



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority

INTEGRATED RISK MANAGEMENT PLAN

Report of the Chief Fire Officer

Date: 28 September 2018

Purpose of Report:

To present Members with a draft copy of the Integrated Risk Management Plan 2019 to 2022 to approve for public consultation.

CONTACT OFFICER

Name : Wayne Bowcock
Deputy Chief Fire Officer

Tel : 0115 967 0880

Email : wayne.bowcock@notts-fire.gov.uk

**Media Enquiries
Contact :** Therese Easom
(0115) 967 0880 therese.easom@notts-fire.gov.uk

1. BACKGROUND

- 1.1 Each Fire and Rescue Authority is required to produce an Integrated Risk Management Plan (IRMP) which identifies and assesses all foreseeable fire and rescue related risks that could affect its communities, including those of a cross-border, multi-authority and/or national nature. The plan must also have regard to community risk registers produced by the Local Resilience Forum and any other local risk analyses as appropriate.
- 1.2 The principle of an IRMP is now well embedded since its introduction and inclusion in the Fire and Rescue Services Act 2004 and supporting National Framework Documents (NFD). The 2018 NFD states every fire and rescue service must produce an IRMP which covers at least three years, is publicly available, reflects consultation and uses up to date risk information.
- 1.3 In 2010, the Fire Cover Review introduced additional methods for assessing and communicating risk, at the same time Nottinghamshire Fire and Rescue Service (NFRS) began to publish operational activity on its website, allowing communities to better access and understand the demands upon resources.
- 1.4 The Authority is required to prepare an IRMP which sets out the vision and Service objectives for the organisation, reflecting effective consultation throughout its development and at all review stages with the community, its workforce, representative bodies and partners.
- 1.5 The latest NFD and Her Majesty's Inspectorate of Constabulary and Fire and Rescue Service's inspection framework have been considered in the planning and production of this draft IRMP.

2. REPORT

- 2.1 Each Fire and Rescue Authority must take account of the NFD in the development of its IRMP, which must:
 - Be easily accessible and publicly available;
 - Reflect effective consultation throughout its development and at all review stages with the community, its workforce and representative bodies, and partners;
 - Cover at least a three-year time span and be reviewed and revised as often as it is necessary to ensure that fire and rescue authorities are able to deliver the requirements set out in this Framework; and
 - Reflect up to date risk analyses and the evaluation of service delivery outcomes.

- 2.2 The Service used Opinion Research Services (ORS) to assist with the engagement of the community in its drafting of the new IRMP. In total, there were 30 diverse participants at three focus groups, these were held in May 2018. In addition to this, engagement with the workforce took place at each of the spring conferences and was a topic for discussion during the Strategic Leadership Team visits to stations.
- 2.3 This IRMP gives an overview of the services recent past including how we keep people safe and focuses on the areas identified within the NFD. It then touches on key areas that NFRS feels is important in delivering the service which are summarised under the key priorities:
- Prevention;
 - Protection;
 - Response.
- 2.4 A full copy of the draft document is appended to this report for Members' approval for consultation.
- 2.5 It is proposed the Service will commence a 12 week consultation process starting 28 September 2018 and finishing 21 December 2018. The priority throughout this process will be to demonstrate that effective communication is delivered with key stakeholders and will be delivered using the Authority's agreed and reviewed consultation framework.
- 2.6 The consultation process will be facilitated by ORS and will ensure that the proposals are widely communicated to provide the community and all other stakeholders the opportunity to respond.
- 2.7 As part of the consultation process, the naming of the IRMP will be covered to ensure that the community not only relates to the document, but understands what is contained within it.
- 2.8 The IRMP will be supplemented with an annual service plan; a working document which links performance measures to priorities and reinforces the strategic vision. The plan should be flexible enough to meet an ever-changing environment, yet balance some of the benefits from a longer-term plan.
- 2.9 If agreed by Members this document will be consulted upon with regard to the Fire Authority's adopted consultation framework, with an outcome report and recommendations being brought to February 2019 Fire Authority, in time for the plan to be launched from 1 April 2019. An objective of the medium term financial plan is 'to show how resources support the Authority's Service Plan over its full term'. By presenting Members with both the IRMP and medium term financial plan at the same meeting will demonstrate the alignment of resources to the plan and identified risk.

