

**Minutes of the Meeting of
Shropshire and Wrekin Fire and Rescue Authority
held at AFC Telford United, New Bucks Head Stadium, Watling
Street, Wellington, TF1 2TU,
on Wednesday, 21 February 2024 at 2.00 pm**

Present

Members

Councillors Aldcroft, Burchett, Carter, Cook, Evans, Hartin, Lea, Minnery (Chair), Offland, Overton (Vice-Chair), Pardy and Price.

Officers

Simon Hardiman	Chief Fire Officer	CFO
Adam Matthews	Assistant Chief Fire Officer (Service Delivery)	ACFO (SD)
Guy Williams	Assistant Chief Fire Officer (Service Support)	ACFO (SS)
Joanne Coadey	Head of Finance	HoF
Richard Phillips	Clerk and Monitoring Officer	Clerk
Marc Millward	Area Manager Service Delivery	AMSD
Germaine Worker	Head of Human Resources and Administration	HHRA
Ged Edwards	Planning and Programme Manager	PPM
Lynn Ince	Executive Support Supervisor	ESS
Aleksandra Zydek	Executive Support Officer	ESO

Chair welcomed Lee Carter and Aleksandra Zydek to their first Fire Authority (FA) meeting.

1 Apologies for Absence

Councillors Blundell, Hignett, Wynn and Marc Bayliss (Deputy Police and Crime Commissioner)

2 Disclosable Pecuniary Interests

None

3 Public Questions

None

4 Fire Authority Non-Exempt Minutes

Resolved with abstention from Councillor Burchett that the non-exempt minutes of the Fire Authority meeting, held on 13 December 2023, be agreed, and signed by the Chair as a correct record.

5 Strategy and Resources Committee Non-Exempt Minutes

Resolved that the non-exempt minutes of the Strategy and Resources Committee, held on 31 January 2024, be agreed and signed by the Chair as a correct record.

Item 5- Financial Performance to December 2023

Resolved that the Fire Authority agree to:

- a) note the position of the revenue budget,
- b. approve virements to the revenue budget, where requested;
- c. note performance against prudential indicators to date in 2023/24.

Item 7- Capital Programmes 2024/25 to 2028/29, Treasury Management Statement and Capital Strategy

Resolved that the Fire Authority agree to:

- a. approve the Capital Strategy for 2024/25 – 2028/29, set out in Appendix A;
- b. recommendation considered in the exempt session,
- c. approve the Treasury Strategy Statement for 2024/25.

Item 8- Adequacy of Reserves and Robustness of Budget

Resolved that the Fire Authority agree to:

- a. the reserves as set out in the appendix to the report;
- b. the Treasurer's assurances covering the robustness of the 2024/25 budget and adequacy of its reserves.

6 Exclusion of Press and Public

Resolved: Members agreed that, under Section 100(A)(4) the Local Government Act 1972, having been satisfied in all the circumstances of the case that the public interest in maintaining the exemption outweighs the public interest in disclosing this information, that it is formally resolved that the press and public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information, as defined in paragraphs 1,2,3 and 5 of Part 1 of Schedule 12A to the Local Government Act 1972.

7 Fire Authority Exempt Minutes (Paragraphs 1, 2, 3 and 5)

Resolved that the exempt minutes of the Fire Authority meeting, held on 13 December 2023, be agreed, and signed by the Chair as a correct record.

8 Strategy and Resource Committee Exempt Minutes (Paragraph 3)

Resolved that the exempt minutes of the Strategy and Resources Committee, held on 31 January 2024, be agreed and signed by the Chair as a correct record.

At this point the officers, except CFO, clerk, HHRA, ESS and ESO were excluded from the meeting for the two following items of business.

9 Brigade Managers Employment Panel Exempt Minutes (Paragraphs 1, 2 and 3)

Resolved that the exempt minutes of the Brigade Managers Employment Panel meeting, held on 8 February 2024 be noted.

10 Appointment of Assistant Chief Fire Officer 2024 (Paragraphs 1, 2 and 3)

This report asked the Fire Authority to ratify the decision of its Brigade Managers' Employment Panel (BMEP) on the appointment of a new Assistant Chief Fire Officer (ACFO).

Resolved unanimously that the Fire Authority ratify the recommendation of the Brigade Managers Employment Panel that Mr Guy Williams be appointed to the post of Assistant Chief Fire Officer, subject to the usual employment checks.

