

Professional Standards areas for Improvement – Action updates as of January 2022.

Emergency Response Driving professional standard.

Desired Outcome:

For all employees who drive using blue lights and claim any legal exemptions for a fire and rescue service purpose, to have been trained in a consistent way so that they drive safely, in line with the requirements of their role and in accordance with relevant legislation.

For all response driver training instructors and assessors to be qualified in accordance with the relevant legislation.

SYFR Update:

Instructor portfolios for existing driving instructors have been assessed and ratified, as complete by the Driver Training Advisory Group. National Fire Chiefs Council documentation has been adopted by SYFR Driving School. Road craft licenses have been procured for newly qualified Emergency Response Drivers in 2022. Two new driving instructor posts have been approved by SYFRA. This will provide resilience and succession planning.

On Schedule

Operational Competence professional standard.

Desired Outcome:

A fire and rescue service with competent operational and fire control personnel, who have been trained to use the hazard and control measure approach provided in the National Operational Guidance, applying risk assessment, decision-making and risk management skills.

SYFR Update:

A gap analysis on this standard is being carried out.

On Schedule

Operational Learning professional standard.

Desired Outcome:

A fire and rescue service that has developed a learning culture, acting on learning from operational and non-operational activity as well as external sources, to improve their operational response. The service will have embedded the management of learning into their policies, procedures, tailored guidance and training.

The service will have developed a culture which seeks to share their learning with others to improve operational response within their own service; with other fire and rescue services; and with the wider sector if appropriate.

SYFR Update:

Nationally SYFR Area Manager (AM) chairs the National Operational Learning User Group. Group Manager (GM) Risk Manager sits on National Operational Learning Users Group to represent a Metropolitan Fire Service.

Full learning mechanisms in place. National Operational Learning (NOL) is fully utilised and actively attended by head of Service Delivery Support and Operational Risk Manager.

All Fire Standard objectives have been met.

Completed

Operational Preparedness professional standard.

Desired Outcome:

A fire and rescue service that is prepared for responding to emergencies, as identified through its risk management planning. Operational preparedness includes having in place:

- Competent operational and fire control personnel
- Appropriate resources, vehicles, equipment and systems
- Comprehensive operational policies, procedures, tailored guidance and training

SYFR Update:

A gap analysis on this standard is being carried out.

On Schedule

Code of Ethics professional standard.

Desired Outcome:

A fire and rescue service which has embedded and is committed to the ethical principles and professional behaviours contained in the Core Code of Ethics (Core Code) and in so doing generates a more positive working culture and continuously improves the quality of service to the public.

This is evidenced by the attitudes and conduct of those who lead and all who work for, or on behalf of, the service and that the service operates according to corporate ethical business practices.

SYFR Update:

From an initial analysis, we believe we are able to evidence that we are embedding the elements of the Code within 'Our Story', SYFR Code of Conduct and other policies in place. However, a detailed gap analysis will be carried out with a group of key stakeholders, including staff network groups. Once this has been completed we will communicate to staff the importance of understanding the Code and how this fits with existing ways of working, policies, practices, etc.

On Schedule

Prevention professional standard

Desired Outcome:

A fire and rescue service that works to educate its communities to adopt safer behaviours, improving their safety, health and wellbeing. One that reduces community related risks identified through its community risk management planning and reduces incidents through delivering effective, efficient and targeted prevention activities.

A service with a learning and sharing culture, working collaboratively with others where appropriate, seeking to improve and innovate prevention activities. One that contributes to a more consistent national approach to reducing risk and keeping communities safe.

SYFR Update:

Following a Community Safety managers meeting work has begun on a gap analysis against this new Prevention Standard. This work will be completed utilising the NFCC Toolkit.

On Schedule

Protection professional Standard

Desired Outcome:

A fire and rescue service that improves the safety and wellbeing of its communities by reducing risks and incidents in the built environment. It does this through educating and regulating those responsible for keeping buildings safe to adopt safer behaviours and delivering proportionate and robust fire protection activities, complying with its statutory responsibilities.

One with a competent protection workforce which are targeted in line with its community risk management plan, utilising data and business intelligence to optimise resources. It proactively plans, responds and adapts to the diverse and changing needs of its community, ensuring its services are equally available to all.

A service with a learning and sharing culture, working collaboratively with others where appropriate, seeking to improve and innovate protection activities. One that contributes to a more consistent national approach to reducing risk and keeping communities safe.

SYFR Update:

Gap analysis being carried out. The NFCC Fire Protection Standard Toolkit is being used to cross reference areas on the Service Improvement Plan and Functional Plan.

On Schedule**Community Risk Management Plan (CRMP)****Desired Outcome:**

A fire and rescue service that assesses foreseeable community related risks and uses this knowledge to decide how those risks will be mitigated. A service carrying out community risk management planning will:

- a. Be able to demonstrate how protection, prevention and response activities have and will be used collectively to prevent and/or mitigate fires and other incidents to reduce the impact on its communities (including Business), firefighters and to promote economic wellbeing;
- b. Effectively consult and engage (in line with its governance arrangements) with communities, FRS staff and stakeholders at appropriate stages of the community risk management planning process;
- c. Use a robust risk analysis process (giving due regard to existing and emerging local, regional and national hazards) to support evidenced, transparent and inclusive decision-making regarding resource deployment;
- d. Ensure resource deployment decisions are balanced against an assessment of internal and external resource availability (including collaborative and cross-border working opportunities and via national resilience) and other key organisational influences that inform the overall strategic planning process; and
- e. Create, and be able to evidence, its community risk management plan in line with a nationally approved structure which involves the key components detailed within this standard.

SYFR Update:

A gap analysis is currently being carried out against this standard.

On Schedule