



**To: All Members of the Community Safety and Protection Committee
(and any other Members who may wish to attend)**



The Protocol and Procedure for visitors attending meetings of Merseyside Fire and Rescue Authority can be found by clicking [here](#) or on the Authority's website:

<http://www.merseyfire.gov.uk> - About Us > Fire Authority.

Tel: 0151 296 4000
Extn: 4113 Kelly Kellaway

Your ref:

Our ref HP/NP

Date: 31 March 2021

Dear Sir/Madam,

You are invited to attend a meeting of the **COMMUNITY SAFETY AND PROTECTION COMMITTEE** to be held at **1.00 pm** on **THURSDAY, 8TH APRIL, 2021** , remotely via Zoom.

The proceedings of the meeting can be viewed via the link below:

https://youtu.be/FALEgsdE_Ew

Yours faithfully,

A handwritten signature in black ink that reads 'K. Kellaway PP.'.

Clerk to the Authority

Encl.

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MERSEYSIDE FIRE AND RESCUE AUTHORITY
COMMUNITY SAFETY AND PROTECTION COMMITTEE

8 APRIL 2021

AGENDA

Members

Brian Kenny, Wirral (Chair)
Doreen Knight
Emily Spurrell
Paul Tweed
Janet Grace, Sefton
Linda Maloney
Lynne Thompson
Edna Finneran

1. Preliminary matters

Members are requested to consider the identification of:

- a) declarations of interest by individual Members in relation to any item of business on the Agenda
- b) any additional items of business which the Chair has determined should be considered as matters of urgency; and
- c) items of business which may require the exclusion of the press and public during consideration thereof because of the possibility of the disclosure of exempt information.

2. Minutes of the Previous Meeting (Pages 5 - 8)

The Minutes of the Previous Meeting, held on 2nd February 2021, are submitted for approval as a correct record and for signature by the committee chair.

3. Remote Authority Meetings (Pages 9 - 24)

To consider Report CFO/015/21 of the Acting Monitoring Officer, concerning the future of remote Authority meetings and requesting that the amendments made to standing orders and procedural rules for remote meetings are withdrawn on the condition the regulations do expire on 7th May 2021.

4. **HMICFRS inspection self-assessment** (Pages 25 - 48)

To consider Report CFO/017/21 of the Chief Fire Officer, concerning Merseyside Fire and Rescue Service's (MFRS) inspection by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS), which will start on 10th May and advising that a self-assessment (Appendix A) and document request have been submitted as part of the inspection process.

5. **MFRA Volunteer Workforce Support to the Merseyside Vaccination Programme** (Pages 49 - 52)

To consider Report CFO/014/21 of the Chief Fire Officer, concerning the support provided by MFRA Volunteer Workforce, to health colleagues, to support the delivery of the Covid-19 vaccination programme.

6. **Current TDA Site Refresh - Increase to Capital Budget** (Pages 53 - 58)

To consider Report CFO/016/21 of the Chief Fire Officer, concerning an increase in the capital budget to support additional temporary classrooms and a general refresh of the facilities at the Training & Development Academy (TDA).

If any Members have queries, comments or require additional information relating to any item on the agenda please contact Committee Services and we will endeavour to provide the information you require for the meeting. Of course this does not affect the right of any Member to raise questions in the meeting itself but it may assist Members in their consideration of an item if additional information is available.

Refreshments

Any Members attending on Authority business straight from work or for long periods of time, and require a sandwich, please contact Democratic Services, prior to your arrival, for arrangements to be made.

MERSEYSIDE FIRE AND RESCUE AUTHORITY

COMMUNITY SAFETY AND PROTECTION COMMITTEE

2 FEBRUARY 2021

MINUTES

Present: Cllr Brian Kenny (Chair) Councillors Doreen Knight, Emily Spurrell, Paul Tweed, Janet Grace, Linda Maloney, Lynne Thompson and Edna Finneran

Also Present:

Apologies of absence were received from:

4. Chair's Announcement

At the start of the meeting, the Chair of the Committee thanked everyone for attending and welcomed any members of the press or public who were observing the proceedings.

The Chair then introduced the meeting and provided all present with an overview of how this remote meeting would work and some housekeeping.

The Chair confirmed that all Members present could hear and be heard; and could see and be seen.

1. Preliminary matters

Members considered the identification of any declarations of interest, matters of urgency or items that would require the exclusion of the press and public due to the disclosure of exempt information.

Resolved that:

- a) no declarations of interest were made by individual Members in relation to any item of business on the Agenda
- b) no additional items of business were determined by the Chair to be considered as matters of urgency; and
- c) no items of business required the exclusion of the press and public during consideration thereof because of the possibility of the disclosure of exempt information.

2. Minutes of the Previous Meeting

The Minutes of the previous meeting, held on 1st September 2020 were approved as a correct record and for signature by the Chair.

3. Bonfire Report 2020

Members considered Report CFO/006/21 of the Chief Fire Officer, concerning the outcomes of the Bonfire Period 2020 and the continued challenges of deliberate secondary fires.

Members were given an overview of the report highlighting the challenges that were faced for the Bonfire Period 2020.

Due to the COVID19 pandemic, Merseyside Fire and Rescue Authority (MFRA) adapted its normal tolerant approach, which is to risk assess bonfires allowing them to burn providing it is safe and appropriate to do so with members of the community observing safely. This year the adopted approach was to extinguish the bonfire(s) to reduce social gatherings and limit the associated spread of the Coronavirus through community transmission – a public health approach.

Merseyside Fire and Rescue Service (MFRS) crews used the “4E” model in their approach to dealing with the public. The “4E” model was adapted from the policing model of Engage, Explain, Encourage and Enforce. Enforce was replaced with Extinguish to suit MFRS priorities.

Members were informed that although this period was challenging, MFRA had a positive response, using a proactive approach. There was a small spike in increased incidents, as there were a lot more people purchasing fireworks due to the cancellation of displays due to Covid19.

Members asked if there were links between deliberate fires in areas of deprivation and if this could be looked at. Members were informed that campaigns usually take place in the lead up to the Bonfire Period, but due to Covid19 it could not be done this time. It was added that social media is important to get messages to the public and Local Authorities assisted with this method and helped to fund the hire of a tipper truck, the social media campaign and additional Street Intervention Team deployments.

Members asked about violence at work during this period and what injuries there were. Members were advised that no violence is acceptable and there was an incident whereby a brick was thrown at a service vehicle windscreen. The person involved received no physical injuries and Merseyside Police’s help with regards to this incident was outstanding, as was the support from the public. Unfortunately, no-one was arrested for the crime. Next year staff will wear body cameras which will assist them in their role and that of our partner agencies. Members were informed that all violence at work is serious including verbal abuse and that staff report this as per MFRS procedures.

Members questioned if the Street Intervention Team (SIT) in St Helens was still running and were informed that this team started again in December 2020 and that they have been doing excellent work. Members were advised that the SIT’s have grown over time in all areas and were doing amazing work. They challenge behaviour of youths in an assertive and positive way and direct them to clubs in the area they can attend. SIT’s work together with Merseyside Police and Local Authorities in an attempt to stop Anti-Social Behaviour.

Members asked if the SIT areas could be broken down into individual wards and were advised that this information would be gathered for them. Members were also advised that once the pandemic was over, Members would be able to join MFRS in the campaigns within the communities.

Members asked if MFRS still attended schools with regards to promoting the Fire Service and highlighting the dangers around the Bonfire Period. Members were advised that this does happen but due to the circumstances of the Coronavirus, MRFS have been unable to this year. Members were informed that messages still go out to schools regarding Fire Safety for them to distribute and that as soon as it is possible, staff will be at schools in person again.

Members praised MFRS staff for the work they do and for a wonderful presentation.

Members Resolved That:

The report and the impact that the COVID 19 pandemic had on the delivery of the Bonfire Plan 2020, be noted.

