

Fire & Rescue Service Headquarters Summergroves Way Kingston upon Hull HU4 7BB
 Telephone 01482 565333

To: Members of the Fire Authority	Enquiries to: Gareth Naidoo Email: committeemanager@humbersidefire.go.uk Tel. Direct: (01482) 393206 Date: 16 September 2021
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Dear Member

I hereby give you notice that a meeting of **HUMBERSIDE FIRE AUTHORITY** will be held on **FRIDAY, 24 SEPTEMBER 2021 at 10.30AM** at the **MERCURE HULL GRANGE PARK HOTEL, GRANGE PARK LANE, WILLERBY, HULL HU10 6EB.**

Public and press attendance at meetings

For safety reasons and in order to prevent the spread of Covid-19, **a maximum of only 4 people** will be permitted entry to the public gallery - **places must be booked in advance** by contacting the Committee Manager on the contact details above.

The business to be transacted is set out below.

Yours sincerely



Mathew Buckley
Monitoring Officer & Secretary to Fire Authority

Enc.

A G E N D A

Business	Page Number	Lead	Primary Action Requested
1. Apologies for absence	-	Monitoring Officer/ Secretary	To record
2. Declarations of Interest	-	Monitoring Officer/ Secretary	To declare
3. Minutes of meeting of the Authority held on 23 July 2021	(pages 1 - 6)	Chairperson	To approve
4. Questions by Members	-	Monitoring Officer/ Secretary	To receive
5. Petitions and Deputations	-	Monitoring Officer/ Secretary	To receive

Business	Page Number	Lead	Primary Action Requested
6. Communications	-	Monitoring Officer/ Secretary & Chief Fire Officer/Chief Executive	To receive
7. Draft Minutes of Governance, Audit and Scrutiny Committee - 6 September 2021	(pages 7 -11*)	Chairperson of Committee	To receive
8. GAS Committee Recommendations Update	(pages 12 - 19)	Chairperson of Committee	To receive
9. External Audit - Audit Completion Report - Year Ending 31 March 2021	(pages 20 - 54)	Mazars	To receive
10. Annual Accounts 2020/21	(pages 55 - 145)	Executive Director of Corporate Services/ S.151 Officer	To approve
11. Financial Outlook 2022/23 Onwards	(pages 146 - 151)	Executive Director of Corporate Services/ S.151 Officer	To receive
12. Equality, Diversity & Inclusion Annual Report 2020-21	(pages 152 - 180)	Director of People and Development	To receive
13. Incident No. 13246 (Goole) Second World War Unexploded Bomb	(pages 181 - 187)	Director of Service Delivery	To receive
14. HMICFRS Update	Verbal	Director of Service Improvement	To receive
15. COVID-19 Update	(pages 188 - 192)	Chief Fire Officer/ Chief Executive	To receive

FRIDAY, 23 JULY 2021

PRESENT:**Members****Representing East Riding of Yorkshire Council:**

Councillors, Davison, Dennis, Healing, Jefferson and Smith

Representing Hull City Council:

Councillors Belcher, Chambers, North and Randall

Representing North East Lincolnshire Council:

Councillors Patrick, Shepherd and Swinburn

Representing North Lincolnshire Council:

Councillors Briggs (*Chairperson*), Grant and Waltham MBE

Officers of Humberside Fire & Rescue Service

Chris Blacksell - Chief Fire Officer & Chief Executive, Phil Shillito - Deputy Chief Fire Officer/Executive Director Service Delivery, Kevin Wilson - Executive Director of Corporate Services/Section 151 Officer, Steve Topham - Director of Service Delivery Support, Niall McKiniry - Director of Service Improvement, Anne Stott - Temporary Head of Human Resources, Lisa Nicholson - Deputy Monitoring Officer/Secretary and Gareth Naidoo - Committee Manager

Also in attendance:**Independent Co-opted Members of the Governance, Audit and Scrutiny Committee**

Doug Chapman (presented Minute 102), James Doyle, Pam Jackson, Andrew Smith and Mandy Thomlinson were in attendance as observers.

HMICFRS

Davinder Johal and Gareth Bradbury - Service Liaison Lead (Merseyside FRS, Humberside FRS and Durham & Darlington FRS)

The meeting was held at The Village Hotel, Hessle.

PRESENTATION OF QUEEN'S AWARDS - The Chair presented certificates on behalf of the Authority to Bernadette McKiernan on being awarded a British Empire Medal (BEM) and Anthony Clark on being awarded a Queen's Fire Service Medal (QFSM) during The Queen's Birthday Honours 2021.

96/21 APOLOGIES FOR ABSENCE - Apologies for absence were submitted from Councillors Chadwick, Dad, Fox, Green, Lindley, Sherwood and Singh and from Jonathan Evison - Police and Crime Commissioner.

97/21 DECLARATIONS OF INTEREST - None.

98/21 MINUTES - Resolved - That the minutes of the meeting of the Authority held on 25 June 2021 be received as a correct record.

99/21 QUESTIONS BY MEMBERS - There were no questions.

100/21 PETITIONS AND DEPUTATIONS - None received.

101/21 COMMUNICATIONS - The following communication was reported:

- (i) **Serious Violence Bill** - Draft guidance had been published. Bill is still due to receive royal assent. Following royal assent, the Authority would have to determine how it wished to implement the Bill. A report on the Bill and its implications for the Service would be submitted to the Authority in due course.

102/21 DRAFT MINUTES OF GOVERNANCE, AUDIT AND SCRUTINY (GAS) COMMITTEE - 5 JULY 2021 - Doug Chapman, Chairperson of the Governance, Audit and Scrutiny Committee, presented the draft minutes of the meeting of the Committee held on 5 July 2021.

Members discussed the importance of the need for high quality data on bullying to be gathered from a future survey and to be received by the GAS Committee in the future. The term 'bullying' as defined in the Dignity at Work Policy was discussed and it was reiterated that the Service would not tolerate bullying in any form. A joint statement from the Service and FBU would be released in due course to reiterate this message.

Resolved - That the draft minutes of the Governance, Audit and Scrutiny (GAS) Committee held on 5 July 2021 be received.

103/21 DRAFT MINUTES OF PENSION BOARD - 12 JULY 2021 - Resolved - That the draft minutes of the Pension Board held on 12 July 2021 be received, with the exception of Minute 23/21 Recommendations (b) and (c) which were considered separately as an urgent item under Minute 113 of this meeting.

104/21 URGENT ITEM: MINUTES OF APPOINTMENTS COMMITTEE - 22 JULY 2021 - It was agreed by the Chairperson for this item to be treated as urgent in order to consider the Appointments Committee recommendation to the Authority in order for the preferred candidate for the post of Assistant Chief Fire Officer to be appointed.

Resolved - That the minutes of the Appointments Committee held on 22 July 2021 be approved and Niall McKiniry be appointed to the post of Assistant Chief Fire Officer.

105/21 MANAGEMENT OF ACCOUNTS PERIOD ENDING 30 JUNE 2021 - The Executive Director of Corporate Services/ S.151 Officer submitted a report that highlighted the current financial position based on information to 30 June 2021.

The summary estimated outturn position for the current financial year based on information to 30 June 2021 was as follows:

CATEGORY	2021/22 OUTTURN PROJECTION
HFA	
Revenue Budget	£0.232m underspend
Capital Programme	£0.279m expenditure against £7.029m allocation
Pensions Account	£10.402m deficit

This was the first set of Management Accounts for the 2021/22 financial year and further updates would be brought to the Authority based on the periods ending 30/9/21, 31/12/21 and 28/2/22.

Further details on all of these areas were available electronically alongside the agenda papers on the Fire Authority's website at www.humbersidefire.gov.uk/fire-authority.

Resolved - That the report be received.

106/21 DRAFT ANNUAL STATEMENT OF ASSURANCE 2020/21 - The Director of Service Improvement submitted the draft Annual Statement of Assurance 2020/21 for approval.

The Fire and Rescue National Framework for England (Revised 2018) set out a requirement for Fire and Rescue Authorities to provide annual assurance, based upon the Department for Communities and Local Government (DCLG) Guidance on Statements of Assurance for Fire and Rescue Authorities in England (2013), and show they had due regard to the expectations set out in their Integrated Risk Management Plan and the requirements included in the Framework.

The areas covered were financial assurance, governance assurance and operational assurance. The draft Annual Statement of Assurance for 2020/21 was included at Appendix 1 of the report for Members approval.

Resolved - That the Annual Statement of Assurance 2020/21, as set out at Appendix 1 of the report, be approved for publication.

107/21 ANNUAL PERFORMANCE REPORT 2020/21 - The Director of Service Improvement submitted the Annual Performance Report for 2020/21 for approval.

The Authority published an Annual Performance Report detailing the performance information for the previous year. The 2020/21 report included key data and information relating to prevention, protection, response, environmental and people activities, proactively supporting the delivery of the Strategic Plan. Appendix 1 included the draft report for 2020/21.

Members considered the data regarding low level accidents, first responders and the number of children engaged with.

The Authority placed on record its thanks to the HR team for its work in helping to reduce sickness absence across the Service.

Resolved - That the Annual Performance Report 2020/21, as set out at Appendix 1 of the report, be approved.

108/21 GENDER PAY GAP REPORT 2021 - The Temporary Head of Human Resources submitted a report detailing the pay gap reporting information and supportive narrative for the Service to meet its legislative obligations for the 2021 gender pay gap reporting requirements.

Gender pay reporting legislation required employers with 250 or more employees to publish gender pay gap data annually. The deadline for publication was 30 March 2022 for Public Sector Organisations (for data as of 31 March 2021). Organisations had to publish on their public-facing websites and report to the Government.

The tables below detailed the Service's gender profile. The information provided in the gender profile table accounted for any employee in paid full remuneration as at 31 March 2021.

Gender	Number of Staff 2021	%
Women	217	20.5%
Men	844	79.5%

The gender profile demonstrated that there was a significantly higher proportion of men overall employed in the Service. There was a far larger volume of Operational roles within the Service and those roles were more commonly occupied by men. Women made up the larger proportion of staff in Support and Control roles.

The Gender Pay Gap 2021 in terms of mean hourly pay (measure 7a) was:

	Women	Men	Gender Pay Gap
The mean hourly rate	£13.66	£15.73	13.51%

The Gender Pay Gap 2021 in terms of median hourly pay (measure 7b) was:

	Women	Men	Gender Pay Gap
The median hourly rate	£12.69	£14.84	14.48%

The table below detailed the Service's ethnicity profile. The information provided in this profile table accounted for any employee in paid full remuneration as at 31 March 2021. White (Other) included British, English, Scottish, Welsh, Northern Irish, Irish, Gypsy or Irish Traveller, Irish and Other. Ethnic Minorities included Black or Black British, Mixed and Other. (In the table staff members who had not stated their ethnicity had not been included in the calculations for the mean and median pay gaps, they had however been included in the pay quartile calculations).

Ethnicity	Number of Staff 2021	%
White\White Other	972	91%
Ethnic Minorities	51	5%
Not Stated	38	4%

The table below detailed the Service's disability profile. The information provided in this profile table accounted for any employee in paid full remuneration as at 31 March 2021. Definition of disability under the Equality Act 2010 was if you had a physical or mental impairment that had a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.'

Disability Status	Number of Staff 2021	%
No Disability declared	961	91%
Disability declared	24	2%
Not Stated*	76	7%

The Service met its 2020 gender pay gap reporting requirements by publishing its report on 4 March 2021 for data as at 31 March 2020. This year the Service would also voluntarily report on its ethnicity and disability pay gaps and would publish its data in July 2021, much earlier than in previous years.

An easy read version of the report would be published on the Authority's website.

Members expressed the desire for the Service to continue its cultural change and learn lessons from international organisations in attracting women and people of disability and different ethnicity to operational roles.

Resolved - (a) That the report be received, and

(b) that the Service continues to monitor and increase positive opportunities for women and people of disability and different ethnicity to be recruited to operational roles.

109/21 PERSONAL EMERGENCY EVACUATION PLANS (PEEPs) - GOVERNMENT CONSULTATION - The Director of Service Support submitted the response to the Home Office consultation on Personal Emergency Evacuation Plans (PEEPs).

The Home Office was seeking views on new proposals to implement the Grenfell Tower Inquiry Phase 1 recommendations on Personal Emergency Evacuation Plans (PEEPs) in high-rise residential buildings. This new consultation contained proposals to implement the Grenfell Tower Inquiry Phase 1 Report recommendations on Personal Emergency Evacuation Plans, that required a change in law to place new requirements on owners or managers of multi-occupied high-rise residential buildings.

All related information was available on the gov.uk website and also available through following the links:

1. [PEEPs consultation document](#);
2. [PEEPs impact assessment](#);
3. [PEEPs equality impact assessment](#).

The Service was represented on the NFCC Strategic Protection Forum. Workshops had been conducted between the Home Office and NFCC to provide input into the improvements required. The NFCC was currently developing a detailed response to the consultation exercise, supported by all fire and rescue services and the Service had contributed to this development. The drafted NFCC consultation response had been utilised to update the Service response.

This report provided Members with the intended response from the Service (closing date of 19 July 2021), included at Appendix A of the report.

Resolved - That the response to the Home Office consultation on Personal Emergency Evacuation Plans (PEEPs) and the continued involvement of the Service in contributing to improvements in fire safety across the built environment be received.

110/21 HMICFRS UPDATE - The Director of Service Improvement provided the Authority with a verbal update in relation to Her Majesty's Inspectorate of Constabulary and Fire and Rescue Service's (HMICFRS).

The next inspection by HMICFRS of the Service had been confirmed to take place week commencing 13 December 2021 with the inspection period spanning four weeks.

Internally, preparation was well underway for the inspection:

- Ongoing planning - update on Service Improvement Programme
- Information guide issued to guide informing staff of the inspection process
- Internal Audit had completed on key areas
- Carried out an efficiency and effectiveness workshop with strategic and tactical teams
- Workshop on 'People' due to be undertaken whereby strategic and tactical teams would review

Thanks were expressed to Davinder Johal, the outgoing Service Liaison Lead (Merseyside FRS, Humberside FRS and Durham & Darlington FRS) and a welcome was given to Gareth Bradbury, the new Service Liaison Lead (Merseyside FRS, Humberside FRS and Durham & Darlington FRS).

Resolved - That the update be noted.

111/21 COVID-19 UPDATE - The Chief Fire Officer/Chief Executive provided a verbal update on the impact of Covid-19 on the Service.

There were increasingly high levels of Covid-19 across Humber sub-region. NHS services stretched. The rates of staff tested positive or having to isolate were increasing.

The Service continued to support other agencies during the pandemic.

Officers from the Service continued their work with and arrangements with the Local Resilience Forum (LRF).

112/21 EXCLUSION OF THE PRESS/PUBLIC - Resolved - That the press and public be excluded from the meeting for consideration of the following items on the grounds that they would involve the likely disclosure of exempt information as defined in paragraph 3 of Part 1 of Schedule 12A of the Local Government Act 1972.

In making its decision the Authority confirmed that having regard to all the circumstances it was satisfied that the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

113/21 EMERGENCY SERVICES MOBILE COMMUNICATIONS PROJECT (ESMCP) UPDATE - The Director of Service Support submitted a report updating the Authority on the Emergency Services Mobile Communications Programme (ESMCP).

Resolved - That the report be received.

114/21 URGENT ITEM: FIREFIGHTERS' PENSIONS REMEDY - IMMEDIATE DETRIMENT GUIDANCE UPDATE - It was agreed by the Chairperson for this item to be treated as urgent in order to consider the Pension Board's recommendations from its meeting of 12 July (Minute 23/21 refers):

Recommended -

(b) that the Authority offer welfare support to Scheme members affected ahead of the agreement of a national framework for the application of the Sargeant/McCloud remedy, and

(c) that the Authority reconsiders its decision with regard to the implementation of the Home Office's updated Immediate Detriment Guidance.

At its meeting of 25 June 2021 the Authority considered the report 'Firefighters' Pensions Remedy - Immediate Detriment Guidance Update' (Minute 95/21 refers) and *Resolved - That the report be received.*

Resolved - (a) That the decision of the Authority on 25 June (Minute 95/21 refers) be upheld, and

(b) that the Authority offers welfare support to Scheme members affected ahead of the agreement of a national framework for the application of the Sargeant/McCloud remedy.

HUMBERSIDE FIRE AUTHORITY
GOVERNANCE, AUDIT AND SCRUTINY COMMITTEE

6 SEPTEMBER 2021

PRESENT: Independent Co-opted Members Mr D Chapman (Chairperson), Mr J Doyle, Mrs P Jackson, Mr A Smith and Mrs M Thomlinson.

Councillor Briggs attended as an observer.

Jason Kirby - Temporary Director of People and Development, Paul McCourt - Director of Service Delivery, Simon Rhodes - Temporary Director of Service Improvement, Steve Topham - Director of Service Delivery Support, Martyn Ransom - Head of Finance, Ruth Gilmour - Head of Human Resources, Mathew Buckley - Monitoring Officer/Secretary, Samm Campbell - Committee Manager, Andy McCulloch - Internal Audit (TIAA) and Ross Woodley (Mazars) were also present.

The meeting was held at the Humberside Fire and Rescue Service Headquarters, Kingston upon Hull. Meeting commenced at 10.00 a.m.

PROCEDURAL

73/21 APOLOGIES FOR ABSENCE - There were no apologies for absence.

74/21 DECLARATIONS OF INTEREST - There were no declarations of interest.

75/21 MINUTES - *Resolved* - That the minutes of the meeting of the Committee held on 5 July 2021 be confirmed as a correct record.

76/21 MATTERS ARISING FROM THE MINUTES, OTHER THAN ON THE AGENDA - There were no matters arising.

GOVERNANCE

77/21 UPDATE: MATTERS ARISING/FEEDBACK FROM FIRE AUTHORITY - The Monitoring Officer/Secretary provided feedback on items considered by the Fire Authority at its meetings of 23 July 2021.

Resolved - That the update be received.

78/21 ANNUAL UPDATE ON THE DECLARATION AND REGISTRATION OF INTERESTS BY MEMBERS - The Monitoring Office/Secretary provided an update on the declaration and registration of interests by Members.

Resolved - That the update be received.

Audit

79/21 INTERNAL AUDIT REPORTS- Andy McCulloch (TIAA) presented the following reports:

- (i) **Enforcement** - The review process found that targets for the number of inspections under the Risk-Based Inspection Programme were not being met as a result of the prioritisation of other activities. However, given the importance of each inspection as part of the risk-based approach, TIAA concluded that the Service should prioritise inspections to meet the target of 10 per month. The Service

explained that it had needed to fill vacant posts within the inspection team and that training inspectors took time. The Service had begun to triage tasks in different ways to prioritise inspections and was confident that the situation would improve as the staff members being trained would be able to undertake high-risk inspections from the end of September 2021.

- (ii) **Grievance Arrangements** - The review found that the Service followed its processes appropriately, but that managers would benefit from training because some of the grievances reviewed could have been resolved by effective management actions at the first stage of the formal grievance process. The Service was in the process of securing extra resources to improve its grievance process, and its HR partner was involved from the beginning of each grievance process to support the Service's managers.
- (iii) **National Operational Guidance Phase 3 and 4** - TIAA had concluded the review with an assessment of 'reasonable assurance'. The process for implementing the Guidance was found to have been appropriately directed, and the review had resulted in two recommendations; one Priority 2 and one Priority 3.
- (iv) **Productivity - Shift System** - The review had found that appropriate procedures had been agreed, but were yet to be fully embedded across the Service. TIAA had concluded with a Priority 1 recommendation, two Priority 2 recommendations and one Priority 3 recommendation.

Resolved - (a) That the reports be received, and

(b) That TIAA report on the progress made in relation to the Risk-Based Inspection Programme in spring 2022.

80/21 INTERNAL AUDIT UPDATE - Andy McCulloch (TIAA) presented a report updating the Committee on progress in relation to the internal audit process.

The review of the Shift System (Minute 79/21 refers) had found that activity was not being recorded in sufficient detail, which meant that it was difficult to evidence the improvements being made. As a result, TIAA would make use of three days of its contingency capacity to follow up on this review and report on progress. As a result of the Committee's recommendation in relation to TIAA's review of Enforcement (Minute 79/21 refers), TIAA would use a further day of its contingency capacity to gauge the Service's progress.

Resolved - That the update be received.

81/21 EXTERNAL AUDIT COMPLETION REPORT 2020/21 - Ross Woodley (Mazars) presented the External Audit Completion Report 2020/21.

Mazars offered its thanks to members of the Service's finance team for their diligent work which had enabled Mazars to have substantially completed the report during a challenging time. Expectations of public sector auditors had risen while there was a shortage of auditors nationally. Mazars had decided to prioritise its larger authorities (including the Service) and was on track to complete its 2020/21 audit by the 30 September 2021 deadline. Overall, Mazars expected to deliver an 'unqualified' opinion. There were no material errors in the Service's accounts and Mazars was awaiting the assurance letter from the auditors of the Pension Fund.

A Member asked when the contract for valuation services was due to be tendered. It had been around five years since the tender process had been undertaken in relation to valuation services, and the contract was due to be tendered again in the coming months.

Resolved - (a) That the report be received, and

(b) that the Committee offer its thanks to the Service's finance team and to Mazars for the hard work to ensure that the external audit process for 2020/21 would be completed by the 30 September 2021 deadline.

FINANCE AND PERFORMANCE

82/21 HMICFRS INSPECTION UPDATE - The Temporary Director of Service Improvement provided the Committee with a verbal update in relation to Her Majesty's Inspectorate of Constabulary and Fire and Rescue Service's (HMICFRS).

Since the Committee's previous meeting, the Service had received the request for self-assessment documents from HMICFRS. The documents had been completed and circulated to Members, and the Service was pleased with the information reported to HMICFRS. The self-assessment documents would be used by HMICFRS to develop its key lines of enquiry. At the time of the meeting, an engagement visit was underway with the Inspectorate's new liaison officer for the Service, Gareth Bradbury. While engagement visits were not taken into account as part of the inspection process, they were important in ensuring that the liaison officer was familiar with the Service.

Sir Thomas Winsor, Chief Inspector of HMICFRS, had written to fire authority chairs and chief fire officers to seek comments on the Inspectorate's annual State of Fire and Rescue report. The State of Fire and Rescue report due to be published later in the year would be Sir Thomas Winsor's last, as his term of office was due to come to an end. It was expected that the report would reflect on the progress made since the Inspectorate's inception in 2017.

Resolved - That the update be received.

83/21 ANNUAL STATEMENT OF ACCOUNTS 2020/21 - The Head of Finance presented the Annual Statement of Accounts for the 2020/21 financial year.

Resolved - That the Annual Statement of Accounts 2020/21 be received.

SCRUTINY PROGRAMME

84/21 PROMOTION WITHIN UNIFORMED ROLES - The Temporary Director of People and Development submitted a report in response to the scope within the Committee's Scrutiny Programme for 2021/22.

During the previous 20 years, fire and rescue services across the country had gone from having nationally regulated promotion processes underpinned by prerequisite examinations, to an assessment centre process which replaced the examinations, before the Government announced in 2010 that it would no longer mandate any particular process. Between 2010 and 2019, the Service operated a system in which candidates would be interviewed and assessed, with successful candidates then held in a pool until a suitable vacancy arose. This process resulted in candidates sometimes being held in the promotional pool for more than two years, with no ongoing support or requirement to develop or maintain their skills. In 2015, the Service introduced the Institute of Fire Engineers (IFE) examinations; initially as a voluntary qualification, and later as a prerequisite qualification. While the IFE remained a prerequisite qualification for firefighters seeking promotion, the

Service reviewed its processes in early 2019. At that point, the Service temporarily recruited to vacancies on an individual basis while it developed its Recruitment Policy, which replaced its previous policy on promotion. After a short time, the Service came to understand that it would not be possible to recruit the required number of crew, watch and station managers (CMs, WMs and SMs respectively) on a post-by-post basis while also maintaining high service delivery standards. The Service's retirement profile, and the fact that CM and WM posts arose with such frequency, led to the development of the talent pipeline.

Following significant consultation with representative bodies, the Service developed its current talent pipeline process, which had been introduced in July 2020. The talent pipeline process addressed the need to support employees through a structured development process that identified and developed applicants for operational managerial positions in accordance with the Service's specifications. It also addressed the need to maintain a ready supply of potential candidates for promotion, whether permanently or temporarily. The talent pipeline process categorised applicants in three ways following a stringent and transparent assessment process: 'appointable'; 'appointable on a temporary basis' or; 'not appointable at this time'. The process also ensured that applicants would not remain in the pipeline for excessive periods of time, and would have to reapply, meaning that the Service could be assured that anyone in the pipeline assessed as 'appointable' or 'appointable on a temporary basis' could be called upon. The Service adopted a Transfers and Postings Policy in 2019, and monthly meetings governed the process.

A Member asked how many applications had been submitted for the talent pipeline. In the previous year, around 60 applications had been received for consideration for promotion to CM positions. It was agreed that the Committee would be provided with details of the number of applications for each role, the number of successful promotions, and the number of applicants who needed to reapply.

A Member queried the reasoning behind the decision to restart the talent pipeline process every 12 months. In the previous pool system, some applicants had been in the pool for two or three years, without any assurance to the Service that they remained suitable for promotion. Some Members remained concerned and asked whether it would be possible to review 'appointable' applicants on individual basis every 12 months rather than restart the process. The Service worked flexibly with 'appointable' candidates when vacancies arose. Many would be willing to travel in order to take up a promotion but, for example, the Service would not ordinarily offer a post at one end Humberside to an employee living at the other end. The Service remained open to adapting the pipeline process depending on its reception and success, but it had only recently been established in July 2020.

A Member asked whether the Service recruited externally. The Service advertised all of its permanent posts to external applicants using local and national publications, the transfer list and its own website. Temporary posts would usually involve internal recruitment processes due to the time-limited nature of the appointments.

A Member asked how the Service's recruitment processes would advance its positive action objectives. Positive action was difficult to advance using internal recruitment processes, meaning that the Service would need to appoint more external applicants. However, the Service's work on improving the gender balance had progressed well in recent years, and the mentorship scheme had helped to encourage more female applicants.

The Service's exit interview process had been reviewed and was due to become automated in an effort to improve response rates. The existing process allowed those leaving the Service to offer any feedback they wanted to, but none had so far highlighted the Service's promotion processes as an issue. The Service had begun to undertake short 'pulse' surveys to gauge issues such as wellbeing and bullying in its workforce.

Resolved - (a) That the Committee be provided with details of the number of applications to the talent pipeline process for each role, the number of successful promotions, and the number of applicants who had needed to reapply, and

(b) that the Committee reconsider promotion within uniformed roles as part of a future scrutiny programme.

85/21 GAS COMMITTEE SCRUTINY PROGRAMME 2021/22 - The Committee Manager submitted a report summarising the Committee's Scrutiny Programme 2021/22.

Resolved - That the Programme be received.

86/21 ANY OTHER BUSINESS - UPCOMING GAS COMMITTEE VACANCIES - The Chair highlighted to those present that three of the Committee's Members' terms of office were due to expire at the end of March 2022.

GAS Committee Recommendations Update

SUMMARY

1. Appendix 1 to this report provides Members with a summary of the recommendations made by the Governance, Audit and Scrutiny Committee between July 2020 and September 2021.

RECOMMENDATIONS

2. That the Fire Authority note the Committee's recommendations.

REPORT DETAIL

3. The Governance, Audit and Scrutiny Committee, comprising five independent Members, undertakes audit and scrutiny functions on behalf of the Authority. The Committee makes recommendations to the Authority and the Service to improve performance and to ensure that resources are used effectively. Appendix 1 provides Members with a summary of the recommendations made by the Governance, Audit and Scrutiny Committee between July 2020 and September 2021.

STRATEGIC PLAN COMPATIBILITY

4. The Committee's work links closely with the Service's objectives through internal and external audit, and its scrutiny programme is set in line with the Service Improvement Plan.

FINANCIAL/RESOURCES/VALUE FOR MONEY IMPLICATIONS

5. N/A.

LEGAL IMPLICATIONS

6. N/A.

EQUALITY IMPACT ASSESSMENT/HR IMPLICATIONS

7. N/A.

CORPORATE RISK MANAGEMENT IMPLICATIONS

8. N/A.

HEALTH AND SAFETY IMPLICATIONS

9. N/A.

COMMUNICATION ACTIONS ARISING

10. N/A.

DETAILS OF CONSULTATION AND/OR COLLABORATION

11. N/A.

BACKGROUND PAPERS AVAILABLE FOR ACCESS

12. N/A.

RECOMMENDATIONS RESTATED

13. That the Fire Authority note the Committee's recommendations.

S CAMPBELL
Committee Manager

Officer Contact: Samm Campbell ☎ 01482 393205
Committee Manager

Humberside Fire & Rescue Service
Summergroves Way
Kingston upon Hull

16 September 2021

Date	Item	Minute	Resolution	Responsible	Brief summary of outcome
13 July 2020	Internal Audit Update	49/20	Resolved - (b) that the Committee be updated in relation to TIAA's assessment of key financial controls at a future meeting.	TIAA	The Committee received the report relating to key financial controls at its meeting held on 25 January 2021.
13 July 2020	Draft Annual Performance Report 2019/20	51/20	Resolved - b) that the report be revised, taking into account the Committee's suggested amendments, prior to its receipt by the Fire Authority on 24 July 2020.	Director of Service Improvement	The report was updated prior to its receipt by the Fire Authority on 24 July 2020.
13 July 2020	LGA Consultation on Draft Code of Conduct	54/20	Resolved - That the Committee respond to the consultation collectively through Mandy Tomlinson.	Mandy Tomlinson	The consultation was responded to as planned.
13 July 2020	GAS Committee Scrutiny Programme 2020/21	56/20	Resolved - That the Scrutiny Programme 2020/21 be approved subject to the addition of scoping questions agreed by the Committee.	Committee Manager	Scrutiny Programme updated.
13 July 2020	AOB - Action Schedule	58/20	Resolved - That the Committee receive an action schedule tracking its recommendations at future meetings.	Committee Manager	Action schedule created.
7 September 2020	Internal Audit Progress Update	68/20	Resolved - that the TIAA briefing note, Cyber Threats using the COVID-19 Pandemic, be circulated to the Committee.	TIAA	The briefing note was circulated to the Committee following the meeting.
7 September 2020	Performance Reporting Update	70/20	Resolved - that, in future, changes of this calibre be communicated to the Committee further in advance.	Director of Service Improvement	ONGOING
7 September 2020	Absence Management Q1	72/20	Resolved - that the Service seek further feedback from its employees in relation to its anti-bullying campaign.	Director of People and Development	The Committee received a report on the Anti-Bullying Campaign at its meeting held on 5 July 2021.
7 September 2020	Effectiveness of the Protection Risk-Based Targeting Strategy	77/20	Resolved - (c) that the Committee be updated in six months in relation to the uptake of fire safety inspection training among on-call firefighters, and (d) that the Committee be updated in six months in relation to the Service's work with the University of Hull.	Director of Service Delivery Support	

Date	Item	Minute	Resolution	Responsible	Brief summary of outcome
7 September 2020	Update in relation to the Emergency Medical Response Cost Recovery Model (Scrutiny Programme 2019/20)	78/20	Resolved - That the updates be received.	Director of Service Delivery	Reschedule for further update.
16 November 2020	Performance and Risk Report - Second Quarter 2020/21	88/20	Resolved - (b) that the Service consider publishing details of the complaints it receives on its website.	Director of Service Improvement	A summary of complaints was uploaded to the Service's website.
16 November 2020	Absence Management - Second Quarter 2020/21	90/20	Resolved - (b) that the Temporary Director of People and Development update Members with the costs related to the delivery of the Employee Assistance Programme.	Temporary Director of People and Development	The Committee was provided an update on 30 November 2020.
16 November 2020	Treasury Management Mid-Year Update Report 2020/21	91/20	Resolved - (b) that the Service facilitate a session for the Committee on long-term treasury management issues.	Head of Finance	The session was held on 26 April 2021.
16 November 2020	Development and Delivery Plans to Support the Health and Wellbeing of Staff	94/20	Resolved - (b) that a verbal update be provided to the Committee in around three months.	Head of Occupational Health	Updates in relation to the Employee Assistance Programme were received at the Committee's meeting held on 5 July 2021.
16 November 2020	Update in relation to the Emergency Medical Response Cost Recovery Model (Scrutiny Programme 2019/20)	95/20	Resolved - (b) that the matter of the Emergency Medical Response Cost Recovery Model be considered resolved.	Director of Service Delivery	The cost recovery programme in relation to the Emergency Medical Response service was aligned across the Service's area.
25 January 2021	Internal Audit Update	8/21	Resolved - (b) that the audit report relating to health and safety be circulated to the Committee prior to its next meeting, and	(b) Committee Manager (c) Head of Corporate Assurance	(b) The health and safety audit report was circulated on 2 February 2021 and included on the agenda for the 22 February 2021 meeting.

Date	Item	Minute	Resolution	Responsible	Brief summary of outcome
			(c) that the Committee be informed of the final topic for the 2020/21 internal audit programme.		<p>(c) The decision was taken to move this slot into 2021/22 and await further guidance regarding the focus of the HMICFRS inspection before deciding on the topic. The following topic was also due to be proposed to the Committee for scrutiny in 2021/22:</p> <p>Business Continuity – Response to Covid Pandemic: Evaluation of lessons learned and the adoption of new working practices.</p>
25 January 2021	Protection Engagement with the Commercial and Business Community	13/21	<p>Resolved - (a) That an update on the Service's protection engagement be received during the 2021/22 scrutiny programme;</p> <p>(b) that the Committee be assured that the new Risk-Based Inspection Programme methodology enables the Service to prioritise and target engagement activities effectively, and</p> <p>(c) that the Committee note the ongoing impacts of both the Grenfell Tower fire and the Covid-19 pandemic, including the positive changes arising from them.</p>	Committee Manager/ Director of Service Support	<p>(a) The Committee approved its work programme at the meeting held on 14 June 2021;</p> <p>(b) N/A;</p> <p>(c) N/A.</p>
25 January 2021	GAS Scrutiny Programme 2020/21	14/21	<p>Resolved - (b) that the Workforce Plan be added as a matter for consideration as part of the scrutiny item due to be heard on 12 April 2021, Diversity and Recruitment - Progress and Plans.</p>	Committee Manager	The Programme was updated and included on the agenda for the 22 February 2021 meeting.

Date	Item	Minute	Resolution	Responsible	Brief summary of outcome
22 February 2021	Draft Internal Audit Plan 2021/22	23/21	Resolved - (b) that the Committee's scrutiny of diversity and recruitment (due to be considered at the meeting to be held on 12 April 2021) be taken into consideration during TIAA's audit of equality, diversity and inclusion as part of its Internal Audit Plan 2021/22.	TIAA	The Committee received TIAA's report on equality, diversity and inclusion at its meeting held on 5 July 2021.
22 February 2021	GAS Committee Scrutiny Work Programme 2020/21	26/21	Resolved - (b) that a workshop be held in April 2021 to consider items for the 2021/22 Scrutiny Programme.	Committee Manager	The workshop was held on 20 May 2021 in order for the Programme to be considered for approval at the Committee's meeting due to be held on 14 June 2021.
12 April 2021	Draft Annual Governance Statement	37/21	Resolved - (b) that the draft Annual Governance Statement be updated to incorporate recent changes to the Committee's membership, and (c) that the Chair of the HFA and the Monitoring Officer consider an appraisal process for the GAS Committee.	Director of Service Improvement	(b) The Annual Governance Statement was updated prior to its receipt by the Fire Authority.
12 April 2021	Diversity and Recruitment - Progress and Plans	39/21	Resolved - (a) That the Service's future Positive Action Strategy and Framework be applied consistently; (b) that the Service ensure that its employees fully understand its Positive Action Strategy and Framework; (c) that the Service gather improved data in order to understand the makeup of its workforce in comparison to local demographics and other fire and rescue services;	Temporary Director of People and Development	

Date	Item	Minute	Resolution	Responsible	Brief summary of outcome
			<p>(d) that the Service improve its exit interview process to understand why employees leave the Service, and</p> <p>(e) that the Committee be updated about to the Service's progress in relation to the revision of its workforce plan and the recommendations of the associated internal audit report.</p>		
14 June 2021	Annual Statement of Accounts (Unaudited)	51/21	<p>Resolved -</p> <p>(b) that the Annual Statement of Accounts for 2020/21 be updated in response to the Committee's recommended amendments.</p>	Head of Finance	The Annual Statement of Accounts for 2020/21 was updated prior to its receipt by the Fire Authority.
14 June 2021	Draft GAS Committee Scrutiny Programme 2021/22	55/21	<p>Resolved -</p> <p>(a) That the Programme be approved subject to the addition of a reference to feedback on promotion processes received through exit-interviews on the scope of the item due to be heard on 6 September 2021.</p>	Committee Manager	The scope was updated and received at the meeting held on 5 July 2021
5 July 2021	Anti-Bullying Campaign	70/21	<p>Resolved -</p> <p>(a) That the Service use its exit interviews and appraisals process to develop a clearer understanding bullying and changes to its organisational culture;</p> <p>(b) that initial feedback on the progress of recommendation (a) be reported during the follow-up anti-bullying campaign item due to be heard on 11 April 2022;</p> <p>(c) that the Service obtain high-quality data through a survey of staff in order to develop a clearer understanding of bullying and organisational culture than that afforded by the HMICFRS surveys of 2018 and 2020, and</p> <p>(d) that the report for the follow-up anti-bullying campaign item contain feedback from the relevant unions.</p>	Temporary Director of People and Development	

Date	Item	Minute	Resolution	Responsible	Brief summary of outcome
5 July 2021	GAS Committee Scrutiny Programme 2021/22	71/21	Resolved - (a) That the Programme be updated in accordance with Minute 70/21.	Committee Manager	The Programme was updated and received at the meeting held on 6 September 2021.
6 September 2021	Internal Audit Reports	79/21	Resolved - (b) That TIAA report on the progress made in relation to the Risk-Based Inspection Programme in spring 2022.	TIAA	
6 September 2021	Promotion within Uniformed Roles	84/21	Resolved - (a) That the Committee be provided with details of the number of applications to the talent pipeline process for each role, the number of successful promotions, and the number of applicants who had needed to reapply, and (b) that the Committee reconsider promotion within uniformed roles as part of a future scrutiny programme.	(a) Temporary Director of People and Development (b) Committee Manager	

Audit Completion Report

Humberside Fire Authority Year ended 31
March 2021

August 2021

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- 04 Significant findings
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Appendix A: Draft management representation letter

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Appendix C: Independence

Appendix D: Other communications

Our reports are prepared in the context of the 'Statement of Responsibilities of auditors and audited bodies' and the 'Appointing Person Terms of Appointment' issued by Public Sector Audit Appointments Limited. Reports and letters prepared by appointed auditors and addressed to the Authority are prepared for the sole use of the Authority and we take no responsibility to any member or officer in their individual capacity or to any third party. Mazars LLP is the UK firm of Mazars, an international advisory and accountancy group. Mazars LLP is registered by the Institute of Chartered Accountants in England and Wales.



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Humberside Fire and Rescue Service Headquarters
Summergroves Way
Hull HU4 7BB

Mazars LLP
The Corner
Bank Chambers
26 Mosley Street
Newcastle Upon Tyne
NE1 1DF

18 August 2021

Dear Committee Members

Audit Completion Report – Year ended 31 March 2021

We are pleased to present our Audit Completion Report for the year ended 31 March 2021.

The purpose of this document is to summarise our audit conclusions. The scope of our work, including identified significant audit risks and other areas of management judgement, was outlined in our Audit Strategy Memorandum which we presented on 25 January 2021. We have reviewed our Audit Strategy Memorandum and concluded that the original significant audit risks and other areas of management judgement remain appropriate.

We would like to express our thanks for the assistance of your team during our audit.

If you would like to discuss any matters in more detail then please do not hesitate to contact me on 07896 684771.

Yours faithfully

Signed: {{_es_}.signer1:signature }}

Gavin Barker

Mazars LLP

01

Section 01: **Executive summary**

1. Executive summary

Principal conclusions and significant findings

The detailed scope of our work as your appointed auditor for 2020/21 is set out in the National Audit Office's (NAO) Code of Audit Practice. Our responsibilities and powers are derived from the Local Audit and Accountability Act 2014 and, as outlined in our Audit Strategy Memorandum, our audit has been conducted in accordance with International Standards on Auditing (UK) and means we focus on audit risks that we have assessed as resulting in a higher risk of material misstatement.

In section 4 of this report we have set out our conclusions and significant findings from our audit. This section includes our conclusions on the audit risks and areas of management judgement in our Audit Strategy Memorandum, which include:

- Management override of controls;
- Property, plant and equipment valuation; and
- Defined benefit pension liability valuation.

