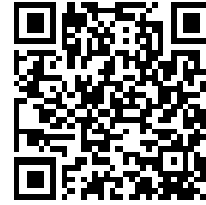


**To: All Members of the Community Safety and
Protection Committee
(and any other Members who may wish to attend)**



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.

**J. Henshaw
LLB (Hons)
Clerk to the Authority**

Tel: 0151 296 4000
Extn: 4113 Kelly Kellaway

Your ref:

Our ref HP/NP

Date: 6 April 2016

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, 14TH APRIL, 2016** in the Liverpool Suite at Merseyside Fire and Rescue Service Headquarters, Bridle Road, Bootle.

Yours faithfully,

Clerk to the Authority

Encl.

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MERSEYSIDE FIRE AND RESCUE AUTHORITY
COMMUNITY SAFETY AND PROTECTION COMMITTEE

14 APRIL 2016

AGENDA

Members

Linda Maloney (Chair)
Jimmy Mahon
Barbara Murray
Steve Niblock
Mike Kearns
James Roberts
Paul Tweed
Marianne Welsh

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 8th October 2015, are submitted for approval as a correct record and for signature by the committee chair.

3. Apprentice Update (Pages 9 - 14)

To consider Report CFO/027/16 of the Deputy Chief Fire Officer, concerning the progress of the apprentices within the organisation.

4. Merseyside As Lead Authority For National Resilience Assurance On Behalf Of The Home Office (Pages 15 - 18)

To consider Report CFO/029/16 of the Chief Fire Officer, concerning the granting of delegated authority to the Chief Fire Officer, to reach

agreement with the Home Office over Merseyside taking on the role of Lead Authority for the delivery of National Resilience Assurance.

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

8 OCTOBER 2015

MINUTES

Present: Cllr Linda Maloney (Chair) Councillors Jimmy Mahon, Barbara Murray, Steve Niblock, Mike Kearns and Marianne Welsh

Also Present:

Apologies of absence were received from: Cllr James Roberts and Cllr Paul Tweed

1. Preliminary matters

Members considered the identification of declarations of interest, any urgent additional items, and any business that may require the exclusion of the press and public.

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 to be considered as matters of urgency were determined by the Chair; 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 30th July 2015 were approved as a correct record and signed accordingly by the Chair.

3. Merseyside Health & Wellbeing Partnership

(CFO/076/15)

Members considered report CFO/076/15 of the Deputy Chief Fire Officer concerning the work currently being undertaken between Merseyside Fire and Rescue Authority (MFRA) and Health Partners.

Members were provided with an overview of the rationale behind extending the remit of Home Fire Safety Checks into a wider reaching "Safe and Well" visit,

which highlighted the ability of MFRA staff to gain access to properties that other agencies cannot and how that access can be utilised to the benefit of occupants. They considered the impact that delivering Safe and Well Visits may have on resources, balanced against the significant benefits and reduction of risk that can be achieved for the most vulnerable residents in Merseyside.

Discussion took place around the need to ensure that benefits arising from this approach are evaluated; and how extending and diversifying roles may provide some reassurance to staff that the Authority are doing all they can to protect the service and its employees.

Members were further informed that work is underway at present to explore opportunities with NWAS in relation to first responding. This work would equate to approximately 3,000 more calls per year for MFRS, which when cuts are being applied based on reductions in the number of incidents attended, would strengthen the argument for there to be no further cuts to MFRA's budget. Members were informed that discussions are currently underway with the relevant representative bodies for both organisations, regarding this work.

Resolved that:

- a) the development of the 'Safe and Well' visit, be supported.
- b) the potential impact that it may have when tackling wider health determinants be recognised.
- c) the potential opportunities that such an approach could have with regard to targeted health interventions, be explored.
- d) the development of local partnerships within Merseyside which encourage local action(s) to prevent or reduce service demand and improve the quality of life of persons with acute or chronic conditions, be reviewed.
- e) A report be brought back to a future meeting regarding progress in relation to first responding.

4. Marmot Partnership Status Award

(CFO/084/15)

Members considered report CFO/084/15 of the Deputy Chief Fire Officer concerning the recognition and subsequent partnership status awarded to Merseyside Fire & Rescue Authority (MFRA).

