



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

## **HIWFRA Full Authority**

Purpose: Approval

Date: **28<sup>th</sup> FEBRUARY 2024**

Title: **HIWFRA SAFETY PLAN: YEAR 5 IMPROVEMENTS**

Report of Chief Fire Officer

### SUMMARY

1. The Hampshire and Isle of Wight Fire and Rescue Service (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.
2. Despite our Safety Plan covering five years, we conduct an annual refresh to ensure that the Safety Plan remains current and includes changes to the operating environment and incremental improvements. These improvements will complete during the year to fulfil the Authority's strategic priorities.
3. This report presents the fifth HIWFRA update of our proposed strategic improvement activities and seeks approval for these. This year's activities have a strong focus on completing the current Safety Plan, together with setting ourselves up for the new Safety Plan.

### 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:
  - Our Communities
  - Our People
  - Public Value
  - High Performance
  - Learning and Improving
6. These priorities identify the strategic direction for our Service, describing the usual activity of the Service. In addition, where improvements have been identified or where the operating environment has changed, we produce a suite of change activities to improve our Service. Progress against these activities is reviewed internally on an ongoing basis and updated to the Authority during the year through the Service performance reports.
7. Year 5 (2024/25) is the final year of the current published plan. Work has already begun on the new Safety Plan, fulfilling the Fire Standards requirement to publish a Community Risk Management Plan (CRMP), formerly known as an Integrated Management Plan (IRMP). The first stage of this CRMP was presented and approved by the Authority in 2023. This detailed the unmitigated risks present in Hampshire and the Isle of Wight. Stage two of the CRMP is underway to establish the mitigations to these risks. Detailed proposals will come forward to the Authority during 2024 before being released for public consultation and then coming back to the Authority for approval.

#### SAFETY PLAN YEAR 5

8. The focus of this coming year (2024/25) will be to complete the work already agreed and part actioned, together with setting ourselves up for the introduction of a new strategic Safety Plan (2025-2030).
9. The activities proposed are set out in [appendix A](#) of this report.
10. These activities are those which are high priority to align with the overall goal stated in paragraph 8.

## SUPPORTING OUR SAFETY PLAN AND PRIORITIES

11. The Safety Plan sets out how we continue to achieve our purpose of “Together we make life safer.” The activities directly align to the descriptions of priorities set out within the Safety Plan 2020-2025.
12. 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

13. A core component in developing the Safety Plan 2020-25 was to actively listen to the opinions of our communities and our partners. We continue dialogue with these stakeholders to help inform and shape the plan.
14. The Year 5 improvement activities have been developed with senior managers across all directorates, through a refreshed strategic planning process.

## RESOURCE IMPLICATIONS

15. Funding for the activities has been included within the Budget and Precept Requirements 2024/25 (Including the Medium-Term Financial Plan (MTFP)) Report. Some activities have been funded through year 4 and will continue to be funded to completion.

## IMPACT ASSESSMENTS

16. The Safety Plan was developed undertaking the following stages: Strategic Assessment of Risk, Co-production and Engagement, Development, Appraisal and Consultation.
17. There are no specific impact assessment implications from the contents of this report, as impact assessments will be separately completed for all Year 5 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

18. 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.
19. 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.
20. 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

21. 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 Standards and Governance Committee oversight.

## EVALUATION

22. The Chief Fire Officer will regularly monitor the successful delivery of the Safety Plan.
23. As with previous years, progress on Year 5 Safety Plan will be routinely reported to the HIWFRA via the normal performance reporting mechanisms.

## CONCLUSION

24. The report and appendix propose HIWFRA approval of the new Year 5 Safety Plan improvements to provide the Service's strategic direction for 2024/25.

## RECOMMENDATION

25. That the HIWFRS Safety Plan Year 5 improvements be approved by the HIWFRA Full Authority.

APPENDICES ATTACHED

26. [Appendix A](#) – Hampshire and Isle of Wight Fire and Rescue Safety Plan 2020-25 Year 4 improvements.

BACKGROUND PAPERS

27. [HIWFRS Safety Plan 2020-2025](#)
28. [HIWFRS Community Risk Management Plan Stage 1](#)

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## Appendix A: List of Year 5 Improvements

Improvement Activity	The need to undertake this activity and benefits
<p>1. To review the Hampshire and Isle of Wight Fire and Rescue Authority's Policy framework and to complete identified gaps by agreeing a full suite of policies with Authority members. <i>(New)</i></p>	<p>The HIWFRA policy framework is referenced within the HIWFRA constitution.</p> <p>The improvements are needed due to:</p> <ul style="list-style-type: none"> <li>• The framework being inconsistent in terms of content, with policies and position statements mixed within a list, leading to missing elements;</li> <li>• The style and format of policy documents is inconsistent leading to a confusing mix of detail.</li> </ul> <p>The benefits with will bring are:</p> <ul style="list-style-type: none"> <li>• A full suite of expectations being set by the Authority;</li> <li>• A clear set of principles being set by members of the Authority for use within the CRMP and any proposals for change;</li> <li>• Guidance to the Service in pursuit of a review of its own policy framework.</li> </ul>
<p>2. Produce the Safety Plan 2025 which includes the completion of the Fire Standard for Community Risk Management Planning (CRMP). <i>(New)</i></p>	<p>Following the CRMP Stage 1 report, produce strategic options to consult with the public to mitigate the risks identified.</p> <p>This work will concentrate on how to get the best from our On Call teams. Together with analysis of options for our buildings, our vehicles and Wholetime staff.</p> <p>The work will begin in early 2024 with the Isle of Wight.</p>
<p>3. Deliver efficiencies during 2024/25. <i>(New)</i></p>	<p>The financial principles contained within the Authority's financial policy requires a keen eye on management of our finances and includes:</p> <ul style="list-style-type: none"> <li>• Cashable efficiencies to balance the budget;</li> <li>• Cashable efficiencies to allow investment in improvement or risk mitigating activities;</li> <li>• Non cashable efficiencies to provide opportunities to increase productivity.</li> </ul>
<p>4. Complete a feasibility study on the future provision of PPE and laundry options to enhance the management of fireground contamination. <i>(New)</i></p>	<p>To include:</p> <ul style="list-style-type: none"> <li>• Health Screen Research</li> <li>• On station PPE storage options</li> </ul>

<p>5. Respond to and create an action plan from the Grenfell Tower Inquiry phase 2. <i>(Continued from Year 4)</i></p>	<p>The Grenfell Tower Inquiry was due to report in December 2023, but this has been delayed. It is expected to have specific recommendations for FRS. These will highlight opportunities for FRS and the community to be safer and therefore important for HIWFRS to consider. It is likely the Home Office will track the progress of these recommendations.</p>
<p>6. Complete the implementation of National Operational Guidance and to agree a sustainable ongoing plan. <i>(Continued from Year 4)</i></p>	<p>Started in Year 4, this programme of work was scheduled to continue until December 2024 to complete NOG product packages to fully adopt the latest operational guidance in line with Fire Standards Board expectations.</p> <p>This work will improve operational tactics and actions to be the most up to date.</p> <p>This work will establish an ongoing resource allocation to maintain and sustain compliance and implementation of NOG in the future.</p>