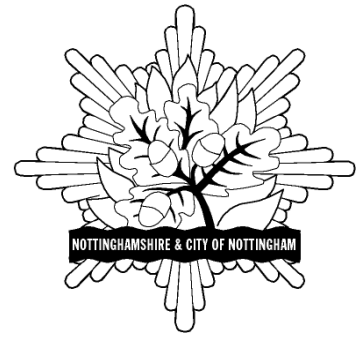


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Nottinghamshire and City of Nottingham Fire and Rescue Authority - Policy and Strategy Committee

Date: Friday, 26 April 2024 **Time:** 10.00 am

Venue: Joint Fire / Police HQ, Sherwood Lodge, Arnold, Nottingham, NG5 8PP

Members are requested to attend the above meeting to be held at the time, place and date mentioned to transact the following business

A handwritten signature in black ink, appearing to read 'M. J. [unclear]'. The signature is written in a cursive, flowing style.

Clerk to the Nottinghamshire and City of Nottingham Fire and Rescue Authority

<u>Agenda</u>	<u>Pages</u>
1 Apologies for Absence	
2 Declarations of Interest	
3 Minutes To confirm the minutes of the meeting held on 2 February 2024	3 - 6
4 Governance Arrangements Report of the Chief Fire Officer	To Follow
5 10-Year Workforce Diversity Planning Report of the Chief Fire Officer	7 - 12
6 Manchester Arena Inquiry - Volume Two: Update Report of the Chief Fire Officer	13 - 18
7 Exclusion of the public To consider excluding the public from the meeting during consideration of the remaining items in accordance with Section 100A of the Local Government Act 1972, under Schedule 12A, Part 1, on the basis that, having regard to all the circumstances, the public interest in maintaining an exemption outweighs the public interest in disclosing the information.	

**8 Mobilisation Project Update and Mobile Data Terminal (MDT)
Software Contracts Award**
Report of the Chief Fire Officer

19 - 28

Any councillor who is unable to attend the meeting and wishes to submit apologies should do so via the personal assistant to the Chief Fire Officer at Fire Services Headquarters on 0115 967 0880

If you need any advice on declaring an interest in any item above, please contact the Governance Officer shown on this agenda, if possible before the day of the meeting.

Governance Officer:

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If you would like British Sign Language interpretation at the meeting, please contact the service at least 2 weeks in advance to book this, either by emailing enquiries@notts-fire.gov.uk or by text on sms: 0115 824 0400



Nottinghamshire and City of Nottingham Fire and Rescue Authority - Policy and Strategy Committee

**Minutes of the meeting held at Joint Fire / Police HQ, Sherwood Lodge, Arnold,
Nottingham, NG5 8PP on 2 February 2024 from 10.00 am - 10.24 am**

Membership

Present

Councillor Michael Payne (Chair)
Councillor Callum Bailey
Councillor Sybil Fielding
Councillor Patience Uloma Ifediora
Councillor Jonathan Wheeler

Absent

Councillor Nigel Turner

Colleagues, partners and others in attendance:

Craig Parkin -Chief Fire Officer
Leila Berry - Assistant Chief Fire Officer
Mick Sharman -Assistant Chief Fire Officer
Damien West - Assistant Chief Fire Officer
Malcolm Townroe - Clerk and Monitoring Officer to the Authority
Catherine Ziane-Pryor - Governance Officer

8 Apologies for Absence

Councillor Nigel Turner (Councillor Callum Bailey substituting).

9 Declarations of Interest

None.

10 Minutes

The minutes of the meeting held on 17 November 2023 were confirmed as a true record and signed by the Chair.

11 His Majesty's Inspectorate of Constabulary and Fire and Rescue Services, Areas For Improvement

Leila Berry, Assistant Chief Fire Officer, presented the report which informs the committee of the progress against the areas for improvement (AFI), and seeks the committee's approval to close AFI 3, relating to provision of well-being support.

