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<b>To:</b> Members of the Governance, Audit and Scrutiny Committee	<b>Enquiries to:</b> Rob Close <b>Email:</b> <a href="mailto:committeemanager@humbersidefire.gov.uk">committeemanager@humbersidefire.gov.uk</a> <b>Tel. Direct:</b> (01482) 393899 <b>Date:</b> 2 July 2024
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Dear Member

I hereby give notice that a meeting of the **GOVERNANCE, AUDIT AND SCRUTINY COMMITTEE** of Humberside Fire Authority will be held on **WEDNESDAY 10 JULY 2024 at 10.00AM** at **HUMBERSIDE FIRE & RESCUE SERVICE HEADQUARTERS, SUMMERGROVES WAY, KINGSTON UPON HULL, HU4 7BB.**

**Please note:** the annual work programme setting workshop will take place on the rising of the meeting

The business to be transacted is set out below.

Yours sincerely



**for Lisa Nicholson**  
**Monitoring Officer & Secretary to Fire Authority**

## **A G E N D A**

Business	Page Number	Lead	Primary Action Requested
1. Apologies for absence	-	Monitoring Officer/ Secretary	To record
2. Declarations of Interest (Members and Officers)	-	Monitoring Officer/ Secretary	To declare and withdraw if pecuniary
3. Minutes of the meeting of 10 June 2024 and Action Schedule	(pages 3 - 10)	Chairperson	To approve
4. Treasury Management Annual Report 2023/24	(pages 11 - 18)	Joint Deputy Chief Finance Officer & Deputy S.151 Officer	To consider and make any recommendations to the HFA
5. Annual Statement of Accounts 2023/24	(pages 19 - 105)	Joint Deputy Chief Finance Officer & Deputy S.151 Officer	To consider and make any recommendations to the HFA
6. Internal Audit Reports - Quarter One	(pages 106 - 126)	Internal Audit (TIAA)	To consider and make any recommendations to the HFA

<b>Business</b>	<b>Page Number</b>	<b>Lead</b>	<b>Primary Action Requested</b>
7. Scrutiny Item: HMICFRS Values and Culture in Fire and Rescue Services	(pages 127 - 135)	Head of Corporate Assurance	To receive
8. GAS Committee Scrutiny Programme 2023/24	(pages 136 - 144)	Monitoring Officer/ Secretary	To approve

**HUMBERSIDE FIRE AUTHORITY**

**GOVERNANCE, AUDIT AND SCRUTINY COMMITTEE**

**10 JUNE 2024**

**PRESENT:** Independent Co-opted Members Chris Brown, Melissa Dearey, Nigel Saxby and Gerry Wareham.

**Officers Present:** Steve Duffield – Area Manager of Service Improvement, Shaun Edwards – Joint Deputy Chief Finance Officer & Deputy S.151 Officer, Jon Henderson – Area Manager of Prevention and Protection, Jason Kirby – Area Manager of Emergency Response, Jamie Morris – Designate Head of Corporate Assurance, Gareth Naidoo – Senior Corporate Assurance Officer, Andrew McCulloch – Internal Audit (TIAA), Lisa Nicholson – Monitoring Officer/Secretary, and Rob Close – Committee Manager.

The meeting was held at the Humberside Fire and Rescue Service Headquarters, Kingston upon Hull.

*The Monitoring Officer & Secretary took nominations to appoint a Chair for the ensuing year 2024/25.*

**21/24 APPOINTMENT OF CHAIRPERSON FOR THIS MEETING** – Resolved - That Chris Brown be appointed Chair of the GAS Committee for the year 2024/25.

**22/24 APOLOGIES FOR ABSENCE** – No apologies for absence were received.

**23/24 DECLARATIONS OF INTEREST** – No declarations of interest were made with respect to any items on the agenda.

**24/24 MINUTES** – **Resolved** – That the minutes of the meeting held on 19 February 2024 be confirmed as a correct record.

**25/24 DIRECTOR OF AUDIT OPINION AND ANNUAL REPORT 2023/24 AND SUMMARY INTERNAL CONTROLS ASSURANCE (SICA) REPORT** – The Committee received a report of TIAA, the Authority's internal auditors, detailing the Director of Audit Opinion and Annual Report 2023/24, the Summary Internal Controls Assurance (SICA) Report and the outstanding internal audit reports into Procurement, IT Management Controls and National Operational Guidance.

TIAA carried out nine reviews during 2023/24, which were designed to ascertain the extent to which the internal controls in the system were adequate to ensure that activities and procedures were operating to achieve the Service's objectives. For each assurance review an assessment of the combined effectiveness of the controls in mitigating the key control risks was provided. The Head of Internal Audit's annual opinion was that TIAA was satisfied that, for the areas reviewed during the year, Humberside Fire and Rescue Service had reasonable and effective risk management, control and governance processes in place.

The Committee was advised that, since the last meeting of the GAS Committee, two Summary Internal Controls Assurance (SICA) audits had been completed on Assurance Review of Key Financial Controls, receiving reasonable assurance, and the Year-End Follow Up Review.

Noting that only three of the six managers responsible for contract management were included in the test sample for the procurement report, the Committee asked if the three not sampled were also aware what Key Performance Indicators (KPIs) were contained within the contract. The internal auditors only had the data from those three managers who made up the testing sample but reiterated that they were assured from their response. Further to this, the

Committee questioned how KPIs were monitored to which they was advised that contract owners were responsible for the tracking of KPIs.

In relation to the ICT Management Controls audit, the Committee did not feel that the good work around the Service's commitment to cyber security was represented within the report, particularly given the certification by the National Cyber Security Centre (NCSC). The Auditor explained that cyber security was not considered as part of the annual ICT Management Controls as TIAA offered a separate, specific cyber security audit. The Committee asked about the Service's arrangements for cyber security training. Officers advised that all staff were subject to mandatory eLearning on the subject. It also formed part of new staff induction. The Committee queried why the completion figure for this eLearning, which currently sat at 96 per cent, was not 100 per cent. It was explained that this was due to staff on long term absence, which would form part of their return to work. Regarding the Group Policy Password Policy, the Committee believed that the option to make 10 invalid logon attempts before an account was locked was too high and should be reviewed.

The Committee sought further clarification on the National Operational Guidance (NOG) mandatory training figures listed as part of the Operational Review of National Operational Guidance audit. Currently, the Service converted the NOG into training materials over three years updated monthly. These figures, reported on monthly, were satisfactory as long as they met a 90 per cent threshold. Staff input was welcome to making the NOG more accessible. Previously, station managers were issued with hard copy laminated flash cards, but these were considered hard to maintain. The current offer of a digital system had so far proved to be easier to maintain while remaining accessible.

**Resolved –** (a) That the report be received;

(b) That the Committee commend all who contributed to the 2023/24 internal audits.

**26/24 ANNUAL GOVERNANCE STATEMENT 2023/24** – The Committee received a report of the Area Manager of Service Improvement summarising the Annual Governance Statement 2023/24 and was advised that it was a requirement of the Fire Authority to publish an Annual Governance Statement on a yearly basis. It was preferred that the Authority should specifically review the Annual Governance Statement separately from the Annual Accounts, although the Annual Governance Statement would form part of the Annual Accounts, the draft of which would be submitted to the Authority in July 2024.

The Committee sought clarity on who's the Annual Governance Statement was and was advised that the Statement was drafted and published by the officers of the Service but was ultimately a statement which indicated the Authority's position on its governance.

**Resolved –** That the Committee endorse the Annual Governance Statement 2023/24 to the Fire Authority

**27/24 ANNUAL STATEMENT OF ASSURANCE 2023/24** – The Committee received a report of the Area Manager of Service Improvement summarising the Annual Statement of Assurance 2023/24. The Fire and Rescue National Framework for England set out a requirement for Fire and Rescue Authorities to provide annual assurance on financial, governance and operational matters and show they had due regard to the expectations set out in their Community Risk Management Plan (CRMP) and the requirements included in the Framework. The Statement of Assurance covered the following areas:

- Financial assurance;
- Governance assurance;
- Operation assurance.

The Committee asked what levels of vetting staff were subject to. It was advised that, upon appointment to the Service, all staff were subject to a basic Disclosure and Barring Service (DBS) check; firefighters and other staff working with the vulnerable were subject to an enhanced and some senior managers underwent a Non-police personnel vetting (NPPV) check. The Service was compliant with the HMICFRS Values and Culture recommendation to review the current background checks arrangements, and make sure that suitable and sufficient background checks were in place to safeguard staff and communities they served.

**Resolved** – That the Committee endorse the Annual Statement of Assurance 2023/24 to the Fire Authority.

**28/24 ANNUAL ANTI-FRAUD AND CORRUPTION STATEMENT 2023/24** – The Committee received a report of the Area Manager of Service Improvement detailing the Annual Anti-Fraud and Corruption Statement 2023/24. The annual Anti-Fraud and Corruption Statement was produced in response to recommendations within an Internal Audit review of Counter Fraud Arrangements conducted during 2016/17. The Statement covered key actions taken throughout the reporting year to provide an assurance of the processes in place.

The Committee sought further clarity on the avenues in which a whistleblower could engage with the process. It was advised that, should a whistleblower wish, they could engage with any members of the Service's Strategic Leadership Team the Chairperson of the Humberside Fire Authority, Chairperson of GAS Committee, the Monitoring Officer & Secretary to Humberside Fire Authority, or the Head of Internal Audit.

Noting the reference to the Service's crime insurance arrangements, the Committee asked about the impact of excess as part of the policy. It was explained that, while some excess would naturally be a factor, as was with any insurance policy, this was at a minimum.

The Chair of GAS Committee confirmed that no further allegations of fraud, bribery or corruption was brought to his attention other than what had been reported.

The Committee sought clarity on the Service's arrangements on professional standards. The Committee was advised that a resource was in place to promote professional standards throughout the workforce, however it was not felt that a dedicated professional standards unit, such as in larger organisations, may be necessary at this time. This arrangement was in its infancy and a further update on this would be provided in the future.

While the Committee commended the limited number of allegations made, it challenged officers on what was being done to prevent future risk of fraud and corruption. It was explained that dashboard trend analysis was under development with the aim of introducing more restorative practices.

**Resolved** – That the Committee endorse the Annual Anti-Fraud and Corruption Statement 2023/24 to the Fire Authority.

**29/24 MANAGEMENT ACCOUNTS PERIOD ENDING 29 FEBRUARY 2024** – The Committee received a report of the Deputy Joint Chief Finance Officer and Deputy Section 151 Officer. The Committee was advised that, as of 29 February 2024, the Authority was £0.296m underspent with £2.089m spent against its £6.719m capital programme and with a £14.366m deficit.

The Committee questioned why the Accounting Adjustments had changed from an original £2.995m to a revised £3.316m. It was advised that this was a result of MRP minimum revenue projections was approved at the Humberside Fire Authority.

Noting the overspend on firefighters, the Committee asked if the Service was comfortable that it had received value for money (VFM). It was advised that, while the interim

detail was not immediately available, it was observed that additional watch managers in training would significantly contribute to capacity need and consideration would be given to the impact of overtime on the shift system.

The Committee asked if the mesothelioma claims were incorporated into the strategic risk register. It was advised that, although the risk of further claims was not listed on the risk register, the Service benefitted from sufficient reserves to fund any further claims. Moreover, the Service had an insurance policy to respond to claims which was in accordance with the nationally agreed 25 per cent target. The claims made against the Service were historic and stations were now designated with pathways that would avoid interaction with contaminants and the Service had much improved health monitoring.

The Committee asked how a five-year budget impacted financial planning. It was advised that the Service was expecting a £1m deficit every year following 2024/25 but was hoping to make savings in the current procurement process for the Control Room system. Any savings that would impact Service would ultimately be taken by the Fire Authority.

**Resolved** – That the Management Accounts for the period ending 29 February 2024 be received.

**30/24 NATIONAL RESILIENCE AUDIT AND ASSURANCE PROGRAMME - ANNUAL UPDATE** – The Committee received a report of the Area Manager of Emergency Response detailing the national resilience audit and assurance programme.

The Committee was advised that, in 2004, specialised national capabilities were introduced into Fire and Rescue Services through the 'New Dimensions' implementation, now called national resilience. Consequently, the National Coordination Advisory Framework (NCAF) was established for the management and coordination of the respective capabilities. Throughout England specific capabilities were provided to Fire and Rescue Services, including Humberside Fire and Rescue Service. The Service underwent an annual assurance audit by National Resilience Assurance Team (NRAT) for each National Resilience asset.

Throughout 2023, the Service's Emergency Preparedness and Fire Control (EPFC) National Resilience leads completed five self-assessment assurance reports for the specialist assets/capabilities held by the Service. Those being:

- Chemical, Biological, Radiological and Nuclear Capability – Mass Decontamination.
- Chemical, Biological, Radiological and Nuclear Capability- Detection, Identification and Monitoring.
- Flood Capability- High Volume Pump.
- Flood Rescue Capability- Flood Assets (Boats).
- Marauding Terrorist Attack Specialist Response.

The Service was independently assured by NRAT for the national capabilities within Service. This included five different capabilities with a total of ninety-five areas of assessment. HFRS achieved the following assessment outcomes:

- Zero instances of Inadequate
- Nine instances of Requires Improvement (RI)
- Seventy-nine instances of Good
- Seven instances of Outstanding

Action plans were produced for the nine instances of Requires Improvement. All action plans had been completed and the areas were now compliant.

The Committee noted that the areas rated RI in the audit appeared to be pertinent to the region of Humberside. It was advised that the Service had a very high level of assurance as a result of the action plans.