Section 5 sets out internal control recommendations and section 6 sets out audit misstatements; there are no unadjusted misstatements. Section 7 outlines our work on the Authority's arrangements to achieve economy, efficiency and effectiveness in its use of resources.

Status and audit opinion

We have substantially completed our audit in respect of the financial statements for the year ended 31 March 2021.

At the time of preparing this report, significant matters remaining outstanding as outlined in section 2. We will provide an update to you in relation to the significant matters outstanding through issuance of a follow up letter.

Subject to the satisfactory conclusion of the remaining audit work, we have the following conclusions:



Audit opinion

We anticipate issuing an unqualified opinion, without modification, on the financial statements. Our proposed audit opinion is included in the draft auditor's report in Appendix B.



Value for Money

We anticipate having no significant weaknesses in arrangements to report in relation to the arrangements that the Authority has in place to secure economy, efficiency and effectiveness in its use of resources. Further detail on our Value for Money work is provided in section 7 of this report.



Whole of Government Accounts (WGA)

We have not yet received group instructions from the National Audit Office in respect of our work on the Authority's WGA submission. We are unable to commence our work in this area until such instructions have been received.



Wider powers

The 2014 Act requires us to give an elector, or any representative of the elector, the opportunity to question us about the accounting records of the Authority and to consider any objection made to the accounts.







02

Section 02:

Status of the audit

2. Status of the audit

Our work is substantially complete and there are currently no matters of which we are aware that would require modification of our audit opinion, subject to the outstanding matters detailed below.

Audit area	Status	Description of the outstanding matters
Pensions		We are awaiting assurance from the pension fund auditor. The pension fund audit is still in progress, which means that we are unable to conclude our work to address the significant risk in respect of the defined benefit pension liability valuation at this stage. We are expecting to receive the necessary assurance in time to give our opinion by 30 September 2021.
Movement in Reserves Statement (MIRS) and supporting notes		The Authority has decided to amend the accounts for an error in respect of the valuation of 2 fire stations, which will impact on the MIRS. We will perform our testing of the MIRS and related notes once we have received and reviewed the amended statements.
WGA		We are awaiting group instructions from the National Audit Office. This may impact on the timing of issuing our audit certificate to formally conclude and close the audit.
Closing Procedures		Review and closure processes, including final consideration of post balance sheet events



Likely to result in material adjustment or significant change to disclosures within the financial statements.



Potential to result in material adjustment or significant change to disclosures within the financial statements.



Not considered likely to result in material adjustment or change to disclosures within the financial statements.

03

Section 03: **Audit approach**

3. Audit approach

Changes to our audit approach

We provided details of our intended audit approach in our Audit Strategy Memorandum in January 2021. We have not made any changes to our audit approach since we presented our Audit Strategy Memorandum.

Materiality

Our provisional materiality at the planning stage of the audit was set at £1.5M using a benchmark of 2% of gross operating expenditure. Our final assessment of materiality, based on the final financial statements, is £1.454m using the same benchmark.

Use of experts

Management makes use of experts in specific areas when preparing the Authority's financial statements. We have used available third-party information to challenge the key valuation assumptions. Furthermore, no changes have been made to the planned approach as outlined in the Audit Strategy Memorandum.

Items of account	Management's expert	Our expert
Property valuations	Carter Jonas	
Defined benefit pension liability	Government Actuary's Department (FFPS) and Hymans Robertson (LGPS).	NAO's Consulting Actuary (PWC)
Financial instruments	Link Asset Services	

Service organisations

The table below summarises the service organisations used by the Authority and our planned audit approach.

Items of account	Service organisation	Audit approach
Processing the payroll system underpinning expenditure figures and remuneration disclosures within the financial statements.	East Riding of Yorkshire Council	We are also the auditor of the Council and have direct access to accounting records and staff. Accordingly, we can substantively test the financial statements in the same way as if the Authority did not rely on a service organisation. We reviewed and documented the controls in place for production of the financial statements and also within the material financial information systems.
Processing the treasury management system underpinning loans and investment figures and financial instrument disclosures within the financial statements.	Hull City Council	We are also the auditor of the Council and have direct access to accounting records and staff. Accordingly, we can substantively test the financial statements in the same way as if the Authority did not rely on a service organisation. We reviewed and documented the controls in place for production of the financial statements and also within the material financial information systems.



04

Section 04: **Significant findings**

4. Significant findings

In this section we outline the significant findings from our audit. These findings include:

- our audit conclusions regarding other significant risks and key areas of management judgement outlined in the Audit Strategy Memorandum;
- our comments in respect of the accounting policies and disclosures that you have adopted in the financial statements. On page 16 we have concluded whether the financial statements have been prepared in accordance with the financial reporting framework and commented on any significant accounting policy changes that have been made during the year; and
- any significant difficulties we experienced during the audit.

Significant risks

Management	Description of the risk
override of controls	In all entities, management at various levels within an organisation are in a unique position to perpetrate fraud because of their ability to manipulate accounting records and prepare fraudulent financial statements by overriding controls that otherwise appear to be operating effectively. Due to the unpredictable way in which such override could occur, we consider there to be a risk of material misstatement due to fraud and thus a significant risk on all audits.
How we addressed this risk	
We addressed this risk through performing audit work over:	
<ul style="list-style-type: none">• Accounting estimates impacting amounts included in the financial statements;• Consideration of identified significant transactions outside the normal course of business; and• Journals recorded in the general ledger and other adjustments made in preparation of the financial statements.	
Audit conclusion	
Our audit work has provided the assurance we sought and has not identified any material issues to bring to your attention. There is no indication of management override of controls.	

4. Significant findings

Valuation of property, plant and equipment	Description of the risk
	<p>The financial statements contain material entries on the Balance Sheet as well as material disclosure notes in relation to the Authority's holding of PPE. Although the Authority uses a valuation expert to provide information on valuations, there remains a high degree of estimation uncertainty associated with the revaluation of PPE due to the significant judgements and number of variables involved in providing revaluations. We have therefore identified the valuation of PPE to be an area of significant risk.</p>
	<p>How we addressed this risk</p> <p>We addressed this risk by considering the Authority's arrangements for ensuring that PPE values are reasonable and reviewed third party data to assess the reasonableness of the valuations provided by the external valuer. We will also assessed the competence, skills and experience of the valuer.</p> <p>We discussed methods used with the valuer and examined their calculations. We tested all revaluations in year to valuation reports and supporting calculation sheets and ensured the calculations were correct and source data agreed with floor plans. We used indices to confirm the assets not revalued are unlikely to have materially changed in value.</p>
	<p>Audit conclusion</p> <p>We have not identified any material issues to bring to your attention. Two fire stations were understated due the valuer issuing a revised report after considering the actual construction costs of these relatively new fire stations and the Authority using the original valuation report to update its asset register and accounts. This is disclosed as an adjusted error on page 21.</p>

Valuation of Net Defined Benefit Pension Liability	Description of the risk
	<p>The financial statements contain material pension entries in respect of retirement benefits. The calculation of these pension figures, both assets and liabilities, can be subject to significant volatility and includes estimates based upon a complex interaction of actuarial assumptions. Moreover, in 2019/20 the local government pension assets were subject to material valuation uncertainty and due to the ongoing COVID-19 pandemic there is a risk that this might recur in 2020/21. This results in an increased risk of material misstatement.</p>
	<p>How we addressed this risk</p> <p>We discussed with key contacts any significant changes to the pension estimates. In addition to our standard programme of work in this area, we evaluated the management controls you have in place to assess the reasonableness of the figures provided by the Actuary and considered the reasonableness of the Actuary's output, referring to an expert's report on all actuaries nationally.</p> <p>We reviewed the appropriateness of the key assumptions included within the valuations, compared them to expected ranges and reviewed the methodology applied in the valuation. We considered the adequacy of disclosures in the financial statements.</p> <p>We have also sought assurance from the audit of East Riding Pension Fund, which is expected to be received before 30 September 2021.</p>
	<p>Audit conclusion</p> <p>Subject to the completion of outstanding work, our work has provided the assurance sought. At this stage we have not identified any errors in respect of the valuation of pensions.</p>

4. Significant findings

Qualitative aspects of the Authority’s accounting practices

We have reviewed the Authority’s accounting policies and disclosures and concluded they comply with the 2020/21 Code of Practice on Local Authority Accounting, appropriately tailored to the Authority’s circumstances.

The Authority has taken advantage of the exception permitted by the Code to exclude immaterial disclosure notes and this has resulted in financial statements that are relatively streamlined. It also means we have not reported the omission of immaterial figures from disclosure notes as errors.

Draft accounts were received from the Authority on 24 June 2021 and were of a good quality.

Significant difficulties during the audit

During the course of the audit we did not encounter any significant difficulties and we have had the full co-operation of management.



4. Significant findings

Wider responsibilities

Our powers and responsibilities under the 2014 Act are broad and include the ability to:

- issue a report in the public interest;
- make statutory recommendations that must be considered and responded to publicly;
- apply to the court for a declaration that an item of account is contrary to law; and
- issue an advisory notice under schedule 8 of the 2014 Act.

We have not exercised any of these powers as part of our 2020/21 audit.

The 2014 Act also gives rights to local electors and other parties, such as the right to ask questions of the auditor and the right to make an objection to an item of account. No questions or objections have been raised.



05

Section 05:

Internal control recommendations

5. Internal control recommendations

The purpose of our audit was to express an opinion on the financial statements. As part of our audit we have considered the internal controls in place relevant to the preparation of the financial statements in order to design audit procedures to allow us to express an opinion on the financial statements but not for the purpose of expressing an opinion on the effectiveness of internal control or to identify any significant deficiencies in their design or operation.

The matters reported are limited to those deficiencies and other control recommendations that we have identified during our normal audit procedures and that we consider to be of sufficient importance to merit being reported. If we had performed more extensive procedures on internal control we might have identified more deficiencies to be reported or concluded that some of the reported deficiencies need not in fact have been reported. Our comments should not be regarded as a comprehensive record of all deficiencies that may exist or improvements that could be made.

Our findings and recommendations are set out below. We have assigned priority rankings to each of them to reflect the importance that we consider each poses to your organisation and, hence, our recommendation in terms of the urgency of required action. In summary, the matters arising fall into the following categories:

Priority ranking	Description	Number of issues
1 (high)	In our view, there is potential for financial loss, damage to reputation or loss of information. This may have implications for the achievement of business strategic objectives. The recommendation should be taken into consideration by management immediately.	0
2 (medium)	In our view, there is a need to strengthen internal control or enhance business efficiency. The recommendations should be actioned in the near future.	1
3 (low)	In our view, internal control should be strengthened in these additional areas when practicable.	1

5. Internal control recommendations

Other deficiencies in internal control – Level 2

Description of deficiency

During the pandemic the Authority has not tested its disaster recovery plan and ability to restore its general ledger. The last such test was performed in February 2020.

Potential effects

There is a risk of data loss or delays in producing financial information and implementing key financial controls if the disaster recovery plan, including the restoration of its general ledger is not regularly tested.

Recommendation

The Authority should resume annual testing of its disaster recovery plan and restoration of its general ledger in 2020/21.

Management response

We will resume testing the disaster recovery plan during 2021/22.

Other recommendations in internal control – Level 3

Description of deficiency

When staff transfer between departments the Authority does not have a formal system for assessing whether or not their access rights to the general ledger need to be reviewed.

Potential effects

Due to the low number of authorised users of the general ledger it is probable that any inappropriate access would be identified when an employee’s role changes. However, there is a low risk that an employee might initiate or authorise a transaction that is inappropriate following their change in role.

Recommendation

The Authority should consider whether the payroll mover process should include an additional check to ensure access rights to the general ledger remain appropriate.

Management response

We will formally consider in 2021/22 if a process is required to keep track of staff moving between roles and their access rights taking into account the time taken to implement such checks relative to the risk of inappropriate access, given that, there are only 10 staff that have access to the general ledger, other than for requisitioning.

06

Section 06:

Summary of misstatements

6. Summary of misstatements

This section outlines the misstatements identified during the course of the audit, above the trivial threshold for adjustment of £44,000.

There are no unadjusted misstatements.

The following table outlines the misstatements that have been adjusted by management during the course of the audit. Neither adjustment impacts on the Authority's usable reserves.

Adjusted misstatements		Comprehensive Income and Expenditure Statement		Balance Sheet	
		Dr (£'000)	Cr (£'000)	Dr (£'000)	Cr (£'000)
1	Dr: Short Term Creditors			805	
	Cr: Short Term Debtors				805
	Debits against the collection fund deficit were shown as debtors rather than netted off the collection fund creditor.				
2	Dr: Property, Plant and Equipment			520	
	Cr: Revaluation Reserve				520
	The Authority used the original valuation report to update its asset register so the valuations of 2 fire stations that had been revised in the Valuer's revised valuation report were understated.				
Total adjusted misstatements				1,325	1,325

6. Summary of misstatements

Disclosure amendments

During our review of the financial statements we have identified amendments that were required to disclosures. The Authority has made these amendments:

- Note 3 (material risk and uncertainty) did not reflect the position at 31 March 2021 reported by management’s experts as it indicated material valuation uncertainty for pension fund assets due to the 2019/20 disclosure being carried forward.
- Note 4 (pensions) did not distinguish funded and unfunded pension fund liabilities in the closing present values on page 38. In addition, the table on page 35 does not distinguish injury benefits from the Firefighters 1992 Pension Scheme and the table on page 37 did not add up (5th column – total measurements recognised in OCI) due to an omitted figure.
- Note 9 (financial instruments) did not correctly reflect the fair value of liabilities as £18,693K as the incorrect figure (£18,605K) had been taken from the Link report;
- Note 14 (senior officer remuneration) included an incorrect banding description regarding exit packages between £20,000 and £40,000; and
- Note 15 (audit fees) understated audit fees for both 2019/20 and 2020/21.



07

Section 07: **Value for Money**

7. Value for Money

Approach to Value for Money

We are required to consider whether the Authority has made proper arrangements for securing economy, efficiency and effectiveness in its use of resources. The NAO issues guidance to auditors that underpins the work we are required to carry out and sets out the reporting criteria that we are required to consider. The reporting criteria are:

- **Financial sustainability** - How the Authority plans and manages its resources to ensure it can continue to deliver its services
- **Governance** - How the Authority ensures that it makes informed decisions and properly manages its risks
- **Improving economy, efficiency and effectiveness** - How the Authority uses information about its costs and performance to improve the way it manages and delivers its services.

At the planning stage of the audit, we undertake work to understand the arrangements that the Authority has in place under each of the reporting criteria and we identify risks of significant weaknesses in those arrangements. Although we describe this work as planning work, we keep our understanding of arrangements under review and update our risk assessment throughout the audit to reflect emerging issues that may suggest significant weaknesses in arrangements exist.

Where our risk-based procedures identify actual significant weaknesses in arrangements we are required to report these and make recommendations for improvement. Where such significant weaknesses are identified, we report these in the audit report.

The primary output of our work on the Authority’s arrangements is the commentary on those arrangements that forms part of the Auditor’s Annual Report. We intend to issue the Auditor’s Annual Report in December 2021.

Status of our work

We are yet to complete our work in respect of the Authority's arrangements for the year ended 31 March 2021. At the time of preparing this report, we have not identified any significant weaknesses in arrangements that require us to make a recommendation, however we continue to undertake work on the Authority's arrangements.

Our draft audit report at Appendix B outlines that we have not yet completed our work in relation to the Authority's arrangements. As noted above, our commentary on the Authority's arrangements will be provided in the Auditor’s Annual Report in December 2021.



Appendices

A: Draft management representation letter

B: Draft audit report

C: Independence

D: Other communications

Appendix A: Draft management representation letter

From:

Executive Director of Corporate Services
Humberside Fire and Rescue Service Headquarters
Summergroves Way
Hull HU4 7BB

To:

Mr Gavin Barker
Director
Mazars LLP
The Corner
Bank Chambers
26 Mosley Street
Newcastle Upon Tyne
NE1 1DF

Date: September 2021

Humberside Fire Authority - audit for year ended 31 March 2021

This representation letter is provided in connection with your audit of the financial statements of Humberside Fire Authority for the year ended 31 March 2021 for the purpose of expressing an opinion as to whether the statement of accounts give a true and fair view in accordance with the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2020/21 (the Code).

I confirm that the following representations are made on the basis of enquiries of management and staff with relevant knowledge and experience (and, where appropriate, inspection of supporting documentation) sufficient to satisfy myself that I can properly make each of the following representations to you.

My responsibility for the statement of accounts and accounting information

I believe that I have fulfilled my responsibilities for the true and fair presentation and preparation of the statement of accounts in accordance with the Code.

My responsibility to provide and disclose relevant information

I have provided you with:

- access to all information of which I am aware that is relevant to the preparation of the statement of accounts such as records, documentation and other material;



Appendix A: Draft management representation letter

- additional information that you have requested from me for the purpose of the audit; and
- unrestricted access to individuals within the Authority you determined it was necessary to contact in order to obtain audit evidence.

I confirm as Chief Financial Officer that I have taken all the necessary steps to make me aware of any relevant audit information and to establish that you, as auditors, are aware of this information. As far as I am aware there is no relevant audit information of which you, as auditors, are unaware.

Accounting records

I confirm that all transactions have been recorded in the accounting records and are reflected in the financial statements. All other records and related information, including minutes of all Authority and Committee meetings, have been made available to you.

Accounting policies

I confirm that I have reviewed the accounting policies applied during the year in accordance with the Code and International Accounting Standard 8 and consider them appropriate for the year.

Accounting estimates, including those measured at fair value

I confirm that any significant assumptions used in making accounting estimates, including those measured at fair value, are reasonable.

Contingencies

There are no material contingent losses including pending or potential litigation that should be accrued where:

- information presently available indicates that it is probable that an asset has been impaired or a liability had been incurred at the balance sheet date; and
- the amount of the loss can be reasonably estimated.

There are no material contingent losses that should be disclosed where, although either or both the conditions specified above are not met, there is a reasonable possibility that a loss, or a loss greater than that accrued, may have been incurred at the balance sheet date. There are no contingent gains which should be disclosed.

All material matters, including unasserted claims, that may result in litigation against the Authority have been brought to your attention. All known actual or possible litigation and claims whose effects should be considered when preparing the financial statements have been disclosed to you and accounted for and disclosed in accordance with Code.

Laws and regulations

I confirm that I have disclosed to you all those events of which I am aware which involve known or suspected non-compliance with laws and regulations, together with the actual or contingent consequences which may arise therefrom.

The Authority has complied with all aspects of contractual agreements that would have a material effect on the accounts in the event of non-compliance.



Appendix A: Draft management representation letter

Fraud and error

I acknowledge my responsibility as Chief Financial Officer for the design, implementation and maintenance of internal control to prevent and detect fraud and error.

I have disclosed to you:

- all the results of my assessment of the risk that the statement of accounts may be materially misstated as a result of fraud;
- all knowledge of fraud or suspected fraud affecting the Authority involving:
 - - management and those charged with governance;
 - - employees who have significant roles in internal control; and
 - - others where fraud could have a material effect on the financial statements.

I have disclosed to you all information in relation to any allegations of fraud, or suspected fraud, affecting the Authority's financial statements communicated by employees, former employees, analysts, regulators or others.

Related party transactions

I confirm that all related party relationships, transactions and balances (including sales, purchases, loans, transfers, leasing arrangements and guarantees) have been appropriately accounted for and disclosed in accordance with the requirements of the Code. I have disclosed to you the identity of the Authority's related parties and all related party relationships and transactions of which I am aware.

Impairment review

To the best of my knowledge, there is nothing to indicate that there is a permanent reduction in the recoverable amount of the property, plant and equipment below their carrying value at the balance sheet date. An impairment review is therefore not considered necessary.

Charges on assets

All the Authority's assets are free from any charges exercisable by third parties except as disclosed within the financial statements.

Future commitments

We have no plans, intentions or commitments that may materially affect the carrying value or classification of assets and liabilities or give rise to additional liabilities.

Subsequent events

I confirm all events subsequent to the date of the financial statements and for which the Code require adjustment or disclosure have been adjusted or disclosed.

Should further material events occur after the date of this letter which may necessitate revision of the figures included in the financial statements or inclusion of a note thereto, I will advise you accordingly.



Appendix A: Draft management representation letter

Going concern

I confirm that I have carried out an assessment of the potential impact of the COVID-19 Virus pandemic on the Authority, including the impact of mitigation measures and uncertainties and I am satisfied that the going concern assumption remains appropriate and that no material uncertainty has been identified.

To the best of my knowledge there is nothing to indicate that the Authority will cease to continue as a going concern in the foreseeable future. The period to which I have paid particular attention in assessing the appropriateness of the going concern basis is not less than twelve months from the date of approval of the accounts.

Unadjusted misstatements

I confirm that there are no unadjusted misstatements above the reporting threshold of £44,000.

Yours sincerely

Executive Director of Corporate Services

Date.....



Appendix B: Draft audit report

Independent auditor’s report to the members of Humberside Fire Authority

Report on the audit of the financial statements

Opinion on the financial statements

We have audited the financial statements of Humberside Fire Authority (“the Authority”) for the year ended 31 March 2021, which comprise the Comprehensive Income and Expenditure Statement, the Movement in Reserves Statement, the Balance Sheet, the Cash Flow Statement, the Firefighter’s Pension Fund and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2020/21.

In our opinion, the financial statements:

- give a true and fair view of the financial position of the Authority as at 31st March 2021 and of its expenditure and income for the year then ended; and
- have been properly prepared in accordance with the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2020/21.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor’s responsibilities section of our report. We are independent of the Authority in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC’s Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Executive Director of Corporate Services’ use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Authority’s ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Executive Director of Corporate Services with respect to going concern are described in the relevant sections of this report.

Other information

The Executive Director of Corporate Services is responsible for the other information. The other information comprises the other information included in the Statement of Accounts, other than the financial statements and our auditor’s report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.



Appendix B: Draft audit report (continued)

We have nothing to report in this regard.

Responsibilities of the Executive Director of Corporate Services for the financial statements

As explained more fully in the Statement of the Executive Director of Corporate Services' Responsibilities, the Director of Corporate Services is responsible for the preparation of the Statement of Accounts, which includes the financial statements, in accordance with proper practices as set out in the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2020/21, and for being satisfied that they give a true and fair view. The Executive Director of Corporate Services is also responsible for such internal control as the Executive Director of Corporate Services determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

The Executive Director of Corporate Services is required to comply with the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2020/21 and prepare the financial statements on a going concern basis on the assumption that the functions of the Authority will continue in operational existence for the foreseeable future. The Executive Director of Corporate Services is responsible for assessing each year whether or not it is appropriate for the Authority to prepare its accounts on the going concern basis and disclosing, as applicable, matters related to going concern.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Based on our understanding of the Authority we identified that the principal risks of non-compliance with laws and regulations related to the Local Government Act 2003 (and associated regulations made under section 21) and the Local Audit and Accountability Act 2014 (and associated regulations made under section 32), and we considered the extent to which non-compliance might have a material effect on the financial statements.

We evaluated the Executive Director of Corporate Services incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates and significant one-off or unusual transactions.

Our audit procedures were designed to respond to those identified risks, including non-compliance with laws and regulations (irregularities) and fraud that are material to the financial statements. Our audit procedures included but were not limited to :

- discussing with management and the Governance, Audit and Scrutiny Committee the policies and procedures regarding compliance with laws and regulations;
- communicating identified laws and regulations throughout our engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- considering the risk of acts by the Authority which were contrary to applicable laws and regulations, including fraud.

Our audit procedures in relation to fraud included but were not limited to :

- making enquiries of management and the Governance, Audit and Scrutiny Committee on whether they had knowledge of any actual, suspected or alleged fraud;
- gaining an understanding of the internal controls established to mitigate risks related to fraud;



Appendix B: Draft audit report (continued)

- discussing amongst the engagement team the risks of fraud; and
- addressing the risks of fraud through management override of controls by performing journal entry testing.

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management and the Governance, Audit and Scrutiny Committee. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls.

We are also required to conclude on whether the Executive Director of Corporate Services' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. We performed our work in accordance with Practice Note 10: Audit of financial statement and regularity of public sector bodies in the United Kingdom, and Supplementary Guidance Note 01, issued by the National Audit Office in April 2021.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Report on the Authority's arrangements for securing economy, efficiency and effectiveness in its use of resources

Matter on which we are required to report by exception

We are required to report to you if, in our opinion, we are not satisfied that the Authority has made proper arrangements for securing economy, efficiency and effectiveness in its use of resources for the year ended 31 March 2021.

We have not completed our work on the Authority's arrangements. On the basis of our work to date, having regard to the guidance issued by the Comptroller and Auditor General in April 2021, we have not identified any significant weaknesses in arrangements for the year ended 31 March 2021.

We will report the outcome of our work on the Authority's arrangements in our commentary on those arrangements within the Auditor's Annual Report. Our audit completion certificate will set out any matters which we are required to report by exception.

Responsibilities of the Authority

The Authority is responsible for putting in place proper arrangements to secure economy, efficiency and effectiveness in its use of resources, to ensure proper stewardship and governance, and to review regularly the adequacy and effectiveness of these arrangements.

Auditor's responsibilities for the review of arrangements for securing economy, efficiency and effectiveness in the use of resources

We are required under section 20(1)(c) of the Local Audit and Accountability Act 2014 to satisfy ourselves that the Authority has made proper arrangements for securing economy, efficiency and effectiveness in its use of resources. We are not required to consider, nor have we considered, whether all aspects of the Authority's arrangements for securing economy, efficiency and effectiveness in its use of resources are operating effectively.

We have undertaken our work in accordance with the Code of Audit Practice, having regard to the guidance issued by the Comptroller and Auditor General in April 2021.



Appendix B: Draft audit report (continued)

Matters on which we are required to report by exception under the Code of Audit Practice

We are required by the Code of Audit Practice to report to you if:

- we issue a report in the public interest under section 24 of the Local Audit and Accountability Act 2014;
- we make a recommendation under section 24 of the Local Audit and Accountability Act 2014; or
- we exercise any other special powers of the auditor under sections 28, 29 or 31 of the Local Audit and Accountability Act 2014.

We have nothing to report in these respects.

Use of the audit report

This report is made solely to the members of Humberside Fire Authority, as a body, in accordance with part 5 of the Local Audit and Accountability Act 2014 and as set out in paragraph 44 of the Statement of Responsibilities of Auditors and Audited Bodies published by Public Sector Audit Appointments Limited. Our audit work has been undertaken so that we might state to the members of the Authority those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the members of the Authority, as a body, for our audit work, for this report, or for the opinions we have formed.

Delay in certification of completion of audit

We cannot formally conclude the audit and issue an audit certificate until we have completed:

- the work necessary to issue our assurance statement in respect of the Authority's Whole of Government Accounts consolidation pack; and
- the work necessary to satisfy ourselves that the Authority has made proper arrangements for securing economy, efficiency and effectiveness in its use of resources.

[Signature]

Gavin Barker
For and on behalf of Mazars LLP
The Corner
Bank Chambers
26 Mosley Street
Newcastle Upon Tyne. NE1 1DF

xx September 2021



Appendix C: Independence

As part of our ongoing risk assessment we monitor our relationships with you to identify any new actual or perceived threats to our independence within the regulatory or professional requirements governing us as your auditors.

We can confirm that no new threats to independence have been identified since issuing the Audit Strategy Memorandum and therefore we remain independent.



Appendix D: Other communications

Other communication	Response
Compliance with Laws and Regulations	<p>We have not identified any significant matters involving actual or suspected non-compliance with laws and regulations.</p> <p>We will obtain written representations from management that all known instances of non-compliance or suspected non-compliance with laws and regulations whose effects should be considered when preparing financial statements have been disclosed.</p>
External confirmations	<p>We did not experience any issues with respect to obtaining external confirmations.</p>
Related parties	<p>We did not identify any significant matters relating to the audit of related parties.</p> <p>We will obtain written representations from management confirming that:</p> <ul style="list-style-type: none">a. they have disclosed to us the identity of related parties and all the related party relationships and transactions of which they are aware; andb. they have appropriately accounted for and disclosed such relationships and transactions in accordance with the requirements of the applicable financial reporting framework.
Going Concern	<p>We have not identified any evidence to cause us to disagree with the Executive Director of Corporate Services that Humberside Fire Authority will be a going concern, and therefore we consider that the use of the going concern assumption is appropriate in the preparation of the financial statements..</p> <p>We will obtain written representations from management, confirming that all relevant information covering a period of at least 12 months from the date of approval of the financial statements has been taken into account in assessing the appropriateness of the going concern basis of preparation of the financial statements.</p>

Appendix D: Other communications

Other communication	Response
Subsequent events	<p>We are required to obtain evidence about whether events occurring between the date of the financial statements and the date of the auditor's report that require adjustment of, or disclosure in, the financial statements are appropriately reflected in those financial statements in accordance with the applicable financial reporting framework.</p> <p>We will obtain written representations from management that all events occurring subsequent to the date of the financial statements and for which the applicable financial reporting framework requires adjustment or disclosure have been adjusted or disclosed.</p>
Matters related to fraud	<p>We have designed our audit approach to obtain reasonable assurance whether the financial statements as a whole are free from material misstatement due to fraud. In addition to the work performed by us, we will obtain written representations from management and the Authority, confirming that</p> <ul style="list-style-type: none">a. they acknowledge their responsibility for the design, implementation and maintenance of internal control to prevent and detect fraud;b. they have disclosed to the auditor the results of management's assessment of the risk that the financial statements may be materially misstated as a result of fraud;c. they have disclosed to the auditor their knowledge of fraud or suspected fraud affecting the entity involving:<ul style="list-style-type: none">i. Management;ii. Employees who have significant roles in internal control; oriii. Others where the fraud could have a material effect on the financial statements; andd. they have disclosed to the auditor their knowledge of any allegations of fraud, or suspected fraud, affecting the entity's financial statements communicated by employees, former employees, analysts, regulators or others.

Gavin Barker

Director and Engagement Lead

Mazars

The Corner
Bank Chambers
26 Mosley Street
Newcastle Upon Tyne
NE1 1DF

Mazars is an internationally integrated partnership, specialising in audit, accountancy, advisory, tax and legal services*. Operating in over 90 countries and territories around the world, we draw on the expertise of 40,400 professionals – 24,400 in Mazars' integrated partnership and 16,000 via the Mazars North America Alliance – to assist clients of all sizes at every stage in their development.

*where permitted under applicable country laws.

2020/21

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HUMBERSIDE
Fire & Rescue Service

Humberside Fire Authority Annual Accounts 2020/21

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Narrative Report by the Executive Director of Corporate Services/Section 151 Officer

Introduction

The Statement of Accounts summarises the financial performance of the Authority for year ended 31 March 2021. These accounts have been prepared in accordance with the requirements of the Code of Practice on Local Authority Accounting in the United Kingdom 2020/21 published by the Chartered Institute of Public Finance and Accountancy (CIPFA).

The purpose of the narrative report is to offer interested parties a fair, balanced and easily understandable guide to the most significant matters reported in the accounts. The inevitable use of technical language has been kept to a minimum. A 'Glossary of Terms' (to help explain some of the technical terms) can be found in the appendices.

Organisational Overview

Humberside Fire and Rescue Service (HFRS) serves the communities within the areas of East Riding of Yorkshire Council, Kingston upon Hull City Council, North East Lincolnshire Council and North Lincolnshire Council. Governance of Humberside Fire and Rescue Service is provided via the Humberside Fire Authority (HFA) made up of Elected Members nominated by each local authority. The HFA have priorities set in the Home Office Fire and Rescue National Framework which includes the responsibilities to:

- Make appropriate provision for fire prevention and protection activities and response to fire and rescue related incidents.
- Identify and assess the full range of foreseeable fire and rescue related risks their areas face.
- Collaborate with emergency services and other local and national partners to increase the efficiency and effectiveness of the service they provide.
- Be accountable to communities for the service they provide; and
- Develop and maintain a workforce that is professional, resilient, skilled, flexible, and diverse.

HFRS serves a population of almost one million people, across a geographically and demographically diverse area of 1,358 square miles. Each of the Unitary Authority areas present us with different challenges, consisting of urban, rural, and coastal communities with some affluent areas and some areas suffering from significant deprivation.

Our service area also includes a broad range of industrial and heavy commercial risks; we have the second highest number of high hazard industrial sites in the UK. These include major petrochemical sites, natural gas storage, pharmaceutical industries, and large port complexes. Almost a quarter of the UK's sea borne trade passes through the Humber ports of Hull, Immingham, Grimsby, and Goole including 25 percent of the country's petroleum.

Integrated Risk Management Plan (IRMP) and Strategic Plan: 2021-2024

A detailed assessment of risk is completed in the form of a 3 year, which is reviewed yearly. To deal effectively with the outcomes of the IRMP a Strategic Plan is used to focus our service delivery on keeping communities in the Humber area safe, keeping our firefighters safe, and contributing to the firefighting and rescue capabilities of the United Kingdom. Both documents were approved in December 2020 are published on our website at <https://humbersidefire.gov.uk/about-us/our-vision/our-plans>. These replace the 2018-21 versions that are on the website.

▪ **Service Statistics**

Number of fire stations: 31

Number of fire engines: 46 frontline and 10 reserve

Number of specialist emergency response vehicles: 25

Number of Co-Responding and Falls vehicles: 18

Number of staff: 1041

▪ **What we do**

We have a legal duty to provide a fire and rescue service that meets the needs of the local communities. We are prepared to deal with a wide range of emergencies, from house fires and road traffic collisions, to floods and chemical spills. We are also responsible for the enforcement of fire prevention, petroleum, and explosives legislation. We work with our communities to help keep people and property safe, providing a fire and rescue service for the people that live, work, and visit the Humberside area.

Our emergency medical response teams are trained to respond immediately to life threatening calls received by the ambulance service, providing first responder intervention and increasing the chances of survival. In partnership with other agencies in the Hull area we have formed a Falls Intervention Response Safety Team, to deal with non-immediate life threatening incidents, predominantly following a fall, aiming to prevent the medical impact of such incidents increasing and to reduce the impact of less urgent calls on frontline services for both the health service and HFRS.

We believe the most effective way to save lives, reduce injuries and thus reduce the broader community impact from emergencies is to reduce the number of incidents that occur. To help us do this, we work closely with partner organisations and communities to develop and deliver initiatives aimed at preventing emergency incidents, including:

- ✓ Dedicated teams employed to work within the community as Safety Advocates to access and engage with those people most vulnerable to fire, providing information, education, and where necessary, additional protection measures.
- ✓ We have legal responsibilities to enforce fire safety legislation and we do this by providing free advice to businesses to support compliance with legislative requirements. If it is necessary, to keep the public and our firefighters safe, we will prohibit or restrict the use of premises and prosecute persons responsible for breaches of legislation.
- ✓ We support and signpost people who are vulnerable from issues not directly related to the fire service such as older people who may be at risk from severe weather, or household security.
- ✓ We actively engage with other organisations to improve the safety of the community, including providing wide ranging education programmes from school visits to The Prince's Trust programmes.

▪ **When Emergency Incidents Do Occur?**

When we do have to attend emergency incidents our response performance is measured against locally determined response standards. As with many other public services we are facing challenging economic times, which can impact upon our resources. Despite this we routinely get fire engines to incidents quicker than our target time and we will continue to strive to make our communities safer from the risk of fire.

▪ **Response Standards**

Our Response Standards tell how quickly we aim to have a fire engine in attendance at an incident. They are based on (Domestic) Risk Areas, assessed as High, Medium, or Low. To enable us to assess the dwelling risk within our communities, our area is divided into 41 groupings of around

20000 residents. We call these 'Risk Regions' and there are 41 such Risk Regions within our Service area, varying in geographical size. The Dwelling Risk rating is based upon the casualty and fatality rate per head of population within each Risk Region.

We will send two fire engines to every fire in a home and to road traffic collisions. On at least 90% of occasions, the first fire engine will be there in the following times:

High Risk Area: 8 Minutes

Medium Risk Area: 12 Minutes

Low Risk Area: 20 Minutes

Road Traffic Collision: 15 Minutes

Secondly, on at least 80% of occasions we will get a second fire engine to the incident within five minutes of the first one arriving.

Optimum Crewing Model – Our optimum crewing availability model is informed and managed against Service intervention standards which are: 100% Full-Time, 95% On-Call (First Engine) & 80% On-Call (Second Fire Engine).

The following tables provide an overview of emergency incident response and our performance, with additional information available on the Humberside Fire and Rescue Service website

<http://www.humbersidefire.gov.uk/about-us/our-vision/our-performance>

Intervention Type	Intervention Standard	Actual Performance
1 st Engine Intervention	On 90% of occasions	99.12%
2 nd Engine Intervention	On 80% of occasions	90.44%

Service Performance Indicator (SPI)	Service Target	Actual Performance
SPI 1 Total Fatalities	Aspirational Zero	2
SPI 1.1 Total Casualties	Aspirational Zero	31

Service Performance Indicator (SPI)	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	Total
SPI 2.2 Total Deliberate Fires	27	23	33	30	27	39	39	30	22	23	25	33	351
SPI 2.3 Accidental Dwelling Fires	40	47	23	24	21	28	29	27	29	21	26	32	347
SPI 2.4 Deliberate Secondary Fires	111	165	122	145	129	206	132	166	76	72	72	180	1576
SPI 2.5b Total Automated Fire Alarms	63	59	84	94	110	92	112	97	92	90	69	52	1014

Please Note: Denoted in the above table where appropriate Service Performance Indicators are measured against calculated thresholds, which define the range between high and low performance values for different incidents.

Red	Performance that is a concern and needs addressing (above the upper threshold limits)
Green	Performance is positive and should be replicated (below the lower threshold limits)
Blank	Performance is stable between upper and lower thresholds

▪ Structure and Fire Station Locations

The Service operates under a Service Delivery Structure with 4 districts that are divided by the physical boundary of the Humber Estuary and river into North (Hull and East Riding) and South (North Lincolnshire and North East Lincolnshire). The respective Service Delivery Teams have the responsibility for all operational and safety matters in their area.



▪ Key Statistics

The last year has seen a decrease in the number of fire related incidents we attended, we continue to work with partners to identify and address the underlying causes. During the pandemic we have delivered our statutory duties, increased response times and availability while receiving a positive HMICFRS COVID 19 report. Our 'Annual Performance Report' provides further detail regarding Service performance during 2020/21 and is published on our website

<https://humbersidefire.gov.uk/about-us/our-vision/our-performance>

- **Services Response to COVID-19 Pandemic**

Our performance during 2020/21 reflects on how we have continued to support our staff and communities through the COVID-19 pandemic. In this unparalleled year we have continued to meet our statutory duties as an emergency service. We took quick and decisive action, aligned with Government guidelines, to protect the welfare of our staff and to help our communities remain safe, rallying together to combat COVID-19 without affecting our response standards as a fire and rescue service.

We have worked in partnership with the the Local Resilience Forum (LRF) and supported partner agencies alongside our communities throughout the pandemic. A great achievement was our management of the vital supply of personal protective equipment (PPE) and its distribution as part of the multi-agency response for the Humber region. During 2020/21, we were responsible for the delivery of 3 million items of medical supplies and PPE and our dedicated staff continue to work hard to continue this operation.

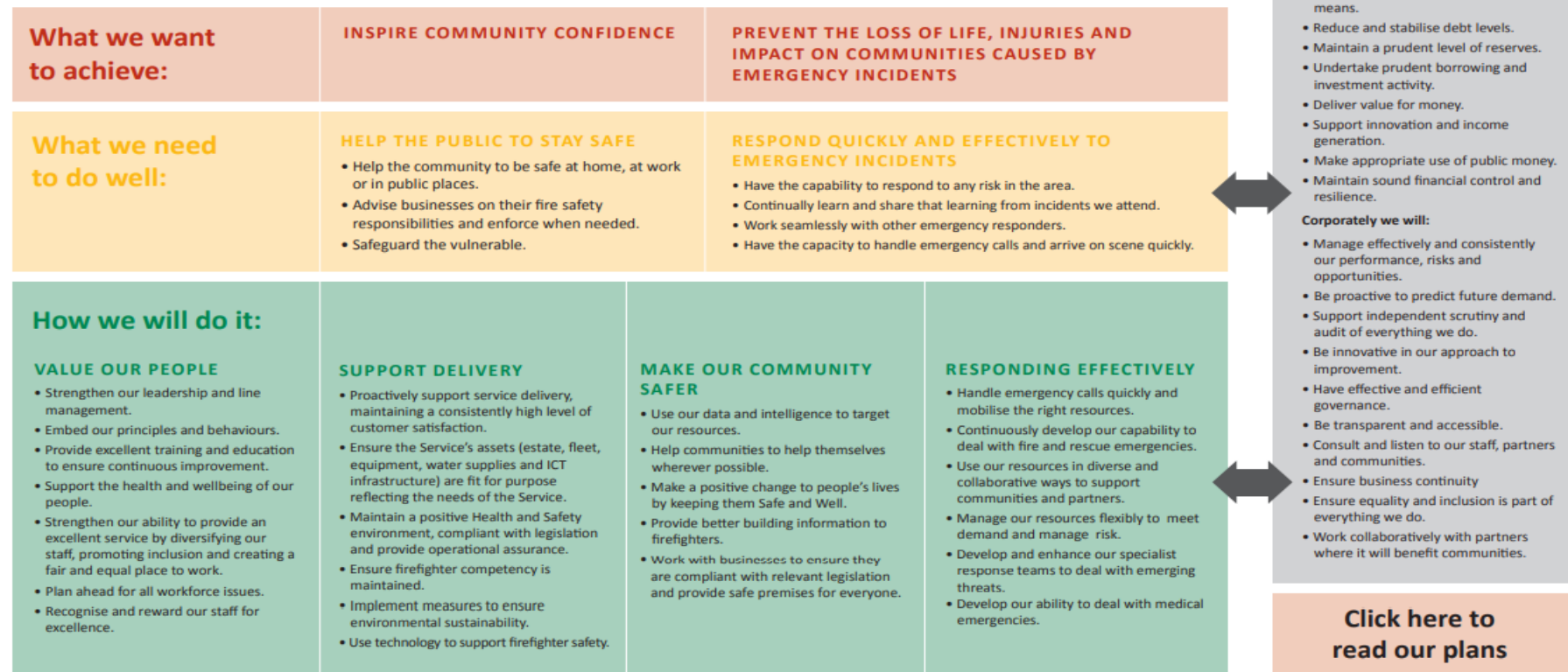
Our Strategic Plan

We have introduced our Strategic Plan on a page from 2018. A copy of this can be found over the page.



