REPORT REFERENCE NO.	**PC/23/15**
MEETING	**PEOPLE COMMITTEE**
DATE OF MEETING	**30 OCTOBER 2023**
SUBJECT OF REPORT	**PEOPLE AND CULTURE UPDATE**
LEAD OFFICER	**Chief Fire Officer**
RECOMMENDATIONS	*That the committee notes the content of the paper.*
EXECUTIVE SUMMARY	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.
	The paper appended to this report outlines the progress that has been made against these recommendations since the last update to the committee in July 2023. The key highlights are that:
	• Five recommendations remain 'In Progress' despite the recommendation deadlines now having passed. This is due to the following factors:
	- The Head of Organisational Assurance has produced a paper for the Executive Board (EB) to outline a proposed structure for a professional standards function. The action will remain marked as 'In Progress' until EB have considered the options presented (REC04).
	- Recommendations 24 (Monitoring and Evaluating Feedback), 32 (Diversity in succession planning) and 33 (Progression of non-operational staff) have not been fully addressed by the Service and therefore will remain 'In Progress' until further action has been taken.
	- The decision was made at HMICFRS Governance Board (04/10/2023) to re-open the evidence and assurance against this recommendation 26 (Management and Leadership Training) to ensure the expected outcome has been fully achieved.
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, 14 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 20 recommendations for the fire and rescue sector.

2.2. Table 1 below outlines the recommendations which have been marked as 'Closed' since the last update to the People Committee in July 2023.

Table 1:

DSFRS Ref.	Description	Deadline	Status
REC18	Support during ongoing investigations	01/08/2023	Closed
REC22	360 Feedback (all managers)	01/09/2023	Closed
REC01	Confidential reporting	01/10/2023	Closed

2.3. Figure 1 overleaf 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

Recommendation 1	Recommendation 3	Recommendation 4
(B) Confidential Reporting	(B) Support for individuals raising concerns	(A) Handling of raised concerns

Recommendation 5	Recommendation 9	Recommendation 12
(B) How to raise concerns (staff and public)	(G) Background Checks	(GY) Disclosure, complaint and grievance standard

Recommendation 14	Recommendation 17	Recommendation 18
(GY) Misconduct Allegations standard	(B) Allegations of staff gross misconduct	(B) Support during ongoing investigations

Recommendation 20	Recommendation 21	Recommendation 22
(B) Fire Standards	(B) 360 Feedback (ACFO and above)	(B) 360 Feedback (all managers)

Recommendation 23	Recommendation 24	Recommendation 26
(B) Feedback from staff	(A) Monitoring and Evaluating Feedback	(A) Management and Leadership Training

Recommendation 27	Recommendation 28	Recommendation 32
(B) Equality Impact Assessments	(B) Equality and Diversity Data	(A) Diversity in succession planning

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

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

3.1.   Table 2 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 3.

Table 2:

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
REC24	Monitoring and evaluating feedback	01/10/2023	In Progress
REC26	Management and leadership training	01/10/2023	In Progress

4. CULTURE RECOMMENDATION ACTIONS WHICH ARE 'OFF TRACK'

4.1.   Table 3 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 3:

Action Ref.	Description	Factors impacting action delivery
REC04.02	REC04 Evidence and Assurance (Handling of raised concerns)	The Head of Organisational Assurance has produced a paper for the Executive Board (EB) to outline a proposed structure for a professional standards function. The action will remain marked as 'In Progress' until EB have considered the options presented.
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.

Action Ref.	Description	Factors impacting action delivery
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.
REC24.02	REC24 Evidence and Assurance (Monitoring and Evaluating Feedback)	Evidence and assurance is off track as actions to address the recommendation have not been completed in line with the deadline of 01/10/2023.
REC26.02	REC26 Evidence and Assurance (Management and Leadership Training)	The decision was made at HMICFRS Governance Board (04/10/2023) to re-open the evidence and assurance against this recommendation to ensure the expected outcome has been fully achieved.