

FIVE YEAR INTEGRATED RISK MANAGEMENT PLAN

2010/11 - 2015/16

Action Plan 2010/11



ROYAL BERKSHIRE
FIRE AUTHORITY

PREVENTING PROTECTING RESPONDING

Integrated Risk Management Plan 2010/11 - 2015/16

Contents:

Executive Summary	4
Chairman's Foreword	4
Integrated Risk Management Planning And How It Is Applied Across Berkshire	5
Strategic Commitments	7
Integrated Risk Management Plan Project Update	8
Long Term Strategies To Reduce Risk	11
Links To Central Government Agendas	17
Updated Project Timeline (pull out section)	19 - 22
Retained Duty System Staff Review 2010	26
Retained Duty System Firefighter Advert	28
Training Resources Review 2010	29
Heritage Buildings	30
Specialist Vehicles	30
Review Of Officer Cover 2012	31
Wildfire	31
National, Regional And Local Resilience Forums	32
Contact Us	34
Confidential Monitoring	36

यदि आप यह जानकारी हिन्दी में चाहते हैं तो कृपया हमारा संपर्क करें
જો તમને આ માહિતી ગુજરાતી માં જોઈતી હોય તો મહેરબानी કરી અમારો સંપર્ક કરો
Jeśli wymagasz tej informacji po POLSKU, proszę się z nami skontaktować
سب سے زیادہ اچھا طریقہ یہ ہے کہ ہم سے رابطہ کیجئے
اگر آپ کو یہ معلومات اردو میں درکار ہوں، تو ہم سے رابطہ کیجئے

Executive Summary

Royal Berkshire Fire and Rescue Service has continued to build upon its objectives and successes to achieve the Strategic Commitments of the Fire Authority.

Work will continue to reduce risk in local communities, the emphasis being on higher risk incidents where people are more likely to be killed or injured. The risk analysis shows this to be dwelling fires and road traffic collisions.

The Brigade actively engages with local communities in various safety initiatives to prevent incidents occurring. Activities include a comprehensive range of youth engagement schemes that have influenced the reduction in emergency incidents attended by the Brigade.

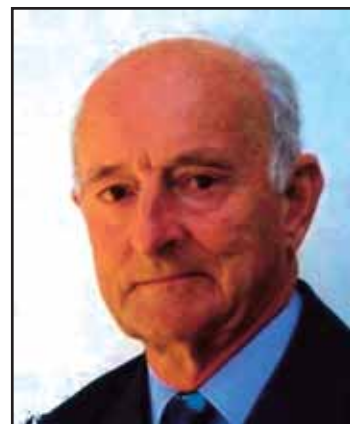
Work has continued with other organisations to reduce risk to the community through joint working initiatives, which not only enables a targeted reduction of risk, but is also more efficient and cost effective.

Over the next five years a comprehensive review will be undertaken to confirm emergency resources are located in the optimum location to assist the community when required.

Chairman's Foreword

On behalf of the Royal Berkshire Fire Authority, I am pleased to introduce our five year Integrated Risk Management Plan consultation document. Brigade officers have continued to deliver an extensive programme of prevention, protection and response strategies to reduce risk to the community.

The proposals contained within this five year plan will continue the initiatives to improve the service to everyone living, working and travelling in Berkshire. The proposals should be seen as a complete package of measures to improve the level of service across the whole of the Brigade area.



It is important that you are aware of these proposals and the way in which the fire and rescue service is delivered to the communities. Your views are important to us and we are always keen to hear them. Should you wish to comment on our five year plan please feel free to do so using the contact details found toward the back of this document.

I would like to pay tribute to the Brigade's officers for the good progress made in implementing the original 5 year plan, 2007/08 - 2011/12. Inevitably changing circumstances in terms of the risks we face, the funding available and opportunities to improve our service have resulted in this updated plan. It is a pleasure to recognise the high quality of service provided as shown by the various indicators as well as being a very low cost Brigade.

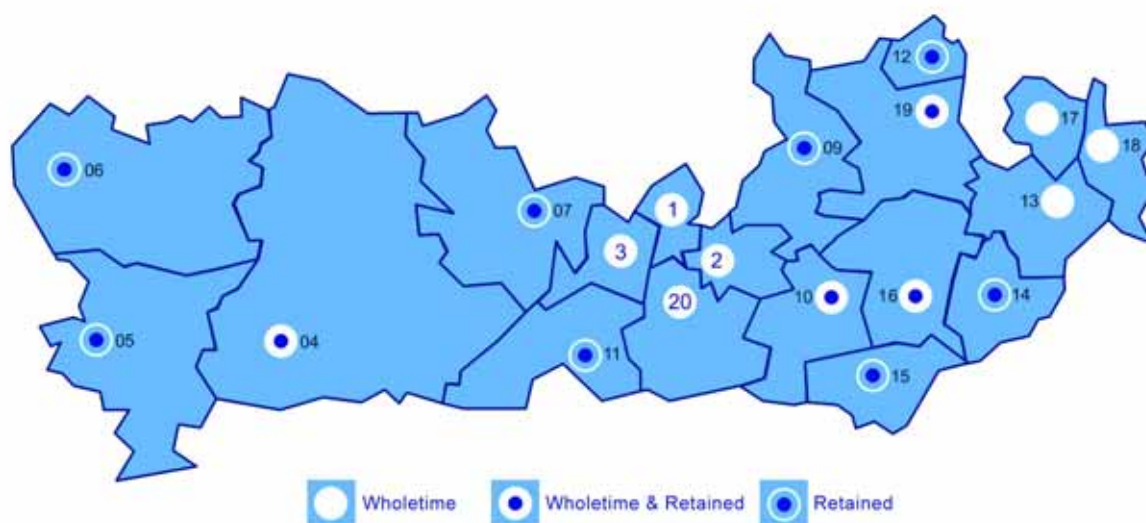
A handwritten signature in black ink, appearing to read 'P Bryant'.

COUNCILLOR DR. PAUL BRYANT

Integrated Risk Management Planning And How It Is Applied Across Berkshire

The Brigade area consists of six unitary authority councils. Each council appoints some of its councillors to the Fire Authority, who are responsible for running the Brigade. It is the Fire Authority's responsibility to produce an Integrated Risk Management Plan (Plan). A team of fire officers, including the Fire Brigades Union, identifies risks in the community that need to be considered within the Plan.

The Brigade has 19 fire stations located across the Berkshire area. The fire stations are staffed either by full time or part time staff. The part time stations are not permanently crewed, with staff responding to incidents from their places of work or their homes.



A set of legislation places responsibilities on fire authorities across the country to provide a range of services. These services are broadly divided into three areas:

- Prevention - educating the community to prevent accidents occurring
- Protection - ensuring buildings are safe for people to be in e.g. shops, offices etc. However this does not include where people live.
- Response - providing an emergency service with fire engines, other specialist vehicles and crews.

Integrated Risk Management Planning is the combination of all three elements to provide the most effective level of service, within the finances available to the communities and people who live, visit and travel through Berkshire.