Strategic Plan: 2018–2021

Keeping communities in the Humber area safe, keeping our firefighters safe, and contributing to the firefighting and rescue capabilities of the United Kingdom.



The Authority's Accounts for the year 2020/21 are set out on pages 1-70 and in addition to this narrative report they consist of:

The Statement of Responsibilities details the responsibilities of the Authority and the Executive Director of Corporate Services/S.151 Officer for the Accounts. This statement is signed and dated by the Executive Director of Corporate Services/S.151 Officer under a statement that the Accounts give a True and Fair View of the financial position of the Authority at the accounting date and its income and expenditure for the year ended 31 March 2021.

The Movement in Reserves Statement shows the movement in the year on the different Reserves held by the Authority. This statement is split into usable and unusable Reserves; the usable Reserves are those that can be used by the Authority to fund expenditure; and the unusable Reserves are those Reserves that are required to mitigate the effect of some transactions on council tax and those Reserves that are created to mitigate unrealised gains and losses.

The Comprehensive Income and Expenditure Statement shows the accounting cost of providing services in accordance with generally accepted accounting practices, rather than the amount to be funded from taxation. The Authority raises taxation in accordance with regulations which are different from the accounting cost. The taxation position is shown in the Movement in Reserves Statement (the movement on usable reserves).

The Balance Sheet which shows the value of the Assets and Liabilities recognised by the Authority at the Balance Sheet date.

The Cash Flow Statement which shows the changes in cash and cash equivalents during the year. This statement shows how the Authority generates and uses its cash and cash equivalents by classifying cash flows as operating, investing and financing activities.

The Pension Fund Account which shows the movements relating to the Firefighters' Pension Fund.

2020/21 Financial Year

Since 2011/12 the Authority has suffered a circa 40% reduction in external funding which equates to approximately £11.5m.

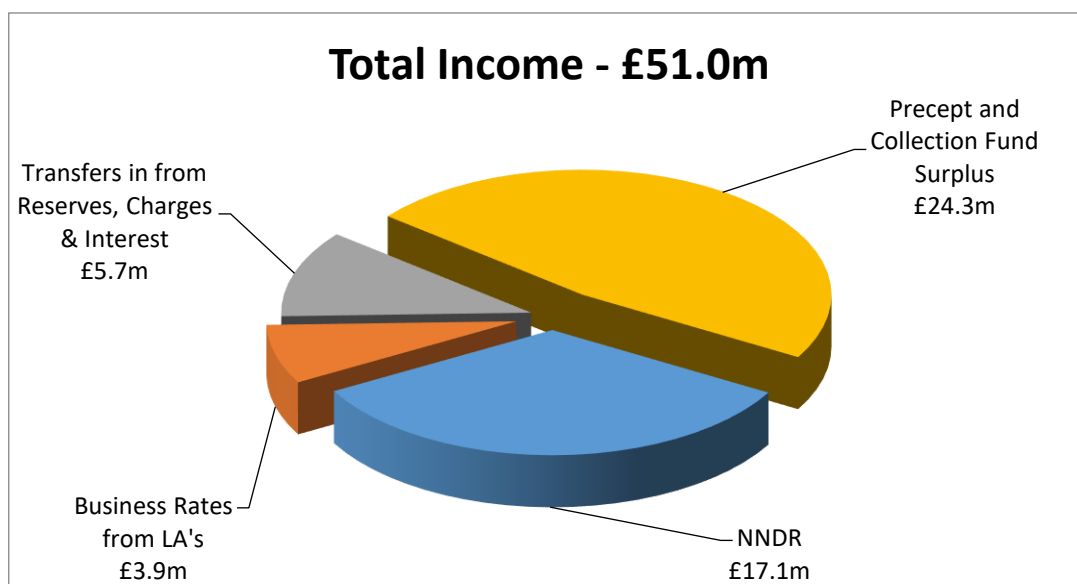
Despite these significant challenges the Authority continues to take a very prudent approach to its finances. To this end, £11.5m of efficiencies have been implemented over the years 2011 to 2019.

Historically, the Authority has lived within its means and delivered a modest underspend in recent years. The 2020/21 financial year has seen the Authority deliver a moderate underspend which signifies a tightening of available financial resources coupled with an increase in cost pressures, e.g. the costs associated with the recruitment and training of firefighters and also pressure from annual pay awards for staff.

The Authority's position over the medium-term is sound, but careful attention will need to be paid to any cost pressures arising and also the outcomes of the Government's Comprehensive Spending Review (CSR) process that will commence in the Autumn of 2021.

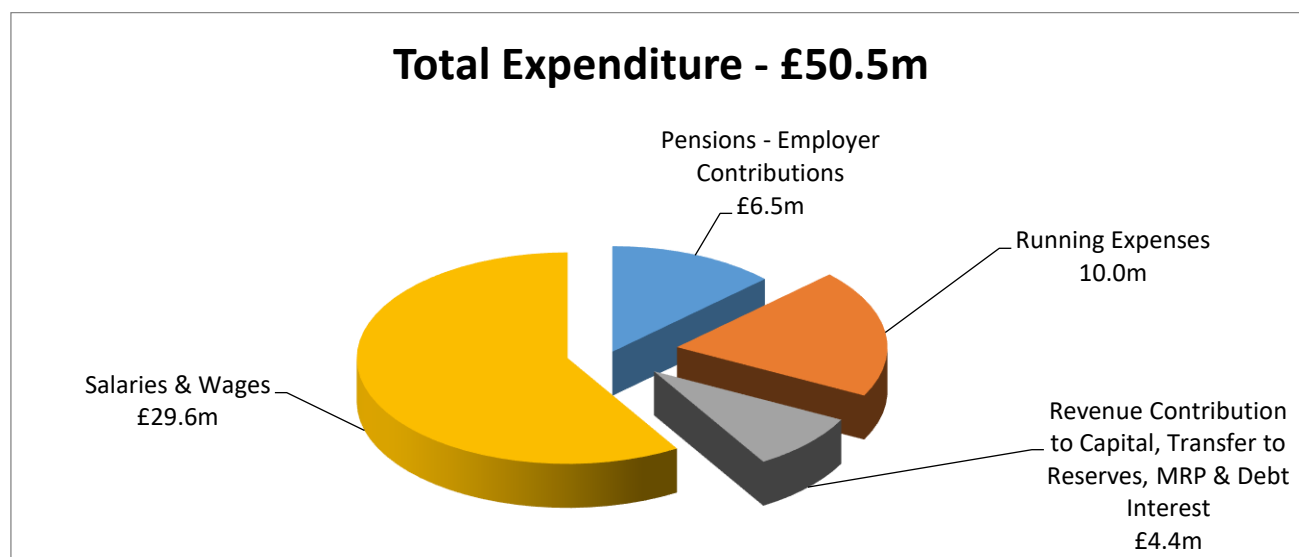
The medium-term position will be kept under continuous review particularly in the context of the Service's response to the current COVID-19 pandemic. Significant costs were incurred in the 2020/21 financial year and have been met from the funding that the Government has allocated to the Authority. Total funding from the Government in relation to COVID-19 has been £1.1m with £0.3m of this funding left to meet ongoing COVID-19 pressures in the 2021/22 financial year. The funding has been used mainly to meet the additional costs the service has incurred in relation to PPE, assisting the ambulance service and assisting with the mass vaccination programme.

Income



In 2020/21, the Authority received Revenue Support Grant and an allocation of pooled National Non-Domestic Rates directly from Central Government. It also sets a Precept (council tax) throughout the Humberside area for the balance of its expenditure requirements. The Precept set for 2020/21 was £23.82m (2019/20 was £22.99m) which equated to a Council Tax Band D Equivalent of £86.63 (2019/20 was £84.94).

Expenditure



Budget Outturn Position

Income of £51.025m was received by the Authority of which £50.454m was incurred on expenditure during 2020/21 leaving a surplus of £0.571m (appendix 1 shows how this reconciles with the Movement in Reserves Statement and the Expenditure and Funding Analysis in note 2).

Analysis of the Major Revenue Variances (a comprehensive table is presented in Appendix 1)

Pay Variances

During 2020/21, the overall pay variance on full-time firefighter, on-call firefighter and support staff pay was an under-spend of £265k. This was due to a combination of having a number of support posts vacant, lower call out costs for on-call staff and a lower pay award for greybook staff.

Non Pay Variances

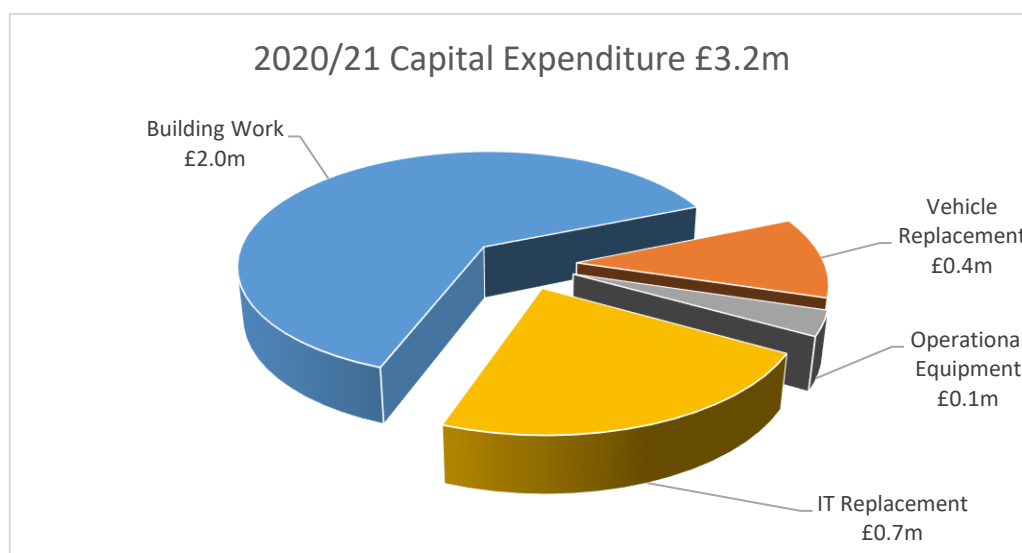
During 2020/21, the overall variance across all non-pay budgets was an under-spend of £826k. This was primarily due to slipping the rollout of the uniform replacement programme, lower business rate charges on our properties, lower spend on travel costs as well as lower spend on repairs, cleaning and issuing of PPE.

Income

During 2020/21 the Authority received £1,111k additional income relating mainly to additional grants distributed by Government in relation to COVID-19, Protection and Grenfell as well as staff secondments and insurance claims.

Capital Expenditure

During 2020/21 £3.2m was invested in capital projects. These projects include various building works across the estate, replacement programmes for vehicles, operational equipment and IT replacement (A more detailed breakdown is provided in Appendix 2).



Financing of Capital Expenditure

The Authority has a rolling capital programme that is reviewed throughout the year. The programme is financed by external borrowing, capital receipts and revenue contributions.

Humberside Fire Authority Reserves

Balances at 1 April 2020 stood at £10.932m. £2.235m was transferred to Earmarked Reserves during 2020/21. £44k was transferred to the General Reserve and by adding £0.571m, the surplus for the year, balances at 31st March 2021 now stand at £13.782m (exclusive of the ESFM (Humberside) Ltd Reserve).

Future Spending Plans

The Authority has published a Medium-Term Financial Plan for 2021/22 – 2024/25 which sets out the overall shape of the Authority's budget. It establishes how available resources will best deliver corporate objectives and mitigate corporate risks identified in the Strategic Plan. The current level of borrowing, including long-term leases held by the Authority, is £17.935m. The operational boundary is £25.1m and the authorised limit is

£31.1m (these are part of the Authority's prudential indicators that have been previously agreed in the Authority's Treasury Management report; Fire Authority March 2021).

International Accounting Standard 19 (IAS 19)

IAS 19 requires employers to report the full cost of pension benefits as they are earned, regardless of whether they have been paid for. The total liability is £719.022m (2019/20 was £618.389m); this is split between the Local Government Pension Scheme £15.572m (2019/20 was £5.619m) and the Firefighters' Pension Scheme £703.450m (2019/20 was £612.770m). The Authority's liability includes the Firefighters' Pension Scheme 1992, the Firefighters' Pension Scheme 2006, Firefighters' Pension Scheme 2015 and the Modified Firefighters' Pension Scheme. It should be noted that IAS 19 does not impact upon the level of balances held by the Authority, under IAS19 injury awards are now recognised in the accounts of the Authority.

Humberside Fire Authority Pension Fund Account

The Financial Statements include a separate section for the Humberside Fire Authority Pension Fund Account. Under the pension funding arrangements, each Authority in England is required by legislation to operate a Pension Fund and the amounts that must be paid into and out of the fund are specified this regulation.

Change in Statutory Function

There have been no changes to the Authority's statutory functions during 2020/21.

Significant Change in Accounting Policies

The Authority has now adopted the Annuity Method when it calculates its Minimum Revenue Provision.

Material Events after 31 March

There are no material events after 31 March to disclose.

Going Concern

The savings proposals previously agreed have resulted in a balanced budget for 2021/22 and over the life of the Medium-Term Financial Plan and the Authority will remain a Going Concern. Practice Note 10 of the Financial Reporting Councils Statement of Recommended Practice assumes that public sector organisations will remain as going concerns provided the services continue of which there is no plan to stop delivering a Fire and Rescue Service for Humberside.

Further Information

The Statement of Accounts is intended to give electors, Members, employees and other interested parties clear information about the Authority's finances. I would welcome any comments, which would help to improve the information. To this end a questionnaire has been devised and included in the Accounts.

Further information about the accounts is available from the Finance Section, Service Headquarters, Summergroves Way, Hull, HU4 7BB. In addition, interested members of the public have a statutory right to inspect the accounts before the audit is completed. The availability of the accounts for inspection is advertised on the Authority's website www.humbersidefire.gov.uk.

Acknowledgment

I would like to express my appreciation to Martyn Ransom, Shaun Edwards and colleagues within the Finance team for their assistance in compiling the financial statements.

Kevin J Wilson BSc Econ (Hons), FCPFA

Executive Director of Corporate Services/Section 151 Officer – June 2021

Independent auditor's report to the members of Humberside Fire Authority

Report on the audit of the financial statements

Opinion on the financial statements

We have audited the financial statements of Humberside Fire Authority ("the Authority") for the year ended 31 March 2021, which comprise the Comprehensive Income and Expenditure Statement, the Movement in Reserves Statement, the Balance Sheet, the Cash Flow Statement, the Firefighter's Pension Fund and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2020/21.

In our opinion, the financial statements:

- give a true and fair view of the financial position of the Authority as at 31st March 2021 and of its expenditure and income for the year then ended; and
- have been properly prepared in accordance with the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2020/21.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities section of our report. We are independent of the Authority in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Executive Director of Corporate Services' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Authority's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Executive Director of Corporate Services with respect to going concern are described in the relevant sections of this report.

Other information

The Executive Director of Corporate Services is responsible for the other information. The other information comprises the other information included in the Statement of Accounts, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Responsibilities of the Executive Director of Corporate Services for the financial statements

As explained more fully in the Statement of the Executive Director of Corporate Services' Responsibilities, the Director of Corporate Services is responsible for the preparation of the Statement of Accounts, which includes the financial statements, in accordance with proper practices as set out in the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2020/21, and for being satisfied that they give a true and fair view. The Executive Director of Corporate Services is also responsible for such internal control as the Executive Director of Corporate Services determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

The Executive Director of Corporate Services is required to comply with the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2020/21 and prepare the financial statements on a going concern basis on the assumption that the functions of the Authority will continue in operational existence for the foreseeable future. The Executive Director of Corporate Services is responsible for assessing each year whether or not it is appropriate for the Authority to prepare its accounts on the going concern basis and disclosing, as applicable, matters related to going concern.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Based on our understanding of the Authority we identified that the principal risks of non-compliance with laws and regulations related to the Local Government Act 2003 (and associated regulations made under section 21) and the Local Audit and Accountability Act 2014 (and associated regulations made under section 32), and we considered the extent to which non-compliance might have a material effect on the financial statements.

We evaluated the Executive Director of Corporate Services incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates and significant one-off or unusual transactions.

Our audit procedures were designed to respond to those identified risks, including non-compliance with laws and regulations (irregularities) and fraud that are material to the financial statements. Our audit procedures included but were not limited to:

- discussing with management and the Governance, Audit and Scrutiny Committee the policies and procedures regarding compliance with laws and regulations;
- communicating identified laws and regulations throughout our engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- considering the risk of acts by the Authority which were contrary to applicable laws and regulations, including fraud.

Our audit procedures in relation to fraud included but were not limited to:

- making enquiries of management and the Governance, Audit and Scrutiny Committee on whether they had knowledge of any actual, suspected or alleged fraud;
- gaining an understanding of the internal controls established to mitigate risks related to fraud;
- discussing amongst the engagement team the risks of fraud; and
- addressing the risks of fraud through management override of controls by performing journal entry testing.

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management and the Governance, Audit and Scrutiny Committee. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls.

We are also required to conclude on whether the Executive Director of Corporate Services' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. We performed our work in accordance with Practice Note 10: Audit of financial statement and regularity of public sector bodies in the United Kingdom, and Supplementary Guidance Note 01, issued by the National Audit Office in April 2021.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Report on the Authority's arrangements for securing economy, efficiency and effectiveness in its use of resources

Matter on which we are required to report by exception

We are required to report to you if, in our opinion, we are not satisfied that the Authority has made proper arrangements for securing economy, efficiency and effectiveness in its use of resources for the year ended 31 March 2021.

We have not completed our work on the Authority's arrangements. On the basis of our work to date, having regard to the guidance issued by the Comptroller and Auditor General in April 2021, we have not identified any significant weaknesses in arrangements for the year ended 31 March 2021.

We will report the outcome of our work on the Authority's arrangements in our commentary on those arrangements within the Auditor's Annual Report. Our audit completion certificate will set out any matters which we are required to report by exception.

Responsibilities of the Authority

The Authority is responsible for putting in place proper arrangements to secure economy, efficiency and effectiveness in its use of resources, to ensure proper stewardship and governance, and to review regularly the adequacy and effectiveness of these arrangements.

Auditor's responsibilities for the review of arrangements for securing economy, efficiency and effectiveness in the use of resources

We are required under section 20(1)(c) of the Local Audit and Accountability Act 2014 to satisfy ourselves that the Authority has made proper arrangements for securing economy, efficiency and effectiveness in its use of resources. We are not required to consider, nor have we considered, whether all aspects of the Authority's arrangements for securing economy, efficiency and effectiveness in its use of resources are operating effectively.

We have undertaken our work in accordance with the Code of Audit Practice, having regard to the guidance issued by the Comptroller and Auditor General in April 2021.

Matters on which we are required to report by exception under the Code of Audit Practice

We are required by the Code of Audit Practice to report to you if:

- we issue a report in the public interest under section 24 of the Local Audit and Accountability Act 2014;
- we make a recommendation under section 24 of the Local Audit and Accountability Act 2014; or
- we exercise any other special powers of the auditor under sections 28, 29 or 31 of the Local Audit and Accountability Act 2014.

We have nothing to report in these respects.

Use of the audit report

This report is made solely to the members of Humberside Fire Authority, as a body, in accordance with part 5 of the Local Audit and Accountability Act 2014 and as set out in paragraph 44 of the Statement of Responsibilities of Auditors and Audited Bodies published by Public Sector Audit Appointments Limited. Our audit work has been undertaken so that we might state to the members of the Authority those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the members of the Authority, as a body, for our audit work, for this report, or for the opinions we have formed.

Delay in certification of completion of audit

We cannot formally conclude the audit and issue an audit certificate until we have completed:

- the work necessary to issue our assurance statement in respect of the Authority's Whole of Government Accounts consolidation pack; and
- the work necessary to satisfy ourselves that the Authority has made proper arrangements for securing economy, efficiency and effectiveness in its use of resources.

[Signature]

Gavin Barker
For and on behalf of Mazars LLP
The Corner
Bank Chambers
26 Mosley Street
Newcastle Upon Tyne. NE1 1DF

24 September 2021

Statement of Responsibilities for the Statement of Accounts

The Authority's Responsibilities

The Authority is required:

- To make arrangements for the proper administration of its financial affairs and to ensure that one of its officers has the responsibility for the administration of those affairs. In this Authority that officer is the Executive Director of Corporate Services and Section 151 Officer;
- To manage its affairs to ensure economic, efficient and effective use of resources and to safeguard its assets;
- To approve the Statement of Accounts.

I confirm that these accounts were approved at the Fire Authority meeting held on 24 September 2021.

Signed	Date

Executive Director of Corporate Services and Section 151 Officer Responsibilities

The Executive Director of Corporate Services and Section 151 Officer is responsible for the preparation of the Authority's Statement of Accounts which, in accordance with the *Code of Practice on Local Authority Accounting in Great Britain* (the 'Code of Practice'), issued by the Chartered Institute of Public Finance and Accountancy (CIPFA) is required to present fairly the financial position of the Authority at the accounting date, and its income and expenditure for year ended 31 March 2021.


In preparing this Statement of Accounts, the Executive Director of Corporate Services/Section 151 Officer has:

- Selected suitable accounting policies and then applied them consistently;
- Made judgements and estimates that were reasonable and prudent;
- Complied with the Code of Practice.

The Executive Director of Corporate Services and Section 151 Officer has also:

- Kept proper accounting records which are up to date;
- Taken reasonable steps for the prevention and detection of fraud and other irregularities.

In accordance with regulation 9(1) of the Accounts and Audit Regulations 2015, I certify that the attached Statement of Accounts presents a True and Fair View of the financial position of the Authority as at 31 March 2021 and its income and expenditure for the year

Signed 	Date 7th September 2021
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STATEMENT OF ACCOUNTS
MOVEMENTS IN RESERVES STATEMENT

This statement shows the movement in the year on the different Reserves held by the Authority, analysed into 'Usable Reserves' (i.e. those that can be applied to fund expenditure or reduce local taxation) and other Reserves. The Surplus or (Deficit) on the Provision of Services line shows the true economic cost of providing the Authority's services, more details of which are shown in the Comprehensive Income and Expenditure Statement. These are different to the statutory amounts required to be charged to the General Reserve Balance for council tax setting purposes. The Net Increase / (Decrease) before transfers to Earmarked Reserves shows the statutory General Fund before any discretionary transfers to or from Earmarked Reserves undertaken by the Authority.

2020/21

	Earmarked Reserves	General Fund Balance	Total Usable Reserves	Pensions Reserve	Capital Adjustment Account	Revaluation Reserve	Collection Fund Adjustment Account	Accumulated Absences Account	Total Authority Reserves
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Note(s)	6	10		4	6	6			
Balance at 31 March 2020	5,784	5,758	11,544	(618,399)	22,482	4,909	470	-	(578,994)
Surplus or (Deficit) on Provision of Services (accounting basis)		(23,669)	(23,669)						(23,669)
Other Comprehensive Income and Expenditure			-	(78,176)		494			(77,682)
Total Comprehensive Income and Expenditure	-	(23,669)	(23,669)	(78,176)	-	494	-	-	(101,351)
Adjustments between Accounting Basis & Funding Basis under Regulations (Note 10)		25,864	25,864	(22,447)	(2,707)	(52)	(27)	(630)	-
Net Increase / (Decrease) before transfers to Earmarked Reserves	-	2,195	2,195	(100,623)	(2,707)	442	(27)	(630)	(101,351)
Transfers to / (from) Earmarked Reserves	1,579	(1,579)	-						-
Increase / (Decrease) in Year	1,579	615	2,194	(100,623)	(2,707)	442	(27)	(630)	(101,351)
Balance at 31 March 2021	7,363	6,373	13,737	(719,022)	19,775	5,351	443	(630)	(680,346)

The accompanying notes form part of these Financial Statements.

MOVEMENT IN RESERVES STATEMENT

2019/20

Note(s)	Earmarked Reserves £'000 6	General Fund Balance £'000 10	Total Usable Reserves £'000	Pensions Reserve £'000 4	Capital Adjustment Account £'000 6	Revaluation Reserve £'000 6	Collection Fund Adjustment Account £'000	Total Authority Reserves £'000
Balance at 31 March 2019	5,448	5,251	10,701	(658,389)	24,764	5,349	524	(617,052)
Surplus or (Deficit) on Provision of Services (accounting basis)		(27,516)	(27,516)					(27,516)
Other Comprehensive Income and Expenditure			-	65,949		(375)		65,574
Total Comprehensive Income and Expenditure	-	(27,516)	(27,516)	65,949	-	(375)	-	38,058
Adjustments between Accounting Basis & Funding Basis under Regulations (Note 10)		28,359	28,359	(25,959)	(2,282)	(63)	(54)	-
Net Increase / (Decrease) before transfers to Earmarked Reserves	-	843	843	39,990	(2,282)	(438)	(54)	38,058
Transfers to / (from) Earmarked Reserves	336	(336)	-					-
Increase / (Decrease) in Year	336	507	842	39,990	(2,282)	(438)	(54)	38,058
Balance at 31 March 2020	5,784	5,758	11,544	(618,399)	22,482	4,909	470	(578,994)

The accompanying notes form part of these Financial Statements.

COMPREHENSIVE INCOME AND EXPENDITURE STATEMENT

This statement shows the accounting cost in the year for providing services in accordance with generally accepted accounting practices, rather than the amount to be funded from taxation. Authorities raise taxation to cover expenditure in accordance with regulations; this may be different from the accounting cost. The taxation position is shown in the Movement in Reserves Statement.

Year ended 31 March 2020			Year ended 31 March 2021		
£'000	£'000	£'000	£'000	£'000	£'000
Gross Expenditure	Gross Income	Net Expenditure	Gross Expenditure	Gross Income	Net Expenditure
3,914	(391)	3,524	3,502	(576)	2,926
38,359	(870)	37,488	39,605	(668)	38,936
16,662	(871)	15,790	16,710	(846)	15,863
133		133	130		130
33		33	28		28
	(190)	(190)	25		25
59,101	(2,322)	56,777	60,000	(2,090)	57,908
388	(9)	379	226	(65)	161
16,838	(69)	16,769	14,510	(12)	14,498
	(46,408)	(46,408)		(48,897)	(48,897)
		27,516			23,670
		375			(494)
		(65,949)			78,176
		(65,574)			77,682
		(38,058)			101,352

* included within Fire Fighting & Rescue Operations are the costs of Safety work carried out by Firefighters who provide response duties.

The accompanying notes form part of these Financial Statements.

BALANCE SHEET

The Balance Sheet shows the value as at the Balance Sheet date, of the Assets and Liabilities recognised by the Authority. The net Assets of the Authority (Assets less Liabilities) are matched by the Reserves held by the Authority. Reserves are reported in two categories; the first category of Reserves are usable Reserves, i.e. those Reserves that the Authority may use to provide services, subject to the need to maintain a prudent level of Reserves and any statutory limitations on their use (for example the Capital Receipts Reserve that may only be used to fund capital expenditure or repay debt); the second category of reserves includes amounts that would only become available to provide services if the assets were sold; and Reserves that hold a timing difference as shown in the Movement in Reserves Statement line 'Adjustments between accounting basis and funding basis under regulations.'

31 March 2020		31 March 2021
£'000	Note(s)	£'000
46,515 Property, Plant & Equipment	5	45,963
132 Intangible Assets	5	68
46,647 Long-Term Assets		46,031
469 Inventories		364
5,004 Short-Term Investments	7	7,000
8,966 Short-Term Debtors	8	9,409
114 Cash and Cash Equivalents	16	1,267
14,553 Current Assets		18,040
(7,211) Short-Term Creditors	8	(7,334)
- Short-Term Provisions		(127)
(736) Short-Term Borrowing	7	(931)
(7,947) Current Liabilities		(8,392)
(12,896) Long-Term Borrowing	7	(16,069)
(619,351) Other Long-Term Liabilities	4/7	(719,957)
(632,247) Long-Term Liabilities		(736,026)
<u>(578,994) Net Assets/(Liabilities)</u>		<u>(680,346)</u>
11,544 Usable Reserves	6/10	13,737
(590,538) Unusable Reserves	4/6	(694,083)
<u>(578,994) Total Reserves</u>		<u>(680,346)</u>

The accompanying notes form part of these Financial Statements.

CASH FLOW STATEMENT

The Cash Flow Statement shows the changes in cash and cash equivalents of the Authority during the accounting period. The statement shows how the Authority generates and uses cash and cash equivalents by classifying cash flows as operating, investing and financing activities. The amount of net cash flows arising from operating activities is a key indicator of the extent to which the operations of the Authority are funded by way of taxation and grant income or from the recipients of services provided by the Authority. Investing activities represent the extent to which cash outflows have been made for resources which are intended to contribute to the Authority's future service delivery. Cash flows arising from financing activities are useful in predicting claims on future cash flows by providers of capital (i.e. borrowing) to the Authority.

31 March 2020		31 March 2021
£'000	Note(s)	£'000
(27,516) Net Surplus or (Deficit) on the Provision of Services	2	(23,670)
Adjust Net Surplus or Deficit on the Provision of Services for Non		
30,802 Cash Movements	16	26,283
Adjust for items included in the Net Surplus or Deficit on the		
(9) Provision of Services that are Investing and Financing Activities	16	(65)
<u>3,277</u> Net Cash Flows from Operating Activities		<u>2,549</u>
(1,978) Investing Activities	16	(4,749)
(1,387) Financing Activities	16	3,353
<u>(88)</u> Net Increase or (Decrease) in Cash and Cash Equivalents		<u>1,153</u>
Cash and Cash Equivalents at the Beginning of the		
202 Reporting Period	16	114
Cash and Cash Equivalents at the End of the Reporting		
114 Period	16	1,267
<u>(88)</u> Total Movement		<u>1,153</u>

The accompanying notes form part of these Financial Statements.

Notes to the Financial Statements

1. Accounting Policies

The Financial Statements must meet the accounting requirements of the CIPFA Code of Practice on Local Authority Accounting which has been agreed with HM Treasury. Consequently, the following financial statements have been prepared in accordance with the CIPFA Code of Practice on Local Authority Accounting 2020/21. The accounting policies contained in the CIPFA Code of Practice follow International Financial Reporting Standards to the extent that they are meaningful and appropriate to Local Authority Accounts, as determined by HM Treasury, who are advised by the Financial Reporting Advisory Board. Where the CIPFA Code of Practice on Local Authority Accounting permits a choice of accounting policy, the accounting policy which is judged to be the most appropriate to the particular circumstances of the Authority for the purpose of presenting fairly the position of the Authority is selected. The particular policies adopted by the Authority are described below and they have been applied consistently in dealing with items considered material in relation to the Accounts.

Accounting Convention

These Accounts have been prepared under the historical cost convention, modified to account for the revaluation of property, plant and equipment, intangible assets and inventories. Where appropriate, financial assets and liabilities have been impaired or discounted to bring them to fair value.

Acquisitions and Discontinued Operations

Activities are considered to be 'acquired' only if they are taken on from outside the public sector. Activities are considered to be 'discontinued' only if they cease entirely. They are not considered to be 'discontinued' if they transfer from one public sector body to another. The Authority has not acquired or discontinued any operations during the reporting period.

Going Concern

After making enquiries, the Authority has formed a judgement, at the time of approving the Financial Statements that there is a reasonable expectation that the Authority has access to adequate resources to continue in operational existence for the foreseeable future. For this reason, the Authority continues to adopt the Going Concern basis in preparing the accounts.

Critical Accounting Judgements and Key Sources of Estimation Uncertainty

In the application of the Authority's accounting policies, management are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from those estimates and the estimates and underlying assumptions are continually reviewed. Revisions to accounting estimates are recognised in the period in which the estimate is revised and if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods.

Critical Judgements in Applying Accounting Policies

In applying the accounting policies of the Authority, the Authority has had to make certain judgements about complex transactions or those involving uncertainty about future events. Where a critical judgement is required for the accounts, the judgement is made using the knowledge and experience of relevant officers.

The Authority has to decide whether the leases it enters into should be treated as operating or finance leases and whether contractual arrangements it enters into have the substance of a lease. These judgements are made on the professional opinion of the Authority's valuers, accountants and procurement officer.

The Authority has to decide whether land and buildings owned by the Authority are investment properties. The Authority's valuers and accountants make judgements in accordance with IAS 40

Investment Property. It has been determined that the Authority does not have any investment property as it does not hold land and/or buildings solely for rental income or capital appreciation.

The Authority has to decide whether there is a group relationship between the Authority and other entities. The accountants assess each relationship that exists between the Authority and other entities that may result in a group accounts relationship.

The Authority has to decide whether the Authority's exposure to possible losses is to be accounted for as a Provision or a Contingent Liability. These decisions are taken by a combination of the Authority's accountants, solicitor and other relevant officers.

Judgement is required to determine whether the Authority can be reasonably assured that the conditions of grant and contribution monies received have been met before recognising them as income in the Comprehensive Income and Expenditure Statement. Where conditions require specified expenditure to have taken place, the grant monies will not be recognised until this happens. Equally, where conditions specify that a grant or contribution must be repaid in the event of non-expenditure, the income is not recognised until expenditure is incurred.

Key Sources of Estimation Uncertainty

The Statement of Accounts contains estimated figures that are based on assumptions made by the Authority about the future or that are otherwise uncertain. Estimates are made taking into account historical experience, current trends and other relevant factors. However, because balances cannot be determined with certainty, actual results could be materially different from the assumptions and estimates. The items in the Authority's Balance Sheet at 31 March for which there is a significant risk of material adjustment in the following financial year are as follows:

Pensions Liability and Reserve

Estimation of the net liability to pay pensions depends on a number of complex judgements relating to the discount rate used, the rate at which salaries are projected to increase, changes in retirement ages, mortality rates and expected return on Pension Fund assets. Hymans Robertson (Actuaries) are contracted to provide an estimate of the net liability relating to the Local Government Pension Scheme. The Government Actuaries Department are contracted to provide an estimate of the net liability relating to the Firefighters' Pension Schemes.

Valuation and Depreciation Charges

Professional opinions of the values of land and buildings are made by Carter Jonas LLP, who are contracted to provide valuation advice to the Authority. Estimates of the useful lives of property, plant and equipment are made by the relevant officers who have knowledge of such issues based on their professional judgement.

Revenue

Revenue in respect of services provided is recognised when the performance occurs, and is measured at the Fair Value of the consideration receivable.

Where income is received for a specific activity that is to be delivered in the following year the income is deferred.

Goods are sold on an incidental basis. Income is recognised at the point the sale transaction occurs.

Accruals of Income and Expenditure

Activity is accounted for in the year that it takes place, not simply when cash payments are made or received in accordance with section 2.7 of IFRS15. In particular:

- Revenue from the provision of services is recognised when the Authority can measure reliably the completion of the transaction.
- Supplies are recorded as expenditure when they are consumed.
- Expenses in relation to services received (including services provided by employees) are recorded as expenditure when the services are received rather than when payments are made.
- Fees, charges and rents due are accounted for as income at the date the Authority provides the relevant goods or services.

- Interest payable on borrowings and receivable on investments is accounted for as expenditure or income respectively on the basis of the effective interest rate for the relevant financial instrument rather than the cash flows fixed or determined by the contract.
- Where income and expenditure has been recognised but cash has not yet been received or paid, a debtor or creditor for the relevant amount is recorded in the Balance Sheet. Where it is doubtful that debts will be settled, the balance of debtors is written down and a charge made to revenue for the income that might not be collected.

Overheads and Support Services

Management and Support Services form part of the overall net cost of service and are reflected as they are reported to management and the Fire Authority with the exceptions of the two headings below which are separately disclosed within net cost of services.

- Corporate and Democratic Core – costs relating to the democratic processes of the Authority and other corporate costs.
- Non Distributed Costs – the cost of discretionary benefits awarded to employees retiring early and impairment losses chargeable on Assets Held for Sale.

These two cost categories are accounted for as separate headings in the Comprehensive Income and Expenditure Statement as part of Cost of Services.

Agency Income

Precept income is collected on behalf of the Authority by the four unitary authorities (East Riding of Yorkshire Council, Kingston upon Hull City Council, North East Lincolnshire Council and North Lincolnshire Council). This income is collected under an agency arrangement with the Authority including an appropriate share of taxpayer transactions within the financial statements.

Employee Benefits

Benefits Payable during Employment

Short-term employee benefits are those due to be settled within 12 months of the year-end. They include benefits such as salaries, paid annual leave and flexitime, bonuses and non-monetary benefits (for example cars) for current employees and are recognised as an expense in the year in which employees render service to the Authority. The CIPFA Code of Practice on Local Authority Accounting requires the Authority to recognise the amount of untaken annual leave at the 31st March as a liability which is reflected on the Balance Sheet.

Termination Benefits

Termination benefits are amounts payable as a result of a decision by the Authority to terminate an officer's employment before the normal retirement date or of an officer's decision to accept voluntary redundancy in exchange for those benefits. These are charged on an Accruals basis to the Comprehensive Income and Expenditure Statement at the earlier of when the Authority can no longer withdraw the offer of those benefits or when the Authority recognises costs for a restructuring.

When termination benefits involve the enhancement of pensions, statutory provisions require the General Fund Balance to be charged with the amount payable by the Authority to the Pension Fund or pensioner in the year, not the amount calculated according to the relevant accounting standards. In the Movement in Reserves Statement, appropriations are required to and from the Pensions Reserve to remove the notional debits and credits for pension enhancement termination benefits and replace them with debits for the cash paid to the pension fund and pensioners and any such amounts payable but unpaid at the year-end.

Retirement Benefits

Employees of the Authority are members of the following pensions schemes:

- The 1992, 2006, 2015 and Modified (1992) Firefighters' Pension Schemes (FPS) - these are unfunded schemes, which means that there are no investment assets built up to meet the pensions liabilities, and cash has to be generated to meet the actual payments as they fall due. The Authority is required by legislation to operate a Pension Fund, with the amounts that must be paid into or out of the Pension Fund being specified by regulation. The Authority set up a Pension Fund on 1 April 2006 from which pension payments are made and into which contributions, from the Authority and employees, are received. The Pension Fund receives a top-up grant from the Government equal to the deficit each year, with any surplus on the Pension Fund being repaid to the Government. The Pension Fund is shown separately in the Accounts.
- The Local Government Pension Scheme (LGPS) for support staff, administered by the East Riding of Yorkshire Pension Fund, is a funded scheme, which means that the Authority and employees pay contributions into a fund, calculated at a level intended to balance the pensions liabilities with investment Assets.

The above schemes provide defined benefits to members (retirement lump sums and pensions), earned as employees work for the Authority. They are accounted for in accordance with the requirements for Defined Benefits Schemes, based on the principle that an organisation should account for retirement benefits when it is committed to give them, even though this may be many years into the future.

A pensions Asset or Liability is recognised in the Balance Sheet, made up of the net position of retirement Liabilities and pension scheme Assets. Retirement Liabilities are measured on an actuarial basis using the projected unit method, by assessing the future payments that will be made in relation to retirement benefits earned to date by employees, based on assumptions about mortality rates, employee turnover rates and projections of earnings for current employees. Pension scheme assets (LGPS only) attributable to the Authority are included at their Fair Value. The Authority currently has a net pensions liability and this is matched in the Balance Sheet by a Pensions Reserve.

