

<b>REPORT REFERENCE NO.</b>	<b>HRMDC/19/5</b>
<b>MEETING</b>	<b>HUMAN RESOURCES MANAGEMENT &amp; DEVELOPMENT COMMITTEE</b>
<b>DATE OF MEETING</b>	<b>18 MARCH 2019</b>
<b>SUBJECT OF REPORT</b>	<b>HER MAJESTY'S INSPECTORATE OF CONSTABULARY AND FIRE &amp; RESCUE SERVICES TRANCHE ONE REVIEWS: PEOPLE</b>
<b>LEAD OFFICER</b>	<b>Director of Service Improvement (ACFO Pete Bond)</b>
<b>RECOMMENDATIONS</b>	<i>That the report be noted</i>
<b>EXECUTIVE SUMMARY</b>	<p>The Authority has previously been advised that, in July 2017, Her Majesty's Inspectorate of Constabulary and Fire &amp; Rescue Services (HMICFRS) extended its remit to include – for the first time - inspections of England's fire and rescue services. The inspections focus on the following three themes (or "pillars"):</p> <ol style="list-style-type: none"> <li>1. Effectiveness – how well the community is served in terms of prevention, protection, resilience and response;</li> <li>2. Efficiency - how well each service provides value for money, allocates resources to match risk and collaborates with other emergency services; and</li> <li>3. People – how well each service promotes its values and culture, trains its staff and ensures they have the necessary skills, ensures fairness and diversity for the workforce and develops leadership and service capability.</li> </ol> <p>The inspections commenced in the summer of 2018, with the 45 fire and rescue services being divided into three tranches. The Devon &amp; Somerset Fire &amp; Rescue Service ("the Service") is in the third tranche and is scheduled to be inspected later this year.</p> <p>The Service is currently preparing for the inspection and as part of this has reviewed the reports published so far on those services inspected in the first tranche.</p> <p>The People pillar has emerged as a particular area of concern highlighted in publication of the results from the first tranche of inspections, with 10 of the 14 services graded as "Requiring Improvement" and one as "Inadequate".</p> <p>The document now attached to this paper examines the key themes emerging from the People pillar of the tranche one inspections and indicates the current position of the Service in relation to the identified issues.</p>
<b>RESOURCE IMPLICATIONS</b>	Nil.
<b>EQUALITY RISKS AND BENEFITS ANALYSIS</b>	The contents of this report are considered compatible with existing human rights and equalities legislation.

<b>(ERBA)</b>	
<b>APPENDICES</b>	A. HMICFRS Tranche One Review: People – Benchmarking the Devon & Somerset Fire & Rescue Service position.
<b>LIST OF BACKGROUND PAPERS</b>	HMICFRS Summary of and individual Tranche 1 Inspection Reports. These can be found by following the link below: <a href="https://www.justiceinspectors.gov.uk/hmicfrs/fire-and-rescue-services/">https://www.justiceinspectors.gov.uk/hmicfrs/fire-and-rescue-services/</a>