

# NFCC Culture Action Plan

Previous Report Information

July 2023



**NFCC**  
National Fire  
Chiefs Council

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## Previous Report Information

Drivers relating to the need to improve the culture in fire and rescue services go back as far as 1999 and they continue until as recently as March 2023. In 1999 the previous fire inspectorate published Equality and Fairness in the Fire service Report which stated that “We [the inspectorate] are strongly of the opinion that substantial change is necessary in the management and culture of the service to achieve an environment where equality and fairness can be integrated into its whole operation and organisation”. This evidences that the measures that have been taken to improve culture over the years have been insufficient and have not been as effective as they needed to be.

### A selection of these reports are as follows:

September 1999: Equality and fairness in the fire service: a thematic review by HM Fire Service Inspectorate

May 2001: Managing a Modern Fire Service: Bridging the Gap by HM Fire Service Inspectorate

16 December 2002: [The Future of the Fire Service](#) by Sir George Bain

20 May 2008: [Fire and Rescue Service Equality and Diversity Strategy 2008-2018](#) published by the Department for Communities and Local Government

17 May 2013: [Facing the future](#) by Sir Ken Knight

February 2015: [Independent review of conditions of service for fire and rescue staff in England](#) by Adrian Thomas

7 March 2017: [An inclusive fire service: the twenty-first century fire and rescue service](#) report by the LGA

13 March 2018: [Fire Vision 2024](#) report by the LGA

20 May 2018: [Smoke and Mirrors: Time to meet the challenge of equality in the fire and rescue service](#) by Asian Fire Service Association

November 2022: [Independent Culture Review](#) into London Fire Brigade by Nazir Afzal OBE

March 2023: [Spotlight report on Values and culture in fire and rescue services](#) by HMICFRS





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