



REPORT TITLE:

Scrutiny meeting	Fire & Rescue Scrutiny Committee
Chair	
Presenting Officer	Mark Preece
Item Type	Information
Purpose of Report	To update committee on the actions that GFRS Improvement Team have taken with regards to recent HMI Spotlight Report
Recommendations/ Action sought	N/A
Forthcoming Decisions	N/A
Background Documents	
Appendices	
Contact Information	Scott Riddell, Programme Manager, GFRS Improvement Team scott.riddell@glosfire.gov.uk

Report

On 30 March 2023 His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) released a spotlight report focussing on values and culture in fire and rescue services. This report drew on evidence collected during inspections of all 44 fire and rescue services in England since 2018. The report highlights what is working well across the sector, what needs to change and barriers to making improvements. During visits, inspectors found examples in over half of services inspected (at least 26) of 'poor', 'unacceptable' and 'inappropriate' cultures and behaviours which have or have the potential to negatively affect others. These behaviours include bullying, harassment and discrimination, lack of fairness and diversity and the reporting and handling of concerns, including allegations of misconduct.

As a result of this, HMICFRS have included 35 recommendations in the report for services across the country to adopt to improve values, fairness, culture and diversity. These recommendations are grouped into the following areas:

- Raising Concerns (5 recommendations)
- Background Checks (5 recommendations)
- Misconduct Handling (9 recommendations)
- Leadership (5 recommendations)
- Management and leadership training and development (2 recommendations)
- Diversity Data (5 recommendations)
- Improving Diversity (2 recommendations)
- The Core Code of Ethics (1 recommendation)
- The Fire and Rescue National Framework for England (1 recommendation)

Immediately after release of this report, the Improvement Team at GFRS began a GAP analysis of the recommendations to identify:

- a) Which recommendations have been completed and embedded in current practice
- b) Which recommendations are in progression
- c) Which recommendations are yet to start and need adding to future work plans
- d) Which recommendations are outside of GFRS control and reliant on either GCC or national input.

The result of this GAP analysis has shown that (of the 35 actions):

- 11 of the recommendations have been completed
- 10 of the recommendations are in the control of GFRS to implement. 4 of these appear on the current HMICFRS action plan and are in progression or scheduled to begin. 6 represent new work and will need adding to future work plans
- 6 recommendations are reliant on action from other GCC departments, essentially HR (pre-employment and background checks)
- 8 recommendations indicate that there is no action GFRS can take at this time as these are dependent on external bodies (Home Office, MOJ, Fire Standards Board) input.

NFCC

To help services with the burden of any additional work, the National Fire Chiefs Council (NFCC) have undertaken an initial stocktake and produced information against each recommendation in relation to NFCC products and potential future plans that services may want to use.

This paper was initially presented to GFRS Improvement Board on 26.04.23 who endorsed the approach of the team in a) progressing outstanding recommendations from the report and b) identifying any NFCC products that could help with the progression of recommendations.