**360-degree feedback tool – request for market engagement**

We would like to engage with external suppliers who would be interested to shape the development of a national 360-degree feedback tool for the UK fire and rescue service. This work is being managed and developed by the National Fire Chiefs Council (NFCC).

This activity is not part of the formal procurement process.

**Background**

Currently, 360-degree feedback is approached very differently across the UK fire and rescue service. Differences include:

* Many services do not offer this development tool
* For services who do offer 360-degree feedback, the criteria required to access this differs, including:
  + Only those on development programmes
  + Only senior leaders
  + All leaders
  + All colleagues
* Internally and externally designed tools
* Alignment to a variety of measures, including national, local and generic leadership standards
* How reporting is managed
* How feedback is shared
* Follow up actions and activities
* Ongoing monitoring of improvements

**Aim**

To produce a professional, consistent, national 360-feedback tool for the UK fire and rescue service which would include the following:

* Alignment to the [NFCC Leadership Framework](https://ukfrs-prod-asset.s3.eu-west-2.amazonaws.com/s3fs-public/2022-10/NFCC_Leadership_Framework_Final.pdf?VersionId=RLOUvhV8fnyPhrr3wI1SjMu.yBQMa_64)
* Alignment to the [Core Code of Ethics and Guidance](https://www.ukfrs.com/core-code-ethics)
* Available for completion at all levels
* Administration of the process
* Alternative approaches to production of feedback reports
* Alternative approaches to providing feedback
* Data at a national and service level showing:
  + Completion levels
  + Key themes, including areas of strength and development

**Request for market engagement**

**We would love to hear from any external suppliers who have expertise in the area of 360-degree feedback.**

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| **360-degree feedback tool** |
| Provision of a national 360-feedback tool, aligned with [NFCC Leadership Framework](https://ukfrs-prod-asset.s3.eu-west-2.amazonaws.com/s3fs-public/2022-10/NFCC_Leadership_Framework_Final.pdf?VersionId=RLOUvhV8fnyPhrr3wI1SjMu.yBQMa_64) and [Core Code of Ethics](https://www.ukfrs.com/core-code-ethics).  Considerations:   * ***Developing*** a bespoke process aligned to [NFCC Leadership Framework](https://ukfrs-prod-asset.s3.eu-west-2.amazonaws.com/s3fs-public/2022-10/NFCC_Leadership_Framework_Final.pdf?VersionId=RLOUvhV8fnyPhrr3wI1SjMu.yBQMa_64) and [Core Code of Ethics](https://www.ukfrs.com/core-code-ethics) * Management of the ***process*** (communications, gathering of data, production of reports (internally, locally, outsourced) * Facilitation of ***feedback*** (outsourced, delivered internally through central coaches, delivered locally) |
| **How you can help**   * Examples of bespoke 360-degree tools you have developed and used successfully. * Suggestions and alternative approaches to managing the process. * Suggestions and alternative approaches on how feedback can be provided in the most constructive way. * Examples of linking 360-degree feedback with ongoing coaching / performance appraisal / development plans. * Examples where 360 feedback has had a positive impact on the individual and the culture of an organisation. |