3. FINANCIAL IMPLICATIONS

- 3.1 The Service continues to face financial pressure and the IRMP will be integral in demonstrating how it prioritises and directs its resources, to the most vulnerable in communities whilst maintaining an effective and resilient response function.
- 3.2 A budget of £45k has been established in 2018/19 for public consultation, as more information and experience is gained, formal proposals for resources will be developed and progressed through the normal governance arrangements where appropriate.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

- 4.1 Whilst there are no direct implications contained within this report, as issues arise from the IRMP process these will be included in future update reports as necessary and business planning processes.
- 4.2 The preparatory work will be co-ordinated by Corporate Support, but will require substantial resources from across the whole organisation. The Strategic Leadership Team will ensure the demand is balanced across the Service, ensuring that timescales are met.

5. EQUALITIES IMPLICATIONS

Whilst an equality impact assessment will be completed for the final IRMP, equality implications have been factored into all stages during the development.

6. CRIME AND DISORDER IMPLICATIONS

Extensive opportunity for partner agencies to engage in the consultation have been integral to the IRMP process. Such liaison is intended to have a positive impact within communities and the Authority's duty within the Social Value Act 2012.

7. LEGAL IMPLICATIONS

- 7.1 It is a statutory duty to prepare an IRMP under the NFD, this framework is issued by the Secretary of State under the provisions of Part 3, Section 21 of the Fire and Rescue Services Act 2004. This report seeks to re-assure Members that this is being considered in development of the IRMP.
- 7.2 The Police and Crime Act 2017 also provides a statutory requirement to consider opportunities to collaborate. These will be considered as part of the development of the IRMP with key stakeholders, further discharging the duties of the Authority.

8. RISK MANAGEMENT IMPLICATIONS

- 8.1 The Fire Authority is required under the national fire and rescue framework to produce an IRMP. The plan identifies, prioritises foreseeable risks the community faces within Nottinghamshire. The purpose of the plan is to prevent and mitigate the fire and rescue related risks and keep Nottinghamshire communities safe.
- 8.2 Failure to develop and implement an IRMP which lays out the Authority's intentions could leave the Service open to criticism both through formal means and through the wider stakeholder engagement.

9. COLLABORATION IMPLICATIONS

Statutory duties placed on NFRS by the Police and Crime Act 2017 provides a renewed focus to consider collaboration opportunities with other emergency services. The IRMP is an opportunity to implement the Service's strategic collaboration intent and to meet its legal duty.

10. RECOMMENDATIONS

That Members approve the draft IRMP for wider public consultation over a twelve-week period.

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

None.

John Buckley
CHIEF FIRE OFFICER



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Strategic Plan

2019-2022



www.notts-fire.gov.uk

Contents



Who are we?	4
Our vision	5
Our people	6
What we do	7



Our journey so far	10
How our budget is spent	11
How do we keep you safe?	12



What are we going to do?	18
Preventing incidents	19
Protecting you	20
Responding to you	21

Welcome from the Chief and the Chair

It is our pleasure to present to you our Service's strategic plan for the next three years, which sets out how we are going to ensure that we create safer communities across Nottinghamshire.

It is a document that also outlines how we will meet the National Framework 2018, which sets out the Government's expectations and responsibilities for fire and rescue authorities.

Our last plan highlighted that we were going to maintain and support our workforce, continue to improve upon previous achievements, ensure that our Service has an appropriate infrastructure for governance to support our future successes and develop and maintain our strategic partnerships. We also aimed to reduce our impact on the environment and invest in new technologies, whilst making sure that our services were tailored to meet our communities and their needs through promoting equality and diversity.

It is pleasing to see that we have made great progress in all of these areas, however we know there is still work to be done to increase efficiencies, maintain our high-quality services and our strong governance and financial sustainability, and ensure that our workforce remain engaged and motivated.

Our plan for 2019 – 2022 builds on our achievements and sets out how we will navigate the next three years as a modern fire and rescue service, adapting to the demands of evolving risks.

We know that there are some challenging times ahead, but we are confident that our plan considers risks from all areas and outlines how we intend to move your Service forward.

We look forward to building on the aims and actions set out in this plan to provide you with a safer Nottinghamshire for the next three years and beyond.

John Buckley
Chief Fire Officer

Councillor Brian Grocock
Chair of the Fire Authority



Who are we?

