



**HAMPSHIRE  
FIRE AND  
RESCUE  
AUTHORITY**

Purpose: Approval

Date: **19 February 2020**

Title: **HAMPSHIRE AND ISLE OF WIGHT FIRE AND RESCUE SERVICES SAFETY PLAN**

Report of Chief Fire Officer

### SUMMARY

1. This paper seeks approval for the Hampshire and Isle of Wight Safety Plan 2020-25 (**Appendix B**).
2. The Hampshire and Isle of Wight Safety Plan 2020-2025 discharges the statutory requirement to produce an integrated risk management plan, and if approved, will replace all current plans.
3. Hampshire Fire and Rescue Authority (HFRA) and the Isle of Wight Council (IWC) agreed that due to the agreed and imminent Combined Fire Authority (CFA) that this would be a fully aligned Safety Plan for both HFRA and the IWC

### BACKGROUND

4. Integrated Risk Management Plans (IRMP) are a statutory requirement and set out how the Fire Authority intends to identify, evaluate, assess and control foreseeable risks across the communities it serves.
5. The Safety Plan incorporates the IRMP requirement and the annual Service Plan into a single document. The Safety Plan is a live document which is updated annually. This approach to managing risk in our communities will ensure the Service is able to report on how effective its risk reduction activities are.
6. The new Safety Plan outlines the activities the Services will undertake in support of the IRMP while also setting the standard for how our teams will work via our newly agreed values.
7. These values, developed by our teams, underpin the way we work and are a key part of our strategic planning as set out within the Safety Plan.

8. Through our strategic assessment of risks across Hampshire and the Isle of Wight, we have set out five strategic priorities to ensure we remain focussed on those issues that are important to all stakeholders:
  - a) Our Communities.
  - b) Our people.
  - c) Public value.
  - d) High performance.
  - e) Learning and improving.
9. These priorities identify the strategic direction for both Services and are translated into measurable actions against which the Services are measured and held to account.
10. For the past five years, Hampshire Fire and Rescue Service (HFRS) and the Isle of Wight Fire and Rescue Service (IWFRS) have worked in a strategic partnership.
11. A statutory Combined Fire Authority will be in place in April 2021. As such, both HFRA and IWC agreed (on 25 September and 18 September 2019 respectively) to fully align the Safety Plan allowing for a common strategy to be set across both Services.

#### SUPPORTING OUR SERVICE PLAN AND PRIORITIES

12. The Safety Plan sets out the strategic direction for the next five years and established our priorities. These priorities and the activities to deliver them are embedded within the Safety Plan.
13. The Safety Plan incorporates what was previously the IRMP and the annual Service Plan into one document.
14. This document ensures that the HFRA meets its statutory duty to have an IRMP in place which suitably addresses identified risks within the communities it serves.

#### CONSULTATION

15. As a public body, we have both a legal and moral obligation to listen to the opinions of those whom we serve. We also believe that consultation with our stakeholders will add considerable value to our future direction; ultimately assuring the quality and suitability of our Safety Plan.
16. HFRA and Isle of Wight Council (IWC) undertook joint formal consultation for the IRMP which ran for eight weeks from 30 September to 24 November 2019.

17. The Consultation Process was facilitated by an external provider Opinion Research Services (ORS). ORS produced a consultation report of findings which has been circulated to all Authority Members to allow them enough time to fully consider the feedback before approving the Safety Plan.
18. The findings from the Consultation process and have been considered and have influenced the content of the Safety Plan.
19. The Consultation Institute quality assured the process to ensure that every part of our formal consultation met best practice standards.
20. Representation Bodies have been engaged with throughout the process.
21. The 'Consultation Report of Findings' can be found at **Appendix A**.

