

Lancashire Combined Fire Authority

Planning Committee

Meeting to be held on 15 July 2024

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

Contact for further information – Steve Healey, Deputy Chief Fire Officer
Tel: 01772 866801

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, and wider HMICFRS activity including misconduct, and values and culture within Fire and Rescue Services.

Recommendation

Planning Committee are 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. Likewise, the 11 diagnostics under each pillar which inspectors make graded judgements against.

On the 27 March 2024 the HMICFRS announced that they were postponing LFRS inspection due to our Service Liaison Lead Dominic Mika leaving the HMICFRS. Although LFRS have not yet received confirmation of the new inspection date, it is anticipated that our inspection will now take place in early 2025. Until our new Service Liaison Lead is appointed and to assist with engagement prior to our inspection, an Inspecting Officer from HMICFRS, Viv Horton, has been named as LFRS point of contact. LFRS Service Liaison Officer – Area Manager Tom Powell has met with Viv who will be introduced into the Service over the coming months.

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 have now published 16 Round 3 inspection reports. Due to the general election taking place on 4 July, His Majesty's Chief Inspector Andy Cooke has taken the decision to pause publications during the pre-election period which commenced on 25 May 2024.

A summary of the gradings for all 16 FRSs inspected so far in Round 3 can be found below.

	Effectiveness						Efficiency			People				
	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		Making best use of resources	Making the fire and rescue service affordable now and in the future		Promoting the right values and culture	Getting the right people with the right skills	Ensuring fairness and promoting diversity	Managing performance and developing leaders	
Beds. Round 3:	G	RI	RI	RI	A		RI	G		RI	A	A	A	
Beds. Round 2:	G	RI	RI	G	G		RI	G		G	G	G	G	
Cambs. Round 3:	G	G	G	A	A		O	G		G	A	G	RI	
Cambs. Round 2:	G	G	G	G	G		G	RI		G	G	G	G	
Cheshire Round 3:	A	A	G	A	A		A	G		G	G	G	G	
Cheshire Round 2:	G	G	G	G	G		G	G		G	G	G	RI	
Warwicks. Round 3:	A	RI	RI	A	A		RI	RI		A	RI	RI	RI	
Warwicks. Round 2:	RI	I	RI	RI	G		RI	RI		RI	RI	RI	RI	
Cornwall Round 3:	A	RI	A	A	RI		RI	RI		A	RI	I	RI	
Cornwall Round 2:	RI	RI	RI	RI	G		RI	RI		G	RI	RI	RI	
Surrey Round 3:	A	RI	RI	RI	RI		RI	A		G	A	RI	RI	
Surrey Round 2:	RI	G	G	RI	RI		RI	G		G	G	RI	RI	
Bucks. Round 3:	RI	RI	I	RI	A		RI	RI		RI	RI	RI	RI	
Bucks. Round 2:	RI	RI	RI	G	G		RI	RI		RI	RI	RI	RI	
Merseyside Round 3:	G	O	G	G	O		O	G		A	A	A	G	
Merseyside Round 2:	G	O	G	G	O		O	G		G	G	RI	G	
Avon Round 3:	I	I	A	I	A		RI	RI		I	RI	RI	RI	
Avon Round 2:	RI	RI	RI	G	G		RI	G		G	RI	RI	RI	
Her. & Worc. Round 3:	A	A	G	A	A		A	A		A	G	G	G	
Her. & Worc. Round 2:	RI	RI	G	RI	G		RI	RI		RI	RI	RI	RI	
Northumb. Round 3:	A	G	A	A	A		A	G		G	G	A	A	
Northumb. Round 2:	RI	RI	G	RI	G		RI	RI		RI	RI	RI	RI	

Key	Outstanding	Good	Adequate	Requires Improvement	Inadequate
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	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		Efficiency	Making best use of resources	Making the fire and rescue service affordable now and in the future		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
Lincs. Round 3:		A	A	RI	G	G		A	A			RI	G	RI	RI	
Lincs. Round 2:		RI	RI	RI	G	G		RI	G			G	RI	RI	RI	
Manchester Round 3:		G	G	G	G	A		G	G			G	G	G	G	
Manchester Round 2:		G	RI	RI	G	RI		RI	G			G	G	G	RI	
Norfolk Round 3:		G	RI	A	A	G		A	G			A	RI	A	RI	
Norfolk Round 2:		G	I	G	G	G		RI	RI			RI	RI	RI	RI	
Essex Round 3:		G	G	RI	RI	A		RI	G			RI	RI	RI	A	
Essex Round 2:		G	RI	RI	RI	RI		RI	RI			RI	RI	RI	RI	
Glos. Round 3:		RI	A	I	A	RI		RI	RI			I	RI	I	RI	
Glos. Round 2:		RI	RI	RI	RI	RI		RI	RI			I	RI	I	RI	

Key	Outstanding	Good	Adequate	Requires Improvement	Inadequate
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State of Fire Report:

On the 9 May 2024 the annual assessment of Fire and Rescue Services in England was published. HMICFRS Andy Cooke's 2023 State of Fire and Rescue report outlines their findings so far and wider impacts on Fire and Rescue Services.

The report covers four key challenges faced by the sector:

- The fire and rescue sector has made some good progress at a national level, but the Government must press ahead with reforms.
- Values, culture and the management of misconduct need to urgently improve.
- Fire and Rescue Service leaders need to take a strategic approach to service improvements.
- HMICFRS needs additional powers to continue to make communities safer; recommending that the Government should make it a legal requirement for fire and rescue authorities to publish a response to the HMICFRS reports within 56 days.

The report also identifies that during the third round of inspections that they have seen grades fall in some services in relation to:

- Protection
- Multi-agency incidents
- Values and culture
- Getting the right people with the right skills

Positive Practice Masterclass:

The Positive Practice Portal provides details about interventions, which have been developed by one or more Fire and Rescue Service to address a particular need, concern or organisational change recognised by the National Fire Chiefs Council (NFCC) or HMICFRS as an innovative or positive practice. These practices are in different functional areas and may include operational and non-operational responses, business practices and good ideas.

On the 29 April 2024 the HMICFRS held its first Positive Practice Masterclass for Fire and Rescue Services, which was attended by CFO Justin Johnston and AM Tom Powell. The topic for this event was centred around leadership and culture where the HMI shared positive practices they have identified as well as opportunities to learn from each other.

Misconduct within the Fire and Rescue Service

HMICFRS thematic inspection of the handling of misconduct in Fire and Rescue Services has now concluded. They combined detailed evidence with the data provided by all English services in the autumn data return; the staff survey conducted in November 2023 via their research partners Crest Advisory; and the survey and interviews that Crest conducted with people that have left Fire and Rescue Services. HMICFRS will identify key findings and produce recommendations to the sector.

The findings were due to be published in June 2024, however, due to the general election publication has been paused.

Values and culture in Fire and Rescue Services

Values and culture in Fire and Rescue Services remains a focus for HMICFRS, LFRS had already been working proactively in terms of promoting its values and engendering an organisational culture where all employees can thrive. LFRS submitted our report on the progress the service is making regarding the HMICFRS and NFCC recommendations in relation to values and culture in December 2023.

HMICFRS Spring Data Collection

LFRS submitted the Spring data return in June 2023.

Business risk

The inspection will monitor LFRS's direction of travel since 2022, it 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

Legal implications

None

Local Government (Access to Information) Act 1985

List of background papers

Paper:

Date:

Contact:

Reason for inclusion in Part 2 if appropriate: