

Report of the Assistant Chief Officer/Director of Prevention

His Majesty's Inspectorate of Constabularies and Fire and Rescue Services (HMICFRS) Improvement Plan – Update Q1 2023 / 2024

Purpose of report

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

It is recommended that the Authority notes the progress achieved towards addressing the HMICFRS Improvement Plan. In particular that:

- i) 86% of the actions in the Improvement Plan are now complete***
- ii) work continues during Q2 to progress the remaining actions through to completion***
- iii) this report will be the final update on the Areas for Improvement highlighted in the HMICFRS inspection report dated 15 December 2021***

Introduction and Background

2. At the Fire Authority meeting on 15 February 2022, Members received a paper advising that the Service was developing an Improvement Plan to address the findings of His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) inspection report dated 15 Dec 2021.
3. Progress against the Improvement Plan is reported on quarterly 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 latest update, covering up to the end of August 2023, is attached to this report (see Appendix 1).
5. The Strategic Leadership Board have oversight of the improvement plan and are provided with quarterly updates.

6. The update shows that action plans are progressing to address areas identified within the three themes (pillars) covered in the HMICFRS report:
 - Effectiveness,
 - Efficiency
 - People

7. There has been notable progress made against the Improvement Plan in Q1 across all three pillars which has seen a number of actions progressed to completion. As of the end of Q1 2023/24, the Service has completed 86% of the actions detailed in the Improvement Plan – up from 62% in Q4. Work continues during Q2 to progress the remaining actions through to completion.

8. HMICFRS inspectors attended the Service in June and July 2023 to carry out the 2023 inspection. All fieldwork and staff interviews have now taken place. We anticipate receiving the report into their inspection in October / November 2023, after which any areas for improvement will be considered and actions will be identified and included in the next Improvement Plan.

9. This report will be the final update on the Areas for Improvement highlighted in the HMICFRS inspection report dated 15 Dec 2021. The next update presented to the Authority will be on the outcome and report of the 2023 inspection.

Conclusion/Summary

10. Members are recommend to note the progress made in the delivery of the HMICFRS Improvement Plan.

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 & Core Code of Ethics (Identify how proposals link with current priorities & policy framework and align to the Core Code of Ethics)	Actions proposed in the Improvement Plan are likely to have an impact on both the CRMP and the MTFP. All proposals directly align with discharging the three core strategies, and align with the Core Code of Ethics.
Risk Management / Health & Safety (identify	Any risks associated with proposals will be assessed through the Improvement Plan.

any risks, the proposed control measures and risk evaluation scores).	
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 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.
Data Protection Impact Assessment (where personal data is processed a DPIA must be completed to ensure compliant handling)	Impact assessments will be completed as required for specific actions related to the Improvement Plan.

Supporting Information

Appendix 1 – FRA HMICFRS Improvement Plan 2021-22; Update Q1 2023/24