At this point, all officers rejoined the meeting.

The Authority then welcomed Mr Williams to the meeting and confirmed that it had ratified his appointment to the post of ACFO.

11 Capital Programme from 2024/25 (Paragraph 3)

The Fire Authority received the exempt paper Capital Programmes from 2024/25 (the appendix B to paper 5b) on this agenda.

Resolved that the Fire Authority agree to:

- b) confirm the 2024/25 onward programmes and the associated revenue costs, as set out in exempt paper 11, as part of its final precept deliberations.

12 Replacement MDT Software (Paragraph 3)

This report addressed the ongoing issues faced by Shropshire Fire Service with the current Mobile Data Terminal (MDT) software and recommended the procurement of a new MDT software solution.

Councillor Offland joined the meeting at 2.16.pm.

Resolved unanimously that the Fire Authority:

- a) noted the report;
- b) approved the anticipated funding required to purchase MDT Software as outlined in section 9 of the report.

The meeting reverted to open session at this point.

13 Revenue Budget 2024/25

This report incorporated the recommendations made by Strategy and Resources Committee on 31 January 2024, in relation to the revenue budget for 2024/25. The report also confirmed the use of assumptions for medium-term financial planning.

The HoF presented this report and explained that at the meeting on 31 January 2024, the Fire Authority's Strategy and Resources Committee were informed of a number of developments that had taken place since the last consideration of the revenue budget for 2024/25:

- A number of adjustments were made to the revenue budget, namely the reduction of pay award contingency for 24/25 from 5% to 4%, and some inflationary pressures and pay increments – these adjustments netted off;
- Provisional grant settlement for 2024/25 was announced on 18 December 2023, providing numbers for one year only. The settlement was more favourable than anticipated:
 - Revenue Support Grant increased by 6.7%.
 - Rates and top up grant increased by 6.75%.
 - Rural services grant continued in cash terms and service grant was reduced by 88% - this has been used to fund other aspects of the settlement.
 - S31 grant for rates compensation was £700k higher than expected.
 - Council tax referendum spending limit for 2024/25 was confirmed at 2.99% for the Fire sector, reducing from £5 in 2023/24.
 - An amount of £174k has been paid as funding guarantee – this is to ensure that all fire authorities receive at least 3% increase in core spending power before council tax or use of reserves.
- Pensions grant has been rolled into the settlement, to offset increases in employer contributions following the revaluation of the Fire pension schemes in 2016.
- The 2020 valuation of Fire pension schemes has seen the employer contribution rate increase from 28.8% to 37.6%, costing an additional £800k per year. It was confirmed that funding would be available for 2024/25 to cover this increase, however as 2025/25 is the beginning of the next Comprehensive Spending Review, continued funding for this increase cannot be guaranteed.

- Council tax base was confirmed at 175,764.97, an increase of 1.35% on 2023/24.

Officers outlined a number of initiatives to the Committee, that focussed on growth and investment for the Service in the medium to long term:

- Community Risk Management Plan (CRMP) outcomes – work is currently underway to develop the CRMP objectives for 2025-2029 and these include data to determine where our assets are located to meet risk. Focus will also be placed on ensuring that the Service is structured to meet new and emerging risks, such as climate change (flooding and wildfires) and new technologies, such as electric vehicles and battery storage sites.

This work will require investment to meet both current and future demands, and an indicative figure of £250k has been included in the revenue budget from 2025/26.

- Service departments are currently being reviewed and some growth posts have been considered to ensure that the Service can continue to meet its objectives. Officers are currently conducting a strategic review of the Service's structure, and it is felt that temporary posts are appropriate until the strategic direction of the Service is determined.
- As part of the introduction of Service reviews in 2022/23, growth of £150k was added to the budget to ongoing resource requirements. However, this was removed in 2023/24 due to the national pay award for Grey Book staff. The current funding position has enabled the reintroduction of this growth from 2024/25.

The table on page 3 of the report shows the financial position of the Service after applying these changes.

Members were presented with a range of precept increases for consideration, ranging from no increase to 2.99% taking into the account the uncertainty around Future Funding for the Fire pension schemes valuation. A precept increase of 2.99%, or 6p per week, would enable the Authority to cover inflationary pressures and also service its capital programme, but would also provide some capacity to ensure that objectives are met, and strategic developments explored.

