



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

**Minutes of the meeting held remotely and streamed to YouTube on Friday 30 April  
2021 from 10:01am to 10:56am**

**Membership**

**Present**

Councillor Michael Payne (Chair)  
Councillor Toby Neal (Vice Chair)  
Councillor Andrew Brown  
Councillor John Clarke  
Councillor Sybil Fielding  
Councillor Jonathan Wheeler

**Absent**

None

**Colleagues, partners and others in attendance:**

Candida Brudenell - Assistant Chief Fire Officer  
John Buckley - Chief Fire Officer  
Gavin Harris - Head of Digital Transformation and IT  
Craig Parkin - Deputy Chief Fire Officer  
Becky Smeathers - Head of Finance  
Malcolm Townroe - Clerk and Monitoring Officer  
Phil Wye - Governance Officer

**55 Apologies for Absence**

None.

**56 Declarations of Interest**

None.

**57 Minutes**

The minutes of the meeting held on 13 November 2020 were confirmed as a correct record.

**58 Closure of the 'Areas for Improvement' from the 2019 HMICFRS  
Inspection**

Candida Brudenell, Assistant Chief Fire Officer, introduced the report providing Members with an update on the Service's response to the outcomes regarding the 2019 inspection of

Nottinghamshire Fire and Rescue Service by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services and presenting closure of the associated 'Areas for Improvement' that were identified.

**Resolved to:**

**(1) agree the closure of Area for Improvement 13;**

**(2) approve the reporting of the three 'Areas for Improvement' aligned to the Policy and Strategy Committee as discharged.**

## **59 Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services - State of Fire Report**

Candida Brudenell, Assistant Chief Fire Officer, introduced the report presenting Members with an overview of the 'State of Fire' report published by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services, highlighting the following:

- (a) in his annual assessment of England's fire and rescue services, Her Majesty's Chief Inspector of Fire and Rescue Services, Sir Thomas Winsor, highlighted that Fire Services rose to the challenge of the Covid-19 pandemic, with many fire and rescue staff taking on additional activities;
- (b) the six recommendations for national reform of the fire service which were made previously remain necessary and need to accelerate;
- (c) since the publication of the NFCC Code of Ethics, the Service has adopted the document and reflect the principles within the Service's Behavioural Framework. This is being rolled-out to all personnel across the Service and builds upon the Service's focus in this area since the refresh of the Service Values in 2016.

The following points were raised during the discussion which followed:

- (d) the Report recommends that the Government change the law to give Chief Fire Officers operational independence. In Nottinghamshire it is not clear how this would be beneficial, as there are already strong governance arrangements and a clear scheme of delegation in place, and it remains important that the public are represented in decision making;
- (e) the Service has worked hard in recent years to improve its diversity and culture. Recent recruitment drives have increased the numbers of female employees and those from ethnic minorities. Recent staff surveys have also shown that staff have increasing confidence in management.

**Resolved to note the update on the 'State of Fire' report.**

## **60 Collaboration Update**

Candida Brudenell, Assistant Chief Fire Officer, presented the report presenting Members with an update on the Service's collaborations including the Joint Headquarters Programme, highlighting the following:

- (a) work is well underway for the necessary processes to ensure a smooth transition of personnel between the current Fire Headquarters and the new Joint Headquarters. These include vetting processes, a revised equality impact assessment, reasonable adjustments and workforce engagement including employee forums and joint meetings;
- (b) collaboration work that has taken place during the Covid-19 pandemic is not included in this report and will be reported later this year in a separate report;
- (c) Nottinghamshire and Derbyshire Joint Fire Control continues to deliver emergency call and incident management on behalf of both Nottinghamshire and Derbyshire Fire Authorities. Its performance is monitored and reported to the Authority's Community Safety Committee on a quarterly basis and performance levels are continually above the agreed measures;
- (d) work is continuing on the high-level disposal options for the Bestwood Lodge site, and the Service will look to achieve full market value for the site.

**Resolved to:**

**(1) note the content of the report;**

**(2) agree to receive a revised Collaboration Framework for approval in Spring 2022.**

**61 Exclusion of the public**

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

**62 Firefighter Pension Scheme Age Discrimination Remedy**

John Buckley, Chief Fire Officer, presented the report on the ongoing implications of the age discrimination case related to the transitional protection for the 2015 Fire Fighters' Pension Scheme.

**Resolved to approve the recommendations as set out in the exempt report.**