The Committee were informed that MFRA along with two other fire and rescue authorities, were the first fire and rescue authorities to receive this partnership award from Professor Sir Michael Marmot, in recognition of their work in tackling health inequalities. They were also informed that MFRA are frequently cited by

Sir Michael Marmot as a good example of how Fire and Rescue Authorities can tackle health inequality.

Members commented that this is a remarkable achievement for MFRA; and wished to place on record their thanks and appreciation to all involved.

Resolved that:

- a) the content of the report, be noted; and,
- b) the value that attaining such an award has when evidencing the wider contribution that the Fire and Rescue Service can make across its communities, particularly with regard to safety and health inequality, be recognised.

Close

Date of next meeting Thursday, 14 April 2016

Signed: _____

Date: _____

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Agenda Item 3

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	COMMUNITY SAFETY AND PROTECTION COMMITTEE		
DATE:	14 APRIL 2016	REPORT NO:	CFO/027/16
PRESENTING OFFICER	DCFO PHIL GARRIGAN		
RESPONSIBLE OFFICER:	JAMES BERRY/ LYNN HUGHES/ TEL: 47114781	REPORT AUTHOR:	JAMES BERRY/ LYNN HUGHES
OFFICERS CONSULTED:	DIVERSITY AND CONSULTATION MANAGER WENDY KENYON WM ERIC DANIELS		
TITLE OF REPORT:	APPRENTICE UPDATE		

APPENDICES:	N/A
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Purpose of Report

1. To inform Members of the progress of the apprentices within the organisation.

Recommendation

2. That members continue to support recruitment utilising the Authority apprenticeships model which has been developed in line the values of the Authority and cognisant of the Government apprenticeship commitment.

Introduction and Background

3. The recruitment of apprenticeships is high on the Government's agenda and is seen as one way of tackling unemployment amongst 16- 24 year olds. The benefits for employers include more motivated staff and loyalty levels with apprentices remaining within organisations longer than non-apprentices enabling organisations to harness fresh talent.
4. The government has set a target of 3 million apprentices over a 5 year period (May 2015).
5. From April 2017, the government is introducing an apprentice levy which means large employers will contribute to the training of apprentices. The government will also introduce targets for the public sector in terms of how many apprentices they employ.
6. In order for MFRA to meet the targets set by government Officers will embed the Community Safety Advisory apprenticeship role within the Prevention

function as well as utilising opportunities to introduce apprentices across the other parts of the organisation.

7. Apprentice roles have been created within catering and financial management following the success of the Community Safety Apprenticeship.
8. The provision of the apprenticeship has been underpinned by a comprehensive training programme which also serves to embed the organisational values within the role.
9. The Community Safety apprenticeship was developed internally as a partnership between People and Organisation Development (POD) and Prevention which entailed designing, delivering and assessing the Community Safety qualification.
10. The initial programme started in January 2015 and lasted for 12 months. Twelve apprentices were recruited after a robust recruitment and selection process and a programme of positive action.
11. The apprentices excelled in role receiving excellent feedback from internal staff, partners and members of the community. They were between the ages of 17-24 and came from a variety of backgrounds including A levels, Public Services courses, Princes Trust and jobs in the service sector and building.
12. In addition to the Community Safety qualification the apprentices have undertaken a variety of additional training and development. This includes:

Course Id	Course	Course Event Start Date	Course Event End Date
ARGUS	ARGUS Training	03/03/2015	03/03/2015
CONNECT5	Connect 5 training - Wellbeing	02/07/2015	02/07/2015
CW	Climbing Wall Training	25/06/2015	25/06/2015
DP	Data Protection	13/03/2015	13/03/2015
TB	Team building residential	3/4/2015	6/4/2015
E&D	Equality & Diversity Training	03/03/2016	03/03/2016
FAW	First Aid at Work Initial	22/01/2015	22/01/2015
HCT	Hate Crime Training	14/01/2015	14/01/2015
LDT	Learning Disability Training	22/04/2015	22/04/2015
MH	Manual Handling	15/01/2015	15/01/2015
MHFA	Mental Health First Aid Course	20/04/2015	21/04/2015
MI	Managing Information	14/10/2015	14/10/2015
RW	Report Writing	08/04/2015	08/04/2015
SAFE	Safety Advice Fire Education	28/09/2015	29/09/2015

SAT	Stroke Association Training	18/06/2015	18/06/2015
SMT	Substance Misuse Training	25/11/2015	25/11/2015
TM	Time Management	18/03/2015	18/03/2015
TT	Transgender Training	02/10/2015	02/10/2015

13. At the end of the twelve months all apprentices have gone into employment and training. Their destinations are as follows:

- Four have been successful in securing employment as community Safety Advocates (two positions being maternity cover).
- Two have gone into community work (one as a classroom assistant and one in home care).
- Two have continued to mentor the Princes Trust programme.
- One has gone to the Home Office having undertaken a competitive process.
- Three have got temporary positions whilst applying for jobs in the Fire Service.
- Eight have applied for the current Firefighter recruitment process.
- A further six Community Safety apprentices have been selected commencing their programme in February 2016.