**Resolved** – That the National Resilience Audit and Assurance Programme Annual Update be received.





**ROLLING ACTION SCHEDULE OF FIRE AUTHORITY, GAS COMMITTEE & PENSION BOARD MEETINGS**

<b>Meeting</b>	<b>Date</b>	<b>Agenda Item</b>	<b>Minute Number</b>	<b>Resolution/Action</b>	<b>Officer to Action</b>	<b>Complete/Update</b>
GAS Committee	19 February 2024	Internal Audit Plan 2024/25	17/24	Recommended to the Fire Authority – That the Internal Audit Annual Plan 2024/25 be approved.	N/A	<b>Complete</b> – Recommendation adopted by HFA on 8 <sup>th</sup> March 2024 (Minute 24/24 refers)
GAS Committee	19 February 2024	Internal Audit Reports	16/24	Resolved – That the recent internal audit reports into Procurement, IT Management Controls and National Operational Guidance be submitted at the next scheduled meeting of the GAS Committee.	Rob Close – Committee Manager/ David Robinson (TIAA)	<b>Complete</b> – Added to Agenda of 8 <sup>th</sup> April 2024
GAS Committee	22 January 2024	GAS Committee Scrutiny Programme 2023/24	11/24	Resolved - That the Committee receive the Service's Values and Culture Action Plan in response to the recommendations made HMICFRS in its report 'Values and culture in fire and rescue services' as its final scrutiny topic of its 2023/24 Work Programme.	Gareth Naidoo – Senior Corporate Assurance Officer	<b>Complete</b> – Draft scope added to the Committee's Work Programme for considering at its meeting on 19 February 2024.
GAS Committee	22 January 2024	Scrutiny Item: Control Exercise and Debrief	8/24	Recommended – (b) That the Committee receive a further update as part of its 2024/25 Scrutiny Work Programme.	Rob Close – Committee Manager/ Gareth Naidoo – Senior Corporate Assurance Officer	<b>Complete</b> - To be determined further at the Committee's Scrutiny Work Programme Setting Workshop on 8 April 2024 when determining its scrutiny topics for 2024/25.
GAS Committee	22 January 2024	Review of Anti-Fraud Related Policies	7/24	Recommended -  (a) That 'volunteers' also be included in the introductory section of both the Anti-Bribery and Anti-Money Laundering policies when stating that the Authority "will not tolerate fraud or corruption by its Members (which includes Independent Co-opted Members), employees, suppliers, contractors, partners, or service users."  (b) That, under Section 9. <i>Disclosure Procedure</i> of the Anti-Money Laundering Policy, further commentary be added to remind staff not to communicate in any way to the individual their intention to report, or subsequent reporting, the matter to the MLRO.  (c) That, under Section 9. <i>How to raise a concern</i> of the Whistleblowing Policy, a dedicated email address for the Chair of the GAS Committee be included under the Alternative Contacts.	(a) & (b) Shaun Edwards – Deputy Chief Finance Officer/S.151 Officer  (c) Gareth Naidoo – Senior Corporate Assurance Officer	<b>Complete</b> –  (a) Wording of introductory section to both policies now amended to include 'volunteers' – "the Authority will not tolerate fraud or corruption by its Members (which includes Independent Co-opted Members), employees, suppliers, contractors, partners, <i>volunteers</i> , or service users."  (b) The following wording has now been added to the end of Section 9. Disclosure Procedure of the Anti-Money Laundering Policy – " <i>An officer must not communicate in any way to the individual their intention to report, or subsequent reporting, the matter to the MLRO.</i> "  (c) New email address for the Chair of the GAS Committee now included under the Alternative Contacts under Section 9 How to Raise a Concern - <a href="mailto:ChairpersonGAS@humbersidfire.gov.uk">ChairpersonGAS@humbersidfire.gov.uk</a>
GAS Committee	22 January 2024	Annual Accounts 2022/23 Revised	5/24	Recommended – (a) That a link to the bi-annual or annual performance report be included in the Service Performance Indicator section of the report in future.	Martyn Ransom – Exec. Director of Finance/S.151 Officer/ Shaun Edwards – Deputy Chief Finance Officer/Deputy S.151 Officer	<b>Complete</b> - Future Annual Accounts reports will include a link to the relevant bi-annual or annual performance report for a further explanation of the service performance indicators.
GAS Committee	13 November 2023	Internal Audit Reports	48/23	Resolved – (a) That the mid-year follow up review be scheduled at the most appropriate point in the year to ensure a more timely update on the progression of recommendations;	Jamie Morris – Designate Head of Corporate Assurance/ Andrew McCulloch - Internal Audit (TIAA)	<b>Complete</b> – The mid-year follow-up will be scheduled at the most appropriate point in the year in future, based on the audit plan schedule, to ensure a timelier

**ROLLING ACTION SCHEDULE OF FIRE AUTHORITY, GAS COMMITTEE & PENSION BOARD MEETINGS**

<b>Meeting</b>	<b>Date</b>	<b>Agenda Item</b>	<b>Minute Number</b>	<b>Resolution/Action</b>	<b>Officer to Action</b>	<b>Complete/Update</b>
						update on the progression of recommendations is made.
GAS Committee	4 September 2023	Minutes & Action Schedule	42/23	Resolved - (b) That the Committee receive an update to the scrutiny item on grievance procedures in January 2024.	Anne Stott - Head of HR	<b>Complete</b> – added to GAS Committee Work Programme for 22 <sup>nd</sup> January 2024 meeting
GAS Committee	4 September 2023	Internal Audit Reports	44/23	Action - The Committee were interested to know how the field work for the audits was conducted. The internal auditors agreed to give some further detail of this outside of the meeting.	Jamie Morris – Designate Head of Corporate Assurance/ Andrew McCulloch - Internal Audit (TIAA)	<b>Complete</b> – Members sent as a reminder the agreed internal audit plan (attached) as approved and issued in March 2023 (specifically pages 2, 5 & 6) which covers the overarching arrangements and methodology. In addition each Internal Audit report the Committee receives sets out the specific methodology applied for each audit.
GAS Committee	3 July 2023	Scrutiny Item: Grievance Procedures	34/23	<b>Resolved</b> – (b) that Officers consider including an additional Member on the panel for the formal hearing formal stages; (c) that Officers consider the inclusion of a Fire Authority Member on the panel for a Stage 3 hearing, and (d) that Officers consider reviewing the Grievance Policy Equality Impact Analysis (EIA) to help inform the Policy.	Anne Stott - Head of HR	<b>Complete</b> (b) This was fully explored. Regrettably, there are inevitably challenges around availability owing to the shift patterns, etc which if the panel numbers increased, may delay the matter further. In addition, as it is the hearing officer who makes the decision, two hearing officers may be unable to reach an agreed outcome, thus requiring a third hearing officer to ensure a majority decision was able to be taken. Three hearing managers at Station Manager level or above, would be a challenge in terms of availability and in terms of efficient use of senior management time. HR's attendance is to provide guidance on process and policy, it does not offer a view as to the outcome hence is able to provide an objective and impartial view of the procedure which includes the decision-making process.  (c) Having considered the matter, it was agreed that as the decision is made by the hearing officer, it may not be possible for two panellists to reach an agreed outcome. This would then necessitate a third panellist, again producing a challenge in terms of availability and efficient use of time.  (d) Reviewed, revised and published.

**ROLLING ACTION SCHEDULE OF FIRE AUTHORITY, GAS COMMITTEE & PENSION BOARD MEETINGS**

<b>Meeting</b>	<b>Date</b>	<b>Agenda Item</b>	<b>Minute Number</b>	<b>Resolution/Action</b>	<b>Officer to Action</b>	<b>Complete/Update</b>
GAS Committee	20 February 2023	GAS Committee Scrutiny Programme 2022/23	20/23	<b>Resolved</b> - (a) That an item considering Equality, Diversity and Inclusion Staff Forums be brought to the 3 April 2023 meeting of the Committee.	Committee Manager	<b>Complete</b>
GAS Committee	20 February 2023	Scrutiny Item – General Data Protection Regulation (GDPR) Compliance	19/23	<b>Resolved</b> - (b) That a copy of the Data Protection Guide for Staff be circulated to the Committee for information upon publication.	Senior Corporate Assurance Officer	<b>Complete</b>
GAS Committee	20 February 2023	Treasury Management and Capital Expenditure Strategy 2023/24	18/23	<b>Resolved –</b> (b) That an update be given by the Joint Estates Manager on fleet replacement during the next municipal year;  (c) That new members of Committee be offered training on Link.	Committee Manager	(b) <b>Complete</b> – Placed on Member Day Programme for 2023/24  (c) <b>Complete</b> – in process of being arranged
GAS Committee	5 September 2022	GAS Committee Scrutiny Programme 2022/23	69/22	<b>Resolved</b> - That the item titled 'Emergency Response Business Continuity' be deferred with a view to consider it at a later date.	Committee Manager	<b>Complete</b>



## 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 That Members 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.

### 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 (+ favourable)
£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 Financial Plan. 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 That Members 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](mailto: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	17,404	24,573	26,132	27,463
Other Long-Term Liabilities	996	1,095	1,072	1,047	1,020
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".

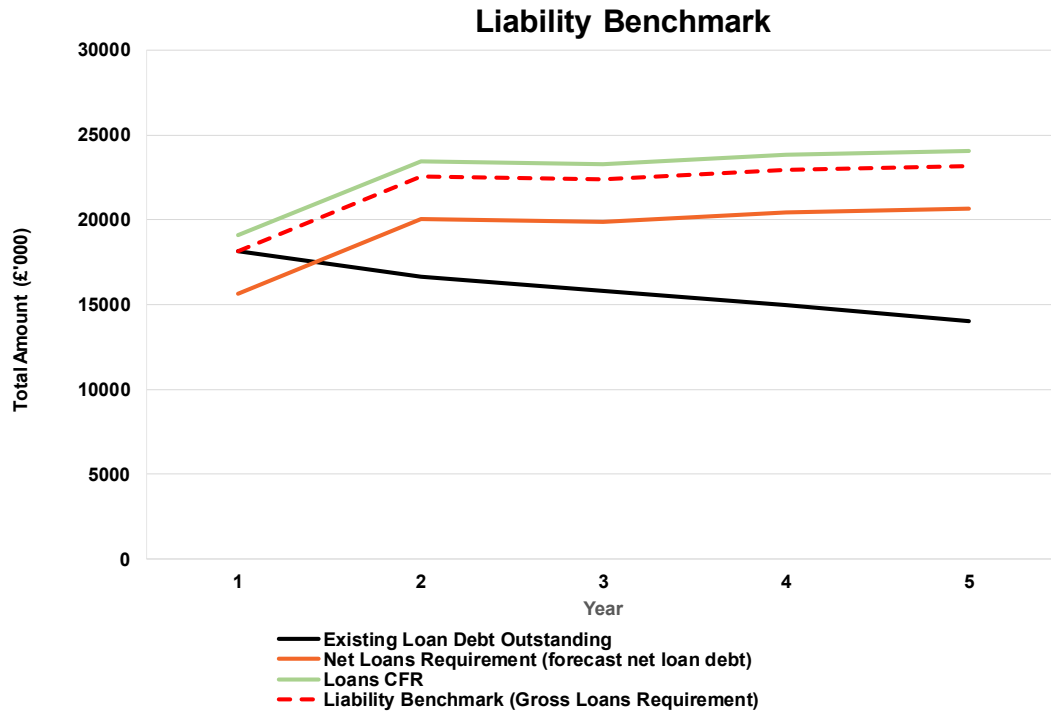
The S.151 Officer reports that the Authority has had no difficulty meeting this requirement during the course of this financial year and no difficulties are envisaged in future years. This takes into account current commitments, existing plans and the proposals contained in the Medium-Term Resource Strategy.

**Indicator 3 – Liability Benchmark**

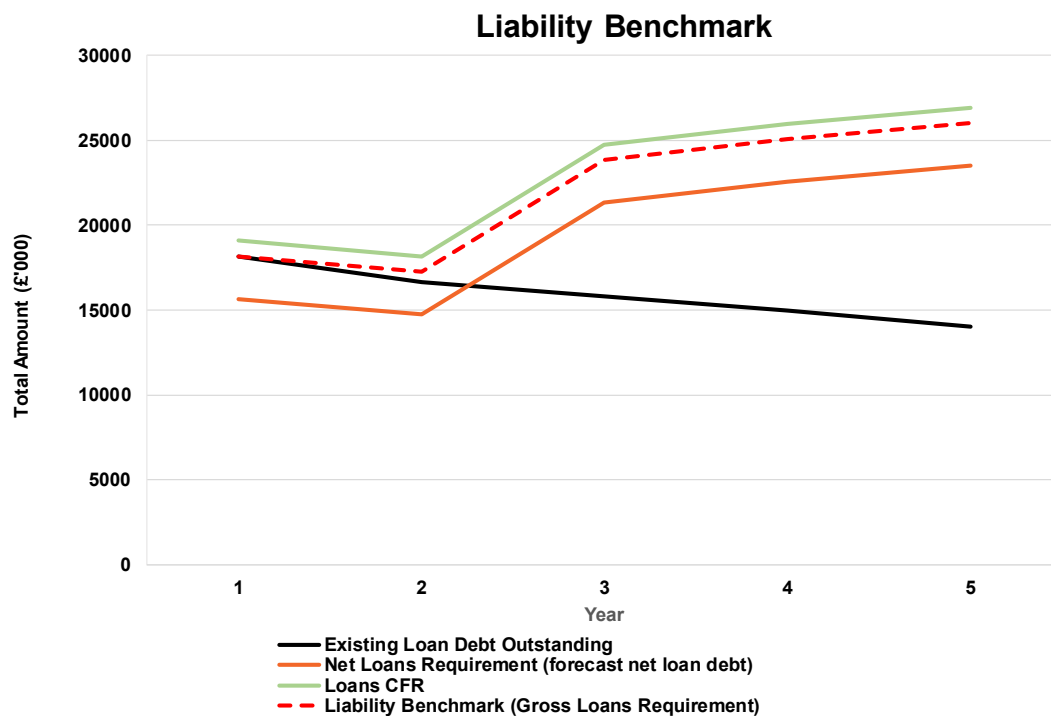


The Authority is required estimate and measure the Liability Benchmark for the forthcoming year and the following two years as a minimum.

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	11,949	3,680	(608)	(2,986)

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	1,095	3,500	3,500	3,500
	35,000	17,764	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	1,095	3,500	3,500	3,500
	<u>40,000</u>	<u>17,764</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.



