



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority

NOTTINGHAMSHIRE FIRE AND RESCUE SERVICE ANNUAL REPORT 2010/2011

Report of the Chief Fire Officer

Agenda Item No:

Date: 16 September 2011

Purpose of Report:

To present to Members the Nottinghamshire Fire and Rescue Service Annual Report 2010/2011 which updates the community and stakeholders on the Service's progress during the previous year. This report also provides updates on NFRS's performance information and 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 Changes by the coalition government have removed the need to satisfy the previous frameworks which are no longer to be enforced. However, under the 'localism' agenda it remains essential for the Service to demonstrate how it is delivering its services against its Integrated Risk Management Plan (IRMP), delivery of the transparency agenda for publicising spending and remain accountable to Fire Authority, local communities and business for its service delivery.
- 1.3 Further future amendments to performance reporting are envisaged in liaison with the Local Government Association (LGA) and Chief Fire Officers Association (CFOA) leading to greater fire sector led autonomy in relation to performance reporting and improvement agendas. However, this will not remove the requirements of the Service to demonstrate how it is using tax payers money.

2. REPORT

- 2.1 Nottinghamshire Fire and Rescue Service (NFRS) continues to pursue the principle of demonstrating it utilising public finances and delivering its services in an effective and efficient manner, the Annual Report provides a broad range of information on key areas of activity.
- 2.2 Examples of the key activities include, the completion of the Fire Cover review, identification of budgetary savings across the whole Service, continued investment in facilities to ensure they are fit for purpose and reflect our commitment to the equalities framework and clear commitment to local business through our fire protection teams, all helping to drive down our total number of incidents.
- 2.3 The Services Communications Team will continue to publicise and 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. The Service also now uses the Website to promote the performance of the service as the first port of call for information, in particular the publication of all spending exceeding the government guideline of £500.
- 2.4 If approved, the document will be circulated widely as detailed above, utilising the most cost efficient means to reduce the financial burden to the Authority.

3. FINANCIAL IMPLICATIONS

The cost of providing the Annual Report in paper form to our distribution list and enabling community access is approximately £1,500. Greater accessibility is provided from the Services recently updated Website, thus further controlling cost.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

The report clearly highlights elements of how the Service recruits and develops its staff and also what the Service intends to action in the coming years as part of the Service plan for 2010 - 13.

5. EQUALITY IMPACT ASSESSMENT

- 5.1 An initial equality impact assessment previously 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 continues to be provided in audio format, in Braille, large-print or in an alternative language should this be required.
- 5.2 This 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 this annual report supports the transparency agenda and removes the likelihood of external criticism of its approach to delivering the service.

9. RECOMMENDATIONS

That Members approve the Annual Report 2010/2011.

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

None.

Frank Swann
CHIEF FIRE OFFICER



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Annual Report 2010/2011



Contents

Our Aims and Objectives	2
Foreword from the Chair and Chief Fire Officer	3
Review of 2010/11	5
Our Performance	15
Financial Summary	19
Further Information	23

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 guide all our activities.

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



All public sector organisations are facing difficult times with major cuts in their spending, and Nottinghamshire is one of the fire and rescue services to have been worst-affected by these measures.

At the end of 2010 we learned that our Government grant was being cut by £2.4 million in 2011/12 and we would be losing another £800,000 the following year, with further reductions predicted over the next two years.

Managers had already been preparing for this and working out where savings could be made to limit the impact on the delivery of frontline services. The news also meant that savings identified from our year-long review of fire cover in Nottinghamshire would be needed to off-set the effect of our reduced budget, rather than being available for re-investment in other areas.

The Fire Cover Review is key to our strategic planning for the future and we are consulting with our public, staff and partners on proposals for changing the way we operate across the county over the next 10 to 15 years.

In the midst of the uncertainty of budgetary matters and new ways of working, our staff continue to provide an emergency service which local people can be proud of and which they can be confident will keep them safe.

This remains our over-riding objective and we will be working hard to maintain this throughout the challenges that lie ahead.

Cllr Darrell Pulk

Chair

Nottinghamshire and City of
Nottingham Fire Authority

Frank Swann

Chief Fire Officer

Creating Safer Communities



The entrance to the new
Carlton Fire Station

Review of 2010/11

Decisions about the number of firefighters we have, the equipment they use, the training they need and the locations they work from are all based on an assessment of risk.

