

CAMBRIDGESHIRE AND PETERBOROUGH FIRE AUTHORITY
POLICY AND RESOURCES COMMITTEE: MINUTES

Date: 17 October 2019

Time: 09:30am - 10:40am

Place: Fire and Rescue Services HQ, Hinchingsbrooke Cottage, Brampton Road, Huntingdon.

Present: Councillors: S Bywater, D Over (Vice – Chairman) T Rogers, and M Smith.

Officers: Matthew Warren – Deputy Chief Executive, Simon Newton - Area Commander, Deb Thompson – Scrutiny and Assurance Manager, Shahin Ismail – Monitoring Officer and Tamar Oviatt-Ham – Democratic Services Officer.

114. APOLOGIES FOR ABSENCE

Apologies for absence received from Councillors D Giles, M Jamil and K Reynolds (Chairman).

115. DECLARATIONS OF INTEREST

No declarations of interest were received.

116. MINUTES OF THE POLICY AND RESOURCES COMMITTEE HELD ON 18 JULY 2019

The minutes of the meeting held on 18 July 2019 were confirmed as a correct record and were signed by the Chairman.

117. ACTION LOG

The Committee noted the action log.

118. EQUALITY AND INCLUSION COMPLIANCE REPORT 2018-19 (INCLUDING GENDER PAY GAP)

The Committee received a report detailing equality progress in the year 2018-19 and the gender pay gap as at March 2019.

Members noted:

- That 402 people attended 66 Fire Safety Business Seminars across the County last year

- That 5,474 Safe and Well visits were carried out of which 74% provided diversity data.
- Following the recruitment and initial operational training of 21 new Firefighter recruits, a two day community safety module was introduced to their re-integration training.
- That Officers reported at the last meeting about the gender pay gap and a report would be brought back to Committee with an initial proposal in December.
- The RESPECT action plan had shown great progress but there was still greater improvements required.
- The Annual Equality and Inclusion Compliance report would be published on the Fire Authority's Website.

In discussing the report:

- A Member questioned the wording of section one of the report on page 20 of the papers, where it referred to 'All Communities' and then 'Businesses'. Officers clarified that this should read 'All Business Communities' and would be amended. **ACTION**
- Members queried what Q+ stood for at the end of LGBT. Officers clarified that this stood for queer and the + symbol for other which included questioning, intersex, and asexual people. Officers clarified that they would add the meaning to the glossary in the report for clarification. **ACTION**
- Members discussed the numbers of women leaving the organisation and noted that the numbers had risen over the last few years. Officers explained that this had been acknowledged as a concern and that a number of the support level staff had left to progress their careers. There had been no trends identified through the exit interview process and the process had been changed so that individuals could pick who would conduct their exit interview. Members requested further information on where individuals were going. **ACTION**
- A Member queried the use of the wording 'legitimate aim' test under point eight of the report on page 23 of the papers. Officers explained that this was a legal term and gave an example of what this meant in relation to additional allowance responsibility were Officers would review how the allowance compared with the market.
- Members thanked Alison Scott the Equality and Inclusion Advisor, who was due to leave the Authority, for all of her hard work over the past few years.

It was resolved unanimously to:

Agree the content of the Equality and Inclusion Compliance Report 2018/19 (including Gender Pay Gap) and recommend its content to the Fire Authority.

119. INTEGRATED RISK MANAGEMENT PLAN 2020 TO 2024

The Committee considered the draft Integrated Risk Management Plan 2020 to 2024.

Members noted:

- That the same process for pulling the plan together had been used as last year but with increased staff engagement, asking for staff input into the plan.
- The data showed that the number of incidents had increased over the last five years (29% increase) with a 4% increase per 100,000 population. This however indicated that whilst fire numbers had increased this was in correlation to population growth in the County.
- The peak in call outs was in the summer period with secondary fires due to the hot weather.
- There had been an increase in attendance at incidents related to special services and collaboration with other emergency services.
- The vision and strategic risks remained the same but the language used was changing with a focus of availability of On-Call.
- Through staff engagement there had been an appetite to take forward some challenging actions.
- Mobilising technology was a key focus in the next few years due to the anticipated role out of a new communications system.
- Performance measures had been reviewed to take into account how the Office of National Statistics defined Urban and Rural.

