



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority

NOTTINGHAMSHIRE FIRE AND RESCUE SERVICE ANNUAL REPORT 2009/2010

Report of the Chief Fire Officer

Agenda Item No:

Date: 17 September 2010

Purpose of Report:

To present to Members the Nottinghamshire Fire and Rescue Service Annual Report 2009/2010 which updates the community and stakeholders on the Service's activities during the previous year. The report also updates on performance data and presents a financial summary.

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1. BACKGROUND

- 1.1 Since 1999 the Fire and Rescue Authority has been required to report on its performance for public and government scrutiny. Over the years this has been through various formal and legislative frameworks such as Best Value, Comprehensive Performance Assessment (CPA) and Comprehensive Area Assessment (CAA).
- 1.2 Despite the fact that recent changes by the coalition government have meant that the formal frameworks are no longer being enforced, under the new 'localism' agenda, it is essential that the Service should be able to demonstrate how it is delivering its service.

2. REPORT

- 2.1 With the underlying principle of demonstrating how Nottinghamshire Fire and Rescue Service (NFRS) is utilising public finances and delivering its services, the 2009/2010 Annual Report provides a broad range of information on key areas of activity. It highlights how the Service is trying to address the wastefulness of false alarms. The contribution to Regional Control Centre, community safety activity and where resources are being directed to improve service delivery (Appendix A).
- 2.2 It is the intention of the Communications Team to circulate the Annual Report through local media, partner organisations, public libraries and other stakeholders to encourage members of the community to find out more about the performance of the service.

3. FINANCIAL IMPLICATIONS

The cost of providing and distributing the Annual Report to the community is circa £1,000.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

The report details elements of how the Service recruits and develops its staff and also shows how the Service intends to action future objectives.

5. EQUALITY IMPACT ASSESSMENT

- 5.1 An initial equality impact assessment has identified the need to ensure that the Annual Report is accessible to all members of the community. The plan will be

available via the internet and also be provided in audio format, in Braille, large-print or in an alternative language upon request.

5.2 Additionally, the report details how the Service has delivered against its legal and moral obligations under the equality and diversity agenda.

6. CRIME AND DISORDER IMPLICATIONS

There are no specific crime and disorder implications arising from this report.

7. LEGAL IMPLICATIONS

There are no specific legal implications arising from this report.

8. RISK MANAGEMENT IMPLICATIONS

The production and distribution of an annual report of this nature ensures transparency and removes any potential risk to the organisation of external criticism of its approach to delivering the service.

9. RECOMMENDATIONS

That Members approve the Annual Report 2009/2010.

10. BACKGROUND PAPERS FOR INSPECTION (OTHER THAN PUBLISHED DOCUMENTS)

None.

Frank Swann
CHIEF FIRE OFFICER



NOTTINGHAMSHIRE
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Annual Report 2009/2010



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Our Aims and Objectives

Our aim is to make Nottinghamshire a safer place to live and work.

This is supported by six corporate objectives that will guide all our activities over the next three years. Our objectives come under the headings of:

- Prevention
- Protection
- Response
- Resilience
- Diversity and Workforce
- Governance and Improvement

If you would like to find out more detail about these, please look at our NFRS Plan 2010-1013 which sets out specific actions and timescales relating to each one. You can find the Plan on our website, or you can contact us in one of the ways set out on page 23.

Foreword from the Chair and Chief Fire Officer



This has been an important year for Nottinghamshire Fire and Rescue Service: a year in which we have taken stock of what has been achieved in recent times, and set the direction for the three years that lie ahead of us.

During the spring and summer of 2009 we talked to staff, partner organisations and hundreds of members of the public to find out what they thought of the work that we do and our plans for the future. We set out a series of proposals for improving all areas of our activity and invited comments.

We were really encouraged by the widespread support received for our services, and the results of this consultation helped to shape the work programme – on the frontline and behind the scenes – that will direct our efforts until the end of March 2013.