Close

Date of next meeting Thursday, 8 April 2021

Signed: _____

Date: _____

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MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	COMMUNITY SAFETY AND PROTECTION COMMITTEE		
DATE:	8 APRIL 2021	REPORT NO:	CFO/015/21
PRESENTING OFFICER	ACTING MONITORING OFFICER		
RESPONSIBLE OFFICER:	RIA GROVES	REPORT AUTHOR:	RIA GROVES
OFFICERS CONSULTED:	STRATEGIC LEADERSHIP TEAM		
TITLE OF REPORT:	REMOTE AUTHORITY MEETINGS		

APPENDICES:	APPENDIX A:	MHCLG LETTER
	APPENDIX B:	AMENDMENT TO STANDING ORDERS
	APPENDIX C:	PROCEDURE FOR ATTENDANCE AND RECORDING OF MERSEYSIDE FIRE AND RESCUE AUTHORITY

Purpose of Report

1. To inform Members as to the future of remote Authority meetings and request that the amendments made to standing orders and procedural rules for remote meetings are withdrawn Members on the condition the regulations do expire on 7th May 2021.

Recommendation

2. That Members;
 - a. Note the legislation to hold Authority meetings remotely has not been extended,
 - b. Instruct the Acting Monitor to review the options available to the Authority for face to face meetings to recommence that will be compliant with government guidance, and
 - c. Approve the removal of the amendments to the standing orders and procedural rules contained within Appendix B from the constitution subject to the Remote Meetings Regulations expiring on the 7th May 2021
 - d. Approve the changes to the constitution as detailed in paragraph 8

Introduction and Background

3. The Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority Police and Crime Panel Meetings) (England and Wales) Regulations 2020 ('Remote Meetings Regulations') were introduced by the government in response to the COVID-19 pandemic to ensure the appropriate levels of governance could continue by enabling all local authority meetings before 7 May 2021 to be held remotely.

4. The Remote Meetings Regulations stipulated that remote access for members of the public and press was also required in order to meet the condition for local authority meetings to be accessible to the public.
5. It has now been confirmed that the Remote Meetings Regulations will not be extended beyond the 7th May 2021 with the government also publishing updated guidance on the safe use of local authority buildings following confirmation that emergency legislation regarding virtual meetings will not be extended. A letter was published on the future of remote local authority meetings by MHCLG on the 25th March 2021 as contained within Appendix A.
6. The Acting Monitoring Officer is reviewing the implications of this decision in anticipation that future Authority meetings will need to be held face to face alongside the guidance to ensure the location is safe and covid compliant for those attending. The Acting Monitoring Officer will continue to liaise and discuss this issue with Members prior to the next meeting.
7. The impact of the Remote Meetings Regulations automatically overrode any existing Procedure Rules or Standing Orders within the Authority's constitution or any other governing rules in place and as a result and as considered good practice an amendment to standing orders and procedure rules was adopted within the constitution to reflect this as contained within Appendix B. It is proposed to Members that this amendment is therefore removed from the constitution on the condition that the Authority committee meetings can no longer be conducted remotely and the Remote Meeting Regulations cease on the 7th May 2021
8. It is also proposed to Members that the constitution is amended to include the possibility of attendance by the public and press at meetings of the Authority may continue remotely as detailed in Appendix C. It is important that access to meetings by the press and public continues however allowing for the possibility of access to be remote ensures the Authority can remain compliant with the Covid19 guidelines.
9. Members are asked to note that the decision not to extend the legislation for the use of virtual meetings by Local Authorities has been challenged through the legal process which is ongoing. The Acting Monitoring Officers will update Members on the outcome of such a challenge and report back to Members on any significant impact for the Authority and how meetings can be conducted.

Equality and Diversity Implications

10. As meetings may no longer be remote every effort will be made to ensure that meetings of the Authority and its Committees continue to remain accessible as possible to both the public and Members.

Staff Implications

11. The reintroduction of face to face meetings in line with published guidelines will impact on staff resources whilst staff liaise with one another and possibly seek other resources in preparing for the meetings, however it is anticipated that the demands on staff will return to normal once the appropriate arrangements have been put in place.

Legal Implications

12. The legal implications are contained within this report.

Financial Implications & Value for Money

13. Any costs associated with the reintroduction of face to face Authority meetings, can be contained within existing budgets.

Risk Management, Health & Safety, and Environmental Implications

14. The physical location to hold an Authority meeting after the expiry of the Remote Meetings Regulations will be done in a manner that adheres to the government guidance and COVID-19 compliant.

Contribution to Our Mission: *Safer Stronger Communities – Safe Effective Firefighters*

15. The reintroduction of face to face meetings ensures that the decisions and actions of the Authority continue to remain accountable, transparent and that the democratic governance is not been impacted in order to ensure the delivery of the Authority’s Mission of “Safer Stronger Communities – Safe Effective Firefighters”.

BACKGROUND PAPERS

CFO/022/20 Amendments to Standing Orders- Remote Meetings

GLOSSARY OF TERMS

MFRA Merseyside Fire and Rescue Authority

MHCLG Ministry of Housing Communities and Local Government

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Ministry of Housing,
Communities &
Local Government

Luke Hall MP

Minister of State for Regional Growth and Local Government

Ministry of Housing, Communities and Local Government

Fry Building
2 Marsham Street
London
SW1P 4DF

Council Leaders
Principal Councils in England

Tel: 0303 444 3440

Email: luke.hall@communities.gov.uk

www.gov.uk/mhclg

25 March 2021

Dear Colleague,

LOCAL AUTHORITY MEETINGS

It is just over a year to the day since the Prime Minister asked us all to stay at home, and local authorities across England have risen magnificently to the challenges of this period. There has been a dramatic shift in your day-to-day operations, alongside new difficulties and demands, and I commend the efforts of all councillors and officers in supporting your communities and ensuring vital business continues during these unprecedented times.

As you will be aware, The Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020 do not apply to meetings on or after 7 May 2021.

Extending the regulations to meetings beyond May 7 would require primary legislation. The Government has considered the case for legislation very carefully, including the significant impact it would have on the Government's legislative programme which is already under severe pressure in these unprecedented times. We are also mindful of the excellent progress that has been made on our vaccination programme and the announcement of the Government's roadmap for lifting Covid-19 restrictions. Given this context, the Government has concluded that it is not possible to bring forward emergency legislation on this issue at this time.

As outlined in the Government's Spring 2021 Covid-19 Response, our aim is for everyone aged 50 and over and people with underlying health conditions to have been offered a first dose of the Covid-19 vaccine by 15 April, and a second dose by mid-July. While local authorities have been able to hold meetings in person at any time during the pandemic with appropriate measures in place, the successful rollout of the vaccine and the reduction in cases of Covid-19 should result in a significant reduction in risk for local authority members meeting in person from May 7, as reflected in the Government's plan to ease Covid-19 restrictions over the coming months.

I recognise there may be concerns about holding face-to-face meetings. Ultimately it is for local authorities to apply the Covid-19 guidance to ensure meetings take place safely, but we have updated our guidance on the safe use of council buildings to highlight ways in which you can, if necessary, minimise the risk of face-to-face meetings, and we will work with

sector representative bodies to ensure that local authorities understand the guidance and are aware of the full range of options available to them.

You can find the updated guidance here: www.gov.uk/government/publications/covid-19-guidance-for-the-safe-use-of-council-buildings/covid-19-guidance-for-the-safe-use-of-council-buildings.

These options would include use of your existing powers to delegate decision making to key individuals such as the Head of Paid Service, as these could be used these to minimise the number of meetings you need to hold if deemed necessary. Additionally, some of you will be able to rely on single member decision making without the need for cabinet meetings if your constitution allows.

While I appreciate that a greater number of authorities will be subject to elections this year due to the postponement of the 2020 elections, those councils who are not subject to elections could also consider conducting their annual meetings prior to 7 May, and therefore do so remotely while the express provision in current regulations apply. As you will know, councils who are subject to elections are statutorily required to hold their annual meeting within 21 days of the elections. The Government's roadmap proposes that organised indoor meetings (e.g. performances, conferences) are permitted from 17 May, subject to Covid secure guidelines and capacity rules. On this basis, councils should consider the extent to which their annual meetings (and any other meetings) can operate on the same basis as other local institutions in their area, taking into account their individual circumstances and requirements.

If your council is concerned about holding physical meetings you may want to consider resuming these after 17 May, at which point it is anticipated that a much greater range of indoor activity can resume in line with the Roadmap, such as allowing up to 1,000 people to attend performances or sporting events in indoor venues, or up to half-capacity (whichever is lower).

Finally, while you do have a legal obligation to ensure that the members of the public can access most of your meetings, I would encourage you to continue to provide remote access to minimise the need for the public to attend meetings physically until at least 21 June, at which point it is anticipated that all restrictions on indoor gatherings will have been lifted in line with the Roadmap. However, it is for individual local authorities to satisfy themselves that they have met the requirements for public access.

