# Leadership and People Fire Standards consultation - Leading and Developing People

**Introduction**

Welcome to the consultation for the Leadership and People Fire Standards. There are two Fire Standards which we are asking for your feedback on - ***1. Leading the Service Fire Standard*** and ***2. Leading and Developing People Fire Standard***. This survey is for **2. Leading and Developing People Fire Standard** only.   
  
**Responding to this survey from an FRS**  
You may wish to consider engaging those in the following job roles to add value to your feedback:   
  
**1. Leading the Service Fire Standard**: all those in leadership roles    
**2. Leading and Developing People Fire Standard**: those in HR roles such as HR Manager and/or Business Partner    
  
Background information about this consultation can be found on the [**Fire Standards Board website**](https://www.firestandards.org/professional-standards/consultations/). We also ask that you [**read the Supporting Information document**](https://files.smartsurvey.io/3/0/PWZPNPWN/LeadershipFSSupportingInfoJun22.pdf)which includes important information and some glossary definitions that you will be asked about in the survey.  
  
**The consultation**  
This consultation seeks to gather views about the draft Fire Standard itself as well as the impact on those organisations who will be expected to align to it. Some questions may only be relevant if you work for a fire and rescue service within England. The NFCC has also received feedback on the consultation document from the Home Office.  
  
You will be asked to provide your name, role, organisation and email address in case of any technical issue or if we need to contact you to clarify anything about your response.   
  
****This consultation will close end of the day Friday 9 September 2022****. If you would like to prepare you response in advance,[**you can review the questions**](https://files.smartsurvey.io/3/0/AZ1GMJAM/Data_Management_Fire_Standard_consultation_survey.docx). There is also a save and continue function that can be used throughout the consultation so that you can return to your response later and pick up where you left off.  
  
If you have any questions about this consultation, please contact the [**Fire Standards team**](mailto:contact@firestandards.org?subject=Leading%20and%20Developing%20People%20Fire%20Standard%20consultation).  
  
Many thanks for taking the time to respond, your feedback is appreciated.

**Your details**

### **1. Please tell us who you are and what you do: \***

|  |  |  |
| --- | --- | --- |
| Name | |  | | --- | |  | |
| Organisation | |  | | --- | |  | |
| Department | |  | | --- | |  | |
| Job Title/Role | |  | | --- | |  | |
| Email Address | |  | | --- | |  | |
| Telephone Number | |  | | --- | |  | |

### **2. Are you responding on behalf of your organisation or as an individual? \***

|  |  |
| --- | --- |
|  | On behalf of my organisation |
|  | As an individual |

### **3. Are you happy for us to contact you regarding your response to this consultation? \***

|  |  |
| --- | --- |
|  | Yes |
|  | No |

### **4. Are you the single point of contact for your service? \***

|  |  |
| --- | --- |
|  | Yes |
|  | No |
|  | Not applicable |

### **5. How did you find out about this Fire Standard consultation? \***

|  |  |
| --- | --- |
|  | Direct email notification |
|  | Fire Standards Board newsletter |
|  | Fire Standards Board website |
|  | General communications from the Fire Standards Board |
|  | General communications from the NFCC |
|  | NFCC Committee or working group |

|  |  |
| --- | --- |
|  | NFCC Members newsletter |
|  | NFCC Workplace |
|  | Notified through your organisation |
|  | Fire Standards single point of contact (SPOC) |
|  | Twitter |
|  | Other (please specify):   |  | | --- | |  | |

### **6. Please confirm that you have read the Supporting Information document before you start your consultation response. \***

|  |  |
| --- | --- |
|  | Yes, I have read the Supporting Information and am ready to proceed |

**Your impressions of the Fire Standard**

The questions in this section are about your impressions of the Fire Standard as a whole.

### **7. Please summarise, briefly (less than 300 characters) and in your own words, what problem or issue you think this specific Fire Standard is intending to address.**

|  |
| --- |
|  |

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

|  |  |
| --- | --- |
|  | Very important |
|  | Important |
|  | Neither important nor unimportant |
|  | Unimportant |
|  | Very unimportant |
|  | Don’t know |
|  | Not applicable, I don't work in a service |

### **9. To what extent do you agree or disagree, if at all, with the following statement: The introduction of this Fire Standard will have a positive impact on my service.**

|  |  |
| --- | --- |
|  | Agree |
|  | Neither agree nor disagree |
|  | Disagree |
|  | Don't know |
|  | Not applicable, I don't work in a service |

Please tell us more about why you chose this answer:

|  |
| --- |
|  |

**10. To what extent do you agree or disagree, if at all, with the following statement:  
  
The introduction of this Fire Standard will have a positive impact on the community my service serves.**

|  |  |
| --- | --- |
|  | Agree |
|  | Neither agree nor disagree |
|  | Disagree |
|  | Don't know |
|  | Not applicable, I don't work in a service |

Please tell us more about why you chose this answer:

|  |
| --- |
|  |

**The Fire Standard**

The questions in this section are about the specific parts of the Fire Standard.  
  
