

# VALUES AND CULTURE IN FIRE AND RESCUE SERVICES



## REPORT OF THE CHIEF FIRE OFFICER

**For Information**

### 1. PURPOSE OF REPORT

- 1.1 To inform Members of the publication of the HMICFRS's Spotlight Report on Values and Culture in the Fire and Rescue Service attached at Appendix 1.
- 1.2 To provide Members with Cleveland Fire Brigade's assessment of its current arrangements in relation to culture against the recommendations set out in the HMICFRS Spotlight Report attached at Appendix 2.
- 1.3 To provide an overview of the short, medium, and long-term recommendations for Government attached in the Plan at Appendix 3, for the National Fire Chiefs' Council attached in the Plan at Appendix 4 and for the Chief Fire Officer attached in the Plan at Appendix 5.

### 2. RECOMMENDATIONS

- 2.1 Members are asked to note:
  - the publication of the HMICFRS's Spotlight Report on Values and Culture in the Fire and Rescue Service (Appendix 1).
  - Cleveland Fire Brigade's assessment of its current arrangements in relation to culture against the recommendations set out in the HMICFRS Spotlight Report (Appendix 2).
  - the overview of the short, medium, and long-term recommendations for Government (Appendix 3).
  - the overview of the short, medium, and long-term actions for the National Fire Chiefs' Council (Appendix 4).
  - the overview of the short, medium, and long-term actions for the Chief Fire Officer (Appendix 5).
  - 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'. (Appendix1).
- 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 The Brigade's Executive Leadership Team has considered the recommendations presented within the HMICFRS' Values and Culture in Fire and Rescue Services' Report and these are set out in Appendix 2.
- 5.2 Firstly, there are several recommendations for Government Bodies and an overview of these for the short, medium, and long-term is attached at Appendix 3.
- 5.3 Secondly there are several recommendations for the National Fire Chief Council and an overview of these for the short, medium, and long-term is attached at Appendix 4.

- 5.4 Thirdly there are several recommendations for Chief Fire Officers and a gap analysis has been undertaken against these which has led to the establishment of new actions for the short, medium, and long term 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'. An overview of these for the short, medium, and long-term are attached at Appendix 5.
- 5.5 Progress reports on the implementation of Cleveland Fire Brigade's actions will be brought to future meetings of the Executive Committee as part of the Brigade's improvement planning framework.

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