I am grateful for the efforts that local authorities have made to allow remote meetings in their area and recognise that there has been a considerable investment of time, training and technology to enable these meetings to take place, and I am aware that some authorities, though by no means all, have made calls for the Government to make express provision for remote meetings beyond the scope of the pandemic. I am today launching a call for evidence on the use of current arrangements and to gather views on the question of whether there should be permanent arrangements and if so, for which meetings. There are many issues to consider and opinions on the detailed questions vary considerably. This will establish a clearer evidence base of opinion and enable all the areas to be considered before further decisions are made. The Government will consider all responses carefully before deciding to how to proceed on this issue.

I am copying this letter to the Mayor of London, the chairs of the Local Government Association and the National Association of Local Councils, as well as the Home Secretary and the Secretary of State for the Environment, Food and Rural Affairs in respect of other authorities covered by the current meetings regulations, including fire and rescue authorities, police and crime panels, national park authorities, the Broads Authority, and conservation boards.

Yours sincerely,



LUKE HALL MP

Cc. Rt Hon Priti Patel MP, Home Secretary
Rt. Hon. George Eustice MP, Environment Secretary
Sadiq Khan, Mayor of London
Cllr. James Jamieson, LGA Chairman
Cllr. Sue Baxter, NALC Chairman

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AMENDMENT TO STANDING ORDERS AND PROCEDURE RULES FOR REMOTE MEETINGS

Introduction

Further to the implementation of The Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020 No.392 ('the Remote Meetings Regulations') these Rules and guidance provide for process and conduct of any remote meetings of Merseyside Fire and Rescue Authority ("**MFRA**") and its various Committees, held under the provision of the Remote Meeting Regulations.

These Rules should be read in conjunction with MFRA's Procedural Standing Orders contained within MFRA's Constitution. The Regulations made under Section 78 of the Coronavirus Act 2020 apply notwithstanding any other legislation or current or pre-existing Standing Orders or any other rules of the MFRA governing meetings and apply to any meetings held prior to 7th May 2021. This means that wherever there is conflict with the Constitution, these Rules takes precedence in regard to any procedures relating to any Meetings of MFRA or its Committees.

The effect of the Regulations on MFRA's Constitution is to insert what are, in effect mandatory Standing Order for the purposes of holding meetings remotely, either wholly or partially.

These Rules will be replaced or amended as detailed below:

Definitions within the Standing Orders to include:

"Remote Meeting" - A meeting held in any place as defined in Section 5(1) of the regulations including electronic, digital or virtual locations such as internet locations, web addresses or conference call telephone numbers.

"Remote Meetings Regulations" - The Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local MFRA Police and Crime Panel Meetings) (England and Wales) Regulations 2020 No.392('the Regulations')

Meetings of the Authority

Meetings of the Authority can be held in a place as determined by the Authority which may include electronic, digital or virtual locations such as internet locations, web addresses or conference call telephone numbers.

The Remote Meetings Regulations no longer require for MFRA to hold an Annual General Meeting during what would have been the normal 2020/2021 municipal year. The meeting can be delayed or postponed until the following Annual General Meeting in 2021 as appropriate.

It should be noted that if the Annual Meeting is delayed, all appointments from the 2019 Annual Meeting will continue.

Quoracy of Meetings

All remote meetings of MFRA and its committees can operate with minimum quorum level as detailed within the constitution. In the event that a remote meeting commences quorate however during course of proceedings becomes inquorate due to unforeseen circumstances e.g. IT issues, the meeting facilitator will bring this to the attention of the Person Presiding who may temporarily suspend the meeting until the issue can be resolved and the meeting recommenced.

If the meeting remains inquorate and the issues cannot be resolved, the meeting will end and any items not dealt with will be deferred to the next appropriate meeting.

Any such circumstances will be fully recorded in the minutes produced for that meeting

Members will be counted as in attendance and counting towards the Quorum if they can comply with the following conditions at the specific time of the scheduled meeting

- To Hear; and
- To be Heard by others in attendance, members of the public exercising their right to be heard at a meeting and members of the public attending the meeting.

Where practicable Members should also see and be seen.

Prevention of disorderly conduct

Should a member of the public interrupt or disrupt proceedings of the meeting when they have not been invited to speak then the person presiding over the meeting shall warn them, if they still continue to cause a disturbance they will be removed from the virtual meeting.

Voting

Where a formal vote is required, a roll call of all member's present will be conducted, to record a vote the Democratic Services Officer will ask each member in turn to state their voting intention (Against, For, or Abstain) clear notes will be kept of the votes made. These will then be counted, announced, and recorded in the minutes.

In the event of any vote being equally divided the Person Presiding will have the casting vote.

Declaration of Interest

If any Member declares a prejudicial interest in line with the Standing Order 26.2 the Member will be removed from the virtual Meeting at the relevant point in time and invited to re-join when appropriate.

Public Participation

If any member of the public wishes to participate in the meeting in line with Standing Order 11, they will be provided with an invitation to join the Meeting, and will be invited to speak at the appropriate time.

Public Attendance

The public will be able to view the meeting online. The means of accessing the remote meeting will be contained within the published Agenda for the applicable meeting which will be available on MFRA's website.

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PROCEDURE FOR ATTENDANCE AND RECORDING OF MERSEYSIDE FIRE AND RESCUE AUTHORITY

Purpose

To inform all visitors attending Merseyside Fire and Rescue Authority Headquarters with the intention to observe and/or record the proceedings of meetings, of the procedure to be followed during your attendance, for the purpose of clarity, safety and security. *(This procedure is in addition to, and should be read in conjunction with [MFRA Meeting Reporting Protocol](#)).*

The Authority reserves the right to restrict attendance by the press and public to remote access only in order for the meeting to remain compliant with the guidelines issued in respect of COVID19. This will be included within the published agenda if this is the case with the relevant link to the meeting provided.

Overview

Merseyside Fire and Rescue Authority is committed to openness and transparency in how it conducts its business. Anyone wishing to attend public meetings of this Authority are welcome, however the number of people who attend each meeting may vary making it difficult to predict how many people will turn up on the day. Therefore, the following arrangements are in place to ensure that there is reasonable provision for your purpose of visit.

Prerequisite Information

The Openness of Local Government Bodies Regulations 2014 came into force on 6 August 2014 and amended the Local Government Act 1972 regarding the governance of Authority, Committee and sub-Committee meetings, and the recording of certain officer decisions. Whilst already open to members of the press and public to attend, the Openness of Local Government Bodies Regulations 2014 provides for any person to be permitted to report on the meeting, including the filming, photography, or making of audio recordings of proceedings of meetings. This does not include live commentary.

Safety, Precaution, Entry, Admittance and Departure

Most meetings of Merseyside Fire and Rescue Authority, including Committees and Sub-Committees, are held at their Headquarters, Bridle Road, Bootle, Liverpool, Merseyside, L30 4YD and usually commence at 1pm (unless otherwise published). It is recommended that you check the location and start time of the meeting before starting your journey, to ensure you arrive at the appropriate time.

All meetings and agendas are published on our website (http://www.merseyfire.gov.uk/aspix/pages/fire_auth/authorityContent.aspx).

Invitation letters are posted in the noticeboard outside the venue for the meeting five days prior to the date of the meeting or you can contact Democratic Services by ringing 0151 296 4112.

It would be helpful if you could contact Democratic Services to advise of your intention to attend the meeting to assist in the allocation of appropriate space within the meeting room. Should you have any special requirements which may impact upon your visit, please contact Reception tel.0151 296 4000, and advise ahead of your planned visit, to enable details to be taken and the appropriate officer notified to consider any reasonable adjustments or additional assistance which may be required.

If the number of visitors exceed that which is deemed safe for the size and capacity of the meeting room, you will be refused access on safety grounds.

All external visitors wishing to attend meetings of the Authority, are requested to arrive no earlier than thirty minutes prior to the opening of the meeting (eg meeting start 1.00 pm – do not arrive earlier than 12.30 pm). Arrival before this time may result in you being refused admittance to the building until such time that your entry can be facilitated. This is due to the security requirements for the building.