During the year we concluded our most comprehensive assessment of the risks faced by people living and working in our county for more than two decades, and how this affects the delivery of fire and rescue services.

A 750 page document called Fire Cover Review identified where new housing estates have been built, roads have been extended, rail networks have been improved and the population has grown – all factors that affect people's safety. It also showed that firefighters are called to 35% fewer incidents than they were 10 years ago and that, on average, just six of our fire engines are engaged on emergency business at any one time, leaving another 30 able to deal with any other incidents that arise.

Armed with this information, and detailed analysis of the types and patterns of 999 calls we receive and which stations are most or least busy, we have been able to draw up a series of proposals for changing how and where we provide our resources, ie our staff, vehicles, equipment and stations, to best effect in the future.

These proposals were unanimously endorsed by the Fire Authority in June 2011 and are currently the subject of full public and staff consultation. Decisions on the changes to be implemented over the next three years are due to be made at the end of 2011.

Development of the Fire Cover Review has clearly been a major piece of work for the Service however, whilst scrutinising our work of the past and using this to help us plan for the future, we have also been maintaining and developing the service that we have today.

The following is an overview of some of the other initiatives we have been involved with over the last 12 months.

Responding to emergencies

Equipment, vehicles and stations

Fire stations are one of the most distinctive and visible reminders of our presence within the county and we continued to invest in our buildings this year.

Carlton station in Nottingham was long overdue for renovation and improvement and the most effective way to do this was to demolish the 50-year-old building and start again on the same site. Firefighters moved in with their paramedic colleagues temporarily and, almost 12 months to the day after the project started, the doors of the new station opened to welcome staff and visitors.

New facilities include a two-storey training house, an area to practice cutting cars, rope rescue training facilities and specialist resources for cleaning flood rescue equipment. There's a new IT training facility and the building has been designed to be energy efficient.

The redeveloped station at Tuxford also benefits from energy-saving features following its refurbishment and extension. The additional space was needed to provide a new base for the vehicles and equipment of our wholetime Specialist Rescue Team which now joins the local retained crew at Tuxford, providing a more strategic location for its activities in the north of the county.

The team is also based at Highfields in Nottingham and both sections are due to take delivery of new vehicles in the autumn of 2011. These will replace their Specialist Rescue Units, equipped with everything they need to rescue people or animals from water, from height, from complex road traffic accidents and other situations that require specialist knowledge and tools.

A new vehicle has also been provided for our fire investigators, kitted out with investigation equipment, protective clothing, washing and changing facilities and a removable dog cage for the regional fire investigation dog, Freckle. This new facility allows investigators to remain at the scene of an investigation for longer and releases a fire engine and crew that would have previously provided some of the facilities to the investigation team that are now included in this self-contained vehicle.

Managing 999 calls

Our Fire Control staff faced upheaval during the year with uncertainty over the future of the national FiReControl project. The project was designed to create nine regional centres around the country for receiving and managing fire and rescue service 999 calls, all under the umbrella of a national resilience structure.

Many of our staff were appointed to roles in the new centre at Castle Donington during the autumn, and we had responded to national guidance by recruiting extra Fire Control operators to help secure a smooth transition between the old service and the new.

However, in December the Government announced that the project was to close and individual fire and rescue services would, instead, determine how their own Fire Control services should be managed in future. Sadly, this meant the loss of 10 staff – some of whom we were able to redeploy – and continuing uncertainty for those who remain with us.

Detailed work is now taking place to consider how we might run our control room in the future, which may be continuing to operate alone, or perhaps in conjunction with other fire and rescue services in the region. This work will continue during 2011.

Protecting people and property from fire

Fire protection in business

Our Fire Protection department achieved a landmark victory when it led the first successful prosecution of a fire risk assessor under the Regulatory Reform (Fire Safety) Order 2005. Two men were each jailed for eight months for breaches of fire safety legislation following an investigation at two Mansfield hotels. One was the hotels' proprietor and the other was the owner of a fire protection company, who was also the fire risk assessor who sold his fire risk assessment services to the hotelier.