**HUMBERSIDE**  
Fire & Rescue Service

**Humber Fire Authority Annual  
Accounts 2023/24**  
(Subject to Audit)

## Contents

Narrative Report	3
Audit Opinion	11
Statement of Responsibilities for the Statement of Accounts	14
Movement in Reserves Statement	15
Comprehensive Income and Expenditure Statement	17
Balance Sheet	18
Cash Flow Statement	19
<b>Notes to the Financial Statements</b>	
Note 1 – Accounting Policies	20
Note 2 – Expenditure and Funding Analysis	30
Note 3 – Material Risk and Uncertainty	31
Note 4 – Pensions	32
Note 5 – Non Current Assets	41
Note 6 – Reserves held by the Authority	46
Note 7 – Borrowing and Investments	49
Note 8 – Other Creditors and Debtors	50
Note 9 – Financial Instruments	50
Note 10 – Note to Expenditure and Funding Analysis Statement (Adjustments between Accounting basis and Funding basis under Regulation)	55
Note 11 – Other Operating Expenditure, Financing, Investment Income, Taxation and Non-Specific Grants	56
Note 12 – Related Parties	57
Note 13 – Members’ Allowances	58
Note 14 – Officers’ Emoluments	58
Note 15 – Other notes to the Financial Statements	60
Note 16 – Cash Flow notes	61
Firefighters’ Pension Fund Account	63
Certifications	66
Appendix 1 – Revenue Variance Analysis	67
Appendix 2 – Capital Expenditure breakdown and variance analysis	69
Appendix 3 – Glossary of Terms	70
Appendix 4 – Feedback Form	78
Appendix 5 – Annual Governance Statement	80

## **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.

<b>Red</b>	Performance that is a concern and needs addressing (above the upper threshold limits)
<b>Green</b>	Performance is positive and should be replicated (below the lower threshold limits)
<b>Blank</b>	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
<b>Total</b>	228	278	325	292	302	267	229	196	140	175	140	189	<b><u>2761</u></b>

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.

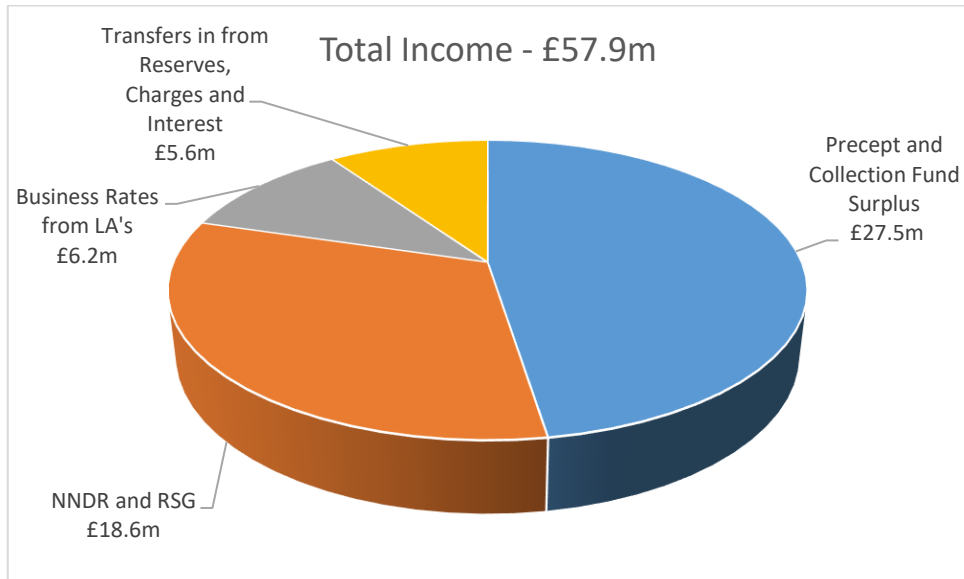
## **2023/24 Financial Year**

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.

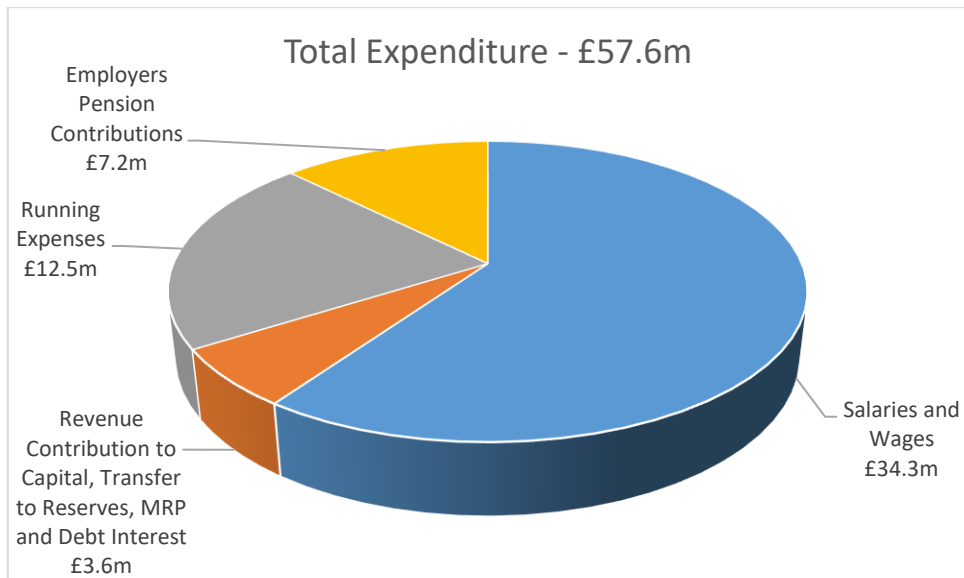
The Authority's position over the medium-term is sound but will be kept under continuous review particularly with regard to any cost pressures arising and also pay awards that may be agreed over the next 2 to 3 years against a backdrop of high but reducing levels of general inflation and tight financial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

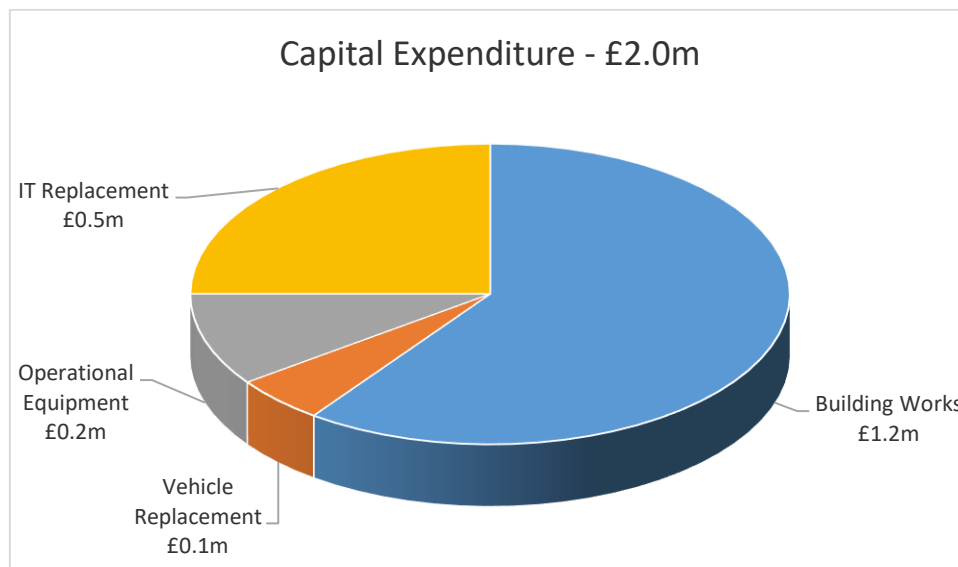
During 2023/24, the overall variance across all non-pay budgets was an overspend of £398k. This was primarily due to not utilising the transfer from general reserve due to additional income received within the year.

### 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](http://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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**Intentionally left blank for Audit opinion**



**Intentionally left blank for Audit opinion**

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 <b>31<sup>st</sup> May 2024</b>
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**STATEMENT OF ACCOUNTS**  
**MOVEMENTS IN RESERVES STATEMENT**

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

<b>2023/24</b>	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
<b>Note(s)</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
<b>Balance at 31 March 2023</b>	6 8,819	2 6,345	-	15,165	4 (515,041)	6 17,139	6 23,739	617	(440)	<b>(458,819)</b>
Surplus or (Deficit) on Provision of Services (accounting basis)		(20,598)		<b>(20,598)</b>						<b>(20,598)</b>
Other Comprehensive Income and Expenditure				-	8,562		494			<b>9,056</b>
<b>Total Comprehensive Income and Expenditure</b>	-	<b>(20,598)</b>	-	<b>(20,598)</b>	<b>8,562</b>	-	<b>494</b>	-	-	<b>(11,542)</b>
Adjustments between Accounting Basis & Funding Basis under Regulations (Note 10)		21,071	94	21,165	(19,813)	(1,140)	(431)	(41)	260	-
<b>Net Increase / (Decrease) before transfers to Earmarked Reserves</b>	-	473	94	567	(11,251)	(1,140)	63	(41)	260	<b>(11,542)</b>
Transfers to / (from) Earmarked Reserves	(408)	408		-						-
<b>Increase / (Decrease) in Year</b>	<b>(408)</b>	<b>880</b>	<b>94</b>	<b>566</b>	<b>(11,251)</b>	<b>(1,140)</b>	<b>63</b>	<b>(41)</b>	<b>260</b>	<b>(11,542)</b>
<b>Balance at 31 March 2024</b>	<b>8,411</b>	<b>7,225</b>	<b>94</b>	<b>15,730</b>	<b>(526,292)</b>	<b>16,001</b>	<b>23,802</b>	<b>576</b>	<b>(180)</b>	<b>(470,360)</b>

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

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

\* 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.'

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

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.

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

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

### 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.

<b>Key Features</b>	<b>1992 Firefighters' Scheme</b>	<b>2006 Firefighters' Scheme</b>	<b>Modified (1992) Pension Scheme</b>	<b>2015 Firefighters' Scheme</b>	<b>Local Government Pension Scheme</b>
Status	Closed	Closed	Closed	Open	Open
Contribution Rate <ul style="list-style-type: none"> <li>• employee</li> <li>• employer</li> <li>• ill health</li> </ul>	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"> <li>• maximum pension</li> <li>• minimum lump sum</li> </ul>	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 <sup>th</sup> for 20 years 2/60 <sup>th</sup> for 20+ years up to a maximum of 30 years	1/60 <sup>th</sup>	1/45 <sup>th</sup>	1/59.7 <sup>th</sup>	1/49 <sup>th</sup>

### 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
<b>Retirement costs included in the Comprehensive Income and Expenditure Statement</b>	<b>(21,990)</b>	<b>(16,180)</b>	<b>(1,110)</b>	<b>(970)</b>	<b>(3,270)</b>	<b>(10,700)</b>	<b>(961)</b>	<b>(3,163)</b>

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)
<b>Opening Position as at 31 March</b>	-	-	<b>(470,790)</b>	<b>(591,350)</b>	<b>(470,790)</b>	<b>(591,350)</b>	-	-	<b>(9,340)</b>	<b>(12,230)</b>	<b>(9,340)</b>	<b>(12,230)</b>
Service Cost												
Current Service Cost					-	-			(100)	(230)	(100)	(230)
Past Service Cost (inc curtailments)				(14,320)	-	(14,320)					-	-
Effect of Settlements					-	-					-	-
<b>Total Service Cost</b>	-	-	-	<b>(14,320)</b>	-	<b>(14,320)</b>	-	-	<b>(100)</b>	<b>(230)</b>	<b>(100)</b>	<b>(230)</b>
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					-	-					-	-
<b>Total net interest</b>	-	-	<b>(21,460)</b>	<b>(15,630)</b>	<b>(21,460)</b>	<b>(15,630)</b>	-	-	<b>(430)</b>	<b>(320)</b>	<b>(430)</b>	<b>(320)</b>
<b>Total defined benefit cost recognised in Income and Expenditure</b>	-	-	<b>(21,460)</b>	<b>(29,950)</b>	<b>(21,460)</b>	<b>(29,950)</b>	-	-	<b>(530)</b>	<b>(550)</b>	<b>(530)</b>	<b>(550)</b>
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					-	-					-	-
<b>Expected closing position</b>	<b>(18,790)</b>	<b>(17,460)</b>	<b>(473,460)</b>	<b>(603,840)</b>	<b>(492,250)</b>	<b>(621,300)</b>	<b>(480)</b>	<b>(450)</b>	<b>(9,390)</b>	<b>(12,330)</b>	<b>(9,870)</b>	<b>(12,780)</b>
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					-	-					-	-
<b>Total remeasurements recognised in Other Comprehensive Income</b>	<b>18,790</b>	<b>17,460</b>	<b>2,830</b>	<b>133,050</b>	<b>21,620</b>	<b>150,510</b>	<b>480</b>	<b>450</b>	<b>470</b>	<b>2,990</b>	<b>950</b>	<b>3,440</b>
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)
<b>Closing position as at 31 March</b>	<b>-</b>	<b>-</b>	<b>(470,630)</b>	<b>(470,790)</b>	<b>(470,630)</b>	<b>(470,790)</b>	<b>-</b>	<b>-</b>	<b>(8,920)</b>	<b>(9,340)</b>	<b>(8,920)</b>	<b>(9,340)</b>

