

Professional Standards areas for improvement – Action updates as of October 2022.

Emergency Response Driving professional standard.

Behind Schedule. 60% complete.

Instructor portfolios for existing driving instructors have been assessed and ratified as complete by the Driver Training Advisory Group. National Fire Chiefs Council (NFCC) documentation has been adopted by South Yorkshire Fire and Rescue (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 the Fire and Rescue Authority (FRA). This will provide resilience and succession planning.

A meeting has been held to discuss contractual changes around working patterns/ times for driving school instructors. This would allow the flexibility to deliver training courses across a seven day week.

Discussions have taken place for fitting the new course around on-call employees working patterns.

The managing occupational road risk document has been updated by Health and Safety to reflect the extended course dates.

The new Emergency Response Driver course implementation is closer to being finalised.

This action is behind schedule. The timescales for completion were set by the NFCC and have been recognised as unrealistic. The advice from the NFCC was to have this implemented by 1 April 2022. However, SYFR took the decision to wait for it to go through Parliament and become a legislative requirement before proceeding.

Operational Competence professional standard.

On Schedule. 60% complete.

The gap analysis has now been completed against this fire standard. Actions will be allocated to function/ department leads. We will continue to track progress of work to become compliant with the standard, using the NFCC tracker tool.

Work is still required to become compliant with the standard, however this relies on several other projects completing (National Operational Guidance, Maintenance of Competence etc.)

The implementation plan has now been signed off at the People Board on Tuesday 07 June 2022.

Operational Learning professional standard.

Completed

Nationally an SYFR Area Manager (AM) chairs the National Operational Learning User Group. A 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.

Operational Preparedness professional standard.

On Schedule. 65% complete.

The gap analysis has now been completed against this fire standard. Actions will be allocated to function/ department leads. We will continue to track progress of work to become compliant with the standard, using the NFCC tracker tool.

Work is still required to become compliant with the standard, however this relies on several other projects completing (National Operational Guidance, Maintenance of Competence etc.)

Task Based Risk Assessments have been reviewed and work is being done to progress the RAs to make them suitable. Scope for Specialism review has been completed and work is being done to complete BC. Health and Safety policy has now been completed and is published. Strategic Gap analysis is continuing to be completed with SLT

Code of Ethics professional standard.

On Schedule. 75% complete

Research has been carried out on the Equality Impact Assessment (EqIA) against the Core Standards and principles to ensure the Project EqIA reflects and embodies the same impacts and mitigations and has been updated accordingly.

The Code of Ethics has been incorporated into the new Personal Review process specifications for ICT, but the updates will not be released until further communications have been shared and the general understanding of the code has been increased.

Work has commenced to review Standards and prepare a gap analysis to inform the project.

The Core Code of Ethics project has made good progress in all areas of planning to embed the code across the service. The initial task and finish targets were met by the deadline.

Prevention Professional Standard

On Schedule. 60% complete.

The prevention standard has been fully reviewed utilising the NFCC toolkit. Actions have been identified and these will be captured and reported on via the prevention standard database and also individual action plans that the department work towards.

Protection Professional Standard

On Schedule. 80% complete.

Progress is being reviewed against the areas for improvement in the Standard. We are now identifying the required actions against each area for improvement in the Fire Protection Standard and will populate the toolkit with relevant updates.

Business Fire Safety staff attending Fire Standard Implementation working group recently. Noted that SYFR were able to contribute and give good examples of where SYFR are compliant with the Standard. Good feedback was received from Implementation Team on our progress.

Fire Standard Toolkit has been mapped across to Functional Plan. BFS already fully compliant in a number of areas.

Community Risk Management Plan (CRMP) Professional Standard

Completed.

May 2022 saw the approval of an updated CRMP board timeline which includes clearer roles and responsibilities for reviewing the CRMP. This supported the completion of the remaining criteria.

The gap analysis has been updated to show that SYFR's CRMP process is deemed to be fully compliant across all of the 11 CRMP Fire Standards criteria, with none assessed as non-compliant.

Safeguarding Professional Standard

On Schedule. 50% complete.

The NFCC Safeguarding Standard was only launched on 15 February 22 and has now been assigned to a Safeguarding Officer. Work is required to complete the NFCC Self-Assessment Toolkit and an Implementation Toolkit which will form the gap analysis.

Attended NFCC Safeguarding Fire Standard Workshop to discuss Safeguarding Standards

Fire Investigation Professional Standard

On Schedule. 75% complete.

This professional standard has been recently released and an owner has been allocated. We are currently conducting a gap analysis against this standard utilising the NFCC implementation tool.

Fire Investigation Equality Analysis Form completed and attached.