The fire stations in Berkshire are crewed by both full time and part time members of staff. The main difference between the crewing arrangements is that full time staff are immediately available, whilst part time respond from home or their place of work to the fire station when a call is received.

The Brigade prefers the prevention strategy as opposed to response as this effectively means there is no loss of life or injuries and no damage to property.

Central Government indicates to fire and rescue services areas to consider within their Plan. The methodology is by way of the National Framework, a document produced by the Secretary of State.

The current framework document places the following expectations on fire and rescue services.

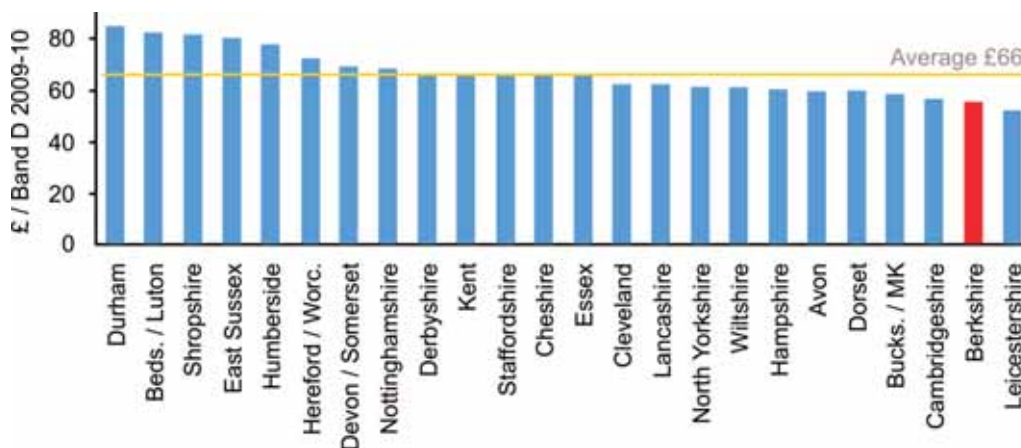
Each Fire and Rescue Authority must produce a publicly available Plan covering at least a three-year time-span which:

- Is regularly reviewed and revised and reflects up to date risk information and evaluation of service delivery outcomes;
- Has regard to the risk analyses completed by Local and Regional Resilience Forums including those reported in external Community Risk Registers and internal risk registers, to ensure that civil and terrorist contingencies are captured in their Plan;
- Reflects effective consultation during its development and at all review stages with representatives of all sections of the community and stakeholders;
- Demonstrates how prevention, protection and response activities will be best used to mitigate the impact of risk on communities in a cost effective way;
- Provides details of how Fire and Rescue Authorities deliver their objectives and meet the needs of communities through working with partners;
- Has undergone an effective equality impact assessment process.

Fire and Rescue Authorities should review the effectiveness of “cross-border” integration arrangements with neighbouring Authorities and set these out appropriately in their Plans. Such reviews may best be carried out jointly and Regional Management Boards provide a potential forum for this to be taken forward.

Value For Money

To provide the services in Berkshire for 2009/10 is approximately £33.5 Million. The funding is a combination of a Central Government grant of approximately (£18.1m) and Council Tax approximately (£15.4m). The Fire Service in Berkshire is the second lowest in the country with regard to Council Tax contributions (as a combined Fire Authority) with a Band D equivalent of £55.11.



Strategic Commitments

The Fire Authority's vision is "A Safer Berkshire". To deliver this vision the following Strategic Commitments have been endorsed by its members:

1. Minimise loss of life, injury and damage from fire, road traffic collisions and other hazards.
2. Improve public and business safety and reduce risk, through targeted education and enforcement of fire safety legislation.
3. Demonstrate continuous improvement and efficiencies, ensuring consultation and partnership working.
4. Be an employer of choice, offering equality of opportunity and development to all.
5. Provide resilient emergency response through risk management and planning.
6. Conduct activities in an environmentally sustainable way.



The Brigade's new Multi-Role Communications Vehicle

Integrated Risk Management Plan Project Update

Royal Berkshire Fire and Rescue Service instigated a 5 Year Plan to run from 2007 to 2012. There are a number of projects being managed over this period, some running for a year whilst others significantly longer. The following is an update of the projects contained in the previous five year plan.

Crowthorne

The Brigade has continued using Camberley fire appliances, based in Surrey, on a trial basis to respond to incidents within a small area of Berkshire. The number of incidents has been lower than expected, which will affect the assessment of benefits provided if this alternative emergency resource is used.

To ensure accurate data is captured, the Brigade's driving school will be used for time trials in the area. Once the data is captured it will be used to validate computer modelling to ensure informed decisions can be made about this project.

Cookham

The specialist off road vehicles were re-located to Cookham fire station and the crews have been trained in their use. The project has therefore been completed. In addition, the crews from Cookham, along with crews from Maidenhead, have been trained how to use the state of the art Incident Command Unit. Recently there have been difficulties recruiting staff at Cookham fire station. As a result the fire station has been temporarily closed and staff and vehicles have been relocated and combined with crews from Maidenhead fire station, to ensure emergency response is maintained for both areas.



Incident Command Unit

Environmental and Chemical Incident Response

The review was completed, and concluded that a replacement specialist Chemical Incident Unit was not required in 2009, saving in the region of £200,000. Alternatively a trial will be undertaken using the existing Operational Support Units (multi functional curtain sided vehicles), with amended stowage to accommodate the specialist equipment. At the conclusion of the trial an assessment will be made to determine what facilities are required to manage this risk area.

Regional Fire Control Centre and FireLink

The projects are part of the Central Government Resilience Agenda. The Regional Control project is behind schedule and there are still a number of areas that require clarity around cost and functionality. Based upon current timelines the project is due to conclude in 2012. Officers will continue to address the risks as the project evolves.

FireLink is the communication system, which has successfully replaced our previous radio system, this will enable the control centres to communicate with emergency vehicles. The second of three phases is now completed. The risk surrounding this area has been reduced as a result of this recent phase.

Windsor

In February 2009 a Judicial Review found in favour of the Fire Authority's consultation process to remove the night shift at Windsor fire station and provide cover from surrounding fire stations. Work is currently underway to implement the proposals.

Wokingham

Following the decision by the Fire Authority to increase the crewing at the station, it is now crewed seven days a week. However it is still not crewed at night due to the limited facilities at the station. To accommodate the crews at night it is necessary to build a new fire station on the existing site. Work is under way to submit plans and obtain permission to build the facility.

Twyford/Wargrave

Due to the current difficulties recruiting Retained Duty System personnel (see retained viability section below), it is recommended that the proposal to build a new fire station at Twyford is postponed until such time as a way forward is established for the provision of emergency incident response across the Brigade area.