14. The Community Safety apprentices have been great ambassadors for apprenticeships which has encouraged other department heads to recruit apprentices. These young people have also made a significant impact in their teams. We currently have the following apprenticeships:-

- A business apprentice in Finance who has gone on to a higher level apprenticeship within the organisation
- A catering apprentice at HQ who has progressed to the next level with the organisation
- A Computer aided design apprentice who is due to complete their apprenticeship in September 2016
- A Business apprentice on reception due to complete in November 2016
- An apprentice in Occupational Health who is due to complete in February 2017
- A recent advert has gone out for a Business Administration apprentice in Health and safety and People and Organisation Development.

15. Our apprenticeship programme has received positive feedback in external audits and the programme lead has been asked to be a City region ambassador for apprenticeships in recognition of our commitment to apprenticeships.

Equality and Diversity Implications

16. The apprenticeships were advertised in an open and transparent way through the National Apprenticeship Service (NAS). Selection was undertaken on the basis of a competency framework as well as the service values. The process followed an open evening where prospective candidates could familiarise themselves with the requirements and expectations of the organisation and learn about the Prevention Directorate and role of a Prevention Advocate.
17. Successful applicants were then invited to attend an assessment centre and interview. The scheme also raised and continues to raise awareness from underrepresented groups of the opportunity to consider working for the Fire and Rescue Authority as a career of choice offering a broad range of opportunities. This has been achieved through visiting schools, attending careers events and engaging with communities alongside our partners.
18. Further positive action discussions will take place in advance of future recruitment of apprentices to increase where possible the number of applications from underrepresented groups. This may also help future recruitment of firefighters as Officers foresee the programme being a good gateway for progression..
19. Officers will continue to monitor applications and the recruitment process to establish if any areas can be improved in support of Black and Minority Ethnic (BME) candidates.
20. The breakdown for gender and ethnicity for the 2015 cohort was as follows:
 - Seven males and five females.
 - One male is a British born Muslim.
21. This allowed MFRA to achieve its target for gender and ethnicity.

Staff Implications

22. The apprenticeship provides an opportunity to bring talent into the organisation and assess suitability as operational firefighters, Protection staff or other roles in the organisation.
23. Each apprentice has made a significant contribution to their team, having an uplifting effect on the rest of the workforce. This has been witnessed and documented not only through Prevention teams but also operational and non-operational personnel and partner agencies.
24. The apprentices took part in a wide range of activities and brought huge benefit to each department to which they were appointed.

Legal Implications

25. Apprentices have been and will continue going forward to be fully inducted to ensure compliance with all legislation including data protection, health and safety, equality and other relevant legislation.

Financial Implications & Value for Money

26. Funding is drawn down from the delivery of the qualification. Where MFRA staff are delivering the qualification the Authority receives funding which contributes towards the apprenticeship costs. This will change with the introduction of the levy and we are waiting for further guidance on how this will impact on future funding.

Risk Management, Health & Safety, and Environmental Implications

27. Risks have been mitigated through a number of procedures such as induction training, no lone working and direct supervision.
28. All work completed by apprentices is quality assured by the Line Manager or experienced colleague.

