



County Offices
Newland
Lincoln
LN1 1YL

7 April 2022

Public Protection and Communities Scrutiny Committee

A meeting of the Public Protection and Communities Scrutiny Committee will be held on **Tuesday, 19 April 2022 at 10.00 am in the Council Chamber, County Offices, Newland, Lincoln LN1 1YL** for the transaction of the business set out on the attached agenda.

Yours sincerely

A handwritten signature in black ink that reads 'DBarnes'.

Debbie Barnes OBE
Chief Executive

Membership of the Public Protection and Communities Scrutiny Committee
(11 Members of the Council)

Councillors N H Pepper (Chairman), A N Stokes (Vice-Chairman), Mrs J Brockway, M R Clarke, Mrs N F Clarke, A Dani, W H Gray, A M Key, J L King, K E Lee and E J Sneath

**PUBLIC PROTECTION AND COMMUNITIES SCRUTINY COMMITTEE AGENDA
TUESDAY, 19 APRIL 2022**

Item	Title	Pages
1	Apologies for Absence/Replacement Members	
2	Declarations of Members' Interests	
3	Minutes of the Public Protection and Communities Scrutiny Committee held on 8 March 2022	5 - 14
4	Announcements by the Chairman, Executive Councillors and Chief Officers	
5	Volunteering in Lincolnshire <i>(To receive a report from Ben Rollett, Voluntary Centre Services, which provides an update from Voluntary Centre Services and Lincolnshire Community and Voluntary Service about the role, impact, and future developments in volunteering across Lincolnshire)</i>	15 - 20
6	Avian Influenza Outbreaks in Lincolnshire 2021-22 <i>(To receive a report from Mark Keal, Trading Standards Manager, which provides a review of the response to the avian influenza outbreak in Lincolnshire during 2021-22 by the Safer Communities-Trading Standards Service)</i>	21 - 50
7	Her Majesty's Inspectorate for Constabularies and Fire and Rescue Services (HMICFRS) Report for Lincolnshire Fire and Rescue (LFR) <i>(To receive a report from Mark Baxter, Chief Fire Officer, which provides a summary of HMICFRS report on LFR as part of the national inspection regime for all Fire Authorities in England)</i>	51 - 82
8	Lincolnshire's Ukraine Response <i>(To receive a report from Samantha Neal, Assistant Director, Prevention & Early Intervention, and Lauren Grosvenor, Service Manager – ICS, which provides assurance on the arrangements established by Lincolnshire County Council, Lincolnshire's District Councils, and multi-agency partners to deliver the government requirements in relation to the Ukraine humanitarian crisis)</i>	83 - 86
9	Public Protection and Communities Scrutiny Committee Work Programme <i>(To receive a report by Kiara Chatziioannou, Scrutiny Officer, which provides the Committee with the opportunity to consider and comment on the content of its work programme for the coming year to ensure that scrutiny activity is focussed where it can be of greatest benefit)</i>	87 - 92

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Please note: for more information about any of the following please contact the Democratic Services Officer responsible for servicing this meeting

- Business of the meeting
- Any special arrangements
- Copies of reports

Contact details set out above.

Please note: This meeting will be broadcast live on the internet and access can be sought by accessing [Agenda for Public Protection and Communities Scrutiny Committee on Tuesday, 19th April, 2022, 10.00 am \(modern.gov.co.uk\)](#)

All papers for council meetings are available on:
<https://www.lincolnshire.gov.uk/council-business/search-committee-records>



**PUBLIC PROTECTION AND COMMUNITIES
SCRUTINY COMMITTEE
8 MARCH 2022**

PRESENT: COUNCILLOR N H PEPPER (CHAIRMAN)

Councillors Mrs J Brockway, M R Clarke, A Dani, W H Gray, K E Lee and E J Sneath.

Councillors: L A Cawrey (Executive Councillor Fire and Rescue) and A P Maughan (Executive Support Councillor Fire and Rescue) attended the meeting as observers.

Councillor C Matthews (Executive Support Councillor NHS Liaison, Community Engagement, Registration and Coroners) attended the meeting as an observer remotely, via Teams.

Officers in attendance:-

Kiara Chatziioannou (Scrutiny Officer), Katrina Cope (Senior Democratic Services Officer).

The following officers joined the meeting remotely, via Teams:

Sara Barry (Acting Assistant Director - Public Protection), Steven Batchelor (Lincolnshire Road Safety Partnership Senior Manager), Mark Baxter (Chief Fire Officer), Will Mason (Head of Culture), Lee Sirdifield (Assistant Director – Corporate), Ryan Stacey (Assistant Chief Fire Officer) and Paul Drury (Prevent Officer).

108 APOLOGIES FOR ABSENCE/REPLACEMENT MEMBERS

Apologies for absence were received from Councillors N F Clarke, A M Key, J L King and A N Stokes.

109 DECLARATIONS OF MEMBERS' INTERESTS

No declarations of members' interests were made at this stage of the proceedings.

110 MINUTES OF THE PREVIOUS MEETING HELD ON 25 JANUARY 2022

RESOLVED

That the minutes of the Public Protection and Communities Scrutiny Committee meeting held on 25 January 2022 be agreed and signed by the Chairman as a correct record.

111 ANNOUNCEMENTS BY THE CHAIRMAN, EXECUTIVE COUNCILLORS AND CHIEF

OFFICERS

The Chairman advised the Committee, that leadership for the Public Protection function was being transferred from Andrew Crookham, Executive Director – Resources to Glen Garrod, Executive Director for Adult Care and Community Wellbeing with effect from 1 April 2022.

On behalf of the Committee, the Chairman extended thanks to Di Coulson, Assistant Director for Public Protection for all her hard work and support to the Committee during the last two years. The Committee was advised that Di would be returning to her substantive role with Lincolnshire Police.

The Committee was advised that Martyn Parker, Detective Chief Superintendent at Lincolnshire Police had been appointed as the new Assistant Director for Public Protection and would be joining the Council shortly, and it was hoped that Martyn would be able to attend the April meeting of the Committee.

The Executive Councillor for Fire and Rescue and Cultural Services also extended her thanks to Di Coulson for her support and the strengthening relationship with Lincolnshire Police.

In response to queries raised by a member in the previous meeting of the Committee, Will Mason, Head of Culture, advised the Committee that work was ongoing with Bishop Grosseteste University regarding the opening of the Ermine Library Hub. It was highlighted that works were due to begin on site week commencing 7 March 2022, to this week to upgrade the boiler and that this work was expected to be completed by the end of the month. The Committee was also advised that the Heads of Terms had been shared with the university, once these were accepted, matters would then proceed.

The local member extended thanks to everyone involved for all their hard work to get the hub open again.

112 SERVICE LEVEL PERFORMANCE REPORTING AGAINST THE PERFORMANCE FRAMEWORK 2021-2022 - QUARTER 3

The Committee considered a report from Sara Barry, Head of Safer Communities, Mark Baxter, Chief Fire Officer, William Mason, Head of Culture, Steven Batchelor, Lincolnshire Road Safety Partnership Senior Manager and Lee Sirdifield, Assistant Director – Corporate, which set out the performance of Tier Two Service Level Performance Measures for 2021/2022 for Quarter 3 that were within the remit of the Public Protection and Communities Scrutiny Committee.

The Chairman invited officers to remotely present the report to the Committee. The report detailed performance measures for: Community Safety, Fire Safety, Libraries, Road Safety, Trading Standards and Volunteering.

Ryan Stacey, Assistant Chief Fire Officer also participated in the presentation to the Committee.

During consideration of the report, some of the following comments were raised:

- Some clarification was sought regarding the classification of fires, particularly fires in skips/refuse containers. The Committee was advised that primary fires related to property and a secondary fire did not involve property. Therefore, fires in refuse containers would be classed as secondary fires. It was noted that fire and rescue worked with the arson task force and fire investigators to try and establish the cause of such fires; and that where possible individuals were charged;
- Page 29 – Deliberate Secondary Fires – It was highlighted that this target had not been met, as there had been a slight increase in the number of incidents compared to the previous year, which equated to six additional incidents over a nine-month period. The Committee noted that the reason for the increase in the number of incidents was the weather, as more people were engaging in normal activity later in the evenings, and that more incidents happened during the summer months;
- Reduction in the number of cooking related fires (chip pan fires). It was reported that there had been a 14% reduction in these types of fires. The Committee noted that this reduction had been partly due to home safety prevention activities; but the reduction was also attributed to healthier eating, as more people were now moving to healthier ways of cooking;
- The types of fire prevalent in farming environment. The Committee was advised that a considerable number of fires on farms were caused by an accumulation of combustible material in farm machinery, there was therefore a seasonal variation in the number of fires throughout the year. It was also noted that a small number of fires happened in agricultural outbuilding, barns etc. The Committee noted that some comparative investigations could be done to reveal how Lincolnshire compared with other similar rural communities in this regard;
- Learning from the five fire fatalities in Lincolnshire and whether there was sufficient resource available to deal with such incidents. The Committee was advised that fire and rescue worked very closely with police crime scene investigators to gather evidence from an investigatory perspective or a forensic level, depending on the level of investigation. It was noted that lessons were learnt locally, between partner agencies, to see if anything could be done differently from a community, fire and rescue and policing etc. perspective;
- Accidental dwelling fires caused by smoking. No specific figures could be given in this regard at the meeting, but it was highlighted that the number of smoking related incidents across the country were on the decline. This was largely due to the decline in the number of people now smoking. The Committee also noted that modern cigarettes were designed not to burn at a high temperature and that their design now was less likely to cause fires. There was, however, some concern with regard to illegal cigarettes, and it was highlighted that fire and rescue worked very closely with trading standards concerning this matter;
- Whether there had been any update on the Greenwich Leisure Limited baselines from 2016. It was reported that although the baseline was set in 2016, it was reviewed on an annual basis and the fact that the baseline had not changed in recent

years was not because it had not been reviewed, it was because the baseline reflected the national trend;

- The positive impact of the website for libraries both in terms of physical visits to the library, but also for people engaging with the digital service externally from their own homes. It was felt that Covid-19 had accelerated the move to a digital environment;
- The number of feedback forms received. The Committee was advised that due to Covid-19, visitors had been reluctant to complete forms. It was highlighted that a strong indicator of people's enjoyment was the feedback left on TripAdvisor. It was reported that all of the council's heritage sites had achieved the TripAdvisor excellent rating;
- The impact of mobile libraries in rural communities. The Committee noted that the mobile library service was incredibly important in Lincolnshire. The Committee noted further that a review had been conducted previously to ensure that the service was as efficient as possible, and that this information could be made available to the Committee. Confirmation was also given that mobile libraries still operated around the edge of Lincoln. The Committee was advised that timetable information for mobile libraries was available on the council's website. It was also noted that there had been a decline in the number visits to libraries nationally, mainly attributed to people using computers and mobile phones for reading, and the availability of lower priced books via the internet. It was highlighted that the library service would continue to explore different facets, as libraries were incredibly important part of the community hub network;
- Avian flu update. The Committee was advised there had been around 15 outbreaks in the county and that these were predominantly in the north and east of the county. It was reported that fantastic support had been received from colleagues in the animal plant and health agency, colleagues from fire and rescue and colleagues from highways who had helped with office accommodation when staff needed to be in the north of the county. Officers advised that a report would be provided to the next meeting of the Committee. Confirmation was given to the Committee that compensation was given when birds were culled;
- Some concern was raised about the presence of lithium batteries in children's toys; and the presence of T-bar clear plastic tags in children's clothing. Officers were unable to comment regarding plastic tags but agreed to investigate whether this was an issue nationally. There was acceptance that electronic toys were part of today's electronic world, and that the important factor was the protection of the concealment of the battery and its stability within the toy, to not be removed. It was highlighted that some work was being done with colleagues in the Office for Product Safety and Standards, and that a big campaign had been done around lithium batteries. There was recognition that more that could be done around enforcement, ensuring that toys were not available where batteries were accessible and highlighting to parents the risks associated with lithium batteries. Officers confirmed that a lot of work had been done promoting the risks associated with lithium batteries and very small magnets;
- The selling of illegal cigarettes within the Boston area and the role of the landlord in this regard. Officers agreed to investigate the matter further. The Committee was

advised that if a pattern of behaviour was emerging, the landlord of a shop would be warned that this type of selling was taking place and that they should have methods in place to ensure that no criminal activities were taking place. It was noted that landlords needed to be made aware as they had responsibility, under money laundering legislation, to verify their premises were not being used for criminal means. If activity continued, then quite rightly action would be taken against the landlord because the rent paid to them had been derived from criminal activity. It was reported that a future report could be provided for the Committee's consideration regarding the sources of intelligence used by trading standards;

- The selling of alcohol coming from Russia; and ensuring that foods are labelled correctly. The Committee was advised that the trading standards team were aware;
- Inspections of high-risk premises. The Committee noted that high-risk premises were mainly food premises. Confirmation was given that abattoirs would not be included, as they received veterinary inspections. However, trading standards had links with abattoirs because of the welfare of animals attending abattoirs, and the service would occasionally perform checks of the weight and measures equipment being used;
- Whether there was sufficient capacity to help with the influx of Ukrainian refugees. The Committee was advised that the Lincolnshire Local Resilience Forum had been assisting in supporting a coordination group that was linking the main objectives to support this area; and that officers were working with voluntary organisations to put plans in place on how the response would deal with this matter;
- Confirmation was given that letters of thanks had been sent from the Committee to voluntary organisations;
- The Committee was advised that a report concerning future support to volunteers would be considered by the Committee at their 19 April 2022 meeting, at which Ben Rollett, Chief Executive, Voluntary Centre Services would be attending;
- A request was made for more voluntary support to be offered face-to-face and for some of that support to be offered in the evening either face-to-face or online. Officers agreed to take back the comments raised; and
- Page 54 of the report pack highlighted the number of voluntary and community groups actively supported in Lincolnshire and that the quarter one figures for every year were far higher than for any other quarter. It was reported that the figures were cumulative, and that there tended to be that peak at the start of the year. It was noted that organisations were counted at the first point of contact.

The Chairman extended thanks on behalf of the Committee to officers for their presentation.

RESOLVED

That the Service Level Performance reporting against the Performance Framework 2021/22 Quarter 3 be received and that the comments raised by the Committee be noted.

Consideration was given to a report from Steven Batchelor, Lincolnshire Road Safety Partnership Senior Manager, which provided the Committee with an update on fatal, and killed and serious injury casualty figure for Lincolnshire. The report also provided data on trends, comparisons, and areas of priority.

The Chairman invited Steven Batchelor, to remotely, present the report to the Committee.

In guiding the Committee through the report, particular reference was made to: the substantial and sustained reduction in killed or seriously injured casualties in Lincolnshire; the formation and role of the Lincolnshire Road Safety Partnership (LRSP); the current LRSP activity services; the delivery of education, training and publicity to schools and colleges; and the impact of Coronavirus.

Appendix A to the report provided details of road traffic collisions in Lincolnshire for the Committee to consider.

During consideration of the report, the Committee raised some of the following comments:

- Clarity was sought as to why more speed cameras were not used. The Committee was advised that the partnership operated in accordance with the Department for Transport, in that cameras were placed, and enforcement action taken in locations where there was a history of collisions and speed related offending; and that this had been expanded with some mobile operations, when there was an element of community concern. There was recognition that there was an issue of motorists exceeding speed limits and that the introduction of the Safer Road Team within Lincolnshire Police would help alleviate some of this, and that it was expected there would be more activity in communities to identify speeding problems. Officer also agreed that more needed to be done to explore how mobile cameras could be used in some areas where collisions had not occurred;
- Thanks were extended to the LRSP for a comprehensive report;
- The effect of road traffic accidents on local services and whether communication campaigns could be linked into local news stations. The Committee was advised that most of the collision incidents occurring in the county happened on rural roads that had national speed limits, and that collisions were not always attributed to speed. It was highlighted that the partnerships' focus was for people to drive at an appropriate speed for the conditions and the nature of the road they were driving on. It was reported that a package of information was always put together whenever a campaign was run, which provided all the different media outlets the opportunity to create their own story. The Committee noted that there had been good collaboration with all BBC and other TV networks over the years. One member suggested promotion through the County Council magazine. The Committee was advised that this had been used in the past, but there was recognition that more could be done to ensure that the messages were getting out across all different media outlets;
- Some concern was expressed that more regulation and education was required for EU drivers in the county. There was recognition that in some incident's, drivers

lacked awareness and knowledge; and that some motorists wanted to drive safely but needed some assistance to enable them to do so. It was highlighted that the LRSP had provided information in the past, for example a leaflet had been created around drink driving laws and these had been printed in different languages. The partnership had also conducted road shows in areas where it was thought some of the issues were more prevalent. Officers agreed to take away the comments raised to see what action could be taken;

- Use of protective cycling/walking equipment. The Committee was advised that the partnership worked within schools providing both physical and educational training and that a quarterly newsletter was circulated highlighting the importance of reflective clothing and safety equipment for cyclists and pedestrians. Also highlighted was the lack of spatial awareness of school children, and that school children were less likely to see the risks associated with their actions. Reassurance was given that the educational training provided to schools was tailored to meet the needs of the young people. Reference was also made to the changes to the Highway Code and the hierarchy of road users;
- The high proportion of collisions on rural roads in the county, with mention being made to the East Lindsey area. One member sought advice as to what more could be done to make drivers aware of a particular hotspot in the East Lindsey area (East Keal). Officers agreed to look into the matter outside of the meeting; and
- Whether any conclusions were derived from the statistical information provided in Appendix A. The Committee was advised that the main type of information derived was relating to the types of collisions, different types of road users; and it also highlighted the key areas that needed more focus on in Lincolnshire, which were motorcycle safety and young drivers.