Caversham Road

The 5 Year Plan proposed to relocate the crews from Dee Road fire station to Caversham Road fire station. Network Rail are undertaking significant expansion works of the train station and track in the vicinity of the fire station. The works include a temporary occupation of the fire station by Network Rail affecting the operational deployment of crews until the end of 2010. The retained crews at both Pangbourne and Mortimer fire stations are currently not available for emergency incidents for a significant period of time, 79% and 15% respectively, over twelve months from 1st October 2008. If the crews were relocated from Dee Road to Caversham Road fire station, it would reduce the level of operational cover toward the west of Reading. As a result of the extensive alteration works by Network Rail and the current reduced availability of the crews at Mortimer and Pangbourne, the Dee Road crews and fire appliance will remain in the current location for the time being.

Lower Risk Incident Response Standards

Royal Berkshire Fire and Rescue Service has set response standards for the highest risks to the public, namely road traffic collisions and fires in the home. It is necessary for the nine brigades in the South East of England to set common response options as part of the work required for the Regional Control Centre. The Brigade has undertaken a significant amount of work with the other fire and rescue services in the region to agree common response options by December 2010. Once completed an assessment will be undertaken to confirm the regional proposals are acceptable to Berkshire.

Dynamic Standby Moves

Work is currently under way to develop a computer system to enable Control Room staff to relocate operational resources as necessary to ensure emergency vehicles are in an optimum location for emergencies.



Crews undergoing water rescue training

Long Term Strategies To Reduce Risk

Royal Berkshire Fire and Rescue Service assesses risk to the community and risk to firefighters. The assessment of risk to the community has consistently identified two main areas that will cause death or injury to the public, these are road traffic collisions and fires in the home.

Year	2006/07	2007/08	2008/09
Total Road Traffic Collisions	660	611	623
Road Traffic Collision Deaths	9	12	10
Road Traffic Collision Casualties	79	50	41
Fires In The Home	538	486	469
Fire Deaths In The Home	3	4	6
Fire Casualties In The Home	69	72	53

Road Traffic Collisions

To reduce the risk in this area the Brigade implements a variety of strategies in the area of prevention and response.

The prevention strategies incorporate working with partners including the Police, Highways Agency, Ambulance Service, schools and local authorities. Working in partnership significantly reduces risk to the community in this area as the agencies combine specialist knowledge, resources and share data that enables a targeted approach, which negates wasted time and effort and is cost effective.

Statistics indicate that people between the ages of 17-24 are more likely to become involved in road traffic collisions. The following prevention initiatives are therefore directed toward the younger age group in the community.

Carwise - in conjunction with the Education Business Partnership, an enterprise day where the Brigade delivers a module on the fire service perspective of road traffic collisions. The sessions are held in secondary schools, but not as part of a formal lesson.

Motorwise - the project is run by the Berkshire Association of Clubs for Young People and supported by the Brigade and by Thames Valley Police, Connexions Berkshire and local driving instructors. The Brigade delivers a module based on 'first emergency service on the scene' and the 'golden hour' (the critical time to rescue casualties from vehicles and get them to hospital). It is aimed at young people generally just less than 17 years old and is held in venues across the six unitary authorities.

Safe Drive- Stay Alive - a Thames Valley partnership comprising of emergency services and road safety organisations. The scheme aims to highlight the dangers of driving with excessive speed, not wearing seat belts and peer group pressure that can lead to accidents. Schools, colleges and other education establishments, both state and private, are invited to a local theatre to see the show, which runs over a two week period. During the DVD presentation the characters, 'come alive' from the screen to tell their story.

Hoax and Crash Impact - specialised projects run with secondary schools and some police response units based on the examination curriculum at A and AS level, using hoax calls and road safety as themes of work.



Our firefighters now save more lives from road accidents than they do from fires

Response To Road Traffic Collisions

Despite the Brigade's best endeavours to prevent road traffic collisions they will still occur. The Brigade has set the following response standard for these incidents.

- To make an initial attendance to Road Traffic Collisions, with the necessary resources to commence extrication of casualties, within 11 minutes.

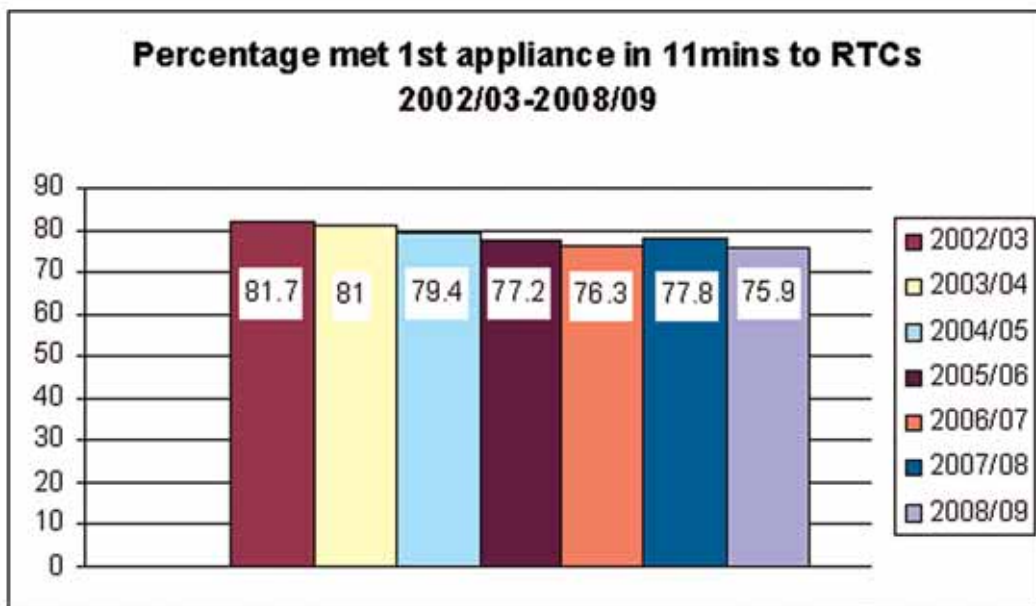


Table showing how Royal Berkshire Fire and Rescue Service performs against the standard for Road Traffic Collisions

The Brigade's performance in this area has slightly decreased. Every failure to achieve the performance standard is investigated by managers and action is taken to improve standards where necessary.

Fires In The Home

Although less people die in their homes as a result of fire than on the roads in Berkshire, it is still one of the highest risks to the community that needs to be managed by the Brigade. To reduce the risk of death and injury from fire the Brigade is undertaking targeted Home Fire Safety Checks. The check involves a visit to the home by brigade personnel, an assessment of risks arising from fire and the installation, if required, of a free smoke detector(s). To target the areas of highest need the Brigade utilises a range of data and information. If you wish to receive your free Home Fire Safety Check please email cshfsc@rbfrs.co.uk or telephone **FREEPHONE 0800 587 6679**.

