



Bedfordshire

Fire & Rescue Authority

07 November 2022

Members of Executive Committee.

Bedford Borough Councillors: M Headley

Central Bedfordshire Councillors: P Duckett and J Chatterley

Luton Borough Councillors: K Choudhry and Y Waheed

Your attendance is requested at a meeting of the **Executive Committee** to be held at **Conference Room, Fire and Rescue Service Headquarters, Kempston, Bedford MK42 7NR** on **Tuesday, 15 November 2022** starting at **10.00 am**, for the transaction of the following business:

Graham Britten
Monitoring Officer

Public Document Pack

A G E N D A

Item	Subject	Lead	Purpose of Discussion
1.	Apologies	Democratic and Regulatory Services Supervisor	

Item	Subject	Lead	Purpose of Discussion
2.	Declaration of Disclosable Pecuniary and Other Interests	Chair	Members are requested to disclose the existence and nature of any disclosable pecuniary interest and any other interests as required by the Fire Authority's Code of Conduct (see note below)
3.	Communications	Chair	
4.	Minutes	Chair	To confirm the Minutes of the meeting held on 11 October 2022 (Pages 5 - 14)
5.	Public Participation	Chair	To receive any questions put to the Authority under the Public Participation Scheme
6.	Revised Governance Action Plan and Timetable	CFO	Discuss and agree revised action plan and timetable. Agree how the FRA will give oversight to proposals (Pages 15 - 20)
7.	CRMP update	CFO	To consider a report (Pages 21 - 34)
8.	Work Programme	CFO	To consider a report (Pages 35 - 36)

Next Meeting

10.00 am on 10 January 2023 at Conference Room, Fire and Rescue Service Headquarters, Kempston, Bedford MK42 7NR

DECLARATIONS OF INTEREST

From 1 July 2012 new regulations were introduced on Disclosable Pecuniary Interests (DPIs). The interests are set out in the Schedule to the Code of Conduct adopted by the Fire Authority on 28 June 2012. Members are statutorily required to notify the Monitoring Officer (MO) of any such interest which they, or a spouse or civil partner or a person they live with as such, have where they know of the interest.

Item**Subject****Lead****Purpose of Discussion**

A Member must make a verbal declaration of the existence and nature of any Disclosable Pecuniary Interest and any other interest as defined in paragraph 7 of the Fire Authority's Code of Conduct at any meeting of the Fire Authority, a Committee (or Sub-Committee) at which the Member is present and, in the case of a DPI, withdraw from participating in the meeting where an item of business which affects or relates to the subject matter of that interest is under consideration, at or before the consideration of the item of business or as soon as the interest becomes apparent.

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**MINUTES OF A MEETING OF THE EXECUTIVE COMMITTEE OF BEDFORDSHIRE FIRE AND RESCUE AUTHORITY
HELD AT FIRE AND RESCUE HEADQUARTERS ON 11 OCTOBER 2022 AT 9.30 AM**

Present: Councillors P Duckett (Chair), J Chatterley, K Choudhury, M Headley and Y Waheed
CFO A Hopkinson, DCFO C Bigland, ACFO A Kibblewhite, ACO G Chambers, Mr G Britten and Mr S Frank
Ms S Fecondi and Ms S Green were present via Teams for Minute No. 21

22-23/EC/13 Apologies

13.1 There were no apologies.

22-23/EC/14 Declaration of Disclosable Pecuniary and Other Interests

14.1 There were no declarations of interests.

22-23/EC/15 Communications

- 15.1 The Chair advised that a meeting with the Police and Crime Commissioner would take place later on that day. Topics for discussion included the Estates Strategy and the use of Toddington Community Fire Station.
- 15.2 The Chief Fire Officer reported that he had attended the national BA competition at the Fire Services College on 8 October 2022. The Service had come in seventh out of twenty-three services and there had been many learning points.
- 15.3 Open Days were going to be held at Harrold Community Fire Station on 15 October 2022 and Toddington Community Fire Station on 16 October 2022.

22-23/EC/16 Minutes

RESOLVED:

That the Minutes of the meeting held on 22 June 2022 be confirmed as a true record.

22-23/EC/17 Public Participation

- 17.1 Members noted that no questions had been received in accordance with the public participation scheme approved at the meeting of the Fire and Rescue Authority held on 5 April 2000 (Minute 99/fa/94 refers).