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)
<b>Opening Position as at 31 March</b>	<b>-</b>	<b>-</b>	<b>(23,310)</b>	<b>(32,640)</b>	<b>(23,310)</b>	<b>(32,640)</b>	<b>-</b>	<b>-</b>	<b>(18,530)</b>	<b>(65,160)</b>	<b>(18,530)</b>	<b>(65,160)</b>
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					-	-					-	-
<b>Total Service Cost</b>	<b>-</b>	<b>-</b>	<b>(30)</b>	<b>(1,930)</b>	<b>(30)</b>	<b>(1,930)</b>	<b>-</b>	<b>-</b>	<b>(2,380)</b>	<b>7,080</b>	<b>(2,380)</b>	<b>7,080</b>
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					-	-					-	-
<b>Total net interest</b>	<b>-</b>	<b>-</b>	<b>(1,080)</b>	<b>(890)</b>	<b>(1,080)</b>	<b>(890)</b>	<b>-</b>	<b>-</b>	<b>(890)</b>	<b>(1,610)</b>	<b>(890)</b>	<b>(1,610)</b>
<b>Total defined benefit cost recognised in Income and Expenditure</b>	<b>-</b>	<b>-</b>	<b>(1,110)</b>	<b>(2,820)</b>	<b>(1,110)</b>	<b>(2,820)</b>	<b>-</b>	<b>-</b>	<b>(3,270)</b>	<b>5,470</b>	<b>(3,270)</b>	<b>5,470</b>
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					-	-					-	-
<b>Expected closing position</b>	<b>(228)</b>	<b>(208)</b>	<b>(24,140)</b>	<b>(35,200)</b>	<b>(24,368)</b>	<b>(35,408)</b>	<b>4,876</b>	<b>3,684</b>	<b>(20,660)</b>	<b>(57,850)</b>	<b>(15,784)</b>	<b>(54,166)</b>
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					-	-					-	-
<b>Total remeasurements recognised in Other Comprehensive Income</b>	<b>228</b>	<b>208</b>	<b>-</b>	<b>11,890</b>	<b>228</b>	<b>12,098</b>	<b>(4,876)</b>	<b>(3,684)</b>	<b>(1,900)</b>	<b>39,320</b>	<b>(6,776)</b>	<b>35,636</b>
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)
<b>Closing position as at 31 March</b>	<b>-</b>	<b>-</b>	<b>(24,140)</b>	<b>(23,310)</b>	<b>(24,140)</b>	<b>(23,310)</b>	<b>-</b>	<b>-</b>	<b>(22,560)</b>	<b>(18,530)</b>	<b>(22,560)</b>	<b>(18,530)</b>

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
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)
<b>Opening Position as at 31 March</b>	<b>47,040</b>	<b>50,475</b>	<b>(40,101)</b>	<b>(59,849)</b>	<b>6,939</b>	<b>(9,374)</b>
Service Cost						
Current Service Cost	-	-	(1,506)	(2,882)	(1,506)	(2,882)
Past Service Cost (inc curtailments)	-	-	-	-	-	-
Effect of Settlements	-	-	-	-	-	-
<b>Total Service Cost</b>	<b>-</b>	<b>-</b>	<b>(1,506)</b>	<b>(2,882)</b>	<b>(1,506)</b>	<b>(2,882)</b>
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					-	-
<b>Total net interest</b>	<b>2,467</b>	<b>1,396</b>	<b>(1,922)</b>	<b>(1,677)</b>	<b>545</b>	<b>(281)</b>
<b>Total defined benefit cost recognised in Income and Expenditure</b>	<b>2,467</b>	<b>1,396</b>	<b>(3,428)</b>	<b>(4,559)</b>	<b>(961)</b>	<b>(3,163)</b>
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)
<b>Expected closing position</b>	<b>50,189</b>	<b>52,529</b>	<b>(44,297)</b>	<b>(63,872)</b>	<b>5,892</b>	<b>(11,343)</b>
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)
<b>Total remeasurements recognised in Other Comprehensive income</b>	<b>(9,128)</b>	<b>(5,489)</b>	<b>(1,668)</b>	<b>23,763</b>	<b>(10,796)</b>	<b>18,274</b>
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)
<b>Closing position as at 31 March</b>	<b>41,061</b>	<b>47,040</b>	<b>(41,093)</b>	<b>(40,101)</b>	<b>(32)</b>	<b>6,939</b>

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
<b>Present Value of Liabilities</b>					
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/>					
<b>Fair Value of Assets</b>					
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/>					
<b>Surplus/(Deficit) in the Scheme</b>					
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
<b>Equity Securities:</b>								
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%
<b>Debt Securities:</b>								
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%
<b>Private Equity:</b>								
All	662.8	2,862.5	3,525.3	6%	601.6	2,597.4	3,199.0	6%
<b>Real Estate:</b>								
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%
<b>Investment Funds and Unit Trusts:</b>								
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%
<b>Derivatives:</b>								
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%
<b>Cash and Cash Equivalents:</b>								
All	622.6	0.0	622.6	1%	965.7		965.7	2%
<b>Totals</b>	<b>41,797</b>	<b>14,730</b>	<b>56,527</b>	<b>100.00%</b>	<b>38,064</b>	<b>13,683</b>	<b>51,747</b>	<b>100.00%</b>

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
	%	%	%	%	%
<b>Local Government Pension Scheme</b>					
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
<b>Firefighters' Pension Scheme 1992</b>					
Experience gains and (losses) on liabilities	7.25	(18.05)	2.20	22.50	0.60
<b>Firefighters' Injury Awards</b>					
Experience gains and (losses) on liabilities	0.06	11.89	(9.83)	24.45	5.03
<b>Firefighters' Pension Scheme 2006</b>					
Experience gains and (losses) on liabilities	4.73	10.13	2.85	36.42	-
<b>Firefighters' Pension Scheme 2015</b>					
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
<b>Cost or Valuation</b>								
<b>1 April 2023</b>	<b>49,959</b>	<b>19,544</b>	<b>6,857</b>	<b>76,361</b>	<b>36</b>	<b>0</b>	<b>350</b>	<b>76,747</b>
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
<b>At 31 March 2024</b>	<b>50,934</b>	<b>19,146</b>	<b>6,753</b>	<b>76,834</b>	<b>165</b>	<b>0</b>	<b>350</b>	<b>77,349</b>
<b>Depreciation/Impairment</b>								
<b>1 April 2023</b>	<b>1,010</b>	<b>10,577</b>	<b>3,448</b>	<b>15,035</b>	<b>21</b>	<b>0</b>	<b>9</b>	<b>15,065</b>
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)
<b>At 31 March 2024</b>	<b>1,759</b>	<b>11,831</b>	<b>3,921</b>	<b>17,511</b>	<b>0</b>	<b>0</b>	<b>18</b>	<b>17,529</b>
<b>Net Book Value</b>								
<b>1st April 2023</b>	<b>48,949</b>	<b>8,967</b>	<b>3,409</b>	<b>61,326</b>	<b>15</b>	<b>0</b>	<b>341</b>	<b>61,676</b>
<b>31 March 2024*</b>	<b>49,175</b>	<b>7,315</b>	<b>2,832</b>	<b>59,323</b>	<b>165</b>	<b>0</b>	<b>332</b>	<b>59,813</b>

\*£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
	Land and Buildings	Vehicles	Plant and Equipment	TOTAL	Intangible Assets*	Assets Under Construction	Surplus Assets	
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
<b>Cost or Valuation</b>								
<b>1 April 2022</b>	<b>48,471</b>	<b>17,759</b>	<b>6,642</b>	<b>72,872</b>	<b>51</b>	<b>75</b>	<b>350</b>	<b>73,348</b>
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)
<b>At 31 March 2023</b>	<b>49,959</b>	<b>19,544</b>	<b>6,857</b>	<b>76,361</b>	<b>36</b>	<b>0</b>	<b>350</b>	<b>76,747</b>
<b>Depreciation/Impairment</b>								
<b>1 April 2022</b>	<b>0</b>	<b>7,449</b>	<b>2,972</b>	<b>10,421</b>	<b>26</b>	<b>75</b>	<b>0</b>	<b>10,522</b>
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)
<b>At 31 March 2023</b>	<b>1,010</b>	<b>10,577</b>	<b>3,448</b>	<b>15,035</b>	<b>21</b>	<b>0</b>	<b>9</b>	<b>15,065</b>
<b>Net Book Value</b>								
<b>1st April 2022</b>	<b>48,471</b>	<b>10,310</b>	<b>3,670</b>	<b>62,451</b>	<b>25</b>	<b>0</b>	<b>350</b>	<b>62,821</b>
<b>31 March 2023*</b>	<b>48,949</b>	<b>8,967</b>	<b>3,409</b>	<b>61,326</b>	<b>15</b>	<b>0</b>	<b>341</b>	<b>61,676</b>

\*£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
<b>Operational Land &amp; Buildings</b>		
Service Headquarters	1	1
Fire Stations	31	31
Other Offices	2	2
<b>Operational Vehicles</b>		
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)
	<b><u>18,499</u></b>	<b><u>19,412</u></b>
Explanation of Movements in Year		
Increase/(Decrease) in the Underlying Need to Borrow Unsupported by Government Financial Assistance	(913)	692
	<b><u>(913)</u></b>	<b><u>692</u></b>

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

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



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
<b>Land &amp; Buildings (Including those under Construction)</b>		<b>Land &amp; Buildings (Including those under Construction)</b>	
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)		
<b>Vehicles (including those under Construction)</b>	108	<b>Vehicles (including those under Construction)</b>	1,826
<b>Plant &amp; Equipment (Including Equipment under Construction)</b>		<b>Plant &amp; Equipment (Including Equipment under Construction)</b>	
IT Equipment	303	IT Equipment	616
Equipment	176	Equipment	100
		Personal Protective Equipment	171
Intangibles	165	Intangibles	-
	<u>1,994</u>		<u>3,238</u>
<b>Source of Finance</b>		<b>Source of Finance</b>	
	£'000		£'000
<b>Loans - Unsupported Borrowing</b>	-	<b>Loans - Unsupported Borrowing</b>	1,510
<b>Capital Contributions (including capital receipts)</b>	1,994	<b>Capital Contributions (including capital receipts)</b>	1,728
	<u>1,994</u>		<u>3,238</u>

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:

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

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:

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

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

	<b>Minimum Lease</b>		<b>Finance Lease</b>	
	<b>2023/24</b>	<b>2022/23</b>	<b>2023/24</b>	<b>2022/23</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
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
	<b>2,402</b>	<b>2,408</b>	<b>1,095</b>	<b>1,013</b>

Operating Leases

The Authority does not have any material operating leases.

**6. Reserves held by the Authority**Useable Reserves

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

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

Earmarked Reserves - These reserves are retained to fund particular items of expenditure and are reviewed each year, currently the Earmarked Reserves balance is £8.411m (£8.819m at the end of 2022/23). Please see the description of each reserve below.

<b>31 March 2023 £'000</b>	<b>Earmarked Reserves</b>	<b>31 March 2024 £'000</b>
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
<b>8,819</b>	<b>Total Earmarked Reserves</b>	<b>8,411</b>

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**

	<b>2023/24</b>	<b>2022/23</b>
	<b>£'000</b>	<b>£'000</b>
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**

	<b>2023/24</b>	<b>2022/23</b>
	<b>£'000</b>	<b>£'000</b>
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	-		-
	<b>544,138</b>	<b>946</b>	<b>543,192</b>	<b>541,244</b>	<b>1,599</b>	<b>539,645</b>

\*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
		<b>15,828</b>	<b>16,669</b>

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
	<b>15,828</b>	<b>16,669</b>

### 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: -

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

\*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: -

	<b>31 March 2024 £'000</b>	<b>31 March 2023 £'000</b>
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
	<b><u>9,317</u></b>	<b><u>10,750</u></b>

\*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".

	<b>Long Term</b>		<b>Current</b>	
	<b>31 March</b>		<b>31 March</b>	
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
<b>Investments at Amortised Cost</b>				
Loans and Receivables at Amortised Cost			10,168	8,974
<b>Total Investments at Amortised Cost</b>	<b>-</b>	<b>-</b>	<b>10,168</b>	<b>8,974</b>
<b>Debtors</b>				
Financial Assets (including Trade Debtors and General and Other Debtors and Long Term Debtors)			1,553	1,730
<b>Total Debtors</b>	<b>-</b>	<b>-</b>	<b>1,553</b>	<b>1,730</b>
<b>Borrowings at Amortised Cost</b>				
Financial Liabilities at Amortised Cost	(16,860)	(17,666)	(946)	(1,599)
<b>Total Borrowings at Amortised Cost</b>	<b>(16,860)</b>	<b>(17,666)</b>	<b>(946)</b>	<b>(1,599)</b>
<b>Creditors</b>				
Financial Liabilities Carried at Contract Amount			(1,826)	(1,337)
<b>Total Creditors</b>	<b>-</b>	<b>-</b>	<b>(1,826)</b>	<b>(1,337)</b>

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

	<b>31 March</b>	
	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
<b>Financial Liabilities</b>		
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>
<b>Financial Assets</b>		
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	-	-	-	-	-	-	-	-
<b>Interest payable and similar charges</b>	<b>(652)</b>	<b>-</b>	<b>-</b>	<b>(652)</b>	<b>(713)</b>	<b>-</b>	<b>-</b>	<b>(713)</b>
Interest income	-	811	-	811	-	335	-	335
Losses on revaluation	-	-	-	-	-	-	-	-
Amounts recycled to the Income and Expenditure Account after impairment	-	-	-	-	-	-	-	-
<b>Interest and investment income</b>	<b>-</b>	<b>811</b>	<b>-</b>	<b>811</b>	<b>-</b>	<b>335</b>	<b>-</b>	<b>335</b>
Gains on revaluation	-	-	-	-	-	-	-	-
Losses on revaluation	-	-	-	-	-	-	-	-
Amounts recycled to the Income and Expenditure Account after impairment	-	-	-	-	-	-	-	-
<b>Surplus arising on revaluation of financial assets</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net gain/(loss) for the year</b>	<b>(652)</b>	<b>811</b>	<b>-</b>	<b>159</b>	<b>(713)</b>	<b>335</b>	<b>-</b>	<b>(378)</b>

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:

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

Liquidity Risk

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

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

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

Market 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.

According to this investment strategy, at 31 March 2024, if interest rates had been 1% higher with all other variables held constant, the financial effect would be:

	31 March 2024 £'000	31 March 2023 £'000
Increase in Fair Value of fixed rate borrowing liabilities	(832)	(966)

#### Price Risk

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

#### Foreign Exchange Risk

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

#### Financial Guarantees

The Authority does not provide any financial guarantees.