The following points were highlighted and members' questions responded to:

- a) This report would normally be submitted to the Human Resources Committee for scrutiny, but as the last meeting was cancelled, the report is submitted to the Policy and Strategy Committee;
- b) AFI 3 required that 'the Service should assure itself that staff understand how to get well-being support';
- c) The report sets out the action taken to address the HMICFRS concern, and whilst it is recognised that the Service already provided substantial well-being support, concern had been expressed that not all staff were aware of the facilities and support available and how to access them;
- d) Following the initial highlighting of this AFI, the Service undertook an evaluation and acted on the results, the success of which will be gauged through the staff survey;
- e) The following is a summary of some of the actions taken to improve and more broadly promote the support available:
 - i. A review of post-critical incident support (PIS), with a dedicated PIS Liaison Officer from the Crisis Team overseeing activity;
 - ii. Trauma awareness and support training will be provided to all duty officers;
 - iii. Face-to-face psychological assessments and psychological therapy will be available where appropriate, alongside confidential counselling provided by the Employee Assistance Programme;
 - iv. The Occupational Health team have been promoting the wide range of support available through a dedicated site on the intranet, including a 'walk and talk' initiative specifically targeted to improve men's mental health and combat loneliness. This initiative is considered particularly valuable as it originated from the workforce;
 - v. Managers will be mandatorily briefed on an annual basis on their role in supporting mental health awareness for their teams and themselves;
 - vi. The expertise of the University of Derby Mental Health Hub was engaged to help improve current provision, including the establishment of the Mental Health Network of employees willing to support the mental health of colleagues, and other peer support mechanisms as alternatives to accessing clinical routes;
 - vii. Developed through a joint collaboration of the National Fire Chiefs Council and the Firefighters Charity, the Service is a funding partner of the Suicide Prevention Crisis Line;
 - viii. Employees have access to the review of the Well-Being Policy which also includes family friendly provisions such as maternity and menopause advice and support;

- ix. 'Your Care' is a personal health portal providing access to a broad variety of personal health and fitness plans, support, and tools.

Craig Parkin, Chief Fire Officer, praised the work undertaken in developing and establishing an overall staff wellbeing strategy, stating that the last couple of years had been difficult for all staff and that he was very proud of what had been achieved to support staff wellbeing, including for out-of-work issues, but emphasising that staff needed to self-motivate to access the support available.

Members comments included:

- f) This is an excellent piece of work with a broad response including a range of support and shows that the Service takes the well-being of staff very seriously in a job where staff can experience trauma;
- g) It's reassuring to see the workforce ownership of some elements, and particularly the staff initiation and shared responsibility of some schemes;
- h) Thank you to everyone who has worked on improving staff well-being support, which provides members with reassurance that staff are supported;
- i) This is an excellent report illustrating excellent work, which is endorsed;
- j) The broad variety of support mechanisms available is welcomed, including those which are family focused and those which recognise the need for managers and colleagues to be aware of potential delayed trauma response to fatal and distressing incidents, both in themselves and colleagues.

Resolved to approve the closure of Area For Improvement 3, relating to the provision of staff well-being support.

12 People Strategy Update

Leila Berry, Assistant Chief Fire Officer, presented the report which provides an update on the People Strategy 2023-2025.

Highlighted points and responses to members' questions included:

- a) The People Strategy forms part of the Community Risk Management Plan (CRMP) and sets out key workforce issues, recognising that people are the Service's greatest asset in delivering the Service's strategic objectives;
- b) The report summarises progress against the following areas:
 - i. Shaping our workforce to deliver our services (including the workforce plan, and the Futures 25 agenda);
 - ii. Leadership and employee development (including training to ensure that core skills and knowledge are maintained, emerging challenges can be dealt with, and developing leadership qualities and abilities;

- iii. Positive workplace and culture (ensuring a positive working environment where all staff feel engaged, valued and listen to);
 - iv. Inclusion (understanding and respecting the equality and diversity of all communities);
 - v. Health and well-being (ensuring the physical, emotional and mental health of the workforce);
- c) Feedback received, including from the staff survey, is assessed, and so far has been very positive.

