

## report

meeting	<b>NOTTINGHAMSHIRE AND CITY OF NOTTINGHAM FIRE &amp; RESCUE AUTHORITY</b>	
date	<b>24 March 2006</b>	agenda item number

### REPORT OF THE CHIEF FIRE OFFICER

#### COMMUNITY SAFETY PLAN 2006-2009

##### 1. PURPOSE OF REPORT

The purpose of this report is to present to Members the Nottinghamshire and City of Nottingham Fire & Rescue Authority Community Safety Plan 2006-2009 for formal adoption.

##### 2. BACKGROUND

- 2.1 Since the issue of Fire & Rescue Services Circular 7/2003 there has been a duty on Fire & Rescue Services to produce a plan that states how it is to deliver its services locally. Issued under the term of Integrated Risk Management Planning (IRMP), this instruction is now embedded in legislation through the Fire & Rescue Services Act and its associated Fire & Rescue Service National Framework.
- 2.2 Nottinghamshire and City of Nottingham Fire & Rescue Authority issued its first IRMP in 2004/2005 as an annual plan and followed it up in 2005/2006 with a similar approach. Whilst both publications set some challenging targets, it was clear that some of the initiatives set were achievable in the longer term.

##### 3. REPORT

- 3.1 The 2006-2009 Community Safety Plan builds on the foundations established from the first two IRMP processes. This has not only achieved some significant objectives, but has laid the foundations for the future of the Service in terms of its Community Safety agenda.
- 3.2 Moving the IRMP into the Community Safety Plan, and giving it a longer term vision of three years, enables the Authority to set its targets more effectively. Initiatives such as the rebuilding and relocation of fire stations can be programmed as the Service moves to meet shifting demographic risk. It also allows for prudent financial planning over a longer term.
- 3.3 Following the initial production of the Community Safety Plan, the Authority approved a period of consultation of twelve weeks which ran from September 2005 – December 2005. During this period the Authority engaged in the most in-depth consultation process since the inception of IRMP.
- 3.4 The consultation involved a number of stakeholder events and public forums which drew from City and County reflecting the demographic profile of our community. This was supported by the distribution of over 5,000 questionnaires to the wider public regarding the Authority's proposals. In addition, focus groups were held with

staff employed by the Authority and a further 1,000 questionnaires were distributed to employees.

- 3.5 The outcomes of the consultation have influenced the final document with amendments being made in response to the stakeholders consulted. A précis of these responses have been included in the final document for information.
- 3.6 It is now intended that the 2006-2009 Community Safety Plan will form the basis of the Service's agenda for the next three years, being updated annually, taking account of new demands on the Service. These updates will see the Plan remain current and responsive to the needs of the community.
- 3.7 The intention is to consult on any update during the autumn of each year, although the level of that consultation will be of a lesser scale than that recently carried out. This is because the main plan will remain constant. The Service intends to carry out extensive consultation every three years to ensure it meets its obligation with regard to the public and stakeholders.
- 3.8 A full report on how the Service is progressing against the Plan will be produced in conjunction with the Best Value reporting process. This report will be presented to Members at the earliest meeting after 30 June each year.

#### **4. FINANCIAL IMPLICATIONS**

By committing to a three year Community Safety Plan the Service is able to take a long-term look at the financial implications affecting the Service. This has enabled Nottinghamshire and City of Nottingham Fire & Rescue Authority to present a budget for the years 2006/2007, 2007/2008 and 2008/2009.

#### **5. PERSONNEL IMPLICATIONS**

The delivery of the Plan will involve a number of implications relating to the employees of the Service. These will be addressed through the actions of those tasked with delivering the service.

#### **6. EQUALITY IMPACT ASSESSMENT**

With the Service now legally required to comply with new legislation such as the Disability Discrimination Act, the implementation of the Plan must address issues that arise.

#### **7. RISK MANAGEMENT IMPLICATIONS**

- 7.1 Nottinghamshire and City of Nottingham Fire & Rescue Authority has a legal duty to produce an IRMP under the provisions of the Fire & Rescue Service National Framework. The Community Safety Plan ensures the Service meets these obligations and reduces the risk of ministerial intervention.
- 7.2 Failure to have a laid out framework for the future service delivery to the community may see the Authority fail in its Community Safety agenda. The Community Safety Plan provides this framework.

#### **8. RECOMMENDATIONS**

- 8.1 That Members approve the 2006-2009 Community Safety Plan as its business framework for the next three years thus meeting its IRMP obligations.
- 8.2 That Members approve an annual update to ensure the Community Safety Plan remains current, with an annual report on progress each year.

## **9. BACKGROUND PAPERS FOR INSPECTION**

- Fire and Rescue Services Circular 7/2003 ;
- Fire and Rescue Services Act 2004 ;
- Fire and Rescue Services National Framework 2004/05 ;
- Fire and Rescue Services National Framework 2005/06 ;
- Draft Fire and Rescue Services National Framework 2006/08 ;
- Draft report of Consultation with Public – ORS ;
- Draft report of Demand Led Resourcing – ORS ;
- Nottinghamshire and City of Nottingham Fire and Rescue Authority reports – July, August 2005 ;
- Responses to questionnaires in CSP – ORS ;
- NFRS Best Value Review of Road Traffic Collisions ;
- NFRS Best Value Review of Special Service Calls ;
- NFRS Best Value Review of Partnerships.

Paul Woods  
**CHIEF FIRE OFFICER**

"Creating Safer Communities"

**Nottinghamshire and  
City of Nottingham  
Fire and Rescue Authority**

**Community  
Safety Plan**

**2006 - 2009**



[www.notts-fire.gov.uk](http://www.notts-fire.gov.uk)



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# Why a Community Safety Plan?

The Authority's Community Safety Plan has been formulated from a process called Integrated Risk Management Planning.

This term is used to describe the analysis and planning processes we use to identify and reduce the risks to our local communities from a broad range of emergency incidents – from Fire and Road Traffic Collisions to major terrorists attacks.

The Community Safety Plan builds on achievements we have already made since the Authority introduced Integrated Risk Management Planning in 2003. This new planning process came about as part of a broader agenda of modernisation for the Fire and Rescue Service, underpinned by legislation in the form of a new Fire and Rescue Services Act and the creation of an annual National Framework document.

The new planning process allows us to develop the Fire and Rescue Service to suit the local communities we serve. It now takes account of other non-fire related incidents the Service attends such as Road Traffic Collisions and Water Rescues.

Integrated Risk Management Planning also allows a more balanced approach between the prevention of incidents and our response to them. Historically the Service has had a greater emphasis on emergency response than prevention. It is recognised that more lives can be saved by developing a more balanced approach.

It should be considered that this cultural change in the way the Service operates will not happen overnight. Here in Nottinghamshire we are building on previous achievements and over the next few years, our plans will enable us to achieve a truly 'balanced' approach to the service we deliver.





The Fire & Rescue Service is your Service and your views are important to us.

The consultation process for our Community Safety Plan commenced on 12<sup>th</sup> September 2005 and ran for 12 weeks.

During this period the Fire & Rescue Authority were proactive in gaining the views of the public, employers, key stakeholders and the representative bodies.

This process involved the Authority using an external Opinion Research company to collate the responses to our consultation process.

We held four public focus group meetings in Worksop, Gamston (Nottingham), Beeston and the City Centre. All of our key stakeholders were also invited to a presentation to discuss our proposals with Senior Managers from the Service.

Our own employees and their representative bodies were given staff briefings about our future proposals, in addition a questionnaire was sent to all employees and five thousand members of the community to canvas their opinions.

The Community Safety Plan was made available in all of the City and County libraries with posters displayed directing the public to the Service's own website for further information. In total over 120 copies were sent out to our stakeholders.



# Equality and Fairness

Nottinghamshire Fire & Rescue Service recognises the diverse make up of the County and is therefore committed to equality and fairness. Part of that commitment is to ensure our Community Safety Plan is available in the 10 main languages spoken in Nottinghamshire.

This document is available in English.

এই সেবাটি (ডকুমেন্ট) বাংলা ভাষাও পাওয়া যাবে

چه میگردید، اگر که میدانستید به هیچ نحوی رد نخواهید شد؟

هذه الوثيقة متوفرة أيضاً باللغة العربية.

यह जानकारी आपकी भाषा में उपलब्ध है।

這個信息有中文版。

આ ડોક્યુમેન્ટ ગુજરાતીમાં ઉપલબ્ધ છે.

ਇਹ ਸਮਤਬੰਦ ਪੰਜਾਬੀ ਦੇ ਵਿੱਚ ਵੀ ਉਪਲਬਧ ਹੈ।

Ky dokument eshte i perkthyer ne gjuhen shqipe.

یہ دستاویز اردو زبان میں دستیاب ہے۔

This document is also available in large print, audio format and braille.

## By post:

The Equalities and Fairness Officer  
Nottinghamshire Fire & Rescue Service  
Headquarters  
Bestwood Lodge  
Arnold

(0115) 967 0880

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## **CHAIR OF THE FIRE AUTHORITY**

It is with great pleasure that I have the opportunity to present this Community Safety plan for Nottinghamshire on behalf of the Fire Authority.

In 2003, when we commenced a risk planning process that reflected local needs, we set out not only to deliver a service focused on prevention and education, but one which could deliver an effective response when these methods were not successful.

Our first two risk management plans clearly laid the foundations for this approach, and this third plan, gives us some longer term objectives for the next three years.

Our main focus is the desire to improve the survivability of our community from a wide range of accidents and injuries which not only include fire, but road traffic collisions, water related incidents, falls from height and other related incidents.

Nottinghamshire and the City of Nottingham Fire and Rescue Authority firmly believe that this is the approach for a modern Fire and Rescue Service to take.

In January 2005 the Authority formerly adopted in its vision the title “A safer Nottinghamshire by putting safety at the heart of the community.” This plan reflects how we intend to meet that vision and deliver the Service our communities require and deserve.



**Cllr. Darrell Pulk**



# Introduction

## CHIEF FIRE OFFICER

As an introduction to this plan it is pleasing to reflect that fire deaths and injuries nationally are on the decline, and we as an organisation have made our contribution to these figures.

Within Nottinghamshire alone we have completed over 5,000 Home Safety Checks, we have delivered road safety awareness through our Impact Roadshow to over 2,000 teenagers; and our Risk Watch programme is now active within the majority of our city schools.

Despite these successes however, we are constantly faced with new and emerging challenges. Within the East Midlands alone, the number of avoidable incidents and injuries is still too high, the terrorist threat to the United Kingdom is now more prevalent than ever following the events of 7<sup>th</sup> July 2005, and a new inspection regime through Comprehensive Performance Assessment has given us specific areas on which to focus.

This plan, based over the next three years, is about consolidating our position in terms of the success we have had, moving on to the next level and meeting the new challenges that present themselves.



**Paul Woods**



# Executive Summary

This Community Safety Plan sets out the Fire and Rescue Authority's aims for "A safer Nottinghamshire by putting safety at the heart of the community".

The proposals we have put forward will ensure that the Service further develops to meet the needs of our communities over the next 3 years.

## Community Safety

We intend to continue and develop our work with young people through the RiskWatch programme. Children who have been involved in setting deliberate fires will continue to receive counselling which is appropriate to their needs from the Firesetters team. The Service also aims to achieve a target of 25,000 Home Safety Checks by 2009. In addition we intend to use more dedicated resources in our communities and work with partner organisations through the new local area agreement to deliver more services and reduce accidents.

