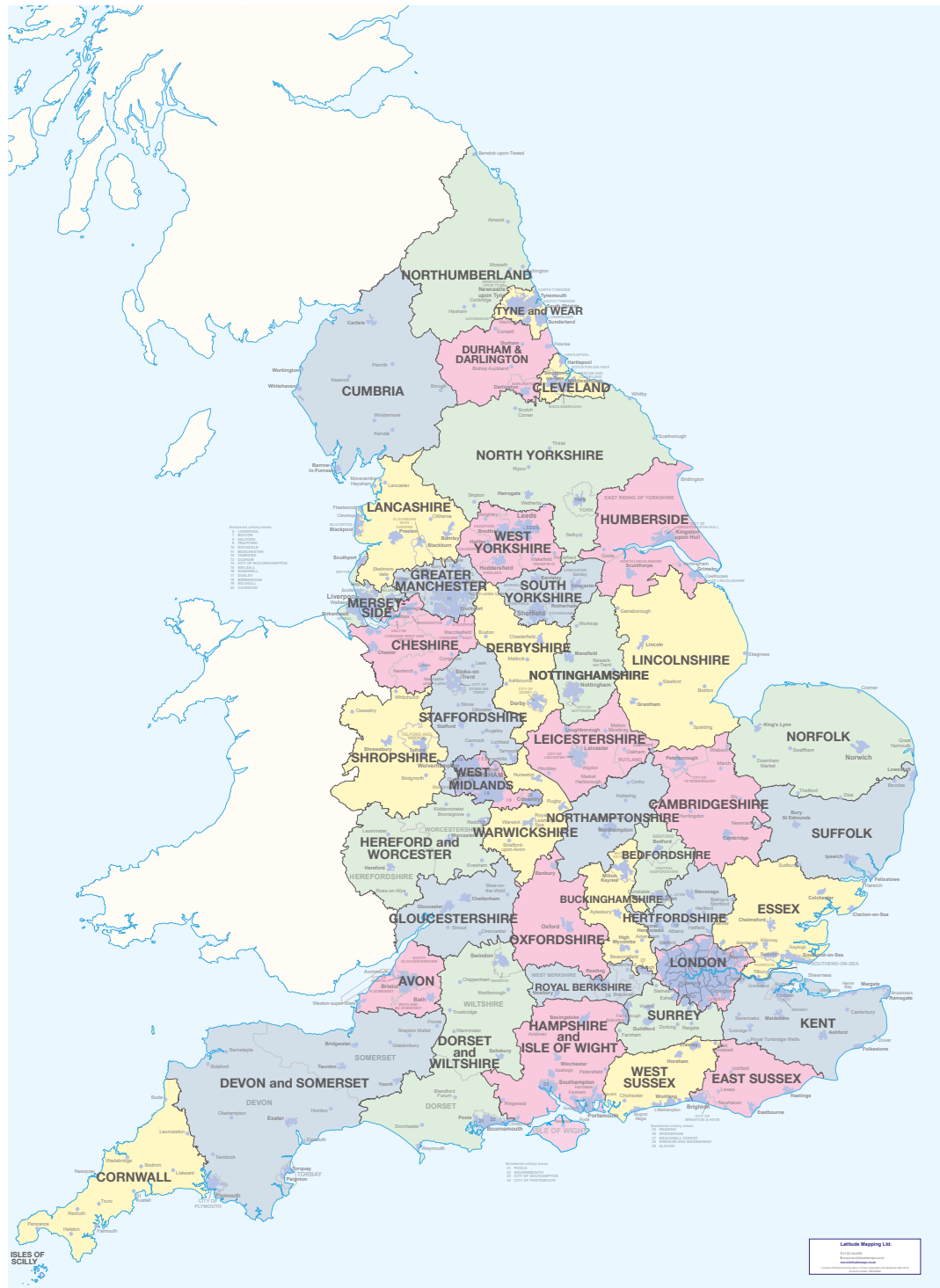


Annexes



Annex A: Fire and rescue service areas



Annex B: About us

Our history

Her Majesty's Inspectorate of Constabulary – as it then was – was established in 1856 to “inquire into the state and efficiency of the police”. Our role and influence have evolved over the past century and a half.