(Councillor A Dani left the meeting at 12 noon)

The Chairman extended his thanks on behalf of the Committee to the Lincolnshire Road Safety Partnership Senior Manager for his presentation.

RESOLVED

1. That the Road Safety Partnership Annual report be received and that the comments raised by the Committee be noted.
2. That the work being undertaken by the Road Safety Partnership to reduce the number of people killed and injured on county road be endorsed.

114 PUBLIC PROTECTION AND COMMUNITIES SCRUTINY COMMITTEE WORK PROGRAMME

The Chairman invited Kiara Chatziioannou, Scrutiny Officer, to present the report, which invited the Committee to review the work programme as detailed on pages 100 and 101 of the report pack and to highlight any additional scrutiny activity to be included for consideration in the work programme.

Appendix A to the report provided the Committee with an extract from the Executive Forward Plan relating to the Public Protection and Communities Scrutiny Committee.

The Committee was advised that the item Adult Education and Community Development, was now being considered by the Environment and Economy Scrutiny Committee, as it was felt that it fitted in better within the remit of the Committee. Any members wishing to hear the debate on this item were invited to attend to observe the Environment and Economy Scrutiny Committee meeting, details of which would be circulated to members of the Committee

During consideration of the report, a request was made for a report to be included on a future agenda regarding the support being provided for Ukrainian refugees.

RESOLVED

That the work programme as set out on pages 100 and 101 of the report pack be received, subject to the inclusion of a future agenda item being added regarding the support being provided to Ukrainian refugees.

The meeting of the Public Protection and Communities Scrutiny Committee ended at 12:16pm.

115 ANNUAL REVIEW OF PREVENT

SITTING AS THE CRIME AND DISORDER SCRUTINY COMMITTEE

The Chairman invited Sara Barry, Head of Safer Communities, to remotely present the item, which provided a summary of Prevent activity in Lincolnshire during 2021/22. Paul Drury, Prevent Officer was also present remotely, to provide support for this item.

The Head of Safer Communities took the opportunity to extend her thanks to Paul for all his work in his role as Prevent Officer with the council and wished him well in his future retirement.

In guiding the Committee through the report mention was made to:

- the continuing threats from terrorism in the UK;
- the Council's role in delivering Prevent;
- the three objectives of Prevent;
- the Lincolnshire Prevent;
- the Channel Panel, a key element of Prevent delivery, a multi-agency approach to provide support at an early stage to those identified as being vulnerable to being drawn into any form of terrorism or supporting terrorist organisations; and

- Community engagement, the Committee noted that work carried out across the county included working with third sector organisations to support a wide range of projects, working with schools, families in local communities to build up an awareness of the risks of radicalization; and national development.

The Committee was advised that the Local Authority was required to ensure that all staff were appropriately trained to be able to recognize radicalization, extremism and vulnerability. Details of the training provided, and attendance figures were shown within the report presented.

During consideration of the report, the Committee raised some of the following comments:

- Some concern was raised about extreme right-wing influences on school age children (reference Page 109 of the report). The Committee was reassured that when work was done with young people across the communities and that all forms of extremism were covered. It was highlighted that when training was provided to schools it was aimed for teachers, as they were the prime source of observation amongst the children;
- Women's engagement events – It was noted that three events had been held prior to Covid-19; and now that restrictions were lifting events were re-starting again and events were planned at Grantham, Skegness and Stamford and a families' event at RAF Scampton, a first for the council working with the armed forces. It was also highlighted that officers worked with parish councils and village hall committees to raise awareness of the work being undertaken regarding Prevent. It was agreed that dates of the forthcoming events would be shared with the Committee; and
- Thanks were extended to the excellent Prevent training session provided by Paul for councillors. Mention was also made to the role of councillors in their communities in delivering the Prevent message. It was also highlighted that all councillors should have the opportunity to attend Prevent training.

The Chairman on behalf of the Committee extended his thanks to officers for the presentation; and best wishes were also extended to Paul in his retirement.

RESOLVED

That the Annual Review of Prevent be received and that the comment raised by the Committee be noted.

The meeting closed at 12.39 pm.

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Open Report on behalf of Lee Sirdifield, Assistant Director - Corporate

Report to:	Public Protection and Communities Scrutiny Committee
Date:	19 April 2022
Subject:	Volunteering in Lincolnshire

Summary:

This report provides an update from Voluntary Centre Services and Lincolnshire CVS about the role, impact, and future developments in volunteering across Lincolnshire. It provides insight from recent engagement work with volunteers, along with setting out recommendations for future areas of focus.

Actions Required:

Members of the Public Protection and Communities Scrutiny Committee are invited to review and comment on the information contained in this report and highlight any recommendations or further actions for consideration.

1. Background

- 1.1 Voluntary Centre Services (VCS) and Lincolnshire CVS (LCVS) are the county's two generic infrastructure organisations, providing a range of support to community and voluntary sector organisations including the co-ordination and development of volunteering through district based and nationally accredited volunteer centres.
- 1.2 The community strategy for Lincolnshire County Council places a focus on volunteering, recognising the valuable contributions that volunteers make to Lincolnshire. The strategy sets out ambitions to utilise volunteering to support people to take the first steps into employment, gain the confidence and experience that they need to thrive, or to enable individuals to give something back to their community. This report provides an update on work completed to improve the access and delivery of volunteering opportunities across Lincolnshire.

Volunteering and the Covid-19 Pandemic

- 1.3 Volunteering has been at the forefront of the Covid-19 recovery, and the crisis continues to demonstrate the importance of volunteering and the community spirit that exists within communities. The aim of VCS/LCVS has been to help both organisations and members of the public wishing to volunteer by offering safe, practical advice and guidance; to minimise the spread of coronavirus and keep volunteers safe.
- 1.4 Covid-19 Emergency Response - During the early part of the pandemic and throughout the various phases of restrictions over the last two years, VCS/LCVS have worked locally with the LRF Communities and Volunteering Co-ordination Cell and District Hubs to create pathways for brokering volunteers into local and national opportunities. These include the NHS Volunteer Responders Scheme, British Red Cross Emergency Reserves, volunteer telephone befrienders, foodbanks and local neighbourhood and village-based volunteer groups.
- 1.5 Over the last two years with Covid-19 restrictions, VCS/LCVS have supported over 3,000 people to volunteer locally in a variety of roles from the initial emergency response to the vaccination programme and traditional volunteering roles.

Covid-19 Vaccination Programme

- 1.6 As Volunteer Centres, VCS/LCVS took the lead in supporting GP Practices and Primary Care Networks (PCNs) with recruiting volunteers for the various hubs and vaccinations sites that have delivered the Covid-19 vaccinations. They took on this role in partnership with the LRF Communities and Volunteering Cell and the Voluntary Engagement Team (VET). This also included being part of the LRF Expert Reference Group to support PCNs and test their plans for rolling out vaccination sites.
- 1.7 Alongside the direct recruitment and brokerage of individual volunteers, VCS/LCVS also provided support to the PCNs to help induct, manage, and support volunteers. Since the start of the vaccination programme in January 2021, VCS/LCVS have recruited over 550 volunteers who have been supporting the vaccination programme and have volunteered on a regular basis across seven vaccination centres in the County.

The Lincolnshire Legacy

- 1.8 VCS/LCVS are working alongside colleagues within the Lincolnshire Resilience Forum (LRF) and the Voluntary Engagement Team (VET) to develop a long-term approach to supporting volunteers to help in emergency situations. The Lincolnshire Volunteers Programme will build upon and harness the momentum that has developed around volunteering, creating a lasting legacy for Lincolnshire. The programme will provide a robust level of coordination, training, and ongoing support for volunteers, whilst enabling the development of a range of new volunteering opportunities, utilising digital technologies, including:
 - Volunteering in response to emergency situations (through the LRF)
 - Volunteering at one off events and activities
 - Volunteering to support vulnerable individuals and communities

- 1.9 The programme will also provide Lincolnshire organisations with a simple and effective recruitment and deployment process to enable a flexible team of volunteers to react swiftly and at scale to local situations.

Traditional Volunteering

- 1.10 With groups pausing their services, charity shops unable to operate and the usual face to face roles stopping, Lincolnshire saw a decline in active traditional volunteering opportunities available in communities throughout the pandemic. In 2020 there were fewer than 50 active opportunities on VCS/LCVS systems that were actively recruiting volunteers; mostly that were specific to the pandemic, such as Vaccine Clinic support, NHS Responders and grass roots community groups offering localised support to pockets of communities.
- 1.11 As Covid restrictions have continued to ease in the last year or so, VCS/LCVS have seen an increase in the need for volunteers in more traditional roles. In comparison to two years ago, there are now over 300 active roles on VCS/LCVS systems, with more being added daily. Not only are the traditional roles returning, but there are also new roles being registered by both new and existing organisations. There also continues to be an increase in the number of groups advertising for new trustees.

Volunteering Annual Survey (February-March 2022)

- 1.12 The recent volunteering annual survey, completed by 162 people, aimed to understand how the Covid-19 pandemic has impacted on volunteering habits across Lincolnshire and identify volunteer motivations, barriers to volunteering, and any volunteer support needs. The key findings of the survey are detailed below.

1.13 Length of time volunteering

The survey asked respondents to provide details of the length of time that they have been volunteering for, along with whether they are actively engaged in volunteering at the moment.

- 47% of respondents have been volunteering for over three years.
- 13% of respondents have been volunteering for less than one year.
- 17% (27 people) are not currently volunteering but have in the past.
- 10% (16 people) are considering becoming a volunteer in the future.

1.14 Barriers and obstacles to volunteering

The survey also asked a series of questions to establish potential barriers and obstacles that may prevent or make it difficult for individuals to participate in volunteering opportunities.

- 36% of people indicated that they had faced obstacles or barriers that had made it difficult or prevented them from volunteering over the past twelve months.
- The main barriers were Covid-19 restrictions and having to isolate due to health conditions or family members health conditions.
- Other obstacles included challenges with travel and rural isolation, work commitments and difficulties accessing Covid-19 volunteering due to a disability.

- Respondents also indicated that their 'usual' volunteering opportunities were not available as groups and services had closed or scaled back their services and activities.

1.15 Did the Covid-19 pandemic encourage or discourage volunteering?

Throughout the pandemic the level of volunteering was closely monitored and as Lincolnshire entered recovery, attention was given to whether volunteers returned to posts, or whether the pandemic had changed individual preferences.

- 63% of people indicated that their views on volunteering had not changed as a result of the Covid-19 pandemic.
- 22% (35 people) were encouraged to volunteer during the pandemic.
- 15% (25 people) were discouraged to volunteer during the pandemic.

1.16 Supporting emergency volunteering within the future

Lincolnshire saw a positive response to the Covid-19 emergency. The volunteering annual survey asked respondents to comment on whether they would be interested in engaging in any future emergency response activities.

- 58% of people indicated that they would be interested in get involved in Lincolnshire's emergency-response efforts in the future.

1.17 Volunteering habits

The survey also asked respondents to comment on how frequently they volunteer.

- 54% of people indicated that they were engaged in 'regular' volunteering.
- 7% of people indicated that they were engaged in 'ad-hoc' volunteering.
- A further 10% of people indicated that they were engaged in 'regular' and 'ad-hoc' volunteering.
- 29% of people are not currently volunteering.

1.18 Volunteering hours

Respondents were asked to provide information on the number of hours that they volunteer for each month.

- 17% of people indicated that they volunteer for over 30 hours per month.
- 29% of people indicated that they volunteer between 16 and 30 hours per month.
- 43% of people indicated that they volunteer between 5 and 15 hours per month.
- 11% of people indicated that they volunteer less than 5 hours per month.

1.19 Volunteering prior to the pandemic

To further explore the impact of the pandemic, respondents were asked to comment on whether they were still volunteering now with the same organisation that they were prior to the pandemic.

- 81% of people are still volunteering for the same organisation they were prior to the pandemic.
- 11% of people are no longer volunteering for the same organisation they were prior to the pandemic.
- 8% of people were not volunteering prior to the pandemic.

1.20 Interest in new volunteering roles

Given the increase in volunteering opportunities that are now being presented, respondents were asked to indicate whether they would be interested in taking on new volunteering roles.

- 38% of people are interested in getting involved in volunteering or taking up new volunteering roles.

1.21 Volunteering support requirements

It is recognised that some volunteers require support to access opportunities and to perform effectively in a volunteering role. Respondents were asked for views on the support arrangements that they required.

- 23% of people indicated that they would like support to find new volunteering opportunities.
- 19% of people would like to access additional training.
- 19% of people would like general advice about volunteering.

1.22 Volunteer motivations

Respondents were asked to provide further insight into why they volunteer. This information could help to inform any future campaigns to attract new volunteers within Lincolnshire. There is a notable alignment to the volunteering ambitions set out in the community strategy.

- 85 people indicated that they volunteer 'to make a difference'.
- 59 people indicated that they volunteer 'because they are passionate about a particular cause or organisation'.
- 23 people indicated that they volunteer 'to gain/develop new skills'.
- 22 people indicated that they volunteer 'to build confidence'.
- 8 people indicated that they volunteer 'to help get back into paid work'.

1.23 Making volunteering easier

The survey asked respondents to tell us how they thought that access to volunteering could be made easier. Respondents suggested the following ideas that might help people to start volunteering:

- Volunteer drop-in clinics/sessions
- Volunteering taster days
- Greater promotion and awareness of a central bank of volunteering opportunities
- Training and mentoring support
- Support to improve confidence

- Better public transport
- Less red tape and need for insurance, DBS checks, etc
- Less paperwork / simpler application processes
- More time/hours in the day

1.24 Priority areas for Volunteer Centres during 2022-23:

To help to ensure an appropriate focus for volunteer centres, a number of priority areas have been identified. These include:

- Recruiting volunteers for 'traditional' volunteering roles.
- Supporting organisations to develop new and innovative volunteering opportunities.
- Supporting volunteers with additional support needs to access volunteering opportunities.
- Supporting volunteer host organisations to develop best practice in supporting their volunteers.
- Provide a range of training opportunities for volunteers to develop their skills and knowledge.
- Supporting delivery of the Lincolnshire Volunteer's programme.
- Supporting employers to enable their staff to volunteer through Employer Supported Volunteering (ESV).
- Raise awareness and support volunteers to access one off or Micro-volunteering opportunities.
- Increase access to volunteering opportunities and raise awareness of volunteering in Lincolnshire.

2. Conclusion

- 2.1 The survey provides useful insight into the views of those volunteering within Lincolnshire. This will be used to help support enhancements to the services offered by VCS/LCVS, and to deliver the ambitions of the community strategy in terms of supporting access to different types of volunteering activity.

3. Consultation

The report presents the finding of an engagement exercise that VCS/LCVS ran in February and March 2022.

4. Appendices

None

5. Background Papers

No background papers within Section 100D of the Local Government Act 1972 were used in the preparation of this report.

This report was written by Ben Rollett (Voluntary Centre Services) who can be contacted on 01522 551683 or by e-mail at ben@voluntarycentreservices.org.uk.



Open Report on behalf of Glen Garrod, Executive Director of Adult Care and Community Wellbeing

Report to:	Public Protection and Communities Scrutiny Committee
Date:	19 April 2022
Subject:	Avian Influenza Outbreaks in Lincolnshire 2021-22

Summary:

This report provides a review of the response to the avian influenza outbreak in Lincolnshire during 2021-22 by the Safer Communities-Trading Standards Service.

Actions Required:

Members of the Committee are invited to consider and comment on the contents of this report.

1. Background

1.1 What is Avian Influenza?

Avian Influenza (AI) is a notifiable disease. Notifiable diseases are diseases affecting animals or birds that place a legal obligation to notify the Animal and Plant Health Agency when you suspect livestock or poultry are affected.

There are 2 types of AI. Highly pathogenic avian influenza (HPAI) is the most serious and often proves to be fatal in birds. Clinical signs can include any combination of the following:

- sudden and rapid increase in the number of birds found dead
- several birds affected in the same shed or air space
- swollen head
- closed and excessively watery eyes
- lethargy and depression
- recumbency and unresponsiveness
- incoordination and loss of balance
- head and body tremoring
- drooping of the wings and/or dragging of legs
- twisting of the head and neck
- swelling and blue discolouration of comb and wattles
- haemorrhages on shanks of the legs and under the skin of the neck

- loss of appetite or marked decrease in feed consumption
- sudden increase or decrease in water consumption
- respiratory distress such as gaping (mouth breathing), nasal snicking (coughing sound), sneezing, gurgling or rattling
- fever or noticeable increase in body temperature
- discoloured or loose watery droppings
- cessation or marked reduction in egg production

Low pathogenic avian influenza (LPAI) is less serious, and the clinical signs of infection may be less clear. It can cause mild respiratory problems and a reduction in egg production.

4 Strains that have caused concern in recent years are:

- H5N1 since 1997
- H7N9 since 2013
- H5N6 since 2014
- H5N8 since 2016

1.2 How is Avian Influenza Spread?

AI is spread from bird to bird by direct contact or through contact with contaminated bodily fluids, faeces, feed, water or dirty vehicles, clothing or footwear. It is not an airborne virus. It mutates frequently creating new strains.

For keepers of poultry or captive birds, good biosecurity and separation from wild birds are the most effective measures to reduce the risk of infection.

1.3 What happens if Avian Influenza is suspected?



If avian flu is suspected at a premise, it must be reported to the DEFRA Rural Services Helpline on 03000 200 301. Failure to do so is a criminal offence.

