



**Hampshire
& Isle of Wight**
FIRE & RESCUE AUTHORITY

HIWFRA Full Authority

Purpose: Approval

Date: **21 FEBRUARY 2023**

Title: **HIWFRA SAFETY PLAN: YEAR 4 REFRESH**

Report of Chief Fire Officer

SUMMARY

1. This report seeks approval for the Hampshire and Isle of Wight Fire and Rescue Service (HIWFRS) Safety Plan Year 4 activities (Appendix A), which have a strong focus on further investing in, and supporting, healthy workplaces and staff wellbeing.
2. The HIWFRS Safety Plan 2020-2025 discharges the Hampshire and Isle of Wight Fire and Rescue Authority's (HIWFRA) statutory requirement to produce and maintain an Integrated Risk Management Plan (IRMP), now referred to by the fire and rescue sector as a 'Community Risk Management Plan' (CRMP) and with an associated Fire Standard ([Community Risk Management Planning – Fire Standards Board](#)).
3. Despite our Safety Plan covering five years, we conduct an annual planning process to ensure that the Safety Plan remains current. The output of this process is a list of activities that the Service will complete during that particular year to fulfil the Authority's strategic priorities. This report presents the fourth HIWFRA update of our proposed strategic activities intended to improve the services we provide to our communities, the support we provide our people and our organisation.

BACKGROUND

4. The Fire and Rescue National Framework for England requires every fire and rescue authority to have an IRMP. The HIWFRS Safety Plan 2020-2025 fulfils the requirement of an IRMP by setting out how HIWFRA intends to identify, evaluate, assess and plan to control foreseeable risks across the

geography of Hampshire and Isle of Wight, and the communities which it serves.

5. The Safety Plan outlines the activities the Service will undertake in support of the IRMP, while also setting out how our people, in line with our Values, will work to meet the five strategic priorities:
 - a) Our Communities
 - b) Our People
 - c) Public Value
 - d) High Performance
 - e) Learning and improving.
6. These priorities identify the strategic direction for our Service and are translated into specific actions against which the Service will be held to account. The specific actions are known as our annual Safety Plan improvement activities and progress against these is reviewed internally on an ongoing basis – with reporting into the Authority alongside the End of Year Performance Report.
7. Year 4 (2023/24) will be a significant year for the Service where we advance the next iteration of our Community Risk Management Plan, setting the foundation for the longer term, 2025-2030, and begin responding, where required, to the HMICFRS inspection report, as well as advancing various other improvements to support and complement Directorate Plans, all with the ultimate aim of further supporting Our People and Our Communities. Our organisational planning, to establish both the Year 4 Safety Plan improvements and Year 4 Directorate Plans, has given early consideration to the HMICFRS 2022 inspection findings and areas where we need to undertake improvement activity. More detail on the findings of inspection and our response will be provided to the Standards & Governance Committee in March 2023.
8. There is a high possibility that the Fire Sector will face industrial action during the year (at the time of writing this report, a ballot for strike action by the Fire Brigades Union is extant). This may impact what we can deliver depending on the nature and extent of this action. We will keep the Fire Authority informed of any barriers to our progress.
9. High priority activities are listed in the Safety Plan. Underpinning activities that contribute towards progression of the Safety Plan are recorded at Directorate Plan level. This report deliberately does not review the progression of our current Year 3 Safety Plan improvements, as this will be done through a separate performance and assurance report which will be presented alongside the End of Year Performance Report in June.

SUPPORTING OUR SAFETY PLAN AND PRIORITIES

10. The Safety Plan sets out the strategic direction for a five-year period under the five strategic priorities set by the FRA. The activities to deliver them are embedded within the Safety Plan as annual improvements.
11. The HIWFRS Safety Plan 2020-2025 ensures that the HIWFRA meets its statutory duty to have an IRMP in place which suitably addresses identified risks within the communities it serves and demonstrates how it makes the best use of its available resources to help mitigate them.