## Prevention

The Service will fully implement the outcomes of the Regulatory Reform Order on fire safety which is due in Autumn 2006.

## Response

The Service will equip all of its existing 36 pumping appliances with new rescue equipment to enable them to have a 'medium rescue' capability.

We will realign our current rescue provision and implement a technical rescue team crewing two ultra heavy rescue units, water rescue, building collapse and other specialist functions.

## Finance and Resources

The merger of Dunkirk and Beeston Fire Stations into one purpose built station and the relocation of Central Fire Station to a new site within the city centre, will give more opportunities to work within communities.

The consultation process which was undertaken reinforced our intention to provide the communities of Dunkirk and Beeston with a new fire station, and to relocated Central Fire Station.

## Human Resources

The Integrated Personal Development System framework will be fully embedded within the Service to ensure employee development.

## Strategic Direction

The Service will implement the action plan which follows on from our recent Comprehensive Performance Assessment by the Audit Commission.



Nottinghamshire Fire and Rescue Service covers a geographical area of just under 850 sq. miles with a population of over one million people.

The County has a broad mix of both rural and urban areas. The main population areas in the County are:-

Greater Nottingham	500,000
Mansfield	80,000
Worksop	40,000
Sutton in Ashfield	40,000
Newark	25,000

Nottinghamshire has a developed transport infrastructure with the M1 motorway in the west and the A1 in the east. The rail network provides high speed rail links with all the provisional cities, and Nottingham East Midlands Airport is situated just outside the County boundary.

The City of Nottingham has transformed itself into a regional shopping and entertainment centre. This popularity can generate in excess of 90,000 people in the City Centre during the evening.

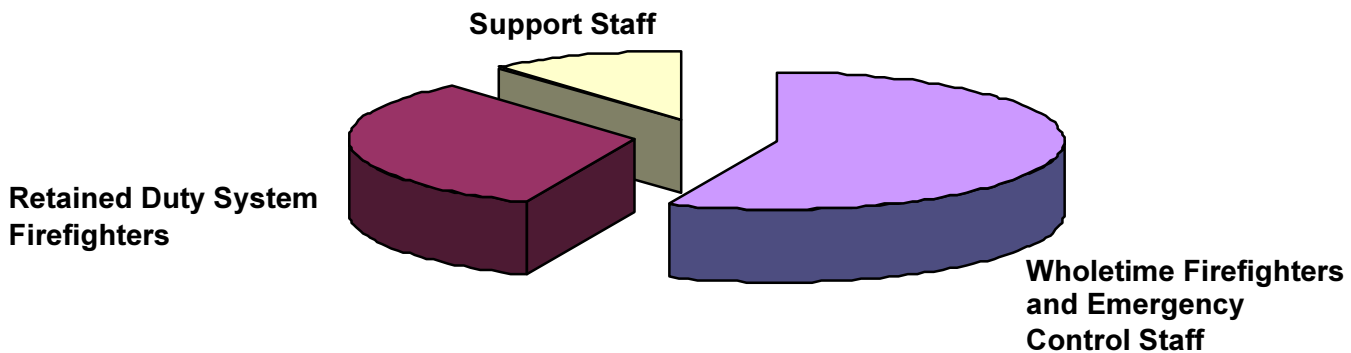
The population is further supplemented by the 15,000 students who attend the city's universities.

The River Trent flows from the Leicestershire border to the south of the County through the Greater Nottingham conurbation, becoming tidal before flowing into Lincolnshire.

The Emergency Response to incidents is provided by 36 fire appliances, and a comprehensive range of specialist fire appliances for more complex incidents.

To provide a service to the County we employ over 1,000 staff these include:-

- 600 Wholetime Firefighters and Emergency Control Staff
- 350 Retained Duty System Firefighters
- 120 Support Staff





# Who are we?

The Service is overseen by The Nottinghamshire and City of Nottingham Fire and Rescue Authority which consists of 18 elected Members.



**CHAIR -  
Councillor  
Darrell Pulk  
(Labour)**

*Nottinghamshire  
County Council*

*Electoral Division:  
Carlton West*



**VICE CHAIR -  
Councillor  
Brent Charlesworth  
(Labour)**

*Nottingham City  
Council*

*Ward:  
Clifton South Ward*



**Councillor  
John Cottee  
(Conservative Group  
Spokesperson)**

*Nottinghamshire  
County Council*

*Electoral Division:  
Keyworth*



**Councillor  
Ken Rigby  
(Liberal Democrat  
Group  
Spokesperson)**

*Nottinghamshire  
County Council*

*Electoral Division:  
Kimberley and  
Trowell*



**Councillor  
John Knight  
(Labour)**

*Nottinghamshire  
County Council*

*Electoral Division:  
Kirkby in Ashfield  
North*



**Councillor  
James O'Riordan  
(Labour)**

*Nottinghamshire  
County Council*

*Electoral Division:  
Carlton East*



**Councillor  
Yvonne Davidson  
(Labour)**

*Nottinghamshire  
County Council*

*Electoral Division:  
Kirkby in Ashfield  
South*



**Councillor  
John Hemsall  
(Conservative)**

*Nottinghamshire  
County Council*

*Electoral Division:  
Tuxford*



**Councillor  
Pat Lally  
(Labour)**

*Nottinghamshire  
County Council*

*Electoral Division:  
Beeston South and  
Attenborough*



**Councillor  
Tom Pettengell  
(Conservative)**

*Nottinghamshire  
County Council*

*Electoral Division:  
Chilwell and Toton*



**Councillor  
Tom Stephenson  
(Liberal Democrat)**

*Nottingham City  
Council*

*Ward:  
Arboretum*



**Councillor  
Mark Spencer  
(Conservative)**

*Nottinghamshire  
County Council*

*Electoral Division:  
Calverton*



**Councillor  
Sybil Fielding  
(Labour)**

*Nottinghamshire  
County Council*

*Electoral Division:  
Worksop North*



**Councillor  
Penny Griggs  
(Labour)**

*Nottingham City  
Council*

*Ward:  
Sherwood*



**Councillor  
Timothy J Spencer  
(Conservative)**

*Nottingham City  
Council*

*Ward:  
Clifton North Ward*



**Councillor  
Malcolm Wood  
(Labour)**

*Nottingham City  
Council*

*Ward:  
Bilborough*



**Councillor  
Brian Grocock  
(Labour)**

*Nottingham City  
Council*

*Ward:  
Bestwood Park*



**Councillor  
Paul Henshaw  
(Labour)**

*Nottinghamshire  
County Council*

*Electoral Division:  
West Mansfield*

The Strategic Management Team of Nottinghamshire Fire & Rescue Service is responsible for the day to day delivery of the Fire and Rescue Service within Nottinghamshire, it is a responsibility delegated by the Fire and Rescue Authority. They consist of six permanent members who are responsible for the core functional departments of the Service: Safety Services, Information Service, Finance and Human Resources.

**CHIEF  
FIRE OFFICER**



**Paul Woods**

**DEPUTY CHIEF  
FIRE OFFICER**



**Martyn Emberson**

**ASSISTANT CHIEF  
FIRE OFFICER  
INFORMATION SERVICES**



**Frank Swann**

**ASSISTANT CHIEF  
FIRE OFFICER  
SAFETY SERVICES**



**David Horton**

**HEAD OF  
HUMAN RESOURCES**



**Gina Turner**

**HEAD OF FINANCE  
& RESOURCES**



**Neil Timms**



# Where we are located

**Headquarters and Control Centre**  
Bestwood Lodge Arnold

**Service Development Centre**  
Ollerton

**Ashfield District**  
Ashfield  
Hucknall

**Bassetlaw District**  
Worksop  
Harworth  
Retford  
Misterton  
Tuxford

**Broxtowe District**  
Beeston  
Stapleford  
Eastwood

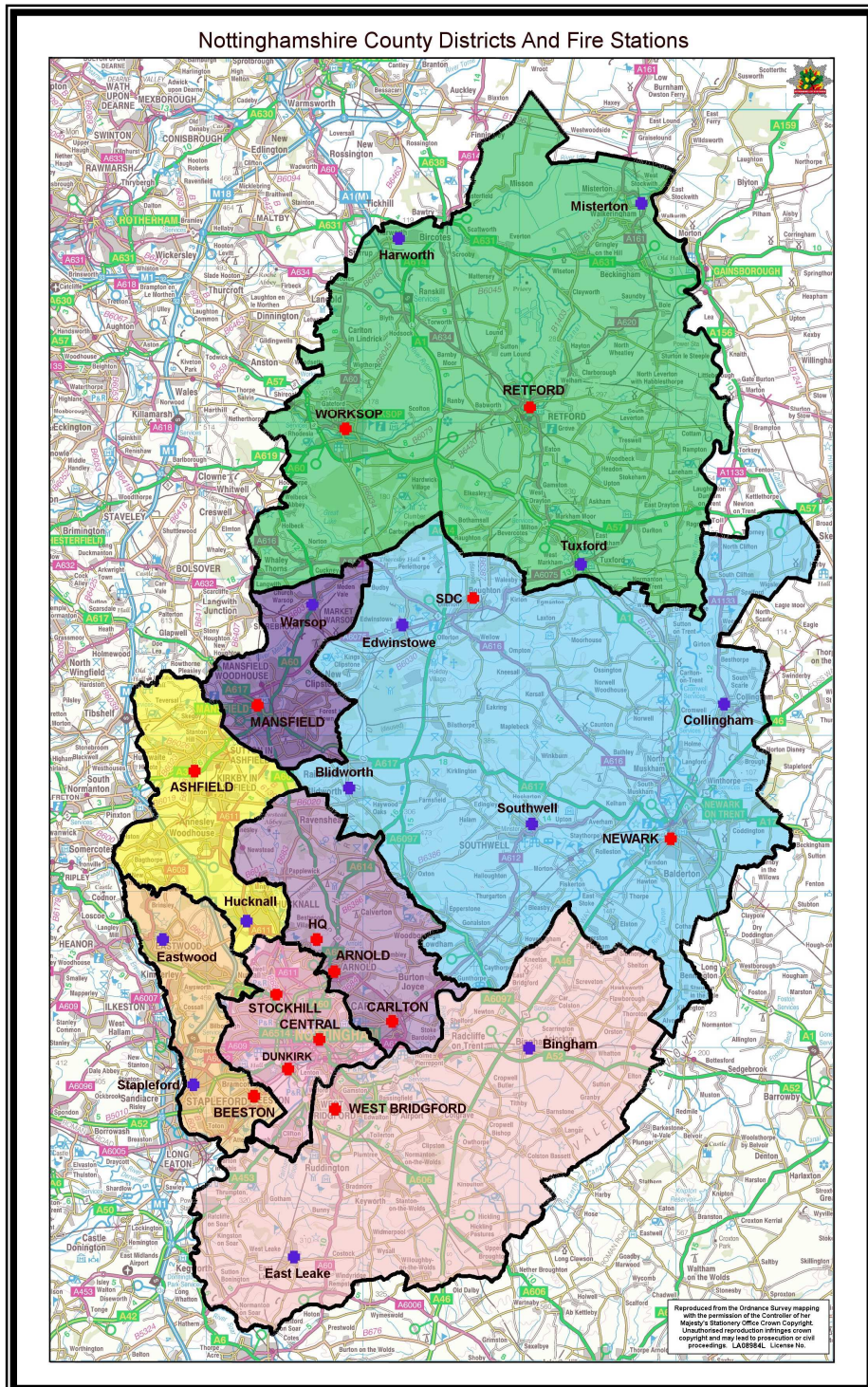
**City District**  
Stockhill  
Dunkirk  
Central

**Gedling District**  
Arnold  
Carlton

**Mansfield District**  
Mansfield  
Warsop

**Newark & Sherwood District**  
Newark  
Southwell  
Collingham  
Blidworth  
Edwinstowe

**Rushcliffe District**  
West Bridgford  
Bingham  
East Leake



In order to deliver effective services our response staff are grouped together into districts which reflect the geopolitical boundaries.