22-23/EC/18 LGA Independent Review of Governance Update

- 18.1 The Chief Fire Officer provided a summary of the main points that had emerged from the governance session and workshop that had taken place the previous week. A roadmap would be produced and submitted to the next meeting of the full Authority on 31 October 2022. A copy of the slideshow presented by the LGA would be circulated to Members for information.
- 18.2 Areas to be progressed included: clarifying the role of the Monitoring Officer, strengthening the oversight and scrutiny function, considering extending the tenure of the Executive Chair to provide greater continuity, providing a clear CPD programme for Members, including induction programmes for Members newly appointed to the Authority, and redefining and clarifying the role of Executive Lead Members.
- 18.3 Areas of good practice had also been identified, including the content of the Member Handbook.
- 18.4 Members discussed how the scrutiny role could be strengthened. The only Members who did not have Executive responsibilities were those who sat on the Audit and Standards Committee. This Committee was also a decision making body so it would not be appropriate to add the scrutiny function to this Committee's terms of reference. However, the Members of the Committee could sit on a separate Scrutiny Committee to undertake this role.
- 18.5 Arising from the afternoon session, the Chief Fire Officer reported that a very experienced individual had been appointed to the Performance & Insight Manager post, and would help shape a new team to lead in this area.
- 18.6 The provision of a joint training centre was being progressed with Buckinghamshire and Northamptonshire Fire and Rescue Services, with the expectation that the facility would be made available, at cost, to other blue light partners.

18.7 In relation to the discussion around workshops, the Chief Fire Officer invited Members to visit the workshop at Headquarters at the end of the meeting so that Members could view the level of investment required. Work around the three station sites discussed was also being progressed.

RESOLVED:

That the update be received.

22-23/EC/19 CRMP Update

19.1 It was noted that proposed Community Risk Management Plan (CRMP) consultation questions would be presented to Members at the next Authority meeting, with a draft version of the CRMP being submitted to the meeting of the Authority in December, with a view to the final version being presented in February 2023 for adoption.

19.2 The Assistant Chief Officer and Treasurer provided an update on the slightly different approach being taken to the budget-setting process for 2023/24, with all revenue and capital bids being analysed by the Corporate Management Team before they were presented to Members at the forthcoming Member Budget Workshops. There would be a particular focus on income generation, as there were fewer opportunities for savings and efficiencies as most of these had already been explored and/or implemented. There was a possibility that the Government would mandate reductions in funding across the public sector in its next budget announcement.

RESOLVED:

That the update be received.

22-23/EC/20 Response Standards - options for developing a framework for discussion

20.1 Members considered a report on how best to scrutinise the performance indicators relating to the Authority's emergency response standards.

20.2 It was proposed that, in light of the ongoing governance review, and as the Authority did not currently have an agreed call-in process, a Task and Finish Group be constituted of non-Executive Members of the Audit and Standards Committee to undertake a deep dive of performance. This would most likely involve inviting the relevant Portfolio Lead, Councillor Chatterley, and senior Officers to produce a detailed report with a number of options for the Task and Finish Group to consider, ensuring that the scoping questions contained within the report were responded to.

- 20.3 It was noted that Task and Finish Groups could meet informally and would not be subject to the requirements of the Local Government Act 1972, with the findings of the Task and Finish Group would be presented to the full Authority.
- 20.4 Members considered the current roles of the Portfolio Leads and the Chair, recognising that these were different than those of the constituent authorities and other Fire and Rescue Services that were not combined authorities. Concentrating the power in the position of an Executive Chair, as proposed in the White Paper, was more difficult in combined authorities and would require a concerted effort of the part of the Chair to liaise with all constituent authorities.
- 20.5 It was agreed that a hybrid of Option 2 and 3 be presented as the way forward to Members at the meeting of the Authority on 31 October 2022, and it was suggested that the Chair may wish to brief non-Executive Members prior to that meeting.

RESOLVED:

That the contents of the report be received and that Members of the Audit and Standards Committee be asked to appoint a Task and Finish Group to undertake the 'performance call-in' of service performance against the Authority's emergency response standards.

