

Item Number	Item 3 – Paper 1
Title of Paper	Fire Standard sign off
Decision or Information	For information and decision
Date of Meeting	8 th December 2021
Presented by	CPO
Attachments	Appendix A – Safeguarding Fire Standard for sign off for quality assurance – pg. 2 Appendix B – Safeguarding Fire Standard Consultation Report – pg. 5

Summary

The purpose of this paper is to present the following Fire Standard for sign off:

1. Safeguarding Fire Standard – for sign off to proceed to Quality Assurance.

Recommendations and Decisions

The Board is asked to:

- Review and confirm that the **Safeguarding Fire Standard** (Appendix A), which is presented alongside the consultation feedback report (Appendix B), can be signed off and proceed to Quality Assurance (QA);

Background

The following summarises the progress and status of the **Safeguarding Fire Standard**:

1. The **Safeguarding Fire Standard** (Appendix A – pg. 2) has been the subject of a full and thorough analysis of all feedback received during its consultation. The report at Appendix B (pg. 5) summarises the feedback received, and the changes subsequently made to the Fire Standard.

If agreed by Board at this meeting, this Fire Standard will commence QA. The QA report will be shared with Board along with the final Fire Standard via email with a request to finally approve with the intention of publishing in January 2022.

Title of Standard	Safeguarding		
Business Area/Capability	Service Delivery		
Sponsoring NFCC Committee	Prevention		
Date of approval	[for office use]	Date of Issue	[for office use]
Reference Number	[for office use]	Review Date	[for office use]
Desired Outcome			
<p>A fire and rescue service that actively promotes the safeguarding of those in its community and its employees and volunteers. It works proactively to reduce the risk of abuse, harm and neglect.</p> <p>One that is compliant with safeguarding legislation, understanding and effectively fulfilling its obligations and responsibilities to its Local Safeguarding Adults Boards and Local Safeguarding Children’s Board or Partnership.</p> <p>A service whose employees and volunteers are trained, supported and empowered to respond to safeguarding needs, appropriate to their roles and responsibilities.</p> <p>A service that collaborates appropriately with others to ensure a coordinated approach to safeguarding.</p>			
To achieve the Fire Standard			
<p>A fire and rescue service must:</p> <ol style="list-style-type: none"> 1. have a responsible person within the service at the highest strategic level (where reasonable), that demonstrates the services commitment to the importance of safeguarding and is responsible for ensuring: <ol style="list-style-type: none"> a. the service is and remains compliant with legislation and follows relevant guidance; b. the service’s Designated Safeguarding Leads or Head of Safeguarding, where applicable, are appropriately qualified and suitably trained in accordance with legislation and the requirement of Local Safeguarding Adults and Children’s Boards; 2. only use accredited persons to provide safeguarding training. 3. educate, train and support employees and volunteers, relevant to their role, in the need to safeguard and promote the welfare of children, young people and adults at risk of harm. 4. align local training to its Community Risk Management Plan and the NFCC’s Safeguarding Guidance for Children, Young People and Adults. 			

5. implement appropriate and proportionate processes that minimise the risk of recruiting people who may be unsuitable to work with those who are at risk of harm.
6. work effectively with others (including cross-border working) to safeguard and promote the welfare of children, young people and adults at risk of harm;
7. have agreed systems, standards and protocols to maintain effective and efficient information sharing takes place to ensure data is made available to all those who need it, in accordance with national and local guidelines
8. demonstrate inclusivity by recognising the diversity of its community and providing equality of access.

A fire and rescue service **should**:

1. Use the NFCC Safeguarding Guidance for Children, Young People and Adults (including the Self-Assessment Toolkit)
2. contribute to the continual improvement of safeguarding adults and children at risk of harm by communicating, sharing learning and experiences with the NFCC network of fire and rescue service safeguarding leads through, but not limited to:
 - a. engaging with NFCC forums;
 - b. supporting the NFCC Safeguarding Workstream through national and regional structures; and
 - c. considering appropriate representation at relevant national events and conferences.

Expected benefits of the achieving the Fire Standard

1. Improved safeguarding outcomes for communities, employees and volunteers evidenced by:
 - a. measurable safeguarding referrals that encompass both early identification and threshold assessments before referral to Local Authorities
 - b. raising safeguarding awareness through an increase in the number of referrals
 - c. an increase in the number of employees and volunteers trained in safeguarding.
2. Fire and rescue services become trusted and reliable partners on safeguarding to Local Authorities, statutory agencies, and universal services.
3. Increased numbers of at-risk community members, employees and volunteers living and working safely because safeguarding risks are identified and responded to sooner.
4. Standardised approach to Safeguarding will help to maximise the efficiency of cross border, collaborative, and shared learning opportunities.

