

Online Public Meeting HMICFRS Inspection Update

Reporting Period
June 2026



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**
 - 16 recommendations 13 closed 3 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		
	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 – Request to be agreed by group
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	Actions required to close this recommendation.
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 Timeline 2026/27 (Q1. Apr-Jun. Q2. Jul-Sep. Q3. Oct-Dec. Q4. Jan-Mar)

HMICFRS Timeline 2026/27	
Q1-Q4	<ul style="list-style-type: none"> • Hold quarterly support meetings with SROs in the closure of the AFI • Commence the HMICFRS AFI 'check and challenge' meetings • Q1 Closedown the Handling of Misconduct recommendations at Risk and Assurance Board (R&AB) • Q1 Prepare the Spring data collection and present to R&AB for approval • SLL summary update of activity in Service
Q2	<ul style="list-style-type: none"> • Continue with the support meetings with SRO in the closure of the AFI and discuss the diagnostics • August: AFI sign off at HMICFRS and R&AB board • Review characteristics of good with SRO at support meeting • Agree SROs of the diagnostics 1.1 to 3.4 and start the review process. Undertake a gap analysis and discuss remediation of diagnostics with SRO • Publication of the HMICFRS Digital Analysis Pack • R&AB for approval meeting
Q3-Q4	<ul style="list-style-type: none"> • Continue reviewing the diagnostic and characteristics of good with SRO at support meetings and check and challenge meetings • R&AB for approval meeting
Q4	<ul style="list-style-type: none"> • Commence document review • Commence preparations for round four HMICFRS inspection 2027 (move to monthly meetings) • R&AB for approval meeting



HMICFRS Fire Standards

Recommendation: Alignment of HMICFRS questions to the relevant Fire Standard (FS)

- Linking FS to HMICFRS is deemed good practice. One Service Improvement Plan reduces duplication, improves efficiency and enhances SRO awareness of the FS.
- E.g. HMICFRS Cyber Inspection team requested the FS on Digital and Cyber
- Support linking FS to HMICFRS questions will be available. It will not be a bureaucratic exercise for SRO. It will be question for SRO to consider when developing and evidencing work for submission and on reviewing existing processes

[Fire Standards and HMICFRS Characteristics of Good - Fire Standards Board](#)

10. HOW WELL DOES THE FRS LEAD ITS PEOPLE?

HMICFRS Statements 2025-27	Related Fire Standard(s)
10.1. The FRS's senior leadership team effectively engages with staff at all levels and communicates its intention and strategic objectives for the service. Leaders at all levels make sure that staff understand and can demonstrate how they contribute to the delivery of the strategic objectives.	Communications and Engagement, Leading and Developing People, Leading the Service
10.2. Leaders at all levels act as role models, promoting a positive culture through their behaviour. They actively encourage inclusive and ethical work environments. Leaders routinely challenge and act on inappropriate behaviour, and create safe environments where others feel confident to do so.	Code of Ethics, Leading and Developing People, Leading the Service
10.3. The FRS has open, fair and transparent processes to identify, develop and promote high-potential staff and aspiring leaders across all staff groups. FRS staff understand and trust these processes. The service has identified potential barriers preventing particular groups from accessing the talent schemes and is taking action to overcome these.	Leading and Developing People, Leading the Service
10.4. The FRS makes sure that leaders at all levels are equipped, developed and supported to meet leadership standards, and effectively supports both teams and individuals. All leaders are equipped and have the confidence to manage staff performance and well-being and to resolve poor performance and behaviour, and actively do so.	Code of Ethics, Leading the Service, Leading and Developing People

Any Questions?

