

Annexes

Annex A: Fire and rescue service areas

- Avon
- Bedfordshire
- Royal Berkshire
- Buckinghamshire
- Cambridgeshire
- Cheshire
- Cleveland
- Cornwall
- Cumbria
- Durham and Darlington
- Derbyshire
- Devon and Somerset
- Dorset and Wiltshire
- East Sussex
- Essex
- Gloucestershire
- Greater Manchester
- Hampshire
- Hertfordshire
- Humberside

- Hereford and Worcester
- Isles of Scilly
- Isle of Wight
- Kent
- Lancashire
- Leicestershire
- Lincolnshire
- London
- Merseyside
- Northumberland
- Norfolk
- Northamptonshire
- Nottinghamshire
- North Yorkshire
- Oxfordshire
- Staffordshire
- Shropshire
- Suffolk
- Surrey
- South Yorkshire
- Tyne and Wear
- Warwickshire
- West Midlands
- West Sussex
- West Yorkshire

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 and uses legal powers created in the Policing and Crime Act 2017 that amended the Fire and Rescue Services Act 2004.

We are independent of Government, as well as 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).

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 statutory obligations to inspect fire and rescue services outside England. However, we can do so if invited by the relevant authority.

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).

Her Majesty's Chief Inspector (HMCI) of Fire & Rescue Services must each year 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 HMCI's second State of Fire and Rescue report. His 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 to an inspection programme or inspection framework before we can act in accordance with it (section 28A(2), Fire and Rescue Services Act 2004).

Acting as a check on the removal of senior officers

Fire and rescue authorities are responsible for the fire and rescue service in their areas. Authorities differ in size and governance arrangements. For authorities that are run by the 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 their chief fire officer, they must invite HMCI to give his written views on the proposed removal. The police, fire and crime commissioner must consider his views before they make a decision (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 should 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.

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.

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 authority 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 such terms, including payment terms, as HMCI thinks fit (paragraph 5, Schedule A3, Fire and Rescue Services Act 2004).

Who we are

[Biographies for each of the Inspectors of Constabulary are on our website.](#)

Her Majesty's Chief Inspector of Fire and Rescue Services

Sir Thomas Winsor

In October 2012, Sir Thomas was appointed as Her Majesty's Chief Inspector of Constabulary. He is the first holder of that office to come from a non-policing background.

Her Majesty's Inspectors of Fire and Rescue Services

Zoë Billingham

Zoë Billingham is Her Majesty's Inspector for the Eastern Region.

Matt Parr

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

Wendy Williams

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

Andrew Cooke

Andrew Cooke will become Her Majesty's Inspector for the Northern region in April 2021.

How we are accountable

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. Substantially the same functions covering the inspection of fire and rescue authorities in England were created by the Policing and Crime Act 2017, which amended the Fire and Rescue Services 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 a fixed term of up to five years. That means we are independent of fire and rescue services, fire and rescue authorities (and their equivalents), police, Government, police, fire and crime commissioners (and their equivalents), other agencies and all outside parties.

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.

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 have also recently agreed 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 four geographic regions are the Northern, Eastern, Western, and Southern 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.

Our objectives are to:

- demonstrate our values in everything we do;
- conduct informed, independent and evidence-based inspections;
- provide value for money;
- work with others to promote improvements in policing and fire and rescue services;

- report our inspection findings/analysis in a clear and compelling way; and
- ensure that our staff have the skills, knowledge and support to do their jobs.

Annex C: Our finances and our workforce

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 spent 85 percent of our funding on our workforce, with the rest spent on travel, subsistence, accommodation and other expenses.

Expenditure breakdown 2019/20

£21.9 million (85% of our funding) on staffing costs including associates

£2.1 million (8%) on travel and subsistence

£0.6 million (2%) on IT and telephony

£0.6 million (2%) on office expenditure and other costs

£0.5 million (2%) on surveys and inspection services

£0.1 million (1%) on accommodation

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.

Staffing breakdown 2019/20

Total workforce: 263

Permanent staff: 181

Police secondees: 42

Fire secondees: 20

Fixed-term appointments: 14

People from other government departments: 6

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.