Craig Parkin, Chief Fire Officer, added that although there is a perceived cultural issue across the sector, but there is a focus on leadership actively addressing what's right and what isn't. The quality of the People Strategy continues to improve but there is no complacency and it's recognised that there is still work to be done. It is important that member's and employees have confidence that staff are supported going forward.

Members commented that it was a thorough report containing a lot of helpfully articulated information.

Resolved to note the report.

13 Exclusion of the Public

Resolved to exclude the public from the meeting during consideration of the following item in accordance with Section 100A of the Local Government Act 1972 (under Schedule 12A, Part 1, Paragraphs 3) on the basis that, having regard to all the circumstances, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

14 Exempt Minutes

Exempt minutes of the meeting held on 17 November 2023 were confirmed as a true record and signed by the Chair.



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority
Policy and Strategy Committee

10-YEAR WORKFORCE DIVERSITY PLANNING

Report of the Chief Fire Officer

Date: 26 April 2024

Purpose of Report:

To provide Members with an update on the Service's progress in developing a 10-Year Workforce Diversity Plan.

Recommendations:

It is recommended that Members:

- Endorse a long-term commitment to workforce diversity via a 10-year diversity plan.
- Note the contents of the report.
- Agree to receive future updates via the Human Resources Committee.

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1. BACKGROUND

- 1.1 The Service's work to improve the diversity of its workforce has been ongoing for nearly two decades. Numerous reports produced by Central Government have been highly critical of the slow pace of change within the sector.
- 1.2 During 2021, Sir Tom Winsor – Her Majesty's Chief Inspector for Fire and Rescue Services – published the annual assessment of Fire and Rescue Services in England 'State of Fire' report. This report again brought into sharp focus, the work that needs to be done to improve inclusion and diversity in the sector, saying that 'diversity and race equality in the fire sector continues to be woeful.'
- 1.3 The London Fire Brigade cultural review and subsequent HMICFRS Spotlight Report continued to highlight problems in this area that all fire and rescue services need to improve upon.
- 1.4 Nottinghamshire Fire and Rescue Service (NFRS) is very aware of this national context and has clear commitments within its CRMP to make lasting improvements to its workplace culture, development of leaders and workforce diversity.
- 1.5 The Service commissioned its own review of equality, diversity and inclusion practice during 2021-22 and a revisit was undertaken at the end of last year.

One of the recommendations was that:

Resources to match aspiration: shift from expecting EDI service delivery excellence and workforce diversity to reflect the population whilst under-resourcing the work that it takes to achieve this, to a longer-term approach, with more courageous proactive positive action and engagement enabled by stable staffing and budget commitment to achieve success.

- 1.6 This was echoed by employees in focus groups calling for "more ambitious, resourced, positive action as the current pace of workforce diversity improvements is slow and 'doing the same things' won't get us where we want to be'."
- 1.7 Whilst the pace of change has been slow, some encouraging progress has been made over the years, particularly in improving the numbers of female firefighters and employees who are Lesbian, Gay or Bisexual (Table 1 below). However, progress in attracting racially marginalised groups to the Service is not where the organisation would want it to be. In particular, attraction rates of women of colour to employment at the Service remain low and this needs to be addressed as part of this work.

Group	2013	2023
Female Firefighters (excluding crew manager, watch manager and above)	5%	10.5%
Staff from Ethnic Minority Backgrounds	3.2%	5.6%
Lesbian, Gay or Bisexual Staff	1.8%	4.1%
Disabled Staff	5.9%	4.4%

Table 1 - NFRS Workforce Diversity

- 1.8 At a meeting of the Strategic Leadership Team (SLT) and employee network members on 6 November 2023, it was agreed that a longer-term, resourced plan to increase the pace of change relating to workforce diversity was required; this approach was supported by the Strategic Inclusion Board on 17 November 2023.

