



## ***Delegated Decisions by Deputy Leader of the Council***

***Tuesday, 20 April 2021 at 3.00 pm  
Virtual Meeting***

*Please note that due to guidelines imposed on social distancing by the Government the meeting will be held virtually.*

*If you wish to view proceedings please click on this [Live Stream Link](#)*

*However, that will not allow you to participate in the meeting.*

### ***Items for Decision***

The items for decision under individual Cabinet Members' delegated powers are listed overleaf, with indicative timings, and the related reports are attached. Decisions taken will become effective at the end of the working day on 28 April 2021 unless called in by that date for review by the appropriate Scrutiny Committee.

Copies of the reports are circulated (by e-mail) to all members of the County Council.

**These proceedings are open to the public**

A handwritten signature in blue ink, appearing to read 'Yvonne Rees'.

Yvonne Rees  
Chief Executive

April 2021

Committee Officer: **Colm Ó Caomhánaigh**  
Tel: 07393 001096; E-Mail:  
[colm.oacaomhanaigh@oxfordshire.gov.uk](mailto:colm.oacaomhanaigh@oxfordshire.gov.uk)

**If you have any special requirements (such as a large print version of these papers or special access facilities) please contact the officer named on the front page, but please give as much notice as possible before the meeting.**

## Items for Decision

### 1. Declarations of Interest

### 2. Questions from County Councillors

Any county councillor may, by giving notice to the Proper Officer by 9 am two working days before the meeting, ask a question on any matter in respect of the Cabinet Member's delegated powers.

The number of questions which may be asked by any councillor at any one meeting is limited to two (or one question with notice and a supplementary question at the meeting) and the time for questions will be limited to 30 minutes in total. As with questions at Council, any questions which remain unanswered at the end of this item will receive a written response.

Questions submitted prior to the agenda being despatched are shown below and will be the subject of a response from the appropriate Cabinet Member or such other councillor or officer as is determined by the Cabinet Member, and shall not be the subject of further debate at this meeting. Questions received after the despatch of the agenda, but before the deadline, will be shown on the Schedule of Addenda circulated at the meeting, together with any written response which is available at that time.

### 3. Petitions and Public Address

*This meeting will be held virtually in order to conform with current guidelines regarding social distancing. Normally requests to speak at this public meeting are required by 9 am on the day preceding the published date of the meeting. However, during the current situation and to facilitate these new arrangements we are asking that requests to speak are submitted by no later than 9am four working days before the meeting i.e. **9 am on Wednesday 14 April 2021**. Requests to speak should be sent to [colm.ocaomhanaigh@oxfordshire.gov.uk](mailto:colm.ocaomhanaigh@oxfordshire.gov.uk) together with a written statement of your presentation to ensure that if the technology fails then your views can still be taken into account. A written copy of your statement can be provided no later than 9 am 2 working days before the meeting.*

*Where a meeting is held virtually and the addressee is unable to participate virtually their written submission will be accepted.*

*Written submissions should be no longer than 1 A4 sheet.*

### 4. Community Risk Management Plan 2021-2022 (Pages 1 - 16)

Report by the Corporate Director Commercial Development, Assets and Investment

The Fire and Rescue Services Act 2004 requires the Secretary of State to prepare a Fire and Rescue National Framework to which Fire Authorities must have regard when discharging their functions. The 2018 Framework requires each Fire and Rescue Authority to produce a publicly available Integrated Risk Management Plan (IRMP). Within Oxfordshire Fire and Rescue Service (OFRS) we have called this

our Community Risk Management Plan (CRMP) to make it more meaningful to the public. In April 2017 OFRS published the CRMP 5-year strategy for Oxfordshire, this will cover the period from 2017 to 2022.

Each year the fire authority creates an action plan which either proposes new projects and/or provides updates on ongoing projects to support the CRMP 5-year strategy. This report provides an update on the ongoing projects for 2021-22.

***The Councillor with delegated responsibility for Oxfordshire County Council Fire & Rescue Service is RECOMMENDED to accept the continuation of the projects and adopt in the final version, the CRMP Action Plan 2021-22.***

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**Divisions Affected – N/A**

**DEPUTY LEADER DELEGATED DECISION – 20 APRIL 2021**

**Community Risk Management Plan 2021-2022**

**Report by Corporate Director**

**Commercial Development, Assets and Investment**

## **RECOMMENDATION**

1. The Councillor with delegated responsibility for Oxfordshire County Council Fire & Rescue Service is **RECOMMENDED** to accept the continuation of the projects and adopt in the final version, the CRMP Action Plan 2021-22.