Preparation for the court hearing took many weeks for the officers involved, but this effort was rewarded when the judge showed how seriously he regarded the failings by the sentences he imposed and the award of full costs. These jail terms send out a clear warning to other people who may be tempted to flout fire safety legislation.

Our Fire Protection officers carried out 2,300 inspections of premises across the city and county last year. Prohibition Notices were served on 12 of them to prohibit or restrict their use as the fire risks were so serious, and 16 premises were served with Enforcement Notices requiring them to carry out improvement work or put additional management controls in place to make them safer.

We undertook more than 800 audits of people's own fire risk assessments, and found that over half were unsatisfactory, which meant that we issued notices requiring work to be carried out or additional controls implemented to make them safe in the event of fire.

Aside from the enforcement aspect of our role, we also advise building inspectors, planners and architects on how fire safety issues will impact on their plans for new property developments or alterations. Last year we carried out more than 800 statutory

consultations under building regulations with building control authorities and approved inspectors, and consulted more than 350 times with other organisations on fire safety matters, ranging from the storage of explosives to working with the UK Border Agency.

Education and learning

Our work to teach people how to protect themselves and their families from danger has continued to focus on learning activities for children and young people.

Firefighters across the county are supported by the Clifton-based Community Safety Task Force in delivering the well-established RiskWatch, Dangerzone, Safety Zone, 3 9s Challenge and MACs programmes in conjunction with local schools and other emergency service partners. Formal evaluation follows all our events, measuring how much has been learned through following the activities and identifying any areas where we can improve the programme.

Some of our activities aimed at helping to influence positive attitudes amongst teenagers and young adults have proved popular this year. Schemes such as Bendigo, Boot Camp and Prison Me No Way offer participants the opportunity to learn more about the fire service and the practical skills and discipline required of our firefighters.

Our new Fire Safe scheme has achieved early success in helping to keep young offenders who have been convicted of arson on the straight-and-narrow. Over the course of a 10-week cognitive behavioural programme, we aim to raise young people's awareness of the dangers of setting fires deliberately and give them a more positive outlook for the future.

Referrals come through the Youth Offending Team and participants attend each session with their case worker and a specially-trained member of our Community Safety Team. Time will tell how successful this initiative will be in the long-term, but early results have been encouraging.

Further work has also been carried out with tutors and students at Portland College to develop a learning framework which is suitable for people with special educational needs. A great deal of preparatory work went into this year's annual safety day event which included working with RoSPA, visiting a similar event in London, and planning activities that suited the individual needs of every single student.

A total of 36 Year One students took part on the day and visited five workstation areas, supported by colleagues from St John Ambulance, Nottinghamshire Police, the County Council Road Safety Team and Trading Standards. Planning for next year's event begins in the autumn.

Creating Safer Communities



Young participants at Boot Camp practice throwing a rescue line

Developing our skills and supporting the workforce

Our latest group of wholetime firefighter trainees 'passed out' of training early in 2011 and were allocated to stations to complete the next phase of their development.

Training and keeping skills up-to-date is critical for our service and Nottinghamshire's firefighters – both new and experienced – have a number of new initiatives for promoting their fitness and brushing up on their techniques.

All our firefighters – wholetime and retained – are now taking new annual fitness tests that measure their performance against nationally-recognised levels appropriate to their profession.

Each year their blood pressure, aerobic capacity, waist, height and weight measurements are checked to make sure they remain fit and healthy, and that they are able to meet the physical demands of their work. Anyone who falls below the optimum level will be given time and support from the Service Fitness Advisor to improve their performance.

A three-quarter size 250kg training horse is one of the more unusual 'recruits' to the Service, allowing members of our Specialist Rescue Team (SRT) to hone their skills in a range of realistic scenarios. Animal rescue is not uncommon and a cow, a horse or a sheep can be an expensive commodity and possibly critical to someone's livelihood. People will often put their own safety on the line to rescue an animal, but the skills of the SRT should help to minimise that risk.

A skid car is another addition to the training facilities available to Nottinghamshire's emergency response staff. This car is mounted in a frame which simulates loss of control, such as aquaplaning, over- and under-steering and sliding on black ice, giving the driver a chance to practice their skid avoidance and recovery techniques in complete safety.

The car is used by firefighters training to drive fire engines and other vehicles, and by officers who respond to emergencies by car under blue lights.

