

West Midlands Fire and Rescue Authority

Collaboration and Transformation Committee

You are summoned to attend the meeting of Collaboration and Transformation Committee to be held on Monday, 27 February 2023 at 10:30

**At Fire Service Headquarters, 99 Vauxhall Road, Nechells, Birmingham B7 4HW
and digitally via Microsoft Teams**

for the purpose of transacting the following business:

Agenda – Public Session

Item No.

- | | | |
|-----------|---|---------|
| 1 | To receive apologies for absence (if any) | |
| 2 | Declarations of interests | |
| 3 | Minutes of the Previous Collaboration and Transformation Committee held on 12 December 2022 | 5 - 12 |
| 4 | HMICFRS Inspection Report - Collaboration and Transformation | 13 - 18 |
| 5 | Environmental, Social and Governance Framework | 19 - 26 |
| 6 | Serious Violence Duty | 27 - 30 |
| 7 | Careers engagement with Schools
[Verbal Update] | |
| 8 | Collaboration and Transformation Committee - Work Plan 2022-2023 | 31 - 34 |
| 9 | Any other business
Discussion of any other business not on the agenda. | |
| 10 | Date of next meeting
[To note the date of the next Collaboration and Transformation Committee scheduled to take place on Monday 15 May 2023]. | |

Distribution:

Gurdial Atwal - Member, Jasbinder Dehar - Chair of the Collaboration and Transformation Committee, Simon Foster - Police and Crime Commissioner, Peter Hogarth - Member, Zahir Hussain - Vice Chair

of Collaboration and Transformation Committee, Zafar Iqbal - Member, Ian Kettle - Member, Gavin Lloyd - Member

This meeting of the West Midlands Fire and Rescue Authority will be held at Fire Service Headquarters. However, please note that although the meeting will be open to the public, there will be limited capacity due to ongoing social distancing measures.

The meeting will also be held digitally via Microsoft Teams allowing observers to access remotely. To access the meeting, please contact a member of the Strategic Hub, West Midlands Fire Service, who will be able to provide login details (please note that Microsoft Teams is not required to join a meeting) or provide guidance if you wish to attend in person at HQ.

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This agenda and supporting documents are also available
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[West Midlands Fire Service Committee Management Information](#)
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Minutes of the Collaboration and Transformation Committee

12 December 2022

Conducted as a public meeting at Headquarters and digitally via
Microsoft Teams

Present: Councillor Dehar (Chair), Councillor Jalil, Councillor Lloyd

Virtual: Councillor Hogarth, Councillor Kettle, Prof Simon Brake,
APCC Wasim Ali

Officers: Hannah Spencer, Kirsty Tuffin, Mike Griffiths, Tom Embury,
Will Doolan

Observers: Councillor Miks

Please note: the meeting was adjourned until 14:08 due to non-
quoracy. Cllr Jalil joined the meeting at 14:08.

20/22 **To receive apologies for absence (if any)**

Apologies for absence were received from the Chief Fire
Officer Phil Loach and Councillor Hussain, substituted by Cllr
Jalil.

21/22 **Declarations of Interest**

There were no declarations of interest received.

22/22 **Minutes of the Collaboration and Transformation
Committee held on 05 September 2022**

Resolved:

1. That the Minutes of the Collaboration and Transformation
Committee held on 05 September 2022 were approved as
a correct record of proceedings.

23/22 **Scrutiny Review of Safe and Wells**

Tom Embury, Deputy Clerk to the Authority presented the
Scrutiny Review of Safe and Wells (SAW) report that

outlined the learning and recommendations from the recent Scrutiny Review of SAW.

The Committee were advised that over the last 12 months, the Scrutiny Committee had conducted a review of SAW to scope their effectiveness and efficiency. The review found ten recommendations for improvement, four of which were relevant for the Collaboration and Transformation Committee. The four relevant recommendations were as follows:

1. Continue to develop and implement the Tymly system and support automated business processes.
2. Continue with the implantation of Remote SAW (RSAW) as a means of providing SAW to those who were identified as low risk at the point of referral, ensuring there was a clear escalation process to SAW where risk identified at RSAW required this.
3. To support the provision of a consistent and national approach to SAW and continue to implement the eight core components of the NFCC Person Centred Framework for Home Fire Safety Visits.
4. Continue to develop the SAW Membership arrangements and onboard partners who worked with the service users that the Community Risk Management Plan (CRMP) identified as being at risk/vulnerable to fire.

The Members were advised that should they have any feedback this could be fed into the Prevention Team accordingly. No questions were raised.