Brigade personnel have carried out Home Fire Safety Checks as shown in the table below:

Year	Completed	Target
2006/07	2207	4000
2007/08	3571	4000
2008/09	6814	4000
2009/10 (to end Jul 09)	2413	6000



The aftermath of a house fire

Response to Dwelling Fires

In the event that the safety checks and advice do not prevent a fire occurring in the home, the Brigade will send fire appliances in accordance with the following response standard:

- An optimum response standard of 8 minutes for the first appliance and 10 minutes for the second appliance for dwelling fires.
- A standard response of 10 minutes for the first appliance and 12 minutes for the second appliance for dwelling fires.
- The higher risk localities where it is predicted that appliances will not reach dwelling fires within the standard response will be prioritised for community safety initiatives to drive down the risk.

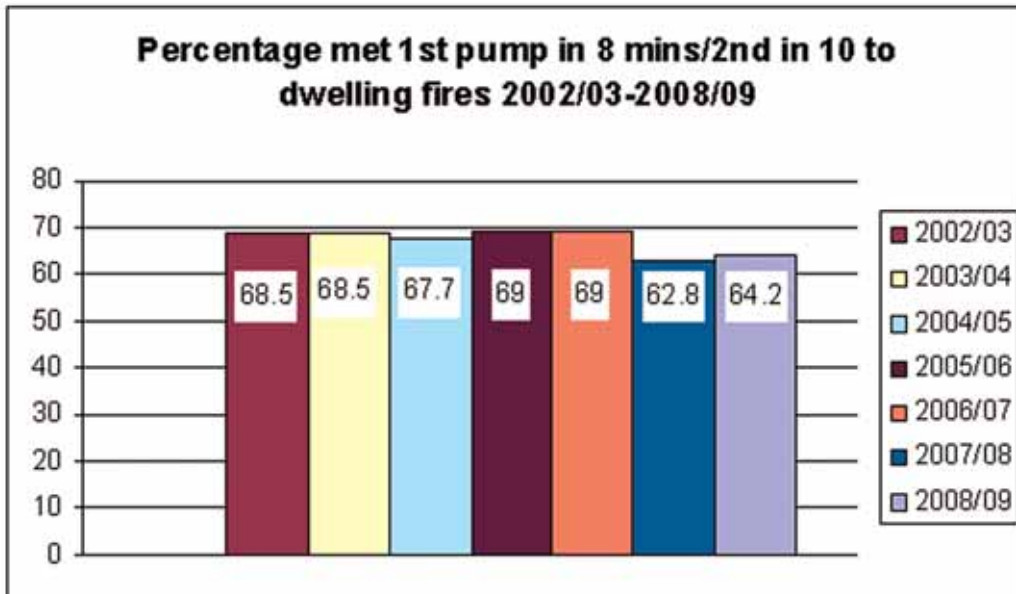


Table showing how Royal Berkshire Fire and Rescue Service performs against the optimum response for Dwelling Fires

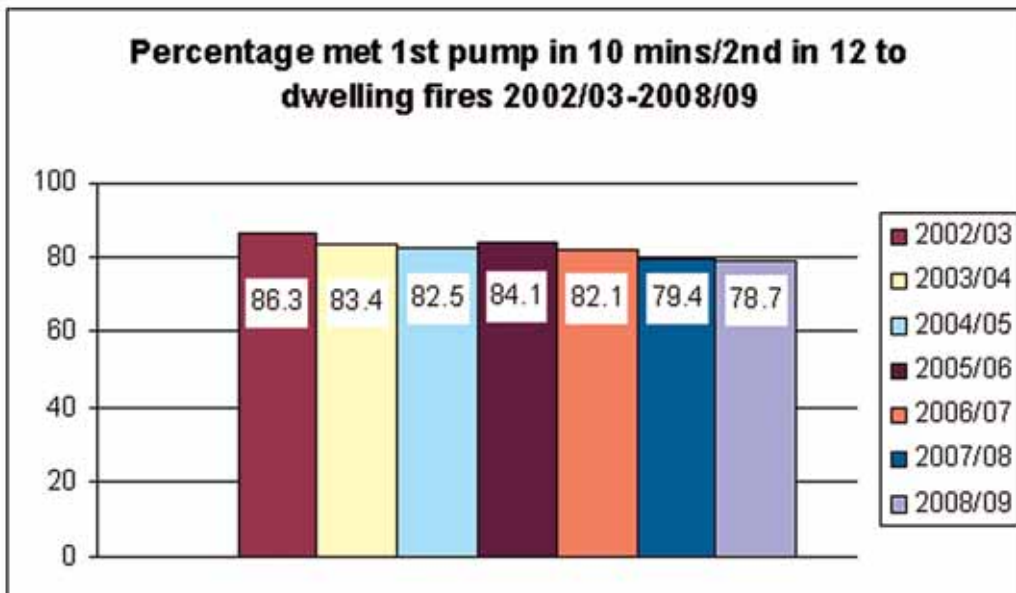


Table showing how Royal Berkshire Fire and Rescue Service performs against the standard response for Dwelling Fires

The Brigade's performance in this area has slightly decreased compared with the baseline year 2002/03. Every failure to achieve the performance standard is investigated by managers and action is taken to improve standards where necessary. The number of calls to dwelling fires has reduced over time, with a number now occurring in more remote locations from full time fire stations, which has an affect on performance.

Protection

The Brigade has a statutory duty under The Regulatory Reform (Fire Safety) Order 2005 to enforce fire safety legislation. Every type of property that is not a dwelling is covered by this legislation, e.g. offices, shops, places of public entertainment etc. As part of these responsibilities the Brigade is also consulted on new buildings and developments.

The Brigade has an established High Risk Inspection Programme, which enables a system of checks to be made of premises that may present a risk to those that occupy them. A review of the premises types that will be inspected is undertaken regularly to ensure emerging risks are addressed. Such risks include hospitals, hotels, care homes, hostels, other sleeping accommodation in commercial properties and licensed premises such as pubs, clubs and restaurants.

To assist with the prioritisation of risk inspections, the Brigade undertakes post fire inspections of all non residential property fires. The inspection will take place within two working days of the incident occurring and, where required, improvements will be made to prevent recurrence and ensure the safety of those people who occupy the building. Where trends emerge relating to the type of premises having fires, the Brigade may target these in order to assess risk and ensure adequate control measures are put in place.

The Brigade has developed an effective Integrated Building Information System to identify and assist with managing risk. The system utilises the National Risk Assessment Database of all non residential premises, to which officers of the Brigade add incident and fire safety inspection information. The system enables premises to be assessed and ranked in order of priority to target and reduce risk.

Brigade officers in the protection department work toward both national and local targets. Such targets relate to Statutory Building Control Consultation for new or altered buildings and licenses for premises that are enforced by the local authority councils. The Brigade formalises policy and procedures and trains staff to a common standard to ensure a consistent application of the legislation and guidance across all six unitary authority areas.

Reviews of the Protection department are undertaken to ensure adequate resources are provided to address the risks in the Brigade area. As there are limited resources in the department, the number of risk inspections is based upon the number of inspecting officers.

