



Annual Statement of Assurance

2024/2025



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

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Introduction

Welcome to our Annual Statement of Assurance

In April 2022 we launched our Community Risk Management Plan (CRMP) 2022-25, which explains how we will deliver our services to you. The plan sets out our priorities, focusing on six strategic goals, and places a strong emphasis on improving our understanding of communities so we can protect our county's most vulnerable people and identify buildings most at risk from fire.

The Fire and Rescue National Framework for England requires us to report on our progress against our CRMP every year. We do this through our Annual Statement of Assurance (ASoA), which explains our progress and highlights the work we have undertaken in the last year.

This is the final ASoA to report on the CRMP 2022-25 and highlights some of the achievements and significant projects which have taken place during its three-year period.

During 2024/25 we have marked some incredible milestones and achievements. Our Service has, this year, celebrated its 50th anniversary since the Local Government Act merged the City of Nottingham Fire Brigade and the Nottinghamshire Fire Brigade to form the service we know today.

The celebrations have been enhanced with our third inspection by His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS). Their report rated us as 'Good' in 10 out of 11 areas and indicates that we are one of the best performing Fire and Rescue Services in the country. This was reinforced by being named 'Emergency Service of The Year 2024' at this year's FIRE Magazine Excellence in Fire Awards and is an acknowledgement that we are moving in the right direction on our journey to becoming an outstanding service.

It was also time to give a warm welcome to a new Chair of the Combined Fire Authority, as Councillor Audra Wynter replaced Councillor Michael Payne.

We hope that you find our Annual Statement of Assurance interesting, and it provides reassurance that we continue to serve you in the best possible way.

During 2024/45



We attended **10,910** incidents, an increase of **3%**



We attended **2,849** fires, an increase of **1.6%**



We attended **628** road traffic collisions compared to **560** in 2023/24



There were **1,425** incidents which involved rescues and humanitarian assistance



We attended **5,176** false alarms, an increase of **3.7%** on 2023/24



We provided **797** training courses for our staff



Our on-call appliance availability was **84.3%**
One of the best in the country



We attended **571** fire, road and water safety initiatives



We conducted **15,207** Safe and Well visits



Fitness tests were passed by **99.7%** of our operational staff



We completed **1,113** full fire safety audits and **1,545** Business Safety Checks



We attended emergency incidents in an average of **7 minutes and 58 seconds**

In Focus: 2024/45

Landmark for NFRS as we know it

2024 marked 50 years since the Nottinghamshire Fire and Rescue Service we know today was formed, after the Local Government Act merged City of Nottingham Fire Brigade and Nottinghamshire Fire Brigade in 1974.

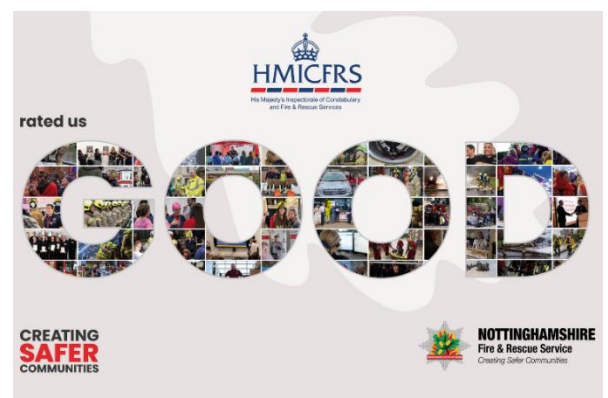


Emergency Service of The Year

NFRS has been named Emergency Service of the Year at the FIRE Magazine Excellence in Fire Awards. The ceremony, which took place in London was attended by fire services from across the country.

Good rating from HMICFRS

NFRS was found to be one of the best performing Fire and Rescue Services in the country by HMICFRS. The September report rated us as 'Good' in 10 out of 11 areas, including preventing fires and other risks, responding to fires and other emergencies, and culture. Our rating has remained 'Good', despite judgements expanding from a four-tier into a five-tier system, with the introduction of 'Adequate'.



Pulp Friction success at Chelsea Flower Show

We're proud to share that our close friends at Pulp Friction won the People's Choice Award at the RHS Chelsea Flower Show in 2024. The garden celebrated Pulp Friction's strong partnership with our Service, where they provide catering services at our headquarters — a collaboration we're incredibly proud of.

Some of our team members volunteered their time to help bring the group's powerful garden concept to life. The design highlighted an important issue — that only 5% of people with learning difficulties in the UK are currently in paid employment.

Pulp Friction is dedicated to creating opportunities for individuals with learning difficulties, helping them develop valuable skills that can lead to paid employment.



Supporting our communities

We continued to support our communities and colleagues by attending Nottingham and Worksop and Retford Pride events. The Nottingham parade was once again led by one of our appliances and attended by members of staff and their families at the annual city centre event.





NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Achievement life of the CR

Attended **32,848**
emergency incidents



Attended emergency
incidents in an average
of **8 minutes and 9
seconds**

Provided **2,263** training
courses for our staff



Conducted **44,881**
Safe and Well visits

There were **4,871** incidents
which involved rescues and
humanitarian assistance



Attended our longest
ever incident at Ranskill
(**35 days**)

Opened a new fire
station at Worksop



Opened a new Incident
Command training facility
at Mansfield

Twice rate
by HM



ts through the MP 2022-2025

CREATING
SAFER
COMMUNITIES

ed "Good"
MICFRS



Rolled out new MDTs
for our appliances



Increased electric
vehicle fleet and
improved efficiency
of our estate



Purchased **17** new fire
appliances with
'clean cab' concept

Improved our facilities at
SDC and stations across
the county




Ofsted

Ofsted apprenticeship
recognition

Achieved White Ribbon
accreditation



Launched our Community
Befriending Scheme

Returned Ashfield to
24 hour Wholetime
crewing



Our Values & Culture

Our ambition is not just about the work that we do, it also focuses on the way in which we go about our work. Our values and culture are important to us and play a significant role in becoming an outstanding organisation. Our values ensure that our staff put communities first and at the heart of all that we do. They are aligned with the national Core Code of Ethics, which is embedded in our leadership and behavioural frameworks. These frameworks set out the standards of behaviour that we expect of staff at all levels of the organisation.



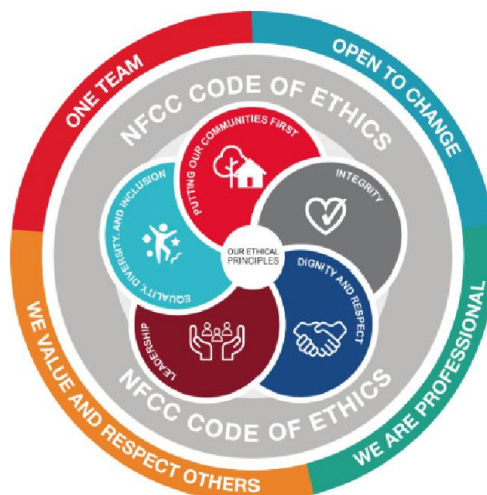
One team

We are one team working together to create safer communities



Open to change

We open ourselves up to new ideas and become a more sustainable and stable organisation, ready for the future.



Value and Respect

By treating our staff, our community and our service users with respect and consideration we become a more customer-focused and inclusive organisation.



