

SOUTH YORKSHIRE FIRE & RESCUE AUTHORITY

Meeting	FIRE & RESCUE AUTHORITY
Meeting Date	15 APRIL 2024
Report of	CHIEF FIRE OFFICER & CHIEF EXECUTIVE
Report Sponsor(s)	DEPUTY CHIEF FIRE OFFICER / DIRECTOR OF SERVICE DELIVERY
Subject	FIT FOR THE FUTURE UPDATE

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).

RECOMMENDATION(S)

Members are recommended to:

- a. To note the contents of the report and provide further scrutiny on progress towards Fit for the Future.
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CONTENTS

Main Report

Appendix A - Fit for the Future Progress Report

Appendix B - Links to other service improvement plans and frameworks

BACKGROUND

1. The National Fire Chiefs' Council (NFCC), the National Employers (England) and the Local Government Association (LGA) 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 Police Fire Crime Commissioner (PFCCs)) and within FRSs (CFOs and other Senior Managers).
3. 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. The full FfF document was presented at the FRA meeting on [21 November 2022](#).
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.

FfF Update

8. SYFR have been considering the degree to which our own plans for the future reflect the improvement objectives in FfF. SYFR continue to collect evidence for the improvement objectives. Appendix A provides an overview of the progress so far.
9. We will continue to collect evidence to support the FfF improvement objectives and work towards addressing any identified gaps.
10. We are very aware that much of the activity we undertake to achieve the FfF improvement objectives will be the same activity that supports progress against our other service improvement work e.g. Fire Standards, HMICFRS inspection work, Service Plan priorities etc. We are endeavouring to link this work together to support evidence gathering. Further information can be found at Appendix B.
11. We have done some work to identify and analyse the benefits of the FfF work.

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

CONTRIBUTION TO SERVICE IMPROVEMENT

- [HMICFRS Inspection Framework e.g. Diagnostic area and/ or diagnostic questions](#)
- [SYFR Inspection report Areas for Improvement \(AFIs\)](#)
- [Fit for the Future Improvement Objectives](#)
- [Professional Standards for Fire & Rescue Services in England](#)
- [SYFR Service Plan 2023-24 Priorities](#)
- [SYFR Community Risk Management Plan 2021-24](#)

This report monitors progress against the improvement objectives outlined in Fit for the Future. It contributes to many areas of service improvement as highlighted in Appendix B. The Service Improvement Board monitors progress towards Fit for the Future.

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

12. Risks to the achievement of FfF include a lack of capacity to address the improvement objectives.

EQUALITY IMPACT ASSESSMENT 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 EqlA is not required/is outstanding:

No direct EqlA required. Any subsequent business change or policy change as a result of FfF will have an associated EqlA if required.	
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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 H&S assessment if required.
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SCHEME OF DELEGATION

13. 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

14. 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		
Item 19 - Appendix A - Fit for the Future.pdf (moderngov.co.uk)		
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