To assist in ensuring that those people who are responsible for fire safety in buildings comply with the law, the Fire Authority has established an “arms length” company, Royal Berkshire Fire and Rescue Training Limited, which provides commercial training on behalf of the Fire Authority. The training is provided by qualified staff and has many excellent customer satisfaction ratings. The areas covered include, but are not restricted to:

- Storage of flammable and waste materials
- Arson awareness
- Dynamic fire risk assessment
- Disabled evacuation
- Fire risk assessment
- Unwanted automatic fire alarm signals
- Fire evacuation drills

- Fire extinguishers (use and limitations)
- Fire safety law
- Business resilience
- Managing contractors

If you need training for you or your staff please visit www.train4fire.com or telephone 0118 921 2527.

Sprinklers

The Brigade actively encourages the fitting of sprinklers in high risk buildings, especially in schools, due to the significant costs, loss and disruption associated with fires in school buildings in the community.

Increasingly, 'domestic' type sprinklers are becoming available to protect the vulnerable in their homes. Whilst sprinklers are only mandatory in a small range of buildings, high rise flats, large un-compartmented buildings etc. the Brigade is keen to promote the use of sprinklers and is happy to provide advice to those considering their use.



Firefighters calling to carry out a Home Fire Safety Check

Links To Central Government Agendas

The Brigade utilises additional prevention initiatives to reduce fires, road traffic collisions, accidents and injuries. A number of these strategies are directed towards younger people in an attempt to influence behaviours over the longer term of their lives and of those around them.

The Government Agenda - Every Child Matters, has five outcomes:

- Being Healthy
- Staying Safe
- Enjoying and Achieving
- Making a Positive Contribution
- Economic Wellbeing.

The Brigade programme of work within the education system is central to the Service's statutory duty to promote safety as well as contributing to tackling disadvantage, reducing inequalities and preventing crime. The programme also underpins service and partnership targets, e.g. Local Area Agreements and supports the Fire and Rescue Service National Strategy for Children and Young people.



Police, fire and ambulance managers with prizewinners of the "Name the Staywise Characters" competition



Royal Berkshire Fire and Rescue Service Approach to Risk Awareness Education

The Brigade is pro-active in delivering risk awareness lessons to pupils in all schools within the County, which contributes to organisational and national fire service strategic commitments as well as partnership working.

At Key Stage 1 (ages 5-7) our lesson introduces messages about smoke alarms, fire action plans and the dangers of playing with fire.

At Key Stage 2 (ages 7-11) we build on these messages and encourage the children to take the messages home, asking their family to check smoke alarms and to make sure the family fire action plan is made and practised. Children learn about contacting the emergency services when there is real danger and the consequences of making hoax calls.

At Key Stage 3 (ages 11-14) we have a suite of lessons that can be delivered according to the risk need of the local area or of the young people. The themes covered at this stage are safety in the home, hoax calls, arson, water safety and road safety.

At Key Stage 4 (ages 15-16) we introduce the concept of taking responsibility for personal, family and peer group safety, whether within the home for fire safety or on the road as a driver or a passenger.

At Key Stage 5 (post age 16) more commonly known as Sixth Form, we prepare the students for independent living by reinforcing the key messages of fire safety in the home, how to prevent fires and how to escape from a building where there is a fire. These students are also offered 'Safe Drive Stay Alive', a Thames Valley Safer Roads Partnership production aimed at making young people responsible drivers and passengers.

The suite of lesson plans delivered over this programme is to be found on StayWise, the Berkshire led safety education website at <http://www.staywise.co.uk>. This resource supports staff in partner agencies as well as educationalists of all types (teachers, youth leaders and workers, home educators, child minders and parents).

Phoenix

The Phoenix Project is a five day non-residential course run by the Brigade. It offers young people who have been involved in anti social behaviour a chance to take part in a positive learning experience outside of school.

By learning and taking part in team-building activities, the young people develop skills helping them increase self-confidence and encourage positive thinking. These essential 'life skills' will be of benefit as they move on to further education or their chosen career.

The programme reduces the number of fires and hoax calls in the area by educating the young people about safety issues and risk. It will also assist in their personal development by enhancing communication, team building skills and leadership qualities. This in turn helps to promote self-discipline, social consciousness and community awareness.

The following four pages contain an updated timeline for projects in the 2007/08- 2011/12 plan and timelines for projects within the 2010/11 -2015/16 plan.

PULL OUT UPDATED PROJECT TIMELINE

Updated Timeline On Projects

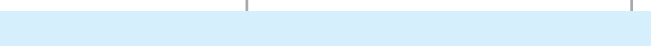
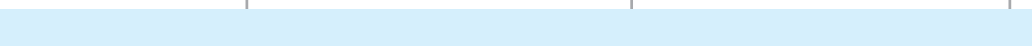
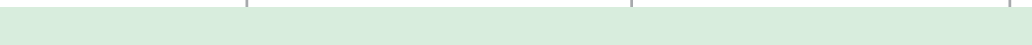
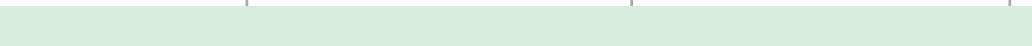
Projects	Dec-10	Dec-11
Crowthorne (8)	End April 2010	
Environmental & Chemical Incident Response (8)	End Aug 2010	
Regional Control & Firelink (9)	End Sept 2012	
Windsor (9)	End Dec 2010	
Wokingham (9)	End Dec 2010	
Twyford/Wargrave (9)	Awaiting outcome of Retained Duty System Staff Review Project	
Caversham/Dee Road (9)	Awaiting outcome of Retained Duty System Staff Review Project	
Lower Risk Incident Response Standards (9)	End Dec 2010	
Dynamic Standby Moves (10)	End Apr 2010	
Retained Duty System Review (26)	End Jan 2015	
Training Resources Review (29)	End Jan 2014	
Operational Support Unit 1 (30)		Start Apr 2011 end Sept 2011
Rescue Support Vehicle - Slough (30)		Start Apr 2011 end Sept 2011
Rescue Boat (30)		Start Apr 2011 end Sept 2011
Aerial Ladder Platform (30)		Start Apr 2011
Water Rescue Unit (30)		Start Apr 2011
Review of Officer Cover (31)		Start Apr 2011
Wildfire (31)	End Aug 2010	
Multi-Role Vehicle (30)		
Off-Road 6 Wheel Drive Unit (30)		

Dec-12

Dec-13

Dec-14

Dec-15



2012 end Sept 2012



2012 end Sept 2012

2012 end Sept 2012

Start Apr 2013 end Sept 2013

Start Apr 2013 end Sept 2013

KEY:

-  Projects in the 2007/08- 2011/12 plan
-  Projects in the 2010/11- 2015/16 plan

Numbers in brackets refer to page numbers in this document.

PULL OUT UPDATED PROJECT TIMELINE

Young Firefighter Programme

The Young Firefighter Programme is an initiative run at a number of fire stations on a weekly basis for 11 -17 year olds. The aim is to teach young people the role of the fire and rescue service in the community, as well as increasing their personal skills.

Educating young people in fire and rescue service activities can have a positive effect on local communities and the young people themselves. Learning and taking part in team building events develops personal skills and qualities that can increase confidence and encourage positive thinking.