#### RESOURCE IMPLICATIONS

22. The actions identified within the Safety Plan are subject to specific budget processes and will inform and align with the medium-term financial plan, agreed by the Authorities

#### ENVIRONMENTAL AND SUSTAINABILITY IMPACT ASSESSMENT

23. An aligned Safety Plan is a more efficient use of resources than producing two separate plans thus reducing the amount of resources required which had a minor carbon emission benefit.

#### LEGAL IMPLICATIONS

24. Fire and Rescue Authorities have a legal obligation to produce an Integrated Risk Management Plan to ensure appropriate management of risk and discharge of their duties.
25. An aligned Safety Plan for HFRA and IWC has been deemed legally acceptable for the purposes of meeting this duty.
26. The Safety Plan is subject to the governance and approval arrangements of both the HFRA and IWC.

#### PEOPLE IMPACT ASSESSMENT

27. The Safety Plan has been developed over a period of months and has gone through the following phases; Strategic Assessment of Risk, Co-production and Engagement, Development, Appraisal and Consultation.
28. Through this process there has been a continual review of the impact on people and consideration has been given to the feedback from the consultation with our staff, stakeholders and the public.

29. Action Hampshire, a not-for-profit organisation, were engaged to check our thinking around protected characteristic and hard to reach groups. They have strong connections and experience with many of our communities. They supported our approach
30. An Equality Impact Assessment has been completed for Hampshire and the Isle of Wight and no negative impacts to any of the protected characteristics were identified. The Equality Impact Assessment can be found as **Appendix C**.
31. However, through the plan we are proposing, the risk-based approach to resourcing and prioritising our prevention, protection and response activities, we will have a positive impact upon the most vulnerable in our communities including but not limited to those with protected characteristics. This is through more effective targeting and use of shared data to identify, for example, those at greater risk of fires through social isolation and limited mobility.
32. There are no negative impacts from producing an aligned Safety Plan which combines the IRMP and Service Plan into one document. The individual activities within the plan will have their own impact assessments as part of their development.

## OPTIONS

33. **Option 1** – That HFRA approve the aligned Safety Plan. This will allow the plan to go live for both Hampshire and the Isle of Wight in April 2020 and set out the strategic direction for both Services.
34. **Option 2** – To not approve the aligned Safety Plan. This would require a new Safety Plan to be developed which would create a high risk of being unable to produce an aligned Safety Plan by April 2020. This would place the Fire Authority at risk of not suitably discharging its obligation to ensure a robust IRMP is in place for the management of risk and discharge of its duties.

## RISK ANALYSIS

35. Option 2 would mean a delay in approving the Safety Plan and create a high-risk of being unable to produce an aligned Safety Plan by April 2020.
36. This would result in non-compliance in the legal obligation for Fire and Rescue Authorities to produce a Safety Plan every five years.
37. This could be further highlighted with the Her Majesty's Inspectorate of Constabulary's and Fire and Rescue Services (HMICFRS) visit which is due to take place in early 2020.

## EVALUATION

38. The successful delivery of the Safety Plan will be regularly monitored by the Chief Fire Officer and wider Executive Group for both Hampshire and the Isle of Wight.
39. Progress on deliverables and key actions will be routinely reported to the HFRA (and future CFA including Shadow Authority arrangements) to ensure appropriate accountability is maintained for the discharge of duties as part of the Safety Plan.

## CONCLUSION

40. The report and appendices propose approval of the aligned Safety Plan for HFRA and IWC for the five-year period 2020-2025.
41. Both Services currently share strategic leadership and are set to be formally joined under a CFA in April 2021, therefore this approach has been deemed the most effective in ensuring an aligned strategic direction is established for both Services.

## RECOMMENDATION

42. That Option 1 be approved by Hampshire Fire and Rescue Authority to adopt the aligned Hampshire and Isle of Wight Safety Plan for 2020-25.

## APPENDICES ATTACHED

Appendix A – Hampshire and Isle of Wight Consultation Report of Findings  
Appendix B – Hampshire and Isle of Wight Safety Plan  
Appendix C – HFRA Impact Assessment

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