## **Executive Summary**

2. *Each year the fire authority creates an action plan which proposes a number of new or provides an update on existing projects to support the CRMP 5-year strategy. The 2021-22 Annual action plan provides an update of the projects being conducted by the fire & rescue service in order to meet identified demands or risks.*
3. *As the projects within the 2021-22 CRMP are a continuation of those approved the previous year, no further public consultation was required, but was subjected to full internal and external consultation for a period of 12 weeks during 2018. This consultation was for the initial proposals within the 2019-20 CRMP. The Councillor is therefore invited to comment on the proposed action plan.*
4. *Following the services annual review, the projects in the CRMP 2021-22 were determined to be required to address specific areas.*
5. *The following projects will be included within the fire authority's CRMP for the fiscal year 2021-22:*
  - ***Proactive Role in improving standards in rented housing***
  - ***Establishing Community Safety Advocates or Wardens.***
  - ***To increase the diversity of the Operational Workforce to reflect the community that we serve.***

## Community Risk Management Action Plan 2021-2022

6. The Fire and Rescue Services Act 2004 requires the Secretary of State to prepare a Fire and Rescue National Framework to which Fire Authorities must have regard when discharging their functions. The 2018 Framework requires each Fire and Rescue Authority to produce a publicly available Integrated Risk Management Plan (IRMP). Within Oxfordshire Fire and Rescue Service (OFRS) we have called this our Community Risk Management Plan (CRMP) to make it more meaningful to the public. In April 2017 OFRS published the CRMP 5-year strategy for Oxfordshire, this will cover the period from 2017 to 2022.
7. Each year the fire authority creates an action plan which either proposes new projects and/or provides updates on ongoing projects to support the CRMP 5-year strategy. This report provides an update on the ongoing projects for 2021-22.
8. Our medium-term financial plan and supporting business strategy underpin the proposals within this year's action plan.
9. The Secretary of State published the latest Fire and Rescue National Framework in 2018. The purpose of the Framework was to provide strategic direction from central government whilst ensuring that authorities continue to make local decisions. The Framework sets out the Government's objectives for the Fire and Rescue Service and what fire and rescue authorities should do to achieve these objectives.
10. Each Fire and Rescue Authority should ensure that the IRMP:
  - Is regularly reviewed and revised and reflects up-to-date risk information and evaluation of service delivery outcomes;
  - Has regard to the risk analyses completed by Local and Regional Resilience Forums including those reported in external Community Risk Registers (CRRs) and internal risk registers, to ensure that civil and terrorist contingencies are captured in their IRMP;
  - Reflects effective consultation during its development and at all review stages with representatives of all sections of the community and stakeholders;
  - Demonstrates how prevention, protection and response activities will be best used to mitigate the impact of risk on communities in a cost-effective way;
  - Provides details of how Fire and Rescue Authorities deliver their objectives and meet the needs of communities through working with partners;
  - Has undergone an effective equality impact assessment process.
11. Oxfordshire Fire and Rescue Service published its strategic CRMP in April 2017 providing the strategic direction for the next five years. This document is subjected to annual review and updated and amended as required. The current strategic CRMP requires no amendment for the fiscal year 2021-22.
12. The following section provides an update on the projects included in the action plan for the fiscal year 2020-21.

13. • **Proactive Role in improving standards in rented housing**

*Trading Standards recognised that due to large numbers of rented accommodation in Oxfordshire, that closer work with landlords and tenants, would provide a safer environment and conditions for this sector. This project has taken a multi-agency approach working with the City and District partners*

**Update:**

*A Principal Trading Standards Officer has been tasked to this area of work with efforts recently boosted from the granting of funds by National Trading Standards.*

*As a result of dedicated work in this area, two Trading Standards Officers are now regular participants in the Oxfordshire Housing Standards Group. We have continued to work closely with Oxford City Council on legislation regarding energy performance certificates and minimum energy efficiency standards on rented properties. We have commenced an inspection programme covering 50 letting agents across the county, with lessons learned to be shared across the wider South East region and nationally. District council colleagues have helped identify target premises and adverse findings are being shared with them as appropriate. As part of this project, the County will be asked to approve new procedures for the issuing of financial penalties. Officers will use this significant increase in contact with various parties involved in the rented accommodation market, to further associated priorities, such as fire safety, warm homes and living well.*

