

State of Fire and Rescue Report – High Priority Action updates as of January 2022

Crews should be doing checks to make sure the service has current information on the buildings in the area that present heightened risks.

Completed

Business Fire Safety (BFS) continue to work with emergency response in regards to providing adequate training to all staff in regards to fire safety concepts. BFS currently working on an overall training strategy to identify and confirm where fire safety training should sit within the overall operational training requirements. At the Service Delivery meeting held on 15 September the decision was made to merge Point Block Inspections with Operational Risk Inspections.

The sector would benefit from a code of ethics. That way, everyone will know how they should be treated and how they should treat others, and staff at all levels will be empowered to challenge any behaviour contrary to the code.

Completed

The Dignity at Work Policy, which clarifies our expected levels of behaviour and provides examples of where behaviour may not comply has recently been reviewed and updated in liaison with a working group of staff members from all areas of the Service. The policy provides guidance for individuals to assist them in recognising behaviours and actions that could be considered or believed to be bullying or harassment.

The SYFR code of conduct also provides very clear cut expectations in terms of behaviours and actions and has recently been reviewed. In October the Service contributed to the draft Code of Ethics but were satisfied that our Code of Conduct and values cover what is proposed. The following statement was added into the new starter pack referenced in the consultation that individual staff will be required to sign up to: 'My Commitment I will respect and encourage the ethical values and vision set out with the SYFRS Code of Conduct'. As a representative of SYFRS, it is my personal responsibility to act and promote the principles within the Code of Conduct, supplemented by SYFRS's values.

More needs to be done to attract, recruit and, most importantly, retain women and BAME people into the sector. To provide the best possible response to the public services need to be able to choose from the widest talent pool possible.

Behind schedule

Due to the recent recruitment campaign for wholetime firefighters, engagement increased across the service with positive action work, encouraging all staff to get involved with local communities to promote the campaign. We are working closely with the Corporate Communications Team to explore different approaches to advertising, to increase applications in general, but specifically targeting under-represented groups:

Positive Action to increase interest from groups underrepresented within SYFR continues to be delivered. Prior to wholetime recruitment, a number of taster and information sessions have been delivered to potential applicants from underrepresented groups. Work has started on the next round of positive action which includes close links with South Yorkshire Police. Meetings continue to take place between the organisations to encourage sharing of best practice and resources. The latest recruitment for On-call and Wholetime Firefighters show an increase in diversity.