Back in the classroom, the Service has launched a new e-learning platform and resource called LearnPro, which is available to all members of staff – operational and support colleagues – via the Intranet. LearnPro is an electronic library of learning materials which helps the user to study individual modules or complete whole courses online.

Packages are tailored to meet the needs of individuals and multiple-choice assessment questions can be added to the end of each one to assess the knowledge and understanding of the learner.

We have also introduced new courses that relate to how senior officers take control at incidents, both of which use special software to simulate and develop the scenario as they rehearse and refine their skills.

Managing our business behind the scenes

A new finance and procurement system was launched during the year, and is expected to streamline the way we order and pay for goods and services in future.

The system was procured jointly with colleagues from Leicestershire and Derbyshire fire and rescue services, and a collaborative project team worked on tailoring the system to meet the needs of the three organisations.

It went 'live' early in 2011, giving managers greater control over their budgets. Other facets of this new system will allow for more thorough and detailed reporting on how money is spent, which will be particularly useful as managers look for continued ways to make savings.

Eight members of staff were trained by ACAS during the year, to become qualified workplace mediators and help their colleagues to resolve work-related relationship issues.

Mediation is a completely voluntary form of dispute-resolution that seeks to address issues through compromise and prevent them from escalating. If it is not successful, then the more formal processes, such as the grievance procedure, remain open to them.

Our team of mediators – six uniformed and two support staff – form a pool of people who can be called upon to help resolve disputes between individuals or groups at work in complete confidence.

At the end of 2010, we were delighted to receive formal recognition of our commitment to equality as employers and in providing services to the public, with the award of the 'Achieving' level of the Equalities Framework.

This followed a visit by a team of assessors who evaluated written evidence and spoke to a cross-section of our staff about their experience of developing equalities good practice.

They looked at how we get to know our communities and the way we target services to different groups of people. They considered how we maintain equality of access in delivering services, the way we buy goods and services and how we employ, recruit, retain and train our staff. They also focused on leadership and commitment to equality within the organisation.

We continue to build on this work throughout the organisation and now have our sights set firmly on the 'Excellence' level award.

A brand new Nottinghamshire Fire and Rescue Service website was launched in March, with completely fresh content and a more modern approach to sharing information.

The Home page now features general news and safety stories appropriate to the season, as well as some of the incidents that our firefighters have attended.

Inside the site readers will find safety information specific to people wanting to keep their homes safe, and others with responsibility for the fire safety of their business premises, as well as a glimpse at some of the learning and education programmes that we promote. There's a look 'behind the scenes' of various departments, a picture gallery and an interactive map showing the location of all our fire stations, with details of how to contact them.

The site will grow over time and there are already some exciting plans in the pipeline for introducing more interactive features.

The NFRS Fire Extinguisher Maintenance (FEM) department was formally launched as a limited company in the autumn, providing competitive services to organisations and companies across the East Midlands.

After more than 30 years of working in-house, the team is now offering its skills and expertise more widely, and adding to its client base which includes local authorities, housing associations and fire and rescue services, including ourselves.

Nottinghamshire Fire and Rescue Service (Trading) Limited offers a range of services which includes fire extinguisher servicing and maintenance, fire alarm and emergency lighting maintenance, fire and safety signage, fire safety training and free, expert advice from its base at Edwinstowe Fire Station.

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 provided 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(3) of the Accounts and Audit Regulations 2011 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 the individual contracts of seven members of staff were transferred to Nottinghamshire Fire and Rescue Service (Trading) Ltd in September 2010, when the trading company was established.

Creating Safer Communities



Our new training horse gives more realism to our Specialist Rescue Team practice

Our Performance 2010/11

Measuring our performance

Nottinghamshire Fire and Rescue Service aims to provide the best service possible for all residents within the county.

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 and reported on to the Department for Communities and Local Government (DCLG) up until the end of 2009/10. These continue to be measured, despite no longer being reported on.

- NI33 – arson incidents. This is split into two parts:
 - i) number of deliberate primary fires per 10,000 population;
 - ii) number of deliberate secondary fires 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.