14. • **Establishing Community Safety Advocates or Wardens.**

*Community Safety Services want to attract staff to work as part of the fire and rescue service but not in an operational capacity, to deliver our prevention activities and engage with communities at a local level.*

**Update:**

*The volunteer initiative is now officially up and running and was launched at the end of September in Henley on Thames. We have six volunteers ready to identify and help the most vulnerable in the community.*

*We have already completed several safe and well visits in the Henley area, as well as delivering a range of safety information. We have been targeting charity shops and food banks to give awareness of campaigns such as electric blanket safety, safe and well visits and also fire safety at home.*

*The volunteers have also delivered water safety information for businesses close to the Thames, these include pubs, restaurants and cafes. We are aiming to be at the local town market weekly to generate safe and well visits as well as giving out safety information*

*and also recruiting for on call stations. We have made some good connections with local charities who we hope we can work alongside in the future to target the vulnerable in our community.*

15. • **To increase the diversity of the Operational Workforce to reflect the community that we serve.**

*Community Safety Services recognised that its operational workforce did not necessarily reflect the community it served. Following on from the successful work carried out with attracting more women in to operational roles. The service is now looking to attract more people from the BAME communities to join as operational firefighters*

**Update:**

*Our service operates a blended approach to the recruitment of its staff. Our recruitment media, including videos and social media campaigns are inclusive and show the diversity we wish to reflect. In addition to operational and support staff recruitment campaigns, it incorporates the provision of apprenticeships to provide opportunities for development through a recognised qualification.*

*We are committed to being an open and inclusive employer and are proud to be in the Stonewall Workplace Equality Index, identifying the service as an equal opportunity employer of choice. This demonstrates the services ongoing commitment to underrepresented groups, including the lesbian, gay, bisexual and transgender (LGBT+) community. Central to this work is the active staff Inclusion Group and allies' approach, to promote an inclusive and supportive workplace. This approach extends to support and advice for female staff and addresses issues affecting women in the workplace. The Service supports positive action and community events to engage with and recruit from traditionally under-represented groups, such as women and black and minority ethnic residents, making the service more diverse and more representative of our communities. Since 2017 we have seen a continued increase in the percentage of women and Black and Minority Ethnic firefighters joining our service in both operational roles and leadership roles.*

16. *The published document will be amended to include further explanation as to the origins and rational of each project. (pages 8, 9 and 10 of the CRMP)*
17. *The published document will be amended to include figures for the progress that has been made to the end of March 2021 for the targets set in the 365alive vision. (page 4 of the CRMP)*

## **Financial Implications**

18. Each project will fully recognise the prevailing economic constraints, delivering efficiencies or allowing existing/additional services to be delivered more effectively. If any budgetary pressures result from the implementation of these



projects, they will be managed within existing budgets or highlighted to Cabinet through the annual Service Resource and Planning process.

Comments checked by: Rob Finlayson, Finance BP (Communities and C,OD & CDAI) [rob.finlayson@oxfordshie.gov.uk](mailto:rob.finlayson@oxfordshie.gov.uk)

## **Legal Implications**

19. No legal implications

Comments checked by: Sukdave Ghuman, Head of Legal  
[Sukdave.ghuman@oxfordshire.gov.uk](mailto:Sukdave.ghuman@oxfordshire.gov.uk)

## **Staff Implications**

20. Each project will fully recognise the prevailing economic constraints, delivering efficiencies or allowing existing/additional services to be delivered more effectively. If any budgetary pressures result from the implementation of these projects, they will be managed within existing budgets or highlighted to Cabinet through the annual Service Resource and Planning process.

- 21.

## **Equality & Inclusion Implications**

22. No SCIA implications

## **Sustainability Implications**

23. No implications

## **Consultations**

24. The 2020-21 CRMP has not introduced new projects and so formal consultation has not been required. However, the projects within this CRMP action plan were subject to full consultation when they were recommended for the 2019-20 CRMP.
25. The agreed projects within the 2019-20 action plan, were subject to a full internal and external consultation for a period of 12 weeks. The Councillor was invited to comment on the proposed action plan for 2019-20 and are now invited to comment on the planned activity for 2021-22.
26. For the consultation of the 2019-2020 action plan, we sought the assistance of the County Council's Engagement and Communications teams.