In 2017, we saw the biggest material change in our remit with our expansion to take on inspection of fire and rescue services in England. This was one element of the Government's fire reform programme announced in 2016. The Policing and Crime Act 2017 amended the Fire and Rescue Services Act 2004 to create this jurisdiction.

We are independent of Government, as well as of fire and rescue services and police forces. Both our independence and inspection rights are vested in Her Majesty's Inspectors, who are Crown appointees (section 28(A1), Fire and Rescue Services Act 2004).

HMIC was established in

1856



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Fire and Rescue Services Act

2004

Our statutory responsibilities

We must inspect and report on the efficiency and effectiveness of fire and rescue authorities in England (section 28(A3), Fire and Rescue Services Act 2004).

The Secretary of State may at any time direct us to carry out an inspection of one or all fire and rescue authorities in England (section 28A(3), Fire and Rescue Services Act 2004).

We can carry out an inspection that hasn't been set out in our inspection programme. We must consult with the Secretary of State before we do so (section 28A(5) and (6), Fire and Rescue Services Act 2004).

We don't have any statutory responsibility to inspect any other fire and rescue service, other than fire and rescue services in England.

Publishing reports

We must publish the reports we prepare under section 28B of the Fire and Rescue Services Act 2004 (section 28B(1), Fire and Rescue Services Act 2004).

We must not publish anything the inspectors believe would be against the interests of national security or might put anyone in danger (section 28B(2), Fire and Rescue Services Act 2004).

Each year, Her Majesty's Chief Inspector (HMCI) of Fire & Rescue Services must submit to the Secretary of State a report on our inspections carried out in that period. A copy of this report must be laid before Parliament (section 28B(6), Fire and Rescue Services Act 2004). The report must include HMCI's assessment of the efficiency and effectiveness of fire and rescue authorities in England for the period the report covers (section 28B(5), Fire and Rescue Services Act 2004). This is my *State of Fire and Rescue* report. My first *State of Fire and Rescue* report was published in January 2020.



Producing our inspection programme and framework

HMCI must prepare and publish an inspection programme (section 28A(1)(a), Fire and Rescue Services Act 2004) and framework (section 28A(1)(b), Fire and Rescue Services Act 2004).

HMCI must obtain the approval of the Secretary of State for an inspection programme or inspection framework before we can act in accordance with it (section 28A(2), Fire and Rescue Services Act 2004).

Fire and rescue authorities are responsible for the fire and rescue services in their areas.

Acting as a check on the removal of senior officers

Fire and rescue authorities are responsible for the fire and rescue services in their areas. Authorities differ in size and governance arrangements. For authorities that are run by a police, fire and crime commissioner, arrangements for the dismissal of the chief fire officer are similar to those covering the dismissal of a chief constable.

If a police, fire and crime commissioner in England is proposing to dismiss his or her chief fire officer, he or she must invite HMCI to give his written views on the proposed removal. The police, fire and crime commissioner must consider his views before a decision is made (article 18, Fire and Rescue Authority (Police and Crime Commissioner) (Application of Local Policing Provisions, Inspection, Powers to Trade and Consequential Amendments) Order 2017). These written views must be given to the appropriate police, fire and crime panel when considering the police, fire and crime commissioner's decision.

No police, fire and crime commissioner asked for written views during the period covered by this report.



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Our powers

Amendments made by the Policing and Crime Act 2017 to the Fire and Rescue Services Act 2004 created inspectors of fire and rescue services. They also created a duty to inspect and report on the effectiveness and efficiency of fire and rescue services in England and created new powers of inspection.