Resolved:

1. That it be agreed that the learning and recommendations from the recent scrutiny review of Safe and Well be noted.

24/22

Collaboration with Ambulance Services

Tom Embury, Deputy Clerk to the Authority, presented the Collaboration with Ambulance Services report that outlined the current collaboration arrangements with West Midlands Ambulance Service (WMAS) and other Fire and Rescue

Services (FRS)/Ambulance Collaboration arrangements across England.

The Committee were advised that following their request for potential collaboration work to be conducted with WMAS in June 2022, an update on the current situation and possible actions were outlined within the report. All three emergency services (WMAS, FRS and West Midlands Police (WMP)) had a duty to collaborate under the Policing and Crime Act 2017, but those services were not required to collaborate if they did not believe it to be in their interest.

All three services do collaborate on operational matters to ensure effectiveness at incidents and this is continuously evolving. The example of new downlink technology, that provided all services with access to National Police Air Service aerial footage at incidents, was provided. Collaborative training for all three services is also utilised in the preparations for major incidents and events, including the Commonwealth Games.

The FRS and WMAS had shared estate however, it was highlighted that this had been significantly reduced in recent years as a result of WMAS move to a 'Hub-and-Spoke' model and their efforts to reduce rental costs. There had been little interest from WMAS for co-responding or more direct operation support in their delivery of response to medical emergencies. No co-responding collaboration took place with WMAS and the five FRS within their service area.

Although there had been limited collaboration in the West Midlands, there had been significant collaboration work arrangements elsewhere across the country, as per the report. The positive impact of the collaborative driving of ambulances during the COVID pandemic, with over 100,000 incidents responded to by firefighters, was highlighted.

Members emphasised the need to undertake further collaboration talks with WMAS as it was felt that the current challenges they were experiencing could change their attitude to the FRS offer of collaboration. Following comments on the need to use facilities in Solihull to host

WMAS, Mike Griffiths, Section 151 Officer, advised the Committee that WMAS had only paid a 'peppercorn' rent when previously occupying space on Stations to cover the maintenance cost and there had been no commercial profit for FRS. It was agreed that the WMAS collaboration and potential engagement with them be deferred to the Scrutiny Committee for review.

Resolved:

1. That the current state of collaboration between West Midlands Fire Service and West Midlands Ambulance Service be noted.
2. That the examples of collaboration by other FRS with Ambulance Services in England be noted.
3. That it be agreed that the WMAS collaboration and potential engagement with them be deferred to the Scrutiny Committee for review.

25/22

Collaboration and Transformation Committee CRMP Update

Hannah Spencer, CRMP Co-ordinator, presented the Collaboration and Transformation Committee CRMP Update report that outlined the progress made on relevant CRMP projects.

One of the CRMP proposals, approved by Fire Authority (FRA) in February 2021, was Risk Based Crewing (RBC). This enabled an assessment of incidents and the level of resource required. So far, this approach had been rolled out across 11 core stations and assessments showed that this had increased vehicle availability significantly. It was highlighted that during the recent heatwave experienced in the UK, the use of RBC had enabled the service to use resources effectively to deal with the increased demand.

Training had been collaboratively developed between West Midlands Fire Service (WMFS) Prevent representative and West Midlands Police Counter Terrorism Unit (WMP CTU) to enable employees to recognise and refer concerns related to extremism - under the remit of safeguarding. Following the Chair of the Committee query on councillor attendance, it

was agreed that information would be circulated to Members as to whether they are able to attend the training.

Mike Griffiths advised the Committee that as discussed in FRA earlier that morning, there had been an ongoing review of the CRMP proposals, which included RBC. This review had been the result of concerns around funding from Government for the next financial year. A report would be submitted to FRA in February 2023, once there had been a clearer picture on funding.

Resolved:

1. That the Collaboration and Transformation Committee CRMP Update report be noted.
2. That it be agreed that information would be circulated to Members as to whether they are able to attend the prevent training.

26/22

West Midlands Combined Authority – Trailblazing Devolution Deal

Tom Embury, Deputy Clerk to the Authority presented the West Midlands Combined Authority (WMCA) – Trailblazing Devolution Deal report that outlined details of the deal and the opportunities presented to FRS.

The Committee were advised that the West Midlands and Greater Manchester Combined Authorities had been selected for negotiations for ‘deepening devolution’, as part of the Government’s Levelling Up White Paper (February 2022). It was recognised that there had been changes in Government in recent months that could impact timelines for the work, however, it did not stop it.