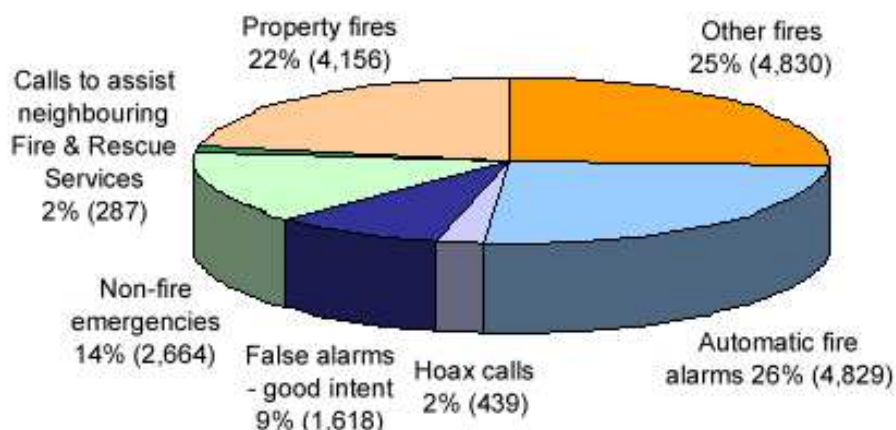
Stations in red are **wholetime**  
Stations in blue are **retained**



The Service attended over 18,000 emergency calls during 2004. It can be seen from the statistics listed below that by continuing to have a balanced approach to Service Delivery we can decrease the amount of fatalities and accidental injuries both in fire and non-fire related incidents.

### A summary of all emergency calls attended from April 2004 to March 2005

(Total number of calls 18,823)



### Casualties by District Council Areas

(Top Row - 2003/04, Bottom Row - 2004/05)

	Road traffic Collisions		Accidental Property Fires		Total
	Fatalities	Non-Fatal	Fatalities	Non-Fatal	
Ashfield	3	67	0	11	81
	5	42	0	11	58
Bassetlaw	7	72	0	4	83
	8	36	0	11	55
Broxtowe	3	49	0	7	59
	2	34	0	3	39
City (North)	4	29	1	32	66
	6	28	0	26	60
City (South)	0	39	1	36	76
	2	33	1	25	61
Gedling	4	30	0	4	38
	1	21	0	3	25
Mansfield	0	22	0	15	37
	0	29	2	14	45
Newark & Sherwood	4	79	0	8	91
	9	84	0	4	97
Rushcliffe	4	53	0	5	62
	1	66	0	9	76
<b>Total</b>	<b>29</b>	<b>440</b>	<b>2</b>	<b>122</b>	<b>593</b>
	<b>34</b>	<b>373</b>	<b>3</b>	<b>106</b>	<b>516</b>

Data obtained Office of the Deputy Prime Minister, neighbourhood statistics service.

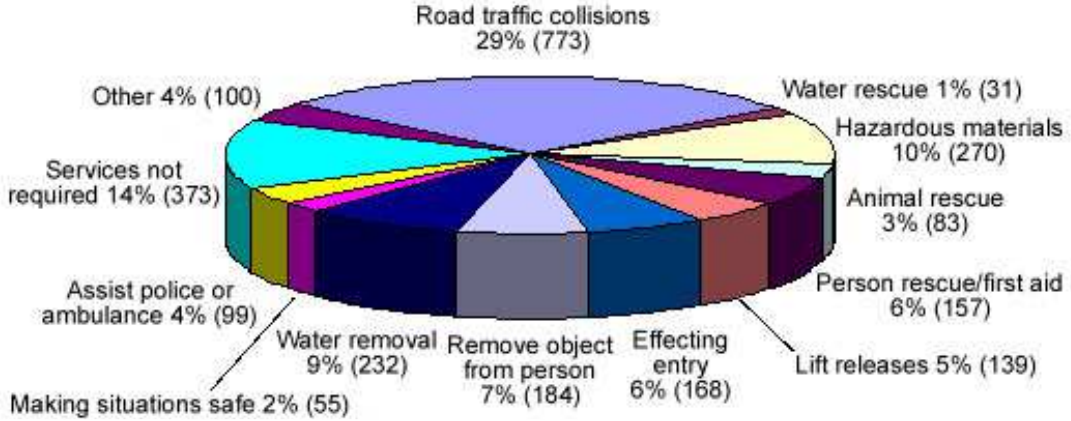


**“In 2003 there were 593 fire related deaths in the UK”**

Data obtained Office of the Deputy Prime Minister.

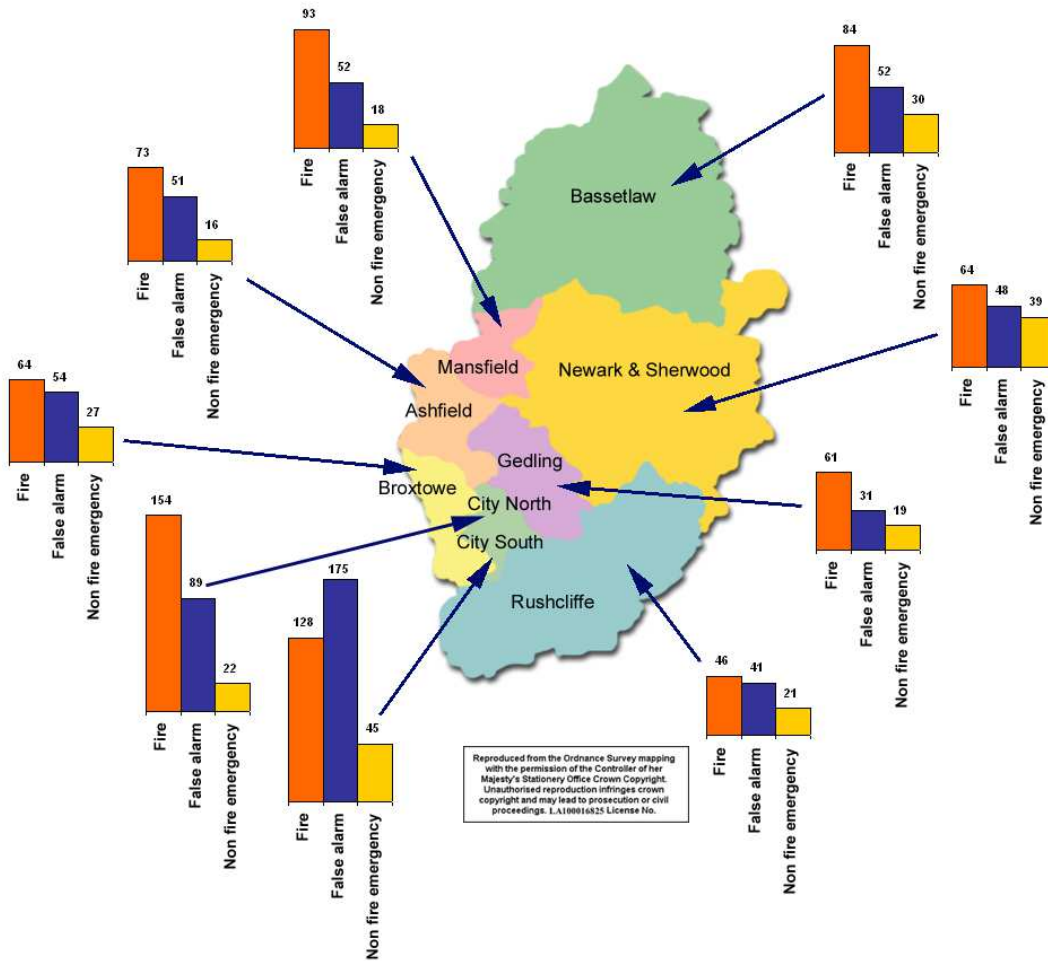
**A summary of non-fire emergency calls attended from April 2004 to March 2005**

**(Total number of calls 2,664)**



**“47% of all our emergency calls are to fires”**

**Number of incidents per 10,000 population for each District**



**“We attended over 18,000 emergency calls in Nottinghamshire in 2004”**

**“Nearly a third of our non-fire emergency calls are to road traffic collisions”**

**Incidents attended by District Council Areas**

(Top Row - 2003/04, Bottom Row - 2004/05)

	Property & Vehicle Fires	Other Fires	Hoax Calls	Automatic Fire Alarms	Other False Alarms	Special Service Calls	Total
<b>Ashfield</b>	397 332	782 476	53 33	385 372	191 162	220 180	2,028 1,555
<b>Bassetlaw</b>	509 430	953 472	55 36	406 372	167 154	286 323	2,376 1,787
<b>Broxtowe</b>	359 302	503 392	60 44	443 385	169 155	267 292	1,801 1,570
<b>City (North)</b>	1,518 1,141	2,499 1,224	143 121	833 922	370 327	340 332	5,703 4,067
<b>City (South)</b>	991 773	1,148 685	180 98	1,441 1,641	313 251	566 512	4,639 3,960
<b>Gedling</b>	419 343	571 328	40 23	201 216	148 112	221 207	1,600 1,229
<b>Mansfield</b>	353 307	1,118 608	76 54	252 243	200 219	183 178	2,182 1,609
<b>Newark &amp; Sherwood</b>	344 271	781 404	30 12	344 358	164 143	277 413	1,940 1,601
<b>Rushcliffe</b>	244 250	316 234	15 17	360 320	89 94	225 222	1,249 1,137
<b>Ward Unknown</b>	3 6	1 8	1 1	1 1	3 1	5 4	14 21
<b>Total</b>	5,137 4,155	8,672 4,831	653 439	4,666 4,830	1,814 1,618	2,590 2,663	23,532 18,536

Data obtained Office of the Deputy Prime Minister, neighbourhood statistics service.



**“People on low income are 31 times more likely to be victims of Arson”  
- Arson Prevention Bureau**



# What are we trying to achieve?

The Community Safety Plan's aim is quite simple – safer communities.

We are achieving this by targeting our resources and time into improved community safety education, for example home safety checks.

We intend to have further dedicated community based staff who will be involved in establishing partnerships within their communities. This approach of using partnerships should allow us to have a more targeted approach in achieving safer communities.



Our aim is to:-

**'By 2010, reduce the number of accidental fire-related deaths in the home by 20% and the number of deliberate fires by 10%.'**

To achieve this we will target:-

## **1. Accidental fire-related deaths in the home**

We will reduce the number of accidental fire-related deaths in the home by 20%, averaged over an 11-year period to 31 March 2010. Nationally, this is equal to 280 fire-related deaths a year, compared with the average recorded in the five-year period to 31 March 1999 of 350 fire-related deaths.

## **2. Fatality rate**

We do not intend to have a death rate from accidental fires in the home of more than 1.25 times the national average by 2010.

