

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

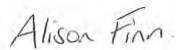
To: Members of the Fire Authority	Enquiries to: Alison Finn Email: committeemanager@humbersidefire.gov.uk Tel. Direct: (01482) 393204 Date: 11 July 2024
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Dear Member

I hereby give you notice that a meeting of **HUMBERSIDE FIRE AUTHORITY** will be held on **FRIDAY, 19 JULY 2024 at 10.30AM** at **HUMBERSIDE FIRE & RESCUE SERVICE HEADQUARTERS, SUMMERGROVES WAY, KINGSTON UPON HULL, HU4 7BB.**

The business to be transacted is set out below.

Yours sincerely



for Lisa Nicholson
Monitoring Officer & Secretary to Fire Authority

Enc.

A G E N D A

Business	Page Number	Lead	Primary Action Requested
1. Apologies for absence	-	Chairperson	To record
2. Declarations of Interest	-	Chairperson	To declare
3. Minutes of the Authority meeting held on 7 June 2024	(pages 1 - 4)	Chairperson	To approve
4. Questions by Members	-	Monitoring Officer & Secretary	To receive
5. Communications	-	Chairperson & Chief Fire Officer	To receive
6. Annual Statement of Accounts 2023/24 (Draft)	(pages 5 - 95)	Executive Director of Finance	To approve
7. Treasury Management Annual Report 2023/24	(pages 96 - 103)	Executive Director of Finance	To approve
8. Annual Performance Report 2023/24	(pages 104 - 169)	Assistant Chief Fire Officer & Executive Director of Corporate Services	To approve

Business	Page Number	Lead	Primary Action Requested
9. Equality, Diversity and Inclusion Annual Report 2023/24	(pages 170 - 184)	Executive Director of People and Development	To approve
10. Annual Statement of Assurance 2023/34	(pages 185 - 188)	Assistant Chief Fire Officer & Executive Director of Corporate Services	To approve
11. Annual Governance Statement 2023/24	(pages 189 - 198)	Assistant Chief Fire Officer & Executive Director of Corporate Services	To approve
12. Anti-Fraud and Corruption Statement 2023/34	(pages 199 - 202)	Assistant Chief Fire Officer & Executive Director of Corporate Services	To approve
13. Workforce Plan Update (October 2023 to March 2024)	(pages 203 - 205)	Executive Director of People and Development	To receive
14. Values and Culture Recommendations Update	(pages 206-214)	Assistant Chief Fire Officer/Executive Director of Corporate Services & Executive Director of People and Development	To receive
15. Breathing Apparatus (BA) Procurement Update	(pages 215 - 216)	Area Manager of Prevention, Protection, Fleet & Estates	To receive
16. Proposal to reduce HFA meetings and changes to GAS Committee co-option process	(pages 217 - 224)	Monitoring Officer/Secretary	To approve
17. Sale of Land	(pages 225 - 226)	Area Manager of Prevention, Protection, Fleet & Estates	To approve
18. HMICFRS Update	(pages 227 - 241)	Assistant Chief Fire Officer/Executive Director of Corporate Services	To receive
19. Chief Fire Officer Update	Verbal	Chief Fire Officer/ Chief Executive	To receive
EXEMPT BUSINESS			
The Authority is asked to consider excluding the press and public from the meeting during consideration of the following item on the grounds that it is likely to involve the 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 Fire Authority is asked to confirm that, having regard to all circumstances, it is satisfied that the public interest in maintaining the exemption outweighs the public interest in disclosing the information.			
20. Control 25 Programme Update	(pages 242 - 244)	Area Manager of Emergency Response	To receive

HUMBERSIDE FIRE AUTHORITY

FRIDAY, 7 June 2024

PRESENT:

Members

Representing East Riding of Yorkshire Council:

Councillors Casson, Dennis, Meredith, Pickering, Sutton and Whyte

Representing Hull City Council:

Councillors Beeson, Bridges, Henry, McMurray, Neal and North

Representing North East Lincolnshire Council:

Councillors Patrick, Shepherd and Swinburn

Representing North Lincolnshire Council:

Councillors Grant, Ogg, Sherwood and Waltham MBE

Officers of Humberside Fire & Rescue Service

Phil Shillito - Chief Fire Officer & Chief Executive, Christine Cooper - Executive Director of People and Development, Martyn Ransom - Executive Director of Finance/Section 151 Officer, Jon Henderson - Area Manager Prevention, Protection, Fleet and Estates, Jason Kirby - Area Manager of Emergency Response, Steve Duffield - Area Manager of Service Improvement, Lisa Nicholson - Monitoring Officer/Secretary and Samm Campbell - Committee Manager.

The meeting was held at Service Headquarters, Hessle.

46/24 ELECTION OF CHAIRPERSON - Resolved - That Councillor Sherwood be elected Chairperson of Humberside Fire Authority for the 2024/25 municipal year.

Councillor Sherwood took over the Chair.

47/24 ELECTION OF VICE-CHAIRPERSON - Resolved - That Councillor Neal be elected Vice-Chairperson of Humberside Fire Authority for the 2024/25 municipal year.

48/24 APOLOGIES FOR ABSENCE - Apologies for absence were submitted from Jonathan Evison (Police and Crime Commissioner) and Councillors Gill, Heslop-Mullens and Lindley.

49/24 DECLARATIONS OF INTEREST - There were no declarations of interest.

50/24 MINUTES - Resolved - That the minutes of the meeting of the Authority held on 26 April 2024 be approved as a correct record.

51/24 QUESTIONS BY MEMBERS - there were no questions by Members.

52/24 COMMUNICATIONS - The Chief Fire Officer advised Members that the Fire Brigades Union had agreed the pay award for the 2024-25 financial year, but negotiations continued regarding Green Book staff, whose unions were expected to go to a ballot process. The recent firefighter selection process had been successful and represented progress for the Service in relation to its positive action campaign. Four of the Services female employees had attended a national networking event.

53/24 COMPOSITION OF THE FIRE AUTHORITY 1

East Riding of Yorkshire Council (8)

- Councillor Kevin Casson
- Councillor John Dennis
- Councillor Coleen Gill
- Councillor Mike Heslop-Mullens
- Councillor Richard Meredith
- Councillor Simon Pickering
- Councillor Margot Sutton
- Councillor Samantha Whyte

Hull City Council (6)

- Councillor Rhiannon Beeson
- Councillor Hester Bridges
- Councillor Tracey Henry
- Councillor Shane McMurray
- Councillor Tracey Neal
- Councillor Peter North

North East Lincolnshire Council (4)

- Councillor Les Bonner
- Councillor Ian Lindley
- Councillor Matt Patrick
- Councillor Ron Shepherd

North Lincolnshire Council (4)

- Councillor Mick Grant
- Councillor Ogg
- Councillor Nigel Sherwood
- Councillor Rob Waltham MBE

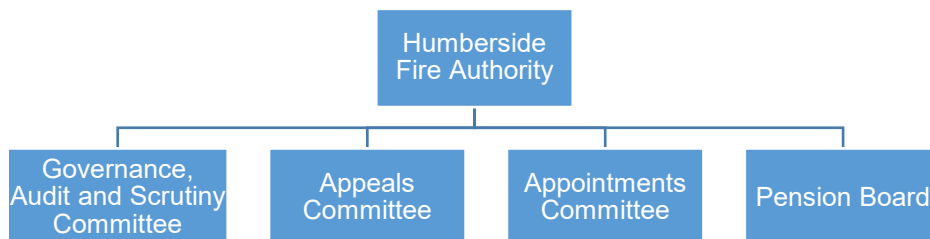
Police and Crime Commissioner (1)

Jonathan Evison

Resolved - That the membership of the Fire Authority for the municipal year 2024/25 be approved.

54/24 COMMITTEE STRUCTURE AND COMPOSITION AND APPOINTMENT OF PANEL/GROUP MEMBERS AND MEMBER CHAMPIONS - The Monitoring Officer/Secretary submitted a report that proposed the committee structure and composition of the Authority for 2024/25 and the appointment of Panel/Group Members and Member Champions for 2024/25.

Resolved - (a) That the Authority approves the Committee structure as follows;



(b) that membership of the Appointments Committee be as follows;

Appointments Committee 2024/25

Political Group	Appointed Member
Conservative (2)	Councillor Sherwood Councillor Meredith
Independent (1)	Councillor Bonner
Labour (2)	Councillor Bridges Councillor Patrick
Liberal Democrats (2)	Councillor Neal Councillor Sutton

(c) that membership of the Appeals Committee (including named substitutes) be as follows;

Appeals Committee 2024/25		
Political Group	Appointed Member	Substitute Member
Conservative (1)	Councillor Lindley	Councillor Dennis
Labour (1)	Councillor Casson	Councillor North
Liberal Democrats (2)	Councillor Henry Councillor Pickering	Councillor Sutton

(d) that Councillor Shepherd be appointed as the Elected Member to serve on the Pension Board for 2024/25;

(e) that Councillor Waltham be appointed as the Elected Member to serve on the Equality and Inclusion Group for 2024/25;

(f) that the membership of the Serious Incident Review Panel be approved as follows;

Group/Panel	Member Representative
Serious Incident Review Panel <i>(one representative from each Authority area)</i>	Councillor Meredith (East Riding of Yorkshire Council) Councillor Neal (Hull City Council) Councillor Patrick (North East Lincolnshire Council) Councillor Waltham (North Lincolnshire Council)

and

(g) that Group Secretaries inform the Monitoring Officer/Secretary of the appointment of Members to the role of Member Champions as soon as possible after the Annual General meeting.

55/24 APPOINTMENT OF GROUP SECRETARIES - The Monitoring Officer/Secretary submitted a report that set out that each political group represented on the Fire Authority should appoint a Group Secretary and notify the Monitoring Officer/Secretary of such appointment at the Annual General Meeting of the Fire Authority or as soon as possible thereafter.

Resolved - That the Group Secretaries as detailed below be appointed for 2024/25:

Political Group	Group Secretary
Conservative	Councillor Meredith
Independent	TBC
Labour	TBC
Liberal Democrats	Councillor Sutton

56/24 APPOINTMENT OF MEMBER REPRESENTATIVES ON CERTAIN BODIES - **Resolved** - That the following appointments for 2024/25 be approved:

Body	Representative(s)
The Local Government Association Fire Commission	Councillor Sherwood [Substitute: Councillor Neal

Yorkshire and Humber (Local Authorities) Employers' Association - Employers' Committee	Councillor Sherwood [Substitute: Councillor Neal]
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57/24 APPOINTMENT OF NOMINATED SPOKESPERSON FOR EACH CONSTITUENT AUTHORITY - The **Resolved** - That the following nominated spokespersons for each Constituent Authority for 2024/25 be approved:

Constituent Authority	Nominated Spokesperson
East Riding of Yorkshire Council	Councillor Meredith
Hull City Council	Councillor Neal
North East Lincolnshire Council	Councillor Shepherd
North Lincolnshire Council	Councillor Sherwood

58/24 TIMETABLE OF MEETINGS 2024/25 - Resolved - That the calendar of meetings for 2024/25, as set out in the report, be approved.

59/24 HFA WORKSTREAMS - Resolved - That the 2024/25 workstreams of the Authority, as set out in the report, be received.

60/24 REAFFIRMATION OF THE CONSTITUTION - The Monitoring Officer/Secretary submitted a report asking Members to reaffirm the Constitution.

Resolved - that the Authority reaffirm the Constitution.

ANNUAL STATEMENT OF ACCOUNTS (UNAUDITED) 2023/24

1. SUMMARY

- 1.1 This report contains the Authority's full unaudited Statement of Accounts for 2023/24 (see Appendix 1) and also highlights below the key aspects of revenue and capital outturn for the year.
- 1.2 The Accounts covered by this report in Appendix 1 are subject to audit by Mazars in their role as the Authority's external auditor. The draft unaudited Statement of Accounts for 2023/24 was signed and published on the Authority's website on 31 May 2024 which is an excellent achievement.

2. RECOMMENDATIONS

- 2.1 It is recommended that the Fire Authority:
 - (i) takes assurance from the Accounts presented; and
 - (ii) approves the Capital Programme Rephasing at paragraph 4.5 of this report.

3. BACKGROUND

- 3.1 The production of the Annual Accounts is a key task for the Finance Team.
- 3.2 The Head of Finance and the Finance team have undertaken a significant amount of the work required to deliver our Annual Accounts and they have done an excellent job against very tight timescales delivering them in a timely manner.
- 3.3 Mazars (the Authority's External Auditors) have been very supportive throughout the process and have participated in regular meetings during the period.

4. REPORT DETAIL

Revenue Budget 2023/24

- 4.1 The revenue budget contains all of the Authority's day-to-day expenditure for the financial year.
- 4.2 The outturn position for the revenue budget for 2023/24 is a £0.277m underspend. This compares well to the period 11 end of February 2024 projection (£0.296m underspend) in the Management Accounts.
- 4.3 The full schedule of variances is set out in more detail in Appendix 1 of the attached Statement of Accounts on pages 67 and 68.

Capital Programme 2023/24

4.4 The outturn for the Capital Programme shows a spend of £1.99m. The table in Appendix 2 on page 69 of the Annual Accounts sets this out in detail. Across the categories of the capital programme the picture is broadly as follows:-

(A) Estates: Dignity Works (£0.54m), Goole (£0.67m) and other minor schemes (£0.03m)

(B) Vehicles: fleet replacement (£0.11m)

(C) Plant and Equipment: ICT (£0.47m) and Equipment (£0.18m).

4.5 The schemes that have not completed in 2023/24 are shown below and therefore it is proposed that the following allocations be rephased into the 2024/25 Capital Programme as follows:-

Project	2023/24		
	Allocation £'000	Actual £'000	Proposed Rephasing into 24/25 £'000
Buildings			
Bridlington	150	-	150
Goole	675	674	-
Patrington	30	-	30
Preston	30	-	30
Headquarters	130	30	100
Training Infrastructure	108	2	106
Fire Station External Works	100	-	100
Electric Vehicle Charging Ports	60	-	60
Dignity			
- Winterton *	433	559	(126)
- Immingham East	328	14	314
Vehicles			
Operational	2,200	-	1,550
Support	1,085	108	977
Plant & Equipment			
IT Equipment	600	468	132
Equipment	790	176	614
Breathing Apparatus Replacement**	-	-	1,270
	6,719	2,031	5,307

* This scheme was funded over two financial years. More work than was completed during 23/24 than originally anticipate

** Brought Forward from future years

Only schemes with rephasing are included in the table above.

Reserves

4.6 Table 1 below shows the overall position on Reserves at 31 March 2024 / 1 April 2024.

Table 1- Summary of Reserves 31 March 2024 / 1 April 2024
(excluding ESFM (Humberside) Ltd Reserve)

Reserve	31 March 2024 £m	Proposed Movements £m	1 April 2024 £m	Notes
General Reserve	7.225	(1.225)	6.000	To maintain the Prudent Minimum level of reserves based on assessment annually.
Earmarked Reserves				
Insurance	0.500		0.500	To meet potential uninsured losses.
National Flood Resilience Centre	1.000		1.000	To meet HFA possible contribution to the NFRC project
Capital Programme Funding	3.410	1.325	4.735	Funding for the Capital Programme to replace capital grant funding from the Home Office which has now ceased
Resilience Reserve	0.500		0.500	To meet any expenditure required in relation to maintaining the Service's resilience
ESMCP	0.215		0.215	To meet the costs of the ESMCP roll-out
Grenfell and Protection	0.110	(0.100)	0.010	Home Office funding to respond to the Grenfell Tower Inquiry findings and Protection investment
East Coast & Hertfordshire Control Room Consortium	1.000		1.000	To meet Humberside's share of the infrastructure costs of the East Coast and Hertfordshire Control Room Consortium.
Pay and Prices	0.600		0.600	Funding for anticipated pay and prices increases in excess of budget assumptions
Strategic Transformation Fund	0.500		0.500	Funding to support transformation initiatives
Environmental Initiative	0.030		0.030	Develop environmental infrastructure
Total Revenue Reserves	15.090	-	15.090	

4.7 Table 1 shows overall revenue reserves of £15.090m at 31 March 2024. The Authority has worked hard in recent years to deliver a sound level of reserves. This is particularly important against the uncertain financial backdrop for 2024/25 onwards.

4.8 The Authority's budget is balanced for 2024/25 with a contribution from reserves of £0.034m. The Service is monitoring carefully the financial impact of inflationary pressures and pay awards. 2025/26 onwards will require careful monitoring given that pay and non-pay inflation will continue to be a factor into the medium-term.

Directors' Declarations

4.9 International Auditing Standards require auditors to ask management and those charged with governance about arrangements that the body has put in place:

- to prevent and detect fraud; and
- to comply with applicable law and regulations.

4.10 This requirement applies each year as part of the audit of the Authority's Annual Accounts. The Authority's written response to the questions posed is included as Appendix 2 to this report. The Chair of the Authority, the CFO/CE and the Section 151 Officer will sign the final version and return it to Mazars.

Update on the Audit

- 4.11 Mazars are expected to commence their audit work in the autumn of 2024. The Government has specified that the timescales for Annual Account sign-off by the S151 Officer is 31 May 2024 and also the completion of the audit is 30 November 2024.

Risk Implications

- 4.12 The Fire Authority must approve the final audited accounts by 30 November for 2023/24 Annual Accounts.
- 4.13 No direct risk issues arising but the Authority continues to actively mitigate risks by earmarking reserves where possible. This is a prudent approach and an essential element of sound financial management.

Communication

- 4.14 The Authority's Finance Officers have worked closely with Mazars since January 2024 to ensure that robust arrangements were in place to produce the 2023/24 Statement of Accounts. The statutory notice to 'call the audit' was placed on the Service's website on 3 May 2024 and the public inspection period for the Accounts commenced on 3 June 2024.

5. EQUALITY IMPLICATIONS

- 5.1 There is no requirement to carry out an equality impact analysis as this report does not relate to a policy or service delivery change

6. CONCLUSION

- 6.1 This report captures the financial impact of the Authority's activities during the 2023/24 financial year. The picture is one of robust finances despite the significant effects of pay and non-pay inflation.
- 6.2 The financial challenges will continue over the period 2025/26 onwards and the Authority is well placed to meet these challenges.

Martyn Ransom
Executive Director of Finance &
S.151 Officer

Officer Contact

Martyn Ransom Executive Director of Finance & S.151 Officer
✉ mransom@humbersidefire.gov.uk

Background Papers

2023/24 Annual Accounts working papers.
2023/24 Period 11 February 2024 Management Accounts.

Glossary/Abbreviations

CFO/CE	Chief Fire Officer/Chief Executive
ESFM	Emergency Services Fleet Management
ESMCP	Emergency Services Mobile Communications Programme
S.151	Section 151 Local Government Act 1972



HUMBERSIDE
Fire & Rescue Service

Humberside Fire Authority Annual Accounts 2023/24

(Subject to Audit)

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Narrative Report by the Executive Director of Finance/Section 151 Officer

Introduction

The Statement of Accounts summarises the financial performance of the Authority for year ended 31 March 2024. These accounts have been prepared in accordance with the requirements of the Code of Practice on Local Authority Accounting in the United Kingdom 2023/24 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 Summary

Humberside Fire and Rescue Service (HFRS) serves the communities within the areas of East Riding of Yorkshire Council, Hull City Council, North East Lincolnshire Council and North Lincolnshire Council. Governance of HFRS is provided through Humberside Fire Authority (HFA) made up of elected Members, nominated by each local authority.

Detailed in the 'Fire and Rescue National Framework for England', as approved under section 21 of the Fire and Rescue Services Act 2004, are the priorities of a fire and rescue authority, required in order to fulfil their statutory duty, to ensure provision of core functions:

- 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.

Humberside

HFRS serves a population of almost one million people across a geographical area of 1,358 square miles. Each of the unitary authority areas present the Service with different challenges, consisting of urban, rural, and coastal communities with some affluent areas and some areas suffering from significant deprivation.

The service area also includes a broad range of industrial and heavy commercial risks, having 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 20 per cent of the UK's gas supply.

Service Statistics

- Number of fire stations: 31
- Number of fire engines: 43 frontline and 11 reserve
- Number of specialist emergency response vehicles: 14 + 32 Flexible Duty System vehicles
- Number of Co-Responding and Falls vehicles: 11
- Number of staff: 903 (headcount)

Structure and Fire Station Locations

HFRS operates under a Service delivery structure of four districts (mirroring the four local authority areas), divided by the physical boundary of the Humber Estuary and river into North (Kingston upon 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.



Community Risk Management Plan (CRMP) and Strategic Plan 2021 - 2025

Each Fire and Rescue Authority must produce a CRMP, which is available to the public. The plan must reflect the following information:

- reflect up to date risk analyses including an assessment of all foreseeable fire and rescue related risks that could affect the area of the authority;
- demonstrate how prevention, protection and response activities will best be used to prevent fires and other incidents and mitigate the impact of identified risks on its communities, through authorities working either individually or collectively, in a way that makes best use of available resources;
- outline required service delivery outcomes including the allocation of resources for the mitigation of risks;
- set out its management strategy and risk-based programme for enforcing the provisions of the Regulatory Reform (Fire Safety) Order 2005 in accordance with the principles of better regulation set out in the Statutory Code of Compliance for Regulators, and the Enforcement Concordat;
- cover at least a three-year time span and be reviewed and revised as often as it is necessary to ensure that the authority is able to deliver the requirements set out in this Framework;
- reflect effective consultation throughout its development and at all review stages with the community, its workforce and representative bodies and partners; and
- be easily accessible and publicly available.

The Chief Fire Officer must, in exercising their functions, have regard to the Fire and Rescue Authority's CRMP and any set objectives and priorities which may then be outlined in a Strategic Plan. The Fire and Rescue Authority should give due regard to the professional advice of the Chief Fire Officer while developing the CRMP and when making decisions affecting the fire and rescue service.

The CRMP and Strategic Plan can be found at <https://humbersidefire.gov.uk/about-us/our-vision-and-plans>

The work of HFRS

HFRS has a legal duty to provide a fire and rescue service that meets the needs of the local communities, in accordance with the Service's CRMP. HFRS is prepared to deal with a wide range of emergencies, from house fires and road traffic collisions, to floods and chemical spills.

HFRS is responsible for the enforcement of fire prevention, petroleum, and explosives legislation, working 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.

HFRS's 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 City Council and East Riding of Yorkshire Council areas, HFRS has formed a Falls, Intervention Response, Safety Team (F.I.R.S.T) to deal with non-immediate life threatening incidents, predominantly following a fall, aiming to prevent the medical impact of such incidents while increasing and reducing the impact of less urgent calls on frontline services for both the health service and HFRS.

HFRS believes the most effective way to save lives and reduce injuries, to lessen the broader community impact from emergencies, is to engage in preventative activities to decrease the number of incidents that occur. To support such activities HFRS works closely with partner organisations and communities. Through the use of dedicated HFRS staff teams employed to work within the community, such as Prevention Advisors, they are able to engage with those people most vulnerable to fire, providing information and education. This includes signposting 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.

HFRS has legal responsibilities to enforce fire safety legislation and do this by providing free advice to businesses to support their compliance with legislative requirements. If it is necessary, to keep the public and our firefighters safe, HFRS will prohibit or restrict the use of premises and prosecute persons responsible for breaches of legislation.

Response Standards

HFRS 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 20,000 residents. We call these 'Risk Regions' with 41 identified in 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.

In managing these risks, HFRS sends two fire engines to every fire in a home and to road traffic collisions, aiming to arrive within the time frames categorised below:

- **High Risk Area:** 8 Minutes
- **Medium Risk Area:** 12 Minutes
- **Low Risk Area:** 20 Minutes
- **Road Traffic Collision:** 15 Minutes

The performance target for the **first engine** in attendance, is to accomplish the response standards on a least 90% of occasions. In 2023/24 the first engine exceeded these standards achieving 97% on all occasions.

The performance target for the **second engine** in attendance, is to accomplish the response standards on a least 80% of occasions. In 2023/24 the second engine exceeded these standards achieving 92% on all occasions.

Service Performance Summary 2023/24

Service Performance Indicator (SPI)	Service Target	Actual Performance
SPI 1 Total Fatalities	Aspirational Zero	8
SPI 1.1 Total Casualties	Aspirational Zero	36 (<i>Fire related incidents</i>)

The proceeding data is a breakdown of the total number of key incidents across 2023/24. Where appropriate Service Performance Indicators (SPI) are performance managed against calculated thresholds to define the range between high and low performance values for each of the different incidents. Thresholds enable the Service to analyse trends more accurately and less reactionary, enabling the deployment of resources and / or intervention activities more effectively.

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

SPI	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	Total
SPI 2.2 Total Deliberate Fires	33	42	37	31	42	47	31	36	23	38	26	29	415
SPI 2.3 Accidental Dwelling Fires	33	23	24	36	25	24	18	31	35	28	29	31	337
SPI 2.4 Deliberate Secondary Fires	143	181	221	169	195	149	126	87	41	72	55	93	1532
SPI 2.5b False Alarm Non - Domestic	19	32	43	56	40	47	54	42	41	37	30	36	477
Total	228	278	325	292	302	267	229	196	140	175	140	189	<u>2761</u>

More detailed information on each of the above SPIs can be found in our Annual Performance Report published on our website under the section 'Our Performance':

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

The Authority's Accounts for the year 2023/24 are set out on pages 1-66 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 Finance/S.151 Officer for the Accounts. This statement is signed and dated by the Executive Director of Finance/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 2024.

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.

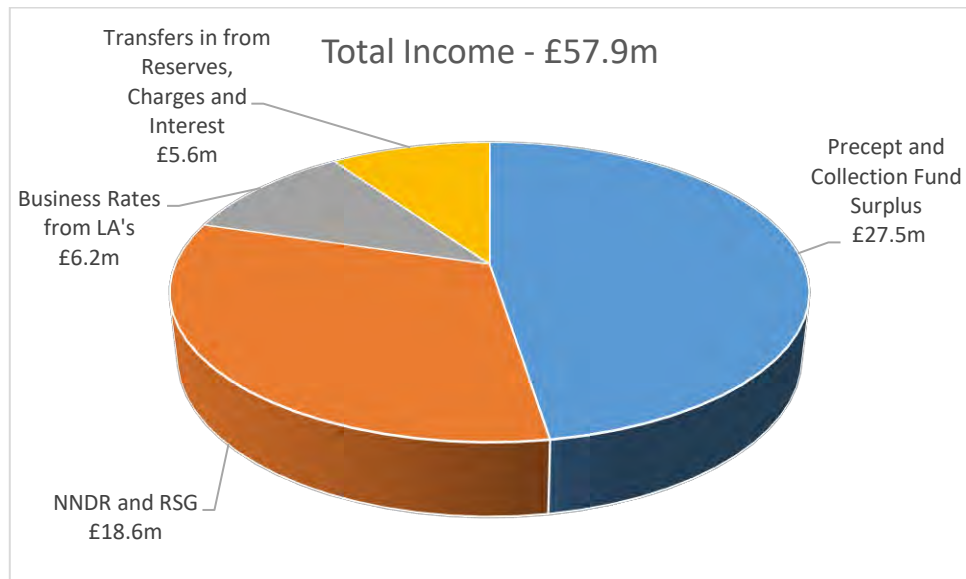
2023/24 Financial Year

Despite significant financial challenges over recent years the Authority continues to take a very prudent approach to its finances.

Historically, the Authority has lived within its means and delivered a modest underspend in recent years. The 2023/24 financial year has seen the Authority deliver an underspend which signifies good financial management given increased cost pressures in relation to annual pay awards and general inflationary increases in relation to commodities such as gas, electricity and fuel.

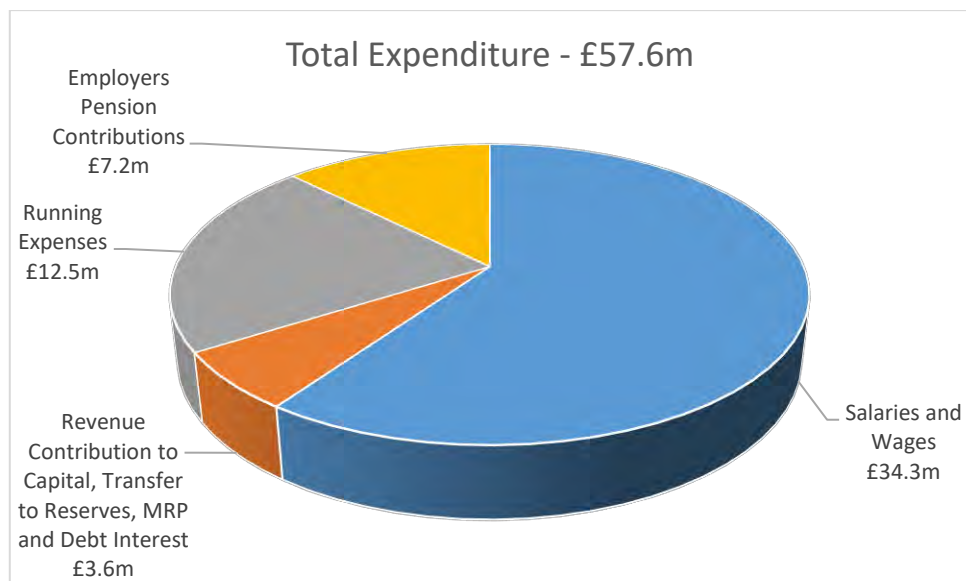
The Authority's position over the medium-term is sound but will be kept under continuous review particularly with regard to any cost pressures arising and also pay awards that may be agreed over the next 2 to 3 years against a backdrop of high but reducing levels of general inflation and tight financial settlements from the Government.

Income



In 2023/24, 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 2023/24 was £27.06m (2022/23 was £25.31m) which equated to a Council Tax Band D Equivalent of £95.10 (2022/23 was £90.11).

Expenditure



Budget Outturn Position

Income of £57.861m was received by the Authority of which £57.584m was incurred on expenditure during 2023/24 leaving a surplus of £0.277m (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)

Non-Pay Variances

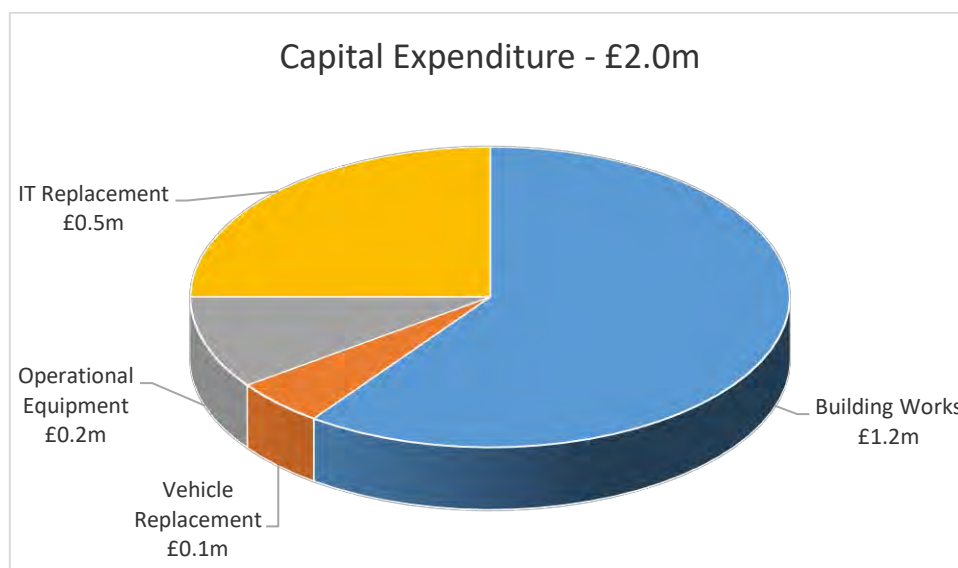
During 2023/24, the overall variance across all non-pay budgets was an overspend of £398k. This was primarily due to not utilising the transfer from general reserve due to additional income received within the year.

Income

During 2023/24 the Authority received £636k additional income relating mainly to additional Government grants, staff secondments, funding of the Road Safety team and income in relation to an insurance claim.

Capital Expenditure

During 2023/24, £2.0m was invested in capital projects against a budget of £6.7m due to a number of schemes not starting during the year. 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 2023 stood at £14.811m and by adding £277k, the surplus for the year, balances at 31 March 2024 now stand at £15.088m (exclusive of the ESFM (Humberside) Ltd Reserve).

Future Spending Plans

The Authority has published a Medium-Term Resource Strategy for 2024/25 – 2028/29 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 £17.764m. The operational boundary is £35.0m and the authorised limit is £40.0m (these are part of the Authority's prudential indicators that have been previously agreed in the Authority's Treasury Management report; Fire Authority March 2024).

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 Local Government Pension Scheme has a liability of £0.032m (2022/23 was an asset of £6.939m) and the liability on the Firefighters' Pension Scheme is £526.270m (2022/23 was £521.980m). 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 by regulation.

Change in Statutory Function

There have been no changes to the Authority's statutory functions during 2023/24.

Significant Change in Accounting Policies

There have been no significant changes to the accounting policies used by the Authority.

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 2024/25 and over the life of the Medium-Term Resource Strategy so the Authority will remain a Going Concern. Practice Note 10 of the Financial Reporting Council's 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 Shaun Edwards and colleagues within the Finance team for their assistance in compiling the financial statements.

Martyn Ransom FCCA

Executive Director of Finance/Section 151 Officer – May 2024

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I confirm that these accounts were approved at the Fire Authority meeting held on 19 July 2024.

Signed	Date
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**Executive Director of Finance
and Section 151 Officer
Responsibilities**

The Executive Director of Finance 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 2023.


In preparing this Statement of Accounts, the Executive Director of Finance/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 Finance 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 2024 and its income and expenditure for the year

Signed	Date
	<p>31st May 2024</p>

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.

2023/24

	Earmarked Reserves	General Fund Balance	Usable Capital Receipts Reserve	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	£'000
Note(s)	6	2			4	6	6			
Balance at 31 March 2023	8,819	6,345	-	15,165	(515,041)	17,139	23,739	617	(440)	(458,819)
Surplus or (Deficit) on Provision of Services (accounting basis)		(20,598)		(20,598)						(20,598)
Other Comprehensive Income and Expenditure				-	8,562		494			9,056
Total Comprehensive Income and Expenditure	-	(20,598)	-	(20,598)	8,562	-	494	-	-	(11,542)
Adjustments between Accounting Basis & Funding Basis under Regulations (Note 10)		21,071	94	21,165	(19,813)	(1,140)	(431)	(41)	260	-
Net Increase / (Decrease) before transfers to Earmarked Reserves	-	473	94	567	(11,251)	(1,140)	63	(41)	260	(11,542)
Transfers to / (from) Earmarked Reserves	(408)	408		-						-
Increase / (Decrease) in Year	(408)	880	94	566	(11,251)	(1,140)	63	(41)	260	(11,542)
Balance at 31 March 2024	8,411	7,225	94	15,730	(526,292)	16,001	23,802	576	(180)	(470,360)

The accompanying notes form part of these Financial Statements.

MOVEMENT IN RESERVES STATEMENT

2022/23	Earmarked Reserves	General Fund Balance	Usable Capital Receipts Reserve	Total Usable Reserves	Pensions Reserve	Capital Adjustment Account	Revaluation Reserve	Collection Fund Adjustment Account	Accumulated Absences Account	Total Authority Reserves
Note(s)	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Balance at 31 March 2022	6 7,516	2 7,438	29	14,984	4 (710,764)	6 19,549	6 23,190	605	(420)	(652,855)
Surplus or (Deficit) on Provision of Services (accounting basis)		(27,343)		(27,343)						(27,343)
Other Comprehensive Income and Expenditure				-	219,958		1,421			221,379
Total Comprehensive Income and Expenditure	-	(27,343)	-	(27,343)	219,958	-	1,421	-	-	194,036
Adjustments between Accounting Basis & Funding Basis under Regulations (Note 10)		27,553	(29)	27,524	(24,235)	(2,409)	(872)	12	(20)	-
Net Increase / (Decrease) before transfers to Earmarked Reserves	-	210	(29)	181	195,723	(2,409)	549	12	(20)	194,036
Transfers to / (from) Earmarked Reserves	1,303	(1,303)		-						-
Increase / (Decrease) in Year	1,303	(1,093)	(29)	181	195,723	(2,409)	549	12	(20)	194,036
Balance at 31 March 2023	8,819	6,345	-	15,165	(515,041)	17,139	23,739	617	(440)	(458,819)

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 2023			Year ended 31 March 2024			
£'000	£'000	£'000		£'000	£'000	£'000
Gross Expenditure	Gross Income	Net Expenditure		Gross Expenditure	Gross Income	Net Expenditure
3,524	(318)	3,206	Community Fire Safety	3,330	(438)	2,892
39,291	(565)	38,726	Fire Fighting & Rescue Operations *	32,560	(601)	31,959
18,913	(1,343)	17,570	Management and Support	17,930	(709)	17,221
132		132	Corporate and Democratic Core	128	-	128
38		38	Corporate Management	58	-	58
61,898	(2,226)	59,672	Cost of Services	54,006	(1,748)	52,259
224	(49)	175	Other Operating Expenditure	537	(94)	443
19,444	(335)	19,109	Financing and Investment Income and Expenditure	23,967	(811)	23,156
	(51,614)	(51,614)	Taxation and Non-Specific Grant Income	-	(55,259)	(55,259)
		27,343	(Surplus) or Deficit on Provision of Services			20,598
		(1,421)	(Surplus) or Deficit on Revaluation of Non Current Assets			(494)
		(219,958)	Remeasurement of the net defined liability / (asset)			(8,562)
		(221,379)	Other Comprehensive Income and Expenditure (Surplus)/Deficit			(9,056)
		(194,036)	Total Comprehensive Income and Expenditure (Surplus)/Deficit			11,542

* 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 2023		31 March 2024
£'000	Note(s)	
61,808 Property, Plant & Equipment	5	59,755
15 Intangible Assets	5	165
6,939 Other Long-Term Assets	4	-
68,762 Long-Term Assets		59,920
489 Inventories		569
8,974 Short-Term Investments	7	10,168
10,750 Short-Term Debtors	8	9,317
112 Cash and Cash Equivalents	16	82
20,325 Current Assets		20,136
(6,349) Short-Term Creditors	8	(5,937)
(313) Short-Term Provisions		(340)
(1,599) Short-Term Borrowing	7	(946)
(8,261) Current Liabilities		(7,223)
(16,669) Long-Term Borrowing	7	(15,828)
(522,976) Other Long-Term Liabilities	4/7	(527,364)
(539,645) Long-Term Liabilities		(543,192)
(458,819) Net Assets/(Liabilities)		(470,360)
15,165 Usable Reserves	2/6	15,730
(473,984) Unusable Reserves	4/6	(486,090)
(458,819) Total Reserves		(470,360)

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 2023		31 March 2024
£'000	Note(s)	£'000
(27,343) Net Surplus or (Deficit) on the Provision of Services	2	(20,598)
Adjust Net Surplus or Deficit on the Provision of Services for Non		
29,084 Cash Movements	16	25,121
Adjust for items included in the Net Surplus or Deficit on the		
(49) Provision of Services that are Investing and Financing Activities	16	(94)
1,693 Net Cash Flows from Operating Activities		4,429
(800) Investing Activities	16	(2,979)
(930) Financing Activities	16	(1,479)
(37) Net Increase or (Decrease) in Cash and Cash Equivalents		(30)
Cash and Cash Equivalents at the Beginning of the		
148 Reporting Period	16	112
Cash and Cash Equivalents at the End of the Reporting		
112 Period	16	82
(37) Total Movement		(30)

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 2023/24. 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 those relating to Pensions and PPE valuations, details of which can be found on page 31.

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 Clark Weightman Ltd, 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 Firefighters' Pension Schemes (FPS) - this is an unfunded scheme, 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 pension 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). This is equal to 4% of the adjusted capital financing requirement at 31 March and subsequent supported borrowing, together with an amount equal to any Capital Expenditure funded from unsupported borrowing, apportioned over the Useful Economic Life of the Asset.

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
- National Flood Resilience Centre Reserve
- Resilience Reserve
- Emergency Services Fleet Management (Humberside) Ltd Reserve
- Insurance Reserve
- ESMCP Reserve
- Pay and Prices Reserve
- Grenfell and Protection Reserve
- Strategic Transformation Fund Reserve
- East Coast & Hertfordshire Control Room Consortium Reserve
- Environmental Initiative 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 2024. 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 VAT 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 2023

Year ended 31 March 2024

£'000	£'000	£'000			£'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		Note	Net Expenditure Chargeable to the General Fund	Adjustments between the funding and accounting basis	Net Expenditure in the Comprehensive Income and Expenditure Statement
2,690	(516)	3,206	Community Fire Safety	10	2,932	39	2,893
30,132	(8,594)	38,726	Fire Fighting & Rescue Operations	10	31,797	(162)	31,959
15,573	(1,997)	17,570	Management and Support	10	17,003	(218)	17,221
132	-	132	Corporate and Democratic Core	10	128	-	128
38	-	38	Corporate Management	10	58	-	58
48,566	(11,107)	59,672	Net Cost of Services		51,918	(341)	52,259
(47,473)	(15,143)	(32,330)	Other Income and Expenditure	10	(52,798)	(21,138)	(31,660)
1,093	(26,250)	27,342	(Surplus) or Deficit		(880)	(21,479)	20,599
7,438			Opening General Fund Balance		6,345		
1,093			Less/Plus (Surplus) or Deficit on the General Fund in the Year		(880)		
6,345			Closing General Fund Balance at 31 March		7,225		

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 2023 was £521.980m. 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 £37m. 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 2023 was £40.101m (The opening balance on scheme Assets was £47.040m). 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 £4.280m. 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 £487k. The carrying value of Property, Plant and Equipment is £59.829m. 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 £948k. The Depreciation charge is £3.786m.

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%	8.5% to 12.5%	11% to 17%	11% to 14.5%	5.5% to 12.5%
	37.3%	27.4%	37.3%	28.8%	18.5%
	5.2%	3.2%			
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	
	2023/24 £'000	2022/23 £'000	2023/24 £'000	2022/23 £'000	2023/24 £'000	2022/23 £'000	2023/24 £'000	2022/23 £'000
<i>Net Cost of Service</i>								
Current Service Cost	(100)	(230)	(30)	(80)	(2,380)	(9,090)	(1,506)	(2,882)
Unfunded Benefits	-	-	-	-	-	-	-	-
Past Service Costs	-	-	-	-	-	-	-	-
<i>Net Operating Expenditure</i>								
Interest Cost	(21,890)	(15,950)	(1,080)	(890)	(890)	(1,610)	(1,922)	(1,677)
Expected Return on Assets in the Scheme	-	-	-	-	-	-	2,467	1,396
Retirement costs included in the Comprehensive Income and Expenditure Statement								
	(21,990)	(16,180)	(1,110)	(970)	(3,270)	(10,700)	(961)	(3,163)

In addition to the recognised gains and losses included in the Comprehensive Income and Expenditure Account (shown in the table above), actuarial gains of £8.562m were included in the Statement of Comprehensive Income and Expenditure (£219.958m for 2022/23).

The estimated contributions payable to the Authority's pension schemes for 2024/25 is £10.243m (£7.712m for 2023/24).

