



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority

HER MAJESTY'S INSPECTORATE OF CONSTABULARY AND FIRE & RESCUE SERVICES INSPECTION REPORT

Report of the Chief Fire Officer

Date: 16 September 2022

Purpose of Report:

To update Members on the publication of Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services' (HMICFRS) report of Nottinghamshire Fire and Rescue Service.

Recommendations:

It is recommended that Members:

- Note the outcome of the HMICFRS inspection and the progress made by the Service;
- Acknowledge the four areas for improvement highlighted by HMICFRS and approve governance and scrutiny through the Fire Authority Committee structures.

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1. BACKGROUND

- 1.1 Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) is the inspectorate body for fire service inspections in England.
- 1.2 In 2018, the Service was inspected by HMICFRS and graded as 'requiring improvement' in the three pillar areas of inspection; Efficiency, Effectiveness and People. This grading was accompanied by 24 'areas for improvement'.
- 1.3 The Service addressed the 'areas for improvement' through a structured improvement plan that was monitored by the Fire Authority with the final 'area for improvement' being completed in 2021.
- 1.4 HMICFRS started its second full round of fire service inspections in Spring 2021 with an aim to inspect all fire and rescue services in England over three tranches covering an 18-month period.
- 1.5 Nottinghamshire Fire and Rescue Service (NFRS) was inspected during September and October 2021, in tranche two of the current inspection programme.
- 1.6 On 27 July 2022, HMICFRS published the reports from round two, tranche two, including the report for NFRS.
- 1.7 The judgement criteria for inspection is assessed across eleven areas of focus which fall under the three pillar areas.

2. REPORT

REPORT FINDINGS

- 2.1 The HMICFRS report for Nottinghamshire Fire and Rescue Service graded the Service as 'Good' in all eleven areas of assessment: resulting in 'Good' gradings for the three pillar areas and demonstrating significant improvement across all areas of the organisation.
- 2.2 NFRS is one of only four Services from round two (totalling 28 inspections to date), to receive 'Good' in each area of inspection.
- 2.3 Her Majesty's Inspectorate (HMI) thanked the Service for the "*positive and constructive way*" that the Service engaged with the inspection and commented that "*The Service has clearly used the last report appropriately and worked hard on the areas for improvement*".
- 2.4 The HMI highlighted, in the report, that the Service has a "*well-resourced prevention department*" and that an evaluated method is used to understand the levels of risk to an individual.

- 2.5 The Service's performance management framework, which was an area for improvement in the round one inspection, was highlighted as providing "*several levels for reporting and ensures oversight is maintained*" and that the Service now has a robust performance management framework in place.
- 2.6 The report highlighted that the Service has put processes in place to ensure that firefighters always have up-to-date risk information available when at operational incidents. Whilst the inspection team highlighted there was still work to be done in this area, they acknowledged the Service has a plan in place to address this and progress was being made.
- 2.7 Another round one 'area for improvement' was for the Service to develop a wellbeing strategy and the report commented that the HMI was "*pleased to see this had been done*" with the Service having this and other wellbeing provisions in place.

AREAS FOR IMPROVEMENT

- 2.8 Across the 28 inspections carried out in English fire and rescue services so far in Round Two, a total of 481 'areas for improvement' (AFIs) have been issued by HMICFRS.
- 2.9 In NFRS's inspection report, four 'areas for improvement' are identified for the Service. This is the second lowest number of AFIs to be issued to any Service to date: the average number of AFIs being received by Services being 17.
- 2.10 The four AFIs identified in the report are:
- The Service should assure itself that its risk-based inspection programme prioritises the highest risks and includes proportionate activity to reduce risk
 - The Service should ensure that, when responding to a 999 call, mobile data terminals are reliable to allow staff to access risk information
 - The Service should make sure it effectively monitors, reviews and evaluates the benefits and outcomes of any collaboration activity
 - The Service should assure itself that staff understand how to get wellbeing support
- 2.11 To address these areas for improvement, the Service has undertaken a gap analysis against areas of work that were already being progressed under the current Community Risk Management Plan (CRMP). This has assured that work to address the AFIs was either already planned or has now been included in the Service's annual delivery planning.
- 2.12 It is proposed that the same, robust governance and scrutiny arrangements are adopted to the previous AFIs from the Round One inspection. This would involve the adoption of the AFIs by Members of the Fire Authority, and

progress and management of the AFIs being discharged to the relevant Committee structures.

- 2.13 The Service did not receive any 'Causes for Concern' (CfC); HMICFRS' lowest grading. So far in round two of the inspections, 14 Services have received a total of 20 CfCs. Only ten CfCs were awarded in the whole of the round one inspections.

TRANCHE TWO RESULTS

- 2.14 There was just one Service who achieved an 'Outstanding' grading in tranche two. This was Lancashire FRS who achieved the result in the area of 'Culture and Values'.
- 2.15 The Service will engage with Lancashire FRS to understand the areas of development they have undertaken to achieve this grading.
- 2.16 The report also highlighted eight 'Innovative Practices' across six Services. These incorporated areas including youth engagement, promoting Equality, Diversity and Inclusion, prevention activities, and promoting the right values and culture. The Service will review these innovative practices to understand any further areas for development for NFRS.

3. FINANCIAL IMPLICATIONS

There are no financial implications arising from this report.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

There are no human resources or learning and development implications arising from this report.

5. EQUALITIES IMPLICATIONS

An equality impact assessment has not been undertaken because of the nature of this report.

6. CRIME AND DISORDER IMPLICATIONS

There are no crime and disorder implications arising from this report.

7. LEGAL IMPLICATIONS

- 7.1 The Local Government Act 1999 places a statutory duty on the Service to '*secure continuous improvement in the way in which its functions are exercised*'.
- 7.2 The Police and Crime Act (2017) Chapter 4 Section 11 outlines that the English inspectors must inspect, and report on the efficiency and effectiveness of, fire and rescue authorities in England.

8. RISK MANAGEMENT IMPLICATIONS

There are no risk management implications arising from this report.

9. COLLABORATION IMPLICATIONS

There are no collaboration implications arising from this report.

10. RECOMMENDATIONS

It is recommended that Members:

- 10.1 Note the outcome of the HMICFRS inspection and the progress made by the Service;
- 10.2 Acknowledge the four areas for improvement highlighted by HMICFRS and approve governance and scrutiny through the Fire Authority Committee structures.

11. BACKGROUND PAPERS FOR INSPECTION (OTHER THAN PUBLISHED DOCUMENTS)

None.

Craig Parkin
CHIEF FIRE OFFICER