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

29. The apprentices have contributed by making a positive difference to the community in the role of prevention.
30. By offering meaningful opportunities to young people the Service continues to support our communities.
31. The apprentices have contributed to making firefighters safe and effective through their important work of making vulnerable people safer in their home from risk of fire and signposting issues to operational personnel and partner agencies

BACKGROUND PAPERS

GLOSSARY OF TERMS

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MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	COMMUNITY SAFETY AND PROTECTION COMMITTEE		
DATE:	14 APRIL 2016	REPORT NO:	CFO/029/16
PRESENTING OFFICER	CHIEF FIRE OFFICER		
RESPONSIBLE OFFICER:	CHIEF FIRE OFFICER	REPORT AUTHOR:	CHIEF FIRE OFFICER
OFFICERS CONSULTED:	CFO ROY WILSHIRE, HERTFORDSHIRE FRS JANET HENSHAW NICK MERNOCK IAN CUMMINS		
TITLE OF REPORT:	MERSEYSIDE AS LEAD AUTHORITY FOR NATIONAL RESILIENCE ASSURANCE ON BEHALF OF HOME OFFICE		

APPENDICES:	
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Purpose of Report

1. To request that Members grant delegated authority to the Chief Fire Officer (CFO) to reach agreement with Home Office over Merseyside taking on the role of Lead Authority for the delivery of National Resilience assurance.

Recommendation

2. That Members grant delegated authority to the CFO to reach agreement with Home Office over Merseyside taking on the role of Lead Authority for the delivery of National Resilience assurance.

Introduction and Background

3. Following the terrorist attacks in the USA on 11th September 2001 the Government of the day initiated the New Dimensions programme in order to improve national resilience arrangements to deal with similar events here in the UK.
4. The New Dimensions programme has resulted in the delivery of the Urban Search and Rescue (USAR), Chemical, Biological, Radiological, Nuclear and Conventional Explosive (CBRN (E)), High Volume Pumping (HVP) and Command and Control (C&C) capabilities. All of these capabilities are provided primarily for use at national incidents through discrete funding and support arrangements from Home Office.
5. The current governance arrangements for what is now known as National Resilience are delivered through a tripartite partnership between the Chief Fire Officers Association (CFOA), the Local Government Association (LGA) and the

Home Office via the National Resilience Board (NRB). The CFO is the CFOA strategic lead for National Resilience and the Chair of NRB.

6. The assurance arrangements for National Resilience are delivered through the National Resilience Assurance Team (NRAT). The NRAT is a team of seconded Officers dedicated to each of the National Resilience capabilities and supported by a CFOA capability lead officer. Home Office currently finance the NRAT through a grant to CFOA National Resilience Ltd (CNR) which is a commercial company set up by CFOA to manage the grant.
7. It is the wish of Home Office to move away from CNR delivering this function and instead utilise a Lead Authority. The Home Office also require a saving of 25% against the 2015/16 budget for National Resilience assurance as a result of Departmental savings targets set by Treasury. The CFO has been requested by Home Office to facilitate this transition in his capacity as strategic lead for National Resilience and Chair of the NRB. Any arrangement will be delivered in partnership with CFOA and the existing capability leads under the auspices of the CFOA Operations Directorate led by the CFOA Operations Director CFO Roy Wilshire of Hertfordshire FRS.
8. It is the view of the CFO that Merseyside can undertake the functional of Lead Authority for National Resilience assurance and deliver the 25% saving whilst minimising the impact on the service delivered by the NRAT. Members are therefore requested to grant delegated authority to the CFO to reach agreement with Home Office over Merseyside taking on the role of Lead Authority for the delivery of National Resilience assurance.

Equality and Diversity Implications

9. There are no equality and diversity implications contained within this report.

Staff Implications

10. There are potential TUPE and redundancy implications for the support staff currently employed by CNR which will be addressed by the Director of People and Organisational Development and the Director of Legal, Procurement and Democratic Services during any transition process.

Legal Implications

11. Any legal implications arising from any transition from CNR to the Authority will be addressed by the Director of Legal, Procurement and Democratic Services.

Financial Implications & Value for Money

12. There are no direct financial implications to the Authority in taking on the function of Lead Authority for National Resilience on behalf of Home Office as the arrangement will be cost neutral.

13. However in practical terms the financial contribution that is made to the Authority to cover overheads will serve to maintain support service posts which might otherwise have been placed at risk due to the need to deliver the £11m savings target between now and 2019/20.

Risk Management, Health & Safety, and Environmental Implications

14. Any risks to the Authority in taking on the Lead Authority function will be addressed in the agreement reached with Home Office.
15. A further report will be presented to the Authority containing all of the details relating to any agreement reached with the Home Office which will include how risks will be managed on behalf of both parties.

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

16. Whilst there is no direct contribution to the Authority mission undertaking the function of Lead Authority for National Resilience serves to maintain the existing National Resilience capabilities from which Merseyside derives significant operational benefit.

BACKGROUND PAPERS

GLOSSARY OF TERMS

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