Animal and Plant Health Agency (APHA) vets will investigate; this usually entails visiting the premises to carry out an enquiry. Initially temporary restrictions may be applied to the premises where disease is suspected by the APHA duty vet. These restrictions will remain in place until the APHA veterinary inspector arrives. These restrictions are put in place to minimize the risk of spreading disease.

If the APHA veterinary inspector suspects avian influenza is present, they will take samples for testing.

The APHA Vet will put restrictions on the premises. Usually this will stop the movement of animals susceptible to the disease on or off the premises. It will also include stopping the movement of anything that can transmit disease, like meat products, equipment or vehicles.

Restrictions remain in place until the investigation is complete and avian influenza is ruled out.

Compensation payments are made where birds are culled following an outbreak of AI. Compensation is not payable as a result of consequential losses or arising from having to comply with the requirements of a disease control zone.

1.4 What Happens when Avian Influenza is Confirmed?

When AI is suspected or confirmed disease control zones are put in place around the infected premises. A range of restrictions on the movement of poultry and material associated with their keeping can be applied. Definitive requirements are set out in a published declaration for each disease control zone. A 3Km protection zone and a 10Km surveillance zone is established around the premise.

An example of the measures in place in a protection zone is attached as appendix 1 and in a surveillance zone as appendix 2.

All birds kept on the premise are normally culled. The carcasses are then removed under licence and the infected premises is subjected to a deep cleansing and disinfection. Premise restrictions will only be lifted when the APHA veterinary inspector is satisfied that this work has been completed to a satisfactory standard.

APHA inspectors will review the location of birds within the protection zone and undertake further testing to ensure that no other kept birds are affected. When this is completed the disease control zone will be removed.

2. The National Picture

2.1 Avian Influenza Prevention Zone

An Avian Influenza Prevention Zone (AIPZ) came into force across Great Britain on the 3rd of November 2021 and was extended to include compulsory housing measures across the United Kingdom on 29th November 2021. The effect of these measures was to establish a

legal requirement for all bird keepers, including commercial and backyard flocks and pet birds, to keep birds indoors and follow biosecurity provisions to minimise the risk of infection.

The APIZ required bird keepers to:

- House or net birds to keep them separate from wild birds
- Cleanse and disinfect clothing, footwear, equipment and vehicles before and after contact
- Reduce the movement of people, vehicles and equipment to and from areas where birds are kept
- Thoroughly cleanse and disinfect housing on an ongoing basis
- Keep fresh, correctly concentrated disinfectant at all farm and bird housing entry and exit points
- Minimise direct and indirect contact between poultry and captive birds and wild birds including ensuring feed and water is not accessible to wild birds.
- AI controls, including these APIZ and housing measures are enforced by the Local Authority Animal Health Function. In Lincolnshire enforcement is undertaken by the Safer Communities-Trading Standards Service.

2.2 Cases in the UK

At the time of writing 83 cases of AI have been confirmed in England. There are 2 further cases centred around premises in Wales and 2 in Scotland where the disease control zones extend into England. There have been 6 cases confirmed in Scotland, 5 in Wales and 6 in Northern Ireland.

All areas of the UK are at risk of AI in wild birds. However, APHA have identified “Higher Risk Areas” linked to areas where wild birds, particularly gulls and wild waterfowl, gather such as lakes, marshes or estuaries. Appendix 3 is a map showing the higher risk areas in Lincolnshire and neighbouring authorities. These areas are designated high risk based on previous AI outbreaks, and scientific and veterinary opinion that indicates migratory wild waterfowl (ducks, geese and swans) and gulls pose a continual threat of introducing AI into premises where poultry, pet or captive birds are kept.

3. The Regulatory Framework

3.1 Legislation

Legislation governing measures to minimize the potential for initial infection, manage biosecurity, and to respond once the presence of disease is confirmed is made under the Animal Health Act 1981 and is made up of the following orders and regulations:

- The Avian Influenza and Influenza of Avian Origin in Mammals (England) (No.2) Order 2006
- The Avian Influenza (H5N1 in Poultry) (England) Order 2006
- The Avian Influenza (H5N1 in Wild Birds) (England) Order 2006
- The Avian Influenza (Preventive Measures) (England) Regulations 2006
- Avian Influenza Prevention Zone

4. The Outbreak in Lincolnshire

4.1 Premises Affected

Between the 11th of December 2021 and 9th of January 2022 there were 15 confirmed cases in Lincolnshire. Appendix 4 sets out in table form the Local Authorities affected in England and the number of cases. Lincolnshire has been the worst affected local authority nationally. A further 4 suspect cases were negated.

All infected premises were in East Lindsey, predominantly clustered around the Alford area where there were 10 confirmed cases. Smaller outbreaks affected 2 premises near Louth and 2 near North Somercotes with a further case being confirmed close to Mablethorpe. Most premises affected were commercial poultry units with only 1 case confirmed in a backyard flock. Appendix 5 is a map showing the locations of the infected premises in Lincolnshire and associated 3Km protection zones.

Approximately 1.2 million birds have either died as a result of infection or have been culled as part of the response in Lincolnshire alone.

4.2 The Role of Trading Standards

APHA lead the response to all confirmed cases of notifiable animal disease including AI. The Trading Standards Service role is to support APHA at a local level and to carry out any enforcement of the regulatory framework should the need arise.

Primarily this involves providing advice and guidance to both the farming community and to members of the public regarding the control measures in place. Enforcement action is usually limited to responding to complaints about birds that have not been housed or poor biosecurity. In the first instance Trading Standards will offer advice and guidance in writing with inspections being undertaken if there is repeated noncompliance or we are unable to establish the identity of the person responsible for the birds in question.

In addition, Trading Standards may be called upon to serve statutory notices or issue licences if requested to do so by APHA. This has not been necessary during the current response.

Enforcement action for failing to comply with the conditions of a licence issued by APHA would also be undertaken by Trading Standards Officers if this were reported by APHA Inspectors.

When a case of AI is confirmed at a premise Trading Standards Officers are asked to undertake foot patrols within the 3Km protection zone. Each zone is broken down into approximately 40 1Km square tiles. An example of this can be seen in appendix 6.

Officers are required to visit all premises and fields within each tile to identify and record the location of all stock that is susceptible to AI and any livestock. In built up areas this may be reduced to visiting to every other or every few properties. The information gathered is then passed back to APHA who use it to determine where clinical testing should be undertaken within the zone.

4.3 Responding to the Current Outbreak

The Trading Standards Service identified that there was an increase in the number of confirmed incidents of AI early in the national outbreak and took steps to prepare for an outbreak in Lincolnshire.

The Lead Officer for animal health and welfare recorded a training video and produced a presentation that all Trading Standards Officers were asked to view to familiarise themselves with their role and responsibilities in the event of AI being confirmed in the County.

The Service undertook a stocktake of equipment and documentation required to respond to an outbreak. This included ensuring Officers had access to PPE and lateral flow tests to ensure that the service was operating in a COVID safe way to minimise the risk to colleagues and members of the public.

Since the introduction of the National Avian Influenza Prevention Zone the Trading Standards Service has regularly issued communications through the media and our social media accounts promoting the need to house birds and take measures to ensure biosecurity.

AI in Lincolnshire was covered widely in local and national press, with Lincolnshire Trading Standards' advice and role featuring on:

- BBC (online, Radio Lincolnshire, Look North)
- The Lincolnite
- Lincolnshire Echo
- Grimsby Telegraph
- Louth Leader
- Skegness Standard
- Norfolk Live
- Leicestershire Live
- Chartered Trading Standards Institute press hub

Between the end of November 2021 and the end of February 2022 posts on the Trading Standards Facebook page regarding AI reached 43,985 people, a 78% increase on the previous 3 months. One post reached more than 8,000 people alone.

The Trading Standards Twitter account reached 34,800 people in December, 54,000 in January and 19,200 in February. This is comparable our average reach of 20-30,000 per month except for January which saw a significant increase.

The Trading Standards Service has responded to 63 complaints and enquiries regarding the housing of birds since the national restrictions were introduced.

During the current outbreak Trading Standards Officers have undertaken foot patrols in all the areas shaded yellow on the map of Lincolnshire outbreaks and associated 3Km protection zones (Appendix 5). The foot patrols were undertaken between 16th and 23rd Dec 2021 and 4th and 22nd Jan 2022. Due to the overlap in the protection zones the area covered equated to 293Km². This represents just under half of the potential 600Km² had each zone appeared in isolation.

Trading Standards Officers closed a small number of footpaths where they ran close to infected premises to minimise the risk of walkers or their pets inadvertently picking up and spreading disease.

Although not normally a role undertaken by Trading Standards Officers attended the culling of a backyard flock to offer support to the owner of the birds.

4.4 Other LCC Services & Partners

Several other LCC Services have assisted in the response to the AI outbreaks and the Trading Standards Service would like to offer their thanks for this support.

Emergency planning have utilized the mapping capability through Resilience Direct to plot the location of each outbreak together with the 3Km and 10Km protection and surveillance zones. This has allowed the Trading Standards Service to produce its own maps for the protection zone tiles which was invaluable as APHA were experiencing delays in producing their maps for us due to the sheer scale of the national outbreak. Waiting for their maps would have delayed the Trading Standards response by days if not weeks.

The Emergency Planning Team were also liaising with Public Health England and Public Health Colleagues to ensure that employees working in infected premises had access to antiviral medication.

LCC Communications Team liaised with APHA on direct communications as well as issuing updates on behalf of Trading Standards through local press, the LCC website and both LCC and Trading Standards social media accounts.

Lincolnshire Fire and Rescue made available the Fire Stations at Alford and North Somercotes for Trading Standards. In previous outbreaks APHA have had a forward operating base at Ceres House located on Nettleham Road in Lincoln. This was not available during this outbreak. The availability of this accommodation at short notice and close to the zones was greatly appreciated and secured savings in terms of the time taken to complete the patrols and the mileage travelled by Trading Standards Officers.

Lincolnshire Highways ordered replacement road signs and ensured that they were placed at appropriate points on main roads entering the surveillance zones around the County. They also provided Trading Standards Officers with accommodation to use as a base of operations at Manby whilst the foot patrols were undertaken in the Louth area.

Business Support were able to provide staff to assist with foot patrols.

Lincolnshire Police assisted with communications which included use of their wide screen billboard van that was brought into the protection zone to promote the work being undertaken by Trading Standards Officers carrying out foot patrols.

Police response officers also accompanied our officers on revisits where residents believed to be keeping birds had not been cooperative.

5. Trade, import and export issues

5.1 World Animal Health Organisation (OIE) Disease Freedom

Following the initial confirmation of the presence of disease, the UK is no longer free from avian influenza under the World Organisation for Animal Health (OIE) rules. As a result, some restrictions are placed on exports of affected commodities to third countries. Trade in poultry and poultry related products with third countries that do not require whole UK avian influenza country freedom may continue on the basis of the conditions included the export health certificates, unless otherwise notified by the importing country.

Agreed export health certificates between the UK and importing countries are considered and issued on a case-by-case basis and can be certified by an Official Veterinarian only if the consignment meets the requirements set out in the export health certificates in full.

5.2 Exports to the EU

Exports from Great Britain to the EU of live poultry or poultry products are not permitted from disease control zones. There are no restrictions on exports to the EU from outside the disease control zones.

To avoid disruption to trade, the European Commission has requested that EU countries consider continuing to accept certified poultry and poultry products from the UK, if they originate outside the restricted areas.

EU trade relies on strict certification for movement of live poultry, day old chicks and hatching eggs. Products such as poultry meat, table eggs and poultry products are not subject to certification within the EU.

6. Conclusion

At the time of writing the 15 disease control zones in Lincolnshire have just been lifted. One partial zone remains, centred around an outbreak in North Lincolnshire (near to Brigg). Any outbreak of avian influenza has significant consequences. Unaffected farms may be unable to export or find their operating practices disrupted due to restrictions placed upon them.

It is estimated that the costs to the Trading Standards Service from the response exceed £10,000 arising from additional mileage travelled and additional hours pay. The service has lost in the region of 210 officer days from front line service delivery. This has resulted in delays to programmed inspection work and on-going investigations which we are working to recover.

With 1.2 million birds affected there will be significant compensation payments made to the owners. These payments, taken from central government funds, will run into several million pounds in Lincolnshire alone.

The whole of the Trading Standards Service was involved in our response. Those not directly involved with undertaking foot patrols or returning information gathered to APHA were providing a skeleton service to ensure that incoming complaints and enquiries were

reviewed and acted upon where necessary. Other routine work was suspended while the service completed the work assigned to us as quickly and efficiently as possible.

The Trading Standards Service has reviewed the response and sought feedback from the officers involved. This information will be used to help prepare for future outbreaks.

This will include:

- Providing refresh training in October before potential outbreaks are anticipated with a focus on documentation
- Completing an audit of PPE and resources to ensure we have adequate stocks
- Ensure all staff have access to What3Words which was invaluable for locating livestock and premises where birds were kept
- Ensure that all documentation provides contact details for Trading Standards rather than the APHA hotline to reduce the number of revisits required when no one was home.
- Looking at the use of mobile technology to complete forms rather than carrying several paper versions.
- Review Business Continuity plans to ensure that we can respond over the weekend if there are IT problems.

7. Consultation

a) Risks and Impact Analysis

Not Applicable.

8. Appendices

These are listed below and attached at the back of the report	
Appendix A	Protection Zone
Appendix B	Surveillance Zone
Appendix C	Higher Risk Areas in Lincolnshire and Neighbouring Authorities
Appendix D	Number of Confirmed Cases in English Local Authorities
Appendix E	Map of Lincolnshire Outbreaks and Associated 3Km Protection Zones
Appendix F	Example of a Protection Zone with Foot Patrol Tiles

9. Background Papers

No background papers within Section 100D of the Local Government Act 1972 were used in the preparation of this report.

This report was written by Mark Keal, Trading Standards Manager, who can be contacted on 01522 550820 or mark.keal@lincolnshire.gov.uk.

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Protection Zone

The Protection Zone comprises that part of England contained within a circle of radius 3 kilometres around the infected premise.

The Measures in a Protection Zone

Record of visitors

- 1) Subject to paragraph 5, the occupier of any premises in the zone where poultry or other captive birds are kept must make records of—
 - (a) the name and address of any person visiting the premises (unless the visit is only to a part of the premises where people live and where no poultry or other captive birds are kept);
 - (b) the date of the visit;
 - (c) whether the person had any contact with poultry or other captive birds on the premises.

Record of poultry

- 2) The occupier of any premises in the zone must make a record of all poultry entering or leaving those premises as soon as reasonably practicable after the movement.

Record of poultry and egg movements

- 3) Subject to paragraph 5, any person who is engaged in the transport or marketing of poultry or poultry eggs in the zone must make a record as soon as reasonably practicable of all poultry and poultry eggs transported or marketed by him.

Poultry movements to be recorded

- 4) The records referred to in paragraphs 2 and 3 above must include—
 - (a) the quantity and description (including species of poultry or type of egg) transported or marketed;
 - (b) in the case of a movement from premises in the zone—
 - (i) the date of the movement off the premises;
 - (ii) the premises of destination (if known);
 - (iii) the name and address of the person to whom ownership or possession is being or has been transferred;
 - (c) in the case of a movement on to premises in the zone—
 - (i) the date of the movement;
 - (ii) the premises from which the movement originated (if known);

(iii) the name and address of the person from whom ownership or possession is being or has been transferred;

(d) in the case of marketing without an associated movement, the identity and address of the person to whom and the date on which ownership was transferred.

Scope of record keeping duties

5) Paragraphs 1 and 3 do not apply in respect of—

(a) a movement of eggs direct to retail premises, at or from such premises or subsequent to such a movement;

(b) the movement of people to zoos, wildlife parks or (unless required by the Secretary of State) any other premises open to the public, provided the public has no access to any area where birds are kept;

(c) the movement of the following onto any premises where poultry or other captive birds are kept—

(i) any person on a public right of way or exercising a right of access to the premises;

(ii) trespassers;

(iii) any person executing this Order.

Isolation of poultry and other captive birds

6) The occupier of premises in the zone where poultry or other captive birds are kept must ensure that they are—

(a) housed; or

(b) kept isolated (if so directed by a veterinary inspector on the basis that housing is impractical or would adversely affect the birds' welfare to a significant degree).

Measures where birds not housed

7) If birds are kept isolated but not housed, the occupier must—

(a) ensure that they have no contact with poultry or other captive birds on other premises; and

(b) take all reasonable steps to minimise their contact with wild birds, in accordance with a veterinary inspector's instructions.

Restrictions on the movement of poultry, other captive birds and mammals onto and off premises

8) (1) Subject to sub-paragraph 2), no person shall move poultry, other captive birds or mammals from or to premises in the zone where poultry or other captive birds are kept, unless the movement is licensed by a veterinary inspector or by an inspector under the direction of a veterinary inspector.

(2) Sub-paragraph (1) does not apply to pet animals which—

(a) only have access to that part of the premises where people live;

(b) have no contact with poultry or other captive birds on the premises; and

(c) have no access to any cages or areas on the premises where poultry or other captive birds are kept.

Disposal of carcasses

9) The occupier must ensure that all carcasses not seized or disposed of by a veterinary inspector are disposed of in accordance with a veterinary inspector's instructions (unless he licenses their use for diagnosis of disease).

Biosecurity measures

10) The occupier and any person entering or leaving premises in the zone where poultry, other captive birds or eggs are kept must—

(a) take such biosecurity measures as he considers necessary to reduce the risk of the spread of avian influenza to or from the premises; and

(b) comply with any biosecurity requirements which a veterinary inspector or an inspector under the direction of a veterinary inspector, by notice to him, imposes.