The financial pressures we will face during this time are significant, as the Government curbs public sector spending in a bid to revitalise the economy. The detailed reality of this will not become clear until later in 2010, but we know that budgets will be tight and our challenge will be to achieve the goals we have set, despite the inevitable constraints.

Fortunately, the major investment made in our buildings, vehicles, clothing and equipment over the last few years will stand us in good stead, and many on-going initiatives will support our drive for greater efficiency and achieving more, for less.

Our aim is to create safer communities, and this will remain our focus as we go forward.

Cllr Darrell Pulk

Chair

Nottinghamshire and City of
Nottingham Fire Authority

Frank Swann

Chief Fire Officer

Creating Safer Communities



Control Room staff managed more than 30,000 emergency call last year, we attended 14,500 incidents

A Year in Review

Nottinghamshire Fire and Rescue Service employs about 1,150 people in a variety of roles.

Most of our staff (approx 85%) are firefighters, Control operators or senior officers working in a managerial position. The remainder form the vital 'back-room' team that underpins the whole organisation by managing vehicles, equipment, training, personnel matters and finances, amongst others.

Together they provide the familiar 999 emergency response service, a wealth of safety, education and accident prevention activities and a support network that keeps the Service running smoothly.

The following gives a flavour of some of the activities we have been involved with during 2009/10.

Developing our emergency response

Changes to the way we answer 999 calls have helped to reduce the number of times we are called unnecessarily to either a hoax call or a false alarm (known as an unwanted fire signal).

Our Control Operators now make certain that a fire is confirmed at business premises before sending firefighters to the scene – unless they know people are sleeping there or the building is unoccupied. In these circumstances, a fire engine would be despatched immediately.

Control staff also know exactly what information to ask for to determine whether or not a call is genuine. If they believe it could be a hoax they can contact the mobile phone operator to trace, and potentially disconnect, the caller's phone.

It costs approx £300 each time a fire crew is called to attend a false alarm or a hoax call and, crucially, it means that they are not available to attend genuine emergencies. These new measures help us to make the best use of our time and keep our emergency services free for those who need us.

Investment in our resources continued, building on the vehicle replacement programme which began two years ago. Our new Scania fire engines are in widespread use across the county, and we are now supplementing our fleet in other ways.

For example, our Incident Command Unit, which provides, in effect, a mobile office from which to co-ordinate our response to larger scale incidents, has been replaced. We also bought a brand new Incident Support Unit which is designed to look after the welfare of our crews at incidents. It carries the facilities to rapidly cool the core temperature of firefighters after exposure to extreme heat, and also includes first aid equipment, spare clothing and drink-making facilities.

One of two major national projects we have been working on has recently completed. The Firelink radio system offers us a new resilient and secure connection with the other emergency services, enhancing the way we respond to, and deal with, 999 calls. This is now installed in our Control Room, fire engines and other vehicles, and all officers have been issued with hand-held radios.

The national FiReControl project links to this, bringing the 46 individual fire and rescue service control rooms together into nine regional centres across the country. The East Midlands centre will be one of the first to go live – currently scheduled for late 2011 – and our staff have supported national and regional teams to make this happen, and keep our own Control Room staff informed, involved and engaged throughout.

Some of the first posts have been created at the Castle Donington Regional Control Centre and three of our colleagues have secured positions there. One is helping to develop the training packages for all Control Room Operators, another will become an Operations Manager, responsible for day-to-day management of the new Control Room when it opens, and a third has secured a position in the team as a Resource Leader.

Keeping our communities safe

Partnerships have been a key aspect of our development activity in recent years as we have increased the level of our work with other organisations who share similar aims, and with whose help we are confident we can achieve much more.

One partnership project we have been heavily involved with is helping to address anti-social behaviour in the county. Nottinghamshire Fire and Rescue Service volunteered to become 'champions' of this initiative when the Local Area Agreement failed to identify any specific fire targets. We were confident that improvements in this area would support our own objectives to reduce secondary fires, attacks on crews and hoax calls, and we wanted to be involved.

