

Online Public Meeting

HMICFRS Inspection Update

Reporting Period
April 2026



Progress. People. Community.



**NORTH YORKSHIRE
FIRE & RESCUE SERVICE**

Summary of HMICFRS Portfolio

- **Values and culture in fire and rescue services**
 - 34 recommendations closed
- **Fire and Rescue Service 2023-25 inspection-effectiveness, efficiency and people**
 - 7 areas for improvement (AFI) open
- **Standards of behaviour-the handling of misconduct in fire and rescue services**
 - 15 recommendations 11 closed 4 open
- **Cyber inspection**
 - Governance
 - Protection
 - Detection
 - Respond and Recovery



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 Propose to close	Rec 7 Propose to close		
	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](#)



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	Propose to close
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	Propose to close
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



Any Questions?

