

NFCC Culture Action Plan

Governance statement

July 2023



NFCC
National Fire
Chiefs Council

NFCC Culture Action Plan

Governance Statement

This document provides an overview of the NFCC's governance arrangements that will apply to the ongoing monitoring, management, and oversight of the Culture Action Plan. It describes both the internal and external mechanisms that will be used to support effective delivery, management, and scrutiny of the plan. .

NFCC Governance Structure

Progress against the delivery of the Culture Action Plan will be monitored continually and reported regularly through the NFCC's governance structures. Regular progress reports will be published on the NFCC website to enable FRSs (Fire & Rescue Service) and wider partners to track delivery and improvement.

Levels of NFCC internal governance include:

- **People, Culture and Leadership (PCL) Programme**– The PLC programme consists of a range of projects responsible for delivering products (i.e., tools and guidance) that support fire and rescue services achieve change locally. The delivery of many of these products will contribute to overall delivery of the Culture Action Plan. The Programme is overseen by a Programme Board that is responsible for monitoring and tracking project delivery. The Board in-turn, reports progress up to the People, Culture and Leadership Co-ordinating Committee.
- **People, Culture and Leadership Co-ordinating Committee (PCLCC)** – The Committee will lead all of our work around culture and inclusion. It holds strategic responsibility for the production and maintenance of PCLCC products – including the Culture Action Plan. The Committee will track progress against the Culture Action Plan and will produce a quarterly update report for NFCC Council.
- **NFCC Council** – Led by the NFCC Chair, every UK fire and rescue service is represented, usually at Chief Fire Officer/ Chief Executive Officer level. The Council sets the direction and priorities for the NFCC. The Council will review quarterly progress reports from the PCLCC.
- **Board of Trustees** – The Board of Trustees, led by an independent chair, ensures strategic governance and oversight is in place across the NFCC, enabling it to meet its charitable aims. Progress against the Culture Action plan will

be reported to the Board of Trustees on a quarterly basis.

Wider Partnership Governance:

- **NFCC Safeguarding Board** – The NFCC Safeguarding board comprises of strategic partners to make decisions on the direction of the Safeguarding for the Fire and Rescue Service. It is informed by subject matter experts and changes within government legislation. The Vision and Outcomes of the Culture Action Plan are aligned to the strategic intent and objectives of the NFCC Safeguarding Board. There is reciprocal representation on the PCLCC with the Safeguarding Board ensuring that both board and committee are sighted and involved.
- **Fit for the Future** - [Fit for the Future](#) is the NFCC, LGA and National Employers (England) collective vision for the fire and rescue service. The vision defines the transformation opportunities for fire and rescue services alongside key areas for improvement in existing functions. Four of the twelve improvement objectives (5-8) relate directly to people, professionalism, culture, equality, diversity, and inclusion. The outcomes and deliverables of the Culture Action Plan are mapped against improvement objectives of Fit for the Future

Independent Challenge and Support Panel

An Independent Challenge and Support Panel has been established to provide external challenge, advice, and support to the NFCC in its work around culture and inclusion. The Panel will play a key role in providing advice and strategic direction on action plan, as well as challenge and scrutiny to the NFCC for delivery against it.

The Panel draws upon the knowledge and expertise from across different sectors and industries to enable full and rounded views and discussions.

Scope of the Panel:

- To act as a critical friend, with an active and independent voice, highlighting issues and providing challenge and support in relation to the NFCC People, Culture and Leadership programme.

NFCC Culture Action Plan

Governance Statement

- To provide scrutiny and review of progress against the Culture Action Plan and to agree a baseline with the PCLCC from which progress can be measured.
- To offer advice, challenge, and ideas for innovation into the PCLCC.
- To engage with NFCC stakeholders, both internally and externally, to gauge views and feedback progress made against the Culture Action plan as well as products delivered through the PCLCC.

Panel Members

- Anthea Sully, CEO of White Ribbon (Panel Chair)
- Sal Naseem – Former Regional Director, Independent Office of Police Conduct (IOPC); Strategic Advisor DEI (Diversity, Equity, and Inclusion)
- Sue Fish OBE – Former Chief Constable; Consultant and Executive Coach
- Prof Katrin Hohl – Professor of Criminology & Criminal Justice, University of London; Violence Against Women and Girls (VAWG)
- Alex Johnson – Former Chief Fire Officer; Vice-chair, Women in the Fire Service
- Eimear Meredith-Jones – Partner, Deloitte – Culture and Transformation
- Baljit Ubhey – Director of Strategy and Policy, Crown Prosecution Service

External governance:

The NFCC will work closely with the Fire Standards Board, HMICFRS, Home Office, LGA (Local Government Association), APCC (Association of Police and Crime Commissioners), National Employers, devolved administrations, and wider partners in ensuring that progress is made against the Culture Action Plan. We will ensure our work is aligned to the work of the Inclusive Fire Service Group and will report on progress at regular intervals.

Home Office:

The NFCC will continue to work closely with the Home Office in delivering against the improvement objectives and deliverables in relation to culture and inclusion, that are set out in the HO (Home Office) improvement grant to the NFCC. We report back to the Home Office every quarter on progress against deliverables.

Inclusive Fire Service Group (IFSG)

The IFSG was established by the National Joint Council (NJC) for Fire and Rescue Services to enable partners across the fire and rescue sector to work together on matters relating to equality, diversity, and cultural issues.

The NFCC will provide regular updates on the Culture Action Plan delivery to the IFSG.

The IFSG involves employer and employee representation including;

- Employer Representatives
- FBU
- Fire and Rescue Service Association (FRSA)
- Fire Officers Association (FOA)
- NFCC

The group has also engaged more widely with special interest groups both within the UK fire and rescue service and externally, as well as representative bodies such as Unison and GMB.



NFCC
National Fire
Chiefs Council

www.nationalfirechiefs.org.uk