



Gloucestershire
Fire and Rescue Service
Working together for a safer Gloucestershire

CFO Mark Preece

Fire Scrutiny Committee Meeting

HMICFRS Update

10th September 2021

Living our values every day



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COUNTY COUNCIL

HMICFRS Inspection Focus



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In carrying out inspections across all of the 45 fire and rescue services in England, HMICFRS answer three main questions:-

1. How **effective** is the FRS at keeping people safe and secure from fire and other risks?
2. How **efficient** is the FRS at keeping people safe and secure from fire and other risks?
3. How well does the FRS **look after its people**?



HMICFRS Inspection Criteria



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HMICFRS have **four** judgement criteria which have the following meaning:-

- **Good is the expected graded judgement for all FRS.** It is based on policy, practice or performance that meet pre-defined grading criteria, which are informed by relevant national operational guidance or standards.
- If the service exceeds what is expected for good, it will be judged as **outstanding**.
- If they find short-comings in the service, it will be judged as **requiring improvement**.
- If they find serious critical failings of policy, practice or performance of the fire and rescue service, they will judge it as **inadequate**.



Cause for Concerns Update



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Following our full HMICFRS inspection in 2019 GFRS received two 'Causes for Concern' or areas where our performance was deemed inadequate.

1. GFRS values are tarnished and are not credible with staff. The service needs to introduce its new values and service structure to allow staff and managers to understand the priorities for the future.
2. GFRS does not have a clear protection strategy that describes how it will manage its statutory responsibilities using its risk-based inspection programme (RBIP) to identify the highest-risk premises. The service has difficulty in maintaining and interpreting its data and can't carry out the number of audits of high-risk premises that it commits to as part of its RBIP.



Improving Our Culture



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- GFRS has developed a Cultural Action Plan which is monitored through the Programme Management Office;
- Cultural Action Plan current risk status is 'at risk' pending the Comms Plan being developed by GCC;
- We have launched new Service Core Values through 44 staff engagement sessions;
- Service Core Values are underpinned by National Fire Chiefs Council 'Code of Ethics';
- New Promotion and Progression Policy developed in consultation with staff;
- With assistance from GCC HR we have introduced a Workforce Planning Meeting;

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Improving Our Culture Cont'd



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- Raised our Continual Professional Development payment from 2nd lowest to mid table;
- Rolled out Unconscious Bias Training to all managers and staff;
- Initial EDI Training delivered to operational crews with further training being procured through GCC;
- Senior Leadership Team have commissioned Cultural Intelligence Training to support the Service's approach to ED&I.;
- Training will be tailored to different levels of manager within the Service and lead to 'Cultural Intelligence Champions';
- Staff Appraisal Process revised to include ED&I objectives, wellbeing and new Core Values;

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Improving Our Culture Cont'd



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- Middle and Senior Managers have received extensive Employment Law, Discipline and Grievance training by an external HR & Employment Law provider;
- We have launched the 'Speak up if its not right' campaign;
- Revised our Exit Interview process to capture and understand the views of our workforce;
- Established an ED&I network to promote and drive forward the ED&I agenda within the Service;
- Recruited a dedicated new post into the Service Structure to focus on our ED&I network and oversee the work of the Cultural Action Plan;
- Introduced new national Firefighter Apprenticeship Scheme and recruited a pool of 40 whole time firefighters..



Improving Business Fire Safety



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1. Risk Based Inspection Programme (RBIP)

- a) Full review of the definition of Higher Risk has been undertaken leading to a new RBIP;
- b) On track to visit and audit all Higher Risk premises by October 2021;
- c) This will enable BFS Team to develop a re-inspection schedule based upon the scores awarded from the initial inspection;
- d) Re-inspection schedule is aligned to neighbouring FRS to provide assurance on appropriateness of frequency of visits..



Business Fire Safety Cont'd



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2. Protection Strategy – No Clear Strategy

- a) Developed a policy for Business Fire Safety which acts as our strategy document;
- b) The policy contains our definition of 'Higher Risk' based upon national, regional and local consultation on best practice.

3. Fire Safety Team Resourcing

- a) Additional team members have been recruited into the department;
- b) The department is staffed by both Grey and Green book posts to provide resilience and career progression to staff;
- c) National Grant Funding used to improve link between Operational Intelligence and BFS..



Business Fire Safety Cont'd



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4. Fire Safety Data Coordinator

- a) BFS Team to receive update training on CFRMIS data base;
- b) CFRMIS training will enable inspectors and managers to use the system more intelligently to support RBIP and improve consistency of data.

5. Fire Safety Team Development Programme

- a) All BFS team added to the Service's training recording system – PDR Pro;
- b) All BFS team have access to the NFCC new CPD portal to view Protection Professional Standards;
- c) All of the BFS team have achieved or are working towards 'Competency Framework for Fire Regulators'..



Business Fire Safety Cont'd



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6. Integration of BFS and Operational Risk Intelligence Team

- a) Combined visits by BFS and ORI has improved our approach to Site Specific Risk Intelligence (SSRI) through joint visits;
- b) This joint approach being applied to Control of Major Accident Hazards (COMAH) and Critical National Infrastructure (CNI) premises.

7. Operational Crews to Conduct Fire Protection Activities

- a) Pilot run to upskill the BFS knowledge of a wholetime station to Hazard Spot fire protection issues;
- b) Pilot was a success and has lead to training rolling out across the Service;
- c) Launching a new 2 day Level 3 Certificate in Fire Safety for wholetime watches..

