

**WEST MIDLANDS FIRE AND RESCUE AUTHORITY**

**SCRUTINY COMMITTEE**

**23 JANUARY 2023**

1. **SCRUTINY REVIEW OPTION**

Report of the Chief Fire Officer

RECOMMENDED

- 1.1 THAT Members note the proposed topics for the second scrutiny review.
- 1.2 THAT Members approve to undertake a scrutiny review of the service's Training and Development, and specifically in the areas identified in the Terms of Reference to be developed.
- 1.3 THAT Members approve to defer a scrutiny review of blue light collaboration with the Ambulance Service to the 2023/24 municipal year.

2. **PURPOSE OF REPORT**

- 2.1 To set out options for the next planned scrutiny review to be undertaken by the committee.
- 2.2 To determine the broad terms of reference for the second agreed Scrutiny Review for the 2022/23 municipal year.

3. **BACKGROUND**

- 3.1 The Terms of Reference of the WMFRA Scrutiny Committee (WMFRA Constitution Article 9, section 9.2) state that Committee is able "to carry out a maximum of two scrutiny reviews per annum selected by the Committee. Such reviews will be member-led and evidence based, and will produce SMART (specific, measurable, attainable, realistic and timely) recommendations to the Authority".

3.2 The first Scrutiny Review report of 2022/23 was completed and delivered to the Committee in November 2022 [and concerned Safe and Well visits](#).

3.3 The committee now needs to determine what second topic should be subject to a scrutiny review. Once a topic is determined, an appropriate Terms of Reference will be drafted and support from appropriate officers within the service will be sought. The review will be scoped, and a methodology agreed. Additional meetings will be arranged (either of the Scrutiny Committee or more informally) to undertake the review and gather relevant evidence as necessary.

#### 4. **OPTIONS**

4.1 The Scrutiny Committee Chair has proposed that the next scrutiny review focus on the service's Training and Development functions. Specifically, it would consider:

4.1.1 Progression and development within the service into leadership and management roles, especially for employees from groups which are currently underrepresented within the service (e.g., women in operational roles, staff from ethnic minorities).

4.1.2 The role of innovation and technology enabled approaches to training and development in improving effectiveness, efficiency and accessibility.

4.1.3 Actions to ensure inclusiveness and equality in how training is developed and delivered for all staff, especially those from groups which are currently underrepresented within the service.

4.1.4 Staff and specifically new recruit experiences of training and development – what works well, and where further improvement could be made.

4.2 The Collaboration and Transformation Committee have also referred the topic of Blue Light Collaboration between WMFS and West Midlands Ambulance Service to the Scrutiny Committee. This followed a report presented to the November meeting of the committee which identified very limited recent collaboration in areas of estates and co-responding. It is recommended that this be considered for the 2023/24 Authority session.

## 5. **EQUALITY IMPACT ASSESSMENT**

- 5.1 No initial Equality Impact Assessment has been undertaken as this paper does not relate to policy change. However, there may be a requirement to consider equalities issues or undertake an EIA as part of the agreed review topic.

## 6. **LEGAL IMPLICATIONS**

- 6.1 There are no matters within this paper that need to be brought to the attention of the Monitoring Officer.

## 7. **FINANCIAL IMPLICATIONS**

- 7.1 In accordance with the Committee Terms of Reference, the committee is able to manage, in consultation with the Strategic Enabler for Finance and Resources, a specific budget for the purpose of buying in any necessary external advice and support in connection with the reviews.

## 8. **ENVIRONMENTAL IMPLICATIONS**

- 8.1 There are no environmental implications from information provided within this report.

## **BACKGROUND PAPERS**

WMFRA Constitution (June 2021) – Scrutiny Committee Terms of Reference (Article 9).

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