27. For the 2019 to 2020 consultation, we set ourselves the following aims and objectives:

- To increase community involvement and feedback from residents to the annual action plan consultation;
- To gain feedback from the public on understanding their views on what the priorities should be for the Fire and Rescue Service over the next 12 months;
- To increase levels of public engagement with the Fire and Rescue Service in general;
- Provide mechanisms to sustain increased levels of participation.

28. The methods we used, focused on OCC's six key principles of consultation:

- Keep an open mind and run consultations in an open and honest way;
- Be clear about what we are consulting on and what we will do with the findings;
- Give all relevant parties the chance to have their say;
- Provide sufficient time and information to enable people to engage;
- Take views expressed in consultations into account when we make decisions;
- Provide effective and timely consultation feedback.

29. The areas of the focus for the consultation were as follows:

**Live consultation on CRMP:**

- Online portal questionnaire
- Focus Groups
- Locality briefings
- Hard copy questionnaires

**Engagement activities:**

During the consultation we engaged with all neighbouring fire and rescue services, as well as Thames Valley Police and South-Central Ambulance Service.

- Royal Berkshire Fire and Rescue Service;
- Gloucestershire Fire and Rescue Service;
- Buckinghamshire and Milton Keynes Fire and Rescue Service;
- Warwickshire Fire and Rescue Service;
- Dorset and Wiltshire Fire and Rescue Service;
- Northamptonshire Fire and Rescue Service.

30. The service held engagement events with 70 Fire and Rescue personnel from all areas of the service.

31. The service attended Locality meeting engaging with the local councillors in Witney, Faringdon and Wantage, Abingdon and Woodstock and the City of Oxford.
32. A formal management meeting took place with the representative bodies (FBU) to reply specifically to points raised.
33. The engagement and communication team supported the consultation in the following areas.
  - Oxfordshire County Council residents' contacts;
  - Engagement team contacts;
  - Voluntary organisations;
  - Intranet and internet publication and news feeds;
  - Hard copy distribution to libraries.
34. Through this approach we interacted with various stakeholder groups, which amounted to consultation with over 200 people.
35. As a result of the engagement work, we received informal feedback at the events and formal responses from 58 individuals. A full consultation response report was published in April 2019.

Steve Jordan, Corporate Director Commercial Development, Assets and Investment

Contact Officer: Don Crook, Organisational Risk & Assurance officer,  
07775827259

March 2021

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# Community Risk Management Action Plan

2021-2022





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## Judith Heathcoat

Cabinet Member for Community Safety  
and Deputy Leader of the Council



## Rob MacDougall

Director of Community Safety  
& Chief Fire Officer

# WELCOME AND FOREWORD

We are very pleased to present our Community Risk Management Action Plan 2021/22 which provides an update on the risk management projects we are currently undertaking. These projects will lead to a safer Oxfordshire and contribute to Oxfordshire County Council's vision of a 'Thriving Oxfordshire'.

Community Safety Services includes the Fire & Rescue Service, Trading Standards, Emergency Planning and the Gypsy and Travellers Service. Our integration across the Councils (both Oxfordshire County Council and Cherwell District Council) and collaboration with partners enables us to ensure that we are joined up in delivering the best solutions to the key issues affecting our communities.

The Councils recognise the importance of these services and continues to support effective protection, prevention and response services. At our core, we provide an effective emergency response to help people when and where they need us the most. We also focus on our prevention and risk reduction activities to ensure that people remain safe, keep themselves away from harm and are part of our thriving communities.

The Fire and Rescue Service forms the largest team in Community Safety Services and is proud of its prevention activity and this has reduced the number and severity of emergencies over a 10-year period. Oxfordshire reflects the national trend, with overall reductions in the number of emergency calls, fire deaths and injuries over an extended period. The number of emergency calls are plateauing, and the last 2 years has seen a further fall. Our engagement with the most vulnerable in our communities will continue to be a key factor in ensuring the number of emergencies remain as low as possible.

Our Community Risk Management Plan 2017-2022 recognises the changes within our population, the expected growth across the county and the national and local risks that we face. This Community Risk Management Action Plan 2021/22 will assist our service to meet the challenges ahead.