In discussing the report:

- Members questioned what the statistics were for call outs when the fire service were then not required. Officers explained that they did not currently report on this but it was possible to report on this in future if required.
- Members discussed collaborative work and questioned whether there was a cost risk to attending fires out of county. Officers explained that Cambridgeshire called on their partners support fractionally more and that

this was reviewed regularly in terms of any impacts on response standards. Members queried whether there was a specific budget line for this work. Officers explained that there was a summary line for this in the budget and there were monitoring arrangements in place with partners.

- Members queried whether further investment was required for the On-Call firefighter campaign. A Member gave an example of the investment that had been made at the County Council in relation to the Fostering Campaign which had proven to be successful. Officers clarified that there had been a lot of advertising locally but the issue was that the target audience in mostly rural areas did not work in the vicinity during the day so there was low take up. Members discussed how this could be supported and marketed further and suggested that Officers engaged with Parish Councils to raise further awareness. **ACTION**
- A Member highlighted that under the strategic aims the Combined Authority should be added to the partners under the 'Community Safety Excellence' section.
- Members queried whether there had been any developments in the law in terms of penalties for setting fire to cars. Officers explained that there had been no developments in this area but that this could be raised at the Fire Lawyers Network as a concern. **ACTION**

It was resolved unanimously to:

Approve the Integrated Risk Management Plan 2020 to 2024 and recommend it to the Fire Authority for public consultation.

120. REVENUE AND CAPITAL BUDGET MONITORING REPORT 2019-20

The Committee received a report that gave an update on revenue and capital spend as at 30 September 2019.

Members noted:

- That the Authority were going through a process challenging all of the rateable values of properties in terms of rental value and that the overall property budget was expected to balance at year end.

In discussing the report:

- Members queried how the costs were covered for the Assistant Chief Fire Officer secondment to Essex Fire and Rescue Service. Officers explained that this was covered in 5.2 of the report on page 98 of the papers and that Essex Fire and Rescue Service covered the costs with the income shown on the 'other income' line of the budget.

It was resolved unanimously to:

Note the position on revenue and capital spending.

121. STRATEGIC RISK AND OPPORTUNITY MANAGEMENT REGISTER – MONITORING REPORT

The Committee received a report that provided an update on the strategic risks of the Authority as at September 2019 and highlighting risks that were considered above the risk appetite of the Authority.

Members noted:

- In the 'Very High' risk category there were four constant risks with an active status including:
 - Targeted Cyber Attacks - there were numerous controls in place monitored by the ICT Service Improvement Plan.
 - Training Centre Review – work was ongoing to consider the options available.
 - Communications Resilience – Ongoing delays with the national project. The Authority had representation on the regional project group and were closely monitoring developments.
 - On-Call leavers – recent developments included the use of On-Call standbys which had been in place for 18 months and had proven to be effective in the retention of On-Call.
- In the 'Very High' event driven risk category, the Health and Safety Risk was being closely monitored and a detailed action plan developed.

In discussing the report:

- Members queried the Authority's relationship with the Environment Agency. Officers explained that as part of the Gold Command all of the key agencies worked together to respond to incidents including severe weather. The Authority had taken part in exercises this year including sending high volume pumps to Bristol.
- Members raised concerns in relation to the ongoing discussions regarding the training centre and the delays in governance. Officers explained that talks were still ongoing and that the Committee would be kept up to date with developments.

It was resolved unanimously to:

Review and note the strategic risk report and the risk distribution.

122. FIRE AUTHORITY PROGRAMME MANAGEMENT – MONITORING REPORT

The Committee received a report that provided an update against the Fire Authority Projects for 2019-20.

It was resolved unanimously to:

Note the Programme Status Report as at September 2019.

123. POLICY AND RESOURCES COMMITTEE WORK PROGRAMME

No additions were made to the work programme. The work programme was noted.

Chairman