Legal requirements or mandatory duties

- [The Care Act](#)
- [The Children’s Act](#)

- Working Together to Safeguard Children (tbc)
- [Counter Terrorism and Security Act](#)
- Police, Crime, Sentencing and Courts Bill (tbc)
- [Policing and Crime Act](#)

Linked qualifications, accreditations or Fire Standards

- [Prevention Fire Standard](#)
- [Code of Ethics Fire Standard](#)
- [Protection Fire Standard](#)
- [Community Risk Management Planning Fire Standard](#)
- [Operational Competence Fire Standard](#)
- [Operational Learning Fire Standard](#)
- [Operational Preparedness Fire Standard](#)
- NFCC CPD accredited safeguarding 'train the trainer' course

Guidance and supporting information

- [NFCC Safeguarding Guidance for Children, Young People and Adults \(including the Self-Assessment Toolkit\)](#)
- NFCC Person Centred Framework

Note: Please contact the Fire Standards team within the NFCC CPO for any queries or support with regards to the use or completion of this template contact@firestandards.org.uk

APPENDIX B – CONSULTATION FEEDBACK REPORT

Safeguarding Feedback Summary

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Purpose

This report contains details from the consultation and subsequent analysis on the **Safeguarding Fire Standard** which took place from September to October 2021.

The report provides an overview of the process undertaken and amendments that have been made to the Fire Standard based on the consultation feedback. The report has been produced for the Fire Standards Board (Board or FSB) to provide assurance and confidence in the approach taken.

Drivers for Change

Recommendations and areas for improvement relating to Safeguarding have been driven by impending legislation changes which will impact how services operate and will require a level of compliance.

The NFCC's Safeguarding Committee has delivered a number of guidance documents to enable services to improve their capacity and competency in this area. It is continuing to deliver guidance and support to services across the UK to help drive improvements in Safeguarding activities.

Development Process

This area of work was led by the NFCC Strategic Lead for Safeguarding, Donna Bentley, alongside Kevin Johnson, Safeguarding Lead for Merseyside Fire and Rescue Service and with oversight from former and current NFCC Prevention Leads, Phil Garrigan and Neil Odin.

The team identified stakeholders who should be included either in peer review or consultation.

An active network of Safeguarding practitioners is in place, and from this network a group of subject matter experts and representatives from services were drawn together to peer review the draft Fire Standard and were engaged throughout the process to provide feedback.

Promoting the Consultation

The consultation survey was hosted on the [Fire Standards Board's website](#).

The stakeholders for consultation were identified and they were notified about the consultation through several communication channels:

- FSB Twitter page
- NFCC Twitter page
- Various NFCC Workplace groups
- Via direct email message

All identified stakeholders, including Safeguarding Committee members were engaged throughout the process and were contacted by email to notify them of the consultation. Follow up calls were made to prompt response as the closing date approached.

Response to the Fire Standard Consultation

A total of 50 responses were received, including: 44 services from England and 3 responses submitted as individuals from services. Responding services include:

Avon	East Sussex	Leicestershire	South Yorkshire
Bedfordshire	Essex	London Fire Brigade	Staffordshire
Buckinghamshire	Greater Manchester	Merseyside	Suffolk
Cheshire	Guernsey	North Yorkshire	Surrey
Cleveland	Hampshire and Isle of Wight	Northamptonshire	Tyne and Wear
Cornwall	Hereford and Worcester	Northumberland	Warwickshire
County Durham & Darlington	Hertfordshire	Nottinghamshire	West Midlands
Cumbria	Humberside	Oxfordshire	West Sussex
Derbyshire	Kent	Royal Berkshire	West Yorkshire
Devon & Somerset	Lancashire	Shropshire	

Responses were also received from the organisations below:

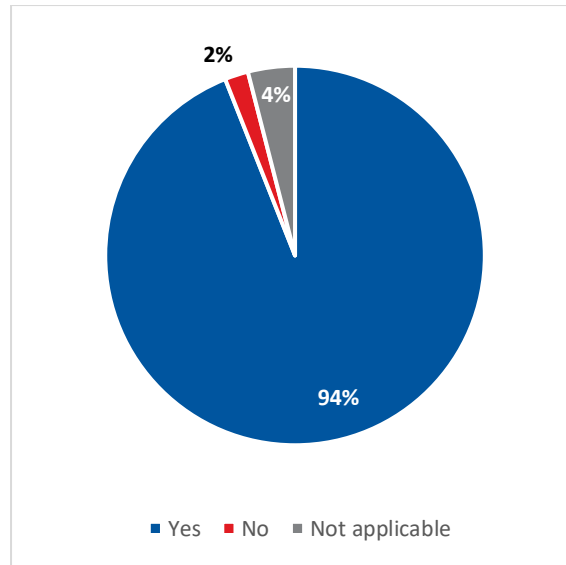
- Fire and Rescue Services Association
- Worshipful Company of Firefighters
- Defence Fire and Rescue

Responses were also received from the devolved administrations below:

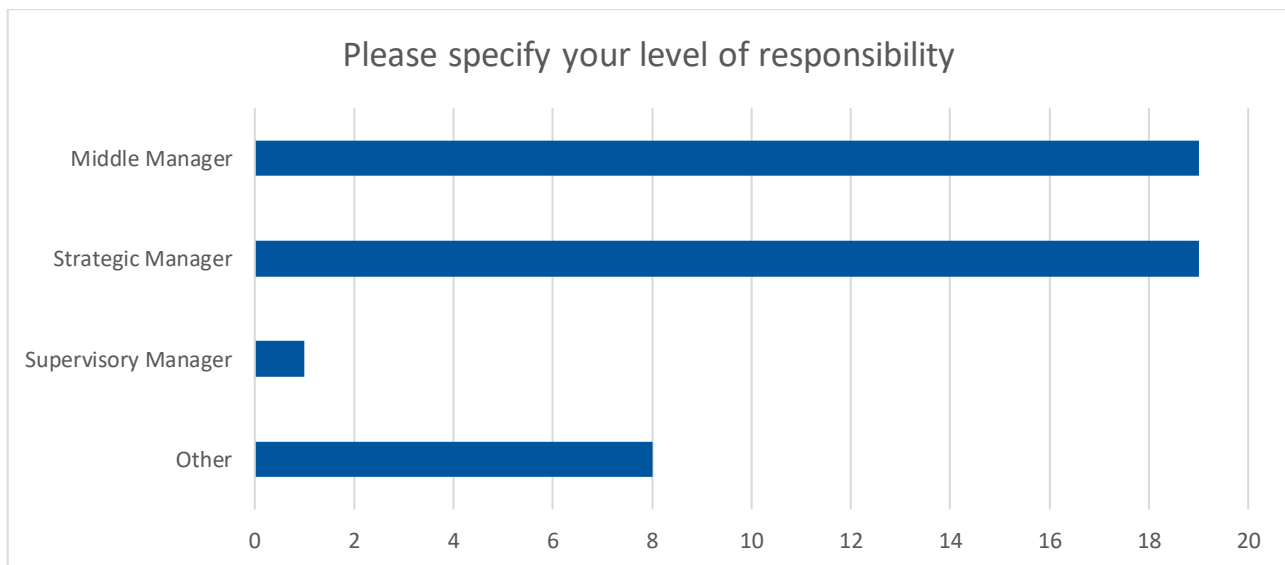
- Mid and West Wales
- Northern Ireland
- North Wales
- Scottish Fire and Rescue Service
- South Wales

Who responded to the consultation?

Level of responsibility for implementation of the Fire Standard



Type of role in the organisation



Over 315 comments were analysed, several which contained multiple points and opinions. Each of these have been reviewed and categorised into the following categories:

- a. Agreed
- b. Partially agreed
- c. Noted
- d. Declined

The consultation feedback provided covered a range of topics including:

- Training requirements
- Clarity of language; and
- Relevant legislation;

Amendments suggested by respondents that were **declined** included topics such as:

- Changing terminology which is already consistent with the other Fire Standards or already produced guidance
- Too much detail requested around certain topics which is not consistent with the high-level information that should be presented in a Fire Standard, much of this is included in the underpinning guidance

Modifications to the Fire Standard

Following analysis of the consultation feedback several amendments were made to the draft Fire Standard. The amendments made are as follows:

Desired Outcome

1. “Actively promoting the safeguarding of those in its community” was moved into the first sentence of the first paragraph as it was felt this was the primary objective of safeguarding.
2. “Local Safeguarding Adults and Children’s Board” was amended to “Local Safeguarding Adults Boards and Local Safeguarding Children’s Board/Partnership” to provide clarification on the names of the various board’s that services work with across the country.
3. “Volunteers” was added. It was recognised that volunteers were not included within the standard, feedback stated that it was important to include them when referring to employees and communities.