## **3. Deliberate fires**

We aim to have a 10% reduction in deliberate fires by 31 March 2010. Nationally, this is equal to a figure of 94,000 from the 2001/2002 baseline of 104,500.

#### 4. How are we going to meet these targets?

To achieve this, we will follow national guidelines by:

- targeting community safety education at the most vulnerable groups, for example, the very young and the elderly, and by delivering community safety education face to face in people's homes;
- improving action taken in fires and other emergencies, for example, by making sure that appropriate resources are in the right place at the right time to provide an effective response; and
- reviewing the building regulations in relation to the level of safety that should be designed into new or altered homes.





# Our Vision

## Our Vision

**“ A safer Nottinghamshire by putting safety at the heart of the community”**

### Our Aims

- To deliver a quality public service
- To maintain efficient and effective support systems for delivering the Service

### Our Value Statement

**“Creating Safer Communities”**

### Our Goals

To improve by:

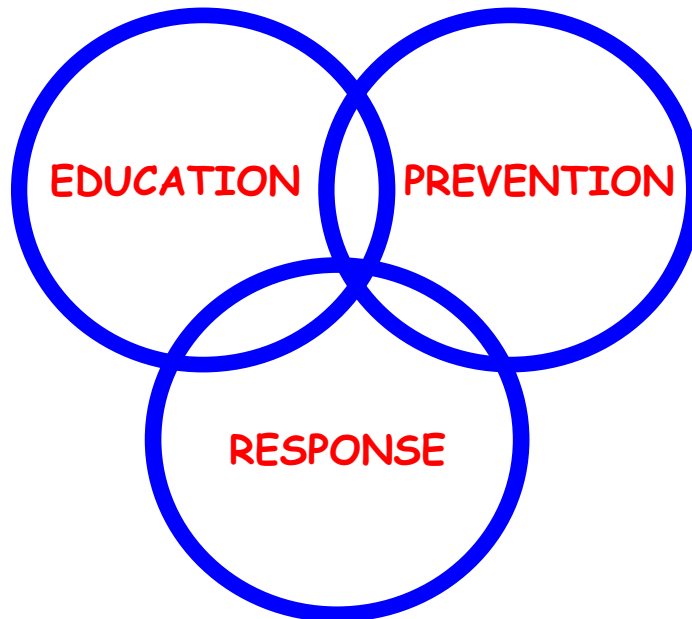
- Responding to the needs of the Community
- Supporting all our employees
- Managing the Service on a good business foundation



# Delivering our Service

The Nottinghamshire Fire and Rescue Service has a national reputation of delivering a high class service. The new challenges we face in delivering our vision will require us to investigate our goals. We will also further develop working in partnership with other agencies to better serve our communities.

The Service will continue to operate in three distinct categories:-



## EDUCATION

**“Working with appropriate partners, we will develop and implement a programme of Community Safety work which responds to the needs and risks of our communities.”**

This aim is currently being achieved by our involvement in both national and local initiatives:-

### Arson Task Force

A dedicated team of Officers have been formed to combat arson in the County. This team consists of Fire Investigators and a member of the Nottinghamshire Police who jointly use their skills and experience to investigate and reduce arson in the County.

**“Since its creation the Arson Task Force has reduced arson on the Bestwood Estate by 78%”**

### Home Safety Checks

Over 5,000 Home Safety Checks were carried out by the Service in 2004. This resulted in 6,000 smoke alarms being provided free of charge and correctly installed in homes across the County. The majority of these checks were carried out by operational fire crews who have modified their working practices to take account of this new role.

**“Home Safety Checks were carried out in 5,000 Nottinghamshire homes in 2004”**

## RiskWatch

We have piloted an innovative school based safety programme called RiskWatch. In doing so we have become a National lead agency for this programme which will be rolled out across England as part of the National Teaching curriculum.

**“In the City of Nottingham 65 schools are taking part in RiskWatch”**



## Impact Roadshow

The Fire and Rescue Service deliver a presentation video and group discussion on Road Safety aimed at teenagers. These individuals are usually referred to us from the Youth Offending Team who use the programme to show the individual the consequences of being involved in car crime.

**“Over 2,000 teenagers in the County have benefited from the Impact Roadshow”**



## PREVENTION

**“We will ensure through Fire Safety legislation that the community is safe in premises that have the potential to pose a risk to life”.**

In 2004, the Fire Safety department of the Service was restructured. Three groups of inspecting Officers based within the geographical areas (North, City, South) and a County wide Licensing section. These are supported by Officers based at Fire and Rescue Service Headquarters.

In addition to these bases, the Inspecting Officers are undertaking new systems of work which are aimed at adopting a risk based approach to the inspection of premises within the county and are based on the Enforcement Management Model utilised by the Health and Safety Executive. This involves gathering of information and the grading of each premises, resulting in actions to be taken. This will include the forwarding of critical information to Operational Crews and will ensure a more consistent approach to any enforcement issues that may arise.

The collation of data from the risk based audit will bring together data which will inform enforcement/compliance, and the data that will be gathered for Fire Service Emergency Cover (FSEC) modelling, which in turn aids the Integrated Risk Management Planning process (IRMP).

We recognise that (inline with national views on data collation) the Fire Safety Officer is a key person in the collection of numerous pieces of data and we are working towards to linking all building information within a central accessible point. This will assist operational response should the fire safety protection control measures in that building prove to be inadequate. The new 'Community Safety' database will be central to achieving this aim.

## RESPONSE

**“We will continue to provide a professional and effective response to bring to a safe conclusion incidents that Fire and Rescue Services are required to deal with”**



We are increasingly being called to a diverse range of incidents. The Service now has an increased capability to deal with what is termed by the government 'New Dimension' type incidents. These incidents relate to the threat of terrorism in the County.

A dedicated incident response unit is now stationed in the County to deal with mass decontamination of the public should an incident occur.

In addition to the Services two Aerial Ladder Platforms all fire appliances have been equipped with the latest line rescue equipment. This development has increased the Services capability to safely work at height.

Every fire appliance in the County now has an in-cab computer system. This allows the firefighters to have instant access to a wide range of data which can be printed off while they are at the incident. This includes, chemical information, building layouts and details of safety systems on cars. Also an additional function of this in-cab computer system allows the crews to plan their route to an incident using satellite navigation.



The Fire Service Emergency Cover Model (FSEC) is a software package which has been developed by the Office of the Deputy Prime Minister and is now used nationally by Fire and Rescue Services.

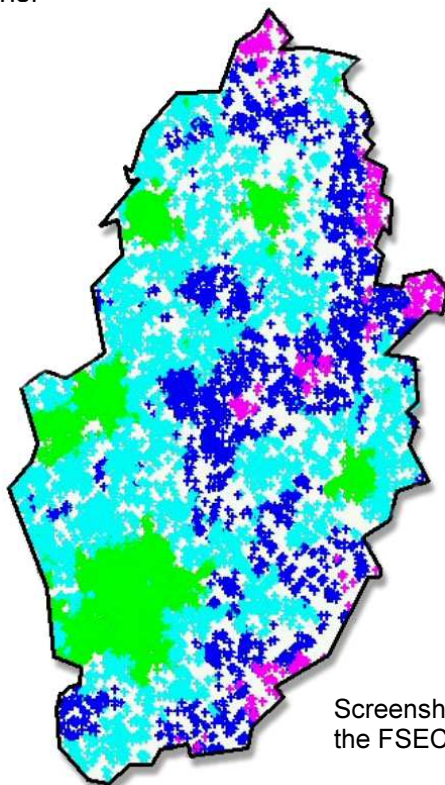
The software has allowed the Service to :-

- Identify existing and potential risk's in the County;
- Assess the effectiveness of our current response arrangements and to plan response improvements;
- Identify areas for improvement in our Community Safety education strategies, e.g. targeted home safety checks.

FSEC has allowed us to build up a comprehensive risk profile of our County. As the software is used by other Fire and Rescue Services it has allowed us to exchange data with our neighbours. This will ultimately allow us to improve our Service Delivery to communities which border with our neighbours.

We do not solely rely on FSEC to provide us with data to develop our Community Safety Plan. We are assisted by information from other sources such as:-

- 1) Incident data from the Services own management information system.
- 2) Additional risk management software called CADCORP. This works in a similar way to FSEC.
- 3) The Fire and Rescue database information obtained by our Fire Safety Inspectors on commercial premises.
- 4) Information from the 2001 census.
- 5) The indices of deprivation (2004).
- 6) Local Authority Development Plans.



Screenshot of Nottinghamshire using the FSEC system.

The new Fire and Rescue Services Act directed Fire Authorities to set up Regional Management Boards (RMB's) to co-ordinate more effectively our work across the region.

The Regional Management Board for the East Midlands has now been established and comprises of Nottinghamshire, Derbyshire, Leicestershire, Lincolnshire and Northamptonshire Fire and Rescue Services.



The Fire and Rescue Service National Framework document supports this partnership approach.

**“The delivery of improved Fire and Rescue Services depends primarily on the efforts of individual Fire and Rescue Authorities and their staff working with their local communities and through Regional Management Boards.”**

Issues the Regional Management Board are currently involved in:-

- 1) Establishing a regional Fire Control centre in conjunction with the National Fire Control project.
- 2) Developing regional training strategies.
- 3) Procurement of equipment and services on a regional basis.
- 4) Producing an effective regional response to large scale incidents, both civil and terrorist related.
- 5) Having regional based specialists in common areas, e.g. Fire Investigators and Hazardous Materials Advisors.
- 6) Introducing regional Human Resources Management, e.g. having regional recruitment drives for firefighters.

The five Fire and Rescue Services of the East Midlands (Nottinghamshire, Derbyshire, Leicestershire, Lincolnshire and Northamptonshire) recognise the need to work more closely together.

This direction is led by the Regional Management Board (RMB) which promotes closer partnership working.

During 2006 we intend to develop our cross border co-operation to deliver a more effective and efficient service to our local communities.

In simple terms we do not see why the limitations of a County boundary should preclude our communities from receiving an even faster response in an emergency situation from a neighbouring service

In particular we will explore using officers of adjoining Fire and Rescue Services who are geographically closer to an incident.

Each Service also invests heavily in what are termed 'Special Appliances' these appliances, such as Aerial ladder Platforms are used in specific circumstances. If we share these appliances across the region we will provide a more efficient response.



The improved resilience of the United Kingdom to deal with a major terrorist attack has had a significant impact on the work of the Fire and Rescue Service. Nottinghamshire plays an integral part in the regional delivery of the 'New Dimensions' project.

The work involves having the necessary trained personnel in place with the right equipment to deal with any major terrorist attack or natural catastrophe, both in this region and across the United Kingdom.

The project so far has included the following areas:-

**Mass decontamination** – The Incident Response Unit (IRU) is now permanently available and crewed by wholetime firefighters. Once mobilised this unit will proceed in convoy with either eight or ten (dependent upon the location of the incident) fire appliances in support. This unit can be mobilised locally, regionally or nationally and the equipment it carries can be utilised for other operational incidents.



**Thermal Imaging Camera's** – Nottinghamshire Fire and Rescue Service have received twenty-two of these camera's from the government. Although being provided to help with the search aspects of collapsed structures etc, these will also be available for use at other operational incidents, particularly rescues from fires. This provision will complement our existing provision of camera's and ensure that each fire appliance has this facility.



**Disrobe and Re-robe Units** – To support the mass decontamination capability, the government is looking to provide disrobe and re-robe units into the region. Although the locations for these units have not been identified, Nottinghamshire Fire & Rescue Service are keen to take delivery of one or both.

**Detection, identification and monitoring equipment** – This equipment comprises of scientific field portable devices that are able to detect, identify and monitor unknown substances. One set of this equipment has been made available from central government to each region and, it is worth noting, that the East Midlands region was the first in the country to have the equipment operationally available. Three Hazmat officers from each Fire and Rescue service in the region have been trained to operate this equipment and, whenever it is required, two trained officers are mobilised. The officers travel throughout the region providing mutual aid to other services.

**High Volume Pumps** – It has recently been confirmed that Nottinghamshire Fire & Rescue Service will receive one of the next two High Volume Pumps into the region. Derbyshire received their unit in early 2005 and Nottinghamshire along with Northamptonshire are earmarked for the next two. These units are capable of pumping up to 8000 litres of water per minute and come complete with three kilometres of large diameter hose. Operators will be trained first to operate the vehicle and then to operate the pump. This unit is anticipated to be operationally available by autumn/winter this year. The units have been developed to support incidents of flooding (nine were used in Carlisle in 2005) but can also be utilised to provide large volumes of firefighting water at other incidents.



**Water Rescue** – Work continues at a national level to identify the exact equipment to be provided. As Nottinghamshire Fire & Rescue Service are one of the leading services in the country in respect of water rescue, we are hopeful to acquire this enhanced provision. Although not finalised, the new provision is expected to include a powered boat. The new equipment will also increase our resilience during flood conditions.

**Urban Search and Rescue** – The equipment to deliver an enhanced search and rescue capability in the region has now been allocated to Leicestershire. Some equipment may be provided to Nottinghamshire to enable a better operational response during a major incident. There will be training issues to address for all operational personnel as a result of Urban Search & Rescue work.

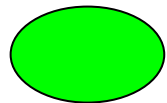
**Potential developments** – Much work is currently being undertaken to meet the requirements of the Civil Contingencies Act 2004 which goes hand in hand with the New Dimensions programme. Examples include 'risk assessment work',- identifying risks and threats and preparing plans to deal with these ; and the development of a mapping system on which much of this pre-planned work can be identified to support the operational Incident Commander.



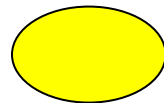
# Progress we have made

In the 2005/6 IRMP numerous workstreams were identified by Nottinghamshire Fire and Rescue Service to move the organisation towards a more proactive rather than reactive agency. These workstreams involved numerous departments within the organisation and dealt with issues from all areas that Nottinghamshire Fire & Rescue Service had an influence over. The projects would positively affect the delivery of the services it provided to the community, staff and ultimately increase the efficiency and effectiveness of the organisation.

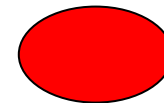
The following information shows the progress on all the elements that were identified in the IRMP 2005/6 with a traffic light system identifying those workstreams that have been implemented (Green), during the past year and those which are being carried into the 2006/7 Plan (Amber). It must be recognised that a number of the workstreams identified in the 2005/6 IRMP are ongoing core activities for the organisation and that the emphasis in the 2006/7 Plan will be that of actions which are milestone specific.



Project Complete



Reasonable Progress



No Progress

IRMP REF	TITLE	Progress
		<b>SERVICE DELIVERY</b>
<b>1</b>		<b>Education</b>
1.1	<b>ARSON TASK FORCE</b>	The Arson Force has been fully developed to identify arson hot spots through the use of both fire service and police data. A district model has also been developed to tackle identified areas and to help work towards the government target in reducing deliberate fires
1.2	<b>FIRE INVESTIGATION</b>	A Regional Review of Fire Investigation has been carried out with the Regional Management Board. From this, cross-border collaboration of resources was identified and subsequently this has produced the joint use of the Fire Investigation dog, which is trained to detect ignitable liquids.
1.3	<b>COMMUNITY ENGAGEMENT</b>	Identify and implement methods and approaches to facilitate greater community engagement in partnerships with other agencies.
1.4	<b>IMPACT ROADSHOW</b>	'Impact Roadshow' has been presented by the Community Safety Department (CS) to teenagers throughout the authority area to tackle issues around teenage vehicle driving and road safety to compliment abandoned car clearance initiatives.
1.5	<b>WORK WITH YOUNGER PERSONS</b>	This generic strategy has resulted in active projects taking place throughout the authority such as Impact Roadshow, Safety Zone, RiskWatch.

IRMP REF	TITLE	Progress
1.6	SAFETY ZONE	Safety Zone has been embedded within the Community Safety programme and is delivered in conjunction with numerous agencies to provide school children with safety education.
1.7	AVOIDABLE INJURIES	A Policy Officer is now in place to develop multiple partnerships with stakeholders with the aim of reducing avoidable deaths and injuries within the city and county. There is also an interaction on a regional basis since the East Midlands has a higher than national average for accidental death.
2		<b>Protection</b>
2.1	REGULATORY REFORM ORDER	The impact of the Regulatory Reform Order for Fire Safety Enforcement was fully assessed and the appropriate training provided to Fire Safety Officers. In addition to this, local and national performance indicators are being used as a performance management tool.
2.2	FIRE SAFETY ENFORCEMENT/ OPERATIONAL CREWS	A new working framework to permit operational crews to undertake assessments of premises is in place which allows correlation of operational and fire safety information.
3		<b>Response</b>
3.1	CREWING OF APPLIANCES	Both internal resources and an external consultancy group were appointed to review this workstream and the resulting outcomes from this will help form the basis for any appropriate changes within the organisation.
3.2	ROAD TRAFFIC COLLISIONS RESPONDING	The Best Value Review is now complete and we will introduce two new ultra heavy rescue units and upgrade all of our rescue equipment on pumping appliances. This process will start mid 2006.
3.3	RESPONSE TO SPECIAL SERVICE CALLS	This workstream has been completed through the examination on how the Service responds to Special Service Calls (Non-Fire Emergencies). We intend to make minor amendments to our existing pre determined attendance to certain types of Special Service Calls. In addition we will store all new mobile equipment in one central location.



<b>IRMP REF</b>	<b>TITLE</b>	<b>Progress</b>
3.4	<b>CREWING/ RESPONDING WITH GOVERNMENT APPLIANCES</b>	The effective methods of staffing government supplied resources and responding to calls for assistance with these units has been fully assessed by the Civil Resilience Team. Therefore once the government have decided on the location of these resources Nottinghamshire Fire & Rescue Service will put into place the means to facilitate their use.
3.5	<b>OPERATIONAL SUPPORT STAFF</b>	A review was carried out on the principle of utilising non-firefighting Operational Support Staff to crew operational resources whose attendance were not time critical. Resulting from this no further actions are anticipated in this area.
3.6	<b>CIVIL CONTINGENCIES BILL</b>	With the Civil Contingencies Act 2004 now in place Nottinghamshire Fire & Rescue Service Has to co-operate with relevant bodies to discharge these statutory duties and to provide protection to the communities that we serve both locally and nationally. There is now within Nottinghamshire Fire & Rescue Service a team that encompasses this element of resilience together with the regional and national issues.
<b>4</b>	<b>Resource Provision</b>	
4.1	<b>CROSS BORDER COOPERATION</b>	A review of the disposition of operational resources with regard to neighbouring Fire and Rescue Authorities is continuing to be carried out and work in this area is progressing into 2006/7.
4.2	<b>OFFICER EMERGENCY COVER</b>	Initial investigations have been carried out examining the options for the sharing of officer resources throughout the region. Subsequently Fire Investigation and Hazardous Materials Officers for cross border use are to be reviewed in more detail within the 2006/7.

<b>IRMP REF</b>	<b>TITLE</b>	<b>Progress</b>
4.3	<b>REGIONAL CONTROL</b>	A regional working group and national project team is in place to aid the preparations for the transition to provide a regional control facility within the East Midlands. The national guidance is being followed in order that the resulting Control Centres are to the specification and requirements set down by the government.
4.4	<b>NEW WORKING PATTERNS</b>	The working systems for operational staff has been fully investigated during this year and from this a new officers working pattern has been implemented. The remaining wholetime staff are involved in negotiations and a new working system for them will be implemented imminently.
		<b>KEY SUPPORTING ISSUES</b>
<b>5</b>		<b>Corporate Leadership</b>
5.1	<b>COMPREHENSIVE PERFORMANCE ASSESSMENT</b>	A corporate self assessment was completed by the Performance Management Team prior to the full Comprehensive Performance Assessment which was carried out over a two week period in February 2005. The resulting report has generated a performance indication of the organisation and a subsequent action plan which is being actively worked through.
5.2	<b>PERFORMANCE MANAGEMENT</b>	The appointment of a Performance Manager, through national funding, has provided Nottinghamshire Fire & Rescue Service with a resource to implement, embed and review a new performance management framework to further improve organisational performance and promote efficient working.
5.3	<b>REGIONAL MANAGEMENT BOARD</b>	Nottinghamshire Fire & Rescue Service continues to actively engage with Regional Management Board and supporting forums and this will continue with Chief Fire Officer Woods as the chair of the board.

IRMP REF	TITLE	Progress
6		<b>Human Resources</b>
6.1	<b>DISABILITY DISCRIMINATION ACT</b>	A full review of all aspects of the organisation in light of new obligations under parts 2 and 3 of the Disability Discrimination Act (1995) has been carried out by the Equality and fairness Officer. From this the organisation is actively engaged in complying with this statutory instrument and continues to put the resources in place to adhere to it fully.
6.2	<b>NEW APPOINTMENT AND PROMOTION PROCEDURES</b>	The Service is proactively involved in implement the recruitment and selection procedures from the Fire Services (Appointment and Promotion) (England and Wales) Regulations 2004. Work is also being carried out regionally in the areas of Assessment Development Centres (ADC) and having a common recruit training process
6.3	<b>IPDS</b>	This large workstream continues to be worked on with specific areas of Assessment & Development Centres, employee assessments, performance development review system, Continual Professional Development and assessor and centre accreditation.
6.4	<b>ATTENDANCE MANAGEMENT</b>	An attendance management system is in place which has the main aims of reducing sickness absence and ill-health retirements.
6.5	<b>STRESS MANAGEMENT</b>	A stress management system has been devised and embedded within the organisation which has used psychological risk assessments and the services of a psychologist, the Health and Safety Executive and the psychology department of a local hospital.
6.6	<b>WORK-LIFE BALANCE</b>	Family friendly policies have been aligned to support more efficient and flexible working with Nottinghamshire Fire & Rescue Service and will continue to be offered to employees.

<b>IRMP REF</b>	<b>TITLE</b>	<b>Progress</b>
6.7	<b>PROMOTION OF MULTIPLE WORKING PATTERNS</b>	As part of the focus during 2006/7 examining working patterns, Nottinghamshire Fire & Rescue Service will continue to promote part time, job share and flexible working for all staff in support of family friendly and work-life balance working. (This dovetails into the workstream 6.6 that covers Work-Life Balance)
6.8	<b>RETAINED STAFFING/ SUPPORT</b>	A full review of all practices in relation to retained staffing and support was carried out in light of the findings and recommendations of the National Retained Review Team. It is expected that in due course the work resulting from this internal examination will form part of Nottinghamshire Fire & Rescue Service activities.
<b>7</b>		<b>IT and Communications</b>
7.1	<b>E-GOV</b>	The 'e-government' national strategy relating to the Fire and Rescue Service continues within the organisation and has been absorbed into the Knowledge Management System Workstream with influence from the Freedom of information Act 2000.
7.2	<b>FSEC</b>	The Fire Services Emergency Cover (FSEC) modelling system has been fully adopted within Nottinghamshire Fire & Rescue Service as a risk management tool with the team also working nationally and regionally to develop a methodology for analysing the emergency cover that is provided to the public.