The Committee were advised that although the FRS were not included in the deals, it would offer opportunities and was likely to have direct impact on the service’s work, including existing collaborations with local authorities. It was anticipated that the some of the following areas of the devolution deal could be amongst the most impactful:

1. Transport – plans to introduce new public and private transport technologies may impact the way in which FRS

respond to traffic incidents and there may be opportunities provided by investment into technology such as drones.

2. Housing, Property and Regeneration – new approaches to affordable housing and retrofit (including “Modern Methods of Construction”) would need to be resilient and safe and may present new challenges for WMFS Fire Safety teams.
3. Crime, community safety and resilience – further intervention in areas such as youth offending could extend to WMFS programmes such as the Cadets.
4. Climate Adaptation and the Natural Environment – as part of the commitment to make the West Midlands Net Zero by 2041, WMFS had a role to play in both reducing our own environmental impact and dealing with the consequences of climate change. This includes FRS response to and planning for extreme weather incidents (flooding, heatwaves etc.).
5. Health Inequalities – WMCA plans in this area are linked to WMFS own work on reducing health inequalities. Talks had been underway on potential funding for these projects.
6. Homelessness – would assist with WMFS work around abandoned properties that are at a greater risk of fire. The proposals would also assist with exempt properties and rogue landlords who put vulnerable people at risk, which included risk of fire.

Following queries, it was agreed that a detailed report be brought back to the Committee on the proposals for homelessness. It was agreed that Tom Embury would share all proposals once they had been finalised and published with Members.

Tom Embury also urged Committee Members to consider how they could seek to influence the Trailblazing Devolution Deal within their respective authorities as each of the seven local authorities was playing a key role in its development and delivery.

Professor Simon Brake, Co-opted Member, advised the Committee that new government regulations had placed a responsibility on Local Authorities to consider the impact decisions may have on Armed Forces veterans and felt this should be a supplementary to this piece of work. Following Members' confirmation that their Local Authorities had undergone work on this, the need for collaboration to develop this work for WMFS was emphasised. It was agreed that collaboration between WMFS, all seven local authorities and the Lord Lieutenant on the impact on Regional armed forces would be beneficial.

Resolved:

1. That the current progress of the West Midlands Trailblazing Devolution Deal and the potential implications or opportunities for WMFS be noted.
2. That it be agreed that a detailed report be brought back to the Committee on the proposals for homelessness. Tom Embury would share all proposals once they had been finalised and published with Members.
3. That it be agreed that collaboration between WMFS, all seven local authorities and the Lord Lieutenant on the impact on Regional armed forces would be beneficial.

27/22

Collaboration and Transformation Committee Work Programme 2022-2023

Tom Embury, Deputy Clerk to the Authority presented the Collaboration and Transformation Committee Work Programme that outlined the planned agenda items for the Committee 2022-2023.

The Committee were advised that the White Paper and the HMICFRS updates had been deferred to the February meeting as these were dependent upon their publication by Government, which was now expected in the new year.

Resolved:

1. That the Collaboration and Transformation Committee Work Programme 2022-2023 be approved.

The meeting finished at 14:51 hours.

Kirsty Tuffin
Strategic Hub
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WEST MIDLANDS FIRE AND RESCUE AUTHORITY
COLLABORATION AND TRANSFORMATION COMMITTEE

27 FEBRUARY 2023

1. **WMFS HMICFRS INSPECTION 2021/22 – COLLABORATION AND TRANSFORMATION**

Report of the Chief Fire Officer

RECOMMENDED

- 1.1. THAT members note the findings of the 2021/22 HMICFRS inspection report in relation to collaboration and transformation.

2. **PURPOSE OF REPORT**

- 2.1. To inform Collaboration and Transformation Committee of the findings of the 2021-22 HMICFRS inspection relating to collaboration and transformation.

3. **BACKGROUND**

- 3.1. West Midlands Fire Service was inspected between March and May 2022, in “Tranche three” of the second round of Fire and Rescue Service inspections. The final inspection report was published in January 2023.
- 3.2. This inspection involved a comprehensive data gathering exercise, as well as site visits and interviews with staff across the service, as well as with the Chair of the Fire Authority. The inspection covers three broad themes:
- 3.2.1. **Effectiveness** – How effective is the service at keeping people safe and secure?
- 3.2.2. **Efficiency** – How efficient is the service at keeping people safe and secure?

3.2.3. **People** – How well does the service look after its people?

