REPORT REFERENCE NO.	DSFRA/23/23	
MEETING	DEVON & SOMERSET FIRE & RESCUE AUTHORITY	
DATE OF MEETING	25 SEPTEMBER 2023	
SUBJECT OF REPORT	HIS MAJESTY'S INSPECTORATE OF CONSTABULARY & FIRE & RESCUE SERVICES (HMICFRS) CULTURE RECOMMENDATIONS UPDATE	
LEAD OFFICER	Chief Fire Officer	
RECOMMENDATIONS	That the committee notes the content of the paper.	
EXECUTIVE SUMMARY	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, 14 which require action at a national level and 20 which are specific for fire and rescue services.  This report outlines the progress that has been made against these recommendations since the report was published in March 2023.  • Three recommendations remain 'In Progress' despite the recommendation deadlines now having passed. This is due to the following factors:  - 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	
	<ul> <li>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>	
RESOURCE IMPLICATIONS	Considered within the Action Plan where appropriate.	
EQUALITY RISKS AND BENEFITS ANALYSIS	Considered within the Action Plan where appropriate.	
APPENDICES	None.	

BACKGROUND	HMICFRS Report – Values and Culture in Fire and Rescue
PAPERS	Services

## 1. <u>INTRODUCTION</u>

- 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. <u>CULTURE RECOMMENDATIONS COMPLETION STATUS</u>

- 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

concerns

# Recommendation 1 Recommendation 4 Recommendation 3 Support for individuals Handling of raised **Confidential Reporting** raising concerns (G) (A) Recommendation 9 Recommendation 12 Recommendation 5 How to raise concerns Disclosure, complaint and **Background Checks**

(B) (staff and public)	(G)	(GY) grievance standard
Recommendation 14	Recommendation 17	Recommendation 18
Misconduct allegations standard (GY)	Allegations of staff (B) gross misconduct	Support during ongoing investigations (DG)
Recommendation 20	Recommendation 21	Recommendation 22
Fire Standards (B)	360 Feedback (B) (ACFO and above)	360 Feedback (DG) (all managers)
Recommendation 23	Recommendation 24	Recommendation 26

Recommendation 20	Recommendation 21	Recommendation 22
Fire Standards (B)	360 Feedback (B) (ACFO and above)	360 Feedback (DG) (all managers)
Recommendation 23	Recommendation 24	Recommendation 26
Feedback from staff (B)	Monitoring and (G)Evaluating Feedback	Management and (G)Leadership Training
Recommendation 27	Recommendation 28	Recommendation 32
Equality Impact (B) Assessments	Equality and Diversity (B)  Data	Diversity in succession (A) planning

Recommendation 34 Recommendation 33 Progression of non-(A) operational staff Core Code of Ethics (B)

# 3. <u>CULTURE RECOMMENDATIONS WHICH ARE 'IN PROGRESS' (DEADLINE NOT MET)</u>

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	Deadline	Status
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. <u>CULTURE RECOMMENDATION ACTIONS WHICH ARE 'OFF TRACK'</u>

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 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