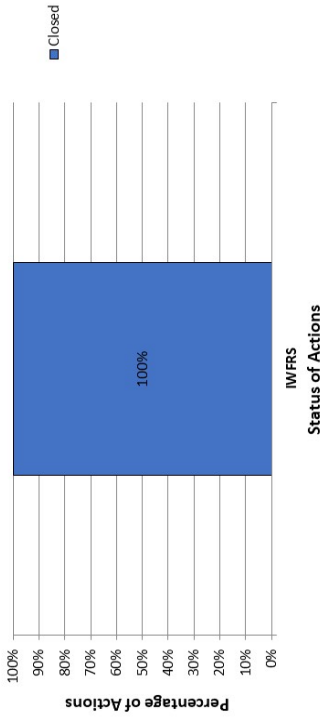


HMICFRS ACTION PLAN DASHBOARD

(Last Updated: 18.05.20)

IWFRS Actions Status



DIAGNOSTICS

Closed 8



Target 8

ACTIONS

IWFRS Closed 25



Target 25

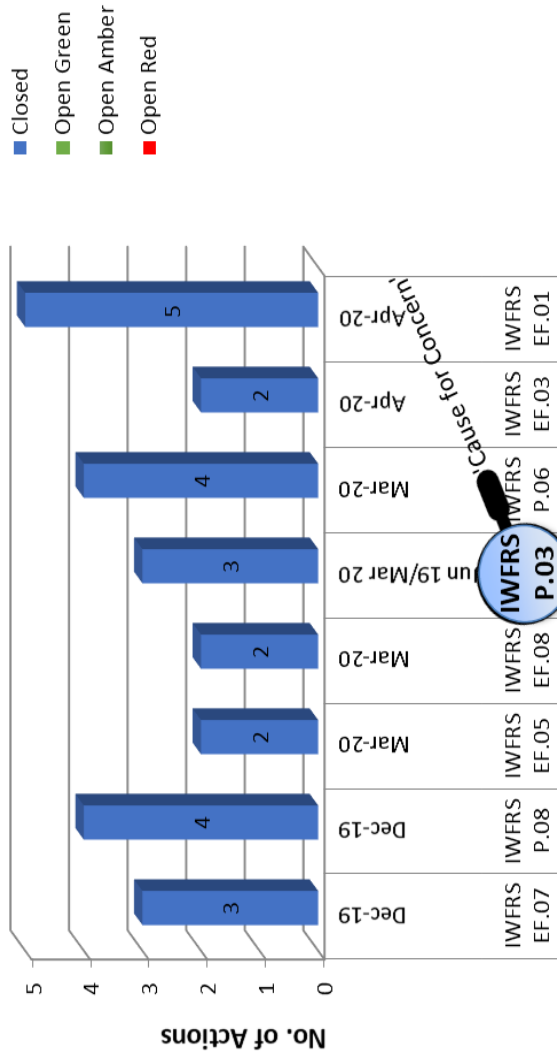
OVERALL ASSURANCE OPINION



Key Messages

- Overall assurance is 'green' with all actions and diagnostics complete and closed.
- Inspection activity paused but we are still in dialogue with our HMICFRS SLL, who is interested in dialling into some meetings, e.g. EMG and PMT. Our SLO will liaise with her and HFRS/IWFRS colleagues accordingly. HMICFRS FAQs have also been shared with FRs – see the last slide.

IWFRS Actions



Diagnostic Due Dates

- **Progress to date**
Since the last dashboard was presented to EG 1 further **action has been closed**, increasing the overall number of actions closed to **25 (100% of the 25)**. The Organisational Assurance Team continues to verify (request confirmatory evidence) of closed actions.

IWFRS MARCH 20 DIAGNOSTICS

Assurance



Adequate

	IWFRS
No. of Diagnostics	5
No. of Actions within Diagnostics	16
No. of Actions closed	16
No. of Diagnostics closed	5

IWFRS.EF.01: The Service should ensure it gathers and records relevant and up-to-date risk information.

The Service should ensure its firefighters have good access to relevant and up-to-date risk information.

- A Review our current operational policies. Assure suitable means by which to access risk information (100%).
- B Clarify who is responsible for improving the collation of risk information, the management of systems and the quality assurance of information to ensure IWFRS understands where accountability lies (100%).
- C Harmonise policies across IWFRS and HFRS (100%).
- D Examine the limitations and barriers within on-call areas of the service where higher risks exist. Focus where higher risk premises exist and seek best practice from other services who face this issue (100%).
- E Confirmation through testing that risk info is readily available to frontline crews and is up to date. Remove unnecessary information for low risk premises (100%).

IWFRS.EF.05: The Service should ensure it allocates enough resources to a prioritised and risk-based inspection programme (Complete)

- A Ensure that the premises are accurately risk assessed, our inspection regime is matched to actual risk, and that resources are available to meet the demand (100%).
- B Produce an action plan to improve performance (100%).

IWFRS.EF.08: The Service should ensure it has the capacity to vary the level of its response to incidents based on risk (Complete)

- A Implement the findings and recommendations of the Service Review (100%).
- B Review our attendance standards to ensure we are delivering the most effective service with the resources we have available (100%).

IWFRS.P.03: The Service does not do enough to be an inclusive employer (Complete).

- A Develop a new People and Organisation Development (POD) strategy (100%).
- B Continue to implement the I&D Plan and refresh the Diversity Champions role, with each of the four network groups having an identified Executive Group 'champion' (100%).
- C Continue the social media targeting of female and other under-represented candidates and communities (100%).

IWFRS.P.06: The Service should put in place an open and fair process to identify, develop and support high-potential staff and aspiring leaders.

- A Roll out the existing HFRS workforce development offering to IWFRS staff (this will cover both the courses and training opportunities, but also the access to coaching) (100%).
- B Encourage managers to identify staff with potential and target them to the appropriate development programmes (100%).
- C Remove old policies which inhibit the support and opportunities for aspiring leaders (100%).
- D Maintain standards and professional qualifications whilst developing more flexible methods for developing future leaders (100%).

Useful FAQs and responses in HMICFRS monthly update (April 2020)

How much notice will we receive before you re-start inspections?

HMICFRS: In his letter of 13 March 2020, Sir Thomas Winsor committed to let police forces and fire and rescue services know in good time before restarting inspection activity. We expect this will be a number of weeks' notice. We will do this in consultation with inspected bodies.

When you re-commence, will you do anything differently?

HMICFRS: At this stage we do not know. We will consult with policing and fire colleagues should we propose any changes.

How will you take account of us doing less prevention and protection work as a result of Covid-19?

HMICFRS: We are aware that services have reduced their prevention and protection activities as a result of the Covid-19 outbreak. We will take this into account when we re-start inspection, including considering any data anomalies. In due course, we will consult our external reference group about our approach.

When you re-start, will services still be in the same order?

HMICFRS: We don't know yet. We are modelling different options, but it will depend on when we are able to re-start inspections. We will consult our external reference group before any decision is taken and ensure services have sufficient time to prepare for inspection.

I'm a tranche 1 service and just submitted my documents and self assessment. Can I re-submit them before my inspection in case things have changed?

HMICFRS: Yes, we will give all Tranche 1 services the opportunity to re-submit new or changed documents when we re-start inspections. We will provide instructions nearer the time.

What is happening with the staff survey?

HMICFRS: This has been suspended. We wrote to all Tranche 1 services on 20 March 2020 informing them of this. We will re-launch the survey at the appropriate time.