# **Lancashire Combined Fire Authority**

Monday, 16 December 2024 at 10.30 am in Washington Hall, Service Training Centre, Euxton

#### **Minutes**

#### Present:

N Hennessy (Chair)

#### Councillors

S Serridge (Vice-Chair) Z Khan MBE F De Molfetta S Morris M Clifford D O'Toole G Baker M Pattison S Clarke M Salter D Howarth J Shedwick J Hugo J Singleton D Smith T Hurn R Woollam F Jackson **B** Yates H Khan

### 45/24 Chair's Welcome and Introduction

The Chair welcomed members to the meeting and wished everyone a merry Christmas and a healthy and happy New Year.

The Chair reminded members of the next round of His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) Inspections with a focus on governance, she stated that members were already fully aware and trained but should consider attending the Local Government Association (LGA) Fire Essentials Training Course to enhance their knowledge. She reminded members that the course gave a 3-year certification so members should consider reattending if theirs had expired, due to rapid changes following the Grenfell Tower Inquiry and changes in Equality, Diversity and Inclusion (EDI). The Chair confirmed that only 3 members from each authority could attend each course, but Democratic Services would ascertain if there was a reserve list.

The Chair reminded members that two visits had been arranged to North West Fire Control (NWFC) on Tuesday 21 and Thursday 23 January 2025 and asked members to consider attending.

The Chair announced that the new Assistant Chief Fire Officer (ACFO) Samantha Pink was due to join the service in early 2025.

The Chair announced that the agenda order would be amended, item 16 – Operational Incidents of Interest and item 17 - Celebrating our people update would be swapped to allow more time for the dog and drone demonstration as part of item

	16.				
	Finally, the Chair expressed her thanks to the outgoing Chief Fire Officer (CFO) Justin Johnston for his support to her and all members. She remarked that he was an inspiration to many and wished him a healthy and happy retirement.				
46/24	4 Apologies for Absence				
	Apologies were received from County Councillors P Rigby, U Arif and P Britcliffe and Councillor M Desai.				
47/24	Disclosure of Pecuniary and non-Pecuniary Interests				
	None received.				
48/24	Minutes of Previous Meeting				
	Councillor F Jackson asked that Fire Cadet H Salisbury's presentation at the last Combined Fire Authority (CFA) meeting be shared with members.				
	<b>Resolved</b> : That the Minutes of the CFA held on 16 September 2024 be confirmed and signed by the Chair.				
49/24	Minutes of meeting Wednesday 4 September 2024 of Performance Committee				
	Resolved: That the proceedings of the Performance Committee held on 4 September 2024 be noted and endorsed.				
50/24	Minutes of meeting Wednesday 25 September 2024 of Resources Committee				
	<b>Resolved:</b> That the proceedings of the Resources Committee held on 25 September 2024 be noted and endorsed.				
51/24	Minutes of meeting Thursday 26 September 2024 of Audit Committee				
	<b>Resolved:</b> That the proceedings of the Audit Committee held on 26 September 2024 be noted and endorsed.				
	In response to a question from County Councillor S Clarke in relation to the minutes from Audit Committee held on 28 November 2024. The Clerk to the Authority and Director of Corporate Services (DoCS) confirmed that the minutes had not been agreed in time for publication of the agenda and would be brought to the next Combined Fire Authority (CFA) Meeting in February 2025.				
	In response to a question from Councillor J Hugo in relation to a recommendation at Audit Committee for Equality, Diversity and Inclusion (EDI) training to be taken to the next Strategy Group meeting, the DoCS confirmed that this would be covered as part of agenda item 13.				