Professional

We behave with integrity and take personal responsibility for our behaviour and decisions.

Employee Networks & Representation

Supporting our people and fostering a positive workplace culture are key to our goal of being an employer of choice and a more inclusive service. Our employee groups and networks play a vital role in giving a voice to those who are under-represented within our workforce and across the fire sector.

Women's Network

The Women's Network champions inclusion and equality for those who identify as female in our Service. It offers a safe space for open discussion, support, and collaboration, helping to shape policy and foster a more inclusive culture where all women can thrive.

Now in its third year, the network continues to grow in size and influence. This year, highlights included group coaching for International Women's Day, regular events, and inspiring guest speakers. The network remains focused on improving the experience and representation of women across the workforce.

LGBTQI+ Proud Friends Network

The LGBTQI+ Proud Friends Network is open to all staff—both members of the LGBTQI+ community and allies. It offers a welcoming space to connect, share lived experiences, and build understanding of LGBTQI+ identities.

The Network plays a key role in promoting inclusion across the Service, working to ensure that all staff and the communities we serve feel respected and represented. This year, we proudly took part in Nottingham Pride, Worksop Pride, Retford Pride, and the city's first-ever Trans Pride—demonstrating our continued commitment to visibility, equality, and inclusive engagement.

Ethnic Minority Alliance Network (EMA)

The Ethnic Minority Alliance (EMA) Network is dedicated to empowering staff from ethnic minority backgrounds by offering development opportunities, support, and guidance to help unlock full potential and thrive in roles. It provides a safe and

supportive space to have those important and sometimes challenging conversations that help us grow and improve as an organisation.

The EMA Network is a celebration group, proudly recognising and embracing the rich diversity within our Service. By sharing experiences, showcasing achievements, and celebrating different cultures, the network aims to create a sense of pride, belonging, and unity. During 2024/25 members of the EMA supported several events including the ASFA conference and a portrait exhibition to celebrate South Asian heritage.

Disability Matters Network

Our Disability Matters network has continued to contribute to achieving an inclusive workplace. Throughout 2024/25, we have worked in close partnership with organisations such as the Neurodevelopmental Support Team at Nottinghamshire County Council, the Dyslexia Association, and disability networks from Derbyshire Fire and Rescue Service, Derbyshire Police, and Nottinghamshire Police.

Together, we have co-hosted several events focused on raising awareness of neurodiversity in the workplace. Additionally, we have provided valuable support to staff navigating their journey from diagnosis to securing appropriate workplace reasonable adjustments.

Healthy Minds Network

This year, we launched our Healthy Minds network to support employee mental health and wellbeing. The network aims to promote positive mental health by hosting events and meetings that reduce stigma and encourage open conversations about emotional and mental challenges. It also supports events where current and retired staff can connect in relaxed settings, while raising awareness of available support and services.

Armed Forces Network

This year, we proudly launched our Armed Forces Network, building on our status as Gold Award holders under the Armed Forces Covenant. The network aims to bring together Veterans and serving Reservists, creating a supportive space for social connection, open conversation, and shared experiences.

It will also focus on enhancing the support we offer to Armed Forces personnel and Veterans through engagement with community groups, other agency networks, and by providing opportunities for training, development, and wellbeing.

Recognised Representative Bodies

The Service formally recognises Unison and the Fire Brigades Union as employee representative bodies with negotiation rights. Additionally, the Fire Officers Association and the Fire Leaders Association contribute to broader workforce engagement and support our overall approach to industrial relations.

Annual Delivery Plan 2024/25

Our Annual Delivery Plan outlines the work we will do during the year towards delivering the commitments set out in our CRMP 2022-25.

It focuses on our six strategic goals:

- **Strategic Goal 1:** We will help people stay safe from fires and other emergencies
- **Strategic Goal 2:** We will improve fire safety in the buildings people live and work in
- **Strategic Goal 3:** We will respond immediately and effectively to emergency incidents
- **Strategic Goal 4:** We will continue to support and develop our workforce and promote an inclusive Service
- **Strategic Goal 5:** We will continue our improvement journey to deliver an outstanding Service
- **Strategic Goal 6:** We will manage and invest in our Service to ensure it is fit for the future

In this ASoA we will present information about our performance and the work we have been doing to achieve the objectives outlined in the annual delivery plan for 2024/25.

Strategic Goal 1: We will help people stay safe from fires and other emergencies

This goal focuses on our statutory duty to prevent fires and other emergencies from happening.

In 2024/25 our key objectives were to:

- Deliver Safe and Well Visits to **15,000** homes to provide advice, install smoke alarms and other safety equipment. We will target those people at higher risk, with a particular focus on those over 65 years old or who consider themselves to have a disability
- Develop our understanding of communities and the people who live in them, using data from the 2021 Census, to help target and engage with those most at risk, in an inclusive way

Our focus for improvements included:

- Develop our Prevention system (CFRMIS) to improve mobile working, the productivity of our staff and the customer experience, making self and partner referrals more accessible and improve ease of use
- Implement a review of how we deliver Prevention services & activities via an improved department structure

During the year:

- We completed 15,207 Safe and Well visits
- 55% of Safe and Well Visits were delivered to people over 65 and 47% were delivered to people who considered themselves to have a disability

- The Safety Zone programme reached 3,217 Year 5 and 6 pupils
- We attended 571 fire, road and water safety initiatives
- We supported 48 national safety campaigns
- We processed 114 fire safety interventions to young people who have shown an interest in setting or playing with fire

We delivered 17 Data Intelligence Community Engagement (DICE) activities targeting the most vulnerable in our communities. We also undertook 14 Community Reassurance and Engagement (CraE) activities following serious fires across Nottinghamshire – through these activities, prevention teams, supported by crews engaged with 3,234 properties.

Research from Nottingham Trent University informed the development of a mapping tool (CEDFRAC) to identify areas where educational efforts can have the greatest impact. This tool will be tested in 2025–26 during Data-Led Community Engagement (DICE). The research was presented to the NFCC’s Academic Collaboration, Evaluation and Research Group (ACER) in March 2025.

We continued to develop the system we use to record and manage important safety information about buildings and people in our communities. We have reviewed how the Community Fire Risk Management Information System (CFRMIS) is used and how processes and functions could be improved to help our staff carry out their work more effectively. The project is set to continue into 2025/26 and is referenced later in this document.

The Prevention Department underwent a major restructure to refocus officer time on direct delivery. The changes also strengthened support from operational managers for local delivery and partnership work. The new Community Safety and Engagement Service includes two teams: the Persons at Risk Team (PaRT), responsible for Safe and Well visits and follow-ups with vulnerable residents; and the Community Engagement, Education and Partnerships Team (CEEP), which leads on engagement and education. They work closely with partners to support effective delivery.

Other Highlights

Our CRMP outlines the importance of our prevention work in reducing both the number and impact of emergency incidents. Throughout 2024/25, we have used our insight into local communities to focus our efforts where they are needed most, making the most of every opportunity to have a positive impact.

Engagement

The department restructure has enabled more support for frontline engagement activities. Over the past two years, crews have built stronger relationships with community groups, through our community befriending scheme, supported by guidance from and aligned with the Safer Communities Strategy.