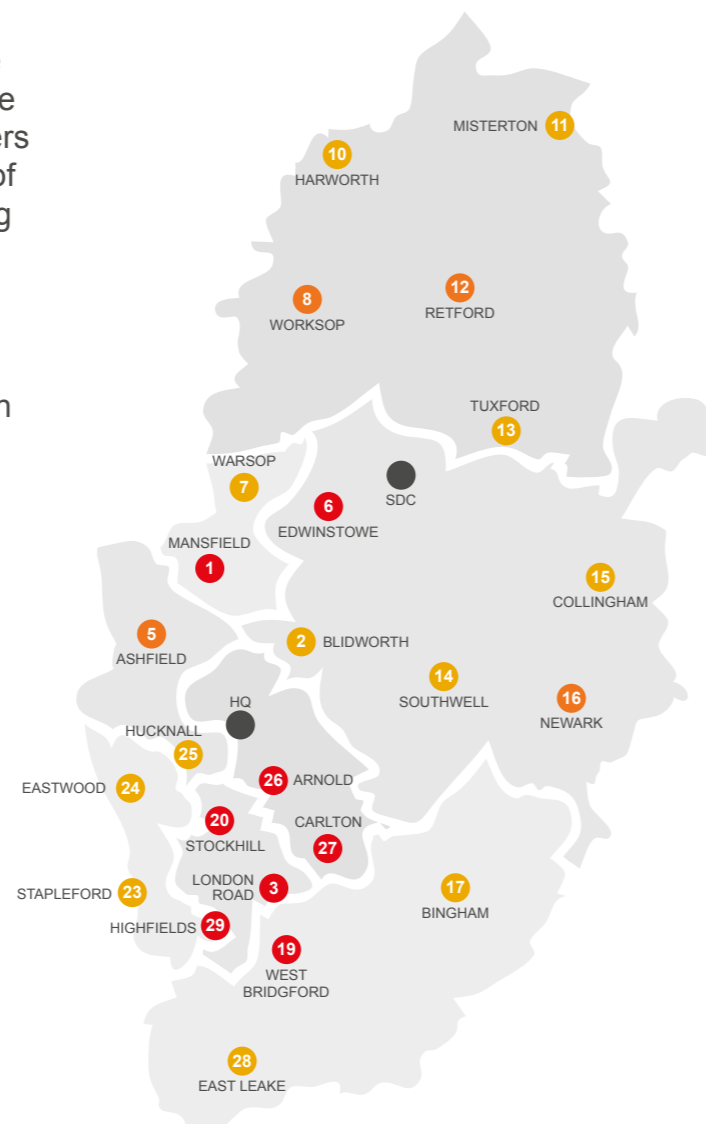
Nottinghamshire Fire and Rescue Service (NFRS) is dedicated to the safety, care and protection of the County's 1.15 million residents through the delivery of high quality services which are responsive to local need, accessible to all citizens – especially the most vulnerable - and effective in keeping people safe and well.

Since the introduction of the last plan, we have seen an overall decrease in the number of fires we have attended and we are working hard to reduce these numbers even further. Putting safety at the heart of our delivery has meant we are increasing our focus on prevention and protection, whilst ensuring we respond to the ever-changing demands and requirements of those we serve. We aim to maintain the unique level of trust we have built up with the residents of Nottinghamshire.

Fire stations and premises

- Wholetime
- Wholetime & on-call
- on-call
- Non Station

Number in circle = Station Number



Our vision:

Our vision is to create safer communities across Nottinghamshire, and throughout the life of this plan and beyond, we will work to provide the best possible service to you, with the resources that we have.

Everything that we do is supported by our four values, which recognise that we work

with integrity; that we are open to change and new ways of working; that we value and respect our staff and those we serve; and that we are committed to working as one – whether that is with other emergency services or with you to make sure you are safe, whether you live, work or travel within Nottinghamshire.



Our people

It would be impossible to protect our communities without the dedicated and professional staff that we employ across our Service.

Our workforce is our biggest asset, and we are absolutely committed to continuing to develop and improve them to meet the demands of a modern, diverse fire and rescue service.

Our People Strategy underpins this commitment. Aligning itself to the National Fire Chief Council's requirements for training and development, our Strategy is focused on ensuring we have the professional and skilled workforce needed to deliver high quality services, that are resilient and flexible to respond to current and future challenges.

The Strategy also recognises our aspiration to become a more representative organisation to better reflect our communities, and it is a priority of ours to improve the diversity of our workforce.



What we do

What does creating safer communities actually mean? If you see us in your community, we will be doing one of the following: preventing, protecting or responding to incidents.

Our staff are involved in a variety of roles from education, to raising awareness about safety, to working with other emergency services.

