

**NORTH YORKSHIRE FIRE AND RESCUE SERVICE  
STRATEGIC LEADERSHIP TEAM**

**June 2024**

**TLT update report for the Independent Audit Committee**

**1.0 Purpose of Report**

- 1.1 To update the Independent Audit Committee on the North Yorkshire Fire and Rescue Services (NYFRS) Tactical Leadership Board.

**2.0 Tactical Leadership Team (TLT) updates**

**2.1 Grenfell Tower inquiry update**

Members will be aware that the Grenfell Tower inquiry was established to investigate the causes and circumstances of the catastrophic fire in June 2017 and is currently in its final phase. As of mid-2024, the Inquiry has completed its hearings, with extensive evidence presented on various aspects, including the building's refurbishment, fire safety measures, and the response of the authorities.

The Inquiry is now focused on drafting its final report, which will outline findings and recommendations aimed at preventing such tragedies in the future. This report is highly anticipated, with expectations to address systemic issues in building safety regulations and emergency response protocols. The final report is expected to be published later this year, marking a significant step toward accountability and reform in the UK's approach to fire safety and building regulations.

The National Fire Chiefs Council (NFCC) Grenfell Tower Inquiry Fire and Rescue Service (FRS) Actions Tracker is a vital tool designed to monitor and report on the progress of implementing recommendations from the Grenfell Tower Inquiry. Launched by the NFCC, this tracker demonstrates the commitment to transparency and accountability in how fire and rescue services across the UK respond to the Inquiry's findings and recommendations.

NYFRS responded to the 8<sup>th</sup> update to the action tracker, outlining our progress toward improvements in training, operational procedures, communication protocols, and fire safety regulations. The update serves as a public record, allowing stakeholders and the general public to see how fire safety practices are being enhanced in response to the lessons learned from the Grenfell Tower tragedy.

**2.2 People Plan 2024/5**

The decision to refresh the People Plan was made to meet the needs of our Service Strategy and identify the top five areas required in 2024/5 to help achieve it. These areas link to the five areas the service needs to elevate from our Staff Engagement Survey, the Core Code of Ethics, and HMICFRS critical elements for people. The People Priorities also include key measures to help track our progress and measure our success.

The Plan is designed to be succinct and easy to understand. The five priorities have been developed in conjunction with function heads and are based on our key areas of development. The emphasis throughout is on personal responsibility and everyone playing a role in improving the way we lead, support, and develop our people.

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## 2.3 Tactical plan dashboards

The service has produced a new tactical plan dashboard. The dashboard is a significant step forward, allowing managers to access performance information in one place, making it easier to see where work needs to be focused and prioritised. The new dashboards will assist in highlighting the high-performing watches and stations and monitoring progress against the new station plan targets. They will also include information on qualifications, incidents attended, and crewing levels.

## 2.4 Disclosure and Barring Service (DBS) – Update

We have previously updated members that in July 2023, Fire and Rescue Authorities were listed within the Rehabilitation of Offenders Act 1974 (Exceptions Order). This means that we must now perform a minimum of 'standard' Disclosure and Barring Services (DBS) checks for all employees and volunteers, with discretion for employees to be eligible for Enhanced levels of DBS checks (with or without Barred List checks), for example, those who work routinely with children.

In response, the service has established a DBS Task and Finish Group led by the Prevention, Early Intervention, and Safeguarding Team. This group reports to the Safeguarding Compliance Group and Senior Leadership Team (by exception). This group has performed brilliantly and has processed over 85% of the DBS checks within the service.

It is anticipated (subject to a trade Union challenge) that all employees/volunteers will have been processed (or will be within the process) to receive a DBS check by August 2024.

## 2.5 "Moving Forward" - A framework for change and lived experiences.

The service is embarking on a service-wide academic review. Moving forward, a framework for change of its culture and values, in partnership with Huddersfield University, it will develop a research-informed toolkit and framework for co-developed organisational change.

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A separate project has been established to complement the Framework for Change. It will examine our staff's lived experiences during their service careers and how those experiences have shaped and moulded them into who they are today.

**Recommendations**

3. That IAC note the contents of the report

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