- 3.3. For each of the above themes, there are a number of sub questions against which the service is judged, as well as receiving an overall judgement against each theme.
- 3.4. The inspection findings were very positive, with the services graded as *outstanding* in our overall Effectiveness and one of only two FRSs in the country to be classed as *outstanding* in ‘Understanding fires and other risks’. We also maintained our *outstanding* rating for response to fire and other emergencies from 2019.
- 3.5. There were positive improvements within the “People” theme as well, with our assessment of both ‘Promoting the right values and culture’ and ‘Managing performance and developing leaders’ moving from *requires improvement* to *good*. All other categories were maintained at a good rating.

4. **COLLABORATION AND TRANSFORMATION**

- 4.1. Effective collaboration and transformation are important topics on which the service is judged by the inspectorate. Below is a summary of the key findings in relation to those areas within the inspection report.

Question	Grading	Relevant Findings
<i>Effectiveness</i>		
Understanding the risk of fire and other emergencies	Outstanding	<p>[The service] is working with health and social care partners to reduce health inequalities.</p> <p>The service is part of several local and regional safety advisory groups and chairs the West Midlands Social Housing Group, which is attended by all seven local authorities in the area. The service is also part of the West Midlands Race Equality Taskforce, which aims to improve equality of opportunity for all communities.</p> <p>The service has consulted and undertaken constructive dialogue with communities and organisations to both understand risks and explain how it intends to mitigate them</p> <p>[The service] is linked to the local resilience forum (LRF) to make sure that the information is shared with other agencies</p>

		[The service] also works well with housing associations and business owners.
Preventing fires and other risks	Good	<p>[The service] is working proactively with partner organisations to reduce the health inequalities that people face. An example of this is the service's participation in integrated care systems, a partnership between the NHS, local authorities and social care that aims to make sure services are co-ordinated to improve the population's health.</p> <p>Staff gave good examples of how they build relationships with local community groups including food banks, church groups and mental health drop in centres to make sure they can support those people who are most vulnerable.</p> <p>The service has found that targeting prevention activity is most effectively done by working closely with organisations already in contact with people who are vulnerable and most at risk of fire. It works well with organisations to make sure that they understand the link between vulnerability and the risk of fire.</p> <p>The service works with a wide range of other organisations, such as local authorities and other emergency services, to prevent fires and other emergencies.</p> <p>We found good evidence that it routinely refers people at greatest risk to organisations that may be better able to meet their needs. The service has well established arrangements in place to receive referrals from a wide range of other organisations, including the ambulance service, oxygen suppliers and telecare providers.</p> <p>The service routinely exchanges information with other public sector organisations about people and groups at greatest risk. It uses the information to challenge planning assumptions and target prevention activity.</p> <p>When appropriate, the service routinely shares information with other relevant organisations to support the prosecution of arsonists.</p>
Protecting the public through fire regulation	Good	<p>The service works closely with other enforcement agencies to regulate fire safety and routinely exchanges risk information with them. The service worked with local authorities in its high-rise buildings risk review. This meant that minor defects could be identified and quickly repaired.</p> <p>As part of our inspection, we spoke to some partner organisations, including the police and council. They described a good working relationship with the service</p>

		<p>and gave examples of where they have worked together effectively to regulate fire safety.</p> <p>The service proactively engages with local businesses and other organisations to promote compliance with fire safety legislation.</p>
Responding to fires and other emergencies	Outstanding	We are encouraged to see the service is contributing to, and acting on, learning from other fire and rescue services or operational learning gathered from other emergency service partners.
Responding to major and multi-agency incidents	Good	<p>The service supports other fire and rescue services responding to emergency incidents. It is interoperable with these services and can form part of a multi-agency response.</p> <p>We are pleased to see that since our previous inspection in 2019, the service has a cross-border exercise plan with neighbouring fire and rescue services so they can work together effectively to keep the public safe.</p> <p>The incident commanders we interviewed have been trained in and were familiar with JESIP for working with other emergency responders at an incident.</p> <p>The service has good arrangements in place to respond to emergencies with other partners that make up the West Midlands LRF. These arrangements include joint training and exercising to test arrangements for a range of incidents, including mass fatalities and collapsed structures.</p> <p>The service participates in a multi-agency control room managers forum with police and ambulance to share learning and good practice.</p> <p>The service chairs the LRF. Partners, such as the police and local councils, spoke highly of the contribution it makes to joint working, describing it as the driving force in forum activities.</p> <p>The service keeps itself up to date with other fire services and national operational learning joint organisational learning updates from other organisations,</p>
<i>Efficiency</i>		
Making best use of resources	Good	<p>We are pleased to see the service meets its statutory duty to collaborate, and routinely considers opportunities to collaborate with other emergency responders.</p> <p>Collaborative work is aligned to the priorities in the service's CRMP.</p>