Using research insights from In2People (an independent provider of HR and organisational development services) and work by Nottingham Trent University (which mapped demographics, incident data, and risk factors), the CEEP team is now forming long-term relationships with key community groups. These will include joint events, projects, and shared learning. As part of this work, a “Have a Go” day was held with Djanogly City Academy at Stockhill Fire Station in November 2024.

The CEEP team prioritises high-attendance events where key safety risks can be addressed and where underrepresented groups can be reached. When possible, they also support smaller, local events alongside crews.

Education

The team took over chairing the Nottingham Safety Education Partnership, bringing in new partners like the Canal and Riverside Trust and updating our “risky room” resource to improve delivery and evaluation of fire safety education.

A review of the Firesetter Programme in September 2024 led to its relaunch as Fire Safety Interventions, aligned with NFCC guidance. With trained staff now in place, 114 referrals have been processed so far.

Referrals from the Youth Justice Service for young people involved in minor driving offences were introduced, drawing on best practice from Leicestershire Fire and Rescue. Delivered one-to-one by CEEP officers, these sessions have already supported eight young people, with positive court feedback and more referrals expected.

The team also delivered interactive water safety sessions at Police Cadet events across Nottinghamshire, which will continue into the next year.

Partnerships

Community Advisory Group membership expanded from 6 to 9, now including representatives linked to the Sikh, Muslim, Black Majority Churches, minority-owned businesses, the Ukrainian Cultural Centre, and professionals from Police, Health, and Local Authorities. With the new team in place, safeguarding processes have been adjusted to improve how concerns are managed. New systems support learning from Serious Adult Reviews, Domestic Homicide Reviews, and Child Death Reviews.

District Station Managers now attend Community Safety Partnerships, allowing the wider team to take part in community safety and anti-social behaviour meetings. We now chair multi-agency risk assessment conferences for domestic abuse, which are held every two months. The Community Safety and Engagement team also contributes to key local partnerships, including:

- Nottinghamshire Fraud Partnership
- Tobacco Control Alliance & Illicit Tobacco Group
- Violence Against Women and Girls Partnership
- Serious Violence Reduction Partnership
- Preventing Violent Extremism Partnership
- Modern Slavery Partnership

Supporting vulnerable individuals

Partnership training on the Charlie P methodology was updated in July 2024. Our Charlie P tool is used to identify individuals most at risk from fire in the home and helps to evaluate key factors that may increase fire vulnerability.

To improve efficiency and engagement, sessions now run quarterly at Highfields and Mansfield and can be booked online by partners across the city and county. Bespoke training was also delivered to Nottingham City Housing staff, enabling them to carry out basic fire safety checks and refer more complex cases to us. This has led to fewer, but higher-quality, referrals.

Over the year, 8,628 referrals came from partners, and 1,439 were made by the public—an ongoing year-on-year increase that reflects growing confidence in our support for vulnerable people.

The introduction of PaRT Case Officers has strengthened quality assurance and ensured consistent attendance at high-risk review groups, multidisciplinary meetings, and hoarding panels.

Working with Nottingham Trent University, we evaluated Safe and Well data. Findings, presented at the ACER conference, showed SWV interventions are effective in reducing fire risk among individuals, whilst also highlighting areas for data quality improvement. These are now being addressed through the CFRMIS project.

Fire Investigation

The core work of the team involves investigating complex fire scenes, often alongside Police colleagues. A significant portion of their caseload involves fire-related deaths and incidents linked to criminal activity. These require extensive work both on-scene and post-incident, including fatal fire reports

for H.M. Coroner, witness statements, and preparing evidence for judicial or civil proceedings.

Following investigations, the team often refers cases to internal departments such as Fire Protection and Persons at Risk teams to help safeguard vulnerable individuals. This can lead to immediate prevention actions by crews, including Safe and Well Visits (S&WVs) and addressing potential arson threats.

The team includes two fire investigation dogs and their handlers, who help identify ignitable liquids used to start or intensify fires. These dogs are a shared East Midlands resource, funded by Nottinghamshire, Leicestershire, Lincolnshire, and Derbyshire FRS, and can be deployed nationally. The handlers also deliver tier 1 fire investigation training to supervisory managers.

In 2024/2025, the team carried out 105 investigations across Nottinghamshire, including seven fatal incidents.

Strategic Goal 2: We will improve fire safety in the buildings people live and work in

This goal is focused on our statutory duties to enforce fire safety regulations.

In 2024/25 our key objectives were to:

- Complete 2,000 fire safety audits, targeting high risk buildings
- Complete 1,500 business safety checks on business premises
- Promote fire safety in our communities through business engagement and networks
- Proactively work with building owners to reduce call outs to false alarms and people marooned in lifts

Our focus for improvements included:

- Working with regional partners to support the implementation of a new Building Safety Regulator
- Embedding changes in our ways of working in response to new responsibilities imposed by the Building Safety Act 2022

During the year:

- We successfully prosecuted one business for compliance breaches under the Regulatory Reform (Fire Safety) Order 2005
- We completed 1,113 fire safety audits
- We carried out 1,545 business safety checks
- We have continued to work alongside our partners as part of the Joint Audit and Inspection Team to inspect fire safety compliance in high-risk residential buildings

- We completed 640 statutory building consultations with a further 155 follow up consultations
- We responded to 317 statutory consultations on licensing applications with other licensing authorities
- We conducted 27 shadow inspections in support of staff who are training as Fire Safety Advisers
- We attended 171 incidents involving persons trapped in lifts, which is a 7% decrease on 2023/24

We also experienced an increase of 1.5% in the number of incidents which were classified as Unwanted Fire Signals (UwFS). This reflects a national trend and can be attributed to several reasons. We continue to work proactively with building managers to understand and address the causes of such incidents.

Other Highlights

Our Protection activity is focused on keeping people safe in buildings that are regulated under the Regulatory Reform (Fire Safety) Order 2005, Fire Safety (England) Regulations 2022 and the Building Safety Act 2022. This statutory legislation relates to non-domestic premises which includes business premises, hospitals and care homes, high-rise buildings and student accommodation blocks.

Business education and engagement

As part of our statutory duty to educate and advise businesses, our business support team have used a range of activities and methods to engage with local businesses to provide guidance, support and advice on fire safety matters.

Following serious fires, the team undertake business reassurance and engagement (BRaE) activities to provide reassurance and support to local businesses, including fire risk assessments, business continuity guidance

and information on keeping their premises safe from fire. In 2024/25 the team undertook 14 BRaE initiatives, leading to 113 direct engagements with local businesses.

During 2024 we launched our Diverse Interactions through Business Support (DIBS) initiative targeting small independent business owners (many from minority communities) to offer tailored fire safety advice and to support compliance. Over 3 events across the county, 107 businesses were offered support and information packs to assist with completing a Fire Risk Assessment.

We have continued to support business owners through a mixture of online workshops, local authority initiatives (Pubwatch), partnership events and direct enquiries. This has resulted in 404 engagements being delivered. We continue to provide advice to companies who have business premises within more than one fire and rescue service area through the Primary Authority Scheme.

During the life cycle of the 2022–25 CRMP, Nottinghamshire has seen an increase in the development of high-rise residential buildings. This has created an increase in fire alarm systems and provision. National Fire Chiefs Council guidance has also placed greater emphasis on buildings that are deemed to be of higher risk, requiring enhancements in fire alarm provision. These changes have contributed to an increase in the number of unwanted fire signals.

