

Online Public Meeting HMICFRS Inspection Update

**Reporting Period
September 2026**



Summary of HMICFRS Portfolio

- **Values and culture in fire and rescue services**
 - 34 recommendations all closed
- **Fire and Rescue Service 2023-25 inspection-effectiveness, efficiency and people**
 - 7 areas for improvement (AFI)
 - 5 open
 - 2 closed
- **Standards of behaviour-the handling of misconduct in fire and rescue services**
 - 15 recommendations all closed
- **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	Rec 14
	Rec 8	Rec 2	Rec 7		
	Rec 13 A	Rec 4	Rec 10		
		Rec 6	Rec 11		
		Rec 13B			
		Rec 15			

	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 update
	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

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

2024/2025 HMICFRS Effectiveness, Efficiency & 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	Closed September 2026
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 Response, Workforce and Training	15/09/26. Update received with latest best estimate provided
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 Operational Support and Assurance	Closed September 2026
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	08/09/26. Update received with latest best estimate provided
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	08/09/26. Update received with latest best estimate provided
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	08/09/26. Update received with latest best estimate provided
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	08/09/26. Update received with latest best estimate provided

HMICFRS Timeline 2026/2027 (Q1. Apr-Jun. Q2. Jul-Sep. Q3. Oct-Dec. Q4. Jan-Mar)

	HMICFRS Timeline 2026/27
Q1-Q4	• 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	• 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	• Continue reviewing the diagnostic and characteristics of good with SRO at support meetings and check and challenge meetings • R&AB for approval meeting • HMICFRS Specific meeting frequency increased to monthly
Q4	• Commence document review • Commence preparations for round four HMICFRS inspection 2027 • R&AB for approval meeting



HMICFRS Characteristics of Good Assessment Plan

Summary

Pillar	Theme	SRO	Overall Confidence level in currently meeting the characteristics of good
Effectiveness	1. Understanding the fires and other risks	Director of Operational Support and Assurance	Substantial Assurance
	2. Preventing fires and other risks	Director of Community Risk and Resilience	Substantial Assurance
	3. Protecting the public through fire regulation	Director of Community Risk and Resilience	Reasonable Assurance
	4. Responding to fires and other emergencies	Director of Response Workforce and Training	Reasonable Assurance
	5. Responding to major and multi-agency incidents	Director of Operational Support and Assurance	Reasonable Assurance
Efficiency	6. Future Affordability	Assistant Director of Resources	Reasonable Assurance
People	7. Promoting the right values and culture	Assistant Chief Officer	Partial Assurance
	8. Getting the right people with the right skills	Director of Response Workforce and Training/ Assistant Chief Officer	Reasonable Assurance
	9. Ensuring fairness and promoting diversity	Assistant Chief Officer	Partial Assurance
	10. Managing performance and developing leaders	Deputy Chief Fire Officer / Assistant Chief Officer	Partial Assurance



Fire and Rescue Service (FRS) HMICFRS Inspection 2025-2027

The round four HMICFRS inspection is focusing on several key lines of enquiry (KLOES) which are highlighted below and will be conducted as part of the desk top interviews:

- recruitment and promotion
- discipline and grievance
- leadership performance
- major incident

Throughout the inspection, leadership questions will be a focus through every single activity

The below link is useful to show how other fire and rescue services, that have already been inspected, have been graded by the HMICFRS

[FRS Assessments 2025–2027 - His Majesty's Inspectorate of Constabulary and Fire & Rescue Services](#)



Any Questions?