Work is taking place right across the county, but Ashfield became a particular focus after being highlighted as a hotspot area in the 2008 Place survey. One of our Station Managers has been working in the same office as police, council and local housing association colleagues to help develop relationships, improve public confidence and take action on anti-social behaviour, such as deliberate fires, criminal damage, rowdiness and noise nuisance.

His remit has also extended to neighbouring Mansfield where a project to install a youth shelter – a place where young people could meet – is credited with contributing to a significant drop in secondary fires in the area. Initiatives like this show that success is possible, and we will continue to build on this throughout Nottinghamshire.

Partnership work has also seen us increasingly involved with organisations that support vulnerable people in both the city and county. We have been working with Adult Social Care and Health, Adult Safeguarding Boards and Safeguarding Children Boards. Secondments between ourselves and other organisations have made it easier for us to identify those most at risk from fire and act accordingly, as well as raising awareness within these organisations of our objectives and priorities.

We have also been expanding our successful education and development work, which includes initiatives such as Bendigo and Firesetters. We have used the information gleaned from evaluating our activities to improve delivery of the Duke of Edinburgh award, pilot our new FireSafe scheme and introduce a resource pack for crews to use when carrying out practical tasks with youth groups on station.

Our Community Safety team has focused on developing interactive resources for a number of initiatives. These include materials for children and young people with special needs involved with our RiskWatch programme, and drivers under 25 who we aim to educate about appropriate driving speeds, wearing seatbelts, not using mobile phones whilst driving, and not driving whilst under the influence of alcohol or drugs. The 'Fatal 4' presentation package has been developed in conjunction with the Road Safety Partnership.

We are also working towards accreditation of our outdoor safety events in association with several nationally-recognised safety organisations. We are developing interactive scenarios for fire and water safety activities, and this work continues alongside the co-ordination of national exemplar scenarios for fire safety, in conjunction with London Fire Brigade.

Fire safety enforcement is another critical dimension of our work and our risk-based inspection programme is integral to this. This includes routine physical inspections of premises, general advice and building positive working relationships with those who are responsible for the property.

Tragic circumstances surrounding a fire at a block of flats in London in summer 2009 placed an increased focus on local high-rise properties. This inspection activity has seen improved fire safety within high-rise premises, and discussions with property landlords has brought a greater understanding of their responsibilities and increased partnership working.

Creating Safer Communities



Classroom training at our Service Development Centre

Other legal proceedings in the last 12 months have seen two successful prosecutions for fire safety breaches. These have led to the award of suspended prison sentences, community service orders and financial penalties. This sends out a strong message about the seriousness of these offences, and we will continue to prosecute where necessary in order to keep people safe from the dangers of fire.

Working with our staff

Learning and development is a fundamental requirement for the Service. It gives all our employees the skills and competencies they need to fulfil the many and varied roles within our organisation. If our employees are well trained, they will deliver a safe and professional service, which benefits the public we work alongside.

Over the year, the Learning and Development team has developed and delivered a range of training programmes for operational and support staff. This ranges from initial training and development for new firefighters, to rolling out the Skills Pledge initiative for all staff and using IT-based simulation for incident command training. A further new initiative is an e-learning system to strengthen and support individual, station/section and department-based development.

The team has increased work-based learning at all levels. A team of peripatetic trainers has started to work closely with watches and sections, particularly supporting the development of retained trainees. We have reviewed our 'blue-light' refresher training to ensure that, where necessary, individuals receive a more bespoke level of input. The management development team continues to assess workplace competence, provide individuals with development advice and introduce a new support staff personal development record.

Attention has also been focused on the wider training and development needs of our vitally important group of retained (or on-call) firefighters. Retained firefighters make up nearly two-thirds of our operational workforce, providing a critical service throughout the county, particularly in rural locations.

An independent review of our retained service last year highlighted areas we could improve. We are committed to developing the roles and skills of our retained firefighters, as well as enhancing our contact with their wholetime employers – many of whom support the fire and rescue service by allowing them time to respond to incidents and to train – and we have incorporated targets for this into our new three-year Plan.