Targets set in each department have been agreed through careful consideration of the data available. Our Service Delivery National Indicators and Key Performance Indicators are set using one of three scientific methodologies: Logarithmic, Linear or Moving Averages. Historical trends have been the starting point, with five years' worth of data being used to formulate predicted trendlines. Statistical analyses have been conducted to prove which trendline fits best with historical fire data, and hence is the best predictor of future outturns.

Under the National Framework 2008-11, NFRS is required to produce a publicly-available Integrated Risk Management Plan (IRMP). The main aim of the IRMP is to make our Service more responsive to locally-identified needs and better able to deliver community fire safety. The priorities detailed in the plan are a means for us to achieve these objectives, which in turn drive our performance measures.

Performance Indicators and outturns

The following tables show the Performance Indicators that our performance was measured against in 2010//11. Those items marked with * are figures to February 2009 only.

National Indicators

National Indicators	2010/11 Target	2010/11 Outturn	2011/12 Target
NI33i	8.24	6.6	5.4
NI33ii	24.35	22.9	17.5
NI49i	196.5	192.1	175.9
NI49ii	0.00	0.56	0.00
NI49iii	5.39	7	6.97

Colour codes for tables

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

Key Performance Indicators

KPI	Description	2008/09 Outturn	2009/10 Outturn	2010/11 Target	2010/11 Outturn	Progress against previous year
8	The % of undisputed invoices which were paid in 30 days	90.1%	93.2%	97%	94.4%	↑
12i	Proportion of working days/shifts lost to sickness absence by wholetime uniformed staff	7.32	5.69	7	4.76	↑
12ii	Proportion of working days/shifts lost due to sickness absence by all staff	7.74	6.16	7.5	5.33	↑
15i	Wholetime firefighter ill-health retirements as a % of the total workforce	0.2%	0.2%	0.4%	0%	↑
15ii	Control and non-uniformed ill-health retirements as a % of the total workforce	0.5%	0%	0.4%	0%	↔
142iii	Number of calls to fire attended - accidental fires in dwellings per 10,000 dwellings	13.6	14.2	14.49	15.27	↓
143i	Number of deaths arising from accidental fires in dwellings per 100,000 population	0.37	0.56	0	0.56	↔
143ii	Number of injuries arising from accidental fires in dwellings per 100,000 population	6.13	5.2	4.16	4.39	↑
144	The % of accidental fires in dwellings confined to room of origin	91.1%	93.1%*	95%	91.9%	↓
146i	The % of malicious hoax calls not attended	26%	24.2%	25%	29.5%	↑
146ii	The % of malicious hoax calls attended	74%	75.8%	75%	70.5%	↑
149i	False alarms caused by automatic fire detection	4450	3930*	3278	3341	↑

KPI	Description	2008/09 Outturn	2009/10 Outturn	2010/11 Target	2010/11 Outturn	Progress against previous year
150	Expenditure per head of population on the provision of fire and rescue services	£38.88	£43.22	£44.76	£39.80	↑
206i	Number of deliberate primary fires (excluding deliberate primary fires in vehicles) per 10,000 population	5.4	4.7	4.2	3.5	↑
206ii	Number of deliberate primary fires in vehicles per 10,000 population	6.7	5.1	4.0	3.1	↑
206iii	Number of deliberate secondary fires (excluding deliberate secondary fires in vehicles) per 10,000 population	25.4	23.9	24.35	22.9	↑
207	Number of fires in non-domestic premises (excluding sheds, garages and empty properties)	339	353	313	343	↑
208	The % of people in accidental dwelling fires who escape unharmed without Fire and Rescue Service assistance at the fire	90.2%	91.2%	95%	92.7%	↑
209i	The % of fires attended in dwellings where a smoke alarm had activated	34%	47.5%	40%	47%	↓
209iii	The % of fires attended in dwellings where no smoke alarm was fitted	56.7%	33.5%	40%	32%	↑