Our values are at the heart of everything we do and, we will continue to do our best for our residents by working together in a supportive and honest way; striving to find the best solutions; and being open to change and doing things differently.

# INTRODUCTION

The Fire and Rescue Services Act 2004 requires the Secretary of State to prepare a Fire and Rescue National Framework to which fire authorities must have regard when discharging their functions.

## Fire and Rescue Services Act

The Fire & Rescue Services Act 2004 sets out the duties and powers of Fire Authorities. Under the Act, the Fire Authority has several core functions which the service delivers on behalf of the Authority:

- Prevention
- Fire Protection
- Emergency Response

For more information see our Community Risk Management Plan or the Fire & Rescue Services Act 2004

## National Framework Document

The 2018 National Framework document for England states that each Fire and Rescue Authority is required to produce an Integrated Risk Management Plan (IRMP). In Oxfordshire our IRMP reflects our community safety and prevention work and is called our Community Risk Management Plan or CRMP. This plan also includes relevant risk management projects from Trading Standards, Emergency Planning and our Gypsy and Traveller Service.

## Integrated Risk Management in Oxfordshire

We have adopted a systems approach to integrated risk management in which we will always prioritise the delivery of our statutory duties to reduce risk and vulnerability in Oxfordshire through Prevention, Protection and Response activities. We will continuously improve our overall performance and strive to deliver an outstanding service. Our integrated risk management approach will make sure we continuously evaluating the work that we do, monitor the risks that we face and plan to use our resources to the greatest effect and deliver on those plans.

# VISION

365alive is Oxfordshire Fire and Rescue Service's vision to ensure that we are working every day to save and improve the lives of people across Oxfordshire. The vision is supported by Road Safety, Trading Standards, Emergency Planning and Gypsy and Traveller's Services.

The vision will run for 6 years from 2016 to 2022; over this time, we would like to achieve:

6,000 MORE PEOPLE ALIVE AS A RESULT OF OUR PREVENTION, PROTECTION AND EMERGENCY RESPONSE ACTIVITIES

85,000 CHILDREN AND YOUNG ADULTS TO BE BETTER EDUCATED TO LEAD SAFER AND HEALTHIER LIVES

37,500 VULNERABLE CHILDREN AND ADULTS HELPED TO LEAD MORE SECURE AND INDEPENDENT LIVES SUPPORTED BY SAFE AND WELL-BEING VISITS

20,000 BUSINESSES GIVEN ADVICE AND SUPPORT TO GROW

1.6 MILLION SAFETY MESSAGES DELIVERED ACROSS SOCIAL MEDIA PLATFORMS

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# Thriving communities

for everyone in Oxfordshire

## Thriving people

We strive to give every child a good start in life, and protect everyone from abuse and neglect.

We enable older and disabled people to live independently. We care for those in greatest need.

## Thriving communities

We help people live safe, healthy lives and play an active part in their community.

We provide services that enhance the quality of life in our communities, and protect the local environment.

## Thriving economy

We support a thriving local economy by improving transport links to create jobs and homes for the future.

We listen to residents so we can continuously improve our services and provide value for money



More information on our Vision can be found at [www.365alive.co.uk](http://www.365alive.co.uk)

Oxfordshire County Council's vision can be read in more detail in the 2018-21 Corporate Plan.

Visit [www.oxfordshire.gov.uk](http://www.oxfordshire.gov.uk) and search for 'corporate plan' for more details.



# 5-YEAR COMMUNITY RISK MANAGEMENT PLAN UPDATE

As part of our annual process, we also review any emerging risks that we need to consider that aren't captured in the Community Risk Management Plan. There are three areas we have considered this year.

## The National and Community Risk Register

The National Risk Register captures the range of potential emergencies that could have a major impact on all, or significant parts of the UK. It was updated in 2020.

Local Resilience Forums then transfers these into community risk registers, by reviewing the national risks in the context of their local area. Emergency responders and other key agencies then ensure that their area have robust plans and can provide an appropriate response.

Oxfordshire Fire & Rescue Service is assessing these changes to ensure the service is still able to effectively deal with all foreseeable risks.

## COVID-19

The emergence of Covid-19 coronavirus and the subsequent global pandemic has seen a rapid and profound change in the functioning of our society.