The change in net pensions Liability during the year is analysed into the following components:

Service cost comprising:

- Current service cost – the increase in Liabilities as a result of service earned by employees in the current year. This is charged to services within the Comprehensive Income and Expenditure Statement.
- Past service cost – the increase in Liabilities as a result of a scheme amendment or curtailment whose effect relates to service earned in earlier years. This is part of Non Distributed Costs in the Comprehensive Income and Expenditure Statement.
- Net interest on the net defined benefit Liability – the change during the period in the net defined benefit Liability that arises from the passage of time. This is calculated by applying the discount rate used to measure the defined benefit obligation at the beginning of the period to the net defined benefit Liability at the end of the period, taking into account any changes in the net defined benefit Liability during the period as a result of contribution and benefit payments. This is charged to the Financing and Investment Income and Expenditure line within the Comprehensive Income and Expenditure Statement.

Remeasurements comprising:

- The return on plan assets (LGPS only) – this excludes amounts included in net interest on the net defined benefit Liability and is charged to the Pensions Reserve as Other Comprehensive Income and Expenditure
- Actuarial gains and losses – changes in the net pensions Liability that arise because events have not coincided with assumptions made at the last actuarial valuation or because the

actuaries have updated their assumptions. This is charged to the Pensions Reserve as Other Comprehensive Income and Expenditure.

- Contributions paid / benefits paid – cash paid as employer's contribution by the Authority either to LGPS or directly to pensioners to reduce the scheme Liabilities.

Statutory provisions require that the amount charged to the General Fund Balance is that payable by the Authority to Pensions Funds or directly to pensioners during the year rather than that calculated under accounting standards. This means that an appropriation to or from the Pensions Reserve is done within the Movement in Reserves Statement to replace the notional sums for retirement benefits with the actual pensions costs. The negative balance on the Pensions Reserve thereby measures the beneficial impact to the General Fund of being required to account for retirement benefits on the basis of cash flows rather than as benefits are earned by employees.

Other Expenses

Other operating expenses are recognised when, and to the extent that, the goods or services have been received. They are measured at the Fair Value of the consideration payable.

Property, Plant and Equipment

Recognition

Property, plant and equipment is capitalised if:

- it is held for use in delivering services or for administration purposes;
- it is probable that service potential will be provided to the Authority;
- it is expected to be used for more than one financial year;
- the cost of the item can be measured reliably; and
- the item has a cost of at least £6,000.

Donated Assets are recognised at their value and are defined in the CIPFA Code of Practice on Local Government Accounting as those Assets that are transferred at nil value or acquired at less than Fair Value. Donated Assets that are from other public bodies are accounted for as a government grant (as required by IAS 20).

Valuation

All property, plant and equipment are measured initially at cost, representing the cost attributable to acquiring or constructing the Asset and bringing it to the location and condition necessary for it to be capable of operating in the manner intended by management. All Assets are measured subsequently at Fair Value.

Land and buildings used by the Authority are stated in the Balance Sheet at their re-valued amounts, being the Fair Value at the date of valuation. Revaluations are performed with sufficient regularity to ensure that carrying amounts are not materially different from those that would be determined at the end of the Reporting Period. Fair Values are determined as follows:

- Operational Buildings – Depreciated Replacement cost.
- Land and non-specialised buildings – market value for existing use.
- Vehicles, plant and equipment – historic cost less accumulated depreciation (as a proxy for current replacement cost).

Properties in the course of construction are carried at cost, less any impairment loss. Costs include professional fees but not borrowing costs, which are recognised as expenses immediately, as allowed by IAS 23 for assets held at Fair Value. Assets are re-valued and Depreciation commences when they are brought into use.

An increase arising on revaluation is taken to the Revaluation Reserve except when it reverses an impairment previously recognised in expenditure, in which case it is credited to expenditure to the extent of the decrease previously charged there. A revaluation decrease is recognised as an Impairment charged to the Revaluation Reserve to the extent that there is a balance on the Reserve for the Asset, and, thereafter, to expenditure. Gains and losses recognised in the Revaluation

Reserve are reported as other comprehensive income in the Comprehensive Income and Expenditure Statement.

Subsequent Expenditure

Where subsequent expenditure enhances an Asset beyond its original specification, the directly attributable cost is capitalised. Where subsequent expenditure restores the Asset to its original specification, the expenditure is capitalised and any existing carrying value of the item replaced is written-off and charged to the Comprehensive Income and Expenditure Statement.

Disposals

Capital receipts from the sale of non-current assets are held in the Capital Receipts Unapplied Account until such time as they are used to finance other Capital Expenditure or to repay debt. Gains and losses on the disposal of non-current assets are recognised in the Comprehensive Income and Expenditure Statement.

Intangible Assets

Recognition

Intangible assets are non-monetary Assets without physical substance, which are capable of sale separately from the rest of the Authority's business or which arise from contractual or other legal rights. They are recognised only when it is probable that future economic benefits or service potential will be provided to the Authority; where the cost of the Asset can be measured reliably, and where the cost is at least £6,000.

Intangible Assets recognised by the Authority are purchased IT software systems and are Amortised over 5 years.

Intangible Assets acquired separately are initially recognised at Fair Value. Software that is integral to the operating of hardware, for example an operating system is capitalised as part of the relevant item of property, plant and equipment. Software that is not integral to the operation of hardware, for example application software, is capitalised as an Intangible Asset.

Measurement

The amount initially recognised for internally-generated Intangible Assets is the sum of the expenditure incurred from the date when the criteria are initially met. Where no internally-generated Intangible Assets can be recognised, the expenditure is recognised in the period in which it is incurred.

Following initial recognition, Intangible Assets are carried at Fair Value by reference to an active market, or where no active market exists, at Amortised replacement cost (modern equivalent assets basis). Internally-developed software is held at historic cost to reflect the opposing effects of increases and development costs and technological advances.

Depreciation, Amortisation and Impairments

Assets under construction are not Depreciated. Otherwise, Depreciation and Amortisation are charged to write off the costs or valuation of property, plant and equipment and intangible non-current assets, less any residual value, over their Useful Economic Lives, on a reducing balance basis (with the exception of assets acquired under finance leases). The Useful Economic Life of an Asset is the period over which the Authority expects to obtain economic benefits or service potential from the Asset. This is specific to the Authority and may be shorter than the physical life of the Asset itself. The Useful Economic Life and Residual Values are reviewed each year end, with the effect of any changes recognised on a prospective basis. The approximate average useful lives (depreciation periods) are categorised below:

- | | |
|---|----------|
| • Buildings | 40 years |
| • Vehicles – Fire Appliances | 15 years |
| • Vehicles – Lorries and Vans | 7 years |
| • Vehicles – Non FDS Cars and Light Vans | 7 years |
| • Vehicles – FDS Cars | 5 years |
| • Equipment | 5 years |
| • Specialised Equipment (e.g Breathing Apparatus) | 10 Years |

Assets acquired under Finance Leases are Depreciated over the term of the lease (or the life of the asset if this is lower than the term of the lease) on a straight line basis.

At each reporting period end, the Authority checks whether there is any indication that any of its tangible or intangible non-current Assets have suffered an impairment loss. If there is indication of an Impairment loss, the recoverable amount of the Asset is estimated to determine whether there has been a loss and, if so, its amount. Intangible Assets not yet available for use are tested for Impairment annually.

If there has been an Impairment loss, the Asset is written down to its recoverable amount, with the loss charged to the Revaluation Reserve to the extent that there is a balance on the Reserve for the Asset and, thereafter, to expenditure. Where an impairment loss subsequently reverses, the carrying amount of the Asset is increased to the revised estimate of the recoverable amount but capped at the amount that would have been determined had there been no initial impairment loss. The reversal of the impairment loss is credited to expenditure to the extent of the decrease previously charged there and thereafter to the Revaluation Reserve.

The Authority is not required to raise council tax to cover Depreciation, Impairment or Amortisation, however it is required to make an Annual Provision from its revenue budget to contribute towards the reduction in its overall borrowing requirement, the Minimum Revenue Provision (MRP).

Government Grants

Government grants are grants from Government bodies. Revenue grants are matched against the expenditure to which they relate. Capital grants are credited to income once any conditions of the grant have been satisfied. Assets purchased from government grants are valued, Depreciated and Impaired as described for purchased Assets.

Non-Current Assets Held for Sale

Non-current assets are classified as held for sale if their carrying amount will be recovered principally through a sale transaction rather than through continuing use. This condition is regarded as met when the sale is highly probable, the Asset is available for immediate sale in its present condition and management is committed to the sale, which is expected to qualify for recognition as a completed sale within one year from the date of classification. Non-current Assets held for sale are measured at the lower of their previous carrying amount and Fair Value less costs to sell. Fair Value is open market value including alternative uses.

The profit or loss arising on the disposal of an Asset is the difference between the sale proceeds and the carrying amount and is recognised in the Comprehensive Income and Expenditure Statement. On disposal, the balance for the Asset on the Revaluation Reserve is transferred to the Capital Adjustment Account.

Property, Plant and Equipment that is to be scrapped or demolished does not qualify for recognition as Held for Sale. Instead, it is retained as an operational Asset and its Useful Economic Life is adjusted. The asset is de-recognised when it is scrapped or demolished.

Leases

Leases are classified as Finance Leases when substantially all of the risks and rewards of ownership are transferred to the lessee. All other leases are classified as Operating Leases.

The Authority As A Lessee

The Authority has a single Asset held under a Finance Lease. The outstanding Liability relating to Finance Leases is reflected in the Authority's Balance Sheet, with the Assets acquired under Finance Leases added to the Authority's Asset register and the value reflected in the Property, Plant and Equipment total on the Balance Sheet. Interest costs relating to Finance Leases are reflected in the Comprehensive Income and Expenditure Statement. Payments for Finance Leases are made in equal amounts over the term of the lease. Operating Lease payments are recognised as an expense on a straight-line basis over the lease term. Lease incentives are recognised initially as a Liability and subsequently as a reduction of rentals on a straight-line basis over the lease term. Where a lease is for land and buildings, the land and building components are separated. Leased

land is treated as an Operating Lease. Leased buildings are assessed as to whether they are Operating Leases or Finance Leases.

Inventories

Inventories are valued at the lower of cost and Net Realisable Value using the average cost method. This is considered to be a reasonable approximation to Fair Value.

Cash and Cash Equivalents

Cash is cash in hand and deposits with any financial institution repayable without penalty on notice of not more than 24 hours. The balances on the current account and the business reserve account are cash. The balance in the liquidity manager account is a cash equivalent (as this is held for investment purposes until a sufficient balance is achieved and a short-term investment entered into).

In the Cash Flow Statement, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and that form an integral part of the Authority's cash management.

Provisions

Provisions are recognised when the Authority has a present legal or constructive obligation as a result of a past event, it is probable that the Authority will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation. The amount recognised as a provision is the best estimate of the expenditure required to settle the obligation at the end of the reporting period, taking into account the risks and uncertainties.

Contingencies

A Contingent Liability is a possible obligation that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the Authority, or a present obligation that is not recognised because it is not probable that a payment will be required to settle the obligation or the amount of the obligation cannot be measured with sufficient reliability. A Contingent Liability is disclosed unless the possibility of payment is remote.

A Contingent Asset is a possible Asset that arises from past events, the existence of which will be confirmed by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the Authority. A Contingent Asset is disclosed where an inflow of economic benefits is virtually certain.

Where the time value of money is material, contingencies are disclosed at their present value.

Reserves

The Authority sets aside specific reserves for future policy purposes. The Authority has a number of revenue reserves:

- General Reserve
- Capital Funding Reserve
- Ark Reserve
- Resilience Reserve
- Emergency Services Fleet Management (Humberside) Ltd Reserve
- Insurance Reserve
- ESMCP Reserve
- COVID Reserve
- Grenfell and Protection Reserve
- Uniform Replacement Programme Reserve
- East Coast & Hertfordshire Control Room Consortium Reserve
- Environmental Reserve

The Authority has three capital reserves:

- Capital Adjustment Account
- Revaluation Reserve
- Capital Receipts Reserve

Other reserves held by the Authority, are held to meet accounting requirements:

- Pensions Reserve
- Collection Fund Adjustment Account
- Accumulated Absences Reserve

Financial Assets

Financial assets are recognised when the Authority becomes party to the Financial Instrument contract or in the case of trade receivables, when goods or services have been delivered. Financial assets are derecognised when the contractual rights have expired or the Asset has been transferred. Financial Assets are initially recognised at Fair Value.

Financial Assets are classified into the following categories: Financial Assets at Fair Value through profit and loss; held to maturity investments; available for sale Financial Assets, and loans and receivables. The classification depends on the nature and purpose of the financial assets and is determined at the time of initial recognition.

Loans and Receivables

Loans and receivables are non-derivative Financial Assets with fixed or determinable payments which are not quoted in an active market. After initial recognition, they are measured at Amortised cost using the Effective Interest Method, less any Impairment. Interest is recognised using the Effective Interest Rate Method.

Fair Value is determined by reference to quoted market prices where possible, or failing that by reference to similar arms-length transactions between knowledgeable and willing parties.

The Effective Interest Rate is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset.

At the end of the reporting period the Authority assesses whether any Financial Assets, other than those held at 'Fair Value through profit and loss' are impaired. Financial assets are impaired and Impairment losses recognised if there is objective evidence of impairment, as a result of one or more events which occurred after the initial recognition of the Asset and which has an impact on the estimated future cash flows of the Asset.

For Financial Assets carried at amortised cost, the amount of the Impairment loss is measured as the difference between the Assets carrying amount and the present value of the revised future cash flows discounted at the Asset's original effective interest rate. The loss is recognised in expenditure and the carrying amount of the Asset reduced directly.

If, in a subsequent period, the amount of the Impairment loss decreases and the decrease can be related objectively to an event occurring after the Impairment was recognised, the previously recognised impairment loss is reversed through expenditure to the extent that the carrying amount of the receivable at the date of the Impairment is reversed does not exceed what the amortised cost would have been had the Impairment not been recognised.

Financial Liabilities

Financial Liabilities are recognised in the Balance Sheet when the Authority becomes party to the contractual provisions of the Financial Instrument or, in the case of trade payables, when the goods or services have been received. Financial liabilities are derecognised when the liability has been discharged, that is, the Liability has been paid or expired. Financial Liabilities are recognised at Fair Value.

Foreign Currencies

The Authority's functional currency and presentational currency is sterling. Transactions denominated in a foreign currency are translated into sterling at the exchange rate ruling on the date of transactions. At the end of the Reporting Period, monetary items denominated in foreign currencies are retranslated at the spot exchange rate on 31 March. Resulting exchange gains and

losses from either of these are recognised in the Authority's surplus/deficit in the period in which they arise.

Joint Operations

Joint operations are activities undertaken by the Authority in conjunction with one or more other parties but which are not performed through a separate entity.

Accounting Standards That Have Been Issued But Have Not Yet Been Adopted

- IFRS 16 Leases

The above accounting standards have been issued but are not be adopted until 1st April 2022. This is not expected to have a material impact on future financial statements.

Accounting Standards Issued That Have Been Adopted Early

There are no accounting standards issued that have been adopted early.

Exceptional Items

Exceptional items shall be included in the costs of the service to which they relate and noted accordingly.

Prior Period Adjustments

Unless otherwise sanctioned by the Code of Practice on Local Authority Accounting, material prior period adjustments shall result in restatement of prior year figures and disclosure of the effect.

Events After The Reporting Period

Material events after the Balance Sheet date shall be disclosed as a note to the Accounts and amended in the Accounts as required. Other events after the Balance Sheet date will be disclosed in a note with an estimate of the likely effect.

Group Accounts

Each reporting period the Authority will review its interests and influence on all types of entities including, but not limited to, other authorities and similar statutory bodies, common good trust funds, charities, companies, joint committees and other joint arrangements. If appropriate, then Group Accounts will be prepared in accordance with the Code of Practice on Local Authority Accounting.

VAT

Where output tax is charged or input VAT is recoverable, the amounts are stated net of VAT. Irrecoverable VAT is charged to the relevant expenditure category or included in the capitalised purchase cost of Non-Current Assets.

2. Expenditure and Funding Analysis

The objective of the Expenditure and Funding Analysis is to demonstrate to council tax payers how the funding available to the Authority (i.e government grants, council tax and business rates) for the year has been used in providing services in comparison with those resources consumed or earned by authorities in accordance with generally accepted accounting practices. The Expenditure and Funding Analysis also shows how this expenditure is allocated for decision making purposes within the Authority. Income and expenditure accounted for under generally accepted accounting practices is presented more fully in the Comprehensive Income and Expenditure Statement.

Year ended 31 March 2020

£'000	£'000	£'000	
Net Expenditure Chargeable to the General Fund	Adjustments between the funding and accounting basis	Net Expenditure in the Comprehensive Income and Expenditure Statement	
2,726	(798)	3,524	Community Fire Safety
27,165	(10,323)	37,488	Fire Fighting & Rescue Operations
13,698	(2,092)	15,790	Management and Support
133	0	133	Corporate and Democratic Core
33	0	33	Corporate Management
	190	(190)	Non Distributed Cost
43,754	(13,023)	56,777	Net Cost of Services
(44,261)	(15,001)	(29,260)	Other Income and Expenditure
(507)	(28,024)	27,516	(Surplus) or Deficit

5,251

Opening General Fund Balance

(507)

Less/Plus (Surplus) or Deficit on the General Fund in the Year

5,758

Closing General Fund Balance at 31 March

Year ended 31 March 2021

	£'000	£'000	£'000
Note	Net Expenditure Chargeable to the General Fund	Adjustments between the funding and accounting basis	Net Expenditure in the Comprehensive Income and Expenditure Statement
10	2,457	(469)	2,926
10	28,179	(10,757)	38,936
10	14,443	(1,420)	15,863
10	130	0	130
10	28	0	28
10	0	(25)	25
	45,237	(12,671)	57,908
10	(45,853)	(11,615)	(34,238)
	(615)	(24,286)	23,670

5,758

(615)

6,373

3. Material Risk and Uncertainty

Item	Uncertainties	Effect if actual results differ from assumptions
Pensions Liability (Firefighters' Pension Scheme)	The estimation of the net Liability to pay pensions depends on a number of complex judgements relating to the discount rate used, the rate at which salaries are projected to increase, changes in retirement and mortality ages. The Authority receives advice from two separate actuaries, one for the Firefighters' Pension Schemes and one for the Local Government Pension Scheme.	The opening balance on the Firefighters' pension Liabilities at 1 April 2020 was £612.770m. The effects on the net pension Liabilities of changes in individual assumptions can be measured. For instance a 0.5% decrease in the discount rate would result in an increase in the pension liabilities of £61m. However, the assumptions interact in complex ways so changes in individual assumptions should be treated with caution.
Pensions Liability (Local Government Pension Scheme)	The estimation of the net Liability to pay pensions depends on a number of complex judgements relating to the discount rate used, the rate at which salaries are projected to increase, changes in retirement and mortality ages and expected returns on investment funds. The Authority receives advice from two separate actuaries, one for the Firefighters' Pension Scheme and one for the Local Government Pension Scheme.	The opening balance on the Local Government pension Liabilities at 1 April 2020 was £43.897m (The opening balance on scheme Assets was £38.278m). The effects on the net pension Liabilities of changes in individual assumptions can be measured. For instance a 0.5% decrease in the real discount rate would result in an increase in the pension Liabilities of £7.322m. However, the assumptions interact in complex ways so changes in individual assumptions should be treated with caution.
Property, Plant and Equipment	Assets are regularly re-valued by an external valuer to ensure values are a true reflection of the market at the 31 March. Asset values could be under or overstated. Depreciation is calculated based on the estimated useful life of the asset.	For each 1% of under/over statement the value of Property would need to be adjusted by £314k. The carrying value of Property, Plant and Equipment is £45.298m. If the estimated useful life is under or overestimated by one year then the depreciation charge to the Comprehensive Income and Expenditure would be increased or reduced by £228k. The Depreciation charge is £2.070m.

4. Pensions

Participation in Pension Schemes

As part of the terms and conditions of employment of its officers and other employees, the Authority offers retirement benefits. Although these will not actually be payable until employees retire, the Authority has a commitment to make the payments and these should be disclosed at the time that employees earn their future entitlement.

The Authority participates in five pension schemes:

- The 1992, 2006, 2015 and Modified (1992) Firefighters' Pension Schemes (FPS) - these are unfunded schemes, which means that there are no investment assets built up to meet the pensions liabilities, and cash has to be generated to meet the actual payments as they fall due. The Authority is required by legislation to operate a Pension Fund, with the amounts that must be paid into or out of the Pension Fund being specified by regulation. The Authority set up a Pension Fund on 1 April 2006 from which pension payments are made and into which contributions, from the Authority and employees, are received. The Pension Fund receives a top-up grant from the Government equal to the deficit each year, with any surplus on the Pension Fund being repaid to the Government. The Pension Fund is shown separately in the Accounts.
- The Local Government Pension Scheme for non-uniformed employees, administered by the East Riding of Yorkshire Council, is a funded scheme which means that the Authority and employees pay contributions into a fund, calculated at a level estimated to balance pension liabilities with investment assets.

The table below shows the key features of the four Firefighters' Pension Schemes and details of the Local Government Pension Scheme.

Key Features	1992 Firefighters' Scheme	2006 Firefighters' Scheme	Modified (1992) Pension Scheme	2015 Firefighters' Scheme	Local Government Pension Scheme
Status	Closed	Closed	Closed	Open	Open
Contribution Rate <ul style="list-style-type: none"> • employee • employer • ill health 	11% to 17% 37.3% 5.2%	8.5% to 12.5% 27.4% 3.2%	11% to 17% 37.3%	11% to 14.5% 28.8%	5.5% to 12.5% 16.8%
Benefits <ul style="list-style-type: none"> • maximum pension • minimum lump sum 	2/3 final salary	½ final salary		CARE Scheme	Varies Nil or 3/80ths
Maximum pensionable service	30 years	None	30 years	None	None
Normal retirement age	55 years	60 years	55 Years	60 years	68 years
Accrual rate	1/60 th for 20 years 2/60 th for 20+ years up to a maximum of 30 years	1/60 th	1/45 th	1/59.7 th	1/49 th

Transactions Relating to Retirement Benefits

The costs of retirement benefits are recognised in the Net Cost of Services when they are earned by employees, rather than when the benefits are eventually paid as pensions. The charge the Authority is required to make against the levies raised is based on the cash payable in the year, so the real cost of retirement benefits is reversed out of the revenue account after Net Operating Expenditure.

The following transactions have been made in the Comprehensive Income and Expenditure Account during the year.

		Firefighters' 1992 Pension Scheme		Firefighters' 2006 Pension Scheme		Firefighters' 2015 Pension Scheme		Local Government Pension Scheme	
		2020/21 £'000	2019/20 £'000	2020/21 £'000	2019/20 £'000	2020/21 £'000	2019/20 £'000	2020/21 £'000	2019/20 £'000
<i>Net Cost of Service</i>									
	Current Service Cost	(1,390)	(1,990)	(250)	(360)	(11,630)	(11,720)	(1,855)	(2,513)
	Unfunded Benefits								
	Past Service Costs	-	(2,500)	-	2,690	-	-	-	-
<i>Net Operating Expenditure</i>									
	Interest Cost	(11,850)	(14,010)	(810)	(960)	(1,070)	(870)	(1,025)	(1,264)
	Expected Return on Assets in the Scheme							888	993
Retirement costs included in the Comprehensive Income and Expenditure Statement		(13,240)	(18,500)	(1,060)	1,370	(12,700)	(12,590)	(1,992)	(2,784)

In addition to the recognised gains and losses included in the Comprehensive Income and Expenditure Account (shown in the table above), actuarial losses of £78.176m were included in the Statement of Comprehensive Income and Expenditure, gains of £65.949m were included for 2019/20.

The estimated contributions payable to the Authority's pension schemes for 2021/22 is £6.861m. (£6.506m for 2020/21).

Actuarial gains and losses comprise:

- Experience adjustments (the effects of differences between the previous actuarial assumptions and what has actually occurred), and
- The effect of changes in actuarial assumptions.

Actuarial gains and losses are recognised in the Comprehensive Income and Expenditure Statement.

Assets and Liabilities in Relation to Retirement Benefits

Reconciliation of present value of the scheme Asset/Liabilities and Net Obligation of the Firefighters' Pension Schemes:

Period ended 31 March	Firefighters' 1992 Pension Scheme Assets		Firefighters' 1992 Pension Scheme Obligation		Firefighters' 1992 Pension Scheme Net Obligation		Firefighters' Injury Awards Assets		Firefighters' Injury Awards Obligation		Firefighters' Injury Awards Net Obligation	
	2020/21 £'000	2019/20 £'000	2020/21 £'000	2019/20 £'000	2020/21 £'000	2019/20 £'000	2020/21 £'000	2019/20 £'000	2020/21 £'000	2019/20 £'000	2020/21 £'000	2019/20 £'000
Fair value of employer assets					-	-					-	-
Present value of funded liabilities					-	-					-	-
Present value of unfunded liabilities			(523,400)	(566,870)	(523,400)	(566,870)			(12,450)	(13,160)	(12,450)	(13,160)
Opening Position as at 31 March	-	-	(523,400)	(566,870)	(523,400)	(566,870)	-	-	(12,450)	(13,160)	(12,450)	(13,160)
Service Cost												
Current Service Cost			(1,080)	(1,730)	(1,080)	(1,730)			(310)	(260)	(310)	(260)
Past Service Cost (inc curtailments)			-	(2,500)	-	(2,500)					-	-
Effect of Settlements					-	-					-	-
Total Service Cost	-	-	(1,080)	(4,230)	(1,080)	(4,230)	-	-	(310)	(260)	(310)	(260)
Net Interest												
Interest income on plan assets					-	-					-	-
Interest cost on defined benefit obligation			(11,580)	(13,690)	(11,580)	(13,690)			(280)	(320)	(280)	(320)
Impact of asset ceiling on net interest					-	-					-	-
Total net interest	-	-	(11,580)	(13,690)	(11,580)	(13,690)	-	-	(280)	(320)	(280)	(320)
Total defined benefit cost recognised in Income and Expenditure	-	-	(12,660)	(17,920)	(12,660)	(17,920)	-	-	(590)	(580)	(590)	(580)
Cashflows												
Plan participants' contributions	250	380	(250)	(380)	-	-					-	-
Employer Contributions	651	941			651	941					-	-
Contributions in respect of unfunded benefits					-	-					-	-
Benefits paid	(18,650)	(20,690)	18,650	20,690	-	-	(470)	(470)	470	470	-	-
Unfunded benefits paid					-	-					-	-
Expected closing position	(17,749)	(19,369)	(517,660)	(564,490)	(535,409)	(583,859)	(470)	(470)	(12,570)	(13,270)	(13,040)	(13,740)
Remeasurements												
Changes in demographic assumptions			-	17,110	-	17,110			-	450	-	450
Changes in financial assumptions	17,749	19,369	(54,100)	19,660	(36,351)	39,029	470	470	(710)	260	(240)	730
Other experience			(40,370)	4,320	(40,370)	4,320			2,190	110	2,190	110
Return on assets excluding amounts included in net interest					-	-					-	-
Changes in assumptions underlying the present value of the retained settlement					-	-					-	-
Changes in asset ceiling					-	-					-	-
Total remeasurements recognised in Other Comprehensive Income	17,749	19,369	(94,470)	41,090	(76,721)	60,459	470	470	1,480	820	1,950	1,290
Exchange differences												
Effect of business combinations and disposals												
Fair Value of employer assets												
Present value of funded liabilities												
Present value of unfunded liabilities	-	-	(612,130)	(523,400)	(612,130)	(523,400)	-	-	(11,090)	(12,450)	(11,090)	(12,450)
Closing position as at 31 March	-	-	(612,130)	(523,400)	(612,130)	(523,400)	-	-	(11,090)	(12,450)	(11,090)	(12,450)

Period ended 31 March

Fair value of employer assets

Present value of funded liabilities

Present value of unfunded liabilities

Opening Position as at 31 March

Service Cost

Current Service Cost

Past Service Cost (inc curtailments)

Effect of Settlements

Total Service Cost

Net Interest

Interest income on plan assets

Interest cost on defined benefit obligation

Impact of asset ceiling on net interest

Total net interest**Total defined benefit cost recognised in Income and Expenditure**

Cashflows

Plan participants' contributions

Employer Contributions

Contributions in respect of unfunded benefits

Benefits paid

Unfunded benefits paid

Expected closing position

Remeasurements

Changes in demographic assumptions

Changes in financial assumptions

Other experience

Return on assets excluding amounts included in net interest

Changes in assumptions underlying the present value of the retained settlement

Changes in asset ceiling

Total remeasurements recognised in Other Comprehensive Income

Exchange differences

Effect of business combinations and disposals

Fair Value of employer assets

Present value of funded liabilities

Present value of unfunded liabilities

Closing position as at 31 March

Firefighters' 2006 Pension Scheme Assets		Firefighters' 2006 Pension Scheme Obligation		Firefighters' 2006 Pension Scheme Net Obligation		Firefighters' 2015 Pension Scheme Assets		Firefighters' 2015 Pension Scheme Obligation		Firefighters' 2015 Pension Scheme Net Obligation	
2020/21 £'000	2019/20 £'000	2020/21 £'000	2019/20 £'000	2020/21 £'000	2019/20 £'000	2020/21 £'000	2019/20 £'000	2020/21 £'000	2019/20 £'000	2020/21 £'000	2019/20 £'000
				-	-					-	-
				-	-					-	-
-	-	(35,810)	(39,120)	(35,810)	(39,120)	-	-	(41,110)	(28,740)	(41,110)	(28,740)
-	-	(35,810)	(39,120)	(35,810)	(39,120)	-	-	(41,110)	(28,740)	(41,110)	(28,740)
		(250)	(360)	(250)	(360)			(11,630)	(11,720)	(11,630)	(11,720)
		-	2,690	-	2,690					-	-
				-	-					-	-
-	-	(250)	2,330	(250)	2,330	-	-	(11,630)	(11,720)	(11,630)	(11,720)
				-	-					-	-
		(810)	(960)	(810)	(960)			(1,070)	(870)	(1,070)	(870)
				-	-					-	-
-	-	(810)	(960)	(810)	(960)	-	-	(1,070)	(870)	(1,070)	(870)
-	-	(1,060)	1,370	(1,060)	1,370	-	-	(12,700)	(12,590)	(12,700)	(12,590)
190	200	(190)	(200)	-	-	2,140	2,190	(2,140)	(2,190)	-	-
223	255			223	255	4,586	4,418			4,586	4,418
				-	-					-	-
(400)	(280)	400	280	-	-	(990)	(160)	990	160	-	-
				-	-					-	-
13	175	(36,660)	(37,670)	(36,647)	(37,495)	5,736	6,448	(54,960)	(43,370)	(49,224)	(36,922)
		-	1,320	-	1,320			-	1,350	-	1,350
(13)	(175)	(4,210)	2,290	(4,223)	2,115	(5,736)	(6,448)	(7,090)	1,620	(12,826)	(4,828)
		7,840	(1,750)	7,840	(1,750)			14,850	(710)	14,850	(710)
				-	-					-	-
				-	-					-	-
(13)	(175)	3,630	1,860	3,617	1,685	(5,736)	(6,448)	7,760	2,260	2,024	(4,188)
-	-	(33,030)	(35,810)	(33,030)	(35,810)	-	-	(47,200)	(41,110)	(47,200)	(41,110)
-	-	(33,030)	(35,810)	(33,030)	(35,810)	-	-	(47,200)	(41,110)	(47,200)	(41,110)

Reconciliation of present value of the scheme Assets/Liabilities and Net Obligation of Local Government Pension Scheme:

Period ended 31 March

	Local Government Pension Scheme Assets		Local Government Pension Scheme Liability		Local Government Pension Scheme Net Obligation	
	2020/21 £'000	2019/20 £'000	2020/21 £'000	2019/20 £'000	2020/21 £'000	2019/20 £'000
Fair value of employer assets	38,278	41,055			38,278	41,055
Present value of funded liabilities			(43,830)	(51,471)	(43,830)	(51,471)
Present value of unfunded liabilities			(67)	(73)	(67)	(73)
Opening Position as at 31 March	38,278	41,055	(43,897)	(51,544)	(5,619)	(10,489)
Service Cost						
Current Service Cost			(1,855)	(2,513)	(1,855)	(2,513)
Past Service Cost (inc curtailments)			(25)	-	(25)	-
Effect of Settlements					-	-
Total Service Cost	-	-	(1,880)	(2,513)	(1,880)	(2,513)
Net Interest						
Interest income on plan assets	888	993			888	993
Interest cost on defined benefit obligation			(1,025)	(1,264)	(1,025)	(1,264)
Impact of asset ceiling on net interest					-	-
Total net interest	888	993	(1,025)	(1,264)	(137)	(271)
Total defined benefit cost recognised in Income and Expenditure	888	993	(2,905)	(3,777)	(2,017)	(2,784)
Cashflows						
Plan participants' contributions	374	357	(374)	(357)	-	-
Employer Contributions	1,115	924			1,115	924
Contributions in respect of unfunded benefits	5	7			5	7
Benefits paid	(805)	(818)	805	818	-	-
Unfunded benefits paid	(5)	(7)	5	7	-	-
Expected closing position	39,850	42,511	(46,366)	(54,853)	(6,516)	(12,342)
Remeasurements						
Changes in demographic assumptions			(764)	2,182	(764)	2,182
Changes in financial assumptions			(14,591)	4,943	(14,591)	4,943
Other experience			442	3,831	442	3,831
Return on assets excluding amounts included in net interest	5,857	(4,233)			5,857	(4,233)
Changes in asset ceiling					-	-
income	5,857	(4,233)	(14,913)	10,956	(9,056)	6,723
Exchange differences						
Effect of business combinations and disposals						
Fair Value of employer assets	45,707	38,278			45,707	38,278
Present value of funded liabilities			(61,232)	(43,830)	(61,232)	(43,830)
Present value of unfunded liabilities			(47)	(67)	(47)	(67)
Closing position as at 31 March	45,707	38,278	(61,279)	(43,897)	(15,572)	(5,619)

The expected return on scheme assets is determined by considering the expected returns available on the assets underlying the current investment policy. Expected yields on fixed interest investments are based on gross redemption yields as at the Balance Sheet date. Expected returns on equity investments reflect long-term real rates of return experienced in the respective markets.

Reconciliation of opening and closing surplus/(deficit):

Scheme History

	2016/17 £'000	2017/18 £'000	2018/19 £'000	2019/20 £'000	2020/21 £'000
Present Value of Liabilities					
Local Government Pension Scheme	(42,410)	(44,101)	(51,544)	(43,897)	(61,279)
Firefighters' 1992 Pension Scheme	(573,080)	(534,450)	(566,870)	(523,400)	(612,130)
Firefighters' Injury Awards	(11,750)	(12,530)	(13,160)	(12,450)	(11,090)
Firefighters' 2006 Pension Scheme	(20,150)	(34,330)	(39,120)	(35,810)	(33,030)
Firefighters' 2015 Pension Scheme	(11,330)	(18,530)	(28,740)	(41,110)	(47,200)
Fair Value of Assets					
Local Government Pension Scheme	35,917	37,831	41,055	38,278	45,707
Firefighters' 1992 Pension Scheme	-	-	-	-	-
Firefighters' Injury Awards	-	-	-	-	-
Firefighters' 2006 Pension Scheme	-	-	-	-	-
Firefighters' 2015 Pension Scheme	-	-	-	-	-
Surplus/(Deficit) in the Scheme					
Local Government Pension Scheme	(6,493)	(6,270)	(10,489)	(5,619)	(15,572)
Firefighters' 1992 Pension Scheme	(573,080)	(534,450)	(566,870)	(523,400)	(612,130)
Firefighters' Injury Awards	(11,750)	(12,530)	(13,160)	(12,450)	(11,090)
Firefighters' 2006 Pension Scheme	(20,150)	(34,330)	(39,120)	(35,810)	(33,030)
Firefighters' 2015 Pension Scheme	(11,330)	(18,530)	(28,740)	(41,110)	(47,200)
	<u>(622,803)</u>	<u>(606,110)</u>	<u>(658,379)</u>	<u>(618,389)</u>	<u>(719,022)</u>

The Fair Value of Assets in the above table have been restated as permitted by IAS 19.

The Liabilities show the underlying commitments that the Authority has in the long-run to pay retirement benefits. The total net Liability of £719.022m (£618.389m in 2019/20) has a substantial impact on the net worth of the Authority as recorded in the Balance Sheet, resulting in a negative overall balance of £680.346m (£578.994m in 2019/20). However, there are statutory provisions (most recently, S13 of the Local Government Act 2003) for funding any Local Authority deficit. In addition, the deficit on the Local Government Scheme will be made good by increased contributions over the remaining working life of employees as assessed by the scheme actuary.

Finance is only required to be raised to cover firefighters' pensions when pensions are actually paid, i.e. as they actually retire.

Basis for Estimating Assets and Liabilities

Liabilities have been assessed on an actuarial basis using the Projected Unit Method by Hymans Robertson, an independent firm of actuaries for the Local Government Pension Scheme and by the Government Actuaries Department (GAD) in relation to the Firefighters' Pension Schemes. Estimates for the Local Government Pension Scheme administered by the East Riding of Yorkshire Council have been based on the latest full valuation of the scheme as at 31 March 2019.

The principal assumptions used by the actuaries have been:

	Local Government Pension Scheme		Firefighters' Pension Schemes	
	2020/21	2019/20	2020/21	2019/20
Long-term expected rate of return on assets in the scheme :				
Equity Investments	17.5%	4.6%		
Bonds	17.5%	4.6%		
Property	17.5%	4.6%		
Other	17.5%	4.6%		
Longevity at 65 for current pensioners:				
Men	21.0	20.9	21.4	21.3
Women	23.7	23.3	21.4	21.3
Longevity at 65 for future pensioners: (45 for Firefighters' Pension Scheme)				
Men	22.2	21.8	23.1	23.0
Women	25.5	24.8	23.1	23.0
Rate of Inflation	2.8%	1.8%	2.4%	2.0%
Rate of increase in salaries	3.7%	2.7%	4.2%	4.0%
Rate of increase in pensions	2.8%	1.8%	4.2%	4.0%
Rate for discounting scheme liabilities	2.1%	2.3%	2.0%	2.3%
Take-up of option to convert annual pension into retirement lump sum	60.0%	60.0%	25.0%	25.0%

Mortality rates are projected to 2008 using the standard '92-series' mortality improvements and rated down one year. Future mortality improvements from 2008 are in line with the 2008-based UK national population projections.

Assets

Firefighters' Pension Schemes have no Assets to cover their Liabilities. Assets in the Local Government Pension Scheme administered by the East Riding of Yorkshire Council are valued at bid value and consist of the following categories, of the total Assets held by the East Riding Pension Fund:

Asset Category	Period Ended 31 March 2021				Period Ended 31 March 2020			
	Quoted prices in active markets	Quoted prices not in active markets	Total	Percentage of Total Assets	Quoted prices in active markets	Quoted prices not in active markets	Total	Percentage of Total Assets
	£(000)	£(000)			£(000)	£(000)	£(000)	
Equity Securities:								
Consumer			0.0	0%			0.0	0%
Manufacturing			0.0	0%			0.0	0%
Energy and Utilities			0.0	0%			0.0	0%
Financial Institutions			0.0	0%			0.0	0%
Health and Care			0.0	0%			0.0	0%
Information Technology			0.0	0%			0.0	0%
Other	5,539.5		5,539.5	12%	3,327.1		3,327.1	9%
Debt Securities:								
Corporate Bonds (investment grade)			0.0	0%			0.0	0%
Corporate Bonds (non-investment grade)	1,775.5	2,158.8	3,934.3	9%	400.5	2,226.9	2,627.4	7%
UK Government	1,413.7		1,413.7	3%	1,699.8		1,699.8	4%
Other	858.4		858.4	2%	724.9		724.9	2%
Private Equity:								
All	897.5	1,708.9	2,606.4	6%	534.1	1,498.1	2,032.2	5%
Real Estate:								
UK Property	1,697.6	3,615.9	5,313.5	12%	1,479.9	3,614.2	5,094.1	13%
Overseas Property			0.0	0%			0.0	0%
Investment Funds and Unit Trusts:								
Equities	18,650.5		18,650.5	41%	16,329.2		16,329.2	43%
Bonds	1,937.5		1,937.5	4%	883.2		883.2	2%
Hedge Funds			0.0	0%			0.0	0%
Commodities			0.0	0%			0.0	0%
Infrastructure	911.9	1,834.8	2,746.7	6%	546.8	1,720.1	2,266.9	6%
Other	297.1	1,140.0	1,437.1	3%	285.3	1,197.2	1,482.5	4%
Derivatives:								
Inflation			0.0	0%			0.0	0%
Interest Rate			0.0	0%			0.0	0%
Foreign Exchange			0.0	0%			0.0	0%
Other			0.0	0%			0.0	0%
Cash and Cash Equivalents:								
All	1,269.4		1,269.4	3%	1,810.7		1,810.7	5%
Totals	35,249	10,458	45,707	100.00%	28,022	10,257	38,278	100.00%

The Actuarial Gains identified as movements on the Pensions Reserve in 2020/21 can be analysed into the following categories, measured as a percentage of Assets or Liabilities at the 31 March 2021:

	2016/17 %	2017/18 %	2018/19 %	2019/20 %	2020/21 %
Local Government Pension Scheme					
Difference between the expected and actual return on assets	25.17	0.47	4.16	(10.31)	15.30
Experience gains and (losses) on liabilities	(13.92)	2.34	2.33	1.93	2.02
Firefighters' Pension Scheme 1992					
Experience gains and (losses) on liabilities	(18.50)	6.96	(2.34)	7.25	(18.05)
Firefighters' Injury Awards					
Experience gains and (losses) on liabilities	(9.39)	(6.64)	(5.19)	6.23	11.89
Firefighters' Pension Scheme 2006					
Experience gains and (losses) on liabilities	(42.58)	(66.05)	(2.07)	4.73	10.13
Firefighters' Pension Scheme 2015					
Experience gains and (losses) on liabilities	(77.20)	(1.68)	(10.75)	7.83	18.87

The Fire Authority of Humberside, along with other Fire Authorities, currently have a number of claims lodged against them with the Central London Employment Tribunal. The claims are in respect of alleged unlawful discrimination arising from the Transitional Provisions in the Fire Pension Regulations 2015. Claims of unlawful discrimination have also been made in relation to the changes to the Judiciary and Firefighters Pension regulations. The Central London Employment Tribunal have upheld the claims and the remedy needed to make good these claims is currently under development by government and will be published in the future.