2. REPORT

- 2.1 To improve performance in this area it is proposed that the Service develops a 10-Year Plan. To do this in a methodical way, it is recommended that the following phases are used:

- Analysis;
- Plan;
- Do;
- Review.

ANALYSIS PHASE - GATHERING DATA

- 2.2 The analysis phase consists of three separate workstreams, the first of which involves analysis and insight of the most recent Census data commissioned via Nottingham Trent University (NTU). This work will support the Service's understanding of Nottinghamshire's changing communities and will inform both this programme of work relating to the attraction and recruitment of diverse talent, as well as supporting wider community engagement initiatives across the Service. This work started in March 2024 and will last approximately six months.

COMMUNITY INSIGHT – UNDER-REPRESENTED GROUPS IN NOTTINGHAM

- 2.3 Whilst the quantitative work undertaken by NTU is important, the qualitative insights to be gained from talking to community members is as valuable. A second piece of work starting this month will enable NFRS to gain a better understanding of the perceptions of under-represented groups in Nottingham who may face barriers in accessing employment opportunities or services. The Service has data demonstrating that City residents are under-represented in its workforce and so the focus will be on this geographical

area and those groups who are under-represented in the workforce, including women and ethnic minorities.

- 2.4 A third party with expertise in this area will be delivering this work between April and July. They will present their findings and recommendations to the Strategic Leadership Team at the end of their field work. This work, alongside the work that NTU is supporting, will enable NFRS to build its diversity plan based on firm foundations. The final part of this work is a desktop review of the research papers and sector-based reports which are in the public domain. This will also be used to inform the planning process.

SOCIO-ECONOMIC DEPRIVATION

- 2.5 Socio-economic deprivation will also be a key area of focus for the Service during the analysis phase. As a result of independent EDI review this has now been added to the Service's equality impact assessment process and template.

WORKFORCE PLANNING

- 2.6 The Service is in the process of developing a Workforce Plan for 2024-26 and the development of this 10-year approach is integral to this given that progress on workforce diversity is dependent on turnover and recruitment needs.

DEFINING THE AMBITION

- 2.7 Part of this work is going to include the development of more informed and intelligent objective setting. This will be done based on the above analysis work and will be specific to each staff cohort in the Service – wholetime firefighters workforce, on-call workforce and support staff workforce.
- 2.8 As an example, in the past when thinking about the diversity of the workforce, the Service has simply used the broad demographics of the county to set targets. This work will enable the Service to be much more nuanced and data-led, particularly for the on-call cohort whose recruitment is very localised to the station area.
- 2.9 To illustrate this, the data below demonstrates the differences between different staff groups:

	Support Staff	On-Call Workforce	Wholetime Workforce
Ethnic Minority Backgrounds	10%	2%	6%
Women/Female Firefighters	50%	5%	10%
Disability	10%	2%	4%
LGBT	6%	1%	5%

NEXT STEPS

- 2.10 Whilst it is not possible to develop a fully formed plan prior to receiving the results of the analysis, it is understood that Members will want to have an understanding of what the next steps will be.
- 2.11 By July 2024, the Service will have a better understanding of what conclusions have been drawn by the quantitative and qualitative studies and Members will be briefed via the Strategic Inclusion Board and the Human Resources Committee.
- 2.12 The outcomes of the analysis phase will also start to inform a short-term workplan for the newly established Community Engagement Team which will sit in the Fire Prevention Department. The Community Engagement Team will include both uniformed and non-uniformed colleagues, with a focus on community safety and positive action activities, including youth engagement. The Service's positive action offering will become more comprehensive and consistent than it has been previously with a focus on a regular presence in communities, not just during firefighter recruitment campaigns.
- 2.13 Defining the ambition and setting smarter targets will happen post analysis phase. By the autumn of this year, the Service will have undertaken the analysis and insight necessary to formulate meaningful and measurable objectives as part of the 10-year plan. Members are a key stakeholder in this work and regular feedback will be sought.

