

Theme/issue	ETAP actions	Timing/next steps
<p><b>Scrutiny review into Staffordshire FARS' Response to COVID 19- staff welfare and wellbeing.</b></p> <p>Staffordshire FARS has had to balance potentially conflicting aims during the Covid pandemic – continuing to provide a public service for the people of Staffordshire and looking after the welfare of firefighters and other staff. We wanted to understand the measures that Staffordshire FARS had put in place to support the physical and mental health of its workforce.</p> <p>HMICFRS conducted a national FARS COVID-19 inspection in the autumn of 2020, focused on five issues:</p> <ul style="list-style-type: none"> <li>• How services looked after their staff, in particular their minority ethnic and vulnerable staff.</li> <li>• How services fulfilled their statutory functions.</li> <li>• What worked well including any best practice.</li> <li>• How services worked with others, including other blue light services.</li> </ul>	<p>We read the Staffordshire-specific report produced by the inspectorate, HMICFRS. We read two documents provided to us by Becci Bryant, Chief Fire Officer, the <i>Business Continuity Plan</i> and <i>Working safely during the coronavirus outbreak – people guidance</i>.</p> <p>Rob Barber, Deputy Chief Fire Officer, and Rich Williams, Group Manager, gave us a presentation to tell us what Staffordshire FARS had done to support workforce welfare and wellbeing and responded to a series of questions which we had shared in advance of the meeting. We were also interested in examples of joint working across the Force, FARS and the Commissioner's Office.</p> <p>ETAP members working on this: Craig Brown and Jane King</p>	<p>We have shared our draft report with FARS for fact-checking and to get their response to specific questions which came out of the review.</p> <p>Overall, we reviewed a lot of evidence that told us how Staffordshire FARS was proactive and focused on delivering its duty of care towards its people, whilst continuing to deliver public services across Staffordshire. It showed leadership at all levels and senior leadership rose to the challenges.</p> <p>Our full report will be published shortly on the SCO website, in our new format – designed to be more user-friendly for members of the public.</p>
<p><b>Scrutiny Review into Staffordshire FARS' response to Grenfell Phase 1 1 Report.</b></p> <p>The Grenfell Tower Inquiry was set up to examine the circumstances leading up to and surrounding the fire at Grenfell Tower on the night of 14 June 2017. Its Phase 1 report made many recommendations directed at FARS across the country. Here in Staffordshire our FARS has looked at the recommendations which apply locally and developed a detailed plan for implementing them.</p>	<p>The devastating impact of the Grenfell fire shows the importance of this work. FARS has asked ETAP to undertake a review of its response to the Grenfell Phase 1 Report.</p> <p>ETAP's independent local scrutiny should support the building of public confidence that FARS has:</p> <ul style="list-style-type: none"> <li>• properly considered all national recommendations from the Grenfell</li> </ul>	<p>Two ETAP members, Sue Westacott and Craig Brown, are working on this review which is just getting underway. They will meet with the FARS Senior leadership responsible for this work. The review team will have access to the Grenfell Phase 1 Report and to all local documents and</p>

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<p><b>ETAP Ethics and Review Panel</b></p> <p>ETAP members are not ‘experts’ or ‘auditors’. We are a panel of independent local individuals appointed to bring transparency and openness to the workings of our Staffordshire FARS and Police Force</p> <p>With the establishment of our Ethics and Review Panel earlier in the year, we have developed and are implementing a workplan to focus on the promotion and maintenance of ethical standards and behaviour and on thematic reviews and other forms of scrutiny.</p>	<p>In September the ETAP Chair and Deputy Chairs have had meetings with Chief and Deputy Chief Fire Officers (and with the Deputy Chief Constable and Force Governance Lead) to discuss work to date and to identify future areas for scrutiny reviews.</p> <p>We have developed a prioritization matrix to help us determine which themes and issues we should focus on, with a clear emphasis on those which are important to public confidence – thanks to Craig Brown for leading on this.</p>	<p>We will be agreeing our areas of focus using a template which will provide rigour and transparency in selecting those areas we choose to review, with a guiding principle being the scrutiny and assurance required to underpin public confidence.</p>
<p>Jane King, ETAP Ethics and Review Panel Chair 20 September 2021</p>		