Amendments made by the Policing and Crime Act 2017 to the Fire and Rescue Services Act 2004 created inspectors of fire and rescue services.

Access to information and premises

Inspectors have powers to obtain any information or documents they reasonably need to assess the efficiency and effectiveness of a fire and rescue service (paragraph 6, Schedule A3, Fire and Rescue Services Act 2004).

Inspectors also have powers to access premises used by fire and rescue services or those providing a service to a fire and rescue service. They can seek access for the purpose of assessing the efficiency and effectiveness of the fire and rescue service. This includes obtaining documents and “other things” found on those premises (paragraphs 6 and 7, Schedule A3, Fire and Rescue Services Act 2004).

Power to delegate functions

Inspectors have the power to delegate any of their inspection functions to another public authority (paragraph 2, Schedule A3, Fire and Rescue Services Act 2004).

Power to act jointly with another public body

We can help another public body exercise its functions, if HMCI considers it appropriate. This includes facilitating a best value inspection under section 10 of the Local Government Act 1999.

We can do these things on any such terms, including payment terms, as HMCI thinks fit (paragraph 5, Schedule A3, Fire and Rescue Services Act 2004).

Biographies for each of HM Inspectors of Fire and Rescue Services are on our website:

justiceinspectorates.gov.uk/hmicfrs/about-us/who-we-are

Who we are

Her Majesty's Chief Inspector of Fire and Rescue Services



Sir Thomas Winsor

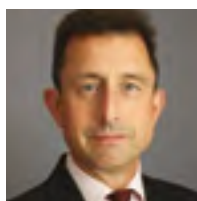
In October 2012, Sir Thomas was appointed Her Majesty's Chief Inspector of Constabulary. He took on the additional role of Her Majesty's Chief Inspector of Fire and Rescue Services in July 2017.

Her Majesty's Inspectors of Fire and Rescue Services



Andy Cooke

Andy Cooke DL QPM is Her Majesty's Inspector for the Northern region.



Matt Parr

Matt Parr CB is Her Majesty's Inspector for the Southern region.



Wendy Williams

Wendy Williams CBE is Her Majesty's Inspector for the Western region.



Roy Wilsher

Roy Wilsher OBE QFSM is Her Majesty's Inspector for the Eastern region.

Zoë Billingham held the role of Her Majesty's Inspector for the Eastern region during the inspected period, but left office in September 2021.

How we are accountable

We currently have five Inspectors of Fire and Rescue Services.

The first Inspectors of Constabulary were appointed under the County and Borough Police Act 1856. This Act required them to inspect and report on the efficiency and effectiveness of most of the police forces in England and Wales. Identical roles covering the inspection of fire and rescue services in England were created by the Policing and Crime Act 2017, which amended the Fire and Rescue Act 2004.

We currently have five Inspectors of Fire and Rescue Services. These inspectors also hold the separate appointment of Inspector of Constabulary. They are neither civil servants nor fire or police officers, and are appointed by the Crown for fixed terms of up to five years. That means we are independent of fire and rescue services, police, the Government, police, fire and crime commissioners/ police and crime commissioners (and their equivalents), other agencies in the criminal justice system and all outside parties.



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Independence doesn't mean a lack of accountability.

However, independence doesn't mean a lack of accountability. We are accountable in these ways:

- our statutory duties, enforceable through judicial review or by action for breach of statutory duty;
- our obligation to submit an annual report to the Home Secretary under section 28B of the Fire and Rescue Services Act 2004, which must be laid before Parliament;
- our obligation to seek approval to our inspection programme and framework from the Home Secretary;
- written Parliamentary questions;
- our obligation to give written and oral evidence to Committees of Parliament, including the Home Affairs Select Committee, the Public Accounts Committee and any other select committee that may call on us to give evidence;
- our obligation to carry out other duties the Home Secretary directs us to (section 28A(3), Fire and Rescue Services Act 2004); and
- our obligation to comply with the rules of administrative law and the rules of good public administration, enforceable in the High Court by judicial review.

