

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



REPORT OF CHIEF FIRE OFFICER

For Information

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 by on during Quarter 3 2024 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.

- 4.2 Of the 16 AFI's the progress of each action is detailed against the categories of progress. The progress is as follows:
- 4 – Action is complete with appropriate governance sign off by ELT.
 - 6 - Progressing to plan with successful delivery is highly likely and there is no evidence to suggest that this will change
 - 5 - 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
- 4.3 Of the areas progressing to plan, progressing with issues and significant issues there is a clear rational as to why these areas are in the current position. The Assistant Director Governance and Assurance has been monitoring progress of these areas more closely to ensure significant progress is made in the next quarter; there are a high number which are expected to be ready for closure by the end of December 2026.
- 4.4 For each of the AFI's a detailed progress report were completed during the month of August 2026, outlining progress made to date, actions outstanding and what time frame is being work too. This is to provide a realistic position and the ability to track progress. Following this exercise the Assistant Director of Governance and Assurance has reviewed all reports and provided feedback in a similar manner to HMICFRS in terms of how we triangulate progress has been made and will be embedded.
- 4.5 The documented workbook continues to be used 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 provides a high-level summary of the current position.

5. NEXT STEPS

- 5.1 The ELT will continue 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 Service Improvement Officer.

SIMON WEASTELL
Interim Chief Fire Officer

KRISTINE WARD
ACFO - Director of Strategic Planning, People & Resources

LEE BROWN
Acting ACFO - Director of Service Delivery