

Report of the Assistant Chief Officer: Director of Prevention

His Majesty's Inspectorate of Constabularies and Fire and Rescue Services (HMICFRS) Spotlight Report – Values & Culture Recommendations

Purpose of report

1. To update Members on the progress made against the recommendations from the 2023 HMICFRS Spotlight Report on Values & Culture in Fire and Rescue Services.
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Recommendation

It is recommended that the actions and progress made against the recommendations in the HMICFRS Values & Culture Spotlight Report be noted.

Introduction and Background

2. On 30 March 2023, HMICFRS published their spotlight report on [Values and Culture in Fire and Rescue Services](#) (see Appendix 1).
3. The report focused on the values and culture of all 44 Fire and Rescue Services (FRS) in England and drew on the evidence collected through their inspections since 2018. HMICFRS researched and analysed evidence and set out findings based on the following themes:
 - Values and culture, including bullying, harassment and discrimination.
 - Training and skills.
 - Fairness and diversity.
 - Leadership.

HMICFRS Values & Culture Spotlight Report Recommendations

4. In the report, HMICFRS made a series of 35 recommendations, 20 of which were aimed at Chief Fire Officers to consider and implement along with deadlines for each recommendation.
5. The Performance & Information department monitors progress made against the recommendations and provides a quarterly update to HMICFRS.

HWFRS Response to Recommendations

6. Hereford & Worcester Fire and Rescue Service (HWFRS) has provided a response to each of the recommendations where required. The recommendations and responses can be found in Appendix 2
7. The deadlines for each recommendation vary. HWFRS has completed and fully implemented 18 out of the 20 recommendations. Where recommendations have not been fully implemented as written by HMICFRS, these actions are planned into workstreams for 2024/2025, rationale has been provided as to why this is and we remain in contact with our HMICFRS Service Liaison Lead regarding these.
8. Following the most recent update, HWFRS has identified a requirement to report on progress and provide updates to the Fire Authority on a regular basis.
9. Following the most recent update from HMI Roy Wilsher in March 2024, it is now likely that a progress update against the HMICFRS Values and Culture Spotlight Report recommendations will be included in the Misconduct Thematic Report being produced by the inspectorate, due for release later this year.
10. HMICFRS are also considering how they might be able to use future inspection activities to explore how services have implemented the recommendations and the outcomes achieved as a result.

Conclusion/Summary

11. The spotlight report on Values and Culture within Fire and Rescue Services was published on 30 March 2023.
12. HWFRS provides a quarterly update to HMICFRS on progress made against the recommendations in the report. A requirement has been identified to report progress to the Fire Authority.
13. Further updates will be provided at future Fire Authority meetings.

Corporate Considerations

<p>Resource Implications (identify any financial, legal, property or human resources issues)</p>	<p>The HMICFRS Spotlight Report highlights 20 recommendations for CFOs relating to values and culture. Actions to address these areas are likely to have resource implications, which are highlighted in the action plan.</p>
<p>Strategic Policy Links & Core Code of Ethics (Identify how proposals link with current priorities & policy framework and align to the Core Code of Ethics)</p>	<p>National efforts, including the Core Code of Ethics, have helped bring the issue of culture in fire and rescue services (FRSs) into focus. The recommendations contained in the report are designed to guide services in improving values and culture. All responses will continue to be assessed to ensure they meet the Service's overall Community Risk Management Plan (CRMP), Strategies and are in line with the Core Code of Ethics.</p>
<p>Risk Management / Health & Safety (identify any risks, the proposed control measures and risk evaluation scores).</p>	<p>Any risks associated with proposals will be assessed through continued monitoring of the recommendations in the action plan.</p>
<p>Consultation (identify any public or other consultation that has been carried out on this matter)</p>	<p>Proposals to deliver the recommendations have the full participation of Senior Managers in relevant Service departments. Quarterly updates are sent to HMICFRS for consideration.</p>
<p>Equalities (has an Equalities Impact Assessment (EIA) been completed? If not, why not?)</p>	<p>An EIA is not required for this report. EIAs will be considered as appropriate when addressing the recommendations through the action plan.</p>
<p>Data Protection Impact Assessment (where personnel data is processed a DPIA must be completed to ensure compliant handling)</p>	<p>Impact assessments, if required, will be completed by the relevant Departments as needed for the specific actions related to the recommendations and action plan.</p>

Supporting Information

Appendix 1 – HMICFRS Values & Culture Spotlight Report - Recommendations

Appendix 2 – Values & Culture Recommendations and HWFRS Progress