The young firefighters can work towards a national Business and Technology Education Council (BTEC) qualification that will recognise their achievements on the programme and can be used in their 'Record of Achievement' portfolio to aid their applications for colleges and employment.

Angling Initiative

Groups of young people, are offered the course 'Introduction to Angling and the Environment'. The course consists of around 17 hours of classroom learning plus a series of practical sessions. A portfolio and practical assessment are required to complete the course, with successful participants being awarded accreditation for learning at entry level one and level two.

The scheme is a diversionary initiative suitable for young people and enables wider community safety messages to be delivered e.g. water safety and other fire service key messages.

Funding and sponsorship was obtained to initiate this project, with further funding opportunities being assessed. Partnerships exist with local angling associations, the Local Angling Development Officer, Reading Borough Council, the Environment Agency and the National Association of Care and Resettlement of Offenders.

Evolution Programme

Evolution is an innovative 4-week youth offender intervention programme aimed at rehabilitating young people who have been actively engaged in offending of an anti-social nature. It is a Cognitive Behavioural Therapy Programme, which reinforces skilled thinking through interactive practical activities.

The programme content is based on eight cognitive deficits; interpersonal problem solving, consequential thinking, social skills, balance, emotional competence, values, conflict resolution and rational thinking.

On completion of the programme, candidates receive a portfolio for future development to be used for potential job interviews or college interviews. It consists of a full written report on the individuals' views on the new skills being acquired throughout the course, a certificate of completion and instructor witness statements.

The programme has been designed with the aim of reducing the frequency and severity of offending of an anti-social nature, by providing youths with new skills to encourage pro-social living.

The Evolution Programme directly addresses the following key strategies:

- The Every Child Matters five key outcomes.
- Forming part of the community safety strategy for a 'Safer Berkshire' for reducing deliberate fires/anti-social behaviour and working with young people.
- Working alongside national indicators within local authority guidance; Crime and Disorder Reduction partnerships, the Children and Young People Strategic Partnership and local strategic partnerships

Referrals are taken through two specific agencies; Youth Offending Services and Intensive Supervision and Surveillance Programme.

Serving A Diverse Community

There is a range of diverse communities across the Berkshire area with a variety of different languages being spoken.

'English for Speakers of Other Languages' is a scheme to bridge the language gap and enable greater integration with the community.

There are four main categories the scheme is directed toward:

- Settled communities, typically from the Asian subcontinent and Hong Kong.
- Refugees and asylum seekers.
- Migrant workers, mostly from Europe.
- Partners and spouses who are prevented from attending English as a Foreign Language courses because of family responsibilities or low income.

The scheme has a nationally recognised qualification delivered by many educational partners for the benefit of adult individuals for whom language may be a barrier to societal integration.

Throughout Berkshire there are various educational providers working closely with hard to reach minorities with whom the Brigade has established working relationships for the purpose of communicating a fire safety message.

The Brigade works in partnership across all six unitary authorities in Berkshire to support Central Government agendas. The principal points of focus for the Brigade are the two National Fire Indicators, number forty nine (primary fires, and related fatalities and casualties) and number thirty three (deliberate fires). These targets are measured across all six unitary authorities either as local indicators or as in the case of Slough, Bracknell and the Royal Borough of Windsor and Maidenhead 'stretch targets' contained within the Local Area Agreements. The performance of these indicators is captured and monitored through the Brigade's performance monitoring system.

Brigade officers work closely with other partners such as health, police, local authority and voluntary sectors to target individuals and communities vulnerable from fire. Data is shared with partners and closely analysed to identify geographic and demographic hotspots. Evidence indicates that

individuals and communities who suffer a disproportionate incidence of accidental and deliberate fires are also more likely to be of concern to other partners, such as the police for crime issues, health and social services for a range of health inequalities, education for matters relating to not being in education, employment or training and the local authority for anti-social behaviour.

Examples of partnership working include the Safe at Home Scheme, currently active in the Royal Borough of Windsor and Maidenhead and West Berkshire, where the Brigade works with social services and other care providers targeting those most at risk from fire. The Brigade is also engaged in the smoking cessation initiatives under way to support the health agenda in Slough and chairs the Anti-Social Behaviour sub group of Bracknell Unitary Authority.

The Brigade is also represented on all six crime and disorder reduction partnerships, as well as children and young people boards, safeguarding panels and the multitude of delivery groups responsible for delivering targeted improvements to the community.

The Brigade has a long term Equality and Diversity Strategy to ensure the diverse communities needs in the area are considered and accounted for. Working in partnership assists with understanding how these needs can be accommodated, with the resources available. Impact assessments are also undertaken for policies and procedures to account for the differing needs both in the wider community and the Brigade.

The Brigade aligns prevention activities with national initiatives. The initiatives all contribute to reducing accidents and injury from fire and road accidents, as such they directly influence the two highest risks to the community in Berkshire.

These initiatives include:

- Winter fire safety, promoting safe use of heaters, candles and electric blankets
- Deaf awareness day, which helps to promote specialist smoke alarms for the deaf
- Summer fire safety, highlighting barbecue safety and outdoor/camping and caravanning safety
- National road victim month, promoting road safety
- National chip week
- No smoking day
- Child safety week
- Religious festivals

The Brigade also runs prevention campaigns based on risks to the local communities.

Prevention Information

Community Safety literature is available in a number of different languages and also in appropriate formats for those with hearing, sight or mobility problems and in pictorial form for those with a low level of literacy. For copies of this literature please visit <http://firekills.direct.gov.uk/index.html> or contact 0118 932 2734.

Retained Duty System Staff Review 2010

The part time staff on fire stations, also known as Retained Duty System personnel, generally have full time employment with another employer. These members of staff provide a very high level of commitment. However, despite continuing efforts to recruit over a number of years the Brigade has experienced difficulty in recruiting and retaining staff for these stations.

Maintaining the required skill levels for these personnel is becoming increasingly difficult in the current three hours per week allocated, especially with the growing demands and risks of a modern firefighter's job. Any meaningful increase in the time that these personnel are required to train could lead to them leaving the Service, being unable / unwilling to increase their already significant commitment to the Service and attract additional costs.

Research in a number of Brigades in the South East has identified that the three main barriers to recruitment are:

- Number of hours required for training
- Number of cover hours required
- Home and work locality to the station.

In addition Royal Berkshire Fire and Rescue Service has identified that the requirement to pass the point of entry selection tests also has a significant affect on recruitment.

It will therefore be necessary to evaluate the response resources based on current retained duty system availability. A revised risk model will then assist in highlighting those areas where this type of crewing is a viable means of providing a level of emergency cover and also where there might be better options.

Once the review has concluded where retained crewing is required as part of the response provision in the Brigade, resources can be focused toward recruitment and retention where it will be most effective in the longer term.

To assist with the identification and resolution of the above barriers, along with establishing the areas to prioritise recruitment activities and assess alternative options where recruitment is not a viable option, the Brigade is employing a Retained Duty System Project Manager on a temporary contract with the specific remit of reviewing the long term viability of the retained service.