Equality and Diversity Indicators

Strand	Description	2009/10 Actual	2010/11 Target	2010/11 Actual
BME	LPI 065b: % of entrants to the whole of the organisation from BME backgrounds	3.3%	12%	0%
Disability/ Vulnerable People	LPI 066a: % of employee survey respondents anonymously declaring a disability	5%	2%	5%
Disability/ Vulnerable People	LPI 066b: % of employees declaring a disability	0.9%	1.5%	3.9%
Disability/ Vulnerable People	LPI 066c: % of firefighter applicants who consider themselves to be disabled	0%	1.5%	5.6%
Disability/ Vulnerable People	LPI 066d: % of Control/non-uniformed applicants who consider themselves disabled	3.1%	5%	3.9%
Gender	LPI 067a: % of entrants into operational roles who are women	7.4%	13%	16.7%
Gender	LPI 067b: retained % of entrants into operational roles who are women	4.8%	13%	13.3%
Gender	LPI 067c: wholetime % of entrants into operational roles who are women	9.8%	13%	20%
Gender	LPI 067d: % of women in top 15% of earners	9%	9.5%	9.4%
Sexual Orientation	LPI 069a: % of employees declaring a sexual orientation	Not available	30%	74%
Sexual Orientation	LPI 069b: % of employee survey respondents anonymously declaring their sexual orientation	85% (1.6% of respondents were lesbian, gay or bi-sexual)	60%	85.5% (1.6% of respondents were lesbian, gay or bi-sexual)

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The skid car is a valuable training tool to practice driving techniques in safety

Financial Summary

The figures shown on these two 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 2010/11 will be published online as soon as the audit is complete and no later than 30 September 2011.

What we spent the money on

<i>Expenditure on core services and management of the Authority</i>	
	£000s
Community fire safety	5,369
Firefighting and rescue operations	37,089
Emergency planning and civil defence	319
Management and governance	603
Total net cost of services	43,380

The table above shows what we spent on 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	3,171
Precept income	23,177
Share of non-domestic rates	21,838
Total income	48,186

- 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	4,126
Transport	1,538
Equipment	17
Information technology systems	251
Total expenditure	5,932

Our cash flow

<i>Flows of cash in and out of the Authority</i>	
	£000s
Cash owned as at 1/4/10	600
Cash received in the year	113,273
Cash paid out in the year	(112,674)
Cash owned as at 31/3/11	1,199

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 31/3/11</i>	
	£000s
Land and buildings	39,214
Vehicles, plant and equipment	8,847
Surplus assets	643
Assets under construction	1,599
Software	150
Stock	308
Cash	1,199
Money owed to the Authority (due within one year)	11,349
Money owed by the Authority (due within one year)	(3,858)
Money owed by the Authority (due after one year)	(350,839)
Reserves not available for distribution	(21,350)
Pension reserve deficit	322,457
Usable reserves	(9,721)

Money set aside

<i>For specific purposes or as a general reserve for unexpected events</i>	
	£000s
General reserve as at 1/4/10	4,363
Addition to general reserve in the year	1,161
General reserve as at 31/3/11	5,524

	£000s
Specific reserves as at 1/4/10	4,229
Use of specific reserves in the year	(229)
Addition to specific reserves in the year	242
Specific reserves as at 31/3/11	4,172

	£000s
Capital Receipts reserve as at 1/4/10	0
Addition to general reserve in the year	25
General reserve as at 31/3/11	25
Total usable reserves as at 31/3/11	9,721



A new finance and procurement system has streamlined the way we order and process payments

Creating Safer Communities



Trainee firefighters put their skills to the test in the fire house

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.

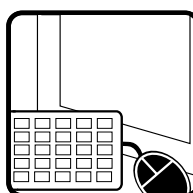
Nottinghamshire Fire and Rescue Service is always keen to hear what members of the public think of the service it provides.

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.



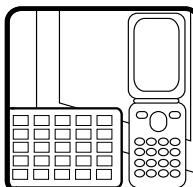
Website

www.notts-fire.gov.uk



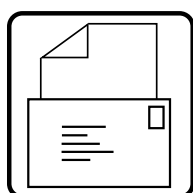
E-mail

enquiries@notts-fire.gov.uk



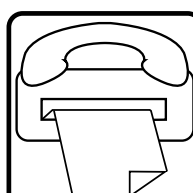
Minicom

0115 967 5951.
(Standard charges apply)



Write a letter

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



Fax

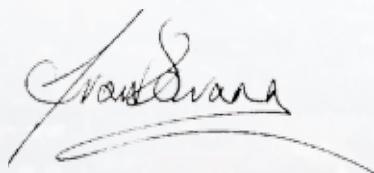
0115 926 1081.
(Standard charges apply)

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
Creating Safer Communities

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.