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	
	2023/24	2022/23	2023/24	2022/23	2023/24	2022/23	2023/24	2022/23	2023/24	2022/23	2023/24	2022/23
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Fair value of employer assets					-	-					-	-
Present value of funded liabilities												
Present value of unfunded liabilities			(470,790)	(591,350)	(470,790)	(591,350)			(9,340)	(12,230)	(9,340)	(12,230)
Opening Position as at 31 March	-	-	(470,790)	(591,350)	(470,790)	(591,350)	-	-	(9,340)	(12,230)	(9,340)	(12,230)
Service Cost												
Current Service Cost					-	-			(100)	(230)	(100)	(230)
Past Service Cost (inc curtailments)				(14,320)	-	(14,320)					-	-
Effect of Settlements					-	-					-	-
Total Service Cost	-	-	-	(14,320)	-	(14,320)	-	-	(100)	(230)	(100)	(230)
Net Interest												
Interest income on plan assets					-	-					-	-
Interest cost on defined benefit obligation			(21,460)	(15,630)	(21,460)	(15,630)			(430)	(320)	(430)	(320)
Impact of asset ceiling on net interest					-	-					-	-
Total net interest	-	-	(21,460)	(15,630)	(21,460)	(15,630)	-	-	(430)	(320)	(430)	(320)
Total defined benefit cost recognised in Income and Expenditure	-	-	(21,460)	(29,950)	(21,460)	(29,950)	-	-	(530)	(550)	(530)	(550)
Cashflows												
Plan participants' contributions					-	-					-	-
Employer Contributions					-	-					-	-
Contributions in respect of unfunded benefits					-	-					-	-
Benefits paid	(18,790)	(17,460)	18,790	17,460	-	-	(480)	(450)	480	450	-	-
Unfunded benefits paid					-	-					-	-
Expected closing position	(18,790)	(17,460)	(473,460)	(603,840)	(492,250)	(621,300)	(480)	(450)	(9,390)	(12,330)	(9,870)	(12,780)
Remeasurements												
Changes in demographic assumptions				10,820	-	10,820				200	-	200
Changes in financial assumptions	18,790	17,460	8,050	160,740	26,840	178,200	480	450	160	2,830	640	3,280
Other experience			(5,220)	(38,510)	(5,220)	(38,510)			310	(40)	310	(40)
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	18,790	17,460	2,830	133,050	21,620	150,510	480	450	470	2,990	950	3,440
Exchange differences												
Effect of business combinations and disposals												
Fair Value of employer assets												
Present value of funded liabilities												
Present value of unfunded liabilities	-	-	(470,630)	(470,790)	(470,630)	(470,790)	-	-	(8,920)	(9,340)	(8,920)	(9,340)
Closing position as at 31 March	-	-	(470,630)	(470,790)	(470,630)	(470,790)	-	-	(8,920)	(9,340)	(8,920)	(9,340)

Period ended 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	
	2023/24 £'000	2022/23 £'000	2023/24 £'000	2022/23 £'000	2023/24 £'000	2022/23 £'000	2023/24 £'000	2022/23 £'000	2023/24 £'000	2022/23 £'000	2023/24 £'000	2022/23 £'000
Fair value of employer assets					-	-					-	-
Present value of funded liabilities					-	-					-	-
Present value of unfunded liabilities			(23,310)	(32,640)	(23,310)	(32,640)			(18,530)	(65,160)	(18,530)	(65,160)
Opening Position as at 31 March	-	-	(23,310)	(32,640)	(23,310)	(32,640)	-	-	(18,530)	(65,160)	(18,530)	(65,160)
Service Cost												
Current Service Cost			(30)	(80)	(30)	(80)			(2,380)	(9,090)	(2,380)	(9,090)
Past Service Cost (inc curtailments)				(1,850)	-	(1,850)				16,170	-	16,170
Effect of Settlements					-	-					-	-
Total Service Cost	-	-	(30)	(1,930)	(30)	(1,930)	-	-	(2,380)	7,080	(2,380)	7,080
Net Interest												
Interest income on plan assets					-	-					-	-
Interest cost on defined benefit obligation			(1,080)	(890)	(1,080)	(890)			(890)	(1,610)	(890)	(1,610)
Impact of asset ceiling on net interest					-	-					-	-
Total net interest	-	-	(1,080)	(890)	(1,080)	(890)	-	-	(890)	(1,610)	(890)	(1,610)
Total defined benefit cost recognised in Income and Expenditure	-	-	(1,110)	(2,820)	(1,110)	(2,820)	-	-	(3,270)	5,470	(3,270)	5,470
Cashflows												
Plan participants' contributions					-	-	2,940	2,740	(2,940)	(2,740)	-	-
Employer Contributions	52	52			52	52	6,016	5,524			6,016	5,524
Contributions in respect of unfunded benefits					-	-					-	-
Benefits paid	(280)	(260)	280	260	-	-	(4,080)	(4,580)	4,080	4,580	-	-
Unfunded benefits paid					-	-					-	-
Expected closing position	(228)	(208)	(24,140)	(35,200)	(24,368)	(35,408)	4,876	3,684	(20,660)	(57,850)	(15,784)	(54,166)
Remeasurements												
Changes in demographic assumptions				1,170	-	1,170				8,510	-	8,510
Changes in financial assumptions	228	208	390	12,100	618	12,308	(4,876)	(3,684)	1,000	31,500	(3,876)	27,816
Other experience			(390)	(1,380)	(390)	(1,380)			(2,900)	(690)	(2,900)	(690)
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	228	208	-	11,890	228	12,098	(4,876)	(3,684)	(1,900)	39,320	(6,776)	35,636
Exchange differences												
Effect of business combinations and disposals												
Fair Value of employer assets												
Present value of funded liabilities												
Present value of unfunded liabilities	-	-	(24,140)	(23,310)	(24,140)	(23,310)	-	-	(22,560)	(18,530)	(22,560)	(18,530)
Closing position as at 31 March	-	-	(24,140)	(23,310)	(24,140)	(23,310)	-	-	(22,560)	(18,530)	(22,560)	(18,530)

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

	Local Government Pension Scheme		Local Government Pension Scheme		Local Government Pension Scheme	
	Assets		Liability		Net (Obligation) / Surplus	
	2023/24 £'000	2022/23 £'000	2023/24 £'000	2022/23 £'000	2023/24 £'000	2022/23 £'000
Period ended 31 March						
Fair value of employer assets	47,040	50,475			47,040	50,475
Present value of funded liabilities	-	-	(40,068)	(59,812)	(40,068)	(59,812)
Present value of unfunded liabilities	-	-	(33)	(37)	(33)	(37)
Opening Position as at 31 March	47,040	50,475	(40,101)	(59,849)	6,939	(9,374)
Service Cost						
Current Service Cost	-	-	(1,506)	(2,882)	(1,506)	(2,882)
Past Service Cost (inc curtailments)	-	-	-	-	-	-
Effect of Settlements	-	-	-	-	-	-
Total Service Cost	-	-	(1,506)	(2,882)	(1,506)	(2,882)
Net Interest						
Interest income on plan assets	2,467	1,396			2,467	1,396
Interest cost on defined benefit obligation			(1,922)	(1,677)	(1,922)	(1,677)
Impact of asset ceiling on net interest					-	-
Total net interest	2,467	1,396	(1,922)	(1,677)	545	(281)
Total defined benefit cost recognised in Income and Expenditure	2,467	1,396	(3,428)	(4,559)	(961)	(3,163)
Cashflows						
Plan participants' contributions	502	423	502	(423)	1,004	-
Employer Contributions	1,446	1,198	-	-	1,446	1,198
Contributions in respect of unfunded benefits	4	4	-	-	4	4
Benefits paid	(1,266)	(963)	(1,266)	963	(2,532)	-
Unfunded benefits paid	(4)	(4)	(4)	(4)	(8)	(8)
Expected closing position	50,189	52,529	(44,297)	(63,872)	5,892	(11,343)
Remeasurements						
Changes in demographic assumptions	-	-	(245)	1,686	(245)	1,686
Changes in financial assumptions	-	-	(2,710)	25,807	(2,710)	25,807
Other experience	-	629	1,287	(3,730)	1,287	(3,101)
Return on assets excluding amounts included in net interest	1,786	(1,411)	-	-	1,786	(1,411)
Changes in asset ceiling	(10,914)	(4,707)	-	-	(10,914)	(4,707)
Total remeasurements recognised in Other Comprehensive income	(9,128)	(5,489)	(1,668)	23,763	(10,796)	18,274
Exchange differences						
Effect of business combinations and disposals						
Fair Value of employer assets	41,061	47,040	-	-	41,061	47,040
Present value of funded liabilities	-	-	(41,061)	(40,068)	(41,061)	(40,068)
Present value of unfunded liabilities	-	-	(32)	(33)	(32)	(33)
Closing position as at 31 March	41,061	47,040	(41,093)	(40,101)	(32)	6,939

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

	2019/20 £'000	2020/21 £'000	2021/22 £'000	2022/23 £'000	2023/24 £'000
Present Value of Liabilities					
Local Government Pension Scheme	(43,897)	(61,279)	(59,849)	(40,101)	(41,093)
Firefighters' 1992 Pension Scheme	(523,400)	(612,130)	(591,350)	(470,800)	(470,630)
Firefighters' Injury Awards	(12,450)	(11,090)	(12,230)	(9,340)	(8,920)
Firefighters' 2006 Pension Scheme	(35,810)	(33,030)	(32,650)	(23,310)	(24,140)
Firefighters' 2015 Pension Scheme	(41,110)	(47,200)	(65,160)	(18,530)	(22,560)
<hr/>					
Fair Value of Assets					
Local Government Pension Scheme	38,278	45,707	50,475	47,040	41,061
Firefighters' 1992 Pension Scheme	-	-	-	-	-
Firefighters' Injury Awards	-	-	-	-	-
Firefighters' 2006 Pension Scheme	-	-	-	-	-
Firefighters' 2015 Pension Scheme	-	-	-	-	-
<hr/>					
Surplus/(Deficit) in the Scheme					
Local Government Pension Scheme	(5,619)	(15,572)	(9,374)	6,939	(32)
Firefighters' 1992 Pension Scheme	(523,400)	(612,130)	(591,350)	(470,800)	(470,630)
Firefighters' Injury Awards	(12,450)	(11,090)	(12,230)	(9,340)	(8,920)
Firefighters' 2006 Pension Scheme	(35,810)	(33,030)	(32,650)	(23,310)	(24,140)
Firefighters' 2015 Pension Scheme	(41,110)	(47,200)	(65,160)	(18,530)	(22,560)
	<u>(618,389)</u>	<u>(719,022)</u>	<u>(710,764)</u>	<u>(515,041)</u>	<u>(526,282)</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 £526.282m (£515.041m in 2022/23) has a substantial impact on the net worth of the Authority as recorded in the Balance Sheet, resulting in a negative overall balance of £470.360m (£458.819m in 2022/23). However, there are statutory provisions (most recently, S13 of the Local Government Act 2003) for funding any Local Authority deficit. In addition, the surplus on the Local Government Scheme will be made good by decreased 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 2022.

The principal assumptions used by the actuaries have been:

	Local Government Pension Scheme		Firefighters' Pension Schemes	
	2023/24	2022/23	2023/24	2022/23
Longevity at 65 for current pensioners:				
Men	20.6	20.8	21.3	21.2
Women	23.5	23.7	21.3	21.2
Longevity at 65 for future pensioners: (45 for Firefighters' Pension Scheme)				
Men	21.4	21.5	22.9	22.9
Women	25.0	25.2	22.9	22.9
Rate of Inflation	2.8%	3.0%	2.6%	2.6%
Rate of increase in salaries	2.8%	3.0%	3.9%	3.9%
Rate of increase in pensions	2.8%	3.0%	2.6%	2.6%
Rate for discounting scheme liabilities	4.9%	4.8%	4.8%	4.7%
Take-up of option to convert annual pension into retirement lump sum	65.0%	65.0%	25.0%	25.0%

Mortality rates are projected using published tables and future mortality improvements are in line with the 2020-based UK national population projections.

The sensitivity of scheme liabilities to the changes in the main assumptions are as follows:

2023/24

	Firefighters' Pension Schemes		Local Government Pension Scheme	
	%	£'000	%	£'000
Change in assumption:				
0.5% increase in salaries increase rate	1.0	5,000	1.0	520
0.5% increase in pensions increase rate	7.0	35,000	10.0	3,840
0.5% decrease in discounting of liabilities rate	7.0	37,000	10.0	4,280
1 year increase in member life expectancy rate	2.5	13,000	4.0	1,644

2022/23

	Firefighters' Pension Schemes		Local Government Pension Scheme	
	%	£'000	%	£'000
Change in assumption:				
0.5% increase in salaries increase rate	1.0	5,000	1.0	555
0.5% increase in pensions increase rate	7.0	35,000	10.0	3,605
0.5% decrease in discounting of liabilities rate	7.0	36,000	10.0	4,100
1 year increase in member life expectancy rate	2.5	12,500	4.0	1,604

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 2024				Period Ended 31 March 2023			
	Quoted prices in active markets £(000)	Quoted prices not in active markets £(000)	Total £(000)	Percentage of Total Assets	Quoted prices in active markets £(000)	Quoted prices not in active markets £(000)	Total £(000)	Percentage of Total Assets
Equity Securities:								
Consumer	0.0		0.0	0%			0.0	0%
Manufacturing	0.0		0.0	0%			0.0	0%
Energy and Utilities	0.0		0.0	0%			0.0	0%
Financial Institutions	0.0		0.0	0%			0.0	0%
Health and Care	0.0		0.0	0%			0.0	0%
Information Technology	0.0		0.0	0%			0.0	0%
Other	0.0		0.0	0%	5,214.8		5,214.8	10%
Debt Securities:								
Corporate Bonds (investment grade)	0.0		0.0	0%			0.0	0%
Corporate Bonds (non-investment grade)	1,108.6	1,859.9	2,968.5	5%	507.3	2,710.9	3,218.2	6%
UK Government	977.5	0.0	977.5	2%	881.4		881.4	2%
Other	458.5	0.0	458.5	1%	471.6		471.6	1%
Private Equity:								
All	662.8	2,862.5	3,525.3	6%	601.6	2,597.4	3,199.0	6%
Real Estate:								
UK Property	586.0	4,111.0	4,697.0	8%	562.4	4,122.8	4,685.2	9%
Overseas Property	0.0	0.0	0.0	0%			0.0	0%
Investment Funds and Unit Trusts:								
Equities	28,317.3	0.0	28,317.3	50%	21,340.5		21,340.5	41%
Bonds	4,398.1	468.8	4,866.9	9%	3,476.3		3,476.3	7%
Hedge Funds	0.0	0.0	0.0	0%			0.0	0%
Commodities	0.0	0.0	0.0	0%			0.0	0%
Infrastructure	429.0	3,484.7	3,913.7	7%	402.8	3,036.9	3,439.7	7%
Other	4,236.5	1,943.1	6,179.6	11%	3,639.1	1,215.2	4,854.3	9%
Derivatives:								
Inflation	0.0	0.0	0.0	0%			0.0	0%
Interest Rate	0.0	0.0	0.0	0%			0.0	0%
Foreign Exchange	0.0	0.0	0.0	0%			0.0	0%
Other	0.0	0.0	0.0	0%			0.0	0%
Cash and Cash Equivalents:								
All	622.6	0.0	622.6	1%	965.7		965.7	2%
Totals	41,797	14,730	56,527	100.00%	38,064	13,683	51,747	100.00%

The Actuarial Gains identified as movements on the Pensions Reserve in 2023/24 can be analysed into the following categories, measured as a percentage of Assets or Liabilities at the 31 March 2024:

	2019/20	2020/21	2021/22	2022/23	2023/24
	%	%	%	%	%
Local Government Pension Scheme					
Difference between the expected and actual return on assets	(10.31)	15.30	7.01	(1.86)	3.46
Experience gains and (losses) on liabilities	1.93	2.02	1.54	2.33	6.15
Firefighters' Pension Scheme 1992					
Experience gains and (losses) on liabilities	7.25	(18.05)	2.20	22.50	0.60
Firefighters' Injury Awards					
Experience gains and (losses) on liabilities	0.06	11.89	(9.83)	24.45	5.03
Firefighters' Pension Scheme 2006					
Experience gains and (losses) on liabilities	4.73	10.13	2.85	36.42	-
Firefighters' Pension Scheme 2015					
Experience gains and (losses) on liabilities	7.83	18.87	(8.71)	60.35	(10.26)

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 has been considered by Government and Legislation was published in October 2023. The Service is currently working with its Pensions administrator to implement the changes resulting from the remedy, with the exercise being concluded by March 2025.

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 Fire Pension valuation took place in 2020 with implementation of the results planned for 2024/25 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	£'000
Cost or Valuation								
1 April 2023	49,959	19,544	6,857	76,361	36	0	350	76,747
Additions/Enhancement	1,344	108	479	1,931	165	0	0	2,096
Revaluation increases / (decreases) to Revaluation Reserve	(240)			(240)				(240)
Revaluation increases / (decreases) to Comprehensive Income and Expenditure Statement	(129)			(129)				(129)
Derecognition - Disposals		(506)	(583)	(1,089)	(36)			(1,125)
Other movements				0				0
At 31 March 2024	50,934	19,146	6,753	76,834	165	0	350	77,349
Depreciation/Impairment								
1 April 2023	1,010	10,577	3,448	15,035	21	0	9	15,065
Charge for the year	1,484	1,413	877	3,774	4		9	3,787
Depreciation written out to the Revaluation Reserve	(735)			(735)				(735)
Derecognition - Disposals		(159)	(404)	(563)	(25)			(588)
At 31 March 2024	1,759	11,831	3,921	17,511	0	0	18	17,529
Net Book Value								
1st April 2023	48,949	8,967	3,409	61,326	15	0	341	61,676
31 March 2024*	49,175	7,315	2,832	59,323	165	0	332	59,813

*£107k is included in non-current assets (on the Balance Sheet) that are owned by ESFM (Humberside) Ltd, please see note 12 for details.

2022/23 Comparatives

	Operational Assets				Operational Assets (Intangible)	Non-operational Assets		Total Assets £'000
	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 2022	48,471	17,759	6,642	72,872	51	75	350	73,348
Additions/Enhancement	525	1,826	886	3,238				3,238
Revaluation increases / (decreases) to Revaluation Reserve	518			518				518
Revaluation increases / (decreases) to Comprehensive Income and Expenditure Statement	445			445				445
Derecognition - Disposals		(41)	(671)	(712)	(15)			(727)
Other movements				0		(75)		(75)
At 31 March 2023	49,959	19,544	6,857	76,361	36	0	350	76,747
Depreciation/Impairment								
1 April 2022	0	7,449	2,972	10,421	26	75	0	10,522
Charge for the year	1,448	3,169	927	5,544	5		9	5,558
Depreciation written out to the Revaluation Reserve	(438)			(438)				(438)
Derecognition - Disposals		(41)	(451)	(492)	(10)	(75)		(577)
At 31 March 2023	1,010	10,577	3,448	15,035	21	0	9	15,065
Net Book Value								
1st April 2022	48,471	10,310	3,670	62,451	25	0	350	62,821
31 March 2023*	48,949	8,967	3,409	61,326	15	0	341	61,676

*£147k 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 2024	No. Held 31 March 2023
Operational Land & Buildings		
Service Headquarters	1	1
Fire Stations	31	31
Other Offices	2	2
Operational Vehicles		
Fire Appliances	68	68
Lorries	1	1
Vans	50	60
Cars	80	89
Others	3	3
New Dimensions Assets	5	6

Capital Financing Requirement

Movements in the Capital Financing Requirement for the year 2023/24 are shown in the table below:

	2023/24 £'000	2022/23 £'000
Opening Capital Financing Requirement	19,412	18,720
Capital Investment		
Operational Assets	1,994	3,238
Non Operational Assets	-	-
Sources of Finance		
Capital Receipts	-	(78)
Minimum Revenue Provision	(913)	(818)
Revenue Contributions to Capital Outlay	(1,994)	(1,650)
	<u>18,499</u>	<u>19,412</u>
Explanation of Movements in Year		
Increase/(Decrease) in the Underlying Need to Borrow Unsupported by Government Financial Assistance	(913)	692
	<u>(913)</u>	<u>692</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 Clark Weightman Ltd 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.

2023/24

	Operational Assets			Non Operational Assets		Total £'000
	Other Land & Buildings	Vehicles	Plant & Equipment	Assets Under Construction	Surplus Assets	
	£'000	£'000	£'000	£'000	£'000	
Value as at Historical Cost		7,315	2,997			10,312
Value at Current Value in:						
2023/24	24,236					24,236
2022/23	2,645					2,645
2021/22	22,294				332	22,626
Value as at 31 March 2023	49,175	7,315	2,997	-	332	59,813
Nature of asset holding						
Leased	1,582					1,582
Owned	47,593	7,315	2,997	-	332	58,237
	49,175	7,315	2,997	-	332	59,813

Note: the above valuations as at 31 March 2024 are net of accumulated Depreciation to that date.

2022/23

	Operational Assets			Non Operational Assets		Total £'000
	Other Land & Buildings	Vehicles	Plant & Equipment	Assets Under Construction	Surplus Assets	
	£'000	£'000	£'000	£'000	£'000	
Value as at Historical Cost		8,967	3,409			12,376
Value at Current Value in:						
2022/23	21,132					21,132
2021/22	27,817				341	28,158
Value as at 31 March 2023	48,949	8,967	3,409	-	341	61,666
Nature of asset holding						
Leased	1,682					1,682
Owned	47,267	8,967	3,409	-	341	59,984
	48,949	8,967	3,409	-	341	61,666

Capital Expenditure

Capital Expenditure incurred by the Authority during 2023/24 with comparatives for 2022/23 and the sources of financing are as follows:

Category of Asset	2023/24	Category of Asset	2022/23
	£'000		£'000
Land & Buildings (Including those under Construction)		Land & Buildings (Including those under Construction)	
Goole	674	Clough Road Training	(25)
Winterton	559	Bridlington	(23)
Headquarters	30	Goole	37
Immingham East	14	Hornsea	25
Immingham West	2	Headquarters	54
Cromwell Road	(27)	Scunthorpe	(5)
Market Weighton	(4)	Dignity Works	210
Calvert	(4)	Calvert	252
Barton	(2)		
Vehicles (including those under Construction)	108	Vehicles (including those under Construction)	1,826
Plant & Equipment (Including Equipment under Construction)		Plant & Equipment (Including Equipment under Construction)	
IT Equipment	303	IT Equipment	616
Equipment	176	Equipment	100
		Personal Protective Equipment	171
Intangibles	165	Intangibles	-
	1,994		3,238
Source of Finance		Source of Finance	
	£'000		£'000
Loans - Unsupported Borrowing	-	Loans - Unsupported Borrowing	1,510
Capital Contributions (including capital receipts)	1,994	Capital Contributions (including capital receipts)	1,728
	1,994		3,238

The Authority had outstanding commitments under capital contracts as at 31 March 2024 to the value of £2.623m which will take place during 2024/25.

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:

	2023/24	2022/23
	£'000	£'000
Property, Plant and Equipment	1,582	1,682
	1,582	1,682

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:

	2023/24	2022/23
	£'000	£'000
Finance Lease Liability	1,095	1,013
Finance Costs		
Current	104	103
Non Current	1,203	1,292
	2,402	2,408

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

	Minimum Lease		Finance Lease	
	2023/24	2022/23	2023/24	2022/23
	£'000	£'000	£'000	£'000
Not later than one year	126	120	23	17
Later than one year and not later than five years	506	482	114	89
Later than five years	1,770	1,806	958	907
	2,402	2,408	1,095	1,013

Operating Leases

The Authority does not have any material operating leases.

6. Reserves held by the AuthorityUseable 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 £8.411m (£8.819m at the end of 2022/23). Please see the description of each reserve below.

31 March 2023 £'000	Earmarked Reserves	31 March 2024 £'000
1,000	Resilience Reserve	500
3,410	Capital Funding Reserve	3,410
500	Insurance Reserve	500
1,000	National Flood Resilience Centre Reserve	1,000
354	Share of ESFM (Humberside) Ltd Net Assets	546
215	ESMCP Reserve	215
110	Grenfell and Protection Reserve	110
-	Strategic Transformation Fund	500
1,000	East Coast & Hertfordshire Control Room Consortium Reserve	1,000
1,200	Pay and Prices Reserve	600
30	Environmental Reserve	30
8,819	Total Earmarked Reserves	8,411

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.

National Flood Resilience Centre Reserve – This funding is identified to fund the National Flood Resilience Centre development with other partners.

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.

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

Strategic Transformation Fund – This funding is identified to support transformation initiatives.

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.

Pay and Prices Reserve – This funding is identified to cover any pay and prices increases in excess of budget assumptions.

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

Capital Receipts Reserve - This can be used to fund items of Capital Expenditure.

Unusable Reserves

The Authority now retains five 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

	2023/24	2022/23
	£'000	£'000
Gains on Revaluation of Non Current Assets	(915)	(934)
Losses on Revaluation of Non Current Assets	421	(21)
Compensatory adjustment from the Revaluation Reserve to convert current value depreciation debits to historical cost.	431	406
Total Movement on Reserve	<u>(63)</u>	<u>(549)</u>
Balance Brought Forward 1 April	(23,739)	(23,190)
Balance Carried Forward at 31 March	<u>(23,802)</u>	<u>(23,739)</u>

Capital Adjustment Account

	2023/24	2022/23
	£'000	£'000
Net Book Value of Assets disposed of	537	224
Depreciation	3,808	5,582
Impairments	129	21
Compensatory adjustment from the Revaluation Reserve to convert current value depreciation debits to historical cost.	(430)	(872)
Deferred Grants and Contributions applied	(1,994)	(1,728)
Provision for Repayments of External Loans (MRP)	(913)	(818)
Total Movement on Reserve	<u>1,137</u>	<u>2,409</u>
Balance Brought Forward 1 April	(17,138)	(19,548)
Balance Carried Forward at 31 March	<u>(16,001)</u>	<u>(17,138)</u>

7. Borrowing and Investments

Long Term Liabilities

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

	2023/24			2022/23		
	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	16,751	923	15,828	18,251	1,582	16,669
Finance Leases	1,095	23	1,072	1,013	17	996
Pension Liability - Firefighters' Pension Fund	526,260		526,260	521,980		521,980
Pension Liability - Local Government Pension Scheme*	32		32	-		-
	544,138	946	543,192	541,244	1,599	539,645

*for 2022/23 the Local Government Pension Scheme was an asset so is not disclosed in total long-term liabilities

The outstanding borrowings of the Authority at 31 March 2024 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 2024 £'000	31 March 2023 £'000
Public Work Loans Board	1.80	1,000	1,000
Public Work Loans Board	1.86	1,000	1,000
Public Work Loans Board	1.96	1,000	1,000
Public Work Loans Board	1.99	1,000	1,000
Public Work Loans Board	2.09	1,000	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	2.19	1,000	1,000
Public Work Loans Board	2.25	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	3.88	1,000	1,000
Public Work Loans Board	4.40	428	428
Public Work Loans Board	4.55	3,000	3,000
Public Work Loans Board	4.63	-	500
Public Work Loans Board	4.75	-	95
Public Work Loans Board	4.90	-	246
Public Work Loans Board	5.00	400	400
		15,828	16,669

Loans analysed by maturity are as follows:

	31 March 2024 £'000	31 March 2023 £'000
Maturing in 1-2 Years	828	841
Maturing in 2-5 Years	3,000	2,828
Maturing in 5-10 Years	7,000	7,000
Maturing in More Than 10 Years	5,000	6,000
	15,828	16,669

Short Term Investments

The Authority places funds with counterparties on a commercial basis. These loans are made to counterparties who meet a specified criteria and are short-term (less than a year). Accrued interest is included in the Balance Sheet as at 31 March. The value of these investments is £10.168m as at 31 March. (2022/23 was £8.974m).

8. Other Creditors and Debtors

- Long-Term Creditors

There are no long-term creditors as at 31 March 2024.

- Short-Term Creditors

Analysis of short-term creditors is as follows: -

	31 March 2024 £'000	31 March 2023 £'000
Central Government Bodies	171	1,261
Other Local Authorities	1,079	1,093
Bodies External to General Government	4,687	3,995
	<u>5,937</u>	<u>6,349</u>

*included in the Short-Term Creditors figure on the Balance Sheet is £106k relating to ESFM (Humberside) Ltd, please see note 12 for details.

- Long-Term Debtors

There were no long-term debtors at 31 March 2024.

- Short-Term Debtors

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

	31 March 2024 £'000	31 March 2023 £'000
Central Government Bodies	4,112	5,473
Other Local Authorities	215	271
NHS Bodies	27	29
Bodies External to General Government	4,963	4,977
	<u>9,317</u>	<u>10,750</u>

*included in Short-Term Debtors is £409k 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	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Investments at Amortised Cost				
Loans and Receivables at Amortised Cost			10,168	8,974
Total Investments at Amortised Cost	-	-	10,168	8,974
Debtors				
Financial Assets (including Trade Debtors and General and Other Debtors and Long Term Debtors)			1,553	1,730
Total Debtors	-	-	1,553	1,730
Borrowings at Amortised Cost				
Financial Liabilities at Amortised Cost	(16,860)	(17,666)	(946)	(1,599)
Total Borrowings at Amortised Cost	(16,860)	(17,666)	(946)	(1,599)
Creditors				
Financial Liabilities Carried at Contract Amount			(1,826)	(1,337)
Total Creditors	-	-	(1,826)	(1,337)

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

	31 March	
	2024	2023
	£'000	£'000
Financial Liabilities		
Current		
Creditors	(1,826)	(1,337)
Public Works Loans Board Loans and Finance Leases	(946)	(1,599)
	<u>(2,772)</u>	<u>(2,936)</u>
Long Term		
Public Works Loans Board Loans	(15,788)	(16,670)
Finance Leases	(1,072)	(996)
	<u>(16,860)</u>	<u>(17,666)</u>
	<u>(19,632)</u>	<u>(20,602)</u>
Financial Assets		
Current		
Debtors	1,553	1,730
Investments	10,168	8,974
	<u>11,721</u>	<u>10,704</u>

Gains and losses recognised in the Comprehensive Income and Expenditure Account for 2023/24 in relation to financial instruments are made up as follows:

	2023/24			Total	2022/23			Total
	Financial Liabilities	Financial Assets			Financial Liabilities	Financial Assets		
	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	
Interest Expense	(652)	-	-	(652)	(713)	-	-	(713)
Loss on derecognition	-	-	-	-	-	-	-	-
Impairment losses	-	-	-	-	-	-	-	-
Interest payable and similar charges	(652)	-	-	(652)	(713)	-	-	(713)
Interest income	-	811	-	811	-	335	-	335
Losses on revaluation	-	-	-	-	-	-	-	-
Amounts recycled to the Income and Expenditure Account after impairment	-	-	-	-	-	-	-	-
Interest and investment income	-	811	-	811	-	335	-	335
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	(652)	811	-	159	(713)	335	-	(378)

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 2024, 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 126/24. 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:

	31 March 2024		31 March 2023	
	Carrying Amount £'000	Fair Value £'000	Carrying Amount £'000	Fair Value £'000
Financial Liabilities	(16,669)	(14,740)	(18,169)	(16,454)
Loans and Receivables	(10,075)	(10,075)	(8,964)	(8,964)

The decrease 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 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 Finance 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 2024	Historical experience of default	Historical experience adjusted for market conditions at 31 March 2024	Estimated maximum exposure to default and uncollectability 31 March 2024
	£'000	%	%	£'000
Deposits with banks and financial institutions	10,075	0.00	0.00	-
Bonds	-	0.00	0.00	-
Customers	92	0.43	0.43	-
	<u>10,167</u>			<u>-</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 £44k of the £92k balance is past its due date for payment. The past due amount can be analysed by age as follows:

	31 March 2024 £'000	31 March 2023 £'000
Less than three months	18	82
Three to six months	26	28
Six months to one year	-	-
More than one year	-	-
	44	110

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 RiskInterest 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 it 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 it 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.

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

	2023/24	2022/23
	£000s	£000s
Other Operating Expenditure		
(Profit)/Loss on the disposal of assets	443	175
Total Other Operating Expenditure	443	175
Financing and Investment Income and Expenditure		
Interest Payable	652	713
Interest Receivable	(811)	(335)
Net interest cost on the net defined pension liability		
- Firefighters' Pension Scheme	23,860	18,450
- Local Government Pension Scheme	(545)	281
Total Financing and Investment Income and Expenditure	23,156	19,109
Taxation and Non Specific Grant Income		
Council Tax Payers	27,365	26,429
General Government Grants (See breakdown below)	3,060	3,424
Localised Business Rates	6,188	4,288
National Non Domestic Rates and Revenue Support Grant	18,646	17,473
Total Taxation and Non Specific Grant Income	55,259	51,614
General Government Grants		
Additional Pensions Grant	2,543	2,543
Services Grant	517	881
	3,060	3,424

Precepts

The Authority, at its meeting on 10 February 2023, set a precept for 2023/24 equivalent to a Band D Council Tax of £95.10. Precepts and Collection Fund balances received from the four constituent Authorities for 2023/24 are as follows:

	Precepts 2023/24	Collection Fund Residual 2022/23	Surplus/(Deficit) 31 March 2024	Total 2023/24
	£'000	£'000	£'000	£'000
Kingston upon Hull City Council	6,180	(62)	92	6,210
East Riding of Yorkshire Council	11,652	3	210	11,865
North East Lincolnshire Council	4,347	148	(48)	4,447
North Lincolnshire Council	4,876	(38)	6	4,844
	27,055	51	260	27,366
	Precepts 2022/23	Collection Fund Residual 2021/22	Surplus/(Deficit) 31 March 2023	Total 2022/23
	£'000	£'000	£'000	£'000
Kingston upon Hull City Council	5,766	(183)	382	5,965
East Riding of Yorkshire Council	10,894	(326)	922	11,490
North East Lincolnshire Council	4,074	(44)	262	4,292
North Lincolnshire Council	4,578	(88)	137	4,627
	25,312	(641)	1,703	26,374

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, Jonathan Evison, 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: Kevin Casson, John Dennis, Coleen Gill, Mike Heslop-Mullens, Richard Meredith, Simon Pickering, Margot Sutton, Samantha Whyte.

Kingston upon Hull City Council: Tracey Henry, Deborah Matthews, Tracey Neal, Peter North, Lynne Petrini, David Woods.

North East Lincolnshire Council: Ian Lindley, Matt Patrick, Ron Shepherd, Stewart Swinburn.

North Lincolnshire Council: John Briggs (deceased 12/03/24), Mick Grant, Nigel Sherwood, Rob Waltham MBE.

The total of Members' allowances paid in 2023/24 is shown in Note 13. During 2023/24 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 2023/24 no Senior Officers of the Authority (with the exception of 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.

Two officers of the Fire Authority are also Directors of Emergency Services Fleet Management (Humberside) Ltd (Deputy Chief Fire Officer Niall McKiniry and Director Jon Henderson). 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 2023/24 with a value of £1.5m (£1.1m during 2022/23) to Humberside Fire Authority.

Two officers of the Fire Authority are also seconded to Police and Crime Commissioner for Humberside on a part time basis (Executive Director/S.151 Officer Martyn Ransom and Joint Deputy Chief Finance Officer/Deputy S.151 Officer Shaun Edwards). Humberside Police supplied goods and services to the Authority during 2023/24 with a value of £3.8m (£2.8m during 2022/23). The Authority supplied goods and services to Humberside Police during 2023/24 with a value of £0.2m (£0.4m during 2022/23).

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 2023/24 are £0.4m (£1.5m 2022/23) 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 2024.

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 2023/24 was £122,958 (2022/23 was £127,918).

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					
	2023/24			2022/23		
	Operational	Non Operational	Total	Operational	Non Operational	Total
£185-189,999	1	-	1	-	-	-
£180-184,999	-	-	-	-	-	-
£175-179,999	-	-	-	-	-	-
£170-174,999	-	-	-	-	-	-
£165-169,999	-	-	-	-	-	-
£160-164,999	-	-	-	-	-	-
£155-159,999	1	-	1	-	-	-
£150-154,999	-	-	-	-	-	-
£145-149,999	1	-	1	-	-	-
£140-144,999	-	-	-	-	-	-
£135-139,999	-	-	-	1	-	1
£130-134,999	-	1	1	-	-	-
£125-129,999	-	-	-	1	-	1
£120-124,999	-	-	-	-	-	-
£115-119,999	-	-	-	-	-	-
£110-114,999	-	-	-	-	-	-
£105-109,999	-	-	-	-	2	2
£100-104,999	2	-	2	1	-	1
£95-99,999	1	1	2	-	-	-
£90-94,999	-	-	-	1	-	1
£85-89,999	-	-	-	-	-	-
£80-84,999	-	-	-	1	-	1
£75-79,999	1	-	1	1	-	1
£70-74,999	10	1	11	2	-	2
£65-69,999	5	1	6	7	1	8
£60-64,999	18	1	19	15	2	17
£55-59,999	31	6	37	22	4	26
£50-54,999	48	2	50	37	4	41
	119	13	132	89	13	102

The following table sets out the remuneration disclosures for senior officers whose salary is equal to or more than £50,000 per year:

Disclosure for 2023/24

Post Title	Salary (Including fees & Allowances)	Benefits in Kind (e.g. Car Allowance)	Total Remuneration excluding employer's pension contributions 2022/23	Employer's pension contributions 2021/22	Total Remuneration including employer's pension contributions 2022/23
Chief Fire Officer & Chief Executive - Phil Shillito	185,873	-	185,873	33,070	218,943
Deputy Chief Fire Officer & Executive Director of Service Delivery - Niall McKiniry	158,640	-	158,640	42,060	200,700
Assistant Chief Fire Officer & Executive Director of Corporate Services	146,264	-	146,264	41,142	187,406
Director of Service Improvement	102,109	-	102,109	29,407	131,516
Director of Prevention, Protection, Fleet and Estates	100,363	-	100,363	-	100,363
Director of Emergency Response	99,858	-	99,858	27,456	127,314
* Executive Director of Finance and Section 151 Officer (1 April 2023 to 1 October 2023)	70,726	623	71,349	11,102	82,451
* Executive Director of Finance and Section 151 Officer (2 October 2023 to 31 March 2024)	61,593	650	62,243	11,395	73,637
Executive Director of People and Development	130,236	1,617	131,853	24,094	155,947
	925,425	1,273	926,697	195,632	1,122,330

* This post is shared with Humberside PCC

Disclosure for 2022/23

Post Title	Salary (Including fees & Allowances)	Benefits in Kind (e.g. Car Allowance)	Total Remuneration excluding employer's pension contributions 2022/23	Employer's pension contributions 2021/22	Total Remuneration including employer's pension contributions 2022/23
Chief Fire Officer & Chief Executive (1 April 2022 - 14 October 2022)	93,140	-	93,140	-	93,140
Chief Fire Officer & Chief Executive (15 October 2022 - 31 March 2023)	69,852	-	69,852	-	69,852
Deputy Chief Fire Officer & Executive Director of Corporate Services (1 April 2022 - 14 October 2022)	69,998	-	69,998	-	69,998
Deputy Chief Fire Officer & Executive Director of Service Delivery (15 October 2022 - 31 March 2023)	59,721	-	59,721	17,181	76,902
Assistant Chief Fire Officer & Executive Director of Service Delivery (1 April 2022 - 14 October 2022)	65,363	-	65,363	18,803	84,166
Assistant Chief Fire Officer & Executive Director of Corporate Services (15 October 2022 - 31 March 2023)	45,376	-	45,376	11,761	57,137
Director of Service Improvement - (1 April 2022 - 14 October 2022)	56,592	-	56,592	15,690	72,281
Director of Service Improvement - (15 October 2022 - 31 March 2023)	39,055	-	39,055	11,162	50,217
Director of Prevention and Protection - (1 April 2022 - 29 August 2022)	34,719	-	34,719	7,635	42,354
Director of Prevention, Protection, Fleet and Estates - (30 August 2022 - 31 March 2023)	49,148	-	49,148	-	49,148
Director of Emergency Response (1 April 2022 - 30 November 2022)	56,157	-	56,157	16,173	72,331
Director of Emergency Response (1 November 2022 - 31 March 2023)	35,120	-	35,120	10,115	45,235
Executive Director of Finance and Section 151 Officer*	106,554	1,263	107,817	19,657	127,474
Executive Director of People and Development	106,467	1,379	107,846	19,657	127,503
	887,262	2,642	889,904	147,833	1,037,737

* 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	2023/24				2022/23			
	Number of Compulsory Redundancies	Number of Other Agreed Departures	Total Number of Exit Packages by Cost Band	Total Cost (£'000)	Number of Compulsory Redundancies	Number of Other Agreed Departures	Total Number of Exit Packages by Cost Band	Total Cost (£'000)
£60,001 - £80,000	-	1	1	73	-	-	-	-
£40,001 - £60,000	-	-	-	-	-	-	-	-
£20,001 - £40,000	-	-	-	-	-	-	-	-
£0 - £20,000	-	2	2	46	-	-	-	-
Total Cost in Bandings	-	3	3	119	-	-	-	-

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 2023/24 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 2023/24 the Authority incurred £41k in Audit fees (£38k in 2022/23) from Mazars relating to external audit.

Prior Period Adjustments

There are no prior period adjustments.

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 2 years at £60k per annum.

16. Cash Flow Notes

Movements in Cash and Cash Equivalents

	31 March 2024 £'000	31 March 2023 £'000	Movement £'000
Bank In Hand/(Overdrawn)	82	112	(30)
	<u>82</u>	<u>112</u>	<u>(30)</u>

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

	2023/24 £'000	2022/23 £'000
Depreciation/Amortisation & Impairment	3,934	5,603
Increase/(decrease) in Creditors	(444)	(1,317)
(Increase)/decrease in Debtors	1,350	(7,949)
(Increase)/decrease in Inventories	(79)	(83)
Increase/(decrease) in Provisions	27	170
Movement in Pension Liability	19,796	32,436
Carrying amount of non-current assets held for sale, sold or de-recognised	537	224
	<u>25,121</u>	<u>29,084</u>

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

	2023/24 £'000	2022/23 £'000
Proceeds from short-term and long-term investments		
Proceeds from the sale of Property, Plant and Equipment and Intangible Assets	(94)	(49)
Any other items for which the cash effects are investing or financing cash flows	-	-
	<u>(94)</u>	<u>(49)</u>

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

	2023/24 £'000	2022/23 £'000
Interest Received	728	335
Interest Paid	(646)	(713)
	<u>82</u>	<u>(378)</u>

Cash Flow Statement – Cash Flows from Investing Activities

	2023/24 £'000	2022/23 £'000
Payments to acquire property, plant and equipment, investment property and intangible assets	(1,994)	(3,238)
Opening Capital Creditors	(528)	(175)
Closing Capital Creditors	560	528
Purchase of short term investments	(1,111)	2,036
Other payments for investing activities		-
Proceeds from the sale of property, plant and equipment, investment property and intangible assets	94	49
Net cash flows from investing activities	<u>(2,979)</u>	<u>(800)</u>

Cash Flow Statement – Financing Activities

	2023/24	2022/23
	£'000	£'000
Cash receipts of short and long-term borrowing	-	-
Appropriation to/from Collection Fund Adjustment Account	41	(12)
Repayments of short and long-term borrowing	(1,500)	(900)
Principal on Finance Leases	(20)	(18)
Net cash flows from financing activities	<u>(1,479)</u>	<u>(930)</u>

Government Grants

An analysis of other Government grants received during 2023/24 is given in note 11 of the notes to the Financial Statements.

2023/24



HUMBERSIDE
Fire & Rescue Service

Humberside Fire Authority Pension Fund Account 2023/24

FIREFIGHTERS' PENSION FUND ACCOUNT

The following table analyses movements on the Fund for the year 2023/24

2022/23		2023/24
£'000s		£'000s
	Contributions receivable:	
(5,873)	Employers' contributions receivable	(6,016)
(2,588)	Firefighters' contributions	(2,753)
(8,461)		(8,769)
(203)	Transfers in from other authorities	(239)
	Benefits payable:	
17,803	Pensions	19,768
4,496	Commutations & lump sum retirement benefits	3,343
22,299		23,111
	Payments to and on account leavers	
-	Transfers out to other authorities	45
13,635	Net amount payable for the year	14,148
(13,635)	Top-up grant receivable to the Firefighters' Pension Fund	(14,148)
-	Fund Account balance	-

2022/23	<u>Net Assets Statement</u>	2023/24
	Current Assets	
3,435	Home Office grant debtor	2,245
1,652	Pensions Paid in Advance	1,775
	Current Liabilities	
(5,087)	Humberside Fire Authority	(4,020)
-		-
-		-

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 Finance 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 is currently 28.8% for the 2015 FPS. This will increase to 37.6% from 1st April 2024.

The membership for the pensions fund is as follows;

Category of Member	31/3/2024 1992 FPS	31/3/2024 2006 NFPS	31/3/2024 Modified Pension Scheme	31/3/2024 2015 FPS	31/3/2023 1992 FPS	31/3/2023 2006 NFPS	31/3/2023 Modified Pension Scheme	31/3/2023 2015 FPS
Contributors	-	-	-	756	-	-	-	747
Deferred Pensioners	37	101	4	193	41	107	5	198
Pensioners	972	24	80	76	1,033	17	80	24

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 2024 and the Comprehensive Income and Expenditure for the year ended 31 March 2024.

.....
Phil Shillito – Chief Fire Officer/Chief Executive

.....
Councillor – Chair

.....
Martyn Ransom – Executive Director of Finance/Section 151 Officer
tbc (authorised for issue date)

Appendix 1

Revenue Variance Analysis

2022/23		2023/24		
		Revised Estimate	Actual	Variance
£'000	Expenditure	£'000	£'000	£'000
41,020	Employees	43,460	43,421	(39)
3,153	Premises	3,636	3,706	70
1,827	Transport	1,765	2,008	243
4,425	Supplies and Services	4,291	4,370	79
336	Support Services	250	520	270
5,579	Capital Charges	1,959	3,786	1,827
56,340	Total Expenditure	55,361	57,811	2,450
(2,222)	Income	(1,113)	(1,749)	(636)
54,118	Net Expenditure	54,248	56,062	1,814
713	Interest Payable	649	652	3
(335)	Interest Receivable	(500)	(811)	(311)
(3,111)	Accounting Adjustments	1,357	(879)	(2,236)
(231)	Contributions to / (from) Reserves	(567)	-	567
51,154	Net Budget Requirement	55,187	55,024	(163)
(3,424)	General Government Grant	(3,060)	(3,060)	-
(4,288)	Business Rates	(6,187)	(6,188)	(1)
(17,873)	NNDR	(18,514)	(18,627)	(113)
(26,017)	Precepts	(27,426)	(27,426)	-
(448)	Net (Surplus)/Deficit	-	(277)	(277)

£'000	Movement on the General Fund	£'000
(448)	(Surplus)/Deficit as above	(277)
1,530	Reserve Movements as per Fire Authority	(600)
10	Budgeted Transfer (To)/From General Reserve	-
1,093	(Surplus)/Deficit on the General Fund in the Year	(877)

A breakdown of major variances is as follows:

	Overspend / (Underspend) £'000
Transport Additional costs associated with our joint workshops in relation to repairs and maintenance of our fleet	243
Support Services Higher spend on legal fees during 2023/24	270
Capital Charges Impairment and depreciation of the estate has caused this variance (offset with accounting adjustment note)	1,827
Income a) Additional income in relation to collaborations b) Additional grant income received from Government c) Higher level of aerial rental income	(636)
Interest Receivable This is due to higher interest rates on our investments	(311)
Accounting Adjustments a) Impairment and depreciation of the estate (offset with asset rental interest note) b) Lower revenue contribution towards capital outlay due to a lower capital spend within the year	(2,236)
Contributions from Reserves An in year underspend across all the areas mentioned above has meant that there is no need for an in year transfer from the General Reserve	567

Appendix 2

Capital Expenditure Breakdown and Variance Analysis

A breakdown of capital expenditure can be found in the table below.

Project	2023/24		
	Revised Estimate £'000	Actual £'000	Variance £'000
Buildings			
Bridlington	150	-	(150)
Goole	675	674	(1)
Patrington	30	-	(30)
Preston	30	-	(30)
Headquarters	130	30	(100)
Fire Station External Works	100	-	(100)
Electric Vehicle Charging Ports	60	-	(60)
Dignity			
- Winterton	433	559	126
- Immingham East	328	14	(314)
- Cromwell Road	-	(27)	(27)
- Market Weighton	-	(4)	(4)
- Calvert Lane	-	(4)	(4)
- Barton	-	(2)	(2)
Vehicles			
Operational	2,200	-	(2,200)
Support	1,085	108	(977)
Plant & Equipment			
IT Equipment	600	468	(132)
Equipment	790	176	(614)
	6,719	1,994	(4,725)

Analysis of the most significant capital variances:

	Overspend/ (Underspend) £'000
Bridlington	(150)
Work expected to commence during 2024/25	
Winterton	126
Work has commenced at a faster rate than initially anticipated. This will reduce the funding that is needed during 2024/25	
Immingham East	(314)
Work expected to be completed during 2024/25	
Vehicles	(3,177)
Delivery of the appliances and support vehicles is expected to be taken during 2024/25	
IT Equipment	(132)
Some ICT equipment and projects have slipped into 2024/25	
Equipment	(614)
Some operational equipment has slipped into 2024/25	

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 2023/24
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 2025 into the 2024/25 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 Service
Brigade Headquarters
Summergroves Way
Hull
HU4 7BB

ANNUAL GOVERNANCE STATEMENT 2023/24

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 (CIPFA)/ Society of Local Authority Chief Executives (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 the National Fire Chiefs Council (NFCC) Core Code of Ethics for Fire and Rescue Services for employees to abide by.
5. This statement explains how the HFA has complied with the code of corporate governance 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 ending 31 March 2023 and up to the date of approval of the Statement of Accounts.

The Governance Framework 2023/24

10. The key elements of the HFA's governance framework included:

- (a) The [Constitution](#) of the Authority which includes:
- (1) Committee Membership and Terms of Reference;
 - (2) Scheme of Delegation to Officers;
 - (3) Financial Procedure Rules;
 - (4) Contract Procedure Rules;
 - (5) Members' Code of Conduct;
 - (6) Employees' Code of Conduct;
 - (7) Protocol for Member and Officer relationships;
 - (8) 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 and Opportunity 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 of Finance and 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 Executive Board has 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 Community Risk Management Plan (CRMP) for 2021-25 ensure a three-year plan, linked to the [Medium Term Resource Strategy](#).
- (l) The Strategic Plan 2021/24 includes strategic objectives and Directorate responsibilities. The [Strategic Plan 2021-25](#) was approved by HFA in December 2020 following consultation.
- (m) The [Community Risk Management Plan \(CRMP\) 2021-25](#) 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. .
- (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.
- (o) The Authority is committed to the highest possible standards of integrity, openness, fairness, inclusivity, probity and accountability. HFA aims to provide a positive and supportive culture to enable employees to raise their concerns.

A [Whistleblowing Policy](#) and subscription to the services of the whistleblowing charity, Protect, were in place. Staff are informed of this service via Siren and the Whistleblowing Policy which is published on the external website.

The Authority has also introduced a 'Freedom to Speak up Guardian' role through the new Wellbeing Manager in Occupational Health, providing another independent reporting route for staff to raise concerns.