We have been working with our partners in Oxfordshire and the Thames Valley and have undertaken additional work to help our communities stay safe and protect the most vulnerable. This has included our staff driving ambulances, delivery essential equipment, supporting other organisations with personal protection equipment and undertaking key roles in the Local Resilience Forum.

The pandemic has driven a change in the way we operate as a service in order to protect our staff and remain available to respond to emergencies. We have introduced changes to many aspects of our day-to-day working practices to comply with social distancing and minimise the risk of infection to our staff, their families and the wider community.

We have developed new ways to deliver some of our services, such as providing more telephone and online support for businesses through our Protection and Prevention teams. As we emerge from this pandemic, we will continue to develop new ways of working to ensure we can provide our services safely and effectively.

## Savings Programme

As a result of the financial pressures that are being caused by the COVID-19 pandemic, a savings programme has been designed by Oxfordshire County Council to identify potential areas of savings across all services to support the County Councils budget shortfalls.

OFRS will support the County Councils Saving programme by setting out a number of areas within the Mid-Term Financial Plan to explore any potential savings that can be delivered. This will involve reviews of areas of our organisational structure, how activities of the service are delivered and increased integration with county council services to deliver a more cost-effective service for the public.

### Service Delivery Plan 2021/22

Our service delivery plan sets out the priorities we will be focusing on for the 2021-2022 year. Our service priorities are:

- To develop the services integrated risk management and develop a systems approach ensuring that risk management is embedded through the service, to reduce the risks to the community and the workforce, delivered through the services new overarching CRMP.
- Improve the operational availability of our fire appliances, ensuring we provide an effective and timely emergency response, further reducing the impact of fires and other emergencies.
- To continue to build on the culture, values and behaviours of Community Safety Services, to ensure that the working environment is an open and honest workplace where staff feel valued, aligned with the new NFCC Code of Ethics
- Review our premises estate and develop an asset strategy that aligns with corporate objectives and which delivers any opportunities in alternative ways of working that COVID-19 has highlighted.
- Improve the diversity within our service, ensuring we attract the best talent and better reflect and understand the communities we serve. Our aim is to work with our communities and be a first-class inclusive employer that our staff are proud to work for.



# PROACTIVE ROLE IN IMPROVING STANDARDS IN RENTED HOUSING



## WHAT IT IS?

This project seeks to protect tenants and prospective tenants from both physical harm and financial loss when renting a residential property.

## WHY IT IS NEEDED?

Oxfordshire has some of the highest rental costs in the country, compounded by areas of high demand and short supply. These factors can lead to significant levels of consumer detriment.

The project will seek to:

- Protect consumers from financial and physical harm
- Improving their health and wellbeing from improved living conditions.
- Tackle the imbalance of power between landlords and/or letting agents and their tenants.

The Government's Tenants Fee Bill is one example that highlights the need to make renting fairer and to protect consumers from rogue landlords and agents and this project will aim to improve living standards in rented housing across the county.

## WHAT WILL IT LOOK LIKE?

The project will have a number of areas of work. We will undertake work to better understand the issues affecting consumers within Oxfordshire, as well as investigating the regulatory options that already exist. Work will be conducted to assess compliance with relevant legislation, to improve advice to businesses and to help ensure that consumers are able to make informed choices. An enforcement approach will be devised to target those businesses who fail to comply with the law and this is likely to include making use of civil penalty arrangements, where appropriate. Responsible businesses and landlords will be protected from those who seek an unfair competitive advantage through unscrupulous practice, damaging the reputation of landlord and letting agents in Oxfordshire.

## UPDATE:

A Principal Trading Standards Officer has been tasked to this area of work with efforts recently boosted from the granting of funds by National Trading Standards.

As a result of dedicated work in this area, two Trading Standards Officers are now regular participants in the Oxfordshire Housing Standards Group. We have continued to work closely with Oxford City Council on legislation regarding energy performance certificates and minimum energy efficiency standards on rented properties. We have commenced an inspection program covering 50 letting agents across the county, with lessons learned to be shared across the wider South East region and nationally. District council colleagues have helped identify target premises and adverse findings are being shared with them as appropriate. As part of this project, the County will be asked to approve new procedures for the issuing of financial penalties.

Officers will use this significant increase in contact with various parties involved in the rented accommodation market, to further associated priorities, such as fire safety, warm homes and living well.

