

Shropshire and Wrekin Fire Authority Annual Plan 2020/21

This year's plan bridges the gap between two IRMPs - the current 2015/20 plan and the one that is currently in development due to run from 2021.

The 'gap' is designed to support the ambitions of the Alliance between Shropshire Fire and Rescue Service and Hereford & Worcester Fire and Rescue Service by aligning strategic planning cycles. It will also provide an opportunity to consolidate on our already strong performance and provide time to focus on emergent issues such as the need to increase capacity and capability in Protection and harnessing opportunities from the Alliance. Most of the objectives set out in 2015 were completed by 2019; but other objectives, such as On-call Sustainability and Future Firefighting, were always intended to inform the next Service Plan. In addition to these projects we will work on important areas such as making our culture even more inclusive, innovative and developmental, learning from HMICFRS and progressing the re-development of our Telford site.

SFRS will continue to deliver against the ambitions of the Alliance, initially focusing on underpinning projects but also to take advantage of opportunities as they emerge. During this year we will set a long-term vision for control, bring together ICT strategies, close the gaps in IRMPs and positively exploit procurement opportunities. All these projects will take significant resources but will provide the bedrock of an Alliance that will ultimately increase capacity, improve resilience and lead to greater efficiency.

2020 has already brought huge organisational challenges from flooding and COVID-19; which will have a significant impact on how we deliver our services for many months to come. Every single member of staff has risen to these challenges in the most supportive and flexible way possible; always putting their community needs first. This positive approach is down to the dedicated and professional approach of staff and the highly engaged way we bring about change. Over the next year and going into the new IRMP we will put being deliberately developmental, purposefully diverse and inclusive, and intentionally innovative at the centre of how we do our business. This will allow us to build on the service's outstanding engagement scores and put a powerful culture at the centre of our strategy.

This year SFRS:

- Will continue to include and engage its workforce in decision making.
- Will continue to build on the strong Alliance with Hereford and Worcester Fire and Rescue Service.
- Will actively seek collaborative opportunities with other emergency services where it adds public value.
- Will continue to work closely with social care and health partners to identify and protect the most vulnerable from harm.

All these partnerships take time, effort and understanding but will yield long-term improvements and benefits for our communities.



Cllr Eric Carter - Chair
Shropshire and Wrekin Fire Authority



Rod Hammerton
Chief Fire Officer

Priorities for 2020/21

The Service will continue to manage its major projects through the Service Transformation board but the overall activity of the Service in 2020/21 will be to deliver against the priority objectives set out below:

- Continue to build capacity and resilience through alliance with Hereford and Worcester Fire and Rescue Service; focusing on procurement, ICT, Control and IRMP.
- Develop IRMP 2021-2025.
- Develop the 2021-25 Service Plan – "Culture is Our Strategy".
- Improve service performance by learning from HMICFRS inspections.
- Complete the On-call sustainability review.
- Deliver the Telford Central redevelopment project.
- Reshape and refocus the Protection team to meet existing and emerging needs.
- Continue to deliver the People Strategy, focusing on Health and Wellbeing, Diversity & Inclusion, recruitment, development and leadership.
- Embed flexible working for operational staff and secure local agreements.
- Continue review of Response Capability focusing on Rescue, Firefighting and Working at Height Capability, Redistribution of specialist assets and future PPE.
- Drive improvements using digital technology and embed effective change through the Service Transformation Programme.
- Make improvements in station security and fitness support facilities through the refurbishment programme.
- Reduce the organisations environmental impact by including relevant aims and targets into all business plans.
- Undertake a review of training facility needs.
- Continue to engage with underrepresented groups.

Our Aims

To be there when you need us in an emergency with a professional and well equipped team

To reduce the number of fires in our community

To reduce the number of fire related deaths and serious injuries

To deliver a fire and rescue service, which provides value for money for our community now and into the future

Measures and Targets for 2020/21

The first engine will arrive at an emergency incident with at least 4 firefighters within 15 minutes on 89% of occasions.

All accidental fires will be reduced to not more than 433 during 2020/21.

Accidental dwelling fires to be reduced to not more than 186 during 2020/21.

Deliberate fires will be reduced to not more than 520 fires during 2020/21.

Fire related deaths and serious injuries in the community will be reduced to not more than 10 during 2020/21.

Injuries sustained to staff through firefighting will be reduced to not more than 19 injuries during 2020/21.

Fire and heat damage emanating from accidental fires in domestic dwellings and regulated business will be confined to the room of origin on not less than 89.5% of occasions during 2020/21

To obtain an unqualified Value for Money (VFM) conclusion from external audit.

Our Purpose

Save and protect life, property and the environment from fire and other emergencies.

Our Core Values

We fully support the national fire and rescue service core values of:

- service to the community
- valuing all our people
- valuing diversity in the Service and the community
- valuing improvement at all levels