

Online Public Meeting HMICFRS Inspection Update

November 2025



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**NORTH YORKSHIRE
FIRE & RESCUE SERVICE**

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	Rec 9	Rec 14
	Rec 8	Rec 2	Rec 7		
	Rec 13 A	Rec 4	Rec 10		
		Rec 6	Rec 11		
		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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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	<ul style="list-style-type: none">Q2: agree SROs and approve the action plan to close the areas for improvement (AFI) at the HMICFRS BoardQ2-Q4: sign off handling misconduct recommendations at Risk and Assurance Board (R&AB)
2026/27	<ul style="list-style-type: none">Q1-Q4: support meetings with SRO in the closure of the AFI. Commence the HMICFRS 'check and challenge' meetingsQ1: prepare Spring Data Collection and present to R&AB for approvalQ2: AFI completion and sign off at HMICFRS and R&AB boardQ3-Q4: review characteristics of good with SRO at support meeting
2027/28	<ul style="list-style-type: none">Q1-Q3: continue reviewing the characteristics of good with SRO at support meeting and check and challenge meetingsQ1: prepare Spring Data Collection and present to R&AB for approval. Document review and preparation for round four inspectionQ2: start preparing for the inspection for Q3-Q4Q3-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	Proposed Senior Responsible Owner (SRO)	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	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	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	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/ Section 151 Assistant Director of Resources	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.	Head of People Services	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.	Head of People Services	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.	Head of People Service	Assistant Chief Officer

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HMICFRS Spring Data Collection 2025 update

- Digital Analysis Pack (DAP) has been published with data submitted by the Service
- Follow up work was required regarding presenting monthly covers (e.g., personnel detached to cover stations) this has been undertaken, and work is planned to check progress to ensure we can present the information required in 2026
- State of Fire Report 2024/25 was published 5 November 2025

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Any Questions?

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