22-23/EC/21 Pensions Immediate Detriment Update

- 21.1 The Assistant Chief Fire Officer introduced a report providing an update and seeking agreement from Members on the way forward following developments since the meeting of the Executive in May 2022, concerning the treatment of Firefighters' Pension Scheme members who had (or would) suffer an "Immediate Detriment" by reason of their retirement (or impending retirement), following the decision made by the Court of Appeal on 20 December 2018 and the Employment Appeal Tribunal on 12 February 2021. The current position was that Immediate Detriment was not being applied within the Service.
- 21.2 Additional guidance had been issued on 30 September 2022 following the preparation of the report and the view was expressed that a decision could not be made at the meeting. It was proposed that a further report be presented to the next meeting of the Executive and any decisions made could then be submitted to the meeting of the full Authority in December 2022. This report would include updated calculations. The cost of processing Immediate Detriment claims was estimated to be between £1200-1500 each.
- 21.3 The Assistant Chief Officer and Treasurer reported that the guidance appeared to mitigate against the risks of contribution refunds.
- 21.4 In response to a question, Ms Green advised that Category 1 related to all members of the relevant Pension Scheme members who were due to retire up to October 2023 (of which there were currently 9) and Category 2 related to members who had already retired. The remedy period was from 2015, when the new Pension Scheme was introduced, to 2022. For this period of time, members were

able to choose which Pension Scheme, the 1992 scheme or 2015 scheme, would be more financially advantageous for them. If this was the 1992 scheme, the contributions that had been made into the 2015 scheme would be refunded and the member would be expected to make the contributions for the 1992 scheme. It was this risk, that the Service may need to cover the cost of if a member did not make the contributions, that appeared to be mitigated in the most recently issued guidance.

- 21.5 There was also the issue of unauthorised payment charges, for which the Service would be liable, and other additional tax charges that would have to be taken into account by both the Service and the individuals concerned. A judgement from a case that had been submitted by a Category 2 member in Manchester to the Pensions Ombudsman was awaited as this may provide additional clarity.
- 21.6 The Service was one of several that was listed as a respondent to a claim put forward by the FBU on behalf of 750 members. Ms S Fecondi, the Head of Human Resources, advised that the case had been stayed, with no further action being taken until November 2022. As the response was being co-ordinated by the Local Government Association (LGA), she would chase the LGA for an update.
- 21.7 The Assistant Chief Officer and Treasurer added that Immediate Detriment was being discussed at the Annual Fire Finance Conference he was attending the following day, with a presentation being given by the Fire Pensions Adviser.
- 21.8 In response to a suggestion that external legal advice should be sought, Mr G Britten, the Monitoring Officer, advised that he was aware that other Fire and Rescue Services had obtained legal advice in relation to the application of Immediate Detriment and, as Bedfordshire was named as a respondent in a claim, obtaining legal advice could be considered subject to discussions with the Chair, the Assistant Chief Officer and the Chief Fire Officer.
- 21.9 It was agreed that a briefing should be provided to Members prior to the next meeting of the Executive, for Members to be fully briefed on the issue before having to make a decision.

RESOLVED:

1. That the report and the implications and risks associated with adopting the LGA/FBU Immediate Detriment Framework be noted.
2. That a decision as to whether to apply Immediate Detriment within Bedfordshire Fire and Rescue Service be deferred.
3. That the principle of obtaining external legal advice on the application of Immediate Detriment be agreed.

22-23/EC/22 Targeted Use of Abatement

- 22.1 The Assistant Chief Fire Officer presented a report proposing the potential targeted application of the Abatement and Re-engagement Policy to re-engage to roles that had proven hard to fill due to the specialist skills and experience required, the length of time it took to develop them, and the limited numbers available to recruit from in the market.

- 22.2 Members were advised that the Abatement and Re-engagement Policy had been updated and this had been approved by the Audit and Standards Committee, noting that this would have to be ratified by the full Authority at its next meeting. This clearly set out the processes to be followed when re-engaging previous members of staff. This would primarily relate to on-call roles, or areas of specialist skill such as Fire Safety and driver training. Abatement did not apply to the 2015 Firefighter's Pension Scheme.
- 22.3 The Chief Fire Officer referred to the commutation scheme that was now in operation in Scotland whereby the cap on lump sums had been increased for those who retired early and the impacts that this may have on the Service.
- 22.4 Members were supportive of the targeted use of abatement, recognising the difficulties in recruiting and retaining qualified and experienced staff. The potential cost savings were also recognised, as the Service would only have to pay the part of the salary that was not abated.
- 22.5 In response to a question, the Assistant Chief Officer and Treasurer advised that the Audit and Standards Committee had added clarification to the Abatement and Re-engagement Policy so that it was the final permanent salary that was used in the abatement calculations.

RESOLVED:

That the targeted use of the Abatement and Re-engagement Policy for roles that prove hard to fill due to the specialist skills and experience required and the time it takes to develop them be approved.

22-23/EC/23 Work Programme

- 23.1 The Executive received its updated work programme.
- 23.2 It was noted that the results of the scrutiny exercise would be reported back at a future meeting. The newly appointed Business Manager would be populating the remaining meetings with appropriate items following the previous week's workshop session.

