

## **Report of the Assistant Director: Prevention**

### **His Majesty's Inspectorate of Constabularies and Fire and Rescue Services (HMICFRS) Improvement Plan – Update Q3 2022 / 2023**

#### **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 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 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 fourth update, covering up to the end of December 2022 (Q3), 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 covered in the HMICFRS report:
  - Effectiveness,
  - Efficiency and
  - People.
7. There have been some delays, caused by external technical issues, such as the Gartan upgrade and the implementation of the new learning management system. Also, other issues such as recruitment processes, and the cancellation of collaborative working arrangements have affected several of the areas for improvement.
8. The Cause of Concern related to Prevention is being reported on separately via the Audit and Standards Committee.
9. Quarterly updates will continue to be provided to the Strategic Leadership Board and also to the Fire Authority.
10. It is anticipated that the next full inspection will be late Spring / early Summer 2023.

### **Conclusion/Summary**

10. Members are recommended to note progress 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

<b>Resource Implications</b> (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.
<b>Strategic Policy Links</b> (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.
<b>Risk Management / Health &amp; Safety</b> (identify any risks, the proposed control measures and risk evaluation scores).	Any risks associated with proposals will be assessed through the Improvement Plan.
<b>Consultation</b> (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.
<b>Equalities</b> (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 – FRA HMICFRS Improvement Plan 2021-22; Update Q3 2022