- (p) A Service Improvement Plan has been developed to ensure that improvement areas across the Service, including any actions arising from His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) Inspection, are documented, evidenced and regularly reviewed.
- (q) Member and Officer Development Programmes. During 2023/24 Officers undertook facilitated supportive leadership development. Access to the T2Hub of Management and Leadership Self Development resources, Continual Professional Development through the Leadership Forum and Guest Speakers and Officers completing the Executive Leadership Programme.
- (r) Scheduled Member Days throughout the year support Member development and awareness of developing agenda for the Service and across the Sector as a whole.
- (s) An approved Treasury Management Policy and Prudential Indicators.
- (t) A Protective Marking Scheme (based upon the His Majesty's Government Security Framework).
- (u) Implementation of a [Public Sector Equality Duty \(PSED\) action plan](#) to implement its priorities. Actions within this plan have been fully integrated within the LGA FRS Equality Framework Self-assessment/action planning process and Priorities following consultation.

- (v) Aligned service delivery with our four 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.
- (w) Bi-Annual Performance Reports to HFA are published on our [website](#).
- (x) 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 2023/24.
- (y) The Executive Director of People and Development chairs a Joint Consultative Committee attended by all Representative Bodies to discuss any matters relating to staff terms and conditions.
- (z) Member Champions continue to support functional areas and are invited to attend local District performance meetings and to meet with Area Managers and Executive Directors.
- (aa) Consultation on our Council Tax Precept for 2023/24 drew many responses (1356) from our community. This allowed Fire Authority Members to make an informed decision on the setting of the precept.
- (bb) In line with legislative requirements HFRS published its [Gender, Ethnicity and Disability Pay Gap Report](#) by the end of March 2024. Any arising actions are included within the report to HFA.
- (cc) Emergency Preparedness for significant events is assured through provision of a fulltime team, established and tested Business Continuity Plans and a lead role within the Humber Local Resilience Forum (LRF).
- (dd) Policies relating to compliance, management and administration of information governance, under the General Data Protection Regulation (GDPR) are published on the [website](#).

Review of Effectiveness

10. 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.
11. The GAS Committee has continued its scrutiny programme during 2023/24, including the scrutiny of:
 - Fire Standards
 - Procurement
 - Equality, Diversity and Inclusion (EDI) - Equality Impact Analysis
 - General Data Protection Regulation (GDPR) Compliance
 - EDI Staff Forums.

The induction of new Members and continuing training of all Members (via Member Days and Member Champion meetings) during 2023/24 has further enabled Members to discharge the functions of the HFA.

12. During the 2023/24 financial year, the HFA and its committees met as follows:
 - HFA - nine occasions
 - GAS Committee - seven occasions
 - Pension Board - two occasions

13. 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.

14. The review of the effectiveness of the system of internal control is informed by:
 - The work of Senior Officers
 - The work of Internal Audit
 - Corporate Risk and Opportunity
 - Performance information
 - The Authority's External Auditor, in their Auditor's Annual Report, Audit Completion Report, Annual Audit Letter and other reports.

15. Internal Audit has undertaken a number of reviews during 2023/24. The following areas were covered:
 - Bullying, Harassment and Discrimination
 - Enforcement Powers and Priorities
 - Effectiveness of Systems (used to learn from operational Incidents)
 - National Operational Guidance (NOG)
 - Service Absolutes Process
 - Staff Development
 - Mobile Data Terminals (MDT) performance
 - ICT Management Controls
 - Key Financial Controls

16. The Authority is fully compliant against the CIPFA Financial Management Code. Full compliance against the code became mandatory from 1 April 2022.

17. The Head of Internal Audit annual opinion for the period 1 April 2023 to 31 March 2024 was satisfied that, for the areas reviewed during the year, the Service has reasonable and effective risk management, control and governance processes in place. The Authority proactively utilises Internal Audit as an effective tool to receive independent assessment and assurance in targeted areas of work as identified by the Service Improvement Framework.

18. 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 Management Accounts and 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.

Governance Update 2023/24

19. There were no significant governance issues during 2023/24.
20. 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 2023/24.
21. The Police & Crime Act 2017 places a statutory duty upon Fire and Rescue, Police and Ambulance services to collaborate.
22. We continue to proactively identify collaborative opportunities with the Police, Ambulance services and other bodies. This has included:
- A joint Emergency Service Fleet Management workshop with the Humberside 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 Hull Falls, Intervention Response, Safety Team (F.I.R.S.T) with City Health Care Partnership (CHCP), Humber, Coast and Vale Integrated Care System (ICS) 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:
 - Fire Investigation
 - Forced Entry for Medical Rescues
 - Drone
 - Bariatric
 - An Integrated Health Centre incorporating a Full-Time fire station, in partnership with Humber, Coast and Vale ICS.
 - A Fire and Police Transformation Board continues to review collaboration opportunities where they are beneficial and practicable.
 - Shared provision of a Health and Safety function with Humberside Police, managed by HFRS.
 - HFRS providing Financial Management support to Humberside PCC.
 - 'Don't Cross the Line' campaign to support stopping attacks on Emergency Service Workers.
23. The Service was last inspected by HMICFRS at the end of 2021 into 2022 which rated the Service as 'Good' across all three pillars (Effectiveness, Efficiency and People). The Service Improvement Plan addresses any findings from the inspection and is used to prepare the Service for its next inspection, due to take place later in 2024. Performance monitoring against the Service Improvement Plan is undertaken through a Strategic Leadership Team performance meeting held every other month.

The Service was chosen as one of the 10 fire services to undergo a Thematic Inspection into the handling of misconduct. The inspection took place over a three week period in November 2023 and will culminate in a report which is set to be published in the summer of 2024. The report will include outcomes from all 10 Services involved in the inspection.

24. The Appointments Committee met once during 2023/24 to appoint to the following Executive post:
- Executive Director of Finance & Section 151 Officer
25. One Whistleblowing complaint was received internally during 2023/24 and was dealt with in accordance with the Whistleblowing Policy. No case was found to be answered.
26. In its response to its consultation on the White Paper *Reforming our Fire and Rescue Service* on 12 December 2023, the Government committed to the following areas:
- Introducing a professional College of Fire and Rescue to oversee standards and strengthen leadership.
 - Developing the provision for Chief Fire Officers (CFOs) to have operational independence.
 - Tasking the National Joint Council to review pay negotiation mechanisms.
 - Addressing issues around integrity and culture through improved training, more open recruitment practices, and working towards a statutory code of ethics for FRS employees.

Proposals for mandatory transfers to the Police, Fire and Crime Commissioner (PFCC) model, boundary changes to make areas between different public services match geographically, and for a Fire and Rescue Service (FRS) oath were dropped. The Service will continue to monitor national progress against the agreed reforms, providing updates on their evolving status as required.

Strategic Risk and Opportunity Register

27. The Service has in place a Strategic Risk and Opportunity Register which enables it to understand, monitor and mitigate against the Service's overall risk profile. The Service can use a range of techniques for identifying specific risks that may potentially impact on one or more objectives. The top critical Strategic Risks for 2023/24 were as follows:
- Public Confidence in Working Culture
 - Financial Constraints Around National Grant Funding

Conclusions

28. This Annual Governance Statement for 2023/24 provides Members with a high level of assurance for the Authority's governance arrangements.

Signed

Chair of the Fire Authority

Chief Fire Officer & Chief Executive

Section 151 Officer

**Secretary & Monitoring Officer to the
Fire Authority**

TREASURY MANAGEMENT ANNUAL REPORT 2023/24

1. SUMMARY

- 1.1 This report provides Members with a review of the Authority’s treasury management activity and Prudential Indicators for the year 2023/24.
- 1.2 The report shows full compliance with the Authority’s Prudential Indicators for 2023/24.

2. RECOMMENDATIONS

- 2.1 It is recommended that the Fire Authority approves the Treasury Management Annual Report for 2023/24.

3. BACKGROUND

- 3.1 Treasury Management, as defined by the Chartered Institute of Public Finance and Accountancy (CIPFA) Code of Practice 2017 is:

“The management of the organisation’s investments and cash-flows, its banking and money market and capital market transactions, the effective control of the risks associated with those activities and the pursuit of the optimum performance consistent with those risks.”

- 3.2 One of the main requirements of the CIPFA code is that Members receive an annual report detailing treasury management activities within the year and compliance with the annual Treasury Management Policy.
- 3.3 This report provides Members with details of the Authority’s treasury management activities and Prudential Indicators for the 2023/24 financial year in line with the requirements of the Code.

4. TREASURY MANAGEMENT AND PRUDENTIAL INDICATORS

Investment Activity

- 4.1 The Authority’s temporary investments totalled £10.1m as at 31 March 2024.

Table 1 – Investment income earned 2023/24

Interest Earned 2023/24	Rate of return 2023/24	Benchmark return 2023/24*	Difference
£810,978	5.00%	4.97%	0.03%

* Benchmark set as average SONIA rate for the year

- 4.2 Interest earned during 2023/24 was £611k higher than originally budgeted for in respect of investment activity for the year, due to higher interest rates than originally anticipated.

Borrowing

Short-Term Borrowing

- 4.3 The Authority seeks to minimise the use of short-term borrowing to fund temporary cash shortfalls. The Authority did not undertake any short-term borrowing during the course of the year.

Long-Term Borrowing

- 4.4 Long-term loans are taken out either to replace existing loans which have matured or to fund capital expenditure. Under the Prudential Regime there are no longer centrally imposed limits on borrowing, but individual Authorities are required to determine themselves what is a sustainable and affordable level of borrowing as an integral part of their Medium-Term Financial Planning processes.
- 4.5 The Authority's average level of borrowing was £17.5m for 2023/24, on which £546k of interest was payable. The Authority repaid £1.5m of PWLB debt upon maturity whilst taking no new borrowings during the year. Closing PWLB debt at 31 March 2024 was £16.7m.

Prudential Indicators

- 4.6 Appendix 1 details the agreed Prudential Indicators for 2023/24 and the actual figures for the same period.
- 4.7 During the financial year the Authority operated wholly within the limits approved.

Capital Expenditure

- 4.8 The S.151 Officer considers the current capital programme to be affordable and sustainable with the revenue effects of capital investment built into the Medium-Term Resource Strategy. Through the Medium-Term Financial Planning Process, the Authority has aligned its resources to key strategic priorities.

Treasury Management

- 4.9 Based on the Operational Boundary definition, external debt at 31 March 2024 was £17.3m below the agreed Operational Boundary for 2023/24 and the maturity structure for both borrowing and investments remain within the approved upper and lower limits. Subsequent borrowing or re-scheduling during 2024/25 will take into account prevailing interest rates on offer from the Public Works Loans Board, the current maturity structure of loans, balanced with the need to reduce capital risk by keeping down cash-balances.

5. EQUALITY IMPLICATIONS

- 5.1 There is no requirement to carry out an equality impact analysis as this report does not relate to a policy or service delivery change.

6. CONCLUSION

- 6.1 Members should take assurance from the treasury management activities undertaken during 2023/24 and the Prudential Indicators as outlined in paragraphs 4.8 and 4.9 and as detailed in Appendix 1.

Martyn Ransom
Executive Director of Finance/S.151 Officer

Officer Contact

Martyn Ransom – Executive Director of Finance/S.151 Officer
✉ mransom@humbersidefire.gov.uk

Background Papers

Treasury Management and Capital Expenditure Prudential Indicators, Treasury Management Policy Statement 2023/24 and Minimum Revenue Provision (MRP) for 2023/24 - Report to Fire Authority March 2023
CIPFA Prudential Code (Revised 2011) and November 2012 and 2017 update
The local Authorities (Capital Finance and Accounting) (England) (Amendment) Regulations 2008 and 2017

Abbreviations

CIFPA	Chartered Institute of Public Finance and Accountancy
PWLB	Public Works Loan Board
S.151	Section 151 Officer under the Local Government Act 1972

Prudential Indicators 2023/24

Indicator 1 - Capital Expenditure

The actual capital expenditure for the current year compared to the revised budget, together with estimates of expenditure to be incurred in future years are shown below:

	2023/24 Revised £k	2023/24 Actual £k	2024/25 Estimate £k	2025/26 Estimate £k	2026/27 Estimate £k
Total Capital expenditure	6,719	1,994	9,721	4,050	3,990

The underspend against the revised 2023/24 budget reflects slippage across a number of capital schemes as reported to Members in the 2023/24 Annual Accounts report.

Indicator 2 - Capital Financing Requirement

The capital financing requirement for 2023/24 and estimates for future years are as follows:

	Revised Estimate 31/03/24 £k	Actual 31/03/24 £k	Estimate 31/03/25 £k	Estimate 31/03/26 £k	Estimate 31/03/27 £k
Underlying Capital Financing Requirement	20,169	17,503	24,668	26,223	27,550
Other Long-Term Liabilities	996	996	977	956	933
Total Capital Financing Requirement	21,165	18,499	25,645	27,179	28,483

The capital financing requirement measures the Authority's need to borrow for capital purposes. In accordance with best professional practice, the Authority does not associate borrowing with particular items or types of expenditure. The Authority has, at any point in time, a number of cash flows both positive and negative, and manages its treasury position in terms of its borrowings and investments in accordance with its approved Strategy. In day to day cash management, no distinction can be made between revenue cash and capital cash. External borrowing arises as a consequence of all the financial transactions of the authority and not simply those arising from capital spending. In contrast, the capital financing requirement reflects the Authority's underlying need to borrow for a capital purpose. A key indicator of prudence under the Prudential Code is: -

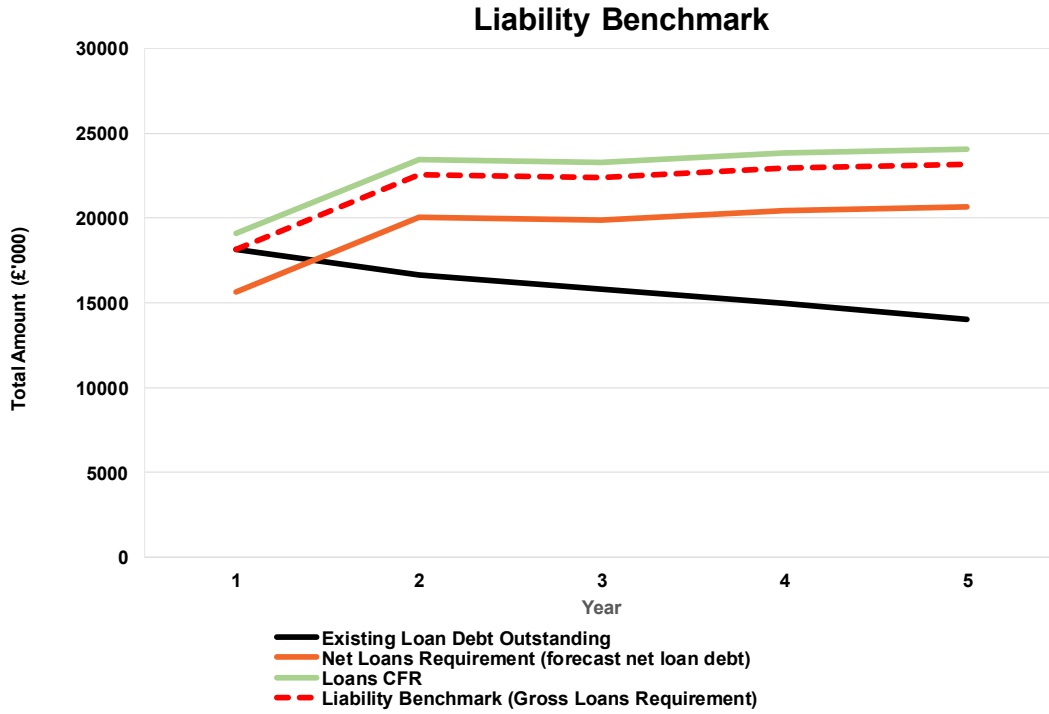
"In order to ensure that over the medium term net borrowing will only be for a capital purpose, the local authority should ensure that net external borrowing does not, except in the short term, exceed the total of the capital financing requirement in the preceding year plus the estimates of any additional capital financing requirement for the current and next two financial years".

The S.151 Officer reports that the Authority has had no difficulty meeting this requirement during the course of this financial year and no difficulties are envisaged in future years. This takes into account current commitments, existing plans and the proposals contained in the Medium-Term Resource Strategy.

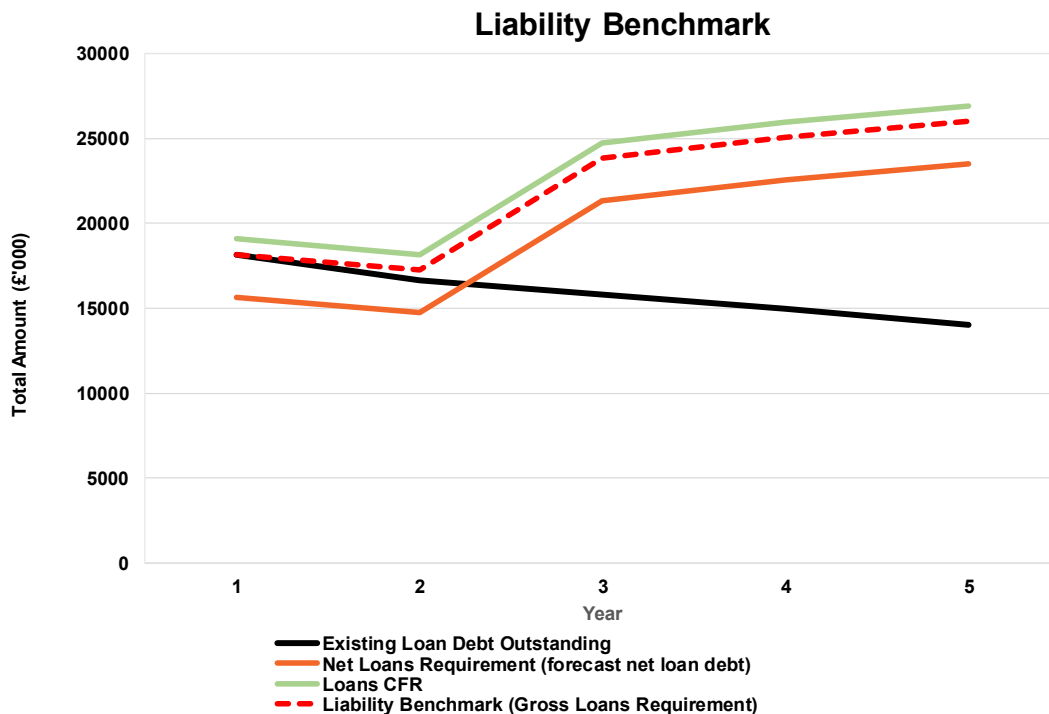
Indicator 3 – Liability Benchmark

The Authority is required estimate and measure the Liability Benchmark for the forthcoming year and the following two years as a minimum.

The following graph shows what the Liability Benchmark was estimated to be for 2023/24 onwards as set in the Treasury Management Strategy 2023/24:



The following graph shows the actual Liability Benchmark for 2023/24 and has been updated to show the revised estimate of 2024/25 onwards:



The revised graph shows that the gap between existing loans outstanding and our future need to borrow (as shown by the liability benchmark line on the graph above) has reduced for 2023/24 as we contribute more funding to reduce the need to borrow in the future. The gap between the liability benchmark and the Existing Loan Debt Outstanding is the amount of borrowing that the Authority may have to take in the future, and there is therefore a risk that borrowing may have to be taken when the interest rate is in excess of the budgeted rate.

Indicator 4 – Core Funds and Expected Investment Balances

The total core funds and expected investments for 2023/24 and future years are as follows:

	2023/24 Revised £k	2023/24 Actual £k	2024/25 Estimate £k	2025/26 Estimate £k	2026/27 Estimate £k
Total Core Funds	14,409	15,184	13,925	11,024	9,977
Expected Investments	11,481	11,850	3,585	(699)	(3,073)

The application of resources (capital receipts, reserves etc.) to either finance capital expenditure or other budget decisions to support the revenue budget will have an ongoing impact on investments unless resources are supplemented each year from new sources (asset sales etc.).

Indicator 5 - Operational Boundary for External Debt

The proposed operational boundary for external debt is based on the same estimates as the authorised limit but reflects directly the S.151 Officer's estimate of the most likely, prudent but not worst case scenario, without the additional headroom included within the authorised limit to allow for example for unusual cash movements, and equates to the maximum of external debt projected by this estimate. The operational boundary represents a key management tool for in year monitoring by the S.151 Officer.

	2023/24 Authorised Limit £k	Actual as at 31/03/24 £k	2024/25 Authorised Limit £k	2025/26 Authorised Limit £k	2026/27 Authorised Limit £k
Borrowing	31,500	16,669	31,500	31,500	31,500
Other Long-Term Liabilities	3,500	996	3,500	3,500	3,500
	35,000	17,665	35,000	35,000	35,000

The S.151 Officer confirms that borrowing in the year has not exceeded the operational boundary at any point within the year and is not expected to do so over the course of the next period based on information currently available.

Indicator 6 - Authorised Limit for External Debt

The table below shows the Authorised limit for External Debt for 2023/24 and subsequent three-year period as approved by Members compared to the actual level of borrowing as at 31 March 2024.

	2023/24 Authorised Limit £k	Actual as at 31/03/24 £k	2024/25 Authorised Limit £k	2025/26 Authorised Limit £k	2026/27 Authorised Limit £k
Borrowing	36,500	16,669	36,500	36,500	36,500
Other Long-Term Liabilities	3,500	996	3,500	3,500	3,500
	<u>40,000</u>	<u>17,665</u>	<u>40,000</u>	<u>40,000</u>	<u>40,000</u>

The Authorised Limit reflects the Authority's projected long- and short-term borrowing requirements, together with any other long-term liabilities it may have. The figures are based on the estimate of most likely, prudent but not worst-case scenario, with sufficient headroom over and above this to allow for operational management of, for example unusual cash movements.

The S.151 Officer confirms that the Authorised Limit has not been approached at any point during the year.

Indicator 7 - Ratio of Capital Financing Costs to Net Revenue Stream

The ratio of financing costs to net revenue stream for the current year and estimates for future years are as follows: -

	2023/24 Estimate %	2023/24 Actual %	2024/25 Estimate %	2025/26 Estimate %	2026/27 Estimate %
Ratio of Financial Costs to Net Revenue Stream	<u>2.81</u>	<u>1.45</u>	<u>2.28</u>	<u>2.99</u>	<u>3.22</u>

These ratios indicate the proportion of the net budget of the Authority that is required to finance the costs of capital expenditure in any year. Estimates of financing costs include current commitments and the proposals contained in the capital programme of the Authority.

In calculating the ratio, Net Revenue Streams in any year have been taken to exclude any element of the net budget requirement that is intended to provide reserves for the Authority.

Indicator 8 – Upper and Lower Limits for the maturity structure of borrowings

This indicator seeks to ensure the Authority controls its exposure to the risk of interest rate changes by limiting the proportion of debt maturing in any single period. Ordinarily debt is replaced on maturity and therefore it is important that the Authority is not forced to replace a large proportion of loans at a time of relatively high interest rates.

“The Authority will set for the forthcoming financial year both upper and lower limits with respect to the maturity structure of its borrowings. The prudential indicators will be referred to as the upper and lower limits respectively for the maturity structure of borrowing and shall be calculated as follows:

Amount of projected borrowing that is fixed rate maturing in each period expressed as a percentage of total projected borrowing that is fixed rate;

Where the periods in question are:

- Under 12 months
- 12 months and within 24 months
- 24 months and within 5 years
- 5 years and within 10 years
- 10 years and above”

(Paragraph 74 of the code)

	Actual as at 31/03/24	Upper Limit	Lower Limit
	%	%	%
Under 12 Months	5.05	15	0
12 months and within 24 months	4.97	15	0
24 months and within 5 years	18.00	30	0
5 years and within 10 years	41.98	60	0
10 years and above	30.00	80	0

The S.151 Officer confirms that the maturity structure of external debt as at 31 March 2024 is within the upper and lower limits approved by the Authority.

ANNUAL PERFORMANCE REPORT 2023/24

1. SUMMARY

- 1.1 Humberside Fire Authority publishes an Annual Performance Report annually, detailing the performance of the Service for the previous year.
- 1.2 The Annual Performance Report, as set out at Appendix 1, reports on the following area performance metrics between 1 April 2023 and 31 March 2024, all of which are aligned to the Community Risk Management Plan (CRMP) and support the delivery of the Strategic Plan.
- Prevention & Protection activity
 - Emergency Response
 - Workforce
 - Health, Safety and Environment
 - Organisational Learning
 - Corporate elements, including public feedback

2. RECOMMENDATION

- 2.1 It is recommended that the Fire Authority approves for publication the Annual Performance Report 2023/24, as set out at Appendix 1.

3. BACKGROUND

- 3.1 The content of the Annual Performance Report is aligned to both the CRMP and Strategic Plan 2021-2025, ensuring Service performance can be validated against the requirements of the Fire and Rescue National Framework for England.
- 3.2 Pending the Authority's approval, the Annual Performance Report will be published on the Service's website to ensure accountability and transparency of performance.

4. REPORT DETAIL

- 4.1 The Annual Performance Report, as set out at Appendix 1, reports on the following area performance metrics between 1 April 2023 and 31 March 2024:
- Prevention & Protection activity
 - Emergency Response
 - Workforce
 - Health, Safety and Environment
 - Organisational Learning
 - Corporate elements, including public feedback
- 4.2 A detailed breakdown of each of the above areas, along with supporting commentary, is provided within each section of the report.
- 4.3 The report details the performance achieved in accordance with the resourcing to risk modelling used in the CRMP.

5. EQUALITY IMPLICATIONS

- 5.1 There is no requirement to carry out an equality impact analysis as this report does not relate to a policy or service delivery change.

6. CONCLUSION

- 6.1 Members are requested to approve the Annual Performance Report 2023/24, taking assurance from the methodologies and analytical approaches used to performance manage Service activities.

Steve Duffield
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Background Papers

None

Glossary/Abbreviations

CRMP	Community Risk Management Plan
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HUMBERSIDE FIRE AUTHORITY



ANNUAL PERFORMANCE REPORT 2023/24

ACCESS STATEMENT

If you would like to request this document in another language or format, please email corporatecommunication@humbersidefire.gov.uk or telephone 01482 565333.

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1. FOREWORD



**Chair of Humberside
Fire Authority
Nigel Sherwood**



**Chief Fire Officer
and Chief Executive
of Humberside Fire
and Rescue Service
Phil Shillito**

Welcome to the Humberside Fire Authority's Annual Performance Report for the period 1 April 2023 to 31 March 2024.

The Service has a legal duty to provide a fire and rescue service that meets the needs of the local communities, in accordance with our Community Risk Management Plan (CRMP). The Service is prepared to deal with a wide range of emergencies, from house fires and road traffic collisions, to floods and chemical spills. We are responsible for the enforcement of fire prevention, petroleum, and explosives legislation, working 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.

We are proud to report that during the 2023/24 period, the Service exceeded its targets for responding to Dwelling Fires and Road Traffic Collisions (RTC). Our first engine arrived within the specified time frame in over 97% of incidents (depending on the level of risk), which is well above our minimum standard of 90%. We did experience a 5% decrease in the total number of emergency incidents attended, responding to 13,694 incidents during 2023/24 compared to 14,467 during 2022/2023, mostly due to secondary fire demand after the hot summer of 2022. We continued to work closely with our partner agencies to tackle any underlying issues.

In March 2023 His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) published its report 'Values and culture in fire and rescue services'. The Service has responded to all the recommendations pertinent to the Service and continues to commit to ensure the values and culture of our organisation remain as something we, and our communities are all proud of, and that we provide a safe and supportive working environment for all colleagues and visitors.

All Fire and Rescue Authorities are required to produce an Efficiency and Productivity Plan based on achieving 2% non-pay efficiencies and increase in productivity by 3% during the 2021/22 – 2024/25 Spending Review Period. The Authority has achieved non-pay efficiency savings of 3.19% during 2023/24 which is more than our target of 2.42% that was published in our Productivity and Efficiency Plan for 2023/24.

Under our Public Sector Equality Duties (PSED) we continue to work tirelessly to eliminate unlawful discrimination, harassment, and victimisation. We welcome equality of opportunity between different groups and endeavour to foster good relations between different groups.

2. EQUALITY AND INCLUSION

2.1 OUR COMMUNITIES AND WORKFORCE

Humberside Fire Authority covers the four Unitary Authority areas of Kingston upon Hull, the East Riding of Yorkshire, North Lincolnshire and North East Lincolnshire. The area has a total population of approximately 936,000 and covers a geographical area of 1360 square miles.

Across the area, 4.99% of our community are from a black or minority ethnic background. The following table shows the population, area, gender and ethnicity of each of the Unitary Authorities according to their respective published data.

UNITARY AUTHORITY	Population	Area square miles	Gender	Ethnicity
Hull	267,013	28	Female 50.1% Male 49.9%	8.25% ethnic minority 91.75% white
East Riding of Yorkshire	342,215	930	Female 50.95% Male 49.05%	2.65% ethnic minority 97.35% white
North East Lincolnshire	156,967	74	Female 51.06% Male 48.94%	3.78% ethnic minority 96.22% white
North Lincolnshire	169,684	328	Female 50.67% Male 49.33%	5.67% ethnic minority 94.33% white

We have 31 Fire Stations, 12 are crewed by Full-Time firefighters and 19 by On-Call firefighters. Three of the Full-Time stations have mixed crewing of both Full-Time and On-Call firefighters. Our First Responder (Medical Response) teams respond to immediate life-threatening calls received from the ambulance service to provide early intervention. In the Hull and East Riding areas we have a Falls Intervention Response and Safety Team (Hull First), established to deal with non-life threatening fall incidents, and as emergency first responders, this has developed further into limited postcodes in the East Riding.

Our Control Room is located at Service Headquarters in Hull. It operates 365 days a year, 24 hours a day. Support services are also based at Service Headquarters in Hull.

Emergency Services Fleet Management (Humberside) Ltd is a Jointly Controlled Company, staffed from both Humberside Police and Humberside Fire and Rescue Service (HFRS). The Company maintains all the vehicles and operational equipment of both organisations.

Our workforce profile shows a gender split of 75% male, 23% female and 2% prefer not to say across the whole workforce, with a split of 89% male, 9% female and 2% prefer not to say for operational staff. The workforce is predominantly white male. We have an ageing workforce as demonstrated by the table below.

AGE GROUP	17-24	25-35	36-45	46-55	56-65	66+
Headcount	33	215	254	294	90	17

As well as responding to emergencies, we provide preventative services to the public to help them prepare for emergencies, reduce the likelihood of emergencies happening and reduce their impact if they do happen. This work includes Home Fire Safety visits to vulnerable people and the fitting of safety equipment where needed. Work is undertaken with partners to reduce the number of Road Traffic Collisions (RTCs) in our area. We have a legal responsibility to enforce fire safety legislation and we provide advice to businesses to help them comply with the law.

As with many other public services, we are facing challenging financial times which will impact upon the way services are delivered. Despite this, fire engines routinely get to incidents quicker than our target times and we continue to strive to make communities safer from the risk of fire. We will continue to deliver effective and efficient prevention services targeted at the most vulnerable in the community and a highly effective response service to deal with emergencies when they do occur.

2.2 OUR EQUALITY AND INCLUSION COMMITMENT STATEMENT

We aim to continuously improve the standards of service we provide to the communities we serve. We work with our diverse communities to provide equality of access to our services for those who have a protected characteristic identified under the Equality Act 2010, in order to provide fully inclusive, accessible, effective and efficient services. We recognise the importance of, and are committed to, promoting equality and inclusion in the provision of our services and to our employees. We are committed to encouraging equality and diversity amongst our workforce and to eliminating unlawful discrimination. We continue to aim for our workforce to be representative of the communities we serve and for each of our employees to feel respected and to be able to give their best.

We recognise our legal responsibilities under the Equality Act 2010. Specifically, the Public Sector Equality Duty (PSED) to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity, foster good community relations and have an engaged, fairly treated and motivated workforce. In particular, we oppose and are committed to eliminating all forms of unfair treatment at work based on age, disability, sex, race or national origin, religion and belief, sexual orientation, gender reassignment, marital or civil partnership status, pregnancy or maternity, political opinions, trade union activity or membership, lack of trade union activity or membership or spent criminal convictions not relevant to the post.

We aim to promote equality, fairness and respect for all of our employees. In working to protect and keep communities and individuals safe from fire and other emergencies, we recognise that people's needs may be different and that some people will be more at risk of fire and emergencies than others. We aim to target our services and resources to protect the whole community and to reduce the additional risks faced by some. In developing appropriate services, we will work to engage and involve our communities.

3. GOVERNANCE

The Fire and Rescue National Framework for England details the governance requirements of the Fire and Rescue Authority. Principle to this is that the Fire and Rescue Authority has a statutory duty to ensure provision of their core functions as required by the Fire and Rescue Services Act 2004.

To effectively manage statutory governance requirements the Service implements a 'Business Planning Framework' to review and schedule the required compliance activities to be completed annually. This includes the creation and / or review of documentation such as the Community Risk Management Plan (CRMP), Annual Statement of Assurance, Annual Governance Statement and Financial Plans.

The Service uses the CRMP to detail the assessed risk in the authority area, activities used to mitigate those risks and the effective allocation of associated resources. To fulfil the intended delivery outcomes in the CRMP the Service publishes a 'Strategic Plan', which states the mission and associated objectives for the Service.

Our Mission...

Safer communities, safer firefighters.

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

Contributing to the emergency response capabilities of the UK.



HUMBERSIDE
Fire & Rescue Service



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 - 2025

4. KEY PERFORMANCE DATA

Where appropriate Service Performance Indicators (SPI) are performance managed against calculated thresholds to define the range between high and low performance values for each of the different incidents. Thresholds enable the Service to analyse trends more accurately and less reactionary, enabling the deployment of resources and / or intervention activities more effectively.

4.1 KEY INCIDENT ACTIVITY	Range 2023/24	Actual 2023/24	Actual 2022/23	Within threshold
Automatic fire alarm activations in non-domestic premises.	Between 692 and 1072	477	882	Yes*
Number of Accidental Dwelling Fires.	Between 308 and 412	337	359	Yes
Number of high severity Accidental Dwelling Fires. ***	Between 5 and 53	16	38	Yes
Number of other accidental fires.	Between 181 and 399	220	290	Yes
Number of deliberate small fires.	Between 1787 and 3654	1532	2721	Yes**
Number of deliberate property fires. (excludes prisons).	Between 359 and 585	415	468	Yes
Number of fatalities from Accidental Dwelling Fires.	Aspirational 0	5	7	Decreased by 2
Total injuries from fire related incidents.	Aspirational 0	36	29	Increased by 7

* Automatic fire alarm activations are positively below threshold due to an embedded call challenge policy.

** Secondary fires were low through 2023/24, but also significantly under the range set by the extreme high demands of summer 2022.

*** Severity combines these factors into a score; injury/fatality, fire spread/damage, incident length/appliances required.

4.2 PROTECTION ACTIVITY	Actual 2023/24	Actual 2022/23
Fire safety enforcement notices issued.	32	36
Prohibition notices issued.	11	15
Alteration notices issued.	7	4
4.3 PREVENTION ACTIVITY	Actual 2023/24	Actual 2022/23
Home Fire Safety Visits.	9836 (Target 8559)	7291
Arson prevention and reduction activity.	659	861
Fire Setter Intervention.	102	117
School visit.	716	230
Number of children engaged (2023/24 includes Water/Roads)	57523	14266
Alarm replacement/equipment delivery.	271	281
Hotshot/Arson Leaflet drop.	2754	1674
Other prevention activity	3509	3300

4.4 RESPONSE	Actual 2023/24	Actual 2022/23
The first fire engine mobilised to Dwelling Fires or Road Traffic Collisions (RTC) is in attendance within the specified times:		
Dwelling Fires	97.33%	96.15%
High Risk Areas 8 minutes		
Medium Risk Areas 12 minutes		
Low Risk Area 20 minutes		
RTC any area 15 minutes		
Second fire engine mobilised to a Dwelling Fire or a Road Traffic Collision is in attendance within 5 minutes of the first fire engine arriving at the incident.	90.91%	86.67%
Mobilising our resources to Dwelling Fires within 90 seconds of receiving an emergency call.	80.62%	83.48%
Rescues from all incident types.	1419	1234

4.5 ENVIRONMENT	Actual 2023/24	Actual 2022/23
Electricity usage.	1,797,579 Kw/h	1,859,392 Kw/h
Gas usage.	3,584,646 M³	3,335,364 M ³
Water usage.	7,453 M³	13,210 M ³
Vehicle diesel fuel usage.	300,577 ltrs	311,981 ltrs

4.6 PEOPLE	Targets 2023/24	Actual 2023/24	Actual 2022/23
Average day's sickness absence per employee.	8.2	8.62	8.35
Number of work-related accidents.	Aspirational reduction to 0	83	68
Number of reported near misses.	Aspirational increase	137	139

5. PREVENTION & PROTECTION

Prevention and Protection teams are centrally managed and are deployed to areas of risk. Risk is identified by an annual analysis process which sets the workstream priorities for the year ahead.

We evaluate and monitor our performance to look for smarter and more efficient ways to ensure our communities are safer places to live and work. Data plays a big part in our risk profiling. We use our data in conjunction with social segmentation, NHS, Local Authority data and open data sets such as energy performance certificates to build up matrices of risk. This allows us to access the people and businesses who are most vulnerable to the risk of fire.

Referrals from partners are an important part of being able to access the most vulnerable homes and businesses and we cultivate those relationships, training other agencies to recognise fire risk.

We are developing additional mobile capability for the efficient delivery of Prevention and Protection activities. We work within the National Fire Chiefs Council (NFCC) framework on projects such as national data collection, the Person-Centred Framework and Fire Standards. We are involved nationally and regionally with health partners, including Public Health England and NHS England, instigating several activities in partnership to improve data sharing, health and quality of life outcomes for those most at risk in our communities.

5.1 PREVENTION

We provide Home Fire Safety Visits to our communities, an important element of the preventative work carried out across our area. This service provides people with guidance and support to keep them safe from fire and other emergencies and broadly follows the principles below:

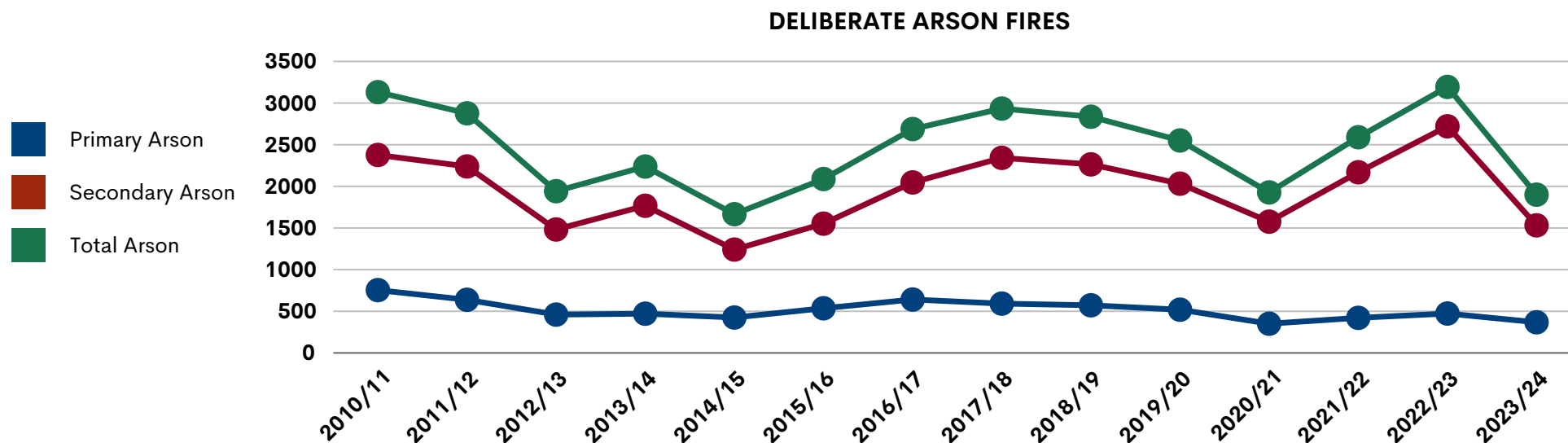
- Identification of fire risk while in the home
- Provision of safety advice
- Provision of appropriate risk reduction equipment
- Referral to specialist advice and support where appropriate
- A light touch health check for vulnerable individuals in the home

5.2 CHILDREN AND YOUNG PEOPLE ACTIVITIES

Our targeted School Education and Youth Engagement programmes form an integral part of our delivery to young people on issues around fire, road, and water safety. We target schools on a risk basis and consider themes that may be current on social media platforms to be included in our educational talks. We ensure that educational material with a strong fire safety theme is freely available to teachers and that we respond to requests for guidance or support.

5.3 DELIBERATE FIRES

Primary arson has remained very stable for a long period of time, whilst secondary arson has shown more variation with increases in the previous two years, before falling in 2023/24 back toward the 2017–2021 trend. The two most frequently ignited property types in deliberate fires during 2023/24 were loose refuse and vegetation, accounting for 70% of all deliberate secondary fires. Compared to 2022/23, there have been 1294 fewer arson incidents, which equates to a decrease of 41%. During 2022/23 we reacted to an increase in incidents and anti-social behaviour in pockets of Humberside, particularly in Hull where we worked closely with partners, such as Humberside Police to reduce these incidents. 2022/23 also saw the significant increase in incidents when the country faced intense and prolonged heatwaves during July and August. No repeats of these events contributed to the lower levels and reductions seen in 2023/24, which is in line with the decreasing trend seen between 2017 and 2021.



5.4 FIRE DEATHS

Sadly, during 2023/24, five people died in Accidental Dwelling Fires in our Service area and this is two fewer than the previous year. We know that there are large numbers of vulnerable people within our communities, and this continues to present the Service with some significant challenges. The number of people injured in Accidental Dwelling Fires (ADFs) was 36, 24% higher than the previous year. We strive to reach the people who are most likely to be injured or die in a fire using data science models, with relevant data in conjunction with the NFCC home fire safety check online system, which has been specifically tailored for self and partner referral. Across two years 10 of 11 fatalities were males no younger than 50. Because of this, we have adjusted our prevention activity to include an additional group focused on this demographic.

5.5 ACCIDENTAL DWELLING FIRES (ADF)

ADFs are the main cause of preventable fire deaths and injuries. In 2023/24, we attended 337 ADFs; this is a decrease of 6% from the previous year's total of 359 incidents.



5.6 SMOKE ALARMS

You are four times more likely to die in a fire at home if you haven't got a working smoke alarm and escape plan (www.gov.uk/firekills). For this reason, we invest a large amount of our time in ensuring residents have a working smoke alarm and an escape plan. During 2023/24 we found that 84% (284) of the homes where an accidental fire occurred had a smoke alarm fitted and 78% of these smoke alarms activated during the fire. Typical reasons for not activating included missing or defective batteries and the smoke alarms being in a different room from where the fire started.

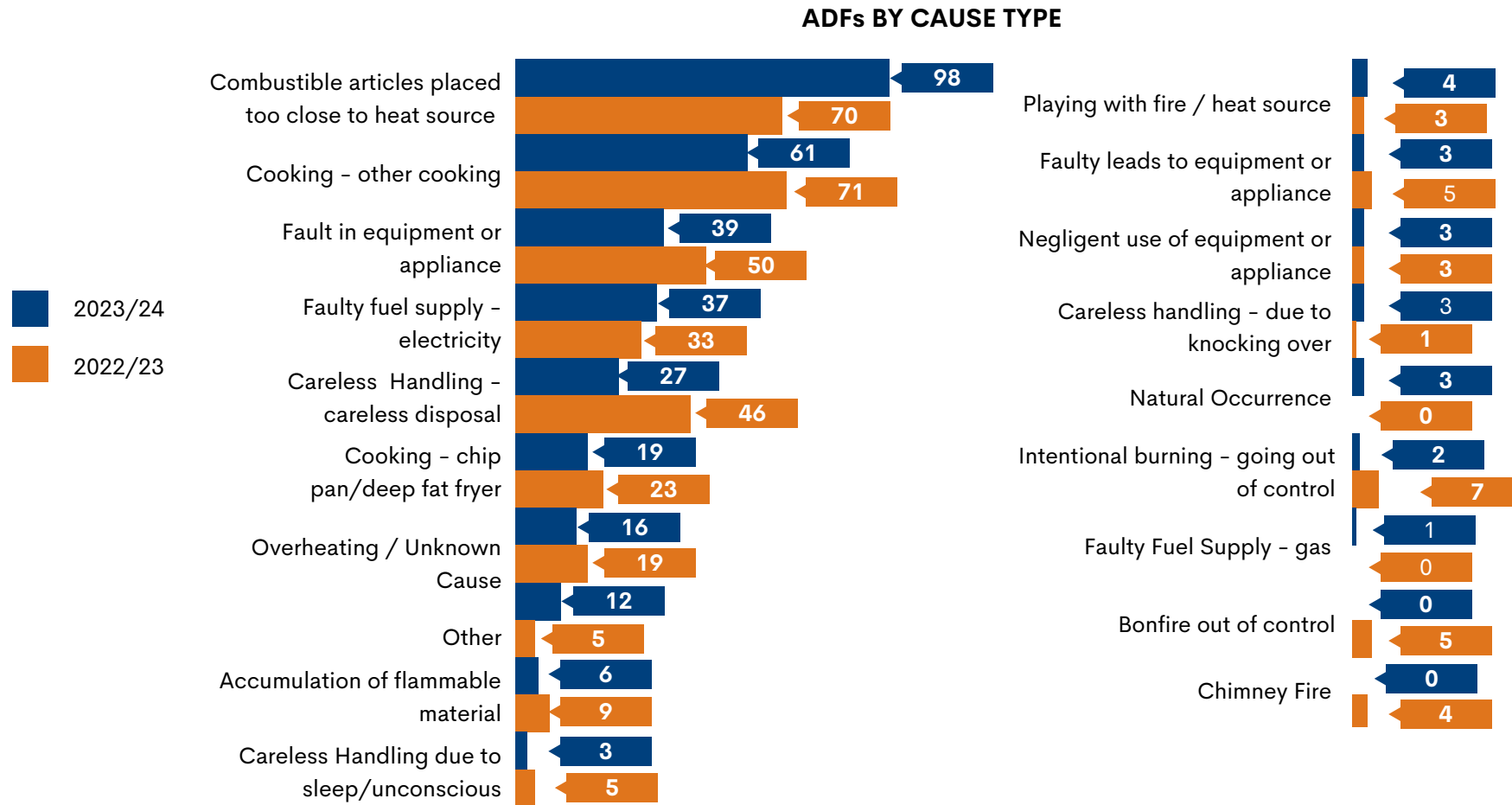
During 2023/24, 3546 alarms were fitted in the Service area by our employees. This figure is a combination of smoke and sensory alarms. 3284 of these alarms were fitted at Home Fire Safety Visits*, based upon occupant risk and vulnerability.

*The remaining alarms were fitted during re-visits to properties that have already had alarms fitted and from post incident attendances.



5.7 CAUSES OF ACCIDENTAL DWELLING FIRES (ADF)

The chart below shows that 29% of the ADFs that we attended in 2023/24 involved articles too close to a heat source and 18% were cooking. The kitchen is the place most fires start with 56% of the ADFs involving a cooking appliance as the source of ignition.