RESOLVED:

That the Work Programme be received and the cyclical agenda items be noted.

22-23/EC/24 Legal challenge to EEAST collaboration

Local Government Act 1972, Schedule 12A, Paragraphs 4 and 5 of Part 1: Exclusion of the Public

RESOLVED:

That, pursuant to Sections 100A(2) and 100A(4) of the Local Government Act 1972, the public be excluded from the discussion of the following items on the grounds that the matters to be discussed involve the likely disclosure of exempt information as defined in Paragraphs 4 and 5 of Part 1 of Schedule 12A to the Act (as amended):

Item

24. Legal Challenge to EEAST Collaboration

The meeting ended at 11.26 am

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By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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For Publication

Bedfordshire Fire and Rescue Authority
Executive Committee
15 November 2022

REPORT LEAD: CHIEF FIRE OFFICER

SUBJECT: REVISED FIRE AND RESCUE AUTHORITY GOVERNANCE ACTION PLAN AND TIMETABLE

For further information on this report contact: Steve Frank
Head of Strategic Support and Assurance
Tel No: 07876 144846

Background Papers: FRA Executive report from 26 May entitled Independent Review of Governance See [HERE](#)
FRA report from 7 June on the Member Development Programme See [HERE](#)
FRA Executive report from 22 June on Final Resourcing Options for Monitoring Officer role See [HERE](#)
FRA report from 20 July entitled Independent Review of Governance see [HERE](#)
FRA report from 8 September 2022 entitled Monitoring Officer Report See [HERE](#)
FRA report from 31 October entitled FRA's Action Plan Following LGA Governance Review

PURPOSE:

The purpose of this report is to present Executive Committee members of the Fire & Rescue Authority (FRA) with a revised action plan to update the Fire and Rescue Authority's constitutional aspects of the Member's Handbook. The revisions are a result of Member feedback at the FRA committee meeting on 31 October 2022.

RECOMMENDATION:

That Members acknowledge the content of this paper and:

- Members discuss and agree the revised action plan and timetable; and
- Agree how the FRA will give oversight to proposals.

1. Summary

- 1.1 The Local Government Association's independent review of governance has been an inclusive and engaging process. The Authority now has a clear route map to move forward.
- 1.2 In particular, the Fire and Rescue Authority (FRA) will now develop and redefine the professional partnership between officers and FRA Members, define the scrutiny function and futureproof our governance arrangements.

2. Background

- 2.1 The LGA's Joint Member and Officer Workshop held on 6 October 2022 was a culmination of a programme of development and support activities as follows:

- A desktop document review of Bedfordshire FRA Governance Documents conducted by Shahin Ismail, Monitoring Officer at Cambridgeshire Fire and Rescue Service
- Separate diagnostic sessions for Members and Officers:
- Member Discovery Session on 8 September 2022; and
- Officer Discovery Session on 14 September 2022.

- 2.2 Key themes from the Discovery Sessions according to the LGA are:

- clarifying of the governance roles and responsibilities including the Remit of the executive; role of portfolio/challenge groups; role of non-executive members; and build in the monitoring officer function;
- clarifying the Scrutiny process including who does it, how, when, and how can it be improved whilst retaining the good relationships that exists;
- developing Member and Officer engagement include more opportunities for informal dialogue and learning;
- making the FRA more visible and accountable to the public;
- empowering managers to take decisions;
- reducing bureaucracy;
- working together better as a professional partnership which needs to be more systematic;
- considering the opportunities and risks of extending the tenure of the Chair;

- reviewing the Member’s Handbook including standing orders and code of conduct;
- increasing middle managers knowledge of the democratic process; and
- reviewing Member’s training and development including a programme of continuing professional development (CPD)

3. Governance Review Action Plan

3.1 Objectives:

- Future proof governance arrangements;
- Reform our governance arrangements to support a long-term professional partnership between officers and FRA Members;
- Make the FRA more accountable to the public; and
- Raise the visibility of the FRA and inform the public about what it does and why.