3. FINANCIAL IMPLICATIONS

The work outlined in Paragraphs 2.2 – 2.4 above has been financed from the Futures 25 earmarked reserve.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

This work is likely to have an impact on the Service's approach to recruitment and selection policies, including positive action and community engagement activity.

5. EQUALITIES AND ETHICAL IMPLICATIONS

- 5.1 An equality impact assessment is in development and it will feed into workforce planning, recruitment and selection policies as well as the Corporate Communications Strategy.
- 5.2 The work outlined in this report will help the Service to continue its journey to embed the national Core Code of Ethics and promote an inclusive workplace and Service.

6. ENVIRONMENTAL AND SUSTAINABILITY IMPLICATIONS

There are no environmental or sustainability implications arising from this report.

7. LEGAL IMPLICATIONS

This report contributes to the Service's commitment to meet the Public Sector Equality Duty.

8. RISK MANAGEMENT IMPLICATIONS

This work does help the Service to mitigate some of the Service's risks identified in the Corporate Risk Register. These include – Risk 4: employee engagement, Risk 5: workforce sustainability and Risk 15: corporate reputation.

9. COLLABORATION IMPLICATIONS

There are no collaboration implications arising from this report.

10. RECOMMENDATIONS

It is recommended that Members:

- 10.1 Endorse a long-term commitment to workforce diversity via a 10-year diversity plan.
- 10.2 Note the content of the report.
- 10.3 Agree to receive future updates via the Human Resources Committee.

11. BACKGROUND PAPERS FOR INSPECTION (OTHER THAN PUBLISHED DOCUMENTS)

None.

Craig Parkin
CHIEF FIRE OFFICER



NOTTINGHAMSHIRE
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Fire and Rescue Authority
Policy and Strategy Committee

MANCHESTER ARENA INQUIRY – VOLUME TWO: UPDATE

Report of the Chief Fire Officer

Date: 26 April 2024

Purpose of Report:

To update Members with progress in relation to the recommendations within Volume Two of the Manchester Arena Inquiry.

Recommendations:

It is recommended that Members:

- Note the update from this report and endorse the actions being taken by the Service in response to the Manchester Arena Inquiry.
- Receive further reports for the monitoring and scrutiny of the implementation of learning through the Community Safety Committee.

CONTACT OFFICER

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1. BACKGROUND

- 1.1 On 22 May 2017, a homemade explosive device was detonated in the foyer of the Manchester Arena following an Ariana Grande concert. 22 people were killed and 1,017 were injured, many of them being children, with several hundred more left suffering psychological trauma.
- 1.2 Volume Two of the Manchester Arena Inquiry was published on 3 November 2022. Volume Two focussed on the impact of any inadequacies in the planning and preparation by the emergency services and in the emergency response. This includes whether any inadequacies undermined the ability of the response to save life or contributed to the extent of the loss of life.
- 1.3 An initial report was first presented to the Policy and Strategy on 27 January 2023 which outlined the approach the Service was taking to implement the identified sector learning. At that meeting, Members agreed to receive update reports to enable oversight and scrutiny against the Service's action plan.

