

Theme/issue	ETAP actions/findings	Timing/next steps
The Ethics and Review Panel has now been in operation for 12 months. Members of the Panel are all members of ETAP itself. The work of the Panel complements that of the ETAP Finance Panel and has strengthened ETAP's focus on ethics and transparency.	<p>The ERP has met five times in the last twelve months – four meetings on Teams and one face to face.</p> <p>We have completed a number of reviews overall and one further FARS review is currently ongoing - see below – with review reports published on the SCO website.</p> <p>We have used ERP meetings to improve members' depth of understanding of force policies and procedures</p>	We have a schedule of meetings for this year and an outline workplan which includes re-visiting issues/follow-up on completed reviews
<p>ETAP Review of Staffordshire Fire and Rescue Service's (FARS) response to the Covid pandemic: Workforce welfare and wellbeing.</p> <p>This was one element of three inter-connected reviews which we conducted into responses to Covid across FARS, the Force and SCO – published on SCO website autumn 2021</p>	<p>We reviewed a lot of evidence that showed us how Staffordshire FARS was proactive and focused on delivering its duty of care towards its people. It showed leadership at all levels and senior leadership rose to the challenges.</p>	<p>We identified 7 areas where we had further questions and received detailed responses to these from FARS.</p> <p>We will continue to receive updates via our usual governance processes.</p> <p>Detailed follow-up discussion is scheduled for our ERP meeting in May 2022</p>
ETAP Review of Staffordshire FARS' response to the Grenfell Inquiry Phase 1 Report	<p>FARS asked ETAP to undertake a review of its response to Grenfell Phase 1. ETAP's independent local scrutiny should support the building of public confidence in our local service.</p> <p>It is important that the public has confidence that FARS has:</p> <ul style="list-style-type: none"> properly considered all national recommendations from the Grenfell Phase 1 Report documented reasons why some of the national recommendations are not applicable to Staffordshire made sure all recommendations from Grenfell Phase 1 Report applicable to Staffordshire are held on a suitable action log identified a timescale and a firm date when all agreed relevant recommendations will be implemented put in place a proper control and reporting procedure to monitor progress and reporting procedure 	<p>The report of ETAP's review is currently at draft stage and is being worked on by the ERP members involved.</p> <p>A verbal update on indicative findings and timescale for completion will be provided at the ETAP meeting.</p>

<p>ETAP review: Expenses, gifts and hospitality: (underway)</p> <p>Staffordshire Commissioners Office provides a bi-annual report to the ETAP on Expenses, Gifts and Hospitality (to date for the SCO and Force). It is considered that the Report is good practice, assists transparency, public reassurance and complies with statutory requirements</p>	<p>The ERP has been asked to review the reporting requirements against existing statutory obligations, policies and procedures and make recommendations on reporting requirements going forward. This will establish whether:</p> <ul style="list-style-type: none"> • the current provision of information is sufficient in its current format • the detail in the disclosed information is adequate • bi-annual reporting in the current format is necessary • additional information requires to be disclosed. 	<p>Report on schedule to be completed by Easter 2022.</p>
<p>FARS Core Code of Ethics</p> <p>This code was launched in early June 2021 with workshops across the country.</p> <p>It sets out five ethical principles, based on the Seven Principles of Public Life which provide a basis for promoting good behaviour and challenging inappropriate behaviour:</p> <ul style="list-style-type: none"> • Putting our communities first • Integrity • Dignity and respect • Leadership • Equality, diversity and inclusion <p>Staffordshire FARS introduced the code in local workshops</p>	<p>In May 2021 we had a presentation from Rob Barber on the development of the Core Code – in which he had been heavily involved - and a follow-up on its implementation locally from Howard Watts at our November meeting.</p>	<p>A further update is scheduled for our July meeting by which time the Code should be well-embedded. We will then produce a report/commentary on progress to date for publication.</p>
<p>Other ERP work</p> <p>We are rolling forward our workplan to identify areas for scrutiny and potential review. We look forward to discussing with FARS areas for scrutiny and review which will really add value and transparency.</p>	<p>In November we welcomed two new ETAP members to our Panel, giving us increased capacity for the future.</p> <p>We will be agreeing our areas of focus using our prioritisation template which is providing 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>We are piloting a post-review qualitative 'Lessons learnt' template and a Gantt chart approach to evaluation and improvement of our own practices.</p>	
<p>Jane King, Chair, Ethics and Review Panel 10/02/22</p>		