The Actuaries (GAD and Hymans Robertson) have included a reasonable estimate for the effect of the McCloud judgement within the overall scheme liabilities. The impact of an increase in scheme liabilities arising from these claims will be measured through the pension valuation process, which determines employer and employee contribution rates.

The next Fire Pension valuation is due to take place in 2021 with implementation of the results planned for 2023/24 and Fire Authorities will need to plan for the impact of this on employer contribution rates alongside other changes identified through the valuation process. The impact of an increase in annual pension payments arising from McCloud / Sargeant is determined through The Fire Pension Fund Regulations 2007. These require a Fire Authority to maintain a fire pension fund into which officer and employer contributions are paid and out of which pension payments to retired officers are made. If the fire pension fund does not have enough funds to meet the cost of pensions in year the amount required to meet the deficit is then paid by the Secretary of State to the Fire Authority in the form of a central government top-up grant.

5. Non-Current Assets

	Operational Assets				Operational Assets (Intangible)	Non-operational Assets		Total Assets
	Land and Buildings	Vehicles	Plant and Equipment	TOTAL	Intangible Assets*	Assets Under Construction	Surplus Assets	
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	
Cost or Valuation								
1 April 2020	32,881	17,663	4,954	55,498	256	75	182	56,011
Additions/Enhancement	2,022	330	828	3,180	0	23		3,203
Revaluation increases / (decreases) to Revaluation Reserve	(792)			(792)				(792)
Revaluation increases / (decreases) to Comprehensive Income and Expenditure Statement	(2,029)			(2,029)				(2,029)
Derecognition - Disposals		(291)	(259)	(550)	(114)			(664)
Other movements				0				0
At 31 March 2021	32,082	17,702	5,523	55,307	142	98	182	55,729
Depreciation/Impairment								
1 April 2020	947	6,088	2,361	9,396	124	0	2	9,522
Charge for the year	673	878	464	2,015	26		2	2,043
Depreciation written out to the Revaluation Reserve	(1,286)			(1,286)				(1,286)
Derecognition - Disposals		(187)	(174)	(361)	(76)			(437)
At 31 March 2021	334	6,779	2,651	9,764	74	0	4	9,842
Net Book Value								
1st April 2020	31,934	11,575	2,593	46,102	132	75	180	46,486
31 March 2021	31,748	10,923	2,872	45,543	68	98	177	45,883

*£148k is included in non-current assets (on the Balance Sheet) that are owned by ESFM (Humberside) Ltd, please see note 12 for details.

2019/20 Comparatives

	Operational Assets				Operational Assets (Intangible)	Non-operational Assets		
	Land and Buildings	Vehicles	Plant and Equipment	TOTAL	Intangible Assets*	Assets Under Construction	Surplus Assets	Total Assets
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Cost or Valuation								
1 April 2019	33,708	16,907	4,658	55,273	452	648	190	56,563
Additions/Enhancement	966	500	784	2,250	0	8	2	2,260
Revaluation increases / (decreases) to Revaluation Reserve	(697)	0	0	(697)	0	0	0	(697)
Revaluation increases / (decreases) to Comprehensive Income and Expenditure Statement	(1,096)	0	0	(1,096)	0	0	(10)	(1,106)
Derecognition - Disposals	0	(325)	(488)	(813)	(196)	0	0	(1,009)
Other movements	0	581	0	581	0	(581)	0	0
At 31 March 2020	32,881	17,663	4,954	55,498	256	75	182	56,011
Depreciation/Impairment								
1 April 2019	557	5,382	2,272	8,211	207	0	0	8,418
Charge for the year	712	866	417	1,995	49	0	2	2,046
Depreciation written out to the Revaluation Reserve	(322)	0	0	(322)	0	0	0	(322)
Derecognition - Disposals	0	(160)	(328)	(488)	(132)	0	0	(620)
At 31 March 2020	947	6,088	2,361	9,396	124	0	2	9,522
Net Book Value								
1st April 2019	33,151	11,525	2,386	47,060	245	648	190	48,141
31 March 2020	31,934	11,575	2,593	46,102	132	75	180	46,486

*£161k is included in non-current assets (on the Balance Sheet) that are owned by ESFM (Humberside) Ltd, please see note 12 for details.

Asset Classes

The table below analyses the major types of Asset and the numbers held in each category:

Category of Asset	No. Held 31 March 2021	No. Held 31 March 2020
Operational Land & Buildings		
Service Headquarters	1	1
Fire Stations	31	31
Other Offices	2	2
Operational Vehicles		
Fire Appliances	72	72
Lorries	1	1
Vans	27	27
Cars	129	143
Others	4	4
New Dimensions Assets	6	7

Capital Financing Requirement

Movements in the Capital Financing Requirement for the year 2020/21 are shown in the table below:

	2020/21 £'000	2019/20 £'000
Opening Capital Financing Requirement	17,871	16,829
Capital Investment		
Operational Assets	3,180	2,252
Non Operational Assets	23	8
Sources of Finance		
Capital Receipts	(65)	(9)
Minimum Revenue Provision	(700)	(1,209)
Revenue Contributions to Capital Outlay	(801)	-
	<u>19,508</u>	<u>17,871</u>
Explanation of Movements in Year		
Increase/(Decrease) in the Underlying Need to Borrow Unsupported by Government Financial Assistance	1,637	1,042
	<u>1,637</u>	<u>1,042</u>

Valuation of Property carried at Current Value

The following statement shows the progress of the Authority's rolling programme for the revaluation of non-current Assets. The valuation of the building stock is carried out by the Carter Jonas LLP and has an effective date of 1 April each year. The basis for valuation of the different categories of Asset is set out in note 1 of the Notes to the Financial Statements.

2020/21

	Operational Assets			Non Operational Assets		Total
	Other Land & Buildings	Vehicles	Plant & Equipment	Assets Under Construction	Surplus Assets	
	£'000	£'000	£'000	£'000	£'000	£'000
Value as at Historical Cost		10,923	2,872	98		13,893
Value at Current Value in:						
2020/21	23,740					23,740
2019/20	3,101					3,101
2018/19	1,363				177	1,540
2017/18	3,544					3,544
Value as at 31 March 2021	31,748	10,923	2,872	98	177	45,818
Nature of asset holding						
Leased	728					728
Owned	31,020	10,923	2,872	98	177	45,090
	31,748	10,923	2,872	98	177	45,818

Note: the above valuations as at 31 March 2021 are net of accumulated Depreciation to that date.

2019/20

	Operational Assets			Non Operational Assets		Total
	Other Land & Buildings	Vehicles	Plant & Equipment	Assets Under Construction	Surplus Assets	
	£'000	£'000	£'000	£'000	£'000	£'000
Value as at Historical Cost		11,575	2,593	75		14,243
Value at Current Value in:						
2019/20	10,967					10,967
2018/19	1,391				180	1,571
2017/18	19,575					19,575
Value as at 31 March 2020	31,933	11,575	2,593	75	180	46,356
Nature of asset holding						
Leased	744					744
Owned	31,189	11,575	2,593	75	180	45,612
	31,933	11,575	2,593	75	180	46,356

Capital Expenditure

Capital Expenditure incurred by the Authority during 2020/21 with comparatives for 2019/20 and the sources of financing are as follows:

Category of Asset	2020/21	Category of Asset	2019/20
	£'000		£'000
Land & Buildings (Including those under Construction)		Land & Buildings (Including those under Construction)	
Clough Road Training	671	Clough Road Training	196
Bridlington	405	Bridlington	34
Service Headquarters	137	Service Headquarters	162
Beverley	73	Goole	13
Howden	5	Howden	5
Scunthorpe	513	Scunthorpe	36
Market Weighton	22	Cleethorpes	49
Dignity Works	146	Dignity Works	470
Calvert Lane	23	Ark	8
Barton	5	Co-Location	3
Peaks Lane	22		
Vehicles (including those under Construction)	353	Vehicles (including those under Construction)	500
Plant & Equipment (Including Equipment under Construction)		Plant & Equipment (Including Equipment under Construction)	
IT Equipment	719	IT Equipment	706
Equipment	109	Equipment	78
Intangibles		Intangibles	
	3,203		2,260
Source of Finance		Source of Finance	
	£'000		£'000
Loans - Unsupported Borrowing	2,337	Loans - Unsupported Borrowing	2,251
Capital Contributions (including capital receipts)	866	Capital Contributions (including capital receipts)	9
	3,203		2,260

The Authority had outstanding commitments under capital contracts as at 31 March 2021 to the value of £17k which will take place during 2021/22.

Finance Leases

The Authority has a building that has been acquired under a finance lease. This asset is carried as Property, Plant and Equipment in the Balance Sheet at the following net amounts:

	2020/21	2019/20
	£'000	£'000
Property, Plant and Equipment	728	744
	728	744

The Authority is committed to making minimum payments under these leases comprising settlement of the long-term liability for the interest in the property acquired by the Authority and finance costs that will be payable by the Authority

in future years while the liability remains outstanding. The minimum lease payments are made up of the following amounts:

	2020/21	2019/20
	£'000	£'000
Finance Lease Liability	951	966
Finance Costs		
Current	83	84
Non Current	1,140	1,223
	2,174	2,273

The minimum lease payments will be payable over the following periods:

	Minimum Lease		Finance Lease	
	2020/21	2019/20	2020/21	2019/20
	£'000	£'000	£'000	£'000
Not later than one year	99	99	16	14
Later than one year and not later than five years	395	395	77	71
Later than five years	1,680	1,779	859	881
	2,174	2,273	952	966

Operating Leases

The Authority does not have any material operating leases.

6. Reserves held by the Authority

Useable Reserves

The Authority retains a number of Reserves which are available to fund Expenditure.

General Fund Balance - This is retained to fund unforeseen expenditure pressures.

Earmarked Reserves - These reserves are retained to fund particular items of expenditure and are reviewed each year, currently the Earmarked Reserves balance is £7.363m (£5.784m at the end of 2019/20). Please see the description of each reserve below.

31 March 2020 £'000	Earmarked Reserves	31 March 2021 £'000
300	Resilience Reserve	300
3,000	Capital Funding Reserve	4,160
500	Insurance Reserve	500
1,000	Ark Reserve	1,000
611	Share of ESFM (Humberside) Ltd Net Assets	(45)
373	ESMCP Reserve	355
-	COVID Reserve	288
-	Grenfell and Protection Reserve	155
-	Uniform Replacement Programme Reserve	150
-	East Coast & Hertfordshire Control Room Consortium Reserve	470
-	Environmental Reserve	30
5,784	Total Earmarked Reserves	7,363

Resilience Reserve – This can be used to fund any costs associated with the resilience of the service.

Capital Funding Reserve - This reserve is utilised to fund items of Capital expenditure.

Insurance Reserve – This reserve is to fund any costs that are not covered by the Authority's insurance policies.

Ark Reserve – This funding is identified to fund 'The Ark, National Flood Resilience Centre' development with Hull University.

Share of ESFM (Humberside) Ltd Net Assets – This reflects the Authority's share of ESFM (Humberside) Ltd net assets at the balance sheet date.

ESMCP Reserve – The Emergency Services Mobile Communications Programme (ESMCP) Reserve is a grant given by Government to assist with the upgrade of our mobile communications

COVID Reserve – This is the remaining balance of the grant issued by Government to assist with additional costs associated with the COVID pandemic.

Grenfell and Protection Reserve – This is the remaining balance of the grants issued by Government to respond to the Grenfell Tower Inquiry findings and Protection investment.

Uniform Replacement Programme Reserve – This funding is identified to fund the uniform replacement programme

East Coast & Hertfordshire Control Room Consortium Reserve – This funding is identified to meet Humberside's share of the infrastructure costs of the East Coast and Hertfordshire Control Room Consortium.

Environmental Reserve – This funding is identified to develop environmental infrastructure.

Unusable Reserves

The Authority now retains four unusable reserves:-

Capital Adjustment Account – This Reserve is required by the CIPFA Code of Practice on Local Authority Accounting and is used to allow the Authority to nullify the effect of Non-current Asset expenses on the Accounts.

Revaluation Reserve – This Reserve is required by the Code of Practice on Local Authority Accounting and reflects the amount to which the value of the property owned by the Authority has increased. A transfer can be made from the Revaluation Reserve to the Capital Adjustment Account to reflect the amount of additional Depreciation that has been charged due to the increase in value of the property, should the value of a previously revalued property fall some or all of the loss can be offset against the amount remaining in the Revaluation Reserve.

Pensions Reserve – Please see Note 4 Pensions.

Collection Fund Adjustment Account – This Reserve is required by the CIPFA Code of Practice on Local Authority Accounting for Adjustment Account billing and precepting Authorities regarding the collection and distribution of collection fund receipts.

Accumulated Absence Account - This Reserve is required by CIPFA Code of Practice on Local Authority Accounting to neutralise the impact on the General Funding Balance for the accruing of compensated absences earned but not yet taken in the year e.g. annual leave entitlement carried forward at 31 March.

Movement on Capital Reserves**Revaluation Reserve**

	2021 £'000	2020 £'000
Gains on Revaluation of Non Current Assets	(1,460)	(584)
Losses on Revaluation of Non Current Assets	966	959
Compensatory adjustment from the Revaluation Reserve to convert current value depreciation debits to historical cost.	53	63
Total Movement on Reserve	(441)	439
Balance Brought Forward 1 April	(4,910)	(5,350)
Balance Carried Forward at 31 March	(5,351)	(4,910)

Capital Adjustment Account

	2021 £'000	2020 £'000
Net Book Value of Assets disposed of	226	388
Depreciation	2,070	2,069
Impairments	2,029	1,106
Compensatory adjustment from the Revaluation Reserve to convert current value depreciation debits to historical cost.	(53)	(63)
Deferred Grants and Contributions applied	(866)	(9)
Provision for Repayments of External Loans (MRP)	(700)	(1,209)
Total Movement on Reserve	2,706	2,282
Balance Brought Forward 1 April	(22,482)	(24,764)
Balance Carried Forward at 31 March	(19,775)	(22,482)

7. Borrowing and Investments

Long Term Liabilities

The outstanding borrowings and Liabilities of the Authority are disclosed below:

	2020/21			2019/20		
	Total	Repayable within 12 months	Repayable after 12 months	Total	Repayable within 12 months	Repayable after 12 months
	£'000	£'000	£'000	£'000	£'000	£'000
Public Works Loan Board	16,984	915	16,069	13,618	722	12,896
Finance Leases	951	16	935	966	14	952
Pension Liability - Firefighters' Pension Fund	703,450		703,450	612,780		612,780
Pension Liability - Local Government Pension Scheme	15,572		15,572	5,619		5,619
	736,957	931	736,026	632,983	736	632,247

The outstanding borrowings of the Authority at 31 March 2021 which were repayable within a period in excess of 12 months were as follows:

Source of Loan	Interest Rate Payable %	Amount Outstanding at	
		31 March 2021 £'000	31 March 2020 £'000
Public Work Loans Board	1.80	1,000	-
Public Work Loans Board	1.86	1,000	-
Public Work Loans Board	1.96	1,000	-
Public Work Loans Board	1.99	1,000	-
Public Work Loans Board	2.10	1,000	1,000
Public Work Loans Board	2.14	1,000	1,000
Public Work Loans Board	3.70	1,000	1,000
Public Work Loans Board	3.75	1,000	1,000
Public Work Loans Board	3.84	1,000	1,000
Public Work Loans Board	3.88	1,000	1,000
Public Work Loans Board	4.40	428	428
Public Work Loans Board	4.55	3,900	4,400
Public Work Loans Board	4.63	500	827
Public Work Loans Board	4.75	95	95
Public Work Loans Board	4.90	246	246
Public Work Loans Board	5.00	900	900
		<u>16,069</u>	<u>12,896</u>

Loans analysed by maturity are as follows:

	31 March 2021 £'000	31 March 2020 £'000
Maturing in 1-2 Years	900	827
Maturing in 2-5 Years	3,169	3,241
Maturing in 5-10 Years	7,000	6,828
Maturing in More Than 10 Years	5,000	2,000
	<u>16,069</u>	<u>12,896</u>

Provision for the Repayment of External Loans

The Authority is required by statute to set aside a Minimum Revenue Provision (MRP) for the redemption of external debt. The method of calculating the Provision is defined by statute. The MRP for 2020/21 is as follows:

	2020/21 £'000	2019/20 £'000
MRP based on Option 1 - 4% of CFR/Supported Borrowing	276	563
MRP based on Option 3(a) - Equal Instalments	-	633
MRP based on Option 3(b) - Annuity Method	410	-
MRP for Assets acquired under Finance Leases Matched to the Principal repaid	14	13
	<u>700</u>	<u>1,209</u>

Short Term Investments

The Authority places funds with counter-parties on a commercial basis, these loans are made to counter-parties who meet a specified criteria. The loans are short-term (less than a year). Accrued interest is included in the Balance Sheet at 31 March. The value of these investments is £7.000m at 31 March. (2019/20 was £5.004m).

8. Other Creditors and Debtors

- Long-Term Creditors

There are no long-term creditors at 31 March 2021.

- Short-Term Creditors

Analysis of short term creditors is as follows: -

	31 March 2021 £'000	31 March 2020 £'000
Central Government Bodies	969	2,092
Other Local Authorities	2,280	1,299
Bodies External to General Government	4,085	3,820
	<u>7,334</u>	<u>7,211</u>

*included in the Short-Term Creditors figure on the Balance Sheet is £729k relating to ESFM (Humberside) Ltd, please see note 12 for details.

- Long-Term Debtors

There were no long-term debtors at 31 March 2021.

- Short-Term Debtors

Amounts falling due within one year may be analysed as follows: -

	31 March 2021 £'000	31 March 2020 £'000
Central Government Bodies	4,113	3,343
Other Local Authorities	121	222
NHS Bodies	-	21
Bodies External to General Government	5,175	5,380
	<u>9,409</u>	<u>8,966</u>

*included in Short-Term Debtors is £465k relating to ESFM (Humberside) Ltd, please see note 12 for further details.

9. Financial Instruments

The Financial Instruments held by the Authority are included below and the Authority fully complies with the CIPFA Code of Practice on Local Authority Accounting.

Amortised Cost

Financial Instruments (whether borrowing or investment) are valued on an amortised costs basis using the Effective Interest Rate (EIR) method.

Fair Value

In these disclosure notes, Financial Instruments are also required to be shown at Fair Value.

Compliance

The Authority has complied with the following:

It has adopted the CIPFA Treasury Management in the Public Services: Code of Practice.

Set treasury management indicators to control key Financial Instrument risks in accordance with CIPFA's Prudential Code.

Accounting regulations require the Financial Instruments (investment, lending and borrowing of the Authority) shown on the Balance Sheet to be further analysed into various defined categories. The investments, lending & borrowing disclosed in the Balance Sheet are made up of the following categories of "Financial Instruments".

	Long Term		Current	
	31 March		31 March	
	2021	2020	2021	2020
	£'000	£'000	£'000	£'000
Investments at Amortised Cost				
Loans and Receivables at Amortised Cost			7,000	5,004
Total Investments at Amortised Cost	-	-	7,000	5,004
Debtors				
Financial Assets (including Trade Debtors and General and Other Debtors and Long Term Debtors)			3,032	2,831
Total Debtors	-	-	3,032	2,831
Borrowings at Amortised Cost				
Financial Liabilities at Amortised Cost	(17,004)	(13,848)	(931)	(736)
Total Borrowings at Amortised Cost	(17,004)	(13,848)	(931)	(736)
Creditors				
Financial Liabilities Carried at Contract Amount			(1,755)	(1,721)
Total Creditors	-	-	(1,755)	(1,721)

Analysis of the Financial Liabilities and Loans and Receivables is shown in the table below:

		31 March	
		2021	2020
		£'000	£'000
Financial Liabilities			
Current			
Creditors		(1,755)	(1,721)
Public Works Loans Board Loans and Finance Leases		(931)	(736)
		<u>(2,686)</u>	<u>(2,457)</u>
Long Term			
Public Works Loans Board Loans		(16,069)	(12,896)
Finance Leases		(935)	(952)
		<u>(17,004)</u>	<u>(13,848)</u>
		<u>(19,690)</u>	<u>(16,305)</u>
Financial Assets			
Current			
Debtors		3,032	2,831
Investments		7,000	5,004
		<u>10,032</u>	<u>7,835</u>

Gains and losses recognised in the Comprehensive Income and Expenditure Account for 2020/21 in relation to financial instruments are made up as follows:

	2020/21				2019/20			
	Financial Liabilities	Financial Assets		Total	Financial Liabilities	Financial Assets		Total
	Measured at amortised cost	Loans and Receivables	Available for sale Assets		Measured at amortised cost	Loans and Receivables	Available for sale Assets	
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Interest Expense	(633)	-	-	(633)	(727)	-	-	(727)
Loss on derecognition	-	-	-	-	-	-	-	-
Impairment losses	-	-	-	-	-	-	-	-
Interest payable and similar charges	(633)	-	-	(633)	(727)	-	-	(727)
Interest income	-	12	-	12	-	69	-	69
Losses on revaluation	-	-	-	-	-	-	-	-
Amounts recycled to the Income and Expenditure Account after impairment	-	-	-	-	-	-	-	-
Interest and investment income	-	12	-	12	-	69	-	69
Gains on revaluation	-	-	-	-	-	-	-	-
Losses on revaluation	-	-	-	-	-	-	-	-
Amounts recycled to the Income and Expenditure Account after impairment	-	-	-	-	-	-	-	-
Surplus arising on revaluation of financial assets	-	-	-	-	-	-	-	-
Net gain/(loss) for the year	(633)	12	-	(621)	(727)	69	-	(658)

The Fair value of each class of Financial Assets and Liabilities which are carried in the balance sheet at Amortised Cost is disclosed below.

The Authority engaged Link Asset Services, a firm of financial consultants specialising in treasury management and capital finance in the U.K. Public Sector, who have calculated the Fair Value of the Financial Instruments stated above. Link Asset Services methodology and assumptions have been adopted and are stated below.

Methods and Assumptions in Valuation Technique

The Fair Value of a Financial Instrument is determined by calculating the Net Present Value (NPV) of future cash flows, which provides an estimate of the value of payments in the future in today's terms.

The discount rate used in the NPV calculation is the rate applicable in the market on the date of valuation for a Financial Instrument with the same structure, terms and remaining duration. For debt, this will be the new borrowing rate since premature repayment rates include a margin which represents the lender's profit as a result of rescheduling the loan; this is not included in the Fair Value calculation since any motivation other than securing a fair price should be ignored.

The rates quoted in this valuation were obtained by our treasury management consultants from the market on 31 March 2021, using bid prices where applicable.

The calculations are made with the following assumptions:

For Public Works Loans Board debt, the discount rate used is the rate for new borrowing as per rate sheet number 127/21. For other market debt and investments the discount rate used is the rate available for a Financial Instrument with the same terms from a comparable lender. Interpolation techniques have been used between available rates where the exact maturity period was not available. No early repayment or impairment is recognised.

Fair Values have been calculated for all Financial Instruments in the portfolio, but only those which are materially different from the carrying value have been disclosed (for loans of less than one year the principal amount of the loan is deemed to be fair value). The Fair Value of trade and other receivables is taken to be the invoiced or billed amount.

The Fair Values are calculated as follows:

	<u>31 March 2021</u>		<u>31 March 2020</u>	
	Carrying Amount £'000	Fair Value £'000	Carrying Amount £'000	Fair Value £'000
Financial Liabilities	(16,896)	(18,693)	(14,584)	(15,102)
Loans and Receivables	7,000	7,000	5,004	5,004

The increase in the Fair Value of Financial Liabilities over the carrying amount is because the interest rate payable on the Authority's portfolio of fixed rate loans is higher than the rates for similar loans as at the Balance Sheet date. The decrease in the Fair Value of the Loans and Receivables over the carrying amount is due to the interest rate receivable on the Authority's portfolio of fixed rate investments being lower than the rates for similar loans as at the Balance Sheet date.

The Authority's management of treasury risks actively works to minimise the exposure to the unpredictability of financial markets and to protect the financial resources available to fund services. The Authority has fully adopted CIPFA's Code of Treasury Management Practices and has written principles for overall risk management as well as written policies and procedures covering specific areas such as credit risk, liquidity risk and market risk.

Credit Risk

Credit risk arises from the short-term lending of surplus funds to banks, building societies and other local authorities as well as credit exposures to the Authority's customers. It is the policy of the Authority to place deposits only with a limited number of high quality banks and building societies whose credit rating is independently assessed as sufficiently secure by the Authority's treasury advisers and to restrict lending to a prudent maximum amount for each institution. In order to mitigate against risk and in the light of market conditions, the Executive Director of Corporate Services and Section 151 Officer considered that the most prudent approach was to restrict investments to UK based, and other 'AAA' rated European institutions with a maximum limit of £2m. The Authority has access to three money market investment funds, these are highly secure funds that are 'AAA' rated and provide instant return of the investment if required.

The following analysis summarises the Authority's potential maximum exposure to credit risk, based on past experience and current market conditions. No credit limits were exceeded during the financial year and the Authority expects full repayment on the due date of deposits placed with its counterparties.

	31 March 2021	Historical experience of default	Historical experience adjusted for market conditions at 31 March 2021	Estimated maximum exposure to default and uncollectability 31 March 2021
	£'000	%	%	£'000
Deposits with banks and financial institutions	7,000	0.00	0.00	-
Bonds	-	0.00	0.00	-
Customers	1,404	0.43	0.43	6
	<u>8,404</u>			<u>6</u>

No credit limits were exceeded during the Accounting Period and the Authority does not expect any losses from non-performance by any of its counterparties in relation to deposits and bonds.

Debtors

The Authority does not generally allow credit for customers, such that only £94k of the £1.404m balance is past its due date for payment. The past due amount can be analysed by age as follows:

	31 March 2021 £'000	31 March 2020 £'000
Less than three months	58	2
Three to six months	36	29
Six months to one year	-	-
More than one year	-	-
	<u>94</u>	<u>31</u>

Liquidity Risk

The Authority has access to a facility to borrow from the Public Works Loans Board. As a result there is no significant risk that the Authority will be unable to raise finance to meet its commitments under Financial Instruments. The Authority has safeguards in place to ensure that a significant proportion of its borrowing does not mature for repayment at any one time in the future to reduce the financial impact of re-borrowing at a time of unfavourable interest rates. The Authority's policy is to ensure that not more than 10% of loans are due to mature within any financial year and 25% within any rolling five-year period through a combination of prudent planning of new loans taken out and, where it is economic to do so, making early repayments.

See Note 7 of the Notes to the Accounts for an analysis of the maturity of long-term loans with the Public Work Loans Board.

All trade and other payables are due to be paid in less than one year.

Market Risk

Interest Rate Risk

The Authority is exposed to interest rate risk in two different ways; the first being the uncertainty of interest paid/received on variable rate Financial Instruments, and the second being the effect of fluctuations in interest rates on the fair value of a Financial Instrument.

The current interest rate risk for the Authority is summarised below:

The Fair Value of fixed rate Financial Assets will fall if interest rates rise. This will not impact on the Balance Sheet for the majority of Assets held at Amortised Cost, but will impact on the disclosure note for Fair Value. It would have a negative effect on the Balance Sheet for those assets held at Fair Value in the Balance Sheet, which would also be reflected in the Comprehensive Income and Expenditure Statement.

The Fair Value of fixed rate Financial Liabilities will rise if interest rates fall. This will not impact on the Balance Sheet for the majority of Liabilities held at Amortised Cost, but will impact on the disclosure note for Fair Value.

The Authority has a number of strategies for managing interest rate risk. Policy is to aim to keep a maximum of 25% of its borrowings in variable rate loans. During periods of falling interest rates, and where economic circumstances make it favourable, fixed rate loans will be repaid early to limit exposure to losses. The risk of loss is ameliorated by the fact that a proportion of government grant payable on financing costs will normally move with prevailing interest rates or the Authority's cost of borrowing and provide compensation for a proportion of any higher costs.

The treasury management team has an active strategy for assessing interest rate exposure that feeds into the setting of the annual budget and which is used to update the budget quarterly during the year. This allows any adverse changes to be accommodated. The analysis will also advise whether new borrowing taken out is fixed or variable.

According to this investment strategy, at 31 March 2021, if interest rates had been 1% higher with all other variables held constant, the financial effect would be:

	31 March 2021 £'000	31 March 2020 £'000
Decrease in Fair Value of fixed rate investment assets	-	-
Increase in Fair Value of fixed rate borrowing liabilities	1,222	861

Price Risk

The Authority does not invest in equity shares and does not have shareholdings in any joint ventures and therefore is not at significant risk to price movements.

Foreign Exchange Risk

The Authority has no Financial Assets or Liabilities denominated in foreign currencies and thus has no exposure to loss arising from movements in exchange rates.

Financial Guarantees

The Authority does not provide any financial guarantees.

10. Note to Expenditure and Fundings Analysis

Year ended 31 March 2020				Year ended 31 March 2021			
£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Adjustments for Capital Purposes	Net Change for the Pensions Adjustments	Other Differences	Total Adjustments	Adjustments for Capital Purposes	Net Change for the Pensions Adjustments	Other Differences	Total Adjustments
(3)	(795)		(798)	(3)	(466)		(469)
(2,796)	(7,527)		(10,323)	(3,666)	(7,091)		(10,757)
(376)	(1,716)		(2,092)	(432)	(988)		(1,420)
			- Corporate and Democratic Core				-
			- Corporate Management				-
	190		190		(25)		(25)
(3,175)	(9,848)	-	(13,023)	(4,101)	(8,570)	-	(12,671)
			Net Cost of Services				
830	(16,121)	290	(15,011)	1,340	(13,877)	922	(11,615)
			Other Operating Expenditure				
			Difference between General Fund surplus or deficit and Comprehensive Income and Expenditure Statement Surplus or Deficit on the Provision of Services				
(2,345)	(25,969)	290	(28,034)	(2,761)	(22,447)	922	(24,286)

11. Other Operating Expenditure, Financing, Investment Income, Taxation and Non-Specific Grants

	2020/21 £000s	2019/20 £000s
Other Operating Expenditure		
(Profit)/Loss on the disposal of assets	161	379
Total Other Operating Expenditure	161	379
Financing and Investment Income and Expenditure		
Interest Payable	633	727
Interest Receivable	(12)	(69)
Net interest cost on the net defined pension liability		
- Firefighters' Pension Scheme	13,740	15,840
- Local Government Pension Scheme	137	271
Total Financing and Investment Income and Expenditure	14,498	16,769
Taxation and Non Specific Grant Income		
Council Tax Payers	23,878	23,390
General Government Grants (See breakdown below)	3,641	2,552
Localised Business Rates	3,909	3,811
National Non Domestic Rates and Revenue Support Grant	17,469	16,655
Total Taxation and Non Specific Grant Income	48,897	46,408
General Government Grants		
Additional Pensions Grant	2,543	2,543
COVID19 Funding	1,098	9
	3,641	2,552

Precepts

The Authority, at its meeting on 10 February 2020, set a precept for 2020/21 equivalent to a Band D Council Tax of £86.63. Precepts and Collection Fund balances received from the four constituent Authorities for 2020/21 are as follows:

	Precepts 2020/21 £'000	Collection Fund Residual 2019/20 £'000	Surplus/(Deficit) 31 March 2021 £'000	Total 2020/21 £'000
Kingston upon Hull City Council	5,423	(44)	36	5,415
East Riding of Yorkshire Council	10,236	43	17	10,296
North East Lincolnshire Council	3,840	56	(38)	3,858
North Lincolnshire Council	4,322	(51)	38	4,309
	23,821	4	53	23,878

	Precepts 2019/20 £'000	Collection Fund Residual 2018/19 £'000	Surplus/(Deficit) 31 March 2020 £'000	Total 2019/20 £'000
Kingston upon Hull City Council	5,221	(25)	142	5,338
East Riding of Yorkshire Council	9,899	22	152	10,073
North East Lincolnshire Council	3,673	30	83	3,786
North Lincolnshire Council	4,200	12	(19)	4,193
	22,993	39	358	23,390

The Authority is made up of 22 Members who are nominated by the 4 Unitary Authorities in the Humberside region. The Police and Crime Commissioner for Humberside also sits on the Authority.

12. Related Parties

The Authority is required to disclose material transactions with related parties - bodies or individuals that have the potential to control or influence the Authority or to be controlled or influenced by the Authority. Disclosure of these transactions allows readers to assess the extent to which the Authority might have been constrained in its ability to operate independently or might have secured the ability to limit another party's ability to bargain freely with the Authority.

Central Government

Central Government has significant influence over the general operations of the Authority; it is responsible for providing the statutory framework within which the Authority operates, it provides a significant part of its funding in the form of grants, and prescribes the terms of many of the transactions that the Authority has with other parties. The Authority receives NNDR, General Government grants and Capital Grants from the Department for Communities and Local Government or the Home Office. (Details of these grants are disclosed in note 11).

Pensions

See note 4 in the Notes to the Financial Statements.

Members

The Precept is collected on the Authority's behalf by the four Local Authorities in the Humberside area (as disclosed in note 11), the following Members are Local Councillors on these councils.

East Riding of Yorkshire Council: Chad Chadwick, Phil Davison, John Dennis, Caroline Fox, Helen Green, Barbara Jefferson, Pat Smith, Kay West.

Kingston upon Hull City Council: Linda Chambers, Jackie Dad, Shane McMurray, Rosie Nicola, Christine Randall, Abhimanya Singh.

North East Lincolnshire Council: Ian Barfield, Ros James, Ron Shepherd, Stewart Swinburn.

North Lincolnshire Council: John Briggs, Mick Grant, Nigel Sherwood, Rob Waltham MBE.

The total of Members' allowances paid in 2020/21 is shown in note 13. During 2020/21 no Members of the Authority, or their close relations, undertook any declarable related party transactions with the Authority. The Authority requires Members to complete a declaration of related party transactions, and these declarations are used as the basis of this note.

Officers

During the course of 2020/21 no senior officers of the Authority (with the exception of the one member of staff that is a Director of HFR Solutions, two members of staff that are Directors of Emergency Services Fleet Management (Humberside) Ltd and two members of staff that are seconded to Humberside Police), or their close relations, undertook any declarable related party transactions with the Authority. The Authority requires senior officers to complete a declaration of related party transactions, and these declarations are used as the basis of this note.

One officer of the Authority is also a Director of HFR Solutions Community Interest Company (CFO Chris Blacksell).

The Authority/HFR Solutions supplied goods and services to each other during 2020/21; the value of the supplies to HFR Solutions was £0.2m (£0.3m during 2019/20), HFR Solutions supplied goods and services to the Authority with a negligible value (negligible in 2019/20) and made under normal commercial terms. £0.1m was owed to the Authority at 31 March 2021 (£0.1m was outstanding at 31 March 2020).

Two officers of the Fire Authority are also Directors of Emergency Services Fleet Management (Humberside) Ltd (Executive Director/S.151 Officer Kevin Wilson and Director Steve Topham). Emergency Services Fleet Management (Humberside) Ltd is a joint arrangement that provides vehicle maintenance services to the Authority and Humberside Police. Emergency Services Fleet Management (Humberside) Ltd supplied goods and services during 2020/21 with a value of £1.2m (£1.2m during 2019/20) to Humberside Fire Authority.

Two officers of the Fire Authority are also seconded to Humberside Police on a part time basis (Executive Director/S.151 Officer Kevin Wilson and Head of Finance Martyn Ransom). Humberside Police supplied goods and services to the Authority during 2020/21 with a value of £3.0m (£2.2m during 2019/20). The Authority supplied goods and services to Humberside Police during 2020/21 with a value of £0.4m (£0.2m during 2019/20).

The Authority retains joint control of Emergency Services Fleet Management (Humberside) Ltd with Humberside Police on a 50/50 split. The Authority's share of the net assets and reserves for 2020/21 are £0.1m (£0.6m 2019/20) and have been consolidated into the Financial Statements of the Authority. These amounts are taken from the Emergency Services Fleet Management (Humberside) Ltd draft accounts at 31 March 2021.

The disclosure note itself has been prepared in accordance with guidance on the interpretation of IAS 24 (Related Party Transactions) and its applicability to the public sector.

13. Members' Allowances

From 1 April 2003, the Authority is required to have its own scheme of Members' Allowances under the terms of the Local Authorities (Members' Allowances) (England) Regulations 2003. The total amount paid to Members under this scheme for 2020/21 was £128,430 (2019/20 was £131,022).

14. Officers' Emoluments

Regulation 7 (3) of the Accounts and Audit Regulations 2015 [SI 2015 No. 234] requires the publication of the following disclosures relating to the remuneration of senior employees.

The number of employees whose remuneration, excluding employer's pension contributions, was £50,000 or more in bands of £5,000 are disclosed below:

Remuneration Band	Number of Officers in Band					
	2020/21			2019/20		
	Operational	Non Operational	Total	Operational	Non Operational	Total
£150-154,999	1	-	1	-	-	-
£145-149,999	-	-	-	1	-	1
£140-144,999	-	-	-	-	-	-
£135-139,999	-	-	-	-	-	-
£130-134,999	-	-	-	-	-	-
£125-129,999	1	-	1	1	-	1
£120-124,999	-	-	-	-	-	-
£115-119,999	-	-	-	-	-	-
£110-114,999	-	-	-	-	-	-
£105-109,999	-	1	1	-	1	1
£100-104,999	-	-	-	-	-	-
£95-99,999	-	-	-	-	-	-
£90-94,999	-	-	-	-	-	-
£85-89,999	-	1	1	-	-	-
£80-84,999	3	-	3	3	-	3
£75-79,999	1	-	1	-	-	-
£70-74,999	-	-	-	2	1	3
£65-69,999	4	-	4	1	-	1
£60-64,999	10	3	13	9	-	9
£55-59,999	20	1	21	12	2	14
£50-54,999	17	3	20	25	1	26
	57	9	66	54	5	59

The remuneration paid to senior officers whose salary is as follows:

Disclosure for 2020/21

Post Title	Salary (Including fees & Allowances)	Benefits in Kind (e.g. Car Allowance)	Total Remuneration excluding employer's pension contributions 2020/21	Employer's pension contributions 2020/21	Total Remuneration including employer's pension contributions 2020/21
Chief Fire Officer & Chief Executive - Chris Blacksell	150,281	-	150,281	-	150,281
Deputy Chief Fire Officer & Director of Service Delivery - (1 April 2020 - 2 November 2020)	86,248	-	86,248	28,155	114,403
Deputy Chief Fire Officer & Director of Service Delivery - (5 December 2020 - 31 March 2021)	41,006	-	41,006	-	41,006
Executive Director of Corporate Services & S151 Officer *	105,197	1,671	106,868	19,453	126,321
Director of Service Delivery Support	84,171	-	84,171	24,018	108,189
Director of Service Improvement	83,402	-	83,402	24,018	107,420
Director of Service Delivery	83,402	-	83,402	24,018	107,420
Director of People & Development - (1 April 2020 - 31 July 2020)	86,168	629	86,797	-	86,797
Area Manager Projects - (1 April 2020 - 20 January 2021)	59,198	-	59,198	15,031	74,229
Temporary Director of People and Development - (01 April 2020 - 31 December 2020)	54,481	659	55,140	9,103	64,243
Temporary Director of People and Development - (21 January 2021 - 31 March 2021)	16,286	-	16,286	3,530	19,816
	849,840	2,959	852,799	147,325	1,000,124

*This post is shared with Humberside PCC

Disclosure for 2019/20

Post Title	Salary (Including fees & Allowances)	Benefits in Kind (e.g. Car Allowance)	Total Remuneration excluding employer's pension contributions 2019/20	Employer's pension contributions 2019/20	Total Remuneration including employer's pension contributions 2019/20
Chief Fire Officer & Chief Executive	147,335	-	147,335	-	147,335
Deputy Chief Fire Officer & Director of Service Delivery	125,236	-	125,236	46,713	171,949
Executive Director of Corporate Services & S151 Officer*	104,422	1,720	106,142	17,326	123,469
Director of Service Delivery Support	81,756	-	81,756	23,543	105,298
Director of Service Improvement	82,120	-	82,120	23,543	105,663
Director of Service Delivery	81,745	-	81,745	23,543	105,288
Director of People & Development	70,721	1,352	72,073	-	72,073
Temporary Director of People & Development - (16 March 20 - 31 March 20)	3,085	-	3,085	518	3,603
Area Manager Projects	42,216	-	42,216	10,392	52,608
	738,636	3,072	741,708	145,578	887,286

* w/e 1st January 2020 this post is shared with Humberside PCC

The number of employee compulsory and voluntary exit packages agreed with total cost per band and total cost of the redundancies are set out below:

Exit Package Cost Band	2020/21			Total Cost (£'000)	2019/20			Total Cost (£'000)
	Number of Compulsory Redundancies	Number of Other Agreed Departures	Total Number of Exit Packages by Cost Band		Number of Compulsory Redundancies	Number of Other Agreed Departures	Total Number of Exit Packages by Cost Band	
£100,001 - £150,000	-	1	1	102	-	-	-	-
£80,001 - £100,000	-	-	-	-	-	-	-	-
£60,001 - £80,000	-	1	1	63	-	-	-	-
£40,001 - £60,000	-	-	-	-	-	-	-	-
£20,001 - £40,000	-	-	-	-	-	-	-	-
£0 - £20,000	-	-	-	-	-	-	-	-
Total Cost in Bandings	-	2	2	165	-	-	-	-

15. Other Notes To The Financial Statements

Contingent Liabilities

There are no contingent liabilities.