To Achieve This Fire Standard

1. “suitably trained” was added alongside “qualified” to align with language used by local safeguarding boards
2. “Volunteers” was added when also referencing employees and communities.
3. The terms “vulnerable” and “of harm” were discussed extensively and feedback suggested that “at risk of harm” was language used mostly by services. This was reflected throughout this section, and an explanation of the term would be put into a glossary
4. “Employing” was amended to “recruiting” for clarity
5. Training should be aligned to Community Risk Management Plans, as well as NFCC’s Safeguarding Guidance.

Expected Benefits of Achieving the Fire Standard

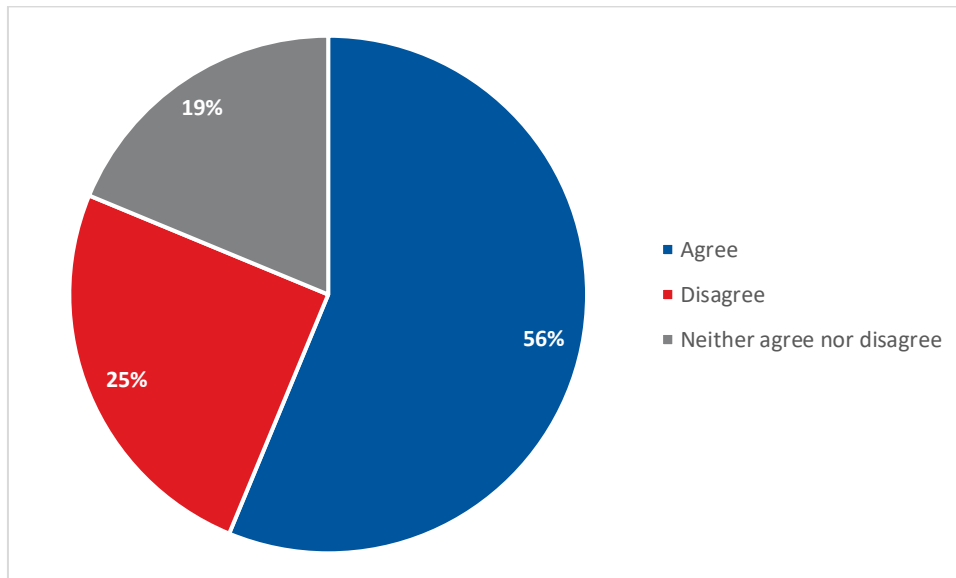
6. Benefit three was expanded to include employees and volunteers

7. An additional benefit on maximising the efficiency of collaboration between services and partners was included. This is replicated within the CRMP Fire Standard.

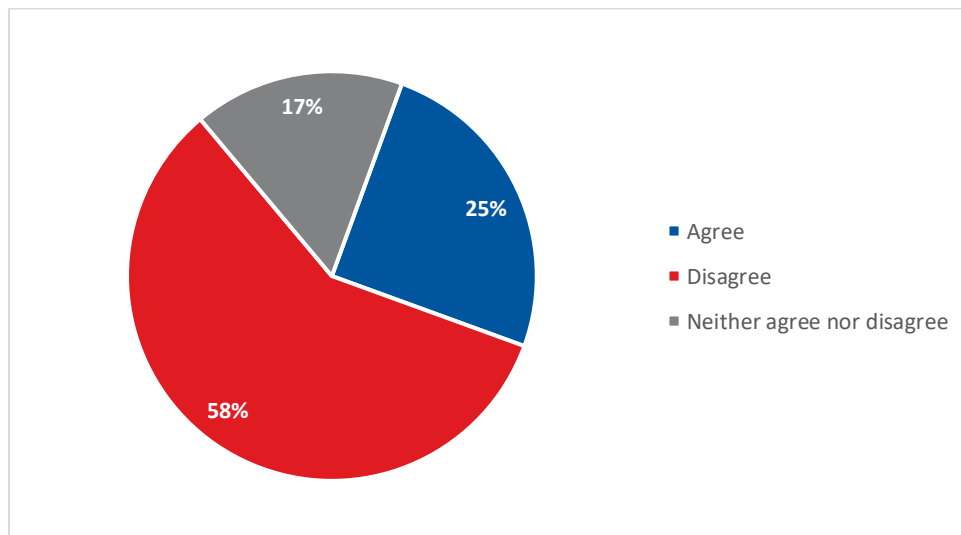
Consultation Questions – Summary of Responses

Responses to questions on the content of the Fire Standard are summarised below.