Training was also one of a number of themes covered in our 2010 staff survey. Colleagues were invited to rate the organisation's performance in a number of areas, including the provision of training, how staff feel about the job they do, whether or not the Service is considered to be a 'good' employer, equalities issues and how staff perceive morale within the workplace.

We were very encouraged by the feedback we received, with almost 90% of colleagues who responded saying they believe we deliver an efficient and effective emergency service, and four-fifths recommending it as a good place to work. Naturally, there were areas where we scored lower than we would have liked, and we will address these in the coming year.

Managing our business

The year has seen us dealing with current topics whilst projecting our view of the future, as we prepared the ground for the Nottinghamshire Fire and Rescue Service Plan 2010 – 2013.

Our 'Talk2Us' consultation brought us into conversation with members of the public across the whole county as we invited them into our fire stations and met them in town centres, shopping areas and at local shows to discuss what they would like to see from their fire and rescue service in the future.

This was an excellent opportunity to talk to people about the things that matter to them, and to explain more about what we do.

The comments we received were valuable in helping to shape our objectives for the next three years, and we spent several months incorporating feedback into our final plan. This was published in April 2010 with actions to support our six corporate objectives – prevention, protection, response, resilience, diversity and workforce, and governance and improvement. Its content will remain under regular review as we respond to situations evolving from local, regional and national demands during the life of the Plan.

Fundamental to our work is the need to make certain our business runs smoothly and effectively, whilst achieving best value for the people who fund our service – the taxpayers of Nottinghamshire.

Last year the Audit Commission said that Nottinghamshire Fire and Rescue Service was giving good value for money and achieving above average efficiency savings. Overall, the assessors regarded us as an organisation that was continuing to improve.

One of the achievements highlighted was the reduction achieved in sickness absence. This can be attributed to a number of factors, which include developments in the way we support colleagues through our occupational health and fitness department,

improvements to our sickness management procedures and a new self-rostering system introduced for firefighters.

The number of days lost by our staff through sickness last year fell by 20%, representing an average of 6.16 days per employee. This compares favourably with a national public sector average of 9.7 days, and puts us amongst the best performing fire and rescue services in the country.

We have also been making our own assessments of our performance, and have taken great strides in further understanding our impact on the environment. The Audit Commission has even held us up as an example of good practice in one area.

During the year, we audited all of our 27 sites, carried out habitat surveys at four locations, installed recycling facilities at most of our premises and took steps towards becoming more energy-efficient.

One of the most exciting developments relates to the construction of our new fire station at Carlton, which will benefit from efficient building design and the addition of a 'living' roof. We hope that these developments will see the building become one of the first in the country to be rated under the Building Research Establishment's Environmental Assessment Method (BREEAM) for fire stations.

Prudent financial management

The Authority's finances are managed in accordance with best practice, as defined by the Statement of Recommended Practice set down by the Chartered Institute of Public Finance and Accountancy (CIPFA), as well as a range of other accounting standards. The Authority is audited against these standards annually by the Audit Commission, and has consistently received positive comments and unqualified accounts.

The Audit Commission provides assurances that the finances of the Authority are well managed and that the financial standing of the organisation is good. This, together with regular scrutiny of financial performance by both the Corporate Management Board and the Finance and Resources Committee, provides a wide assurance to stakeholders in respect of the stewardship and financial management of the Authority.

Corporate governance

Nottinghamshire and City of Nottingham Fire Authority is an independent body comprising 18 elected councillors from the city and county councils.

These councillors ensure that the Fire and Rescue Service conducts its business in accordance with the law and proper standards, and that public money is safeguarded and properly accounted for, and used economically, efficiently and effectively.

The Authority also has a duty under the Local Government Act 1999 to make arrangements to secure continuous improvement in the way in which its functions are exercised, having regard to a combination of economy, efficiency and effectiveness. This is achieved by a robust committee structure providing scrutiny in areas such as finance, human resources, community safety and Service performance.

