

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	SCRUTINY COMMITTEE		
DATE:	18 SEPTEMBER 2025	REPORT NO:	CFO/17/2526
PRESENTING OFFICER	ASSISTANT CHIEF FIRE OFFICER, GED SHERIDAN		
RESPONSIBLE OFFICER:	DIRECTOR OF PEOPLE & ORGANISATIONAL DEVELOPMENT, NICK MERNOCK	REPORT AUTHOR:	CONSULTATION MANAGER, MIKE CUMMINS
OFFICERS CONSULTED:	HEAD OF HUMAN RESOURCE, PEOPLE & ORGANISATIONAL DEVELOPMENT, MIKE PILKINGTON		
TITLE OF REPORT:	CULTURE ACTION PLAN		

APPENDICES:	NONE
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1. To provide Members with an update of the progress made in delivering the Culture Action Plan, which aims to improve the organisational culture within Merseyside Fire and Rescue Service (the 'Service').

Recommendations

2. It is recommended that Members:
 - a) note the contents of the report and accompanying presentation and;
 - b) scrutinise the progress of the Service in its Culture Action Plan.

Introduction and Background

3. His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) has raised significant concerns regarding organisational culture across all forty-four Fire and Rescue Services in England. Concerns include widespread issues such as bullying, harassment, and discrimination.
4. The 2023 HMICFRS report on values and culture called for urgent and sustained action to improve leadership, fairness, diversity, and inclusion across the sector. The Service has adopted all the recommendations arising from the 2023 HMICFRS report.
5. HMICFRS expects all services to implement robust Culture Action Plans to address these challenges, particularly those focused on leadership and people management and has embedded cultural evaluation into its inspection framework.
6. Members will recall as part of the Scrutiny Forward Work Plan for 2023-25 scrutiny of the organisational culture within the Service was undertaken.

Members were provided with a presentation on the continual work the Service had undertaken on the organisational culture as well as the future objectives derived from its strategic and operational plans including progress of its Culture Action Plan.

7. Following the Scrutiny Committee meeting in July 2024 in which the organisational culture was scrutinised, it was resolved that an update was to be brought back to Members the following year to allow Members to further scrutinise the progress on the Services actions and plans regarding culture. As such, Members will receive a detailed presentation outlining the progress the Service has made to date in delivering the Culture Action Plan.

Equality and Diversity Implications

8. Equality impact assessments have been completed as required for actions arising out of the Culture Action Plan.

Staff Implications

9. The adoption of the Culture Action Plan is also informed by feedback from staff, and the staff networks.

Legal Implications

10. All actions conform with the relevant legislation placed onto the Authority.

Financial Implications & Value for Money

11. There are no direct financial implications arising from this report.

Risk Management and Health & Safety Implications

12. There are no risk management or health and safety implications arising from this report.

Environmental Implications

13. There are no environmental implications arising from this report.

Contribution to Our Vision: *To be the best Fire & Rescue Service in the UK.*

Our Purpose: *Here to serve, Here to protect, Here to keep you safe.*

14. Scrutiny of the organisational culture at Merseyside Fire and Rescue Service will provide transparency as to the work undertaken to date and of the plans in place, providing assurances to the staff and communities it serves as to the standards it holds.

BACKGROUND PAPERS

NONE

GLOSSARY OF TERMS

MFRS **M**erseyside **F**ire and **R**escue **S**ervice

HMICFRS **H**is **M**ajesty's **I**nspectorate of **C**onstabulary and **F**ire and **R**escue **S**ervices