2. REPORT

NOTTINGHAMSHIRE FIRE AND RESCUE SERVICE RESPONSE

- 2.1 Nottinghamshire Fire and Rescue Service (NFRS) is well practiced in reviewing and enacting national learning reports. For example, Members will recognise similarities in the approach being reported to those used to review and adopt the learning following the Grenfell Tower Inquiry.
- 2.2 The Service's Risk and Assurance Team led on the review of the report and is overseeing the Service's action plan.
- 2.3 The Service's action plan has 53 recommendations. Each recommendation is defined as to the action required to deliver the improvement and has a timeframe of completion.
- 2.4 Of the 53 recommendations, 32 have been completed and closed and 21 are being worked towards. Progress against all recommendations is on-track and are set to be completed by December 2024.
- 2.5 As an example of some of the learning that has been implemented, the Service has reviewed all of its operational policy and procedures relating to marauding terrorist attacks (MTA). Amendments have been made in collaboration with regional partners. The Service also has an agreed programme to roll out the new national guidance – Joint Operating Principles for MTA, Edition 3.
- 2.6 Internal scrutiny of the Service action plan is through the Community Risk Management Plan (CRMP) Assurance Board which is chaired by the Chief Fire Officer.

- 2.7 The National Fire Chiefs Council (NFCC) Operations Committee has also established a strategic board to ensure consistency in responses across all UK Fire and Rescue Services, with quarterly reporting established to track progress of individual fire and rescue services.

NOTTINGHAMSHIRE LOCAL RESILIENCE FORUM RESPONSE

- 2.8 The Service is actively working with colleagues within the Nottinghamshire Local Resilience Forum (LRF) to implement the learning via a specifically created Manchester Arena Inquiry sub-group.
- 2.9 NFRS chairs this sub-group, which has attendance from all Category One and relevant Category Two responders. This group has identified 55 recommendations from the Volume Two report with relevance to the LRF.
- 2.10 The LRF's action plan defines each recommendation and sets out the timeframe of completion for each. Whilst coordination and engagement across all partners has faced some initial challenges, full completion is anticipated to be by December 2024.
- 2.11 Of those 55 recommendations, 33 have been completed and closed and 22 are being worked towards
- 2.12 Scrutiny over the work of this sub-group is through the LRF's Resilience Working Group, with exceptions reported to the full LRF meeting.

CONTINUAL IMPROVEMENT

- 2.13 As well as learning from the Volume Two report, in February, colleagues from Manchester Fire and Rescue Service, who were involved in the Manchester Arena organisational debrief, came into Service and presented a case study on the incident. This presentation gave a real insight into events that happened on the night, as well as highlighting some further learning. This learning will be reviewed alongside the MAI action plan.
- 2.14 In March the Service undertook a full scale, 'no-notice', exercise to test the application of some of the learning from the MAI action plan. This exercise involved the evacuation of around 7000 people from a sports venue, then a realistic MTA scenario. This exercise involved all blue light partners.
- 2.15 The exercise is subject to a full review and formal debrief report. One key area of assurance already known was the effective response of the Service's MTA capability, supporting resources and Officers, and initial on scene multi-agency working. This is an area which received criticism in the inquiry report.

NEXT STEPS

- 2.16 The Service will continue to progress the recommendations internally and across the LRF, reporting progress via the governance structure highlighted in this report.

- 2.17 Progress reports will be presented to the CRMP Assurance Board and to Fire Authority Members, through the Community Safety Committee, at key milestones, with a proposed final sign-off to the Fire Authority in December 2024.
- 2.18 His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) is expected to audit progress against the recommendations of the Volume Two report during the next tranche of inspections.

3. FINANCIAL IMPLICATIONS

- 3.1 Any costs associated with completing the recommendations within the Volume Two report will be identified through the action plan. This will then be reviewed by the Strategic Leadership Team as part of the budget setting and business planning process.
- 3.2 Specific MTA funding from Government has been reduced, from £56,000 a year to £19,500 a year, as of April 2023. This reduction will lead to a requirement, after 2024, for the replacement of equipment and facilitation of training to be funded from Service budgets, which do not currently meet this requirement. This additional cost will be addressed as part of Service financial planning.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

- 4.1 There are a range of recommendations within the Volume Two report which have training implications for Firefighters, Officers, Fire Control, Specialist Responders, NILOs and Incident Commanders. These have been defined within the action plan and are overseen by the Service's Training and Assurance Board.
- 4.2 Learning will be assured through a variety of means, including audit and multi-agency exercising. The Service's approach to operational training and development ensures that personnel acquire, and maintain, required competencies to deal with incidents of this nature.

