

Theme/issue	ETAP actions/findings	Timing/next steps
The Ethics and Review Panel is now getting well into its year 2 workplan. The work of the Panel complements that of the ETAP Finance Panel and has strengthened ETAP's focus on ethics and transparency.	<p>All ETAP members have had the opportunity to attend one of the FARS Financial Challenge Roadshows. These were excellent opportunities to deepen members' understanding as well as to meet other staff and understand their contributions.</p> <p>A second opportunity was a session at Fire HQ helping us to understand governance arrangements and to have a briefing on the Fire White Paper.</p>	<p>In terms of our internal processes, we are working on updating our ETAP members' handbook to make sure that it reflects our change in approach over the last year.</p> <p>:</p> <p>ETAP members have subsequently made a collective response to the White Paper consultation process.</p>
<p><b>ERP meeting 13<sup>th</sup> July</b></p> <p>The Ethics and Review Panel has met once since the last ETAP meeting. We had a very useful conversation with Michelle Hickmott, Assistant Chief Fire Officer.</p>	<p>Michelle joined our meeting to give us an update on the implementation of the national Core Code of Ethics and how it is being embedded here in Staffordshire.</p> <p>Michelle also provided us with an update on staff welfare and well-being, as follow up to the review which we conducted during Covid.</p> <p>Within their plans FARS has a clear focus on proactive community engagement.</p>	<p>We were pleased to see a clear focus on implementation and on securing engagement through a variety of staff networks.</p> <p>In terms of culture change FARS senior team have had the opportunity to attend the Force's Know the Line training and are looking to introduce this into the service. FARS is also making the Thrive app available to staff.</p> <p>ERP will be interested to see how this develops as it relates to ETAP's focus on transparency and accountability.</p>
<p><b>ETAP review: Expenses, gifts and hospitality: (completed)</b></p> <p>Staffordshire Commissioners Office provides a bi-annual report to the ETAP on Expenses, Gifts and Hospitality (to date for the SCH and Force). It is considered that the Report is good practice, assists transparency, public reassurance and complies with statutory requirements</p>	<p>The ERP was asked to review the reporting requirements against existing statutory obligations, policies and procedures and make recommendations on reporting requirements going forward.</p>	<p>The Report was completed on schedule and FARS responded positively to the two specific recommendations of the review team:</p> <ul style="list-style-type: none"> <li>• That, in line with SCO and the Force, FARS will report on gifts and hospitality to ETAP on a biannual basis.</li> <li>• That the policy and its implications be included in induction for new starters.</li> </ul> <p>Jane Barr, who led on this review, will provide a further verbal update at the meeting.</p>
<p><b>Future reviews/scrutiny</b></p> <p>This is a time of considerable change for FARS. – the White Paper, the new Fire Safety Act and the Grenfell 2 report.</p>	<p>We will be agreeing with the Service the most useful timings for scrutiny and review work.</p>	
Jane King, Chair, Ethics and Review Panel 260722		