

SOUTH YORKSHIRE FIRE & RESCUE AUTHORITY

Meeting	FIRE & RESCUE AUTHORITY
Meeting Date	21 NOVEMBER 2022
Report of	CHIEF FIRE OFFICER & CHIEF EXECUTIVE
Report Sponsor(s)	ASSISTANT CHIEF FIRE OFFICER, DIRECTOR OF SERVICE IMPROVEMENT
Subject	FIT FOR THE FUTURE

EXECUTIVE SUMMARY

This report provides an overview of Fit for the Future and the work undertaken to date by South Yorkshire Fire and Rescue (SYFR).

RECOMMENDATIONS

Members are recommended to:

- a. Note Fit for the Future.
- b. Note that SYFR have started work on a gap analysis against Fit for the Future.

CONTENTS

Main Report
Appendix A – Fit for the Future Revised June 2022

BACKGROUND

1. The National Fire Chiefs Council (NFCC), the National Employers (England) and the Local Government Association have been working together for more than three years to continue to develop a joint picture of the future for all Fire and Rescue Services (FRSs) in England.
2. The work is firmly rooted in evidence and expert commentary. Fit for the Future (FfF) has been the subject of extensive engagement across Fire and Rescue Authorities (FRAs) (Chairs and PFCCs) and within FRSs (Chief Fire Officers) and other senior managers).
3. FfF recognises that the FRS has come a long way over the last 20 years, but there are still areas we can do more. FfF is intended to genuinely drive change in the FRSs the public receive.
4. FfF has been restructured around three key themes which are:
 - Service Delivery
 - Leadership, People and Culture
 - National Infrastructure and Support
5. Within the three key themes are 12 improvement objectives. Further information on these can be found in the document at Appendix A.
6. There are a number of key areas of work and oversight that will be informed by FfF, these include:
 - Production of central guidance, doctrine and tools.
 - Audit and inspection.
 - Pay and conditions for employees.
 - Fire Standards development.
7. The ambitions in FfF are set to be achieved within 5 years. Engagement by the Partners will continue to regularly refine the content of FfF so it works at strategic and operational levels for FRAs and FRSs. Joint arrangements to do this will be put in place.

NEXT STEPS

8. Fire and Rescue Authorities and Services have been invited to consider FfF carefully to be clear about the degree to which their own plans for the future can reflect its aspirations. SYFR have started to undertake this through initially conducting a gap analysis against FfF.
9. We will continue to collect evidence against the FfF improvement objectives and work towards addressing any identified gaps.
10. We will continue to keep FRA Members informed on progress against FfF.

CONTRIBUTION TO OUR ASPIRATIONS

- Be a great place to work-** we will create the right culture, values and behaviours to make this a brilliant place to work that is inclusive for all
- Put people first-** we will spend money carefully, use our resources wisely and collaborate with others to provide the best deal to the communities we serve
- Strive to be the best in everything we do-** we will work with others, make the most of technology and develop leaders to become the very best at what we can be

OPPORTUNITIES FOR COLLABORATION

- Yes
- No

If you have ticked 'Yes' please provide brief details in the box below and include the third party/parties it would involve:

Collaboration is linked to a number of the FfF improvement objectives, namely IO 9, IO 10 and IO 12.

CORPORATE RISK ASSESSMENT AND BUSINESS CONTINUITY IMPLICATIONS

11. Risks to the achievement of FfF will be reviewed and appropriate mitigations and controls put in place.

EQUALITY ANALYSIS COMPLETED

- Yes

If you have ticked 'Yes' please complete the below comment boxes providing details as follows:

Summary of any Adverse Impacts Identified:	Key Mitigating Actions Proposed and Agreed:

- No
- N/A

If you have ticked 'No' or 'N/A' please complete the comments box below providing details of why an EA is not required/is outstanding:

No direct EqIA required. Any subsequent business change or policy change as a result of FfF will have an associated EqIA if required.

HEALTH AND SAFETY RISK ASSESSMENT COMPLETED

- Yes
- No
- N/A

If you have ticked 'No' or 'N/A' please complete the comments box below providing details of why a Health and Safety Risk Assessment is not required/is outstanding:

No direct H&S risk assessment required. Any subsequent business change or policy change as a result of FfF will have an associated health and safety assessment if required.

SCHEME OF DELEGATION

12. Under the South Yorkshire Fire and Rescue Authority [Scheme of Delegation](#) a decision *is required / *has been approved at Service level.

Delegated Power Yes
 No

If yes, please complete the comments box indicating under which delegated power.

D: Legislation
D2: Consultations

IMPLICATIONS

13. Consider whether this report has any of the following implications and if so, address them below:., Diversity, Financial, Asset Management, Environmental and Sustainability, Fleet, Communications, ICT, Health and Safety, Data Protection, Collaboration, Legal and Industrial Relations implications have been considered in compiling this report.

List of background documents		
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