

Online Public Meeting HMICFRS Inspection Update

**Reporting Period
September 2025**



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Standards of Behaviour

The handling of misconduct in fire and rescue services

Immediate Effect	01/11/2024	01/02/2025	01/05/2025	01/08/2025	01/11/2025
Rec 12	Rec 5	Rec 1	Rec 3 propose to close	Rec 9	Rec 14
	Rec 8	Rec 2	Rec 7		
	Rec 13 A	Rec 4	Rec 10		
		Rec 6 propose to close	Rec 11 propose to close		
		Rec 13B			
		Rec 15			

[Standards of behaviour: The handling of misconduct in fire and rescue services - His Majesty's Inspectorate of Constabulary and Fire & Rescue Services](#)

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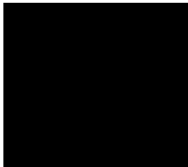


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www.northyorksfire.gov.uk

Risk Assessment Process

NYFRS' risk rating of actions and/or recommendations status

	Not started-no updates or evidence provided (two meetings past with no update)
	In progress-outstanding past due date
	Minor issues-approaching due date with minimal updates
	In progress on track to complete in-line with due date
	Completed status-quality assured and marked as complete by the HMICFRS governance group and uploaded to the HMICFRS monitoring portal

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HMICFRS Monitoring Portal and Levels of Verification

Follow up activity levels



- All open recommendations and AFIs have been assigned one of 4 levels.
- Follow up levels are shown on the monitoring portal against the records, they will not be shown in published reports.
- The status on the publication of "progress against recommendations" will show where recommendations have been self-certificated and awaiting verification.

Level 1 No recorded follow up required. These are mostly AFIs from previous inspection rounds which have been reviewed in subsequent inspection(s).	Level 2 Services are asked to update the portal with progress at least once a quarter. Services are able to close records when they assess the work has been completed. They will upload a letter signed by a member of the Chief Officer team to confirm the completion of the action to a suitable standard. HMICFRS does not expect to verify the information provided but it could be reviewed and used in further work.	Level 3 Services are asked to update the portal with progress at least once a quarter. Services are able to self-certify that the action is complete, including uploading a letter signed by member of the Chief Officer team. HMICFRS will review the evidence i.e., follow-up at the next relevant planned inspection. If satisfied, HMICFRS will verify the record as complete. If not satisfied, HMICFRS can request further information or action.	Level 4 Services are asked to update the portal with progress at least once a quarter. Services cannot close the record or self-certify its completion. HMICFRS conducts follow-up activity via further bespoke fieldwork, with additional resources when appropriate. This level, in most cases, will be for services moved to Engage or noted as a service of Concern.
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The HMICFRS monitoring portal went live 2025. All HMICFRS reports, including all areas for improvement and recommendations have been assigned, by the HMICFRS, one of the above four levels and they will be administered via the online portal.

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HMICFRS Strategic Timeline 2025/26-2027/28 (Q1. Apr-Jun. Q2. Jul-Sep. Q3. Oct-Dec. Q4. Jan-Mar)

	Strategic Timeline 2025-2027/28
2025/26	• Q2: agree SROs and approve the action plan to close the areas for improvement (AFI) at the HMICFRS Board • Q2-Q4: sign off handling misconduct recommendations at Risk and Assurance Board (R&AB)
2026/27	• Q1-Q4: support meetings with SRO in the closure of the AFI. Commence the HMICFRS 'check and challenge' meetings • Q1: prepare Spring Data Collection and present to R&AB for approval • Q2: AFI completion and sign off at HMICFRS and R&AB board • Q3-Q4: review characteristics of good with SRO at support meeting
2027/28	• Q1-Q3: continue reviewing the characteristics of good with SRO at support meeting and check and challenge meetings • Q1: prepare Spring Data Collection and present to R&AB for approval. Document review and preparation for round four inspection • Q2: start preparing for the inspection for Q3-Q4 • Q3-Q4: start round four HMICFRS inspection

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Agreed Senior Responsible Owners and Areas for Improvement

HMICFRS Reference Number	Pillar	Question	Graded Judgment	Area for Improvement	Agreed SRO
AF-06440	Effectiveness	Protecting the public through fire regulation	Adequate	The Service should assure itself that its risk-based inspection programme prioritises the highest risks and includes proportionate activity to reduce risk.	Director of Community Risk and Resilience
AF-06441	Effectiveness	Responding to Major and multi-agency incidents	Adequate	The Service needs to assure itself staff have the knowledge and understanding of marauding terrorists attacks to be effective in their response.	Director Emergency Response and Training
AF-06442	Effectiveness	Responding to Major and multi- agency incidents	Adequate	The Service needs to provide operational training in high-rise buildings to assure itself it can command this incident type effectively.	Director Emergency Response and Training
AF-06443	Efficiency	Making the fire and rescue service affordable now and in the future	Adequate	The Service should make sure its fleet and estates management programmes are linked to its risk and resource model, and that it understands the impact future changes to those programmes may have on its service to the public.	Assistant Chief Officer
AF-06445	People	Promoting the right values and culture	Adequate	The Service should monitor dual contracts to make sure staff don't work excessive hours.	Assistant Chief Officer
AF-06446	People	Promoting the right values and culture	Adequate	The Service should make sure it has effective absence and attendance procedures in place.	Assistant Chief Officer
AF-06447	People	Ensuring fairness and promoting diversity	Adequate	The Service should make sure it has robust processes in place to carry out equality impact assessments and review any actions agreed as a result.	Assistant Chief Officer

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HMICFRS Spring Data Collection 2025 update

- The data collection was submitted within the timescales to form the Digital Analysis Pack (DAP). Queries were answered and one area of focus and development will be progressed with the managers and data analysts in preparation for the 2026 Spring data collection

Area of focus and development

- Follow up work is required regarding presenting monthly cover moves, (e.g., personnel detached to cover stations) following discussion with the HMICFRS Data lead
- Digital Analysis Pack (DAP) is due to be published

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National Fire Chiefs Council (NFCC) Positive Practice Portal

[Positive Practice - NFCC](#)

The Positive Practice Portal provides details about interventions, which have been developed by one or more Fire and Rescue Service to address a particular need, concern or organisational change which is recognised by the NFCC or HMICFRS as an innovative or positive practice. These practices are in different functional areas and may include operational and non-operational responses, business practices and good ideas

- **The Portal has been developed to:**
 - share information about implementing these interventions
 - allow others to build on existing work
 - support innovation

The NFCC asked each Service to provide additional details about the practice, where they can, so there are some additional details about evaluation methods, impact, resources and costs to allow other Services to take an informed decision about adopting a practice. NYFRS were noted as demonstrating promising practice for water safety education in the community and collaboration within the 2023/25 HMICFRS Inspection Report

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Any Questions?

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