



**DORSET & WILTSHIRE  
FIRE AND RESCUE  
AUTHORITY**

Item 24/62

MEETING	Dorset & Wiltshire Fire and Rescue Authority
DATE OF MEETING	10 December 2024
SUBJECT OF THE REPORT	HMICFRS Inspection report 2023-2025
STATUS OF REPORT	For open publication
PURPOSE OF REPORT	For consideration and to note
EXECUTIVE SUMMARY	This paper provides an overview of the Service's inspection by His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS), undertaken between February-April 2024. The Inspectorate's report has previously been disseminated to Members in September 2024 and has been made available on the Service's website.
RISK ASSESSMENT	Failure to maintain this high standing may adversely affect the corporate reputation of the Service and potentially the Authority.
COMMUNITY IMPACT ASSESSMENT	None for the purposes of this report
ENVIRONMENTAL IMPACT ASSESSMENT	None for the purposes of this report
BUDGET IMPLICATIONS	None for the purposes of this report
RECOMMENDATIONS	Members are asked to consider and note the report
BACKGROUND PAPERS	1. Inspection of the Dorset & Wiltshire Fire and Rescue Service 2018-19: Final Report. Report to the Authority. 30 September 2019. <a href="#">FRA Report 19-41-Inspection-of-the-DWFRS-2018-19.pdf</a>

	<p>2. HMICFRS Spotlight report (March 2023) Values and culture in fire and rescue services <a href="https://assets-hmicfrs.justiceinspectorates.gov.uk/uploads/values-and-culture-in-fire-and-rescue-services.pdf">https://assets-hmicfrs.justiceinspectorates.gov.uk/uploads/values-and-culture-in-fire-and-rescue-services.pdf</a></p> <p>3. HMICFRS thematic review – Standards of behaviour, the handling of misconduct in fire and rescue service report. <a href="https://s3-eu-west-2.amazonaws.com/assets-hmicfrs.justiceinspectorates.gov.uk/uploads/standards-of-behaviour-handling-misconduct-in-frs.pdf">https://s3-eu-west-2.amazonaws.com/assets-hmicfrs.justiceinspectorates.gov.uk/uploads/standards-of-behaviour-handling-misconduct-in-frs.pdf</a></p>
APPENDIX	Appendix A HMICFRS Inspection report 2023-2025
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## **1 Background**

- 1.1 His Majesty's Inspectorate of Constabulary and Fire and Rescue Service (the Inspectorate) last fully inspected the Service, during their second round of full inspections, in spring 2022. The findings of this inspection was published in January 2023. This was reported to the Fire Authority at their meeting on the 8 February 2023. There has also been a number of other thematic inspections involving the Service (see Background papers).
- 1.2 This paper is concerned with the most recent inspection that was undertaken by the Inspectorate earlier this year.

## **2 Inspection 2024**

- 2.1 The Inspectorate visited the Service for their third full round of inspections between February and April 2024. Unlike previous inspections the Inspectorate no longer provide an overall grading against each of the three former pillars namely 'Effectiveness', 'Efficiency' and 'People' but rather against 11 separate dimensions. The Inspectorate has explained that providing 11 separate grades would encourage fire and rescue services to consider the inspection findings as a whole and not focus on just one area.
- 2.2 Furthermore, the Inspectorate have expanded the previous four-tier system of graded judgments to five introducing a new grade of 'adequate'. The gradings are now 'inadequate', 'requires improvement', 'adequate', 'good' and 'outstanding' The Inspectorate advise that the changes mean it is not possible to make direct comparisons between grades awarded in this round of fire and rescue service inspections with those from previous years. Furthermore, a reduction in grade, particularly from 'good' to 'adequate', does not necessarily mean there has been a reduction in performance, unless they have indicated this within the report.
- 2.3 Out last inspection report was published in October 24. Table 1 below sets out the judgement levels awarded to the Service for this inspection, and also shows the scorings compared to the previous two full inspection reports.

<b>EFFECTIVENESS</b>	<b>2024</b>	<b>2022</b>	<b>2019</b>
Understanding fires and other risks	Good	Good	Requires improvement
Preventing fires and other risks	Requires improvement	Good	Good
Protecting the public through fire regulation	Adequate	Good	Good
Responding to fires and other emergencies	Good	Good	Good
Responding to major and multi-agency incidents	Adequate	Good	Good

<b>EFFICIENCY</b>	<b>2024</b>	<b>2022</b>	<b>2019</b>
Making best use of resources	Good	Outstanding	Good
Future affordability	Good	Good	Good

<b>PEOPLE</b>	<b>2022</b>	<b>2022</b>	<b>2019</b>
Promoting the right values and culture	Inadequate	Good	Good
Getting the right people with the right skills	Good	Outstanding	Good
Ensuring fairness and promoting diversity	Requires improvement	Good	Good
Managing performance and developing leaders	Requires improvement	Good	Good

**Table 1. Comparison of previous ratings by HMICFRS**

### **3 Summary and key points**

- 3.1 As Members are aware the Service has been working to further strengthen its culture via its Culture action plan. Progress against this is reported regularly to the Finance and Audit Committee.
- 3.2 Following consideration of the Inspectorate's findings, the Service will review and amend its delivery plans to address the issues raised.
- 3.3 The Inspectorate are currently preparing for round 4 inspections, across the sector. As yet the Service is not aware of any forthcoming dates or plans for future inspections.