52/24	Minutes of meeting Thursday 7 November 2024 of Member Training & Development Working Group					
	<b>Resolved:</b> That the proceedings of the Member Training and Development Working Group held on 7 November 2024 be noted and endorsed.					
53/24	Minutes of meeting Monday 18 November 2024 of Planning Committee					
	<b>Resolved:</b> That the proceedings of the Planning Committee held on 18 November 2024 be noted and endorsed.					
54/24	Membership of Committees 2024/25					
	The Clerk to the Authority presented a report to confirm the membership of committees in accordance with the political balance rules set out in the Local Government and Housing Act 1989. The makeup of each committee must reflect the proportions of seats held on the Combined Fire Authority (CFA) by each political group. The composition of each committee is set out below.					
	Committee	Total Membership	Conservatives	Labour		
	Full CFA	25	12	10		
	Performance	10	6	4		
	Planning	10	5	5		
	Resources	10	5	5		
	Audit	7	4	3		
	Appeals	7	4	3		
55/24	Resolved: - That the Authority noted and endorsed the membership of the committees of the Combined Fire Authority for 2024/25.  Proposed amendment to Resources Committee Terms of Reference					
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	The Clerk to the Authority presented a report for Members to consider amendment to the Terms of Reference (TOR) for the Resources Committee which represented minor changes, which allowed the Resources Committee to appoint a recruitment panel of 3 Members together with the Chief Fire Officer (as direct line manager for the post) which enabled flexibility to select appropriate members to support the needs of each recruitment panel. The proposal would not apply to the appointment the Chief Fire Officer, Clerk, and Treasurer to the Authority which was a matter reserved to the full Authority.  Resolved: - That the Authority approved the amendments to the Terms of Reference.					
	for Resources Committee.					
56/24	Grenfell Tower Inquiry Recommendations					
	The Chair remarked that it was pleasing to receive a letter of thanks from Minister of State for Policing, Fire and Crime Prevention in relation to Landard Rescue Service (LFRS) addressing all of the Grenfell Tower Public In					

Phase 1 recommendations.

The Deputy Chief Fire Officer (DCFO) presented the report to members summarising the Grenfell Tower Inquiry Phase 1 and 2 reports including the progress that the Service had made in relation to Phase 1 recommendations and a forward look to the recommendations made under Phase 2.

The DCFO introduced Area Manager (AM) Tom Powell who gave a presentation to members on the Grenfell Tower Public Inquiry.

On June 14 2017, Grenfell Tower, a high-rise residential building in London, was engulfed by fire, tragically resulting in the loss of 72 lives. The Grenfell Tower Inquiry, led by Sir Martin Moore-Bick, released the Phase 1 report on October 30, 2019. The report, comprised of six parts and primarily examined the events on the night of the fire. Despite the scope of Phase 1 being limited to that night's events, it highlighted the necessity for significant improvements in fire safety measures, particularly in the London Fire Brigade's and other Fire and Rescue Services' (FRSs) responses to major disasters, including high-rise fires.

Lancashire Fire and Rescue Service's (LFRS's) reaction to the Grenfell Tower Inquiry Phase 1 involved receiving and reviewing the recommendations to implement necessary enhancements. LFRS identified 75 actions and categorised these within various themes which included; training, equipment, vehicles, systems, and resourcing. All actions were placed on the services Assurance Monitoring System (AMS) with relevant owners assigned, who provided updates and attached evidence to support progress. The LFRS Organisational Assurance Group, which was made up of stakeholders from across the Service provided oversight and scrutiny on each actions progress and collectively agreed the sign off of each recommendation once satisfied.

All 75 actions relating to the Grenfell Tower Inquiry Phase 1 had been implemented.

There had been a number of legislative changes, the Fire Safety Act 2021 mandated that building owners took responsibility for conducting fire assessments and ensured the safety of residents. LFRS had developed its website to make it easier for building owners to provide critical information such as floor plans and external wall information and made it easier for members of the public to report fire safety complaints, defects or to submit valuable information to assist LFRS during operational incidents.

The service had introduced a Built Environment and Ops Liaison Team which had overseen the implementation of the new legislation and collation and processing of high-rise premises details. LFRS had also introduced the Secure Information Box (SIB) at all high-rise properties including contact details of the responsible person, building layout, residents' information, current fire safety issues and current evacuation plans.

On 1 October 2022, LFRS adopted a red, amber, green (RAG) risk system to ensure risk was consistently triaged and a proportionate resource response applied.

LFRS had enhanced it's training approach and worked with Greater Manchester Fire and Rescue Service (GMFRS) to train using their high-rise prop.