		We are satisfied that the service monitors and reviews the benefits and results of its collaborations. But there are no formal structures in place to evaluate collaborative activity to make sure this is providing benefit to the community.
Making the fire and rescue service affordable now and in the future	Good	<p>The service actively considers how changes in technology and future innovation may affect risk. For example, it is developing a system that stores all information for prevention, protection and risk in one place so it can be easily shared across teams. This means that the service can understand risk better.</p> <p>[The service] made a significant investment in technology during the pandemic, which helped it to communicate with staff more efficiently.</p> <p>The service has put in place the capacity and capability needed to achieve sustainable transformation, and it routinely seeks opportunities to work with others to improve efficiency and provide better services in the future. The service uses digital technology well to create capacity and capability.</p> <p>[The service] manages all transformation projects through its programme management team. This makes sure that these are linked to the CRMP priorities, are properly resourced and funded, and provide benefits to the service and community.</p>
<i>People</i>		
Promoting the right values and culture	Good	<p>The service has developed a partnership with Midlands Diving Chamber to provide staff with symptoms of long COVID with hyperbaric oxygen therapy. Staff report that this has improved their symptoms.</p> <p>The service has engaged the Fire Fighters Charity to provide coaching webinars to all staff. These will cover advice for musculoskeletal issues, health and nutrition and mental health.</p>
Getting the right people with the right skills	Good	We were told national learning and learning from incidents and other organisations is shared effectively throughout the service.
Ensuring fairness and promoting diversity	Good	The service has acted positively to improve diversity. The deputy chief fire officer is seen by staff as a positive role model in the service and externally. The staff networking groups support the recruitment process, for example by giving talks in colleges and universities.
Managing performance and developing leaders	Good	The service has several leadership programmes in place. Forty staff are currently undergoing a management degree programme accredited through Coventry University.

5. **EQUALITY IMPACT ASSESSMENT**

- 5.1. As this is an only an informative update, no initial equality impact assessment has been undertaken.

6. **LEGAL IMPLICATIONS**

- 6.1. There are no legal implications associated with this update report.

7. **FINANCIAL IMPLICATIONS**

- 7.1. There are no direct financial implications associated with this update report.

8. **ENVIRONMENTAL IMPLICATIONS**

- 8.1. There are no environmental implications associated with this update report.

9. **BACKGROUND PAPERS**

- [WMFS HMICFRS Inspection Report 2021-22](#)

The contact for this report is Tom Embury, Deputy Clerk to the Authority

Wayne Brown
CHIEF FIRE OFFICER

WEST MIDLANDS FIRE AND RESCUE AUTHORITY
COLLABORATION AND TRANSFORMATION COMMITTEE

27 FEBRUARY 2023

1. **ENVIRONMENTAL, SOCIAL AND GOVERNANCE
FRAMEWORK**

Report of the Chief Fire Officer

RECOMMENDED

- 1.1. THAT Members note the content of the update report on the service's Environmental, Social and Governance (ESG) Framework and related collaboration.

2. **PURPOSE OF REPORT**

- 2.1. To inform Members of the development of the Service's ESG framework, recent partnership working which has contributed to our work in this area and our plans for further engagement.

3. **BACKGROUND**

- 3.1. The sustainability and innovation team have been working on a variety of activities, concepts and initiatives, from across our growing Environmental, Social and Governance (ESG) Framework (*see fig. 1*)

Fig 1. WMFS ESG Framework

Sustainability: ESG Themes



The ESG approach is a good fit for West Midlands Fire Service (WMFS) and the three pillars are easy to understand and identify with. One reason the fire and rescue sector has been slow to adopt more sustainable methods of operation is it has always had the precedent of saving life above all else. Other industries are considered more detrimental to the environment or more impactful and therefore have had greater regulation and reporting models to consider. There is the Global Reporting Index (GRI), which is primarily aimed at oil, gas and energy industries, with many areas not relevant to the Fire and Rescue sector. Another widely accepted model is the UN sustainable Development Goals (SDG'S), however, again, not all of these are relevant to our organisation. The ESG framework is tailored specifically to the Service, promoting engagement, as people can see how it directly relates to everything we do and stand for.

- 3.2. Firm moral commitments and ethical practices have always been at the heart of what WMFS do and how we deliver our services. Building on this, we have worked extensively with environmental specialists, sustainability professionals and focus groups to develop the range of defined themes we will take forward to meet the needs of our communities now and into the future.

4. **COLLABORATION**

4.1. **WMCA**

We have also worked collaboratively with the West Midlands Combined Authority (WMCA) and their Inclusive Growth Team, to see how we can support inclusive economic growth and resilience across the region through our ESG framework.

