

# HMICFRS Areas For Improvement Progress Report

## Report of the Chief Fire Officer

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### 1 Executive Summary

This report details the Service's progress towards improvement identified by the HMICFRS Areas For Improvement progress.

### 2 Recommendations

The Standards, Audit and Performance Committee is asked to note the report.

### 3 Background

Following the June 2024 inspection the HMICFRS identified 30 Areas for Improvement (AFIs).

This report presents the Service's RAIDO and progress towards HMICFRS Areas For Improvement plan towards the recommendations for improvement made, as recorded in the AFIs Action Plan.

#### 4 RAIDO- HMICFRS Areas For Improvements

Risk	Assumptions	Issues	Dependencies	Opportunities
ICT Capacity and skillset  AFI 30  <b>Partial Risk Management</b>		Data accuracy  AFI 4  <b>Partial Issue Management</b>	Links to Workforce Planning  AFI 14, 22, 25, 12	
Loss of temporary cover impacting capacity  AFI 28  <b>Partial Risk Management</b>		Capacity to escalate cases post enforcement  AFI 3  <b>Issue management-Unclear</b>	QA and Evaluation Frameworks  AFI 1, 2, 5	
Delivery of new policies prolonged during Rep Body approval  AFI 8, 24  <b>Partial Risk Management</b>		Delays in temporary SM process  AFI 5  <b>Issue management-Unclear</b>		
Manage data through dashboards  AFI 1, 2, 3, 4, 5, 13, 19, 27  <b>Partial Risk Management</b>				

## 5 Progress update

Schedule Status		Current Assurance Opinion		
AFI 1 <b>Behind Schedule</b>	The service should evaluate its prevention activity so it understands what is most effective.	AFI 24 <b>Low Assurance Opinion</b>	Service should review how effective its policy on bullying, harassment and discrimination is in reducing unacceptable behaviour towards its staff. (Culture)	Low assurance recorded due to unclear action plan, GW to discuss with EDI and HR team
AFI 2 <b>Behind Schedule</b>	The service should make sure it quality assures its prevention activity, so staff carry out safe and well visits to an appropriate standard.			

## **6 Conclusions**

Service improvement is monitoring the progress of 22/30 of the HMICFRS AFIs within the action plan. All of the AFIs have been progressed and are on track to meet the identified timelines. Risks are being effectively managed and highlighted to SMT, ensuring continued progress and assurance with improvement expectations.

## **7 Next Steps**

The week commencing the 21 July 2025 the HMICFRS are programmed to carry out a reinspection regarding progress towards the identified cause of concern. Quarterly in Service engagement sessions have also been programmed to review AFI progress (05/09/25, 10/12/25, 15/04/26).

## **8 Financial Implications**

There are no financial implications arising from this report.

## **9 Legal Comment**

There are no legal implications arising from this report.

## **10 HMICFRS Areas For Improvement, Cause of Concern, External Audit Recommendations**

This report is directly related to the HMICFRS Area For Improvement and Misconduct recommendations.

## **11 Communications**

Communication impacts arising from this report will be managed through the HMICFRS communications strategy.

## **12 ICT**

The ICT impacts have been highlighted in the report and the Risk Management document regarding digital, data and ICT systems support. This is being managed through the Programmes Board.

## **13 Appendices**

There are no appendices attached to this report.

## **14 Background Papers**

There are no background papers associated with this report.