For your own safety, security and protection, and for that of others working and visiting the premises, all external visitors (including employees who do not work in the building) are required to identify yourself to reception upon arrival, and departure. You will be required to provide your name, the purpose of your visit, who you are visiting, and provide the details of any vehicle which you wish to leave on the premises until your departure.

If you have equipment with you, you should inform reception and confirm for what purpose you intend to use such equipment during your visit. Examination of any equipment you bring, may be required.

When you sign into the building you will be allocated a coded visitor pass which you are required to visibly wear at all times, and must hand back to reception when you sign out of the building.

Once entry to the building has been granted and compliance with reception/security requirements have been met, Reception will inform Democratic Services of your presence and arrangements to escort you to the designated waiting area, will be made. You **must** wait to be escorted to the designated area. Staff will be preparing for the meeting or escorting other visitors therefore this may take a few minutes wait until such time a member of staff is available to do so, we therefore request your patience.

Access to the Actual Meeting

ALL persons attending to observe meetings of the Authority, who are not Merseyside Fire and Rescue Authority Members or Officers directly advising Members in the meeting, **MUST** remain in the designated waiting area until such time that it is announced that you may enter the Authority Meeting Room.

Access to the Meeting room will be given fifteen minutes prior to the start of the meeting, to allow reasonable time to set up any equipment.

In the event of a fire or requirement to evacuate the building – all visitors must be accounted for therefore you must ensure you are with the person/s you are here to visit.

In the event of an evacuation you will be instructed where to go by Fire Marshalls and Officers, and procedures should be announced at the opening of business.

Equipment

The Authority does not accept responsibility for the loss or damage to any equipment or items it does not own, therefore any personal items and belongings you bring with you are your responsibility which you bring at your own risk.

You may be required to have your equipment / belongings checked before admittance to the building.

You are requested to ensure that your equipment is not noisy or invasive, which could cause distraction to the proceedings.

Prior to the Meeting

Members and Officers attending meetings or training events prior to any meeting of the Authority, are required to arrive on time, ensure that all business starts at the agreed time and concludes **at least** fifteen minutes prior to the published start time of the Authority/Committee/Sub Committee, to enable the room to be cleared and ensure sufficient time for visitors to be permitted entry and set up of equipment, is provided.

During the Meeting

The Chair presiding over the meeting will request anyone present with the intention of recording the proceedings, to make themselves known to the Chair. The Chair will advise those present, if the meeting is being recorded, and ask if any visitors have objection to being filmed. **In the event that someone requests not to be filmed, they will be asked if they wish to leave or move to an area out of recording sight.** The Chair has the right to request stoppage of recordings, or to stop the proceedings of the meeting (in line with procedural standing orders contained within the constitution) should he/she feel there is unsuitable distraction or disturbance to the meeting.

Exclusion

All reports considered by the Authority are open and published to the Public unless there is confidential information contained within the report which under the Local Government Act 1972, is deemed Exempt. In such instances the Agenda will state by what section of the Local Government Act the item is Exempt under and during the preliminary matters on the Agenda, the Chair will announce if there are any exempt items on the Agenda which the Press and Public will be required to leave the meeting.

If there are Exempt items the Chair will announce at the time of reaching that item, for the Press and Public to leave.

All external visitors must take their equipment and belongings and make their way back to the waiting area. Equipment is to be packed away in the waiting area and you must wait for a member of staff to escort you back to reception. This may mean waiting a short while for other visitors to finish packing away their equipment and a member of staff escort several visitors together to reception.

Exit and Departure

You will be required to sign out at reception and ensure that you hand your visitor pass back to reception, and they have confirmed your departure. You must vacate the building and car park (if using the car park) immediately.

Further Information

For further information or questions on any aspects of this document, please contact the Democratic Services Team:

Kelly Kellaway – 0151 296 4113 – kellykellaway@merseyfire.gov.uk

Gemma Sung – 0151 296 4230 – gemmasung@merseyfire.gov.uk

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	COMMUNITY SAFETY AND PROTECTION COMMITTEE		
DATE:	8 APRIL 2021	REPORT NO:	CFO/017/21
PRESENTING OFFICER	CHIEF FIRE OFFICER		
RESPONSIBLE OFFICER:	DEB APPLETON	REPORT AUTHOR:	DEB APPLETON
OFFICERS CONSULTED:	STRATEGIC LEADERSHIP TEAM		
TITLE OF REPORT:	HMICFRS INSPECTION SELF-ASSESSMENT		

APPENDICES:	APPENDIX A:	HMICFRS SELF ASSESSMENT 2021
	APPENDIX B:	HMICFRS SELF ASSESSMENT 2020

Purpose of Report

1. To inform Members that Merseyside Fire and Rescue Service's (MFRS) inspection by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) will start on 10th May and that a self-assessment (Appendix A) and document request have been submitted as part of the inspection process.

Recommendation

2. That Members note the information contained in this report about MFRS's forthcoming HMICFRS inspection.

Introduction and Background

3. Members will recall that MFRS was inspected in December 2018 as part of the first round of Fire and Rescue Service inspection by HMICFRS and again in October 2020 as part of a Covid inspection. Round two of the full FRS inspection had been due to take place in 2020 but was postponed due to the pandemic. MFRS is in the first tranche of inspections, which re started in March 2021. The inspection will be entirely virtual and will take place over a six-week period starting on 10th May.
4. The first part of the inspection process is the provision of a range of documents requested by HMICFRS and a self-assessment. Both have now been provided to the inspectorate. As a result of MFRS also being in the first tranche of inspection in the postponed 2020 round, the Service had submitted a self-assessment (Appendix B) just before lockdown in March 2020 and HMICFRS have confirmed that will be considered alongside the new self-assessment.
5. The two self-assessments contain slightly different questions, but are similar in that they are asking for a look back at what the Service has delivered and what

it plans to deliver in the coming year, alongside how it has progressed against previous inspection recommendations.

6. The self-assessments will be shared with staff on the intranet Portal to help them prepare for inspection and will also become the focus of a Strategic Briefing with the HMI to be held on 13th May. The previous HMI for the Northern region, Mr Phil Gormley, has left the inspectorate, to be replaced in April by Mr Andy Cooke.
7. Prior to the inspection, an HMICFRS staff survey will be shared with staff and the inspectorate also has a confidential reporting line which anyone can use to share information with them. A public servery is also part of the process.
8. The six-week inspection will consist of interviews with the Chair of the Authority, the Chief Fire Officer, key managers and partners, plus desk-top reviews of processes and focus groups with a range of staff. There will be more focus in this inspection on equality, diversity and inclusion and on studying the way in which the Service deals with all aspects of an incident from initial call, through response and any outcomes for Prevention, protection and other departments.

Equality and Diversity Implications

9. There are no Equality and Diversity implications arising from this report.

Staff Implications

10. Staff are a key part of the inspection process and work is ongoing to ensure they are aware of the process and what will be required of them.

Legal Implications

11. There are no legal implications arising from this report.

Financial Implications & Value for Money

12. There are no financial implications arising from this report.

Risk Management, Health & Safety, and Environmental Implications

13. There are no risk management, health and safety and environmental implications arising from this report.

Contribution to Our Mission: *Safer Stronger Communities – Safe Effective Firefighters*

14. HMICFRS inspection is designed to highlight any issues and give assurances to communities about the efficiency and effectiveness of fires and rescue services and how they treat their people.

BACKGROUND PAPERS

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HMICFRS Fire and Rescue Services (FRS) Inspection 2021/22

Self-assessment template guidance

Every FRS will be asked to complete a self-assessment as part of the inspection process.

The self-assessment poses a number of general questions to give chief officers an opportunity to give the HMI and the inspection team an insight into the FRS. The self-assessment should also provide some general information about service priorities and current challenges. The assessment should be no longer than 1,500 words in total and cover the high-level strategic issues facing your FRS.

We recommend that each FRS uses the self-assessment as the basis for its presentation at the strategic briefing. We may make a subsequent request to address further specific questions in advance of the strategic briefing.

How to complete the self-assessment:

- Please answer every question.
- Please do not exceed the word limit set out in the template.
- Please do not embed any documents; documents to support the self-assessment will have been provided as part of the document request.
- There is no expectation that the FRS should grade themselves against the judgment criteria.
- HMICFRS anticipates that FRS's will share the assessment with their FRA.

Please return the self- assessment to HMICFRSInspectionsAdmin@hmicfrs.gov.uk as part of the document return.

