

State of Fire and Rescue Report – High Priority Action updates as of October 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 around fire safety concepts. BFS are 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 National Core Code of Ethics was launched in May 2021. The foundation of the Code is The Seven Principles of Public Life (Nolan Principles) and the Code is designed to sit alongside all the statutory obligations that an individual has under various pieces of legislation.

Following a gap analysis of the new core code against the SYFR existing values and behaviours and Code of Conduct, it was agreed that the new code would sit alongside these rather than replace them.

The work of the project is to ensure all stakeholders are aware of the core code and the alignment with existing arrangements and that all values and behaviours are embedded in all that we do.

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

This action is 50% completed.

Capacity in the team has temporarily increased. .

Focus for increasing diversity will be across the organisation, including Apprentices in areas such as Fleet and tailored campaigns such as Business Fire Safety and Community Safety.

The latest recruitment for on-call and wholetime firefighters shows an increase in diversity.

Statistics will also look at the retention of individuals from under-represented groups.

Draft Positive Action (PA) plan for 2023 has been shared for comment. Feedback regarding Have a Go Days, Female Fitness Sessions and Have a Chat Sessions is being collated. PA Toolkit has been updated and new leaflets have been distributed.