Prevention:

Every part of our Service feeds into the work that we do to prevent incidents from happening. Our Prevention Team as well as our operational firefighters, covering the whole of Nottinghamshire, brings the focus of this work right into our communities.

Working with residents to raise awareness is a key part of our work. Through the lifetime of our 2014-2019 plan, our prevention activities saw our staff deliver road safety education in schools, work with partner agencies to raise awareness of water safety, and run campaigns in response to incidents in communities.

Through the continued delivery of Safe and Well Checks, education programmes, community events and our work alongside our partner agencies to target the most vulnerable, we ensure that our safety messages are far-reaching, raise awareness of everyday risks and help to keep our citizens safe.



Protection:

Providing and enforcing fire safety advice is an important part of our role, and our Fire Protection Team has a statutory responsibility for auditing premises and enforcing fire safety legislation, under the Regulatory Reform (Fire Safety) Order 2005.

We work with local businesses, landlords and those responsible for public buildings (such as hospitals) to reduce risk and ensure compliance with safety regulations. We also undertake extensive planning so that we are prepared for incidents should they arise. This role extends to professional engagement during the planning of new buildings and the redevelopment of existing ones across Nottinghamshire, to build in fire safety.

Response:

Our front-line response, undertaken from 24 fire stations across the county, provides cover in response to emergency calls. The majority of this response is to fire or traffic collisions, but our fire crews also attend rescues ranging from water, height and confined spaces, to incidents involving chemicals and other hazardous materials.



Incident response figures



Fire

2017/18	3,300
2016/17	3,250
2015/16	3,366
2014/15	3,483
2013/14	3,708



**Person
Rescue**

2017/18	1,293
2016/17	1,317
2015/16	779
2014/15	506
2013/14	517



**Road Traffic
Collisions**

2017/18	506
2016/17	511
2015/16	511
2014/15	522
2013/14	509



**False
Alarm**

2017/18	4,369
2016/17	4,415
2015/16	4,040
2014/15	4,191
2013/14	4,137



Other

2017/18	1,109
2016/17	1,517
2015/16	1,051
2014/15	827
2013/14	883



**Totals for
each year**

2017/18	10,577
2016/17	11,010
2015/16	9,747
2014/15	9,529
2013/14	9,754

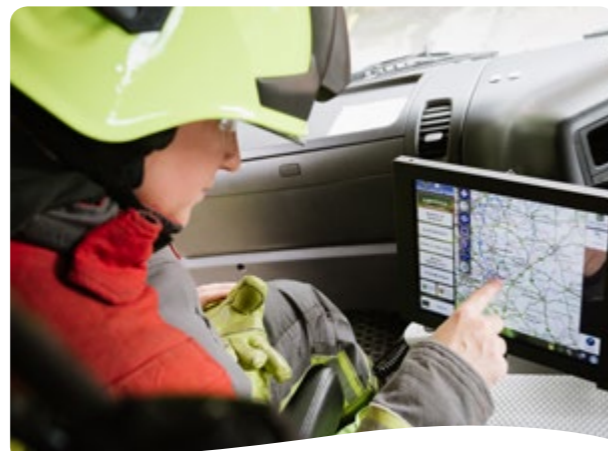


Our journey so far

In our previous plan we set out the challenges we faced during a time of change for the emergency sector. Over the last five years we have worked hard to maintain the services we provide, to ensure they are professional, effective and deliver value-for-money.

Since 2010, we have reduced our operating costs by 25% while still making sure that we are there for you when you need us. We have looked at all areas of the Service to make savings and increase efficiency and effectiveness, such as:-

- ➔ Introducing new ways to deliver our services, for instance through a 'mixed crewing' model at Ashfield and Retford fire stations.
- ➔ Exploring collaboration with other emergency partners by sharing premises with the police and ambulance services and working more closely with neighbouring fire and rescue services.
- ➔ Actively reducing operating costs of our sites by rationalising the estate and the use of efficient green technologies.
- ➔ Replacing our older vehicles with more economical vehicles in conjunction with reducing the number of vehicles we operate within our fleet.



Potentially far-reaching and fundamental changes now being implemented across the emergency sector mean we need to look at new ways of working, progressing initiatives that will transform our service delivery and ensure a greater degree of accountability and transparency.

The Policing and Crime Act 2017 provides a framework for these changes, including a new statutory duty to collaborate for each emergency service. Our 2019-2022 plan will keep this requirement in mind as we set out our priorities on how we will keep you safe for the next three years.