Operational policy had been updated in line with national guidance, including Immediate Building Evacuation (IBE), an evacuation strategy which enabled a controlled, safe and effective evacuation of any type of building. IBE was an LFRS response to the need to change the pre-determined evacuation strategy to a simultaneous evacuation. For example, if a Tall Building with a 'stay put' strategy started to show unusual fire behaviour such as fire spread up the exterior of the building, the Incident Commander may choose to evacuate the whole building to reduce the risk to life.

LFRS had implemented an electronic system to record Fire Survival Guidance (FSG) information in the control room which displays simultaneously at the bridgehead and in LFRS command units. This improved situational awareness and sharing of information. The evacuation guidance for the building, and the advice provided to specific flats was recorded. Occupants could be re-contacted by North West Fire Control (NWFC) with relevant information and/or if the evacuation strategy had changed.

One recommendation was for Fire and Rescue Services to introduce escape hoods for use by casualties in situations where they were unable to escape due to smoke or its effects. Escape hoods provide a barrier to the inhalation of toxic smoke and gases, which could significantly impair the ability to breathe and see, increasing the risk of harm or death. They typically worked for 15 minutes by providing a clean air supply or by filtering out harmful smoke particles, ensuring that the wearer could breathe more easily and continue to evacuate safely. Every LFRS appliance carried a number of smoke hoods.

LFRS had introduced smoke curtains, a passive fire protection system designed to contain and direct smoke to designated areas preventing it from spreading throughout a building. LFRS had also introduced a male-to-male adaptor to address potential issues with defective riser inlets at high-rise properties. It served as a crucial piece of equipment by enabling the conversion of an available outlet into an inlet, ensuring the functionality and continued use of a dry riser system for firefighting.

The Aerial Ladder Platform (ALP) assets within Lancashire had been reviewed and the service had procured its highest ALP, a 45-metre ladder to enhance LFRS's response capabilities in line with built environment risks. The cage was adjustable, enabling it to be flush with the building where a rescue may be required. The ALP had wheelchair access and a five-person cage. The ALP could also be operated remotely.

The Grenfell Tower Inquiry Phase 2 was published on the 4 September 2024. The report comprised of fourteen parts, and covered the course of events leading up to the fire; it had 58 recommendations. Although there were fewer recommendations than anticipated, many of the recommendations were broad with significant implications for a number of stakeholders with some requiring legislative change. These stakeholders included: Central Government, Royal Borough of Kensington

and Chelsea Council, Tenant Management Organisations (TMO), private companies involved in the design and refurbishment, product manufacturers and those involved in testing materials, and the London Fire Brigade (LFB) in relation to its planning and preparedness.

The recommendations would have significant implications across Lancashire in the short, medium and long term. Although many of the recommendations were not directed at Fire and Rescue Services, they would still have an impact on LFRS such as changes to Building Control processes or how Local Authorities prepare and respond to an incident similar to the fire at Grenfell.

LFRS would review their previous actions under Phase 1 within the context of the Phase 2 recommendations made to LFB and Fire and Rescue Services, to provide additional assurance and identify where further work would be required. The National Fire Chiefs Council (NFCC) were also reviewing the recommendations and LFRS would monitor their updates closely. As with Phase 1, all relevant recommendations would be added to, and tracked on the AMS, with the Organisational Assurance Group providing internal scrutiny and oversight.

County Councillor F De Molfetta remarked that it was pleasing that LFRS had completed all the phase 1 recommendation actions. He felt that the inquiry had dragged on for too long and was disappointed that there were still tower blocks with unsafe cladding. He expressed his thanks to all officers for safeguarding Lancashire.

In response to a question from County Councillor B Yates in relation to the number of high-rise buildings in Lancashire that had unsafe cladding and the equipment available to tackle any potential fires, AM Powell confirmed that a tall building was defined as a building over 18 metres tall. There were over 70 buildings over 18 metres tall in Lancashire and of those, 6 or 7 were in the red RAG risk category which also included non-residential buildings. Resources would be dispatched in line with the RAG risk category, if the building was within the red category more appliances would automatically be sent.

In response to a question from the Chair in relation to escape hoods being carried by firefighters, AM Powell confirmed that escape hoods were attached permanently to breathing apparatus sets and there were more on each appliance.