Is the language in the Desired Outcome easy to understand?



Is the content in the Desired Outcome correct?

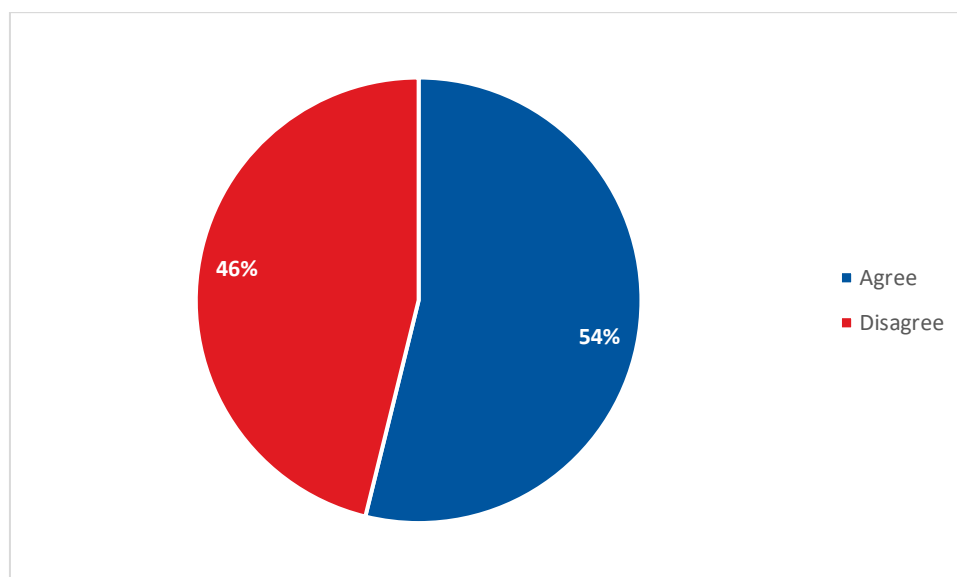


A proportion of respondents indicated that the content in the majority of the *Desired Outcome* section of the standard was correct, although there were some elements which were not. These topics included:

- The use of the word qualified versus suitably trained. The standard was revised to include both terms.

- Information that was too prescriptive for the standard and is already included within guidance. Feedback evidenced that the NFCC Safeguarding guidance required further communication to ensure that services were both aware of it and that it was fully adopted in services. An action has been taken by the NFCC Safeguarding Strategic Lead to communicate this to all services.

Is the content in the To Achieve This Fire Standard section correct?