### 10. Note to Expenditure and Fundings Analysis

Year ended 31 March 2023				Year ended 31 March 2024			
£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Adjustments for Capital Purposes	Net Change for the Pensions Adjustments	Other Differences	Total Adjustments	Adjustments for Capital Purposes	Net Change for the Pensions Adjustments	Other Differences	Total Adjustments
(9)	(507)		(516)	(5)	44		39
(4,859)	(3,735)		(8,594)	(3,343)	3,181		(162)
(735)	(1,262)		(1,997)	(495)	277		(218)
<b>(5,603)</b>	<b>(5,504)</b>	-	<b>(11,107)</b>	<b>(3,843)</b>	<b>3,502</b>	-	<b>(341)</b>
2,322	(18,731)	1,266	(15,143)	2,370	(23,315)	(193)	(21,138)
<b>(3,281)</b>	<b>(24,235)</b>	<b>1,266</b>	<b>(26,250)</b>	<b>(1,473)</b>	<b>(19,813)</b>	<b>(193)</b>	<b>(21,479)</b>
			<b>Difference between General Fund surplus or deficit and Comprehensive Income and Expenditure Statement Surplus or Deficit on the Provision of Services</b>				

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

	2023/24	2022/23
	£000s	£000s
<b>Other Operating Expenditure</b>		
(Profit)/Loss on the disposal of assets	443	175
<b>Total Other Operating Expenditure</b>	<b>443</b>	<b>175</b>
<b>Financing and Investment Income and Expenditure</b>		
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
<b>Total Financing and Investment Income and Expenditure</b>	<b>23,156</b>	<b>19,109</b>
<b>Taxation and Non Specific Grant Income</b>		
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
<b>Total Taxation and Non Specific Grant Income</b>	<b>55,259</b>	<b>51,614</b>
<b>General Government Grants</b>		
Additional Pensions Grant	2,543	2,543
Services Grant	517	881
	<b>3,060</b>	<b>3,424</b>

### 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
	<b>27,055</b>	<b>51</b>	<b>260</b>	<b>27,366</b>
	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
	<b>25,312</b>	<b>(641)</b>	<b>1,703</b>	<b>26,374</b>

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
	<b>119</b>	<b>13</b>	<b>132</b>	<b>89</b>	<b>13</b>	<b>102</b>

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
	<b>925,425</b>	<b>1,273</b>	<b>926,697</b>	<b>195,632</b>	<b>1,122,330</b>

\* 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
	<b>887,262</b>	<b>2,642</b>	<b>889,904</b>	<b>147,833</b>	<b>1,037,737</b>

\* 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	-	-	-	-
<b>Total Cost in Bandings</b>	<b>-</b>	<b>3</b>	<b>3</b>	<b>119</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

## 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
<b>Net cash flows from investing activities</b>	<u>(2,979)</u>	<u>(800)</u>

Cash Flow Statement – Financing Activities

	<b>2023/24</b>	<b>2022/23</b>
	<b>£'000</b>	<b>£'000</b>
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)
<b>Net cash flows from financing activities</b>	<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

<b>2022/23</b>		<b>2023/24</b>
<b>£'000s</b>		<b>£'000s</b>
	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
<b>13,635</b>	<b>Net amount payable for the year</b>	<b>14,148</b>
(13,635)	Top-up grant receivable to the Firefighters' Pension Fund	(14,148)
-	<b>Fund Account balance</b>	-

<b>2022/23</b>	<b><u>Net Assets Statement</u></b>	<b>2023/24</b>
	<b>Current Assets</b>	
3,435	Home Office grant debtor	2,245
1,652	Pensions Paid in Advance	1,775
	<b>Current Liabilities</b>	
(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 1<sup>st</sup> 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
<b>£'000</b>	<b>Expenditure</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
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
<b>56,340</b>	<b>Total Expenditure</b>	<b>55,361</b>	<b>57,811</b>	<b>2,450</b>
<b>(2,222)</b>	<b>Income</b>	<b>(1,113)</b>	<b>(1,749)</b>	<b>(636)</b>
<b>54,118</b>	<b>Net Expenditure</b>	<b>54,248</b>	<b>56,062</b>	<b>1,814</b>
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
<b>51,154</b>	<b>Net Budget Requirement</b>	<b>55,187</b>	<b>55,024</b>	<b>(163)</b>
(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)	-
<b>(448)</b>	<b>Net (Surplus)/Deficit</b>	<b>-</b>	<b>(277)</b>	<b>(277)</b>

£'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	-
<b>1,093</b>	<b>(Surplus)/Deficit on the General Fund in the Year</b>	<b>(877)</b>

## A breakdown of major variances is as follows:

	<b>Overspend / (Underspend) £'000</b>
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	<b>(636)</b>
Interest Receivable This is due to higher interest rates on our investments	<b>(311)</b>
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	<b>(2,236)</b>
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
<b>Buildings</b>			
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)
<b>Dignity</b>			
- Winterton	433	559	126
- Immingham East	328	14	(314)
- Cromwell Road	-	(27)	(27)
- Market Weighton	-	(4)	(4)
- Calvert Lane	-	(4)	(4)
- Barton	-	(2)	(2)
<b>Vehicles</b>			
Operational	2,200	-	(2,200)
Support	1,085	108	(977)
<b>Plant &amp; Equipment</b>			
IT Equipment	600	468	(132)
Equipment	790	176	(614)
	<b>6,719</b>	<b>1,994</b>	<b>(4,725)</b>

Analysis of the most significant capital variances:

	Overspend/ (Underspend) £'000
<b>Bridlington</b>	(150)
Work expected to commence during 2024/25	
<b>Winterton</b>	126
Work has commenced at a faster rate than initially anticipated. This will reduce the funding that is needed during 2024/25	
<b>Immingham East</b>	(314)
Work expected to be completed during 2024/25	
<b>Vehicles</b>	(3,177)
Delivery of the appliances and support vehicles is expected to be taken during 2024/25	
<b>IT Equipment</b>	(132)
Some ICT equipment and projects have slipped into 2024/25	
<b>Equipment</b>	(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 <b>current</b> asset will be consumed or cease to have material value within the next financial year (e.g. cash and inventories);  A <b>non-current</b> asset provides benefits to the Authority and to the services it provides for a period of more than one year and may be <b>tangible</b> e.g. a fire station or <b>intangible</b> , 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"> <li>(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</li> <li>(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.</li> </ul>
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 <a href="http://www.ifrs.org">www.ifrs.org</a>
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"> <li>• A <b>current</b> liability is an amount which will or could become payable in the next Accounting Period, e.g. creditors or cash overdrawn.</li> <li>• A <b>deferred</b> 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.</li> </ul>
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 & Rescue Service



2  
||| |||



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**





Humberside Fire and Rescue Service

Summary Internal Controls Assurance (SICA) Report

July 2024

Final

# Summary Internal Controls Assurance

## Introduction

1. This summary controls assurance report provides the Audit Committee with an update on the emerging Governance, Risk and Internal Control related issues and the progress of our work at Humberside Fire and Rescue Service as at 1<sup>st</sup> July 2024.

## TIAA Ltd becomes a Certified B Corporation

2. TIAA Ltd has achieved its certification as a B Corporation (or B Corp), joining a growing movement of companies that are reinventing business for the benefit of all people and our shared planet. Verified by B Lab, the not-for-profit behind the B Corp movement, the achievement demonstrates that TIAA Ltd meets high standards of social and environmental performance, transparency, and accountability alongside a commitment to goals beyond shareholder value.

The news comes as the ongoing climate crisis and widening social inequality continue to pose urgent challenges to our economy. B Corp Certification assesses the entirety of a business' operations and currently covers five main impact areas: Governance, Workers, Community, Environment and Customers. The certification process is rigorous, with companies required to reach a score of 80 points in the B Impact Assessment while providing evidence of responsible practices relating to energy supplies, waste and water use, worker compensation, diversity, and corporate transparency. A business must also legally embed their commitment to purpose as well as profit in their company articles.

TIAA Ltd is now part of a growing community of over 8,000 businesses globally that have certified as B Corps. The B Corp community in the UK is one of the largest and fastest-growing in the world, with over 1,700 companies spanning a range of different industries and sizes. Names include The Guardian, Innocent Drinks, Patagonia, Tony's Chocolonely, The Big Issue, Finisterre, Elemis, and Sipsmith Gin.

## Audits completed since the last SICA report to the Audit Committee

3. The table below sets out details of audits finalised since the previous meeting of the Governance, Audit and Scrutiny Committee.

*Audits completed since previous SICA report*

Review	Evaluation	Key Dates			Number of Recommendations			
		Draft issued	Responses Received	Final issued	1	2	3	OEM
Staff Forums and EDI Steering Group	Limited	22/05/2024	19/06/2024	19/06/2024	0	8	2	1

4. There are no issues arising which would require the annual Head of Audit Opinion to be qualified.

## Progress against the 2024/2025 Annual Plan

5. Our progress against the Annual Plan for 2024/25 is set out in Appendix A.

## Changes to the Annual Plan 2024/25

6. There have been no changes to the approved plan.

## Progress in actioning priority 1 & 2 recommendations

7. We have made no Priority 1 recommendations (i.e. fundamental control issue on which action should be taken immediately) since the previous SICA.

**Frauds/Irregularities**

8. We have not been advised of any frauds or irregularities in the period since the last SICA report was issued.

**Other Matters**

9. We have issued a number of briefing notes and fraud digests, shown in Appendix B, since the previous SICA report.

**Responsibility/Disclaimer**

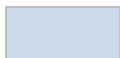
10. This report has been prepared solely for management's use and must not be recited or referred to in whole or in part to third parties without our prior written consent. The matters raised in this report not necessarily a comprehensive statement of all the weaknesses that exist or all the improvements that might be made. No responsibility to any third party is accepted as the report has not been prepared, and is not intended, for any other purpose. TIAA neither owes nor accepts any duty of care to any other party who may receive this report and specifically disclaims any liability for loss, damage or expense of whatsoever nature, which is caused by their reliance on our report.

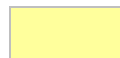
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## Appendix A: Progress against Annual Plan


System	Planned Quarter	Current Status	Comments
Management of Statutory Building and Licensing Consultations	1	Confirmed 1 <sup>st</sup> July 2024	
Application and Management of Disciplinary Procedures	1	Draft report issued 22 <sup>nd</sup> May 2024	
Firefighter Development Pathway (FFDP)	1	Confirmed 15 <sup>th</sup> July 2024	
Staff Forums and EDI Steering Group	1	Final report issued	
Application and Management of Tactical Plans	2	Confirmed 17 <sup>th</sup> June 2024	
Training Records	2	Draft report issued 27 <sup>th</sup> June 2024	
Follow-up (Mid-year)	2	Confirmed 20 <sup>th</sup> August 2024	
Contingency	4	Provisional date 10 <sup>th</sup> February 2025	
Key Financial Controls	4	Confirmed 3 <sup>rd</sup> February 2025	
ICT Management Controls	4	Start date to be agreed	
Year-End Follow Up	4	Confirmed 17 <sup>th</sup> March 2025	

**KEY:**

 To commence

 Site work commenced

 Draft report issued

 Final report issued



## Appendix B: Briefings on Developments in Governance, Risk and Control

TIAA produce regular briefing notes to summarise new developments in Governance, Risk, Control, Counter Fraud and Security Management which may have an impact on our clients. These are shared with clients and made available through our Online Client Portal. A summary list of those briefings issued in the last three months which may be of relevance to Humberside Fire and Rescue Service is given below:

### Summary of recent Client Briefings and Alerts

Date Issued	Briefing Type	Subject	Web Link	TIAA Comments
31 <sup>st</sup> May 2024	TIAA Article	As Featured In The Saturday Telegraph – Security Management, Is Your Public Venue “Terrorist Ready”?	<a href="#">As Featured In The Saturday Telegraph - Security Management, is your public venue “terrorist ready”? - TIAA</a>	Our latest article featured in the Saturday Telegraph dives into how the Terrorism (Protection of Premises) Bill impacts owners and operators of public venues and events. Learn more about what it takes to be "terrorist ready" and how to ensure the safety of your venue.
24 <sup>th</sup> May 2024	Case Study	Charity Care Provider Case Study	<a href="#">Charity Care Provider Case Study - TIAA</a>	Our latest case study featuring a Charity Care Provider. This insightful read highlights the importance of internal audits and how they can positively impact organisations. Discover how our tailored solutions have helped this Charity Care Provider streamline their processes and enhance their overall performance.
22 <sup>nd</sup> May 2024	TIAA News	TIAA Becomes Certified B Corporation	<a href="#">TIAA becomes Certified B Corporation - TIAA</a>	TIAA is delighted to announce its certification as a B Corporation (or B Corp), joining a growing movement of companies that are reinventing business for the benefit of all people and our shared planet.
13 <sup>th</sup> May 2024	Newsletter	Fraud Stop All Sectors – Spring 2024	<a href="#">Fraud Stop All Sectors – Spring 2024 - TIAA</a>	The Spring 2024 edition of our Fraud Stop All Sectors publication is now available. Our bi-annual Fraud Stop publication features emerging fraud trends identified at organisations, case studies that our specialists have been involved in and methods of fraud prevention.
7 <sup>th</sup> May 2024	Survey Results	TIAA’s Organisational Culture And Whistleblowing Survey Results	<a href="#">TIAA's Organisational Culture and Whistleblowing Survey Results - TIAA</a>	TIAA has completed a snapshot survey across clients on their organisational culture and whistleblowing arrangements. The surge in high-profile incidents, often accompanied by damaging press coverage, prompted us to take action

Date Issued	Briefing Type	Subject	Web Link	TIAA Comments
3 <sup>rd</sup> May 2024	Campaign	International Internal Audit Awareness Month	<a href="#">International Internal Audit Awareness Month - TIAA</a>	Started by The IIA in the 1990s, International Internal Audit Awareness Month helps promote the value of internal audit both inside and outside of organisations - Find out more about the role of Internal Audit in our 'Guide to Internal Audit'
30 <sup>th</sup> April 2024	Campaign	World Password Day	<a href="#">World Password Day - TIAA</a>	World Password Day creates awareness about the importance of strong passwords. A compromised password can put our personal and financial information at risk. We offer key advice on creating strong passwords, looking after your passwords and protecting your accounts.
26 <sup>th</sup> April 2024	Data Protection Alert	Housing Association Reprimanded For Data Breach	<a href="#">Housing Association reprimanded for data breach - TIAA</a>	The ICO has reprimanded a Housing Association after personal information was made accessible to other residents on an online customer portal. A resident discovered they could access documents related to anti-social behaviour cases and view personal information about other residents, including names, addresses and dates of birth, on the first day that the portal was launched.