IRMP REF	TITLE	Progress
7.3	FIRELINK	Nottinghamshire Fire & Rescue Service is fully involved with 'Firelink', the new national Fire and Rescue Service radio scheme.
7.4	KNOWLEDGE MANAGEMENT SYSTEM	The Knowledge Management System within the organisation is being actively worked on and in conjunction with the e-government workstream it will form a fully accessible system for the end users.
8		<b>Finance</b>
8.1	ASSET MANAGEMENT SYSTEM	A new asset management system has been identified and is anticipated will run alongside a Fleet Asset System which has been purchased. The research has taken place and a trial and implementation will follow in due course.
8.2	IRMP PREMISES RESOURCING	Any new, or modification to, existing premises resulting from Integrated Risk Management Plan activities is a process which is ongoing and dynamic. If it is identified that a specific workstream has implications for premises, this information is factored into the process.
8.3	IRMP FLEET RESOURCING	The Fleet Resourcing due to Integrated Risk Management Plan workstreams again is an activity which is ongoing and dynamic. Any specific workstream that has been identified as requiring a fleet resource is fully assessed and scoped by the transport department.



# What are we going to do?

To continue to develop a modern Fire and Rescue Service which meets the needs of communities, we must have a clear idea of what needs to be done. We intend to build on the considerable progress the Service has already made towards achieving our aims. Detailed below are the key areas we intend to focus on during the next three years, with an action plan which summarises our proposals.

## Education

### Complete the implementation of RiskWatch into all schools within Nottinghamshire

The RiskWatch safety programme has been rolled out to numerous city and primary schools over the past year and this will be built on by ensuring that the allocated resources bring further schools countywide into this avoidable injury programme. In conjunction with Nottingham University the programme will be evaluated for its impact on the school children in reducing accidental injury and provide the supporting statistical information.



### Extend the Firesetters programme in all areas of need

The Firesetters programme is accepting over 200 referrals annually from various agencies within the county on children that play with fire from the ages 3-17 years old. For this, there is a dedicated team of Nottinghamshire Fire & Rescue Service volunteers who provide the appropriate education to stem this activity. In addition to this scheme a new "FireSafe" programme is being developed to provide a greater method of intervention to children between 11-17 years old who have been referred through the Youth Offending Service.

### Achieve a target of 25,000 Home Safety Checks by December 2009

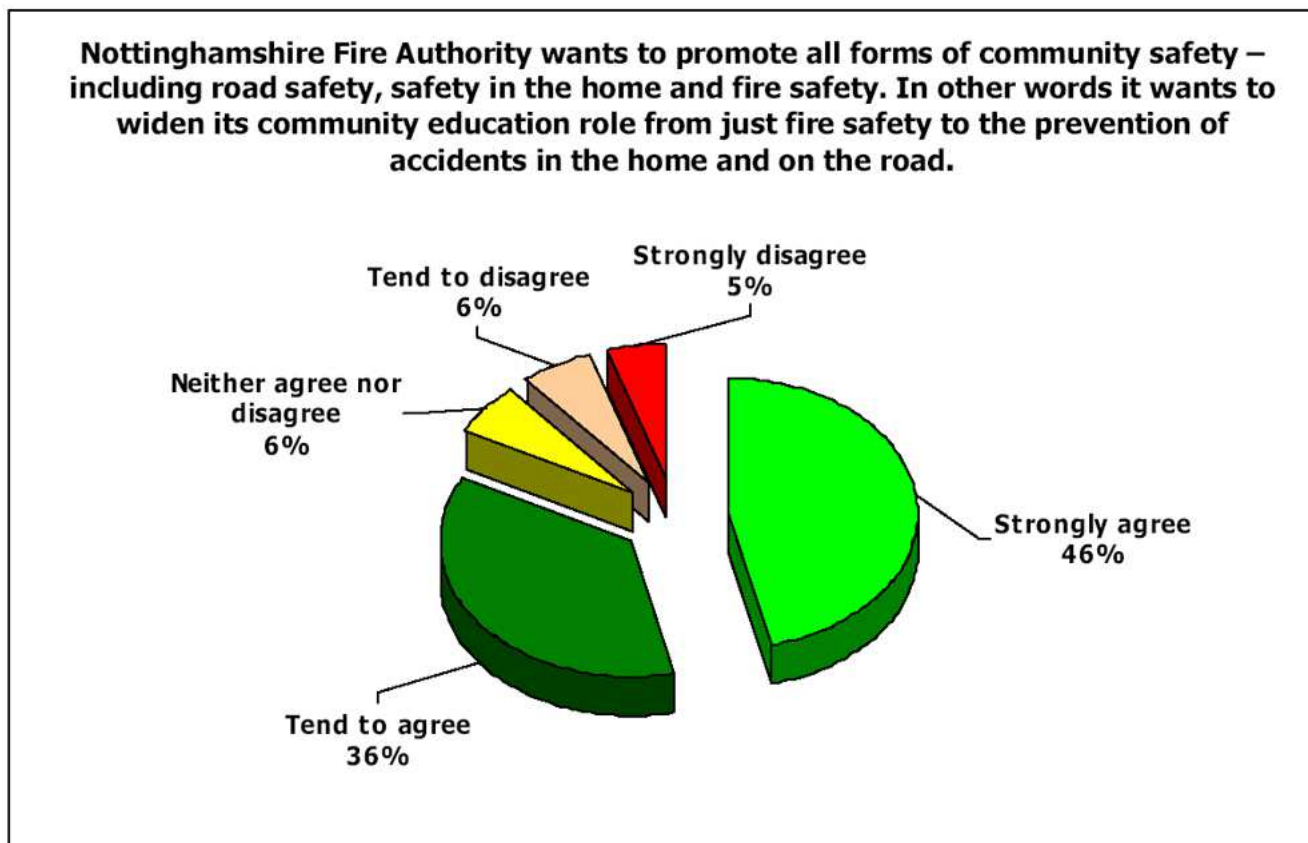
The Service in partnership with numerous voluntary organisations are continuing to provide free Home Safety Checks to all members of our communities. The Safety Checks involves Fire-fighters and other trained individuals carrying out a comprehensive risk assessment of an individuals home. This identifies potential hazards from not only fire but from other avoidable injuries such as trips and falls. Where necessary we will install free smoke alarms into the property complete with a battery which lasts for ten years. ***Our target will be to have achieved 25,000 Home Safety Checks in the county by December 2009.***

**If you require a FREE Home Safety Check please contact the Community Safety Team on 0115 9670880.**

## Response to Consultation

A questionnaire was sent out to 5,000 members of the public and to all of our employees. As Figure 4 shows, 82% of respondents agree with the shift of emphasis towards community safety in the wider sense, as proposed by the Fire Authority.

### **“They pointed out things I would never have thought about” (Home Safety Checks)**



**Figure 4: How much do you agree or disagree with this shift of emphasis towards community safety in the wider sense? By all respondents.**

### **“There are fire engines coming to put fires out when they could be needed somewhere else... kids need to see the damage they’re causing” (Firesetters)**

## Respond to the requirement of the new Local Area Agreement

Local Area Agreements (LAA's) make a radical change in relations between central and local government by focussing on a core set of outcomes for an area. The Agreements significantly simplify the arrangements which have previously been in place, and give local areas much greater freedom to spend on local priorities.

Government recently announced an extension of the pilot Local Area Agreements with a further 66 local authorities and their partners being involved in negotiations. Both Nottinghamshire County Council and Nottingham City Council submitted 'expressions of interest' in early May 2005 and this has resulted in two Local Area Agreements covering the County.

<b>Government relationship team</b>	<b>Unitary area covered</b>	<b>Constituent authorities</b>
Government Office East Midlands	Nottingham	Nottingham City Council
Government Office East Midlands	Nottinghamshire	Nottinghamshire County Council Ashfield District Council Bassetlaw District Council Broxtowe Borough Council Gedling Borough Council Mansfield District Council Newark & Sherwood District Council Rushcliffe Borough Council

The majority of Local Area Agreements on which negotiations will shortly begin will be focussed around Children and Young people; Safer and Stronger Communities; Healthier Communities and Older People, and the new fourth block on Economic Development and Enterprise. Negotiations have to be completed by April 2006 when the agreements commence.

Local Area Agreements are intended to bring together partners from across a wide range of agencies, with Nottinghamshire Fire & Rescue Service being identified as a primary partner, along with health, police, business and the voluntary sector.

The Service is already actively involved in the City Council's mini Local Area Agreement covering Safer Stronger Communities where a number of initiatives have been identified to reduce deliberate fires. This has resulted in the inclusion of a deliberate fire target within the basket of targets by which the success of the mini LAA will be measured.

The Service is currently working with partners to develop an Avoidable Injuries target. This focuses on Safer Homes, Safer Roads and Safer Neighbourhoods for inclusion in both Nottingham City's and Nottinghamshire's Local Area Agreement.

## Best Value Review on partnerships



A Best Value Review on partnership working was carried out in 2005 with the aim to ensure that partnerships Nottinghamshire Fire and Rescue Service are involved in provide a service that is responsive to the needs of citizens, being efficient, economic, equitable and effective.

The Review made six recommendations which were:-

1. Develop a partnership strategy document
2. Develop a evaluation toolkit
3. Develop business case template to assess the legitimacy of any new partnerships
4. Design, implement and maintain an effective partnership register
5. Development of guidance on exit strategies
6. Develop a training package

## **Prevention**

### **Implement the outcomes of the new Regulatory Reform Order on Fire Safety due August 2006**

New guidance, training and systems of work have been put in place by the Fire Safety Department to fully implement the Regulatory Reform Order which will come into force in August 2006. This has involved both internal and external stakeholders so that an awareness of this risk based approach will be in place from August 2006 and has becomes embedded throughout the forthcoming year. Subsequent years will see the Service build on this concept and introduce new systems that will support the prevention needs of business and community through partnerships and agreements.



