

<b>REPORT REFERENCE NO.</b>	<b>DSFRA/23/23</b>
<b>MEETING</b>	<b>DEVON &amp; SOMERSET FIRE &amp; RESCUE AUTHORITY</b>
<b>DATE OF MEETING</b>	<b>25 SEPTEMBER 2023</b>
<b>SUBJECT OF REPORT</b>	<b>HIS MAJESTY'S INSPECTORATE OF CONSTABULARY &amp; FIRE &amp; RESCUE SERVICES (HMICFRS) CULTURE RECOMMENDATIONS UPDATE</b>
<b>LEAD OFFICER</b>	<b>Chief Fire Officer</b>
<b>RECOMMENDATIONS</b>	<i>That the committee notes the content of the paper.</i>
<b>EXECUTIVE SUMMARY</b>	<p>On Friday 31 March 2023, His Majesty's Inspectorate of Constabulary &amp; Fire &amp; 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, 14 which require action at a national level and 20 which are specific for fire and rescue services.</p> <p>This report outlines the progress that has been made against these recommendations since the report was published in March 2023.</p> <ul style="list-style-type: none"> <li>• Three recommendations remain 'In Progress' despite the recommendation deadlines now having passed. This is due to the following factors: <ul style="list-style-type: none"> <li>- The Head of Organisational Assurance is currently producing a paper to outline a proposed structure for a professional standards function. Once this has been considered by the Executive Board, the action status will be reviewed. The action will remain marked as 'In Progress' until this has taken place. The action will remain marked as 'In Progress' until these conversations have taken place (Recommendation 04).</li> <li>- Recommendations 32 (Diversity in succession planning) and 33 (progression of non-operational staff) have not been fully addressed by the Service, therefore will remain 'In Progress'.</li> </ul> </li> </ul>
<b>RESOURCE IMPLICATIONS</b>	Considered within the Action Plan where appropriate.
<b>EQUALITY RISKS AND BENEFITS ANALYSIS</b>	Considered within the Action Plan where appropriate.
<b>APPENDICES</b>	None.

**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, 14 which require action at a national level and 20 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 20 recommendations for the fire and rescue sector.
- 2.2. Figure 1 overleaf outlines current progress against addressing these recommendations (as at 13/09/2023), 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)
  - Dark Green (DG): Completed (awaiting approval from the Executive Board for 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**



**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:**

<b>DSFRS Ref.</b>	<b>Description</b>	<b>Deadline</b>	<b>Status</b>
REC04	Handling of raised concerns	01/06/2023	In Progress
REC32	Diversity in succession planning	01/06/2023	In Progress
REC33	Progression of non-operational staff	01/08/2023	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:**

<b>Action Ref.</b>	<b>Description</b>	<b>Factors impacting action delivery</b>
REC04.02	REC04 Evidence and Assurance (Handling of raised concerns)	The Head of Organisational Assurance is currently producing a paper to outline a proposed structure for a professional standards function. Once this has been considered by the Executive Board, the action status will be reviewed. The action will remain marked as 'In Progress' until this has 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.
REC33.01	REC33 Evidence and Assurance (Progression of non-operational staff)	Evidence and assurance is off track as actions to address the recommendation have not been completed in line with the deadline of 01/08/2023.

**GAVIN ELLIS**  
**Chief Fire Officer**