



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority

ANNUAL STATEMENT OF ASSURANCE 2023-24

Report of the Chief Fire Officer

Date: 26 July 2024

Purpose of Report:

To present the Annual Statement of Assurance 2023-24 to Members for approval.

Recommendations:

That Members approve the Annual Statement of Assurance 2023-24 for publication.

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1. BACKGROUND

- 1.1 The Fire and Rescue Service National Framework places a statutory requirement on fire authorities to provide assurance on financial, governance and operational matters, with due regard to the expectations set out in the Community Risk Management Plan (CRMP).
- 1.2 The production of an Annual Statement of Assurance (ASoA) contributes to the requirement for greater public-sector transparency and accountability and through its publication offers and promotes accessibility to information.

2. REPORT

- 2.1 The ASoA 2023-24 (attached as Appendix A to this report) provides a review of how well the Service has performed, in the second year of the CRMP 2022-25, against the stated commitments.
- 2.2 The ASoA is designed to give the public assurance on performance in key delivery areas, defined as the Service's six strategic goals. An accessible version will be hosted on the Service's website, providing access to all.
- 2.3 The ASoA signposts other supporting information which can be accessed on the Nottinghamshire Fire and Rescue Service (NFRS) website or Fire Authority webpages, for example, the CRMP and the Statement of Accounts.
- 2.4 Highlights within the ASoA 2023-24 include:
 - Attended 10,595 incidents, a decrease of 7% on last year.
 - These incidents include 2,804 fires (a decrease of 30%) and 560 road traffic collisions.
 - Attended 1,335 incidents which involved rescues and humanitarian assistance from either buildings, vehicles, water, confined spaces, or heights.
 - On-call appliance availability was 86.47% (against a target of 85%).
 - Delivered 15,765 safe and well interventions, (against a target of 14,000) supporting a total of 16,248 people – more than the Service has ever achieved before.
 - Delivery of community safety activities including:
 - Safety Zone events to 1,896 Year 5 and 6 pupils from across the City and County.
 - 290 road, fire and water safety initiatives.
 - 44 national safety campaigns.

- 130 Firesetter safety interventions with young people.
 - Delivered 34 Data Intelligence Community Engagement (DICE) activities targeting the most vulnerable in communities.
 - Undertook 11 Community Reassurance and Engagement (CRaE) activities throughout Nottinghamshire.
 - Completed 1,180 full fire safety audits and 1,039 business safety checks (short fire safety audits) – within business premises. An increase of 96%.
 - The Service delivered 765 training courses, attended by 3994 delegates, from a portfolio of 140 different training courses.
 - Recruited to 93 roles: 39 wholetime firefighters, 25 on-call firefighters and 29 support staff roles.
 - 99.2% of the operational staff successfully passed annual fitness tests.
 - Fire Investigators investigated 87 serious fires across the county.
- 2.5 In addition to the services delivered above, the organisation has been working hard to continuously improve and develop. The following paragraphs detail some of the achievements of the Service in the last year.
- 2.6 Responding when Storm Babet brought exceptional levels of rainfall to Nottinghamshire which resulted in the flooding of some areas of the county. During this period, NFRS attended over 40 flood related incidents, led around 100 people to safety and evacuated over 200 residents from their homes.
- 2.7 From November 2023, the Service has returned to a wholetime crewing model at Ashfield fire station. This project also saw significant investment in a refurbishment of the station to ensure modern inclusive facilities.
- 2.8 Completed the first phase of improvement works at the Operational Training Centre to ensure it is inclusive for all, provides a better student experience and improves the way the Service manages contamination, ensuring that all new operational staff are supported, protected from risk and able to thrive – regardless of their background.
- 2.9 Started improvement building works at nine on-call stations to improve accessibility and provide an inclusive environment for staff and visitors.
- 2.10 Purchased 17 new fire appliances which are currently being built with ‘clean cabs’, which will help protect our firefighters from contaminants and carcinogens following operational incidents and will come into service during 2024/25.
- 2.11 Designed and purchased an improved Command Support Vehicle that will enable the Service to manage a large, complex incident more efficiently and effectively. This vehicle will be operational in late 2024.

- 2.12 Conducted 51 practical exercises, 62 Tactical Decision Exercises (TDEs), and 15 other specialist training events. These test the Service's capability in a range of emergency scenarios and effectiveness in working with other emergency partners.
- 2.13 During 2023/24, the number of female firefighters within the Service increased from 43 to 55 (across both on-call and wholetime), an increase of 27%. Firefighters from BAME backgrounds increased from 37 to 42 (an increase of 13%).
- 2.14 Rolled out new Mobile Data Terminals on all fire appliances, improving mobile working capability and giving crews better access to information.
- 2.15 Started to develop the new Community Risk Management Plan, scheduled for launch in April 2025.
- 2.16 In Spring 2024, the Service was inspected by His Majesties Inspectorate for Constabulary and Fire and Rescue Services (HMICFRS). This was NFRS's third inspection which again undertook a robust review of how the Service effectively manages risk and responds to incidents, how efficiently it uses its resources, and how well the Service looks after its staff. The Service is likely to get the inspection report in the summer of 2024.
- 2.17 Launched a new community referral pathway for safe and well visits on the website, developed through a partnership with National Fire Chiefs Council (NFCC), Fire Kills and Safelincs.
- 2.18 Launched a community befriending scheme, an initiative involving crews building relationships with 'hard to reach' and under-represented groups of people across the county.
- 2.19 Been accredited by White Ribbon UK for NFRS's continued commitment to preventing violence against women and girls in the communities of the city and county.
- 2.20 Supported the 'Safer Streets' programme led by Nottinghamshire Police in the city of Nottingham, by displaying signage on two fire appliances which highlights them as 'safe spaces' for women if they feel vulnerable while on a night out.
- 2.21 Continued to empower and engage with staff networks, as well as adding more. These include: Women's Network, LGBT+ Network, Ethnic Minority Alliance Network, Disability Matters Network, Veterans Network and Health Minds Network (new).
- 2.22 Led with Pride – NFRS attended Pride events in both Nottingham and Worksop. The Nottinghamshire Pride parade was once again proudly led by one of the Service's fire appliances, as the Service showed its support to the LGBT+ community.

- 2.23 Commissioned Nottingham Trent University to provide specialist analytics of the latest census and community data, to assist in improving understanding of the diverse needs of communities and also assist in creating safer communities.
- 2.24 The ASoA details all of the above, as well as many other notable achievements. These would not have been possible without the combined efforts from staff across the Service, collaboration with partner agencies and support from Fire Authority Members.

3. FINANCIAL IMPLICATIONS

There are no financial implications arising from this report.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

There are no human resources or learning and development implications arising from this report.

5. EQUALITIES AND ETHICAL IMPLICATIONS

- 5.1 An equality impact assessment has not been undertaken as this report does not represent a change in policy or practice.
- 5.2 The ASoA makes multiple references to NFRS's commitment to the Core Code of Ethics, including how the Service has adopted them and is continuing to promote and embed the Core Code within ways of working.

6. ENVIRONMENTAL AND SUSTAINABILITY IMPLICATIONS

There are no environmental or sustainability implications arising from this report.

7. LEGAL IMPLICATIONS

The Police and Crime Act (2017) Chapter 4 Section 11 outlines that the English inspectors must inspect, and report on the efficiency and effectiveness of, fire and rescue authorities in England.

8. RISK MANAGEMENT IMPLICATIONS

There are no risk management implications arising from this report.

9. COLLABORATION IMPLICATIONS

There are no collaboration implications arising from this report.

10. RECOMMENDATIONS

That Members approve the Annual Statement of Assurance 2023-24 for publication.

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

None.

Craig Parkin
CHIEF FIRE OFFICER



ANNUAL STATEMENT OF ASSURANCE

2023/2024



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

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Introduction

Welcome to our Annual Statement of Assurance

In April 2022 we launched our Community Risk Management Plan 2022-25 (CRMP), which explains how we will deliver our services to you. The plan sets out our priorities, focusing on six strategic goals, and places a strong emphasis on improving our understanding of communities so we can protect our county's most vulnerable people and identify buildings most at risk from fire.

The Fire and Rescue National Framework for England requires us to report on our progress against our CRMP every year. We do this through our Annual Statement of Assurance (ASoA). This ASoA is the second to report on the current CRMP and gives us the opportunity to explain our progress and highlight the work we continue to undertake to fulfil our core purpose of creating safer communities.

2023/24 has been an eventful year which saw exceptionally inclement weather over the winter, with Storms Babet and Henk hitting the UK. The resulting flooding events posed a significant challenge to our workforce and presented a real test to our resources.

The economic and societal challenges caused by events here in the UK and overseas continued to impact on the service and its finances throughout the year and although the financial climate remains uncertain, we will continue to provide you with the very best service possible with the resources we have available.

Towards the end of the year, we welcomed a team from His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS), as they began their latest inspection of our service. We look forward to

receiving their report later in the year, and will use the findings to assist us in our continuing journey towards becoming an outstanding service. We hope that you find our Annual Statement of Assurance interesting, and it gives you confidence that we continue to serve you in the best way possible.

During 2023/24



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities



We attended **10,595** incidents, a decrease of **7%**



We attended **2,804** fires, a decrease of **30%**



There were **1,335** incidents which involved rescues and humanitarian assistance



We attended **4,992** false alarms, an increase of **8%** on 2022/23



Our on-call appliance availability was **86.47%**



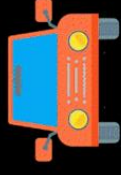
We attended **290** fire, road and water safety initiatives



Fitness tests were passed by **99.2%** of our operational staff



We completed **1,180** full fire safety audits and **1,039** Business Safety Checks



We attended **560** road traffic collisions compared to **582** in 2022/23



We provided **765** training courses for our staff



We conducted **15,765** Safe and Well Visits to **16,248** people



We attended emergency incidents in an average of **8 minutes and 15 seconds**

2023/24 In Focus

Responding to Storm Babet

In October Storm Babet brought exceptional levels of rainfall to Nottinghamshire and other parts of the UK which resulted in the flooding of some areas of the county. During this period, we attended over 40 flood related incidents, led around 100 people to safety and evacuated over 200 residents from their homes.



Ashfield Fire Station returns to Wholetime Crewing

Following our most recent Fire Cover Review, we recognised a shortfall in our resourcing in the Ashfield area relative to the risk in that area. As a result, from November 2023, we have increased the number of staff at Ashfield Fire Station to crew one fire engine 24 hours a day, with a second fire engine crewed by on-call staff. The change demonstrates our commitment to ensuring that our resources are directed to where they are most needed.



MDT Rollout

This year, we completed the rollout of new Mobile Data Terminals (MDTs) on all our fire appliances. As part of a wider project the new MDTs are designed to improve our mobile working capability and give crews better access to information while away from station.



Community Befriending Scheme

We have launched a community befriending scheme, an initiative involving crews building relationships with 'hard to reach' and under-represented groups of people across the county. The purpose of this scheme is to raise awareness of the services we provide and potential career opportunities, and to strengthen community relationships.



White Ribbon Accreditation

We are proud to announce that we have been accredited by White Ribbon UK for our continued commitment to preventing violence against women and girls in our communities. This leading charity has recognised our work with Nottinghamshire Collaboration, which is a network of partners committed to delivering positive culture change.



Leading Pride

We attended Pride events in both Nottingham and Worksop. The Nottinghamshire Pride parade was once again proudly led by one of our fire engines as we showed our support to our LGBT+ community. Members of our staff and their families attended the annual event, held in the streets of Nottingham city centre.



Improvements at Service Development Centre (SDC)

We have made improvements to our training facilities at SDC. The alterations have increased the classroom and office spaces, giving our students an improved learning experience. Upgrades have also been made to the breathing apparatus training facilities and washing and decontamination provision.

Improvements to fire stations

Alterations have been taking place at a number of on-call stations. The changes at Ashfield, Bingham, Blidworth and Harworth are part of our accessibility and inclusion project and our commitment to making our buildings fit for the future.

Our Values & Culture

Our ambition is not just about the work that we do, it is also focuses on the way in which we go about our work. Our values and culture are important to us and play a significant role in becoming an outstanding organisation.

Our values ensure that our staff put communities first and at the heart of all that we do. They are aligned with the national Core Code of Ethics, which is embedded in our leadership and behavioural frameworks. These frameworks set out the standards of behaviour that we expect of staff at all levels of the organisation.

Value & Respect	We value and respect others By treating our staff, our community and our service users with respect and consideration we become a more customer-focused and inclusive organisation
Professional	We are professional in all that we do We behave with integrity and take personal responsibility for our behaviour and decisions
Open To Change	We are open to change We open ourselves up to new ideas and become a more sustainable and stable organisation, ready for the future
One Team	We are one team working together to create safer communities

Annual Delivery Plan 2023/24

Our Annual Delivery Plan outlines the work we will do during the year towards delivering the commitments set out in our CRMP 2022-25.

It focuses on our six strategic goals:

- Strategic Goal 1: We will help people stay safe from fires and other emergencies
- Strategic Goal 2: We will improve fire safety in the buildings people live and work in
- Strategic Goal 3: We will respond immediately and effectively to emergency incidents
- Strategic Goal 4: We will continue to support and develop our workforce and promote an inclusive service
- Strategic Goal 5: We will continue our improvement journey to deliver an outstanding service
- Strategic Goal 6: We will manage and invest in our service to ensure it is fit for the future

In this ASoA we will present information about our performance and the work we have been doing to achieve the objectives outlined in the annual delivery plan for 2023/24.

Strategic Goal 1: We will help people stay safe from fires and other emergencies

This goal focuses on our statutory duty to prevent fires and other emergencies from happening.

In 2023/24 our key objectives were to:

- Deliver Safe and Well Visits to **14,000** homes to provide advice, install smoke alarms and other safety equipment, and make referrals to partner agencies for support, where required. We target this service at those people who are at higher risk of a fire in the home
- Develop our understanding of communities and the people who live in them, using data from the 2021 Census, to help target and engage with those most at risk, in an inclusive way
- Ensure all staff complete the mandatory safeguarding training needed for their roles, and that we make safeguarding referrals in line with the various Safeguarding Boards expectations
- Deliver fire, road and water safety education activities to those most at risk in the community
- Provide training and education to our partners on how to recognise the risks of fire and make appropriate referrals to us in line with our risk profile, known by the acronym CHARLIE

Our focus for improvements included:

- Upgrade our computer systems to increase our ability for mobile working and improve the productivity of our staff
- Improve the disabled access of our Safe and Well process including online services for obtaining home fire safety advice and making referrals for Safe and Well visits

- Improve engagement with residents from black and minority ethnic households and community organisations to ensure awareness of our CHARLIE profile and prevention services

During the year:

- We conducted 15,765 Safe and Well Visits supporting a total of 16,248 people – of these visits, 13,329 were completed by response crews
- 52.55% of our Safe and Well Visits were delivered to people over 65 and 43.64% were delivered to people who considered themselves to have a disability
- We commissioned Nottingham Trent University to provide specialist analytical knowledge of the latest census data and the people who live within our communities. This partnership will assist us in identifying and improving our understanding of the diverse needs of our communities and assist us in creating safer communities
- 99.3% of our staff have completed Level one safeguarding training. Crews based in the City have received enhanced safeguarding training in support of the 'Safer Streets' initiative
- 80% of referrals that we made to the Multi-Agency Safeguarding Hub (MASH) were accepted by their team. This exceeds our 60% target and is a reflection of the quality of our safeguarding training
- We delivered 34 Data Intelligence Community Engagement (DICE) activities targeting the most vulnerable in our communities. We also undertook 11 Community Reassurance and Engagement (CRaE) activities following serious fires in locations across Nottinghamshire. Through these activities, prevention teams, supported by crews visited a total of 6,734 properties
- We delivered Safety Zone events to 1,896 Year 5 and 6 pupils from across the City and County
- We delivered 290 fire, road or water safety initiatives
- We supported 44 national safety campaigns
- We continued to deliver our Firesetter programme and conducted 130 interventions with young people who had shown an interest in setting or playing with fire

Other Highlights

Our CRMP explains how our prevention work is vital to reducing the number and impact of emergency incidents. Through 2023/24 we have used our understanding of our communities to target our efforts where they are needed most and taken the opportunity to make every contact count.

Supporting vulnerable individuals

During this year we have launched a new community referral pathway for Safe and Well Visits on our website. The online tool has been developed through a partnership with National Fire Chiefs Council (NFCC), Fire Kills and Safelincs.

The tool enables members of the public to complete a form which will help to identify any potential risks within their home and provide tips to reduce those risks. From the self-assessment, we are able to identify those who would benefit from a Safe and Well visit. This new system will assist us in targeting our resources to those most at risk.

Our targeted Safe and Well visits offer advice on factors which increase vulnerability to fire and injury. This includes advice on stopping smoking, alcohol addiction, preventing falls, keeping warm in winter and general fire safety.

We have continued to educate and train our partners to identify individuals at increased risk of fire and make appropriate referrals, using the CHARLIE risk profile. 85% of referrals made by colleagues from other agencies including East Midlands Ambulance Service (EMAS) and local council departments were for people with a medium to high risk of fire, which demonstrates the effectiveness of the referral training we provide.

Community engagement

Our community engagement activities help raise awareness, reduce risk and prevent incidents.

In communities which have experienced a serious fire we carry out Community Reassurance and Engagement visits. We offer Safe and Well visits to residents alongside general fire safety advice to help prevent similar incidents from occurring.

We also proactively target communities most at risk from having a fire through our Data Intelligence Community Engagement visits.

Integration and collaboration

During 2023/24, we have continued to work closely with a wide range of partners and community organisations to identify those most at risk and keep them safe. This included being an active member of the Safeguarding Board and the Violence Reduction Unit.

We have supported the 'Safer Streets' programme led by Nottinghamshire Police in the city of Nottingham. Two of our appliances continue to display signage carrying a message which highlights them as 'safe spaces' for women if they feel vulnerable while on a night out. Enhanced safeguarding training has been provided to crews of the designated appliances.

We continue to play an active role in the Nottinghamshire Road Safety Partnership where we work with partners to reduce the number of people killed and seriously injured on our roads. These intervention activities include the 'Biker Down' and 'Operation Highway' initiatives. Similarly, we work as part of the Nottinghamshire Water Safety Partnership to help keep people safe near water.

As part of a schools-based education programme we participate in an initiative called 'Safety Zone'. Events were held at Ashfield fire station and Holme Pierrepont and involved partners including Nottinghamshire Police, British Transport Police, The National Grid, Royal National Lifeboat

Institution, VIA (County road safety team) and East Midlands Ambulance Service. Safety Zone delivers a range of interactive education sessions based on:

- Fire safety in the home
- First aid and CPR
- Knife crime
- Railway safety and safe travel
- Water safety and drowning prevention
- Electrical safety

Fire Investigation

Our fire investigation team works alongside the police and forensic experts to collect and examine evidence and determine the likely origin and cause of a fire.

As well as providing expert opinion to the coroner, police and insurance companies the team also provide advice to property owners and feed information on trends and patterns into other internal departments such as Prevention to help safeguard others who may be at risk from fire.

During 2023/24 our specialist fire investigators investigated 87 serious fires across the county.

Strategic Goal 2: We will improve fire safety in the buildings people live and work in

This goal is focused on our statutory duties to enforce fire safety regulations.