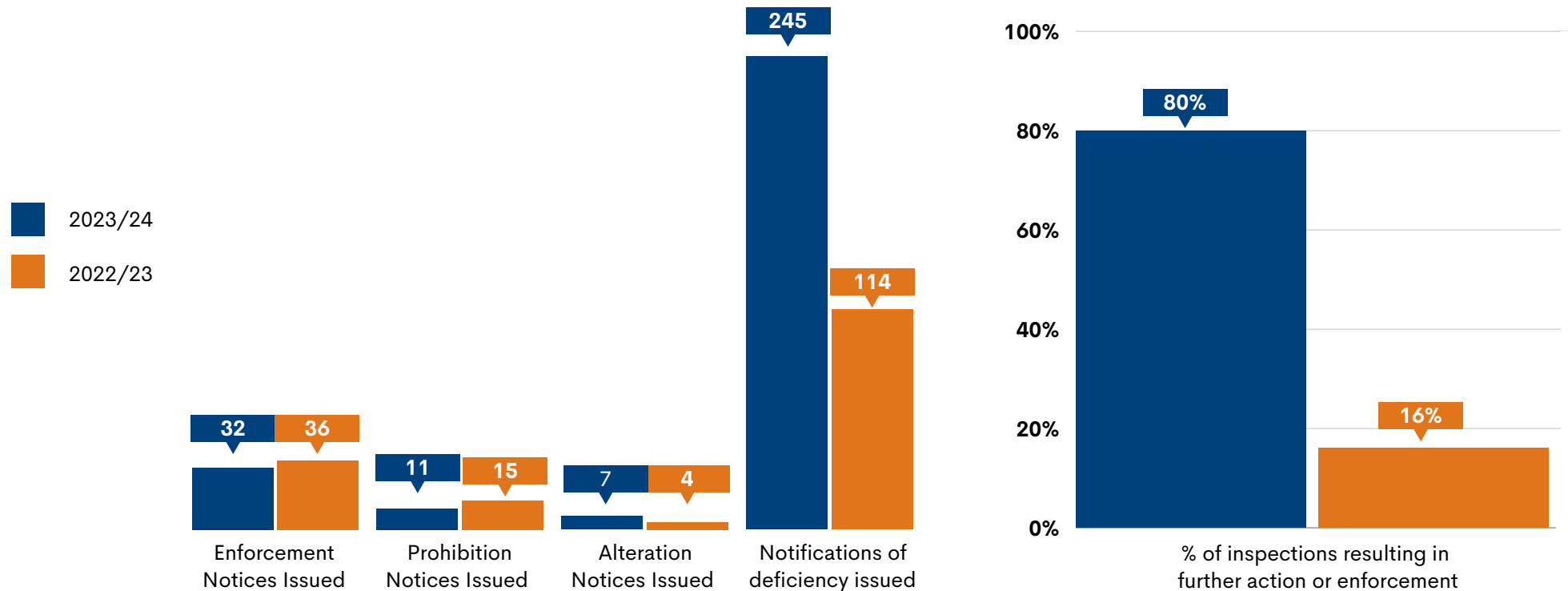


5.8 PROTECTION

HFRS has implemented a data science model to ensure we carry out inspections at those premises which pose the greatest risk from fire; our inspections will continue to target premises to reduce that risk. Our crews also carry out engagement visits with lower risk premises to advise on fire safety, referring any problems to our inspectors who will then carry out an audit where necessary. For any fire safety deficiencies found, we will take informal or formal action to ensure that such premises are made safer for our communities.

To align ourselves with best practice within national and regional practice audit outcomes are now deemed to be unsatisfactory if even minor contraventions of the Fire Safety Order are found. As a result 80% of premises audited were found to be unsatisfactory, a significant change to 2022/23. This indicates that our Risk Based Inspection Programme is directing our resources at the right premises.

FIRE SAFETY ENFORCEMENT



6.

RESPONSE



The Service operates under a Service Delivery Structure with four 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.

6.1 RESPONSE STANDARDS

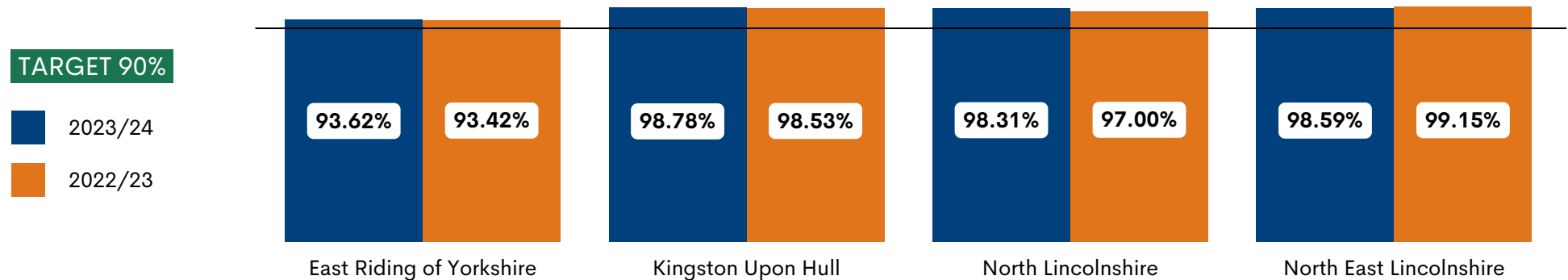
Our Response Standards tell how quickly we aim to have a fire engine in attendance at an incident. They are based on (Domestic) Risk Areas, assessed as High, Medium or Low. To enable us to assess the dwelling risk within our communities, our area is divided into 41 groupings of around 20,000 residents, we call these 'Risk Regions' that vary in geographical size. The Dwelling Risk rating is based upon the casualty and fatality rate per head of population within each Risk Region.

Two fire engines will be mobilised to Dwelling Fires and Road Traffic Collisions. The first aims to be in attendance within the following times, on a minimum of 90% of occasions.

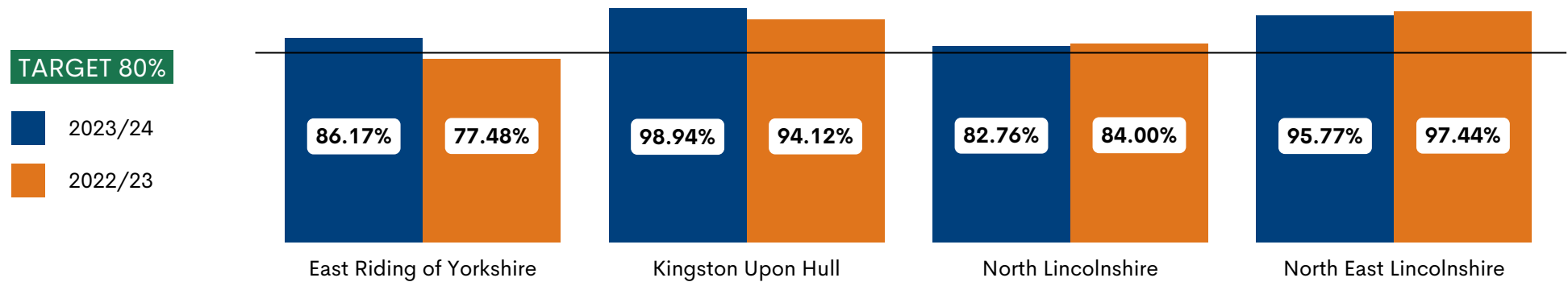
High Risk Area	8 Minutes
Medium Risk Area	12 Minutes
Low Risk Area	20 Minutes
Road Traffic Collision in any Risk Area	15 Minutes

The second fire engine mobilised to a Dwelling Fire or a Road Traffic Collision, aims to be in attendance within five minutes of the first fire engine arriving at the incident, on a minimum of 80% of occasions. Despite the standards we set for attending incidents across the Service area being some of the most challenging, given the geographical size encompassing a diversity of rural and urban landscapes, we continue to exceed our target for average first engine response.

AVERAGE FIRST FIRE ENGINE RESPONSE

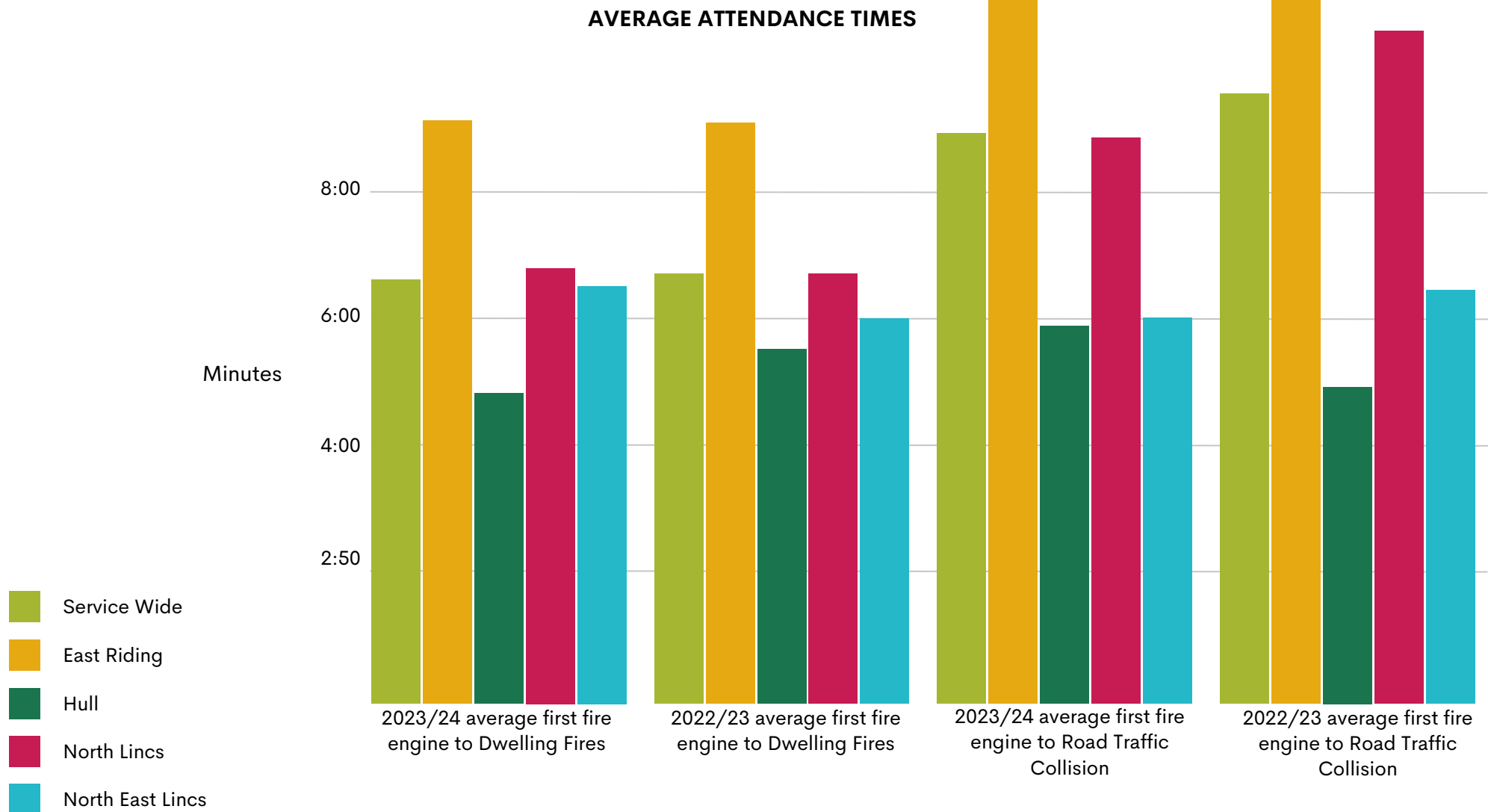


AVERAGE SECOND FIRE ENGINE RESPONSE



6.2 ATTENDANCE TIMES

Across the Service our average attendance time to Dwelling Fires is 6 minutes and 13 seconds for the year 2023/24. The time taken to attend a Road Traffic Collision was 8 minutes 25 Seconds. Attendance times in the East Riding of Yorkshire and North Lincolnshire are slower than other areas that we cover. The reason for this, is the rural landscape, and these areas have a higher percentage of On-Call duty system Fire Stations, compared to our more urban areas.

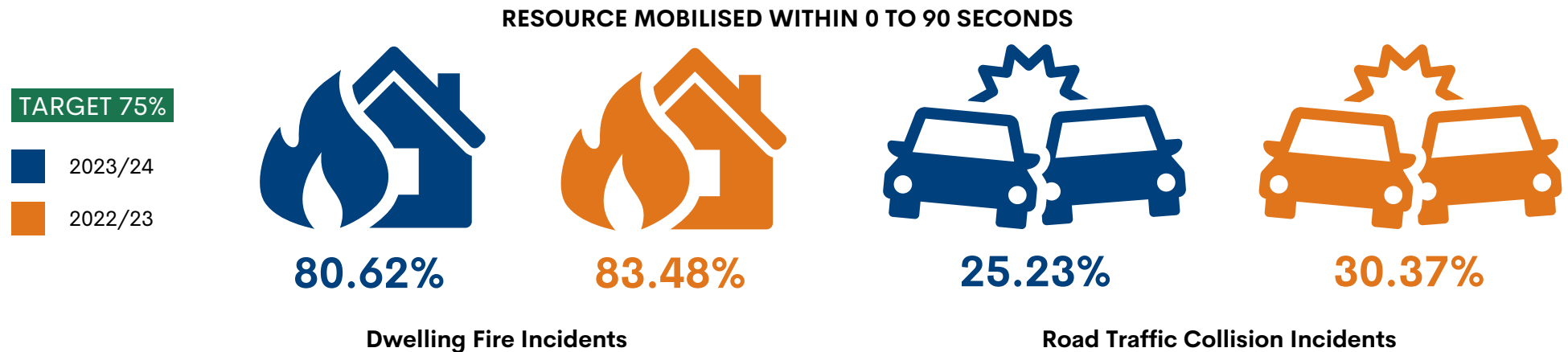


6.3 EMERGENCY CALL HANDLING

Our response to an emergency starts with our Control Room; this is where our emergency calls are received and assessed before an appropriate initial response is mobilised. Our performance standard requires that emergency calls to all incidents have a response mobilised within 90 seconds on 75% of occasions. Mobilisations to Road Traffic Collision incidents are generally slower due to the need to establish accurate location details. This is particularly relevant in our rural communities, where street names and house numbers are not always as easily available or identifiable to the caller.

Ensuring that the fastest and most appropriate response is mobilised to an incident is our key priority during emergency call handling. We have accepted that it may take our Control Room staff a little longer to extract quality information from 999 callers, however, this further assists our dynamic approach to mobilising and provides our responding crews with further insight to the incident they are attending. The Control Room have the capability to use 'what3words' downloadable application to support people in communicating their location when not fully known.

During events such as extreme flooding and large incidents, emergency Control Rooms can become inundated with a high volume of emergency calls. The consortium arrangements between Humberside, Lincolnshire, Hertfordshire and Norfolk Fire and Rescue Services deliver an integrated call handling and mobilising solution, with significantly improved resilience and partnership working.

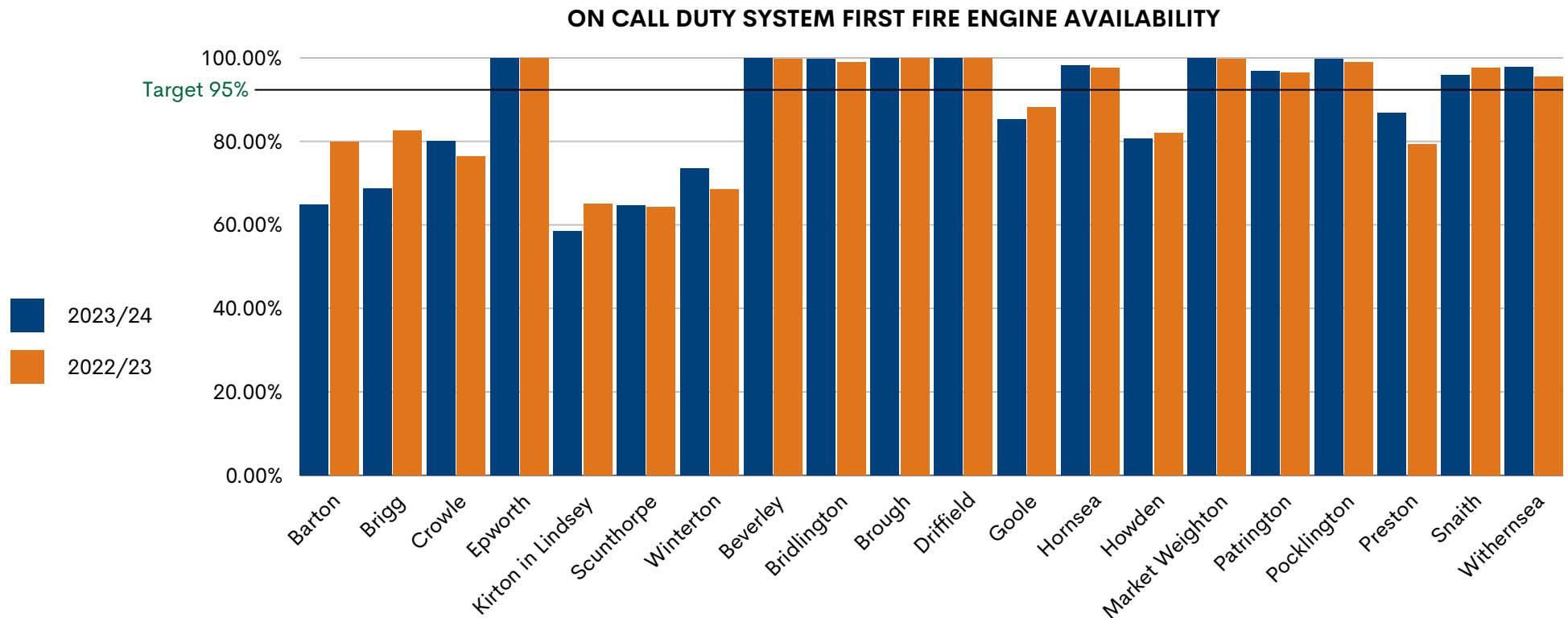


6.4 AVAILABILITY OF FIRE STATIONS

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

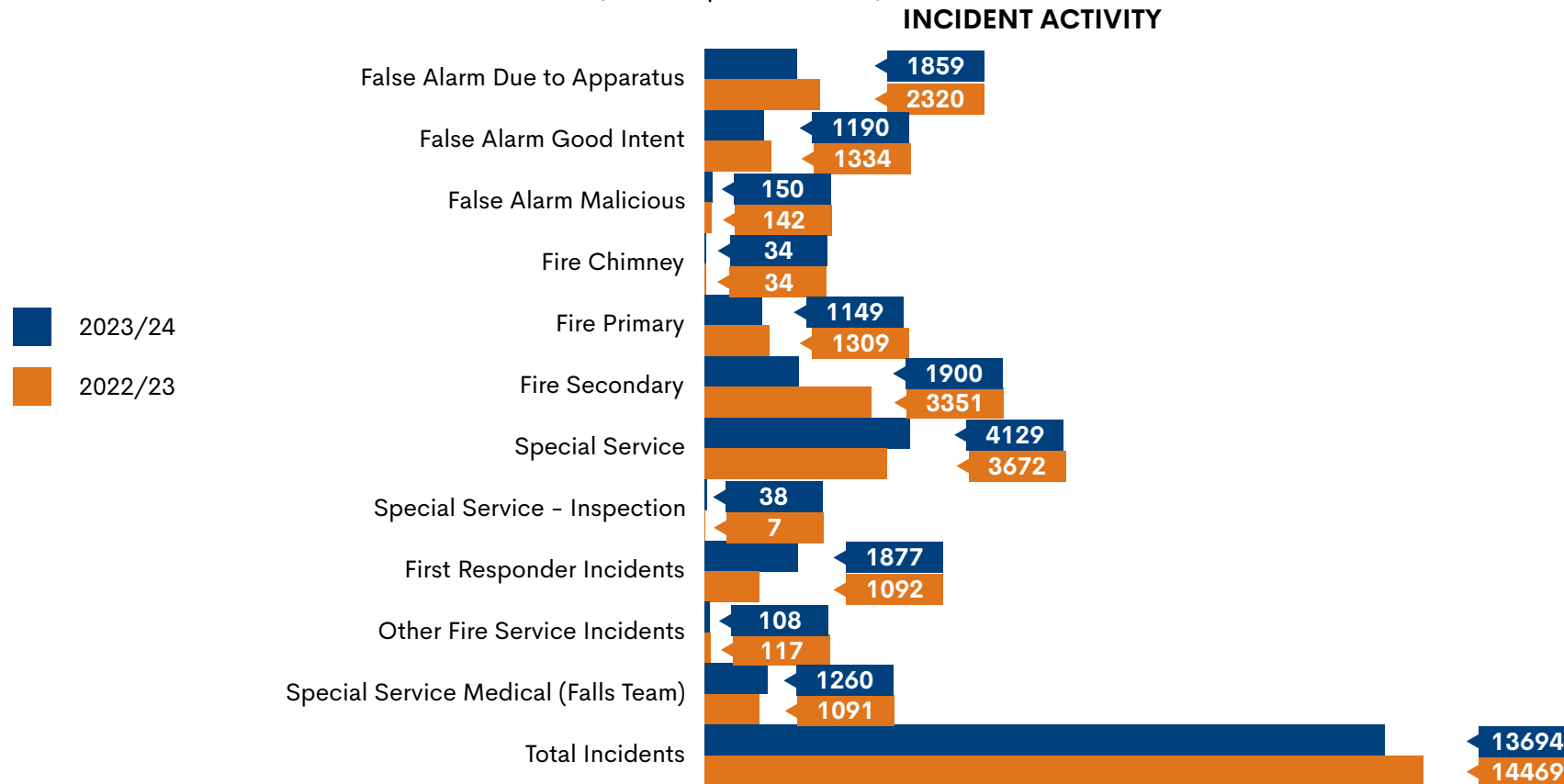
On-Call Duty System Fire Stations - Our 22 On-Call Duty System Fire Stations are crewed by individuals living and often working within the local communities around the Fire Station. The performance standard for the first fire engine (some Fire Stations have two fire engines) is 95% availability, this has been achieved by 11 of the 20 Fire Stations in 2023/2024. (Cleethorpes and Waltham not included as Tactical Response Vehicle (TRV) only).

Full-Time Duty System - Stations are crewed 24/7 by Full-Time firefighters. Availability for first and second fire engines is consistently achieved by all Fire Stations.



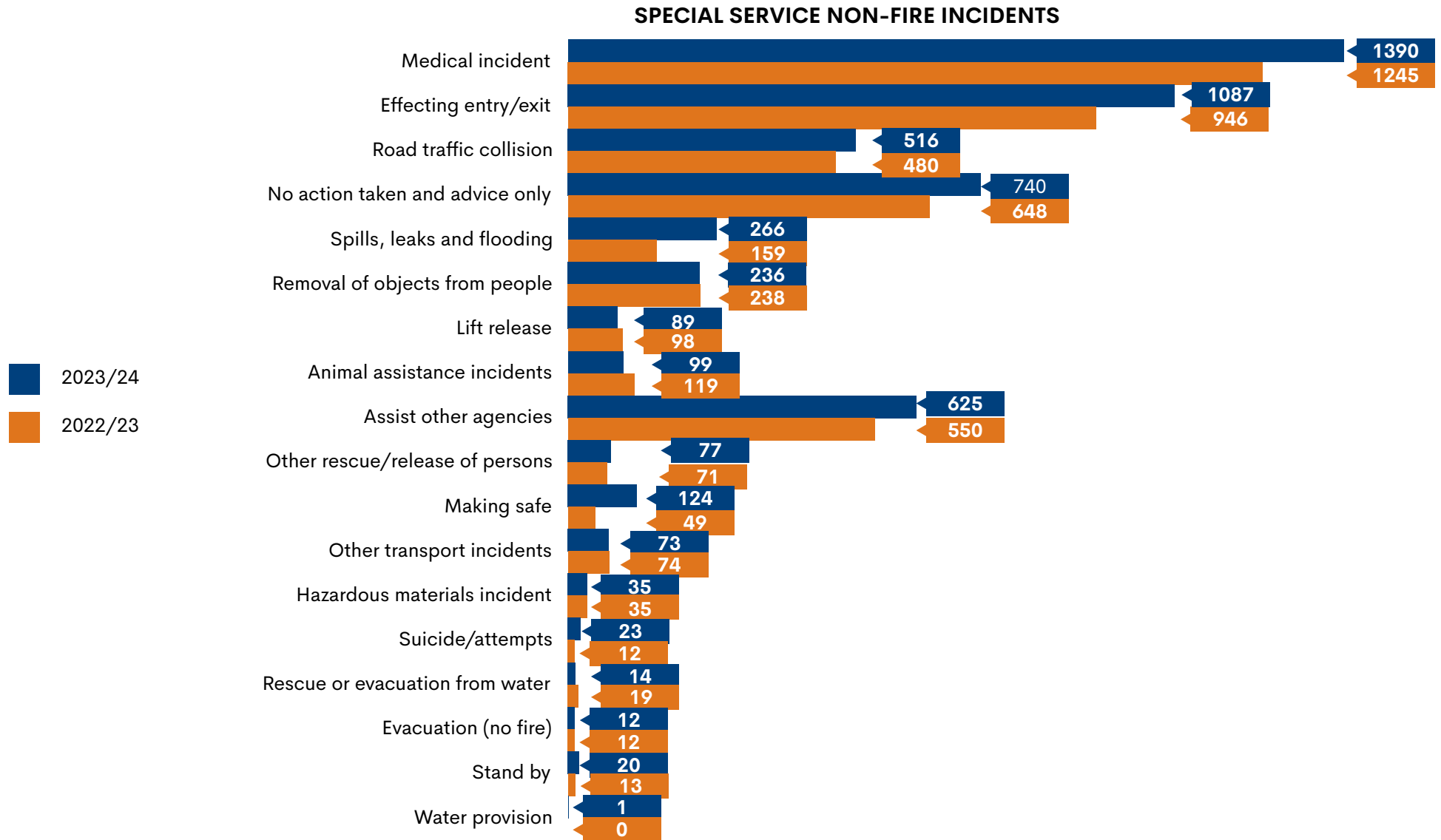
6.5 INCIDENT ACTIVITY

Data identifies we have attended 775 less incidents, with the significant decrease of 1451 secondary fires compared to 2022/23, which was significantly high after the the prolonged hot summer. There has been a total increase of 456 Special Service incidents in 2023/24, 785 extra First Responder incidents and 461 less False Alarms due to Apparatus, due to robust call challenge of commercial premises. Overall, there has been a 5% decrease in total number of incidents in 2023/24 compared to 2022/23.



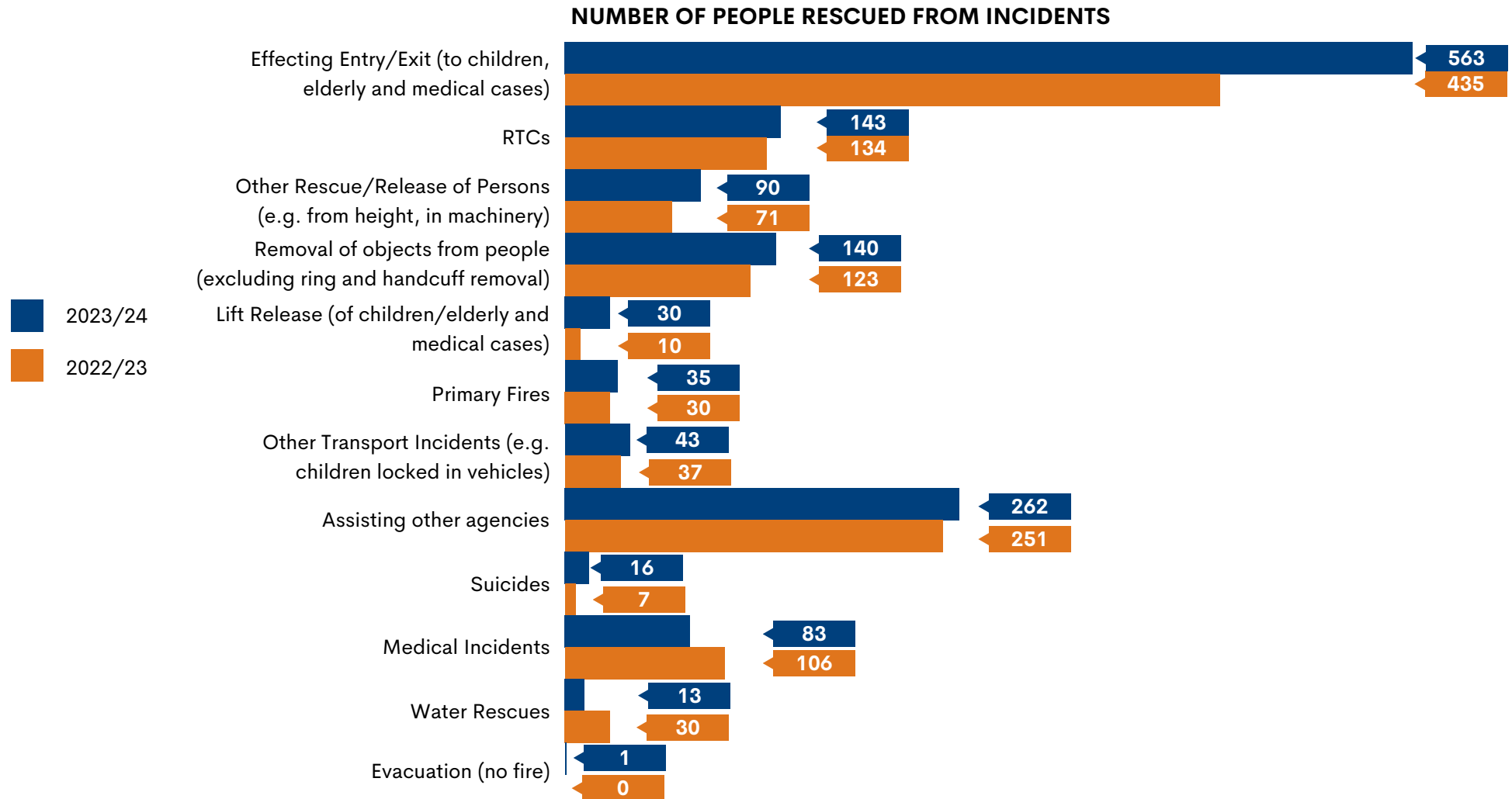
All the incident types stated above are expressed in terminology used by the Home Office to collate national statistics through our Incident Recording System (IRS). For a definition of these incident types please refer to the glossary section of this report.

Of the incidents we attended in 2023/24, 5427 were Special Service non-fire incidents. The highest percentage of these were medical incidents and effect entry; the following graph shows the variety of non-fire incidents that we attend in our communities.



6.6 RESCUES

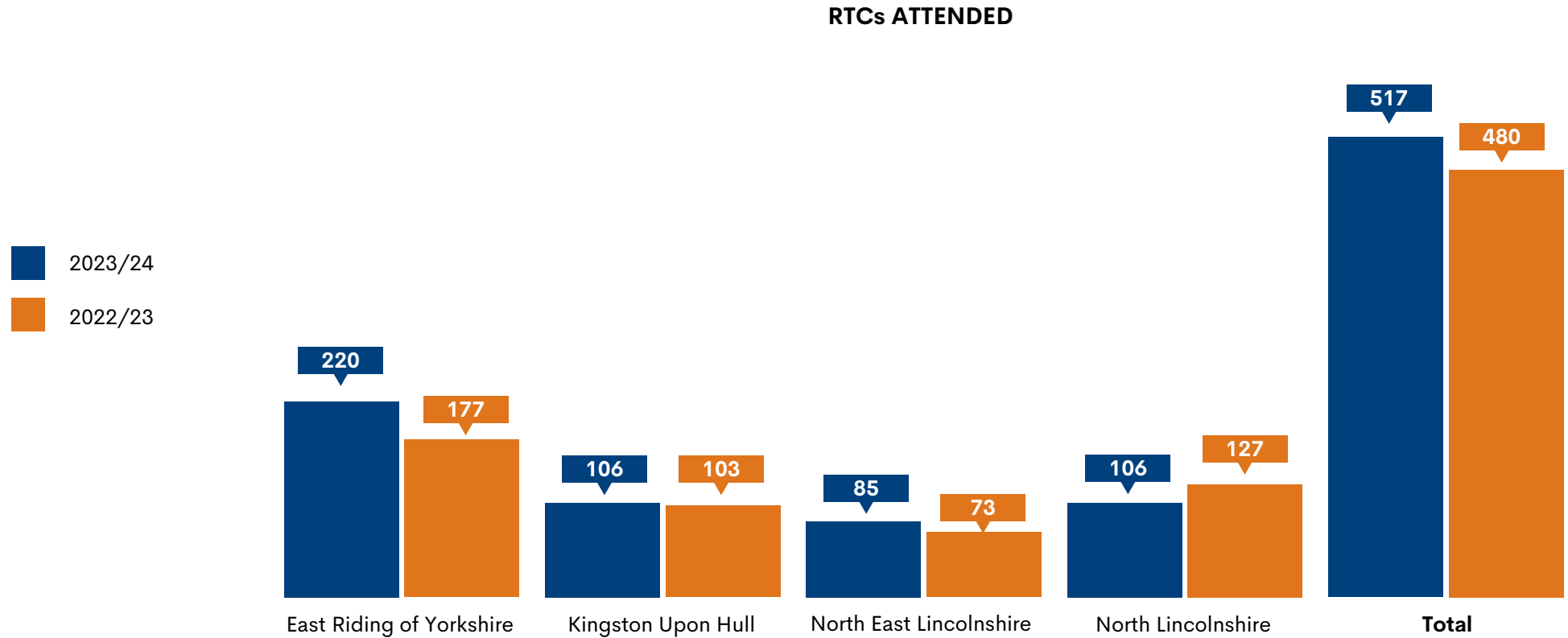
During 2023/24 we rescued 1419 people, with effecting entry / exit incidents accounting for 40% of the overall total.



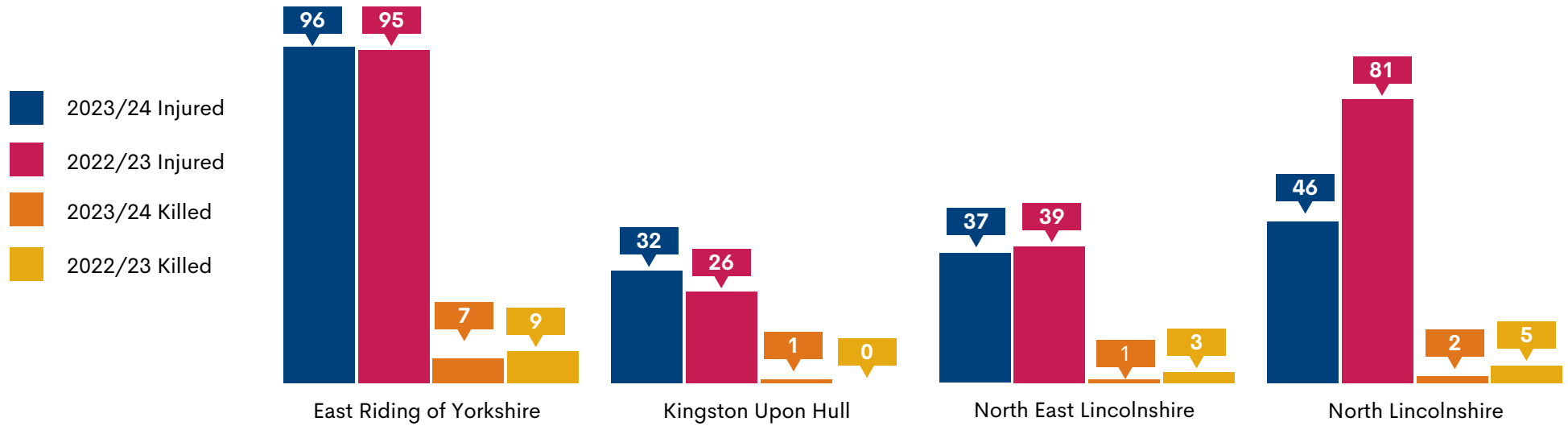
6.7 ROAD TRAFFIC COLLISIONS (RTC)

We work in partnership with Safer Roads Humber to try and reduce the number of RTCs, and the number of people killed or seriously injured. In 2023/24 the number of RTCs we attended was 517, which is an increase of 8% compared to the 480 we attended in 2022/23.

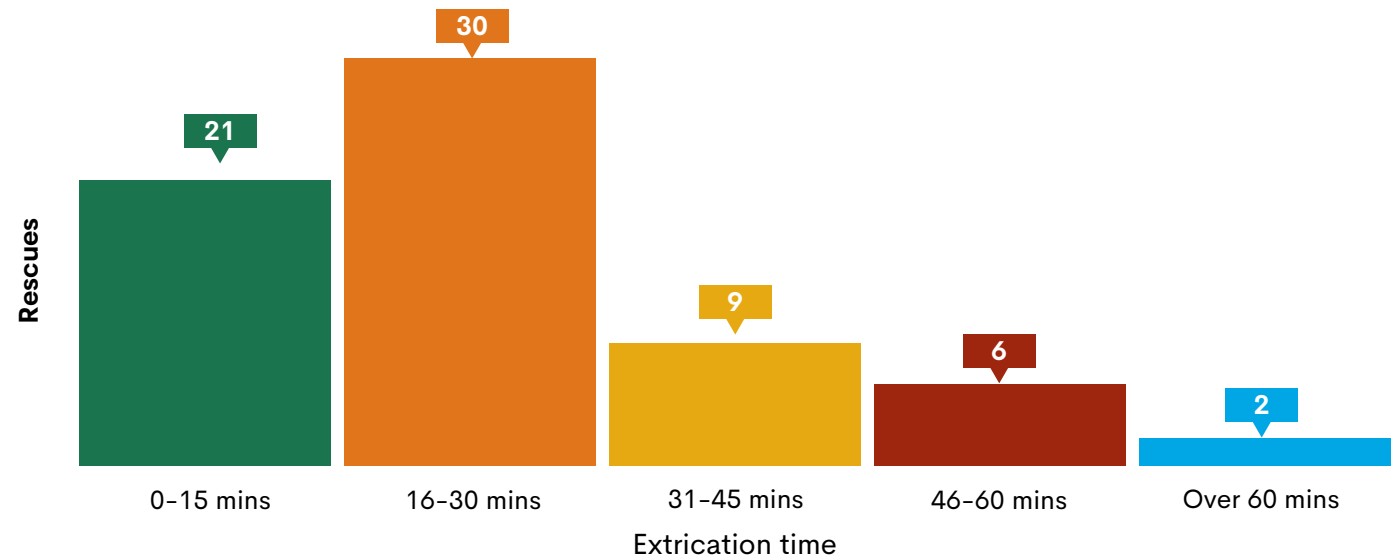
Sadly, the number of people killed in RTCs we attended in 2022/23 was 11, a decrease of 6 compared to 2022/23. The total number of people injured decreased from 241 in 2022/23 to 211 in 2023/24 (-12%). We are not called upon to attend all RTCs, only those requiring our specialist intervention.



KILLED OR SERIOUSLY INJURED IN RTCs ATTENDED



RTCs PERSONS TRAPPED



We employ a range of techniques using the specialist equipment for RTCs to rescue trapped persons, with a total of 51 people freed from their vehicles within 30 minutes or less from our arrival at the incident during 2023/24.

7.

INCIDENT ACTIVITY BY UNITARY AUTHORITY

The following tables show the number of times a station has been recorded as in attendance at an incident and do not directly relate to the number of incidents that occur in and around our Service area; i.e. a single incident could be attended by multiple stations. Attendances at False Alarm due to Apparatus includes both domestic and non domestic properties.

7.1 HULL

	False Alarm due to Apparatus	False Alarm Good Intent	False Alarm Malicious	Chimney Fire	Primary Fire	Secondary Fire	Special Service (including medical incidents)	Incidents in other Service Area	Total Incidents Attended
CENTRAL	385	134	29	2	192	99	369	0	1210
CLOUGH ROAD	315	206	22	4	170	316	433	1	1467
CALVERT LANE	355	168	25	3	199	284	468	0	1504
HULL EAST	223	105	22	1	118	208	265	0	942
BRANSHOLME	164	81	7	0	98	188	1468	0	2006
TOTALS	1442	694	105	10	777	1095	3005	1	7129

7.2 NORTH EAST LINCOLNSHIRE

	False Alarm due to Apparatus	False Alarm Good Intent	False Alarm Malicious	Chimney Fire	Primary Fire	Secondary Fire	Special Service (including medical incidents)	Incidents in other Service Area	Total Incidents Attended
PEAKS LANE	195	192	32	1	207	297	600	3	1527
CLEETHORPES	1	16	2	0	16	40	40	0	115
IMMINGHAM EAST	38	27	1	1	60	28	106	2	263
WALTHAM	2	10	2	0	16	14	25	0	69
TOTALS	236	245	37	2	299	379	771	5	1974

7.3 NORTH LINCOLNSHIRE

	False Alarm due to Apparatus	False Alarm Good Intent	False Alarm Malicious	Chimney Fire	Primary Fire	Secondary Fire	Special Service (including medical incidents)	Incidents in other Service Area	Total Incidents Attended
BARTON	6	25	0	1	22	17	41	0	112
SCUNTHORPE	171	117	18	5	159	184	437	4	1095
CROWLE	1	11	0	2	15	4	26	1	60
EPWORTH	6	19	1	0	27	18	256	2	329
KIRTON IN LINDSEY	2	3	0	1	5	1	38	1	51
WINTERTON	5	1	1	0	14	3	45	0	69
BRIGG	9	8	1	0	21	8	36	1	84
TOTALS	200	184	21	9	263	235	879	9	1800

7.4 EAST RIDING

	False Alarm due to Apparatus	False Alarm Good Intent	False Alarm Malicious	Chimney Fire	Primary Fire	Secondary Fire	Special Service (including medical incidents)	Incidents in other Service Area	Total Incidents Attended
BEVERLEY	100	41	1	1	43	48	147	0	381
BROUGH	38	17	3	0	67	16	74	0	215
MARKET WEIGHTON	49	9	1	0	50	9	85	0	203
POCKLINGTON	46	14	2	4	17	14	71	0	168
BRIDLINGTON	119	59	7	1	54	54	271	0	565
DRIFFIELD	41	25	0	1	33	10	138	0	248
HORNSEA	30	17	0	3	18	5	60	0	133
WITHERNSEA	24	8	4	0	18	16	57	0	127
PATRINGTON	24	4	0	0	16	7	20	0	71
PRESTON	18	15	1	0	25	24	41	0	124
GOOLE	76	24	2	6	46	39	143	2	338
SNAITH	6	7	0	0	7	7	928	4	959
HOWDEN	12	10	0	1	15	7	651	1	697
TOTALS	583	250	21	17	409	256	2686	7	4229

7.5 FURTHER BREAKDOWN OF SPECIFIC SAMPLE OF SPECIAL SERVICE CATEGORIES

HULL	Effecting Entry/Exit	No action taken (not false alarm)	Road Traffic Collision
CENTRAL	86	55	47
CLOUGH ROAD	109	46	178
CALVERT LANE	134	76	81
HULL EAST	71	34	30
BRANSHOLME	45	26	27
TOTALS	445	237	363

NORTH EAST LINCOLNSHIRE	Effecting Entry/Exit	No action taken (not false alarm)	Road Traffic Collision
PEAKS LANE	194	106	107
CLEETHORPES	24	6	6
IMMINGHAM EAST	17	17	28
WALTHAM	14	6	1
TOTALS	249	135	142

NORTH LINCOLNSHIRE	Effecting Entry/Exit	No action taken (not false alarm)	Road Traffic Collision
BARTON	9	1	11
SCUNTHORPE	116	61	152
CROWLE	3	1	11
EPWORTH	8	2	22
KIRTON IN LINDSEY	0	0	7
WINTERTON	6	1	5
BRIGG	7	5	14
TOTALS	149	71	222

EAST RIDING	Effecting Entry/Exit	No action taken (not false alarm)	Road Traffic Collision
BEVERLEY	44	16	22
BROUGH	16	4	22
MARKET WEIGHTON	14	1	15
POCKLINGTON	11	7	31
BRIDLINGTON	75	38	37
DRIFFIELD	23	8	26
HORNSEA	15	6	16
WITHERNSEA	23	3	4
PATRINGTON	6	2	4
PRESTON	8	5	11
GOOLE	29	12	42
SNAITH	1	0	8
HOWDEN	9	4	9
TOTALS	274	106	247

8.

PEOPLE



8.1 ESTABLISHMENT

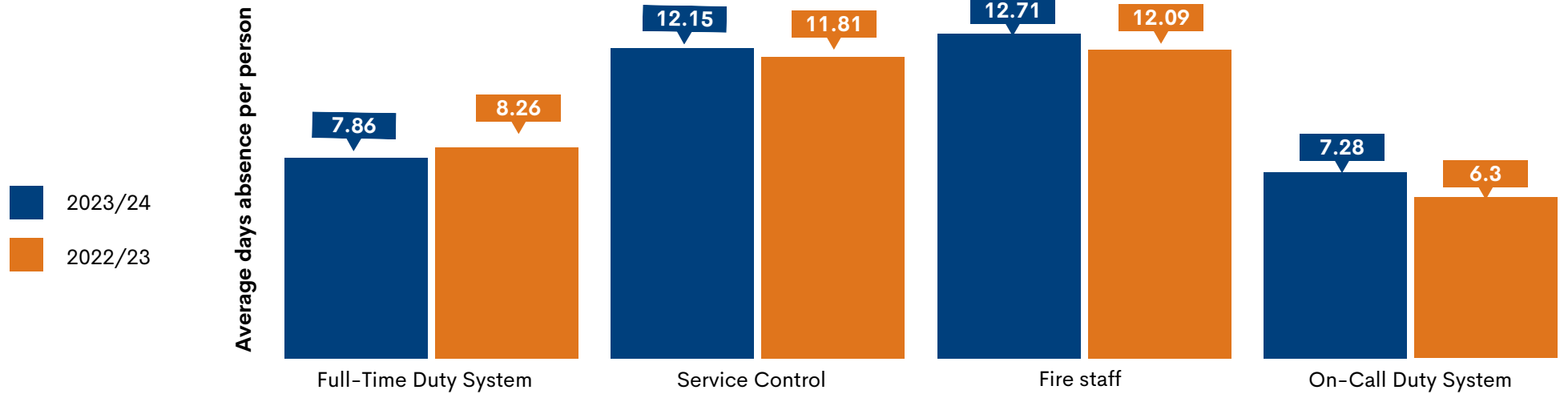
During 2023/24 our workforce by contract group is broken down in the table below. The figures total 1030 accounting for payments made to individuals of differing contract types, which exceeds the headcount figure of 903: 116 Full-Time duty staff, 7 Fire Staff, and 1 Control staff member also fulfil On-Call duties. 3 other Fire Staff also have dual contracts.