The Authority has approved and adopted a code of corporate governance, which is consistent with the principles of the latest CIPFA/SOLACE Framework: Delivering Good Governance in Local Government. This is reviewed annually.

A copy of the code can be obtained from the address on the back cover of this report. This explains how the Authority has complied with the code and also meets the requirements of the regulation 4(2) of the Accounts and Audit Regulations 2003 as amended by the accounts and Audit (Amendment) (England) Regulations 2006 in relation to the publication of an annual governance statement.

The Transfer of Undertakings (Protection of Employment) regulations

In accordance with the requirements of the Code of Practice on Workforce Matters in Local Authority Service Contracts, Nottinghamshire and City of Nottingham Fire Authority certifies that no individual contracts were issued during the past year which involved a transfer of staff. However, the impending creation of a trading company will mean that there are some transfers in 2010/2011.



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Women can
...so why don't you?

www.womenonnottsfire.co.uk
www.notts-fire.gov.uk

Promoting firefighting career opportunities for women

Creating Safer Communities

Equalities

Equal life chances for all

Nottinghamshire Fire and Rescue Service continued to make huge progress in promoting equality in employment and service delivery during 2009/10.

During the year we supported a national fire and rescue service careers drive, joined forces with other neighbouring services to recruit firefighters and promoted our own 'Women Can' campaign. All were designed to raise the profile of the Service as an exciting career choice, while some were focused on engaging specifically with women and people from BME backgrounds to achieve a workforce which reflects and represents our various communities. We also attracted and recruited a larger number of disabled people to support staff posts than ever before.

Our profile has been raised further through several other local initiatives throughout the year. We hope that our efforts – sponsoring the biggest women's five-a-side football tournament in the country and new kit for a Nottingham women's rugby team, offering work experience and special 'Firefighter for a Day' events for women and the Pakistani community – will pay dividends in the future.

Promoting equality also extends to delivering our services. Our Equality Action Plan includes objectives for our Community Safety and Response departments to work with those people who are most at risk of fire (vulnerable people). This is hugely important to our crews and Community Safety Advocates who work closely with older people, young people, disabled groups and alcohol and drugs partnerships to reduce risk and promote equality of access to services. In particular, our work with more marginalised groups such as the deaf community, gypsy/travellers and those who are victims of domestic violence, is essential in reducing death and injury in Nottingham and Nottinghamshire.

We continue to improve the training we provide to our employees. Our Introduction to Equality and Diversity course has received positive feedback from employees, and the recent management development training on sexual orientation and disability equality for managers was also a success.

A survey of the 200 managers who attended showed that 91% described their knowledge of the Disability Discrimination Act and managing issues relating to disability in the workplace as 'improved', and 93.3% said they felt 'fairly' or 'very confident' about addressing lesbian, gay or bisexual issues in the workplace.

Work with national campaigning and lobbying organisation Stonewall has developed during the year. We have also joined its Diversity Champions programme, and will be putting ourselves forward again for its workplace benchmarking scheme later this year, to see how well we measure against other public and private sector organisations. The circulation of our Joint Commitment agreed between management and all the unions on Sexual Orientation and Gender Identity Equality also demonstrates how far the Service has developed over the last 12 months.

Our revised governance arrangements continue to drive progress against our Single Equality Scheme action plan and the Service has been preparing for a 'Peer Challenge' against the new Fire and Rescue Service Equality Framework developed by CFOA and Local Government Improvement and Development. The Service will be undertaking this challenge against the Achieving level of the framework in November 2010, and the NFRS Plan states our intention to be at the Excellent level of the Framework by March 2013.



Running the Fire and Rescue Service is a true team effort

Our Performance 2009/10

Measuring our performance

Nottinghamshire Fire and Rescue Service aims to provide the best service possible for all residents within the county. However, it is never a straight-forward process to measure whether we are getting it right or not.