What to include in the self-assessment narrative answer:

- A good self-assessment will highlight the challenges and future plans of the FRS to address any gaps in its provision or performance.
- A good self-assessment will identify areas of strengths as well as areas for improvement and set out the actions being taken to address them.
- A good self-assessment is realistic and sets out the FRS's position using evidence and data to support the assessment.

HMICFRS Fire and Rescue Services (FRS) Inspection 2021/22 – Self-assessment template

- Please do not embed any documents
- Please do not exceed the word count limits (1,500 words)
- Please refer to the guidance document

General FRS self-assessment	
<p>Please set out a general FRS self-assessment covering the following points:</p> <ul style="list-style-type: none"> • What key changes have there been for your FRS since the round 1 inspection – e.g. governance, funding, staffing? • What action has the service taken in response to any areas for improvement identified during the last inspection (round 1)? • What are your FRSs priorities for the coming year? • What action is the service taking in response to the Covid-19 inspection report? • Please include any other information that you feel would be useful to the inspectors to provide context for the operation of the FRS and its current performance. 	
Question	FRS Assessment
<p>What key changes have there been for your FRS since the round 1 inspection – e.g. governance, funding, staffing?</p>	<p>To be read in conjunction with the self-assessment submitted in March 2020.</p> <p>During this most challenging of years MFRS has stepped up to provide extra support to our communities whilst continuing to deliver high quality services and make bold plans for the future.</p> <p>Since our last self-assessment we have:</p> <p>Pandemic</p> <ul style="list-style-type: none"> • Responded nationally/locally to implications of Covid, introducing pandemic-related activities to protect the most vulnerable, whilst adopting safe systems of work and health surveillance arrangements to protect our operational response.

	<p>These safeguards extended to all of our staff and across our workplace e.g. introducing health surveillance (LFT) across all locations.</p> <ul style="list-style-type: none"> • Provided 200+ volunteers to support vaccination (delivering 10,000 vaccinations to date). • Supported ‘Mass’ and ‘Surge’ testing • Trained firefighters to assist NWS as required and coordinating a regional request for support • Supported mortuary management <p>Prevention</p> <ul style="list-style-type: none"> • Continued with Prevention work during the pandemic (following NFCC guidance) where risk was high or serious incidents occurred, and provided significant support for partner organisations. • Delivered over 8,000 Safe and Well visits and 250,000 information leaflets • Partnered with Age UK and LAs delivering essential items, Winter Warm and other campaigns • Supported vulnerable young people on Beacon and Prince’s Trust programmes (delivered virtually) • Continued our work with the Violence Reduction Partnership (VRP), introducing initiatives targeted at children who have experienced domestic abuse. <ul style="list-style-type: none"> ○ MFRS is the only FRS to have arson defined as a violent crime within the VRP. • Embedded Safeguarding processes following self-assessment • A MFRS Officer as Vice Chair of the NFCC Safeguarding Committee <p>Whilst most incident types reduced over the year, fatalities increased; all occurring during lockdown. We will use this year’s fatal fires review to better understand the causal factors, particularly those directly attributable to the pandemic.</p> <p>Protection</p> <ul style="list-style-type: none"> • Introduced desktop Protection audits; increasing our capacity to inspect
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	<ul style="list-style-type: none"> • Increased the number of Protection Officers • Progressed a significant number of GTI recommendations including implementing a building risk review team, developing a tall buildings database and a process to aid evacuation. We also sit on the NFCC Tall Buildings Working Group <p>Response</p> <p>Delivered:</p> <ul style="list-style-type: none"> ○ the station merger at St Helens (2017-20 IRMP) ○ all Hybrid duty system stations (2019-21 IRMP Supplement) ○ a new Analytical Risk Assessment process ○ a new Operational Assurance Handbook ○ a Station Readiness process including AM station visits <ul style="list-style-type: none"> • Produced risk assessments and guidance for national and local FRS Covid response • Made skeds (stretchers) available on all fire engines in response to the Kerslake Report, MAI and MTA JOPS. • shared significant incident learning nationally - fire in a Lithium-ion battery facility <p>Preparedness</p> <ul style="list-style-type: none"> • Introduced our “Sunday Six” training; informed by our risk methodology (NSRA /CRR) – terrorism*, high rise*, flood, marine*, wildfire and recycling/waste sites (*completed) • Implemented a new command strategy • Continued our risk critical and JESIP command training throughout • Increased our MTA cohort (now 24) to cover GMFRS • Introduced a clinical governance process with NWAS • Introduced body-worn video cameras based on risk and role to enhance safety • Upgraded to Vision5 Command and Control system
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	<ul style="list-style-type: none"> • Refreshed Asset Management Plans to reflect the changes to the IRMP • Reached agreement with United Utilities to provide water bowsers in poor water areas <p>People</p> <ul style="list-style-type: none"> • Shown significant improvement in staff engagement (a score of 88%) in our fourth Staff Survey (Nov/Dec 2020); moving us from lowest quartile in 2014 to top quartile in 2020 • Reviewed, updated and relaunched our Promotion Gateway process – to include fast track progression • Increased firefighter numbers in line with IRMP Supplement. • Removed further temporary positions – 90 promotions; all roles • Adopted an Agile Working Policy as part of pandemic response • Introduced a staff Reward and Recognition programme (April) • Embedded Staff Network Chairs in the ED&I Strategic Board • Increased internal staff communications • Launched a new accessible and easily updated website • Established a fully Covid-secure workplace including LFT health surveillance <p>Finance/Organisation-wide</p> <ul style="list-style-type: none"> • Developed our new IRMP (out to consultation), building further resources back into the Service, focusing on Risk, Demand and Vulnerability and based on affordability • Identified the reinvestment from our IRMP supplement 2019-21 in our Medium Term Financial Plan • Carried out departmental reviews, improving efficiency (e.g. the deletion of a Director post and Procurement moving under Finance) • Set viable IRMP proposals based on prudent financial planning, despite the one-year Government financial settlement impacting on long term planning.
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<p>What action has the service taken in response to areas for improvement identified during the last inspection (round 1)?</p>	<p>The Service created an action plan containing the key recommendations from the last inspection (plus other areas highlighting where improvements could be made).</p> <p>Since our last self-assessment we have:</p> <ul style="list-style-type: none"> • Improved command assessment and assurance • Improved debrief processes; including online reporting on the intranet Portal and mobile platforms • Embedded three staff networks (BAME, Gender, LGBTQ+) and senior sponsors for ED&I; regularly promoted Service-wide and part of strategic decision making processes • Relunched our FireProud Allies network, reflecting our collaboration with the Police, including ED&I events • Established a cross-border information sharing process on Resilience Direct • Increased staffing in Protection including a fire engineer, an increase in WMs (from 3 to 7) and six trainee Fire Safety Auditors • Trained an additional 12 members of staff to Fire Safety Level 4 • Made significant progress on our work in relation to the GTI • New Protection MIS will be implemented in May • Delivered an organisational Training Needs Analysis process • Delivered Unconscious Bias training to c70 staff and considering the best way to embed this for the future • Delivered face-to-face ED&I training to 50% of staff (progress has been affected by the pandemic) • Developed online ED&I training • Increased opportunities for staff to engage with senior officers via face-to-face visits • Interviewed over 100 staff in the creation of revised Values and leadership message • Agreed the adoption of fast track development within the Gateway Process
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	<ul style="list-style-type: none"> • Increased diversity - BAME firefighters made up 6.9% of our 2020 recruit courses compared with the local BAME population of 5.5% • Embedded our CM development programme • Introduced an automated recruitment sifting process to further safeguard against bias • Automated a further 20 processes including weekly cylinder audits, workplace Covid testing records, apprentice monitoring form and Business Continuity incident report form • Launched our Wellbeing Charter • Engaged an ED&I lead organisation to audit our approach to ED&I (results in April) • The 2020 staff survey shows that over 80% of staff believe bullying and harassment is not tolerated in MFRS and have also not experienced it themselves (improved from under 50% in 2014) • Discipline cases relating to B&H have reduced to zero in 2019-20 from three in 2017-18 <ul style="list-style-type: none"> ○ testament to our concerted efforts to improve our organisational culture, educate and listen to our staff
<p>What are your FRSs priorities for the coming year?</p>	<ul style="list-style-type: none"> • Our IRMP 2021-24 is out to consultation and the final version will be approved in July 2021. Proposals include building in more capacity: <ul style="list-style-type: none"> ○ A further increase in the number of available fire engines based on expansion of the Hybrid duty system ○ Further investment in protection staffing (8 trainees). ○ Increased resilience ○ Improved performance ○ Enhanced specialist capabilities (Including a drone) ○ Creation of specialist teams ○ Improved firefighter safety (creating new training facilities reflective of foreseeable risk)