In 2023/24 our key objectives were to:

- Complete 1,500 fire safety audits, targeting buildings that present the highest risk
- Complete 1,000 business safety checks on business premises
- Continue to work as part of the Joint Audit and Inspection Team with Nottingham City Council staff, to inspect multiple-occupation residential buildings
- Promote fire safety in our communities through business engagement and networks
- Proactively work with building owners to reduce call outs to false alarms and people marooned in lifts

Our focus for improvements included:

- Working with regional partners to support the implementation of a new Building Safety Regulator
- Embedding changes in our ways of working in response to new responsibilities imposed by the Building Safety Act 2022

During the year:

- We completed 1,180 fire safety audits

- We carried out 1,039 business safety checks (short fire safety audits)
- We have continued to work alongside our partners as part of the Joint Audit and Inspection Team
- We completed 641 statutory building consultations and 310 statutory licensing consultations
- We conducted 105 shadow inspections in support of staff who are training as Fire Safety Advisers
- We experienced an increase of 8% in the number of incidents which turned out to be false alarms. We continued to work proactively with building managers to understand and address the causes of such incidents
- We attended 181 incidents involving persons trapped in lifts, which is a 2.25% increase on 2022/23

Other Highlights

Our Protection activity is focused on keeping people safe in buildings that are regulated under the Regulatory Reform (Fire Safety) Order 2005, Fire Safety (England) Regulations 2022 and the Building Safety Act 2022. This statutory legislation relates to non-domestic premises which includes business premises, hospitals and care homes, high-rise buildings and apartment blocks.

Business education and engagement

As part of our statutory duty to educate and advise businesses, our business support team have used a range of activities and methods to engage with local businesses to provide guidance, support and advice on fire safety matters. Following serious fires, the team undertake Business Reassurance and Engagement (BRaE) activities to provide reassurance and support to local businesses, including fire risk assessments, business continuity guidance and information on keeping their premises safe from

fire. In 2023/24 the team undertook 9 BRaE initiatives, leading to 66 related engagements with local businesses.

We have continued to provide advice to companies who have business premises within more than one fire and rescue service area through the Primary Authority Scheme.

We have continued to focus on reducing attendances at false alarms, providing support and engaging directly with the businesses and industries where statistics indicate higher rates of attendance.

However there has been an increase in monitored domestic smoke alarm activations which are increasingly being installed in the homes of vulnerable people. This reflects a national trend and can be attributed to a number of reasons.

During the life cycle of the 2022-25 CRMP, Nottinghamshire has seen an increase in the development of high rise residential buildings. This has created an increase in fire alarm systems and provision.

National Fire Chiefs Council guidance has also placed greater emphasis on buildings that are deemed to be of higher risk, requiring enhancements in fire alarm provision in coverage. Both cases have naturally resulted in the generation of increased numbers of unwanted fire signals.

Fire safety inspections

Our Protection department is responsible for auditing and inspecting non-domestic premises as part of our statutory duty.

We work with landlords, business owners and those with responsibility for the management of non-domestic premises to ensure that they comply with fire safety regulations designed to keep the public safe from fire.

Our inspections are undertaken by suitably qualified staff who provide advice, educate and, where necessary, issue advisory and statutory

enforcement notices to make sure buildings are managed and maintained in line with the law. We have increased the size of the inspections team to ensure that we can meet increasing demand and keep our communities safe.

We have continued to fulfil our duty as a statutory consultee for fire safety in new developments as part of the building control process.

We continue to develop the skills of the specialist staff within our teams to help ensure that we are prepared to meet the challenges that new legislation will bring in the future. This includes the development of staff in fire engineering, smoke control, sprinkler systems, external wall cladding and fire door safety checks.

Our supervisory managers are now trained to inspect business premises in accordance with the sector competency standards. This increased capacity allows the service to audit lower risk business premises to ensure that they comply with the relevant fire safety legislation.

Consultations

Our work has continued to improve fire safety standards across the county in non-domestic premises as we engage and consult with other regulators including Building Control, Environmental Health, the Health and Safety Executive, Nottinghamshire Police, the Care Quality Commission, Ofsted and the Food Standards Agency.

We are consulted on licensing applications and we are part of the consultation process for all planning applications.

Collaboration

Since the Fire Safety (England) Regulations 2022 became law in January, 2023, we have provided support to businesses regarding the implementation of the new legislation. The legislation has been implemented to improve the safety in high rise residential buildings and

provide safety critical information about the buildings to the fire & rescue service.

We are also supporting the new Building Safety Regulator in their work to implement new regulations designed to ensure new and existing high rise residential buildings keep their residents and visitors safe from fire.

The service is supporting this regional response by working in collaboration with our colleagues in Leicestershire Fire & Rescue Service and the Building Safety Regulator, which is part of the Health and Safety Executive, in a collaborative approach to the implementation of the new regulations.

We continue to support the National Fire Sprinkler Network and British Automatic Fire Sprinkler Association to help promote and provide guidance on the installation or retrofitting of sprinkler systems.

Strategic Goal 3: We will respond immediately and effectively to emergency incidents

This goal focuses on our statutory duty to respond to emergencies.

In 2023/24 our key objectives were to:

- Review resourcing with a particular focus on the emergency cover in the Ashfield area, following the findings of the Fire Cover Review in 2022
- Deliver training and revalidation to maintain the skills and competence of operational staff
- Respond to incidents within an average time of eight minutes
- Work collaboratively with regional partners to improve the effectiveness of our response to incidents

Our focus for improvements included:

- Work towards the replacement of our mobilising system in partnership with our colleagues in Joint Fire Control and Derbyshire Fire and Rescue Service
- Continue to invest in new fire appliances and specialist vehicles
- Review our mobile technology to improve access to information for our Crews, including providing additional mobile radio capability to improve communications at incidents

During 2023/24:

- We increased operational resource at Ashfield Fire Station which is now staffed 24 hours a day

- We responded to incidents in an average time of eight minutes and fifteen seconds
- We attended 10,595 incidents, a decrease of 7% when compared to 2022/23
- A reduction in wildfires due to less extreme temperatures than those experienced in 2022/23 saw a 30% decrease in fires to 2,804 incidents
- We attended 1,335 incidents which involved rescues and humanitarian assistance from either buildings, vehicles, water, confined spaces, or heights. This represented a very small decrease when compared to 2022/23 (1,341)
- We attended 560 road traffic collisions, a decrease of 4% when compared to 2022/23
- We responded to 2,239 special service calls such as assisting East Midlands Ambulance Service and responding to flooding. This was an increase of 6% on 2022/23 partly due to the impact of extreme weather events including Storm Babet and Storm Henk
- We delivered 765 training courses, attended by 3994 delegates, from a portfolio of 140 different training courses

In 2023/24 you continued to be served by 30 fire engines and a range of specialised vehicles at 24 fire stations across our county.

Our stations are made up of:

- Eight with wholetime crews
- Four with a mix of wholetime and on-call crews
- 12 with on-call crews

When we receive a 999 call for help, we respond immediately with the nearest appropriate fire engine and specialist equipment for the size and type of incident.

