



HEREFORD & WORCESTER Fire Authority

Audit, Scrutiny and Standards Committee

AGENDA

Wednesday, 24 September 2025

11:30

**Wyre Forest House Council Chamber
Wyre Forest District Council, Wyre Forest House,
Finepoint Way, Kidderminster, Worcestershire, DY11 7WF**

Wyre Forest House Location Map

SAT NAV: DY11 7FB

Wyre Forest House, Finepoint Way, Kidderminster, DY11 7WF
Reception at Wyre Forest House 01562 732101

From Stourport:

Head towards Kidderminster on the A451 Minster Road, passing Stourport High School and Stourport Sports Club on your left. When you reach the traffic lights at the crossroads, turn left into Walter Nash Road West (signposted Wyre Forest House). Then take your first left onto Finepoint Way. Follow the road around to your left and Wyre Forest House is at the end of the road on the left. Visitor parking is available and signposted from the mini roundabout.

From Kidderminster:

From Kidderminster, follow the signs for Stourport and head out of Kidderminster on the A451 Stourport Road, this road becomes a dual carriageway. You will pass 24/7 Fitness and Wyre Forest Community Housing on your left. At the crossroads with traffic lights turn right into Walter Nash Road West (there is a dedicated right hand-turn lane), signposted for Wyre Forest House. Then take your first left onto Finepoint Way. Follow the road around to your left and Wyre Forest House is at the end of the road on the left. Visitor parking is available and signposted from the mini roundabout.



ACCESS TO INFORMATION – YOUR RIGHTS. The press and public have the right to attend Local Authority meetings and to see certain documents. You have:

- the right to attend all Authority and Committee meetings unless the business to be transacted would disclose “confidential information” or “exempt information”;
- the right to film, record or report electronically on any meeting to which the public are admitted provided you do not do so in a manner that is disruptive to the meeting. **If you are present at a meeting of the Authority you will be deemed to have consented to being filmed or recorded by anyone exercising their rights under this paragraph;**
- the right to inspect agenda and public reports at least five days before the date of the meeting (available on our website: <http://www.hwfire.org.uk>);
- the right to inspect minutes of the Authority and Committees for up to six years following the meeting (available on our website: <http://www.hwfire.org.uk>); and
- the right to inspect background papers on which reports are based for a period of up to four years from the date of the meeting.

Please note that when taking part in public participation, your name and a summary of what you say at the meeting may be included in the minutes.

A reasonable number of copies of agenda and reports relating to items to be considered in public will be available at meetings of the Authority and Committees. If you have any queries regarding this agenda or any of the decisions taken or wish to exercise any of these rights of access to information please contact Committee & Members’ Services on 01905 368209 or by email at committeeservices@hwfire.org.uk.

WELCOME AND GUIDE TO TODAY’S MEETING. These notes are written to assist you to follow the meeting. Decisions at the meeting will be taken by the **Councillors** who are democratically elected representatives and they will be advised by **Officers** who are paid professionals. The Fire and Rescue Authority comprises 25 Councillors and appoints committees to undertake various functions on behalf of the Authority. There are 19 Worcestershire County Councillors on the Authority and 6 Herefordshire Council Councillors.

Agenda Papers - Attached is the Agenda which is a summary of the issues to be discussed and the related reports by Officers.

Chairman - The Chairman, who is responsible for the proper conduct of the meeting, sits at the head of the table.

Officers - Accompanying the Chairman is the Chief Fire Officer and other Officers of the Fire and Rescue Authority who will advise on legal and procedural matters and record the proceedings. These include the Clerk and the Treasurer to the Authority.

The Business - The Chairman will conduct the business of the meeting. The items listed on the agenda will be discussed.

Decisions - At the end of the discussion on each item the Chairman will put any amendments or motions to the meeting and then ask the Councillors to vote. The Officers do not have a vote.



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Agenda

Councillors

Miss E Kearsley (Chairman), Mr C McSweeney (Vice Chairman), Mr A Amos, Mr D Aubrey, Mr A Bailes, Mr S Bastow, Mr O Cleary, Mr D Davies, Mr M Dunkley, Mr R Morris, Mr R M Udall, Mr T Wells

No.	Item	Pages
1	Apologies for Absence To receive any apologies for absence.	
2	Named Substitutes To receive details of any Member of the Authority nominated to attend the meeting in place of a Member of the Committee.	
3	Declarations of Interest (if any) This item allows the Chairman to invite any Councillor to declare an interest in any of the items on this Agenda.	
4	Confirmation of Minutes To confirm the minutes of the meeting held on 16 April 2025.	1 - 6
5	Review of Committee Names & Terms of Reference To review the names and terms of reference of the Authority's Committees, as requested at the Authority meeting on 25 th June 2025.	7 - 15
6	External Audit Plan (2024/25 Accounts) To consider the Audit Plan from the Authority's External Auditor, Bishop Fleming UK LLP, which sets out the work undertaken in respect of the 2024/25 Audit.	16 - 35

7	Annual Report of Internal Audit 2024/25	36 - 53
	To present the annual report of Internal Audit for 2024/25 for scrutiny.	
8	Internal Audit Progress Report	54 - 65
	To allow the Committee to scrutinise the delivery of the Internal Audit plan for 2025/26.	
9	Statement of Assurance 2024-25	66 - 88
	To present the Statement of Assurance 2024-25 for scrutiny and approval.	
10	National Fraud Initiative 2024-25	89 - 90
	To update Members on the National Fraud Initiative (NFI).	
11	2025 Review of Progress Against the 2023 Cultural Audit Recommendations	91 - 147
	To summarise the 2025 Review of Progress against the 2023 Cultural Audit Recommendations undertaken by Dr Deborah Willoughby and Emily Allen-Mellors.	
12	Leading the Service Fire Standard - Update 2025	148 - 160
	To summarise progress against recommendations in the Leading the Service Fire Standard.	
13	His Majesty’s Inspectorate of Constabularies and Fire and Rescue Services (HMICFRS) Spotlight Report – Values & Culture Recommendations	161 - 173
	To update Members on the progress made against the recommendations from the 2023 HMICFRS Spotlight Report on Values & Culture in Fire and Rescue Services	
14	His Majesty’s Inspectorate of Constabularies and Fire and Rescue Services (HMICFRS) Report – The Handling of Misconduct in Fire and Rescue Services	174 - 239
	To update Members on the Service’s response to the recommendations made in the 2024 HMICFRS report titled “Standards of behaviour: The handling of misconduct in fire and rescue services”.	

15	Risk Management and Strategic Risk Register – Annual Update	240 - 251
	To provide the Audit, Scrutiny and Standards Committee with an annual update on the Risk Management Framework and Strategic Risk Register.	
16	Health and Safety Committee Update: April to June 2025 (Quarter 1)	252 - 267
	To provide a Health and Safety update on activities and items of significance.	