

Our Mission...



HUMBERSIDE
Fire & Rescue Service

Safer communities, safer firefighters.

Keeping communities in the Humber area safe, keeping our firefighters safe.

Contributing to the emergency response capabilities of the UK.



What we must do well

- 1.1** Continue to complete planning arrangements and interventions to reduce fire related fatalities or casualties.
- 1.2** Effectively deliver activities to prevent fires and other emergency incidents.
- 1.3** Protect the public from fires and other risks by delivering fire regulation, legislation and protection activities.
- 1.4** Efficiently manage our resources to meet current risk.



How we support our communities

- 2.1** We understand our community and the risks they face.
- 2.2** We help the public and businesses to stay safe.
- 2.3** We respond quickly and effectively to emergency incidents.
- 2.4** We treat everyone in an open and fair manner.



We value and support the people we employ

- 3.1** We encourage, attract and retain a diverse range of people to help us provide the best service.
- 3.2** We develop and cultivate a highly trained, competent workforce.
- 3.3** We promote our principles and expected behaviours, and are ethical, transparent and accountable.
- 3.4** We ensure the health, safety and wellbeing of our staff.



We efficiently manage the Service

- 4.1** We deliver sound financial control and resilience.
- 4.2** We make appropriate use of public money and deliver value for money.
- 4.3** We promote good governance and ensure openness, transparency and accessibility.

**Strategic Plan
2021 - 2024**



What we must
do well

Objective Statement

1.1 Continue to complete planning arrangements and interventions to reduce fire related fatalities or casualties.

1.2 Effectively deliver activities to prevent fires and other emergency incidents.

1.3 Protect the public from fires and other risks by delivering fire regulation, legislation and protection activities.

1.4 Efficiently manage our resources to meet current risks.

Outcome

Output Measure

Our interventions reduce fire related fatalities or casualties.

Total Fatalities.
Total Casualties
Resources are efficiently and effectively mobilised to Dwelling Fire incidents.
First Fire Engine mobilised achieves response standards.
Second Fire Engine mobilised is in attendance within 5 minutes of the first fire engine arriving on scene.
Total Deliberate Primary Fires.
Total Accidental Dwelling Fires.
Total High Severity Dwelling Fires.
Total Deliberate Secondary Fires

Home Fire Safety Visits target the most vulnerable and at risk in our communities.

Home Fire Safety Visits to High Risk dwellings.
Home Fire Safety Visits to High Risk dwellings completed on time.
Referrals that result in a Home Fire Safety Visit.
Referrals that result in advice provided.
Evaluation of activities.

Our Risk-Based Inspections support the business community through proportionate advice, intervention and enforcement, where necessary


High Risk premise inspections completed.
Low Risk premise inspections completed.
Inspections that result in further action or enforcement.
Statutory Consultations are completed on time.
Evaluation of activities.


We are prepared to respond to major and/or multi-agency incidents


Major Incident, Cross Border and Multi-Agency Exercise Programme.
LRF - Multi-agency Incident Debriefs.
Compliance with the National Co-ordination and Advisory Framework (NCAF).
NOL, JOL, NOG, JESIP.
CRMP.
COMAH Plans.

We respond efficiently and effectively to meet current risks.

Fire Engines are fully crewed and available when required, in line with our Optimum Crewing Model.
UWFS calls received in non-domestic property.
UWFS calls attended in non-domestic property.
Working time is productive in supporting the delivery of Service Priorities.