The exceptionally wet weather experienced in the Autumn and Winter led to the declaration of two major incidents related to Storm Babet in October, and Storm Henk in January. During this period our fire engines were busier

than usual attending special service calls and sometimes had to travel further or stay longer at incidents than we would normally expect.

This contributed to the average time that it took for response crews to attend some incidents exceeding our eight-minute target by fifteen seconds in 2023/24.

Local resilience

We have continued to work collaboratively with our regional partners to receive and provide operational assistance. We have maintained our agreements to ensure that we can provide mutual resilience, particularly at times of increased demand.

Using the Joint Emergency Services Operating Principles (JESIP), we work alongside other emergency services. Using these common operating principles, we deal with incidents effectively and minimise impact to our communities.

Many larger incidents require multiple partners to work together to resolve the incident. We are an active member of the Nottinghamshire Local Resilience Forum.

This statutory partnership of emergency services and other key partners, works together to share skills, information and expertise to build, test and exercise the Community Risk Register. This ensures that all partners are ready for an effective response when needed.

National resilience

The National Resilience Capabilities Programme (NRCP) is the government's central programme to increase the capability to respond to major incidents. As part of this we can be called upon to provide assistance locally, or if required, regionally or nationally.

In June we responded to a serious incident in Nottingham City Centre in which three members of our community tragically lost their lives.

The incident involved a joint response from the emergency services and other partners from across the region, highlighting that we may be called upon to provide a response to incidents other than those which we are more commonly associated.

Training and competence

We have around 650 firefighters who are trained to deal with a variety of incidents, to a high standard through:

- Practical and face-to-face training at our Service Development Centre
- Station based training
- Training exercises for different types of incidents
- E-learning

Exercises

To ensure we are prepared, and to test our response to emergencies, we have a structured exercise programme. Exercises range from small district-level exercises, to large multi-agency scenarios.

In 2023/24 we conducted:

- 51 practical exercises and 62 Tactical Decision Exercises (TDEs) that tested our capability in a range of emergency scenarios including high rise buildings, major road traffic collisions, water rescues, terrorist attacks, and hazardous material releases
- 15 other specialist training events specifically to test our effectiveness in working with other emergency partners

We also participated in large scale multi-agency exercises alongside our emergency service partners to ensure that we are able to work collectively to resolve incidents.

Most notably, one at Nottingham Ice Arena which tested our joint response to a significant emergency incident at an entertainment venue.

Wholetime Resourcing

In response to findings in our most recent Fire Cover Review, in November 2023 we made changes to the resourcing at Ashfield Fire Station to ensure the most effective emergency cover. Twenty-four wholetime supervisory managers and firefighters, split over four Watches, now provide 24 hour cover every day of the year.

Productivity

The performance of response crews in the delivery of our other services continued to improve in 2023/24. Last year, response crews delivered:

- 13,329 Safe & Well Visits (a 6% increase on 2022/23) enabling the service to exceed its target of 14,000 by over 12%
- 1,029 Business Safety Checks, which is nearly double the number completed in 2022/23 and surpassed the target that had been set
- 174 community befriending scheme activities

In addition, response crews have supported community safety education events, maintained operational competence through engagement in a full training and exercise programme, and ensured that all 542 documents relating to Site Specific Risk Information were kept up to date.

On-call availability

We have worked hard over the past year to further develop the sustainability of the on-call workforce, including the ongoing recruitment and training of additional employees.

With the assistance of our on-call support team throughout 2023/24 our on-call appliance availability averaged 86.47%. This exceeded our target of 85%, making us one of the best performing services for on-call availability in the country.

Specialist appliance review

During 2023/24 we continued the implementation of the recommendations of the special appliance review that was conducted in 2021/22. The review considered the efficiency and effectiveness of our special appliances fleet; how they meet the needs of our communities, where they are located, how they are crewed, and how they contribute to the mitigation of risk.

Projects to replace our aerial ladder capability and command support unit, and to introduce a new rural firefighting vehicle progressed with new appliances due to arrive in service during 2024/25.

New fire appliances

We have purchased 17 new fire appliances which are currently being built and will come into service during 2024/25. The new vehicles are being constructed with the 'clean cab' concept in mind, which will help protect our firefighters from potential contaminants and carcinogens following operational incidents.

Replacement Mobilising System (RMS)

During 2023/24 we began the process of implementing a replacement mobilising system in collaboration with our colleagues at Derbyshire Fire and Rescue Service. This is a significant strategic project for both services,

We have now awarded contracts and the replacement system is expected to be in use by October 2025.

Operational equipment

During 2023/24 we replaced some of the operational equipment carried on our fire appliances. This included:

- New Automated external defibrillators
- Ropes used for working at height incidents
- New branches for firefighting foam application
- Portable LED lighting
- Water rescue poles and attachments
- High pressure airbags on the Specialist Rescue Units

To improve communications at incidents we have procured additional radio equipment for our crews to use at incidents.

Decontamination facilities

During 2023/24 we have procured and installed specialist washing equipment at our Service Development Centre and Mansfield Fire Station. The new facilities will be able to deep clean breathing apparatus sets following operational incidents, where they can become contaminated with harmful carbonaceous and carcinogenic particles.

The equipment forms part of our ongoing commitment to protecting our crews from the toxins and products of combustion which can be encountered while doing their job.

Strategic Goal 4: We will continue to support and develop our workforce and promote an inclusive Service

This goal focuses on inclusion and the development and wellbeing of our workforce.

In 2023/24 our key objectives were:

- Welcome two cohorts of whole-time apprentice firefighters, to begin training in April and September
- Undertake community engagement and positive action to improve the diversity of applicants and appointees for roles at all levels of the service
- Promote employee health and wellbeing
- Deliver a range of learning opportunities to increase understanding of inclusion issues across our workforce
- Embed the Core Code of Ethics into our service values and behaviours, and act on the relevant learning from reports across the sector in relation to improving our culture

Our focus for improvements included:

- Review our leadership development programmes
- Introduce new uniform following the review of our service's standards of dress
- Streamline our recruitment processes to make them more efficient and reduce vacancy times

During 2023/24:

- 23 new wholetime apprentice firefighters began their initial training on two recruit courses held at our Service Development Centre
- We have continued to engage with a broad range of under-represented communities across the county to promote the service as an employer of choice
- We have made improvements to the way we signpost and promote the wide range of health and wellbeing support available to staff and continue to seek ways of enhancing our provision
- We have delivered inclusive leadership training to all middle and senior leaders and delivered a pilot course to supervisory managers
- We have delivered inter-faith awareness sessions at places of worship across the city
- We have delivered neurodiversity training aimed at employees and managers
- We have developed a plan for CPD sessions for our operational training team at our Service Development Centre. This includes neurodiversity, menopause awareness and coaching skills
- We have been developing a new Leadership Framework which will enable the service to manage talent and allow a more inclusive workplace. The new framework is aligned to the NFCC Leadership guidance and will assist us in developing leaders who are able to meet the changing roles across the organisation
- We have been implemented the recommendations from the recruitment review of 2022 to improve our recruitment processes. As a result of the actions it is anticipated that the appointment process will be speeded up, we will have more time to recruit to a vacancy, retention and development of staff will improve and there will be a reduction in agency costs

Other Highlights

Our people are at the heart of what we do, and ensuring their wellbeing, engagement and motivation strengthens the service that we provide to you. We are also focused on being an inclusive service, both in the services that we provide to you and within our own workplace.