How our budget is spent

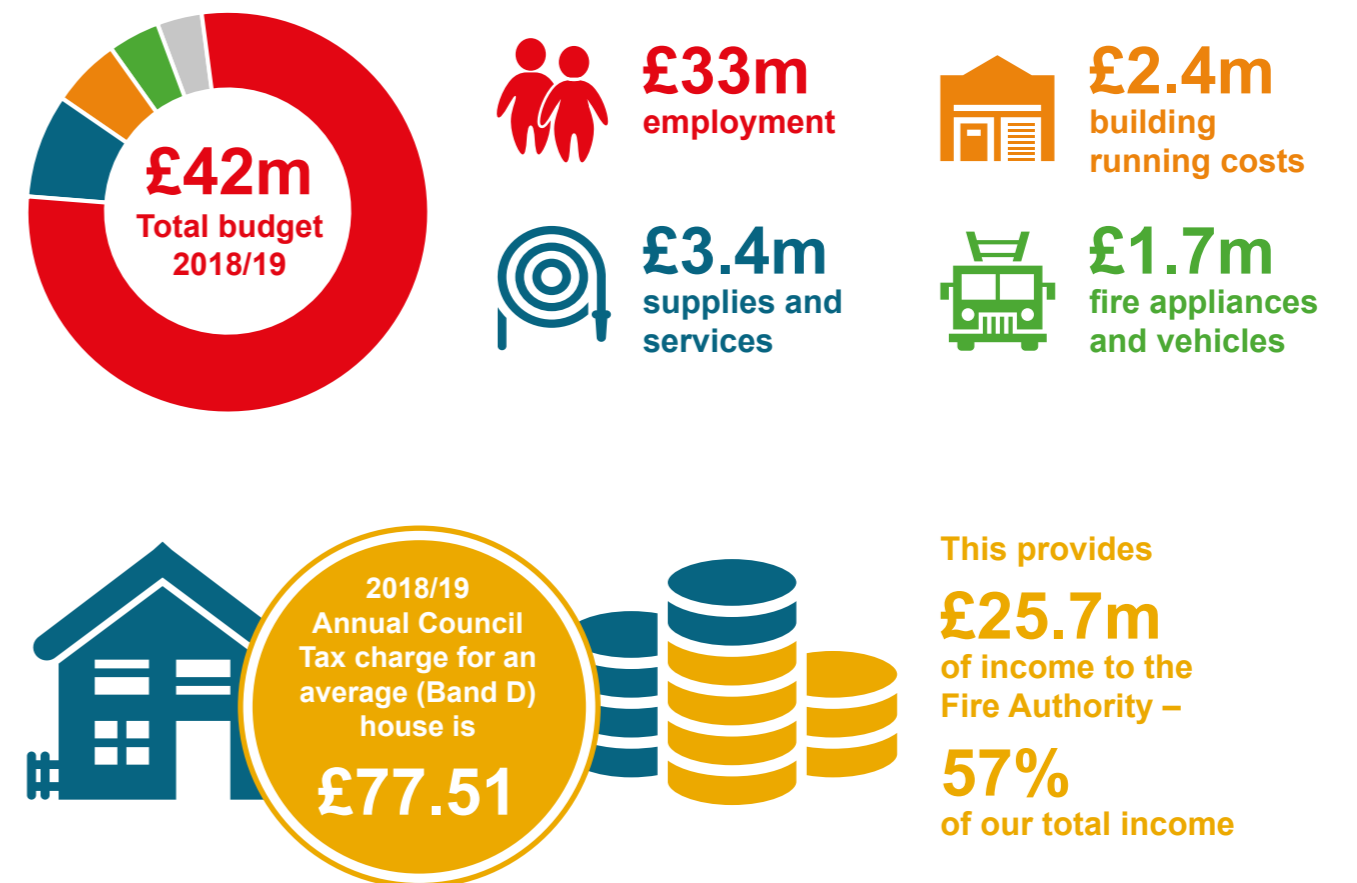
The budget for providing the fire and rescue services for Nottinghamshire in 2018/19 was £42m.

Over £33m, or 78%, of our income is spent employing the people who provide our fire and rescue services to the public. £3.4m is spent on supplies and services which includes equipment, protective clothing, training equipment, consumables and ICT licence costs, etc. The running costs of our 24 fire stations, development centre (training) and Headquarters are £2.4m and running fire appliances, specialist vehicles and cars costs £1.7m.