Details of the Brigade's centrally driven recruitment are identified in the table on the next page. As can be seen, despite the large number of application packs requested there has been a very low response level with an average success rate of 5.4% for recruitment.

KEEPING BERKSHIRE SAFER

Retained Recruitment Statistics (2007-2009)

Training start dates	Aug/Nov 07	Apr 08	Aug 08	Apr 09	Aug 09 (ongoing)
Requested an application form	83	49	60	104	51
Application form NOT returned	55	29	35	58	32
Rejected at application	12	3	6	24	6
Rejected at written test	8	10	11	5	4
Rejected at physical test	4	0	2	9	0
Rejected at interview	0	3	3	0	1
Rejected at medical	1	1	0	1	0
Appointed (accepted post)	3	3	3	7	
Application still in progress	0	0	0	0	8

The statistics above indicate the difficulties currently faced by the Brigade when recruiting retained firefighters. To compound the problem more staff now leave than it is possible to recruit. Between 2005 and 2008 thirty six retained firefighters left the brigade due to retirements, moving out of the area, hours of work and other employment pressures.

Based on the current difficulties experienced in recruitment and retention of these staff to provide an effective emergency response, the review may recommend the relocation of some fire stations and where necessary alternative crewing arrangements. The project is therefore expected to extend to 2015 to accommodate the premises related matters and the potential financial demands associated with these projected outcomes.



Firefighters carrying out a trench rescue

Do You Want To Become A Retained Duty System Fire-Fighter?

As referred to on page 26, there is currently a shortage of part time fire-fighters at some fire stations in the Brigade. This is particularly true in our small towns and rural areas because nowadays there are fewer people who live and work in their local towns and villages. You might be just the person to fill the gap.

Where Do You Work ?

First of all, you need to live or work near to a fire station, because you have to be able to get there within a few minutes of a call. That's a few hundred yards on foot or a drive of up to one mile.

Secondly, because we can't predict when you'll be called out, you have to be flexible in your work. The chances are that you'll be working at home, self-employed or for a community-minded employer who can let you off from time to time.

Are You Fit For The Job ?

To apply to join the Royal Berkshire Fire and Rescue Service you don't need any paper qualifications. You must be at least 18, with good all-round fitness. You will be asked to take a straightforward physical test as part of the process, and just as important are qualities like common sense, commitment and enthusiasm.

How Often Will You Be Needed ?

On average, you will be called out two or three times a week for a couple of hours. If you cannot be available all the time, that's not a problem. You can be paid for being "on call" for only part of the day or week. There is a particular shortage of people who are available during midweek working hours, so you could have evenings or weekends free if you need to, and still do a valuable and worthwhile job. If you really can't be on call - for example because of a holiday or a deadline at work - you can "sign off".

What Do You Get Out Of It ?

Apart from the excitement, the challenge and the satisfaction of a job well done, you learn to be more self-reliant and confident. After all, if you can cope in a real emergency, you are ready for anything else which life might throw at you. You will meet a lot of people in your local community and earn their confidence and respect. You will also get training in the use of equipment, and in other more general skills like first aid. Added to all this, you get paid! You get paid a basic retainer, plus a fee for call outs and another fee for going into action. You get paid for training and duties like equipment maintenance.

If you think you've got what it takes to join the team, contact your local fire station for further information, or check out our vacancies page or use the online enquiry form at:

http://www.rbfrs.co.uk/job_enquiry_form.html

Training Resources Review 2010

The Brigade has a training facility at Whitley Wood, Reading, providing realistic fire training conditions. The building was constructed in the early 1990's and has been refurbished a number of times.

Firefighters obtain their skills from a variety of sources including their basic recruit training course, training exercises and at real incidents. The number of incidents attended by firefighters has reduced significantly over recent years to an extent that it is necessary to ensure that any training facility provides the most realistic scenarios to firefighters that are possible.

The site of the current Training Centre is also occupied by Royal Berkshire Fire and Rescue Training Ltd and an operational fire station. A presence on the site is unlikely to be sustainable in the longer term due to capacity and an alternative site may be necessary.

It is necessary to undertake a comprehensive review of the Brigade training facilities at Whitley Wood, to identify the improvements necessary to provide the level of training required to ensure firefighter safety. The review will involve assessing opportunities with surrounding local authority fire services and private Brigades as well as other emergency services to assess any opportunities for joint facilities.

Any facility will need to include the capability to deliver realistic fire training as well as road traffic collision training, in order to enable the two highest risks to the public to be managed in the Brigade area. In the event of a new facility being required, the projected time scales will take this project to 2014.



Off-road 6 wheel drive vehicle

Heritage Buildings 2010

Due to a number of heritage buildings and structures in the Brigade area a review will be undertaken on how risk is managed for such premises. The review will consider how heritage is incorporated within the Brigade's risk management systems, develop response and prevention strategies to reduce the risk and loss from fire. Some historic buildings, monuments and landscapes are of national or sometimes international importance contributing to the local economy through associated business enterprise and tourism. Any strategy to reduce loss will therefore have wider impacts than just the heritage site itself.

Specialist Vehicles

The Brigade has other specialist fire appliances that are used to support emergency incidents. Appliances are replaced due to wear and tear, the limited availability of spare parts to keep the vehicle in a good state of readiness for emergencies and due to technological enhancements.

It has been decided that the Brigade will undertake a detailed review of the provision and use of the specialist vehicles before they are replaced, to determine if any improvements or developments are needed and also whether a similar unit is required at all. The review will incorporate the crewing arrangements, location, use and any alternative provision.

The following specialist vehicles are due for replacement in the time frames indicated.

Please refer to the map on page 5 for station number locations.

Specialist Vehicle	Year For Replacement	Year For Review
Operational Support Unit 1 (Station 20)	2013	2011
Rescue Support Vehicle (Station 17)	2013	2011
Rescue Boat (Station 1)	2013	2011
Aerial Ladder Platform (Station 17)	2014	2012
Water Rescue Unit (Station 1)	2014	2012
Multi Role vehicle (Station 3)	2015	2013
Off-Road 6 wheel Drive Unit (Station 12)	2015	2013
Operational Support Unit 2 (Station 20)	2019	2017
Off-Road 4 wheel Drive Unit (Station 12)	2019	2017
Water Bowser (Station 7)	2022	2020
Incident Command Unit (Station 19)	2023	2021
Rescue Support Vehicle (Station 4)	2024	2022

Review Of Officer Cover 2012

All emergency incidents are managed using incident command systems to ensure the safety of the public and Brigade personnel. At larger incidents the Brigade deploys managers, known as flexible duty officers, to supervise the activities and ensure the incident is managed safely and effectively. As indicated, the number of incidents attended by the Brigade has reduced considerably over the years to an extent that it is necessary to review the number and manner in which these officers are deployed to emergencies.