Full-Time Duty System	Control Room	Fire Staff	On-Call Duty System
457	30	215	328

8.2 SICKNESS ABSENCE

There has been a small increase in the average number of days absent across 3 contract groups in 2023/24 compared to 2022/23. Only those on a Full Time Duty System reduced from 8.26 to 7.86 days. Our HR partners work closely with line managers to support and promote employee wellbeing at work and effectively manage unreasonable absence.

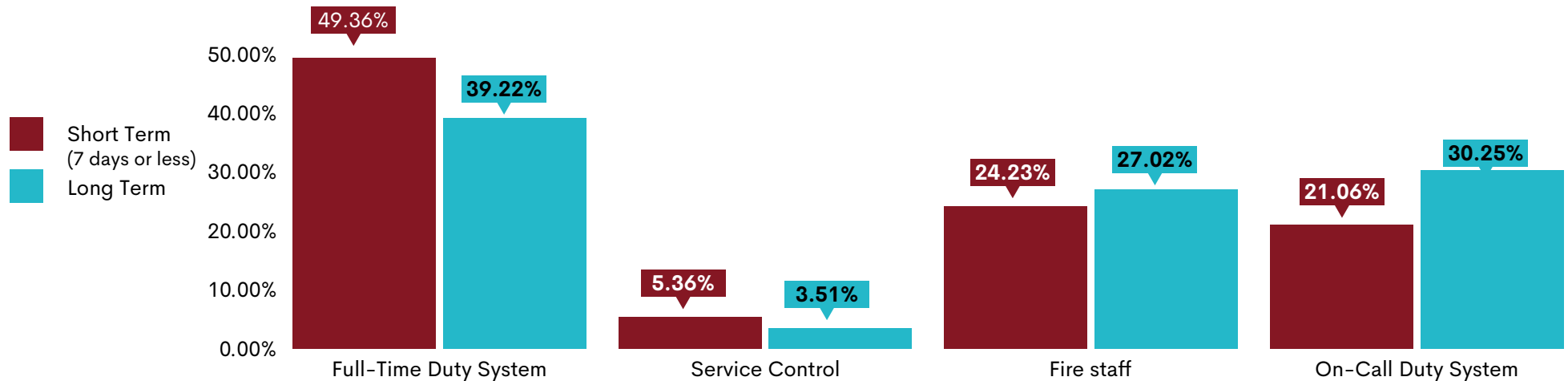
SICKNESS ABSENCE



figures exclude secondments, career breaks and casual contracts

Represented below is the percentage split of the total number of duty days for short and long-term absence by contract group.

2023/24 % SICKNESS – BY CONTRACT GROUP



figures exclude secondments, career breaks and casual contracts

The top five reasons for absence across the Service during 2023/24 in order were, Mental Health Anxiety/Depression, Musculo Skeletal Lower Limb, Other, Musculo Skeletal Lower Limb, and Musculo Skeletal Back.

The Absence Management Policy was reviewed in 2021 and continues to provide the framework and guidance to address absence issues across the organisation in a consistent and supportive manner. The case review process has been embedded for long term and modified absence, taking place on a more local level with line managers, supported by Human Resources Service Partners (HRSPs) and the Head of Human Resources (HR), again to discuss absence concerns and address them at an earlier stage.

Short term absence (7 days or fewer) continues to be addressed locally via managers, supported by HRSPs, and has recently been subject to increased focus to provide more robust and timely intervention and support.

Combined absence has seen an overall increase of 351 additional days (4.3%) compared to 2022/23. This figure is broken down into an increase in long term absence increasing by 597 more days lost (10.39%), but a reduction of 246 days lost in short term absence (10%).

The largest increases in absences were attributed to the groups of Mental Health Anxiety/Depression, Musculo Skeletal Lower Limb, Other, Respiratory Other, Muscular Skeletal Upper Limb. Whilst Mental Health absence levels are concerning, this does indicate that we have been successful as a Service in breaking down the stigma attached to this important health issue, with more staff being prepared to declare and seek help for their issues.



The profile and importance of mental health has also been raised within the Service prompting more staff to seek help through the Blue Light Mental Health Champions scheme, and with the launch of the Zero Tolerance to Bullying campaign which aims to address the source of some stressful workplace issues.

Given the level of absence attributed to mental health issues, this important concern will remain a high-profile matter and will be subject to further review via the Health and Wellbeing Steering Group and via targeted services provided by Occupational Health. The Occupational Health and Wellbeing Team recognise the importance of promoting wellbeing and supporting staff during periods of sickness absence and on their return to work. The team is currently developing the wellbeing input into the sickness absence policy which covers ill-health prevention, health promotion, infection control and supporting staff welfare.

In order to ensure continued, appropriate, and timely management of both long term and short term absences, the Service continues to utilise a multi-party approach via local/line managers, Human Resources, Occupational Health and Senior Management, all of whom have a significant part to play in the support of staff and resolution of absence issues. This approach ensures focus and consistency are maintained and provides clarity for all parties on the way forward for their individual cases or trends that may occur.



The Wellbeing Garden at Beverley Fire Station

9.

HEALTH, SAFETY AND ENVIRONMENT



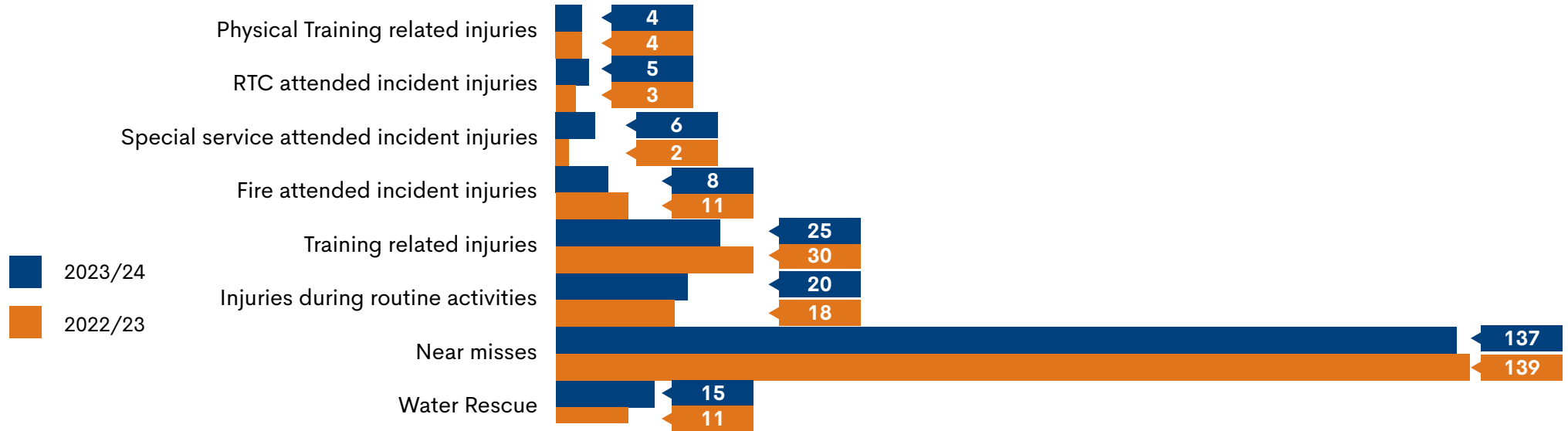
9.1 HEALTH AND SAFETY OVERVIEW

As a Fire and Rescue Service we sometimes must operate in hazardous environments, however, our incidents and injuries typically reflect most other industries. As may be expected, we also have other less common injury/incident types due to the nature of some of the emergency work undertaken, such as exposure to fire or heat. Every reported accident is appropriately investigated to allow lessons to be learnt for future improvement towards a safer working environment for all staff.

9.2 ACCIDENTS AND NEAR MISSES

The number of overall accidents reported has increased in 2023/2024 by 20% when compared to last year's data. This increase has been driven by a combination of better reporting of smaller injuries which were been under reported previously. There have also been several events where multiple people had accidents at one event and a rise in injuries occurring whilst attending incidents at the request of partner agencies. It is positive to see a 27% reduction in accidents associated with activities relating to Fire.

ACCIDENTS AND NEAR MISSES

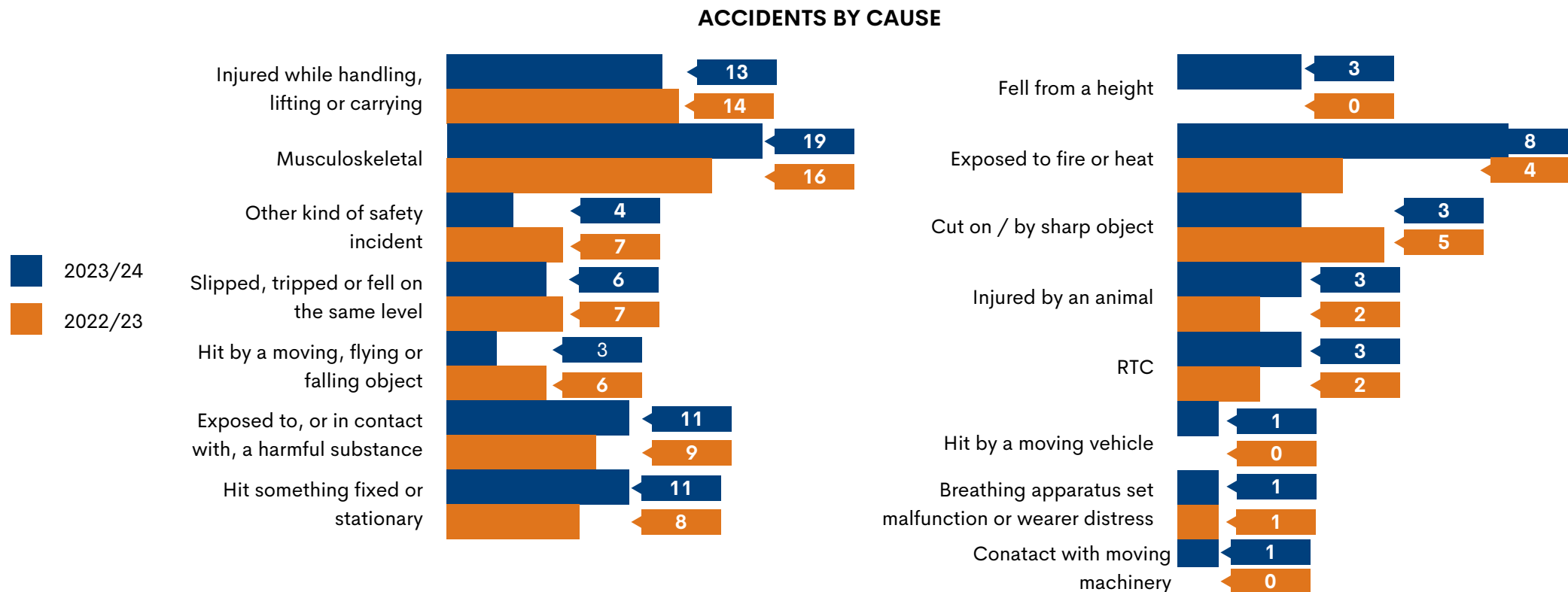


Near miss reports have reduced by 2 in comparison to last year. This is a reduction in reporting compared to last year; this will be due to better filtering and challenge from the Health, Safety and Environment team to ensure that reports are accurately reported in the correct category and that they are relevant near misses. The Service still has a positive reporting culture for safety related incidents as the amount of near miss reports out numbers the number of accidents for the year, this supports the Heinrich safety triangle of identifying near misses prevents accidents occurring.

9.3 ACCIDENTS BY CAUSE

The top two reported accident causes in 2023/2024 of "Musculoskeletal" and "Injured whilst handling, lifting or carrying" remain the most common occurrences as it has in previous years. There is a variety of activities which can allow for these two causes to occur, the most common is from manual handling as this can occur in both the training and operational environments when rescuing casualties or moving equipment around. The latest published HSE statistics show manual handling being responsible for 473,000 reported incidents which accounts for 27% of all reported incidents to them.

The increase in "exposed to fire or heat" relate back to one event where multiple minor burns occurred during a Confined Fire Behaviour Training course which is been investigated and actions will be implemented to prevent a reoccurrence. There has also been an increase in reports from "exposed to, or in contact with, a harmful substance" and "hit something fixed or stationary" this is mainly due to water rescue training events from illness from the water or striking objects hidden below the surface. Other kind of incident covered two injuries involving crawling through ladders as part of recruit training, splash back from hot water whilst making a cup of tea and injured whilst starting a outboard motor.



9.4 VEHICLE FLEET

The Service fleet of vehicles continues to be used for a wide variety of purposes including responding to emergency incidents, training, prevention, and protection activities.

The fleet now has three electric vehicles in use, these are being utilised by our prevention and protection teams. Further to this we are also introducing two further electric vehicles for use as Officer duty cars and we continue to utilise three hybrid vehicles in the Service too.

The Service vehicle telematics system has been further utilised this year to review fleet numbers and to ensure all vehicles are used efficiently and effectively. This has supported the further reduction of fleet numbers and consequently this has seen both mileage and diesel figures fall.

Service stock levels of diesel fuel continue to be held and managed at strategic locations, primarily to ensure a high level of response and resilience, however with many of the vehicles fuelled locally, this also supports a reduction in the Services carbon footprint. This year a programme to encourage use of local refuelling has greatly assisted with a large reduction in fuel drawn externally.

Where it is still necessary to procure vehicles for the Service fleet with combustion engines, they will now come with blue technology (AdBlue), helping the Service reduce damage to the environment from Nitrogen Oxide (NOx) including Nitrogen Dioxide (NO2).

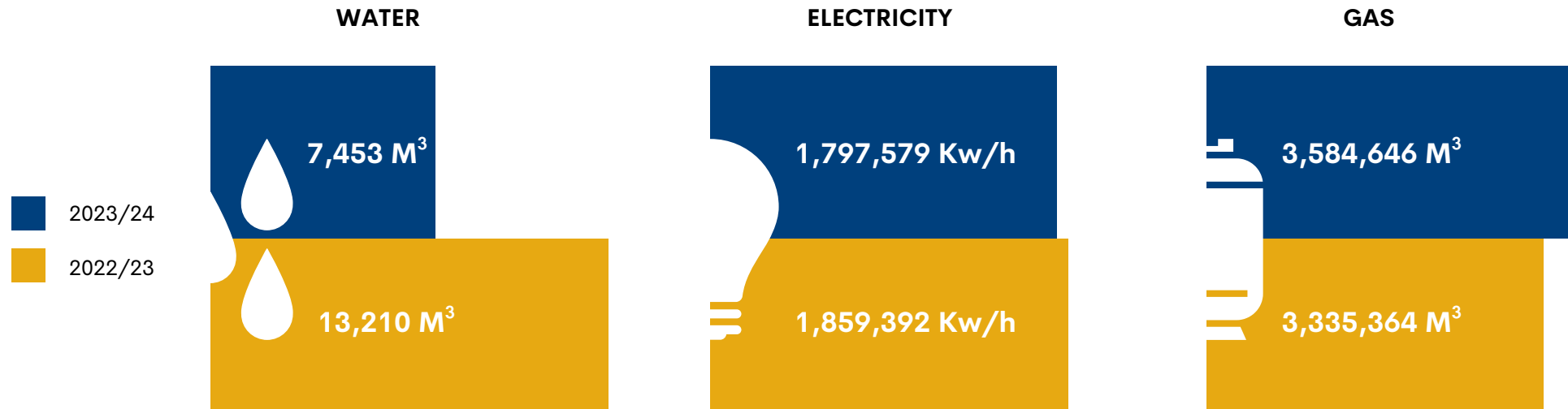
	2023/24	2022/23	Change
Litres of fuel drawn externally	92,303	106,859	-14%
Total litres of fuel used	300,577	311,981	-3.7%
Total fleet mileage	1,087,556	1,129,240	-3.7%



9.5 WATER AND ENERGY USE

The Service continues to operate through a Joint Estates Team, in partnership with the Police, and it remains a Service objective to drive down energy consumption through education and planned replacement programmes, an example being the spend to save lighting projects. Such approaches have resulted in a further decrease in our electricity usage during 2023/24.

The large decrease in water usage is mostly attributed to the water companies use of estimated billing, with some premises receiving negative usage figures when finally receiving actual readings, although it is thought that once again education and work programmes carried out by Joint Estates have driven down usage too.



10.

ORGANISATIONAL LEARNING



The Service is unwavering in its commitment to investing in the learning and development of the organisation and its people. An embedded learning environment fosters a culture that significantly enhances safety for our firefighting operations and functional activities. Integrating organisational learning with a focus on prevention, protection, response, and people bolsters our ability to monitor trends and identify new or emerging risks and drives improvements in efficiency and effectiveness across the organisation. By embracing a comprehensive approach to learning, we aim to continually improve our services and working practices, ensuring readiness and resilience in all facets of our work, ensuring we achieve our mission and enhance the safety and well-being of the communities we serve.

10.1 HOT DEBRIEF

Hot Debrief forms provide a platform for incident commanders to feedback learning identified from operational incidents. The form has to be completed if more than two engines attended, a specialist team or appliance attended, or a person is reported/trapped.

The form is broken down into three key areas:

- Notable Practice
- Concern or Improvement
- Safety Critical Event

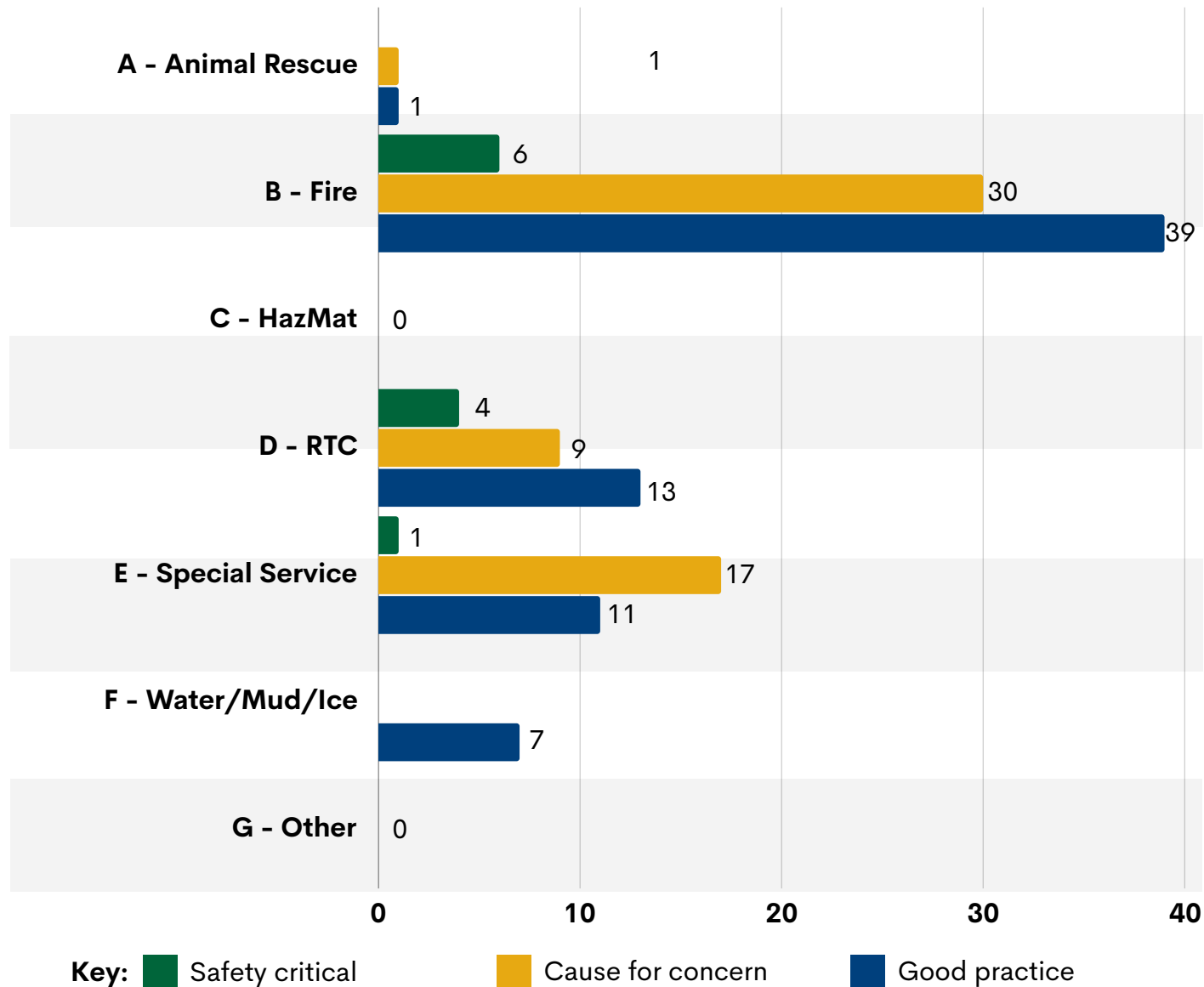
Incident Commanders provide comments on:

- Mobilising and Initial Resources
- Situational Awareness and communications
- Command and Control
- Resources and Equipment
- Safety and Welfare
- Incident Outcomes

Hot Debrief form submissions - April 2023 to March 2024

Activity Area / Incident Type	Total
A - Animal Rescue	4
B - Fire	68
C - HazMat	3
D - Road Traffic Collision (RTC)	35
E - Special Service	22
F - Water/Mud/Ice	10
G - Other	2
Total	144

The charts below show a breakdown of key areas reported in the 144 Hot Debrief forms. Although 144 forms were submitted, more than one key area could be reported for each form.



10.2 OPERATIONAL, TACTICAL AND MULTI-AGENCY DEBRIEFS

24 May
High Eske Nature
Reserve,
Tickton,
Beverley

Crews were mobilised following reports that two people were underwater at the nature reserve. This was a highly challenging incident for all who attended, during which they showed professionalism and dedication. Firefighters were able to rescue several teenagers from an island but tragically, the incident resulted in two fatalities. A debrief was held with the crews who attended the incident and a multi-agency debrief was held at Service Headquarters with representatives from Yorkshire Ambulance Service, Humberside Police, the Local Resilience Forum and the Coast Guard. The outcomes of both debriefs have been published.

8 June
Premier Bar,
Anlaby Road,
Hull

Crews attended a commercial building fire which was a protracted incident that required multiple crews, two aerial appliances, and the welfare unit to bring the fire under control. Firefighters overcame several challenges, including issues with water pressure from the hydrant supply and access to the roof space, whilst protecting nearby residential flats from fire spread. A debrief was held to identify learning opportunities and our findings have been published.

22 August
Andrew Johnson
Knudzton,
Walcott Street,
Hull

Crews were mobilised to a HazMat major incident following an ammonia leak at Andrew Johnson Knudzton in Hull. This was a complex incident that required crews from West Hull, North Hull, Central, East Hull, Bransholme, Brough and Driffield to attend. Specialist appliances and advisors were also mobilised including the DIM vehicle, Command Unit and Welfare Unit. All learning was captured and published in a report.

5 December **A15 Northbound**

Crews attended an RTC on the Northbound A15 shortly after the Elsham Wold Ind Estate junction. The incident involved a collision between an HGV and a car, which resulted in the HGV toppling onto its nearside and coming to rest of the carriageway. The very nature of the incident presented numerous challenges to crews from the onset, as this was a persons reported and an HGV tanker carrying a hazardous substance and a fuel leak from the HGV. The Organisational Learning team held a debrief with those who attended the incident and produced a report on the findings.

26 December **Bespoke** **Recycling,** **Estate Road,** **Grimsby**

Upon arrival crews faced a well-developed fire within the building, with more resources promptly requested. Crews had to gain access to the premises via locked gates and an initial jet was quickly deployed to stop any potential fire spreading to an adjacent building while another jet was deployed to the rear, making an initial attack on the fire. A tactical plan was established, sectorising the incident with sectors 1 and 3 to the front and rear of the building. The Drone was requested to assist, and two aerials, the Water Support Unit, Command Unit and the Welfare Vehicle. Water supply was an issue which was overcome using the water support unit and good progress was made in tackling the fire. The environmental impact was considered, and necessary actions taken to mitigate this, along with informing the Environment Agency and other agencies, such as Police, Ambulance (HART team), Northern Power, and Anglian water.

6 January **Tetney Lock Road,** **Lincolnshire**

Crews attended an incident involving a car submerged in the Louth canal on Tetney Lock Road. This was a cross-border incident in Lincolnshire, however HFRS were first on the scene and assumed command throughout. The findings from the debrief were published internally and to Lincolnshire fire and Rescue and National Operational Learning.

8 January Portland Mews, Bridlington

Crews attended a 'persons reported' incident at Portland Mews in Bridlington, with other residents in their flats. Fire service control was limited with the information they were receiving with the call coming from the Ambulance, managing to obtain information to pass onto the appliances en route to the incident. Upon arrival crews were faced with residents being evacuated from the premise while committing firefighters in BA to affect a rescue and tackle the fire. A casualty was recovered from the flat, the smoke curtain was deployed to limit the spread of smoke around the premise and the fire was extinguished. The OL team produced a report for this debrief.

9 February The Crosby, Berkeley Street, Scunthorpe

This was a derelict building fire that proved challenging to access for crews. The compromised integrity and structure of the derelict building added difficulty to making an initial attack to extinguish the fire. Crews used a 10.5 metre ladder to attack the fire from a window and then discovered it had spread to the roof void. As the incident unfolded it was unclear if persons could have been inside and as such this was then a 'persons reported' incident. Learning was identified at the debrief and recommendations for improvements made in the report.

3 March Risby Warren, Scunthorpe

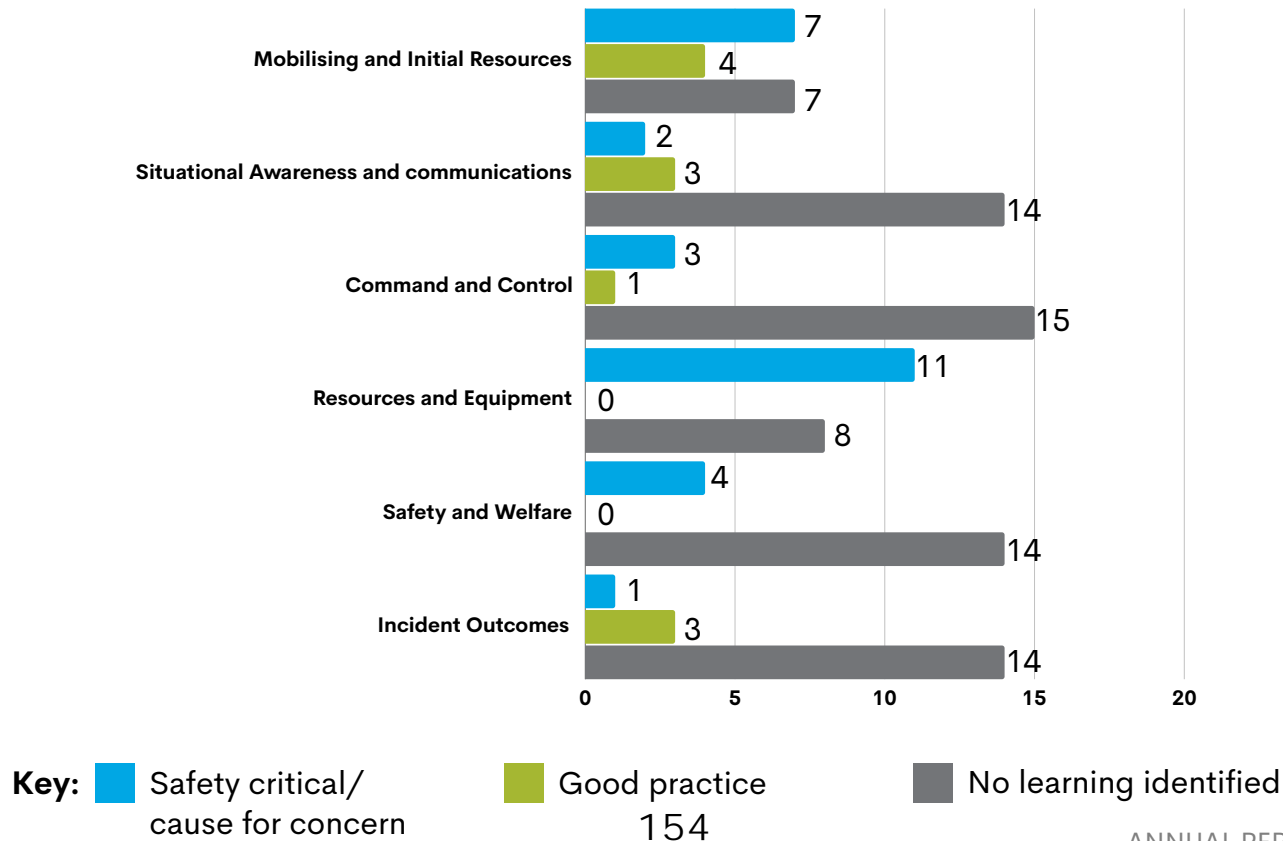
A dog had fallen down an old mining hole at Risby Warren, Scunthorpe. Crews from Winterton and Immingham responded and upon arrival faced a 15-minute walk across fields that are known for subsidence dangers, due to old mines running underneath, to the location of the hole, which was approximately 10-15 metres deep and water was covering the bottom, with an unknown depth, apart from a few areas that protruded the surface of the water. A debrief was held and a report was produced.

10.3 OPERATIONAL DEBRIEF QUESTIONNAIRES

A structured operational debrief must be completed when one or more of the following criteria are met:

- At the discretion of the Incident Commander or Tactical Advisor
- Command unit in attendance
- Where operational discretion is used
- Learning that is of interest to the wider sector
- Following a consultation with the Operational Learning team to determine if any significant learning and/or organisational improvement has been identified and which type of debrief is appropriate

Operational Learning conducted four structured debriefs during this period and received 17 Operational debrief questionnaires to support the process. The table below shows a breakdown of the reports.



10.4 EXERCISES

The frequency for Level 1 exercises in line with the National Operational Guidance Training schedule is one per scenario subject every two months. Below is a breakdown of the number of exercises recorded using a PP31b and whether learning was captured or not.

Total exercises recorded	188
Good practice	125
Learning identified	93

10.5 INCIDENT MONITORING

Monitoring firefighters during incidents helps ensure their safety, assess their performance, identify areas for improvement, and enhance future response. It can identify gaps in training, equipment, PPE, and procedures to develop, innovate and improve the safety of all personnel and, therefore, provide the best service to the public.

Incident Monitoring is also an opportunity to acknowledge good practice and effectiveness at operational incidents. The Service will continue to improve if learning from incidents is consistently captured, and the lessons are shared effectively. This is particularly important with declining exposure to operational incidents.

Learning and good practice has been taken from 51 operational incidents during 2023/24.



10.6 ORGANISATIONAL LEARNING DEBRIEFS

These are structured debriefs that were facilitated by the Organisational Learning team and held after the completion of projects or significant activities to review outcomes, processes, and performance. These debriefs are crucial as they provide a platform for team members to reflect on successes and identify areas for improvement. By openly discussing what worked well and what didn't, HFRS can capture valuable insights and lessons learned, fostering a culture of continuous improvement. This process not only enhances future project execution by avoiding past mistakes but also promotes knowledge sharing and collaborative problem-solving, ultimately driving greater efficiency, innovation, and competitive advantage.

We held three debriefs during this period for:

- Debrief Report 2023 Fulltime Recruitment Process 2023
- Full - Time Awareness Days - Debrief Report March 2024
- Full - Time shift system changeover

We also held two operational debriefs that captured organisational learning. The learning that was identified from the five in total related to:

- Recruitment
- Critical Incident Stress Management (CISM)
- Road safety
- HMICFRS
- Crewing levels

The learning identified during these debriefs led to 40 actions for improvement. The table below shows how these recommendations have been divided amongst departments to drive positive change.

11. CORPORATE

11.1 HIS MAJESTY'S INSPECTORATE OF CONSTABULARY AND FIRE AND RESCUE SERVICES (HMICFRS)

The Service achieved 'Good' ratings for each of the three pillars of effectiveness, efficiency, and people, and also individually across each of 11 judgement criteria during its HMICFRS Round 2 inspection in 2021/22.

In March 2023 HMICFRS published its report 'Values and culture in fire and rescue services'. The report was an outcome of a spotlight review of inspection findings across all 44 English Fire and Rescue Services. The report made 35 recommendations across 9 themes. Chief Fire Officers have accountability for 19 of the recommendations, with the Home Office and the National Fire Chief's Council (NFCC) having accountability for the other recommendations. An action plan with an integrated GAP analysis was devised to manage and record our progression against each of the recommendations, with information and evidence coordinated through a cross-departmental culture group. The Service is compliant with all relevant recommendations made in the report.

In November 2023 the Service was one of 10 Fire and Rescue Services subject to HMICFRS thematic inspection into the handling of misconduct. The scope of the inspection included a review of people related policies, desktop reviews, reality testing, staff forums and staff survey. Many of the areas inspected aligned with the recommendation themes detailed in the HMICFRS 'Values and culture in fire and rescue services' report, providing independent analysis of our position and progress. The Service will not receive a graded judgment or individual report but instead will help inform a holistic sector report by HMICFRS due to be published in the summer of 2024.

The Service will undergo its HMICFRS Round 3 inspection during the summer of 2024.



11.2 INTERNAL AUDIT

The role of internal audit is to provide independent assurance that an organisations risk management, governance, and internal control processes are operating effectively. The Service commissioned TIAA to conduct the internal audit programme, agreed and approved by the Fire Authority, against the following nine subject areas:

1. Bullying, Harassment and Discrimination
2. Enforcement Powers and Priorities
3. Effectiveness of Systems (used to learn from operational Incidents)
4. National Operational Guidance (NOG)
5. Service Absolutes Process
6. Staff Development
7. Mobile Data Terminals (MDT) performance
8. ICT Management Controls
9. Key Financial Controls

The Head of Internal Audit annual opinion for the period 1 April 2023 to 31 March 2024 was satisfied that, for the areas reviewed during the year, the Service has reasonable and effective risk management, control and governance processes in place.

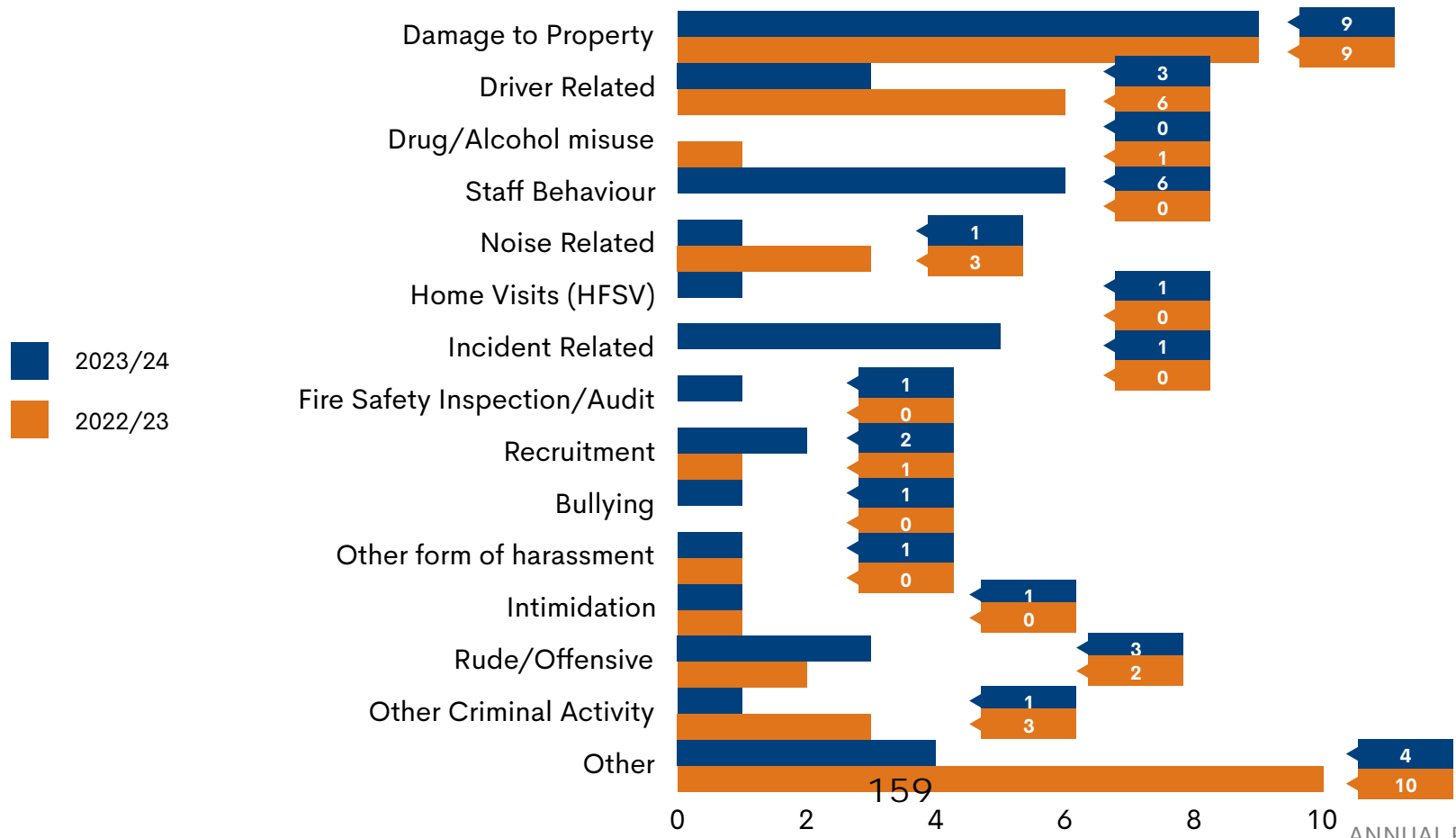
For each review an assessment of the combined effectiveness of the controls in mitigating the key control risks was provided. Each review received an assurance rating, a summary of which is set out below.

Assurance Assessments	2023/24	2022/23
Substantial Assurance	4	0
Reasonable Assurance	4	5
Limited Assurance	1	3
No Assurance	0	0

11.3 PUBLIC FEEDBACK

PUBLIC FEEDBACK	Targets 2023/24	Actual 2023/24	Actual 2022/23
Number of Complaints.		39	37
Number of Complaints upheld.	Aspirational decrease	21	17
Number of Complaints not upheld.		18	20
Number of Compliments.	Aspirational increase	97	70

The types of complaints received are broken down into the following categories:



11.4 INFORMATION GOVERNANCE

Information governance is the management of information within an organisation. It balances the use and security of information and helps with legal compliance and operational transparency. It encompasses a number of aspects such as data protection, governance and compliance, records management and privacy.

DATA PROTECTION

The Data Protection Act 2018 and UK General Data Protection Regulations (UK GDPR) place responsibilities on all organisations who control and process information about people to do so in a way that protects the rights and freedoms of those individuals. The Service takes these data protection responsibilities seriously and makes every effort to ensure technical and organisational measures are taken to protect the information about individuals.

The Service has access to and processes a large amount of personal data, not only that of our employees, but also information about members of the public with whom we come into contact.

DATA PROTECTION IMPACT ASSESSMENTS (DPIA)

The regulations require that where a controller is processing personal data, they must assess the impact of the processing activity to identify and highlight risks to the rights and freedoms of the data subjects. This is called a data protection impact assessment (DPIA).

Number of DPIA's Completed	Number in Progress	Total
35	25	50

PRIVACY NOTICES

The rights of individuals outlined in the UK GDPR includes the Right to be Informed. To comply with this regulation, the Service publishes a number of Privacy Notices which describe, for a particular activity, what personal information we have and how we use that information. These can be accessed on our website:

www.humbersidefire.gov.uk/about-us/access-to-information/data-protection

SUBJECT ACCESS REQUESTS (SARS)

The regulations also provide individuals with the right to ask the Service if it is processing their data and to provide a copy of all the personal data about them which the Service holds. This is known as a Subject Access Request (SAR). In the last year, the Service has received a number of such requests, and responded to them within the one month timeframe, as follows:

SARS	Requests Received 2023/24	Responded to within Timescale 2023/24	Requests Received 2022/23	Responded to within Timescale 2022/23
Total Number of SARs received	27	22	10	10
Total Number of exemptions (eg Police)	76	68	60	60

PERSONAL DATA BREACH

From time to time events take place which mean information may not have been managed in full compliance with the legislation. When this occurs, it is called a Personal Data Breach. Each reported incident is investigated, evaluated and actions implemented to prevent a recurrence. Any confirmed breach which presents a risk to the rights and freedoms of data subjects must be reported to the Information Commissioner's Office (ICO).

Summary of Personal Data Breaches					
Year	Reported breaches	Confirmed breach	No breach	Actions identified	Number of breaches reported to ICO
2023/24	18	13	5	33	0
2022/23	14	9	5	46	1

FREEDOM OF INFORMATION

The Freedom of Information Act 2000 provides general access to information held by public authorities. It does this in two ways:

- public authorities are obliged to publish certain information about their activities; and
- members of the public are entitled to request information from public authorities.

During 2023/24 the Service processed the following number of requests compared with 2022/23:

Summary of freedom of information applications	2023/24	2022/23
Number of Requests	134	108
Number Processed Within Statutory Deadline	134	105
Number Requiring Extended Deadline	32	3
Information Granted in Full	111	81
Exemption Applied in Full	9	4
Information Accessible Elsewhere (Full or Part)	25	10
Information Partly Refused	17	6
Information Not Held	25	7
Number of Requests Referred for Internal Review	1	1

All FOI requests are available to view on the 'Access to Information' area of the Service website here:

www.humbersidefire.gov.uk/about-us/access-to-information/freedom-of-information

11.5 STRATEGIC RISK AND OPPORTUNITY REGISTERS

The Service recognises the importance of managing risk at all levels of the organisation. Corporate Risk Management focuses on ensuring that we take all reasonable measures to identify, record, analyse and manage risks and opportunities, associated with the achievement of our aims and objectives, in a controlled and consistent manner. We also consider whether they have the potential to cause material or reputational harm, or are opportunities that need to be managed to maximise the benefits.

We do this by recording our strategic risks and opportunities on a Corporate Risk Register.

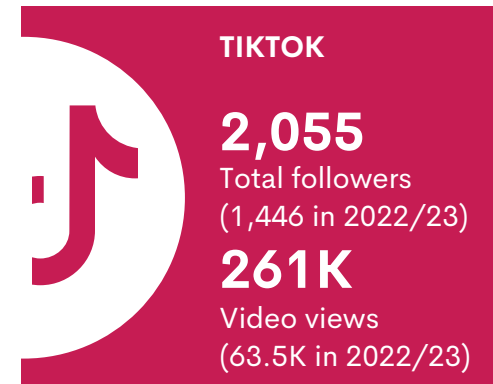
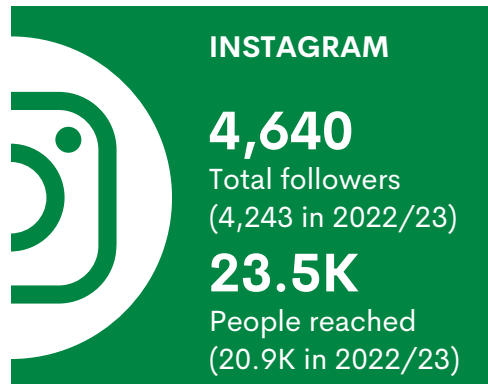
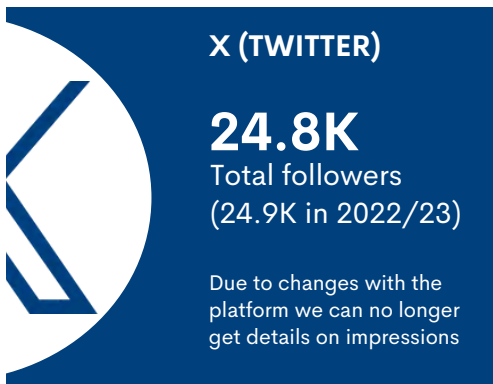
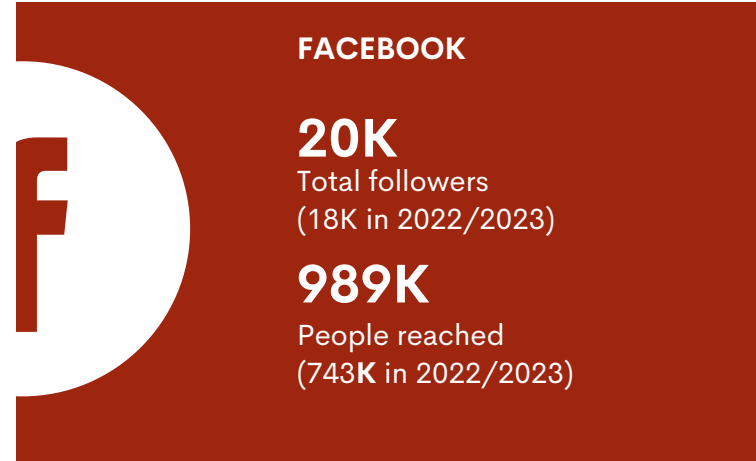
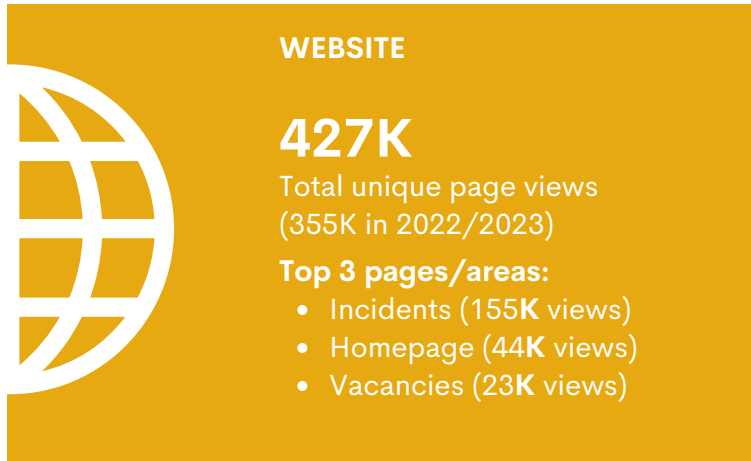
- Risk -The combination of the probability of an event and its impact that should it occur, would have a negative effect on the achievement of Service objectives.
- Opportunity - The combination of the probability of an event and its impact that should it occur, would have a positive effect on the achievement of our objectives.

The following areas were deemed as a critical strategic or opportunity risk during 2023/24.

Critical Risk or Opportunity	Subject	Outcomes and Mitigating Actions
Opportunity	Control Room Systems	Exploring options for the future provision of resilient Control arrangements, including opportunities with other regional services.
Risk	Public Confidence in Working Culture	Identification of unacceptable cultural behaviours within the emergency services sector, reported through independent inquiries, whistleblowing and media platforms, affecting public perception. Independent external review of Service practices has been carried out. Feedback from various sources, including HMICFRS, together with the action required, is now being considered through a Service-wide Culture Working Group. A variety of internal and external support routes are in place to facilitate the reporting of concerns.
Risk	Financial Constraints Around National Grant Funding	Constraint in National Grant Funding and Precept increase capping over the forthcoming Comprehensive Spending Review period, which reduces the level of funding available to the Authority. Scenario planning undertaken to provide mitigation for any reduction in funding. Medium Term Resource Strategy regularly updated.