Exceptional Items

There are no exceptional items.

Material Items Of Income and Expenditure

There were no material items of income and expenditure during 2020/21 that are not disclosed elsewhere within the Statement of Accounts.

Heritage Assets

The Authority does not have any Heritage Assets; a collection of fire memorabilia is held by the Authority but has little financial value.

Audit Fees

During 2020/21 the Authority incurred £30k in Audit fees (£32k in 2019/20) from Mazars relating to external audit.

Prior Period Adjustments

There have been no prior period adjustments during 2020/21.

Events After The Balance Sheet Date

There have been no events either adjusting or non adjusting after the Balance Sheet date.

Long Term Commitments

The Authority has entered into a commitment to repay £600k to Humberside Police and Crime Commissioner from March 2016 in respect of additional work undertaken at the joint workshops facility at Melton. The remaining amount will be repaid over the next 4 years at £60k per annum.

16. Cash Flow notes

Movements in Cash and Cash Equivalents

	31 March 2021 £'000	31 March 2020 £'000	Movement £'000
Bank In Hand/(Overdrawn)	1,267	114	1,153
	1,267	114	1,153

Cash Flow Statement – Adjust net surplus or deficit on the provision of services for non-cash movements

	2020/21 £'000	2019/20 £'000
Depreciation/Amortisation & Impairment	4,086	3,159
Increase/(decrease) in Creditors	(268)	2,045
(Increase)/decrease in Debtors	(440)	(682)
(Increase)/decrease in Inventories	105	(68)
Increase/(decrease) in Provisions	127	-
Movement in Pension Liability	22,447	25,959
Carrying amount of non-current assets held for sale, sold or de-recognised	226	388
	26,283	30,802

Cash Flow Statement – Adjust for items included in the net surplus or deficit on the provision of services that are investing and finance activities

	2020/21 £'000	2019/20 £'000
Proceeds from short-term and long-term investments		
Proceeds from the sale of Property, Plant and Equipment and Intangible Assets	(65)	(9)
Any other items for which the cash effects are investing or financing cash flows		
	(65)	(9)

Cash Flow Statement – Operating activities within the cash flow statement include the following cash flows relating to interest

	2020/21 £'000	2019/20 £'000
Interest Received	12	69
Interest Paid	(633)	(727)
	(621)	(658)

Cash Flow Statement – Cash Flows from Investing Activities

	2020/21 £'000	2019/20 £'000
Payments to acquire property, plant and equipment, investment property and intangible assets	(3,203)	(2,260)
Opening Capital Creditors	(891)	(115)
Closing Capital Creditors	1,280	891
Purchase of short term investments	(2,000)	(503)
Proceeds from the sale of property, plant and equipment, investment property and intangible assets	65	9
Net cash flows from investing activities	(4,749)	(1,978)

Cash Flow Statement – Financing Activities

	2020/21	2019/20
	£'000	£'000
Cash receipts of short and long-term borrowing	4,000	
Appropriation to/from Collection Fund Adjustment Account		
Repayments of short and long-term borrowing	(632)	(1,385)
Principal on Finance Leases	(15)	(2)
Net cash flows from financing activities	3,353	(1,387)

Government Grants

An analysis of other Government grants received during 2020/21 is given in note 11 of the notes to the Financial Statements.



HUMBERSIDE
Fire & Rescue Service

Humberside Fire Authority Pension Fund Account 2020/21

FIREFIGHTERS' PENSION FUND ACCOUNT

The following table analyses movements on the Fund for the year 2020/21

2019/20		2020/21
£'000s		£'000s
	Contributions receivable:	
(5,839)	Employers' contributions receivable	(5,788)
(2,541)	Firefighters' contributions	(2,490)
<u>(8,380)</u>		<u>(8,278)</u>
(238)	Transfers in from other authorities	(89)
	Benefits payable:	
16,122	Pensions	16,649
5,040	Commutations & lump sum retirement benefits	3,391
<u>21,162</u>		<u>20,040</u>
	Payments to and on account leavers	
72	Transfers out to other authorities	-
12,616	Net amount payable for the year	11,673
(12,616)	Top-up grant receivable to the Firefighters' Pension Fund	(11,673)
-	Fund Account balance	-

	<u>Net Assets Statement</u>	
2019/20		2020/21
	Current Assets	
3,141	Home Office grant debtor	3,822
1,423	Pensions Paid in Advance	1,443
	Current Liabilities	
(4,564)	Humberside Fire Authority	(5,265)
<u>-</u>		<u>-</u>

Notes to the Firefighters' Pension Fund Account

The funding arrangements for the Firefighters' Pension Scheme (FPS) changed on 1 April 2006. The Pension Fund was established under the Firefighters' Pension Scheme (Amendment) (England) Order 2006. The Pension Fund administers all four of the Firefighters' Pension Schemes (the 1992 Firefighters' Pension Scheme, the 2006 Firefighters' Pension Scheme, the 2015 Firefighters' Pension Scheme and the Modified Firefighters' Pension Scheme).

The Pension Fund is administered by Humberside Fire Authority.

The Pension Fund is managed by the Executive Director of Corporate Services and Section 151 Officer.

The benefits payable from the Pension Fund are pensions, lump sum commutation payments and ill health pensions. Injury awards are payable from the Authority's General Fund Account.

The Pension Fund is an unfunded scheme, consequently:

- It has no investment assets;
- Benefits payable are funded by contributions from employers and employees; and
- any difference between benefits payable and contributions receivable is met by top-up grant from the Home Office (HO)

The Pension Fund is statutorily prevented from including interest on cashflows and administration expenses in the pension fund. These expenses are accounted for in the Authority's General Fund Account.

Employee and employer contribution levels are based on percentages of pensionable pay set nationally by HO and are subject to triennial revaluation by the Government Actuary's Department. The employers' contribution rates are determined nationally by the Government Actuary's Department and are currently 21.7% for the 1992 FPS, 11.0% for the 2006 FPS, 21.7% for the Modified FPS and 14.3% for the 2015 FPS.

The membership for the pensions fund is as follows;

Category of Member	31/3/2021 1992 FPS	31/3/2021 2006 NFPS	31/3/2021 Modified Pension Scheme	31/3/2021 2015 FPS	31/3/2020 1992 FPS	31/3/2020 2006 NFPS	31/3/2020 Modified Pension Scheme	31/3/2020 2015 FPS
Contributors	34	6	27	641	53	7	36	627
Deferred Pensioners	45	111	7	134	48	113	11	98
Pensioners	977	13	72	19	972	18	58	11

Statement of Accounting Policies

The Accounting Policies adopted for the Pension Fund follow those set out in the Authority's Statement of Accounting Policies (Note 1 of the Notes to the Financial Statements). Transfer values are an exception to this policy and are on a cash basis.

The following item(s) are estimated and are material to the Pension Fund account:

- Estimation of top-up grant receivable

The Pension Fund Account does not take account of the obligations to pay pensions and benefits that fall due after the end of the financial year. These are reflected in the Authority's accounts in accordance with IAS 19 – Employee Benefits (Please see note 4 in the Notes to the Financial Statements).

CERTIFICATIONS

We, the undersigned, certify that:-

The Statement of Accounts represents a True and Fair View of the financial position of Humberside Fire Authority as at 31 March 2021 and the Comprehensive Income and Expenditure for the year ended 31 March 2021.

.....

Chris Blacksell – Chief Fire Officer/Chief Executive

.....

Councillor John Briggs – Chair

.....

Kevin Wilson – Executive Director of Corporate Services/Section 151 Officer

23rd July 2021 (authorised for issue date)

Appendix 1

Revenue Variance Analysis

2019/20		2020/21		
		Revised Estimate	Actual	Variance
£'000	Expenditure	£'000	£'000	£'000
38,526	Employees	39,099	38,834	(265)
2,728	Premises	2,823	2,671	(152)
661	Transport	1,480	1,232	(248)
3,845	Supplies and Services	4,210	3,731	(479)
149	Support Services	204	257	53
3,112	Capital Charges	1,983	4,619	2,636
49,021	Total Expenditure	49,799	51,344	1,545
(2,132)	Income	(979)	(2,090)	(1,111)
46,889	Net Expenditure	48,820	49,254	434
727	Interest Payable	661	633	(28)
(69)	Interest Receivable	(60)	(12)	48
(1,903)	Accounting Adjustments	29	(3,118)	(3,147)
699	Contributions to / (from) Reserves	(539)	1,596	2,135
46,343	Net Budget Requirement	48,910	48,352	(558)
(2,552)	General Government Grant	(3,641)	(3,641)	-
(3,811)	Business Rates	(3,915)	(3,909)	6
(16,830)	NNDR	(17,104)	(17,119)	(15)
(23,270)	Precepts	(24,250)	(24,254)	(4)
(120)	Net (Surplus)/Deficit	-	(571)	(571)

£'000	Movement on the General Fund	£'000
(120)	(Surplus)/Deficit as above	(571)
(400)	Reserve Movements as per Fire Authority	-
13	Budgeted Transfer From General Reserve	(44)
(507)	(Surplus)/Deficit on the General Fund in the Year	(615)

	Overspend / (Underspend) £'000
Employees	(265)
a) Lower pay award than anticipated for greybook staff	
b) Lower call out costs for on-call staff	
c) A number of vacant support role posts	
d) Higher level of ill health contributions than originally anticipated	
e) Additional spend on agency staff to cover the vacant support roles	
Premises	(152)
Lower Business Rate charges on our properties	
Transport	(248)
a) Free fuel provided by BP during the COVID-19 pandemic	
b) Lower spend on officer travel as training courses and meetings moved to a virtual delivery	
Supplies and Services	(479)
a) Uniform replacement programme has slipped into 2021/22	
b) Lower spend on issue, cleaning, repairs and replacement of PPE	
c) Lower spend on smoke alarms and hydrant maintenance	
Support Services	53
Conclusion of the mesothelioma claim which is partly offset by additional income	
Asset Rental Interest	2,636
Impairment and depreciation of the estate has caused this variance (offset with accounting adjustment note)	
Income	(1,111)
a) Additional grant income received from Government in relation to Protection, Grenfell and COVID-19	
b) Insurance income received in relation to the meothelioma claim	
c) Funding of the Road Safety Team has been received	
d) Additional income in relation to secondments	
Accounting Adjustments	(3,147)
a) Impairment and depreciation of the estate (offset with asset rental interest note)	
b) Change in method used to calculate the Authority's Minimum Revenue Provision (MRP)	
Contribution to Reserves	2,135
Transfer to reserves to fund future year spend on the following:	
a) Uniform replacement programme (offset with note on supplies and services)	
b) Grant income in relation to Protection, Grenfell and COVID-19 (offset with note on income)	
c) Transferring the saving on MRP (offset with accounting adjustments note)	
d) Replacement boats	
e) East Coast and Hertfordshire Control Room Consortium anticipated part contribution of infrastructure replacement costs	

Appendix 2

Capital Expenditure Breakdown and Variance Analysis

Project	2020/21		
	Revised Estimate	Actual	Variance
	£'000	£'000	£'000
Buildings			
Invest to Save	402	195	(207)
Goole	387	-	(387)
Scunthorpe	513	510	(3)
Clough Road Training	657	675	18
Bridlington	500	398	(102)
BA Training Refurbishment	18	-	(18)
HQ OTC	16	5	(11)
HQ Minor Capital Works	-	10	10
Calvert Lane	100	-	(100)
Capital Furniture and Fixtures	86	78	(8)
Dignity Works	170	146	(24)
Co-Location	97	-	(97)
Howden	395	5	(390)
Other Minor Capital Schemes	54	-	(54)
Vehicles			
Operational	372	299	(73)
Support	487	54	(433)
Plant & Equipment			
IT Equipment	820	719	(101)
PPE	1,400	-	(1,400)
Equipment	380	109	(271)
	6,854	3,203	(3,651)

Analysis of the most significant capital variances:

	Overspend/ (Underspend) £'000
Howden Work anticipated to be completed during 2021/22	(390)
Goole Work anticipated to be completed during 2021/22	(387)
Invest to Save Work anticipated to be completed during 2021/22	(207)
Vehicles Some vehicles have slipped into 2021/22	(506)
Plant & Equipment The rollout of replacement PPE has slipped into 2020/21	(1,400)

Appendix 3

Glossary of terms

Accounting Date	This is the date at which the Balance Sheet is produced, for this Authority it is 31 March each year.
Accounting Period	The period of time covered by the accounts, normally a period of twelve months commencing on 1 April. The end of the accounting period is the Balance Sheet date.
Accruals	Sums included in the final accounts to recognise revenue and capital income and expenditure earned or incurred in the financial year, but for which actual payment had not been received or made as at 31 March.
Actuarial Gains and Losses	For a defined benefit pension scheme, the changes in actuarial surpluses or deficits that arise because: events have not coincided with the actuarial assumptions made for the last valuation (experience gains and losses) or the actuarial assumptions have changed.
Agency Arrangements	An arrangement between two organisations where one will act as an agent, collecting money on behalf of the other party, to whom the money is then paid over. An example of this is council tax collections, where the four local authorities collect money from tax payers on behalf of the Authority and then pay it over.
Amortisation	The measure of the cost of the wearing out, consumption or other reduction in the useful economic life of the Authority's Intangible Assets during the accounting period, whether from use, the passage of time, or obsolescence through technological or other changes.
Asset	An item having value to the Authority in monetary terms. Assets are categorised as either current or non-current: A current asset will be consumed or cease to have material value within the next financial year (e.g. cash and inventories); A non-current asset provides benefits to the Authority and to the services it provides for a period of more than one year and may be tangible e.g. a fire station or intangible , e.g. computer software licences.
Audit of Accounts	An independent examination of the Authority's financial affairs.
Balance Sheet	A statement of the recorded Assets, Liabilities and other balances at the end of the Accounting Period.
Budget	The forecast of net revenue and Capital Expenditure over the Accounting Period.
Capital Expenditure	Expenditure on the acquisition of a non-current asset, which will be used in providing services beyond the current Accounting Period or expenditure that adds to,

and not merely maintains, the value of an existing non-current Asset.

Capital Financing	Funds used to pay for Capital Expenditure. There are various methods of financing Capital Expenditure including borrowing, leasing, direct revenue financing, usable capital receipts, capital grants, revenue reserves and earmarked reserves.
Capital Programme	The capital schemes the Authority intends to carry out over a specified period of time.
Capital Receipts	The proceeds from the disposal of land or other non-current Assets. Capital receipts can be used to finance new Capital Expenditure, but they cannot be used to finance Revenue Expenditure.
Carrying Value	This is the value of an Asset or Liability as shown in the Statement of Accounts
Cash Equivalents	Short-term, highly liquid investments readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.
Code Of Practice	The CIPFA (Chartered Institute of Public Finance and Accountancy) Code of Practice on Local Authority Accounting.
Component	A part of an Asset requiring separating from the total (host) Asset into an Asset in its own right as it has a cost that is significant in relation to the total cost of the Asset. If the components also have a significantly different depreciable life from the host then it is depreciated separately.
Comprehensive Income and Expenditure Statement	Shows the accounting economic cost in the year of providing services in accordance with generally accepted accounting practices, rather than the amount to be funded from taxation. Authorities raise taxation to cover expenditure in accordance with regulations; this may be different from the accounting cost. The taxation position is shown in the Movement in Reserves Statement.
Consistency	The concept that the accounting treatment of like items, within an Accounting Period and from one period to the next, are the same.
Consolidation	The process of combining the Financial Statements from the Authority and the Authority's share of Emergency Services Fleet Management (Humberside) Ltd.
Contingent Asset	A possible asset that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the Authority.
Contingent Liability	A contingent liability is either: a possible obligation that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain

future events not wholly within the control of the Authority, or

a present obligation that arises from past events but is not recognised because it is not probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation, or the amount of the obligation cannot be measured with sufficient reliability.

Corporate and Democratic Core	The corporate and democratic core comprises all activities that fire authorities engage in specifically because they are comprised of members elected to local authorities. The cost of these activities are thus over and above those which would be incurred by a series of independent, single purpose, nominated bodies managing the same services. There is therefore no logical basis for apportioning costs to services.
Creditor	Amount owed by the Authority for works done, goods received or services rendered within the Accounting Period, but for which payment has not been made by the end of that Accounting Period.
Current Service Cost (Pensions)	The increase in the present value of a defined benefit pension scheme's liabilities, expected to arise from employee service in the current period.
Debtor	Amount owed to the Authority for work done, goods received or services rendered within the Accounting Period, but for which payment has not been received by the end of that Accounting Period.
Defined Benefit Pension Scheme	Pension schemes in which the benefits received by the participants are independent of the contributions paid and are not directly related to any investments of the scheme.
Depreciation	The measure of the cost of the wearing out, consumption or other reduction in the useful economic life of the Authority's non-current Assets during the accounting period, whether from use, the passage of time, or obsolescence through technological or other changes.
Derecognition	The removal of an Asset or Liability from Authority's Balance Sheet.
Effective Interest Rate	This is the rate of interest necessary to discount the estimated stream of principal and interest cash flows through the expected life of a Financial Instrument to equal the amount after initial recognition.
Events after the Reporting Period	Events after the reporting period are those events, favourable or unfavourable, that occur between the Balance Sheet date and the date when the Statement of Accounts is authorised for issue.
Exceptional Items	Material items which derive from events or transactions that fall within the ordinary activities of the Authority and which need to be disclosed separately by virtue of their

size or incidence to give fair presentation of the Accounts.

Existing Use Value (EUV)	The estimated amount for which a property should be exchanged on the date of valuation between a willing buyer and a willing seller in an arm's-length transaction, assuming that the buyer is granted vacant possession of all parts of the property required by the business and disregarding potential alternative uses and any other characteristics of the property that would cause the market value to differ from that needed to replace the remaining service potential at least cost. Under IFRS this is the same as Fair Value.
Expected Return on Pension Assets	For a funded Defined Benefit Scheme, this is the average rate of return including both income and changes in Fair Value but net of scheme expenses, which is expected over the remaining life of the related obligation on the actual assets held by the scheme.
Fair Value	The amount of which an Asset could be exchanged, or liability settled, between knowledgeable, willing parties in an arm's-length transaction. Under IFRS there is no consistent definition of Fair Value; different definitions apply in different circumstances.
Financial Instrument	Any contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another. The term covers both financial assets and financial liabilities, from straightforward trade receivables (invoices owing) and trade payables (invoices owed) to complex derivatives and embedded derivatives.
Finance Lease	A lease that transfers substantially all the risks and rewards of ownership of an asset to the lessee (even though title to the property may not be transferred). The asset is recorded on the Balance Sheet of the lessee.
Going Concern	The concept that the Statement of Accounts are prepared on the assumption that the Authority will continue in operational existence for the foreseeable future.
Government Grants	Grants made by the Government towards either revenue or capital expenditure in return for past or future compliance with certain stipulations relating to the activities of the Authority. Grants may be specific to a particular scheme or may support the revenue or capital spend (respectively) of the Authority in general.
Held for Sale	Property, plant and equipment assets held by the Authority pending sale. Assets must meet strict criteria before being classified as Held for Sale.
Heritage Assets	An asset with historic, artistic, scientific, technological, geophysical, or environmental qualities that is held and maintained principally for its contribution to knowledge and culture and this purpose is central to the objectives of the entity holding it.

Impairment	A reduction in the value of a non-current Asset to below its Carrying Value on the Balance Sheet. Impairment is caused by a consumption of economic benefit such as obsolescence or physical damage of an Asset.
Income	Amounts that the Authority receives or expects to receive from any source, including fees, charges, sales and grants.
Intangible Assets	<p>An intangible (non-physical) item may be defined as an identifiable non-monetary asset when it is probable that the expected future economic benefits attributable to the asset will flow to the entity, and its cost can be measured reliably. An asset meets the identification criteria when it:</p> <ul style="list-style-type: none"> (a) Is separable, i.e. capable of being separated or divided from the entity and sold, transferred, licensed, rented, or exchanged, either individually or together with a related contract, asset or liability; or (b) Arises from contractual or other legal rights, regardless of whether those rights are transferable or separable from the entity or from other rights and obligations.
Interest Cost (Pensions)	For a Defined Benefit Scheme, the expected increase during the period in the present value of the scheme liabilities because the benefits are one period closer to settlement.
International Accounting Reporting Standards (IAS)	These are accounting standards published and produced by the International Accounting Standards Board. Further detail on International Accounting Standards can be found at www.ifrs.org
Inventories	Items of raw materials and stores, the Authority has procured and holds in expectation of future use. Examples are consumable stores, raw materials and products and services in intermediate stages of completion (work in progress).
Investments	A sum invested on a long-term or continuing basis to support the activities of an organisation, or where the disposal of the investment is restricted in some way. Monies invested which do not meet these criteria are classified as current assets.
Liability	<p>A liability is where the Authority owes payment to an individual or another organisation, arising from past events.</p> <ul style="list-style-type: none"> • A current liability is an amount which will or could become payable in the next Accounting Period, e.g. creditors or cash overdrawn. • A deferred liability is an amount which by arrangement is payable beyond the next year at some point in the future or to be paid off by an annual sum over a period of time.
Long-term Contract	A contract entered into for the design, manufacture or construction of a single substantial asset or the provision

	of a service (or a combination of assets or services which together constitute a single project), where the time taken to substantially complete the contract is such that the contract activity falls into more than one Accounting Period.
Materiality	The concept that the Statement of Accounts should include all amounts which, if omitted, or misstated, could be expected to lead to a distortion of the Financial Statements and ultimately mislead a user of the Accounts.
Minimum Revenue Provision (MRP)	The minimum amount which must be charged to the revenue account each year in order to provide for the repayment of loans and other amounts borrowed by the Authority.
Net Book Value (NBV)	The amount at which non-current Assets are included in the Balance Sheet, i.e. their historical costs or current value, less the cumulative amounts provided for Depreciation and Impairment.
Net Current Replacement Cost	The estimated cost of replacing or recreating a particular asset in its existing condition and in its existing use, i.e. the cost of its direct replacement.
Net Debt	The Authority's borrowings less cash, cash equivalents and short term investments.
Net Present Value	Net Present Value (NPV) is the difference between the present value of cash inflows and the present value of cash outflows
Net Realisable Value	The open market value of an asset less the expenses to be incurred in realising the asset.
Non-current Assets	Property, Plant and Equipment held or occupied, used or consumed by the Authority in pursuit of its strategic objectives in the direct delivery of those services for which it has either a statutory or discretionary responsibility.
Non Distributed Costs (NDC)	These are the overheads for which no user now benefits and as such are not apportioned to services.
National Non Domestic Rates (NNDR)	The non-domestic rate is a levy on businesses, based on a national rate in the pound set by the Government and multiplied by the assessed rateable value of the premises they occupy. It is collected by Local Authorities on behalf of Central Government and is then redistributed back to the Authority.
Operating Lease	A lease other than a Finance Lease. The risks and rewards of ownership of a non-current asset that is leased remain with the lessor and on the lessor's Balance Sheet. The lessee accounts for the rental payments as revenue income and expenditure.
Past Service Cost (Pensions)	For a Defined Benefit Pension Scheme, the increase in the present value of the scheme liabilities related to the employee service in prior periods arising in the current

	period as a result of the introduction of, or improvement to, retirement benefits.
Pension Scheme Liabilities	The liabilities of a Defined Benefit Pension Scheme for outgoings due after the valuation date. Scheme liabilities measured using the projected unit method reflect the benefits that the employer is committed to provide for service up to that date.
Precept	The levy made by precepting authorities on billing authorities, requiring the latter to collect income from council taxpayers on their behalf.
Prior Year Adjustment	Material adjustments applicable to prior years arising from changes in accounting policies or from the correction of material errors. This does not include normal recurring corrections or adjustments of accounting estimates made in prior years.
Projected Unit Method	An assessment of the future payments that will be made in relation to retirement benefits earned to date by employees, based on assumptions about mortality rates, employee turnover rates, etc., and projections of projected earnings for current employees.
Prospective Application	Applying new accounting policies to transactions, other events and conditions occurring after (not before) the date as at which the policy is changed and recognising the effect of the change in the accounting estimate in the current and future period affected by the change.
Provision	An amount put aside in the accounts for future liabilities or losses which are certain or very likely to occur as a result of a past event, but the amounts or dates of which they will arise are uncertain.
Public Works Loan Board (PWLb)	A Central Government Agency, which provides loans for one year and above to authorities at interest rates only slightly higher than those at which the Government itself can borrow.
Related Parties	There is a detailed definition of related parties IPSAS 20. For the Authority's purposes, related parties are deemed to include the Authority's Members, Senior Officers and their close family, partners, levying bodies, other public sector bodies, the Pension Fund and Assisted Organisations.
Related Party Transactions	The Code requires the disclosure of any material transactions between the Authority and related parties to ensure that stakeholders are aware when these transactions occur and the amount and implications of such.
Remuneration	All sums paid to or receivable by an employee and sums due by way of expenses allowances (as far as those sums are chargeable to UK income tax) and the monetary value of any other benefits received other than in cash. Pension contributions payable by the employer are excluded.

Reserves	The residual interest in the Assets of the Authority after deducting all of its Liabilities. These are split into two categories, usable and unusable. Usable reserves are those reserves that contain resources that an authority can apply to fund expenditure of either a revenue or capital nature (as defined). Unusable reserves are those that an authority is not able to utilise to provide services. They hold unrealised gains and losses (for example the revaluation Reserve), where amounts would only become available to provide services if the assets are sold; and reserves that hold timing differences between expenditure being incurred and its financing e.g. Capital Adjustment Account.
Residual Value	The net realisable value of an asset at the end of its useful life.
Retirement Benefits	All forms of consideration given by an employer in exchange for services rendered by employees that are payable after the completion of employment.
Retrospective Application	Applying a new accounting policy to transactions, other events and conditions as if that policy had always been applied. Opening balances and prior year income and expenditure comparatives must be adjusted.
Revaluation Loss	A reduction in the value of a non-current Asset below its Carrying Amount in the Balance Sheet, caused by a general fall in prices across a whole class of assets.
Revenue Expenditure	The day-to-day expenses of providing services.
Revenue Support Grant	A grant paid by Central Government to authorities, contributing towards the general cost of services.
Single Entity	Refers to transactions and balances that form part of the Authority Accounts.
Statement of Accounts	The set of Statements comprising the Expenditure and Funding Analysis Statement, Movement in Reserves Statement, Comprehensive Income and Expenditure Statement, Balance Sheet, Cash Flow Statement and accompanying notes.
Temporary Borrowing	Money borrowed for a period of less than one year.
True and Fair View	The Statement of Accounts should be the faithful representation of the effects of the transactions, other events and conditions in accordance with the definitions and recognition criteria for assets, liabilities, income and expenses set out in the code. Compliance with the Code is presumed to result in financial statements that achieve a true and fair presentation.
Useful Economic Life	The period over which the Authority will derive benefits from the use of a non-current Asset.

Appendix 4

Feedback form

Humberside Fire Authority

STATEMENT OF ACCOUNTS 2020/21 FEEDBACK FORM

The Statement of Accounts evolves each year and notwithstanding a large amount of information being prescribed by the Accounting Codes of Practice, the Authority attempts to make the document as readable and user friendly as possible.

We would therefore welcome any comments from readers on the Statement of Accounts regarding improvements to the layout and readability for future years. If you could complete the following questionnaire and return it to the address below we will try to accommodate any comments received. Alternatively, if you are viewing this document on the internet, there is an on-line form which you can submit.

We will attempt to incorporate any comments received by 31 March 2022 into the 2021/22 Statement of Accounts where possible and the Authority will try to include any comments received after that date into future years' documents.

1. Please indicate in what capacity you are viewing this Statement.

Local Tax Payer

☐

Local Business

☐

Other, please specify

.....

2. Is the format and the layout of the Statement of Accounts easy to understand and follow?

Yes

☐

No

☐

If not why not?

3. Did you find the information you were looking for?

Yes

☐

No

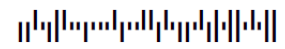
☐

If no, why?

4. Any other comments you have would be welcome:

Please return by attaching the freepost form on the next page to the front of an envelope.

Business Reply
Licence Number
RTRC-GLXU-LCJT



HUMBERSIDE
Fire & Rescue Service



2



Humberside Fire Service
Brigade Headquarters
Summergroves Way
Hull
HU4 7BB

Humberside Fire Authority**ANNUAL GOVERNANCE STATEMENT 2020/21****Scope of Responsibility**

1. The Humberside Fire Authority (HFA) is responsible for ensuring that its business is conducted in accordance with the law and proper standards and that public money is safeguarded and properly accounted for, and used economically, efficiently and effectively. The HFA also has a duty under the Local Government Act 1999 to make arrangements to secure continuous improvement in the way in which its functions are exercised, having regard to a combination of economy, efficiency and effectiveness.
2. In discharging this overall responsibility, the HFA is responsible for putting in place proper arrangements for the governance of its affairs, facilitating the effective exercise of its functions, which includes arrangements for the management of risk.
3. The HFA has approved and adopted a code of corporate governance applicable to Members, which is consistent with the principles of the Chartered Institute of Public Finance and Accountancy/Society of Local Authority Chief Executives (CIPFA/SOLACE) Delivering Good Governance in Local Government Framework 2016 Edition. A copy of the code can be obtained from the Secretary to the Fire Authority.
4. The HFA has approved and adopted a set of Principles of Good Conduct for employees.
5. This statement explains how the HFA has complied with the code and also meets the requirements of regulation 4(3) of the Accounts and Audit (England) Regulations 2011 in relation to the publication of an Annual Governance Statement.

The purpose of the governance framework

6. The governance framework comprises the systems and processes, culture and values, by which the HFA is directed and controlled. The framework demonstrates how the HFA accounts to, engages with and leads within the community. It enables the HFA to monitor the achievement of its strategic objectives and to consider whether those objectives have led to the delivery of appropriate, cost effective services.
7. The system of internal control is a significant part of the governance framework and is designed to manage risk to a reasonable level. It cannot eliminate all risk of failure to achieve policies, aims and objectives and can therefore only provide reasonable and not absolute assurance of effectiveness.
8. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of the HFA's policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically.
9. The governance framework has been in place at the HFA for the year ended 31 March 2021 and up to the date of approval of the Annual Performance Report and Statement of Accounts.

The Governance Framework 2020/21

10. The key elements of the HFA's governance framework included:
 - a) The Constitution of the Authority which includes:
 - Committee Membership and Terms of Reference;
 - Scheme of Delegation to Officers;
 - Financial Procedure Rules;
 - Contract Procedure Rules;
 - Members' Code of Conduct;
 - Employees' Code of Conduct;
 - Protocol for Member and Officer relationships;
 - Code of Corporate Governance.
 - b) The Governance, Audit and Scrutiny (GAS) Committee, as well as the HFA itself, received regular reports on the Service's performance arrangements.
 - c) An approved Corporate Risk/Opportunity Management Policy.
 - d) An approved 'Local Code of Corporate Governance' in accordance with the CIPFA/SOLACE Framework for Corporate Governance.
 - e) The designation of the Chief Fire Officer as Chief Executive responsible to the HFA for all aspects of operational management.
 - f) The designation of the Executive Director Corporate Services as S.151 Officer (Local Government Act 1972) in accordance with Section 112 of the Local Government Finance Act 1988 and conforming with the governance requirements of the CIPFA Statement on the role of the Chief Financial Officer in Local Government (2010).
 - g) The designation of the Secretary as Monitoring Officer with the requirement to report to the full HFA if it is considered that any proposal, decision or omission would give rise to unlawfulness or maladministration.
 - h) The Strategic Leadership Team (SLT) have considered a strategic overview of the HFA control environment including the response to external audit, performance management, strategic planning and scrutiny of Risk and Opportunity Management.
 - i) The production of quarterly Management Accounts which are distributed to all Members of SLT and are considered at the GAS Committee meetings and the HFA.
 - j) The Service and Finance Planning process.
 - k) In accordance with the Service Business Planning Framework the Strategic Plan and Integrated Risk Management Plan (IRMP) for 2018/21 ensure a three-year plan, linked to financial planning.
 - l) The Strategic Plan 2018/21 includes strategic objectives and Directorate responsibilities. Strategic Plan 2021/24 was approved by HFA in December 2020 following consultation.

- m) The IRMP 2018/21 takes account of the requirements of the 2018 Fire and Rescue National Framework for England, providing a detailed assessment of the risks facing our communities and personnel and the measures taken to mitigate those risks. IRMP refresh for 2021/24 was approved by HFA in December 2020 following consultation.
- n) Current Anti-Fraud and Corruption, Anti-Bribery and Anti-Money Laundering Policies. We publish these and other such Policies, associated data and information on the HFRS Website under Data Transparency, please follow this [Link](#).
- o) Subscription to the services of whistleblowing charity Protect. Staff are informed of this service via updates in wage slips as well as via the Whistleblowing Policy which is published on the external website.
- p) A Fire and Police Transformation Board has been established to develop a number of collaborative workstreams. These have been categorised under the main headings as follows:
 - Organisation;
 - Delivery of Service;
 - Estates;
 - Futurist.

Directors have been allocated lead HFRS responsibility for specific workstreams.

- q) A Service Improvement Plan has been developed to ensure that improvement areas across the Service are documented, evidenced and regularly reviewed.
- r) Member and Officer Development Programmes. During 2020/21 Officers undertook a facilitated supportive leadership development programme. Access to the T2Hub of Management and Leadership Self Development resources, Continual Professional Development through Leadership Forum Guest Speakers and Directors completing the Executive Leadership Programme.
- s) 8 scheduled Member Days to support Member development and awareness conducted as remote sessions during Covid-19 restrictions.
- t) An approved Treasury Management Policy and Prudential Indicators.
- u) An approved HFA Performance and Risk Framework supported by the Performance and Risk Framework Policy and incorporating, amongst others, the following guidance notes:
 - Performance Measurement;
 - Corporate Reporting of Performance;
 - Project and Programme Management;
 - Organisational Risk and Opportunity Management.
- v) A Protective Marking Scheme (based upon the Her Majesty's Government Security Framework).
- w) Implementation of a Public Sector Equality Duty (PSED) action plan to implement its priorities. Actions within this plan has been fully integrated within the LGA FRSEF Self-assessment/action planning process and Priorities were consulted upon during 2020.

- x) Aligned service delivery with our Local Authorities (Hull, East Riding, North Lincolnshire and North East Lincolnshire) through District management teams, is helping partnership work and assists us to be closer and more accountable to local communities.
- y) Retention of the Customer Service Excellence Award, conducted in February each year.
- z) Annual Performance and Quarterly Performance Reports to HFA are published on our Website.
- aa) A Pension Board, as required under The Firefighters' Pension Scheme (Amendment) (Governance) Regulations 2015, was formed in 2015 to oversee compliance in the operation of the Firefighters' Pension Scheme (FPS). The Pension Board met twice during 2020/21 and also had a training input session.
- bb) The Deputy Chief Fire Officer chairs a Joint Consultative Committee attended by all Representative Bodies to discuss any matters relating to staff terms and conditions.
- cc) Member Champions continue to support functional areas and are invited to attend local District performance meetings and to meet with Directors.
- dd) Consultation on our Council Tax Precept for 2020/21 drew a significant number of responses from our community (2572). This allowed Fire Authority Members to make an informed decision on this matter.
- ee) In line with legislative requirements HFRS published its Gender Pay Gap Report by the end of March 2021.

Review of Effectiveness

11. The HFA has responsibility for conducting, at least annually, a review of the effectiveness of its governance framework including the system of internal control. The review of effectiveness is informed by the work of the executive managers within the Authority who have responsibility for the development and maintenance of the governance environment, the head of internal audit's annual report, and also by comments made by the external auditors and other review agencies and inspectorates.
12. HFA reviews the effectiveness of the GAS Committee and receives an Annual Report at the HFA Annual General Meeting. A review of the size and role of the GAS Committee was conducted at the HFA Meeting 7 December 2020, membership was reduced from seven to five (upon the completion of terms of office). The HFA Constitution was amended to reflect changes.
13. The GAS Committee has continued its scrutiny programme during 2020/21, including the scrutiny of the Effectiveness of the Protection Risk-Based Targeting Strategy, Development and Delivery Plans to Support the Health and Wellbeing of Staff, Safety Protection - Engagement with the Commercial/Business Community and Diversity and Recruitment - Progress and Plans.
14. The induction and training of new Members during 2020/21 has further enabled Members to discharge the functions of the HFA.

15. During the 2020/21 financial year, the HFA and Committees met as follows:
- * HFA 9 occasions;
 - * GAS Committee 7 occasions;
 - * Pension Board 2 occasions.
- * The Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020 came into force on 4th April 2020. Subsequently all meetings of the Authority and Committees were held remotely.
16. Members of the Pension Board receive reports against a number of key workstreams designed to ensure that the Board operates in compliance with the Pension Regulator's Code of Practice for Pension Boards, this encompasses three broad areas Governance, Administration and Communication.
17. The review of the effectiveness of the system of internal control is informed by:
- a. The work of Senior Officers;
 - b. The work of Internal Audit;
 - c. Corporate Risk and Opportunity Management;
 - d. Performance information;
 - e. The Authority's External Auditor, in their Annual Governance Report, Annual Audit Letter and other reports.
18. Internal Audit has undertaken a number of reviews during 2020/21. The following areas were covered:
- Health & Safety
 - Business Safety
 - Performance Management
 - Arson Prevention
 - Workforce Planning
 - Key Financial Controls
 - ICT Cyber Security
 - HR - Absence Management
 - National Operational Guidance (NOG)
- In response to the Covid-19 pandemic reviews were conducted remotely.
19. A full self-assessment has been undertaken against the criteria contained within the CIPFA Financial Management Code. The self-assessment shows the Authority to be almost fully compliant with only two areas of partial compliance that will be developed in 2021/22. These are the further development of objective measures to assess the risks to financial sustainability and the embedding of our option appraisal methodology. These two areas are included in the Action Plan for further work in 2021/22. Full compliance against the code is mandatory from 1 April 2022 with the coming year as a transition towards that compliance.

20. The overall Head of Internal Audit opinion for the period 1 April 2020 to 31 March 2021 provides Reasonable Assurance.
21. The effectiveness of the governance framework is considered throughout the year by SLT, the GAS Committee and HFA. Much of this is discharged through internal reports such as the quarterly Management Accounts and the quarterly Performance Reports as well as the work of Internal and External Audit. Any significant issues are captured via the risk management system and considered by the Fire Authority where appropriate.
22. A comprehensive Assurance Map for the Service has been developed to help inform the work of SLT, the GAS Committee and Internal Audit.
23. We have been advised on the implications of the result of the review of the effectiveness of the governance framework by SLT and the GAS Committee, and that the arrangements continue to be regarded as fit for purpose in accordance with the governance framework.