As a public body, we are also subject to the legal obligations imposed on public authorities, including:

- Official Secrets Acts 1911 and 1989;
- Health and Safety at Work etc. Act 1974;
- Data Protection Act 2018 and the General Data Protection Regulation (2016/679/EU);
- Human Rights Act 1998;
- Freedom of Information Act 2000; and
- Equality Act 2010.



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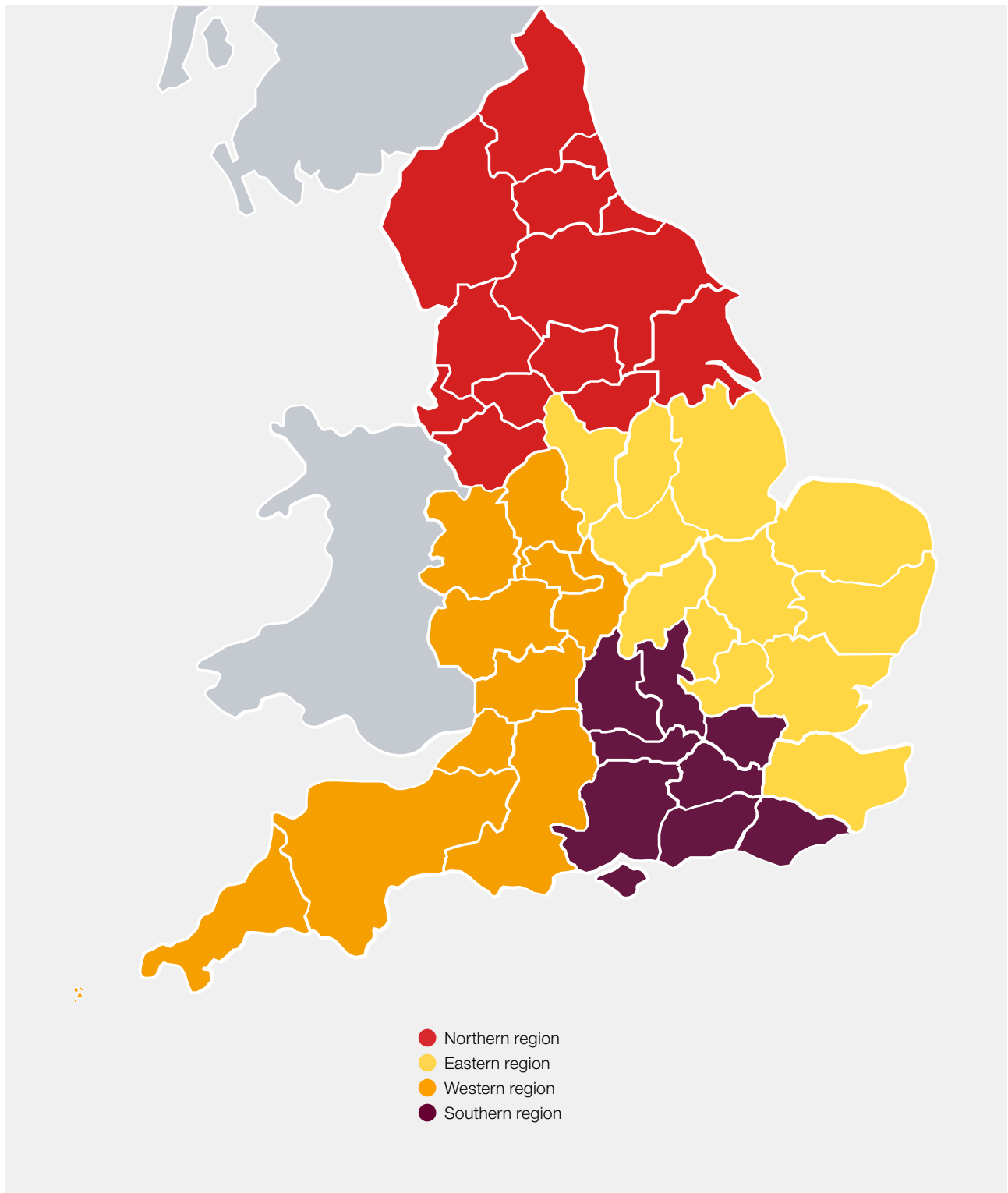
How we work with other organisations