Workforce and recruitment

At the end of 2023/24 we had a workforce of 826 people, compared to 812 in 2022/23. This is made up of 658 staff in operational roles and 168 staff in support roles. A total of 81 people left the service during the year, of whom 33 were wholetime firefighters, 25 were on-call firefighters and 23 were support staff.

During 2023/24, we recruited to 93 roles: 39 wholetime firefighters, 25 on-call firefighters and 29 support staff roles.

The number of female firefighters within the service increased from 43 to 55 (across both on-call and wholetime), an increase of 27%. Firefighters from racially marginalised groups increased from 30 to 34 (an increase of 13%).

We recognise, however, that our current workforce is not representative of the population of Nottinghamshire as reflected in local census figures, and more progress needs to be made in the long-term.

We are committed to improving the diversity of applicants for roles at all levels within the service, particularly for operational roles. We continue to engage in positive action activities within our communities, encouraging people to apply for a career as a Firefighter and supporting them through the application process.

During 2023/24 we undertook a number of activities with groups who are under-represented in our workforce across the county including:

- Nergiz, Kurdish Womens group
- Heya, Arab Womens group
- Her lohri Project
- Mojatu
- Hindu temple
- Ramgharia Sikh Gurudwara
- Refugee Forum, Homes for Ukraine

We also participated in a 6-week fire safety programme with Pythian Club where we engaged with young people from a number of faiths and cultural backgrounds.

While providing opportunities to improve the diversity of our workforce, these events also provide opportunities to deliver a community safety message whilst improving our own understanding of the faiths and diversity of the communities we serve.

During the 2023/24 recruitment campaign:

- There were 34 successful applicants
- 5 of the successful applicants were women
- 8 were from Black, Asian and minority ethnic backgrounds

We have commissioned an external agency, IN2PEOPLE to undertake an in-depth analysis of the individual, systemic, community and cultural barriers to recruitment and engagement from under-represented groups across the county.

From April 2024 the agency will be running focus groups, surveys and interviews to understand and recommend how the service can improve the diversity of our workforce.

Health & wellbeing

We promote employee health and wellbeing through a dedicated Occupational Health team, including a fitness advisor who provides fitness testing and rehabilitation programmes to maintain fitness and support those recovering from injury or illness. We also offer workplace gyms, on-line fitness programmes and access to counselling support. All of our operational staff are required to undertake annual fitness tests.

In 2023/24:

- 99.2% of our operational personnel passed their annual fitness test
- 43 accidents were reported in the workplace, compared with 35 in 2022/23
- 47 near misses were reported, compared to 38 in 2022/23
- Sickness absence accounted for the loss of 5.30% of working time for wholetime operational staff, which is below the national sector average of 6.16%. Sickness absence within support roles equated to 5.87% of working time, which was higher than the national sector average of 3.74%

All staff have access to an Employee Assistance Programme, including a 24/7 helpline and a cash-back plan to help toward the cost of routine health screening, treatments and consultancy and therapy fees.

Our staff also have access to post incident trauma-based therapy and Cognitive Behavioural Therapy for those experiencing mental health difficulties. A Peer Support scheme is also available to employees through a network of trained facilitators.

As part of a wider project of employers in the midlands, we conducted a staff survey in association with Mind, to review mental health in the workplace. The survey provided a wide range of data which we are using to

improve mental health awareness and culture with support from a team at The University of Derby.

Values & culture

Our service values are clearly defined and well understood by staff. They ensure that our staff put communities first and at the heart of what we do, and they are aligned to the Core Code of Ethics for Fire and Rescue Services in England.

During the last year we have continued to embed the Core Code of Ethics fire standard into our ways of working and behavioural framework, which underpins our values and sets out expectations about conduct.

In recent years, values and culture within the fire sector, and the wider public sector, have become topics of national debate and concern. In March 2023 HMICFRS presented its own assessment of values and culture across all the fire services in England, based on evidence collected from inspections since 2018.

The report highlighted examples of unacceptable behaviours in some services. It made 34 recommendations, 20 of which were tasked to Chief Fire Officers to implement within their services. By April, we had implemented 12 and were progressing the other 8.

During 2023/24 we launched 'Say So', an independent reporting tool to supplement and strengthen our existing reporting approach and support our commitment to improving culture.

Our 2021/22 inspection report from HMICFRS found that we had improved in all areas related to our people, however, we recognise that there is no place for complacency, and we await the report from our 2024 inspection to identify areas where we can improve further.

Following an EDI review which we commissioned in 2021, we have welcomed the return of the external adviser to assess our progress against the original recommendations and identify further areas for improvement. Of the 47 recommendations, the report highlighted that we had completed or made good progress against most of the actions.

We are strongly committed to maintaining a positive, inclusive workplace and ensuring our staff have the skills to meet the needs of our community when delivering services.

We continue to deliver a range of EDI training and e-learning including:

- Introduction to EDI
- Disability Awareness
- Learning Differences (neurodiversity)
- Religion and Faith training
- Diversity in Employment
- Working with Vulnerable People
- Equality Impact Assessment
- Deaf Awareness
- Trans awareness
- Unconscious bias
- EDI best practice and legislation

New Uniform

Following a review of our duty uniform in 2022/23 we have conducted trials and procurement of new workwear during this year. The new uniform is designed to be more inclusive and better value for money and is expected to be in use during 2024/25.

Employee networks

Supporting our employees and promoting a positive workplace culture is central to our ambitions of being an employer of choice and becoming a more inclusive service. Our employee groups and networks provide a voice for those who are under-represented in our workforce and the fire sector as a whole.

Women's Network

This year our Women's network celebrated its second anniversary. In an eventful year the network has made great strides in promoting and celebrating the role women play within the service. Regular meetings and events have contributed to our commitment to improving the representation of women in our workforce. These have included involvement in the uniform review process and inviting guest speakers who are role models within the sector to network meetings.