**If you are a business and require Fire Safety Advice please phone our Technical Fire Safety Team on 0115 9675834**

## **Response**

**Best Value Reviews**

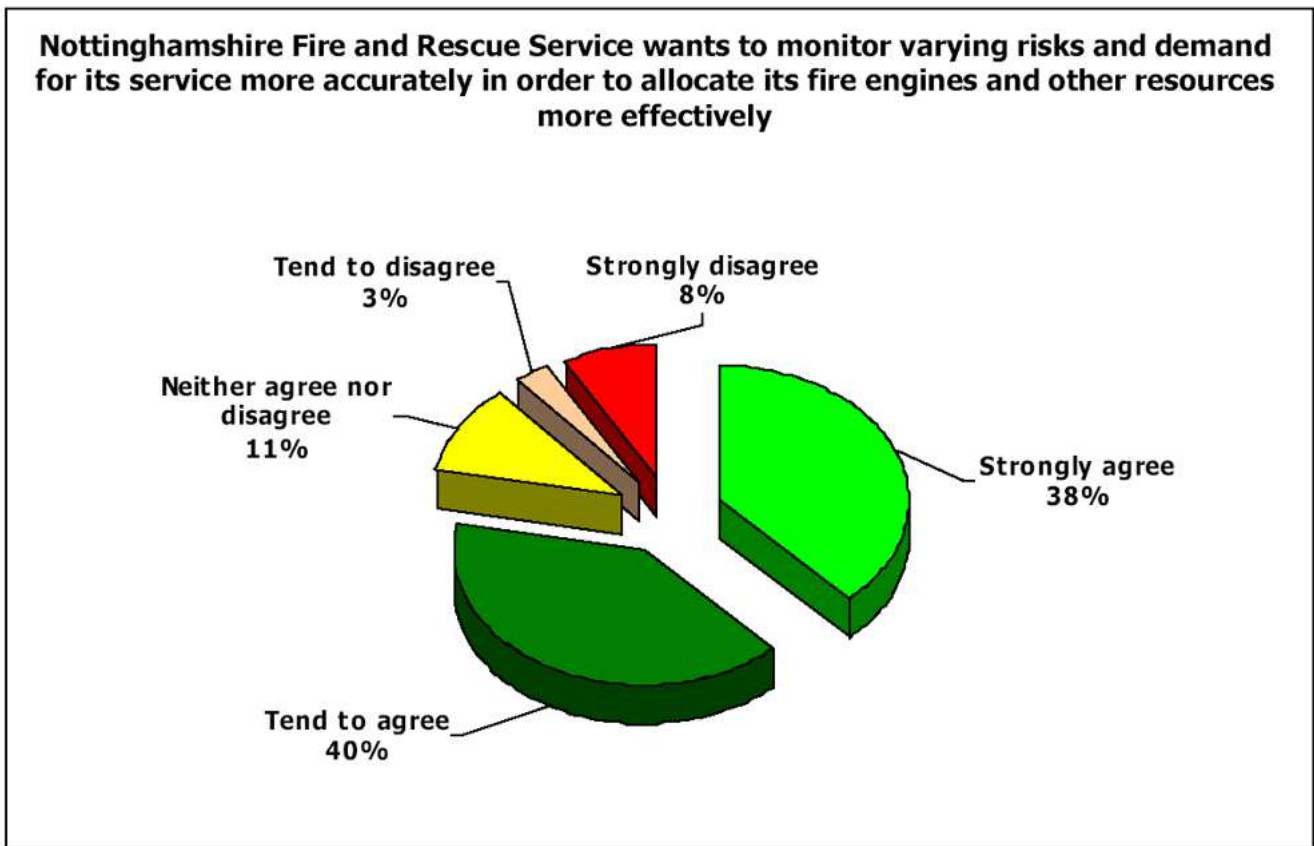
A number of Best Value and other reviews are being undertaken throughout 2005/2006 which will have implications over the life of the strategy:-

**Demand Led Resourcing**

An external consultancy team, ORH Ltd, has carried out the review into the resources Nottinghamshire Fire & Rescue Service use when responding to emergency incidents. Our profile has identified that we have a variable profile of operational incidents at certain periods of the day. This variable demand shows our resources operating at near capacity during afternoons and early evenings, whilst during night periods and mornings the usage is much reduced. This presents us with the opportunity to vary our operational response levels throughout the 24-hour period freeing up capacity in terms of personnel and resources. The personnel liberated would be re-deployed to new response options and Community Safety initiatives. No posts would be lost. By 2008-2009 we would have new ways of dealing with non-property fires with a streamlined and rapid approach which would lessen the impact and interruptions on all major resources. This would be coupled with our Community Safety Support team in all Districts.

**Response from consultation**

The response from our consultation survey indicates that 78% of all the respondents agree with the Authorities plans to match resources with demand.



**Figure 9: How much do you agree or disagree that the Fire and Rescue Service should do this? By all respondents.**

**“ I assumed that’s what happened now”**

Responding to Road Traffic Collisions (RTC) and Special Service Calls (SSC)

In the IRMP 2005/6 it was outlined that investigative work would be carried out with regard to the most effective methods in responding to:

- Road Traffic Collisions (RTC)
- Special Service Calls (SSC)

The review concluded that the Service would need to upgrade its rescue capability to meet the increasing demands placed on the Service. The Authority will upgrade all of its existing 36 pumping appliances to have a 'medium rescue' capability. The existing fleet will be replaced with new rescue pumping appliances, the first four of which will be delivered in 2006.

We will also provide two new ultra heavy rescue units which will replace our current rescue tenders. These appliances will be placed in the North and South of the County to provide maximum operational cover. These units will be equipped to deal with major heavy rescue and specialist rescue incidents, supplementing the rescue equipment we already use.

A dedicated rescue team will also be formed to crew the new ultra heavy rescue, water rescue, rope rescue and collapsed structures. The new rescue crews will also provide continuation training for all of our existing fire crews in the latest rescue techniques.



### Cross Border Co- Operation

We have started our review into service provisions along the 'M1 corridor' between Nottinghamshire and Derbyshire. This work will continue into 2006/07 when it is planned to implement the findings from the review.

There are wide areas in which the review has considered sharing of resources, for example:-

- 1) Specialist line rescue teams.
- 2) Regional fire investigation teams.
- 3) Regional hazardous materials advisors.
- 4) Sharing of 'specialist' appliances.
- 5) Greater use of cross border, pumping appliances.
- 6) Cross border officer fire cover.

To build on this work we will further engage with other Fire and Rescue Services across the East Midlands to develop cross border co-operation. In doing so we will develop a common approach to the incident common system and its related provision including specialist roles.

### Automatic Vehicle Location

This will enable the control operator to accurately see the location of all appliances at any time and particularly when relating the position of appliances to the actual location of any incident. The Control Operator will then be able to send the nearest appliance regardless of whether the incident is in that appliances 'Station Area'



The Automatic Vehicle Location will enhance the response to incidents made by the Fire & Rescue Service, better utilise resources that are available and improve the safety to the public. It will also enable the control operators to monitor the locations and cover being provided when appliances move around carrying out tasks such as home safety checks. This will then ensure that all areas of the County have adequate fire appliance cover.

## Proposed merger of Dunkirk and Beeston Fire Stations

Dunkirk and Beeston Fire Stations have both reached a stage where they will require significant financial investment if they are going to continue to serve their communities.

We consider that a new purpose built fire station located on land near University Boulevard, Lenton would be the best option for the community, the staff and the Service. The new station would accommodate appliances currently at Dunkirk and Beeston Fire Stations, with additional capacity for the new vehicles which will be supplied by the government. The new station would provide additional facilities which would allow greater community engagement by the Service.

In considering the location of the new station we have used data to input the Fire Service Emergency Cover Model (FSEC). This software has been supplied by the government to assist Fire and Rescue Service's delivering the optimum locations for their stations. A site around the University Boulevard area has proven to have no detrimental effects on response times.

This investment by the Fire Authority will ensure a state of the art community based fire station which will meet the needs of a modern Fire and Rescue Service and the community it serves.



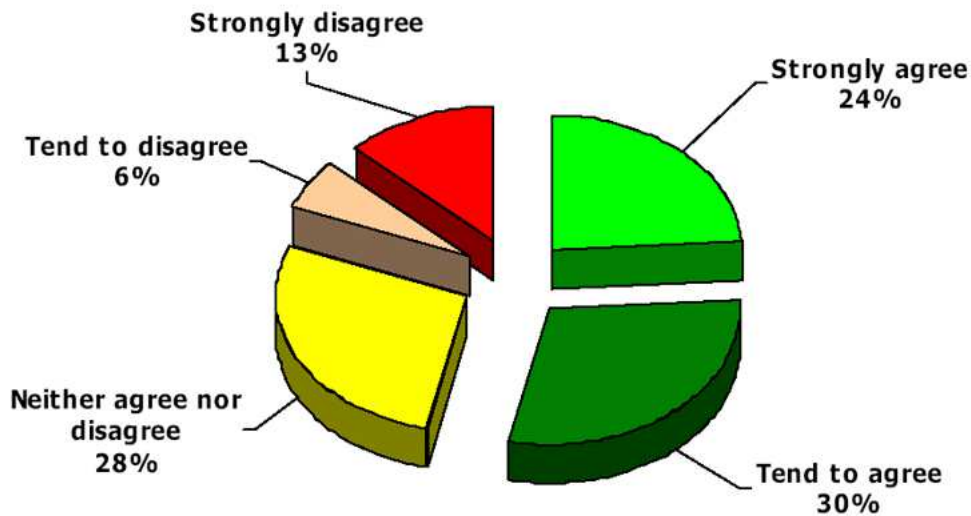
## Relocation of Central Fire Station

Due to the major redevelopment work in the city centre, and the changes to the road network, the location of Central Fire Station is now outdated. An additional factor that we have to consider is that the majority of fire deaths and injuries occur in predominantly residential areas. The current location of the station on Shakespeare Street is right in the heart of the business and commercial areas of the city, where the risk to life is significantly lower.

We propose to relocate the operational base to a site within the current Central Fire Station area. This will enable the Service to have its operational capability located where it will be most effective in reducing avoidable fire deaths and injuries. It is proposed that this new base will be operational during 2008/09.

## Response to consultation

**Nottinghamshire Fire Authority believes that the Central Fire Station (on Shakespeare Street, Nottingham) should be relocated to a better site – as part of continual development- to provide improved safety cover for the central district.**



**Figure 7: How much do you agree or disagree with this relocation? By all respondents.**

**“Being somewhere like St. Anns and being more visible will make a difference... It will make people more aware of what the Fire Service do”**

#### Review of all Station locations

During 2007/08 we will review all the locations of our existing Fire Stations to ensure that they are in the best locations for the communities they serve. Using the Fire Services Emergency Cover modelling software we will identify the optimum locations in terms of risk and demand. Recommendations will be made to the Fire and Rescue Authority following the outcome of this work during 2009.

## Complete the implementation of the IPDS framework

The Integrated Personal Development System provides a structured approach to Personal Development in the Fire & Rescue Service. The system incorporates the necessary development modules for maintaining competence in the work place and development to higher roles. The Service also supports continuing professional development of all employees.

During 2006/07 we will have in place the Systems, Development Centres and Workplace Assessors to ensure that Integrated Personal Development System is embedded into the culture of the service.

## Provide and install a new Human Resources system to support the demands from the modernisation process

An information technology solution is required to keep pace with the increased development of staff and the varying ways in which they are deployed to meet the needs of the Service. We intend to provide and install a new HR system to support the demands from this modernisation process. This will begin in 2006/2007 and be complete by 2008/2009.

## Sickness/absence

Together with the Occupational Health Unit, the Human Resources department and the District Performance Managers support has been given to individuals in order to reduce the occasions of sickness in the Service. All line managers have been given formal training on the organisation's Absence Management Policy so that effective control, monitoring and recording of sickness is maintained in all areas of Nottinghamshire Fire & Rescue Service.



To assist in the welfare, support and absence control of our employees we will use an external company to monitor absences from our employees. First Care Health and Absence, will be the first point of contact for our employees when they book absent from work.

This company will provide support and advice to various medical conditions over the telephone when an individual books absent. This service will form part of a comprehensive package of welfare and support offered to our employees from our Occupational Health unit.

