

**LANCASHIRE COMBINED FIRE AUTHORITY
PLANNING COMMITTEE**

Meeting to be held on 15 July 2019

**HER MAJESTY'S INSPECTORATE OF CONSTABULARY AND FIRE & RESCUE
SERVICES (HMICFRS) - INSPECTION OF LANCASHIRE FIRE AND RESCUE SERVICE**

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Executive Summary

In 2017 Her Majesty's Inspectorate of Constabulary (HMIC) remit for inspecting all Police Forces in England, was extended by the Home Secretary to also include independently inspecting all 45 Fire and Rescue Services in England. They would become Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) and the 45 English Fire Services would all be inspected over a two year period.

Lancashire Fire and Rescue Service was inspected in July 2018, in the first tranche of inspections and subsequently our HMICFRS report was publicised in December 2018.

Tranche two inspections have now concluded and the results were published in June 2019. Tranche three inspections have commenced and will conclude by mid-August 2019.

Once the results from tranche three have been publicised in December 2019, it is anticipated a 'State of Fire and Rescue' report will also be issued in December 2019 by Sir Thomas Winsor, who will summarise the national findings from within the sector.

Recommendation

The Planning Committee is asked to note and endorse the report.

Background

Lancashire Fire and Rescue Service's HMICFRS inspection report was published publicly in December 2018. We were graded against the three core pillars of the inspection programme; efficiency, effectiveness and people.

We were graded as 'good' overall for each of the three core pillars and 'good' against ten of the eleven sub-diagnostics, which formed each of the three core pillars.

Lancashire Fire and Rescue was the only Service in the first tranche to receive an 'outstanding' grading for how we promote our culture and values.

The report highlighted our areas of best practice and we didn't receive any formal areas for improvement. The report did however guide us to consider the following three areas;

- The Service should ensure that it has allocated sufficient resources to a prioritised and risk-based inspection programme;
- The Service should assure itself that it is making the most of collaboration opportunities and that they provide value for money;

- The Service should put in place an open and fair process to identify, develop and support high potential staff and aspiring leaders.

We continue to evaluate these areas and are working towards the initial action plan for delivering and measuring our improvements against them. To ensure we deliver these improvements, they report to Corporate Programme Board for monitoring and scrutiny.

The internal HMICFRS project has been formally closed and we now have a governance structure in place which reports to the Senior Management Team.

We are currently required to undertake quarterly data set returns for the HMICFRS. This involves providing the HMICFRS data teams with an array of data, ranging from overtime costings to fire engine availability. This will be an on-going requirement to assist the HMICFRS in determining our efficiency and effectiveness as a Service. It also provides a platform for making national comparisons.

The reports for the tranche two inspections were published on 20th June 2019. Findings were similar to those identified in tranche one inspections, notably improvements required around protection and the people pillar. No Fire and Rescue Service achieved an 'outstanding' grade against any of the three core pillars, however three Fire and Rescue Service's achieved an 'outstanding' grading for one or more sub-diagnostics;

- Merseyside Fire and Rescue Service- Preventing fires and other risks & Responding to national risks;
- West Midlands Fire and Rescue Service- Responding to fires and other emergencies;
- Oxfordshire Fire and Rescue Service- Promoting the right values and culture.

Lancashire Fire and Rescue remain the only Service in both tranches to be graded as at least 'good' against every sub-diagnostic and receive an 'outstanding' grade in one.

We are reviewing the findings from tranche two against our own action plan and will seek to learn from those Services that have been identified as best practice. We will continue to embed the HMICFRS into the Service and horizon scan emerging themes from within the sector.

We continue to build on our professional relationship with our HMICFRS Service Liaison Lead (SLL). We have regular engagement with our SLL and he will continue to visit both strategic and district level activities to assess how we are delivering effective and efficient services for the people of Lancashire. The SLL recently met with our new CFO and DFCO to discuss future direction. SLL engagement is due to increase from September following the conclusion of tranche three inspections with a view to another round of full inspections from 2020.

Business Risk

Outcomes of HMICFRS local and national reports could result in Lancashire Fire and Rescue Service being required to undertake further workstreams around emerging risks and issues. This may require flexibility in our approach to planning and preparing for future HMICFRS inspections and continuing to conduct our own self-assessment exercises, to ensure we remain committed to moving forward as a Service.

Environmental Impact

None.

Equality and Diversity Implications

None

HR Implications

None.

Financial Implications

None.

Local Government (Access to Information) Act 1985

List of Background Papers

| Paper | Date | |
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| Reason for inclusion in Part II, if appropriate: | | |