We continue to work with large organisations to reduce these unwanted fire signals with regular contact meetings and reports to identify trends and areas for improvement. These relationships have led to improved contractor procedures and redesign of equipment installations where necessary to meet our objective.

Fire Safety Inspections

Our Protection department is responsible for auditing and inspecting non-domestic premises as part of our statutory duty.

We work with landlords, business owners and those with responsibility for the management of non-domestic premises to ensure that they comply with fire safety regulations designed to keep the public safe from fire. Our inspectors provide advice, educate and, where necessary, issue advisory and statutory enforcement notices to make sure buildings are managed and maintained in line with the law. We have increased the size of the inspections team to ensure that we can meet increasing demand and keep our communities safe.

To ensure the public has trust in our fire safety inspectors we adhere to the NFCC Competence Framework for Fire Safety Regulators. This requires staff working on higher risk buildings to have additional professional accreditation through a robust and thorough application process with the Institution of Fire Engineers. Two Fire Safety Inspectors achieved membership to the Auditors Register in 2024 and we continue to support further applications.

We continue to develop the skills of the specialist staff within our teams to help ensure that we are prepared to meet the challenges that new legislation will bring in the future. This includes the development of staff in fire engineering, smoke control, sprinkler systems, external wall cladding and fire door safety checks.

We have continued to develop and support operational managers who are now trained to inspect business premises in accordance with national competency standards. This increased capacity has allowed the service to audit lower risk business premises to ensure that they comply with the relevant fire safety legislation.

Consultations

We have continued to fulfil our duty as a statutory consultee for fire safety in new developments as part of the building control process.

Our work has continued to improve fire safety standards across the county in non-domestic premises as we engage and consult with other regulators including Environmental Health, Health and Safety Executive, Nottinghamshire Police, Care Quality Commission, Ofsted and The Food Standards Agency.

We form part of the consultation process for all planning applications, including those aligned to the development of Battery Energy Storage Sites (BESS) across our county.

Collaboration

Since the Fire Safety (England) Regulations 2022 became law in January 2023, we have provided support to businesses regarding the implementation of the new legislation. The legislation has been implemented to improve the safety in high rise residential buildings and provide safety critical information about the buildings to the fire & rescue service.

We are also supporting the new Building Safety Regulator in their work to implement new regulations designed to ensure new and existing high rise residential buildings keep their residents and visitors safe from fire.

The service is supporting this regional response by working in collaboration with our colleagues in Leicestershire Fire & Rescue Service and the Building Safety Regulator, which is part of the Health and Safety Executive, in a collaborative approach to the implementation of the new regulations.

We actively support the National Fire Sprinkler Network and British Automatic Fire Sprinkler Association to help promote and provide guidance on the installation or retrofitting of sprinkler systems. We have seen the publication of 4 “Sprinkler Saves” reports for premises in Nottinghamshire which are shared with local MP’s, National Fire Chiefs Council & All-Party Parliamentary Group (Fire & Rescue) to raise awareness and produce evidence of their effectiveness. We continue to advocate for their installation within student accommodation and other premises.

The team has developed collaboration opportunities with the Police, providing fire safety input to their Designing Out Crime team and working closely with Licensing Officers to ensure landlords are meeting their legal duties in Nottinghamshire.

To help improve standards within the UK built environment we file reports with CROSS (Collaborative Reporting for Safer Structures) and other relevant groups to highlight significant fire safety challenges. During 2024/25 we have had number of reports published to share learning with the wider sector.

Strategic Goal 3: We will respond immediately and effectively to emergency incidents

This goal focuses on our statutory duty to respond to emergencies.

In 2024/25 our key objectives were to:

- Respond to incidents within an average time of eight minutes
- Evaluate the impact of Ashfield Fire Station returning to 24/7 crewing in November '23
- Consider recommendations identified within the Fire Cover Review, being undertaken as part of the development of our next CRMP
- Successfully disaggregate from our current tri-service arrangement, ensuring no discernible impact on our communities because of doing so

Our focus for improvements included:

- Implement our new Replacement Mobilising System in partnership with our colleagues in Joint Fire Control and Derbyshire Fire and Rescue Service
- Provide our crews with secondary & tertiary hardware devices to ensure they will always have access to risk information, at the right time, in the right place when responding to incidents
- Provide our National Inter-Agency Liaison Officers (NILOs) with an additional airwave radio to improve their communications
- Develop & improve the decontamination of firefighting equipment and PPE after firefighting
- Provide NILOs and Station Managers with Body-worn Cameras to enable us to better learn from incidents

During 2024/25:

- We attended 10,910 incidents, an increase of 3% compared to the last ASoA reporting year – 2023/24
- We responded to incidents in an average time of 7 minutes and 58 seconds. This was 2 seconds below the target and a 17 second improvement on 2023/24
- We attended 2,849 fires, a 1.6% increase on 2023/24
- We attended 1,425 incidents which involved rescues and humanitarian assistance from either buildings, vehicles, water, confined spaces or heights. This was an increase of 6.7% on 2023/24
- We attended 628 road traffic collisions, compared to 560 in 2023/24
- We delivered 797 training courses, attended by 3,498 delegates from a portfolio of 153 different training courses
- A total of 51,583 eLearning packages were undertaken by staff

In 2024/25 you continued to be served by 30 fire engines and a range of specialised vehicles at 24 fire stations across our county.

When we receive a 999 call for help, we respond immediately with the nearest appropriate operational vehicles and equipment for the size and type of incident.

Our stations are made up of:

- Eight with wholetime crews
- Four with a mix of wholetime and on-call crews
- 12 with on-call crews

Other Highlights

Local resilience

We have continued to work collaboratively alongside our regional partners to provide operational assistance. Agreements with our neighbouring services help to provide mutual resilience, particularly at times of increased demand.

To ensure that we provide an effective response during operational incidents, we use Joint Emergency Services Operating Principles (JESIP) when working alongside other emergency services. By using these operating principles, we can resolve incidents more effectively by working together in a more structured and unified approach.

Larger scale incidents may require partners from many different agencies to work together to resolve the incident. As part of the Nottinghamshire Local Resilience Forum (LRF), we work together to share skills, information and expertise to build, test and exercise the Community Risk Register. This ensures that all agencies within the statutory partnership are prepared to respond effectively when required.

Jointly, NFRS and Nottinghamshire Police host a new LRF team, providing the secretariat function for the LRF. The LRF team have a range of responsibilities that includes delivery of the LRF workplan, supporting the effective running of the LRF, and providing a 24/7 on-call function to establish Tactical Coordinating Groups and Strategic Coordinating Groups within two hours of requests from any LRF partner agencies.

National resilience

The National Resilience Capabilities Programme (NRCP) is the government's central programme to increase the capability to respond to

major incidents. As part of this we can be called upon to provide assistance locally, or if required, regionally or nationally.

Training and competence

Our firefighters are trained to deal with many different types of incident. This requires a high standard of training, which is provided through:

- Practical and face-to-face training at our training centre
- Station based training
- Training exercises based on a variety of scenarios
- E-learning, through several digital training packages

Exercises

To ensure we are prepared, and to test our response to emergencies, we have a structured exercise programme. Exercises range from small district-level exercises to large multi-agency scenarios.