The final settlement was announced on 5 February and the Authority received additional funding when compared to the provisional announcement:

- Rural Services Delivery Grant has risen from £375k to £434k.
- Funding guarantee has risen from £174k to £373k – this funding was originally awarded to ensure that every authority achieved at least 3% increase in core spending power – this guarantee has been increased to 4%.

Capital charges have been added to the revenue budget following recommendation from Strategy & Resources Committee and approval by the Fire Authority of the Service's capital programme from 2024/25 to 2028/29.

Members have received a paper and considered the replacement of MDTs elsewhere on the agenda. The ongoing costs of software have been factored into the budget for completeness.

Business rates income figures have now been confirmed by Shropshire Council and Telford & Wrekin Council, although they are subject to revision in the last two months of the financial year. Total income from the two authorities is £41,000 less than the estimated rates income included in the settlement in December.

Section 31 rates related grants have also been confirmed at £1,382,000, and the planning model has been adjusted to reflect these grants. A level of grant increase has been factored into the model, to allow for realistic scenario planning. However, uncertainty around the Comprehensive Spending Review and potential changes in government must be borne in mind when considering budgets for future years.

Following the recommendation from Strategy & Resources Committee, the Authority's planning model incorporates a precept increase of 2.99% for 2024/25, in line with the referendum spending limit. The current Band D precept is £111.16, and a precept increase of 2.99% would raise this to £114.49, an increase of £3.33 per year.

The table on page 5 exemplifies options for several different increases, with and without continued pension funding.

The finance settlement is yet to be debated in Parliament.

The table on the bottom of page 5 shows the position for 2024/25 and into the medium term. The HoF pointed out that there is a mistake in the table. Surplus and deficits are shown the wrong way around.

The Authority is asked to consider and approve the strategies, delegating any changes to the Treasurer, in consultation with the Chair and the Vice Chair.

Members commented that although they opposed a precept increase last year with Council tax being increased and Police putting up their precept up they have to balance the budgets. Members said it is with a heavy heart they put this additional cost on citizens as government is not providing sufficient funding.

Resolved unanimously that the Fire Authority:

- a) approved a revenue budget for 2024/25 and a forward financial projection to 2026/27, as set out in section 7;
- b) approved the Medium Term Financial Plan and Reserves Strategy 2024/25 to 2026/27, and
- c) delegated any necessary amendments to the revenue budget and the Medium Term Financial Plan to the Treasurer, in consultation with the Chair and the Vice Chair.

14 Revenue Budget: 2024/25 Precept

This report sought Fire Authority approval to a budget for 2024/25; Council Tax levels for 2024/25; and precepts on billing authorities and related matters.

HoF presented this standard report alongside item 13 on the agenda.

Resolved unanimously that the Fire Authority:

- a) approved that a net budget requirement is set at £29,198,100 (calculated in accordance with the provisions of Section 42a of the Local Government Finance Act 1992);
- b) approved a total precept of £20,123,327 to be levied on the billing authorities;
- c) approved a Council Tax, resulting in a basic amount of Council Tax at Band D calculated in accordance with the provisions of the 1992 Act (Section 42b) of £114.49;
- d) approved, under Section 47 of the 1992 Act:
 - a. the amount of Council Tax calculated for each category of dwelling in each billing authority's area, as follows:

Band	2024/2025 Council Tax
	£ p
A	76.33
B	89.05
C	101.77
D	114.49
E	139.93
F	165.37
G	190.82
H	228.98

- b. the amount calculated (in accordance with Section 48 of the 1992 Act) as payable by billing authorities for 2023/24, as follows:

Council	Precept £
Shropshire Council	13,646,194
Borough of Telford & Wrekin Council	6,477,133
	<hr/>
	20,123,327

- e) approved that the Treasurer:
- i. Issue the necessary precepts and information to the billing authorities in accordance with the provisions of Chapter IV of Part 1 of the 1992 Act and be authorised to make any amendment to the above to reflect the final approved budget, after consultation with the Chair and Vice-Chair of the Fire Authority; and
 - ii. Is authorised to make payments required from, and to, reserves and provisions within the approved budget strategy and within the Authority's Financial Regulations, in conjunction with the Chair and Vice-Chair;
- f) approved the revenue budget and pensions account, illustrated in Appendix A, for budgetary control in accordance with approved standing orders, and
- g) approved the schedule of reserves and provisions at Appendix B

15 Fire Authority Work Plan 2024/25

This report reviewed progress against the Fire Authority's 2023/24 Work Plan and put forward a 2024/25 Work Plan for consideration and approval by Members.

