

## Cheshire PCCs Response to His Majesty’s Inspectorate of Police and Fire and Rescue Services (HMICFRS) Inspections

<b>Title of Inspection</b>	Values and culture in fire and rescue services	
<b>Date Inspection Published</b>	30 March 2023	
<b>Type of Inspection</b>	Thematic – Fire and Rescue Services	
<b>Recommendations</b>	National	x
	Local	

### Report Summary:

Fire and Rescue Service (FRS) inspections since 2018 have continued to illustrate a failure to demonstrate positive values, with evidence of poor behaviours (such as bullying, harassment and discrimination), uncovering long-standing and apparently deep-rooted issues relating to values, culture, fairness and diversity. The situation was described by some in the sector as an “old boys’ club”.

### Recommendations:

Recommendation 10

By 1 September 2023, chief constables should make sure they are appropriately using their Common Law Police Disclosure powers in circumstances involving employees of fire and rescue services.

### Commissioner’s Response:

Common Law Police Disclosure ensures that where there is a public protection risk, the police will pass information to the employer or regulatory body to allow them to act swiftly to mitigate any danger.

The Constabulary have checked policies and have tested levels of awareness and understanding. This has provided assurance that the process for using Common Law Police Disclosure Powers in circumstances involving employees of FRS are working as intended. In 2022 there were four occurrences referred to the Criminal Records and Disclosure Team resulting in two disclosures being made to the relevant FRS. A dip sampling exercise comparing arrest records with referrals made in 2022 has been undertaken by the T/ Assistant Head of Legal Services (Head of Criminal Records Disclosure). The results provide further assurance that the process is working well. There

were no examples of missed opportunities or failure to refer in cases that ought to have been referred to the Criminal Records Disclosure Team.  
The HMICFRS Vetting, Misconduct & Misogyny Report that was published in November 2022 highlighted serious problems with culture and behaviour that exist in Policing. Indifference to these cultures must be addressed to restore public trust and confidence in public services.

A handwritten signature in black ink, appearing to read 'John Dwyer', with a large circular flourish on the left side.

**John Dwyer**

**Police and Crime Commissioner for Cheshire**