In response to a further question from the Chair in relation to the timeline for phase 2 actions, AM Powell confirmed that some actions would take a number of years to complete as they may require government to enact changes in legislation. The NFCC were reviewing recommendations and wanted a joined up approach across all FRSs. There was no definite timeline but once established a timeline would be attached to each individual action and tracked through the AMS.

In response to a question from County Councillor M Clifford in relation to where the new ALP would be stationed and if it was where the highest buildings in the county are, AM Powell confirmed that the new ALP would be based at Preston Fire Station. The landscape of Lancashire was changing but Preston had the biggest residential high-rise risk, however there were other areas around the county with risk increasing.

**Resolved**: - That the Authority noted the report and the contents of the associated slide presentation.

# 57/24 HMICFRS thematic inspection into the handling of misconduct in Fire and Rescue Services update

The Director of People and Development (DoPD) presented the report to members. In July 2023, the Home Secretary commissioned His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) to conduct an inspection of the handling of misconduct in Fire and Rescue Services (FRSs) in England. The report was published on the 1 August 2024 and identified a number of issues across the Services inspected and a set of recommendations. The services progress against the HMICFRS recommendations was included as Appendix A within the agenda report pack.

## Reporting areas of concern

In terms of supporting individuals to highlight areas of concern, the Service had launched its anonymous reporting helpline, Safecall, and undertaken a communication campaign advising members of staff of the various ways in which matters of concern could be raised.

Where individuals wished to raise complaints about their own employment, the Grievance Procedure and Bullying and Harassment Policy could be utilised.

#### **Grievances**

All members of staff had the right to raise a grievance. Within Lancashire Fire and Rescue Service (LFRS) seven grievances had been raised within the financial year which related to twenty eight members of staff. This compared to nine grievances last year and eight the year before.

### Disciplinary

The Disciplinary Procedure was applied in cases of misconduct, the initial stages could be an informal fact finding or a formal investigative process. The findings from those processes would determine the next stage. On occasion an informal fact finding and investigation could result in no further action.

Since this financial year fifteen disciplinary investigations had begun and from those six cases had been concluded which resulted in:

- One 6-month warning.
- One 12-month warning.
- One dismissal.
- Two resignations, where the investigation was concluded and would have resulted in dismissal.
- One resignation linked to a failure to respond.

Nine cases remained under investigation.

#### **Bullying and Harassment**

This year the Service had received no complaints of bullying and harassment and

last year two complaints were received.

## Whistleblowing and Safecall

Issues of concern could also come in via numerous routes utilising Safecall, the Grievance Procedure or Whistleblowing Policy.

The Whistleblowing Policy was intended to cover major concerns that fall outside the scope of other procedures.

Where a matter was reported using Safecall it could then be investigated as a Safecall under the Disciplinary or Grievance Procedure depending on the nature of the case.

Since 1 April 2023 to 31 March 2024, six matters of concern were raised utilising Safecall, all of the cases related to behaviour.

Further to the matters being raised the following action occurred:

- Mediation between two individuals and no further action.
- Recruitment and Selection Investigation no further action.
- Formal investigation resulting in a management letter, additional training.
- Formal investigation resulting in a management letter, additional training.
- Matter investigated under the Grievance Procedure.
- Matter investigated under the Whistleblowing Procedure.

Since 1 April 2024, there had been two complaints utilising Safecall, one matter was under investigation, the other anonymous complaint had been challenging to deal with as no place of work or person was identifiable but the concerns raised would be the subject of training.

#### Complaints

Members of the public could make complaints against members of staff and these were initially investigated by the line manager. If misconduct was found to have occurred the matter was passed to Human Resources (HR) where the matter was investigated under the relevant procedure. In this financial year there had been eighteen complaints.

In response to a question from County Councillor D O'Toole in relation to the timeline for the services HMICFRS inspection, the Assistant Chief Fire Officer (ACFO) confirmed that the inspection would commence on 17 February 2025. Prior to this date the self-assessment would be completed and submitted before commencement of the inspection including an update since the last inspection and the services current position against previous findings. The first three weeks of the inspection would be conducted remotely and the physical inspection within the service would commence on 10 March 2025. The inspection was expected to conclude in April 2025.

