



Recommendation 2: National Employer, the Local Government Association and the Fire Chiefs Council should review any current independent arrangements whereby staff can raise concerns outside their FRS. They should ensure that all FRS staff have access to an independent reporting line that can be used as a confidential way to raise concerns outside their FRS



Recommendation 6: The Home Office, working with the Ministry of Justice, should make sure the Government incorporates fire and rescue authority employees within the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 so that they are eligible for the appropriate DBS checks

Recommendation 7: The Home Office, working with the fire and rescue sector, should make sure that the Police Act 1997 (Criminal Records) Regulations 2002, or a similar appropriate legislatively enabled solution, makes detailed provisions for fire and rescue services

Recommendation 10: Chief Constables should make sure they are appropriately using their Common Law Police Disclosure powers in circumstances involving employees of fire and rescue services



Recommendation 15: The Home Office should work with the National Fire Chiefs Council and fire and rescue service employers to make sure there is a process to handle misconduct allegations against chief fire officers. The Home Office should immediately notify HMICFRS of any allegations and outcomes that it is aware of

Recommendation 19: The Home Office should examine whether any appeal processes for fire and rescue misconduct cases are appropriate



Recommendation 26: As a precursor to the development of the College of Fire and Rescue, chief fire officers and the National Fire Chiefs Council should work with the Home Office to consider how they can improve the training and support they offer to staff in management and leadership development. This should include authority members in respect of their assurance leadership roles and should ensure that opportunities are offered fairly across all staff

Recommendation 25: The Government should establish a College of Fire and Rescue, as proposed by the White Paper Reforming our Fire and Rescue Service. There should be no further delay to its implementation



Recommendation 29: The Home Office should publish greater detail on the protected characteristic data it collects about FRS staff, including joiners and leavers, by rank and role

Recommendation 30: The Home Office should align the data it collects on protected characteristics with the Office for National Statistics harmonised standard and publish this data

Recommendation 31: The Home Office should collect and publish experimental statistics on public complaints and conduct matters in relation to FRS staff, similar to that which it currently publishes on police forces in England and Wales



Recommendation 35: The Government should consider the findings and recommendations in this