the other services respectively. The Service recognises the business need for a diverse workforce and is committed to promoting the Service as an employer of choice.

There are several crosscutting work streams in place currently and the Service will continue to drive this forward refreshing, discussing, engaging, monitoring and developing in order that our culture is proactively involved and aware. A positive proactive culture translates into a workforce that is engaged trusted and trustworthy with a reputation that fosters applications from diverse and non-traditional fire recruitment groups. It is essential that this work is universal across the Service functionality and purpose for as diverse applicants are introduced into the organisation it is securely placed in being able to foster opportunity and develop as an organisation which is best placed to serve the needs of a diverse community.

RISK IMPLICATIONS

The Fire Reform program is absolutely committed to Fire and Rescue Service developing a more diverse workforce profile. As Brandon Lewis MP Minister for Policing and the Fire Service said 24 November 2016 as he addressed the Asian Fire Service Association Conference

“So let me be clear that until I can see some real change and improvement not only on the diversity agenda but on other key fire policy reforms, I will continue to reiterate my arguments on a regular basis, especially to those empowered and who have the opportunity and responsibility to drive change.”

Not to address the disparity that continues within the workforce profile is not only a risk to our reputation locally and nationally, but it would potentially limit the development of the Service to continue to meet its unprecedented levels of success in driving down emergency incidents and its obligations under the Fire Service Act 2004.

PROTECTIVE SECURITY CONSIDERATION

We are conscious of the associated risk of data breaches when the Service collects and stores personal information, which may well be the case as we engage more and may hold information on people interested in a career or attending activities we are likely to develop. As such we will continue to ensure our procedures and safety measures in this respect are followed and any additional policies or procedures that are required will be developed in consultation with the Protective Security Coordinator and community across the Service as applicable. .

PROCUREMENT AND SOCIAL VALUE

There are no direct implications in terms of procurement and social value to this paper and its content and recommendations.

CONSULTATION AND ENGAGEMENT UNDERTAKEN

The Police and Crime Bill and the direction the now elected Government was established in the Conservative Party manifesto in 2015 and the Emergency Service Collaboration was a national consultation. In Service this work is being supported and has been discussed with all department head and leads and the Principal Management Team and it receives their full support and endorsement.

Background

Government Ministers have rightly raised concerns about diversity in the FRS as far back as 1999 (Jack Straw as Home Secretary) through to Theresa May and Brandon Lewis (2016). There have been substantial numbers of working parties and initiatives on equality and diversity.

Despite this neither “Facing the Future - Findings from the review of efficiencies and operations in fire and rescue authorities in England - Sir Ken Knight 2013” or “Enabling Closer Working Between the Emergency Services January 2016” make any reference to equality and diversity. The latter documents had asked a question in the consultation phase but determined that this would be managed at a local level between fire and rescue services and/or the PPC.

The Review by Adrian Thomas (2016) does reference equality and in May 2016 the then Home Secretary Theresa May, announced at a Reform event for an end to what she described as a "culture of bullying and harassment" in parts of the fire service in England.

Ms May, now Prime Minister, announced that the reform programme would focus on areas including:

- introducing a rigorous and independent inspection regime of fire and rescue services to replace the current peer review system
- challenging services to transform the diversity of a firefighter workforce that is currently 96% white and 95% male (diversity data will be published to allow the public to gauge how representative their local service currently is)
- publishing comparative procurement data from every fire and rescue authority in England to show how much each pays for common items like uniform, operational kit and vehicles to encourage services to pool their purchasing power and buy collectively
- legislating to give Police and Crime Commissioners the ability to take on responsibility for fire and rescue services where a local case is made to bring greater accountability to the work of local fire and rescue services

The reform agenda comprises three distinct areas:

Pillar 1: efficiency and collaboration - This is about maximising available resources, enhancing local resilience and improving the service that it is delivering to the public. Within the section ‘**Standards**’ is articulated which suggest that the Home Office will be working with the sector to develop a coherent and comprehensive set of professional standards and exploring options for the establishment of an standards body to drive sector improvement.

Pillar 2: accountability and transparency – the Policing and Crime Bill contains enabling provisions for police and crime commissioners to take on the functions of fire and rescue authorities where a strong local case is made.

It is stipulated that the publication of operational statistics will include more workforce diversity data and the published ‘basket of goods’ procurement data is one measurement of value for money. **Inspection** is covered in this section where there will be the creation of a rigorous independent inspection regime.

Pillar 3: reform of the fire and rescue workforce

The final pillar covers the fire and rescue service's greatest resource, the workforce, which accounts for over 80% of service spend. The agenda states that there is clearly much rebuilding to be done about culture and trust within the services and greater workforce flexibility introduced to allow for a new risk and demand model being able to be met.

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