To what extent do you agree or disagree, if at all, with the following statements relating to the DESIRED OUTCOME section:

### **11. The language in DESIRED OUTCOME is easy to understand.**

|  |  |
| --- | --- |
|  | Agree |
|  | Neither agree nor disagree |
|  | Disagree |
|  | Don't know |

If you disagree, do you have any feedback for how we could improve the language in this section?

|  |
| --- |
|  |

### **12. Do you agree with the content in DESIRED OUTCOME?**

|  |  |
| --- | --- |
|  | Agree |
|  | Neither agree nor disagree |
|  | Disagree |
|  | Don't know |

If you disagree, do you have any feedback regarding anything that is missing or erroneous in this section?

|  |
| --- |
|  |

To what extent do you agree or disagree, if at all, with the following statements relating to the TO ACHIEVE THE FIRE STANDARD section:

### **13. The language in TO ACHIEVE THE FIRE STANDARD is easy to understand.**

|  |  |
| --- | --- |
|  | Agree |
|  | Neither agree nor disagree |
|  | Disagree |
|  | Don't know |

If you disagree, do you have any feedback for how we could improve the language in this section?

|  |
| --- |
|  |

### **14. Do you agree with the content in TO ACHIEVE THE FIRE STANDARD?**

|  |  |
| --- | --- |
|  | Agree |
|  | Neither agree nor disagree |
|  | Disagree |
|  | Don't know |

If you disagree, do you have any feedback regarding anything that is missing or erroneous in this section?

|  |
| --- |
|  |

To what extent do you agree or disagree, if at all, with the following statements relating to the  EXPECTED BENEFITS OF THE FIRE STANDARD section:

### **15. The language in EXPECTED BENEFITS OF THE FIRE STANDARD is easy to understand.**

|  |  |
| --- | --- |
|  | Agree |
|  | Neither agree nor disagree |
|  | Disagree |
|  | Don't know |

If you disagree, do you have any feedback for how we could improve the language in this section?

|  |
| --- |
|  |

### **16. Do you agree with the content in EXPECTED BENEFITS OF THE FIRE STANDARD?**

|  |  |
| --- | --- |
|  | Agree |
|  | Neither agree nor disagree |
|  | Disagree |
|  | Don't know |

If you disagree, do you have any feedback regarding anything that is missing or erroneous in this section?

|  |
| --- |
|  |

### **17. The EXPECTED BENEFITS identified will be achieved if the Fire Standard is implemented and embedded in my service.**

|  |  |
| --- | --- |
|  | Agree |
|  | Neither agree nor disagree |
|  | Disagree |
|  | Don’t know |

If you disagree, please tell us why you don't think the EXPECTED BENEFITS will be achieved:

|  |
| --- |
|  |

To what extent do you agree or disagree, if at all, with the following statements relating to the LEGAL REQUIREMENTS OR MANDATORY DUTIES section:    
  
Some legislation is applicable across all Fire Standards such as the Fire and Rescue Services Act. The intention with each standard is to list the legislation that is most relevant or pertinent to the subject or specialism of the standard. However, if you feel there is something that should be included please provide details below.

### **18. Do you agree with the content in LEGAL REQUIRMENTS OR MANDATORY DUTIES?**

|  |  |
| --- | --- |
|  | Agree |
|  | Neither agree nor disagree |
|  | Disagree |
|  | Don’t know |

Do you have any feedback regarding anything that is missing or erroneous in this section?

|  |
| --- |
|  |

To what extent do you agree or disagree, if at all, with the following statements relating to the LINKED QUALIFICATIONS, ACCREDITATIONS OR FIRE STANDARDS section:

### **19. Do you agree with the content in LINKED QUALIFICATIONS, ACCREDITATIONS OR FIRE STANDARDS?**

|  |  |
| --- | --- |
|  | Agree |
|  | Neither agree nor disagree |
|  | Disagree |
|  | Don’t know |

Do you have any feedback regarding anything that is missing or erroneous in this section?

|  |
| --- |
|  |

To what extent do you agree or disagree, if at all, with the following statements relating to the GUIDANCE AND SUPPORTING INFORMATION section:

### **20. Do you agree with the content in GUIDANCE AND SUPPORTING INFORMATION?**

|  |  |
| --- | --- |
|  | Agree |
|  | Neither agree nor disagree |
|  | Disagree |
|  | Don’t know |

Do you have any feedback regarding anything that is missing or erroneous in this section?

|  |
| --- |
|  |

**Glossary terms**

The [Supporting Information document](https://files.smartsurvey.io/3/0/PWZPNPWN/LeadershipFSSupportingInfoJun22.pdf) contains some terminology and definitions that will form a Glossary to be published alongside the Fire Standards. This section asks for your feedback on these. You will also have an opportunity to tell us of other terms that you think should be included.