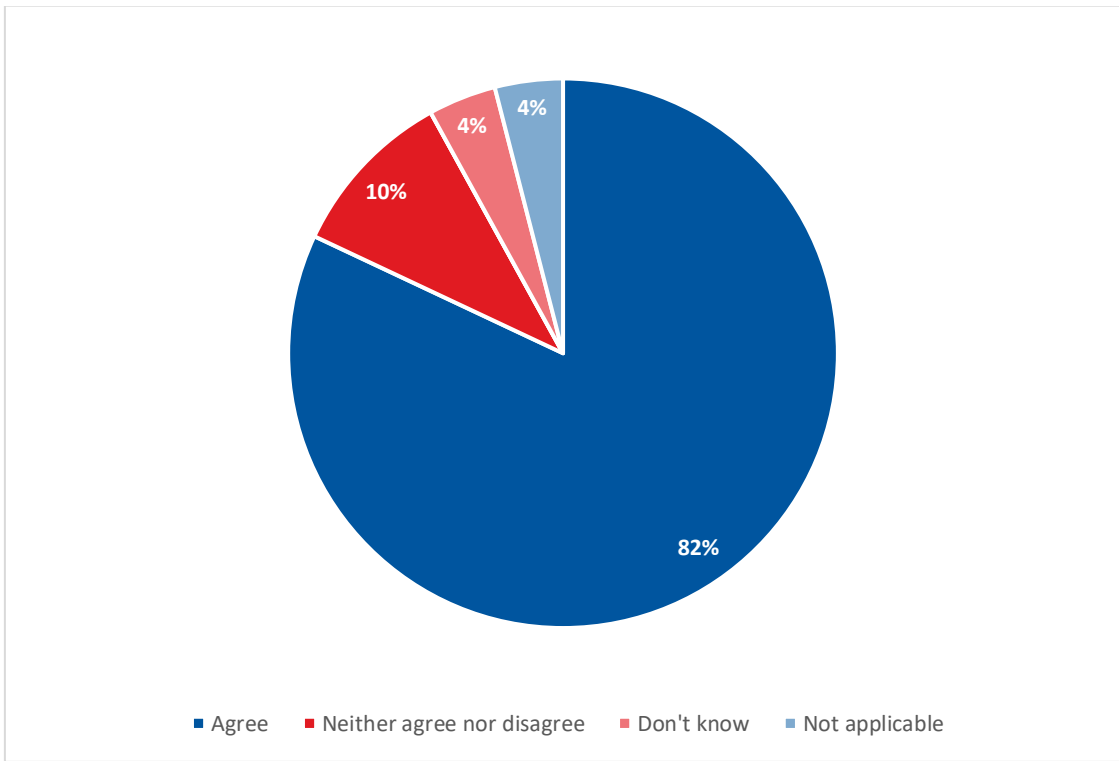
A proportion of respondents indicated that the content in the majority of the *To Achieve This Fire Standard* section standard was correct, although there were some elements which were not. These topics included:

- The use of the word qualified versus suitably trained. The standard was revised to include both terms.
- Information that was too prescriptive for the standard and is already included within guidance. Feedback evidenced that the NFCC Safeguarding guidance required further communication to ensure that services were both aware of it and that it was fully adopted in services. An action has been taken by the NFCC Safeguarding Strategic Lead to communicate this to all services.
- Local training aligning to local risks. The standard was updated to reflect this change.
- The omission of volunteers when referencing the safeguarding of employees. The standard was updated to reflect this.

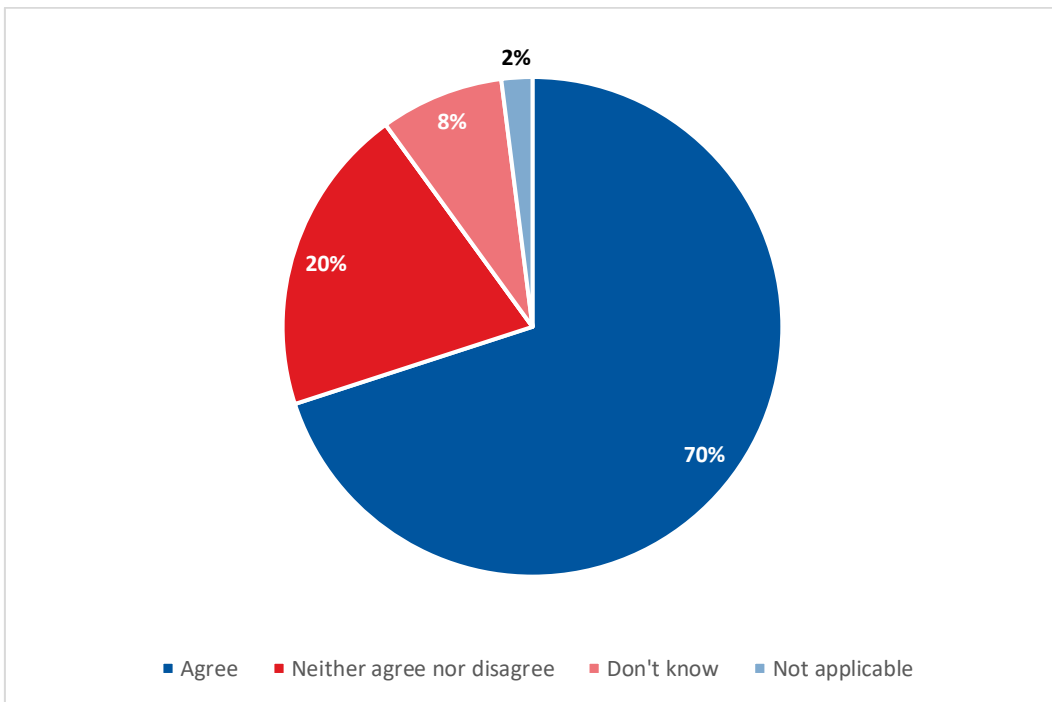
Impact and Implementation

Responses to questions on the impact of the implementation of the Fire Standard are summarised below:

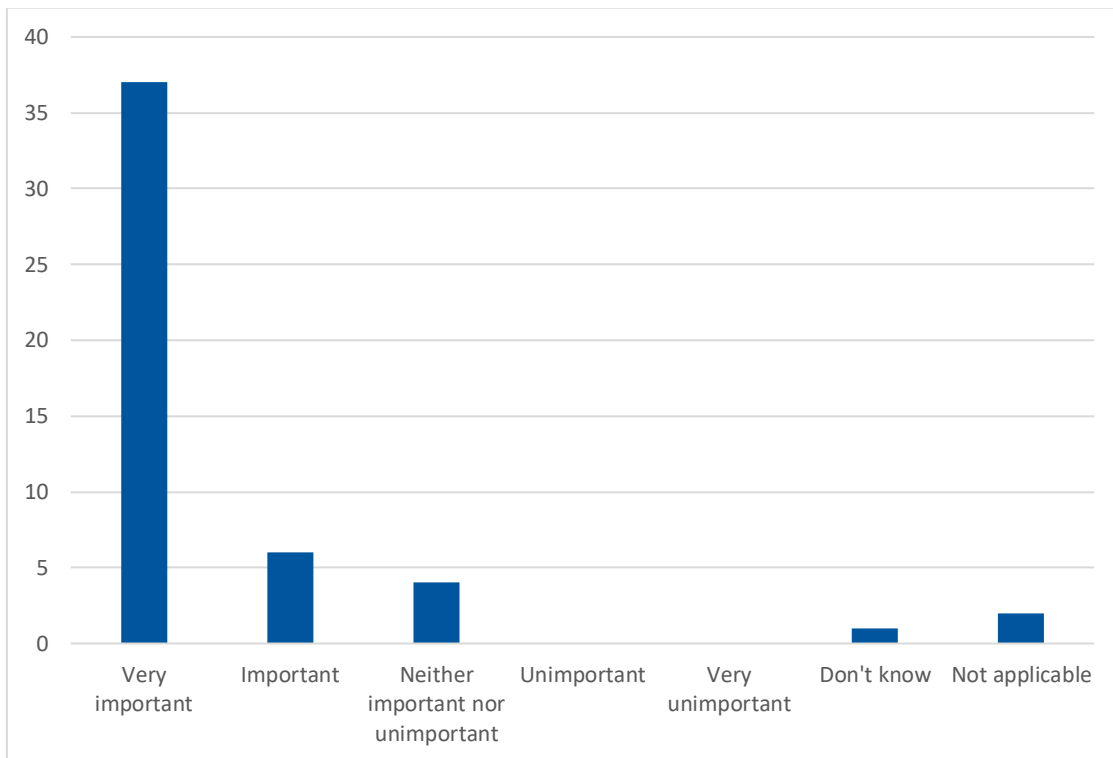
Do you think that the introduction of this Fire Standard will have a positive impact on your service?



