

HMICFRS Inspection Update

Reporting Period
February 2026



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-Propose to Close | Rec 14-Propose to Close |
| | Rec 8 | Rec 2-Additional QA required | Rec 7-Propose to Close at Risk and Assurance Board | | |
| | Rec 13 A | Rec 4-Additional actions required | Rec 10 | | |
| | | Rec 6 | Rec 11 | | |
| | | Rec 13B-Propose to Close at Risk and Assurance Board | | | |
| | | Rec 15-Propose to Close at Risk and Assurance Board | | | |

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



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 |

2024 / 25 Effectiveness Efficiency and People Inspection

Areas for Improvement

| Reference Number | Pillar | Question | Area for Improvement | Agreed Senior Responsible Owner (SRO) | RAG Status |
|------------------|---------------|---|--|---|------------|
| AF-06440 | Effectiveness | Protecting the public through fire regulation | 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 | 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 | 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 | 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-06444 | People | Promoting the right values and culture | The Service should monitor dual contracts to make sure staff don't work excessive hours. | Assistant Chief Officer | |
| AF-06445 | People | Promoting the right values and culture | The Service should make sure it has effective absence and attendance procedures in place. | Assistant Chief Officer | |
| AF-06446 | People | Ensuring fairness and promoting diversity | 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 | |

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 Board Q2-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' 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 | <ul style="list-style-type: none"> 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 |



HMICFRS Joint Police and FRS Thematic inspection - Cyber Security

On site inspection took place 13 to 15 January 2026 and included:

- Documents request
 - Reality testing and
 - Interviews with both joint FRS and Police and individual FRS to gauge; **Governance, Business Continuity planning, Protection, Detection, and Response & Recovery from cyber risk**
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- The debrief on 19 January identified good practice and short, medium and long-term suggested actions with the report anticipate summer 2026
 - Further FRS, Police and external bodies are due to be inspected with a report due to be published June 2026
 - Thank you to everyone that assisted us with the inspection and engaged with the inspection team.



State of Fire and Rescue 2024/25

The State of Fire and Rescue Report 2024/25 has been published

- The State of Fire and Rescue report is the annual, independent assessment of fire and rescue services in England, published by HMICFRS. It provides a national overview of performance, drawing on inspection activity across all 44 fire and rescue services in England
- we received a positive mention...

...“I have seen the positive impact that good leadership can have, particularly in some services that needed to make improvements. Services such as London Fire Brigade and Greater Manchester, Derbyshire, Staffordshire and **North Yorkshire fire and rescue services** have addressed most of the areas for improvement we issued in our previous inspections. **This has been the result of clear strategic planning, robust action plans and focused leadership. We have reflected their progress in the grades we have given them.**”

RSM Audit report - Tracking from external parties (HMICFRS internal monitoring process)

- Our Internal auditors have audited our management controls into how we track and manage HMICFRS recommendations
- It was pleasing that in the final report received a substantial assurance opinion with no management actions



Any Questions?