	<p>We will:</p> <ul style="list-style-type: none"> • Adopt the same resilient working arrangements in Fire Control as established within the Operational Hybrid duty system • Support partners as they recover from the pandemic • Re-commence face to face Prevention and Protection activities based on NFCC and Government roadmap/guidelines • Continue our response to GTI recommendations – e.g. implementation of evacuation processes and the use of stairwell protection teams • Embed a new MIS for Prevention, Protection and Response (SSRI) • Introduce, with staff, a ‘Leadership Message’ and new Values • Continue Positive Action recruitment (60 firefighter posts) • Extend apprenticeships – all areas • Continue the New Dimension 2 project (NR) • Deliver phase two of the NR website • Continue to respond to the requirements of the national ESMCP programme - including acting as an Assurance Partner
<p>What action is the service taking in response to the Covid-19 inspection report?</p>	<ul style="list-style-type: none"> • Our Covid Strategic Group continues to meet at least once a week to discuss the effect of the pandemic and take action. The group has been highly effective at delivering organisational actions and continues to be informed by the NFCC, the LRF and Public Health in relation to pandemic matters • The group has reviewed the findings of the report and has carried out a structured debrief after the first wave to identify learning and notable practice <ul style="list-style-type: none"> ○ We have updated BC plans as a result; reflecting revised NFCC guidance ○ A further review will align to the Government roadmap back to a new normal • We have embedded agile working into our policies to sit alongside our flexible working policy (and are doing the same with home working)

	<ul style="list-style-type: none"> • We have increased the provision of mobile devices and are improving broadband to support agile working throughout our estate
<p>Please include any other information that you feel would be useful to the inspectors to provide context for the operation of the FRS and its current performance.</p>	<ul style="list-style-type: none"> • We have provided significant support to the NFCC and Government during the pandemic. Merseyside's CFO is National Fire Gold and Merseyside Officers have reported national workforce and continuity matters to the Home Office and Fire Minister throughout the period • MFRS officers have also produced national risk assessments and used their national resilience capabilities to secure/distribute lateral flow tests across the sector • MRFS has been the point of contact for all NWS related activity and we have shared all work created in relation to the vaccination roll-out with Cheshire FRS so they could act quickly in response to a request for assistance when setting up a vaccination centre in Chester • Finally, all learning from the national mass testing centres established in Liverpool was shared across the sector

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HMICFRS Fire and Rescue Services (FRS) Inspection 2020/21

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HMICFRS Fire and Rescue Services Pilot Inspections 2020/21 – Self-assessment template

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Question	FRS Assessment
<p>What key changes have there been for your FRS since the last inspection – e.g. governance, funding, staffing?</p>	<p>We have an unequivocal ambition to modernise MFRS to reflect the needs of our communities. Including action to move from a burning platform to burning ambition, to secure a positive cultural shift – creating a Service which looks up and out, not in and down.</p> <p>As a result, we have introduced significant changes within our IRMP Supplement for 2019/21 reflecting foreseeable/emergent risk, demand and vulnerability, making the Service more resilient and responsive to the challenges it faces.</p>

Using our budget in an innovatively different way (essentially, using reserves, pension deficit payment and underspend to pay off debt to free up revenue) we have reinvested in the frontline, modernised our duty systems and ways of working and set balanced budgets for 2019/20-2020/21:

Allowing the Service to increase appliances from 26-30 (from 24-27 daytime plus 3 whole-time retained) (from 18-21 at night, plus 9 WTR).

The new Hybrid duty system (1st in the country), protects night-time cover at Wallasey and Liverpool City; assuring retained availability, cognisant of working time regulations.

Increasing from 620 to 642 firefighters. All contracts made up of whole-time and retained duties, incorporating flood, terrorist response and EMR, making these requirements contractual and unambiguous (the only Service in the UK doing this).

Maintaining 5 riders at key locations but moving to 4 at non key locations – reflective of Critical Attendance Standard scenarios.

Flexible use of resources makes the Service more resilient and better equipped to manage emerging/increasing risk - shipping/weather related incidents and terrorism. We have relocated the DIM vehicle and provided enhanced MTA training to Liverpool City.

We have also:

Increased our MTFA capability - now providing a team of 24, capable of responding across the region and more broadly.

Robust workforce planning arrangements; three recruit courses run yearly, reflecting retirement profiles. We have introduced secondary contracts and re-engaged staff on a flexible basis – resulting in high levels of appliance availability whilst maintaining

specialist skills. MFRS is an employer provider of the firefighter apprenticeship, making effective use of the Apprenticeship Levy.

Achieved efficiencies for the HO by using the NR training grant more efficiently, maximised the impact of the NRAT team; broadening their role to complement the work of the NFCC Protection Board and High Rise working group.

Developed a new NR application; now in use across the country.

Reviewed the disposition of specialist assets (which will inform our future IRMP), immediately taking action to staff the HVP on a permanent basis following feedback from debriefs and the Knowsley Industrial Estate SIR.

Re-introduced the CM role following feedback from staff groups - to support development and maintain appliance availability.

Introduced a Community Impact Fund to further engage crews in station planning; making a clear link between their work and the impact they can have – shared place-based leadership.

Our officers are embedded in the new multi-agency Violence Reduction Partnership, securing funding for our Early Intervention programmes whilst developing Merseyside's problem profile. The VRP takes a public health approach to preventing serious violence. Arson/deliberate fire setting is embedded within the problem profile, securing a multi-agency response.

What action has the FRS taken in response to any causes of concern or areas for improvement identified during the last inspection?

We have:

Restructured our Protection Department, raising Protection priorities and highlighting its importance/status in the Service – allocating an Area Manager, and 5 Watch Managers to re-invigorate and re-engineer our approach.

Established a Building Safety Group with LAs in response to Grenfell, pre-empting changes to fire safety/building legislation, utilising combined enforcement approach to building remediation where necessary.

Prior to Fieldwork we will have updated our MDT's and introduced tough-pads for frontline appliances, working with partners to share cross-border risk information using Resilience Direct. MFRS Officers chair the RD National Fire Group.

Refocused on command assessment to ensure command competence is up to date and our command is assured.

Introduced Strategic Command Peer Assurance with Cheshire FRS.

Operational Discretion is captured in the Incident Command policy. The Operational Assurance Team included OD as a key audit theme during the period Sept-Dec 2019, embedding the correct use and recording (via Vision Incident Log and IC's day book). Audits confirm a good level of understanding/knowledge.

Low level debrief is undertaken as a 'Hot Debrief' following an incident. The Operational Response Functional Plan 2020-21 captures hot debriefs via the introduction of tough-pads on appliances. Pending their introduction, an interim solution uses 'instant reporting' on the OSHENS system.