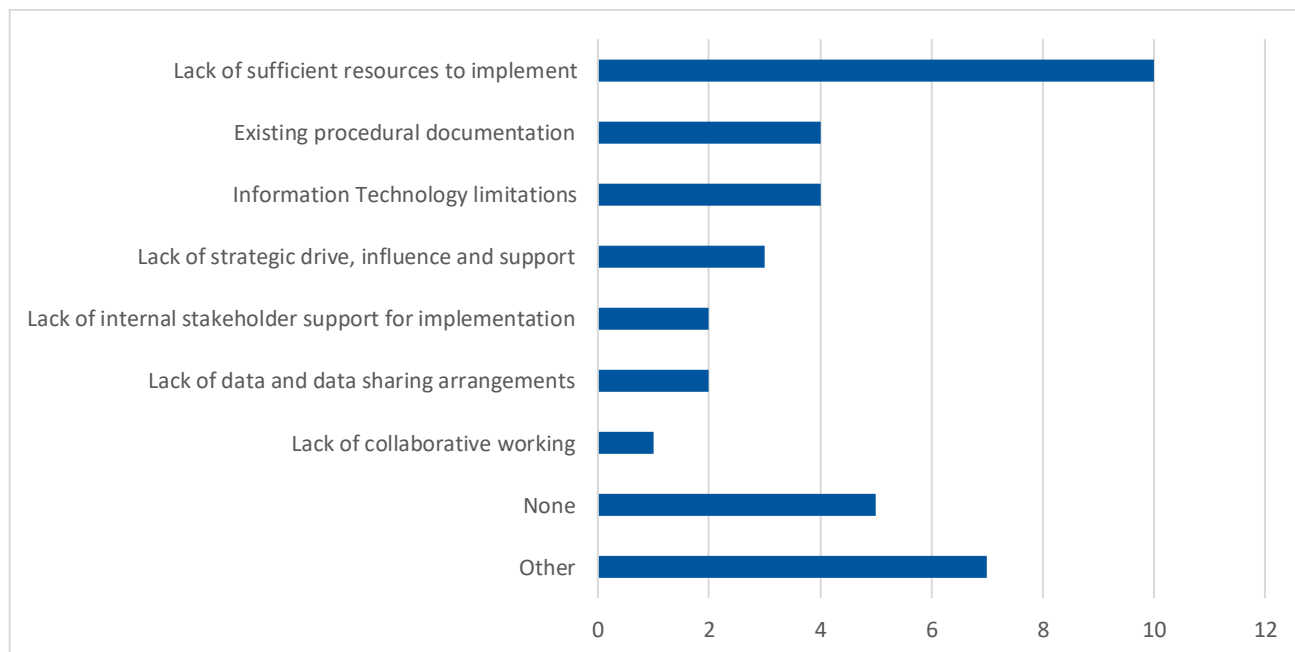
Do you think that the introduction of this Fire Standard will have a positive impact on communities served by your service?



How important or unimportant, if at all, is this Fire Standard to your service?



What are the potential challenges that may prevent your organisation from achieving the Fire Standard? (tick as many as applicable)

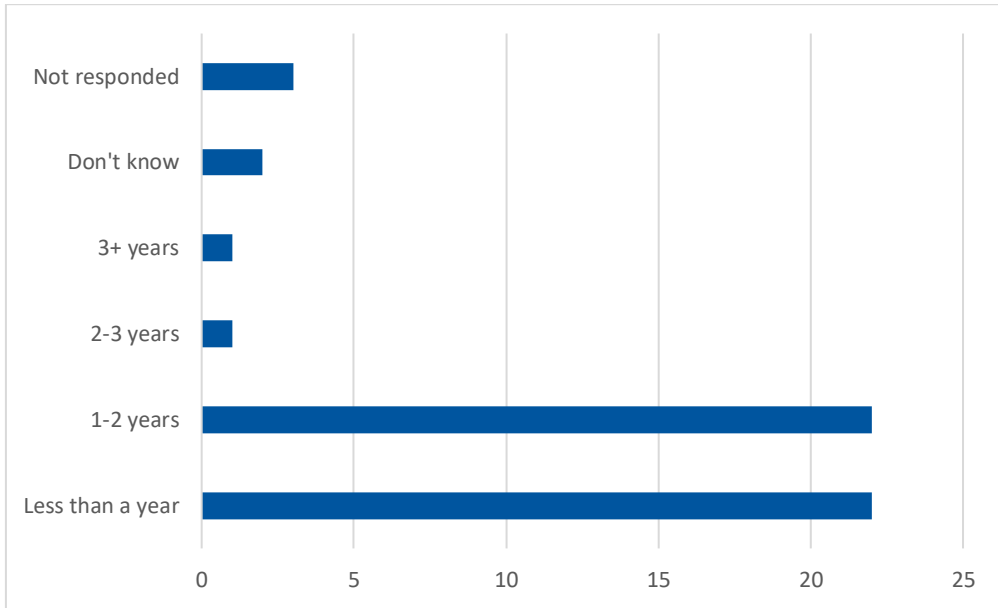


The following themes were raised in response to the 'other' perceived barriers identified by respondents:

- Ability to access relevant training
- Prioritisation of competing projects

Five services stated there were no barriers in them achieving the standard.

In what timescale do you think your service will achieve this Fire Standard?



One respondent believed it would take three or more years to achieve the Fire Standard listing the below barrier:

- Lack of strategic drive, influence and support.

What actions will your service take to ensure it achieves the Fire Standard?