For a number of years we have been compiling data and sending reports to the Government which show how we are performing against a series of fixed national Best Value Performance Indicators (BVPI), and this has been the recognised measure of our achievements.

On 1 April 2008 this requirement changed, and fire and rescue authorities, along with many other public organisations such as district and county councils, were given the flexibility to set their own indicators – or measures – in future.

Just two nationally-set mandatory indicators were introduced from April 2008 which we reported on up until the end 2009/10, but these will be discontinued in the future. They are:

- NI33 – arson incidents. Split into two parts: i) number of deliberate primary fires; and ii) number of deliberate secondary fires, both per 10,000 population.
- NI49 – number of primary fires and related fatalities and non-fatal casualties. This is split into three parts: i) total number of primary fires per 100,000 population; ii) total number of fatalities due to primary fires per 100,000 population; iii) total number of non-fatal casualties per 100,000 population.

From 2009/10 we have decided to move to a new suite of Key Performance Indicators. Targets were therefore set as normal and each of the indicators has subsequently been evaluated for its relevance and quality as a performance measure for the future.

This process was completed in tandem with the assessment change, from not purely 'stand alone' assessments for individual organisations, but to Area Assessments. Joint working on Local Area Agreements became the main focus, and committed partnership working led us to look at issues from the perspective of their location and community, rather than being constrained by Service and organisation boundaries. However, following the change in Government, this assessment process for 2010/11 will no longer be in place.

During 2009/10 we remained subject to Audit Commission inspections on 'Use of Resources' and 'Managing Performance' based on our operations and progress in 2009/10. However, again following the change of Government, these inspections have been removed and a new framework has yet to be decided for 2010/11.

Performance Indicators and outturns

The following tables show the Performance Indicators that we were measured against in 2009/10.

National Indicators

National Indicators	2009/10 Target	2009/10 Outturn	2010/11 Target
NI33i	11.94	10	8.24
NI33ii	27.26	24.8	18.9
NI49i	226.08	229.4	196.53
NI49ii	0.00	0.7	0.00
NI49iii	8.79	7.7	5.39

Colour codes for tables

	Over 10% off target		Just under target
	On or just above target		Over 10% above target

Key Performance Indicators

KPI	Description	2007/08 Outturn	2008/09 Outturn	2009/10 Target	2009/10 Outturn	Progress
8	The % of undisputed invoices which were paid in 30 days	87.9%	90.1%	93.2%	93.2%	↑
12i	Proportion of working days/shifts lost to sickness absence by wholetime uniformed staff	9.17	7.32	8.52	5.69	↑
12ii	Proportion of working days/shifts lost due to sickness absence by all staff	9.67	7.74	8.52	6.16	↑
15i	Wholetime firefighter ill-health retirements as a % of the total workforce	0.7%	0.2%	0.3%	0.2%	↑
15ii	Control and non-uniformed ill-health retirements as a % of the total workforce	0%	0.5%	1%	0%	↑
142iii	Number of calls to fire attended - accidental fires in dwellings per 10,000 dwellings	14.74	13.98	13.26	15.4	↓
143i	Number of deaths arising from accidental fires in dwellings per 100,000 population	0.193	0.38	0	0.57	↓
143ii	Number of injuries arising from accidental fires in dwellings per 100,000 population	7.05	6.07	5.98	5.28	↑
144	The % of accidental fires in dwellings confined to room of origin	91.6%	91.2%*	94%	93%	↑
146i	Number of calls to malicious false alarms not attended per 1,000 population	0.123	0.07*	0.204	0.1	↓
146ii	Number of calls to malicious false alarms attended per 1,000 population	0.519	0.425	0.39	0.3	↑
149i	False alarms caused by automatic fire detection	112.85	102.37*	4381	3923	♦
150	Expenditure per head of population on the provision of fire and rescue services	£37.74	£38.88	£42.19	£38.84	↑