Objective Statement	Outcome	Output Measure
<div data-bbox="289 383 466 561">  </div> <p data-bbox="233 581 522 639">How we support our communities</p> <p data-bbox="111 873 588 935">2.1 We understand our community and the risks they face.</p> <p data-bbox="111 1005 478 1066">2.2 We help the public and businesses to stay safe.</p> <p data-bbox="111 1135 596 1196">2.3 We respond quickly and effectively to emergency incidents.</p> <p data-bbox="111 1243 627 1305">2.4 We treat everyone in an open, fair and equal manner.</p>	We engage and consult our communities, including those most at risk, or seldom heard to understand fire and other emergency risk profiles.	CRMP Consultation. Strategic Plan Consultation. Public Safety Engagement. EDI Engagement. Precept Consultation. Corporate Communication.
	Our interventions reduce fire related fatalities or casualties.	Total Fatalities. Total Casualties.
	Our Home Fire Safety Visits are targeted at those most at risk, using domestic risk profiling.	Home Fire Safety Visits to High Risk dwellings.
	We complete Home Fire Safety Visits arising from On-Line Services within our target timescales.	Home Fire Safety Visits to High Risk dwellings completed on time.
	All dwellings/occupiers identified High Risk are offered a Home Fire Safety Visit or are provided with advice.	Referrals that result in a Home Fire Safety Visit. Referrals that result in advice provided.
	Our Business Safety Risk Based Inspection Programme supports the business community through proportionate advice, intervention and enforcement where necessary.	High Risk premise inspections completed. Inspections that result in further action or enforcement. Statutory Consultations are completed on time.
	We respond effectively to meet current risks.	First Fire Engine mobilised achieves response standards. Second Fire Engine mobilised is in attendance within 5 minutes of the first fire engine arriving on scene. Other responders and agencies are informed appropriately. Evaluation provides operational assurance.
	We are open and transparent and are accountable to our communities.	Public HFA Minutes. Public GAS Minutes. HMICFRS Report. Service Improvement Plan. Compliance with Local Government Transparency Code. Public Policies. Complaints Contact Area on Website. FOI Contact Area on Website.

Objective Statement	Outcome	Output Measure
<div data-bbox="128 220 606 711">  <p>We value and support the people we employ</p> </div> <p>3.1 We encourage, attract and retain a diverse range of people to help us provide the best service.</p> <p>3.2 We develop and cultivate a highly trained competent workforce.</p> <p>3.3 We promote our principles and expected behaviours, and are ethical, transparent and accountable.</p> <p>3.4 We ensure the health, safety and wellbeing of our staff.</p>	We employ the right people who display our values.	Evaluation of Recruitment and Selection processes. Positive Action Plan. Community engagement activities to promote employment opportunities. Adoption of best practice. Selection against Core Code of Ethics behaviours.
	We develop and cultivate a highly trained competent workforce.	Operationally available staff completion of mandatory training and development. Non-operational staff completion of mandatory training and development. Workforce Planning. Leadership and Management Development Programme. PDR evaluation. Adoption of best practice.
	We promote our values and expected behaviours and are ethical, transparent and accountable	PDR Completion. Management of Complaints. Management of Grievances. Receipt of Compliments. Responses to FOI Requests on time. Corporate Communications. Training and Development Programmes. Leadership and Management Development Programme. Public HFA Minutes. Public GAS Minutes. HMICFRS Report. Service Improvement Plan. Compliance with Local Government Transparency Code. Embedded Core Code of Ethics across the organisation, including Selection, Promotion and PDR processes.
	We ensure our staff feel safe, valued and supported.	Number of workplace accidents. Number of Near Miss Reports. Sickness absence levels. Occupational Health and Wellbeing services. Evaluation of Staff Survey outcomes. Corporate Communications. JCC Meetings. PDR completion. SLT Visits. Team meetings.

Objective Statement	Outcome	Output Measure
<div data-bbox="149 256 606 721">  <p data-bbox="233 548 525 602">We efficiently manage the Service</p> </div> <div data-bbox="111 813 623 1198"> <ol style="list-style-type: none"> 1. We deliver sound financial control and resilience. 2. We make appropriate use of public money and deliver value for money. 3. We promote good governance and ensure openness, transparency and accessibility. </div>	We deliver sound financial control and resilience.	<p>Medium Term Resource Strategy and Annual Statement of Accounts.</p> <p>Management of the Programme of Strategic Projects and Reviews.</p> <p>Management of Strategic Risks and Opportunities.</p> <p>Income generated by HFA.</p> <p>Independent Audit and Scrutiny.</p> <p>Performance Reporting.</p> <p>Effective communication.</p> <p>Respond effectively to HMICFRS.</p> <p>Cyclical reporting to HFA and GAS.</p> <p>Compliance with Local Government Transparency Code.</p> <p>Evaluation and Learning from our activities.</p>
	We make appropriate use of public money and deliver value for money.	
	We promote good governance and ensure openness, transparency and accessibility.	