



**HAMPSHIRE  
FIRE AND  
RESCUE  
AUTHORITY**

Purpose: Approval

Date: **19 February 2020**

Title: **RISK MANAGEMENT POLICY**

Report of Chief Fire Officer

### SUMMARY

1. This report proposes a risk management policy position for the Fire Authority, setting out how the Fire and Rescue Service in Hampshire and Isle of Wight will approach risk management (**Appendix A**).
2. If agreed this policy will support the Hampshire Fire and Rescue Authority (HFRA) and the Isle of Wight Council (IWC) Safety Plan (Item 9 on today's agenda) which identifies the external risks present in our community, establishes our new priorities based on those risks and details how we will seek to mitigate internal delivery risks.

### BACKGROUND

3. The risk management policy provides a clear direction to the Service to create mechanisms to identify, prioritise and manage risks that may impact on our community in a negative way.
4. Understanding our community in its broadest, diverse sense is vital to creating a suitable set of priorities that keep them safe. By using risk factors that are recognised to cause risk and mapping them across the community, means an effective set of priority areas for action can be created. This is referred to as our strategic assessment of risk.
5. Through our proposed risk management approach, we will align our external risks far more closely with our internal risks creating a truly integrated risk management process.
6. Our priorities ensure Hampshire and the Isle of Wight Fire and Rescue Services maintain a risk-based focus on our delivery. We then analyse risks that could impact upon us achieving our commitments. We capture those risks within our risk register.
7. The Organisational Risk Register is used to monitor and mitigate organisational delivery risks and forms a key part of the corporate planning process.

8. The current Strategic Risk Register will be replaced by the Organisational Risk Register. Detailed risks will be monitored through Directorate Board meetings. This ensures appropriate focus and priority is provided at Director level.
9. The internal audit report on risk management arrangements within Hampshire Fire and Rescue Service (HFRS) 2015/16, highlighted limited assurance. The proposed approach set out within this policy will ensure we have a far more robust and appropriate approach to risk management.

#### SUPPORTING OUR SERVICE PLAN AND PRIORITIES

10. The Risk Management Policy approach has supported the development of our priorities:
  - a) Our Communities. We work together to understand different community needs and deliver accessible, local services which build safer places.
  - b) Our People. We look after each other by creating great places to work and promoting the health, wellbeing and safety of our people.
  - c) Public Value. We plan over the longer-term to ensure our decisions and actions deliver efficient and effective public services.
  - d) High Performance. Our diverse teams are trusted, skilled and feel equipped to deliver a leading Fire and Rescue Service today and into the future.
  - e) Learning and Improving. We have the support of policy and guidance, with the freedom to use our discretion to do the right thing, learn from ourselves and others.
11. Our planning processes, performance management framework and audit processes are an integral part of our arrangements to identify new and emerging risks and issues which could impact on delivery. The identification of risks and issues through the planning process also provides a focus for developing new organisational priorities and objectives.

#### RESOURCE IMPLICATIONS

12. There are no specific financial implications from the contents of this paper. Any financial impacts of future control measures would need to be assessed against the related risks and opportunities. Any plans with financial implications will be subject to appropriate review and governance.

## ENVIRONMENTAL AND SUSTAINABILITY IMPACT ASSESSMENT

13. There will be no negative environmental impacts associated with the adoption of this policy. The strategic assessment of risk has identified emerging issues through changes in climate, and these are accounted for in our prevention and response controls.

## LEGAL IMPLICATIONS

14. The requirement for each Fire and Rescue Authority to have an integrated risk management plan is set out within the National Framework for Fire and Rescue Services as set out within the Fire and Rescue Services Act 2004.

## PEOPLE IMPACT ASSESSMENT

15. The implementation of the policy will have no negative impact as identified through the attached impact assessment. However, through a more effective approach to identifying, assessing and mitigating risks to our communities, a positive impact will be achieved through better understanding of protected characteristics within our communities.
16. A People Impact Assessment has been conducted (**Appendix B**).

## OPTIONS

17. Option 1 – The Policy is approved by the Fire Authority.
18. Option 2 – The Policy is not approved by the Fire Authority and HFRS undertake the creation of a new or altered Policy.

## RISK ANALYSIS

19. It is essential that a risk management policy and framework is in place. Work is continuing to ensure there is a consistent and robust approach to the identification, analysis and treatment of risks. This, in turn, ensures that major threats and opportunities are considered and managed appropriately with adequate control measures implemented.

## EVALUATION

20. The Policy will provide the appropriate prioritisation of risk management and ensure risks are well managed and governance of plans and activities undertaken.

## CONCLUSION

21. This report sets out the rationale for our revised approach to risk management and establishes a policy position that establishes the importance of sound risk management to the Authority.

RECOMMENDATION

22. That the Risk Management Policy be approved by Hampshire Fire and Rescue Authority.

APPENDICES ATTACHED

23. Risk Management Policy – Appendix A  
24. People Impact Assessment – Appendix B

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