LGBT+ Network

The LGBT+ Proud Friends Network is open to all members of staff who are part of the LGBT+ community and people who are allies. The Network is a space for people to get support and learn more about different aspects of the LGBT+ community. We attended Worksop Pride and were once again honoured to lead the Notts Pride parade, with the biggest turnout of staff that we've ever had marching at the event.

Ethnic Minority Alliance Network (EMA)

Our EMA provides a platform for open, confidential and supportive discussions, for all employees. The alliance helps to create and support a culture where all members can participate and feel valued. This year we have employed the Human Library concept to help inform the service's approach to ethnic minority issues. Throughout the year we have provided opportunities for networking and support through a variety of multi-cultural initiatives. These have included Eid ul-Fitr, Easter, Vaisakhi, Eid-Al-Adha, Black History Month, Diwali/Bandi Chhor and Lunar New year. The network has been instrumental in the provision of culturally appropriate

uniform options including bandanas and scarves for use during religious focused engagement.

Disability Matters Network

Our Disability Matters Network contributes to all disability related outcomes within the service and plays a significant role in helping to achieve an inclusive workplace. Our members and allies have continued to influence delivery of service and promote disability confidence amongst the workforce.

Healthy Minds Network

To support our employees with mental health and wellbeing, this year, we have launched our 'Healthy Minds' network. The aim is to promote positive mental wellbeing through organised events and meetings, which lessen the stigma surrounding mental health while encouraging people to speak out about emotional matters and mental struggles more openly.

Strategic Goal 5: We will continue our improvement journey to deliver an outstanding service

This goal focuses on the continuous improvement of our services, systems and processes.

In 2023/24 our focus for improvements included:

- Undertake phase 2 of our Futures 25 programme, looking at service redesign and financial efficiencies
- Further develop our online repository of information about risks and communities for our public-facing teams
- Roll out new tablet computers on our appliances, to improve access to risk information and support mobile working
- Continue to develop our management information capability to better support performance management and decision making
- Ensure our intranet is readily accessible to all staff including those with different needs or access requirements
- Continue to respond to the recommendations of public inquiries, sector learning and new fire standards as they are published

During 2023/24:

- Phase 2 of our Futures 25 programme focused on service improvement, effectiveness and how we continue to serve our communities with integrity
- As part of our Futures 25 service improvement programme, we have conducted a review of our Prevention Team's activities and its roles. A revised organisation structure was agreed following consultation with staff, which will better support the evolving demands on our

prevention activities and the changing needs of communities, and enable increased levels of community engagement

- We have improved the IT infrastructure for our stations. All stations now have improved connectivity with the installation of a new inter-station network. The latest technology has been used to improve performance and resilience. We have also enabled the use of Microsoft Teams to enable group interactions between stations and other locations across the service
- We have been establishing requirements for new tablet devices for our fire appliances. The new equipment will assist crews when collecting data and risk information for prevention and protection purposes. The new devices are expected to be in use during 2025
- A service desk ticketing system has been introduced to several departments to improve efficiency, tracking and reporting of requests and issues. This system will be introduced to other teams during the coming year
- Following an audit by an independent organisation, we have made improvements to our service intranet. Changes have been made which will improve the accessibility and availability to all staff including, colour scheme changes to assist users with sight problems and those with dyslexia
- We have introduced a software support role to promote more effective use of our software systems. Part of this role involves educating and upskilling of staff across the service

Other Highlights

Cybersecurity

Cyberattacks are a constant threat to organisations and especially those in the public sector.

We continue to monitor and update our practices to make sure we are well placed to deal with current and future risks.

Over the past year, we have thwarted over 439,340 total threats. This includes spam, malware and viruses.

We have again achieved Cyber Essentials Plus certification standard. The independently verified accreditation demonstrates our cyber security commitment to the public and provides stakeholders and other partners with reassurance of compliance.

Strategic Goal 6: We will manage and invest in our service to ensure it is fit for the future

This goal is focused on financial and environmental sustainability and investment in our service to ensure it is fit for purpose.

In 2023/24 our key objective was to:

- Develop a strategy and roadmap for decarbonisation of our premises and activities

Our focus for improvements included:

- Undertake work to improve accessibility and inclusion of facilities at our premises
- Implement a central management system for electric vehicle charging facilities across our estate
- To become more inclusive in our decision-making and engagement by developing a community advisory group to advise on the service's work, reducing bias and promoting inclusion

During 2023/24:

- We developed our roadmap for decarbonisation as part of our commitment to the environment and sustainability. Feasibility and planning have been ongoing throughout the year and a funding grant has been secured for sustainability alterations at Highfields Fire Station from the Public Sector Decarbonisation Fund

- We have been looking at how our fire appliances may be fuelled in the future. A trial is underway at London Road Fire Station where the appliances are being fuelled using HVO Renewable Diesel, which could result in up to 90% lower CO2 emissions than regular diesel
- Utilising the D2N2 local partnership agreement, we have been able to increase the number of electric vehicle charging points across the service. 20 new charging points will now be available on stations at Edwinstowe, Newark, Retford, Warsop and Worksop
- As part of an accessibility and inclusion project, alterations have been progressing at Ashfield, Bingham, Blidworth and Harworth Fire stations with upgrades also being completed at Service Development Centre. Contracts have also been awarded for works to commence at other sites during 2024/25
- We have been exploring the possible benefits and feasibility of a central management system for electric vehicle charging at buildings across the service
- We have invested in new firefighting equipment, including 17 new fire appliances which will come into service during 2024/25
- We have continued to work alongside members of our Community Advisory Group, who meet on a bi-monthly basis. The group, comprising of individuals from diverse cultural backgrounds, participate in stakeholder panel meetings to provide assurance and advice on some of the key initiatives we carry out in our communities

Financial sustainability and capital expenditure

Throughout 2023/24, events in the UK and abroad had a significant impact on the economic climate. Inflation was 8.7% at the beginning of the year and has fallen to 2.3% at the end of the year.

We have benefited from the increase in interest rates in terms of the interest we earn on our cash balances, however this also increases our cost of borrowing for our capital programme.

Against this backdrop, we reviewed our capital expenditure plans for the next ten years. We have prioritised spending capital to support delivering our Strategic Goals.

This includes investing in new appliances, improvements our training and development centre and making essential improvements to our existing estate to improve accessibility and provide an inclusive environment for staff and visitors.

We will always try to provide the best possible service to our communities with the financial resources available. Providing value for money is a priority when planning for the future.

As part of those plans, we work hard to ensure that the service we provide is both financially and environmentally sustainable. This means ensuring that our buildings, vehicles and equipment remain fit for purpose and cost effective and allow us to provide an effective and efficient service.