Action	By When	By Whom
Design a new Member Development Programme and consider the content, costs and benefits of the LGA’s Development Phase delivered by Centre for Governance and Scrutiny. Formal member training packages could include sessions on: <ul style="list-style-type: none"> • FRA governance literacy; • Community Risk Management; • Corporate Risk Management; • Equality, Diversity and Inclusion; • Data literacy; and • Visits to or observation of other FRAs. 	FRA meeting on 14 December 2022	HSSA

<p>Agree how the FRA will give oversight to proposals either via a Task and Finish Group of nominated Members, or by the Executive Committee.</p>	<p>FRA meeting on 14 December 2022</p>	<p>HSSA</p>
<p>Review governance elements outside the Member's Handbook to include considering:</p> <ul style="list-style-type: none"> • Adoption of the LGA equality and diversity charter. See HERE; • Adoption of the Fire Standard Code of Ethics. See HERE; • Public and media participation; • Local pay review; and • Livestream and recording FR meetings. 	<p>FRA Executive Committee meeting on 10 January 2023</p>	<p>CFO</p>
<p>Review constitutional aspects of the Member's Handbook to include options for strengthening:</p> <ul style="list-style-type: none"> • FRA terms of reference; • The function and role of scrutiny; • The opportunities and risks of extending the tenure of the Chair; • Call-in procedures and the function and role of task and finish group(s); • The role of the Monitoring Officer; • The process of Member appointments; • Review the terms of reference of the Audit and Standards Committee; • The terms of reference of the Executive Committee; 	<p>FRA meeting on 2 February 2023</p>	<p>MO and BSM</p>

<ul style="list-style-type: none"> • The Member Code of Conduct including adopting the appropriate parts of the LGA's Model Councillor Code of Conduct. See HERE; • Scheme of Delegation to Officers; and • Financial regulations and financial instructions. 		
Test FRA elements of website and report back results	FRA Executive meeting on 14 March 2023	HSSA
Develop and present a People Impact Assessment (formerly known as an Equality Impact assessment) on proposals	FRA Executive meeting on 14 March 2023	HSSA
Report back the results of the reviews of constitutional aspects of the Members' Handbook.	FRA meeting on 30 March meeting 2023	HSSA
Finalise new FRA elements of the Website and modern.gov pages to improve user experience	FRA meeting on 30 March 2023	HSSA
Inform key stakeholders of governance changes	TBC subject to outcomes from review	CFO
Final approval of all new Governance arrangements	TBC subject to outcomes from review	CFO

4 Next Steps

- 4.1 The Authority will move forward in line with our action plan above and report back to FRA and FRA executive meetings.
- 4.2 The Authority will consider the content, costs and benefits of LGA's Development Phase delivered by the Centre for Governance and Scrutiny. We will seek quotes from other suppliers to gain assurance we are receiving value for money.

5. Recommendations

5.1 That Members approve the action plan.

**ANDREW HOPKINSON
CHIEF FIRE OFFICER**

For Publication

Bedfordshire Fire and Rescue Authority
Executive Committee
15 November 2022

REPORT LEAD: CHIEF FIRE OFFICER

SUBJECT: COMMUNITY RISK MANAGEMENT PLAN (CRMP) 2023-27 ACTION PLAN AND BUDGET
CONSULTATION 2023-24

For further information on this report contact: Steve Frank
Head of Strategic Support and Assurance
Tel No: 07876 144846

Background Papers: Details of our 2022-23 CRMP consultation are [HERE](#)
Fire and Rescue Authority (FRA) report from 14 December 2021 entitled Consultation on the 2022-23
Budget and Community Risk Management Plan 2022-23 Annual Action Plan See [HERE](#)
FRA report from 10 February 2022 entitled Community Risk Management Plan (CRMP) 2022-
23 Action Plan and Budget Consultation Update see [HERE](#)
FRA Executive report from 22 June on Proposals for Strategic Planning Cycle for CRMP
2023-27 and update on 11th October See [HERE](#)
FRA report from 8 September 2022 entitled CRMP Planning and Engagement update See [HERE](#)

PURPOSE:

The purpose of this report is to present members of the Fire & Rescue Authority (FRA) with proposals for formal consultation on the Budget for 2022-23 and Community Risk Management Plan 2023-27.

RECOMMENDATION:

That Members acknowledge the content of this paper.

1. Summary

- 1.1 Every year, the FRA consults the public on our Community Risk Management Plan (CRMP) Action Plan and Council Tax proposals. The FRA engages with the local community to seek views on the Service's priorities and proposals and to seek an increase in contributions for funding from council tax.
- 1.2 This year the FRA proposes to consult on CRMP proposals just once as the FRA has carried out two other recent consultations. The FRA has had the two most successful Community Risk Management Plan (CRMP) and budget consultations yet, one in late 2021 and the other on community concerns in the summer of 2022. This gives the FRA a rich picture of stakeholder and staff views based on targeted and regular engagement. As a result, the FRA has the most comprehensive picture of community risks, public concerns and stakeholder expectations that the FRA has ever had. These excellent results are due to more effective use of social media, maximising internal and external staff networks, and encouraging our partners to share consultations.
- 1.3 In the 2022-23 CRMP action consultation in 2021 the FRA received overwhelming support for proposals and have a rich baseline of comment and intelligence in line with the Service Value 'Every Contact Counts'. Results included:
 - 86% of those responding said yes to the 1.99% increase of Council Tax;
 - 78% of those responding said yes to the £5 increase;
 - 610 (85%) said that they support us prioritising investment in our property based on changes to housing, economic and social change, and the impact of Covid-19 on how we work; and
 - 92% support us in innovating our fleet and testing different ideas.
- 1.4 This report sets out the approach to consultation and engagement and gives proposals for survey questions in Appendix 1. Appendix 1 shows what ask question we will ask and why the FRA is asking them.