KPI	Description	2007/08 Outturn	2008/09 Outturn	2009/10 Target	2009/10 Outturn	Progress
206i	Number of deliberate primary fires (excluding deliberate primary fires in vehicles) per 10,000 population	7.568	5.48	5.6	4.8	↑
206ii	Number of deliberate primary fires in vehicles per 10,000 population	8.851	6.55	6.32	5.2	↑
206iii	Number of deliberate secondary fires (excluding deliberate secondary fires in vehicles) per 10,000 population	35.705	25.51	27.25	24.3	↑
207	Number of fires in non-domestic premises excluding deliberate secondary fires in vehicles	12.338	9.83	417	347	◆
208	The % of people in accidental dwelling fires who escape unharmed without Fire and Rescue Authority assistance at the fire	86.9%	90.9%	94%	91.9%	↑
209i	The % of fires attended in dwellings where a smoke alarm had activated	33.1%	34.5%	38%	47.4%	↑
209iii	The % of fires attended in dwellings where no smoke alarm was fitted	57.4%	54%	45%	34.4%	↑

◆ KPI 149i and KPI 207. Previously measured as per number of non-domestic properties. Now recorded as actuals.

* These items are figures to February 2009 only.

Equality and Diversity Indicators

Strand	Description	2009/10 Target	2009/10 Actual
BME	LPI 065b: % of entrants to the whole of the organisation from BME backgrounds	11%	3.3%
Disability/Vulnerable People	LPI 066a: % of employee survey respondents anonymously declaring a disability	2%	5%
Disability/Vulnerable People	LPI 066b: % of employees declaring a disability	1.5%	0.9%
Disability/Vulnerable People	LPI 066c: % of firefighter applicants who consider themselves to be disabled	0.80%	0%
Disability/Vulnerable People	LPI 066d: % of Control/non-uniformed applicants who consider themselves disabled	3.5%	3.1%
Gender	LPI 067a: % of entrants into operational roles who are women	11%	7.4%
Gender	LPI 067b: retained % of entrants into operational roles who are women	11%	4.8%
Gender	LPI 067c: wholtime % of entrants into operational roles who are women	11%	9.8%
Gender	LPI 067d: % of women in top 15% of earners	6%	9%
Sexual Orientation	LPI 069b: % of employee survey respondents anonymously declaring their sexual orientation	60%	85.8%

Creating Safer Communities



We encouraged people of all ages, from across the County, to talk2us in last year's consultation

Financial Summary 2009/10

The figures shown on the following pages have been extracted from our financial statements and summarised to make them more accessible to readers. They are currently subject to audit. If you would like to know more about our finances, our full Statement of Accounts for 2009/10 will be published online as soon as the audit is complete and no later than 30 September 2010.

What we spent the money on

<i>Expenditure on core services and management of the Authority</i>	
	£000s
Community fire safety	5,781
Firefighting and rescue operations	39,528
Emergency planning and civil defence	305
Management and governance	591
Total net cost of services	46,205

The table above shows the cost of our core services. In addition to this we have to fund the cost of other items such as interest and capital financing costs. Other accounting adjustments are not shown above but are required by law to ensure that council taxes are raised on a consistent basis across authorities.

Where the money came from

<i>The main sources of finance</i>	
	£000s
Revenue Support Grant	4,504
Precept income	22,347
Share of non-domestic rates	19,514
Total income	46,365

- Revenue Support Grant is a Government grant funded from national taxation.
- Precept refers to part of the council taxes collected by the district councils and the city of Nottingham and paid over to us.
- Non-domestic rates are business rates collected by Government and re-distributed to authorities.