Financial Performance

Under the Local Government Act 1999, fire and rescue services are responsible for ensuring that their business is conducted in accordance with the law and proper standards, and that public money is properly accounted for and used economically, efficiently and effectively.

We provide financial assurance through the publication of an Annual Statement of Accounts. This is a statutory requirement under the Accounts and Audit Regulations 2015, and the accounts are prepared following the Code of Practice on Local Authority Accounting. The financial statements are subject to review by independent auditors.

Our appointed external auditor for 2023/24 is KPMG. The auditors are responsible for auditing two key areas:

- Financial statements
- Use of resources – concluding on the arrangements for securing economy, efficiency and effectiveness (the value for money commentary)

Internal audit forms part of the wider system of internal control which deals with our exposure to financial, and to some extent, non-financial risk.

Our internal audit function is provided by Nottinghamshire County Council. The 2023/24 Internal Audit Annual Report provided a judgement of Substantial Assurance around the service's arrangements for corporate governance, risk management and the control environment.

The full report is to be considered by Fire Authority in July 2024. This will allow members to see the work of the internal audit and the contribution that it makes to the overall system of internal control.

2023/24 Financial Budget

The 2023/24 budget was set at £49.965m including the anticipated use of £404k of the budget pressure reserve. During the year additional use of other specific earmarked reserves were approved increasing the budget to £50.258m.

We underspent by £1m (1.99% of the revised budget), and the budget pressure reserve of £404k was not required.

The underspent budget has been moved to reserves:

£300k has been earmarked for anticipated costs relating to the existing mobilisation system whilst the replacement system is being implemented

£175k has been moved to a new reserve created to help manage the revenue costs of capital schemes

£121k has been moved to the General Fund Reserve

Capital expenditure for the year totalled £7.271m. This was lower than expected due to options and scoping works on some of the larger schemes taking longer than anticipated to ensure the best solutions are being pursued.

The major areas of spend were replacement fire appliances, training and development centre and replacement ICT equipment.

Reserves at the end of March 2024 were £10.9m.

Governance Statement

The Annual Governance Statement publicly explains how we manage our governance and internal control measures. It is a transparent account of how we ensure our financial management system is adequate and effective. It also ensures a sound system of internal control, assuring the utmost integrity in all of our work.

The Fire Authority also has a Code of Corporate Governance in which it reaffirms its duties and responsibilities. In this document officers support each of the code's principles with documentation or existing practices, demonstrating how the Fire Authority complies with the principles that make up the code.

We recognise the importance of transparency over how public money is spent. The Local Government Transparency Code 2015 has been used as the foundation for organisational transparency. In deciding what information we should make available, as a starting point we have used the recommended data sets as defined by this code.

Governance, Monitoring & Assurance

Various governance bodies and systems are required to deliver an efficient fire and rescue service to our communities.

Nottinghamshire and City of Nottingham Fire and Rescue Authority

This is often referred to as the Combined Fire Authority (CFA) and is responsible for ensuring we have the people, equipment and training needed to carry out our duties in relation to fire prevention; fire safety; firefighting and rescue; road traffic collision extrication and rescue and other emergency rescue activities such as responding to flooding or terrorism.

The authority consists of 18 elected councillors from Nottingham City Council and Nottinghamshire County Council. The group is made up of six councillors from Nottingham City Council, 12 councillors from Nottinghamshire County Council, and Nottinghamshire's Police & Crime Commissioner.

There are six committees that report to the Fire Authority. These are:

- Appointments
- Community Safety
- Finance and Resources
- Human Resources
- Personnel
- Policy and Strategy

Collectively these committees and the authority make decisions on key matters such as policy, strategy and budget. Meetings of the CFA and its committees are open to the public. Further information can be found on the city council's website.



Strategic Leadership Team

The Strategic Leadership Team is responsible for implementing the strategy and policy decisions taken by the CFA.

Under the direction of the Chief Fire Officer, the team meets to discuss service priorities, collectively understand emerging issues and determine whether additional formal reports or business cases are required for consideration.

CRMP Assurance Board

The CRMP Assurance Board focuses on the progress being made against the strategic goals in the CRMP. It meets monthly and is chaired by the Chief Fire Officer. It scrutinises performance reports and key performance

indicators from all areas of the service and oversees significant corporate projects.

Operational Learning Board

The Operational Learning Board meets to ensure that we can effectively learn from the operational incidents and exercises that have taken place.

This board also considers learning that has come from other fire and rescue services to ensure an efficient, safe and effective operational response and to support the goal of delivering an outstanding service. This board meets every two months.

Service Delivery Evaluation and Assurance Group

It is important to oversee the performance of our Prevention, Protection and Response departments to monitor our progress against the standards we set.

Risk and performance matters are considered, with the aim of addressing any areas of concern and highlighting and learning from areas of good practice. The Group meets on a quarterly basis.

Collaboration Board

We facilitate a Strategic Collaboration Board that looks for opportunities to work with Nottinghamshire Police and oversees current collaborations. The membership of the group includes the Chair of the Fire Authority, the Chief Fire Officer, the Chief Constable and the Police and Crime Commissioner.

We also have a Collaboration Board which facilitates governance and reporting of our Joint Fire Control with Derbyshire Fire and Rescue Service and explores areas for continued collaboration. This is attended by Fire Authority members and senior officers of both services.

External Assurance

HMICFRS Inspection

All fire and rescue services are subject to inspection from His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS).

The aims of the inspection programme are to encourage improvement in the fire sector and to provide the public with accessible information about how their local service is performing.

This year we began the latest inspection process, which will continue through the spring, with the final report expected in the summer of 2024.

Any recommendations identified in the report will contribute to how we develop future business plans and deliver future service improvements.

In our 2021/22 inspection, HMICFRS rated us as 'Good'.

Assurance Declaration

The Combined Fire Authority functions within the clearly defined statutory and policy framework.

The key documents setting this out are:

- The Fire and Rescue Services Act 2004
- The Civil Contingencies Act 2004
- The Regulatory Reform (Fire Safety) Order 2005
- The Fire and Rescue Services (Emergencies) (England) Order 2007
- The Localism Act 2011
- The Fire and Rescue National Framework for England

Nottinghamshire and City of Nottingham Fire and Rescue Authority is satisfied that it has met government expectations and responsibilities expected of fire and rescue services with regard to the Fire and Rescue National Framework for England.

It is satisfied that it has shown due regard for public money and that it was properly accounted for and used efficiently and effectively.

It has adhered to the commitments set out in the CRMP for the period 1 April 2023 to 31 March 2024.



A handwritten signature in black ink, appearing to read 'Michael Payne'.

Councillor Michael Payne Chair of
the Combined Fire Authority