2. Background

- 2.1 Again this year the FRA is proposing to split the online the survey into two parts - the budget and the CRMP proposals - but in reverse order. The average time taken to complete the surveys in the last two years is reducing. In 2021 it was six minutes and seven seconds, in the summer of 2022 it was four minutes and two seconds. This will have helped encourage the high number of responses.
- 2.2 The FRAs approach to stakeholder engagement is line with the CRMP Communication and Engagement Strategy 2022-23 and CRMP Staff Engagement Plan 2022.
- 2.3 Service values, behaviours, and code of ethics guide the approach to communication, consultation and engagement activity.
- 2.4 The CRMP community engagement strategy is based on the following principles:
- Any appropriate national guidance and thinking;
 - Building on previous engagement;
 - Insight developed from our community risk analysis, assessment of community risk, and strategic assessment;
 - Evaluation of our top 50 stakeholders for power and influence – this guides our engagement priorities and effort;
 - Effective internal and external collaboration and not duplicating effort in line with our service value Every Contact Counts;
 - Towards Bedfordshire 2050 long term horizon scanning;
 - Integrating Equality, diversity and inclusion into everything rather than treat it as an ‘add on’;
 - Effective People Impact Assessment – formerly known as an Equality Impact Assessment; and
 - Demonstrating ethical principles, Values based thinking and professional behaviours
- 2.5 Underlining good practice for consultation are the ‘Gunning Principles’ which govern stakeholder and public consultation where case law has defined that a consultation is only legitimate when the following four principles are met:
- Proposals are still at a formative stage. A final decision has not yet been made, or predetermined, by the decision makers.
 - There is enough information to give ‘intelligent consideration’. The information provided must relate to the consultation and must be available, accessible, and easily interpretable for consultees to provide an informed response.
 - There is adequate time for consideration and response. There must be enough opportunity for consultees to participate in the consultation.

- Conscientious consideration must be given to the consultation responses before a decision is made, decision-makers should be able to provide evidence that they took consultation responses into account.

2.6 The FRA is currently on target with our 2023-27 CRMP delivery plan.

2.7 The improvements to the overall approach to engagement is important because the first of the thirteen Areas for Improvement (AFI) in the service's recent Effectiveness, Efficiency and People inspection report for 2021/22 by Her Majesty's Inspectorate of Constabulary and Fire and Rescue HMICFRS finds: *The service needs to improve how it engages with its local community*. This consultation forms part of the response to this AFI.

3. Consultation Timeline

Action	By When	By whom
Design of survey questions in collaboration with members of our CRMP Reference Group, the HealthWatch Youth Forum, and Consultation Institute	14 th October 2022	HSSA
Amendments made in light of any Member comments on 15 th November 2022	15 th November 2022	HSSA
Online survey goes live	Week commencing 21 st November 2022	HSSA
Sharing and promotion of survey	2 nd December 2022	HSSA
Analysis of results	Week commencing 2 nd January 2023	HSSA

Start reporting results	FRA Executive meeting on 10 th January 2023	HSSA
Summary of all engagement activity and link to CRMP proposals	FRA meeting on 2 nd February 2023	HSSA
Draft CRMP 2023-27	FRA Exec meeting 14 th March 2023	CFO
Final approval of CRMP 2023-27	FRA meeting on 30 th March 2023	CFO

4 Next Steps

- 4.1 We will map comparable results against earlier CRMP consultations. You will see this year's consultation takes more account of, environmental, community engagement and ethical issues which were issues raised in last year's consultation.
- 4.2 The Service will share the results of consultation on the website and show what is changing as a result in line with the Service Value 'We Are Accountable'.

5. Recommendations

- 5.1 Members acknowledge the contents of this report

ANDREW HOPKINSON
CHIEF FIRE OFFICER

Appendix 1

We will now examine each proposed survey question in detail.