The ESS presented this report and explained that since March 2009, the Fire Authority has approved an annual Work Plan. The Plan sets out, in a structured way, what its activities will be throughout the year, thus ensuring that its legal obligations and constitutional responsibilities are carried out in a timely manner, that no deadlines are missed and that, as far as possible, business is distributed fairly evenly between its four meetings each year.

Having conducted a review of the 2023/24 Work Plan, officers can confirm that all actions, listed in the Plan, have been carried out or are on the agenda for this meeting of the Fire Authority, with the exception of the following:

- The LGPS Delegations were not reviewed in 2023 as they were reviewed in December 2022. A new Delegations document was created at this time and agreed by the Fire Authority. The LGPS Delegations will be reviewed in 2024 in line with the Fire Authority Work Plan.
- This Fire Alliance Update report was not taken to the last two Fire Authority meetings of 2023 as there had been no further Fire Alliance meetings since the last update to the Authority in June 2023.

During the review of the 2023/24 Work Plan officers also considered what activities should be included in the 2024/25 Work Plan, taking into account any recent developments. Attached at the appendix to this report is a draft 2024/25 Work Plan, outlining all of the actions which, it is expected, the Fire Authority will need to carry out during the coming year. The ESS advised this is a working document and will be amended as and when needed.

Members commented that scheduling training is a challenge. Members agreed to send their availability from now till summer holidays to ESS in order to support booking training for the members.

Members questioned activities split between meetings with June meeting having significantly more items on agenda than October meeting which currently has only one item. ESS reassured them that as July meeting is also Annual General Meeting (AGM) which has standing items that are always considered then. ESS added that plan includes standing items for the meetings but more items are anticipated to be added to the agenda for the meetings.

Members asked if there is a possibility to add training session into the back of FA meetings that have a light agenda. ESS said this will be taken into consideration going forward.

Resolved unanimously that the Fire Authority:

- a. noted progress made against the Fire Authority 2023/24 Work Plan, as detailed at paragraph 4 of the report: and
- b. approved the 2024/25 Work Plan (attached at the appendix to the report) subject to any amendments/ comments they may wish to make.

16 Annual Plan 2024/25

This report was presented by the PPM and set out the proposal for the Service's Annual Plan 2024/25.

Resolved unanimously that the Fire Authority:

- a) agreed the proposed format of the Annual Plan 2024/25;
- b) delegated authority to the Chief Fire Officer, in consultation with the Chair of the Fire Authority, to agree the final wording and layout of the Plan;
- c) delegated the setting of corporate performance indicator tolerances to its Strategy and Resources Committee at its meeting in March 2024.

17 Annual Review of Charges for Special Services

This report was presented by HoF and proposed increases in charges made for special services.

Members suggested that as charges are increased the revised amounts should be rounded to the nearest pound. The HoF noted this suggestion.

Resolved that the Fire Authority:

- a) considered and decided upon the proposed charges for special services to be applied from 1 April 2024, and
- b) delegated this exercise to officers, with future exceptions referred back to the Authority.

18 Proposed Amendments to the Pay Policy Statement

This report was presented by HHRA and set out proposed amendments to the Pay Policy Statement for the consideration by the full Authority, as required under the Localism Act 2011 and in accordance with the process agreed by the Fire Authority in February 2012.

The HHRA explained that Localism Act 2011 set out the requirement to prepare Pay Policy Statements, detailing the pay, including remuneration, performance-related pay, bonuses, and any other allowances, of senior staff.

The initial Pay Policy Statement for Shropshire and Wrekin Fire and Rescue Authority was approved by the full Authority in February 2012 and has been reviewed annually since then. This report details the proposals emanating from the annual review for 2024/25.

The full Statement, with the proposed amendments included, together with revised pay calculations to reflect the national pay award for green book staff 2023 and the revised NJC pay award for Brigade Managers was appended to this report. Details that have been changed were either in bold or have been struck through.

Pending approval by the Authority, the amended Statement will be published by 31 March 2024. It will be reviewed annually, following notification of national pay decisions determined in respect of Gold, Grey and Green Book staff each year. Any further amendments will be brought before the full Authority for consideration.

Resolved unanimously that the Fire Authority:

- a. noted the report; and
- b. agreed the further amendments to the Pay Policy Statement.

