

HMICFRS INSPECTION 2023-25 - UPDATE ON AREAS FOR IMPROVEMENT (AFIs)



REPORT OF CHIEF FIRE OFFICER

For Noting

1. PURPOSE OF REPORT

- 1.1 To update Members on the progress against the Areas for Improvement (AFIs) that were identified in the Cleveland Fire Brigade 2023-2025 report from His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS).

2. RECOMMENDATION

- 2.1 Members are asked to note the progress against the HMICFRS Areas for Improvement (AFIs), detailed at Appendix 1.

3. BACKGROUND

- 3.1 His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) assess each Fire and Rescue Service in England on their effectiveness, efficiency and how well they look after their people.
- 3.2 Round 3 saw some key changes in the inspection process:
- Removal of Pillar Judgement
 - Introduction of 'Adequate' grading
- 3.3 Cleveland Fire Brigade was inspected during Quarter 3 of 2024/25 and the 2023-25 inspection report was published on 23 April 2025.
- 3.4 Since the publication of the inspection findings, the Brigade has taken a proactive and structured approach to ensure that each recommendation is met with meaningful action, aligned with our commitment to continuous improvement and excellence in service delivery.

4. CURRENT PROGRESS

- 4.1 The current Health Check reviews have continued on all 16 AFI's, this has involved full and detailed scrutiny of the progress to date, with an ELT review being completed on Tuesday 5 May 2026.

- 4.2 Of the 16 AFI's the progress of each action is detailed against the categories of progress. The progress is as follows:
- 6 - Progressing to plan with successful delivery is highly likely and there is no evidence to suggest that this will change
 - 6 - Progressing with issues, successful delivery appears feasible but there are some issues which require management attention.
 - 1 - Progressing with significant issues, cannot be completed as planned due to issues which at this stage cannot be resolved
 - 3 - Action is complete with appropriate governance sign off by ELT.
- 4.3 The three areas that have been completed include AFI's 3,5 and 6 in relation to Protecting the public through fire regulation. Details attached at Appendix 2.
- 4.4 Of the area progressing to plan and progressing with issues there is a clear rationale as to why these areas are in the current position, and the Assistant Director Governance and Assurance is confident progress will be made within the tabled timelines.
- 4.5 There is a documented workbook which shows the progress against each AFI outlining the key developments, actions, and outcomes achieved to date, demonstrating our focus on strengthening operational effectiveness, leadership, people management, and community engagement. The attached Appendix 1 provides a high-level summary of the current position.

5. NEXT STEPS

- 5.1 The ELT will increase scrutiny by setting aside dedicated time in regular meetings to review progress and address issues.
- 5.2 Work will continue to progress with additional focus and support from the newly appointed Service Improvement Officer.

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