

Report of the Assistant Director: Prevention

Her Majesty's Inspectorate of Constabularies and Fire and Rescue Services (HMICFRS) Improvement Plan – Update May 2022

Purpose of report

1. To update Members on the HMICFRS Improvement Plan following the inspection report dated 15 December 2021.
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Recommendation

It is recommended that the Authority notes the actions agreed to address the HMICFRS Improvement Plan.

Introduction and Background

2. At the Fire Authority meeting on 15 February 2022, Members received a paper advising that the Service were developing an Improvement Plan to address the findings of Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) inspection report dated 15 December 2021.
3. The Improvement Plan has now been finalised to address the 22 Areas for Improvement (AFI) identified during the inspection.

HMICFRS Improvement Plan – Progress Update

4. The delivery of the Improvement Plan is overseen by members of the Performance and Information (P&I) team, who meet regularly with senior managers responsible for each Area for Improvement to prepare updates on actions proposed and completed. The P&I team also ensure that actions carried out are fully evidenced and available for evaluation and audit. The first update, covering up to May 2022, is attached to this report (see Appendix 1).
5. Since January 2022, members of the P&I team have met with each responsible senior manager to discuss the HMICFRS requirements and each manager has populated individual improvement templates with updates on actions proposed and completed.
6. Actions have now been received for all 22 specific AFIs identified by HMICFRS. The P&I team are currently working with each manager to ensure all evidence of change is robust for evaluation and audit. Once scrutiny is complete, updated versions of the templates will be publicly available on the Service website each quarter.

7. The update shows that action plans have been created to directly address areas identified within the three themes covered in the HMICFRS report: effectiveness, efficiency and people.
8. The Cause of Concern related to Prevention is being reported on separately via the Audit and Standards Committee.
9. Quarterly updates will be provided to the Senior Leadership Board and also to the Fire Authority.

Conclusion/Summary

10. Members are recommended to note the actions agreed to address the HMICFRS Improvement Plan. Further progress updates will be reported each quarter.
11. Subject to any matters arising following consideration by the Fire Authority, the update will be published on the Service website.

Corporate Considerations

Resource Implications (identify any financial, legal, property or human resources issues)	The Improvement Plan highlights areas for improvement relating to effectiveness, efficiency and people. Actions to address these areas are likely to have resource implications, which will be identified in the Improvement Plan.
Strategic Policy Links (identify how proposals link in with current priorities and policy framework and if they do not, identify any potential implications).	Actions proposed in the Improvement Plan are likely to have an impact on both the CRMP and the MTFP. All proposals will be assessed to ensure they meet the Service's overall Core Purpose and Vision.
Risk Management / Health & Safety (identify any risks, the proposed control measures and risk evaluation scores).	Any risks associated with proposals will be assessed through the Improvement Plan.
Consultation (identify any public or other consultation that has been carried out on this matter)	Proposals to deliver the Improvement Plan have the full participation of Senior Managers in relevant Service departments. The Improvement Plan is publicly available on the Service website.
Equalities (has an Equalities Impact Assessment (EIA) been completed? If not, why not?)	An EIA is not required for this report. EIAs will be completed as appropriate when preparing proposals through the Improvement Plan.

Supporting Information

Appendix 1 – HMICFRS Improvement Plan 2021-22; Update May 2022