The 2018/19 Annual Council Tax charge for an average (Band D) house

is £77.51 (this equates to 21p a day). This provides £25.7m of income to the Fire Authority – 57% of our total income. Other income comes from Business Rates and government grants.

As part of its budget management, the Authority produces a Medium Term Financial Strategy (MTFS) covering a four-year period. The MTFS is updated annually to reflect emerging local, regional and national issues and makes informed assumptions about issues such as future pay, inflation, government funding and Council Tax levels and future risks. The MTFS forms the basis for setting the annual budget for the Service.



How do we keep you safe?

Our county covers 838 square miles and is home to major transport networks, large scale businesses and industries, national sporting venues and sites of heritage which all present their own unique risks.

To prepare for this, we use both local and national registers to help us plan for, and adapt our resources to future risks. The National Risk Register helps us to identify risks that could happen within the next five years where the consequences would lead to a civil emergency, and the Community Risk Register assesses the main risks across our county.

We are also able to analyse our own risk information to map the areas of most risk across our county.

The last 20 years has seen our response times to fires increase gradually, and this is due to a range of reasons. When you need us in an emergency, you will be speaking to one of our highly-trained Fire Control team, who will take the details of your location and the incident, mobilising a response vehicle immediately.

Details are then passed onto the nearest suitable resource, and while they are on their way, our Fire Control team will often remain on the phone with you until the fire crews arrive to give you advice and support.

It is our aim to attend all incidents within an average of eight minutes or less from the time we send a fire engine to you, and throughout the life of this plan, we will continue to aim for this standard.



Water risk:

Drowning accounts for the largest percentage of accidental deaths nationally. Consequently, we analyse all areas of open water in Nottinghamshire and the risks associated with them, playing an active role in our local water safety partnership to highlight the dangers.

With a variety of rivers, canals, lakes, reservoirs and weirs across our county, it is not unusual for us to attend water rescues and searches with our specialist boat and highly trained crews.

Since 2014, we have attended 236 incidents involving water, and nationally, there has been an increase in water related fatalities. We have led various campaigns to raise awareness of the dangers and will continue to educate our communities about staying safe around the county's waterways in the future.

Property fires:

No two properties are the same, and that's why we analyse and train to lessen the risks to both you and our firefighters for all kinds of properties, including flats, houses, commercial buildings, derelict properties or those that are home to vulnerable people.

It is important that we are aware of the hazards these properties might present to us when attending an incident. We regularly train at sites across Nottinghamshire to familiarise ourselves with locations, and to share best practice with each other to inform ourselves of the risks we might face.





Transport risk:

Nottinghamshire is home to a stretch of the M1 motorway, a large section of the A1 from Newark up to Harworth, as well as other roads including the A52 which links us to Derby and Grantham. Recent years have seen an increase in fatal road traffic collisions in our county, so we continually analyse incident data to plan initiatives and target areas which present the most risk.

But it's not just roads which make up our transport risk. Being located on the border of Leicestershire means we are close to East Midlands Airport and are likely be called to assist with an incident here. That's why we make sure we are prepared to respond to all kinds of incidents, even though many are rare.

A large rail network runs through our county, as well as a tram system through Nottingham City Centre and surrounding areas. Working alongside agencies responsible for the maintenance and management of these systems, we make sure we familiarise ourselves with their structure should we be called to an incident involving either a train or a tram.

The future looks set to bring a high-speed rail network through Nottinghamshire and this will require our Service to be involved in the planning process.



High rise risk:

Nottinghamshire has a number of buildings which are over six floors in height. These buildings present their own set of risks, and following the fire at the Grenfell Tower in London in June 2017, there has been an even greater focus nationally on the associated risks. We recently reviewed our high-rise procedure and risk analysis, and following this, we increased our 'standard' attendance of resources that would be mobilised if there was a confirmed fire at these locations.

Heritage risk:

Thankfully, incidents involving our most historic and treasured buildings across the county are rare. Wollaton Park, Newstead Abbey, and Nottingham Castle to name just a few are considered to be sites of local heritage, and to ensure we are familiar with their layout and structure, we are provided with their salvage plans. This enables us to limit damage to these sites in the event of a fire or other emergencies.



National risks:

National risks affect local communities, which in turn affect how we, as a Service, allocate some of our resources.