Litter, poultry manure and slurry

11) No person shall remove from premises in the zone or spread used poultry litter, poultry manure or poultry slurry unless licensed by a veterinary inspector or by an inspector under the direction of a veterinary inspector.

Gatherings of poultry

12) No person shall permit any poultry or other captive birds to be collected together at any fair, market, show, exhibition or other gathering in the zone.

Release of game

13) No person shall release game birds in the zone.

Restrictions on the movement of poultry, eggs, poultry meat and carcasses

14) No person shall move any poultry, eggs, poultry meat or carcasses within or out of the zone unless the movement is—

(a) set out in paragraph 16 and is—

(i) direct; and

(ii) licensed by a veterinary inspector or by an inspector under the direction of a veterinary inspector;

(b) of table eggs direct to wholesale or retail premises, or subsequent to such a movement; or

(c) within the same premises.

Transport by road and rail

15) Poultry and eggs may be transported through the zone on a major highway or railway if no stop is made within the zone.

Movements which may be licensed by a veterinary inspector or by an inspector under his direction

16) The movements referred to in paragraph 14(a) are movements of the following—

- (a) poultry from premises in the zone for immediate slaughter at a designated slaughterhouse (if the requirements of paragraph 17 are met);
- (b) poultry meat (if the requirements of paragraph 18 are met);
- (c) poultry to a designated slaughterhouse in the zone from premises outside the zone (if the requirements of paragraph 19 are met);
- (d) day-old chicks hatched from eggs produced in the zone or from eggs which came into contact with such eggs (if the requirements of paragraph 20 are met);
- (e) day-old chicks hatched from eggs originating outside the protection zone kept separate from eggs produced in such a zone (if the requirements of paragraph 21 are met);
- (f) ready-to-lay poultry to premises or part of premises where no poultry are kept (if the requirements of paragraph 22 are met);
- (g) hatching eggs from outside the zone to a designated hatchery in the zone or to designated premises for use for scientific, diagnostic or pharmaceutical purposes;
- (h) hatching eggs from the zone—
 - (i) to a designated hatchery; or
 - (ii) to designated premises for use for scientific, diagnostic or pharmaceutical Purposes (if, in both cases, the requirements of paragraph 23 are met);
 - (i) eggs to a designated egg packing centre (if the requirements of paragraph 24 are met);
 - (j) eggs to an egg processing plant;
 - (k) eggs for disposal;
 - (l) carcasses for disposal or diagnosis.

Requirements for the movement of poultry from premises in the zone to a designated slaughterhouse

17) Poultry must not be moved to a designated slaughterhouse unless the following requirements are met—

- (a) a veterinary inspector must have examined poultry at the premises no more than 24 hours before they leave the premises; and
- (b) the poultry are transported in vehicles sealed by a veterinary inspector or in accordance with his instructions.

Requirements for the movement of poultry meat from poultry sent to a designated slaughterhouse from premises within the zone

18) Poultry meat from poultry within the zone must not be moved from a designated slaughterhouse unless it meets the requirements of article 63(2) of the Order.

Requirements for the movement of poultry to a designated slaughterhouse within the zone from premises outside the zone

19) Poultry from premises outside the zone must not be moved to a designated slaughterhouse in the zone unless the poultry are kept separate from poultry originating within the zone.

Requirements for the movement of day-old chicks hatched from eggs produced in the zone or from eggs which had contact with such eggs

20) Day-old chicks hatched from eggs produced in the zone or from eggs which had contact with such eggs must not be moved unless they are transported in vehicles sealed by a veterinary inspector or in accordance with his instructions.

Requirements for the movement of day-old chicks hatched from eggs originating outside the zone

21) Day-old chicks from eggs originating outside the protection zone must not be moved unless the hatchery within the protection zone is operated in such a way that those eggs do not come into contact with eggs or day-old chicks from within the zone.

Requirements for the movement of ready-to-lay poultry

22) Ready-to-lay poultry must not be moved from premises within the zone unless—

- (a) poultry and other captive birds at the premises have been examined by a veterinary inspector; and
- (b) the ready-to-lay poultry are transported in vehicles sealed by the veterinary inspector or in accordance with his instructions.

Requirements for the movement of hatching eggs from the zone to a designated hatchery or to designated premises for use for scientific, diagnostic or pharmaceutical purposes

23) Hatching eggs must not be moved from the zone to a designated hatchery, or to designated premises for use for scientific, diagnostic or pharmaceutical purposes unless—

- (a) a veterinary inspector has confirmed that he does not suspect avian influenza in the flocks from which the eggs derive;
- (b) the eggs and their packaging are disinfected before dispatch; and
- (c) the eggs are transported in vehicles sealed by a veterinary inspector or in accordance with his instructions.

Requirements for the movement of eggs to an egg packing centre

24) Eggs must not be moved to a designated egg packing centre unless—

- (a) they are packed in disposable packaging; and
- (b) any person transporting the eggs complies with any biosecurity requirements laid down by a veterinary inspector, by notice or by licence condition.

Requirements at slaughterhouses

25) The occupier of a slaughterhouse to which poultry from the zone is sent must

ensure that the requirements of article 63 of the Order are met.

Requirements for poultry meat from the zone

26) Poultry meat in the zone from poultry originating in the zone is subject to the requirements set out in article 63(3) and 63(4) of the Order.

Requirements for poultry meat from outside the zone

27) Poultry meat in the zone from poultry originating outside the zone is subject to the requirements set out in article 63(3)(a) of the Order.

Cleansing and disinfection of vehicles carrying any thing which may be contaminated

28) A person who moves any poultry, other captive bird, meat, feed, manure, slurry, litter or any other thing which may be contaminated must cleanse and disinfect the vehicle and any equipment used to transport that thing as soon as it is unloaded, in accordance with article 66 of the Order.

Cleansing and disinfection of vehicles

29) A person who enters or leaves premises in the zone by vehicle must cleanse and disinfect any part of the vehicle which may have been contaminated without delay, in accordance with article 66 of the Order.

Access to prohibited places

30) No person shall enter any place the subject of a restriction notice under article 79 of the Order, except in accordance with that notice or with article 35 of the Order.

Surveillance Zone

The Surveillance Zone comprises that part of England beyond the protection zone and within the circle of radius 10 kilometres, centred on the infected premise

Measures in a Surveillance Zone

Record of visitors

1) Subject to paragraph 5, the occupier of any premises where poultry or other captive birds are kept must make records of—

(a) the name and address of any person visiting the premises (unless the visit is only to a part of the premises where people live and where no poultry or other captive birds are kept);

(b) the date of the visit;

(c) whether the person had any contact with poultry or other captive birds on the premises.

Record of poultry

2) The occupier of any premises in the zone must make a record of all poultry entering or leaving those premises as soon as reasonably practicable after the movement.

Record of poultry movements

3) Subject to paragraph 5, any person who is engaged in the transport or marketing of poultry or poultry eggs in the zone must, as soon as is reasonably practicable, make a record of all poultry and poultry eggs transported or marketed by him.

Poultry movements to be recorded

4) The records referred to in paragraphs 2 and 3 above must include—

(a) the quantity and description (including species of poultry and type of egg) transported or marketed;

(b) in the case of a movement from premises in the zone—

(i) the date of the movement off the premises;

(ii) the premises of destination (if known);

(iii) the name and address of the person to whom ownership or possession is being or has been transferred;

(c) in the case of a movement onto premises in the zone—

(i) the date of the movement;

(ii) the premises from which the movement originated (if known);

(iii) the name and address of the person from whom ownership or possession is being or has been transferred;

(d) in the case of marketing without an associated movement, the identity and address of the person to whom and the date on which ownership was transferred.

Scope of record keeping duties

5) Paragraphs 1 and 3 do not apply in respect of the movement of—

(a) eggs direct to retail premises, at or from such premise or subsequent to such a movement;

(b) people to zoos, wildlife parks or (unless required by the Secretary of State) any other premises open to the public, provided the public has no access to any area where birds are kept;

(c) the following onto any premises where poultry or other captive birds are kept—

(i) any person on a public right of way or exercising any other right of access to the premises;

(ii) trespassers;

(iii) any person executing this Order.

Restrictions on the movement of poultry, other captive birds and mammals onto and off premises

6) (1) Subject to sub-paragraph (2), no person shall move poultry, other captive birds or mammals from or to premises in the zone where poultry or other captive birds are kept, unless the movement is licensed by a veterinary inspector or by an inspector under the direction of a veterinary inspector.

(2) Sub-paragraph (1) does not apply to pet animals which—

(a) only have access to that part of the premises where people live;

(b) have no contact with poultry or other captive birds on the premises; and

(c) have no access to any cages or areas on the premises where poultry or other captive birds are kept.

Biosecurity measures

7) The occupier and any person entering or leaving premises in the zone where poultry, other captive birds or eggs are kept must—

(a) take such biosecurity measures as he considers necessary to reduce the risk of the spread of avian influenza to or from the premises; and

(b) comply with any biosecurity requirements which a veterinary inspector or an inspector under the direction of a veterinary inspector by notice to him, imposes.

Litter, poultry manure and slurry

8) No person shall remove from premises in the zone or spread used poultry litter, poultry manure or poultry slurry unless licensed by a veterinary inspector or by an inspector under the direction of a veterinary inspector.

Gatherings of poultry

9) No person shall permit any poultry or other captive birds to be collected together at any fair, market, show, exhibition or other gathering in the zone.

Release of game

10) No person shall release game birds in the zone.

Restrictions on the movement of poultry and eggs within the zone

11) Subject to paragraph 12, no person shall move any poultry or eggs within the zone (other than through the zone by road or rail without stopping), unless licensed by a veterinary inspector.

Wholesale and retail distribution of eggs within the zone

12) Paragraph 11 does not apply to the movement of eggs direct to wholesale or retail premises, or subsequent to such a movement.

Biosecurity measures

13) A veterinary inspector must not grant a licence under paragraph 11 unless he is satisfied that the licensee will take appropriate biosecurity measures and the taking of such measures must be conditions of the licence.

Movement of poultry to a slaughterhouse

14) A veterinary inspector may license the movement of poultry from outside any avian influenza protection and surveillance zones to a slaughterhouse within the surveillance zone and subsequent movements of the meat derived from such poultry.

Restrictions on the movement of poultry and eggs out of the zone

15) (1) Subject to paragraph 16, no person shall move any poultry or eggs out of the zone, unless the movement is—

(a) a movement set out in sub-paragraph (2); and

(b) licensed by a veterinary inspector.

(2) The movements referred to in sub-paragraph (1) are movements of—

(a) poultry for slaughter (if the requirements of paragraph 17 are met);

(b) day-old chicks hatched from eggs originating within the protection or surveillance zone or from eggs which came into contact with such eggs (if the requirements of paragraph 18 are met);

(c) day-old chicks hatched from eggs originating outside the protection and surveillance zones kept separate from eggs produced in such a zone (if the requirements of paragraph 19 are met);

(d) ready-to-lay poultry to premises or a part of any premises where no poultry are kept;

(e) hatching eggs from the zone—

(i) to a designated hatchery; or

(ii) to designated premises for use for scientific, diagnostic or pharmaceutical purposes

(if, in both cases, the requirements of paragraph 20 are met);

(f) eggs to a designated egg packing centre (if the requirements of paragraph 21 are met);

(g) eggs to an egg processing plant;

(h) eggs for disposal.

Wholesale and retail distribution of table eggs

16) Paragraph 15 does not apply to a movement of table eggs direct to wholesale or retail premises or subsequent to such a movement.

Requirements for the movement of poultry from premises in the zone to a designated slaughterhouse

17) Poultry may be moved from premises in the zone to a designated slaughterhouse, but only within 24 hours of the completion of a veterinary inspection of the premises.

Requirements for the movement of day-old chicks hatched from eggs produced within the protection or surveillance zone or from eggs which have had contact with such eggs

18) Day-old chicks from eggs produced within the protection or surveillance zone or from eggs which have had contact with such eggs must not be moved unless any biosecurity measures laid down by a veterinary inspector by notice or licence condition are complied with.

Requirements for the movement of day-old chicks hatched from eggs originating outside the protection and surveillance zones

19) Day-old chicks from eggs originating outside any avian influenza protection and surveillance zones must not be moved unless the hatchery within the zone is operated in such a way that eggs from outside the zone do not come into contact with eggs or day-old chicks from within the zone.

Requirements for the movement of hatching eggs from the zone to a designated hatchery, or to designated premises for use for scientific, diagnostic or pharmaceutical purposes

20) Hatching eggs must not be moved from the zone to a designated hatchery or to designated premises for use for scientific, diagnostic or pharmaceutical purposes unless the eggs and their packaging are disinfected before they leave the premises.

Requirements for the movement of eggs to an egg packing centre

21) Eggs must not be moved to a designated egg packing centre unless—

(a) they are packed in disposable packaging; and

(b) any person transporting the eggs complies with any biosecurity measures laid down by a veterinary inspector.

Cleansing and disinfection of vehicles carrying any thing which may be contaminated

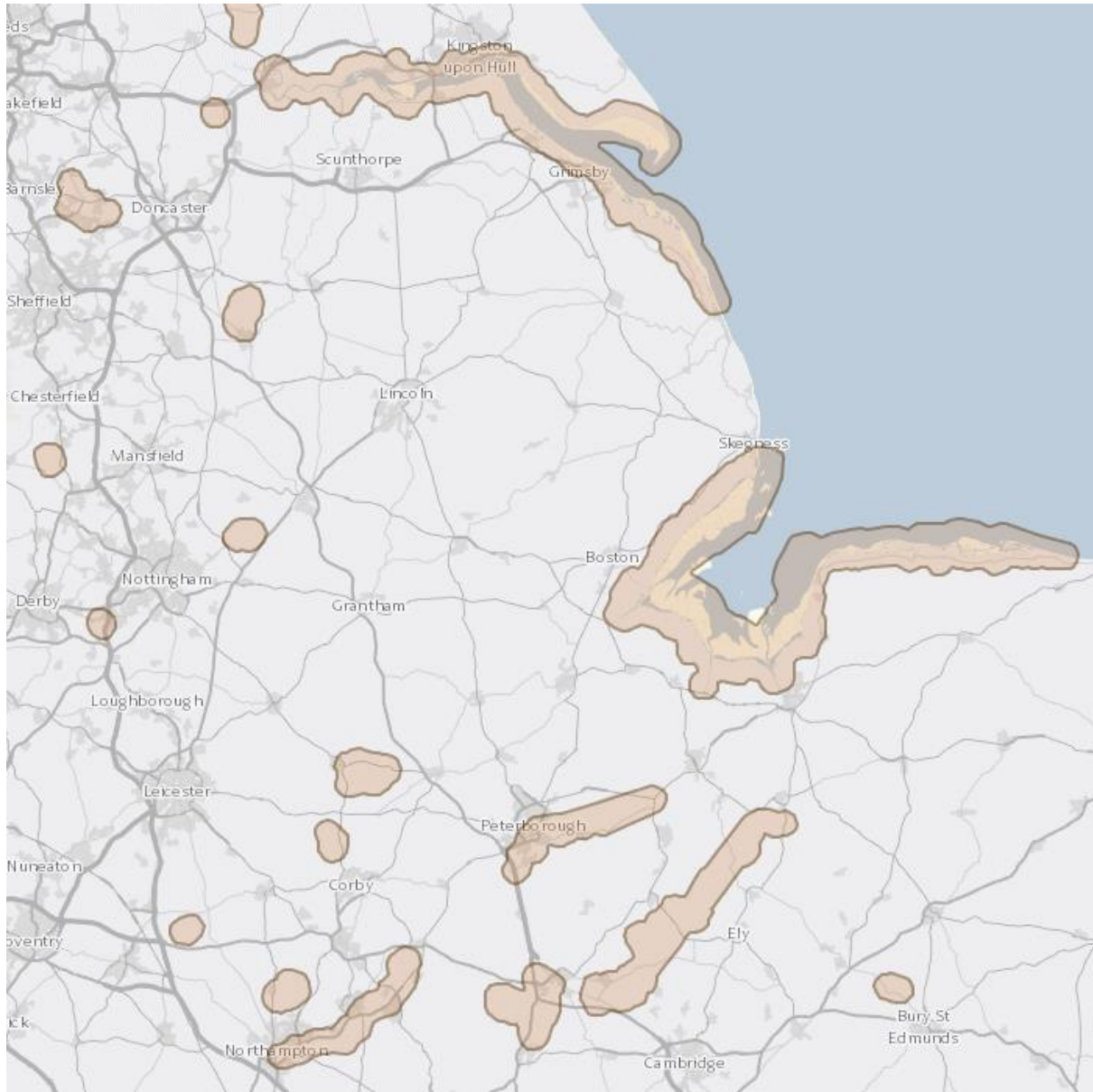
22) A person who transports any poultry, other captive bird, meat, feed, manure, slurry, litter or any other thing which may be contaminated must cleanse and disinfect the vehicle and any equipment used to transport that thing as soon as it is unloaded, in accordance with article 66 of the Order.

Cleansing and disinfection of vehicles

23) A person who enters or leaves premises in the zone by vehicle must cleanse and disinfect without delay any part of the vehicle which may have been contaminated, in accordance with article 66 of the Order.

