

Report of the Assistant Chief Officer: Director of Prevention

Draft Community Risk Management Plan 2025-30 – Consultation

Purpose of report

1. To request that the Fire Authority (FRA) approve the Draft Community Risk Management Plan (CRMP) 2025-30 for public consultation.
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Recommendation

It is recommended that the FRA consider the contents of the Draft CRMP 2025-30 and approve it for public consultation.

Introduction and Background

2. The CRMP is the Authority's overall plan for improving public safety. It provides an overview of fire and rescue related risks and sets out high-level plans for identifying, assessing and mitigating those risks.
3. The current CRMP was extended by one year to cover the period 2021-25 following the agreement by the Strategic Fire Alliance between Hereford & Worcester and Shropshire Fire and Rescue Services to align the integrated risk management planning processes for both Services. The new CRMP will cover a five-year period from 2025-30.
4. This CRMP has been written using the National Fire Chiefs Council (NFCC) Framework and Risk Methodologies to identify and assess fire and rescue related risks. It also sets out how we intend to manage and reduce those risks through core Prevention, Protection and Response Strategies. It is an extensive document so to assist understanding, a Summary document has also been produced. The draft documents are now ready for consultation to gain public opinion on the Service plans for the 2025-2030 period. The draft CRMP and Summary document are attached as Appendices 1 and 2. The Equality Impact Assessment is also attached as Appendix 3 along with the proposed consultation questions in Appendix 4.

CRMP Content

5. The draft CRMP opens with an introduction which provides an overview of the main document and information about Hereford & Worcester Fire and Rescue Service (HWFRS) and the communities we serve. It is then organised into three main sections which cover the following:

- a) Stage 1: Identifying and Assessing Risk – this sets out the methodologies used to define the risks presented by:
- Dwelling Fires
 - Other Building Fires
 - Road Traffic Collisions (RTCs)
 - Water Incidents

It then details some areas of Foreseeable Risk which include:

- Expansion of Housing Stock
- Agricultural
- Light Industry
- Climate Change
- Wildfire
- Flooding
- Waste Fires
- Heritage/Tourism
- Cyber Security

- b) Stage 2: Managing and Reducing Risk – this sets out how the Service intends to mitigate the identified fire and rescue related risks over the term of the new CRMP and beyond. It includes sections covering aims and activities across six main areas:

- Prevention
- Protection
- Response
- Valuing our Workforce
- Value for Money
- Resilience

Each section also includes His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) inspection areas and the work we are doing to meet them.

- c) Stage 3: Measuring and Demonstrating Impact – this is set out using the same sections as Stage 2 and outlines how we monitor and evaluate the impact of Service activities in reducing risk and making a positive difference over time.

6. The draft CRMP is presented with a Summary document and an extensive Equality Impact Assessment. There is also a raft of supporting documents including Risk Methodologies, our Strategic Understanding of Risk, a Demand document and the Prevention Statements of Intent.

Consultation

7. There is a statutory requirement for public consultation prior to finalising the new CRMP. It is proposed that this will be conducted by an external agency from January 2025 to April 2025 and will include the following:

- a) Publication of the draft CRMP 2025-30 and supporting documents on our website.
- b) Publicity regarding the launch of the consultation process will be published on the HWFRS website, Facebook, Instagram and X pages.
- c) Public focus groups (for around 30 people).
- d) Distribution of the CRMP to over 100 strategic partners and other interested parties.
- e) Distribution of the CRMP to community contacts and a meeting with those contacts, including hard to reach groups.
- f) Meetings with staff Representative Bodies – Fire Brigades Union, Fire Officers Association, FRSA, UNISON and UNITE
- g) Senior Officer talks with staff will continue.
- h) Senior officers will discuss the CRMP with partner organisations.
- i) An on-line staff questionnaire on our website and social media for the public and staff.

It is proposed that Opinion Research Services (ORS), an independent social research practice, be engaged to undertake the consultation process, which will also include an impartial analysis of responses.

8. A set of questions are also proposed to encourage comments on the three main stages of the document to ensure that there is an understanding of how the Service intends to manage risks effectively, efficiently and sustainably over the coming years (Appendix 4).

Conclusion/Summary

9. A new CRMP to cover the years 2025-30 has been drafted in conjunction with a Summary document and Equality Impact Assessment, which are due to be published in October 2025. A period of public consultation is required to gain views and local perspectives on the Service's plans for keeping people safe over the CRMP period. It is proposed to conduct the consultation for 12 weeks from January 2025 to April 2025.
10. Full details of the consultation and analysis of responses will be presented back to the Fire Authority for consideration at the earliest opportunity to ensure the final CRMP 2025-30 can be published in October 2025. FRA members are requested to consider the draft CRMP and approve it for public consultation.

Corporate Considerations

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| <p>Resource Implications (identify any financial, legal, property or human resources issues)</p> | <p>Sustainable funding will be required in order to maintain the delivery of high-quality services over the five-year term of the CRMP. Over this period, there may be public sector funding pressures that could impact on the delivery levels of services.</p> |
| <p>Strategic Policy Links & Core Code of Ethics (Identify how proposals link with current priorities and policy framework and align to the Core Code of Ethics)</p> | <p>The CRMP will represent the Authority's overall strategic plan for delivering priorities and policies between 2025 and 2030 and will guide all Service functions. It will also inform the Service's Core and supporting Strategies.</p> |
| <p>Productivity & Efficiency (Identify how proposal improves productivity or efficiency).</p> | <p>The Value for Money sections in the CRMP provide detail around the productivity and efficiency plan for the term of the CRMP, including 2% of non-pay costs and 3% increase in productivity.</p> |
| <p>Risk Management / Health & Safety (identify any risks, the proposed control measures and risk evaluation scores).</p> | <p>The CRMP sets out the Authority's overall approach to risk management. Proposed activities to manage risks identified in the CRMP will be assessed and managed through normal departmental planning processes.</p> |
| <p>Consultation (identify any public or other consultation that has been carried out on this matter)</p> | <p>The preparation of the draft CRMP has involved extensive engagement sessions including staff, stakeholder and public questionnaires, and on-line engagement sessions with a cross section of the workforce. The proposed public consultation will ensure that wider public opinions and perspectives will also inform the final CRMP.</p> |
| <p>Equalities (has an Equalities Impact Assessment been completed? If not, why not?)</p> | <p>An extensive EIA has been conducted and reviewed throughout the CRMP process. The findings will inform how the public consultation is undertaken. The EIA will be published alongside the draft CRMP.</p> |
| <p>Data Protection Impact Assessment (where personal data is processed a DPIA must be completed to ensure compliant handling)</p> | <p>The Foreseeable Risks section of the CRMP provides detail on the risks of cyber security and data protection and the mitigating measures we are putting in place over the term of the CRMP.</p> |

Supporting Information

- Appendix 1 - Draft CRMP
- Appendix 2 - Summary document
- Appendix 3 - Equality Impact Assessment
- Appendix 4 - Proposed consultation questions