11.6 COMMUNICATIONS

The Service uses a range of communication methods to engage with local communities. The diversity in approaches, using different digital communication tools, enables the Service to provide information in suitable and accessible formats, to meet with individual and collective requirements.



**Reach is the total number of people who see your content. Impressions are the number of times your content is displayed, no matter if it was clicked or not. Think of reach as the number of unique people who see your content.*

12. GLOSSARY

ADF	Accidental Dwelling Fire.	ICO	Information Commissioner's Office.
CISM	Critical Incident Stress Management.	ICT	Information and Communication Technology.
Co / First Responder	A firefighter trained in emergency medical care who responds to medical emergencies in a bespoke vehicle.	IRS	Incident Recording System.
CRMP	Community Risk Management Plan - identifies and assesses all foreseeable fire and rescue related risks and sets out how we plan to mitigate them.	MDT	Mobile Data Terminal.
DIM	Detection, Identification and Monitoring.	NOG	National Operational Guidance.
DPIA	Data Protection Impact Assessment.	On-Call	Responds/crewed when required.
Falls Team / Hull First	An early response falls pick up team provided by competent firefighters in Hull.	Open Data Set	Data that is openly accessible and can be freely used.
FOI	Freedom of Information.	PPE	Personal Protective Equipment.
Fire Staff	Non operational staff.	Property / Primary Fire	A fire involving property of high value or life risk i.e. dwelling, building or car.
Full-Time	Always crewed.	PSED	Public Sector Equality Duty.
GDPR	General Data Protection Regulation.	RTC	Road Traffic Collision.
HART	Hazardous Area Response Team (Ambulance Service).	SAR	Subject Access Request.
HAZMAT	Hazardous materials.	Small / Secondary Fire	A fire involving property of lesser value i.e. wheelie bin, rubbish or tree.
HFRS	Humberside Fire and Rescue Service.	SPI	Service Performance Indicators.
HGV	High Goods Vehicle	Social Segmentation	Social, cultural, economic or lifestyle traits which can be determined by location, education, age and sex.
HMICFRS	His Majesty's Inspectorate of Constabulary and Fire & Rescue Services.	Special Service	Non-fire incident i.e. Lift Rescue, Road Traffic Collision or Water Rescue.
HR	Human Resources.	TRV	Tactical Response Vehicle.
HRSP	HR Service Provider – provides dedicated HR support for Districts and teams within Humberside Fire and Rescue Service.	What3 Words	A system that is designed to identify any location with a resolution of about 3 metres (9.8 ft).
HSE	Health and Safety Executive.		

13.

CONTACT DETAILS

ONLINE:

www.humbersidefire.gov.uk

EMAIL US AT:

consultation@humbersidefire.gov.uk



www.twitter.com/humbersidefire



www.facebook.com/humbersidefireandrescue



www.instagram.com/humbersidefire



www.linkedin.com/company/humbersidefire-rescue-service



www.tiktok.com/@humbersidefirerescue

POSTAL ADDRESS

Service Headquarters
Summergroves Way
Kingston upon Hull
HU4 7BB

Tel: 01482 565333

FREEDOM OF INFORMATION (FOI)

If you cannot find the information you require on our website, please email foi@humbersidefire.gov.uk or write to the address below. The Freedom of Information Act 2000 gives 'general right of access' to information held by public authorities.

Head of Corporate Assurance
Humberside Fire and Rescue Service, Summergroves Way
Kingston Upon Hull
HU4 7BB

SAFETY ENQUIRIES

All safety enquiries should be made in the first instance to the Public Safety Centre Email: publicsafetycentre@humbersidefire.gov.uk or by calling 0300 303 8242.

COMPLAINTS PROCEDURE

Any complaints against the Service or the services we provide can be made by completing the [complaints form on our website](#), by email to complaints@humbersidefire.gov.uk, by telephone on (01482) 565333 and asking for the Complaints Manager, or by writing to:

The Complaints Manager, Corporate Assurance
Humberside Fire and Rescue Service
Service Headquarters
Summergroves Way
Kingston Upon Hull
HU4 7BB

LOCAL GOVERNMENT AND SOCIAL CARE OMBUDSMAN

We endeavour to deal with all our complaints in a satisfactory manner, however, where this is not achieved you should seek independent advice or contact:

Local Government and Social Care Ombudsman
PO Box 4771
Coventry
CV4 0EH
Helpline: 0300 061 0614
Website: <https://www.lgo.org.uk>

DATA PROTECTION PROCEDURES

To discuss a data protection issue you can email dataprotection@humbersidefire.gov.uk, telephone (01482) 565333 and ask for the Information Governance Officer, or write to:

Information Governance Officer
Humberside Fire and Rescue Service
Service Headquarters
Summergroves Way
Kingston Upon Hull
HU4 7BB

14.

OTHER DOCUMENTS

We provide links to other relevant planning documents via our website at: www.humbersidefire.gov.uk.

Alternatively, we welcome requests via any of the contact details provided in the previous section. You may be interested in the following documents that relate to this Annual Performance Report:

- Bi-Annual Performance Report
- Strategic Plan
- Community Risk Management Plan (formally named the Integrated Risk Management Plan)
- Medium Term Resource Strategy
- Productivity and Efficiency Plan

We welcome your questions regarding our performance; contact details are provided in section 13 of this Report.

Humberside Fire and Rescue Service

Service Headquarters
Summergroves Way
Kingston upon Hull
HU4 7BB

Tel: 01482 565333

www.humbersidefire.gov.uk

EQUALITY, DIVERSITY AND INCLUSION (EDI) ANNUAL REPORT 2023/24

1. SUMMARY

- 1.1 The contents of the report provide an overview of the range of work and activities undertaken in relation to Equality, Diversity and Inclusion (EDI) from 1 April 2023 to 31 March 2024. Further detail is available in the supporting document, available as Appendix 1.

2. RECOMMENDATIONS

- 2.1 It is recommended that the Fire Authority approves the EDI Annual Report 2023/24 as set out at Appendix 1.

3. BACKGROUND

- 3.1 Humberside Fire and Rescue Service (HFRS) as a public sector organisation is subject to the Public Sector Equality Duty (PSED) of the Equality Act 2010 which has general and specific duties as follows;

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.

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.

4. REPORT DETAIL

- 4.1 HFRS reviewed our original EDI priorities in the latter months of 2020, through active consultation with our staff and communities. Since April 2021 work towards our five EDI priorities has progressed in line with our Community Risk Management Plan (CRMP) 2021-25 and our Strategic Plan 2021- 2025. We report and publish our progress against the priorities annually.

Our five EDI priorities are as follows;

- Leading by example on equality.
- Increasing diversity throughout our workforce.
- Ensuring a safe and fair workplace for all staff.
- Continuing to improve our knowledge of our diverse communities and how we engage with them.
- Identifying the fire and other emergency risks linked to multiple disadvantage and discrimination.

- 4.2 The following points provide a short summary of our progress, by priority, during 2023/24. Further detail relating to each point can be found in Appendix A.

Priority 1 – leading by example on equality.

- 4.3 Everything we do is underpinned by the five ethical principles of the Core Code of Ethics: putting our communities first, integrity, dignity and respect, leadership and equality, diversity and inclusion. Our commitment to EDI is lead through the EDI Steering Group, whose membership comprises of elected members, Heads of Function, trade unions and members of our staff forums. Our strategic leaders also fulfil vital roles as Senior Equality Ambassadors, each championing a protected characteristic. Our tactical leaders play a vital role in fulfilling our statutory equality duties by conducting EIA's for any policy, process, project or change which affects our staff or our communities.
- 4.4 The Service has a number of staff groups, including Voices for Women, Voices for Disability, LGBTQ+ group and the Age Forum. We are currently looking to establish two new staff groups relating to faith/religion and race/ethnicity. The Service is undertaking a project to improve our Human Resources (HR) system which we use to maintain staff records and workforce data. The system will also assist in gathering more accurate equality data, so that we can better understand and support our workforce demographic. We are also developing a People dashboard which will provide a detailed view of key data relating to absence, disciplinary and grievance, performance and capability and complaints, which will also assist in identifying trends and patterns of behaviour.
- 4.5 In June 2023 the Service commissioned RealWorldHR to conduct a staff survey with the aim of understanding how we continue our journey from being a good organisation, to an outstanding one. The views within the report captured people's lived experience and triangulated the feedback in such a way that the Service can now learn from and build upon through the next stage of our journey.

Priority 2 – Increasing diversity throughout our workforce.

- 4.6 HFRS is dedicated to enhancing the diversity of our workforce. We acknowledge areas where we have a lack of representation in relation to the protected characteristics outlined in the Equality Act 2010. To address this, we continue our work to proactively engage with and create opportunities for underrepresented groups. We have integrated positive attraction activities into the core activity hours of our full-time crews, providing input on the delivery of standardised positive action and recruitment messages to ensure the information passed to members of the public is accurate. To support the Service's recruitment activities, we have designed awareness days to encourage engagement and applications from all sectors of society and to promote HFRS as an employer of choice by raising its profile within our communities.
- 4.7 During the summer of 2023 the Service took part in a number of PRIDE events at multiple locations throughout the region. We attended with our PRIDE wrapped fire engine to show support for our local LGBTQ+ communities and to celebrate the benefits that greater diversity and inclusivity can bring. By actively supporting PRIDE and respecting individual choices, we nurture an environment where everyone has a voice and feels valued and supported.
- 4.8 The Service's new reasonable adjustment and passport process not only supports new staff joining the organisation but is also available to existing staff to improve the retention and progression opportunities for members of our workforce who have a disability. We refer to a specialist neurodiversity organisation who work with individual staff and line managers to develop workplace needs assessments; making recommendations for reasonable adjustments which can be put in place. We are committed to fostering an inclusive work environment where every employee feels valued, respected, and supported to perform at their best.

- 4.9 The Service has also provided a number of development opportunities relating to EDI during 2022/23 which includes, attending the annual Women in the Fire Service (WFS) UK training and development weekend; the continued implementation of the National Fire Chief's Council (NFCC) Coaching and Mentoring programme; and hosting a full day event for International Women's Day 2023 focusing on being an ally for women, challenging discrimination and maintaining personal resilience.

Priority 3 – Ensuring a safe and fair workplace for all staff.

- 4.10 During 2022/23 our Occupational Health & Wellbeing (OHW) Team have made significant progress in a number of areas, which include implementing wellbeing breaks into the working week for our corporate staff; developing the menu provided in the Fire House Lounge to incorporate healthy eating and nutritional options; strengthening our partnership with the Firefighters Charity and hosting the first Health, Wellbeing and Performance conference since the pandemic.
- 4.11 Additionally, our staff forums have played a pivotal role in enhancing workplace culture. The Voices for Women forum continues to promote and organise regular meetings and events for members and all staff to benefit from. During 2022/23 this included our International Women's Day event which took place on the 8th March. The event is a global day to celebrate the social, economic, cultural, and political achievements of women. IWD also provides an opportunity to raise awareness about women's equality, calls for positive change in advancing women and lobbies for greater gender parity.
- 4.12 The Service's Culture Working Group took a proactive approach in response to His Majesty's Inspectorate for Constabularies and Fire and Rescue Service's (HMICFRS) report on values and culture in the fire and rescue service. The group reviewed each of the 35 recommendations and have taken actions to address any gaps identified in our provision, which included ensuring staff have several reporting lines which can be used to raise concerns in a confidential way; introduced DBS checks for all roles across the organisation; and designing and introducing a 360-degree feedback process for all leaders and managers.

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

- 4.13 During 2022/23 the Service has successfully launched four uniformed Fire Cadet Units in each of the Service's local authority areas, based in Scunthorpe, Grimsby, Bransholme and Goole. Each unit delivers the NFCC Fire Cadet Award Programme, offering opportunities nationally, regionally, and locally for Fire Cadets who are aged between 13 to 17 years old. The Fire Cadet provision provides a structured programme to assist young people in increasing their skills, aspirations, and build confidence by supporting them to make positive contributions in their local communities, develop social capacity and make positive life choices. The Fire Cadet scheme supports the Service's positive attraction and positive action activities, by inspiring young people to consider a career at HFRS and raising their awareness around the breadth of roles, both operationally and corporately, undertaken by our staff.
- 4.14 The Service continues to work with the Peel Project by engaging with those suffering deprivation, those who are new to UK or do not speak English as a first language and need support (low-income families who cannot afford to support their children in extracurricular activities). We have continued to strengthen our existing partnership with The Peel Project to develop and build community engagements to create positive outputs which improve the lives of our ethnic minority communities in Hull.
- 4.15 In collaboration with The Peel Project, we have introduced a 'cultural competency engagement – navigating engagement with Muslim communities' presentation into our recruit Firefighter induction process. The aim of the session is to provide information about the Islamic faith and the local Muslim community in an informal setting where the staff can ask questions and talk about Islam from a local perspective. This has been informative and well received by our new recruits.

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

- 4.16 Our Risk and Intelligence team continue to develop and enhance our data management and analysis capabilities. Our dedicated analytics team, which includes a skilled Data Scientist, ensures a seamless, data-driven decision-making process, supporting various sections across the organisation, providing vital social data relating to our communities. We use national data and advanced machine learning models to discern risk attributes and identify unique combinations which indicate a higher risk of fire-related fatalities. These attributes encompass protected characteristics such as gender, age, and disability. This intelligence is transformed into household-level risk profiles which help to drive our proactive prevention initiatives.
- 4.17 Our corporate subscription to Oxford Consultants for Social Inclusion (OSCI) provides us with the latest community data and analyses. This invaluable resource enables us to create tailored area population profiles. These profiles serve as the foundation for our Station Story Maps. Station story maps have been created to assist crews and our prevention and protections teams in planning activities and in understanding the make-up of each station area. These interactive story maps contain information about the station and surrounding area, which include;
- A summary of the station, the response vehicles, and resources available.
 - Local demographics about the population and the area such as crime and deprivation, disabilities, community needs, ethnicity, and religion.
 - Incident analysis showing the types of incidents which most typically occur.
 - The fire fatality profile and where it is located.
 - The Protection risk and where it is located.

Looking forward - our work on the EDI priorities during 2024/25

- 4.18 In the upcoming 2024-2025 period, we will be entering the fourth and final year of implementing our existing priorities aimed at fostering positive outcomes for our communities and employees. During this period, we plan to consult with a diverse range of stakeholders to refresh our priorities for 2025 – 2029, in line with updates to both our CRMP and Strategic Plan.

5. EQUALITY IMPLICATIONS

- 5.1 There is no requirement to carry out an equality impact analysis as this report does not relate to a policy or service delivery change.

6. CONCLUSION

- 6.1 Members of the Fire Authority are requested to approve the EDI Annual Report 2023/24 (attached as Appendix 1).

Christine Cooper
Executive Director of People and Development

Officer Contact

Lou Marritt – Interim Head of Organisational Development

☎ 07815 706809

✉ lmarritt@humbersidefire.gov.uk

Background Papers

[EDI Annual Report 2022/23](#)

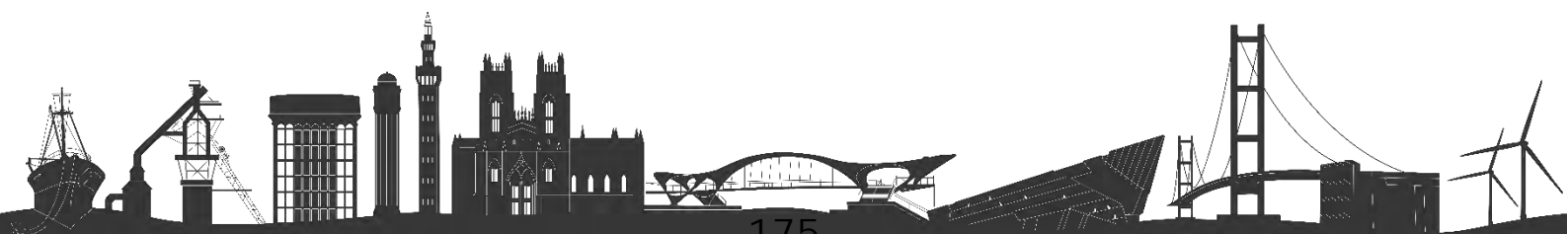
Glossary/Abbreviations

CRMP	Community Risk Management Plan
EDI	Equality, Diversity and Inclusion
EIA	Equality Impact Assessment
HMICFRS	His Majesty's Inspectorate of Constabulary and Fire and Rescue Services
HR	Human Resources
NFCC	National Fire Chiefs Council
OHW	Occupational Health and Wellbeing
OSCI	Oxford Consultants for Social Inclusion
PSED	Public Sector Equality Duty
WFS UK	Women in the Fire Service UK



HUMBERSIDE
Fire & Rescue Service

Equality, Diversity and Inclusion Annual Report 2023 - 2024



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Forward look: work on PSED priorities during 2024-20258

Introduction

This report provides an overview of the range of activities, outcomes and progress made by Humberside Fire and Rescue Service (HFRS) during 2023/24.

Adhering to the Public Sector Equality Duties (PSED), this includes both general and specific duties, as detailed below:

1. General equality duty (section 149 Equality Act 2010):
 - Eliminate unlawful discrimination, harassment, and victimisation.
 - Advance equality of opportunity between different groups.
 - Foster good relations between different groups.
2. Specific duties (Schedule 19 Equality Act), listed public authorities must publish:
 - Information on employees (if 150 staff or more) and people affected by policies and practices to show compliance with equality duty, at least annually.
 - Specific and measurable equality objectives, at least every four years.

Continued progress with Service EDI Objectives

While the Service has taken the opportunity to review its approach to EDI, including consulting upon its Equality and Inclusion Priorities it has continued to progress. The five Priorities which were reapproved in early 2021 are:

- Priority 1: Leading by example on equality
- Priority 2: Increase diversity throughout our workforce
- Priority 3: Ensuring a safe and fair workplace for all staff
- Priority 4: Continuing to improve our knowledge of our diverse communities and how we engage with them
- Priority 5: Identifying fire and other emergency risks linked to multiple disadvantage and discrimination

Priority 1 – Leading by example on equality

Our commitment to equality, diversity and inclusion (EDI) is led through the EDI Steering Group, whose membership comprises of a variety of stakeholders including elected Members, Heads of Function, Trade Unions and members of our staff forums who represent under-represented groups. The Steering Group assesses our progress against our Equality objectives regularly through the PSED action plan. Progress, learning, gaps and emerging issues are documented in an updates action plan for the coming year.

Leadership in EDI occurs at different levels, with significant roles played by HFRS' Senior Equality Ambassadors within the Strategic Leadership Team, each championing a protected characteristic of the Equality Act 2010. Departmental Heads of Function are responsible for implementing the PSED within their given areas throughout the year and actively contribute to the action plan through their membership of the EDI Steering Group.

Managers play a vital role in fulfilling their statutory equality duties, including conducting Equality Impact Assessments (EIAs) for any policy, process, project or change which affects our people or our communities.

We continue to provide EIA training to all newly appointed middle and senior managers throughout the Service. The training is delivered by the National Fire Chief's Council (NFCC) preferred supplier, McKenzies LLP, who designed the EIA template, which is used nationally across the sector, and is considered best practice.

All EIA's are published on the Service's intranet, with any negative impacts allocated to the relevant Head of Function via the EIA action tracker. This process ensures progress is tracked to demonstrate how a negative impact is reduced, mitigating or removed entirely.

Staff groups, such as Voices for Women, Voices for Disability, LGBTQ+ and the Age Forum bring together and empower under-represented groups, influencing our workplace culture and enhancing our policies. The Service is currently looking to establish two new staff groups relating to Faith/Religion and Race/Ethnicity.

The Core Code of Ethics underpins everything we do relating to 5 key ethical principles:

- Putting our Communities First
- Integrity
- Dignity and Respect
- Leadership
- Equality, Diversity, and Inclusion

Through continuous learning and various methods of staff engagement we ensure the principles are embedded throughout our organisation. HFRS is an active member of the Asian Fire Service Association (AFSA) and Women in The Fire Service UK (WFSUK). We have led regional initiatives, such as a women's mentoring programme, and established networks to foster collaboration and support among professionals.

Improving our equality monitoring systems

The Service is currently undertaking a project to improve the Human Resource (HR) system which we utilise to maintain all staff records and workforce data, ensuring they are up to date. At present, an annual return is made in line with other processes, to keep records up to date. It is intended for changes to the new system to be brought in for a more dynamic process to be in place, capitalising on new technologies such as app-based push notifications and communications, for end users to maintain up to date information in a live system which in turn feeds dashboard style reports continually. This will also allow the Service to gather more accurate equality data in relation to our workforce demographic.

Staff Survey

In June 2023 the Service commissioned RealWorldHR to provide staff engagement and consultancy services with the aim of supporting HFRS in taking what was recognised by His Majesty's Inspectorate of Constabularies and Fire and Rescue Services (HMICFRS) as a good organisation, to an outstanding one. RealWorldHR were asked to look at the Service's approach to staff engagement in the context of our people journey towards outstanding, set against a backdrop of various independent cultural reviews reporting negative feedback on behaviours across the wider fire and rescue sector. The views within the report captured people's lived experience and triangulated the feedback in such a way that the Service can now learn from and build upon through the next stage of our journey. The process was a real opportunity to demonstrate to our staff how we will become outstanding organisation and how we get there together.

People Dashboard

The Service has developed a People dashboard with the aim of providing a comprehensive view of key data relating to our employees, initially relating to absence, grievance, disciplinarys, performance and capability and complaints raised by external parties. The People dashboard will also display data relating to 'softer' HR metrics which will include employee satisfaction gathered using 'customer' surveys. The dashboard will also support a proactive approach to identifying trends and patterns of behaviour which in turn will assist the Service in providing appropriate training, learning and support to our leaders and managers.

Priority 2 – Increasing diversity throughout our workforce

HFRS is dedicated to enhancing the diversity of our workforce. We acknowledge areas where we have a lack of representation in relation to the protected characteristics outlined in the Equality Act 2010.

To address this, we continue our work to proactively engage with and create opportunities for underrepresented groups. Our initiatives for positive attraction during 2023/24 include.

- Collaborative events and partnership working with Humberside Police at various venues and locations across North-East Lincolnshire, the East Riding, Hull and North Lincolnshire.
- Attendance at local schools, colleges and universities including the University of Hull, Toll Bar Academy, Franklin College, Hessle High School, Hull College and Ron Dearing Technical College.
- Outreach and positive attraction activities at community events such as the Peel Street Fete, Hull All Nations Alliance (HANA) football event, Welcome House Hull, Hull Pride, Wolds Pride, Beverley Pride, Bridlington Pride, St. Stephens, and the Foundry; highlighting HFRS as an employer of choice and the breadth of roles available, both operationally and corporately.

We have integrated positive attraction activities and community engagement into the core activity hours of our full-time crews, providing input on the delivery of standardised positive action and recruitment messages to ensure the accuracy of information passed to members of the public. Each station has also received a positive action grab bag to enable them to conduct their own targeted initiatives.

Our newly established Reasonable Adjustments Policy Delivery Guidance, supporting documentation and reasonable adjustment passport process provide essential support to applicants with disabilities, neurodivergent conditions, or health issues throughout the recruitment process. We have also introduced a learning styles questionnaire and dyslexia screening tool into our onboarding process for all new staff joining HFRS. This ensures that the appropriate support and learning environment is available from the first day of employment.

Awareness Days

To support the Service's recruitment activities, we have designed awareness days to encourage engagement and applications from all sectors of society and to promote HFRS as an employer of choice by raising its profile within our communities.

PRIDE Events

During the summer months of July, August and September the Service took part in the PRIDE celebrations which took place across the region in Bridlington, Cleethorpes and Grimsby, Hull, Beverley, Goole, Scunthorpe, and Pocklington. We attended with our PRIDE wrapped fire engine to show support for our local LGBTQ+ communities and to celebrate the benefits that greater diversity and inclusivity can bring. By actively supporting PRIDE and respecting individual choices, we nurture an environment where everyone has a voice and feels valued and supported.

Improve the retention and progression levels for all underrepresented groups

Our new Reasonable Adjustment documentation and passport process is not just for new members of staff. The process also allows existing employees to discuss and implement reasonable adjustments that enhance their working environment. We have piloted the process to support the progression and retention of staff with neurodivergent conditions, which has allowed us to introduce a range of reasonable adjustments to support individuals during promotion processes. Each of our Human Resources Service Partners have received training to assist managers in implementing reasonable adjustments and passports at work. We also work with a specialist neurodiversity organisation who work with individual staff and line managers to develop workplace needs assessments. The contents of the workplace needs assessment assists managers in agreeing the most appropriate reasonable adjustments to implement to support the individual concerned. We are also able to offer expert coaching based on the findings in the workplace needs assessment, helping individuals to maximise the value of the reasonable adjustments that are put in place. HFRS is committed to fostering an inclusive work environment where every employee feels valued, respected, and supported to perform at their best.

Learning and Development Opportunities

HFRS continues to invest in the learning and development of all staff, recognising its role in retention. Role-Specific Training Outlines (RSTO's) have been designed for every role throughout the organisation, setting out the core skills and role specific elements required for all staff to perform their job effectively. Our annual Performance Development Review (PDR) process encourages employees to discuss their career aspirations and development needs as well as considering their personal resilience, health and wellbeing.

Examples of development opportunities related to EDI include:

- Attendance at the annual Women in the Fire Service UK National Training and Development Weekend where delegates are encouraged to try new things, learn new skills, invest in their own development, and spend time with like-minded individuals from across the sector.
- Organising an event for International Women's Day 2024, focusing on becoming an ally of women, challenging discrimination in the workplace, maintaining personal resilience and exploring sex based microaggressions; what they are and how to challenge them.
- Continued implementation of the NFCC Coaching and Mentoring programme to promote a coaching style of management, ensuring skilled mentors are available, with a diverse range of mentors for both women and men.

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

During 2023/24, several accomplishments and opportunities have been realised, including:

- Developing the Occupational Health and Wellbeing Portal to make it more user friendly and accessible to all members of staff.
- Establishing a process to support employee wellbeing by implementing wellbeing breaks into the working week for all of our corporate staff.
- Developing the menu on offer to employees within the Fire House Lounge. We have worked with world leading experts in nutrition to deliver healthy eating and nutritional advice.
- Hosting the first Health, Wellbeing and Performance conference since the pandemic at the MKM Stadium in Hull.
- Strengthening our partnership with The Fire Fighters Charity; working closely with leading members of the charity to support the wellbeing of our employees.
- Continuing to develop our Critical Incident Stress Management (CISM) process and introducing newly recruited CISM Practitioners into the service.
- Celebrating the benefits of staff forums during Mental Health Awareness Week, fostering a safe space for discussions around personal resilience and support routes.

Additionally, staff forums have played a pivotal role in enhancing workplace culture. The Voices for Women Forum continues to promote and organise regular meetings and events for members and all staff to benefit from. During 2023/24 this included our International Women's Day event.

International Women's Day (IWD) took place on the 8th March 2024. The event is a global day to celebrate the social, economic, cultural, and political achievements of women. IWD also provides an opportunity to raise awareness about women's equality, calls for positive change in advancing women and lobbies for greater gender parity.

Our IWD celebration this year was a sell out; bringing leaders, managers, and male and female staff together to discuss and agree achievable actions in relation to women's career development at HFRS. The event also supported and empowered allies to take responsibility and help to champion the issues faced by women.

The theme for IWD 2024 was 'Inspire Inclusion'. We designed a full day of thought-provoking speakers and engaging workshops which included personal experiences of going through the menopause as a firefighter and how to develop and thrive as a woman at HFRS. The interactive workshops included content on developing solutions to fears and concerns encountered in our professional lives, how to be an ally to women at work, a taster session on a new Women in Leadership Programme designed by Coaching Focus Group and lastly a chance to have a go at mentoring in a short bite-sized mentoring session.

Menopause Group

Our Menopause Group continues to grow, with new members joining the group from across the organisation. Membership of the group consists of both pre- and post-menopausal women, who are able to share their own personal experiences and provide support to others both inside and outside the group. The group's work is underpinned by our new Menopause Policy, with our Occupational Health team leading on the delivery of menopause awareness workshops at various locations throughout the Service which is greatly assisting in breaking down barriers and encouraging conversations on a previously taboo subject.

The Menopause Group signposts to several resources which provide help, advice and support to both women and men in relation to menopause which includes a new digital application that allows users to record their menopause symptoms on a daily basis to then share with their GP or healthcare professional, various recorded interviews with experts and well know celebrities sharing their own menopause journeys, various podcasts and vlogs and academic papers detailing new areas of research.

Values and Culture Working Group

In March 2023, His Majesty's Inspectorate of Constabularies and Fire and Rescue Services (HMICFRS) published a report on the values and culture of all 44 fire and rescue services in England, drawing on evidence collected through their inspection regime since 2018. HMICFRS made 35 recommendations in the report with the intention of assisting individual fire and rescue services to improve their values, culture, fairness and diversity.

The Service took a proactive approach in response to the report and established a Culture Working Group with the aim of reviewing each of the 35 recommendations and taking the appropriate actions to address any gaps identified in our current provision. Membership of the culture group was representative of the Service and cross-cutting in nature; attended by all levels of staff from across the organisation to ensure diversity of thought and to capture the views and lived experiences of everyone at HFRS. Outcomes for the Culture Working Group to date include but are not limited to the following:

- Ensure staff have several reporting lines, both internally and externally, which can be used to raise concerns in a confidential way.
- Introduced DBS checks for all roles, particularly for front-line staff who have access to vulnerable members of the community.
- Designed and introduced a 360-degree feedback process for all leaders and managers throughout the Service.

Coaching and Mentoring

The Service currently has 16 trained and experienced mentors who are available to mentor employees on a wide range of issues, including career development, health and wellbeing and personal resilience. We have a dedicated page on our intranet for staff seeking a mentor. Detailed mentor profiles assist staff in choosing the mentor who would be the best fit to suit the individual's mentoring needs.

We are also part of a wider NFCC National Coaching and Mentoring Programme. The sector wide initiative provides free trained and experienced coaches and mentors who will be matched to suit the requirements of the individual requiring the coaching or mentoring support. Our involvement and contributions to this sector programme is managed by our dedicated Service Champion for this programme.

We continuously look for staff from all levels and backgrounds with skills in listening, empathy and communication to become new mentors and expand our network.

Safer Recruitment

The recent legislative changes to the Rehabilitation of Offenders Act 1974 (exceptions) now include Fire and Rescue Authorities. Under the amended Act, HFRS is now required to perform at least standard level DBS checks for all staff, volunteers, and representatives. Our HR and Safeguarding team have worked together to implement these changes throughout the Service on a priority basis, with the aim of completing all required DBS checks by the middle of 2024. The Service is fully committed to meeting its legal and moral obligations to safeguarding. DBS checks are a crucial tool for HFRS to make safer recruitment decisions and to prevent unsuitable individuals from working with vulnerable members of our community.

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

During 2023/24 we have successfully launched four uniformed Fire Cadet Units in each of the Service's local authority areas, based in Scunthorpe, Grimsby, Bransholme and Goole.

Each Unit is running at, or close to, capacity of 15 young people in three areas, supported by Fire Cadet Instructors who run the weekly 2-hour sessions. In total, the units currently engage with 35 male and 17 female cadets, who together come from a range a diverse backgrounds, ethnicities and different educational needs.

At each unit the Service delivers the National Fire Chiefs Council (NFCC) Fire Cadet Award Programme, offering opportunities nationally, regionally, and locally for Fire Cadets who are aged between 13 to 17 years old. The Fire Cadet provision provides a structured programme to assist young people in increasing their skills, aspirations, and build confidence by supporting them to make positive contributions in their local communities, develop social capacity and make positive life choices.

During Firefighter Memorial Day on 4th September 2023 seven of our Fire Cadets were selected to represent HFRS at the Memorial Trusts Firefighters Service of Remembrance at the National Arboretum near Burton-Upon-Trent. Supported by two of our Cadet Instructors, the young people were engaged in stewarding visitors and helping with pre-arrangements for the service. Once the memorial service had ended the group toured the arboretum.

The Fire Cadet scheme also supports the Service's positive action activities, by inspiring young people to consider a career at HFRS and raising their awareness around the breadth of roles, both operationally and corporately, undertaken by our staff.

The Peel Project

The focus of The Peel Project is to work with those suffering deprivation, those who are new to UK or do not speak English as a first language and need support (low-income families who cannot afford to support their children in extracurricular activities). We have continued to strengthen our existing partnership with The Peel Project to develop and build community engagements to create positive outputs which improve the lives of our ethnic minority communities in Hull.

We continue to support the Peel Project's Community Outreach and Engagement work and the Summer Youth Activity Workshops which engage with hundreds of young people over the summer school holidays. This collaborative approach has meant that we have positively engaged with over 900 community members who speak over 20 languages, and for the vast majority of whom this was the first time they had engaged with personnel from the fire service.

We have worked in collaboration with The Peel Project to introduce a 'cultural competency engagement – navigating engagement with Muslim communities' presentation into our recruit Firefighter induction process. The aim of the session is to provide information about the Islamic faith and the local Muslim community in an informal setting where the staff can ask questions and talk about Islam from a local perspective. This has been informative and well received by our new recruits.

Community Handbook

The first edition of our Community Handbook was created in 2016, with the aim of creating an engagement tool for the use of our frontline delivery staff. We liaised with various external agencies, including the Asian Fire Service Association (AFSA), and collaborated with Humberside Police to ensure that we developed a resource which was fit for purpose and could be used by ourselves and the Police to assist in community engagement activities. Several other Fire and Rescue Services and agencies have shown an interest in our community handbook, and now use it to support the learning and development of their own staff. Since its first creation, the Community Handbook has been revised and updated to ensure the content is still relevant and covers new and emerging community risks. The Community Handbook was first produced in a printed, hard copy format, but more recently it has been produced in an electronic format on Pagetiger; ensuring this vital engagement and education tool is always available to all frontline staff on either their mobile phones or tablets.

Priority 5 – Identifying the fire and other emergency risks linked to multiple disadvantages and discrimination

Our Risk and Intelligence team continue to develop and enhance our data management and analysis capabilities. Our dedicated analytics team, which includes a skilled Data Scientist, ensures a seamless, data-driven decision-making process, supporting various sections across the organisation, providing vital social data relating to our communities.

We use national data and advanced machine learning models to discern risk attributes and identify unique combinations that indicate a higher risk of fire-related fatalities. These attributes encompass protected characteristics like gender, age, and disability. This intelligence is transformed into household-level risk profiles, driving our proactive prevention initiatives.

We have employed a similar modelling process to develop intelligence for our proactive protection efforts, generating business-level risk profiles for our Protection Inspectors' audit schedules and to support business engagements conducted by our operational crews. This strategic approach advances our goal of ensuring the safety of establishments where the public resides, works, or visits. Individuals with protected characteristics and those facing deprivation or disadvantage benefit from the safety measures implemented in locations such as hospitals, care homes, restaurants, clinics, religious centres and hotels.

Additionally, our subscription to Oxford Consultants for Social Inclusion (OSCI) provides us with the latest community data and analyses. This invaluable resource enables us to create tailored area population profiles. These profiles serve as the foundation for our Station Story Maps. Station story maps have been created to assist crews and prevention and protections teams in planning activities and in understanding the make-up of each station area. These interactive story maps contain information about the station and surrounding area, which includes:

- A summary of the station, the response vehicles and resources available.
- Local demographics about the population and the area such as crime and deprivation, disabilities, community needs, ethnicity and religion.
- Incident analysis showing the types of incidents which most typically occur.
- The fire fatality profile and where it is located.
- The Protection risk and where it is located.

We continue to develop comprehensive dashboards which help us to evaluate our community and assess our activities. As an example, we have one dashboard which shows the ethnicity of people experiencing fires and another for those receiving prevention services from us. In addition, we have a further dashboard which highlights the vulnerabilities our Prevention teams identify during home fire safety visits. We are continually enhancing our data collection system to gain deeper insights, including aligning our data collection with government standards. Through these initiatives, we are committed to improving the safety and wellbeing of all community members.

Forward look: work on PSED priorities during 2024-2025

In the upcoming 2024-2025 period, we will be entering the fourth and final year of implementing our existing priorities aimed at fostering positive outcomes for our communities and employees. During this period, we plan to engage with a diverse range of stakeholders to refresh our objectives.

To give you a glimpse of our planned actions within the five priorities outlined in our PSED action plan for the next year:

Priority 1: Leading by example on equality

- We will actively promote and support new Staff Forums and Groups, including the establishment of a religion and belief group and a race and ethnicity group.

- We will continue to provide our leaders with training in relation to inclusive recruitment and how to conduct meaningful Equality Impact Assessments (EIA's).

Priority 2: Increase diversity throughout our workforce

- Our efforts will continue through targeted attraction campaigns focusing on women, as well as men and women from Ethnic Minorities communities.
- We will continue to embed our new reasonable adjustment and passport process to ensure our disabled staff feel valued, respected, and supported to perform at their best.
- We will work with members of our newly formed Community Interview Panel to gain a greater understanding of the diverse communities we serve and to help shape our future workforce.

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

- We will continue to embed our new reasonable adjustment and passport process to ensure our disabled staff feel valued, respected, and supported to perform at their best.
- We will provide training to our leadership teams around the effective and timely management of disciplinaries and grievances.
- We will provide Active Bystander training to all staff to ensure they are able to challenge inappropriate behaviour.

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

- We will continue to conduct a wider range of robust Equality Impact Assessments (EIAs) focusing on community facing activities, project, and proposals. We will monitor how any negative equality impacts are removed or reduced to ensure continuous organisational learning.
- We will provide training and awareness to our teams around cultural competence and how to challenge inappropriate behaviour sensitively and professionally.

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

- We will continue to utilise new data sources to enhance community engagement and service provision, particularly for groups experiencing multiple disadvantages and discrimination.
- We will continue to evaluate and develop our approach to EDI, ensuring we are able to provide the right services to the communities we serve, whilst developing and supporting a workforce which is fit for the future.

ANNUAL STATEMENT OF ASSURANCE 2023/24

1. SUMMARY

- 1.1 The Fire and Rescue National Framework for England sets out a requirement for Fire and Rescue Authorities to provide annual assurance on financial, governance and operational matters and show they have had due regard to the expectations set out in their Community Risk Management Plan (CRMP) and the requirements included in the Framework.
- 1.2 The Statement of Assurance covers the following areas:
 - financial assurance
 - governance assurance
 - operational assurance
- 1.3 The Statement of Assurance for 2023/24 is set out at Appendix 1 for Members' consideration and approval.

2. RECOMMENDATIONS

- 2.1 It is recommended that the Fire Authority approves the Annual Statement of Assurance 2023/24, as set out at Appendix 1.

3. BACKGROUND

- 3.1 The Fire and Rescue National Framework for England sets out a requirement for Fire and Rescue Authorities to provide annual assurance on financial, governance and operational matters and show they have had due regard to the expectations set out in their Community Risk Management Plan (CRMP) and the requirements included in the Framework.
- 3.2 The content of the Authority's Statement of Assurance is based upon the former Department for Communities and Local Government *Guidance on Statements of Assurance for Fire and Rescue Authorities in England (2013)*.

4. REPORT DETAIL

- 4.1 The Statement of Assurance, as set out at Appendix 1 covers the following areas:
 - financial assurance
 - governance assurance
 - operational assurance
- 4.2 Due regard has been paid to the requirements placed upon the Authority through the National Framework and other governance and financial frameworks.

Governance, Audit and Scrutiny (GAS) Committee Consideration

- 4.3 The draft Annual Statement of Assurance 2023/24 was considered by the GAS Committee at its meeting of 10 June 2024 and endorsed to the Authority.
- 4.4 Once approved, the Statement of Assurance will be published on the Authority's [website](#).

5. EQUALITY IMPLICATIONS

- 5.1 There is no requirement to carry out an equality impact analysis as this report does not relate to a policy or service delivery change.

6. CONCLUSION

- 6.1 This Statement demonstrates compliance with The Fire and Rescue National Framework for England (Revised 2018) and supports the achievement of the Authority's Strategic Plan objectives.
- 6.2 Members are requested to approve the Annual Statement of Assurance 2023/24, as set out at Appendix 1.

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Background Papers

None

Glossary/Abbreviations

CRMP	Community Risk Management Plan
GAS	Governance, Audit and Scrutiny Committee

HUMBERSIDE FIRE AUTHORITY

ANNUAL STATEMENT OF ASSURANCE 2023/24

Introduction

1. The Fire and Rescue National Framework for England sets out a requirement for Fire and Rescue Authorities to provide annual assurance on financial, governance and operational matters and show they have had due regard to the expectations set out in their Community Risk Management Plan (CRMP) and the requirements included in the Framework.
2. The content of Humberside Fire Authority's (HFA) Statement of Assurance is based upon the former Department for Communities and Local Government *Guidance on Statements of Assurance for Fire and Rescue Authorities in England (2013)*.

Financial Assurance

3. The HFA places a great deal of emphasis on ensuring that its financial management arrangements meet the highest standards.
4. This is discharged through a number of key processes as follows:
 - The Annual Statement of Accounts is produced in line with accounting Codes of Practice, is scrutinised by the independent Governance, Audit and Scrutiny (GAS) Committee, approved by the Fire Authority and audited by independent external auditors prior to publication.
 - Management Accounts are distributed for consideration by the Strategic Leadership Team (SLT), the GAS Committee and the HFA.
 - An independent external audit view is given on an annual basis as to whether HFA is delivering a value for money service.

Governance Assurance

5. HFA has an approved 'Local Code of Corporate Governance' in accordance with the CIPFA/SOLACE Framework for Corporate Governance.
6. The Constitution of the HFA includes:
 - Committee Membership and Terms of Reference.
 - Scheme of Delegation to Officers.
 - Financial Procedure Rules.
 - Contract Procedure Rules.
 - Members' Code of Conduct.
 - Officers' Code of Conduct.
 - Protocol for Member and Officer Relationships.
 - Code of Corporate Governance.

The Constitution is published on the Authority's [website](#).

7. An Annual Governance Statement (AGS) is produced explaining how the HFA has complied with the Code of Corporate Governance and also meets the requirements of Regulation 4(3) of the Accounts and Audit (England) Regulations 2011. The AGS is published on the Authority's [website](#).

Operational Assurance

8. The Strategic Plan (SP) and CRMP have a four-year life cycle, reviewed annually in accordance with the Business Planning Framework. Both the SP and CRMP are published on the Authority's [website](#).
9. The SP 2021-25 includes strategic objectives across the following headings:
 - What we must do well.
 - How we support our communities.
 - We value and support the people we employ.
 - We efficiently manage the Service.
10. The CRMP 2021-25 takes account of the requirements of the National Framework, providing a detailed assessment of the risks facing our communities and firefighters and the measures taken to mitigate those risks.
11. Mutual aid arrangements are in place with other services and agencies to provide resilience for large scale or complex incidents, or events, where additional resources need to be called on. HFRS actively contributes to local and national resilience and has made its assets available to support local and national emergencies.
12. Business Continuity plans exist for generic, key functions and building asset risks and have been developed over many years in conjunction with partners. There is a coordinated approach to Business Continuity Management across HFA including development, training, exercising and review. Arrangements are aligned to International Standard ISO22301.
13. A sequence of Bi-Annual Performance and Risk Reporting are provided to the HFA.

Conclusion

14. Due regard has been paid to the requirements placed upon HFA through the National Framework and other governance and financial frameworks.

Signed

Councillor Nigel Sherwood
Chairperson of Humberside Fire Authority

Phil Shillito
Chief Fire Officer & Chief Executive

ANNUAL GOVERNANCE STATEMENT 2023/24

1. SUMMARY

- 1.1 It is a requirement of the Fire Authority to publish an Annual Governance Statement (AGS) on a yearly basis.
- 1.2 The report sets out the draft Annual Governance Statement (AGS) in respect to 2023/24 (Appendix 1). Given the content of the Statement, it is felt desirable that the Authority should specifically review the AGS separately from the Annual Accounts, although the AGS will form part of the Annual Accounts, the draft of which will be submitted to the Authority in July 2024.
- 1.3 The draft AGS is submitted to the GAS Committee for its consideration and the making of any recommendations to the Fire Authority prior to its approval.

2. RECOMMENDATIONS

- 2.1 It is recommended that the Fire Authority approves the Annual Governance Statement 2023/24, as set out at Appendix 1.

3. BACKGROUND

- 3.1 Regulation 4 of the Accounts and Audit Regulations 2003 required the Humberside Fire Authority to conduct an annual review of the effectiveness of its system of internal control and publish a Statement of Internal Control (SIC) up until 2006/07.
- 3.2 From 1 April 2007 the SIC was replaced by the AGS. Guidance was issued by the Chartered Institute of Public Finance and Accountancy (CIPFA) Finance Advisory Network in respect to the production of the AGS. In addition, guidance has also been set out in the CIPFA/Solace (Society of Local Authority Chief Executives) good governance framework.
- 3.3 The CIPFA/Solace good governance framework brought together a number of governance principles and requirements, including replacing the previous Statement of Internal Control with a new Annual Governance Statement (AGS) from 2007/08.
- 3.4 The AGS takes account of CIPFA Bulletin 06 issued 11 February 2021 providing guidance relevant for the annual review of the system of internal control and publication of the Annual Governance Statement (AGS). This guidance concerns the requirements of the Delivering Good Governance in Local Government Framework 2016 CIPFA and Solace (the Framework). It also takes into account the introduction of the CIPFA Financial Management Code 2019 (FM Code) during 2020/21.

4. REPORT DETAIL

- 4.1 The six key principles of good governance as laid down in the 2007 framework have been reviewed within the 2016 framework and re-issued as seven key principles:
 - (i) Behaving with integrity, demonstrating strong commitment to ethical values. And respecting the rule of law.
 - (ii) Ensuring openness and comprehensive stakeholder engagement.

- (iii) Defining outcomes in terms of sustainable economic, social, and environmental benefits.
 - (iv) Determining the interventions necessary to optimise the achievement of the intended outcomes.
 - (v) Developing the entity's capacity, including the capability of its leadership and the individuals within it.
 - (vi) Managing risks and performance through robust internal control and strong public financial management.
 - (vii) Implementing good practices in transparency, reporting, and audit to deliver effective accountability.
- 4.2 The Authority's 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.
- 4.3 The Constitution of the Authority, published on the Authority's website, includes:
- Committee Membership and Terms of Reference
 - Scheme of Delegation to Officers
 - Financial Procedure Rules
 - Contract Procedure Rules
 - Members' Code of Conduct
 - Officer/Employees' Code of Conduct
 - Protocol for Member and Officer Relationships
 - Code of Corporate Governance.
- 4.4 In essence the AGS is the formal Statement (signed by the Chairperson of the Fire Authority, the Chief Fire Officer & Chief Executive and other Statutory Officers) that recognises, records and publishes the governance arrangements of the Fire Authority. The AGS is much broader than the SIC, although the overall assurance process remains. The AGS must reflect the governance framework.
- 4.5 The assurances in respect to the AGS derive from the following:
- External Audit – through assessment
 - Internal Audit
 - Members
 - Section 151 Officer
 - Secretary/Monitoring Officer
 - Strategic Leadership
 - Third parties, including partnership arrangements.
- 4.6 There is no model AGS, but rather the Guidance sets out best practice in developing an AGS.
- 4.7 The production of the AGS dovetails strongly with corporate risk management and the Annual Audit Report from Internal Audit.