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Higher Risk Areas in Lincolnshire and Neighbouring Authorities



Source [APHA Interactive Disease Map \(arcgis.com\)](https://arcgis.com)

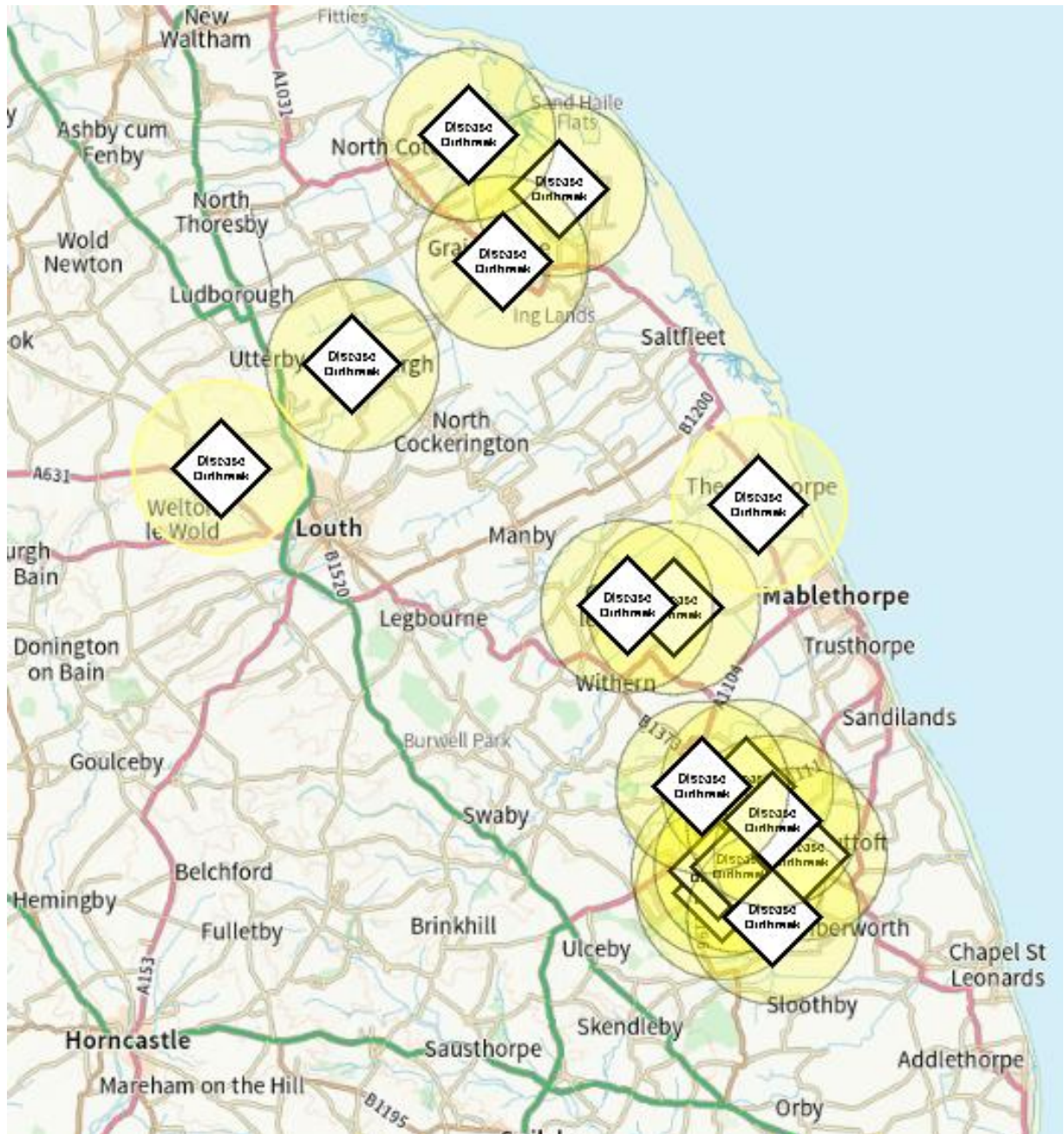
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Number of Confirmed Cases in English Local Authorities

Local Authority	Number of Confirmed Cases
Lincolnshire	15
North Yorkshire	13
Cheshire	7
Lancashire	5
Leicestershire	5
Herefordshire	4
Cumbria	3
Norfolk	3
Suffolk	3
Tyne & Wear	3
Derbyshire	2
East Riding	2
Essex	2
Hampshire	2
Gloucestershire	2
Northumberland	2
Berkshire	1
Bournemouth	1
Devon	1
Durham	1
N E Lincolnshire	1
Shropshire	1
Staffordshire	1
Warwickshire	1
Wiltshire	1
Worcestershire	1

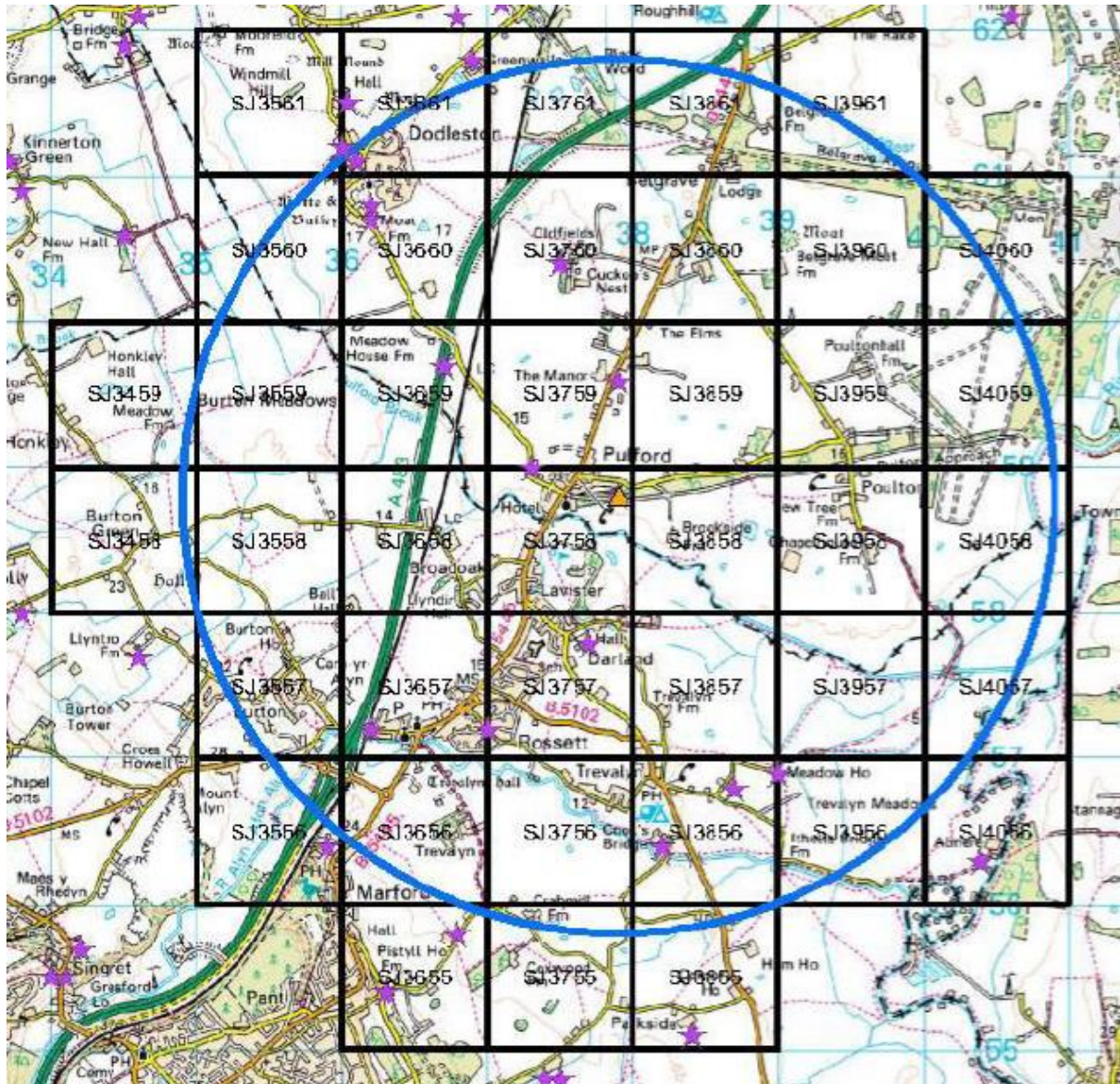
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Map of Lincolnshire Outbreaks and Associated 3Km Protection Zones



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Example of a Protection Zone with Foot Patrol Tiles



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Open Report on behalf of Mark Baxter – Chief Fire Officer

Report to:	Public Protection & Communities Scrutiny Committee
Date:	19 April 2022
Subject:	Her Majesty's Inspectorate for Constabularies and Fire and Rescue Services (HMICFRS) Report for Lincolnshire Fire and Rescue

Summary:

This report intends to provide a summary of Her Majesty's Inspectorate for Constabularies and Fire and Rescue Services (HMICFRS) report on Lincolnshire Fire and Rescue (LFR) as part of the national inspection regime for all Fire Authorities in England.

The report also seeks to provide details on current action plan to address the cause of concerns; and to outline areas of improvement that will be addressed in a wider action plan to be developed within the next 2 months and reported against.

Actions Required:

The Public Protection and Communities Scrutiny Committee is invited to:

- (1) Review, comment on and note the contents of this report,
- (2) Note current progress against cause of concerns and accept the action plans (Appendix A),
- (3) Note the additional 17 areas for improvement and the scrutiny and assurance structure to address all areas.

1. Background

This is the 2nd round of inspections by Her Majesty's Inspectorate for Constabularies and Fire and Rescue Services (HMICFRS) that follows the inspection we received in 2018. Due to COVID-19 restrictions this inspection was a virtual inspection as per all 13 Services in tranche 1 of the inspection programme. The inspection lasted for 6 weeks within April and May 2021.

The Inspection report focuses on 3 pillars, which are made up of several diagnostics for each pillar. The main pillars are Effectiveness, Efficiency and People and are summarised as asking 3 main questions of each Service:

1. How effective is the fire and rescue service at keeping people safe and secure from fire and other risks?

2. How efficient is the fire and rescue service at keeping people safe and secure from fire and other risks?
3. How well does the fire and rescue service look after its people?

The judgment grades that can be given are:

- Inadequate
- Requires Improvement
- Good
- Outstanding

The summary of our judgements for this inspection compared with 2018 is as follows:

Question	This Inspection	2018 Inspection
Effectiveness	Requires improvement	Good
Understanding fires and other risks	Requires improvement	Good
Preventing fires and other risks	Requires improvement	Good
Protecting the public through fire regulation	Requires improvement	Requires improvement
Responding to fires and other emergencies	Good	Good
Responding to major and multi-agency incidents	Good	Good
Efficiency	Requires improvement	Good
Making best use of resources	Requires improvement	Good
Future affordability	Good	Good
People	Requires improvement	Requires improvement
Promoting the right values and culture	Good	Requires improvement
Getting the right people with the right skills	Requires improvement	Requires improvement
Ensuring fairness and promoting diversity	Requires improvement	Good
Managing performance and Developing leaders	Requires improvement	Requires Improvement

Out of the 13 Services that have also received their reports, it is worth noting that 7 of them received the same grading as we did, with 1 Service receiving inadequate in 'how they prevent fires and risks'. Only 1 Service gained an 'outstanding' judgement and that was Merseyside Fire and Rescue. This is useful for context and benchmarking to see that we are in similar position to most Services at this point.

In regard to each Pillar, the main areas of interest are as follows:

Effectiveness

- At the time of the inspection the recently launched Community Risk Management Plan (CRMP) for 2020-2024 had replaced the old-style Integrated Risk management Plan (IRMP). This was seen as a positive document. However, it was criticised for not allaying resources to this plan and not published the annual plan to set and measure against objectives. Since the inspection the annual plan has been released and is aligned to the structure to reflect our CRMP.
- There were positive comments about the investment in new Mobile data Terminals on appliances but noted that better systems required to keep risk information timely and accurate.
- It recognised good progress against the recommendations of Grenfell Tower Inquiry and the action plan is on track. More to do in communicating this across the Service.
- Prevention activities need to be increased to deliver to the most vulnerable and hardest to reach communities. Although improved understanding on where and who these people are there is more to do with partner agencies to increase this intelligence. There is too much reliance on our dedicated specialist Prevention Team to deliver on this area, when operational crews can do more in their areas.
- A need to improve evaluation of the impact of Prevention work across the County and to have greater understanding on what works best. Currently waiting for the outcome of a study from the University of Lincoln to support this.
- The Protection delivery is where they raised a cause of concern. This was:
The service hasn't taken sufficient action since the last inspection to appropriately resource its protection function. The recommendations are:
 - *Produce a clear plan for how it will ensure all premises it has identified as high-risk are audited in accordance with the timeframe it sets out in its risk-based inspection policy;*
 - *Review its administration of the protection function to make sure it can record and review all activity in a clear and consistent manner; and*
 - *Make sure it has an effective quality assurance process in place so the service can assure itself that staffs carry out audits to an appropriate standard.*
- The cause of concern is being managed through a dedicated action plan. HMI have sent a letter confirming that there is good progress, and it is on target to deliver against all recommendations. HMI completed a re-visit on 28th February-2nd March resulting in a hot de-brief to Chief Fire Officer (CFO) and Executive Councillor on 7th March. Details are summarised in next section.
- The report raises concerns that there are not resources or skills to meet the demand of Protection. Since the report staff have received additional training, which has given capacity to deliver on current demands. There needs to be an assessment on future demands due to changes in legislation.
- Statutory duties have been delivered in this area, which relates to responding to complaints and building consultations.
- This area also reports on responding to fires and other emergencies. This area is rated as 'good' in the report. It showed good response standards and availability. There is an average of 86% availability against the national average of 83%. The response time is on average 10min and 20secs, which is quicker than the average of 10min 27secs for other rural services.

- The stated response targets have not been met, which was 100%. These have since been reviewed to set a more realistic and achievable targets.
- Responding crews and officers are all qualified and trained in their areas, and where there have been occasions when personnel have missed their training, it was demonstrated that they were taken off the run for that element until they are re-trained and in competence.
- The grading of 'good' for responding to major emergencies and multi-agency events. This is recognised through close work and support of the LRF and regular training and exercising programme with partner agencies.
- National Operational Guidance is embedded into the Service, and it was noted good processes through our Operational Learning Board to capture good practice and learning from local and national incidents.

Efficiency

- The report recognises that the new CRMP identifies priorities and foreseeable risks but is concerned that it has not demonstrated alignment of resources against them. This is being addressed through proposed re-structure that is currently being working towards.
- It was positively recognised for the support that Lincolnshire County Council (LCC) offers in terms of alleviating financial pressures to balance budgets.
- There was recognition of improved working with external partners such as Police Control Room, Blue Light Campus, East Coast Consortium and LCC Estates. But it states that more evaluation of the benefits of these arrangements.
- It mentioned the link with the MTFP of LCC, but states that there needs to be longer term savings plans for LFR to support LCC financial planning.
- The report found 'good' at making LFR affordable now and for the future. It found there is a well-balanced budget and well-funded capital programme that has been supported by LCC in terms of holding of reserves and investment in fleet and estates.

People

- It is recognised that the culture and behaviours of the Service has improved and is rated as good. Staff have articulated through the HMI staff survey that had the following outcomes:
 - 90.5% staff were aware of our values and behaviours
 - 83% said they were treated with dignity and respect
 - Over 70 % said that Senior leaders modelled the values and behaviours
 - 97% are confident that they would be offered wellbeing services after incidents
 - 95% said they were able to access services for mental wellbeing
 - 98% stated they understood health and safety policies
 - 90% Were confident the Services took their personal safety and welfare seriously
 - 32% stated they hadn't had enough training to do their job effectively
 - 33% stated they are satisfied with the level of training and development available to them.
- The report states the need to do more to ensure trainers are qualified in assessing against skills in risk critical areas. This is due to a turnover of staff at the point of inspection within Training Department. This is being addressed.
- Although it recognises the 2018 cause of concern has been addressed and closed for having a dedicated training recording system for our operational staff, the report states that this needs to be widened to capture all training for all staff. This is part of our roll out programme which there has been significant development.
- The report stated that although there are identified risks within our CRMP, it needs to identify all current and future skills and workforce to deliver against this plan.

- This section was where they identified the cause of concern for EDI as follows:
The service hasn't done enough since the last inspection to improve its EDI. The recommendations are:
 - *Give greater priority to how it increases awareness of EDI across the organisation;*
 - *Make sure that all staff receive appropriate EDI training;*
 - *Improve how it works with its staff and provides feedback in relation to EDI issues;*
 - *Improve the understanding and use of equality impact assessments in all aspects of its work, and consider if its policies and procedures are inclusive and support those with protected characteristics*
 - *Make sure that there is a programme of positive action to support its recruitment.*
- The cause of concern is being managed through a dedicated action plan. HMI have sent a letter confirming good progress and are on target to deliver against all recommendations. HMI completed a re-visit on 28th Feb-2nd Mar resulting in a hot de-brief to CFO and Executive Councillor on 7th Mar. Details are summarised in next section.
- The report recognises the improvement of Grievance procedures, but more to do to get staff to have understanding. There has been bullying and harassment reported. Although action has been taken there is the view that staff are not confident action will make a difference.
- It was reported that there needs to be more understanding of staff PDR process and ensure they are completed by all staff. This reflected the 2018 report where individual PDRs were not available for all of our On Call Staff. This was addressed prior to inspection, but the report states they have yet to see the impact of this roll out.
- The report states that there is not a process for high performing leaders and high potential staff. This is an area that has not been prioritised due to capacity since the last inspection.
- There needs better succession planning for senior leaders. This is part of the re-structure programme that is being developed to structure the Service for the future. A dedicated Strategic Resourcing Board has been created to look at future workforce planning issues, however the Inspectors have not seen evidence of this impact as it is relatively new in being.

