

Lancashire Combined Fire Authority

Planning Committee

Meeting to be held on Monday 20 November 2023

His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) Update

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Executive Summary

This report provides an update on His Majesty's Inspectorate of Constabulary Fire and Rescue Services (HMICFRS) activity.

Additionally, it provides information regarding Lancashire Fire and Rescue Service's (LFRS) ongoing preparations for HMICFRS Round 3 inspection, the inspection process, wider HMICFRS activity including misconduct and values and culture within fire and rescue services.

Recommendation

Planning Committee is requested to note and endorse the update.

Round 3 Overview

HMICFRS commenced Round 3 inspections in early 2023, the three pillars; effectiveness, efficiency, and people remain the same as Round 2. So too do the 11 diagnostics under each pillar which inspectors make graded judgements against.

Early engagement with our Service Liaison Lead, Dominic Mika has taken place between Chief Fire Officer Justin Johnston and Area Manager Tom Powell (LFRS Service Liaison Officer). Dominic will start to be introduced into the Service over the coming months in the build up to our inspection. HMI Michelle Skeer, recently retired Chief Constable of Cumbria Constabulary, has three meetings planned with the Chair of the Authority, the Chief Fire Officer and Trade Union officials/ staff network group representatives at the start of December. The Chair of the Authority and the Chief Fire Officer recently attended the HMICFRS Chief and Chairs event in London.

It is anticipated that Lancashire's inspection will take place around late spring / early summer 2024. The Organisational Assurance Team within the Service Improvement Department continue to track progress against our previous inspection, monitor national themes and prepare LFRS for our Round 3 inspection.

HMICFRS is publishing reports on a rolling basis for Round 3 and have so far published eight reports on fire and rescue services (FRS). With the introduction of the 'adequate' grading, many FRS's have seen 'good' gradings from Round 2 change to 'adequate' gradings in Round 3 due to identified 'areas for improvement'. A summary of the gradings for all eight FRSs inspected so far in Round 3 can be found below.

		Effectiveness				
		Understanding the risk of fire and other emergencies	Preventing fires and other risks	Protecting the public through fire regulation	Responding to fires and other emergencies	Responding to major and multi-agency incidents
Beds Round 3:		G	RI	RI	RI	A
Beds Round 2:		G	RI	RI	G	G

	Efficiency	
	Making best use of resources	Making the fire and rescue service affordable now and in the future
	RI	G
	RI	G

	People			
	Promoting the right values and culture	Getting the right people with the right skills	Ensuring fairness and promoting diversity	Managing performance and developing leaders
	RI	A	A	A
	G	G	G	G

Cambs Round 3:		G	G	G	A	A
Cambs Round 2:		G	G	G	G	G

	O	G
	G	RI

	G	A	G	RI
	G	G	G	G

Cheshire Round 3:		A	A	G	A	A
Cheshire Round 2:		G	G	G	G	G

	A	G
	G	G

	G	G	G	G
	G	G	G	RI

Warwicks Round 3:		A	RI	RI	A	A
Warwicks Round 2:		RI	I	RI	RI	G

	RI	RI
	RI	RI

	A	RI	RI	RI
	RI	RI	RI	RI

Cornwall Round 3:		A	RI	A	A	RI
Cornwall Round 2:		RI	RI	RI	RI	G

	RI	RI
	RI	RI

	A	RI	I	RI
	G	RI	RI	RI

Surrey Round 3:		A	RI	RI	RI	RI
Surrey Round 2:		RI	G	G	RI	RI

	RI	A
	RI	G

	G	A	RI	RI
	G	G	RI	RI

Bucks Round 3:		RI	RI	I	RI	A
Bucks Round 2:		RI	RI	RI	G	G

	RI	RI
	RI	RI

	RI	RI	RI	RI
	RI	RI	RI	RI

Merseyside Round 3:		G	O	G	G	O
Merseyside Round 2:		G	O	G	G	O

	O	G
	O	G

	A	A	A	G
	G	G	RI	G

Key	Outstanding	Good	Adequate	Requires Improvement	Inadequate
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Misconduct within the fire and rescue service

HMICFRS has commissioned Crest Advisory to carry out research on misconduct within fire and rescue services in England. The goal is to better understand misconduct within the fire and rescue service so its processes and policies can be strengthened and improved.

Crest Advisory are conducting two online surveys: one aimed at current members of staff, and another aimed at former members of staff who have worked in a fire and rescue service within the last five years. Current members of staff can take part in this survey which is open until 4 December 2023. Former members of staff can register their interest to take part in research interviews with registration open until 11 December 2023. LFRS has shared details of the surveys with both current and former members of staff.

Information shared in the research will typically remain confidential, unless there are safeguarding, or criminal issues raised that require it to be shared with a third party (e.g. the police). Reporting of data obtained via surveys and interviews will be anonymised.

The findings will contribute to the evidence base of the national inspection on misconduct within fire and rescue services, which will be reported on by HMICFRS in June 2024.

Values and culture in fire and rescue services

Values and culture in fire and rescue services remains a focus for HMICFRS and LFRS has already been working proactively in terms of promoting its values and engendering an organisational culture where all employees can thrive. The Resources Committee has recently received a report on progress the Service has made in relation to equality diversity and inclusion (EDI) as part of our EDI Annual Report. The Resources Committee was also updated on progress the Service is making regarding the HMICFRS and National Fire Chiefs Council recommendations in relation to values and culture.

HMICFRS Autumn Data Collection

LFRS is currently collating the Autumn data collection which will be submitted to HMICFRS prior to the deadline of 24 November 2023.

Business risk

The inspection will monitor LFRS's direction of travel since 2022 which could cause reputational damage if it is perceived that we have not made reasonable progress.

Sustainability or Environmental Impact

None

Equality and Diversity Implications

None

Data Protection (GDPR)

None

HR implications

None

Financial implications

None

Local Government (Access to Information) Act 1985

List of background papers

Paper:

Date:

Contact:

Reason for inclusion in Part 2 if appropriate: N/A