Humberside Fire and Rescue Service

Assurance Review of Staff Forums and EDI Steering Group

June 2024

Final

# Executive Summary

## OVERALL ASSESSMENT



## ASSURANCE OVER KEY STRATEGIC RISK / OBJECTIVE

PD/2018/031- Representation of our Communities.

## SCOPE

The review considered the effectiveness of the staff forum groups and application against the related terms of reference, objectives, and measurable outcomes.

## KEY STRATEGIC FINDINGS



The Service has an EDI Steering Group that provides guidance and assurance that equality, diversity and inclusion activities and actions are promoted and embedded across the Service. The Steering Group is underpinned by four main staff forums.



Testing identified that the EDI Steering group has not met in line with their stipulated meeting frequency. It was further identified that formal Terms of References have not been documented for two of the four staff forums.



Testing found weaknesses in the Service's compliance with the Public Sector Equality Duty (PSED) Specific Duties.



There is no formal evaluation process of the staff forums.

## GOOD PRACTICE IDENTIFIED



The Service's Equality and Inclusion priorities were established in 2016 and covered a four-year period. This was refreshed in 2020 following consultation with stakeholders. Progress against each of the priorities are provided annually to the Authority with action plans in place for the forthcoming year.

## ACTION POINTS

Urgent	Important	Routine	Operational
0	8	2	1

## Assurance - Key Findings and Management Action Plan (MAP)

Rec.	Risk Area	Finding	Recommendation	Priority	Management Comments	Implementation Timetable (dd/mm/yy)	Responsible Officer (Job Title)
1	Directed	Humberside Fire and Rescue Service is legally obliged, under the Equality Act 2010, to ensure that it does not discriminate, either directly or indirectly, in any of its functions and services nor in its treatment of staff, in relation to race, sex, disability, sexual orientation, age, pregnancy and maternity, religion and belief, gender reassignment or marriage and civil partnership. The Service also has a duty to make reasonable adjustments for its employees and service users. In fulfilling this duty, an Equality, and Inclusion Policy, last reviewed and approved by the Head of Organisational Development in July 2023, is in place. The Policy illustrates how the Service will deal with matters relating to equality, diversity and inclusion ensuring that its responsibilities are met and to ensure good relations between people who share a characteristic and those who do not, are fostered. A review of the Policy identified it was titled Equality and Inclusion Policy and not Equality, Diversity, and Inclusion Policy.	The Equality and Inclusion Policy be re-named the Equality, Diversity and Inclusion Policy in order to be compliant with statutory law.	2	<i>Policy administration rename the policy and associated documentation.</i>	Complete	Hof Corp Assurance

### PRIORITY GRADINGS

**1 URGENT** Fundamental control issue on which action should be taken immediately.

**2 IMPORTANT** Control issue on which action should be taken at the earliest opportunity.

**3 ROUTINE** Control issue on which action should be taken.

Rec.	Risk Area	Finding	Recommendation	Priority	Management Comments	Implementation Timetable (dd/mm/yy)	Responsible Officer (Job Title)
3	Directed	Testing was undertaken to ascertain that each staff forum, including the EDI Steering Group, had clear Terms of References (ToR) that detail the purpose/aim of the group, membership, and meeting requirements. This was seen for two of the staff forums. In one of the two cases however, whilst the objectives, vision and purpose of the group were detailed within the ToR, it did not include membership or meeting requirements. In relation to the remaining two, testing identified there is no formal ToR in place. The EDI Steering Group has a ToR that was last reviewed in October 2020.	A formal Terms of Reference detailing essential information such as meeting frequency be documented and approved for all staff forums. The Terms of Reference for the EDI Steering Group be reviewed and updated in line with the adopted frequency to reflect current working practices.	2	<i>Review of the EDI ToR against the context of the findings and recommendation.</i>	26.07.2024	HoF Corp Assurance
4	Directed	Testing identified that the EDI Steering Group have not met in line with the meeting frequency stipulated within their ToR. In the year 2023/24, information provided during the audit showed that the group met once.	It be ensured that the EDI Steering Group meets in line with the adopted meeting frequency.	2	<i>Review and rescheduling of meetings to ensure frequency requirements are accomplished.</i>	31/08/2024	HoF Corp Assurance & HoF Org Development

PRIORITY GRADINGS

**1** **URGENT** Fundamental control issue on which action should be taken immediately.

**2** **IMPORTANT** Control issue on which action should be taken at the earliest opportunity.

**3** **ROUTINE** Control issue on which action should be taken.

Rec.	Risk Area	Finding	Recommendation	Priority	Management Comments	Implementation Timetable (dd/mm/yy)	Responsible Officer (Job Title)
6	Directed	<p>There was a lack of supporting documentation to show that the Service is fully compliant with all of the Public Service Equality Duty (PSED) specific duties which requires public authorities with 250 or more employees to:</p> <ol style="list-style-type: none"> <li>1. Publish one or more equality objectives at least every 4 years</li> <li>2. Publish information on general duty compliance with regard to people affected by your policies and practices every year</li> <li>3. Publish information on general duty compliance with regard to your employees every year</li> <li>4. Publish gender pay gap data by 31<sup>st</sup> March every year".</li> </ol> <p>Whilst Duty One and Four were seen to be robustly met, this could not be confirmed for Duties Two and Three.</p>	It be ensured that the Service is fully compliant with all duties under the PSED Specific duties and that this can be easily demonstrated.	2	<i>Review in progress against the PSED in accordance with the finding and recommendation listed.</i>	31/08/2024	HoF Org Development

PRIORITY GRADINGS

**1** **URGENT** Fundamental control issue on which action should be taken immediately.

**2** **IMPORTANT** Control issue on which action should be taken at the earliest opportunity.

**3** **ROUTINE** Control issue on which action should be taken.

Rec.	Risk Area	Finding	Recommendation	Priority	Management Comments	Implementation Timetable (dd/mm/yy)	Responsible Officer (Job Title)
7	Delivery	The Equality and Inclusion Priorities/PSED action plan for the year 2023/24 was evidenced during the audit. This lists all the objectives for the year and comments/evidence of completed activities against how the objectives are met. Where gaps have been identified, this has been detailed within the action plan. In one case, there was a lack of evidence to confirm how the Service had met one of the objectives. Management confirmed this was due to relevant personnel not providing updates.	The PSED action plan be reviewed and brought up to date with evidence of how the PSED objectives are being met.	2	<i>Review in progress against the PSED in accordance with the finding and recommendation listed.</i>	31/08/2024	HoF Org Development
8	Delivery	Management confirmed that staff forums have not yet been formally evaluated, however, whenever there is a significant change of role, i.e. resignation of a Chair, views are captured through meetings or through structured feedback where specific questions are asked by the Interim Head of Organisational Development.	To assist in to achieving continuous improvement, a formal evaluation process of the Staff Forum be developed and undertaken.	2	<i>Review and evaluation of staff Forum groups to be scheduled and completed.</i>	31.07.2024	HoF Corp Assurance

PRIORITY GRADINGS

**1** **URGENT** Fundamental control issue on which action should be taken immediately.

**2** **IMPORTANT** Control issue on which action should be taken at the earliest opportunity.

**3** **ROUTINE** Control issue on which action should be taken.



Rec.	Risk Area	Finding	Recommendation	Priority	Management Comments	Implementation Timetable (dd/mm/yy)	Responsible Officer (Job Title)
9	Delivery	Management confirmed that some members of the Senior Leadership Team (SLT) were individually responsible for completing and updating their devolved PSED actions, however, it is understood this has been a struggle due to low attendance. Updates on the PSED actions are now input on a spreadsheet by the EDI Steering Group Chair/designated member of the Group and is taken to meetings of the EDI Steering Group. It was confirmed that the lack of engagement from members of SLT has meant that most attendees to the meeting are staff forum representatives and discussions have now focused on their interests. Testing identified that meetings have had to be postponed/cancelled due to low attendance from the key SLT members.	All members of the EDI Steering Group be reminded of the EDI/PSED priorities and PSED duties and be encouraged to attend meetings to ensure that EDI flourishes across the Service.	2	<i>Aligned with recommendation 6, addressed through a review of staff groups with recommendations to improve those items identified in the findings.</i>	31.08.2024	HoF Corp Assurance
10	Delivery	A review of the EDI Steering Group's ToR showed that the Group will report into the SLT and will provide a quarterly and annual reporting highlighting key developments, achievements, issues and risks. It could not be evidenced during the audit that the Group provides quarterly and annual reports to SLT.	Quarterly and annual EDI reports be provided to SLT as detailed within the Terms of Reference.	2	<i>Review of historic submissions and planning for future submission post review of current ToR.</i>	31/08/2024	HoF Org Development & HoF Corp Assurance

PRIORITY GRADINGS

**1** **URGENT** Fundamental control issue on which action should be taken immediately.

**2** **IMPORTANT** Control issue on which action should be taken at the earliest opportunity.

**3** **ROUTINE** Control issue on which action should be taken.

Rec.	Risk Area	Finding	Recommendation	Priority	Management Comments	Implementation Timetable (dd/mm/yy)	Responsible Officer (Job Title)
2	Directed	An action tracker for meetings of the EDI Steering Group is maintained and in place. This lists all actions to be completed following the meeting and highlights discussions held. Whilst this was updated with actions and discussions for the meeting held in March 2024, it was identified that the action tracker is not being updated to show progress or status by the action owner.	A review of the action tracker be undertaken, and all actions updated to show progress.	3	<i>Review and update of action tracker to be completed with supporting evidence.</i>	31/08/2024	HoF Org Development

PRIORITY GRADINGS

**1** **URGENT** Fundamental control issue on which action should be taken immediately.

**2** **IMPORTANT** Control issue on which action should be taken at the earliest opportunity.

**3** **ROUTINE** Control issue on which action should be taken.

Rec.	Risk Area	Finding	Recommendation	Priority	Management Comments	Implementation Timetable (dd/mm/yy)	Responsible Officer (Job Title)
5	Directed	To support the overall Service, including the EDI Steering Group and Staff Forums, Equality Ambassadors/Senior Equality Ambassadors roles were created in 2018, managed by the Head of Organisational Development. Management confirmed that they are not members of the EDI Steering Group, but can attend EDI Steering Group meetings where there are issues to be discussed and as part of their role are to promote equality across the different EDI strands i.e. Sexual Orientation, Racial Equality, etc. They also contribute to solving challenges related to inequalities within the Service and the communities served including communicating issues to staff and will help to overcome barriers. Whilst Management confirmed that the Equality Ambassadors are not members of the EDI Steering Group, testing identified through the "HFRS Equality Ambassadors-2018 onwards" document provided during the audit that " HFRS Equality Ambassadors will automatically become members of HFRS Corporate E&I Steering group and are welcome to attend and contribute on issues related to their ambassadorial remit". Management confirmed this to be a conflicting message.	Clarity be provided for the Equality Ambassadors as to their role and membership within the EDI Steering Group.	3	Review of the ToRs and revision as required to clarify / update roles and responsibilities.	31.08.2024	HoF Corp Assurance

PRIORITY GRADINGS

**1 URGENT** Fundamental control issue on which action should be taken immediately.

**2 IMPORTANT** Control issue on which action should be taken at the earliest opportunity.

**3 ROUTINE** Control issue on which action should be taken.

# Operational - Effectiveness Matter (OEM) Action Plan

Ref	Risk Area	Finding	Suggested Action	Management Comments
1	Directed	There is no requirement currently for the Equality and Inclusion Policy to be approved by the Fire Authority or a designated Committee.	Consideration be given to the Fire Authority or a designated Committee to approve the Equality and Inclusion Policy given its legal compliance requirements.	<i>Review of recommendation with Executive Director of People &amp; Development.</i>

ADVISORY NOTE

Operational Effectiveness Matters need to be considered as part of management review of procedures.

# Findings





## Directed Risk:


Failure to properly direct the service to ensure compliance with the requirements of the organisation.

Ref	Expected Key Risk Mitigation	Effectiveness of arrangements	Cross Reference to MAP	Cross Reference to OEM
GF	<b>Governance Framework</b> There is a documented process instruction which accords with the relevant regulatory guidance, Financial Instructions and Scheme of Delegation.	Partially in place	1, & 2	1
RM	<b>Risk Mitigation</b> The documented process aligns with the mitigating arrangements set out in the corporate risk register.	In place	-	-
C	<b>Compliance</b> Compliance with statutory, regulatory and policy requirements is demonstrated, with action taken in cases of identified non-compliance.	Partially in place	3, 4, 5, & 6	-

## Other Findings

- 

The Equality and Inclusion Policy sets out roles and responsibilities of all staff members in relation to EDI including the role of the Fire Authority and the Strategic Leadership Team (SLT). In relation to the Steering Group and staff forum, the Head of Organisational Development has overall responsibility for the arrangements. They are supported by the Organisational Development Manager, who is also acting as Interim Head of Organisational Development, and other relevant members of staff/ departments such as Corporate Communications. Appropriate pieces of legislation and best practice guidance such as the Equality Act 2010, Public- Sector Equality Duties has been referenced in the Policy.
- 

It was confirmed during the audit that there have been gaps in the process due to staff absences/ sicknesses and this includes absence of the lead for the EDI Steering Group and absence of a Chair of one of the staff forums due to sickness. It was further confirmed that there have been two resignations of the Chairs of two of the four main staff forums in the weeks leading up to the audit. For one of the groups, a temporary Chair has been appointed, for the second forum, it is understood that it has been difficult to appoint a new Chair.
- 

The Service's Risk Register was reviewed. A risk has been identified relating to "Representation of our Communities" stating that, as a result of under representation of the communities being served, the Service is not fulfilling their Public Sector Equality Duty which may affect community confidence and the Service's reputation. Appropriate mitigating controls are in place, and these include the Public Sector Equality Duty (PSED) Action Plan. It was confirmed that the risks are reviewed quarterly by the risk owner with a last review date of February 2024 recorded for this risk.