### **21. Do you agree with the definition for SENIOR LEADERS?**

|  |  |
| --- | --- |
|  | Yes |
|  | No |
|  | I don't think we need to define this term |
|  | Don’t know |

Please tell us more about why you chose this answer:

|  |
| --- |
|  |

### **22. Do you agree with the definition for VISION?**

|  |  |
| --- | --- |
|  | Yes |
|  | No |
|  | I don't think we need to define this term |
|  | Don’t know |

Please tell us more about why you chose this answer:

|  |
| --- |
|  |

### **23. Do you agree with the definition for INCLUSIVE/INCLUSIVITY?**

|  |  |
| --- | --- |
|  | Yes |
|  | No |
|  | I don't think we need to define this term |
|  | Don’t know |

Please tell us more about why you chose this answer:

|  |
| --- |
|  |

### **24. Do you agree with the definition for DIVERSE/DIVERSITY?**

|  |  |
| --- | --- |
|  | Yes |
|  | No |
|  | I don't think we need to define this term |
|  | Don’t know |

Please tell us more about why you chose this answer:

|  |
| --- |
|  |

### **25. Do you agree with the definition for EQUALITY?**

|  |  |
| --- | --- |
|  | Yes |
|  | No |
|  | I don't think we need to define this term |
|  | Don’t know |

Please tell us more about why you chose this answer:

|  |
| --- |
|  |

### **26. Do you agree with the definition for EQUALITY OF ACCESS?**

|  |  |
| --- | --- |
|  | Yes |
|  | No |
|  | I don't think we need to define this term |
|  | Don’t know |

Please tell us more about why you chose this answer:

|  |
| --- |
|  |

### **27. Do you agree with the definition for ENTRY ROUTES?**

|  |  |
| --- | --- |
|  | Yes |
|  | No |
|  | I don't think we need to define this term |
|  | Don’t know |

Please tell us more about why you chose this answer:

|  |
| --- |
|  |

### **28. Please let us know if you think there are other terms that should be defined in the Glossary that will be published alongside this Fire Standard.**

|  |
| --- |
|  |

**Implementation of the Fire Standard**

The questions in this section are about implementation of the Fire Standard in your service.

### **29. Will you have a role in implementing this Fire Standard in your service?**

|  |  |
| --- | --- |
|  | Yes |
|  | No |
|  | Not applicable, I don't work in a service |

### **30. If you said yes to question 29, please tell us your level of responsibility from the options below:**

|  |  |
| --- | --- |
|  | Strategic Manager |
|  | Middle Manager |
|  | Supervisory Manager |
|  | Other (please specify):   |  | | --- | |  | |

### **31. If you said no to question 29, who in your service will have a role in implementing this Fire Standard in your service?**

|  |
| --- |
|  |

### **32. What actions will your service take to ensure it achieves the Fire Standard?**

|  |  |
| --- | --- |
|  | Cascading information to all employees and those within the service to ensure understanding and appreciation of the code |
|  | Developing a plan to embed written materials and communications |
|  | Drive collaborative working |
|  | Engage with essential internal stakeholders, such as training departments |
|  | Increasing implementation resource |
|  | Increasing strategic leaders' awareness and responsibilities |

|  |  |
| --- | --- |
|  | Raising awareness of the services plans for achieving the Fire Standards and implementing NOG |
|  | Review existing approach to procedural documentation |
|  | Reviewing and updating where necessary, written communications including policies and procedures |
|  | Don't know |
|  | Other (please specify):   |  | | --- | |  | |

### **33. In what timescale do you think your service will achieve this Fire Standard?**

|  |  |
| --- | --- |
|  | Less than a year |
|  | 1 - 2 years |
|  | 2 - 3 years |
|  | 3 years + |
|  | Don't know |

### **34. What are the potential challenges that may prevent your service from achieving the Fire Standard?**

|  |  |
| --- | --- |
|  | Existing procedural documentation |
|  | Information Technology limitations |
|  | Lack of collaborative working |
|  | Lack of data and data sharing arrangements |

|  |  |
| --- | --- |
|  | Lack of internal stakeholder support for implementation (buy-in) |
|  | Lack of strategic drive, influence and support |
|  | Lack of sufficient resources to implement the Fire Standards |
|  | Other (please specify):   |  | | --- | |  | |

### **35. Are you aware of the NFCC Implementation Support Team?**

|  |  |
| --- | --- |
|  | Yes |
|  | No |

### **36. How useful would your service find the following forms of implementation support? (please place the options in order of preference)**

|  |  |  |
| --- | --- | --- |
| Case study of how others have achieved the Fire Standards | |  | | --- | |  | |
| Common challenges and solutions (Frequently Asked Questions) | |  | | --- | |  | |
| Liaison with the NFCC Implementation Support Team | |  | | --- | |  | |
| National workshops | |  | | --- | |  | |
| Regional workshops | |  | | --- | |  | |
| Strategic gap analysis tool | |  | | --- | |  | |
| Visibility of others' progress against the Fire Standards | |  | | --- | |  | |

Other (please provide details of any national products that may support you in implementing this Fire Standard):

|  |
| --- |
|  |

**Any other feedback**

### **37. Please use this space to tell us more about what you think of this Fire Standard.**

|  |
| --- |
|  |