



**HAMPSHIRE
FIRE AND
RESCUE
AUTHORITY**

Standards and Governance Committee

Purpose: Approval

Date: 27 February 2019

Title: HMICFRS ACTION PLAN REPORT

Report of Chief Fire Officer

SUMMARY

1. Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (hereafter HMI) inspected Hampshire Fire and Rescue Service (HFRS) in Tranche 1 of the inspection programme. The final inspection report was published in December 2018.
2. The Fire and Rescue National Framework for England, requires the Services to respond to HMI with an Action Plan within 56 working days (12 March 2019) of the receipt of the HMI Inspection Reports. The HMI Inspection Reports and Action Plan will be available for public scrutiny.
3. This report seeks the Standards and Governance Committee approval of the proposed Action Plan for HFRS as detailed in **Appendix A**.

BACKGROUND

4. On 31 January 2019, the Standards and Governance Committee noted the HMI Inspection Report that provided an overall judgement grading for HFRS and identified 'Areas for improvement'.
5. HMI assessed and provided an overall judgement grading of 'Good' for HFRS. HMI concluded HFRS are 'Good' at effectively understanding risks within its community and 'Good' at efficiently managing its resources. HFRS was graded as 'Requires improvement' at looking after its people.

ACTION PLAN

6. The Fire and Rescue Services in England are required to publish an Action Plan within 56 days of receipt of the HMI Inspection Report. The requirement of the Action Plan is to acknowledge any cause for concern and ensure measurable actions are identified to deliver improvement.
7. The Chief Officer and the executive team have developed the proposed Action Plan for HFRS, in conjunction with lead officers from the various disciplines described in the report.

8. For transparency, in addition to the above requirement, the Action Plan further captures the 'Areas for improvement', our analysis and measurable actions to ensure improvement.

SUPPORTING OUR SERVICE PLAN AND PRIORITIES

9. The Action Plan supports the Service's priorities. Aligning to HFRS Service Plan and HFRS Safer and Stronger Priorities, it enables the Service to improve as an organisation and to demonstrate to our communities and partners how efficiently and effectively we are performing.

RESOURCE IMPLICATIONS

10. The Action Plan will be progressed within business as usual activities and be monitored through the Performance and Assurance Board (PAB), which will in turn report to the Standards and Governance Committee. Managers accountable for delivery of specific functional areas will be required to prioritise resource to achieve the required improvement. There are no additional financial resource implications as these will be absorbed within existing budgets.

ENVIRONMENTAL AND SUSTAINABILITY IMPACT ASSESSMENT

11. The Action Plan will, where required, undertake an environmental and sustainability impact assessment.

LEGAL IMPLICATIONS

12. Whilst the Service is only required to formally respond to the 'Cause for concern', it is considered that addressing all identified 'Areas of improvement', will create a more holistic approach and more sustainable improvement for the Service.

EQUALITY IMPACT ASSESSMENT

13. The Action Plan will, where required, be subject to an equality impact assessment.

OPTIONS

14. To approve this report and associated Action Plan, to ensure our commitment to improvement in the areas identified by HMI and improved delivery of services for communities in Hampshire.
15. To not approve this report and associated Action Plan. This option is not recommended. Adjustments can be made as required. Not approving the Action Plan could delay and cause HFRS to not meet the requirement to submit an Action Plan to acknowledge any cause for concern and ensure measurable actions are identified to deliver improvement, within 56 working days (12 March 2019).

RISK ANALYSIS

16. The Action Plan will inform the Authority's Integrated Risk Management Plan (IRMP) for 2020. The interim Action Plan will ensure improvement of delivery of services, including effectively understanding risks within its community, efficiently managing its resources, and looking after its people.

EVALUATION

17. Mechanisms to regularly review the delivery, performance and success of the Action Plan for HFRS will be through continual performance review by the Performance and Assurance Board (PAB).
18. Each action point will be evaluated using the LOGIC model approach, by identifying expected outputs, outcomes and impacts to monitor progress. The progress will be monitored by the PAB and reported to the Standards and Governance Committee.

CONCLUSION

19. The Action Plan for HFRS will ensure that measurable actions are taken to improve the Service, in delivery of public safety, in delivering value for money and for being positive organisations that are employers of choice.

RECOMMENDATION

20. That the report and Action Plan for HFRS be approved by the Standards and Governance Committee.

APPENDICES ATTACHED

21. Appendix A – HMICFRS Action Plan for HFRS

BACKGROUND PAPERS

22. HMICFRS Report, submitted to Standards and Governance Committee, 31 January 2019:
<http://democracy.hants.gov.uk/documents/s29376/Report.pdf>
23. HMICFRS Inspection Report HFRS:
<https://www.justiceinspectors.gov.uk/hmicfrs/wp-content/uploads/hampshire-fire-and-rescue-service-report-2018-19.pdf>

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