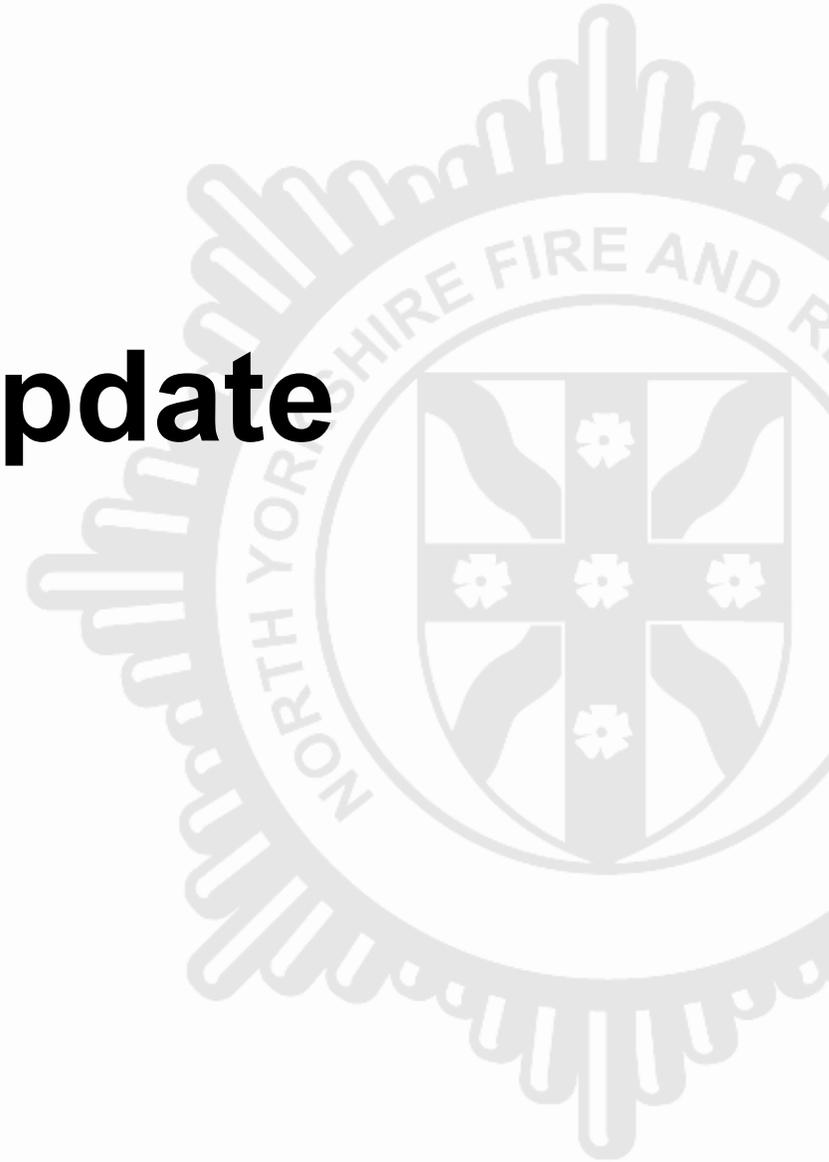


HMICFRS Inspection Update

Reporting Period
February 2026



Standards of Behaviour

The handling of misconduct in fire and rescue services

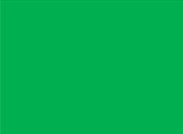
Immediate Effect	01/11/2024	01/02/2025	01/05/2025	01/08/2025	01/11/2025
Rec 12	Rec 5	Rec 1	Rec 3	Rec 9-Propose to Close	Rec 14-Propose to Close
	Rec 8	Rec 2-Additional QA required	Rec 7-Propose to Close at Risk and Assurance Board		
	Rec 13 A	Rec 4-Additional actions required	Rec 10		
		Rec 6	Rec 11		
		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 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-BC planning, Protection, Detection, and Response & Recovery from cyber risk**
-
- 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.



HMICFRS Spring Data Collection 2025 update

Digital analysis pack (DAP) published

- Follow up work is required by our Service regarding presenting monthly covers (e.g., personnel detached to cover stations) data following guidance and meeting with the HMICFRS Data lead, a meeting is planned with the data team to progress.
- [State of Fire and Rescue 2024-25](#) published.
- 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)

- Final report received with no management actions



Any Questions?