19 Operational Update

The AMSD gave a presentation on digital capabilities of the Service. This covered the following areas:

- **Drones**

The Service has now introduced two Drones into the service which will reduce the attendance time of a drone being on scene. Having the drone available in the early stages of an incident will enhance firefighter safety, aid in shared situational awareness, and help Incident Commanders better resource incidents.

The Service has trained a cohort of pilots at Tweedale and additional pilots at Newport Fire Station to increase resilience. Ten pilots in total with The Area Manager Hales being the Lead Pilot/ Capitan.

During the recent floods the Service deployed drones to help partners to understand the impact and severity of the incident.

The drones are equipped with thermal imaging technology. Members were showed footage from drone deployed to a barn fire to demonstrate its capabilities.

- **Body worn video cameras (BWC)**

BWC have now been introduced into the Service and will be deployed in "certain operations". Footage will be used for incident monitoring, fire investigation and fire safety enforcement. They will be given to Incident commanders, training instructors and protection officers.

BWC will be a valuable training tool for continuous improvement and skill enhancement, will strengthen public trust through transparent communication; and will enhance accountability and professionalism among personnel.

Members were shown video from body worn camera that presented how it captures conversation, footage and can act as decision log. The camera also provides valuable evidence during investigations.

- **Tablets**

The Service's Command Support Providers, Unblur, have now Introduced Digital Analytical Risk Assessments through the Dedicated Tactics app on tablets for on-site evaluations. These automatically upload into the IRIS core, meaning that they can be viewed anywhere on the incident ground or remotely. The Importance of data-driven risk assessments will assist in minimising casualties and property damage.

Members were showed a video of how tablets and handheld devices are utilized during an incident.

- **Rapid deployment live streaming camera**

The Service has invested in live streaming of incidents by unveiling cutting-edge rapid deployment live streaming camera technology. This is a self-contained camera with a 12-hour battery life. This is mounted on a tripod and can be located anywhere on an incident.

Investment in this technology highlights the significance of real-time, remote access to critical incidents.

AMSD also talked about future projects. This included:

- **Dedicated Drone Management app**
Following collaboration with Kent Fire and Rescue Service who have shared a dedicated Drone Management app they built through Microsoft

PowerApps, members of our dedicated drone team have configured the app and tailored it for use within the Team.

- Thermal Imaging Cameras
A project is underway to replace the existing Thermal Imaging cameras with in service. Specifications to be looked at include high definition screen
And ability to record and download footage from the camera.

The AMSD stated that embracing a digital future will lead to safer communities and enhanced emergency response capabilities. The integration of cutting-edge technologies, including drones, body-worn video cameras, digital analytical risk assessments, and rapid deployment live streaming cameras, will revolutionise the way emergency situations are managed and mitigated.

Members questioned the Service's resilience in terms of who they purchase technology from and the security of that technology. The AFCO (SS) reassured members that the Home Office has carried out an audit on foreign technology used in the Service. AFCO (SS) stated that there were no areas of concern following the audit and the Service has invested in cybersecurity software package as an additional protection.

Members asked if there is a plan to issue body worn cameras to all the fire fighters. The AMSD said that body worn cameras are currently in the testing phase and cost per unit is £540. The AMSD added that the Service will look to roll it out further which would also add safety benefits.

Members expressed their concern with possibility that cameras could be tampered with or footage manipulated. The AMSD assured members that is not the case. The CFO added that the Service does not want crews to feel like 'big brother is watching' and that the Service is working on fostering trust with employees. The CFO added that the Service is in a good place and moving in the right direction when it comes to perception of this issue. The CFO noted that similar perception accompanied the installation of CCTV on trucks and despite the initial challenge from Representative Bodies the Service, is in line with the sector on how it uses the footage.

The ESS to circulate the copy of the presentation after the meeting.

Resolved that the Fire Authority note the Operational Update presentation.

20 **Government Consultation Response to The Fire Reform White Paper**

This report was presented by the AFCO (SS) and provided an update to Members regarding the Government's response to the Consultation on the Fire Reform Paper. It gave an overview of the proposed reforms aimed at enhancing flexibility, culture, and professionalism within the fire service. Key

elements include the establishment of a College of Fire and Rescue, a statutory code of ethics, and operational independence for chief officers.

The report also addressed the financial, legal, and community safety implications of these reforms, underscoring their potential impact on training, insurance, and public value, while emphasising the potential of operational and structural changes in the UK fire service.