In 2024/25 we conducted:

- 33 practical exercises and 61 Tactical Decision Exercises (TDEs) that tested our capability in a range of emergency scenarios including high rise buildings, major road traffic collisions, water rescues, terrorist attacks, and hazardous material releases
- 5 other specialist training events specifically to test our effectiveness in working with other emergency partners to ensure that we are able to work collectively to resolve incidents. Most notably, one at Trent Bridge Cricket Ground which tested our joint response to a significant emergency incident at a sports entertainment venue

Productivity

The performance of response crews in the delivery of our other services continued to improve in 2024/25. Last year, response crews delivered:

- 12,581 Safe & Well Visits enabling the service to exceed its target of 15,000
- 1,546 Business Safety Checks, which is a 50% increase on those completed in 2023/24 and surpassed the target that had been set
- 180 community befriending scheme activities constituting over 500 hours spent engaging with community groups

In addition, response crews have supported over 500 community safety education events, maintained operational competence through engagement in a full training and exercise programme, and ensured that all 565 documents relating to Site Specific Risk Information are up to date.

On-call availability

We have worked hard over the past year to further develop the sustainability of the on-call workforce, including the ongoing recruitment and training of new firefighters.

With the assistance of our on-call support team throughout 2024/25, our on-call appliance availability averaged 83.8%, making us one of the best performing services for on-call availability in the country.

Specialist appliance review

During 2024/25 we have continued the implementation of the recommendations of the special appliance review which was conducted in 2021/22. The review considered the efficiency and effectiveness of our special appliances fleet; how they meet the needs of our communities, where they are located, how they are crewed, and how they contribute to the mitigation of risk.

Significantly, during 2024/25 we have invested £100,000 on supplementing our capability to respond to wildfire incidents, which included the purchase of the Polaris rural firefighting unit. Projects to replace our aerial ladder capability and command support unit have progressed well (with the latter due to be received into service in 2025).

Evaluation of Ashfield Fire Station crewing changes

Following the reinstatement of 24/7 crewing at Ashfield Fire Station in November 2023, we have evaluated the impact of this adjustment and identified:

- A reduction in reliance on over border support from Derbyshire Fire and Rescue Service
- An increase in productivity in prevention and protection activities in the Ashfield area
- Significantly improved attendance times in Ashfield district (with no detrimental impact elsewhere)
- Increased capacity at Ashfield to undertake Community Befriending activities with local groups

Fire Cover Review

As part of developing our next CRMP, we conducted a comprehensive fire cover review. Emergency response is a critical role of our service and a key aspect of our commitment to public safety. To ensure an objective and evidence-based approach, we worked with independent experts from Operational Research in Health (ORH).

The review examined five years of operational incident data and was carried out using nationally recognised methodologies developed by the NFCC in partnership with ORH.

The review concluded that there is a strong correlation between the locations of our fire stations and the areas of greatest operational demand. This means that our resources are generally well located to meet current demand patterns.

Replacement Mobilising System (RMS)

We have continued to work closely with Derbyshire Fire and Rescue Service and Joint Fire Control to develop our new mobilising system. Preparation for the project involved the successful disaggregation of Leicestershire FRS from the tri-service agreement, which was achieved in October 2024. This multi-year project, scheduled for completion in summer 2026, was divided into six key components to enable focused procurement and attract a broader range of suppliers:

- Integrated Communications and Control System (ICCS) and Computer-Aided Dispatch (CAD)
- Station End Equipment
- On-Call Alerting
- Mobile Data Terminal (MDT) Hardware
- MDT Software
- Network

Procurements and contracts have all been awarded and we continue to work with suppliers to progress the project, in a staged approach to completion.

To ensure uninterrupted service to our communities during the transition, we have extended our contract with the current system provider.

Operational equipment

During 2024/25 we introduced some new operational equipment to assist our firefighters at incidents. These included:

- New battery powered ventilation fans which provide our firefighters with more flexibility and capability when ventilating buildings involved in fire
- Electric vehicle fire blankets to assist crews when dealing with fires involving electric vehicles

- Upgraded particulate filters to provide greater protection against contaminants, for use with existing respiratory protective equipment
- Body-worn Cameras, which have been trialled, to provide protection and improved operational learning for crews (expected to be in use during 2025)

National Interagency Liaison Officers (NILO) were issued with a second Airwave Radio handheld receiver in January 2025. The provision of an additional radio enhances our ability to communicate with other agencies and Joint Fire Control during incidents, improving situational awareness.

Decontamination facilities

Protecting our crews from the toxins and contaminants associated with operational incidents they attend is of utmost importance. As part of our ongoing commitment to safety, during 2024/25:

- Specialised breathing apparatus washing equipment came into use
- Portable open-air hanging rails were provided to allow contaminated PPE to 'gas-off' in open air away from clean PPE
- External PPE Containers have been supplied on stations, for contaminated equipment, awaiting collection by specialist cleaners
- Spare helmet cradles were provided, to allow crews to change contaminated parts of their helmets following incidents, while remaining operationally available

Strategic Goal 4: We will continue to support and develop our workforce and promote an inclusive Service

This goal focuses on inclusion and the development and wellbeing of our workforce.

In 2024/25 our key objectives were to:

- Welcome 20 new wholetime apprentice firefighters, to begin training in April
- Continue to embed the Core Code of Ethics into our service values and behaviours, and act on the relevant learning from reports across the sector in relation to culture
- Complete implementing the actions identified in our independent culture review
- Host the ASFA conference in July 24 and deliver NFRS staff conferences

Our focus for improvements included:

- Establish an effective succession, leadership development and talent management process to support our workforce in their development
- Develop a 10 Year Plan which commits to improving diversity across Nottinghamshire Fire & Rescue Service, ensuring we are more representative of the community that we serve
- Review our structures and the capacity our ICT department
- Continue to roll out our new, more inclusive uniform

- Work with Nottingham Trent University to further develop our understanding of the communities within Nottinghamshire, to better engage and work with them

During 2024/25:

- 20 new wholetime apprentice firefighters began their initial training on a recruit course held at our Service Development Centre. 19 of these completed their initial training and were deployed to stations to continue their development
- We undertook a review of key departmental functions to ensure they continue to provide high-quality services that meet evolving demands and support the delivery of priorities set out in the Community Risk Management Plan (CRMP). As part of this work, the Service has completed a restructure of the Prevention department, initiated a review of the People and Organisational Development department, and commissioned a digital maturity assessment, which will inform a restructure of our ICT Department
- We completed a project to further embed the core code of ethics into our Service including a review of our policies and procedures across all departments. We also rolled out e-learning and a revised communications plan to ensure full awareness. This work also included assuring our performance against the Fire Standard for the Core Code of Ethics
- We hosted the Asian Fire Service Association (AFSA) conference in Nottingham which was attended by fire services from across the country. This enabled us to showcase our work in engaging with diverse communities and our improvement journey over the last few years
- We held staff conferences over four days at the Hindu Temple and Community Centre in Nottingham
- Following the conclusion of trials, the procurement of our new inclusive uniform was completed. The new uniform will be rolled out in Spring 2025

Other Highlights

Values, culture and standards of behaviour

We continued to make positive strides in strengthening our organisational culture. We have reviewed and are now enhancing our staff training on equality, diversity, and inclusion. In addition, we have begun developing a cultural dashboard to help measure and manage our performance in these areas more effectively. To deepen our understanding of the communities we serve, we also collaborated with Nottingham Trent University and In2People.

