

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

Last update at Service Improvement Board: 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

Last update at Service Improvement Board: 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'.

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.

Discussion regarding HMICFRS expectations regarding to embedding the Core Code of Ethics also took place on the 7 March, where the links into the Fire Standards Board standards were discussed and that we can give evidence against those standards.

A Benefits Realisation workshop has been held, notes from the session are currently being prepared, once complete, a further meeting will be held to confirm our priorities.

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

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 75% complete.

Equality Diversity and Inclusion (EDI) conversations are still taking place for on-call, control and corporate staff.

Dates have been confirmed in the draft Positive Action plan Jan – Dec 23 for Have a Go Days, Female Fitness Sessions and Female Fitness Emails and Have a Chat Sessions.

Attendance at a number of school careers events by Community Safety, Operational Crews and EDI Team.

We have booked additional external EDI training sessions for on-call and corporate staff. Prepared analysis to show numbers / percentages for workgroups in/out of ticket.

We have reviewed the mandatory EDI LearnPro modules.

We have started to conduct a gap analysis against the Fit for Future improvement objectives related to ED&I.

We continue to develop work around attendance at careers events and carry out analysis on resources needed for careers and other positive action activities.

We will carry out consultation on the Positive Action Toolkit.