

## 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) assesses 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 attached workbook 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.

- 4.2 Out of 16 Areas for Improvement, 13 are on currently on track to be delivered, 1 has been completed and 2 have not yet started.

**5. NEXT STEPS**

- 5.1 The NFCC run quarterly meetings with all Service Liaison Officers (SLOs) to share best practice and learning which our new Assistant Director Governance and Assurance will attend.
- 5.2 We have recently agreed a new structure for our ELT meetings which includes one meeting a quarter being focused on Governance. A report will be written quarterly for this meeting to update ELT on the progress against our AFIs. This report will also be shared with the Executive Committee.

**PETER RICKARD**

Chief Fire Officer

**KRISTINE WARD**

ACFO - Director of Strategic Planning, People & Resources

**SIMON WEASTELL**

ACFO - Director of Service Delivery