We are mostly funded by the Home Office and are accountable to the Home Office for our spending, even though we are neither a subsidiary nor a part of the Home Office. For fire inspections, all our funding comes from the Home Office.

We have a concordat with the Home Office that explains the material parts of the relationship between our two organisations. The concordat sets out our respective roles, and the responsibilities of the main people involved in running, sponsoring and overseeing our affairs. The concordat is published on our website.

We also have a memorandum of understanding with the Fire Standards Board. This is also published on our website. The memorandum sets out our respective roles and responsibilities, and how we work with each other.

Our regions



Our purpose, values and objectives

Our purpose is to promote improvements in policing and fire and rescue services to make everyone safer.

Our values of respect, honesty, independence, integrity and fairness are at the heart of how we work. They act as a touchstone to help us make decisions – both as individuals and as an organisation.



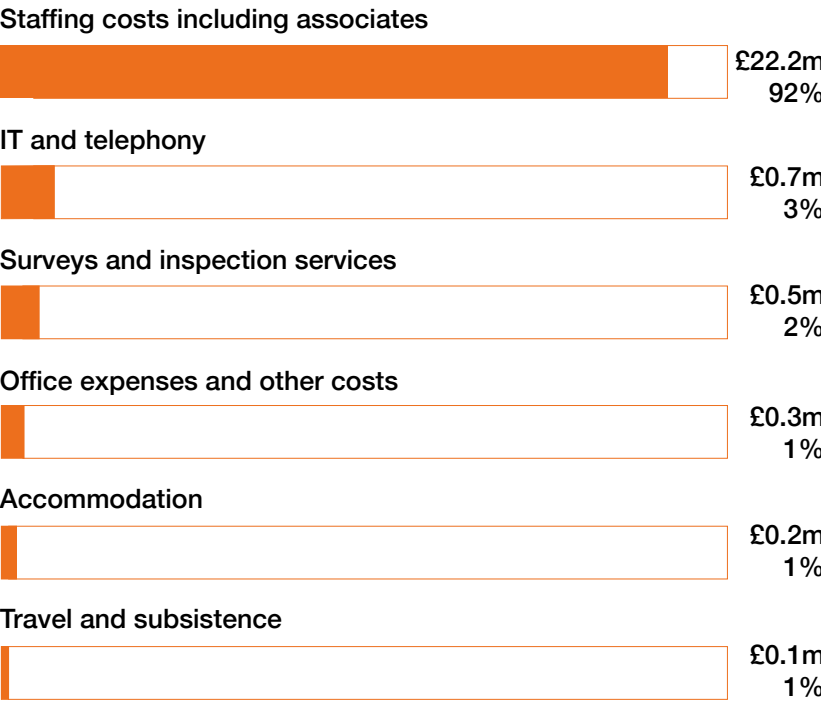
We spend 92 percent of our funding on our workforce.

Annex C: Our finances

As an inspectorate, we are mainly funded by the Home Office. All our funding for our fire inspection work comes from the Home Office.

We spend 92 percent of our funding on our workforce, with the rest spent on travel, subsistence, accommodation and other expenses.

Expenditure breakdown 2020/21



Our workforce

Our workforce comprises HM Inspectors, civil servants, and secondees from fire and rescue services and police forces. We also have a register of associate inspectors and other specialist staff.