	<p>Developed a comprehensive operational TNA linked to foreseeable local/national risk assessment and are developing an asset management plan for People, to enhance our workforce/succession planning.</p> <p>Progressed our application development, working with other FRS to develop collaborative approaches – reducing paper based systems. We have introduced 16 new electronic processes since 2018.</p> <p>We have:</p> <p>Maximised our engagement with staff through structured purposeful engagement – introduced station readiness concept.</p> <p>Refreshed our Gateway process to reinforce leadership behaviours - removing barriers for progression whilst supporting accelerated progression.</p> <p>Made 80+ temporary roles permanent.</p> <p>Established staff networks (BAME, Gender, LGBGTQI), with strategic leaders sponsoring a protected characteristic. Network Chairs are now members of the Strategic ED&I Board.</p> <p>Implemented face to face ED&I Essentials training to half our staff. We are on target to complete the whole Service in line with our 2-year training plan.</p> <p>Implemented coaching-based inclusive leadership training (SMs initially).</p> <p>Engaged with staff to effect change and challenge negative and undermining behaviours through PO talks, WM/CM forums, station visits.</p> <p>Engaged with staff to refresh our 'Ground Rules' (250 responses).</p>
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	<p>Completed the NFCC Safeguarding Self-Assessment and are acting on our findings – we have established a Safeguarding Committee and training has been completed.</p> <p>We are delivering Unconscious Bias training to c60 staff, specifically recruiters, assessors and key decision makers.</p>
<p>What are the FRS’s priorities for the coming year?</p>	<p>To deliver the remainder of our IRMP and IRMP Supplement actions including:</p> <ul style="list-style-type: none"> • Completion and opening of New Station in St Helens (merger of two others) • Implementation of the Hybrid duty system at St Helens. • Further strengthening the Protection team. • Exploring the use of technological solutions to enhance our response (e.g. 999Eye, Response Halo and a drone capability). • Introducing EMR based on increased capacity due to reinvestment in service. Including the roll out of GoodSam as a precursor to implementation. <p>Stakeholder consultation on our planning principles and proposals for our 2021-2024 IRMP.</p> <p>Creating a MTFP which includes flexible options that allow us to develop our vision; reflective of the uncertain financial situation beyond 2021/22.</p> <p>Exploring capital opportunities to improve our training provision at a new location, whilst seeking alternatives for stations that are nearing the end of life.</p> <p>Upgrading our CAD/MIS, providing improved systems for our Control staff.</p> <p>Continuing our work/influence at a national level in relation to ESMCP.</p>

Continuing with our effective use of positive action to recruit a workforce reflective of our community.

Implementing an enhanced Home Safety Strategy which responds to poverty factors particularly the risk associated with reducing smoke alarm ownership in our most deprived areas.

Maintaining focus on High Demand Wards – targeted campaigns with partners focussed on RTC/Arson/ASB reduction and water safety.

To evaluate our impact, we have a partnership with Liverpool John Moores University who will objectively review our key strategies.

Developing a new inclusive 'Leadership Message' that takes account of the aspirations of the whole organisation. Reviewing our Mission, redefining our behaviours and values to reflect our shared purpose and vision.

Taking a 'positive action' approach to improve progression for under-represented groups – the revised Gateway. developing our peer mentoring and our *All Fired Up Mentoring Programme*.

Delivering our fourth staff engagement survey.

Exploring new ways to understand the level and impact of negative undermining behaviour on the organisation - including the introduction of pulse surveys and confidential reporting for B&H.

Hosting the AFSA Conference in December to support the EDI agenda.

Embedding Suicide Awareness across the Service – internally and externally to enhance our wellbeing provisions.

What action is the FRS taking in response to the recommendations from the Grenfell Tower Inquiry Phase 1 report?

We have put in place a dedicated lead officer at GM level to project manage a cross-directorate response to the GTI recommendations as well as identifying and addressing other emergent risk within the built environment. Who has;

Developed a gap-analysis tool to measure current position against what the Service is aiming to achieve and track progress

The cross-functional working group has;

- Changed the PDA to High Rise
- Reviewed and updated the SOP
- Introduced Sunday 6 – Training of ops crews
- Updated Learnpro package – shared learning approach
- Improved operational crew training in understanding risk, evacuation strategies, passive and active fire protection features, and SSRI information
- Procured smoke hood for appliances, with additional equipment evaluation underway
- Secured access to a vacant high rise block for two years to train crews and test procedures– we have linked this to HO activity to ensure the opportunity is maximised
- Championed the use of SIRAH (SSRI app) to create a single source of premises risk information
- Established Building Safety Group with LA partners, pre-empting changes to fire safety/building legislation, utilising combined enforcement approach to building remediation where necessary
- Utilised Lead Authority status on behalf of the NFCC to support the National Stay Put Policy Review Group in the collation of data collated from incidents in medium and high rise buildings.

Made recommendations to aerial appliance strategy - suggesting alternatives to provide options at high rise incidents.

Please include any other information that you feel would be useful to the inspectors to provide context for the operation of the FRS and its current performance.

Our plans remain flexible in order to deal with the potential for reductions in budget of between £1.5m and £8m by 2024/25 due to pension changes etc.

We will look to facilitate capital investment in the service's infrastructure in order to provide assets that are fit for the future and improve our efficiency and effectiveness.

Expanding blue light collaboration to maximise the impact of the NW FRS's whilst removing duplication – sharing learning and resources.

Merseyside governance remains open to change with elections of a new City Region Mayor and a New Police Crime Commissioner imminent.

Merseyside remains the most deprived area in the country – with high levels of organised criminal gangs' operating across borders.

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	COMMUNITY SAFETY AND PROTECTION COMMITTEE		
DATE:	8TH APRIL 2021	REPORT NO:	CFO/014/21
PRESENTING OFFICER	CHIEF FIRE OFFICER		
RESPONSIBLE OFFICER:	GM THOMAS	REPORT AUTHOR:	GM THOMAS
OFFICERS CONSULTED:	PREVENTION TEAM MANAGER JEN TAYLOR PREVENTION TEAM MANAGER JO HENDERSON		
TITLE OF REPORT:	MFRA VOLUNTEER WORKFORCE SUPPORT TO THE MERSEYSIDE VACCINATION PROGRAMME		

APPENDICES:

Purpose of Report

1. To inform Members of the support provided by MFRA volunteer workforce to health colleagues to support the delivery of the Covid19 vaccination programme.

Recommendation

2. That Members note the content of this report and the contribution of MFRA staff towards delivery of the vaccination programme with specific reference to deployment at the Merseyside Mass Vaccination site.

Introduction and Background

3. To address the COVID-19 pandemic, the Government tasked the NHS with the delivery of a vaccination programme, so that those who needed protecting most could access vaccinations as soon as they became available.
4. Detailed planning began in September 2020 building on the expertise and strong track record the NHS already had in delivering immunisations such as the annual flu vaccination programme. Plans included assurance that the Covid19 vaccination programme would not impact on other vital health related services.
5. During the pandemic, MFRA staff have provided thousands of hours to support the effort to protect and support our communities. We deliver an emergency service and have a proven track record of delivering response and first aid to the public. We also bring our reputation as people who can be trusted in a crisis.
6. In December 2020, the NHS approached and asked the Fire and Rescue Service to support its vaccination programme through provision of staff to deliver immunisations and assist with patient care. St Helens and Knowsley Teaching Hospitals NHS Trust were identified as the workforce lead to deliver the vaccination

programme in Cheshire and Merseyside and they engaged officers of MFRA to explore options.

7. A project team was convened to oversee the MFRS vaccination support, subsequently recruiting a cohort of volunteers from the workforce who wished to undertake one of two roles at the site:

7.1. Vaccinator - Requiring the volunteer to administer the vaccine to people under the direction and supervision of a registered health care professional.

7.2. Vaccine Administrative Support – Requiring the volunteer to greet, receive, assist and direct people in accessing the vaccination site including verifying their booking.

8. All volunteers received comprehensive training, including completion of online courses developed in partnership with and approved by NHS England and face to face clinical training. To complement training, volunteers are also subject to assessments and clinical supervision to ensure their own safety and that of everyone receiving the vaccine.

9. Training was delivered by approved NHS educators, many of whom had been re-engaged following retirement or had been redeployed from other roles within the NHS to support the broader vaccination programme.

10. MFRA staff were deployed at the St Helens Rugby League, Totally Wicked Stadium on 8th February 2021. This site was, and remains the only Mass Vaccination site in Merseyside, vaccinating up to 1,700 people per day. Figure 1 provides further detail.

Date range: 8 th February and 28 th March (7 weeks)	
Total MFRS staff hours at site	4,007
Vaccines administered by MFRS staff	14,515
Vaccines drawn up by MFRS staff	6,836
Total vaccinations administered at site	in excess of 56,000

Figure 1 – MFRS staff activity at Mass Vaccination Site 8th February – 28th March 2020

11. Since the start date, the team have been at the site every day and are now considered an integral part of the vaccination programme. NHS staff and MFRA staff work shoulder to shoulder as one team often with St John Ambulance, British Armed Service personnel and other volunteers to deliver the vaccination programme at pace and at scale to the people of Merseyside.

Equality and Diversity Implications

12. The opportunity has been made available to all staff to contribute as a volunteer towards the vaccination programme.
13. The vaccination programme is government led and discharged through DHSC following equality impact assessment against protected groups.