We have been graded as 'Good' for 'promoting the right values and culture' in our last two inspections by HMICFRS. The 2024 inspection recognised that "the service continues to have well-defined values which staff understand," and highlighted "a positive working culture throughout the service, with most staff feeling empowered and willing to challenge poor behaviours."

On 1 August 2024, HMICFRS published a report titled "Standards of Behaviour – The Handling of Misconduct in the Fire and Rescue Service", which included 15 recommendations for all fire and rescue services to review and address. In response, we continue to take steps to strengthen conduct and professional behaviour across the organisation.

Staff Survey

During 2024 we conducted a staff survey which focused on aspects of the work environment that the organisation can influence and how staff feel. The survey was completed by 68% of our staff (a 5% increase on our last survey in 2022) and provided value insights including:

- 82.3% feel welcomed and included at work
- 81.4% find their work meaningful
- 85.5% staff feel like they have strong working relationships

- The top four words to describe the culture of Nottinghamshire Fire and Rescue Service are: “performance-focused”, “respectful”, “inclusive”, and “welcoming”

Leadership development

We continued to invest in talent development across the organisation through a structured programme aimed at supporting both current and future leaders. The Organisational Development and Inclusion team actively engaged with individuals and teams, using diagnostic tools and coaching techniques to enhance leadership capability and personal development.

Workforce and recruitment

At the end of 2024/25 we had a workforce of 835 people, compared to 826 in 2023/24. This is made up of 662 staff in operational roles and 173 staff in support roles. A total of 63 people left the service during the year, of whom 22 were wholetime firefighters, 18 were on-call firefighters and 23 were support staff.

During 2024/25, we recruited to 76 roles: 25 wholetime firefighters, 22 on-call firefighters and 29 support staff roles.

Workforce diversity

Progress also continued towards our long-term objective of improving workforce diversity.

We commissioned research from In2People to explore the perceptions, barriers, accessibility and engagement with the Service amongst women and racially minoritised groups within Nottingham City. The insights provided by this work have supported the development of a robust plan to improve workforce representation.

As part of developing our next CRMP we have developed a new People and Culture Strategy, supported by an accompanying Workforce Plan and updated key performance indicators.

In 2024/25:

- The number of female firefighters within the service was 57 compared to 55 in 2023/24
- 8.1% of our workforce were from racially minoritised groups, compared to 6.9% in 2023/24

Health and wellbeing

The Occupational Health & Fitness team is committed to promoting and delivering comprehensive employee health and wellbeing support. The team provides clinical support, fitness testing, and rehabilitation programmes, aiming to offer a holistic approach that addresses physical, psychological, and mental health needs.

Key services include an Employee Assistance Programme (EAP), a BUPA cashback scheme, targeted psychological therapy, and physiotherapy. Policies and procedures are currently under review to ensure safe, effective practice and to focus resources where they are most needed.

A new manager referral process has been introduced, alongside a relaunched Attendance Policy that reflects these updates. The Psychological and Mental Health Policy is also under review to improve access to specialist support, including therapy for complex mental health issues such as trauma.

The team is increasing its visibility through on-site engagement and the promotion of wellbeing initiatives. A more collaborative approach—working with senior leaders, managers, HR, the FBU, and employees—ensures

transparency and strengthens the delivery of support across the organisation.

In 2024/25:

- 99.7% of our operational staff passed their annual fitness test
- 58 accidents were reported in the workplace, compared with 43 in 2023/24
- 76 near misses were reported, compared to 47 in 2023/24
- Sickness absence accounted for the loss of 5.36% of working time for Wholetime operational staff, which is below the national sector average of 6.21%
- Sickness absence within support roles equated to 4.39% of working time, which was higher than the national sector average of 3.69% but an improvement on 2023/24 where working time lost was 5.87%

Strategic Goal 5: We will continue our improvement journey to deliver an outstanding Service

This goal focuses on the continuous improvement of our services, systems and processes.

In 2024/25 our key objectives were:

- Review our HMICFRS Report, ensuring that any learning & improvements identified are captured and planned for.

Our focus for improvements included:

- Roll out secondary devices on our appliances, to improve access to risk information and support mobile working
- Continue to develop our Business Intelligence (BI) capability to better support performance management and decision making
- Develop our primary customer database (CFRMIS) to improve its functionality and use by a range of our teams
- Digitise and improve our processes, particularly in relation to travel & expenses, HR process and phones
- Ensure we capture and utilise learning across the service, by developing and embedding a new Evaluation framework & methodology

During 2024/25:

- We received the report from our latest HMICFRS inspection. We were graded as 'Good' in 10 from 11 areas and 'Adequate' in the eleventh. The report noted a single area for improvement (Afl),

the lowest number of AFIs for any service in this round of inspections

- The deployment of secondary devices, which will enhance crew access to risk information and support improved mobile working was integrated into the Replacement Mobilising System project
- We have enhanced our data capture processes to ensure greater scrutiny and transparency, providing confidence in the accuracy and reliability of the reported data
- We have continued to develop the Community Fire Risk Management Information System (CFRMIS), which captures and manages vital safety information about buildings and individuals within our communities. This system supports the effective work of our Prevention, Protection, and Response teams

As part of our ongoing development of our business intelligence capabilities to support performance management and informed decision making, we have provided operational staff with guidance on effectively using our BI system to monitor and enhance station-level performance. We have also updated our performance reporting software and introduced a service desk ticketing system to improve the efficiency and responsiveness of the BI team in supporting our workforce.

Ongoing development will focus on improving functionality to better support our teams, while ensuring continued compliance with GDPR and the safeguarding of public information. As part of this, staff will be equipped with new devices to increase efficiency and provide improved access to risk information.

Key improvements included:

- We trialled new mobile devices
- We added NFCC Safelincs to better support SWV referral process

- We upgraded our Building Regulations portal so that building owners can send us information more easily and electronically
- We began work on improving the quality and accuracy of the data we hold
- We continued to move away from paper-based systems, which will also help us protect personal data more effectively

We have continued to enhance our processes by providing best practice training to crews and teams responsible for entering data into our systems. With IT support, we have also developed a more streamlined method for our staff to access frequently used digital forms.

We appointed an Evaluation and Benefits Management Officer to develop an Evaluation Framework. This framework is designed to provide managers with a structured approach to conducting evaluations and outlines the key components needed to guide the process in alignment with our evaluation principles and NFCC guidance. The framework is scheduled to go live in summer 2025.

Other Highlights

Cyber Security

Maintaining the security of our systems and data is a priority. The threat of cyber-attacks is a constant risk for all organisations, particularly in the public sector. Updating our practices and monitoring these threats is vital to ensure that we can deal with current and future risks.

In 2024/25 we counteracted 444,355 threats, which included spam, malware and viruses. We have also again achieved Cyber Essentials certification. The independently verified accreditation demonstrates our cyber security commitment to the public and provides stakeholders and other partners with reassurance of compliance.

Strategic Goal 6: We will manage and invest in our Service to ensure it is fit for the future

This goal is focused on financial and environmental sustainability.

