

# HMICFRS VALUES AND CULTURE IN FIRE AND RESCUE SERVICES: PROGRESS REPORT AGAINST RECOMMENDATIONS



## REPORT OF THE CHIEF FIRE OFFICER

**For Information**

### 1. PURPOSE OF REPORT

- 1.1 To provide Members with a progress report against the recommendations for Chief Fire Officers following the publication of the HMICFRS's Spotlight Report on Values and Culture in the Fire and Rescue Service attached at Appendix 1.

### 2. RECOMMENDATIONS

- 2.1 Members are asked to note:
- the progress report against the recommendations for Chief Fire Officers following the publication of the HMICFRS's Spotlight Report on Values and Culture in the Fire and Rescue Service attached at Appendix 1.
  - that further reports will be brought to future Executive Committee meetings on progress of the implementation of Cleveland Fire Brigade's actions.

### 3. VALUES AND CULTURE IN FIRE AND RESCUE SERVICES REPORT

- 3.1 On 30 March 2023 His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) published a 'spotlight' report on 'Values and culture in fire and rescue services'.
- 3.2 The Report has nine themes underpinned by thirty-five recommendations relating to:
- raising concerns
  - background checks
  - misconduct handling
  - leadership
  - management and leadership training and development
  - diversity data

- improving diversity
- core code of ethics
- The Fire and Rescue National Framework for England

3.3 All Fire and Rescue Services, alongside the Government and national fire bodies are urged to implement the recommendations.

#### **4. CLEVELAND FIRE AUTHORITY'S STRATEGIC DIRECTION FOR ITS PEOPLE**

4.1 Cleveland Fire Authority's strategic direction in relation to its people is set out within its People Plan and captured within its corporate goal, 'Professional, Proud, Passionate People' and underpinning corporate objectives:

- 'to recruit, develop and maintain a professional, diverse and value driven workforce'
- 'to ensure that Cleveland Fire Brigade is a great, fair and inclusive place to work'

4.2 The People Plan also sets out our approaches (strategies) over the next four years across the four themes within the Framework these being Talent Management, Health and Safety, Health and Wellbeing and Equality, Diversity, and Inclusion.

#### **5. CONSIDERING THE RECOMMENDATIONS WITHIN HMICFRS'S VALUES AND CULTURE IN FIRE AND RESCUE SERVICES' REPORT**

5.1 At its meeting dated 9 June 2023 the Fire Authority were presented with the HMICFRS' Values and Culture in Fire and Rescue Services' Report and noted that from the thirty -five recommendations some were for Government Bodies, some were for the National Fire Chief Council, and several were for Chief Fire Officers.

5.2 A 'gap analysis was undertaken against those recommendations for Chief Fire Officers which led to the establishment of new actions that will enhance the delivery of the Authority's existing corporate objective 'to ensure that Cleveland Fire Brigade is a great, fair and inclusive place to work'. It was agreed that progress reports on the implementation of these actions will be brought to future meetings of the Executive Committee as part of the Brigade's improvement planning framework. In this respect a progress report as at 31 December 2023 is attached at Appendix 1.

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