Actions to address recommendations from Inspection report – Cause of Concerns

Since the initial hot de-brief from the Inspectorate in May 2021, LFR were aware of the cause of concerns for both EDI and Protection. LFR produced dedicated action plans that identified areas and actions that needed to focus on to address the recommendations from the report in these areas.

The EDI action plan is led by Mark Baxter CFO and the Protection action plan is led by Ryan Stacey Assistant Chief Fire Officer (ACFO). It is important that there has been, and continues to be, appropriate scrutiny and assurance that these action plans are addressing the recommendations and that progress is being made in a timely manner. This was achieved by implementing the following governance:

EDI Action Plan

- EDI Steering Group created to have monthly oversight and direction of action plan - Chaired by CFO.
- EDI action plan reported into quarterly Performance Management Board through InPhase (performance management platform) for Service Leadership Team and Executive Councillor oversight.
- EDI action plan progress shared with HMI Team on a monthly basis.
- Progress on EDI action plan updated to Executive Councillor and Executive Support Councillor during fortnightly meetings.
- Peer feedback from EDI colleagues in Derbyshire Fire and Rescue on progress of action plan through the EDI Steering Group.
- LFR representation of Corporate Diversity Steering Group to link LFR and LCC closer in delivery of action plan.

Protection Action Plan:

- Protection action plan reported into quarterly Performance Management Board through InPhase (performance management platform) for Service Leadership Team and Executive Councillor oversight.
- Protection action plan progress shared with HMI Team on a monthly basis.
- Progress on Protection action plan updated to Executive Councillor and Executive Support Councillor through a written update on a weekly basis.

As LFR have been updating HMICFRS on a monthly basis following the inspection, the inspectorate produced a letter that accompanied the full report that outlined they were pleased with progress against action plans and also with the governance arrangements to ensure the commitment to this progress continues. The letter is attached as Appendix A.

Copies of the actions plans for Protection and EDI that are within our performance management platform, Inphase, are attached as Appendix B.

As part of the HMI commitment to monitor progress on areas that are deemed as cause of concern, they agreed to a re-inspection that focused solely on the cause of concern elements of the full inspection. This inspection took place between 28th Feb and 2nd March and was a physical inspection by a full inspection team visiting the Service and interviewing key members of staff. The inspection team also requested submission of evidence and key documentation that they used to form a picture on our progress in these areas. The inspection was completed with a full interview with CFO relating to all areas relating to the cause of concerns and future plans.

The outcome of the re-inspection will result in a formal letter that will be made public and is intended to publicly state our progress against the cause of concerns. This letter is expected to be released late March/early April.

CFO, ACFO and Executive Councillor attended a hot-debrief on 7th March to receive feedback from the re-inspection. It was pleasing to hear that HMI had recognised the good progress being made in both of the cause of concern areas.

They particularly noted that there is a far greater emphasis and priority given to embedding awareness and understanding of EDI across the Service. Specific areas that have been addressed is the production and embedding of Equality Impact Assessments (EIA) across all areas, the embedding of the EDI Steering Group as a strategic driver and supporter of EDI, development of

robust training programmes across the Service and delivery of bespoke positive action sessions to support our communities in understanding how LFR can be their employer of choice.

In relation to EDI, the inspection team recognised that EDI embedding takes longer to achieve in any organisation, but the progress that has already been made has given them confidence that is being achieved. They stated they would not wish to come back into Service again to monitor progress as they will review our position of EDI within the next round of full inspection that is likely to be in 2023/24.

The inspection team also recognised the good progress that has been made in the Protection delivery and how this function is supported. It was noted that there had been investment within the team and that the training of personnel to enable them to have the appropriate skills, despite taking approx. 18 months to complete, has been completed and are now delivering against our current Risk Based Inspection Programme. It was recognised that the review of quality assurance and systems processes was successful and that there is a good understanding of risks within the county and robust systems to support the delivery against those risks.

There was a clear focus on future delivery model of Protection activities as LFR were keen to demonstrate that within 2022/23 Protection will be aligned to the newly agreed National Fire Chief Council (NFCC) guidance for identifying premises on a risk basis to identify priority audits of premises. As this will start to be rolled out in the next fiscal year, and will be supported by a revised team structure, the inspection team are keen to see how these progresses and would like to come back into Service in approx. 6 months' time to review progress against the new risk-based inspection programme.

The new risk-based inspection programme and revised Protection team structure will commence in April 2022. This allows capacity to not only have a clear focus on risk-based inspection programme but allows the team to have the capacity to deliver statutory duties of enforcement, responding to complaints and also petroleum licencing that is administered on behalf of LCC and responding to building regulation consultations.

Much like the EDI agenda, the inspection team were positive about the progress that had been made and were assured that the direction of travel is appropriate and achievable.

Actions to address recommendations from Inspection report – Areas for improvement

The inspectorate concluded that there were in total 17 areas for improvement across all 3 pillars, which were:

Effectiveness:

- The service needs to improve how it engages with the local community to build up a comprehensive profile of risk in the service area.
- The service should make sure its firefighters have good access to relevant and up-to-date risk information.
- The FRS needs to target its activity toward its most vulnerable and hardest to reach communities.
- The FRS needs to implement a programme of evaluation to assess its prevention activity to understand what works.
- The service should make sure its mobile data terminals are reliable so that firefighters can readily access up-to-date risk information.

- The service needs to assure itself that Control Staff have the appropriate level of training and can respond to complex and challenging incidents.

Efficiency:

- The service needs to show a clear rationale for the resources allocated between prevention, protection, and response activities. This should reflect, and be consistent with, the risks and priorities set out in its integrated risk management plan.
- The service should make sure it effectively monitors, reviews, and evaluates the benefits and outcomes of any collaborative activity.
- The service should make sure that its fleet programme is linked to the IRMP, and it understands the impact future changes to those programmes may have on its service to the public.

People:

- The service should make sure all staff understand and demonstrate its values.
- The service should make sure that wellbeing is sufficiently prioritised.
- The service should make sure that its trainers and assessors are competent to
- carry out risk critical assessments.
- The service needs to make sure there is a plan in place to develop its training recording system and that formal corporate oversight of the system takes place.
- The service should make sure its workforce plan takes full account of the necessary skills and capabilities to carry out the integrated risk management plan.
- The service should improve all staff understanding and application of the performance development review process and ensure they are completed for all staff.
- The service should put in place a specific process to identify, develop and support high potential staff and aspiring leaders.
- The service should assure itself it has an effective mechanism in place for succession planning including senior leadership roles.

The governance and assurance that the areas for improvement are being addressed, LFR have integrated the recommendations into its formal annual plan which then allocates tasks associated with each recommendation to address improvement. Many of the recommendations have already been addressed and were identified within the inspection due to not having sufficient time or evidence to demonstrate embedding. As it is almost a year from the original inspection, the work that was already underway has had the time to be embedded within Service.

Examples of this include Prevention work, alongside our community risk department, have better data and analysis of vulnerable and hard to reach communities which has resulted in dedicated Prevention advocates and operational crews delivering targeted prevention work in areas that meet our SHERMAN (Smoking, Hoarding, Elderly, Reduced mobility, Mental health issues, Alcohol misuse, Needs care or support), but also focuses on local areas demographics such as our eastern European communities and caravan communities that may need additional support and advice.

LFR have also completed a full evaluation of our Prevention Strategy in partnership with Lincoln University. This evaluation work was still in progress during the inspection, so was not available to evidence the work that has been done to understand the community benefits of the Prevention work. The initial key findings of this work identified:

- Social return on investment indicates that for every £1 spent on the SWCs, £38.67 is accrued.
- The majority of the Safe and Well Checks (SWCs) resulted in some change in service users' understanding of fire risks and their willingness to use this information.
- Information for medium risk service users was sufficient for their need, although some high-risk service users may require additional support irrespective of risk categorisation.
- Overall, 51% of SWCs reported by the SWC delivery team resulted in a reduced risk of fire (per initial and post-contact risk category evaluation), and the other 49% maintained their risk level pre-SWC.
- 86.66% service users reported overall satisfaction with the service and support they received across all 3 types of SWC.
- Service users more often recalled having smoke alarms fitted than receiving other types of fire-related safety advice, including smoking safety or cessation advice.
- The SWC delivery and management team see great value in the SWCs for reducing fire and wellbeing risk within Lincolnshire and discussed the benefits that this has for Partner Agencies based on experience of working within and around the community.

Other examples that are addressed in areas such as efficiency is the need to have a clear link from Fleet programme to Integrated Risk Management Plan (IRMP) and future needs. LFR have produced a robust fleet strategy for the next 4 years that is aligned to the resource requirements needed to meet risks and has clear objectives to support the environment sustainability agenda alongside LCC. The fleet strategy is also being ratified by LCC Corporate Environmental Sustainability Board which is chaired by Andy Gutherson to ensure we are aligned to LCC Green agenda.

Within the People Pillar the inspectorate stated an area for improvement was for staff to understand and demonstrate the values of the Service. This was identified as the inspectorate recognise the positive work that had been done to launch THRIVE (Trust, Help, Respect, Include, Value, Empower) across the service, but as it needed time to embed, they required evidence of its success. The inspectorate did recognise and state that LFR had a good culture across the Service. The recent LCC staff survey has given evidence that our values are now embedded and understood as it showed 87% positive feedback of the THRIVE concept across the Service.

The examples above are just some areas to give assurance that much work has already been undertaken to address the recommendations stated in the report that was released in December 2021. LFR's continued focus during 2022/23 as part of our Service Annual Plan has stated that this improvement journey is a stated priority for the Service and will continue to measure progress across all areas and report within our Performance Management Board (PMB) for scrutiny and assurance. LFR's PMB is attended by Executive Councillor representation to ensure oversight by our Portfolio Holder and CFO gives regular feedback on progress during fortnightly meetings with the Executive Councillor and Executive Support Councillor.

2. Conclusion

The Committee is invited to consider and comment on the summary of the HMICFRS Inspection report on Lincolnshire Fire and Rescue.

3. Consultation

a) Risks and Impact Analysis

See main body of report.

4. Appendices

These are listed below and attached at the back of the report	
Appendix A	Lincolnshire Fire and Rescue Service Assessment of Progress – Cause of Concern
Appendix B	Equality, Diversity and Inclusivity Action Plan
Appendix C	HMICFRS Protection Action Plan

5. Background Papers

No background papers within Section 100D of the Local Government Act 1972 were used in the preparation of this report.

This report was written by Mark Baxter, Chief Fire Officer- Lincolnshire Fire and Rescue, who can be contacted on 07799110463 or mark.baxter@lincoln.fire-uk.org.

Mark Baxter
Acting Chief Fire Officer
Lincolnshire Fire and Rescue Service

14 December 2021

Dear Mark,

LINCOLNSHIRE FIRE AND RESCUE SERVICE ASSESSMENT OF PROGRESS – CAUSE OF CONCERN

We inspected Lincolnshire Fire and Rescue Service in April and May 2021. During the inspection we identified two areas of concern. We gave you the causes of concern and made recommendations as follows:

The service hasn't taken sufficient action since the last inspection to appropriately resource its protection function.

By 30 September 2021, the service should:

- produce a clear plan for how it will ensure all premises it has identified as high-risk are audited in accordance with the timeframe set out in its risk-based inspection policy;
- review its administration of the protection function to make sure it can record and review all activity in a clear and consistent manner; and
- make sure it has an effective quality assurance process in place so the service can assure itself that staff carry out audits to an appropriate standard.

The service hasn't done enough since the last inspection to improve equality, diversity and inclusion (EDI) in the service.

By 30 September 2021, the service should:

- give greater priority to how it increases awareness of EDI across the organisation;
- make sure that all staff receive appropriate EDI training;
- improve how it works with its staff and provides feedback in relation to EDI issues;

- improve the understanding and use of equality impact assessments in all aspects of its work, and consider if its policies and procedures are inclusive and support those with protected characteristics; and
- make sure that there is a programme of positive action initiatives to support its recruitment.

2. You kindly submitted an action plan to HMICFRS on 10 August 2021 setting out how you would address the areas of concern and the recommendations.

3. We received further updates on the action plan on 11 November 2021 to review your progress. We didn't expect to see all the remedial work completed; we were looking for evidence of progress.

Governance

4. The service has shown a strong commitment to carry out the action plan. You have put in place appropriate governance arrangements to monitor progress against the plan. You have provided evidence that you have reviewed and improved your EDI steering group, which is chaired by the chief fire officer who gives strategic oversight. The group meets quarterly to monitor and review progress against the action plan and to provide direction to the task and finish group. You have also created a protection delivery and action plan which is overseen by both the protection and prevention managers who meet monthly to monitor progress.

Action plan

5. The service has detailed action plans covering our causes of concern. The action plans have senior responsible owners, deadlines and specific action owners. The service records completed actions and updates on those that are still to be addressed. You have also identified areas for improvement in recording information and have issued an information note to staff providing guidance for recording protection work.

Outcomes to date

6. We are pleased to see that the service has in place some resources and appropriate governance structures for the commitments in the action plan. Some of the actions had been completed. We note the service's commitment to analysing and monitoring its recruitment process to better understand how to target applicants from under-represented sections of the community to develop a more diverse workforce.

7. However, we would like to see continued progress against the action plan outcomes. The service needs to make sure that it supports the implementation of these outcomes and communicates them effectively.

8. We will continue to monitor progress and will visit the service early in 2022 to make sure the contents of the action plan have been addressed and the service provided to the public of Lincolnshire has improved.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'RW', written in a cursive style.

Roy Wilshire

HM Inspector of Constabulary

HM Inspector of Fire and Rescue Services

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Equality, Diversity and Inclusivity Action Plan

The Service should give greater priority to how it increases awareness of EDI across the organisation










				31 Dec 2021	31 Jan 2022	28 Feb 2022
PE3.1.08 - Dissolve the Wellbeing and Inclusion Board and create dedicated EDI Steering Group and Wellbeing Steering Group	Mark Baxter	100%	Performance			
			Comments	n/r	n/r	n/r
PE3.1.09 - Bring existing EDI Action groups into EDI Steering group to support existing initiatives and develop new initiatives	Mark Baxter	100%	Performance			
			Comments	n/r	n/r	n/r
PE3.1.10 - Report on progress of embedding awareness of EDI within LCC at LCC Directorate Leadership Team.	Mark Baxter	100%	Performance			
			Comments	Monthly update created for Executive Portfolio Holder within LCC and data sets linked into LCC Performance reporting. Agreed that LCC new EDI role will form part of EDI Steering Group. Progress of EDI actions monitored at Steering Group and quarterly reports at SMB	Completed	
PE3.1.11 - Review EDI Strategy to reflect current and future focus on EDI	Mark Baxter	100%	Performance			
			Comments	Ongoing to align against NFCC People Programme and EDI Guidance Tools. Discussion and peer review of Strategy document with Derbyshire FRS	On going progress. Strategy links to community outcomes being developed into strategy	EDI Strategy document completed and hosted on Intranet and Internet

				31 Dec 2021	31 Jan 2022	28 Feb 2022
PE3.1.12 - EDI Strategy and updated Ambitions to be included within People Framework	Mark Baxter	75%	Performance			
			Comments	Agreed that these will be updated and reviewed in line with the launch of 2022/23 annual plan	As per previous update	On going progress. Strategy links to community outcomes being developed into strategy
PE3.1.13 - Current action plan under review for progress. Business Support resource confirmed and will have new format for Steering Group Meeting	Mark Baxter	100%	Performance			
			Comments	n/r	n/r	n/r
PE3.1.14 - Commission report with Mirriam Heppel (EDI consultant) to review LFR current position of culture of EDI and also suggested bespoke training to be delivered.	Mark Baxter	100%	Performance			
			Comments	n/r	n/r	n/r
PE3.1.15 - Include specific Performance Indicators and EDI Data within Performance Board Quarterly reports	Mark Baxter	75%	Performance			
			Comments	Agreed that these will be updated and reviewed in line with the launch of 2022/23 annual plan	As per previous update	Ongoing with due date of April 2022
PE3.1.16 - Develop previous EDI action plan to include findings from other diagnostics such as - Faye Cooper report on Staff Survey / Mirriam Heppel report on EDI awareness within Service / SLT Engagement session feedback / GAP analysis of NFCC Code of Ethics / LGA Equality Framework	Mark Baxter	100%	Performance			
			Comments	n/r	n/r	n/r
PE3.1.17 - Active membership of ENEI to gain access to specialist support and resources for EDI.	Mark Baxter	100%	Performance			
			Comments	n/r	n/r	n/r

			31 Dec 2021	31 Jan 2022	28 Feb 2022	
PE3.1.18 - Plan internal events and provide learning materials to support the EDI calendar	Mark Baxter	100%	Performance			
			Comments	The EDI calendar is at present at progress, developed alongside national agenda and CIPD items. The document can be found here https://imp.lincolnshire.gov.uk/otcs/func=11&objaction=overview&objid=1 and via the INTRANET EDI drop-down menu. Considered activities are represented in the EDI Calendar including different media and following different themes e.g. Health, Relationships and CIPD.	As per previous update	EDI Calendar completed and is now live on LFR Intranet. Materials and supporting guidance being developed for campaigns and events.

The Service should make sure that all staff receive appropriate EDI training.