In 2024/25 our key objectives were:

- Develop, consult on and ultimately launch our new CRMP, which will outline the strategic direction of the service from 2025 to 2028.
- Continue the rollout of our Heavy Fleet Replacement programme, including a refresh of our Fire Appliances.

Our focus for improvements included:

- Improve the sustainability of our estate, for example by replacing gas fired boilers at Highfields with air source heat pumps and low energy lighting

During 2024/25:

- We developed our CRMP for 2025–2028, which outlines how we will deliver fire and rescue services across Nottingham and Nottinghamshire over the next three years. It sets out our key priorities and ambitions, aligned with our long-term vision to become an outstanding fire and rescue service, as detailed in Our Ambition 2032—available on our website
- Developed in collaboration with local communities and stakeholders, the plan reflects both local needs and the risks we face. Through stronger partnerships with community groups across the City and County, we've gained a deeper understanding of local concerns and priorities. These relationships played a key role in our public consultation in late 2024, helping us target our resources where they

are most needed—to protect those at greatest risk from fire and other emergencies

- While financial uncertainty remains a challenge, we are committed to making evidence-based decisions using the best available data. This ensures we meet our statutory duties while providing effective, efficient services within a balanced budget—delivering a fire and rescue service that is fit for the future, and both financially and environmentally sustainable
- We have continued to roll out a new fleet of 17 new fire appliances. 4 new engines have been completed with a further 13 expected to be in service during 2025/26. The new appliances have been developed with a 'clean-cab' concept to help protect our firefighters from potentially harmful contaminants following incidents
- We have also been developing a new Command Support Unit (CSU). The CSU is expected to be in service in 2025 and will be one of the most advanced vehicles of its type in the country
- We have awarded a contract for a new Arial Ladder Platform (ALP). The new vehicle will provide an increased reach of 45 metres and is expected to be in service during 2026

Other Highlights

We have continued to upgrade our buildings around the county to ensure that they remain fit for purpose and more sustainable for the future. In addition to general maintenance and upkeep works across the estate during 2024/25:

- We have completed refurbishments at 7 stations across the county. The upgrades at Ashfield, Bingham, Blidworth, Collingham, Harworth, Misterton and Stapleford provide improved access and inclusive facilities to support the recruitment and retention of a diverse workforce
- Upgrades to training and welfare facilities at Service Development Centre have been completed

- Working at height training provision has been improved at stations across the county, with structural repairs being carried out on training towers at Mansfield, West Bridgford and Collingham stations
- Welfare facilities have been upgraded at Collingham and Warsop stations
- Preparation for improved access control across our estate has been carried out
- Additional EV charging points have been installed at Bingham, East Leake, Retford, Edwinstowe and Misterton
- Scoping and consultation work has commenced for the proposed building of a new fire station at Stockhill

We have continued upgrade our light fleet vehicle resource with the introduction of:

- 2 hybrid vehicles for our Protection and Prevention teams
- A new vehicle at Hucknall station to support out Marauding Terrorist Attack (MTA) capability

Financial sustainability and capital expenditure

The current economic climate remains uncertain with many external influences both in the UK and abroad.

During 2024/25 CPI inflation increased from 2.3% at the beginning of the year to 3.5% at the end of the year.

The Authority has benefited from the increase in interest rates in terms of the interest we earn on our cash balances, however this also increases our cost of borrowing for our capital programme.

Against this backdrop, we reviewed our capital expenditure plans for the next ten years. We have prioritised spending capital to support delivering our Strategic Goals.

This includes investing in new appliances and a replacement mobilising system, making essential improvements to our existing estate to improve accessibility and provide an inclusive environment for staff and visitors and rebuilding Stockhill Fire Station.

We will always try to provide the best possible service to our communities with the financial resources available. Providing value for money is a priority when planning for the future.

As part of those plans, we work hard to ensure that the service we provide is both financially and environmentally sustainable. This means ensuring that our buildings, vehicles and equipment remain fit for purpose and cost effective and allow us to provide an effective and efficient service.

Financial Performance

Under the Local Government Act 1999, fire and rescue services are responsible for ensuring that their business is conducted in accordance with the law and proper standards, and that public money is properly accounted for and used economically, efficiently and effectively.

We provide financial assurance through the publication of an Annual Statement of Accounts. This is a statutory requirement under the Accounts and Audit Regulations 2015, and the accounts are prepared following the Code of Practice on Local Authority Accounting. The financial statements are subject to review by independent auditors.

Our appointed external auditor for 2024/25 is KPMG. The auditors are responsible for auditing two key areas:

Firstly, financial statements. Then, our use of resources – concluding on the arrangements for securing economy, efficiency and effectiveness (the value for money commentary).

Internal audit forms part of the wider system of internal control which deals with our exposure to financial, and to some extent, non-financial risk.

Our internal audit function is provided by Nottinghamshire County Council. The 2024/25 Internal Audit Annual Report provided a judgement of Substantial Assurance around the service's arrangements for corporate governance, risk management and the control environment.

The full report is to be considered by the Finance and Resources Committee Authority in June 2025. This will allow members to see the work of the internal audit and the contribution that it makes to the overall system of internal control.

2024/25 Financial Budget

The 2024/25 budget was set at £52.688m including the anticipated use of £138k of the budget pressure reserve. During the year additional use of other specific earmarked reserves were approved increasing the budget to £52.720m.

We underspent by £772k (1.46% of the revised budget), and the budget pressure reserve of £138k was not required.

The underspent budget has been moved to reserves:

- £200k has been earmarked for anticipated costs relating to the replacement mobilising system
- £120k to fund additional resource for the CFRMIS project
- £225k to provide the Authority with one-off support across the following areas Project Management, Health & Safety, Business Intelligence and Procurement
- £40k to a Quantity Surveyor to support the Access and Inclusion project
- £20k to develop the Authority's Environmental Sustainability Strategy

- £20k Senior Leadership Development
- £13k has been moved to the General Fund Reserve

Capital expenditure for the year totalled £4.642m. This was lower than forecast due to options and scoping works on some of the larger schemes taking longer than anticipated to ensure the best solutions are being pursued. The major areas of spend were replacement fire appliances, access and inclusion programme and the Replacement Mobilising System. Reserves at the end of March 2025 were £11.530m.

Governance Statement

The Annual Governance Statement publicly explains how we manage our governance and internal control measures. It is a transparent account of how we ensure our financial management system is adequate and effective. It also ensures a sound system of internal control, assuring the utmost integrity in all our work.

The Fire Authority also has a Code of Corporate Governance in which it reaffirms its duties and responsibilities. In this document, officers support each of the code's principles with documentation or existing practices, demonstrating how the Fire Authority complies with the principles that make up the code.

We recognise the importance of transparency over how public money is spent. The Local Government Transparency Code 2015 has been used as the foundation for organisational transparency. In deciding what information we should make available, as a starting point we have used the recommended data sets as defined by this code.