- 4.2. We have also committed to assisting the WMCA with their consultative "Citizen panels". This initiative links sustainable issues to the impacts on health and areas such as the cost of living and energy crisis. One such example is use of alternative fuels to heat homes, which reduces air quality inside and outside of homes. This obviously has a detrimental impact on their health, with some reports suggesting that regular use of a log burner is 3 x worse than smoking. At our Next Safe and Well literature review, we will be including these elements from both a fire safety aspect and health related aspect.

- 4.3. The WMCA will be rolling out a number of air monitoring sensors and we will be working with them to identify and target areas of low air quality, as well as evaluating data from fire related incidents, to refine tactics to improve air quality at incidents.

4.4. **Warm Spaces**

One of our strategic objectives is how we support communities when in crisis, whether that is cost of living, energy, COVID, drought or disruption to utilities and water. This has led to the creation of the “Warm Spaces” trial at Ward End and Foleshill Fire Stations, designed to help those forced to choose between “heating or eating”. This has now led to further opportunities with community leaders, where the organisation “Unity Hub” will be utilising the community room at Ward End for two days a week. This helps relieve some of the pressure the charity has for space and connects the community to the WMFS even more.

4.5. **Wider Stakeholder Groups**

We are an active member, with frequent representation at a number of working and stakeholder groups related to sustainability at a local, regional and national level. Our work with the National Fire Chief’s Council (NFCC) is directly influencing national sustainability strategy and HMI reporting metrics. Some of the Groups we are involved in include:

- Emergency services Sustainability Working Group
- Coventry City resilience pathway
- Coventry climate change board
- Sustainability West Midlands
- Emergency Services Environment and Sustainability Group
- NFCC Sustainability Working Group

- 4.6. This has extended our regional and national networks and partnerships significantly, leading to more joined up working, information sharing and collaboration. As an outcome of these, we have developed referral pathways for the most vulnerable people in our communities, to get direct fire safety help and advice from us, as well as further support through signposting.

4.7. **UN Compact**

As an organisation we are also working towards our commitment to be the first Fire and Rescue Service in the country to be a member of the UN Compact (see *fig.2*) and continue our hard work

in reinforcing the 10 principles within the service and community. Not all of these are relevant to our organisation. The ESG framework is tailored specifically to the Service, promoting engagement, as people can see how it directly relates to everything we do and stand for.

- 4.8. Firm moral commitments and ethical practices have always been at the heart of what WMFS do and how we deliver our services. Building on this, we have worked extensively with environmental specialists, sustainability professionals and focus groups to develop the range of defined themes we will take forward to meet the needs of our communities now and into the future.

UN Compact Fig 2.



5. **ACADEMIC COLLABORATION**

- 5.1. Our commitment to the UN Compact and to ESG more widely has enabled us to collaborate with academic institutions such as Birmingham City University (BCU). Most of our work to date has been with the faculty of Arts, Design and Media in the Birmingham School of Architecture and Design (BSoAD). Our work is with masters and PhD students in the following areas:
- 5.2. **Architecture:** Working with students to develop designs and concepts for the “fire station of the future”, with a view to NetZero by 2041. This would need to meet our service delivery as it is currently, as well as our service delivery in the future, taking into account our communities needs and expectations of a future fire service. The students must consider the effects of climate change and the additional social responsibility the WMFS will assume in helping with “new emergencies”, some of which are already defined in the civil contingencies act. Areas considered include improving flood resilience for stations based in flood-prone areas, the concept of a regenerative station and how existing sites can be enhanced.
- 5.3. **Design Management:** Working with 26 Masters students from a very diverse cohort, with over 15 nationalities represented. This has presented a fantastic opportunity to ensure our strategic objectives and community aims will be understood and engaged with by our diverse communities. This will also help with gauging how our public consultation questions around sustainability will be received. The students will be helping to develop a strategic roadmap for WMFS as a more sustainable approach to the service and our operations.
- 5.4. **Education and Influence:** The team are expanding their sustainability knowledge by partaking in a sustainability course at Aston Business School, which has led to significant networking opportunities including access to E-bike training to support employee commuting options and targeting our “Scope 3” emissions. This can also be signposted to communities in the Black Country.

6. **EQUALITY IMPACT ASSESSMENT**

- 6.1. As this is a report to note, no initial equalities impact assessment has been undertaken.

7. **LEGAL IMPLICATIONS**

- 7.1. The UK Government has a legal Net Zero target of 2050, enshrined within the Climate Change Act. The WMCA has set a more ambitious but not legally binding target of 2041 for the region to achieve Net Zero. 7

8. **FINANCIAL IMPLICATIONS**

- 8.1. There are no DIRECT financial implications associated with this update report.