			31 Dec 2021	31 Jan 2022	28 Feb 2022	
PE1.1.03 - Review report recommendation from Mirriam Heppel relating to training requirements to agree delivery method.	Mark Baxter	100%	Performance			
			Comments	n/r	n/r	n/r
PE1.1.04 - Develop packages and deliver EDI Awareness training to all staff	Mark Baxter	100%	Performance			
			Comments	n/r	n/r	n/r
PE1.1.05 - Consider options for EDI trainers either internally or externally to deliver training	Mark Baxter	100%	Performance			
			Comments	External training provider sourced and procured. Delivery to commence in March.	n/r	n/r

			31 Dec 2021	31 Jan 2022	28 Feb 2022	
PE1.1.06 - Develop maintenance programme for EDI and agree frequencies.	Mark Baxter	70%	Performance			
			Comments	Foundation training package and webinar will be on PDRpro to provide all staff with an opportunity to re-visit learning (End of February 2022). On-going maintenance training now sits on PDRpro in the form of presentations and videos that will require sign off. The T&F group will now focus on the areas of learning that will need to be included in line with the 3 year strategy. Following evaluation of the foundation delivery, the T&F group will be able to ascertain areas of focus. This will form the basis of the next 3 years	On Going maintenance programme following the foundation training is still be developed as per previous update.	The task and finish group have focused on the delivery of the foundation training, which is now well underway. Farsh has so far delivered sessions to 19 different crews. This training delivery covers the subjects of unconscious bias and positive action. Each session has feedback form and a pre and post evaluation has also been created. The feedback from these sessions will certainly assist the group in a subsequent delivery requirements specifically in the areas where gaps in knowledge have been identified. The task and finish group will now be involved in the development of a training delivery planner, in conjunction with the 3 year rolling plan devised by the steering group. The date of the next task and finish group meeting is 26th April 2022
PE1.1.07 - Develop recording of training within PDRPro to enable oversight and scrutiny of who has received training to ensure training has been received.	Mark Baxter	100%	Performance			
			Comments	On Target for end of January to align with the agreed training programme as above.	Completed - training section has been developed within PDRPro and being used to record ongoing training	
PE1.1.08 - Provide unconscious bias training for all employees, prioritising those who are involved in any recruitment/interviews, etc	Mark Baxter	100%	Performance			
			Comments	Audit commissioned to report on progress up to 31st Jan and report to Feb. Steering Group.	Audit completed with 99% compliance in terms of Managers from Station Manager and above completed training. Unconscious bias is also weaved into the foundation training being rolled out from March	Completed. Unconscious bias package have been completed and are live on LearnPro. Unconscious Bias also forms part of foundation training which is now being rolled out.

				31 Dec 2021	31 Jan 2022	28 Feb 2022
PE1.1.09 - Ensure EDI training is received on all recruits course and new starters into the service at all levels.	Mark Baxter	100%	Performance			
			Comments	n/r	n/r	n/r

The Service should improve how it works with its staff and provides feedback in relation to EDI issues.







				31 Dec 2021	31 Jan 2022	28 Feb 2022
PE1.1.10 - Commision report by external consultant on feedback from Staff Survey	Mark Baxter	100%	Performance			
			Comments	n/r	n/r	n/r
PE1.1.11 - Review commissioned report findings relating to Staff Survey and manage through EDI Action Plan within Steering Group	Mark Baxter	100%	Performance			
			Comments	n/r	n/r	n/r
PE1.1.12 - Set up dedicated email account for personnel to feed into issues relating to EDI	Mark Baxter	100%	Performance			
			Comments	n/r	n/r	n/r
PE1.1.13 - Develop Intranet to have dedicated EDI section for all staff	Mark Baxter	90%	Performance			
			Comments	Roll out of Intranet with EDI sections completed for all who have 0365 access. Work will continue to update with info and roll out access to all areas within Service.	Roll out of 0365 is expected in July 2022 to give all staff access to intranet	As previous update
PE1.1.14 - Develop key employee networks that are represented at Steering Group	Mark Baxter	100%	Performance			
			Comments	All LCC Network groups are advertised on Intranet with communications sent out in Weekly Bulletin to encourage access and participation. Posters also delivered to stations for info.	Steering Grouped linked into LCC groups through Laural Ray and will include the LCC EDI Officer as from April. LGBT+ group being set up through Laurel as lead.	Employee networks established for 2021 outcomes, which include Womens Network, Careers Network and LGBT+ Network.
PE1.1.15 - Launch Allies and recruit personel to support personnel within Service	Mark Baxter	100%	Performance			
			Comments	n/r	n/r	n/r




				31 Dec 2021	31 Jan 2022	28 Feb 2022
PE1.1.16 - Include specific EDI questions relating to EDI within Staff Survey	Mark Baxter	100%	Performance			
			Comments	n/r	n/r	n/r
PE1.1.17 - Develop and deliver 'You said, We did' update relating to SLT engagement sessions.	Mark Baxter	100%	Performance			
			Comments	n/r	n/r	n/r
PE1.1.18 - Develop and deliver 'You said, We did' update from Steering Group to be circulated 6 monthly	Pat Hodson	90%	Performance			
			Comments	Information is being collated and will be released by end of Jan 22. Formatting of the landing page is ongoing and from the collation of information the area will be linked to IMP and the Intranet for visibility		As part of the organic growth of both the INTRANET and EDI there is presently a survey on the landing page in which we have encouraged people to feed back to us their thoughts and how the subject matters published are viewed or alternatively material/resource they would like to see.
PE1.1.19 - Plan internal events and provide learning materials to support the EDI calendar	Pat Hodson	75%	Performance			
			Comments	This is still under development to be completed for the start of the fiscal year.		The calendar is presently being updated to carry our April campaign on "the use of inclusive language" and how this can have an impact on our surroundings and those we work with. Additional materials are being developed to support yearly occurring campaigns that we should be aligned to. Themed yearly campaigns are also in development, being aligned to our local communities, where applicable. This will provide the dovetailing of the EDI calendar of events and larger community based prevention activity to work in unison either at an individual community/geographical level or across the wider geographical area of Lincolnshire.

The Service should improve the understanding and use of EqIAs in all aspects of its work, and consider if its policies and procedures are inclusive and support those with protected characteristics.










				31 Dec 2021	31 Jan 2022	28 Feb 2022
PE1.1.20 - Confirm template and process for EqiA's	Mark Baxter	100%	Performance			
			Comments	n/r	n/r	n/r
PE1.1.21 - Provide training to personnel on completion of EqiA's	Mark Baxter	100%	Performance			
			Comments	29 personnel have been trained in EqiA's across the Service and at various levels.		
PE1.1.22 - Develop register with clear review dates in an accessible platform	Mark Baxter	100%	Performance			
			Comments	n/r	n/r	n/r
PE1.1.23 - Process for EqiAs to be included within Service Orders so is accessible to all	Mark Baxter	100%	Performance			
			Comments	Process for EqiA's are embeded within Service Order 10 under Section 4.3. An Aide memoire of this is also linked onto the Intranet page under Equality Impact Assessments		
PE1.1.24 - Ensure EqIAs are completed for all LFR policies	Mark Baxter	75%	Performance			
			Comments	As Service orders and Polices are reviewed as in line with their review schedule they are including relevant EqIAs'	EqiAs are continuing to be completed for Polices and Services Orders as they are being reviewed.	EqiAs are continuing to be completed for Polices and Services Orders as they are being reviewed. Steering Group have commence quality assurance of new EqiA's
PE1.1.25 - Ensure EqIAs are completed for all LFR projects, with process embedded within Programme Board.	Mark Baxter	100%	Performance			
			Comments	Completed. EqiA's embeded within Programme Board and PiD process. All current projects have EqiA's.		Completed.
PE1.1.26 - Ensure EqIAs are completed for all LFR premises	Mark Baxter	100%	Performance			
			Comments	n/r	n/r	n/r

The Service should make sure there is a programme of positive action initiatives to support it's recruitment programme

			31 Dec 2021	31 Jan 2022	28 Feb 2022	
PE1.1.27 - Produce Positive Action Statement and Action Plan	Mark Baxter	90%	Performance			
			Comments	Example of positive action statement was discussed from HWFRS. Agreed to utilise this format to produce LFR statement with Lincolnshire data sets to be included. Deadline extended to March 2022	A recruitment planner has been compiled highlighting PA with a series of events/tasks to complete throughout 2022. HG to produce a positive action strategy for the service.	PA strategy has been started but not yet completed. HG has given a deadline for the 30/04/22 to submit initial draft to SLT.
PE1.1.28 - Communicate externally positive action days and awareness days for W/T recruitment	Mark Baxter	85%	Performance			
			Comments	By the end of the month the recruitment team will have finalised a detailed recruitment calendar for the year incorporating positive action sessions for the WT recruitment campaign. An intial meeting has already taken place with the comms team to work towards a comms strategy, this will be built upon in the future weeks and the available sessions will be communicated externally via a number of platforms prior to the WT advert going live.	Recruitment diary has been produced which outlines dates for have a go days, holding 1 per month for WT and RDS. Every other month there will be an additional 'positive action' session open for under-represented groups only. There will also be 1 online zoom session per month to discuss WT Recruitment.	Positive Action Have a Go (HAG) days have been communicated to the public via social media using eventbrite booking system for those wishing to attend. Webinars will be advertised via the same media prior to their commencement in April.

			31 Dec 2021	31 Jan 2022	28 Feb 2022	
PE1.1.29 - Facilitate positive action days for public to attend prior to W/T recruitment	Mark Baxter	100%	Performance			
			Comments	On the run up to the WT advert going live, online webinars will be available for under-represented groups to give an awareness of LFR, the role of a WT FF and an explanation of the recruitment process and available support.. This will be followed by hosting 'have a go' sessions reserved for the under-represented groups so we can break down barriers and offer further support should it be needed.	Recruitment diary outlines have a go sessions each month this year. Every month there will be 1 online awareness session, and 1 have a go day available. Every other month there will be an additional have a go day session for under-represented groups only. On the run up to the advert going live in August, throughout July more sessions will be available.	Completed - Positive Action HAG days start this weekend and will then continue to run every other month throughout the year. All sessions are preplanned on the recruitment PA planner.

			31 Dec 2021	31 Jan 2022	28 Feb 2022
PE1.1.30 - Ongoing plan to communicate externally positive action days and awareness days for On Call recruitment	Mark Baxter	85%	●	●	●
		Performance			
		Comments	<p>Positive action awareness/have a go days for under-represented groups will be programmed into the recruitment calendar throughout the year for potential OC candidates to attend.. Generic recruitment Posters/Leaflets will be published to highlight that LFR values difference.. Specific posters/leaflets will also be distributed in appropriate locations to attract under-represented groups, eg. material published in other languages such as Polish in relevant areas to assist with reaching out to our polish community,, attendance of careers fairs at girls schools, literature published in religious publications and LGBTQ plus forums, etc. As with the WT campaign the comms team are aware of our objectives and have agreed to support via various platforms.</p>	<p>Recruitment diary has been produced which outlines dates for have a go days, holding 1 per month for WT and RDS. Every other month there will be an additional 'positive action' session open for under-represented groups only. Diary also outlines plan to distribute posters to target under-represented groups. New posters have been created which are visually more diverse with a positive action strap line..</p>	<p>Positive Action HAG days have been communicated to the public via social media using eventbrite booking system for those wishing to attend. Webinars will be advertised via the same media prior to their commencement in April. Positive Action HAG days start this weekend and will then continue to run every other month throughout the year. All sessions are preplanned on the recruitment PA planner.</p>

			31 Dec 2021	31 Jan 2022	28 Feb 2022	
PE1.1.31 - Ongoing facilitation of positive action days for public to attend prior for On Call recruitment	Mark Baxter	60%	Performance			
			Comments	Ongoing programme throughout the year will allow the facilitation of positive action for OC recruitment. This will be facilitated in various ways including webinars/awareness sessions/have a go days. Other methods to promote PA include: Input has been given to CFS advocates so they can promote positive action recruitment at attended events, recruitment are supplying advocates who carry out year 7 school visits with slides to add into their presentation to promote at an early age that anybody can be a FF, WT stations are to be provided with resources/input to attend supermarkets, videos are being created incorporating a PA theme.	Ongoing roll out as per agreed plan	Progress being made in terms of resources for Operational crews and videos to be shared.
PE1.1.32 - Link with other Services / organisations to gain support and advice on effective positive action initiatives	Mark Baxter	100%	Performance			
			Comments	Completed due to contacts made and advice sought from Notts, HWFRS and Derbyshire FRS's.		
PE1.1.33 - Recruitment team to receive bespoke positive action training	Mark Baxter	100%	Performance			
			Comments	Helen Gridley now has 2 contacts for individuals recommended to deliver PA input to the recruitment team, she is making contact this week to discuss requirements and potential dates. Contact made with LCC comms for media training for the recruitment team, concentrating on delivering the comms strategy.	Positive action training to be delivered to the recruitment team on Monday 21st Feb by Farsh Raoufi.	Completed.

				31 Dec 2021	31 Jan 2022	28 Feb 2022
PE1.1.34 - Collate data from positive actions sessions to evaluate impact and learning.	Mark Baxter	100%	Performance			
			Comments	n/r	n/r	n/r



Protection Action Plan
















The Service should produce a clear plan for how it will ensure all premises it has identified as high-risk are audited in accordance with the timeframe it sets out in its risk-based inspection programme

			31 Dec 2021	31 Jan 2022	28 Feb 2022	
PP2.1.04 - Review current delivery methodology set out in FSGN 28	Jonathan Henderson	95%	Performance	●	●	●
			Comments	Numbers of monthly audits continues to increase and indications are that the team is on schedule to complete high risk audits in line with RBIP by the end of March 22. Final figures have been delayed due to the Flosuite migration to Azure causing reporting issues. A meeting has been programmed to review and update FSGN 28 by the end of January 22.	JH and Paul Howes developing the FSGN 28. It is currently in a "good draft" state and we intend to have it complete by the start of March in line with the new Dept Plan timescales. Amendments have been made to reflect the NFCC revisit frequency for each type of building and to reflect the current and future resources of the team.	FSGN 28 To be taken to SLT on Monday 28th March for sign off.
PP2.1.05 - Produce a plan setting out number of audits to be completed by Inspectors	Jonathan Henderson	95%	Performance	●	●	●
			Comments	Cumulative total of high risk audits 218/427. Additional Audits as a result of complaints/intelligence/thematic work – 120	Captured in FSGN 28, due to be finalised and published at the start of March.	Captured within FSGN 28. RBIP for 22/23 detailed within that document capturing; number of premises, visit frequencies, team structure and resource to risk.

			31 Dec 2021	31 Jan 2022	28 Feb 2022	
PP2.1.06 - Set up monthly reporting process that captures number of audits against plan to offer assurances of how the team are performing against the agreed plan and feed into SLT	Dan Moss	90%	Performance	▲	●	▲
			Comments	<p>The monthly reporting process has now been implemented and allowing updates to be given to the Chief and Cllr Cawrey. To date we have completed 218 high risk audits with the P&P Manager continuing to monitor this on a regular basis to ensure priorities are readjusted as required. The Building Risk Review exercise was completed on time with all relevant and required details on high rise premises. Whilst the priority remains on delivery of our RBIP, local issues found have resulted in the business engagement lead planning a program of themed work relating to Hotels and Care Homes.</p>	<p>We are providing weekly and monthly updates to Cllr Cawrey and the CFO. At the end of January we had completed 273 high risk audits being completed. This figure has allowed resources to be managed and provide assurance that we remain on target to complete the number of high risk audits as per the RBIP. Work to mitigate the risk identified as a result of being behind schedule with medium risk premises audits is being managed by the business engagement lead. Letters have been drafted and sent to all nursing homes across the county with further work planned for hotels. The P&P Manager continues to monitor progress and is realigning work and priorities as required.</p>	<p>The weekly updates and overview have continued through February and we reported the completion of 341 at the end of the month. The impact of losing individuals to Covid and one retirement from the Service is being monitored. Letters have been sent to all Care Homes across the county offering advice and support as part of the engagement and mitigation of potential risks as a result of the feedback received following local audits and the national issues around staffing. The RBIP delivery guidance has been reviewed and will be presented to SMB at the end of March.</p>

The Service should review its administration of the Protection function to make sure it can record and review all activity in a clear and consistent manner

			31 Dec 2021	31 Jan 2022	28 Feb 2022	
PP4.1.04 - Review current ways of working and ensure clear guidance is given to all new Inspectors to ensure consistency of completion of Protection activities	Jonathan Henderson	95%	Performance	●	●	●
			Comments	<p>Work has been undertaken within the central team to standardise ways of working. A new document of standard paragraphs has been produced to ensure consistency with all letters.</p>	<p>New process is embedded and seems to be working well.</p>	<p>New process continues to be embedded and appears to work effectively.</p>
PP4.1.05 - All Inspectors to attend Advanced Professional Certificate in Legal Skills in Investigation (APCIL Level 7) course to upskill on completion of protection files	Paul Howes	100%	Performance	✔	✔	✔
			Comments	<p>New inspectors are not yet at the right level of competency to attend an APCIL course so they will be scheduled to undertake training later in 2022.</p>	n/r	n/r