Our spending on assets

<i>Expenditure to buy or upgrade major assets</i>	
	£000s
Property	2,359
Transport	2,964
Equipment	169
Information technology systems	539
Total expenditure	6,031

Our cash flow

<i>Flows of cash in and out of the Authority</i>	
	£000s
Cash owned as at 1/4/09	661
Cash received in the year	64,665
Cash paid out in the year	(64,726)
Cash owned as at 31/3/10	600

What we own and what we owe

<i>Assets held and used by the Authority as well as amounts owed, plus a summary of balances and reserves held as at 31/3/10</i>	
	£000s
Land and buildings	37,539
Vehicles and plant	5,870
Equipment and furniture	1,868
Assets under construction	1,652
Software	190
Stock	326
Money owed to the Authority (due within one year)	10,510
Money owed by the Authority (due within one year)	(5,099)
Money owed by the Authority (due after one year)	(369,020)
Reserves not available for distribution	(18,211)
Pension reserve deficit	341,717
Usable reserves	(7,342)

Money set aside

<i>For specific purposes or as a general reserve for unexpected events</i>	
	£000s
General reserve as at 1/4/09	3,501
Addition to general reserve in the year	863
General reserve as at 31/3/10	4,364

	£000s
Specific reserves as at 1/4/09	2,341
Use of specific reserves in the year	(718)
Addition to specific reserves in the year	1,355
Specific reserves as at 31/3/10	2,978
Total usable reserves as at 31/3/10	7,342



Partnership working brings representatives from many agencies round the same table to make progress

Further Information

This Annual Report is made available to the public through a number of different outlets across the county, including public libraries, council offices and GP practices. We also send copies to the local media.

Additional copies are available upon request, or the report can be seen on our website.

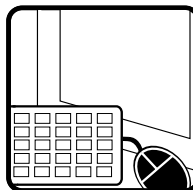
Nottinghamshire Fire and Rescue Service is always keen to hear what members of the public think of the service it provides.

If you would like to provide us with some general or specific feedback – either positive or suggesting ways we could improve our service to you – then please let us know by using one of the following methods to contact our Corporate Services team:



Telephone

0115 967 0880.



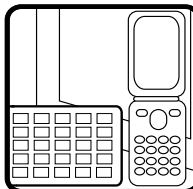
Website

www.notts-fire.gov.uk



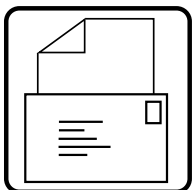
E-mail

enquiries@notts-fire.gov.uk



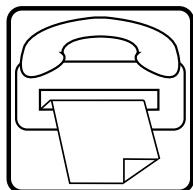
Minicom

0115 967 5951.
(Standard charges apply)



Write a letter

Corporate Services
Nottinghamshire
Fire and Rescue Service
Headquarters
Bestwood Lodge
Arnold
Nottingham
NG5 8PD



Fax

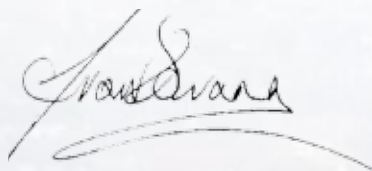
0115 926 1081.
(Standard charges apply)

Creating Safer Communities

“At Nottinghamshire Fire and Rescue Service we are working as an organisation to ensure that we provide the best service possible.

“We want the citizens of Nottinghamshire to judge how well we deliver that service to them. It’s citizens living in the communities we serve who, when in partnership with us locally, will tell us how well we are performing.

“We will continue to develop our high quality response service and reduce the risk right across the community at work, at leisure, at home, and as people travel around our city and county. Finally, we will continue providing an excellent service and value for money to residents and visitors in the heart of the East Midlands.”



Frank Swann
Chief Fire Officer

Contact details:

Nottinghamshire Fire and Rescue Service,
Headquarters, Bestwood Lodge, Arnold,
Nottingham, NG5 8PD

Telephone: 0115 967 0880

Fax: 0115 926 1081

E-mail: enquiries@notts-fire.gov.uk

Website: www.notts-fire.gov.uk



NOTTINGHAMSHIRE
Fire & Rescue Service

Nottinghamshire Fire and Rescue Service recognises the diverse make up of the county and is therefore committed to equality and fairness.

If you require this information in an alternative version, such as large print, Braille or audiotape, or help understanding it in your language, please contact the Corporate Services department in one of the ways set out on page 23.