

## **Report of the Assistant Chief Officer / Director of Prevention**

### **His Majesty's Inspectorate of Constabularies and Fire and Rescue Services (HMICFRS) Improvement Plan – Update Q4 2022 / 2023**

#### **Purpose of report**

1. This report is 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 66% of actions are now complete and a further 20% are on track to be completed by the end of Q1 2023/24.***

#### **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 fifth update, covering up to the end of March 2023 (Q4), 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
- People

7. There has been notable progress made against the Improvement Plan in Q4, particularly in the People pillar which has seen a number of actions progressed to completion. As of the end of Q4 2022/23, the Service has completed 62% of the actions in the Improvement Plan – up from 38.3% in Q3.
8. Quarterly updates will continue to be provided to the Strategic Leadership Board and also to the Fire Authority.
9. HMICFRS have confirmed the date for the next inspection – with the initial document request received in May 2023 and inspection fieldwork to commence in June 2023.

### **Conclusion/Summary**

10. Members are recommended to note the progress made in the delivery of the HMICRS 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

<p><b>Resource Implications</b> (identify any financial, legal, property or human resources issues)</p>	<p>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.</p>
<p><b>Strategic Policy Links &amp; Core Code of Ethics</b> (Identify how proposals link with current priorities &amp; policy framework and align to the Core Code of Ethics)</p>	<p>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.</p>
<p><b>Risk Management / Health &amp; Safety</b> (identify any risks, the proposed control measures and risk evaluation scores).</p>	<p>Any risks associated with proposals will be assessed through the Improvement Plan.</p>
<p><b>Consultation</b> (identify any public or other consultation that has been carried out on this matter)</p>	<p>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.</p>
<p><b>Equalities</b> (has an Equalities Impact Assessment been completed? If not, why not?)</p>	<p>An EIA is not required for this report. EIAs will be completed as appropriate when preparing proposals through the Improvement Plan.</p>
<p><b>Data Protection Impact Assessment</b> (where personal data is processed a DPIA must be completed to ensure compliant handling)</p>	<p>Impact assessments will be completed as required for specific actions related to the Improvement Plan.</p>

## Supporting Information

Appendix 1 – FRA HMICFRS Improvement Plan 2021-22; Update Q4 2022/23