Governance, Audit and Scrutiny (GAS) Committee Consideration

- 4.8 This draft AGS was considered by the GAS Committee at its meeting of 10 June 2024 and endorsed to the Authority.

Legal implications

- 4.9 This AGS ensures that the Fire Authority complies with regulation 4(2) of the Accounts and Audit Regulations 2003 as amended 2006 and 2011.

Linkages to the Strategic Plan

- 4.10 This report underpins good governance arrangements, which is an enabler of the current Strategic Plan.

5. EQUALITY IMPLICATIONS

- 5.1 There is no requirement to carry out an equality impact analysis as this report does not relate to a policy or service delivery change.

6. CONCLUSION

- 6.1 The AGS ensures that the Fire Authority complies with regulation 4(2) of the Accounts and Audit Regulations 2003 as amended 2006 and 2011.
- 6.2 Members are requested to approved the AGS 2023/24 as attached at Appendix 1.

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Background Papers

None

Glossary/Abbreviations

AGS	Annual Governance Statement
CIPFA	Chartered Institute of Public Finance and Accountancy
FM	Financial Management Code
SIC	Statement of Internal Control
SOLACE	Society of Local Authority Chief Executives

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 (CIPFA)/ Society of Local Authority Chief Executives (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 the National Fire Chiefs Council (NFCC) Core Code of Ethics for Fire and Rescue Services for employees to abide by.
5. This statement explains how the HFA has complied with the code of corporate governance 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 ending 31 March 2023 and up to the date of approval of the Statement of Accounts.

The Governance Framework 2023/24

10. The key elements of the HFA's governance framework included:
 - (a) The [Constitution](#) of the Authority which includes:

- (1) Committee Membership and Terms of Reference;
- (2) Scheme of Delegation to Officers;

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- (3) Financial Procedure Rules;
 - (4) Contract Procedure Rules;
 - (5) Members' Code of Conduct;
 - (6) Employees' Code of Conduct;
 - (7) Protocol for Member and Officer relationships;
 - (8) 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 and Opportunity 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 of Finance and 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 Executive Board has 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 Community Risk Management Plan (CRMP) for 2021-25 ensure a three-year plan, linked to the [Medium Term Resource Strategy](#).
- (l) The Strategic Plan 2021/24 includes strategic objectives and Directorate responsibilities. The [Strategic Plan 2021-25](#) was approved by HFA in December 2020 following consultation.
- (m) The [Community Risk Management Plan \(CRMP\) 2021-25](#) 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. .
- (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.

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- (o) The Authority is committed to the highest possible standards of integrity, openness, fairness, inclusivity, probity and accountability. HFA aims to provide a positive and supportive culture to enable employees to raise their concerns.

A [Whistleblowing Policy](#) and subscription to the services of the whistleblowing charity, Protect, were in place. Staff are informed of this service via Siren and the Whistleblowing Policy which is published on the external website.

The Authority has also introduced a 'Freedom to Speak up Guardian' role through the new Wellbeing Manager in Occupational Health, providing another independent reporting route for staff to raise concerns.

- (p) A Service Improvement Plan has been developed to ensure that improvement areas across the Service, including any actions arising from His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) Inspection, are documented, evidenced and regularly reviewed.
- (q) Member and Officer Development Programmes. During 2023/24 Officers undertook facilitated supportive leadership development. Access to the T2Hub of Management and Leadership Self Development resources, Continual Professional Development through the Leadership Forum and Guest Speakers and Officers completing the Executive Leadership Programme.
- (r) Scheduled Member Days throughout the year support Member development and awareness of developing agenda for the Service and across the Sector as a whole.
- (s) An approved Treasury Management Policy and Prudential Indicators.
- (t) A Protective Marking Scheme (based upon the His Majesty's Government Security Framework).
- (u) Implementation of a [Public Sector Equality Duty \(PSED\) action plan](#) to implement its priorities. Actions within this plan have been fully integrated within the LGA FRS Equality Framework Self-assessment/action planning process and Priorities following consultation.
- (v) Aligned service delivery with our four 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.
- (w) Bi-Annual Performance Reports to HFA are published on our [website](#).
- (x) 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 2023/24.
- (y) The Executive Director of People and Development chairs a Joint Consultative Committee attended by all Representative Bodies to discuss any matters relating to staff terms and conditions.
- (z) Member Champions continue to support functional areas and are invited to attend local District performance meetings and to meet with Area Managers and Executive Directors.

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- (aa) Consultation on our Council Tax Precept for 2023/24 drew many responses (1356) from our community. This allowed Fire Authority Members to make an informed decision on the setting of the precept.
- (bb) In line with legislative requirements HFRS published its [Gender, Ethnicity and Disability Pay Gap Report](#) by the end of March 2024. Any arising actions are included within the report to HFA.
- (cc) Emergency Preparedness for significant events is assured through provision of a fulltime team, established and tested Business Continuity Plans and a lead role within the Humber Local Resilience Forum (LRF).
- (dd) Policies relating to compliance, management and administration of information governance, under the General Data Protection Regulation (GDPR) are published on the [website](#).

Review of Effectiveness

- 10. 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.
- 11. The GAS Committee has continued its scrutiny programme during 2023/24, including the scrutiny of:
 - Fire Standards
 - Procurement
 - Equality, Diversity and Inclusion (EDI) - Equality Impact Analysis
 - General Data Protection Regulation (GDPR) Compliance
 - EDI Staff Forums.

The induction of new Members and continuing training of all Members (via Member Days and Member Champion meetings) during 2023/24 has further enabled Members to discharge the functions of the HFA.

- 12. During the 2023/24 financial year, the HFA and its committees met as follows:
 - HFA - nine occasions
 - GAS Committee - seven occasions
 - Pension Board - two occasions
- 13. 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.
- 14. The review of the effectiveness of the system of internal control is informed by:
 - The work of Senior Officers
 - The work of Internal Audit
 - Corporate Risk and Opportunity
 - Performance information
 - The Authority's External Auditor, in their Auditor's Annual Report, Audit Completion Report, Annual Audit Letter and other reports.

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15. Internal Audit has undertaken a number of reviews during 2023/24. The following areas were covered:
 - Bullying, Harassment and Discrimination
 - Enforcement Powers and Priorities
 - Effectiveness of Systems (used to learn from operational Incidents)
 - National Operational Guidance (NOG)
 - Service Absolutes Process
 - Staff Development
 - Mobile Data Terminals (MDT) performance
 - ICT Management Controls
 - Key Financial Controls
16. The Authority is fully compliant against the CIPFA Financial Management Code. Full compliance against the code became mandatory from 1 April 2022.
17. The Head of Internal Audit annual opinion for the period 1 April 2023 to 31 March 2024 was satisfied that, for the areas reviewed during the year, the Service has reasonable and effective risk management, control and governance processes in place. The Authority proactively utilises Internal Audit as an effective tool to receive independent assessment and assurance in targeted areas of work as identified by the Service Improvement Framework.
18. 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 Management Accounts and 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.

Governance Update 2023/24

19. There were no significant governance issues during 2023/24.
20. 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 2023/24.
21. The Police & Crime Act 2017 places a statutory duty upon Fire and Rescue, Police and Ambulance services to collaborate.
22. We continue to proactively identify collaborative opportunities with the Police, Ambulance services and other bodies. This has included:
 - A joint Emergency Service Fleet Management workshop with the Humberside 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, Intervention Response, Safety Team (F.I.R.S.T) in partnership with NHS partners, Hull City Council and East Riding of Yorkshire 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:
 - Fire Investigation
 - Forced Entry for Medical Rescues

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- Drone
 - Bariatric
 - An Integrated Health Centre incorporating a Full-Time fire station, in partnership with Humber, Coast and Vale ICS.
 - A Fire and Police Transformation Board continues to review collaboration opportunities where they are beneficial and practicable.
 - Shared provision of a Health and Safety function with Humberside Police, managed by HFRS.
 - HFRS providing Financial Management support to Humberside PCC.
 - 'Don't Cross the Line' campaign to support stopping attacks on Emergency Service Workers.
23. The Service was last inspected by HMICFRS at the end of 2021 into 2022 which rated the Service as 'Good' across all three pillars (Effectiveness, Efficiency and People). The Service Improvement Plan addresses any findings from the inspection and is used to prepare the Service for its next inspection, due to take place later in 2024. Performance monitoring against the Service Improvement Plan is undertaken through a Strategic Leadership Team performance meeting held every other month.
- The Service was chosen as one of the 10 fire services to undergo a Thematic Inspection into the handling of misconduct. The inspection took place over a three week period in November 2023 and will culminate in a report which is set to be published in the summer of 2024. The report will include outcomes from all 10 Services involved in the inspection.
24. The Appointments Committee met once during 2023/24 to appoint to the following Executive post:
- Executive Director of Finance & Section 151 Officer
25. One Whistleblowing complaint was received during 2023/24 and was dealt with in accordance with the Whistleblowing Policy. No case was found to be answered.
26. In its response to its consultation on the White Paper *Reforming our Fire and Rescue Service* on 12 December 2023, the Government committed to the following areas:
- Introducing a professional College of Fire and Rescue to oversee standards and strengthen leadership.
 - Developing the provision for Chief Fire Officers (CFOs) to have operational independence.
 - Tasking the National Joint Council to review pay negotiation mechanisms.
 - Addressing issues around integrity and culture through improved training, more open recruitment practices, and working towards a statutory code of ethics for FRS employees.

Proposals for mandatory transfers to the Police, Fire and Crime Commissioner (PFCC) model, boundary changes to make areas between different public services match geographically, and for a Fire and Rescue Service (FRS) oath were dropped. The Service will continue to monitor national progress against the agreed reforms, providing updates on their evolving status as required.

Strategic Risk and Opportunity Register

27. The Service has in place a Strategic Risk and Opportunity Register which enables it to understand, monitor and mitigate against the Service's overall risk profile. The Service can use a range of techniques for identifying specific risks that may

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potentially impact on one or more objectives. The top critical Strategic Risks for 2023/24 were as follows:

- Public Confidence in Working Culture
- Financial Constraints Around National Grant Funding

Conclusions

28. This Annual Governance Statement for 2023/24 provides Members with a high level of assurance for the Authority's governance arrangements.

Signed

Councillor Nigel Sherwood
Chair of the Fire Authority

Phil Shillito
Chief Fire Officer & Chief Executive

Martyn Ransom
Section 151 Officer

Lisa Nicholson
Secretary & Monitoring Officer to the
Fire Authority

ANTI-FRAUD AND CORRUPTION STATEMENT 2023/24

1. SUMMARY

- 1.1 An annual Anti-Fraud and Corruption Statement is produced in response to recommendations within an Internal Audit review of Counter Fraud Arrangements conducted during 2016/17. The Statement covers key actions taken throughout the reporting year to provide an assurance of the processes in place.
- 1.2 Each year (usually January time), the Committee reviews the anti-fraud related policies and make any necessary recommendations to enhance to the relevant policies.

2. RECOMMENDATIONS

- 2.1 It is recommended that the Fire Authority approves the Anti-Fraud and Corruption Statement 2023/24, as set out at Appendix 1.

3. BACKGROUND

- 3.1 An annual Anti-Fraud and Corruption Statement is produced in response to recommendations within an Internal Audit review of Counter Fraud Arrangements conducted during 2016/17. The Statement covers key actions taken throughout the reporting year to provide an assurance of the processes in place.
- 3.2 The outcomes of the review, including a number of recommendations and agreed actions, were reported to the Committee on 10 April 2017. A specific recommendation was received that the Chief Fire Officer & Chief Executive should publish a formal statement of the Fire Authority's commitment to anti-fraud, bribery and corruption measures.
- 3.3 The Governance, Audit and Scrutiny Committee also conducted a scrutiny review of anti-fraud and corruption measures in 2018.

4. REPORT DETAIL

- 4.1 Related anti-fraud Service Policies are reviewed annually in conjunction with the Committee. These include:

- Whistleblowing
- Anti-Bribery
- Anti-Money Laundering
- Anti-Fraud and Corruption

- 4.2 Members also receive assurances through the Annual Governance Statement.

Governance, Audit and Scrutiny (GAS) Committee Consideration

- 4.3 The draft Anti-Fraud and Corruption Statement 2023/24 was considered by the GAS Committee at its meeting of 10 June 2024 and endorsed to the Authority.
- 4.4 The draft Anti-Fraud and Corruption Statement for 2023/24 is set out at Appendix 1 and, subject to the Authority's approval, will be published on the Authority's website.

5. EQUALITY IMPLICATIONS

- 5.1 There is no requirement to carry out an equality impact analysis as this report does not relate to a policy or service delivery change.

6. CONCLUSION

- 6.1 Members are requested to approved the Anti-Fraud and Corruption Statement 2023/24, as attached at Appendix 1.

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Assistant Chief Fire Officer &
Executive Director of Corporate Services

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Background Papers

None

HUMBERSIDE FIRE AUTHORITY

ANTI-FRAUD AND CORRUPTION STATEMENT 2023/24

Introduction

1. Humberside Fire Authority (HFA) is committed to the highest possible standards of integrity, openness, probity and accountability. The management of the risk of fraud and corruption and ensuring that effective counter fraud arrangements are in place are key elements of Corporate Governance.
2. Our Communities expect the HFA to conduct its affairs with integrity, honesty, openness and to demand the highest standards of conduct from those working for it.
3. The HFA recognises that sound systems of public accountability are vital to effective management and to maintain confidence in the Service and is committed to protecting the public funds entrusted to it. This Anti-Fraud & Corruption Statement outlines the HFA's commitment to creating an anti-fraud culture and maintaining high ethical standards in its administration of public funds. A culture of honesty and openness is a key element in tackling fraud.
4. In order to prevent, discourage and detect fraud, the Authority has in place and will continue to develop appropriate controls and procedures. These are inter-related and are designed to frustrate fraud or corruption. They cover culture, prevention, detection and training.
5. Actions around Fraud, Corruption and Bribery form part of the Authority's commitment to robust governance arrangements.

Key Actions during 2023/24

6. Existing policies and strategies are reviewed on an ongoing basis and annually in conjunction with the Governance, Audit and Scrutiny (GAS) Committee. The Committee considered the Anti-Fraud related policies at its meeting of 22 January 2024 and made recommendations to enhance the policies further.
7. The policies listed below are current and published on the Authority's [website](#):
 - a) Anti-Fraud & Corruption Policy
 - b) Whistleblowing Policy
 - c) Anti-Bribery Policy
 - d) Anti-Money Laundering Policy

As stated in the Anti-Fraud & Corruption and Whistleblowing policies the Monitoring Officer and Chair of GAS Committee are, amongst others, independent named contacts that individuals can report any concerns to.

8. There have been two allegations of fraud brought to the Authority's attention during 2023/24 through the Complaints Policy. The first allegation was investigated and found there to be no case to answer. The second allegation is currently under investigation. The Monitoring Officer and Chair of the GAS Committee can confirm that there have been no other identified attempted fraud, bribery or corruption reported during 2023/24. However, the organisation remains vigilant and constantly reviews the operating environment.

Assurance

9. The Authority has comprehensive crime insurance arrangements in place. This cover is for all employees and third parties up to £500k.
10. The GAS Committee is consulted on policy development to combating fraud across the Authority.
11. Arrangements are in place to utilise Internal Audit if required to investigate suspected cases of fraud.
12. We periodically draw to the attention of staff the relevant policies. This is usually through email bulletins and entries in internal communications.
13. We maintain our knowledge, assurance and best practice to deal with current fraud risks and issues through our relationship with Internal Audit. We also receive and disseminate alerts via our Internal Auditors (TiAA).
14. We challenge ourselves through Internal and External audit provision to ensure our procedures are robust and current.
15. We continue to fully participate in the Cabinet Office's National Fraud Initiative (NFI) and receive reports on the outcomes.
16. We have appropriate arrangements in place that encourage staff to raise their concerns. The Whistleblowing Policy and distribution of literature around the Protect Service further support our internal actions.

Signed

Councillor Nigel Sherwood
Chair of Humberside Fire Authority

Phil Shillito
Chief Fire Officer & Chief Executive

WORKFORCE PLAN UPDATE (OCTOBER 2023 – MARCH 2024)

1. SUMMARY

- 1.1 In March 2024 the Service Workforce Plan was updated reflecting current staffing levels and the retirement profile. It also reflects how the Service meets its obligations under the Community Risk Management Plan (CRMP) and optimises the use of the 24-hour shift system.
- 1.2 This Workforce Plan lays out the detail of the Service's position as at 31 March 2024 in relation to the Establishment, our vacancies and recruitment plan with consideration for the potential retirement and subsequent resulting recruitment. The document is designed to be a "working document" to enable continual evolution as the Service progresses but is formally updated on an annual basis on 31 March.

2. RECOMMENDATIONS

- 2.1 It is recommended that Members note the content of this update and be assured that the Service regularly reviews and addresses workforce planning needs through both long-term planning and dynamic response as required.

3. BACKGROUND

- 3.1 A Workforce Planning Board was recently established, jointly chaired by the Head of HR and the Head of Training. The Board consists of the Chair of the Postings & Transfers Board, the Head of Pensions, the Group Manager with responsibility for the execution of the CRMP and a Service Delivery Group Manager. Meeting monthly, the Board review local planned and unplanned attrition rates and developments. Any urgent workforce planning issues are also discussed at the monthly Corporate Leadership Team meetings.
- 3.2 The Postings and Transfers Board also meets monthly to consider and implement movements around the Service in accordance with service delivery needs. Again, this forum is able to respond dynamically to any emerging needs and potential shortfalls.
- 3.3 All information is triangulated with station and section profiles, the retirement profile and financial budgeting information.

4. REPORT DETAIL

- 4.1 Progress over 1 October 2023 to 31 March 2024 includes:
 - 15 new Full Time Recruit Firefighters who will be posted to their stations in July 2024.
 - 9 On Call to Full Time Firefighters were recruited and are being posted in July 2024, October 2024 and October 2025.
 - Promotion Processes from October 2023 to March 2024 include:
 - Group Manager (GM) Pipeline – Advertised February 2024 – 12 applications, 2 successful, 3 temporary appointable
 - Station Manager (SM) Pipeline – Advertised March 2024 – 23 applications, 7 successful, 3 temporary appointable

- The introduction of a diverse Community Interview Panel to be incorporated into all recruitment and promotion processes.
 - Ongoing positive action initiatives to collect electronic expressions of interest enabling HFRS to target applications from all under-represented groups.
 - The re-energising of the positive action programmes (Rookie Reds) to equip underrepresented groups to undertake the selection process with more confidence.
 - Use of the expressions of interest data to target individuals regarding the option to apply to become an On-Call Firefighter in rural areas where it is more geographically challenging to recruit in accordance with the five-minute response time.
- 4.2 A new Career Development Pathway Programme is being introduced in September 2024. This will provide a steady supply of individuals ready for promotion to Station, Watch and Crew Manager. The programme will provide a more detailed framework, guidance and support to those individuals seeking promotion.
- 4.3 Promotion and recruitment cycles are planned throughout the year to align with retirement profiles and actual leavers to better anticipate skills and capacity gaps.
- 4.4 All operational roles are advertised internally and externally to allow for improved diversity balance and the intake of fresh talent.
- 4.5 All roles are advertised via Asian Fire Service Association (AFSA) and WFS (Women in the Fire Service) to encourage applications from under-represented groups.
- 4.6 All roles are also advertised via websites who specialise in ex-military candidates seeking civilian employment as they leave the armed forces.

Financial Implications

- 4.7 The effective establishment control and detailed understanding of our biggest asset; our Workforce, is essential in the effective management of our financial resources, ensuring value for money for local communities.

Communication Actions

- 4.8 The Plan will be communicated and explained widely across the Workforce and will be published on the Service's website.

Legal Implications

- 4.9 Effective workforce planning gives a better understanding of the workforce position, which better enables the Service to manage its legal obligations: in this context, with particular regard to our Public Sector Equality Duty and employment legislation. We will also be better equipped to ensure we meet our statutory obligations and CRMP to the communities we serve in providing a safe and effective Fire and Rescue Service.

Risk Implications

- 4.10 The lack of effective workforce planning can present significant corporate risks if we do not have the right staff in the right place with the right skills at the right time. The development of this Plan presents mitigation to that risk.

5. EQUALITY IMPLICATIONS

- 5.1 There is no requirement to carry out an equality impact analysis as this report does not relate to a policy or service delivery change.

6. CONCLUSION

- 6.1 Members are requested to note the content of this update and be assured that the Service regularly reviews and addresses workforce planning needs through both long-term planning and dynamic response as required.

Christine Cooper
Executive Director of People and Development

Officer Contact

Anne Stott – Head of HR

✉ astott@humbersidfire.gov.uk

Background Papers

[Workforce Plan 2022 - 2025](#)

Abbreviations

ACFO	Assistant Chief Fire Officer
AM	Area Manager
AFSA	Asian Fire Service Association
CFO	Chief Fire Officer
CM	Crew Manager
CRMP	Community Risk Management Plan
DCFO	Deputy Chief Fire Officer
FF	Firefighter
GM	Group Manager
SM	Station Manager
TLT	Tactical Leadership Team
WFS	Women in the Fire Service
WM	Watch Manager

VALUES AND CULTURE IN FIRE AND RESCUE SERVICES UPDATE**1. SUMMARY**

- 1.1 In March 2023 His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) published their report 'Values and culture in fire and rescue services'. The report was an outcome of a spotlight review of inspection findings across all 44 English Fire and Rescue Services.
- 1.2 The report made 35 recommendations across 9 themes. Chief Fire Officers have accountability for 19 of the recommendations, with the Home Office and the National Fire Chief's Council (NFCC) having accountability for the other recommendations.
- 1.3 An action plan with an integrated GAP analysis, was used to manage and record our progression against each of the recommendations, with information and evidence coordinated through a cross-departmental culture group.
- 1.4 Information taken from the action plan is used to inform our formal response to HMICFRS, recording our progression and compliance against each recommendation with accompanying narrative (Appendix 1).
- 1.5 The Round 3 HMICFRS inspection of the Service includes a review of our response to the values and culture report, providing the opportunity to demonstrate our compliance alongside the additional progressive work to support culture with notable practices such as the creation of a Service Culture Group to inform and direct. This is accompanied by the appointment of a temporary Professional Standards Manager with the intention of review and develop change management methodologies and restorative practices, in collaboration with the Culture Group.

2. RECOMMENDATIONS

- 2.1 It is recommended that the Fire Authority:
 - (i) takes assurance that the Service has completed and submitted our formal response to HMICFRS.
 - (ii) takes assurance that the recommendation stated as partial compliance awaits national direction and guidance completion.
 - (iii) takes assurance that the Service comprehensively manages each of the applicable recommendations which will be subject to scrutiny in the HMICFRS Round 3 inspection.

3. BACKGROUND

- 3.1 HMICFRS independently assesses and reports on the effectiveness and efficiency of police forces and fire and rescue services – in the public interest. The Inspectorate commenced inspections of Fire and Rescue Services in 2017, graded judgments from Inadequate to Outstanding are awarded based upon assessments of Effectiveness, Efficiency and People.
- 3.2 HMICFRS have no role in inspecting Fire Authorities but have inspected Humberside Fire and Rescue Service (HFRS) on four occasions to date (two full inspections and two thematic).
- 3.3 The first inspection for HFRS took place in 2018/19, our gradings were:
 - Good for Effectiveness
 - Good for Efficiency

- Requires Improvement for People

A Service Improvement Plan (SIP) was put in place to address areas for improvement identified by the Inspectorate.

- 3.4 In 2020 HMICFRS carried out a focussed inspection of our response to the Covid Pandemic, which was ungraded, but very positive.
- 3.5 In 2021/22 we had our second full inspection, our gradings were:
- Good for Effectiveness
 - Good for Efficiency
 - Good for People
- 3.6 During each inspection an assessment is made of organisational culture, against the following areas, all assessed as Good in our 2021/22 Inspection:
- Promoting the right values and culture
 - Getting the right people with the right skills
 - Ensuring fairness and promoting diversity
 - Managing performance and developing leaders
- 3.7 In 2023/24 HMICFRS developed and completed a thematic inspection of misconduct within ten Services, including Humberside.
- 3.8 In November 2022 London Fire Brigade (LFB) published an independent culture review of their organisation, established by the London Fire Commissioner in response to the tragic death of firefighter Jaden Matthew Francois-Esprit, who took his own life in August 2020. His family were concerned that he had been bullied because of his race. The review found that 'cultural problems have long dogged LFB. Jaden's death came after a period of sustained criticism and accusations that the Brigade has a problem with racism and struggles with a culture of bullying and discrimination. An inspection by HMICFRS in 2019 showed that some staff reported a "toxic" and "pack like" culture.
- 3.9 Subsequently other examples of unacceptable values and cultural behaviours have arisen in national media in several other Fire and Rescue Services, notably South Wales, Gloucestershire and Dorset and Wiltshire.

4. REPORT DETAIL

- 4.1 The Minister of State for Crime, Policing and Fire commissioned HMICFRS to conduct a spotlight assessment of Values and Culture across all 44 English Fire and Rescue Services, based upon evidence within their inspection reports since 2018. The report was published in March 2023.
- 4.2 The report made 35 recommendations across 9 themes. Chief Fire Officers have accountability for 19 of the recommendations, with the Home Office and the National Fire Chief's Council (NFCC) having accountability for the other recommendations.
- 4.3 An action plan with an integrated GAP analysis, was used to manage and record our progression against each of the recommendations, with information and evidence coordinated through a cross-departmental culture group.
- 4.4 Information taken from the action plan was used to inform our formal final response to HMICFRS, recording our progression and compliance against each recommendation with accompanying narrative (Appendix 1).
- 4.5 The Chief Fire Officer (CFO) and other Strategic Leadership Team (SLT) members have communicated regularly and openly with all colleagues within the organisation and HFA Members regarding our values, cultural behaviour expectations and professional standards. Open discussions have also taken place regarding the unacceptable behaviours that have

come to light in some other Services and the support and wellbeing contacts/policies and processes that are accessible in the event of witnessing or experiencing unacceptable behaviour in HFRS.

- 4.6 The Service was one of ten Services subject to HMICFRS thematic misconduct inspection in November 2023. The scope of the inspection included a review of people related policies, desktop reviews, reality testing, staff forums and staff survey. Many of the areas inspected align with the recommendation themes detailed in the spotlight report, providing independent analysis of our position and progress. It is important to note HMICFRS did not issue any graded judgment or individual report for any participating Service, with the feedback provided through a verbal debrief, with a holistic sector report based on the findings from all ten Services originally proposed for publication July 2024.
- 4.7 Alongside HMICFRS reports RealWorldHR, as an independently commissioned provider, delivered a staff engagement exercise and survey achieving a 49% response rate. The feedback generated from the survey was analysed and mapped against HMICFRS report findings to identify arising themes and trends.
- 4.8 Utilising and expanding upon the good work already completed by the cross-departmental culture group (4.3), outcomes from the trend analysis provided to the group to review and discuss suitable actions to address the collective findings, managed through the Service Improvement Plan (SIP) and reported into the Strategic Leadership Team's performance meetings.
- 4.9 Informed by the ongoing work of the culture group the Service has proactively actioned the following key activities:
- a. Professional Standards Manager appointed to review and develop change management methodologies and restorative practices.
 - b. Review and transition of key Service policies categorised and transparently identifiable as Professional Standards published on the Service website.
 - c. 360-degree feedback completed for strategic, corporate, and tactical leaders with the programme expanding to all staff with line management responsibility, integrated into individual PDRs.
 - d. Introduction of 'Red Teaming' concept to assess and critique proposed actions identifying potential barriers to their success.
 - e. Engagement with middle managers as conduits to gain feedback from all staff.
 - f. Training for middle managers on carrying out constructive conversations.
 - g. Introduced Active Bystander Training for all staff to assist in challenging inappropriate behaviour.

5. EQUALITY IMPLICATIONS

- 5.1 There is no requirement to carry out an equality impact analysis as this report does not relate to a policy or service delivery change. Members should be assured, however, that relevant equality impact analyses have already been undertaken for policies and working practices underpinning our responses to the recommended actions.

6. CONCLUSION

- 6.1 The Service is committed to ensure the values and culture of our organisation remain as something we, and our communities are all proud of, and that we provide a safe and supportive working environment for all colleagues and visitors.

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Background Papers

HMICFRS Values and Culture in Fire and Rescue Services Report

[Values and culture in fire and rescue services - His Majesty's Inspectorate of Constabulary and Fire & Rescue Services \(justiceinspectorates.gov.uk\)](https://www.justiceinspectorates.gov.uk/hmicfrs/reports-and-publications/values-and-culture-in-fire-and-rescue-services/).

Independent Cultural Review of London Fire Brigade

[Independent Culture Review | London Fire Brigade \(london-fire.gov.uk\)](https://www.london-fire.gov.uk/independent-culture-review/)

HMICFRS Inspection Report HFRS 2021/22

[Humberside - His Majesty's Inspectorate of Constabulary and Fire & Rescue Services \(justiceinspectorates.gov.uk\)](https://www.justiceinspectorates.gov.uk/hmicfrs/reports-and-publications/humberside-2021-22/)

Glossary/Abbreviations

CFO	Chief Fire Officer
HFA	Humberside Fire Authority
HFRS	Humberside Fire and Rescue Service
HMICFRS	His Majesty's Inspectorate of Constabulary and Fire and Rescue Services
LFB	London Fire Brigade
NFCC	National Fire Chiefs Council
PDR	Performance Development Review
SIP	Service Improvement Plan

Project	Report Title	Recommendation description	Due date	Service Update Summary	Is this recommendation complete?	Date Completed
Humberside FRS	Values and culture in fire and rescue services	With immediate effect, chief fire officers should review their implementation of the Core Code of Ethics [https://www.firestandards.org/standards/approved/code-of-ethics-fsc-eth01/] and make sure it is being applied across their services.	30/03/2023	<p>Summary: HFRS were early adopters of the CCoE. At the meeting of the Fire Authority meeting on 4 June 2021, we adopted the Ethical Principles and associated behaviours, under the Core Code of Ethics by National Fire Chiefs Council, Local Government Association and Association of Police and Crime Commissioners, which were launched in May 2021. They closely resemble our own Principles and Behaviours (Leadership, Passion, Innovation and Dependability) that were developed by our staff in 2016 and have been recognised in our inspection for their adoption and demonstration in all that we do.</p> <p>Review: With immediate effect the Service did review the implementation of the CCoE. This was performed through the creation of an action plan to review established practices and identify any areas of development. The work as detailed below, provides insight into the established practices already used (including cyclical review processes) for the continued implementation of the CCoE alongside evolving work to further enhance the application of the CCoE.</p> <ul style="list-style-type: none"> - The CCoE Fire Standard is managed as a live document with new updated evidence and revised GAP analysis conducted to ensure accuracy and validity in the resulting compliance rating(s). - The CCoE Fire Standard criteria is appropriately incorporated into other principle Service documentation - Referenced in all Service policies the requirement that the related content is informed by and implemented in accordance with the ethical principles of the CCoE. - The CCoE ethical principles are embedded into the annual staff personal development reviews, as a catalyst for continued understanding, discussion, and recorded examples of individuals positively demonstrating the principles and the identification of staff needing to improve their behaviours. - Continued application of CCoE promotional materials used throughout the Service including posters, table talkers, screen savers and Service documentation templates 	Yes	30/03/2023
Humberside FRS	Values and culture in fire and rescue services	With immediate effect, chief fire officers should notify HMICFRS of any allegations that have the potential to constitute staff gross misconduct that: <ul style="list-style-type: none"> - involve allegations of a criminal nature that have the potential to affect public confidence in FRSs; - are of a serious nature; or - relate to assistant chief fire officers or those at equivalent or higher grades. 	30/03/2023	Return completed and submitted to HMICFRS prior to the requested deadline. HMICFRS updated on any new emerging cases that align to this classification through the SLL.	Yes	30/03/2023
Humberside FRS	Values and culture in fire and rescue services	By 1 June 2023, chief fire officers should, as a priority, specify in succession plans how they intend to improve diversity across all levels of the service. This should include offering increased direct-entry opportunities.	01/06/2023	<p>The Service Strategic Plan 2021-24 sets a clear objective that 'We encourage, attract and retain a diverse range of people to help us provide the best service'. To support the accomplishment of this strategic objective the Service has an established EDI priority within the organisations Public Sector Equality Duty (PSED) Action Plan to 'Increase diversity throughout our workforce', using the preceding objectives, which have been implemented and reviewed.</p> <ul style="list-style-type: none"> - Visibly promote HFRS as an employer of choice and positively seek employees from underrepresented groups. - Improve the recruitment and retention levels for all underrepresented groups. - Further develop the role of 'Equality Champions' across the Service. <p>The Services Positive Action Framework details the legal obligations of the Equality Act 2010 and reinforces the requirements of the PSED. Collectively both these documents are used to inform the workforce and succession planning arrangements in the Service in further coordination with the following current or pending documents:</p> <ul style="list-style-type: none"> - Annual Pay Gap report - Recruitment and Selection Policy - People Strategy - Promotion Process Guidance - Draft Talent Management Strategy and Implementation Plan - Draft revised Succession Plan - Community Interview Panel (New initiative engaging with members of the community to join our interviews panels for encouraging local and diverse representation in the Service recruitment and selection processes) <p>The Service assigns a partial rating for this recommendation pending the outcome and findings from the NFCC direct entry pilot scheme, for which we have planning and review arrangements in place to consider and / or integrate the practice.</p>	Partial	
Humberside FRS	Values and culture in fire and rescue services	By 1 June 2023, chief fire officers should review how they gather and use equality and diversity data to improve their understanding of their staff demographics, including applying and meeting the requirements of the National Fire Chiefs Council equality, diversity and inclusion data toolkit [https://www.ukfrs.com/equality-diversity-and-inclusion-data-toolkit].	01/06/2023	<p>The Service applies a range of processes in the gathering and use of equality and diversity data to improve the understanding of staff demographics. This includes the creation and publication of associated documents:</p> <ul style="list-style-type: none"> - Gender, Ethnicity and Disability Pay Gap Report: Using analytical information to comply a voluntary produced and published report to incorporate ethnicity and disability into gender pay gap differences, enables the Service to proactively understand demographical data, to inform and support staff forum group activities, policies, and practices. - Workforce Planning: Using staff demographics in coordination with the Services PSED and Positive Action Framework to support planning arrangements. - Equality and Inclusion Priorities (21/24) Priority 2: Increasing diversity throughout our workforce: Visibly promote Humberside Fire and Rescue Service as an employer of choice and positively seek employees from underrepresented groups. Improve the recruitment and retention levels for all underrepresented groups. Further develop the role of Equality Champions across the Service. <p>The application of the NFCC Equality, Diversity and Inclusion toolkit is evidenced within the following Service documentation:</p> <ul style="list-style-type: none"> - EDI Annual Report - PSED (Equality and Inclusion Priorities 21/24) - Equality and Inclusion Policy - 2022/23 scrutiny topic for the Services independent Governance, Audit and Scrutiny committee 	Yes	01/06/2023

Project	Report Title	Recommendation description	Due date	Service Update Summary	Is this recommendation complete?	Date Completed
Humberside FRS	Values and culture in fire and rescue services	By 1 June 2023, chief fire officers should seek regular feedback from staff about values, culture, fairness and diversity, with due regard to the leading and developing people standard [https://www.firestandards.org/standards/approved/leading-developing-people-fscl01a/]. They should show how they act on this feedback.	01/06/2023	<p>The CFO uses a range of engagement activities to purposefully provide the opportunity for staff to regularly provide feedback which can relate to values, culture, fairness, and diversity. Established activities which facilitate feedback include:</p> <ul style="list-style-type: none"> - Cyclical SLT visits to all Service locations and teams, with an accompanying staff 'You Said We Did' communication as appropriate. - Quarterly On-Call meetings - Leadership Forum - EDI Staff Forum Groups - EDI Steering Group - ID&A site on the Service internal SharePoint portal site <p>The CFO approved the tendering exercise to commission an external independent organisation to conduct a 'Staff Engagement' activity to review and analyse Service practices in multiple areas including current feedback routes. This engagement process specifically gathered information and data relating to values, culture, fairness and diversity was completed in December 2023 by Real World HR, achieving a 49% staff survey response rate. Feedback and learning, arising from the survey, integrated into the Service Improvement Plan as actions aligned with related Fire Standards, Maturity Models and organisational learning practices.</p> <p>The Service gives due regard for each Fire Standard including leading and developing people, through a robust and established process. All Fire Standards are transparently managed through an internal SharePoint site on the internal portal system and considered live documents. In relation to the 'Leading and Developing People' and 'Leading the Service Fire Service Standards' these have been completed with calculated compliance rating(s), informed by supporting evidence, subject to ongoing review and development as best practice.</p>	Yes	01/06/2023
Humberside FRS	Values and culture in fire and rescue services	By 1 June 2023, chief fire officers should make sure there is a full, 360-degree feedback process in place for all senior leaders and managers (assistant chief fire officer equivalent and above) in service.	01/06/2023	<p>360 feedback process amongst all SLT (Area Manager / Equivalent and above) members delivered and completed by an internally qualified facilitator, providing individual reports. 360 feedback has been trailed with the objective for all members of staff with line manager responsibility to have completed the process during 2024 supporting and informing resulting individual Annual Personal Development Reviews. Alongside this the below identifies other feedback processes applied in the Service for all SLT members.</p> <ul style="list-style-type: none"> - Cyclical SLT visits to all Service locations and teams, with an accompanying staff 'You Said We Did' communication - SLT engagement visit days working from different Service locations to encourage dialogue and discussion. - Quarterly On-Call meetings - Leadership Forum - EDI Staff Forum Groups - ID&A site on the Service internal SharePoint portal site - Real-World HR staff engagement activity (49% staff survey response rate) 	Yes	01/06/2023
Humberside FRS	Values and culture in fire and rescue services	By 1 June 2023, chief fire officers should have plans in place to ensure they meet the "Fire Standards Board' leading the service standard"[https://www.firestandards.org/standards/approved/leading-the-service-fscl01b/] and its "leading and developing people standard" [https://www.firestandards.org/standards/approved/leading-developing-people-fscl01a/].	01/06/2023	<p>The Service manages each Fire Standard through robust and established process. All Fire Standards are transparently managed through an internal SharePoint site on the internal portal system and considered live documents. In relation to the 'Leading and Developing People' and 'Leading the Service Fire Service Standards' these have been completed with calculated compliance rating(s), informed by supporting evidence, subject to ongoing review and development as best practice. The Fire Standards Board visited the Service in 2023 and where presented with the methods and practices used in managing meeting the requirements of the standards praising our approach. Fire Standards are also integrated into each functions Tactical Plan 24/25.</p>	Yes	01/06/2023
Humberside FRS	Values and culture in fire and rescue services	By 1 June 2023, chief fire officers should make sure they provide accessible information for all staff and members of the public on how they can raise concerns and access confidential support (including through external agencies). Chief fire officers should also make sure accessible information is provided on how concerns and allegations will be investigated in a way that ensures confidentiality and is independent of the alleged perpetrator.	01/06/2023	<p>The Service has established information sources and processes available to effectively manage the context of the recommendation which include:</p> <ul style="list-style-type: none"> - Professional Standards policies (accessible through the Service website) - Signposting information detailed in the Data Transparency section of the Service website. - Contact details for arising concerns are detailed in the related Professional Standards policies of Complaints, Whistleblowing, Dignity at Work policy (anti bullying and harassment), Grievance, Mediation, Anti-Fraud and Corruption. - High level accessibility rated Service website with contact details. - External HMICFRS reporting line promoted through Service communication channels. - Safeguarding policy and website signposting - Equality and Inclusion policy - Employee Assistance Programme communicated through the internal SharePoint site. - Blue Light Champions with contact details through the internal SharePoint site - Internal bullying hotline number, with marked materials and contact details in all Service locations <p>In addition to this provision the Service has recently agreed to join a bespoke confidential and anonymous reporting service run by the Crimestoppers as a further independent route providing a range of supportive services:</p> <ul style="list-style-type: none"> - A national bespoke 0800 number, the same across the UK for any member of FRS to report. - 24/7/365 call handling, online form management, and dissemination of information reports to the department within each FRS/local authority. - A bespoke online reporting form (fully mobile). - Two-way facility on all online forms which allows further questions to be raised to the person that provided information if they have remained anonymous. - All time critical reports rung through to nominated point of contact in addition to email dissemination. (If required) - Monthly reporting on report statistics <p>It is important to note the Service has created a 'Support Routes in Confidence' marketing and communication plan with posters, business cards and QRcodes issued at all Service locations.</p>	Yes	01/06/2023

Project	Report Title	Recommendation description	Due date	Service Update Summary	Is this recommendation complete?	Date Completed
Humberside FRS	Values and culture in fire and rescue services	By 1 June 2023, chief fire officers should assure themselves that updates on how concerns are being handled are shared with those who have raised them. The updates should be given in an accessible way that encourages trust and confidence in the service response. Consideration should be given to creating a professional standards function to handle conduct concerns in service (or from an external service) to have oversight of cases, to make sure they are conducted in a fair and transparent way and to act as a point of contact for all staff involved.	01/06/2023	The Service has a recognised infrastructure in place to effectively handle concerns in line with policy and provide updates to those who raise them through: <ul style="list-style-type: none"> -BR Case File Records -Employee Relations Tracker and PowerBI dashboard -Corporate Assurance Case File Records The Service has reviewed the processes used to handle concerns through introducing a learning record for continuous improvement and development in this area. Professional Standards in the Service are managed collaboratively between the Corporate Assurance and Human Resources functions. The functionality of this work is managed through the Professional Standard policies, in conjunction with the 'Support Routes in Confidence' initiative. The stated policies and provisions where subject to a thematic inspection completed by HMICFRS in November 2023. Through a redesign programme of the Organisational Development function the Service will introduce a 'Professional Standards: People' workstream in collaboration with current provision as a dedicated resource to manage and to drive ongoing improvement in this area.	Yes	01/06/2023
Humberside FRS	Values and culture in fire and rescue services	By 1 June 2023, chief fire officers should review the support available for those who have raised concerns and take any action needed to make sure these provisions are suitable.	01/06/2023	Service policies, including professional standards, provide the structure to manage raised concerns effectively and consistently through: <ul style="list-style-type: none"> -Dignity at Work Policy (anti Bullying and Harassment) -Complaints Policy -Disciplinary Policy -Exits From the Service Policy -Equality and Inclusion Policy -Grievance Policy -Safety Event Reporting Recording and Investigation Arrangements Policy -Whistleblowing Policy -Mediation Policy -Menopause Policy -Anti-Fraud and Corruption Policy Alongside policies accessible services and supportive provisions are available through: <ul style="list-style-type: none"> -Employee Assistance Programme communicated through the internal SharePoint site. -Blue Light Champions with contact details through the internal SharePoint site -Internal bullying hotline number, with marked materials and contact details in all Service locations -A national bespoke 0800 number, for any member of the Service to report Crimestoppers through a 24/7/365 reporting line. -Support Routes in Confidence' marketing and communication plan with posters, business cards and QRcodes issued at all Service locations. The above stated policies and provisions where subject to a thematic inspection completed by HMICFRS in November 2023.	Yes	01/06/2023
Humberside FRS	Values and culture in fire and rescue services	By 1 August 2023, chief fire officers should provide assurances to HMICFRS that all parties are supported in relation to ongoing investigations.	01/08/2023	Return to HMICFRS completed regarding processes which includes the application of the following: HR Bullying Case File Records, Dignity at Work Policy (anti Bullying and Harassment), Corporate Assurance Complaint Case File Records, Complaints Policy, HR Discipline Case File Records, Disciplinary Policy, HR Exit Interview Case Files, Exits From the Service Policy, OD EDI Case File Records, Equality and Inclusion Policy, HR Grievance Case File Records, Grievance Policy, HS&E Safety Event Case File Records, Safety Event Reporting Recording and Investigation Arrangements Policy, Whistleblowing Case File Records, Whistleblowing Policy, HR Mediation Case File Records, Mediation Policy, HR Menopause Case File Records, Menopause Policy, Anti-Fraud and Corruption Policy, FTSU Guardian, Employee Relations Tracker and Dashboard - HR, Blue Light Champions, Staff Forums, Employee Assistance Programme, 'FRS Speak Up' service via Crimestoppers. HMICFRS thematic inspection of the Service in November 23	Yes	01/08/2023
Humberside FRS	Values and culture in fire and rescue services	By 1 June 2023, chief fire officers should make sure their equality impact assessments are fit for purpose and, as a minimum, meet the requirements of the National Fire Chiefs Council equality impact assessment toolkit.	01/06/2023	HFRS where early adopters of the NFCC Equality Impact Assessments (EIA), effectively using them in adherence with the toolkit, applied and managed in the following ways: <ul style="list-style-type: none"> -Every Service policy requires the completion of an EIA to inform content, while used an integral part of the consultation process. -Training programme provided for staff to effectively complete and manage EIA's. -Repository used to store all completed EIA's. -Quality assurance process used to sample test quality and effectiveness of the EIA's. -EIA's used within the Service Improvement Plans to drive performance. -Service management of EIA's subject to an independent internal audit. 	Yes	01/06/2023
Humberside FRS	Values and culture in fire and rescue services	By 1 August 2023, chief fire officers should develop plans to promote progression paths for existing staff in non-operational roles and put plans in place to reduce any inequalities of opportunity.	01/08/2023	Through the development and application of a Service infrastructure, the following practices and procedures are managed to support the identification and progression routes for non-operational staff. <ul style="list-style-type: none"> -Succession Plan Framework -Career Ladders -DR Process -Role Specific Training Outlines -Core Skills Framework -Professionalisation of Roles -Talent Management Strategy 	Yes	31/07/2023