The “Reforming Our Fire and Rescue Service” consultation paper was first published in May 2022 and the fire sector, stakeholders and the public were given the opportunity to respond with their views. The consultation has now concluded and the government has published its response.

The Fire Reform White Paper consulted on the governments vision for fire reform, centred around three main themes:

1. People

- Talent and inclusion

The White Paper outlines plans to help fire professionals to further develop their skills and ensure that everyone could thrive in their work.

Funding will be made available to support and widen the direct entry schemes which will allow more non-operational professionals to lead Fire and Rescue Services (FRSs).

- Pay and role

The government will work with fire employers and unions to crucially review the National Joint Council (NJC) own mechanisms, operations, and transparency. This should be completed by early 2024.

If this does not result in meaningful change, the government will explore other routes to ensure a modern, fair pay system which constructively enables role reform in England.

2. Professionalism

- Creating a College of Fire and Rescue

To assist in strengthening the overall professionalism of services it is proposed that a College of Fire and Rescue be created, with the most appropriate deliver model for this to be developed.

- Raising standards

The White Paper will propose creation of a statutory code of ethics. Furthermore, the Home Office will place future responsibility for professional standards with the College of Fire and Rescue. Services Workplace Charter reflects this.

3. Governance

- **Governance Change**
Although the White Paper outlined support for a single point of accountability for fire governance, it is not proposed to mandate the transfer of governance to Police and Crime Commissioners (PCCs). Voluntary transfers and those facilitated in local devolution deals will be supported.
- **Operational Independence**
Legislation will be introduced at the earliest opportunity to give chief officers operational independence, with FRAs retaining responsibility for their services.

Clarity will be provided on providing a clear separation of strategic and operational planning requirements, and overall governance. CFO had been invited to participate in developing this.

The report highlights a wide range of areas which the government will move to legislate on, with the aim of improving the UK fire service in its entirety.

The response represents a nuanced shift in focus. While maintaining the importance of operational and structural reforms, the government has decided against the mandatory transfer of Fire and Rescue Authority (FRA) functions to single elected officials like Police and Crime Commissioners. Instead, it emphasises the establishment of a professional body and a College of Fire and Rescue to elevate standards and training.

Additionally, introducing a statutory code of ethics to address integrity lapses and upholds operational independence for chief officers within the strategic framework of fire and rescue authorities.

Members commented that same approach for all will not work in different authorities due to their unique circumstances.

Members asked whether there is an indication of what change operational independence will bring. The CFO reassured Members that from his perspective he cannot see big difference for Shropshire as the Fire Authority has a good understanding of role boundaries within the Service. Operational Independence can have value in other settings where this understanding is different. The CFO stated that the governance model of services will dictate if operational independence is required. The CFO reiterated that there is a place for operational independence, but it will not change much for Shropshire.

Members commented that there are clear distinctions on what will and what will not work in Shropshire and on how the Fire Authority is a shield for professionals doing their job.

Resolved that the Fire Authority note the report.

21 HMICFRS Values and Culture Progress Report

This report which was presented by the AFCO (SS) showed the Service progress against the recommendations made to the sector in the His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) Values and Culture in the fire and rescue services report.

On the 30th of March 2023, the HMICFRS published a report entitled "Values and culture in fire and rescue services".

Chief Fire Officers were requested to action 20 of the 35 recommendations, with the remaining recommendations responsible for action by other agencies and services.

The Service has made good progress on the recommendations and has completed them within set timelines. The HHRA and the HR department have been crucial in moving this work forward.

The AFCO (SS) brought to members attention several recommendations listed below:

- 22. 360 feedback process was expanded to entire SMT and external facilitator. This process had been procured and is live.
- 24. An external consultant has undertaken a Independent Cultural Review. The report will be shared with Members before being shared with staff.
- 26. As College of Fire and Rescue have not been yet created The Service will hold FA member development session.
- 9. Disclosure and Barring Service is a large piece of work currently being progressed by the HR department.

Members noted that they are pleased with the progress on the report and the measures introduced by The Service.

Resolved that the Fire Authority note the report.

Chair's Notices

- The CFO and a group of officers recently attended the High Sheriffs Interfaith event where they were they were presented with Building Bridges Award. This is a recognition of the Service's commitment to Equality Diversity and Inclusion both within the service and working closely with communities and partners.
- The Chair noted that there may be a need for an extraordinary Meeting before the AGM. This will be confirmed in due course.

The meeting closed at 3.15 pm.

Chair.....

Date.....