Significant Governance Issues 2020/21

24. Members are assured that the Service has appropriate arrangements in place should use of the powers under the Regulation of Investigatory Powers Act (RIPA) 2000 be necessary. There was no use of RIPA or requests for covert surveillance during 2020/21.
25. In February 2016 HMG published the Policing and Crime Bill to improve the efficiency and effectiveness of police forces. The Bill received Royal Assent in January 2017 and the Act now places a statutory duty upon Fire and Rescue, Police and Ambulance services to collaborate. The Act also enables Police and Crime Commissioners (PCC) to take responsibility for fire and rescue services, where a Business Case is formed and there is local public support. We continue to proactively identify collaborative opportunities with the Police and Ambulance services, and other bodies. This has included:
 - A joint Emergency Service Fleet Management workshop with the Police.
 - A joint Estates (Operational and Strategic) function with Humberside Police.
 - Provision of a medical First Responder scheme in partnership with Yorkshire Ambulance (YAS), East Midlands Ambulance Service (EMAS).
 - A Falls Response Team with City Health Care Partnership (CHCP), NHS Hull Clinical Commissioning Group (CCG) and Hull City Council.
 - An agreement with Yorkshire Ambulance Service (YAS) for them to provide Service wide Clinical Governance.
 - Memorandums of Understanding with Humberside Police and Ambulance Trusts to support response activities including:
 - Searching for Missing Persons
 - Fire Investigation
 - Forced Entry for Medical Rescues
 - Drone
 - Bariatric
 - An Integrated Health Centre incorporating a Full-Time fire station, in partnership with Hull CCG.
 - A Fire and Police Transformation Board continues to commission and review collaboration opportunities, including shared estate at appropriate locations.
 - HFRS, Humberside Police, East Midlands Ambulance Service, Yorkshire Ambulance Service meet on a quarterly basis to discuss collaborative opportunities.
 - Shared provision of Health and Safety function.
 - HFRS providing Financial Management support to Humberside PCC.
 - 'Don't Cross the Line' campaign to support stopping attacks on Emergency Service Workers.

26. Following the first inspection of Effectiveness, Efficiency and People, by HMICFRS in November 2018, steps have been taken to react to inspection outcomes and prepare the Service for inspection taking place in 2021/22. This includes development of a Service Improvement Plan, performance monitoring through a Strategic Leadership Team performance meeting held monthly and re-alignment of Director portfolios to incorporate a Director of Service Improvement.
27. Two Whistleblowing complaints were received by the Monitoring Officer during 2020/21 and were dealt with in accordance with the Whistleblowing Policy. An action plan has been developed to address discrepancies in the requirements for officer declarations of business interests, compared to the requirements placed on Members. The HFA Constitution will be reviewed and amended accordingly.

Action Plan

28. Strategic Risk and Opportunity Register
The action points outlined below are included within our Strategic Risk and Opportunity Register and Action Plan, progress will be monitored throughout 2021/22.
- Incorporation of the Humberside PCC onto the HFA, including any arising changes to governance arrangements and mechanism for PCC to produce Business Case to take over governance of Fire and Rescue.
 - Impact of EU Exit. (Complete)
 - Continued Scenario Planning to mitigate the effect of any further reductions or challenges on finances.
 - Impact of firefighter pension remedy implementation.
 - Cyber Security threats.
 - HMICFRS arising issues.
 - Emergency Services Network.
 - Grenfell Inquiry Outcomes.
 - LGPS Exit Pay Cap.
 - Covid Staff Shortages.
 - Environmental Sustainability.
29. COVID-19 Pandemic.
Influenza Management Business Continuity Plans implemented enabling a very good level of Service to be maintained. This includes Influenza Management Team (IMT) and Business Interruption Management Team (BIMT) Meetings. A separate Covid-19 Risk Register has been produced. Widespread support is being provided to NHS partners and Local Authorities co-ordinated via the Local Resilience Forum. HMICFRS conducted a themed inspection of the HFA and Service response to Covid-19 resulting in a positive assessment of the decisions taken, actions implemented and contributions made by staff.
30. CIPFA Financial Management Code
Further development of objective measures to assess the risks to financial sustainability and embedding of our option appraisal methodology will be developed during 2021/22.

Conclusions

31. This Annual Governance Statement for 2020/21 provides Members with a high level of assurance for the Authority's governance arrangements.

Signed



.....
Chair of the Authority



.....
Chief Fire Officer & Chief Executive



.....
S.151 Officer



.....
Secretary & Monitoring Officer

FINANCIAL OUTLOOK 2022/23 ONWARDS

SUMMARY

1. This report considers the Authority's financial prospects for the years 2022/23 to 2025/26. The report also provides an update on the rationale for a Prudent Minimum level of General Reserves (PMGR).

RECOMMENDATIONS

2. That Members note the financial outlook for the Service through to 2025/26 and approve the Prudent Minimum level of General Reserves (PMGR) set out in the report.

CURRENT FINANCIAL POSITION 2020/21 AND 2021/22

3. The Authority's outturn for 2020/21 delivered an underspend of £571k and a closing level of total Revenue Reserves of £13.7m.
4. The Authority has set a balanced budget for 2021/22 and the last budget monitoring to 30 June 2021 set out a £232k projected underspend.
5. Grey and Gold Book pay awards in the current year have been agreed at 1.5% despite the Service budgeting for a 'pay pause' based on announcements made by the Chancellor in late 2020. This is reflected in the 30 June 2021 estimated outturn position.

2022/23 ONWARDS

6. The current financial projections for 2022/23 to 2025/26 have been updated based on the latest assumptions and information and are shown in Appendix A of this report.
7. The key assumptions applied are shown in the table below:-

Assumptions applied to the Medium-Term Financial Plan for 2022/23 to 2025/26

	2022/23	2023/24	2024/25	2025/26
Pay Awards	2.00%	2.00%	2.00%	2.00%
External Grant	0.00%	0.00%	0.00%	0.00%
Precept Increase	1.99%	1.99%	1.99%	1.99%
• Rates	2.00%	2.00%	2.00%	2.00%
• Utilities/Fuel	5.00%	5.00%	5.00%	5.00%
• Insurance	10.00%	10.00%	10.00%	10.00%

8. Furthermore, the Authority's financial projections have been updated to incorporate all previous decisions relating to efficiencies.
9. Members will see from Appendix A that over the medium-term the MTFP is balanced.
10. Clearly, the position of a balanced MTFP will be challenged if the Service faces higher cost increases than those set out in the table. Most notable here would be pay

increases above 2% which are not funded by Government. Each 1% on pay adds £300k to the pay bill and therefore a need to find a further similar level of efficiencies.

11. Like much of the wider public sector, the Service now finds itself at a point of significant financial uncertainty for the medium-term.
12. As has been outlined previously, the financial projections in this report must be seen in the wider context of the following:-

Comprehensive Spending Review (CSR)

13. The Chancellor will announce the details of a 3-year CSR on 27 October 2021. In announcements made on 7 September 2021 it was outlined that employers will pay an additional 1.25% of national insurance contributions for the 22/23 year onwards as part of the Government's Health and Social Care Levy. The projections included in Appendix A of this report include the £320k per year cost of this measure to Humberside Fire Authority. The Health and Social Care Levy document released by Government suggests that they will '*compensate departments and other public sector employers in England at the Spending Review for the increased cost of the Levy*'. Until further details of how this will work are known it is prudent to capture the full impact in our financial projections.

Employer Pension Contributions

14. The Service has seen a £2.7m a year increase in employer pension contributions for the Firefighters' Pension Scheme. Approximately 90% of this cost pressure has been met by a Government grant since 2019/20. It remains uncertain how this ongoing pressure will be met in the financial years beyond 2021/22. Government have said that it will be dealt with as part of the upcoming CSR but the detail of how it will be undertaken is not yet known.

Pay inflation

15. Upwards inflationary pressure remains on pay awards and as outlined above will be a significant financial risk into the medium-term.

PRUDENT MINIMUM GENERAL RESERVE (PMGR)

16. Reserves are held by the Authority to meet general financial risks and costs that may materialise (General Reserve) and also to meet specific project costs or financial liabilities (Earmarked Reserves).
17. Appendix B of this report sets out the projection of the Authority's General and Earmarked Reserves over the period 2022/23 to 2025/26.
18. Appendix C of this report sets out the analysis that has been undertaken to underpin the need to now maintain a General Reserve of circa £5.9m. More generally, financial risks at a macroeconomic level are likely to be volatile over the medium-term and our reserves position is robust and reasonable and underlines the need to maintain an operating General Reserve of circa £5.9m which is the projected position for the Service shown in Appendix B through to 2025/26.

STRATEGIC PLAN COMPATIBILITY

19. Sound financial planning enables the Authority to deliver efficiencies in a timely manner and allows focus upon the achievement of the Authority's strategic objectives.

FINANCIAL/RESOURCES/VALUE FOR MONEY IMPLICATIONS

20. The Authority has a strong track record in dealing with the significant challenges that austerity has brought since 2011 and has delivered £11m of efficiencies as a response to the £11m reduction in funding. This has involved early decision making with regard to efficiencies so that the impact on the Service can be kept to an absolute minimum.

LEGAL IMPLICATIONS

21. The Authority has a statutory duty to set a balanced budget and has consistently complied with this requirement.

EQUALITY IMPACT ASSESSMENT/HR IMPLICATIONS

22. Equality Analysis will be undertaken for all efficiency proposals considered over the period to 2026.

CORPORATE RISK MANAGEMENT IMPLICATIONS

23. Managing within austerity has been on the Authority's Strategic Risk Register for some considerable time and the steps suggested in this report should ensure that the Authority continues to mitigate this risk whilst still providing a first-class service to its communities.

HEALTH AND SAFETY IMPLICATIONS

24. No direct issues arising.

COMMUNICATION ACTIONS ARISING

25. The Authority's MTFP for 2021/22 to 2024/25 has been published and an updated first draft of a more comprehensive MTFP document for 2022/23 to 2025/26 will be brought to the October HFA meeting for Members' consideration.

DETAILS OF CONSULTATION AND/OR COLLABORATION

26. SLT have been fully engaged in the formulation of the Medium-Term Financial Plan.

BACKGROUND PAPERS AVAILABLE FOR ACCESS

27. Budget report for HFA in February 2021.

RECOMMENDATIONS RESTATED

28. That Members note the financial outlook for the Service through to 2025/26 and approve the Prudent Minimum level of General Reserves (PMGR) set out in the report.

K WILSON

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Executive Director of Corporate Services & S.151 Officer

Humberside Fire & Rescue Service
Summergroves Way
Kingston upon Hull

KW/MS
08 September 2021

**HUMBERSIDE FIRE AUTHORITY
REVENUE ESTIMATES 2022/23
ESTIMATE SUMMARY 1.99% PRECEPT INCREASE**

	Budget Proposal 2022/23 £	Budget Proposal 2023/24 £	Budget Proposal 2024/25 £	Budget Proposal 2025/26 £
Community Fire Safety	3,378,993	3,442,445	3,507,165	3,573,181
Fire Fighting & Rescue Operations	29,994,683	30,559,470	31,135,628	31,723,384
Management & Support Services	12,802,466	13,216,045	13,587,813	13,975,782
Corporate & Democratic Core				
Democratic Representation & Management	156,790	158,197	159,617	161,051
Corporate Management	39,890	40,288	40,691	41,098
Net Cost of Service	46,372,822	47,416,445	48,430,914	49,474,496
Interest Payable and Similar Charges	665,986	631,349	632,197	614,171
Less - Interest Receivable	(40,000)	(40,000)	(40,000)	(40,000)
Net Operating Expenditure	46,998,808	48,007,794	49,023,111	50,048,667
Amounts included in the Income & Expenditure Account but required by statute to be excluded when determining the Movement on the General Fund Balance for the year :				
Depreciation and Impairment of Fixed Assets	(1,958,844)	(1,958,844)	(1,958,844)	(1,958,844)
Grants & Contributions Deferred Amortisation	-	-	-	-
Amounts not included in the Income & Expenditure Account but required by statute to be included when determining the Movement on the General Fund Balance for the year :				
Minimum Revenue Provision	1,130,064	1,176,236	1,282,814	1,376,556
Revenue Contributions to Capital Outlay	600,000	600,000	600,000	600,000
Transfers to or from Fund Balances that are required to be taken into account when determining the Movement on the General Fund Balance				
Contribution to/(from) General Reserve	(65,152)	(98,953)	(157,068)	(168,641)
Budget Requirement	46,704,876	47,726,233	48,790,013	49,897,738
Financed by :				
Grant Funding	17,144,339	17,144,339	17,144,339	17,144,339
Business Rates received from Local Authority	3,992,704	3,992,704	3,992,704	3,992,704
Business Rate Fund Surplus/(Deficit)	(50,000)	(50,000)	(50,000)	(50,000)
Collection Fund Surplus/(Deficit)	250,000	250,000	250,000	250,000
Precept	25,367,833	26,389,190	27,452,970	28,560,695
	46,704,876	47,726,233	48,790,013	49,897,738

**HUMBERSIDE FIRE & RESCUE SERVICE
MOVEMENT IN REVENUE RESERVES - PRECEPT 1.99%**

	As at 1 April 2021 £'000	In Year Movements £'000	Projected Balance at 31 March 2022 £'000	Projected Balance at 31 March 2023 £'000	Projected Balance at 31 March 2024 £'000	Projected Balance at 31 March 2025 £'000	Projected Balance at 31 March 2026 £'000
General Reserve*	6,373	(456)	5,917	5,852	5,753	5,596	5,427
Earmarked Reserves							
Insurance	500	200	700	700	700	700	700
The Ark - National Flood Resilience Centre	1,000	-	1,000	1,000	-	-	-
Capital Programme Funding	4,160	(250)	3,910	3,260	2,610	1,960	1,310
Resilience	300	-	300	300	300	300	300
ESMCP	355	-	355	295	235	175	-
Grenfell and Protection	155	(155)	-	-	-	-	-
East Coast & Hertfordshire Control Room Consortium	470	700	1,170	670	-	-	-
Uniform Replacement Programme	150	(150)	-	-	-	-	-
COVID	288	(288)	-	-	-	-	-
Service Improvement and Environmental	30	220	250	250	250	250	250
	<u>13,781</u>	<u>(179)</u>	<u>13,602</u>	<u>12,327</u>	<u>9,848</u>	<u>8,981</u>	<u>7,987</u>

*Surplus or Deficit on the budget is reflected in the General Reserve

MEDIUM TERM FINANCIAL PLAN 2022/23 TO 2025/26

RISK ASSESSMENT TO DETERMINE PRUDENT MINIMUM GENERAL RESERVE (PMGR)

Type	Risk	Consequence	Scale	Financial Loss £M	Likelihood %	Annual Risk £M	Period (years)	Where Provided	Reserve Required £M
Economic	Return to Recession	Lower Council Tax base (reduced construction)	£0.230M per 1% reduction	0.230	50%	0.115	3	Reserves	0.345
	Return to Recession	Lower collection of Council Tax (less able to pay)	£0.230M per 1% reduction	0.230	50%	0.115	3	Reserves	0.345
	Return to Recession	Reduced revenue income	25% decrease	0.050	40%	0.020	3	Reserves	0.060
	Adverse changes in interest rates	Higher financial costs	Net Debt circa £13M 1%=£0.130M	0.130	30%	0.039	3	Reserves	0.117
	Additional Costs due to higher insurance costs	Increase in revenue costs	20% of £400k	0.080	50%	0.040	5	Reserves	0.200
	Energy and fuel costs significant increases	Higher annual revenue costs		0.100	30%	0.030	3	Reserves	0.090
	Reduced Government Grants - Formula Grant	Lower annual revenue resources	£0.172M per 1%; assess risk of further 5% reduction	0.860	50%	0.430	3	Reserves	1.290
	Increased Costs following Brexit	Higher costs of Appliances/ALP and other items	Assess £500k increase	0.500	50%	0.250	2	Reserves	0.500
Employment	Higher pay settlements	Higher costs	£0.30M per 1%	0.300	50%	0.150	3	Reserves	0.450
	Equal Pay potential claims	One-off costs	£0.5M	0.500	10%	0.050	1	Reserves	0.050
	Flu pandemic or similar event	Increased employee absence requiring cover at extra cost	30% absence for 1 Month	0.875	40%	0.350	1	Reserves	0.350
	Employer Pension Contribution Increases	Higher annual revenue costs	£0.100M per 1% increase	0.300	40%	0.120	3	Reserves	0.360
	Prolonged Period of Industrial Action	Additional pressure on Revenue Budget	£1.0 per annum	1.000	50%	0.500	1	Reserves	0.500
Services	Capital Overspends	Fund from revenue (no capital resources available)	One-off	1.000	10%	0.100	1	Reserves	0.100
General	Corporate Manslaughter	Unlimited Fine	Assess risk of £10M fine	10.000	10%	1.000	1	Reserves	1.000
	New Dimensions Assets	Replacement of asset outside existing replacement programme	Assume cost of £0.4M	0.400	20%	0.080	1	Reserves	0.080
Total General Reserve requirement									5.837

The recommended Prudent Minimum General Reserve (PMGR) required to meet Assessed Financial Risks is £5.9M

	Higher or more than last year or a new addition to the assessment
	the same as last year
	Lower or less likelihood than last year

EQUALITY, DIVERSITY & INCLUSION ANNUAL REPORT 2020/21

SUMMARY

1. This report provides an overview of the wide range of activities, outcomes and progress made by HFRS during 2020, a year in which the world was gripped by a global pandemic which changed working environments and practices on a scale never seen before.
2. During this unprecedented event the Service used this time to reflect, review and adapt to new ways of working, including re-evaluating its approach to equality, diversity, and inclusion (EDI). At the same time, we remain mindful of our legal equality duties under the Equality Act 2010, in particular our Public Sector Equality Duties (PSED) which has general and specific duties which are outlined below:
3. General equality duty (section 149 Equality Act 2010).
 - (a) Eliminate unlawful discrimination, harassment, and victimisation.
 - (b) Advance equality of opportunity between different groups.
 - (c) Foster good relations between different groups.
4. Specific duties (Schedule 19 Equality Act) – Listed public authorities must publish:
 - (a) Information on employees (if 150 staff or more) and people affected by policies and practices to demonstrate compliance with the equality duty, at least annually.
 - (b) Specific and measurable equality objectives, at least every four years.

RECOMMENDATIONS

5. Members are requested to:-
 - (a) Take assurance from the Service's continued progress in the EDI arena and,
 - (b) Approve the contents of the EDI Annual Report 2020/21 for publication.

REPORT DETAIL

Reviewing Our Approach to Equality, Diversity, and Inclusion during 2020-2021

6. During 2020 to 2021 HFRS PSED priorities and actions were reviewed and refreshed. The feedback we received through consultation established that our priorities were still current and relevant and supported the refresh of the actions to be undertaken for each Equality and Inclusion Priority for 2021 to 2024. These were approved by Humberside Fire Authority at their meeting on 7 December 2020.
7. Following the confirmation of HFRS PSED Priorities HFRS has continued to utilise an integrated approach to EDI utilising key frameworks and toolkits (LGA Equality Standard, NFCC Maturity Models and EIS approach, CIPD best practice guidance) to ensure

effective mainstreaming and continuous learning and improvement. A PSED Action plan template has been developed to enable Heads of Function to update and report on progress on their key EDI areas, to the EDI Steering Group, Directorate and SLT Performance meetings. Progress reports on key EDI topics e.g., Equality Pay Reports, annual EDI reports are also reported to Humberside Fire Authority and at Members days to enable debate, scrutiny, and decisions from Fire Authority Elected members.

8. From September 2020 the HFRS EDI Steering Group was reformed and strengthened to become a strategic governance group reporting directly to HFRS Senior Leadership Team on key issues around EDI. This group meets bimonthly, and the role of the group is to provide a steer and assurance that equality and inclusion work at HFRS is promoted and embedded across the organisation and that policy and legal duties are fully met.
9. A key part of the functioning of the Steering Group is representation from across the Service to proactively undertake tasks/roles to support the delivery of the Service EDI priorities. One team who have been essential to this work over the last year has been HFRS Corporate Communication and Events team who have worked tirelessly to promote EDI. (See case study 1).
10. This refreshed approach provided opportunities and support for staff from minority and under-represented groups to consider forming Staff Forums to support their peers and influence positive change at HFRS.
11. From autumn 2020 staff started to come together to discuss forming Staff Forums. Over the following months three Groups have formed and started to develop their ways of working and key priorities. These Groups are:
 - Development Network for Women (see case study 2(a))
 - Voices for Disability (see case study 2 (b))
 - LGBTQ+ Staff Group (see case study 2 (c))
12. There was also an interest in an older workers group and Faith and belief group which is continuing to be discussed by staff and Senior Ambassadors. Staff did not choose to form a Race equality group at that time, but leaders and key staff are continuing to discuss issues related to race equality at HFRS.

Continued Progress with Service EDI objectives:

13. Whilst we have taken the opportunity to review our Service approach to EDI, including reviewing and consulting upon our PSED priorities we have continued to progress against these. Our 5 priorities that were re-approved as current and relevant are:
 - I. Leading by example on equality
 - II. Increasing diversity throughout our workforce
 - III. Ensuring a safe and fair workplace for all staff

- IV. Continuing to improve our knowledge of our diverse communities and how we engage with them
- V. Identifying the fire and other emergency risks linked to multiple disadvantage and discrimination

Priority 1: Leading by example on equality

- 14. HFRS has always had a priority focus on equality, diversity, and inclusion (EDI) in all we do. We do this by using tools such as the LGA Equality Standard, NFCC frameworks and by undertaking equality impact assessments. As well as approaches to promoting EDI in employment and the delivery of services we define and 'mainstream' EDI responsibilities to all our Heads of Function, so EDI is considered across all functions in the Service.
- 15. We have adopted the Ethical Principles and associated behaviours, under the Core Code of Ethics, developed by the National Fire Chiefs Council, Local Government Association and Association of Police and Crime Commissioners, which were launched in May 2021. They closely aligned to our previous Principles and Behaviours (Leadership, Passion, Innovation and Dependability) that were developed by our staff in 2016 and have been recognised in our HMIC inspection for their adoption and demonstration in all that we do. The Code also provides a specific focus on equality, diversity, and inclusion.
- 16. HFRS leaders have been actively taking personal responsibility for promoting equality throughout 2020-2021. Examples of which include the following:
- 17. During the Black Lives Matters movement across the world HFRS senior leaders discussed what more HFRs needed to do to promote racial equality and justice. Chris Blacksell, HFRS Chief Fire Officer, produced a [YouTube video](#) stating HFRS position, and dialogues were initiated between senior leaders, HFRS Race Ambassadors and several Ethnic Minority Staff and community groups. These links and discussions will continue as HFRS seek to learn from the lived experience of ethnic minority staff and communities we serve. HFRS will continue to develop as an anti-racist organisation along with increasing positive action to attract more ethnic minority people to take up employment with HFRS.
- 18. For several years HFRS has had Senior Equality Ambassadors at Senior Leadership Team level and this year their work has been reviewed and given more focus.
 - Race Equality Champion – Niall McKiniry
 - LGBT Champion – Kevin Wilson
 - Gender Champion – Jason Kirby
 - Disability Champion – Phil Shillito
 - Faith and Belief Champion – Steve Topham
 - Age Champion – Paul McCourt
- 19. The Organisational Development team have been supporting their work and linking them up with emerging Staff Forums. Ambassadors for Race, Age and Religion and Belief have been encouraging under-represented staff to form Staff Forums and looking for other ways to link with staff on these areas and workplace issues.

HFRS work during the Pandemic:

20. HFRS responded swiftly to the Pandemic with changes to ways of working to keep employees safe from March 2020. This included increased Covid safety assessments for premises, operational incidents, and amongst front line staff. Those who could do their job from home were enabled to do so from March 2020. This was helped due to the adoption and roll out of Microsoft Teams to all employees ahead of the Pandemic which enabled, accessible day to day communications between staff, managers, and groups. Disruption to the delivery of services was minimised and new Services were started or enhanced to support vulnerable groups who were shielding. Operational activity was maintained and as soon as was possible regular testing of staff helped to keep employees safe throughout the waves of Pandemic surges and subsequent Lockdowns.
21. The Influenza Management /Transition Group met frequently and co-ordinated HFRS approach throughout the Pandemic including issuing regular, timely communications to employees and managers. Throughout 2020 and 2021 4 Staff Impact Assessments (SIA) were undertaken to ensure employee safety and wellbeing. Each SIA was reported back to IMT which enabled issues impacting on minority groups of staff to be highlighted and addressed.
22. During the Pandemic HFRS received a COVID inspection by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) during 12-23 October 2020. The inspection considered evidence gathered from the Service's response to the COVID-19 pandemic from April to June 2020. A summary of findings found that:
23. The service adapted and responded to the pandemic effectivity and continued to maintain its statutory functions throughout. It provided extra support to the community during the first phase of the pandemic. It predominantly used its wholtime (Full-Time) firefighters to respond to emergencies. It used the increased availability of its On-Call and prevention and protection staff to deliver medicines and food to vulnerable members of the community. On-Call staff were trained to drive ambulances and to support mortuaries, but ultimately this support wasn't needed. Volunteers from On-Call firefighters and Support staff were however trained and used to support vaccination and testing centres. The service managed resources well and its financial position was largely unaffected, especially as it didn't have to use reserves to cover extra costs.
24. The service was able to respond quickly to staff absences, and it implemented changes to build resilience in its control room. It communicated well with its staff throughout the pandemic, particularly issues relating to staff safety and wellbeing. It also made sure all staff had the resources they needed to do their jobs effectively, by providing extra IT equipment and putting in place new flexible working arrangements.
25. For working during Covid please (see case studies 3 (a & b)

Refreshed approach to Equality Impact Assessment:

26. During 2021 HFRS Organisational Development Team undertook a review of the effectiveness of equality analysis and found that although there were pockets of good

practice in relation to the completion of EIAs across the Service, there are improvements which can be made in the quality and quantity of the EIA's being undertaken. This review coincided with the launch of the NFCC new approach to EIA's and HFRS have adopted this model and provided training on it. (See case study 4).

TIAA assurance Review of Equality, Diversity, and Inclusion:

27. This Internal Audit review (19-21 May 2021) considered the arrangements that HFRS has put into place, which demonstrated that the Service operates fairly and equally in its operations. The review also considered how policies and processes have been embedded into the everyday working practices of HFRS and considered interaction both internally and externally. The review found two areas of improvement were identified:

- Review of EDI Policy to include role of HFA Members.
- Strengthened communication of obligations of HFA and managers to conduct and utilise Equality Impact Assessments to determine equality impacts.

28. Both recommendations have now been actioned, along with a programme of work to ensure enough, robust EIAs are completed/utilised across HFRS and a Members EDI update (9 July 2021) to inform and remind Members of their role and responsibilities.

Priority 2: Increasing Diversity throughout our workforce

Becoming an Employer of Choice for diverse communities and underrepresented groups

29. Work across the People Directorate, which includes Human Resources, Organisational Development and Occupational Health and Wellbeing teams, has been focused on ensuring HFRS becomes an 'employer of choice'.

30. Over the past 12months the People Directorate have undertaken a programme to review all Policies, including undertaking EIAs to ensure they meet current legislation; reflect best practice across the Fire and Rescue Sector and other standard bodies such as NFCC and CIPD. This review includes an updating of the Equality, Diversity, and Inclusion Policy. To support attraction of talented staff our web page has been developed to promote HFRS as an Employer of choice.

Recruitment & Selection linked to Talent Pipeline

31. HFRS has reviewed the Recruitment policy to ensure open, transparent, and fair recruitment processes for both operational and corporate roles. Work has also been completed on revised talent pipeline processes for operational staff from Crew Manager to Station Manager. These have transparently reformed career progression opportunities for these staff with a fair and open recruitment process.

Positive Attraction Campaigns

32. HFRS aspires to have a workforce which is representative of the people and communities of the Humberside wide area that we serve. We recognise that there are underrepresented

groups within many areas of our workforce, with the widest gap in representation being the gender and ethnicity profile in our uniformed workforce.

33. The service is committed to addressing all areas of underrepresentation within the workforce and to broadening the workforce profile. We want to encourage people of diverse backgrounds, experience, and beliefs, who share our values and want to make a difference in the community to consider working for us.
34. HFRS has an SLT approved Positive Action Framework and are now implementing positive attractive campaigns and activities ahead of whole-time recruitment and aim for these activities and networks creating to be sustained all year round. (See case study 5)

Positive Action for Progression

35. We recognise that HFRS is particularly underrepresented by women in operational roles and that one of the best ways to develop self and career is to gain support through mentorship. The support of a mentor can be short term to help individuals focus through a promotion process or longer term to build on career aspirations.
36. HFRS have led the way locally and regionally to establish a women's mentoring programme which has trained male and female mentors (with both operational and corporate role experience) available now for mentoring. These are spread across the four FRS in Yorkshire and Humberside and women can choose a mentor from any Service thus providing plenty of choice of style and experience.

Mentoring for Women

37. HFRS has been continuing to support the progression of women through Development Programmes and a range of Mentoring opportunities. Building on the two 3-month Development Programmes run in 2018 and 2019.

Priority 3: ensuring a safe and fair workplace for all staff

Creating Modern Workplaces

38. The Estates Team have a long term planned approach to improving Stations and workplace facilities. Work focuses on accessibility, and providing privacy for sleeping, changing, and working as well as improving HFRS assets for effectively providing services to communities.
39. March (2021) saw the successful completion of the re-modelling and refurbishment schemes at both Bridlington and Scunthorpe Stations. The focus of both schemes was to improve dignity and privacy on station, with shared dormitories being replaced with individual sleeping rooms and individual shower/wc pods replacing communal welfare facilities. Works also included improvements to on-call changing facilities.
40. The 2021-2022 onwards Capital Programme was approved in December 2020 and works to ensure dignity and privacy on Stations were identified as continuing to command the highest priority. For more information on this work please (see case study 6).

Learning and Development of Staff around EDI

41. HFRS approach has been to promote EDI across the organisation and actively encourage personal ownership and responsibility in relation to EDI knowledge, and commitment, alongside strengthening tailored mandatory training appropriate to all levels.

42. To support staff in building their understanding around EDI HFRS has:

- Refreshed HFRS EDI learning module and launched as mandatory awareness level for all staff in the Service. All staff will have completed this training over summer 2021.
- Developed and consulted upon an EDI pathway to support the EDI pillar of the Core Skills Framework – this provides a tailored suite of training requirements for each level of management around EDI. Gaps in sourcing suitable suppliers of training are currently being filled.
- Developed and consulted upon an EDI handbook as an awareness toolkit for all staff in the Service (to compliment HFRS Community handbook), which has now been approved for publication.
- Following implementation of NFCC EIA form and model, development and training of EIA leads within all functions of the Service is taking place during the Summer of 2021 which will ensure competency in completing EIA's as well as a system of peer quality assurance is implemented.

Pay Gap Reporting

43. HFRS continues to meet its duties by publishing these annually. This year HFRS have produced and published Pay Gap reports for Gender, Ethnicity and Disability.

Occupational Health and Wellbeing Contribution to promoting EDI

44. HFRS Occupational Health and Wellbeing Team have been at the forefront of EDI work at HFRS during 2020-21 including a wide range of EDI principles and issues within their work and within the Health and Wellbeing plan for 2021-2024. For examples of their work please (see case study 7).

Priority 4: Continuing to improve our knowledge of our diverse communities and how we engage with them.

45. This is a continuing PSED priority for the Service. We have a range of specialist staff including Community Safety Advocates who work hard to engage with communities and keep abreast of changes which may affect communities' resilience and their needs from us. During the Pandemic there was many changes in support arrangements for vulnerable people, at the same time there was an increasing need for mental health and domestic abuse services and support.

46. Community and engagement groups are now beginning to re-energise after lockdown and impact from COVID pandemic. There is a willingness and need amongst partner agencies

to establish more community groups across the protected characteristics to work together and share resources to avoid community consultation fatigue. The newly established EDI professionals meeting across 4 unitary authorities is an active sign of inter-partnership communication and sharing of good practice.

Community Engagement Mapping Exercise

47. To assess the impact of the Pandemic affecting communities/vulnerable groups as described above, Sarah Wilkinson, HFRS Inclusion Manager working with the EDI Steering Group, designed and undertook a community and partner engagement mapping exercise during 2021. This will inform a register of contacts HFRS can continue to seek opportunities through community engagement and positive action.

Priority 5: Identifying the fire and other emergency risks linked to multiple disadvantage and discrimination

48. The Prevention and Protection Delivery Plan has four key themes of Fire Safety, Road Safety, Water Safety and Wellbeing and are delivered by frontline response personnel, supported by specialist Prevention and Protection teams and individuals.
49. Many of our safety campaigns are adapted and targeted to reach a wide range of groups such as fire safety for students, water safety and families with children, road safety for young drivers, and in this way, we reach groups in the population most at risk from these dangers.
50. Over the past year during the Pandemic, we have enhanced our work with vulnerable people to support those who are shielding to ensure they have food, medicines and essentials as well as offering Safe and Well Visits. We have also been involved in supporting the roll out of Covid vaccination via seconded staff and Operational staff both at Mass Vaccination Sites in Hull and at local pop-up sites where there is a high incidence of Covid infections.

OUR EQUALITY, DIVERSITY, AND INCLUSION PRIORITIES - LOOKING AHEAD

51. HFRS set a new direction and approach for EDI during 2020-21 which is more co-ordinated but also more bottom up and led by staff, through Staff Forums. We have taken the opportunity, in refreshing our PSED priorities, to engage and consult with communities and have integrated feedback into our 3-year PSED action plan. This plan will be delivered during 2021 to 2023 by Head of Functions in a mainstreamed way, and regular updates will track progress through the work of the EDI Steering Group to SLT, and up to HFA.
52. Gaps in engagement with minority groups of staff and communities are currently being analysed to understand why and how we can move forward with new partnerships and regional and national solutions are being identified to fill these gaps, such as regional mentoring for Women, LGBT links through the Fire Brigade Union and we are exploring joint networking opportunities with Humberside Police Ethnic Minority Forums.
53. Analysis of current community engagement will enable gaps to be identified and creatively filled, thus renewing community engagement after Covid. Services to communities increasingly includes HFRS as an employer of choice and year-round positive attraction

activities will increasingly reduce the barriers to employment for minority or under-represented groups.

STRATEGIC PLAN COMPATIBILITY

54. This paper directly supports three of the HFRS Strategic Plan 2021/24 objectives: *‘What we must do well’*, *‘How we support our communities’* and *‘We value and support the people we employ’*.

FINANCIAL/RESOURCES/VALUE FOR MONEY IMPLICATIONS

55. None arising directly

LEGAL IMPLICATIONS

56. The report supports our compliance with the Public Sector Equality Duty.

EQUALITY IMPACT ASSESSMENT/HR IMPLICATIONS

57. The Service will continue to work hard to address factors of attraction, recruitment and progression for underrepresented groups in the Service as well as ensuring the Service we provide to our communities is fair and equitable.

CORPORATE RISK MANAGEMENT IMPLICATIONS

58. Approval and publication of this report will support good governance and compliance in terms of our Public Sector Equality Duty.

HEALTH AND SAFETY IMPLICATIONS

59. None arising directly

COMMUNICATION ACTIONS ARISING

60. An easy read version of this report, subject to HFA approval, will be published on the HFRS website.

DETAILS OF CONSULTATION AND/OR COLLABORATION

61. The content within this report has been discussed with the Strategic Leadership Team and, will be made available to wider workforce through publication on our internal and external websites.

BACKGROUND PAPERS AVAILABLE FOR ACCESS

62. HFA Annual Equality and Diversity Report 2019\20.

RECOMMENDATIONS RESTATED

63. Members are requested to: -

- (a) Take assurance from the Service’s continued progress in the EDI arena and,
- (b) Approve the contents of the EDI Annual Report 2020/21 for publication.

J KIRBY
Temporary Director of People and Development

Officer Contact: Sam O' Connor & Hibou Drusden

Humberside Fire & Rescue Service
Summergroves Way
Kingston upon Hull

Ref:

Date: 10th September 2021

Equality Diversity & Inclusion Annual Report Case Studies**Case Study 1****How Corporate Communication and Events team promote EDI**

Communicating EDI topics both internally and externally are important to HFRS, and the Corporate Communication and Events team create a calendar of campaigns and events that cover local and HFRS events, national, local campaigns which also includes those organised by the National Fire Chiefs Council (NFCC). This helps to plan other corporate messaging and support our colleagues in Prevention and Protection with their safety-based communications and events.

By promoting and celebrating EDI topics through awareness campaigns and events, we aim to provide support to vulnerable and marginalised communities. For example, we raise awareness and work with our staff LGBT+ staff forum on messages during LGBT History month and Pride month, as well as supporting local LGBT+ groups at public events and flying the Pride flag at our locations. by for instance by celebrating LGBT History Month and Pride Summer activities. Were we can we use campaigns to promote our staff and the work they do, and we've done this during March which is Women's History Month and the first week celebrates NFCC's On-Call Awareness Week. This provided us with the opportunity to talk about the women who work for us and in the role of On-Call Firefighters.

Our focus on staff and communities has continued with the promotion of recruitment opportunities to diverse communities alongside the Organisational Development team (OD) through links with HANA Charity at their event with the University of Hull, involvement with Eid celebrations and at Pride Events in Hull. We have provided OD with a range of marketing materials depending on the occasion and continue to work closely with them to support and increase positive attraction through futures campaigns, such as Rookie Reds that encourages under-represented groups into operational roles.

Working intensively with emerging and established Staff Forums to help them promote their aims and message to staff through internal communications routes, such as the staff newsletter (Siren) and raising awareness externally through national campaigns to promote a positive message. Leaders and Ambassadors are linked into these messages and supported in the development of their internal and external statements about the organisations view and approach to EDI issues. We are actively continuing to improve accessibility of our communications. In 2021 we are updating our content management system of our public facing website which this support future updates to accessibility software. The updated website will still allow visitors to change the website colours and text sizes, something that the HFRS website has been able to for many years. Content within the webpages is translatable through Google Translate that will also be a feature of the updated website and we are working to provide more documents as HTML to support this and in compliance with Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018. We have updated our guidance for selected staff who are trained to post social media messages to our Corporate Social Media accounts, and this includes adding alternative text to photos and captions to videos, the team will continue to advise and support colleagues in making our content as accessible as it can be.

Clough Road Fire station working with Humberside Police and Pride in Hull showing support for our LGBT+ community in June 2021



Case Study 2 (a)

HFRS Development Network for Women



HFRS Development Network for Women includes operational and support staff who are women and has been meeting regularly for the last 3 years to develop themselves and to design services for women at HFRS.

This Development Network allows women to:

- Share knowledge and skills
- Have open discussions about work challenges
- Support each other
- Generate ideas and develop new services
- Develop team and relationship skills
- Advice and support HFRS in promoting sexual equality at work

It is a Network which celebrates women's achievements, strengths and skills and provides support to help with working identities, change and transition and personal goals and action plans.

The Network was formed in 2018 from staff who had participated in HFRS first Women's Development Programme, to continue the impetus started in the Programme and to make recommendations for further support for women. The Group also helped initiate mentoring for women at HFRS which has developed into peer, short term, and regional mentoring for women. The Group recommended that the Women's Development Programme should be available each year to staff at HFRS and this led to a second Programme being delivered during 2019 and the opportunity to apply is now mainstreamed into the learning and development opportunities provided within the PDR process at HFRS.

During the last 18 months for everyone there have been some difficult areas that have needed to be tackled as a group, including:

- The impact of working from home and childcare issues during the pandemic
- Maintaining health and resilience during difficult times

- Assertiveness and self-confidence
- Improving Communication Skills
- Workplace stress
- Mindfulness

The Network are currently seeking new ideas, topics and speakers for meetings and is ready to invite more women to participate in meetings and benefit from the opportunities that they are providing.

Case Study 2 (b)

Voices for Disability Staff Group

Purpose

There are many disabilities, some are obvious, and others are hidden. They can affect us mentally, physically, or both. What is important is how we and others understand and appreciate each other.

The Voices for Disability staff group has been established to offer membership to staff who recognise themselves as having a disability or act as a carer to someone who has a disability. The purpose of the group is to provide members with an opportunity to discuss experiences, share ideas and to increase the disability awareness of staff, managers, and leaders throughout the organisation.

Vision

“To support, encourage and enable HFRS to break down the barriers associated with disability.”

Objectives

1. To support disabled staff and Carer's at HFRS
2. Provide feedback and recommendations (e.g., through consultation on policies and procedures) on how HFRS can achieve disability equality
3. Support the education and awareness of colleagues, managers, and leaders in relation to disability
4. Raise awareness of the impact that disability can have on carers and family members
5. Support the journey of cultural change towards a social model of disability at HFRS
6. Celebrate the achievements of disabled people.