5. EQUALITIES AND ETHICAL IMPLICATIONS

- 5.1 An equality impact assessment (EIA) has not been undertaken because this report is designed to provide an overview of work to date. Where recommendations require a change to product, service, or policy an EIA will be completed as required.
- 5.2 The approach outlined in this report supports the Service's commitment to 'Putting Communities First' by ensuring that the Service learns from previous events and assures the approach of the Service in response to major incidents.

6. ENVIRONMENTAL AND SUSTAINABILITY IMPLICATIONS

There are no environmental or sustainability implications arising from this report.

7. LEGAL IMPLICATIONS

- 7.1 The Service has a duty under the Health and Safety at Work Act to ensure the safety of employees and others affected by its activities. Implementing the recommendations will ensure the Service complies with these requirements by ensuring that the Service is aware of, and has adopted, learning from national incidents of a significant nature.
- 7.2 The Fire Services Act requires the Service to resource to all foreseeable community risks and have adequate arrangements in place to provide an effective operational response. The Service's CRMP identifies the possibility of a terrorist related incident, and the Service addresses this threat through training and preparations.
- 7.3 The Civil Contingencies Act requires that the Service has necessary plans in place to respond to a major incident. These plans are reviewed and enhanced from the learning of other major incidents, including the Manchester Arena tragedy.
- 7.4 The Local Government Act 1999 places a statutory duty on the Service to 'secure continuous improvement in the way in which its functions are exercised'. The reporting of progress against these matters ensures that the Service is focusing on key objectives, as set by the Fire Authority, and continuous improvement. This ensures that Members can apply effective scrutiny to be satisfied that statutory obligations are being met.

8. RISK MANAGEMENT IMPLICATIONS

- 8.1 Effectively implementing the MAI Volume Two recommendations will ensure that the Service is well placed to ensure an effective operational response to MTA incidents. It will also serve to develop further assurance in the effective operational response to any type of multi-agency major incident.
- 8.2 The recommendations are likely to be a focus for HMICFRS during the next tranche of inspections. Effective organisational response to the Inquiry will mitigate the risk of a negative inspection result and the subsequent reputational risks that this poses to the Service.
- 8.3 Close media scrutiny of the Inquiry poses a reputational risk for the organisation were such an event to occur in Nottinghamshire.
- 8.4 Routine reporting of progress against the recommendations will be required to the Home Office and NFCC. The Service is in strong position to respond in

an assured and constructive manner to these consultations through the work that has been completed to date.

9. COLLABORATION IMPLICATIONS

- 9.1 There are significant collaboration implications related to implementing the learning within the MAI Volume Two report. This includes working with Tri-Service and regional fire and rescue service partners, partners across Nottinghamshire LRF, and national fire working groups.
- 9.2 Operational policy and guidance relating to MTA have been developed regionally through the NILO network. A collaborative approach to implementation is being carried out since any large-scale incident is likely to result in cross-border support being requested from neighbouring fire and rescue services. A common understanding of ways of working is required to ensure this response is effective.
- 9.3 Greater alignment and sharing of intelligence and risk information is critical to achieve with Nottinghamshire Police. Work is already ongoing to progress this with the focus created by the Inquiry supporting such work.

10. RECOMMENDATIONS

It is recommended that Members:

- 10.1 Note the update from this report and endorse the actions being taken by the Service in response to the Manchester Arena Inquiry.
- 10.2 Receive further reports for the monitoring and scrutiny of the implementation of learning through the Community Safety Committee.

11. BACKGROUND PAPERS FOR INSPECTION (OTHER THAN PUBLISHED DOCUMENTS)

None.

Craig Parkin
CHIEF FIRE OFFICER

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