Issues including mental health, smoking and drugs and alcohol are becoming more and more recognised. We know that smoking accounts for 8.5% of fatal fires nationally, and that drug and alcohol abuse and mental health problems can put people at a higher risk of being affected by fire, and that's why we deal with these issues at a local level.

As an emergency service, a significant national risk is whether our future funding will allow us to sustain the level of resources and services we provide to keep you safe. The recent financial climate has brought some uncertainty to all public sector organisations, and to prepare for this risk, we are always reviewing and monitoring our finances and will continue to make sure that we provide the most efficient and effective services, whilst providing value- for-money.



Terrorism:

We are all aware of the increasing threat of terrorism. These events have led us to prepare our response in the event of such an attack here, or in one of our neighbouring counties.

In conjunction with our partners, our firefighters play a role in preparing for and responding to acts of terrorism, and as the risks change, we continually review our procedures and capabilities to ensure we are able to act effectively and safely.

Operationally, we work together with our partner agencies to prepare and plan for risks, and a joint response to such risks means that we can share best practice with other services as well as a greater level of communication and coordination across all that we do.



National resilience

As a UK fire and rescue service, we also have a responsibility in ensuring national resilience. We have a number of 'national assets', which can be deployed outside of Nottinghamshire to deal with anything from flooding to terrorism. We also have agreements in place should our neighbouring fire and rescue services need our assistance and, vice-versa, we are able to call on other services to provide resources and personnel.

We are also part of the Local Resilience Forum, which is a group made up of agencies including councils, fellow emergency services and health bodies. Playing an active role in this group means that we help to plan and take part in multi-agency exercises based on real risks to Nottinghamshire residents.

Cyber risks:

The risk of cyber-attacks threatens our operational capabilities. We know that recent years have highlighted how ICT infrastructures have been breached in public services, and that is why we have made significant investments in ensuring our systems are safe. As a result, we have been awarded a Cyber Security Essentials Plus certificate, which means that we have a strong security network in place.



What are we going to do?

Over the next three years, we are going to continue to make sure that we are always ready to work with you to prevent incidents from happening, protect you from hazards in the community and respond to you in an emergency.

Our commitment to continuous improvement means we will be in the best position possible, to face new and emerging challenges and opportunities. This is of particular importance in the light of the HMICFRS inspections introduced in 2018 and the National Framework, which seek greater transparency and accountability from all fire and rescue services. In addition, the Home Office, which has responsibility for national fire policy, has been clear about its intention to reform the way in which fire and rescue

authorities provide their services, focusing on improving efficiency and effectiveness.

The instability of the national economy will continue to impact on our finances. At present the Authority is working hard to make efficiencies to ensure that services can be maintained within anticipated funding levels. If funding restrictions continue into the future then it may be necessary to review how our services are delivered to the communities of Nottinghamshire.



Preventing incidents:

Safe and Well visits across Nottinghamshire.

We know that as a Service we have a trusted reputation within the communities we serve. We are working closely with other agencies to support early intervention for those who are most vulnerable, particularly where this would help people to live independently and safely in their homes.

Our targeted Safe and Well visits offer information on a number of factors which may increase vulnerability to fire or injury, such as smoking cessation, alcohol addiction, falls prevention and keeping warm during winter, in addition to fire safety advice. We will continue to refine our targeted approach and work with our partners to identify emerging needs, looking for ways to increase the volume of visits to the most vulnerable.

As the scope for Safe and Well visits develop nationally we will also look to review what we offer within

Nottinghamshire. We want to make sure you are as safe as possible, and by working alongside our partner agencies, we aim to make every contact count for those in need.

Identify who is most at risk:

We know there are factors which put someone more at risk from fire, and that's why we have launched a campaign, working alongside partner agencies, to help and support these people in their homes and communities. Our CHARLIE (Care and support, Hoarding, Alcohol, Reduced mobility, Lives alone, Inappropriate smoking, Elderly (65+)) profile lists everything we think has a direct link with being at risk from fire, and while thankfully, fatal fires are rare, sadly, most of those we have dealt with over the last few years have involved someone with one or more of these characteristics.



Protecting you:

Hazard spotting

Knowing about hazards and risks before we are called to deal with emergencies is a vital part of our prevention and protection role. As our crews have a unique knowledge of the communities they serve, we will utilise their skills and knowledge to implement what we call 'hazard spotting' in local communities. This means that firefighters will go out to premises and assess how safe they are from fire and, if an incident should take place, our Fire Control staff will have better knowledge of the hazards involved and will be able to send the most appropriate resources.