Survey Question	Source
<p>In our CRMP consultation in 2021, we had strong support for prioritising investment in our property based on changes to housing, economic and social change, and the impact of Covid-19 on how we work. Do you support us in continuing to target our investment in our community fire stations based on community risk, environmental management and long-term operational need?</p> <p>Strongly Agree</p> <p>Agree</p> <p>Either agree or disagree</p> <p>Disagree</p> <p>Strongly disagree</p>	<ul style="list-style-type: none"> • CRMP survey in 2021 • Community Risk Analysis • Emergency Cover Review • Community engagement • Pilots and trials • Assessment of Community Risk • Strategic risk assessment
<p>In our CRMP consultation in 2021, we had strong support for innovating our fleet and testing different ideas. In 2023-24 we intend to carry on doing this. Do you support us in carrying out further trials to pinpoint the best location for any new or upgraded community fire station?</p> <p>Strongly Agree</p> <p>Agree</p>	<ul style="list-style-type: none"> • CRMP survey in 2021 • Community Risk Analysis • Emergency Cover Review • Community engagement • Pilots and trials • Assessment of Community Risk • Strategic risk assessment

<p>Either agree or disagree</p> <p>Disagree</p> <p>Strongly disagree</p>	
<p>In our CRMP consultation in 2021, we had strong support for investing in income generation opportunities. Do you support us in exploring further collaboration with our blue light partners in developing our workshops in a new location that meets our long term operational, strategic and environmental needs?</p> <p>Strongly Agree</p> <p>Agree</p> <p>Either agree or disagree</p> <p>Disagree</p> <p>Strongly disagree</p>	<ul style="list-style-type: none"> • CRMP survey in 2021 • Community Risk Analysis • Emergency Cover Review • Medium term financial plan • Pilots and trials • Assessment of Community Risk • Strategic risk assessment
<p>Are there any other income generation and/or efficiency opportunities that you think we should pursue?</p> <p>Comments box</p>	<ul style="list-style-type: none"> • CRMP survey in 2021 • Community Risk Analysis • Emergency Cover Review • Medium term financial plan • Pilots and trials • Assessment of Community Risk • Strategic risk assessment
<p>To help pay for investment in new and existing buildings we may need to sell small parcels of land or one of our fire stations that is in the wrong location, does not or will not meet environmental standards, or costs too much to maintain. Do you support the</p>	<ul style="list-style-type: none"> • CRMP survey in 2021 • Community Risk Analysis • Emergency Cover Review

<p>principal of making the best use of our property and estate in line with operational need?</p> <p>Strongly Agree</p> <p>Agree</p> <p>Either agree or disagree</p> <p>Disagree</p> <p>Strongly disagree</p>	<ul style="list-style-type: none"> • Medium term financial plan • Pilots and trials • Assessment of Community Risk • Strategic risk assessment
<p>Do you support us in taking a clearer and more strategic approach to collaboration, explaining why and how we work in partnership. This includes our work with our blue light partners and public service partners across Bedfordshire, the Bedfordshire Local Resilience Forum, and other neighboring Fire and Rescue Services.</p> <p>Strongly Agree</p> <p>Agree</p> <p>Either agree or disagree</p> <p>Disagree</p> <p>Strongly disagree</p>	<ul style="list-style-type: none"> • CRMP survey in 2021 • Community and stakeholder engagement • Community Risk Analysis • Emergency Cover Review • Medium term financial plan • Pilots and trials • Assessment of Community Risk • Strategic risk assessment
<p>Do you support us in sharing facilities with our blue light and public service partners and maximizing the utilization of our property and estate?</p> <p>Strongly Agree</p>	<ul style="list-style-type: none"> • Blue light estates strategy

<p>Agree</p> <p>Either agree or disagree</p> <p>Disagree</p> <p>Strongly disagree</p>	
<p>Do you support us in developing the way we report, display and describe our performance?</p> <p>Strongly Agree</p> <p>Agree</p> <p>Either agree or disagree</p> <p>Disagree</p> <p>Strongly disagree</p>	<ul style="list-style-type: none"> • Community engagement • Strategic risk assessment
<p>What should Bedfordshire Fire and Rescue Service look like in 2050?</p> <p>Comments box</p>	<ul style="list-style-type: none"> • Community engagement • Strategic risk assessment
<p>In order to pay for our proposals indicated earlier we need to spend wisely, increase our income, use some of our earmarked reserves, and potentially borrow money....</p> <p>The Bedfordshire Fire and Rescue Authority is currently considering a council tax increase of 1.99% for a Band D house. Do you support an increase of below 2%? This would increase the Band D charge for the Fire & Rescue Service from to £104.45.</p>	<ul style="list-style-type: none"> • CRMP survey in 2021 • Community Risk Analysis • Emergency Cover Review • Medium term financial plan • Pilots and trials • Assessment of Community Risk • Strategic risk assessment