Governance, Monitoring & Assurance

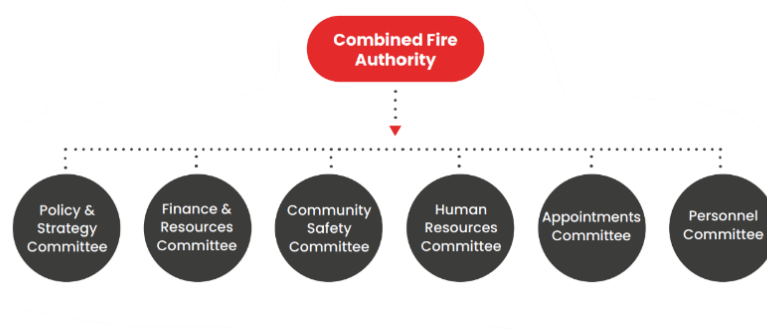
Various governance bodies and systems are required to deliver an efficient fire and rescue service to our communities.

Nottinghamshire and City of Nottingham Fire and Rescue Authority

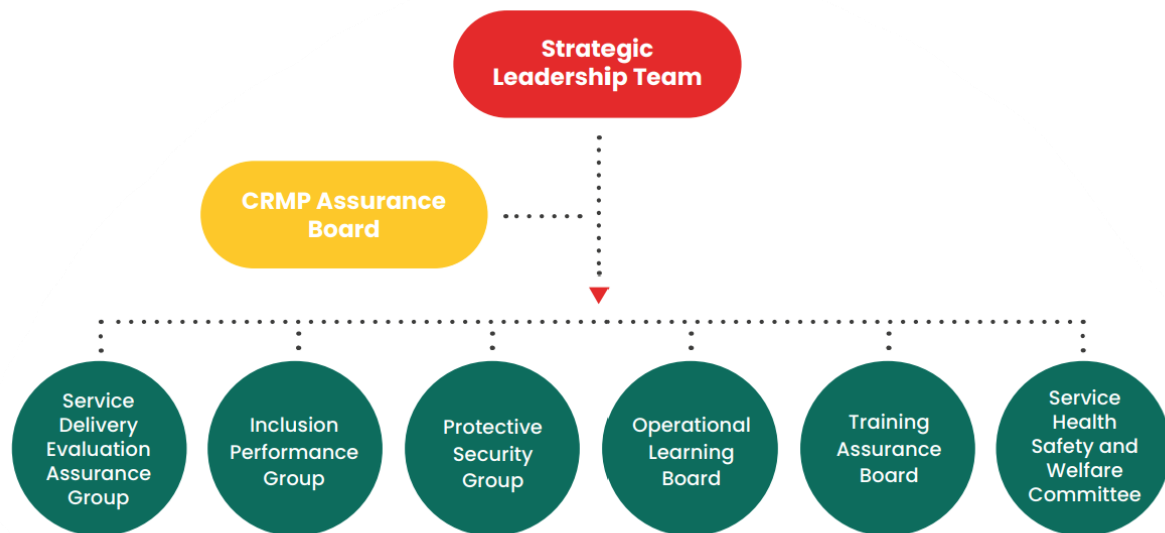
This is often referred to as the Combined Fire Authority (CFA) and is responsible for ensuring we have the people, equipment and training needed to carry out our duties in relation to fire prevention; fire safety; firefighting and rescue; road traffic collision extrication and rescue and other emergency rescue activities such as responding to flooding or terrorism.

The authority consists of 18 elected councillors from Nottingham City Council and Nottinghamshire County Council. The group is made up of six councillors from Nottingham City Council, 12 councillors from Nottinghamshire County Council, and Nottinghamshire's Police & Crime Commissioner.

There are six committees that report to the Fire Authority. Collectively these committees and the authority make decisions on key matters such as policy, strategy and budget. Meetings of the CFA and its committees are open to the public. Further information can be found on Nottingham City Council's website.



Internal Governance & Monitoring



Strategic Leadership Team

The Strategic Leadership Team is responsible for implementing the strategy and policy decisions taken by the CFA.

Under the direction of the Chief Fire Officer, the team meets to discuss service priorities, collectively understand emerging issues and determine whether additional formal reports or business cases are required for consideration.

CRMP Assurance Board

The CRMP Assurance Board focuses on the progress being made against the strategic goals in the CRMP. It meets monthly and is chaired by the Chief Fire Officer. It scrutinises performance reports and key performance indicators from all areas of the service and oversees significant corporate projects.

We have several boards and groups which monitor performance.

Service Delivery Evaluation & Assurance Group

It is important to oversee the performance of our Prevention, Protection and Response departments to monitor our progress against the standards we set. Risk and performance matters are considered, with the aim of addressing any areas of concern and highlighting and learning from areas of good practice. The Group meets on a quarterly basis.

Operational Learning Board

The Operational Learning Board meets to ensure that we can effectively learn from the operational incidents and exercises that have taken place. This board also considers learning that has come from other fire and rescue services to ensure an efficient, safe and effective operational response and to support the goal of delivering an outstanding service. This board meets every two months.

Inclusion Performance Group

Chaired by the Assistant Chief Fire Officer, the group provides oversight and assurance of matters relating to equality, diversity and inclusion. The group comprises Heads of Department, Chairs from each of our staff networks and representatives from the recognised Trade Unions. The group considers relevant performance metrics and policies through the inclusion of staff voice and meet quarterly.

Protective Security Group

Chaired by the Assistant Chief Fire Officer for Corporate Services in their role as Senior Information Risk Officer, the Protective Security Group provides guidance and leadership to maintain and improve the

compliance, integrity and availability of all assets and infrastructure across the Service. The group meets on a quarterly basis.

Service Health, Safety & Welfare Committee

Chaired by the Assistant Chief Fire Officer, the Service Health, Safety and Welfare Committee is a forum where Safety Representatives meet with line managers with responsibility for health and safety so that consultation and discussions on health, safety and welfare can take place. This group meets once a quarter.

Collaboration Board

We facilitate a strategic management board that looks for opportunities to work with Nottinghamshire Police and oversees current collaborations. The membership of the group includes the Chair of the Fire Authority, the Chief Fire Officer, the Chief Constable and the Police and Crime Commissioner. We also have a Collaboration Board which facilitates governance and reporting of our Joint Fire Control with Derbyshire Fire and Rescue Service and explores areas for continued collaboration. This is attended by Fire Authority members and senior officers of both services.

External Assurance

HMICFRS Inspection

All fire and rescue services are subject to inspection from His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS).

The aims of the inspection programme are to encourage improvement in the fire sector and to provide the public with accessible information about how their local service is performing.

This year we received the report from our latest inspection, which took place in Spring 2024. HMICFRS rated us as 'Good' in 10 out of 11 areas.

Our next inspection is expected to take place in 2026.

Assurance Declaration

The Combined Fire Authority functions within a clearly defined statutory and policy framework.

The key documents setting this out are:

- The Fire and Rescue Services Act 2004
- The Civil Contingencies Act 2004
- The Regulatory Reform (Fire Safety) Order 2005
- The Fire and Rescue Services (Emergencies) (England) Order 2007
- The Localism Act 2011
- The Fire and Rescue National Framework for England

Nottinghamshire and City of Nottingham Fire and Rescue Authority is satisfied that it has met government expectations and responsibilities expected of fire and rescue services with regard to the Fire and Rescue National Framework for England.

It is satisfied that it has shown due regard for public money and that it was properly accounted for and used efficiently and effectively.

It has adhered to the commitments set out in the CRMP for the period 1 April 2024 to 31 March 2025.



Councillor Audra Wynter
Chair of the Combined Fire Authority



NOTTINGHAMSHIRE

Fire & Rescue Service

Creating Safer Communities