## Other Findings



A Forum convenes when there are staff interested in meeting regularly, in a safe place, to discuss issues from their lived experience and issues faced in the Service. The Forums are self-organised, and meetings are confidential to members only due to the sensitive nature of discussions and, as a result, there is not a central repository of information on Forums. It was noted, each Forum has built relationships with their respective Senior Equality Ambassadors who organise forum events. The Chief Fire Officer (CFO) holds meetings with the Chairs of the Staff Forums twice a year to discuss arrangements and any issues. Samples of which were seen during the audit.



There are four main Staff Forums within the service. They are:

- 1) Voices for Disability, established in 2020/21;
- 2) Voices for Women, which was originally formed in 2018, rebranded in 2021 and formerly called the Women's Development Group;
- 3) The LGBTQ+ Forum, established in 2020/21; and
- 4) The Age Equality Forum, formed in 2023/24.

Each of the Forums have goals and clear objectives set to meet the needs of its members, including the Strategic Objectives of the Service. There is also an EDI Steering Group that was established by the Service in 2016 to promote Equality, Diversity, and Inclusion to align with the Public Sector Equality Duty requirements (PSED). The EDI Steering Group was refreshed in 2020 with five new priorities being set and consists of Heads of Functions/Head of Service Delivery, members of SLT and representative from staff members including Chairs of staff forums. It was identified staff forums are a part of the overall governance structure/ model of service of the EDI function.



Testing identified that the Service's EDI Steering Group and staff forums contribute and align to one of the Service's Strategic Objectives "How we support our communities". The outcome of the objective was found to be appropriately measured. It was found that it also contributes to the three aims of the PSED general duty.





**Delivery Risk:**


Failure to deliver the service in an effective manner which meets the requirements of the organisation.

Ref	Expected Key Risk Mitigation	Effectiveness of arrangements	Cross Reference to MAP	Cross Reference to OEM
PM	<b>Performance Monitoring</b> There are agreed KPIs for the process which align with the business plan requirements and are independently monitored, with corrective action taken in a timely manner.	Partially in place	7, 8, 9, & 10	-
S	<b>Sustainability</b> The impact on the organisation's sustainability agenda has been considered.	Out of scope	-	-
R	<b>Resilience</b> Good practice to respond to business interruption events and to enhance the economic, effective and efficient delivery is adopted.	In place	-	-

**Other Findings**





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The Authority is provided with an Equality Inclusion Annual Report in July of each year. A copy of the 2022/23 Annual Report was obtained during the audit. The report provided an overview and update on several activities, outcomes and progress made by the Service in 2022/23 in relation to EDI and the five EDI priorities including how it adhered to the PSED duties and priorities. One of the five priorities is "Ensuring a safe and fair workplace for all staff". It was confirmed in the report that the staff forums have played a major role in enhancing workplace culture through regular meetings and events for all staff which all staff benefit from. Upcoming actions for the five priorities for the 2023/34 year was outlined in the report and these include targeted attraction campaigns focusing on women, as well as men and women from ethnic minorities communities, and implementation of reasonable adjustment guidance and passports for existing staff integrating them into recruitment and promotion processes across the Service. It was confirmed that the 2023/24 annual report will be provided to the Authority in July 2024.
- 

Testing found that the Service did not have a Black, Asian and Minority Ethnic Group Forum, otherwise known as BAME forum. Management confirmed that some staff members were persuaded to try and form a BAME forum, but despite the support provided, this did not materialise. It was confirmed that there are two staff members who represent the Service on Asian Fire Service Association (AFSA) by attending meetings. Details of which are then passed to the EDI Steering Group. It was further noted that the Service is a corporate member of the AFSA, and the AFSA promotes race equality as well as EDI.
- 

Four staff forum members were interviewed as part of this audit to obtain their views on how the staff forum process is managed within the Service. A total of seven questions were asked and they included: had they received support from SLT; is their staff forum receiving the awareness that it needs and whether the staff forum aligned with the Services' Strategic Objectives and PSED duties. Comments obtained confirmed that the staff forums aligned with the Strategic Objectives of the Service and PSED duties. All confirmed that they receive support from SLT but would like to see suggestions/ recommendations come to fruition. Comments obtained further stated the need to create more awareness of the staff forum so that people can join without feeling reluctant. These concerns and comments were communicated to management during the audit.

## Other Findings

-  A Newsletter on staff forums detailing the aims and objectives and work of the forums has been shared with all staff members to provide an opportunity for other members of staff to get involved. This has however not been published in recent times. Management confirmed this was a one-off due to extra capacity within the Organisational Development Team and are hoping that the staff forums continue with this newsletter. To create further awareness, relevant posters are displayed within the Service and there is a dedicated EDI page on the staff intranet that holds information on Staff forums, annual reports, PSED duties and actions, and is accessible to all staff members.
-  Events are organised to increase staff engagement in line with the aims and purpose of the staff forum and all staff are encouraged to join. Such events include the recently concluded International Women's Day Event. In addition, community engagement and outreach activities are undertaken, and they include Pride Day in support of LGBTQ + colleagues.
-  The Services Equality and Inclusion priorities were established in 2016 and covered a four-year period. This was refreshed in 2020 following consultation with stakeholders on any concerns across the nine protected characteristics within the Equality Act 2010 to understand and identify opinions. Progress against each of the priorities are provided annually to the Authority with action plans in place for the forthcoming year. In 2023/24 the Service entered the fourth and final year of implementing the priorities. This is to be refreshed for the next four years.
-  Management confirmed that, given the continued lack of a BAME forum, a BAME/Race Equality Working Group, made up of relevant managers including BAME staff, is to be initiated. It was also noted that there is a National Fire Chief's Council (NFCC) Staff Network which facilitates meetings of Fire and Rescue Services to discuss their Staff Forums for mutual support. This meeting was confirmed to be attended by the Interim Head of OD or Chairs of relevant forums. These meetings have been used as a network to plan regional and national Staff Forum Events.



**Scope and Limitations of the Review**

1. The definition of the type of review, the limitations and the responsibilities of management in regard to this review are set out in the Annual Plan. As set out in the Audit Charter, substantive testing is only carried out where this has been agreed with management and unless explicitly shown in the scope no such work has been performed.

**Disclaimer**

2. The matters raised in this report are only those that came to the attention of the auditor during the course of the review, and are not necessarily a comprehensive statement of all the weaknesses that exist or all the improvements that might be made. This report has been prepared solely for management's use and must not be recited or referred to in whole or in part to third parties without our prior written consent. No responsibility to any third party is accepted as the report has not been prepared, and is not intended, for any other purpose. TIAA neither owes nor accepts any duty of care to any other party who may receive this report and specifically disclaims any liability for loss, damage or expense of whatsoever nature, which is caused by their reliance on our report.

**Effectiveness of arrangements**

3. The definitions of the effectiveness of arrangements are set out below. These are based solely upon the audit work performed, assume business as usual, and do not necessarily cover management override or exceptional circumstances.

<b>In place</b>	The control arrangements in place mitigate the risk from arising.
<b>Partially in place</b>	The control arrangements in place only partially mitigate the risk from arising.
<b>Not in place</b>	The control arrangements in place do not effectively mitigate the risk from arising.

**Assurance Assessment**

4. The definitions of the assurance assessments are:

<b>Substantial Assurance</b>	There is a robust system of internal controls operating effectively to ensure that risks are managed and process objectives achieved.
<b>Reasonable Assurance</b>	The system of internal controls is generally adequate and operating effectively but some improvements are required to ensure that risks are managed and process objectives achieved.
<b>Limited Assurance</b>	The system of internal controls is generally inadequate or not operating effectively and significant improvements are required to ensure that risks are managed and process objectives achieved.
<b>No Assurance</b>	There is a fundamental breakdown or absence of core internal controls requiring immediate action.

**Acknowledgement**

5. We would like to thank staff for their co-operation and assistance during the course of our work.

**Release of Report**

6. The table below sets out the history of this report.

Stage	Issued	Response Received
<b>Audit Planning Memorandum:</b>	30 <sup>th</sup> April 2024	7 <sup>th</sup> May 2024
<b>Draft Report:</b>	22 <sup>nd</sup> May 2024	19 <sup>th</sup> June 2024
<b>Final Report:</b>	19 <sup>th</sup> June 2024	



## VALUES AND CULTURE IN FIRE AND RESCUE SERVICES

### 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, is 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).

### 2. MATTERS FOR CONSIDERATION

- 2.1 The Committee may wish to:
  - (i) take assurance that the Service has completed and submitted our formal response to HMICFRS.
  - (ii) take assurance that the recommendation stated as partial compliance awaits national direction and guidance completion.
  - (iii) take 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

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

3.6 In 2023/24 HMICFRS developed and completed a thematic inspection of misconduct within ten Services, including Humberside.

3.7 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.

3.8 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 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 Real-World HR completed their independent staff engagement exercise of the Service with the resulting feedback and outcomes addressing related HMICFRS Spotlight report recommendations. It is important to note the Service, although planned in advanced of HMICFRS report publication, purposefully awaited its release to enable both pieces of work to complement each other.
- 4.8 The Real-World HR independent staff culture engagement survey / programme generated 49% response rate feedback mapped against HMICFRS and national report recommendations.
- 4.9 A developed Culture Working Group with Service-wide staff representation to manage and respond to each recommendation, coordinated through the Service Improvement Plan and Strategic Performance 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. 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.

**Jamie Morris**  
**Head of Corporate Assurance**

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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/hmics/frs-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/hmics/frs-inspection-report-hfrs-2021-22/)

### Glossary/Abbreviations

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



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><b>Summary:</b> 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><b>Review:</b> 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"> <li>- 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).</li> <li>- The CCoE Fire Standard criteria is appropriately incorporated into other principle Service documentation</li> <li>- 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.</li> <li>- 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.</li> <li>- Continued application of CCoE promotional materials used throughout the Service including posters, table talkers, screen savers and Service documentation templates</li> </ul>	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"> <li>- involve allegations of a criminal nature that have the potential to affect public confidence in FRSs;</li> <li>- are of a serious nature; or</li> <li>- relate to assistant chief fire officers or those at equivalent or higher grades.</li> </ul>	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"> <li>- Visibly promote HFRS as an employer of choice and positively seek employees from underrepresented groups.</li> <li>- Improve the recruitment and retention levels for all underrepresented groups.</li> <li>- Further develop the role of 'Equality Champions' across the Service.</li> </ul> <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"> <li>- Annual Pay Gap report</li> <li>- Recruitment and Selection Policy</li> <li>- People Strategy</li> <li>- Promotion Process Guidance</li> <li>- Draft Talent Management Strategy and Implementation Plan</li> <li>- Draft revised Succession Plan</li> <li>- 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)</li> </ul> <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 <u>planning and review arrangements in place to consider and / or integrate the practice</u>.</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"> <li>- 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.</li> <li>- Workforce Planning: Using staff demographics in coordination with the Services PSED and Positive Action Framework to support planning arrangements.</li> <li>- 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.</li> </ul> <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"> <li>- EDI Annual Report</li> <li>- PSED (Equality and Inclusion Priorities 21/24)</li> <li>- Equality and Inclusion Policy</li> <li>- 2022/23 scrutiny topic for the Services independent Governance, Audit and Scrutiny committee</li> </ul>	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-fscl-01a/]. 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"> <li>- Cyclical SLT visits to all Service locations and teams, with an accompanying staff 'You Said We Did' communication as appropriate.</li> <li>- Quarterly On-Call meetings</li> <li>- Leadership Forum</li> <li>- EDI Staff Forum Groups</li> <li>- EDI Steering Group</li> <li>- ID&amp;A site on the Service internal SharePoint portal site</li> </ul> <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"> <li>- Cyclical SLT visits to all Service locations and teams, with an accompanying staff 'You Said We Did' communication</li> <li>- SLT engagement visit days working from different Service locations to encourage dialogue and discussion.</li> <li>- Quarterly On-Call meetings</li> <li>- Leadership Forum</li> <li>- EDI Staff Forum Groups</li> <li>- ID&amp;A site on the Service internal SharePoint portal site</li> <li>- Real-World HR staff engagement activity (49% staff survey response rate)</li> </ul>	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-fscl-01b/] and its "leading and developing people standard" [https://www.firestandards.org/standards/approved/leading-developing-people-fscl-01a/].	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"> <li>- Professional Standards policies (accessible through the Service website)</li> <li>- Signposting information detailed in the Data Transparency section of the Service website.</li> <li>- 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.</li> <li>- High level accessibility rated Service website with contact details.</li> <li>- External HMICFRS reporting line promoted through Service communication channels.</li> <li>- Safeguarding policy and website signposting</li> <li>- Equality and Inclusion policy</li> <li>- Employee Assistance Programme communicated through the internal SharePoint site.</li> <li>- Blue Light Champions with contact details through the internal SharePoint site</li> <li>- Internal bullying hotline number, with marked materials and contact details in all Service locations</li> </ul> <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"> <li>- A national bespoke 0800 number, the same across the UK for any member of FRS to report.</li> <li>- 24/7/365 call handling, online form management, and dissemination of information reports to the department within each FRS/local authority.</li> <li>- A bespoke online reporting form (fully mobile).</li> <li>- 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.</li> <li>- All time critical reports rung through to nominated point of contact in addition to email dissemination. (If required)</li> <li>- Monthly reporting on report statistics</li> </ul> <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"> <li>-BR Case File Records</li> <li>-Employee Relations Tracker and PowerBI dashboard</li> <li>-Corporate Assurance Case File Records</li> </ul> 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"> <li>-Dignity at Work Policy (anti Bullying and Harassment)</li> <li>-Complaints Policy</li> <li>-Disciplinary Policy</li> <li>-Exits From the Service Policy</li> <li>-Equality and Inclusion Policy</li> <li>-Grievance Policy</li> <li>-Safety Event Reporting Recording and Investigation Arrangements Policy</li> <li>-Whistleblowing Policy</li> <li>-Mediation Policy</li> <li>-Menopause Policy</li> <li>-Anti-Fraud and Corruption Policy</li> </ul> Alongside policies accessible services and supportive provisions are available through:  <ul style="list-style-type: none"> <li>-Employee Assistance Programme communicated through the internal SharePoint site.</li> <li>-Blue Light Champions with contact details through the internal SharePoint site</li> <li>-Internal bullying hotline number, with marked materials and contact details in all Service locations</li> <li>-A national bespoke 0800 number, for any member of the Service to report Crimestoppers through a 24/7/365 reporting line.</li> <li>-Support Routes in Confidence' marketing and communication plan with posters, business cards and QRcodes issued at all Service locations.</li> </ul> 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"> <li>-Every Service policy requires the completion of an EIA to inform content, while used an integral part of the consultation process.</li> <li>-Training programme provided for staff to effectively complete and manage EIA's.</li> <li>-Repository used to store all completed EIA's.</li> <li>-Quality assurance process used to sample test quality and effectiveness of the EIA's.</li> <li>-EIA's used within the Service Improvement Plans to drive performance.</li> <li>-Service management of EIA's subject to an independent internal audit.</li> </ul>	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"> <li>-Succession Plan Framework</li> <li>-Career Ladders</li> <li>-BDR Process</li> <li>-Role Specific Training Outlines</li> <li>-Core Skills Framework</li> <li>-Professionalisation of Roles</li> <li>-Talent Management Strategy</li> </ul>	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	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: <b>Professional Standards Policies and Case File Records</b> -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 <b>Independent scrutiny</b> against how each of the above items is managed has and continues to be applied including: -Governance, Audit and Scrutiny committee -Internal Audit Bullying, Harassment and Discrimination -RR Real World Independent Staff Engagement Programme <b>Further assurance</b> 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. -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	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.	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	HFRS awaiting clarification of any discussions between the NFCC and Home Office, with a yes in context to internal process and measures already established. <b>Authority members undertake and / or align to the following:</b> - 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. <b>HFRS staff activities</b> - 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 (Based on internal measures pending progress and outcomes from NFCC & Home Office considerations)	
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	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. 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: -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"> <li>-Anti-Fraud and Corruption</li> <li>-Complaints</li> <li>-Dignity at Works Policy and Anti Bullying and Harassment Procedure</li> <li>-Grievance</li> <li>-Whistleblowing</li> </ul> <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"> <li>-Via your line manager.</li> <li>-Independent Speak up through Crimestoppers available 24/7 365 days.</li> <li>-Internal Freedom to Speak Up Guardian.</li> <li>-Internal Bullying and Harassment Hotline.</li> <li>-Employee Assistance Programme.</li> <li>-Occupational Health and Wellbeing Team.</li> <li>-HMICFRS Reporting Line.</li> </ul> <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