## Equalities and Fairness

The Service has produced its second Race Equality Scheme which outlines the Service's commitment to the Race Relations Amendment Act 2000 General Duty. A full copy of the scheme and action plan is available on our website at [www.notts-fire.gov.uk](http://www.notts-fire.gov.uk) The Service will also commence work on the new general duties for Disability and Gender which will be implemented over the next few years.

The implications of the Disabilities and Discrimination Act (1995) has been fully evaluated by the Equalities and Fairness Officer and Part 2 and Part 3 elements assessed in detail. With Part 2 (Employment) the Service will actively insure that reasonable adjustments will be made, where possible, to prevent discrimination on the grounds of disability when considering whether an employee should retire from the service. Part 3 gives disabled people important rights of access to everyday services that others take for granted. This again has to be fully implemented by Nottinghamshire Fire & Rescue Service by making reasonable adjustments in relation to the physical features of the premises to overcome the barriers to access.

The Service is currently working towards the Equality Standard for Local Government and aims to achieve level five of the standard by 2009. At present the Service is working towards achieving level two in March 2006 and Level Three by March 2007. The Equalities Strategy, which will assist us in achieving this aim will be published in 2006. The strategy will be built into existing mechanisms of strategic planning and performance management, and will outline our commitment to equalities and diversity as an employer and service provider.

In October 2006 a European Age Directive will be enacted that will make it unlawful to discriminate on the grounds of age. From this statutory instrument Nottinghamshire Fire and Rescue Service will put into place the necessary policies and procedures to adhere to this legislation.

## Health & Safety

Health & Safety forms an integral part of the work of the Fire & Rescue Service. Due to the fact that Health & Safety underpins all the work activity of the Service the Fire Authority will provide the strategic lead on Health & Safety.

This Authority will seek to integrate this work in an overall risk management strategy that is aligned to the community safety strategy.

To achieve this aim the Service will:-

1. Review the role of the Health & Safety policy and ensure it features within overall business plans.
2. Actively monitor the performance of Health & Safety with the introduction of a policy for accident investigation, improved analysis and sharing of data among departments.
3. The Senior Management Team will review Health & Safety performance and report to the Fire Authority on a regular basis.





# Regional Issues

## New Dimension

During this year the possible additional appliances and equipment that will be directed to Nottinghamshire Fire & Rescue Service as part of the government New Dimensions Project will be incorporated into the organisations mainstream activities. This will involve not only providing a suitable base for the supplied resources but also the ongoing training and maintenance required to keep them available for local, regional and national incidents. The amount of work involved in this element is dependant on any further resource allocation from central government.

## Civil Resilience

Ongoing work will be directed towards business continuity plans for Nottinghamshire Fire & Rescue Service in relation to maintaining the best level of service delivery to members of the public when faced with major issues affecting operational or non-operational levels of performance.

The Civil Contingencies Act 2004 has placed many obligations on the Fire & Rescue Service, and as such we are classified under the Act as a Category 1 responder. During the coming year we will further develop our Business Continuity Plans to ensure that the Authority is able to deliver our services to the community regardless of internal or external emergencies which may occur. This duty is a requirement under the Act and our success at achieving a robust Business Continuity Plan will be assessed by the Audit Commission to ensure compliance.

## Control

The work continues across the region to establish a Regional Control Centre (RCC) by 2008. The government have set up a 'Convergence' project to ensure systems are compatible across the country prior to the Regional Control Centre's coming online. The new Regional Control Centre for the East Midlands will be located in Castle Donnington, Leicestershire.



***Willow Park, Castle Donnington***



The Service currently has personnel heavily involved in this work at both National and Regional level. As we approach the implementation date of the Regional Control Centre's the workload around the main issues will increase. To assist with this increase we have recently recruited an additional Personnel Officer on behalf of the region to administer the human resources requirements of the project.

This Authority will continue to contribute to the project until its implementation in 2008. We will continue our involvement in the convergence workstreams and with the support of the Regional Management Board we will:-

- 1) Ensure the phased transition from our existing Control Room to the new Control Centre.
- 2) Ensure the project is provided with timely, accurate and comprehensive information of the risks in our area.
- 3) Ensure our Authority's systems and procedures are achieved with the requirements of the Regional Control Centre.
- 4) Ensure support is given to our control staff through the transition to the new regional control centre.

### **Strategic Direction**

#### **Implement the action plan from the Comprehensive Performance Assessment and prepare for the forthcoming assessment process**

Following the Comprehensive Performance Assessment it is intended to fully implement the derived action plan to improve performance and prepare for the forthcoming assessment process.

#### **Implement a new Information Technology platform to support the National and Regional Information Technology strategies as well as meeting the requirements of the e-government agenda**

Nottinghamshire Fire & Rescue Service has continued with its information technology infrastructure modernisation programme embarked upon during 2005/6 as detailed in the departments business plan. In order to support both national and regional strategies and to align ourselves with the E-fire project, the core systems will continue to be based on modern Microsoft technologies. This will in turn allow the greatest degree of flexibility, resilience and interoperability with our systems as well as those of our partner agencies.

#### **Performance Net – A performance management framework for the National Fire and Rescue Service**

Performance **Net** is a guide to organisational performance management for the Fire and Rescue Service. This has been developed by Nottinghamshire and Cheshire Fire and Rescue Services, funded by the ODPM Capacity Building Fund. The project has been supported by CFOA, the LGA, HMFSI and PricewaterhouseCoopers, who have provided consultancy support to the project.

The aim of the framework is to fill a gap by providing a set of guidance on performance management that is tailored for the Fire and Rescue Service. The two services were pilots for the Audit Commission CPA process for the Fire and Rescue Service in 2004. The similarities in their performance management frameworks noted during this process led to the development of this project around the Cheshire and Nottinghamshire services.

The aim of the project has been to develop a set of guidance, which is both:

A commonly understood framework to help everyone in the organisation do their jobs better and understand where and how they fit into the bigger picture; and

A structure to help people in the organisation have better information to decide how to spend their time and organise their team's time at work in order to better meet the needs and requirements of the local community.

The framework is intended to complement and support rather than totally replace existing performance management frameworks and to help the Service focus on where improvements can be made to create a sustainable and embedded performance management framework.

The expected outcomes from Performance **Net** are improved performance against national and local targets, improved CPA scores and increased value for money in the delivery of services, as frameworks will be in place for improved management of resources.

Performance **Net** will be rolled out in NFRS from September 2005. It is hoped that overtime Performance **Net** will encourage changes in behaviour through familiarisation of operational and support staff with performance management.

An evaluation of Performance **Net** will be carried out in 06/07, the results of which will ensure the framework is continuously developed and improved in order to meet the changing demands of the Service.

### **pbviews**

At the moment we collect a lot of information about how the Service is performing but the information is kept in several different places, often not cascaded throughout the organisation. This lack of access and visibility has presented challenges as we try to use the information to manage the Service. It has therefore been recognised that we require a Performance Management System to facilitate the collection, analysis, presentation and distribution of key performance information to appropriate personnel across the Service. The system the Service has chosen to develop is **pbviews**.

**pbviews** needs to be more than just a repository for the systematic collection and reporting of statutory Best Value Performance Indicators. It needs to demonstrate that operational activity is aligned and linked to the organisation's strategy, through the use of local performance indicators. This, in turn, will help managers to plan and allocate their resources accordingly. Devolved responsibility is key, so the ability to provide feedback and planned actions is essential. It is intended that **pbviews** will be an integral element of a drive to manage strategic and operational performance.

**pbviews** has various features to facilitate performance analysis: views; performance maps; briefing books; and reports.



# Action Plan

Action Point	What are we going to do?	Responsibility	Completion Date	Comments
1.1	Complete the implementation of RiskWatch into all schools within Nottinghamshire.	Community Safety	Mid 2007	
1.2	Extend the Firesetters programme in all areas of need.	Community Safety	December 2006	
1.3	Achieve a target of 25,000 Home Safety Checks by December 2009.	Community Safety	December 2009	
1.4	Respond to the requirements of the new Local Area Agreement.	Information Services	Mid 2006	
1.5	Best Value Review on partnerships.	Safety Services	January 2006	
1.6	Implement the outcomes of the new Regulatory Reform Order on Fire Safety due April 2006.	Safety Services (Fire Safety)	April 2006	
1.7	Cross Border Co-operation	Information Services	Mid 2006	In conjunction with Derbyshire Fire & Rescue Service
1.8	Automatic Vehicle Location	Information Services	June 2006	
1.9	Build and open a new fire station that will see the merger of the existing facilities at Beeston and Dunkirk.	Finance & Resources	End 2007	

1.10	Relocation of Central Fire Station	Finance & Resources	2008/09	
1.11	Complete the implementation of the Integrated Personal Development System framework.	Human Resources Training	End 2006	
1.12	Provide and install a new Human Resources system to support the demands from the modernisation process.	Human Resources Training	Mid 2006	
1.13	Sickness/Absence	Human Resources	On Going	
1.14	Equalities and Fairness	Human Resources	End 2006	
1.15	Health & Safety	Information Services	Ongoing	
1.16	New Dimensions	Safety Services	On Going	Government responsibility
1.17	Civil Resilience	Safety Services	End 2006	
1.18	Control	Information Services	2008/09	National Project
1.19	Implement the action plan from the Comprehensive Performance Assessment and prepare for the forthcoming assessment process.	Information Services	November 2005	
1.20	Implement a new Information Technology platform to support the National and Regional strategies as well as meeting the requirements of the e-government agenda.	Information Services	End 2007	
1.21	Performance Management Framework	Information Services	April 2006	



# Glossary of terms

<b>Best Value</b>	Requires the Service to secure continuous improvement in the way in which we function having regard to a combination of economy, efficiency and effectiveness.
<b>Car clearance</b>	Removal of abandoned vehicles from the streets to prevent them being stolen and set on fire.
<b>CPA</b>	Comprehensive Performance Assessment
<b>e-government</b>	Government initiative to ensure information technology systems supports the transformation of government to ensure better, more efficient public services.
<b>Fire Service Emergency Cover (FSEC) Toolkit</b>	A computer based program for analysing risk in the county and balancing the control of this risk between prevention and intervention.
<b>IRMP</b>	Integrated Risk Management Plan
<b>Integrated Personal Development System (IPDS)</b>	A development system being phased into the national Fire and Rescue Service to enable a structured development programme to be designed based upon the individual's needs.
<b>National Framework Document</b>	The 2004/05 Fire & Rescue Service National Framework Document, provided by the ODPM.
<b>Regulatory Reform Order (RRO)</b>	New legislation that will replace all current Fire Safety legislation and will provide the Fire and Rescue with new powers in preventing and investigating fires.
<b>Retained Staffing</b>	Firefighter who are employed on a part-time contract. They normally provide cover by attending their fire station from their own home or place of work.
<b>RTC</b>	Road Traffic Collision
<b>Special Appliance</b>	This type of appliance includes anything other than a traditional fire engine, includes aerial appliances, support vehicles and rescue tenders.
<b>Special Service Incidents</b>	Incidents that do not involve fire. Traditionally the Fire and Rescue Service only has a statutory duty to attend calls to fire. However, the Chief Fire Officer can utilise the resources available to any incident. Therefore, the term 'special service' was used. Includes incidents such as road traffic collisions, chemical incidents and assisting other services. This type of call accounts for the majority of calls for assistance in the UK.
<b>Workstreams</b>	An individual project.