			31 Dec 2021	31 Jan 2022	28 Feb 2022	
PP4.1.06 - Review naming/recording methodology to ensure consistent approach to recording of all files	Paul Howes	100%	Performance			
			Comments	All inspectors have been upskilled in the use of Tags on Flosuite and the CFP manager will continue to monitor their use.	n/r	n/r
PP4.1.07 - External contractor carrying out work to refine FloSuite to ensure consistent ability to search and retrieve chronological information relating to enforcement	Jonathan Henderson	85%	Performance			
			Comments	The move to Azure has taken place but has thrown up significant issues. External contractor is working on resolving these issues prior to undertaking improvement works.	We have transitioned to Azure and the external contractor continues to UAT to ensure we are in a position to roll out the updated version of Flo Suite which will continue to enhance search and reporting on Protection files.	Project group established, issues identified and solutions proposed in order to progress further.
PP4.1.08 - New members of staff all working towards L4 Diploma and completing development programme. Ensure records are up to date and accurate to demonstrate CPD / development	Jonathan Henderson	90%	Performance			
			Comments	All new staff are completing their development folders and CPD records are regularly reviewed for accuracy.	New members continue to be supported by experienced team mentor. CPD records are up to date and accurate.	All new team members have submitted their course work for L4 Diploma. Their development continues to be supported by the team and Yas in particular.
PP4.1.09 - Ensure all staff have records of audits and activities being mentored and observed - Due to competence levels in the team a focus will be placed on new Inspectors initially. Once up to capacity assurance process will ensure all Inspectors are regularly monitored with activities assured.	Jonathan Henderson	90%	Performance			
			Comments	Development booklets are now maintained electronically on Imp and regularly reviewed by managers.	Focus continues to be on newer members of the team but processes being put in place to extend that to all of the team.	Focus continues to be on newer members of the team. The intention is to draw some team learning from a recent visit, resulting in prohibition. through a case study to be fed back in to the group.
PP4.1.10 - Review FSGN 27 - Enforcement to ensure details are up to date and accurate	Paul Howes	100%	Performance			
			Comments	n/r	n/r	n/r

The Service should make sure it has an effective quality assurance process in place so the Service can assure itself that staff carry out audits to an appropriate standard

31 Dec 2021

31 Jan 2022

28 Feb 2022

			31 Dec 2021	31 Jan 2022	28 Feb 2022	
PP2.1.07 - Review FSGN 08 (Continued Professional Development)	Paul Howes	100%	Performance			
			Comments	n/r	n/r	n/r
PP2.1.08 - Review FSGN 06 (Organisational Assurance)	Jonathan Henderson	85%	Performance			
			Comments	Due to upcoming retirements and internal moves the review of FSGN 06 and the move to reflect the Service Divisional structure will be put back to after March 22.	FSGN 06 reviewed and amended to reflect current processes including "tagging" of jobs for QA purposes. Further review of document to streamline ongoing with a view to it being complete by April 2022.	FSGN 06 to be further reviewed in 22/23 to reflect direction of Dept
PP2.1.09 - Introduce 'Tagging' process to allow all audits that have been quality assured to be easily identifiable	Paul Howes	100%	Performance			
			Comments	n/r	n/r	n/r
PP2.1.10 - Review and update CPD records and ensure these are checked on a monthly basis	Paul Howes	100%	Performance			
			Comments	n/r	n/r	n/r
PP2.1.11 - Migrate training records from IMP onto dedicated area within PDRPro	Jonathan Henderson	25%	Performance			
			Comments	This work has been put on hold until after March 22	This piece of work has been paused until April due to capacity issues within P&P and OD. The existing training records on IMP are up to date, maintained and accurate. The move to PDR Pro is required and is a positive step but resources are required elsewhere at present and as the existing system (IMP) is suitable we have paused the transition.	Paused until 22/23 and aligned with Internet and Sharepoint workstreams.
PP2.1.12 - Add standing agenda item to team meetings to highlight and discuss issues	Paul Howes	100%	Performance			
			Comments	n/r	n/r	n/r
PP2.1.13 - P&P Manager to carry out dip sample of audits with Managers once a month	Jonathan Henderson	80%	Performance			
			Comments	Audits will continue to be reviewed and tags used on Flosuite	Experienced team member carrying out review of selected audits. Each review is tagged on Flo Suite	Audits continue to be reviewed and tags used on Flosuite

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Open Report on behalf of Mark Baxter - Chief Fire Officer

Report to:	Public Protection and Community Scrutiny Committee
Date:	19 April 2022
Subject:	Lincolnshire's Ukraine Response

Summary:

This report provides assurance on the arrangements established by Lincolnshire County Council, Lincolnshire's District Councils, and multi-agency partners to deliver the government requirements in relation to the Ukraine humanitarian crisis.

Actions Required:

Public Protection and Community Scrutiny Committee is invited to review and comment on the contents of this report.

1. Background

In March 2022, in response to the humanitarian crisis in Ukraine, the government launched two visa schemes:

Ukraine Family Scheme: allowing family to join family members or extend their stay in the UK. The government has not given local authorities any specific duties towards this group. That said, a contact route has been set up through the Wellbeing Service to provide advice and to signpost to support.

Homes for Ukraine (HfU) Scheme; offering a route of entry to those who may not have family members in the UK but have someone here willing to provide them with a home (sponsors). Phase one requires a sponsor to be able to name their 'guests'. Organisations / community groups and individuals without an established link can register an interest but this will not be actioned until the government rolls out phase two in due course. The government requires local authorities to undertake a number of specific duties in relation to arrivals through this route.

The HfU national process is as follows:

1. Sponsor and guest find each other and agree to a match.
2. Either the sponsor or the guest fills out the single visa application form online using both parties' details.
3. After the application is submitted, security checks are done on both the sponsor, all other adults in the sponsor's household, and the guest. The application form will ask for details

on the location of the proposed accommodation for the guest so that details can be passed to local authorities. The data transfer steps are as follows:

- a. The sponsor and guest's data are submitted to the Home Office via the visa application process.
 - b. This data, including the address of the sponsor, is then passed to DLUHC and allocated to the relevant council. This is then visible to the council on a national database (Foundry).
 - c. The visa application will then be processed by the Home Office.
 4. Once both sponsor and guest have passed the national checks, the Home Office will issue the guest with a permit to travel. The guest can then travel to the UK and coordinate their arrival with the sponsor.
 5. The local authorities are required to:
 - a. Undertake a visit to the accommodation to check its suitability. In Lincolnshire this is being done by District Council Housing teams. Successful completion of this triggers the release of the £350 monthly 'thank you' payment to the host. These payments are made for a maximum of 12 months.
 - b. Carry out DBS / enhanced DBS checks on members of the sponsor household. Successful completion of these checks releases a payment of £10.5k per person to the County Council to provide support. This includes an immediate one-off payment of £200 per person to those arriving to meet their immediate needs during the time it takes for them to apply for Universal Credit. communities. The £10,500 for Ukrainian nationals is for the first year.
 - c. Provide access to school places. This is funded separately.
 - d. If sponsorship arrangements fail, District Council statutory homelessness duties are activated.

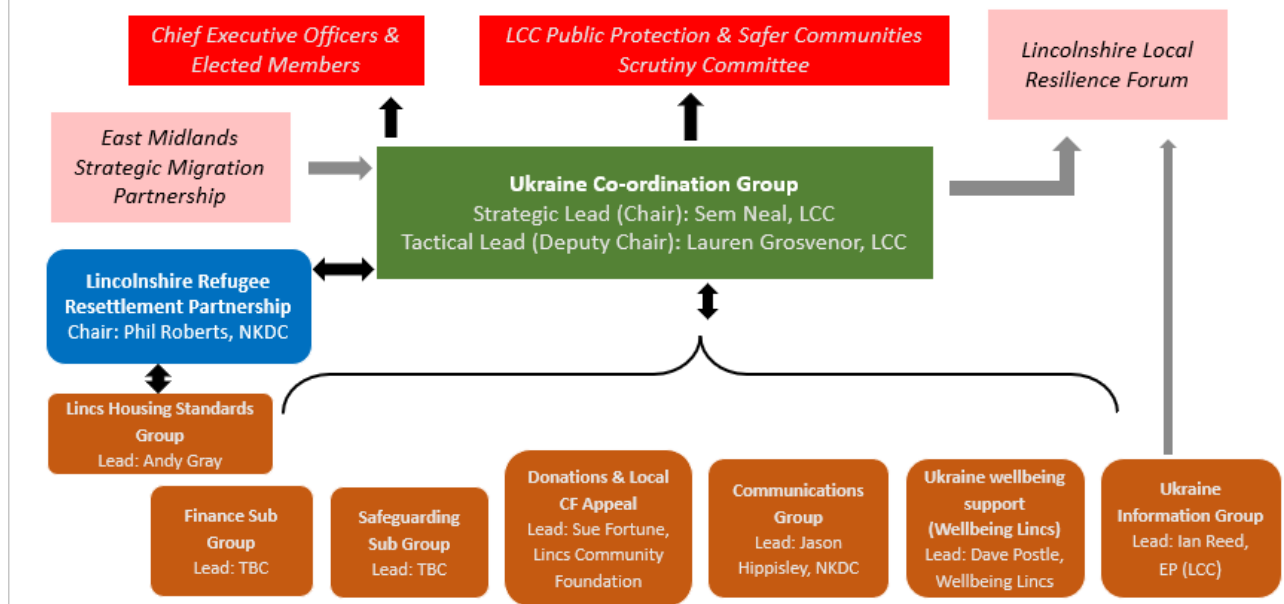
Lincolnshire County Council is co-ordinating activity as this is a humanitarian crisis rather than a civil contingencies emergency. That said, the Lincolnshire Resilience Forum (LRF) is providing appropriate support.

New guidance arrives almost daily. The Council is involved in weekly calls with the Strategic Migration Partnership hosted within East Midlands Councils and a range of other national webinars and briefings.

A local Co-Ordination Group has been established, and the governance and co-ordination arrangements are shown below.

Lincolnshire's existing Refugee Resettlement Partnership, convened by North Kesteven District Council, has responded to the arrival of Syrian families, Afghan evacuees in August 2021, and the set-up of asylum seeker accommodation throughout the autumn. Members include LCC, District Councils and NHS / Clinical Commissioning Groups (CCG).

Ukraine refugee coordination structure



The following arrangements have been agreed and mobilised:

- Co-Ordination Group Terms of Reference
- Information Sharing Agreement between LCC & District Councils
- Data sharing, home visit, safeguarding and payments process
- Web page on LCC website with links to government guidance
- Letter to sponsors
- Welcome pack for guests
- Wellbeing Service support line for new arrivals (both schemes)
- Mechanism for making £200 payments to arrivals
- Mechanism for making £350 payments to hosts
- Financial claims process. LCC is the accountable body for the £10.5k and must dispense this to cover District Council and other support costs.
- Risk Register
- Welcome Appeal / Fund, launched through Lincolnshire Community Foundation

Colleagues are also:

- Developing a 'safe and well' visit by Lincolnshire Fire and Rescue
- Working with the voluntary sector to co-ordinate wrap around support
- Ensuring access to appropriate mental health support

2. Conclusion

This report provides an overview of arrangements at present, and assurance that the government requirements as they currently stand are fully met in Lincolnshire.

The government guidance continues to evolve, with more arriving daily / weekly, and more promised on almost every aspect of the scheme. The governance systems in place mean that changes can be identified and acted upon quickly.

The government is also working on a second phase to allow communities to host multiple families, as well as matching hosts to arrivals where they have no existing connection. There is no information on this yet, and what the requirements on local authorities may be.

3. Consultation

a) Risks and Impact Analysis

A full risk register is being maintained by the Ukraine Refugee Coordination Group.

4. Background Papers

The following background papers as defined in the Local Government Act 1972 were relied upon in the writing of this report.

Document title	Where the document can be viewed
Guidance - Apply for a visa under the Ukraine Family Scheme	https://www.gov.uk/guidance/apply-for-a-ukraine-family-scheme-visa
Guidance - Apply for a visa under the Ukraine Sponsorship Scheme (Homes for Ukraine)	https://www.gov.uk/guidance/apply-for-a-visa-under-the-ukraine-sponsorship-scheme
Homes for Ukraine - Guidance for councils	https://www.gov.uk/guidance/homes-for-ukraine-guidance-for-councils

This report was written by Samantha Neal, Assistant Director, Prevention & Early Intervention, who can be contacted by e-mail at Samantha.neal@lincolnshire.gov.uk and Lauren Grosvenor, Service Manager – ICS, who can be contacted by email at lauren.grosvenor@lincolnshire.gov.uk.



Open Report on behalf of Andrew Crookham, Executive Director – Resources

Report to:	Public Protection and Communities Scrutiny Committee
Date:	19 April 2022
Subject:	Public Protection and Communities Scrutiny Committee Work Programme

Summary:

This item enables the Committee to consider and comment on the content of its work programme for the coming year to ensure that scrutiny activity is focused where it can be of greatest benefit. The work programme will be reviewed at each meeting of the Committee to ensure that its contents are still relevant and will add value to the work of the Council and partners.

Actions Required:

Members of the Committee are invited to review the work programme and highlight any additional scrutiny activity which could be included for consideration in the work programme.

1. Background

Overview and Scrutiny should be positive, constructive, independent, fair and open. The scrutiny process should be challenging, as its aim is to identify areas for improvement. Scrutiny activity should be targeted, focused and timely and include issues of corporate and local importance, where scrutiny activity can influence and add value.

All members of overview and scrutiny committees are encouraged to bring forward important items of community interest to the committee whilst recognising that not all items will be taken up depending on available resource.

Members are encouraged to highlight items that could be included for consideration in the work programme.

2. Work Programme

19 APRIL 2022	
Item	Contributor
1	Animal Health and Welfare Enforcement within Trading Standards- Update Report Sara Barry, Head of Safer Communities Mark Keal, Trading Standards Manager
2	Future Supports to Volunteers Lee Sirdifield, Assistant Director – Corporate Ben Rollett, CX – Voluntary Centre Services
3	Lincs FRS HMICFRS inspection outcomes Mark Baxter, Chief Fire Officer
4	Lincolnshire’s Response to Ukraine Humanitarian Crisis Mark Baxter, Chief Fire Officer

31 MAY 2022	
Item	Contributor
1.	Citizen’s Advice- Update Report Monica Stark, Chair CA Lincs Jenny Barnett, CEO CA Lincs
SITTING AS THE CRIME AND DISORDER SCRUTINY COMMITTEE	
2.	Cyber fraud- Impact on Vulnerable Individuals during the Pandemic Martyn Parker, Assistant Director - Public Protection

19 JULY 2022	
Item	Contributor
1	Service Level Performance Reporting against the Performance Framework 2021-2022 – Quarter 4 Diane Coulson, Assistant Director - Public Protection Nicole Hilton, Assistant Director - Communities Lee Sirdifield, Assistant Director - Corporate Mark Baxter, Chief Fire Officer Steven Batchelor, LRSP Senior Manager
2	Integrated Risk Management Plan 2020-2024 – Yearly Update Mark Baxter, Chief Fire Officer
3	FRS Attendance at Flooding Incidents – Annual Report on Performance Mark Baxter, Chief Fire Officer
4	Libraries Year 6 Update (2021-22)- Progress and Developments Louise Egan, Library & Heritage Client Lead

20 SEPTEMBER 2022	
Item	Contributor
1.	Service Level Performance Reporting against the Performance Framework 2022-2023 – Martyn Parker, Assistant Director - Public Protection

20 SEPTEMBER 2022		
Item		Contributor
	Quarter 1	Nicole Hilton, Assistant Director - Communities Lee Sirdifield, Assistant Director - Corporate Mark Baxter, Chief Fire Officer Steven Batchelor, LRSP Senior Manager
2.	Celebratory Services -Annual Report	James Chapple, Head of Registration and Coroners Services
3.	Coroners Service Update Report	Paul Smith, Senior Coroner for Lincolnshire
SITTING AS THE CRIME AND DISORDER SCRUTINY COMMITTEE		
4.	Re-Commissioning of Domestic Abuse Services [Pre-decision Scrutiny] (Executive Decision on 6 September 2022)	Carl Miller, Commercial and Procurement Manager
5.	Serious and Organised Crime – Fraud and Modern-Day Slavery	TBC

8 NOVEMBER 2022		
Item		Contributor
1	Community Hub Year 6 Update (2021-22)	Louise Egan, Library and Heritage Client Lead

13 DECEMBER 2022		
Item		Contributor
1	Service Level Performance Reporting against the Performance Framework 2022-2023 – Quarter 2	Martyn Parker, Assistant Director - Public Protection Nicole Hilton, Assistant Director - Communities Lee Sirdifield, Assistant Director - Corporate Mark Baxter, Chief Fire Officer Steven Batchelor, LRSP Senior Manager
2	Fire and Rescue Statement of Assurance 2021-22	Mark Baxter, Chief Fire Officer

3. To be programmed

This section covers areas of work that have been highlighted previously in Committee Meetings and by Officers as future items to be programmed.

- Safer Together Update
- Community Trigger Strategy
- Anti-social Behaviour
- Sources of intelligence used by Trading Standards

4. Conclusion

Members of the Committee are invited to review and comment on the work programme and highlight any additional scrutiny activity which could be included for consideration in the work programme.

5. Consultation

a) Risks and Impact Analysis

N/A

6. Appendices

These are listed below and attached at the back of the report	
Appendix A	Forward Plan of Decisions relating to the Public Protection and Communities Scrutiny Committee

7. Background Papers

No background papers within Section 100D of the Local Government Act 1972 were used in the preparation of this report.

This report was written by Kiara Chatziioannou, Scrutiny Officer, who can be contacted on 07500 571868 or by e-mail at kiara.chatziioannou@lincolnshire.gov.uk.

Forward Plan of Decisions relating to the Public Protection and Communities Scrutiny Committee

MATTERS FOR DECISION	DATE OF DECISION	DECISION MAKER	PEOPLE/GROUPS CONSULTED PRIOR TO DECISION	HOW AND WHEN TO COMMENT PRIOR TO THE DECISION BEING TAKEN	KEY DECISION YES/NO	DIVISIONS AFFECTED
Re-Commissioning of Domestic Abuse Services I025685	6 Sep 2022	Executive	Public Protection and Communities Scrutiny Committee	Commercial and Procurement Manager E-mail: carl.miller@lincolnshire.gov.uk	Yes	All Divisions

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