9. **ENVIRONMENTAL IMPLICATIONS**

- 9.1. The environmental implications of this workstream are significant and are covered within the main body of the report.

10. **BACKGROUND PAPERS**

- [WMCA Inclusive Growth Decision-marking Tool](#)
- [UN Global Compact](#)

The contact for this report is Mark Price, Strategic Lead for Innovation.

Wayne Brown
CHIEF FIRE OFFICER

WEST MIDLANDS FIRE AND RESCUE AUTHORITY
COLLABORATION AND TRANSFORMATION COMMITTEE

27 FEBRUARY 2023

1. SERIOUS VIOLENCE DUTY

Report of the Clerk to the Authority

RECOMMENDED

- 1.1. THAT Members note the content of this report regarding the implementation of the new Serious Violence Duty.

2. PURPOSE OF REPORT

- 2.1. To provide the Collaboration and Transformation Committee with information relating to the new Serious Violence Duty and its implications for West Midlands Fire Service.

3. BACKGROUND

- 3.1. The Serious Violence Duty was created as part of the Police, Crime, Sentencing and Courts Act 2022. It came into force ON 31 January 2023 and applies to a range of public sector bodies including all fire and rescue authorities. Accompanying Statutory Guidance was published in December 2022.
- 3.2. The duty is designed to drive a multi-agency, collaborative approach to tackling and preventing serious violence in all its forms. It requires police, fire and rescue services, Integrated Care Boards, local health boards, local authorities, youth offending teams and probation services to prepare and implement a strategy for preventing and reducing serious violence in their area(s). Other relevant authorities, including prisons and schools, can be consulted as part of this process.

- 3.3. The three core elements of the duty are:
- 3.3.1. Understanding local issues – requiring partners to work together to establish a strategic needs assessment considering the drivers of violence and the communities most affected or at risk. This will include sharing relevant data.
 - 3.3.2. Preparation, publication and implementation of a strategy to prevent and reduce serious violence - Partners will be held accountable for any actions they are committed to within the strategy. The strategy may include considerations of joint funding.
 - 3.3.3. Review – Partners to regularly review whether the strategy remains fit for purpose (at least annually) and considering success against its aims.
- 3.4. Each local area must have in place a strategy by January 2024. The Home Office have three key success measures for the new duty:
- 3.4.1. A reduction in hospital admissions for assaults with a knife or sharp object and especially among those victims aged 25 and under;
 - 3.4.2. A reduction in knife-enabled serious violence and especially among those victims ages 25 and under;
 - 3.4.3. A reduction in all homicides and especially those that are non-domestic and among those victims aged under 25 involving knives.
- 3.5. Fire and rescue services are recognised as having a less central role in the partnership in both the statutory guidance and the government's own impact assessments. However, there are a number of areas where the statutory guidance suggested fire could contribute:
- 3.5.1. Fire and Rescue services have a tradition of engaging with local communities to promote fire safety as well as supporting citizenship, community cohesion and direct

support to vulnerable individuals and communities.

- 3.5.2. Fire and Rescue's work with children and young people, safeguarding as well as fire reduction strategies, such as the sectors work to reduce deliberate fires, should be recognised as part of the Duty.
- 3.5.3. Fire and Rescue Services should be supported to deliver trauma informed interventions, engagement activities and safety education to targeted children and young people which supports the personal development and social and emotional learning of the child to reduce their vulnerability and increase their resilience to reduce serious violence.
- 3.5.4. Fire and Rescue Services should continue to develop partnerships to support risk reduction services to those identified as vulnerable and at risk from exploitation or abuse.

4. **WEST MIDLANDS APPROACH**

- 4.1. In the West Midlands, the West Midlands Violence Reduction Partnership will be the vehicle for the production of the strategy. However, serious violence reduction sub-groups will also exist within each of the seven existing Community Safety Partnerships, which will contribute toward local "problem profiles".
- 4.2. Although serious violence is not limited to physical violence against a person and can include domestic abuse, sexual offences, violence against property and threats of violence, the West Midlands strategy will be focused on homicide, gun and knife crime. It will specifically not include the wider category of violence against women and girls.
- 4.3. Funding has been provided by the Home Office which will be distributed by the Office of the Police and Commissioner. This funding has been provided for three years and is not a significant amount (just over £700,000 over the three years) but can be used to fund both labour and non-labour costs (such as interventions).