The ACFO advised that a familiarisation meeting would be taking place on 18 December 2024 with the services HMICFRS lead Phil Innis, although he would not take part in this inspection due to previous commitments.

The DoPD asked members to consider their training needs and the Deputy Chief Fire Officer (DCFO) advised that there would be some input on training at the next Strategy Group Meeting in February.

The Chair thanked the DoPD for a comprehensive report.

**Resolved**: - That the Authority noted the report.

## 58/24 | Member Champion Activity Report

The concept of Member Champions was introduced in December 2007. A review of the areas of focus for Member Champions was considered at the Authority meeting held in June 2017 where new areas of responsibility were agreed. The current Member Champions and their areas of responsibility were:

- Community Safety County Councillor Matthew Salter
- Equality, Diversity and Inclusion Councillor Zamir Khan
- Health and Wellbeing County Councillor Hasina Khan
- Road Safety Councillor Fred Jackson

Reports relating to the activity of the Member Champions were provided on a regular basis to the Authority. This report related to activity for the period up to 15 September 2024. During this period all had undertaken their respective role in accordance with the defined terms of reference.

County Councillor M Salter acknowledged the fantastic work of the Community Safety and Prevention Team and thanked all involved. He drew attention to the work that the Community Fire Safety (CFS) Team had done with the Hindu and Sikh communities raising awareness of fire safety in relation to the dangers of traditional tea lights and the benefits of switching to battery-operated candles. During the recent Diwali celebrations, the CFS team visited supermarkets across Preston distributing fire safety literature due to an increase in the number of international students living in university halls of residence.

County Councillor D O'Toole commended the report and the work of the member champions.

The Chair thanked member champions and remarked that she had attended a great road safety event at Burnley College.

**Resolved**: That the Authority noted and endorsed the report and acknowledged the work of the respective Champions.

## 59/24 Fire Protection Report

The Deputy Chief Fire Officer (DCFO) presented the report which summarised Lancashire Fire and Rescue Service (LFRS) prosecutions pertaining to fire safety offences under the Regulatory Reform (Fire Safety Order) 2005.

On Thursday 21 November 2024, sentencing had taken place at Preston Crown Court, where the landlord of 120 Corporation Street, Preston was sentenced to the following:

- Nine months to be served concurrently, suspended for eighteen months.
- One hundred and twenty hours Community Service.
- Ordered to pay £2,400 in costs to LFRS.

Four cases sat within the court system, two cases related to the same premises; one case was set for sentencing on 29 January 2025 at the Magistrates Court. The second case had a dismissal hearing on the 24 March 2025 at Crown Court along with a trial date set for the 28 July 2025. Two other legal cases were set to be heard in the Crown Court, one for sentencing on the 9 December 2024 relating to supported living, and the second which related to student accommodation, had a trial date of 14 July 2025.

The Protection team were currently engaged with two appeals against the issuing of Enforcement Notices with the courts able to determine the success of the appeal.

Members noted that there had been six arson convictions during the quarter.

At 11:28 Councillor's Z Khan and D Smith left the meeting.

County Councillor M Pattison expressed her thanks to the firefighters who attended the tragic incident in Kirby Lonsdale and stated her thoughts were with the families involved.

County Councillor J Shedwick remarked that there were a number of severe sentences included within the report and commended the Fire Protection Team on their work.

County Councillor M Clifford expressed his thanks for the work done in relation to the arson fire at The Barn, Bamber Bridge. He stated that the fire was at Cuerden Valley Park Visitor Centre of which he was a Director and the visitors centre was crucial for the charity.

The DCFO stated that the fire at Kirby Lonsdale was attended by LFRS dogs and drones. With LFRS regularly working in partnership with other services.

**Resolved:** That the report be noted.

#### 60/24 Celebrating our people update

The Assistant Director of Communication and Engagement (ADoCE) presented the report. Following the Service's annual staff celebration event on 21 November 2024, the report set out staff recognition activity and individuals celebrated for a variety of achievements in 2024. As part of the Service's staff recognition activity, more than 70 people were honoured with Long Service Good Conduct Awards, Star Awards, Chief Fire Officer's Commendations, Bravery Awards and Academic Achievements. Details of all award recipients were included within the report within the agenda pack.