# ESTABLISHING COMMUNITY SAFETY ADVOCATES OR WARDENS

## WHAT IT IS?

We aim to attract people who would like to be a part of us and what we do, but not necessarily by fighting fires.

Our prevention teams coordinate and conduct our prevention activities delivered through our Safe and Well programme. These visits make our residents and communities

## WHY IT IS NEEDED?

Our Safe & Well visits are a large part of our Prevention programme and these visits make our residents and communities safer. We are planning to complete more Safe & Well visits with vulnerable residents.

This project will ensure that:

- We are able to meet the demand of the visits that are generated.
- We maximise engagement with local communities, utilising local knowledge.
- We use this information to deliver the right service at the right time.

By providing information, education and training to a core group of local residents, we will not only improve our engagement with our local communities, but it will also help us to identify and better access those that are vulnerable and most at risk from harm.

## WHAT WILL IT LOOK LIKE?

We have a desire to increase our Safe & Well visits and to assist in coordinating community resilience. Community Wardens will be a well-trained and professionally supported volunteer group, and in larger towns we will look to provide a volunteer coordinator.

## UPDATE:

The volunteer initiative is now officially up and running and was launched at the end of September in Henley on Thames. We have six volunteers ready to identify and help the most vulnerable in the community.

We have already completed several safe and well visits in the Henley area, as well as delivering a range of safety information. We have been targeting charity shops and food banks to give awareness of campaigns such as electric blanket safety, safe and well visits and also fire safety at home.

The volunteers have also delivered water safety information for businesses close to the Thames, these include pubs, restaurants and cafes. We are aiming to be at the local town market weekly to generate safe and well visits as well as giving out safety information and also recruiting for on call stations.

We have made some good connections with local charities who we hope we can work alongside in the future to target the vulnerable in our community.



# TO INCREASE THE DIVERSITY OF THE OPERATIONAL WORKFORCE

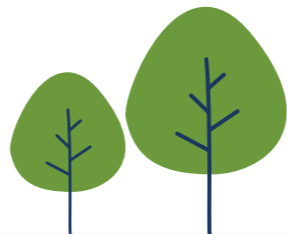
## WHAT IT IS?

Over the last three years, the service looked at ways to encourage applicants from underrepresented groups into operational roles within the service. This work will continue during 2021-22.

## WHY IT IS NEEDED?

We recognise that a diverse workforce has great benefits to the way in which the service works and acknowledge that fire & rescue services can be perceived as non-representative. This project seeks to:

- Identify ways in which to encourage applicants from underrepresented groups
- Provide Inclusive environments that encourage people to reach their full potential.
- Attract and retain the best and brightest individuals from all communities.



## UPDATE:

Our service operates a blended approach to the recruitment of its staff. Our recruitment media, including videos and social media campaigns are inclusive and show the diversity we wish to reflect. In addition to operational and support staff recruitment campaigns, it incorporates the provision of apprenticeships to provide opportunities for development through a recognised qualification.

We are committed to being an open and inclusive employer and are proud to be in the Stonewall Workplace Equality Index, identifying the service as an equal opportunity employer of choice. This demonstrates the services ongoing commitment to underrepresented groups, including the lesbian, gay, bisexual and transgender (LGBT+) community. Central to this work is the active staff Inclusion Group and allies' approach, to promote an inclusive and supportive workplace.

This approach extends to support and advice for female staff and addresses issues affecting women in the workplace. The Service supports positive action and community events to engage with and recruit from traditionally under-represented groups, such as women and black and minority ethnic residents, making the service more diverse and more representative of our communities. Since 2017 we have seen a continued increase in the percentage of women and Black and Minority Ethnic firefighters joining our service in both operational roles and leadership roles.



## WHAT WILL IT LOOK LIKE?

We use data to understand how to access our diverse communities and we aim to build stronger community relationships, which will help to increase understanding and break down any barriers between us and the community. Opportunities for employment will be advertised in more accessible places. We conduct 'taster' days, where interested individuals can experience what it takes to be a firefighter and ask questions of those already in service.





For fire, road and general safety advice please visit [www.365alive.co.uk](http://www.365alive.co.uk)



If you have a fire, road or general safety question please call the free phone community safety helpline on: **08000 325 999** or email: [community.safety@oxfordshire.gov.uk](mailto:community.safety@oxfordshire.gov.uk)

