

HMICFRS Values and Culture Progress Report

Report of the Chief Fire Officer

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1 Executive Summary

This report presents the Service's progress against the recommendations made to the sector in the His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) Values and Culture in the fire and rescue services report.

2 Recommendations

The Committee is asked to note the report.

3 Background

On 30 March 2023, the HMICFRS published a report entitled "Values and culture in fire and rescue services" (See Appendix to report).

Chief Fire Officers were requested to action 20 of the 35 recommendations, with the remaining recommendations responsible for action by other agencies and services.

The recommendations timelines varied from immediate to March 2024 for Chief Fire Officers and up to January 2025 for the other responsible organisations.

On receipt of the report the Service immediately carried out a gap analysis which formed the basis of the Service Action Plan.

4 Service Approach and Actions

The Service is committed to implementing the recommendations, prioritising those that are currently within its gift and continues to work proactively to meet the HMICFRS recommendations.

This work is being driven by the ACFO (Service Support) and teams of staff who have taken responsibility for the recommendations as detailed in the action plan.

To support progress against the action plan, the National Fire Chiefs Council (NFCC) and Chartered Institute of Personnel and Development (CIPD) suite of supporting documents has been considered as a form of reference, alongside any relevant HMICFRS identified promising and innovative practice.

Full Equality Impact Assessments (EQIAs) are expected to be completed to support the completed actions from each of the appropriate recommendations.

Representative bodies will be engaged during informal meetings and consultations to ensure they are fully sighted on developments and can put forward any comments.

Communications to all employees will continue to engage and inform staff of any new provisions, policies, and opportunities for consultation.

5 Progress

All the recommendations to date have been fully met or are in an advanced stage of progression, awaiting approval and publishing.

The team is working to further compliance towards the recommendations and recognises the importance of the work that is being undertaken to both staff and the community.

This means that a methodology of excellence has been adopted when demonstrating compliance towards the recommendations.

Whilst being mindful of the timelines this work will continue to progress through the appropriate scrutiny and approval processes to ensure effectiveness and value for money.

Recommendations to be completed immediately

Two recommendations were due to be completed immediately.

Recommendation 17 has been completed and recommendation 34 is in advanced stages of progression. An updated Workplace Charter has been produced, shared with representative bodies and is awaiting publication.

Recommendations to be completed by 1 June 2023

Nine of the recommendations were to be completed by 1 June 2023. These are recommendations 3,4,5,20,21,23,27,28 and 32.

Recommendations 5, 20, 23 and 32 have been published. The remaining recommendations are in an advanced stage of progression and will be published following:

- Approval process for changes to Brigade Orders and documents (Recommendations 3, 21, 27 and 28)
- Procurement and systems integration (Recommendation 20)
- Legal comment on proposal (Recommendation 4)

The Transformation and Collaboration Team will continue to monitor and support any ongoing work to facilitate further reporting and the continuous improvement of evidence towards the recommendations.

Recommendations to be completed by 1 August 2023

Two of the recommendations are to be completed by 1 August 2023. These are recommendations 18 and 33. Work towards these recommendations has been started and is expected to be completed within the timeline.

6 Conclusions

In summary, the Service is making substantial progress towards meeting the recommendations of the report and the remaining timelines are expected to be met.

The Service also recognises the challenges posed by the variety of timelines associated with the recommendations and the availability of key unpublished tools to facilitate the review.

With the progress made towards the action plan and the advanced plans that were previously in place the Service is in a strong position to further develop its values and culture.

7 Financial Implications

The cost of the SaySo confidential reporting tool is £6,300 per year.

Additional costings will be identified as contracts are negotiated to action recommendations that the Service will need to procure (e.g., the independent cultural review, external oversight of gross misconduct cases involving values and culture, DBS (Disclosure and Barring Service) checks).

Initial costings for 360 feedback products include a £2100 setting up fee and a £900 charge for carrying out 360 feedback across SMT. These costings are + vat.

The Service will then have a further option to purchase 360 feedback in bundles of 100 for an additional £6000 later in the year. The frequency of such feedback is yet to be established.

8 Legal Comment

Legal advice will be sought including elements of GDPR and disclosure that might be impacted by HMICFRS data and information requests.

There are no direct legal implications arising from this report. Legal advice will be sought on an ongoing basis, as appropriate, in relation to the implementation of strategies and policies designed to meet individual recommendations of the HMICFRS report.

9 Equality Impact Assessment

Full EQIAs to be completed to support the completed actions from each of the recommendations.

10 Appendix

HMICFRS report - Values and culture in fire and rescue services

<https://www.justiceinspectrates.gov.uk/hmicfrs/wp-content/uploads/values-and-culture-in-fire-and-rescue-services.pdf>

11 Background Papers

There are no background papers associated with this report.