<p>Agree</p> <p>Either agree or disagree</p> <p>Disagree</p> <p>Strongly disagree</p>	
<p>If in this year or another year the council tax referendum cap is increased above the current 2%, would you support an increase of up to £5 for a Band D property to protect and invest in your local Fire & Rescue Service?</p> <p>Agree</p> <p>Either agree or disagree</p> <p>Disagree</p> <p>Strongly disagree</p>	<ul style="list-style-type: none"> • CRMP survey in 2021 • Community Risk Analysis • Emergency Cover Review • Medium term financial plan • Pilots and trials • Assessment of Community Risk • Strategic risk assessment
<p>In our CRMP consultation in 2021, we had strong support for investing in ethical investment opportunities. What kind of ethical investments should we consider?</p> <p>Comments box</p>	<ul style="list-style-type: none"> • 2021 CRMP consultation for comparison • Community engagement • Strategic risk assessment
<p>Are there any positive or negative impacts relating to equalities, diversity and inclusion that you believe should be taken into account? If so, are you able to suggest any ways to reduce or remove any potential negative impact and increase any positive impact?</p> <p>Comments box</p>	<ul style="list-style-type: none"> • CRMP People Impact Assessment

<p>If you are happy to answer some further questions which helps us to monitor personal information, please tick the box below and proceed to question 10. If not, please press submit at bottom of form</p> <p>Yes I will provide equal opportunities information</p> <p>No I will just submit this section of the form</p>	<ul style="list-style-type: none"> • CRMP People Impact Assessment • Standard Beds FRS equality questions • Consultation Institute good practice toolkit
<p>What is your age?</p> <p>16 - 24</p> <p>25 - 34</p> <p>35 - 44</p> <p>45 - 54</p> <p>55 - 64</p> <p>65 - 74</p> <p>75+</p>	<p>As above</p>
<p>Please could you tell us if you have any health conditions that may impact on your safety in the event of an emergency?</p> <p>Yes</p> <p>No</p> <p>If yes please feel free to tell us what they are</p>	<p>As above</p>
<p>Do you observe any particular religion?</p>	<p>As above</p>

Buddhism Christianity Hinduism Islam Judaism Sikhism Spiritualist None Other Prefer not to say	
How would you describe your ethnicity? White English/British/ N. Irish/Scottish/Welsh Irish White other Asian or Asian British Black British Black other Dual or multiple ethnic heritage	As above

Chinese Bangladeshi Pakistani Indian Gypsy or traveller White or Black African White or Black Caribbean Arab Other Prefer not to say	
What gender do you identify with? Woman Man Non-binary Transgender Other Prefer not to say	As above
How would you describe your sexual orientation?	As above

Heterosexual/Straight	
Gay Man	
Lesbian/Gay Woman	
Bisexual	
Prefer not to say	
Other	

For Publication

Bedfordshire Fire and Rescue Authority
Executive Committee
15 November 2022

REPORT AUTHOR: CHIEF FIRE OFFICER

SUBJECT: WORK PROGRAMME 2022/23

For further information on this report contact: Nicky Upton
Democratic & Regulatory Services Supervisor

Background Papers: None

PURPOSE:

To review and report on the work programme for 2022/23 and to provide Members with an opportunity to request additional reports for the Executive Committee meetings.

RECOMMENDATION:

That Members consider the work programme for 2022/23 and note the 'cyclical' Agenda Items for each meeting in 2022/23.

ANDREW HOPKINSON
CHIEF FIRE OFFICER

FIRE AND RESCUE AUTHORITY EXECUTIVE COMMITTEE - PROGRAMME OF WORK 2022/23

Meeting Date	'Cyclical' Agenda Items		Additional/Commissioned Agenda Items	
	Item	Notes	Item	Notes
10 January 2023	Work Programme		CRMP update	HSSA
			Governance Action Plan update	HSSA
			Budget update	ACO
			Business Continuity update	DCFO

Meeting Date	'Cyclical' Agenda Items		Additional/Commissioned Agenda Items	
	Item	Notes	Item	Notes
14 March 2023	Work Programme		CRMP update	HSSA
			Governance Action Plan update	HSSA
			Test FRA Elements of the new website	HSSA