COLLABORATION

12. As a public body, in designing the original Safety Plan through the 2019 IRMP, we had both a legal and moral obligation to actively listen to the opinions of those whom we serve. We also believe that ongoing dialogue and consultation with our stakeholders will add considerable insight to our future direction, ultimately assuring the quality and suitability of our Safety Plan.
13. We consulted internally (e.g. with our teams) and externally (e.g. with the public, representative bodies and local partners). We used these findings to shape the Safety Plan. The Consultation Institute quality assured the process to ensure that every part of our formal consultation met best practice standards. Representative Bodies were engaged with throughout the Safety Plan development.
14. The Year 4 improvement activities have been developed within directorates and Chief Officers Group to inform dedicated Executive Group workshops. Each activity listed in the Safety Plan will involve collaboration with different stakeholders as part of its implementation.

RESOURCE IMPLICATIONS

15. Each proposed Year 4 activity is fully funded and will be included as part of the Fire Authority's medium-term financial plan. Should anything change in year, we will seek Authority agreement in line with our standard clearance processes.
16. Some of these activities, for example, in terms of implementing our Carbon Reduction Strategy and various investment activity into our stations, have already been subject to Fire Authority scrutiny.

IMPACT ASSESSMENTS

17. The Safety Plan was developed undertaking the following stages: Strategic Assessment of Risk, Co-production and Engagement, Development, Appraisal and Consultation.
18. There are no specific impact assessment implications from the contents of this report, as impact assessments will be separately completed for all Year 4 Safety Plan improvement activities. This ensures that all future improvements will be compliant with legislative requirements, Health and Safety, People Impact Assessments and aid informed cost benefit and environmental decision making.

LEGAL IMPLICATIONS

19. Fire and rescue authorities have a legal obligation to produce an IRMP to ensure appropriate management of risk and discharge of their duties. The Safety Plan meets that duty.
20. This report is seeking approval on non-statutory aspects within the Safety Plan, namely the annual improvement plan for the continual development of our Service.
21. The HIWFRS Safety Plan and annual improvement update is subject to the governance and approval arrangements placed upon HIWFRA, thereby ensuring that HIWFRS have an IRMP to cover at least a three-year period and that it is reviewed and revised as often as necessary.

RISK ANALYSIS

22. There are no specific risk implications from the recommended option within this paper. There is a time bound risk of not accepting the recommended option as not clearly defining the areas of focus for year four and subsequently responding to them, may mean that inadequate focus is placed on the key areas of improvement.
23. Risks against delivery of all the Year 4 improvements will be recorded in directorate risk registers within the JCAD risk management system on an individual basis.
24. Risks impacting the delivery of the Safety Plan will be recorded on the Organisational Risk Register and managed in line with the Service's Risk Management Procedure. These risks will be owned by their respective director and progress against them, and their mitigation will be subject to Executive Group and Governance and Scrutiny Committee oversight.

EVALUATION

25. The successful delivery of the Safety Plan will be regularly monitored by the Chief Fire Officer, wider Executive Group and Chief Officer's Group for HIWFRS, as well as by the leads or managers of specific improvement activity. In year monitoring and assurance activity around the Year 4 improvements, as was done in previous years, will also be undertaken by the Service's Organisational Assurance team.
26. As with previous years, progress on Year 4 Safety Plan will be routinely reported to the HIWFRA to ensure appropriate accountability is maintained for the discharge of duties under the Safety Plan.

CONCLUSION

27. The report and appendix propose HIWFRA approval of the new Year 4 Safety Plan improvements to provide the Service's strategic direction for 2023/24.

RECOMMENDATION

28. That the Year 4 Safety Plan improvements be approved by the HIWFRA Full Authority.

APPENDICES ATTACHED

29. Appendix A – Hampshire and Isle of Wight Fire and Rescue Safety Plan 2020-25 Year 4 improvements.

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