Project	Report Title	Recommendation description	Due date	Service Update Summary	Is this recommendation complete?	Date Completed
Humberside FRS	Values and culture in fire and rescue services	By 1 August 2023, chief fire officers should provide assurances to HMICFRS that all parties are supported in relation to ongoing investigations.	01/08/2023	<p>Assurances provided through the submission of information, including reference to related Service policies and procedures, against each of the recommendations to date and against the mandated deadline, as detailed in this spreadsheet. Additionally, the below information provides further insight into the established and proactive approaches being taken in relation to ongoing investigations:</p> <p>Professional Standards Policies and Case File Records</p> <ul style="list-style-type: none"> -Dignity at Work (Anti-Bullying and Harassment Procedure) -Complaints -Disciplinary -Exits from Service -Equality and Inclusion -Quality Impact Analysis -Grievance -Whistleblowing -Mediation -Menopause -Anti-fraud & Corruption -Safety Event Reporting, Recording and Investigation arrangements. -Employee Relations Tracker <p>Independent scrutiny against how each of the above items is managed has and continues to be applied including:</p> <ul style="list-style-type: none"> -Governance, Audit and Scrutiny committee -Internal Audit Bullying, Harassment and Discrimination -RR Real World Independent Staff Engagement Programme <p>Further assurance is provided through the 'Support Routes in Confidence' initiative the Service operates which is committed to maintaining a safe and supportive work environment for everyone. Below are internal and external routes staff can use to speak up, raise a concern and get support.</p> <ul style="list-style-type: none"> -Via your line manager -External Independent FRS Speak Up Service -Internal Bullying and Harassment Hotline -External HMICFRS Reporting Line 	Yes	01/08/2023
Humberside FRS	Values and culture in fire and rescue services	By 1 September 2023, chief fire officers should make sure there is a full, 360-degree feedback process in place for all other leaders and managers in service. The process should include gathering feedback from a wide range of sources including colleagues and direct reports.	01/09/2023	<p>HFRS has an established partnership with Trans2Performance (T2P) to provide leadership development for all managers across the organisation. Our Organisational Development (OD) team have worked with T2P to develop a bespoke 360-degree feedback survey which is hosted on T2P's online learning portal, the T2 Hub. The content of the 360-degree feedback has been designed to reflect the 4 quadrants of the NFCC Leadership Framework (personal impact, outstanding leadership, service delivery and organisational effectiveness) and has been mapped against the underpinning behaviours of the Core Code of Ethics. The 360-degree feedback process is currently being trialled by a small group of leaders and their teams. Once the trial has been evaluated and feedback reviewed, the 360 process will be rolled out across the organisation and will feed into the annual Performance Development Review (PDR) cycle.</p>	Yes	01/09/2023
Humberside FRS	Values and culture in fire and rescue services	By 1 October 2023, as a precursor to the development of the College of Fire and Rescue, chief fire officers and the National Fire Chiefs Council should work with the Home Office to consider how they can improve the training and support they offer to staff in management and leadership development. This should include authority members in respect of their assurance leadership roles and should ensure that opportunities are offered fairly across all staff groups.	01/10/2023	<p>HFRS awaiting clarification of any discussions between the NFCC and Home Office, with a yes in context to internal process and measures already established. Authority members undertake and / or align to the following:</p> <ul style="list-style-type: none"> - All members receive a full induction on joining the authority - The seven principles of public life (Nolan Principles) are applied towards all members. - All members are invited in addition to regulated meetings to four member days to share best practice. - Nominated members undertake appeals committee training. - Members champions are assigned individually to interact and promotion the work of each directorate function through attendance at dedicated meetings. - All members agree adherence to the constitution which is published on the HFRS website, which includes relation to leadership, conduct and probity, members code of conduct, officers code of conduct, members pension board conflict of interest, monitoring officer protocol, complaints procedure, anti-fraud & corruption, protocol for member and officer relationships, code of governance, principles of good conduct for employees. <p>HFRS staff activities</p> <ul style="list-style-type: none"> - Full staff induction - eLearning packages including CCoE - Core Skills Framework (management and leadership standards / training in including as applicable ELP) - Role Specific Skills Framework (management and leadership standards / training) - Leadership Forums - Compliance and application of related Fire Standards including CCoE, Leading and Developing People, Leading the Service, and Safeguarding - 360 Feedback and PDR processes - Print Profiles and people based development programmes, with training delivered by an independently commissioned company - Application of Individual Development Plans 	Yes <i>(Based on internal measures pending progress and outcomes from NFCC & Home Office considerations)</i>	
Humberside FRS	Values and culture in fire and rescue services	By 1 October 2023, chief fire officers should put plans in place to monitor, including through the gathering and analysis of staff feedback, watch and team cultures and provide prompt remedial action for any issues they identify.	01/10/2023	<p>HFRS currently operates an employee relations tracker managed by HR, an annual cycle of SLT visits to all Service teams, exit interviews, online question and answers section, staff Let's Talk sessions and Leadership forums, used in gathering and analysing staff feedback. The Service is purposefully evolving and expanding the opportunities to gather feedback through the following means.</p> <p>HFRS currently engaged in the 'Real World HR' an external company undertaking staff engagement process with staff aligned to values and cultures. Outcomes to be delivered through the progress and completion resulting from staff engagement:</p> <ul style="list-style-type: none"> -Delivery of a quality staff survey project with a sector benchmarked good response rate. (with quantitative data) -Design and delivery of organisation wide awareness/preparation and engagement activities which demonstrate benchmarkable good participation, involvement and engagement. (qualitative and quantitative data) -Demonstrate ability to transfer learning and build confidence at HFRS in a range of areas of staff engagement including continuous commitment, appetite to action changes, and contribute confident leadership in this area. -Delivery of an outcome report and associated senior leadership presentation of an action plan to allow HFRS to learn, develop and grow as it looks to move from a good organisation graded by HMICFRS to an outstanding one. - Feedback and learning, arising from the Real World HR survey, is integrated into the Service Improvement Plan as actions aligned with related Fire Standards, Maturity Models and organisational learning practices. - Sentiment analysis completed through a collaboration with Hull University. Creation of a people Power BI dashboard in development to record and analyse trends 	Yes	01/10/2023

Project	Report Title	Recommendation description	Due date	Service Update Summary	Is this recommendation complete?	Date Completed
Humberside FRS	Values and culture in fire and rescue services	By 1 October 2023, chief fire officers should make sure their services provide a confidential way for staff to raise concerns and that staff are aware of whistleblowing processes.	01/10/2023	<p>HFRS has dedicated professional standards policies, accessible through the Service website, to ensure transparency. The following professional standards are established as staff routes for raising concerns confidently:</p> <ul style="list-style-type: none"> -Anti-Fraud and Corruption -Complaints -Dignity at Works Policy and Anti Bullying and Harassment Procedure -Grievance -Whistleblowing <p>Given the context of this policies a dedicated section is incorporated into each entitled, 'Who can provide support or advice (to employees)'. This section provides details of the HFRS 'Support Routes in Confidence' with all the routes and procedures designed to provide a safe space to speak up and get support when something isn't right, which includes:</p> <ul style="list-style-type: none"> -Via your line manager. -Independent Speak up through Crimestoppers available 24/7 365 days. -Internal Freedom to Speak Up Guardian. -Internal Bullying and Harassment Hotline. -Employee Assistance Programme. -Occupational Health and Wellbeing Team. -HMICFRS Reporting Line. <p>Each of these routes, in addition to their inclusion in policy, are externally publicised throughout the Service via the internal staff portal site, staff payslips, promotional materials including distributed business cards amongst all staff, notes pads, and posters all of which are interactive with the inclusion of a QR to direct staff immediately to the selection of available support routes.</p>	Yes	01/10/2023
Humberside FRS	Values and culture in fire and rescue services	By 1 January 2024, chief fire officers should: - immediately review their current background checks arrangements, and make sure that suitable and sufficient background checks are in place to safeguard their staff and communities they serve; and - make sure that appropriate DBS check requests have been submitted for all existing, new staff, and volunteers, according to their roles as identified by the Fire Standards Board.	01/01/2024	<p>CFO letter circulated a letter to all staff in November highlighting the revised DBS requirements, which included reference to the following. We consider it appropriate to carry out a minimum of Standard level DBS checks and where necessary, Enhanced level DBS checks with relevant barred lists on existing staff, in order to protect the public and the reputation of the Fire and Rescue Service. It is important that our staff are suitable to work with the public and that the public have trust in the Fire and Rescue Service. Conducting a minimum of Standard level DBS checks and where appropriate, Enhanced level DBS checks with relevant barred lists on existing staff allows us to demonstrate to the public that we have assessed the suitability of our staff to the highest degree possible and that we have taken decisions on suitability having had access to all relevant information. We therefore consider our request that all relevant staff consent and undergo a minimum of Standard level DBS checks and where appropriate, Enhanced level DBS checks with relevant barred list is reasonable, in the circumstances.</p> <p>Actions have followed this letter with the new DBS procedures now active and in process. In December 2023, we completed a contract and onboarded with an appointed local authority Electronic Disclosure and Barring Service (eDBS) services. This is an online system with a three-step administration process via secure user log ins. It is managed through our HR team.</p> <p>Step one is creating new application. This would be carried out by our HR user group.</p> <p>Step two is the applicant information. This is what the applicant needs to fill in.</p> <p>Step three is the ID Validation. This is what HR fill in on the system when checking the applicant ID.</p> <p>Positive disclosures are managed following the NFCC Safeguarding Positive Disclosure Document and our Professional Standards Policies.</p> <p>The Service assigns a partial rating for this recommendation pending the full completion of the process which to date is 333 of 662 completed for Fulltime/On-Call/Contingency Crew/Station Managers and Control, prioritised against roles and responsibilities. All staff groups completed by 14.06.2024.</p>	Yes	14/06/2024
Humberside FRS	Values and culture in fire and rescue services	By 1 March 2024, chief fire officers should provide assurances to HMICFRS that they have implemented the standard on misconduct allegations and outcomes handling.	01/03/2024	<p>Fire Standards Board revised content provided to all FRS's on 08.02.24 which stated '<i>Having had conversations with many of you, you are already aware of the actions taken by the Fire Standards Board in response to the HMICFRS values and culture recommendations. I now attach some official communications confirming those actions, and summarising the changes made to three specific Fire Standards, which should enable Fire and Rescue Services with addressing recommendations 12 and 14. There are no other planned revisions or new standards linked directly to the HMI recommendations</i>'. The Service is compliant with this element of the Standard in accordance with related Service policy.</p>	Yes	08/02/2024
Humberside FRS	Values and culture in fire and rescue services	By 1 March 2024, chief fire officers should provide assurances to HMICFRS that they have implemented the standard on staff disclosure, complaint and grievance handling.	01/03/2024	<p>Fire Standards Board revised content provided to all FRS's on 08.02.24 which stated '<i>Having had conversations with many of you, you are already aware of the actions taken by the Fire Standards Board in response to the HMICFRS values and culture recommendations. I now attach some official communications confirming those actions, and summarising the changes made to three specific Fire Standards, which should enable Fire and Rescue Services with addressing recommendations 12 and 14. There are no other planned revisions or new standards linked directly to the HMI recommendations</i>'. The Service is compliant with this element of the Standard in accordance with related Service policy.</p>	Yes	08/02/2024

BREATHING APPARATUS (BA) PROCUREMENT UPDATE

1. SUMMARY

- 1.1 This paper provides an update on the procurement and roll out of new Breathing Apparatus (BA) sets.

2. RECOMMENDATIONS

- 2.1 It is recommended that the Fire Authority note the update and take assurance from the investment, procurement and roll out of new safety critical equipment.

3. BACKGROUND

- 3.1 In April 2023 Humberside Fire and Rescue Service (HFRS) began a procurement process to replace our existing Breathing Apparatus (BA) sets.
- 3.2 This was facilitated through a joint, collaborative, procurement process with North Yorkshire Fire and Rescue Service (NYFRS).
- 3.3 Collaborative procurement is considered to be best practice, within the sector, as it shares workload and allows for financial efficiencies to be realised through economies of scale. It also promotes collaborative working on the incident ground through shared equipment and procedures.

4. REPORT DETAIL

- 4.1 BA sets are a safety critical piece of Fire and Rescue equipment. A BA set is a self-contained breathing cylinder, and the ancillary equipment, that allows Firefighters (FFs) to breath in an irrespirable atmosphere.
- 4.2 HFRS have approx. 300 sets in use, across the service, between operational units and our training department. The working life of a set is generally 10 years, however we made the decision to bring forward our replacement by a year in order to maximise the collaboration opportunity and to explore new technology availability.
- 4.3 In collaboration with NYFRS we began a procurement process to evaluate the options and replace our existing sets. The UK BA market comprises of 4 main providers who are: Drager, Interspiro, MSA and Scott. Our current sets are provided by Interspiro.
- 4.4 The sets were evaluated against a detailed process that included a desk top evaluation of: delivery timescales, after sales services and technical quality, and a practical evaluation of the set functionality. The practical evaluation comprised a series of operational scenario testing with input from operational crews, training teams and Health & Safety.
- 4.5 Following the evaluation process the MSA set came out on top of the process and as such the contract to replace our sets has been awarded to them.
- 4.6 Of particular note, with the MSA set, was the improvement in technology in what is known as the "Telemetry" system. Telemetry allows the individual BA set to transmit live data to a computer outside of the risk area. The live data details where the sets is, it's air consumption rate and how much longer the individual can stay within the

risk area. This information is monitored by a dedicated crew member who use it to coordinate activity within the risk area. Our current sets do not have the Telemetry function so this new technology will be a significant advancement for our response capabilities and an improvement for the health and safety of our crews.

- 4.7 Cross departmental working between Training, Fleet & Equipment, Health & Safety and Emergency Planning is ongoing to manage the roll out and transition. The sets will be in HFRS from September 2024 with training taking place to support a go live, with the new sets, on 1st April 2025.
- 4.8 In addition to the new sets, we have an ongoing project exploring a machine-washing capability to clean the sets. Our current sets are cleaned by hand but in line with our drive to reduce contaminants, and improve FF safety, we intend to purchase a machine-wash capability which is nationally considered to be best practice.

Financial Implications

- 4.9 HFRS are investing £2.4m over 10 years for the new sets. This includes the capital purchase and ongoing maintenance.
- 4.10 The finances required for the machine-washing capability will be included in an updated Capital paper that will come to Fire Authority later in the year.

5. EQUALITY IMPLICATIONS

- 5.1 An equality impact analysis has been carried out with benefits to the workforce identified which include; a lighter weight set being more suitable for all of the workforce, the ergonomics of the back plate providing additional comfort and improved health and safety through technological advances.

6. CONCLUSION

- 6.1 HFRS have worked in collaboration with NYFRS to procure new BA sets. These sets come with improved technology which will have a positive impact on the health and safety of our personnel.
- 6.2 The new sets will be in operation, and live, from 1st April 2025.
- 6.3 We intend to purchase machine-washing capability to further reduce the risk from contaminants and improve the long-term health and safety of our personnel.

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Background Papers

None

Glossary/Abbreviations

BA	Breathing Apparatus
NYFRS	North Yorkshire Fire and Rescue Service

PROPOSAL TO REDUCE THE NUMBER OF HFA AND GAS COMMITTEE MEETINGS AND CHANGES TO CO-OPTION PROCESS TO GAS COMMITTEE

1. SUMMARY

- 1.1 This report considers the number of meetings Humberside Fire Authority (HFA) and the Governance, Audit and Scrutiny (GAS) Committee hold per municipal year. HFA is an outlier amongst other combined or metropolitan fire authorities across England with the greatest number of meetings scheduled per municipal year (nine).
- 1.2 Meetings of HFA are constituted under the Local Government Act 1972 and Local Government and Housing Act 1989. Neither Acts, however, stipulate the number of meetings a Fire Authority must hold per municipal year. Likewise, there is nothing in the Authority's Constitution that states there must be a specific number of meetings per municipal year.
- 1.3 Much of the core business on HFA and GAS Committee agendas are items for information which could be cascaded to Members by other means (for example circulated by briefing note, via Member Champion or District meetings or at Member Days). By reducing the number of meetings and ensuring meeting business is streamlined to only essential information and decision-making items, this will make for a better use of Members' time, given their primary focus is as an elected local ward councillor, or in the case of GAS Committee Members, have primary employment to fulfil.
- 1.4 Various options for reducing meetings of HFA and GAS Committee, as set out below, are proposed, with Option 2 being the preferred option.

	Option 1	Option 2	Option 3
HFA meetings	Reduce to 4 (June [AGM], July, November, February)	Reduce to 5 (June [AGM], July, November, February and March)	Reduce to 6 (June [AGM], July, September, November, February, March)
Member Days	Reduce to 3 (July, November, February)	Reduce to 4 (July, November, February, March)	Reduce to 5 (July, September, November, February, March)
GAS Committee meetings	Reduce to 3 (July, November, February)	Reduce to 4 (July, September, November, February)	Reduce to 5 (July, September, November, February, March)

- 1.5 The other element of this report focusses on GAS Committee membership and recruitment. Due to the current recruitment exercise having been unsuccessful in appointing a preferred candidate the Committee is still carrying a vacancy.
- 1.6 Historically recruitment to the GAS Committee has proven difficult, attracting a limited pool of applicants who do not fully represent the wider Authority electorate. The report considers other ways to widen the co-option process that would attract individuals who possess general scrutiny and analytical skills required to offer the appropriate and effective challenge to the Service.

2. RECOMMENDATIONS

2.1 It is recommended that the Fire Authority:

(a) Approves, with immediate effect, Option 2:

- (i) to reduce the number of HFA meetings to five per municipal year (June [AGM], July, November, February and March).
- (ii) to reduce the number of Member Days to four per municipal year (July, November, February and March).
- (iii) to reduce the number of GAS Committee meetings to four per municipal year (July, September, November, February).

(b) Approves Proposal 1 for GAS Committee future co-option (allow for individuals known by the Service to be proactively approached or encouraged to come forward and have a professional discussion, to ascertain their willingness and suitability to be co-opted onto the GAS Committee).

3. BACKGROUND

3.1 HFA currently meets formerly nine times per municipal year. In addition there are historically five or six Member Days and quarterly Member Champion and District meetings that Members are required to attend. Some Members also sit on the Appointments and Appeals Committees. Collectively this places a significant demand on Members and Officers' time.

3.2 Meetings of HFA are constituted under the Local Government Act 1972 and Local Government and Housing Act 1989. This details things such as notification of meetings, access to information, membership and proportionality. Neither Acts, however, stipulate the number of meetings a Fire Authority must hold per municipal year. Likewise there is nothing in the Authority's Constitution that states there must be a specific number of meetings per municipal year.

3.3 The GAS Committee meet seven times a year and is currently made up of five independently co-opted individuals via a formal recruitment process (application and formal interview).

3.4 The GAS Committee is currently carrying a vacancy following the resignation of one Member. This risks future meetings becoming inquorate should one Member is not able to make a meeting. Indeed, the April meeting had to be cancelled due to it being inquorate.

4. REPORT DETAIL & OPTIONS/PROPOSALS

HFA Meetings

4.1 HFA is an outlier amongst other combined or metropolitan fire authorities across England with the greatest number of meetings scheduled per municipal year (nine). The average number of Authority meetings per municipal year across combined and metropolitan fire authorities in England is five. Some have as few as three meetings scheduled a year (Cambridgeshire FRS and Kent FRS). The next highest number of meetings scheduled a year compared to HFA is South Yorkshire FRS which has eight. See Appendix 1 for more detail.

4.2 Much of the core business on HFA agendas are items for information which could be cascaded to Members by other means (for example circulated by briefing note, via Member Champion or District meetings or at Member Days). By reducing the number of meetings and ensuring meeting business is streamlined to only essential information and decision-making items, this will make for a better use of Members' (and Officers') time given their primary focus is as an elected local ward councillor.

- 4.3 Having considered the HFA Workstreams (Business Planning Framework), the crucial periods in the HFA calendar of meetings are June (AGM), July (draft Annual Accounts and various annual reports), November (approval of Annual Accounts and bi-annual performance report and draft Medium-Term Resource Strategy and Capital Programme), February (budget setting) and March (approval of various statements).
- 4.4 Historically the September, October and April meetings have been light on agenda items, with little, if any, items requiring decision making. Often these agendas would be supplemented with additional information items to increase the agenda.

GAS Committee Meetings

- 4.5 The GAS Committee meet seven times a year, with meetings scheduled to coincide prior to meetings of the Fire Authority so that recommendations on any decision-making items made can be done so ahead of the relevant Authority meeting. Like some Authority meetings, the Committee's meeting agendas can be quite light and meeting business could easily be accommodated into fewer meetings.

Meeting Options

- 4.6 The Fire Authority is requested to consider three options for reducing meetings of HFA and GAS Committee as set out below, with Option 2 being the preferred option of the Executive Leadership Team.

	Option 1	Option 2	Option 3
HFA meetings	Reduce to 4 (June [AGM], July, November, February)	Reduce to 5 (June [AGM], July, November, February and March)	Reduce to 6 (June [AGM], July, September, November, February, March)
Member Days	Reduce to 3 (July, November, February)	Reduce to 4 (July, November, February, March)	Reduce to 5 (July, September, November, February, March)
GAS Committee meetings	Reduce to 3 (July, November, February)	Reduce to 4 (July, September, November, February)	Reduce to 5 (July, September, November, February, March)

- 4.7 Regardless of any of the above options chosen, there is still always the possibility to call extraordinary meetings for any strategically time sensitive and decision-making matters arising that fall outside of the schedule of meetings.
- 4.8 For the GAS Committee, the proposal for a reduction in meetings would not reduce its ability to undertake a thorough scrutiny programme. There would still be the option to receive one or more items of scrutiny at each of its meeting.

GAS Committee Recruitment

- 4.9 The GAS Committee is currently carrying a vacancy which risks meetings becoming inquorate should one Member is not able to make a future meeting. Indeed, the April meeting had to be cancelled due to it being inquorate.
- 4.10 Historically recruitment to the GAS Committee has proven difficult, attracting a limited pool of applicants who do not always fully represent the wider Authority electorate. In 2022 a recruitment exercise had to be run twice as the calibre of applicants was not sufficient first-time round. Likewise, the latest recruitment exercise in March 2024 has resulted in no applicant being appointed.
- 4.11 Whilst the specialist knowledge/skills of the current GAS Committee Members is acknowledged and welcomed, the Committee does lack diversity and the Membership would benefit from other individuals that possess general scrutiny and

analytical skills required to offer the appropriate and effective challenge to the Service.

- 4.12 There are currently several community groups (such as the newly formed Community Recruitment Panel) and individuals known to the Service that could represent the diverse make-up of the HFRS area and possess the general scrutiny and analytical skills required to sit on the Committee.

Proposal 1

- 4.13 The current process for recruiting to the GAS Committee is resource intensive and can be lengthy, taking a minimum of three months (as this entails getting the advert published in the local newspapers, on our website and through social media platforms, through to shortlisting and scheduling interviews round the interviewing panels diary commitments to a successful candidate being appointed and then being able to take up the position).
- 4.14 Rather than continue to rely on the current process for recruiting to the GAS Committee, it would be beneficial to widen the co-option process that allows for individuals known by the Service to be proactively approached or encouraged to come forward and have a professional discussion, to ascertain their willingness and suitability to be co-opted onto the GAS Committee. The same restrictions would apply in that the individual must reside in the Humberside area and be independent of the Fire and Rescue Service, meaning that they must not have been an officer or held office in the last five years to be eligible.
- 4.15 The professional discussion with the identified individual(s) would be undertaken by the Area Manager of Service Improvement and another Officer, with the co-option approved by the Chair of the Fire Authority in consultation with the Chair of the GAS Committee.
- 4.16 This would allow for a more streamlined and time efficient process for recruiting to the GAS Committee and as and when vacancies arise on the Committee it would make for a timelier appointment to the vacancy.
- 4.17 This proposal is the preferred option of the Executive Leadership Team.

Proposal 2

- 4.18 The alternative option to fill vacancies on the Committee would be to co-opt HFA Members. The benefit this would bring is it that HFA Members already possess the general scrutiny skills required to offer the appropriate and effective challenge to the Service.
- 4.19 The disadvantage of this proposal is that it would dilute the independency of the Committee, as any Fire Authority Member co-opted onto the Committee would be in essence scrutinising their own role and decisions (marking their own homework) and therefore might not have such an open mind when considering certain topics. There might also be the underlining issue that a HFA Member might unintentionally hold sway over their fellow Committee Members simply because they are a HFA Member. The co-option of HFA Members would also place another strain on those Members' time (part of the rationale for reducing the number of meetings proposed in section 4.6 of this report).
- 4.20 The utilisation of this proposal would not necessitate a change to the Constitution as Section 6.1 of Article 6 of the Constitution states that, "the HFA may, if it considers it necessary or desirable, appoint such number of Independent Co-opted Members of the Committee as it shall determine who shall be selected for their relevant expertise" and that "the HFA will approve a selection process and criteria." See Appendix 2 for more detail.

Resourcing/Financial and Environmental implications

- 4.21 Reducing the number of meetings and Member Days would have a positive impact on resourcing, freeing up Member and Officer time, allowing them to focus their energies on Authority business that is only necessary.
- 4.22 A reduction in meetings and Member Days would also positively impact the environment, helping to reduce carbon emissions of the 23 Members and relevant officers travelling to meeting locations across the Authority area and also reduce travel allowance claims for the Authority.
- 4.23 There would be no reduction in allowance for Members if the Authority were to approve a reduction in the number of meetings.

5. EQUALITY IMPLICATIONS

- 5.1 There is no requirement to carry out an equality impact analysis as this report does not relate to a policy or service delivery change.

6. CONCLUSION

- 6.1 The Fire Authority is requested to consider various options of reducing meetings of HFA and GAS Committee as set out below, with Option 2 being the preferred option.

	Option 1	Option 2	Option 3
HFA meetings	Reduce to 4 (June [AGM], July, November, February)	Reduce to 5 (June [AGM], July, November, February and March)	Reduce to 6 (June [AGM], July, September, November, February, March)
Member Days	Reduce to 3 (July, November, February)	Reduce to 4 (July, November, February, March)	Reduce to 5 (July, September, November, February, March)
GAS Committee meetings	Reduce to 3 (July, November, February)	Reduce to 4 (July, September, November, February)	Reduce to 5 (July, September, November, February, March)

- 6.2 The Fire Authority is also requested to consider the proposal to widen the co-option process for the GAS Committee, with Proposal 1 being the preferred option; allowing known individuals by the Service to be proactively approached or encouraged to come forward and have a professional discussion to ascertain their willingness and suitability to be co-opted onto the GAS Committee.

Lisa Nicholson
Monitoring Officer & Secretary to HFA

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Background Papers

None

Glossary/Abbreviations

GAS	Governance, Audit and Scrutiny (Committee)
HFA	Humberside Fire Authority

Number of Meetings per Fire Authority across England

Fire Authority	Type	No. of meetings	Dates	Notes
Avon FRS	Combined	4	June, October, February, March	Has 3 other Committees
Bedfordshire FRS	Combined	6	June, July, September, October, December, January, February, March	Has 2 other Committees
Buckinghamshire FRS	Combined	4	June, October, December, February	Has 2 other Committees
Cambridgeshire FRS	Combined	3	June, December, February	Has 4 other Committees
Cheshire	Combined	5	June, September, December, February, April	Has 8 other Committees
Cleveland	Combined	6	June, July, October, December, February, March	Has 3 other Committees
Devon and Somerset	Combined	5	June, September, December, February	Has 8 other Committees
Dorset and Wiltshire	Combined	4	June, September, December, February	Has 4 other Committees
Durham FRS	Combined	7	June, July, September, October, January, February, March	Has 7 other Committees
East Sussex	Combined	4	June, September, December, February	Has 5 other Committees
Hampshire	Combined	6	June, July, October, December, February, April	Has 3 other Committees
Kent	Combined	3	July, October, February	Has 3 other Committees
Lancashire	Combined	4	June, September, December, February	Has 5 other Committees
Leicestershire	Combined	6	June, July, October, November, February, March	Has 3 other Committees
Merseyside	Metropolitan	4	June, October, February, May	Has 9 other Committees
Nottinghamshire FRS	Combined	5	May, July, September, December, February	Has 6 other Committees
Royal Berkshire	Combined	4	June, November, February, April	Has 4 other Committees
South Yorkshire FRS	Metropolitan	8	June, July, September, October, November, January, February, April	Has 5 other Committees
West Yorkshire FRS	Metropolitan	4	June, September, December, February	Has 5 other Committees
	Average number of meetings	5		

EXTRACTS FROM THE CONSTITUTION

Article 4 – Humberside Fire Authority – Full Authority Meetings

4.2 Functions of the Full Fire Authority

- (p) Appointing such number of Independent Co-opted Members of the Governance, Audit and Scrutiny Committee and also Members of the Pension Board as the HFA shall from time to time determine.

4.3 Meetings

There are three types of HFA meetings:

- (a) The Annual General Meeting (AGM), which meets in early June in each year;
- (b) Ordinary meetings (normally eight per year);
- (c) Extraordinary meetings (as may be necessary).

Article 6 – Governance, Audit and Scrutiny Committee

6.1 Composition

- (a) The membership of the Governance, Audit and Scrutiny Committee shall be determined by resolution of the HFA. The size of the Committee shall be decided by the HFA.
- (b) The HFA may, if it considers it necessary or desirable, appoint such number of Independent Co-opted Members of the Committee as it shall determine who shall be selected for their relevant expertise, particularly in:
 - Audit and financial governance
 - Scrutiny of decision making

The HFA will approve a selection process and criteria.

SALE OF LAND ADJOINING SNAITH FIRE STATION

1. SUMMARY

- 1.1 This paper provides information in relation to the recommendation to sell a small strip of land adjoining Snaith Fire Station.

2. RECOMMENDATIONS

- 2.1 It is recommended that the Fire Authority supports the sale of a small strip of land adjoining Snaith Fire Station.

3. BACKGROUND

- 3.1 Snaith Fire Station is located at Market Place, Snaith, Goole, DN15 9HE.
- 3.2 To the rear of the Station, on Butter Market, there are domestic dwellings.

4. REPORT DETAIL

- 4.1 The owner of one of the residential properties behind Snaith Fire Station made enquiries about purchasing a small strip of land behind the Fire Station.
- 4.2 The strip of land is approximately 5 metres long and 0.5 metres wide.
- 4.3 The strip of land was created as the result of a previous extension to the Fire Station and the Station has now been extended as far as is possible in that direction.
- 4.4 As a result of the extension this land currently comprises of a space between the back of the Fire Station and a wooden fence that is approximately 5 foot in height. The land is of no practical use to the Fire Station and is in effect dead space.
- 4.5 The residential property owner would like to purchase the land with a view to removing the fence in order to widen their driveway by the 0.5 metres mentioned. It is anticipated that this would pose no issues to Service personnel or Snaith Fire Station.
- 4.6 The Service instructed Clark Weightman Ltd to provide a valuation of the land. This has been returned with the land valued at £2000.

Financial Implications

- 4.7 The land has been valued at £2000. Should the sale be approved then these funds would be received into the Capital budget.

5. EQUALITY IMPLICATIONS

- 5.1 An equality impact analysis is not required in relation to this issue.

6. CONCLUSION

- 6.1 The land in question is small in area, of low value and of no practical use to the Service.
- 6.2 The Fire Authority is asked to support the recommendation of Officers to sell the small strip of land adjoining Snaith Fire Station.

Jon Henderson
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Officer Contact

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Background Papers

None

HMICFRS UPDATE – TIMETABLE INCORPORATING PROMISING, INNOVATIVE & GOOD PRACTICES

1. SUMMARY

- 1.1 The intention of this report is to provide insight into His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) Round 3 inspection timetable and specifically how the scheduled activities present the opportunity to demonstrate promising, innovative and good practices, with the potential to influence the resulting graded judgment ratings (*Outstanding, Good, Adequate, Requires Improvement, Inadequate*).
- 1.2 The format and content of the timetable (Appendix 1) is informed by HMICFRS commencing its inspection 1 August 2024 and concluding 28 September 2024, using hybrid onsite and virtual sessions, with predetermined breaks for the inspection team included.
- 1.3 Timetable of activities are varied in purpose and format which includes, *Interviews, Desktop Reviews, Reality Testing, Presentations and Focus Groups*.
- 1.4 Introduced by HMICFRS are the categorisation of promising and innovative practices to provide Services with the opportunity to record and promote areas of work considered as developing, beyond business-as-usual approaches, defined as follows:
 - **Promising Practice:** Things we find to be working well in the Service where there are positive measurable outcomes which have been observed or monitored.
 - **Innovative Practice:** New ways of working in the Service that may not have been formally evaluated but that have the potential to produce more positive outcomes but have not been subject to any testing or monitoring.
- 1.5 The National Fire Chiefs Council (NFCC) website provides a positive practice repository for Services to submit and record details of work categorised as either promising or innovative practice.
- 1.6 In addition to the NFCC repository the Service has evolved the scope of this work internally to capture practices which are established, categorised as:
 - **Good:** Practice that is implemented and transitioned into business as usual where there are performance outputs and outcomes.
- 1.7 Through the creation and application of an internal Microsoft Form, staff can submit work classified as either promising, innovative or good, subsequently transitioned into a Service report (Appendix 2) and / or onto the NFCC repository. All Service reports are uploaded and available to view through our internal staff portal.
- 1.8 All Service reports will be made available to HMICFRS inspectors and detailed in the timetabled Strategic Brief presentation as part of the round three inspection.

2. RECOMMENDATIONS

- 2.1 It is recommended that the Fire Authority takes assurance that the HMICFRS timetable is effectively managed with opportunities to promote promising, innovative and good practices throughout.

3. BACKGROUND

- 3.1 Through HMICFRS and NFCC collaboration Services interested in interventions that support communities, colleagues and partners in keeping everyone safe and secure have an established channel to report and showcase their work.
- 3.2 HMICFRS stated identified positive practices will be given due consideration during inspection with the potential to influence / inform the assigned graded judgment.
- 3.3 Within all published round three inspection reports HMICFRS dually detail examples of promising and / or innovative practices, which the Service has analysed and reviewed for reference and comparison.

4. REPORT DETAIL

- 4.1 The NFCC portal provides details about interventions, which have been developed by one or more Fire and Rescue Service to address a particular need, concern or organisational change recognised by the NFCC or HMICFRS as an innovative or positive practice. These practices are in different functional areas and may include operational and non-operational responses, business practices and good ideas
- 4.2 The portal is developed to share information, allow others to build on existing work and support innovation.
- 4.3 The reporting format asks for additional information about the practice which includes details regarding evaluation methods, impact, resources and costs which can, through the NFCC portal, enable other Services to make informed decisions prior to adopting such a practice(s).
- 4.4 Through the inspection timetable, related innovative, promising and good practice can be included and referenced when the respective area of work / function is subject to HMICFRS scrutiny.
- 4.5 Some of the timetable sessions are pending allocated staff all of which will be completed and populated prior to the inspection though joint management between the Service and HMICFRS.

5. EQUALITY IMPLICATIONS

- 5.1 There is no requirement to carry out an equality impact analysis as this report does not relate to a policy or service delivery change.

6. CONCLUSION

- 6.1 The Service, through effective management of the HMICFRS inspection timetable, can incorporate and showcase evidence based promising, innovative and good practices.

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Executive Director of Corporate Services

Officer Contact

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Background Papers

None

Glossary/Abbreviations

HFRS	Humberside Fire and Rescue Service
HFA	Humberside Fire Authority
HMICFRS	His Majesty's Inspectorate of Constabulary and Fire and Rescue Services
NFCC	National Fire Chiefs Council

Wk 1 Virtual	Tuesday 30th July		Wednesday 31st July		Thursday 1st August		
	AM		AM		AM		PM
T1					Head of Finance Interview <i>Martyn Ransom</i>		
T2							
T3							

Wk 3 Virtual	Tuesday 27th August			Wednesday 28th August			Thursday 29th August		
	AM			AM			AM		PM
	T1	11:00-12:30			09:30-10:15			10:00 - 10:45	
Pre-Inspection team brief				Partnership Interview			Partnership Interview		Partnership Interview
All									
T2	11:00-12:30			09:30-10:15			11:00 - 11:45		1400 - 15:30
	Pre-Inspection team brief			Partnership Interview			Partnership Interview		Strategic Brief <i>SLT & HFA Chair</i>
	All								HMI/HFA Chair meeting
T3	11:00-12:30								
	Pre-Inspection team brief			No allocation			No allocation		No allocation
	All								

Wk 4

(on site x8)

		Monday 2nd September			Tuesday 3rd September			Wednesday 4th September			Thursday 5th September			Friday 6th September		
					AM	PM		AM	PM		AM	PM		AM	PM	
T1	Travel	LRF / Civil Contingencies / Emergency Planning Interview	Control Room Station Manager Interview	Competence Desktop	EGT Writing	Team Debrief	Efficiency Desktop	IRMP (CRMP) Walk Through	EGT Writing	Team Debrief	FS Efficiency Reality Testing	Performance based Interview	Team Debrief	EGT Writing	Team Debrief	Travel
		Dan Meeke	SM Graeme Dickson SM Scott-Spence Hill	GM Claire Tait, WM Josh Turner	All	ACFO Matt Sutcliffe, Martyn Ransom	Mike Anthony, Jo Mann, Mike Lumley-Holmes, Jamie Morris	All								
T2	Travel	Prevention TL Interview	Promotions Desktop	Equality Impact Assessment Desktop	EGT Writing	Team Debrief	Prevention Desktop	Recruitment Desktop	EGT Writing	Team Debrief	10:00 - 11:30 Prevention team member Reality Testing	Debrief Desktop	Team Debrief	EGT Writing	Team Debrief	Travel
		Steph Smith	Anne Stott	Lou Marritt, & TBC	All	Sarah Wilkinson, Shelly Emmerson	Anne Stott	All				SM Ian Marritt	All			
T3	Travel	Protection TL Interview	Risk Information TL Interview	Protection Desktop	EGT Writing	Team Debrief	Risk Information Desktop	Business Continuity Desktop	EGT Writing	Team Debrief	Major Incident Desktop	Protection team member Reality Testing	Team Debrief	EGT Writing	Team Debrief	Travel
			Mike Lumley-Holmes				Jo Mann, Kirsty Spouse, Craig Henry	GM Dan Meeke	All				All			

Key	
	In-person Interview
	Desk top review accessing information system/database
	Inspection team only activity
	In-person interview (Reality)

Wk 6	Monday 16th September				Tuesday 17th September			Wednesday 18th September			Thursday 19th September			Friday 20th September			
	AM	PM			AM	PM	Evening	AM	PM	Evening	AM	PM		AM	PM		
(on site x6)	T1	Travel	Control room Reality Testing (HQ)	Team Debrief MS Teams	Head of IT Interview	Reality Testing Fire Station	Team Debrief MS Teams	Not allocated	Not allocated	Reality Testing Fire Station	Team Debrief MS Teams	Reality Testing Fire Station	Station Managers Focus Group	Watch Managers Focus Group	Team Debrief	Not allocated	Travel
			White Watch	All	Daniela Thorpe	Calvert Lane Blue Watch	All				Scunthorpe White Watch	All	Pocklington		RED WATCH	All	
	T2	Travel	Reality Testing Bridgehead	Team Debrief MS Teams	Not allocated	Reality Testing Fire Station	Team Debrief MS Teams	Reality Testing Fire Station	Head of H&S Interview	Reality Testing Fire Station	Team Debrief MS Teams	Not allocated	WT Firefighters Focus Group	Non ops Focus Group	Team Debrief	Not allocated	Travel
			WM Calvert Lane White Watch	All		East Hull Blue Watch	All	Brigg	GM Rich Gibson	Central White Watch	All		RED WATCH		All		
	T3	Travel	Reality Testing Command Unit	Team Debrief MS Teams	Not allocated	Reality Testing Fire Station	Team Debrief MS Teams	Reality Testing Fire Station	Not allocated	Reality Testing Fire Station	Team Debrief MS Teams	Reality Testing Fire Station	Control Focus Group	Diversity Focus Group	Team Debrief	Not allocated	Travel
			Brough On-Call	All		Immingham East Blue Watch	All	Cleethorpes		Peaks Lane White Watch	All	Snaith	RED WATCH		All		

Key	
	In-person Interview
	Focus Group
	Inspection team only activity
	In-person Interview (Reality)

		Monday 23rd September		Tuesday 24th September		Wednesday 25th September		Thursday 26th September		Friday 27th September	
		AM	PM	AM	PM	AM	PM	AM	PM	AM	PM
Virtual	T1	EGT Writing	Head of Protection Interview	Head of Equality, Diversity & Inclusion Interview	EGT Writing	Head of Training Interview	Head of Fleet & Estates Interview	Head of HR Interview	EGT Writing	CFO Interview	EGT Writing
			<i>GM Dom Purchon</i>	<i>Lou Marritt, & TBC</i>		<i>GM Claire Tait</i>	<i>AM Jon Henderson</i>	<i>Anne Stott</i>		<i>CFO Phil Shillito</i>	
	T2	EGT Writing	Head of Comms Interview	Head of Response Interview	EGT Writing	Head of Prevention Interview	EGT Writing	Head of Occ Health Interview	EGT Writing	EGT Writing	EGT Writing
				<i>AM Jason Kirby</i>		<i>Sarah Wilkinson</i>		<i>Jordan Kerman</i>			

Key				
		MS Teams Interview		
		In Person Interview		

Promising Practice Case Studies January to June 2024



HUMBERSIDE
Fire & Rescue Service



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Introduction

By fostering a culture of continual improvement, Humberside Fire and Rescue Service aims to enhance operational efficiency, safety and community engagement. This document highlights the promising practices adopted by the Service, showcasing the strategic initiatives and approaches that have led to positive and measurable outcomes. Through these practices, the Service reaffirms its commitment to setting high standards and delivering exceptional service to the public.

Summary

Through a strategic approach, we have implemented nine areas of promising practice, each playing a pivotal role in enhancing our operational effectiveness and employee wellbeing. These include:

- Advance Notice of Retirement Payment
- Drop Down Curriculum 3 Day Fire Awareness Course
- Green Book Wellbeing Breaks
- Joint BA Procurement with North Yorkshire Fire
- Joint Health & Safety Service
- Move from Operational Learning to Organisational Learning
- Physical Fitness Facilities
- Resource management dashboard (previously the IA dashboard)
- Wellbeing Wednesday

Case Studies

Title: Advance Notice of Retirement Payment

Description

Employees of Humberside Fire and Rescue Service who provide 6 month's notice or more before their intended retirement date will receive a payment of £500 upon leaving the organisation.

Rational

This initiative reinforces our dedication to strategic workforce planning, allowing for a proactive and efficient response to the evolving needs of the organisation. It ensures optimal use of our resources to maintain a skilled and capable workforce in every capacity.

Impact

The implementation of this practice will be advantageous for our staff, enhancing the Employee Value Proposition (EVP) of the Service and further establishing our reputation as a leading employer within the community.

Title: Drop Down Curriculum 3 Day Fire Awareness Course

Description

This three-day course offers a dynamic introduction to the Fire Service for ten selected students from participating schools, keen on exploring fire service careers. Stationed at their local firehouse, they delve into roles such as operational firefighter, prevention advisor, control operator, and fire investigator.

The programme emphasizes the consequences of arson and imparts crucial knowledge on fire, water, and road safety. Participants also hone their teamwork, communication, and leadership abilities through practical exercises.

Activities include:

- Demonstrations of fire investigation and search dogs
- British Heart Foundation's First Aid Programme
- Practical station drills, including hose and hydrant operations, casualty evacuation, and breathing apparatus search techniques
- Water rescue simulations
- Interactive radio and communication tasks

Rational

This initiative serves as an alternative to conventional work experience placements for several reasons:

- Schools can refer those students who have expressed an interest in a career in the fire service.
- Schools can identify young people whose skills may align with a career in the fire service.
- It enables us to offer the provision to many more young people over the course of the academic year.
- It places Safeguarding responsibility with the school rather than with HFRS.
- Most of the logistics are dealt with by the schools or the Tigers' Trust making programmes less resource heavy for HFRS and much easier to set up.
- It allows the young people to see a range of different departments in a structured way without putting the young people or the community at risk.

Impact

The programme has successfully engaged a significant number of youths in meaningful work experience activities.

Title: Green Book Wellbeing Breaks

Description

The Service has pioneered a programme to integrate wellbeing breaks into the work schedule for Green Book staff. A wealth of research indicates that workforce performance and efficiency can be enhanced by incorporating wellbeing breaks into the weekly routine. These breaks are designed to promote a healthy lifestyle, with recommended activities including walking, running, cycling, swimming, among others.

Rational

The rationale behind this innovative practice is to bolster productivity and efficiency within the workforce while aiming to diminish absenteeism due to illness.

Impact

Full-time employees are entitled to two wellbeing breaks per week, while part-time employees are entitled to one.

Title: Joint BA Procurement with North Yorkshire Fire**Description**

HFRS and North Yorkshire Fire & Rescue Service have collaboratively completed a procurement initiative to update their Self-Contained Breathing Apparatus (SCBA) equipment. This joint venture, conducted under the NFCC-endorsed framework agreement DS314-20, has enabled both Services to use resources more effectively, achieve superior outcomes, and secure cost savings compared to standard supplier pricing.

Rational

The cooperative procurement of BA equipment was strategised to optimise resource allocation and negotiate more favourable pricing by purchasing in greater volumes.

Impact

The initiative has had a beneficial effect on our firefighters, providing them with modern, lighter equipment and enhancing Health & Safety standards via the integrated telemetry system.

Title: Joint Health & Safety Service**Description**

Established in 2019, the Joint Health & Safety Service (JHSS) is a collaborative initiative under the section 22 agreement, fostering cooperative working dynamics between HFRS and Humberside Police. Health, Safety & Environment Advisors offer essential guidance and support to Humberside Police, ensuring compliance with legislative responsibilities.

The JHSS has recently undergone a comprehensive review, leading to an update in the operational parameters. This revision has further solidified the benefits for both HFRS and Humberside Police, exemplifying an efficient and effective partnership.

Rational

The JHSS's core mission is to pool resources and foster a collaborative ethos with Humberside Police. It aims to exchange best practices, pinpoint strengths, and areas for improvement within each organisation, and use these insights to enhance future operations.

Impact

The updated collaboration has yielded positive outcomes for both Humberside Police and the Service, reinforcing the value of joint efforts.

Title: Move from Operational Learning to Organisational Learning**Description**

Since the introduction of the operational learning fire standard in February 2021, HFRS has progressed towards fostering an organisational learning culture. The organisational learning team has piloted an Assurance Monitoring System (AMS) to encapsulate learning effectively. A comprehensive governance

structure is in place to assimilate learning from various organisational tiers, channelling it into pertinent functions to formulate actionable recommendations. This team has been instrumental in assimilating and documenting insights from a range of activities, including incidents, exercises, recruitment drives, and has collaborated with Humberside Police to debrief a significant event.

The transition from operational to organisational learning has garnered recognition as a model of excellence by the NFCC, which is integrating some of HFRS's methodologies into their operations. Additionally, the team is contributing to the refinement of the AMS, in concert with other Fire and Rescue Services, to tailor it to the sector's requirements—a development also under the NFCC's review.

Rational

This strategic shift aims to position HFRS at the vanguard of improvement by harnessing insights from across the organisation. The goal is to cultivate a non-punitive learning environment that pinpoints opportunities for enhancement while acknowledging successes.

Impact

The shift has yielded a positive influence on personnel and allied agencies, enhancing debriefing processes and learning outcomes.

Title: Physical Fitness Facilities

Description

Every station within the Service boasts a well-equipped gym, with designated time for staff to engage in physical activity, fostering both mental and physical wellbeing.

Rational

The provision of fully operational gymnasiums at each station underscores our commitment to staff welfare, offering a structured opportunity for employees to maintain fitness, which is integral to their overall health.

Impact

This initiative ensures that all personnel can benefit from the facilities, supporting a healthier, more productive workforce.

Title: Resource management dashboard (previously the IA dashboard)

Description

The Resource Management Dashboard is an innovative tool designed to streamline IA management. It provides a dynamic visualisation of resource allocation, enabling prompt adjustments in response to incidents.

Rational

Equipped with pre-configured station travel isochrones, the dashboard offers insights into the implications of resource reallocation. It's instrumental in identifying optimal locations for standby crews, ensuring swift incident response. Initially tailored for IA, its versatility has been extended for use under spate conditions.

Impact

This dashboard is pivotal for community leaders to strategise resource placement effectively. It also empowers managers with a clear overview of necessary resource distribution.

Title: Wellbeing Wednesday

Description

The Occupational Health and Wellbeing Team offers a weekly workshop every Wednesday, dedicated to enhancing employee health and wellbeing.

Rational

The rationale behind this beneficial initiative is to provide employees with regular opportunities to interact with the OH&W team across different service locations.

Impact

Participants consistently report positive effects on their wellbeing.