Reviewing our prevention and protection departments

Our prevention and protection teams are one of the main points of contact between us and our communities, and our focus will be on making them more accessible. That is why we plan to review our prevention and protection teams to make them even more effective, building a stronger working relationship with our partner agencies.

Implementing recommendations post-Grenfell

In June 2017, the fire at the Grenfell Tower led to the loss of many lives. Since then, there has been an increased focus on how fire services protect the public from fire, particularly in high rise buildings, and how fire safety measures are assessed. We will be working to make sure that we implement the outcomes of the Dame Hackett enquiry and the Grenfell Judicial review once published.



Responding to you:

Strengthen the sustainability of on-call

Over a third of our operational staff are on-call firefighters. Working in primary employment and devoting time to keeping our communities safe is a big commitment. As a Service we recognise this, and will continue to do so, as we focus on the future sustainability of our on-call provision.

We will do this by investing in the training and development of our on-call staff. The life of this plan will see these staff play a role in helping us to deliver mixed and alternative crewing, and we will continue to develop and support this part of our workforce to deliver services within the communities that they live and work.

Review our operational resourcing:

Making sure that we have the best equipment to deal with the challenges we face and also to keep our firefighters safe is another ongoing priority for us. We carried out a fundamental fire cover review in 2010, and then again in 2015.

In 2020, we will carry out another fire cover review to look at where our resources are and to consider whether these need to be re-evaluated depending on risks and the needs of our communities.

Our fleet will also be reviewed with the safety of our staff being at the forefront of any decisions made. We will continue to evaluate how fit for purpose our resources are and will identify areas over the next three years where our equipment and fleet could be developed to better respond to risks in Nottinghamshire.

Resilience and business continuity:

Because our service to you is 365 days a year, we make sure that we have plans in place to detail how we are going to keep things running in the event of a significant disruption.

We will continue to review these plans to ensure that we can maintain essential functions in the event of planned or unforeseen events, and it is our commitment to you that we will do all that we can to remain resilient.





Deliver the Emergency Services Network:

As technology moves forward, we need to keep up to date with this across our Service. Part of this will be a transition to the new Emergency Services Network (ESN), which will replace our existing Airwave Radios with the latest mobile communications technologies.

Developed nationally but delivered regionally, ESN will be a shared technology with all emergency services across the country, and will allow us to communicate seamlessly across all blue light services at incidents.

Collaborating to provide a better service

Through the Policing and Crime Act 2017, there is now a legal requirement for UK fire and rescue services to seek out ways to collaborate with other emergency services. This is likely to bring some

changes to the way we operate and bring about a greater integration of services.

Throughout the life of this plan, we will make sure that we review all opportunities to collaborate, whether this is through sharing estates and equipment or running joint campaigns to raise awareness of safety messages.

We are actively seeking collaboration, not just because we have to, but because we believe that it is the most efficient way to ensure we keep our communities safe.

Professional standards

The National Framework outlines the Home Office agenda to develop a coherent and comprehensive set of professional standards across all areas of fire and rescue services', drawing on existing standards where appropriate.

The development of new national standards will be on an ongoing basis and we will work to ensure that this Service aligns itself to the national agenda.

Looking after your Service

We are proud to be an organisation which provides our staff with modern technologies, access to health and wellbeing services and opportunities to develop within their roles, and we will carry on ensuring that everyone who is part of our Service remains engaged and motivated across the life of this plan.

We recognise that the Service is currently not representative in terms of the number of women, LGBT and Black and Minority Ethnic employees, particularly in operational roles, and that this is a long-standing issue. We will work to improve the diversity of our workforce by promoting the benefits of a career in the Fire and Rescue Service, understanding the particular issues which impact upon those who are under-represented in our workforce, and continue to implement positive action measures to support

applications from the widest range of applicants. A more inclusive and more representative Service is able to positively draw upon a wider range of perspectives, experiences and viewpoints to better serve our communities.

To perform at their best, we will also actively promote employee well-being, supporting our employees to maintain their physical, emotional and mental health. The extension of the normal retirement age will bring challenges aligned to a longer working life, and maintaining good health and fitness will be central to positive employee engagement and good employee morale. This also includes ensuring that the Service promotes opportunities to enhance job satisfaction, personal development, work-life balance and a culture of workplace inclusion which is underpinned by our core values.





NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Contact details:

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

Telephone: 0115 967 0880

Email: enquiries@notts-fire.gov.uk