Throughout the year, staff were recognised for their efforts through formal activity such as letters of appreciation and nominations for external awards, in addition to informal activity carried out by local leaders.

The Service's intranet contained a 'compliments board' where compliments from colleagues and the public were shared. This year to-date there had been 55 compliments published for staff across the Service.

In autumn, a programme of on-call station appreciation events began. They were designed to thank on-call staff, their families, and employers who were all invited to join a senior officer at the station for refreshments. Six events had taken place in Pennine area, with staff on the units recognised for teamwork, professionalism, and supporting their local communities. These events were currently being evaluated before wider rollout.

The Chair remarked that she and the Vice-Chair had attended the celebration event and enjoyed hearing many officers' stories and talking to the award winners. She remarked that there were a number of firefighters who had completed further education whilst working fulltime to develop both themselves and the service. The Chair added that the report would be brought to the authority annually.

**Resolved:** That the Authority noted and endorsed the report and acknowledged the achievements of award recipients.

## 61/24 Operational Incidents of Interest

The Assistant Chief Fire Officer (ACFO) presented the report which provided Members with information relating to operational incidents of note. As the operational period had been very busy, the report detailed only the larger deployments or more complex incidents. As a result, some incidents that Members had been made aware of locally, may not have formed part of the report. Full details of the following incidents were provided in the report:

- Road Traffic Collision in Lancaster (2/9/24)
- Hazardous Materials Incident in Chorley (6/9/24)
- Explosion in Burnley (14/9/24)
- Commercial Building Fire in Fleetwood (17/9/24)
- Heavy Goods Vehicle Fire in Lancaster (19/9/24)
- Major Entrapment of Person in Preston (23/9/24)
- Animal Rescue in Rawtenstall (28/10/24)
- Commercial Building Fire in Preston (31/10/24)
- Gas explosion in Preston (2/11/24)
- Major Incident Road Traffic Collision in Lancaster (6/11/24)

**Resolved:** That the Authority noted and endorsed the report.

The ACFO introduced Watch Manager (WM) Lindsay Sielski who gave a presentation and demonstration to members on dogs and drone use within the service. He stated that WM Sielski was nationally recognised and was leading

innovation in training dogs to work in conjunction with drones and lasers

WM Sielski gave a demonstration with Maverick, a 12-month-old Springer Spaniel who was being trained to work with drones and lasers. She stated that Lancashire Fire and Rescue Service (LFRS) was the only fire service in the world working collaboratively with dogs, drones and lasers.

WM Sielski explained that Maverick was training to access restricted areas and avoid hazards by following a laser before conducting a search.

WM Sielski then delivered a presentation to members, she explained that the picture of searching had changed with more homelessness and modern slavery and the use of drones and dogs allowed the incident commander to obtain a full picture of an incident. The presentation included a number of videos showing the dogs in training with drones and lasers.

WM Sielski remarked that some searches could be done more safely with the search dog being directed from a distance using lasers and drones and radio commands through a radio attached to the dogs collar, allowing firefighters to keep a safe distance.

In response to a question from County Councillor D O'Toole in relation to the preferred dog breed, WM Sielski stated that there was no preference on male or female dogs. Maverick's father was a good agile search dog, able to think cognitively and outside the box, so chose those genetics to breed from. She stated that any dog from a working line with a longer nose was preferred but blood hounds were not used for searching as they were not good at moving around rubble. WM Sielski stated that there was some personal choice involved and the latest fire dog was a Belgian Malinois which had failed as a police dog but could be used as a search dog.

The Chair thanked WM Sielski for her demonstration and presentation.

## 62/24 Member Complaints

The Monitoring Officer confirmed that there had been no complaints since the last meeting.

**Resolved**: That the current position be noted.

## 63/24 Date of Next Meeting

The next meeting of the Authority would be held on Monday **17 February 2025** at 10:30am at the Training Centre, Euxton.

M Nolan Clerk to CFA

#### LFRS HQ Fulwood