

REPORT REFERENCE NO.	PC/23/11
MEETING	PEOPLE COMMITTEE
DATE OF MEETING	28 JULY 2023
SUBJECT OF REPORT	PEOPLE AND CULTURE UPDATE
LEAD OFFICER	Chief Fire Officer
RECOMMENDATIONS	<i>That the report be noted.</i>
EXECUTIVE SUMMARY	<p>On Friday 31 March 2023, His Majesty's Inspectorate of Constabulary & Fire & Rescue Services (HMICFRS) published a report into the values and culture in fire and rescue services. The report contains 35 recommendations, 1 specific for the police, 15 which require action at a national level and 19 which are specific for fire and rescue services.</p> <p>The paper appended to this report outlines the progress that has been made against these recommendations since the last update to the committee in April 2023. The key highlights are that:</p> <ul style="list-style-type: none"> • Two recommendations remain 'In Progress' despite the recommendation deadline (01 June 2023) now having passed. This is due to the following factors: <ul style="list-style-type: none"> - The Head of Organisational Assurance will speak to the Chief Fire Officer around the expectations and considerations required to determine whether the Service should create a professional standards function. The action will remain marked as 'In Progress' until these conversations have taken place (Recommendation 04). - Recommendation 32 (Diversity in succession planning) has not been fully addressed by the Service, therefore this recommendation will remain 'In Progress'.
RESOURCE IMPLICATIONS	Considered within the Action Plan where appropriate.
EQUALITY RISKS AND BENEFITS ANALYSIS	Considered within the Action Plan where appropriate.
APPENDICES	A. HMI Culture Recommendations People Committee Update
BACKGROUND PAPERS	HMICFRS Report – Values and Culture in Fire and Rescue Services

1. INTRODUCTION

- 1.1. On Friday 31 March 2023, HMICFRS published a report into the values and culture in fire and rescue services. The report contains 35 recommendations, 1 specific for the police, 15 which require action at a national level and 19 which are specific for fire and rescue services.
- 1.2. This report provides an update on the action plan to address these recommendations.

2. CULTURE RECOMMENDATIONS COMPLETION STATUS

- 2.1. An update has been provided to HMICFRS, via their online document sharing platform, detailing the actions the Service has taken against each of the 19 recommendations for the fire and rescue sector.
- 2.2. Figure 1 below outlines current progress against addressing these recommendations (as at 17/07/2023), as reported to HMICFRS, with the colour coding as follows:
- Blue (B): Closed (evidence has been reviewed by the HMICFRS Governance Board and the Executive Board has approved the closure)
 - Green (G): In Progress On-Track
 - Amber (A): In Progress (recommendation deadline not met)
 - Grey (GY): Not Started On-Track

Figure 1: HMICFRS Culture Recommendations Completion Status

<p>Recommendation 1</p> <p>Confidential Reporting (G)</p>	<p>Recommendation 3</p> <p>Support for individuals raising concerns (B)</p>	<p>Recommendation 4</p> <p>Handling of raised concerns (A)</p>
<p>Recommendation 5</p> <p>How to raise concerns (staff and public) (B)</p>	<p>Recommendation 9</p> <p>Background Checks (G)</p>	<p>Recommendation 14</p> <p>Misconduct Allegations standard (GY)</p>
<p>Recommendation 17</p> <p>Allegations of staff gross misconduct (B)</p>	<p>Recommendation 18</p> <p>Support during ongoing investigations (G)</p>	<p>Recommendation 20</p> <p>Fire Standards (B)</p>
<p>Recommendation 21</p> <p>360 Feedback (ACFO and above) (B)</p>	<p>Recommendation 22</p> <p>360 Feedback (all managers) (G)</p>	<p>Recommendation 23</p> <p>Feedback from staff (B)</p>
<p>Recommendation 24</p> <p>Monitoring and Evaluating Feedback (G)</p>	<p>Recommendation 26</p> <p>Management and Leadership Training (G)</p>	<p>Recommendation 27</p> <p>Equality Impact Assessments (B)</p>
<p>Recommendation 28</p> <p>Equality and Diversity Data (B)</p>	<p>Recommendation 32</p> <p>Diversity in succession planning (A)</p>	<p>Recommendation 33</p> <p>Progression of non-operational staff (G)</p>
	<p>Recommendation 34</p> <p>Core Code of Ethics (B)</p>	

3. **CULTURE RECOMMENDATIONS WHICH ARE 'IN PROGRESS' (DEADLINE NOT MET)**

- 3.1. Table 1 below outlines the recommendations which are currently marked as 'In Progress' where the recommendation deadline has not been met. Factors impacting the delivery of actions to address these recommendations are detailed in Table 2.

Table 1:

DSFRS Ref.	Description	Status
REC04	Handling of raised concerns	In Progress
REC32	Diversity in succession planning	In Progress

4. **CULTURE RECOMMENDATION ACTIONS WHICH ARE 'OFF TRACK'**

- 4.1. Table 2 below outlines the individual actions within the culture recommendations action plan that are marked as 'In Progress – Off Track' and directly impact the completion of a recommendation.

Table 2:

Action Ref.	Description	Factors impacting action delivery
REC04.02	REC04 Evidence and Assurance (Handling of raised concerns)	The Head of Organisational Assurance will speak to the Chief Fire Officer around the expectations and consideration required to determine whether the Service should create a professional standards function. The action will remain marked as 'In Progress' until these conversations have taken place.
REC32.02	REC32 Evidence and Assurance (Diversity in succession planning)	Evidence and assurance is off track as actions to address the recommendation have not been completed in line with the deadline of 01/06/2023.