

Fire Scrutiny Update – 13th January 2023

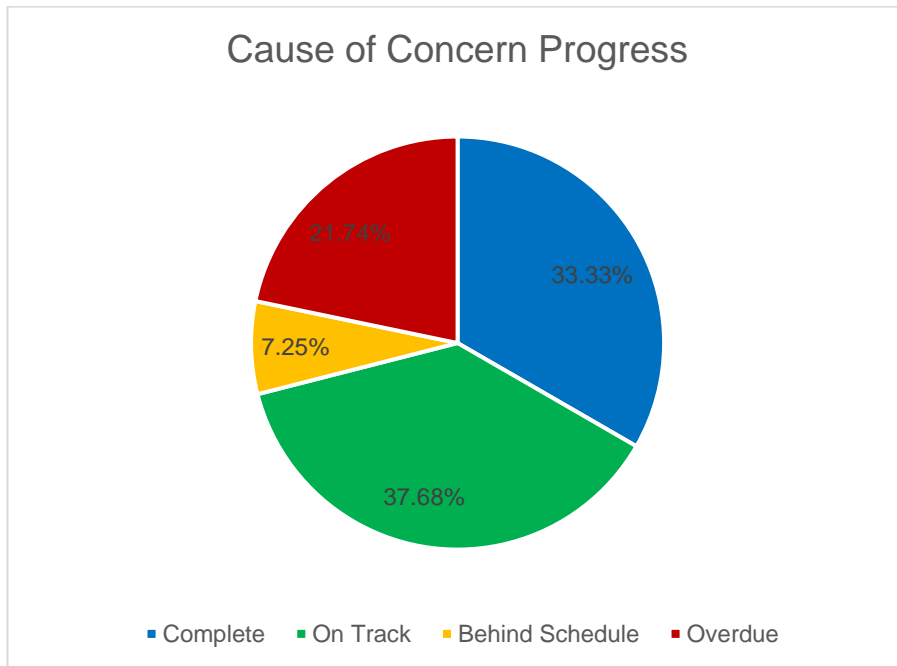
- Improvement Board - Purpose:
 - Maintain oversight to ensure that all the required improvements and quality assurances associated with the improvement journey by the Management Team are achieved in a timely manner;
 - Add review and rigour towards achieving the required outcomes;
 - Support the Management Team by removing barriers where progress is hampered by elements outside of its control;
 - Review the evidence, by way of Status (Ratification) Reports which demonstrates that improvements are embedded within the organisation by the implementation of robust systems, processes, policies and procedures

- Since the last Fire Scrutiny Panel, the Improvement Board have met on 2 occasions:
 - 1st December 2022 (minutes included)
 - 12th January 2023 (verbal update to be given at the committee)

- Key topics for discussion:
 - Report from the EDI Allies Group & Service Improvement Group (both delivered by representatives from each of the groups)
 - Progress against the Cause of Concern Action Plan
 - HMICFRS Update
 - Communications Update

- Progress against the Cause of Concern Action Plan:

The current action plan contains 105 deliverables. Progress against the action plan is shown in the two charts below:



Status	Number	%
Complete	23	33.33%
On Track	26	37.68%
Behind Schedule	5	7.25%
Overdue	15	21.74%
Total In Progress	69	
<i>Scheduled</i>	36	
<i>Grand Total</i>	105	

Key deliverables:

Setting the Right Conditions for Change	<ul style="list-style-type: none"> • DCFO Appointment – November 2022 • LGA Comms Review Sept 2022 & Action Plan Developed
Data & Analysis	<ul style="list-style-type: none"> • Data sets for Staff Diversity, Health & Well Being and Station Workloads have been collated and are currently being analysed. Results will be considered at the Improvement Board scheduled for 2nd march 2023.
Values Driven Leadership Culture	<ul style="list-style-type: none"> • Above Difference have been commissioned (Inclusion Specialists in the Public Sector), to deliver Cultural Awareness Training to all Managers. Training is scheduled to be completed by march 2023. • Managerial Development Pathways have been developed and are now being piloted.
Senior Leadership	<ul style="list-style-type: none"> • 38 engagement visits have taken place. Responses to questions raised at these visits have been prepared and communicated via 'Ever Forward' (Newsletter) and You Said, We Did (Poster). • Ask the Chief Mailbox has been established – 8/8 questions raised have been responded to. • Senior Officers are now working out of stations.
ED&I	<ul style="list-style-type: none"> • EDI Allies group has been established and met on 4 occasions. Sub working groups have now been established with nominated leads to support the delivery programme. • Work has commenced on the NFCC Maturity Model – this will base line our performance against other Fire & Rescue Services and will be used as evidence for our next HMICFRS inspection (anticipate that this will be in July of this year)

<p>Staff Health & Well Being</p>	<p>Online Training</p> <ul style="list-style-type: none"> • MIND training uploaded onto PDRPro (now Mandatory) <ul style="list-style-type: none"> ✓ Links uploaded for Resilience Training & Building Resilient teams ✓ Frontline Fatigue Course ✓ Stress Awareness Course <p>Access to Welfare Support</p> <ul style="list-style-type: none"> ✓ Established current understanding to what support is available. ✓ Identified 13 employee champions ✓ Dedicated Fire Lead for Occupational Health <p>Stress Risk Assessments</p> <ul style="list-style-type: none"> ✓ GCC Templates have been adapted to meet GFRS needs ✓ Working hours review has commenced.
<p>Policy & Procedures</p>	<p>Policies that have been updated</p> <ul style="list-style-type: none"> • Promotions Policy <p>Policies that are currently being reviewed</p> <ul style="list-style-type: none"> • Discipline & Grievance