5. **EQUALITY IMPACT ASSESSMENT**

- 5.1. As this paper is to note and does not involve a change in WMFS policy, no initial Equality Impact Assessment has been undertaken. There is an existing government impact assessment undertaken as part of the legislative process to introduce the duty, [which can be read here](#).

6. **LEGAL IMPLICATIONS**

- 6.1. The new Duty applied to West Midlands Fire Service as of 31 January 2023. We are legally required, alongside our partners, to have created a regional serious violence strategy by January 2024.

7. **FINANCIAL IMPLICATIONS**

- 7.1. There will be resources associated with meeting the requirements of the duty, mostly in terms of staff time. This will vary depending on the level of involvement WMFS are expected to have both in terms of the regional strategy and via CSP sub-groups.
- 7.2. Some central funding has been provided to the Office of the Police and Crime Commissioner for a three year period to support the implementation of the duty. This will include funds for either staff time or to support interventions. WMFS will be able to bid for a portion of this funding.

8. **ENVIRONMENTAL IMPLICATIONS**

- 8.1. There are no environmental implications associated with this paper.

9. **BACKGROUND PAPERS**

- [Serious Violence Duty: Preventing and reducing serious violence Statutory Guidance for responsible authorities](#)
- [Serious Violence Duty: Impact Assessment](#)

The contact for this report is Tom Embury, Deputy Clerk to the Authority

Karen Gowreesunker
CLERK TO THE AUTHORITY

WEST MIDLANDS FIRE AND RESCUE AUTHORITY

Collaboration and Transformation Committee

WORK PROGRAMME 2022/23

Date of Meeting	Item	Responsible Officer	Completed
2022			
5 Sept 2022	White Paper Consultation – Briefing on other responses	Deputy Clerk to the Authority	5 September 2022
	Digital Transformation Update	Strategic Enabler - ICT Digital & Data	5 September 2022
	CRMP - Health Inequalities Update	Strategic Lead for Prevention	5 September 2022
	Inclusion and Diversity – Innovation in firefighting equipment - Verbal Update	Deputy Clerk to the Authority	5 September 2022
	Minutes of the Collaboration and Transformation Committee held on 25 April 2022	Democratic Services Officer	5 September 2022
	Collaboration and Transformation Committee Work Plan 2022/23	Democratic Services Officer	5 September 2022

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12 December 2022	*White Paper – Government Consultation Response	Deputy Clerk to the Authority	Deferred.
	Scrutiny Committee Inquiry – Safe and Wells	TBD	12 December 2022
	CRMP 2022 – Update/Outcomes/Health Check	CRMP Manager	12 December 2022
	Blue Light Collaboration – Ambulance	TBD	12 December 2022
	*HMICFRS Inspection Findings re Collaboration and Transformation	TBD	Deferred.
	Trailblazing Devolution Deal - WMCA	Deputy Clerk to the Authority	12 December 2022
	Minutes of the Collaboration and Transformation Committee held on 5 September 2022	Democratic Services Officer	12 December 2022

2023

27 February 2023	*White Paper – Government Consultation Response	Deputy Clerk to the Authority	Deferred.
	Serious Violence Duty – Update and Impact	Deputy Clerk to the Authority/Strategic Lead for Prevention	27 February 2023
	CRMP 2023 Consultation and Engagement	CRMP Manager	Deferred.

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	HMICFRS Inspection Findings re Collaboration and Transformation	Deputy Clerk to the Authority	27 February 2023
	ESG Approach – Environmental Sustainability Strategy	Strategic Lead for Innovation	27 February 2023
	Careers engagement with Schools	TBD	27 February 2023
	Minutes of the Collaboration and Transformation Committee held on 12 December 2022	Democratic Services Officer	27 February 2023
15 May 2023	CRMP 2023 Consultation and Engagement	CRMP Manager	
	Digital Transformation Update	Strategic Enabler of ICT Digital and Data	
	Flexible and Agile working impacts on the service	People Support Services	
	Minutes of the Collaboration and Transformation Committee held on 27 February 2023	Democratic Services Officer	
	Collaboration and Transformation Committee Work Plan 2023/24	Democratic Services Officer	
2023 – 2024 Municipal Year (Dates TBC)	LGBT Engagement	TBD	
	Mental Health within the workforce	TBD	
	Health Inequalities – CRMP Update	Strategic Lead for Prevention	

	CRMP 2023 Consultation Outcomes	CRMP Manager	
	Collaboration and Transformation Committee Work Plan 2023/24	Democratic Services Officer	
	Minutes of the Collaboration and Transformation Committee	Democratic Services Officer	

*Depending upon Government/HMICFRS publishing timelines