

**NORTH YORKSHIRE FIRE AND RESCUE SERVICE
STRATEGIC LEADERSHIP TEAM**

Report of the Director of Service Improvement and Assurance

16th November 2023

HMICFRS UPDATE REPORT

1.0 Purpose of Report

1.1 This report is to provide SLT with an update of progress against our HMICFRS action plan.

2.0 Background

2.1 The HMICFRS specific meeting was held on the 2nd of November 2023. The actions were reviewed against the causes of concern as well as the Area's for improvement and the culture and values recommendations.

3.0 Cause of Concern Revisit

3.1 Our cause of concern revisit letter was published on the 19th of October 2023. The letter is extremely positive and identifies the areas of improvement under each of the two causes of concern and states that "The service has made notable progress to implement several changes that are already having a positive effect on the provision of enabling services."

3.2 In the letter's conclusion, HMICFRS recognise the significant steps that the service has taken in response to the causes of concern they issued. As a result, HMICFRS now consider both causes of concern to be resolved. They will, however, continue to monitor them during the scheduled inspection of the service in 2024.

4.0 Progress against CofC, AFI's and Culture and Values recommendations

4.1 The Head of Assurance and Inspection Lead will continue to track progress against the actions on the cause of concern recommendations, and each has an anticipated completion date no later than the 31st of December 2023. Of the 35 actions, 20 are at completed status, 12 are in progress and on track, and three are outstanding and passed the due date for an update.

4.2 Of the 24 Area's for Improvement, 16 are in progress and on track and eight are outstanding and passed the due date.

4.3 Of the 19 Culture and Values recommendations assigned to the service, 11 are at completed status, six are in progress and on track, and two are yet to have any updates.

4.4 Meetings continue to be held with SRO's and some positive discussions have been had to ensure that regular, detailed, and exact information be provided to the inspection team. It appears in several areas that considerable work has been delivered but the updates and evidence need to be transposed onto the recording database.

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5.0 Autumn Data collection and Thematic Inspection

5.1 HMICFRS are undertaking a thematic inspection into the handling of misconduct cases. They will have a presence in 10 services including Humberside FRS and Lincolnshire FRS. The inspection will finish on the 26th of January 2024.

5.2 The terms of reference for this inspection include:

- The extent to which services are identifying and investigating misconduct
- The effectiveness of misconduct processes and how consistently they are applied
- how confident fire and rescue service staff are in raising concerns and in misconduct processes and
- the role of fire and rescue authorities and other organisations in handling misconduct

To support the inspection, a request for data will form part of regular autumn data collection. As part of this data collection, a staff survey has also been issued to all Fire and Rescue Services

6.0 Future Activity

6.1 The assurance team will commence our round 3 inspection process from January 2024 to March 2024. This will involve self-assessments completed against each of the HMICFRS questions and judgment criteria. This is where the wider improvement activity can be evidenced against the characteristics of good. We will look to cross reference information from existing updates, our current evidence library, using questionnaires, audit, and sampling to gain further evidence. We will then be able to analyse the findings, gather further improvement updates and provide quality assurance of our current position.

5.0 Recommendation

5.1 Members to note the contents of the report

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Director of Service Improvement and Assurance

14th November 2023