## **GAS COMMITTEE SCRUTINY PROGRAMME AND WORKSTREAMS 2023/24**

### **1. SUMMARY**

1.1 This paper summarises the Governance, Audit and Scrutiny (GAS) Committee's Scrutiny Programme and work streams for 2024/25. Each year, the Committee will programme a number of specific, defined scrutiny items complete with scopes in order that relevant officers can focus their reports.

1.2 Appendix 1 to this report will serve as a point of reference for report-writers and as a 'living document' during the year for the Committee as it considers the scopes for its scrutiny items.

### **2. MATTER FOR CONSIDERATION**

2.1 The Committee to receive approve its scrutiny programme as necessary.

2.2 The Committee to note it's work streams.

### **3. BACKGROUND**

3.1 Public scrutiny is a corporate process undertaken by the Committee, appointed by the Fire Authority for its breadth of professional experience.

### **4. REPORT DETAIL & OPTIONS/PROPOSALS**

4.1 Appendix 1 of this report sets out the topics and scopes for consideration and review as necessary.

4.1 Appendix 2 to this report sets out a forward plan of items to be considered by the GAS Committee for the year 2023/24.

### **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 Committee is requested to receive any updates and approve changes to its scrutiny programme as necessary.

**Lisa Nicholson**  
Secretary & Monitoring Officer

#### **Officer Contact**

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#### **Background Papers**

None

#### **Glossary/Abbreviations**

GAS	Governance, Audit and Scrutiny Committee
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**GOVERNANCE, AUDIT AND SCRUTINY COMMITTEE – SCRUTINY TOPICS 2024/25**

Date of Meeting	Topic	Background and Scope	Lead
<p align="center"><b>Wednesday, 10<sup>th</sup> July 2024</b></p> <p align="center">[Deadline: 9am, Friday 28<sup>th</sup> June 2024]</p>	<p align="center"><b>HMICFRS Values and Culture in Fire &amp; Rescue Services</b></p> <p align="center">[Deferred from 8<sup>th</sup> April 2024]</p>	<p><u>Background Context</u></p> <p>On 30 March 2023 HMICFRS published its report <i>Values and culture in fire and rescue services</i>. This report focuses on the values and culture of all 44 fire and rescue services (FRSs) in England and draws on the evidence collected through the inspections of FRSs since 2018. In response to this, all 44 FRSs have to have an action plan in place to implement the 35 recommendations made in the report.</p> <p><b>Scope</b></p> <ul style="list-style-type: none"> <li>• Background into Values and Culture work being undertaken by HMICFRS</li> <li>• Review of HFRS Values and Culture Action Plan</li> <li>• Compliance status against Service led recommendations made by HMICFRS</li> <li>• Governance arrangements for continual implementation and monitoring of recommendations and actions</li> </ul>	<p align="center"><b>Jamie Morris - Head of Corporate Assurance</b></p>
<p align="center"><b>Monday, 11<sup>th</sup> November 2024</b></p> <p align="center">[Deadline: 9am, Wednesday 30<sup>th</sup> October 2024]</p>	<p align="center"><b>Estates Strategy</b></p>	<p><b>Background context - HMICFRS Assessment Criteria</b></p> <p>The FRS estate and fleet plans have clear links to the risk management plan. The FRS actively considers how changes in fleet and estate provision and status and future innovation may affect risk, and the FRS exploits opportunities presented by changes in fleet and estate to improve efficiency and effectiveness.</p> <p><b>Scope</b></p> <ul style="list-style-type: none"> <li>• Effectiveness of estate and fleet plans aligned to the CRMP.</li> <li>• How are the plans effectively performance managed, including evaluation.</li> <li>• How changes to the plans could affect risk.</li> <li>• How the plans and changes can measurably improve efficiency and effectiveness.</li> </ul>	<p align="center"><b>Jon Henderson – Area Manager of Prevention, Protection, Fleet and Estates</b></p> <p align="center">&amp;</p> <p align="center">Andy Day - Head of Estates &amp; Fleet</p>

**GOVERNANCE, AUDIT AND SCRUTINY COMMITTEE – SCRUTINY TOPICS 2024/25**

Date of Meeting	Topic	Background and Scope	Lead
<p><b><u>BRIEFING NOTE</u></b></p> <p>[Deadline: Wednesday 8<sup>th</sup> January 2025]</p>	<p><b><u>BRIEFING NOTE</u></b></p> <p><b>Fire Control - Exercises and Debrief - Update</b></p>	<p><u>Background Context</u>  <i>The Committee received an initial report on Control's involvement in exercises and debriefs at its meeting of 22 January 2024 (Minute 8/24 refers). The Committee subsequently requested a further update on this topic as part of its 2024/25 work programme.</i></p> <p><b>Scope</b> - To provide an update on:</p> <ul style="list-style-type: none"> <li>the processes and procedures in place to ensure the inclusion of control room staff in exercise and debrief activities</li> <li>How exercise and debrief activities are recorded to register Fire Controls involvement in the process.</li> <li>Mechanisms in place to capture learning and actions for Fire Control to address, including evidence of their application and learning outcomes.</li> <li>How the outcomes and leaning from exercises and debriefs are effectively communicated amongst Fire Control staff and other key stakeholders as applicable.</li> </ul>	<p><b>Dan Meeke - Head of Emergency Preparedness &amp; Control</b></p> <p>Graeme Dickson - Station Manager (Control)</p>
<p><b>Monday, 20<sup>th</sup> January 2025</b></p> <p>[Deadline: 9am, Wednesday 8<sup>th</sup> January 2025]</p>	<p><b>HR</b></p>	<p><b>Background Context - HMICFRS Thematic Inspection</b></p> <p>The Service provides training for staff in conducting complaint and disciplinary investigations.</p> <p><b>Scope</b></p> <ul style="list-style-type: none"> <li>Effectiveness of training provided to staff to conduct investigations.</li> <li>Effectiveness of related policies and processes used to manage disciplinary procedures.</li> <li>Performance management of investigation processes, including trend analysis.</li> <li>Learning and development from investigation outcomes.</li> </ul>	<p><b>Anne Stott - Head of HR</b></p>
<p><b>Monday, 20 January 2025</b></p> <p>[Deadline: 9am, Wednesday 8<sup>th</sup> January 2025]</p>	<p><b>Joint Exercise Programme</b></p>	<p><b>Background Context - HMICFRS Assessment Criteria</b></p> <p>The FRS carries out a joint exercise programme to test arrangements for major and multi-agency incidents. The FRS uses the learning to improve its capabilities and inform local and national developments.</p> <p><b>Scope</b></p> <ul style="list-style-type: none"> <li>Management of joint exercise programme including requirements, types, frequency and links to risk management planning.</li> <li>Recording processes used to capture exercises.</li> <li>Alignment to JESIP principles.</li> </ul>	<p><b>Dan Meeke - Head of Emergency Preparedness &amp; Control</b></p>

**GOVERNANCE, AUDIT AND SCRUTINY COMMITTEE – SCRUTINY TOPICS 2024/25**

Date of Meeting	Topic	Background and Scope	Lead
<p align="center"><b>Monday, 17<sup>th</sup> February 2025</b></p> <p align="center">[Deadline: 9am, Wednesday 5<sup>th</sup> February 2025]</p>	<p align="center"><b>Financial Plans</b></p>	<p><b>Background Context - HMICFRS Assessment Criteria</b></p> <p>FRS plans are built on sound planning assumptions, including scenario plans. The plans are subject to informed external independent challenge and meet financial requirements. The FRS has an affordable workforce model that provides the right skills and capabilities, linked to its risk management plan and priorities. The FRS's financial plans help it to make sure it can provide a sustained service to the public and continuously improve, as well as result in a balanced budget. The FRS has financial controls and financial risk control mechanisms in place to reduce the risk of inappropriate use of public money.</p> <p><b>Scope</b></p> <ul style="list-style-type: none"> <li>• Effectiveness of the medium-term financial strategy and productivity and efficiency plan aligned to the CRMP.</li> <li>• Intelligence led information used to inform and manage scenario planning.</li> <li>• Processes of scrutiny and audit used to inform and validate planning assumptions.</li> <li>• Alignment of plan to workforce planning arrangements.</li> </ul>	<p align="center"><b>Shaun Edwards - Head of Finance</b></p>
<p align="center"><b>Monday, 7<sup>th</sup> April 2025</b></p> <p align="center">[Deadline: 9am, Friday 26<sup>th</sup> March 2025]</p>	<p align="center"><b>Prevention Strategy</b></p>	<p><b>Background context – HMICFRS Assessment Criteria</b></p> <p>HFRS has developed and implemented an ambitious prevention delivery plan which is informed by local risk and complies with statutory requirements. The FRS prevention plan clearly sets out where the greatest risks lie within its area and has a clear rationale for the level of activity to prevent fires and other risks. The FRS uses findings from prevention, protection, and response activity to adapt its prevention plan. FRS prevention activity meets community expectations, and its core functions are sustained regardless of other discretionary priorities for the FRS.</p> <p><b>Scope</b></p> <ul style="list-style-type: none"> <li>• Information / data sources used to inform the purpose and objectives of the delivery plan.</li> <li>• Performance measures and management of the plan.</li> <li>• Evaluation and outcomes achieved.</li> <li>• Learning and outcomes used to inform activities.</li> <li>• Effectiveness of policies used to implement and manage the plan.</li> </ul>	<p align="center"><b>Sarah Wilkinson - Head of Prevention</b></p>

**GOVERNANCE, AUDIT AND SCRUTINY COMMITTEE – SCRUTINY TOPICS 2024/25**

Date of Meeting	Topic	Background and Scope	Lead
<p align="center"><b>Monday, 7<sup>th</sup> April 2025</b></p> <p align="center">[Deadline: 9am, Friday 26<sup>th</sup> March 2025]</p>	<p align="center"><b>Protection Engagement</b></p>	<p><b>Background context - HMICFRS Assessment Criteria</b></p> <p>FRS staff engage with local businesses or large organisations and share information and expectations on compliance with fire safety regulations. The FRS has a system to help all local businesses to have easy and timely access to clear guidance on how to comply with fire safety regulations.</p> <p><b>Scope</b></p> <ul style="list-style-type: none"> <li>• Effectiveness of current engagement activities</li> <li>• Methodology used to provide information holistically and / or targeted at businesses.</li> <li>• Methods used to engage with business including different communication platforms.</li> <li>• Performance management of engagement activities including evaluation against related indicators.</li> <li>• Validation of information provided against legislation and related policies.</li> </ul>	<p align="center"><b>Dominic Purchon - Head of Protection</b></p>