Since the Group formed in 2020, we have been working on several priorities as follows:

- Objectives agreed and shared with the EDI steering group
- Chosen a Chair and Deputy for the group
- Representatives from the group regularly attend the EDI steering group (allocated 2 places)
- Sourced free disability awareness training and communicated this to staff through Si-ren
- Case study – written a positive case study about how the Service has dealt with the needs of a disabled employee.
- Crafted awareness communications for national awareness days (dyslexia/neurodiversity).
- Developing a poster – medical and social model of disability to raise awareness.
- Members of the group have mentored disabled staff re. reasonable adjustments/support in relation to diagnosis.
- Audited and provided feedback around learning packages content and design.
- Sourced disability policies from other Services (reasonable adjustments/dyslexia). Meeting with Shropshire FRS to discuss the use and benefits of their 'reasonable adjustments passport'.
- Informal discussions with teams where improvements could be made (HR training).
- Feedback on Equality Impact Assessments (EIA's) provided on request to departments/managers.
- Advice given about accessibility of learning platforms.
- Worked collaboratively with Corporate Communications to develop an annual disability campaign calendar and supporting comms plan.

- Met and started dialogue with People Directorate Heads of Function about disability policies and adoption of social model.
- Established collaborative relationship with HFRS Ambassador for Disability, Phil Shillito.

Case Study 2 (c)

Case Study - M.E. and me



I am sharing my experience in the hope that other members of staff will feel confident to speak with their line manager if they have a health condition that will affect them at work and outside of work, rather than face their struggles alone. I honestly believe that without the help and support of my managers, colleagues and the Service, my experience could have been different. I could have easily left my job and resign myself to spending the rest of my lifetime unable to work and further negative impact to my health and wellbeing.

Here is my journey

In 2013, I had major surgery for a health condition called Endometriosis, which along with other symptoms was thought to be causing me to have severe exhaustion and pain. Around the same time, I accepted a new role within the Service and along with the rest of my team and managers, I expected a full recovery after surgery.

Unfortunately, after the recovery period the exhaustion and whole-body muscle pains had not subsided and were a lot worse, and some days were so bad that I was unable to get out of the house. The constant pain and exhaustion also led me to be depressed and stressed. Leading

to further time off work and my sickness record was extremely poor. This was a real worry to me as I felt my new managers and team would regret choosing me for the role and would not understand what I was going through every day. After a lot of appointments, tests, and treatments with medical teams, I was finally diagnosed with Myalgic Encephalomyelitis or Chronic Fatigue Syndrome, which is also known as M.E and CFS.

Receiving this news was a shock and being told there was no cure, and it was 'just' something I had to learn to live with for the rest of my life, really affected my mental health and caused further bouts of depression and anxiety. I was recommended by health professionals to inform my employer as I would now be classed as disabled. This was another worry for me, as I was concerned, I may be treated differently and that my job may be at risk.

However, from the outset I had support from my managers, and they had been very understanding about taking time to attend appointments that were often during working hours. There was no pressure for me to arrange these in my own time. They had never been in this position before and did not know anyone who has been diagnosed with M.E. Through the NHS Support Service, I passed on information to my managers about employees with M.E, which they were grateful for and took the time to read so they knew more on how to support me getting back to work. I also had support from the Occupational Health team through regular appointments and referrals to counselling services.

Returning to work

With my managers support I was able to carry out a phased return after any periods of sickness. This allowed me to reintroduce myself back to the working life and one of my managers told me, that they believed this approach to the phased returns helped both myself and the Service as it was better to have a few productive hours each week from me as an employee than none. This helped me to gradually increase my working hours after any time off that could have been very daunting and stressful, leading to prolonged time away from work and even the possibility of not returning at all.

My NHS support worker suggested a reduction in my weekly hours may help by providing a rest day in-between my working days and following a discussion with my managers and the Occupational Health team my weekly contracted hours were reduced from 30 to 24 hours. My workloads were monitored and Because M.E can affect my concentration levels and at times memory function my workloads were monitored and this was a positive decision for me, both physically and mentally as it reduced the pressure, I placed on myself, and I felt less of a failure.

I started to manage my condition by introducing a healthier lifestyle and after a lot of patience and dedication I started a journey to increase my hours. With support from colleagues and my managers, I took on more hours on a temporary basis. This approach meant I could find out, without the added pressure of a permanent contract change, if increasing my hours would worsen my condition. Thankfully, it did not and when the opportunity arose to go to full-time hours, I was able to confidently accept.

And now

I am grateful for the understanding and emotional support given by colleagues and my managers. I am aware that my condition lurks in the background and could arise at any moment, and I am incredibly careful to watch for the warning signs and to rest when needed. I also feel reassured and confident to tell my managers when I need to take time to slow down and look after myself.

Case Study 2 (d)

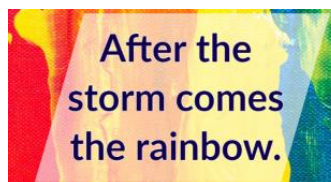
LGBTQ+ Group activities in 2020-21

This small Staff Group has been meeting and active since August 2020 and came together to support LGBTQ+ staff and families, and allies, and to support positive change at HFRS. Over this time the Group has been working on a range of priority areas as follows:

- Identified our Aims and Objectives
- Meet regularly virtually and by email and phone
- Suggested HFRS prioritise some Events for Awareness raising, and participation as follows:
 - Lesbian Visibility
 - Pride
 - International Transgender Day
- Provided resources for HFRS celebrating LGBT History Month
- Commented on HFRS Transgender Policy and Gender Re-assignment Guide, and identified what is currently needed at HFRS
- Currently developing posters and publicity to reach out to staff
- Supported members of Group and individual employees in service
- Group understands that at this time not all LGBTQ+ HFRS staff will want to be open in the Service about their sexuality or be part of the Group, but people network with the Group in a variety of ways.
- The Group is starting to link with HFRS Ambassador for LGBT
- Group has been active to providing guidance and support with communications, awareness arising and opportunities for learning for staff
- Input to HFRS Equality, Diversity, and Inclusion Steering Group
- Members of the Group also have links with FBU LGBTQ+ Networks, Women in the Fire Service and other HFRS other staff Forums to develop joint work.

Case Study 3 (a)

Community Safety Case Studies



The HFRS Hull District Public Safety team and FALLS team (including retained FALLS team), which are managed by Stephanie Smith, have gone above and beyond to help people in the Community during COVID-19.

The Hull Public Safety team aims to help the public stay safe from fire at home and outside using data led intelligence safety interventions aligned with the Integrated Risk Management Plan. The team deliver this in many ways including carrying out Safe and Well visits in person, working with and training partner agencies, fire setter intervention with children etc.

The Hull Falls Team work within a partnership orientated environment to deliver a rapid response to falls incidents to reduce hospital admissions, minimising the risk of worsening conditions of injuries. They provide advice, intervention and signposting to reduce the risk of further falls.

During the Covid Pandemic, the FALLS team (fire-fighters and advocates) have ensured that essential medication is delivered the same day to residents in Hull who live alone and are unable to collect their own prescriptions, most are self-isolating. Residents receiving medication deliveries are being offered a Safe and Well telephone call to ensure that they receive fire safety advice. The team deliver the medication whilst being on call for FALLS incidents. The team are also attending incidents for people who are confirmed and show symptoms of COVID-19.

In addition to this both teams have carried out Safe and Well visit telephone calls to hundreds of occupiers offering a referral for support with: -

- food
- fuel
- housing
- money
- payment of bills
- collection of your medication
- befriender service - "chatty hull"

If it is deemed necessary, during the call, that the occupier needs a face to face Safe and Well visit then the team visit wearing appropriate PPE.

The team have also continued to carry out Arson Threat Safe and Wells visits often related to Domestic Abuse. They have ensured that the occupier receives appropriate information and resources. PPE is always worn when a face-to-face visit is required.

On many occasions' equipment such as smoke alarms, deep fat fryers and cooking timers have been dropped off at the doorstep to help keep the occupier safe from fire. The occupier has been provided with information over the telephone on how to use the equipment.

In the initial onset of COVID-19 the team collected shopping lists and money from residents, shopped in local supermarkets (sometimes 3 different shops per resident if they had an intolerance and could only find certain products at a specific supermarkets) and delivered the products back to the occupier.

The team have been heavily involved in assisting the food hubs in Hull. Not only are they delivering food parcels throughout Hull daily they are also involved in the packing of the items. During the food drops they are also checking for any occupier that maybe at risk of fire and completing a Safe and Well visit for them either over the telephone or face to face i.e., for example evidence of hoarding.

Whilst dealing with COVID-19 activities, team members also provided community safety support over a weekend in relation to a serious fire involving numerous houses. The activities carried out are as below: -

- Hotshot houses in the area
- Completed Safe and Well visits on the doorstep (and provided smoke alarms)
- Talked with families with regards fire safety and answered general queries
- Highlighted areas of hotspot fly tipping and organised removal
- Offered Safe and Well visits to anyone living next door to the empty properties
- Visited homes to carry out face to face Safe and Well visits
- Spoke with children who were frightened by what they had seen (the team will visit their local school once it is back open)
- Referred an empty property to be secured and boarded up.
- Offered the families affected a Safe and Well visit once they are in a new property
- Referred for food parcels, for family's affected, to Hull4heros and Goodwin
- Red Cross booklets given to victims
- Other Anti-Social Behaviour reported after speaking with residents.

The team have been happy to work on weekends to ensure that residents' needs are met. They have supported each other throughout and shown true leadership skills. They have shown excellent team spirit and have not once complained about carrying out work that is above and beyond their role. They have adapted to change very well and continued to provide a service to help keep people safe from fire.

Case Study 3 (b)

Mass Vaccination Case Study

At the start of the pandemic the NFCC asked Fire Services to support the NHS by providing help with:

- Delivering food and essential to vulnerable people who were shielding
- Delivering medications
- Patient transport to nightingale hospitals
- Supporting the vaccination programme
- Helping to set up Lateral Flow Testing sites

Some FRS trained with St Johns to be vaccinators, but Humberside NHS did not need this. HFRS supported the vaccination drive by 8 seconded staff over to work with the vaccination project in Hull City Hall, along with many of our prevention staff delivering to vulnerable people shielding.

Our Seconded staff were a mixture of On-Call Fire Fighters, Community Safety Staff and Support Staff who responded to the request to help with this work. From early 2021 these staff have been involved in various activities:

- Our On-Call Fire Fighter have acted as health care assistants
- Other staff have been acting as team leaders in the Vaccination Project as well as Marshalls, directing and checking people ahead of their vaccination

At the end of the peak project most of our staff have finished their secondment. However, Karen Capes, who usually works as Service Support Administrator, and Sarah Baker, who usually works as a Community Safety Advocate, acting as Team leaders have become a central part of the vaccination project and due to their people and organising skills the NHS requested an extension of their contract as they have become essential to ensuring all Marshalls are organised and supported to ensure the Project runs smoothly.

There have been many incidents where HFRS staff have excelled in this work and one incident where Karen used her people, observation skills, caring and quick thinking to notice a person who seemed unwell and to alert medical staff to attend and by doing this was able to avoid a major health issue occurring for the person.

Over the summer of 2021 HFRS are supporting Hull City Council by providing its Welfare Vehicle, Pop up Air Tent and an On-Call firefighter to assist with the delivery of pop-up vaccination sites in targeted areas. These targeted areas are where there may be low take up of vaccination or where local people need easy access to sites afforded by providing local sites. The work involves preparation through door knocking to alert people to the opportunity to get vaccinated locally and answer questions to reassure people of the safety of vaccinations. These have been successful and the numbers of vaccinations in these areas have risen. For HFRS we can also engage with these local households at the vaccination sites about FRS services including offering safe and well visits and making local communities aware of opportunities for current careers in HFRS.

Jo Brown has managed the seconded staff to this project and is continuing to support them in their work and to report on outcomes and progress to ensure the project is a successful intervention for HFRS both in terms of supporting the work to end the Pandemic and to engage communities for longer term FRS activities.

Karen Outside Hull City Hall Mass Vaccination Centre



Improving Services and Employment through Equality Impact Analysis

An Equality Impact Analysis (EIA) is a tool used by organisations to assess the risk of inequalities around aspects of people called 'protected characteristics', for example our race, sex and age, sexual orientation etc. or whether we do or don't have a disability. Done well, a robust EIA is recognised in law as evidence that an organisation has fulfilled its equality duties.

In October 2016, HFRS refreshed its approach to how EIAs were undertaken which included an updated template and supporting guidance. In early 2020 the NFCC commissioned McKenzie's LLP to deliver EIA awareness training to services throughout the country, which was shortly followed by the launch of an NFCC standardised best practice template, a 5-step process, and a supporting toolkit, with the aim of the new format being adopted to standardise the approach to EIA throughout the sector.

Managers who undertake significant activities such as writing policies or procedures, carrying out reviews, designing strategies or plans, which have impacts on staff or service users must consider the equality implications of their work. By completing an EIA, managers can identify if there are any adverse impacts or breaches of the Equality Act 2010 and identify actions to remove or mitigate these adverse impacts. Managers are responsible for ensuring that the mitigating actions which are identified are documented and implemented within an appropriate timescale.

Done well, EIA's enable HFRS to avoid discrimination, improve the quality of employment opportunities and services, and contribute towards the Service being able to demonstrate how it is meeting its legal duties.

HFRS adopted the NFCC EIA process and template in the late spring of 2020. To assist in embedding the new process HFRS commissioned McKenzie's LLP to deliver bespoke training to middle and senior managers. During the training managers are required to review a previous EIA and complete a new EIA, which will then be peer reviewed and quality assured prior to publication in the EIA repository.

A review of the completed EIA's published internally was carried out by OD managers in June 2020 in preparation for the training and to identify any common themes or gaps in understanding and application. The review identified that whilst there are pockets of good practice in relation to the completion of EIAs across the Service, there are improvements which can be made in the quality and quantity of the EIA's being undertaken.

The NFCC EIA training, process and template should provide a solid foundation on which the Service can develop its work on equality analysis, which in turn will provide assurance to senior leaders and elected members that HFRS is meeting its legal duties (PSED).

Case Study 5

Attracting a Diverse and Vibrant Workforce

As a Fire and Rescue Service we recognise the need to reach out to our communities to help reduce emergency incidents and to help them to stay safe. To do that effectively we must be engaged with and knowledgeable about the people we serve and have a workforce that reflects our communities.

We want to attract the best people from all backgrounds to consider working for Humberside Fire and Rescue Service and help us achieve our mission.

As a Service we are now gearing up our activities to promote the opportunities we have available in all roles across the Service but in particular uniformed roles. We want to ensure that people who are from groups or backgrounds, currently underrepresented within our uniformed establishment, and wider service, are aware of our commitment to diversity and that as a Service we offer exciting career options.

We have always attended many galas, fetes, and events in support of our communities and now, as we hopefully move away from the pandemic restrictions, we are keen to reinforce those bonds. We will endeavour to use our community connections to engage with a diverse range of people to ensure that they understand our Service and the role of the modern-day firefighter. We will provide taster sessions and information so that everyone can recognise the job benefits and career opportunities that come with the role and the absolute satisfaction derived from supporting those most in need.

During July we attended an EID Celebration Day at Peel Park in Hull. This Community led Day was attended by a range agencies and community groups providing services to the Muslim and wider community HFRS were present to provide community safety advice as well as encouraging communities to think about jobs with HFRS.

EID Celebration Day at Peel Park



Rookie Reds Programme

In the Autumn HFRS will re-launch its previously very successful Rookie Reds Programme. This networking group focuses on fitness and provides an introduction to the Fire and Rescue Service and role of Fire Fighter.

The aims of this Programme are to provide support, training, and guidance to underrepresented groups on the recruitment process in the Fire & Rescue Service. Giving participants a realistic insight into the diverse role of a firefighter, including:

- Physical training sessions specifically focusing on progressively developing muscles and techniques used for carrying fire service equipment, and fire-fighter related tasks.
- Guidance and training on Psychometric and situational judgement testing.
- Practical sessions on interview techniques
- Increasing knowledge and awareness about the role of a firefighter
- Identifying various demands and challenges you may be faced with as a firefighter
- We promote and demonstrate the Principles and Behaviours required to be a firefighter

Through this Programme HFRS hope to attract more under-represented groups, especially women, and ethnic minorities into Fire Fighting roles.

Case Study 6

Creating Modern Workplaces for Talented People – HFRS Estates Work

HFRS Estates Team have a long term planned approach to improving Stations and workplace facilities at HFRS. Work focuses on accessibility, and providing privacy for sleeping, changing, and working as well as improving HFRS assets for effectively providing services to communities. During 2020-21 work completed included:

- Access work at Sculthorpe Fire Station which greatly improved access at rear of Station
- Barton
- Market Weighton
- Calvert Lane
- Bridlington
- Beverley -work here were mainly completed with some slight delay due to Covid

March (2021) saw the successful completion of the re-modelling and refurbishment schemes at both Bridlington and Scunthorpe Stations. The focus of both schemes was to improve dignity and privacy on station, with shared dormitories being replaced with individual sleeping rooms and individual shower/wc pods replacing communal welfare facilities. Works also included improvements to on-call changing facilities.'

<u>Bridlington</u>	<u>Station</u>	<u>Improvements</u>
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Sculthorpe Station Improvements





The 2021-2022 onwards Capital Programme was approved in December 2020 and works to ensure dignity and privacy on Stations were identified as of the highest priority

- Immingham East - creation of individual sleeping accommodation and replacement of communal showering/wc facilities.
- Winterton - increase capacity of female changing, improve male changing and creation of gender-neutral individual shower/WC pods.
- Pocklington – minor re-modelling and refurbishment
- Cromwell Road, Grimsby - creation of individual sleeping accommodation and replacement of communal showering/wc facilities.

Planning work has already commenced on this year's programme with initial site visits having taken place with relevant Station and Group Managers to discuss requirements and potential options.

Case Study 7

Menopause Awareness and Support at HFRS

Shortly after Lisa Smith joined HFRs as Head of Occupational Health and Wellbeing she started work to focus on menopause support for women employees and female fire fighters. Her work was informed by research from the Fire Brigades Union and the University of Brighton. The HFRS [Menopause Policy](#) was launched in 2019 and more recently the Occupational Health Team have been planning to run menopause awareness sessions to mixed groups of staff this autumn as part of the H&WB training. These will raise awareness of the issue and to encourage people to speak openly, for women to seek help and for managers to be able to understand and support menopausal women employees and female fire fighters. Another aim of the Policy and work is to encourage women to seek support for any symptoms and issues relating to menopause in the workplace.

Listen to Lisa speaking about this work [here](#)

Incident No. 13246 (GOOLE) SECOND WORLD WAR UNEXPLODED BOMB

SUMMARY

1. This report summarises Humberside Fire & Rescue Service's response to an unexploded bomb in Goole during July 2021, starting with the statutory duties and powers of the Authority.
2. It outlines the role of the National Interagency Liaison Officer (NILO) and the deployment of the shared HFRS & Humberside Police Drone capability.
3. The report concludes with a look forward and recommendations for Members to note the activity undertaken by the Service, and the importance of the long-term development, investment and retention of training and knowledge relating to the deployment of specialist assets to assist in multi-agency incidents.

RECOMMENDATIONS

4. That Members note the complexity of this type of incident and the key role of the Service's National Interagency Liaison Officer (NILO) role in bringing about a safe multi agency resolution.
5. That Members also note the operational return upon the joint Police & Fire investments in the provision in drone capability that are available to support and influence the safe resolution of hazardous operations.

REPORT DETAIL

Background

6. Members will be aware that Humberside Fire and Rescue Service regularly attend emergency calls relating to multiagency incidents, and representatives from HFRS contribute to both the Strategic and Tactical Coordination groups.
7. The Service's major incident policy has also been developed to deal effectively with the most serious and demanding incidents, often in conjunction with partner agencies. The policy seeks to ensure that all HFRS staff are aware of the requirements and procedures that will need to be implemented in the event of a major incident or declared emergency as defined in the Civil Contingencies Act 2004.
8. The unexploded bomb discovered in Goole during July 2021 was classed as a declared major incident by all partner agencies.
9. The Services response to such calls for assistance are categorised under 'Special Service Incidents' and reside outside of the main statutory duties of the Fire and Rescue Services Act 2004, but do reside within the powers to respond under part 2, section 11 of the act '*to other eventualities*' described in summary as an event or situation likely to cause death, injury, illness or harm to the environment.

10. It should be noted that the implied duty is regarded as a multi-agency co-operation approach, generally discharged through the Services involvement in the Humber Local Resilience Forum (Humber LRF).
11. The Humber LRF is not a statutory body and does not have powers to direct its members; however, it is a statutory process as defined within the Civil Contingencies Act 2004.
12. HFRS is a Category 1 responder (core responder) within the Humber LRF membership.
13. HFRS currently has eight qualified NILO officers able to respond to multiagency incidents. The 8 advise and support multi agency Incident Commanders including; Police, Health, Military and other Government departments on the Service's operational capacity and capabilities.
14. As Members will be aware from previous papers describing incident command structures, a minimum of two NILO's are always on duty and act as the primary liaison between HFRS and other agencies.
15. During the Goole 'unexploded bomb' incident, the NILO's prior experience of working and exercising with the military, Police and Bomb Disposal Teams proved invaluable.
16. The Service has a capability x2 two drones available 24/7 that are used at a variety of Incidents to provide an aerial view for incident commanders and partner agencies. The drones are a joint asset with our colleagues in Humberside Police.

The Incident

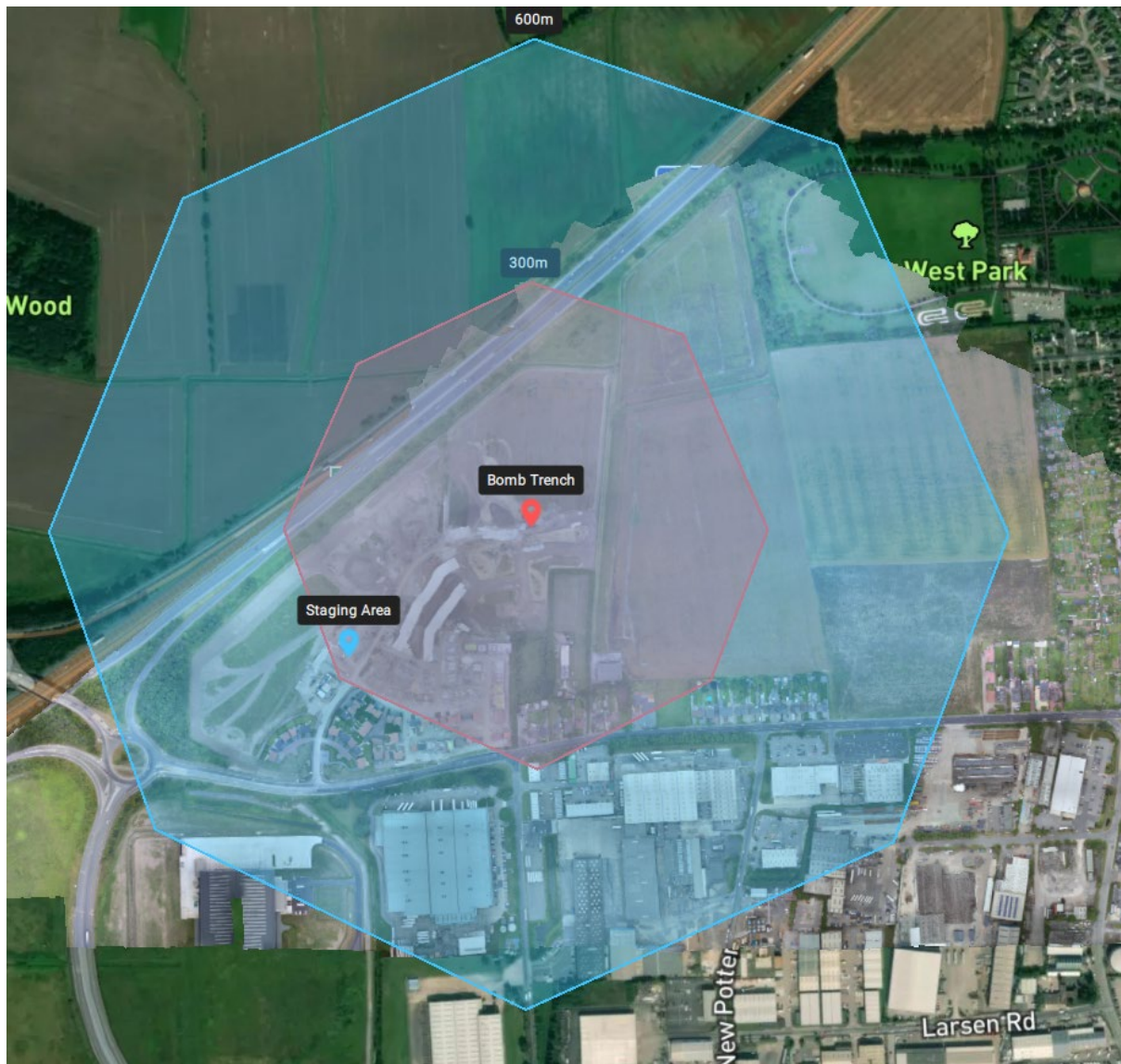
17. At 17:57hrs on the 22nd July 2021 the Service was notified that an unexploded world war two bomb had been unearthed on a housing development site located in the town of Goole. The device was identified as a '500-pound ADW' (Air Drop Weapon) and was reported to the Police, who in turn reported the finding to the military EOD (Explosive Ordnance Disposal). EOD team's from across the country attended and made an initial assessment of the risk in conjunction with on scene Police commanders (image of ADW below).



18. Initial risk assessment's made by EOD identified that this incident would last approximately two days, due to the size of the device and the proximity to both local housing and the M62 motorway.
19. At 19:00hrs on the 22nd July a TCG was called for a multi-agency briefing. The incident information was shared and a planned site visit with military officers from EOD was arranged for the following day. Representatives from Humberside Police and the duty HFRS NILO officer supported this site briefing.
20. Following the multi-agency on site, TCG and SCG briefings took place providing an overview of the incident, impact on the local area and risks involved.
21. Due to the complexity of the incident and the time expected that EOD would take to prepare safe detonation of the device, it was decided that a 24 to 36hr period would be required to prepare the site before detonation (Image below of preparation work taking place).



22. Although this was not a HFRS led incident, both the duty NILO officer and drone pilot played a key role in preparing a briefing for the TCG and SCG. The briefing related to possible cordon areas, the impact on the local community and adjoining road network.
23. The utilisation of the mapping capability of the Service's drone provided a detailed report on how many properties would be impacted upon once a 600m cordon had been put in place.
24. The improved and detailed aerial mapping reduced both the number of domestic dwellings and local businesses that would need to be evacuated during the detonation and preparation period required by EOD, improving the efficiency of the multi-agency response.
25. The briefing and attached imagery were widely appreciated by all TCG and SCG attendees. Footage and mapping also provided essential support to EOD during the planning and preparation phase of the incident. EOD have also used the drone footage from the detonation for future training activities.
26. From the 'hot' debrief, it was commented on by all responding partner agencies that the effective deployment of the drone capability, and resulting mapping, reduced the impact on the public and local businesses, resulting in a more efficient and effective resolution to this incident (Image below of drone mapping and cordon).



27. On Friday 23rd July at 22:00hrs, all affected properties were evacuated and the M62 motorway was closed between J37 Howden and J35. It was expected that the road would remain closed for a period of 12 hours. Safe detonation of the device was carried out at approximately 16:30 hrs on Saturday 24th July. Within an hour of detonation, all local road networks opened and local residents returned to their homes.
28. Throughout the duration of this incident, the Service maintained 'business as usual' towards serving our communities and continued without impact to fire cover or response standards.

(Image overleaf of crater following detonation).



- 29. A remote multi agency debrief has taken place, with HFRS officer's contributing in relation to existing response capability and future support compatibility.
- 30. To conclude, it is clear from the safe and effective conclusion of this three-day long incident, that both the drone and NILO capability within HFRS is vital to supporting multi-agency response to incidents within the Humber area.
- 31. The continued development of the NILO role and the investment in drone capability is integral to HFRS contribution to the safe resolution declared major incidents.

STRATEGIC PLAN COMPATIBILITY

- 32. Prevent the loss of life, injuries and impact on communities caused by emergencies

FINANCIAL/RESOURCES/VALUE FOR MONEY IMPLICATIONS

- 33. None arising directly

LEGAL IMPLICATIONS

- 34. This report identifies how the Service has met its obligations and used its powers under the Civil Contingencies Act 2004 and the Fire and Rescue Services Act 2004.

EQUALITY IMPACT ASSESSMENT/HR IMPLICATIONS

- 35. None arising directly

CORPORATE RISK MANAGEMENT IMPLICATIONS

36. None arising directly

HEALTH AND SAFETY IMPLICATIONS

37. None arising directly

COMMUNICATION ACTIONS ARISING

38. Message of thanks received from officers of EOD to duty NILO officer. This communication was shared with all attending staff.

DETAILS OF CONSULTATION AND/OR COLLABORATION

39. Further development of joint drone capability with Humberside Police currently under review.

BACKGROUND PAPERS AVAILABLE FOR ACCESS

40. Fire and Rescue Services Act 2004
Civil Contingencies Act 2004

RECOMMENDATIONS RESTATED

41. That Members note the complexity of this type of incident and the key role of the Service's National Interagency Liaison Officer (NILO) role in bringing about a safe multi agency resolution.
42. That Members also note the operational return upon the joint Police & Fire investments in the provision in drone capability that are available to support and influence the safe resolution of hazardous operations.

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COVID-19 UPDATE

SUMMARY

1. This report provides an update on the impact of the Covid-19 pandemic on Humberside Fire and Rescue Service, our response to it and current thinking on likely medium to long term changes for the Service as a result.

RECOMMENDATIONS

2.
 - a) That Members take assurance from this report.
 - b) That Members endorse the planned future changes.

BACKGROUND

IMPACT OF COVID-19.

3. The pandemic has had a huge impact on Humberside Fire and Rescue Service, and Humberside Fire Authority, as it has with most organisations. Some key areas are:-
 - Due to an early, and robust, response to the pandemic, including 'locking down' Control and fire stations to reduce interaction between people from different work locations, robust distancing, and PPE measures, even prior to Government decisions on the initial national lockdown, the Service has continually had staff absence levels which were manageable, and less than planning assumptions used for Business Continuity management planning. Having said that there has undoubtedly been an impact which has created challenges in maintaining suitable staffing at times with a peak of 72 staff, around 6% of the overall workforce, off work at the same time as a result of positive tests or isolation. That is at the lower end of FRS figures nationally. Currently the average number off work for those reasons is around 12. There has been an overall reduction in staff availability during the pandemic, although absence not linked to Covid has almost halved during the same period.
 - Although staffing has been affected the collectively agreed use of flexibility in wholetime staff shifts, with staff sent home to minimise potential contacts and keep fire engine crewing at absolute minimum levels, then coming back to work additional shifts as needed, has meant that the impact on wholetime availability has been minimised, with the only exception being short periods when a full crew has needed to isolate with short notice due to contact tracing.
 - Prevention and Protection activities changed during the pandemic, supported by continually updated risk assessments, with telephone or virtual contacts being used in some cases, and doorstep risk assessments taking place if access was needed. Safe and Well Visits by Prevention staff to high-risk people in their own homes never completely stopped at any stage. Protection visits continued for high-risk enforcement activity, with proactive activities being delivered primarily through telephone audits and engagement. Qualified Protection staff continued physical visits to high rise premises to complete the Building Risk Review programme feeding into the NFCC and subsequently MHCLG, well ahead of the December 2022 deadline, as well as gathering

operational risk information at these premises. Advice was also published for businesses on Covid related issues, such as increased arson risk in closed premises.

- Control have continued working as normal, with the exception of more stringent isolation from other staff due to the critical nature of their work, and their relatively small level of staffing. Control staff's usual flexibility in covering absent colleagues was also vital during this period.
- Office based, and other non-frontline, staff have worked flexibly, dependent on both Government guidance as well as our own risk assessments and guidance, with most working from home fully at some point, and partly at other times.
- All staff have had individual Staff Impact Assessments carried out by their line managers on three separate occasions during the pandemic which has enabled any adjustments to be made bespoke to that person's individual needs.

EXTERNAL ACTIVITIES TO SUPPORT THE MULTI AGENCY RESPONSE

4. In terms of our wider role in the multi-agency response to the pandemic the Service has been fully engaged with, and in some areas leading, the delivery to the public. For example:-

- The Service has Chaired the Local Resilience Forum and has Vice Chaired or Chaired the regular, sometimes daily, Strategic Co-Ordination Groups throughout and the Chief Fire Officer still takes part in the weekly Humber Covid-19 Recovery Group, national LRF Chairs meetings and Regional LRF Chairs meetings.
- The Service has also had Gold command attendance at Strategic Coordination Groups and has Chaired the Tactical Co-Ordination Group throughout.
- Crews from Howden Fire Station have led on PPE and lateral flow test deliveries for all national supplies into the area and have delivered over four million items to health and social care establishments and other partners.
- Staff from all parts of the organisation have supported vaccination centres with some staff permanently seconded into the centres to work full time, fire engine crews providing support to logistics and efficient patient flows and our Occupational Health staff directly vaccinating thousands of members of the public.
- Service Estate has been used to support testing with the original East Hull Fire Station staff still being used as a community testing centre.
- Staff have taken specific roles co-ordinating frontline multi agency response to testing, all HFRS staff volunteer activity, and one has overseen community volunteers in a vaccination centre.
- Firefighters have volunteered to drive ambulances for both YAS and EMAS, with some still driving for EMAS and plans in place to step support back up for YAS if needed, but without impacting on HFRS fire engine availability.
- Staff have also delivered a significant range of critical services, such as home delivery of medical supplies and food. This was done particularly effectively by Prevention staff who carried this activity out alongside Safe and Well visits.

DEBRIEFS AND LEARNING

5. The Service has gone through a continuous learning cycle during the pandemic both on the external response side and the internal operation of the organisation. This has been managed through the Business Continuity arrangements, regular debriefs, and cross Directorate management meetings.
6. Outcomes of that learning cycle have included some areas which are now embedded as 'normal business' such as:-
 - Senior shift changes used during the peak of the response (SLT split into two groups of three, one group internally focussed, and one group externally focussed on a 4 days on, 2 days off shift cycle) This is now a tried and tested shift pattern that will be considered for any incident, such as widespread flooding, that is likely to extend for longer than a week.
 - The shifts described above, and the analysis of incident response requirements, were both considered during the Incident Command Review which resulted in the recent appointment of the Assistant Chief Fire Officer and elements of the Service's Incident Command Framework.
 - The Service has made changes to internal guidance, and for example now uses an adapted 'Hands Face Space Fresh Air' model which allows staff decision making on wearing face masks dependent on whether areas feel crowded and re-emphasising the importance of good air flow. This will continue to be reviewed as we move into the Winter and beyond.
 - The Service is keen to ensure staff have the opportunity to get flu vaccinations prior to the Winter to further avoid the likelihood of staff absences, and as a result any staff not eligible for free NHS vaccinations are now able to arrange their own and the Service will reimburse their charges.
 - Single Points of Contact, with resilience across that group, have been made available 24/7 for any staff to raise concerns or issues as required throughout the pandemic. This is backed up by specific Covid-19 communications available to all staff. This has been very successful and may be used for other reasons in the future.
 - Training have made significant changes in terms of online delivery, with a key area being the remote delivery of Incident Command assessments which has hugely improved access for on call staff, and in particular has improved access for those with caring or childcare responsibilities due to the flexibility and reduction in travelling required. This will become the normal delivery model for the long term.
 - Prevention activities for home safety carried out virtually or on the telephone worked well and the intention is to expand that service to improve long term efficiency in risk reduction as well as contributing to evaluation of prevention activity. However, it is not felt that telephone Protection audits for business premises provided sufficient assurance and so Protection staff and fire engine crews have returned to physical site visits.
 - Electronic communication options are now in place for fire engine crews so they are able to contact qualified Protection Inspectors and Station Managers 24 hours a day if they need advice whilst carrying out their own Protection activity, or if they come across issues while carrying out other duties.
 - Due to the increased volume of screen time for online meetings, and the volume pressures of email and other electronic communications the Service introduced a Digital Wellbeing Pledge which will continue to be used, and refined as needed, which gives clarity around a number of areas including expectations for regular

screen breaks, and that emails are not expected to be answered outside of individual's own agreed work patterns.

- The Service has managed its finances well, which was acknowledged by HMICFRS in their Covid inspection published in January 2021, and in particular hasn't needed to use reserves as we have utilised the grants available from Government and have also recovered costs where appropriate to remain within those grant allocations.

MEDIUM TO LONG TERM ADDITIONAL LIKELY CHANGES

7. There are a number of areas that will, or are likely to, see change in the medium to long term. These are:-
 - Incident Command arrangements described above have already been introduced as a permanent arrangement but will be subject to review in line with future Integrated Risk Management Plans (IRMP).
 - Incident Command structures at Middle Manager level, as a result of both learning during the pandemic and the Incident Command Review, linked to the IRMP, are currently under review with a particular view to improve resilience at Group Manager level. This is likely to include a negotiation to change shift patterns and operational availability.
 - Agile working, with greater flexibilities in terms of shift patterns and work location, has worked well, within frameworks required for each team or staff member. This is now becoming more normal, and the Service has decided to enable more agile working going forward. Already that has enabled us to draw on a wider pool of staff during recruitment with staff who live further away applying for roles with us due to that flexibility. This has the potential to better enable underrepresented groups, including those with disabilities and caring responsibilities, to be employed with us. A wider pool to draw on will also mean we are able to employ the best staff available. Whilst there is an expectation that the vast majority of staff will work at Service premises regularly, it is also anticipated that many may also work in an agile way, including from home if appropriate, regularly as well if they wish to.
 - Vehicle usage, in non-emergency situations, has reduced significantly during the pandemic due to a reduction in face-to-face meetings with colleagues and partners, locally, regionally, and nationally, due to an increase in video conferencing. It is felt too early to change the fleet at present until the extent of these arrangements are known to be permanently in place. However, it is likely we will be able to reduce the size of the non-emergency fleet, or extend its lifespan, as a result in future years.
 - There is also a potential to review the Estate when new arrangements have been reviewed and determined as a final position. However, it is too early to make decisions and we also need to consider the scale of potential change and whether or not that might free entire buildings, or only space within existing offices or buildings, and how beneficial or otherwise that might be.

STRATEGIC PLAN COMPATIBILITY

8. The services we delivered have been critical in 'How we support our communities' and our internal focus on staff health and wellbeing has been a key part of how 'We value and support the people we employ'

FINANCIAL/RESOURCES/VALUE FOR MONEY IMPLICATIONS

9. As stated above the Service has managed our finances well, which was acknowledged by HMICFRS, and as a result there has been no need to use reserves.

LEGAL IMPLICATIONS

10. HMICFRS provided assurance in their inspection that we have continued to effectively deliver our statutory duties.

EQUALITY IMPACT ASSESSMENT/HR IMPLICATIONS

11. Decisions taken internally around how we have supported staff have all been done so involving HR professionals as part of the Management Team, and latterly the Recovery Group. The impact of Covid-19 on underrepresented groups, and those with underlying health issues or other relevant issues, has been considered at all stages and supported by individual Staff Impact Assessments at regular stages.

CORPORATE RISK MANAGEMENT IMPLICATIONS

12. The pandemic is one of the risks (2020/55) on the Corporate Risk and Opportunity Register and is managed appropriately. In the long term it is expected that some of the steps taken around agile working and virtual meetings will have a positive impact on the Environmental Sustainability opportunity (2021/59) also featured on the Register.

HEALTH AND SAFETY IMPLICATIONS

13. Health and Safety has been a key focus of all decisions taken regarding the running of the Service during the pandemic, with the Head of Health and Safety playing a key role in the internal Management Team, reviewing and redrafting national guidance on behalf of the National Fire Chiefs Council, and supporting Humberside Police in line with our existing partnership arrangements.

COMMUNICATION ACTIONS ARISING

14. Communications has been vital internally and externally. Advice for the public on safety measures and access to our services has been published, and internally a full range of steps have been taken including specific Covid-19 communication platforms, Service wide Whatsapp groups for critical updates and well-defined routes for staff feedback and questions. Two-way communications with Representative Bodies has also been in place throughout.

DETAILS OF CONSULTATION AND/OR COLLABORATION

15. Existing collaboration with Regional FRS and Humber LRF colleagues has been utilised throughout, as has consultation with Representative Bodies.

BACKGROUND PAPERS AVAILABLE FOR ACCESS

16. HMICFRS Covid-19 inspection outcome letter.
Corporate Risk and Opportunity Register

RECOMMENDATIONS RESTATED

17. a) That Members take assurance from this report.
b) That Members endorse the planned future changes.

C BLACKSELL

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CB/KLD 14th September 2021