

REPORT REFERENCE NO.	DSFRA/24/17
MEETING	DEVON & SOMERSET FIRE & RESCUE AUTHORITY
DATE OF MEETING	25 MARCH 2024
SUBJECT OF REPORT	HIS MAJESTY'S INSPECTORATE OF CONSTABULARY & FIRE & RESCUE SERVICES (HMICFRS) CULTURE RECOMMENDATIONS UPDATE
LEAD OFFICER	Chief Fire Officer
RECOMMENDATIONS	<i>That the report be noted.</i>
EXECUTIVE SUMMARY	<p>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.</p> <p>This report outlines the progress that has been made against these recommendations since the last update to the Fire and Rescue Authority in September 2023.</p> <p>HMICFRS have requested services to provide a final update on the status and progress against each of the culture recommendations by Tuesday 19/03/2024. The following recommendations will remain marked as 'In Progress':</p> <ul style="list-style-type: none"> • Recommendation 32: Diversity in succession planning • Recommendation 09: Background checks • Recommendation 12: Staff disclosure, complaint and grievance handling standard • Recommendation 14: Misconduct allegations standard
RESOURCE IMPLICATIONS	Considered within the Action Plan where appropriate.
EQUALITY RISKS AND BENEFITS ANALYSIS	Considered within the Action Plan where appropriate.
APPENDICES	None.
BACKGROUND PAPERS	HMICFRS Report – Values and Culture in Fire and Rescue Services

1. **INTRODUCTION**

- 1.1. 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.
- 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)
 - Green (G): Completed (awaiting approval from the Executive Board for closure)
 - Amber (A): In Progress (recommendation deadline not met)

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.

3.2. HMICFRS has requested that services provide a final update on the status and progress against each of the culture recommendations by Tuesday 19/03/2024. The following recommendations will remain marked as 'In Progress'.

Table 1:

DSFRS Ref.	Description	Deadline	Status
REC32	Diversity in succession planning	01/06/2023	In Progress
REC09	Background checks	01/01/2024	In Progress
REC12	Staff disclosure, complaint and grievance handling standard	01/03/2024	In Progress
REC14	Misconduct allegations standard	01/03/2024	In Progress

GAVIN ELLIS
Chief Fire Officer