274

members of staff

Staffing breakdown 2020/21

Total workforce



Permanent staff



Police secondees



Fire secondees



Fixed-term appointments



People from other government departments



Annex D:

Our national recommendations

Recommendation

Recommendation 1:

As soon as is practicable the Home Office, National Fire Chiefs Council (NFCC) and the Local Government Association (LGA), in consultation with the Fire Standards Board (FSB) and Association of Police and Crime Commissioners, should establish a programme of work that will result in consistency in the following four priority areas:

- identifying and determining risk as part of the IRMP process;
- identifying and measuring emergency response standards and approaches;
- defining what are high-risk premises for the purposes of fire protection; and
- setting an expectation for how frequently high-risk premises, and parts of those premises, should be audited for compliance with fire safety legislation).

There should be completion or significant progress in the four priority areas specified above, towards a common set of definitions and standards for fire and rescue services to adopt and apply as soon as reasonably practicable, for each of the four priority areas.

	Completion date	Status
	<p>December 2021. This date was originally set as December 2020; it will need to be revised again.</p>	<p>The Home Office confirmed it has funded the NFCC's community risk programme, which is designed to develop a single method for services to use so that they identify and assess risk in the same way. The programme will also provide support to services so that they can use this method successfully. The NFCC told us that it expected the community risk programme work to be completed by the end of 2021/22.</p> <p>In February 2021, the Fire Standards Board published the fire standards for operational competence, operational learning and operational preparedness.</p> <p>In September 2021, the Fire Standards Board published its protection standard. Since then, a range of guidance documents have been published which are designed to support services in their implementation of the standard.</p> <p>In addition to its continued work on high-risk premises, the NFCC has been co-ordinating the building risk review programme. This programme provides the most up-to-date information on a subset of buildings that will be in the jurisdiction of the new building safety regulator.</p> <p>These projects are still in progress and the specific requirements of this recommendation must be met in its entirety for it to be considered as complete.</p>

Recommendation

Recommendation 2:

As part of the next spending review, the Home Office in consultation with the fire and rescue sector should address the deficit in the fire sector's national capacity and capability to support change.

Recommendation 3:

The Home Office, in consultation with the fire and rescue sector, should review and with precision determine the roles of: (a) fire and rescue services; and (b) those who work in them.

Recommendation 4:

The Home Office, the Local Government Association, the National Fire Chiefs Council and trade unions should consider whether the current pay negotiation machinery requires fundamental reform. If so, this should include the need for an independent pay review body and the future of the 'Grey Book'.

Recommendation 5:

The Home Office should consider the case for legislating to give chief fire officers operational independence. In the meantime, it should issue clear guidance, possibly through an amendment to the Fire and Rescue National Framework for England, on the demarcation between those responsible for governance and operational decision making by the chief fire officer.

Recommendation 6:

The National Fire Chiefs Council, with the Local Government Association, should produce a code of ethics for fire and rescue services. The code should be adopted by every service in England and considered as part of each employee's progression and annual performance appraisal.

	Completion date	Status
	Complete	Complete
	Awaiting fire reform implementation plan from Home Office. This date was originally set as June 2020.	The Home Office intends to consult on this matter in its forthcoming White Paper on fire reform.
	June 2021. This date was originally set as June 2020; it will need to be revised again.	The Home Office intends to consult on this matter in its forthcoming White Paper on fire reform.
	Awaiting fire reform implementation plan from Home Office. This date was originally set as June 2020.	The Home Office is considering ways to make progress against this recommendation.
	Complete	Complete

Promoting improvements in policing and fire and rescue services to make everyone safer

Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) independently assesses the effectiveness and efficiency of police forces and fire and rescue services – in the public interest.

In preparing our reports, we ask the questions that citizens would ask, and publish the answers in accessible form, using our expertise to interpret the evidence and make recommendations for improvement.

We provide authoritative information to allow the public to compare the performance of their police force or fire and rescue service against others. Our evidence is used to bring about improvements in the services they provide to the public.