Staff Implications

14. Up to 200 MFRA staff have been engaged to support the delivery of the vaccination programme in a volunteer capacity.
15. The Service has developed a Covid Vaccination project team who were introduced to each staff member at their initial training session. The team are available for staff who need to make contact whilst the vaccination programme is ongoing. At the site there are also NHS leads who ensure staff are comfortable whilst on deployment. Staff are communicated with frequently and have 'wrap around' welfare available at all times when deployed at the site.
16. The programme is an exciting opportunity for our staff to make a difference and be part of a global army tackling the pandemic. MFRA staff have provided positive feedback in relation to their interactions with NHS staff and also with the interactions they are having with colleagues from other parts of the Service whom they might not normally work alongside.
17. All staff involved have been issued with a 'letter of comfort' by the Authority to ensure that any misinformation regarding pension or employment rights is challenged and they are made fully aware of their rights and the employment protection available to them whilst deployed as a volunteer on behalf of the Authority.

Legal Implications

18. MFRA has an appropriate agreement in place in respect of the arrangement with St Helens and Knowsley Teaching Hospital NHS Trust to enable MFRA staff to assist with the vaccination programme and response to the Covid19 pandemic while ensuring the relevant legal protections are in force.

Financial Implications & Value for Money

19. SLT have agreed that staff may be deployed as a volunteer during Authority time on the provision that Fire and Rescue Authority business is not compromised and remains the priority.
20. MFRA Staff may work additional hours (in line with the agreements in place with St Helens and Knowsley Teaching Hospital NHS Trust). MFRA staff undertaking this work are then paid for these hours at the equivalent rate of NHS Band 2 for admin support or Band 3 for those deployed as a vaccinator. These costs are recoverable from the Trust and as such the use of MFRA staff in such a way is cost neutral to the Authority.

Risk Management, Health & Safety, and Environmental Implications

21. Full training to NHSE standard is provided and to complement this, MFRA staff are subject to close clinical supervision to ensure competency is maintained.
22. The activity has been fully risk assessed. All staff are issued with and familiarised with the risk assessment prior to their deployment through the provision of a comprehensive staff guidance document.
23. PPE is made available to all staff as a risk control measure under NHS risk assessment and NFCC related risk assessment. Lateral Flow Testing is available to all staff undertaking the activity and staff are recommended to undertake a testing regime twice weekly in line with current NHS protocol.

Contribution to Our Mission: *Safer Stronger Communities – Safe Effective Firefighters*

24. Every country around the globe has been affected in some way by the COVID-19 pandemic – staff, friends, families. Despite us living through some of the most challenging times imaginable, our staff have gone over and above to make sure that we are part of the solution. We make things better and we are looked up to because of this. This is the opportunity of a lifetime. To be part of the solution, to help end a global pandemic and our health colleagues cannot deliver the vaccination programme on their own.

BACKGROUND PAPERS

GLOSSARY OF TERMS

MFRA	Merseyside Fire and Rescue Authority
MFRS	Merseyside Fire and Rescue Service
NHS	National Health Service
NHSE	National Health Service (England)
SLT	Strategic Leadership Team
DHSC	Department of Health and Social Care
NFCC	National Fire Chief's Council

MERSEYSIDE FIRE & RESCUE AUTHORITY			
MEETING OF THE:	COMMUNITY SAFETY & PROTECTION COMMITTEE		
DATE:	8TH APRIL 2021	REPORT NO:	CFO/016/21
PRESENTING OFFICER	CHIEF FIRE OFFICER		
RESPONSIBLE OFFICER:	AM MURPHY	REPORT AUTHOR:	GM MOORE
OFFICERS CONSULTED:	STEWART WOODS, IAN CUMMINS, GM BROWN, AM LONGSHAW		
TITLE OF REPORT:	TRAINING & DEVELOPMENT ACADEMY SITE MAINTAINANCE – INCREASE TO CAPITAL BUDGET		
APPENDICES:			

Purpose of Report

1. The purpose of the report is to request that the Members approve an increase in the capital budget to support additional temporary classrooms and a general refresh of the facilities at the Training & Development Academy (TDA).

Recommendation

2. That Members;
 - (a) Note that the TDA requires investment in order to maintain the expected standards for training delivery in the forthcoming three years' subject to the proposed move to the new site in Long Lane (subject to approval); and
 - (b) Approve the allocation of £150,000 to support the capital work required for the essential maintenance of the current TDA and National Resilience facilities.

Introduction and Background

3. The Integrated Risk Management Plan (IRMP) draft document for 2021-24 identifies the objective to move to a new build Training & Development Academy at Long Lane with the estimated move date being late in 2023.
4. The current TDA site was planned for a full refresh in 2020 which has been delayed whilst a feasibility study is undertaken to explore a move to a new site.
5. With the planning to move to a new site progressing, the current site will soon fall below the required standard for training provision expected of Merseyside Fire & Rescue Service (MFRS).

6. The COVID 19 pandemic and the influx of new apprentices has impacted on the current facility and investment is now required to uplift and maintain the standards for the next three years.
7. There are additional needs to refresh the site, as the TDA will be currently over capacity due to the growth in training and staff numbers across both the TDA and Croxteth Fire Station sites which has been impacted by the competing demands of the following:
 - a. TDA staff numbers have increased due to the need to support 120 apprentices through a two-year program. This has resulted in training rooms being converted into office space.
 - b. MFRS continue to deliver National Resilience training to meet national requirements and as the TDA is utilised as a national training site this level of training needs to be sustained to enhance the opportunity of support from the Home Office to become a centre of excellence which may provide additional investment for the new site.
 - c. Business Development courses (commercial) compete directly for space and facilities with NR, recruit apprenticeships and core training for facilities, which will impact on commercial revenue streams.
 - d. An Increase in staff and appliance numbers at Croxteth Fire Station.
 - e. The Croxteth site (including the station and garages) is a shared location with NWAS HART. With the addition of apprentices to the Search and Rescue team, this means space for personnel and their respective PPE and equipment is becoming a premium.
 - f. Increasing vehicular access requirements to support operational day to day business, training and staff/visitors to the Croxteth site.
8. It is acknowledged that investment in the current site needs to be limited due to the potential/proposed move to an alternative site. A financially prudent approach is required to ensure the current facilities remain fit for purpose without any unnecessary financial outlay. As such a review of specific needs has been undertaken to focus on key areas. This has been focused on a basic minimum requirement whilst supporting a professional approach in maintaining the MFRS brand image and reputation.
9. The identified areas for refresh are as follows:
 - a. Porta cabins provided to supply additional classrooms, toilets/showering/locker room facilities and drying room for TDA.
 - b. Porta cabins for locker room and kit storage for Croxteth Fire Station.
 - c. To support point b. an increase in power supply is also required.
11. The estimated cost for the required investment in the current TDA site is approximately £150,000. Members' are asked to approve a new capital scheme in 2021/22 for these works. The £150,000 will be funded from the Covid19 Grant reserve.
12. Alternative options of moving physical face to face training away from the site have been considered and are under continuous review but these options offer

only marginal gains in space creation, and the limitations of trying to replicate the TDA facilities and also security issues that are in place at the TDA.

Equality and Diversity Implications

12. Adequate facilities need to be provided for staff and students at the TDA to ensure privacy and a comfortable environment for individuals to operate. Failure to provide this may impact element of our ED&I requirements.

Staff Implications

13. There are currently insufficient welfare and locker facilities when the site is operating at capacity.
14. Staff at Croxteth Fire Station are currently sharing locker space between two or three individuals which impacts security of personal items, with Covid safety measures also being a consideration.

Legal Implications

15. There is a legal requirement to provide suitable and sufficient welfare provisions in the workplace in order to comply with it duties as an employer. The proposed changes address these concerns.

Financial Implications & Value for Money

16. The estimated cost for the essential works to the current TDA site is £150,000. as most of the works are required to provide a Covid safe work environment, as such the outlay will be funded from the Covid-19 Reserve

Risk Management, Health & Safety, and Environmental Implications

17. All risk management, health & safety and environmental implications have been considered within the report. There is a risk to the MFRS reputation and failure to meet legal requirements.
18. Health & Safety implications could be created by not being able to supply suitable washing facilities to students especially after training in breathing apparatus and hot fire conditions.
19. There are no environmental implications.

Contribution to Our Mission: *Safer Stronger Communities – Safe Effective Firefighters*

20. The contents support the mission statement and the safe effective firefighter.

BACKGROUND PAPERS

GLOSSARY OF TERMS

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