The project will consider how other brigades in the South-East Region manage emergencies with their officers and any opportunities for cross border working arrangements. In addition, the project must consider the working pattern for compliance with changes in working time legislation, the number of officers providing cover (especially with infrequent larger scale incidents), the type and frequency of training to maintain the skills required for the tasks and the effectiveness of deploying the resources to emergencies. The project will commence in 2012 and conclude by March 2013 to enable any outcomes to be implemented by January 2014.

Wildfire

Due to the extensive rural areas in the South East of England a regional working group has been established to develop strategies for dealing with wildfires. A wildfire is any large uncontrolled fire that occurs in the open countryside. Other names such as brush fire, bushfire (in Australia), forest fire, grass fire, peat fire, vegetation fire, and wild-land fire may be used to describe the same type of incident. A wildfire differs from other fires by its extensive size; the speed at which it can spread out from its original source; its ability to change direction unexpectedly; and to jump gaps, such as roads, rivers and fire breaks.

The working group are not only assessing strategies for dealing with wildfires but also how to prevent them occurring in the first place. The Brigade is part of the working group, which is chaired by the Forestry Commission and co-ordinated by Surrey Fire and Rescue Service. As the project outcomes are delivered the Brigade will consider the implications and where appropriate implement them.



Wildfire

National, Regional And Local Resilience Forums

As an emergency service the Brigade has to comply with a number of statutory duties. To address these issues regional (South East Region) and local (Thames Valley) resilience groups have been formed. The Brigade is a standing member of these forums and contributes to the planning strategies and arrangements. The forums have both core business and specific project work-streams as part of their work programme. Where required the Brigade incorporates these within its own planning strategies.

National Capabilities Programme

The Government's National Capabilities Programme is the core framework through which it is seeking to build resilience across all parts of the United Kingdom. The aim of the capabilities programme is to ensure that a robust infrastructure of response is in place to deal rapidly, effectively and flexibly with the consequences of emergencies, civil devastation and widespread disaster. To support the national programme the Brigade has a High Volume Pump and Incident Response Unit with trained crews that can be deployed locally, regionally or nationally providing mutual assistance at significant incidents such as large scale flooding, explosions and major transport accidents to name a few.

Regional Resilience Forums

The National Capabilities Programme is underpinned by the Regional Resilience Forum, which ensures resilience and emergency preparedness at a regional level. The forum is instrumental in disseminating information regarding national priorities from Central Government to the local resilience forums and in circulating best practice from both national & regional sources. It is essential that the work of the national and regional forums is coordinated to avoid duplication or issues being overlooked. The risks and issues identified at the forum are considered by the Brigade and where necessary incorporated in the risk register to be addressed.

Thames Valley Local Resilience Forum

As a standing member, the Brigade is actively engaged in the Thames Valley Local Resilience Forum. As issues are identified by the forum they are incorporated in to the Brigade's risk register or addressed as required.

The overall purpose of the forum is to ensure that there is an appropriate level of preparedness to enable an effective multi-agency response to any emergency which may have a significant impact on the communities of the Thames Valley area and to effectively communicate this preparedness to other agencies and to the public at large.

The Strategic Objectives of Thames Valley Local Resilience Forum are:

- To develop a robust governance structure, enabling the forum to be responsive, accountable and equipped to fulfil its responsibilities under the Civil Contingencies Act 2004.
- To ensure the forum has a co-ordinated communications strategy to undertake its duties to warn and inform the public, to improve communication between responders and to manage the media.
- To maintain a Thames Valley-wide risk register in order to raise awareness of emerging risks and ensure that the risk process informs future planning.

- To ensure the forum takes account of the national capabilities of work streams and that local plans provide a resilient framework for the response to any risk or threat.
- To ensure the forum embeds multi-agency co-ordination, integration and training to achieve clear and consistent management of incidents.
- To improve resilience to flooding having regard to the recommendations of the Pitt Review.
- To ensure that multi-agency planning in respect of the Olympics 2012 and the impact on the Thames Valley is being progressed at an appropriate rate.

Business Continuity

To ensure the Brigade can maintain its statutory functions, regular business continuity exercises are undertaken. The exercises have been at department, directorate and brigade levels. In addition to the exercises the Brigade has implemented the plans under real event conditions and has successfully continued to deliver the services required and expected.

The Brigade has developed very robust web based business continuity management systems i.e. the Brigade can continue to operate from anywhere in the world using secure internet access to manage its resources. These systems will be refined and developed further where required to improve business continuity and resilience.

By continuing to discharge the statutory duties required, the Brigade will also limit the damage and consequential losses to the wider community when incidents occur. In addition to the internal business continuity arrangements, the Brigade, through effective implementation of its strategies, will reduce the commercial, economic and social impact of fires and other incidents.



Water Rescue Unit in action (photo courtesy of Nick Townsend)

Contact Us

Royal Berkshire Fire and Rescue Service welcomes your comments on the Action Plan 2010/11 and the Five Year Plan, any time during the consultation period **5 October 2009 to 4 January 2010**.

Please take this opportunity to make your views known, as it will help to develop strategies and policies to meet local needs.

How To Reply

You are invited to comment on our plans using any of the following methods:

- In writing, using the following **FREEPOST** address :
IRMP Consultation
Royal Berkshire Fire and Rescue Service
FREEPOST (RG2 669)
103 Dee Road
Reading
RG30 1BR
(Remember, no stamp is required)
- Email to: irmp@rbfrs.co.uk
- Visit our Website at: www.rbfrs.co.uk
- Telephone our help line on: 0118 932 2122
- Fax us on: 0118 932 2296

The following is a list of websites and contact numbers contained within this document:

http://www.rbfrs.co.uk/job_enquiry_form.html

cshfsc@rbfrs.co.uk or FREEPHONE 0800 587 6679

www.train4fire.com or telephone 0118 921 2527

<http://www.staywise.co.uk>

<http://firekills.direct.gov.uk/index.html>



Confidential Monitoring

RBFRS is keen to ensure that its consultation with the public is effective and inclusive - so please answer the following questions and return these pages together with any comments you may wish to make to the FREEPOST address shown on page 34. In line with the Data Protection Act 1998, all personal information will be confidential to RBFRS. It will be used for no purpose other than improving services.

Q1 Are you...? (Please cross **one** box only)

Male.....

Female.....

Q2 What was your age on your last birthday? (Please cross **one** box only)

16 to 24..... 35 to 44..... 55 or over.....

25 to 34..... 45 to 54.....

Q3 What is your ethnic group? (Please cross **one** box only)

White - British, Irish or any other White background.....

Mixed - White & Black Caribbean, White & Black African, White Asian or any other mixed background.....

Asian or Asian British - Indian, Pakistani, Bangladeshi or any other Asian background.....

Black or Black British - Caribbean, African or any other Black background.....

Chinese or Other ethnic group.....

Q4 What is your first language? (Please write in)

Q5 How did you become aware of this consultation? (Please cross all boxes that apply)

Website..... Newspaper..... RBFRS employee....

Email..... Through the post...

Other (Please specify)



Q6 If applicable, in which Local Authority area is your main home in Berkshire?
(Please cross **one** box only)

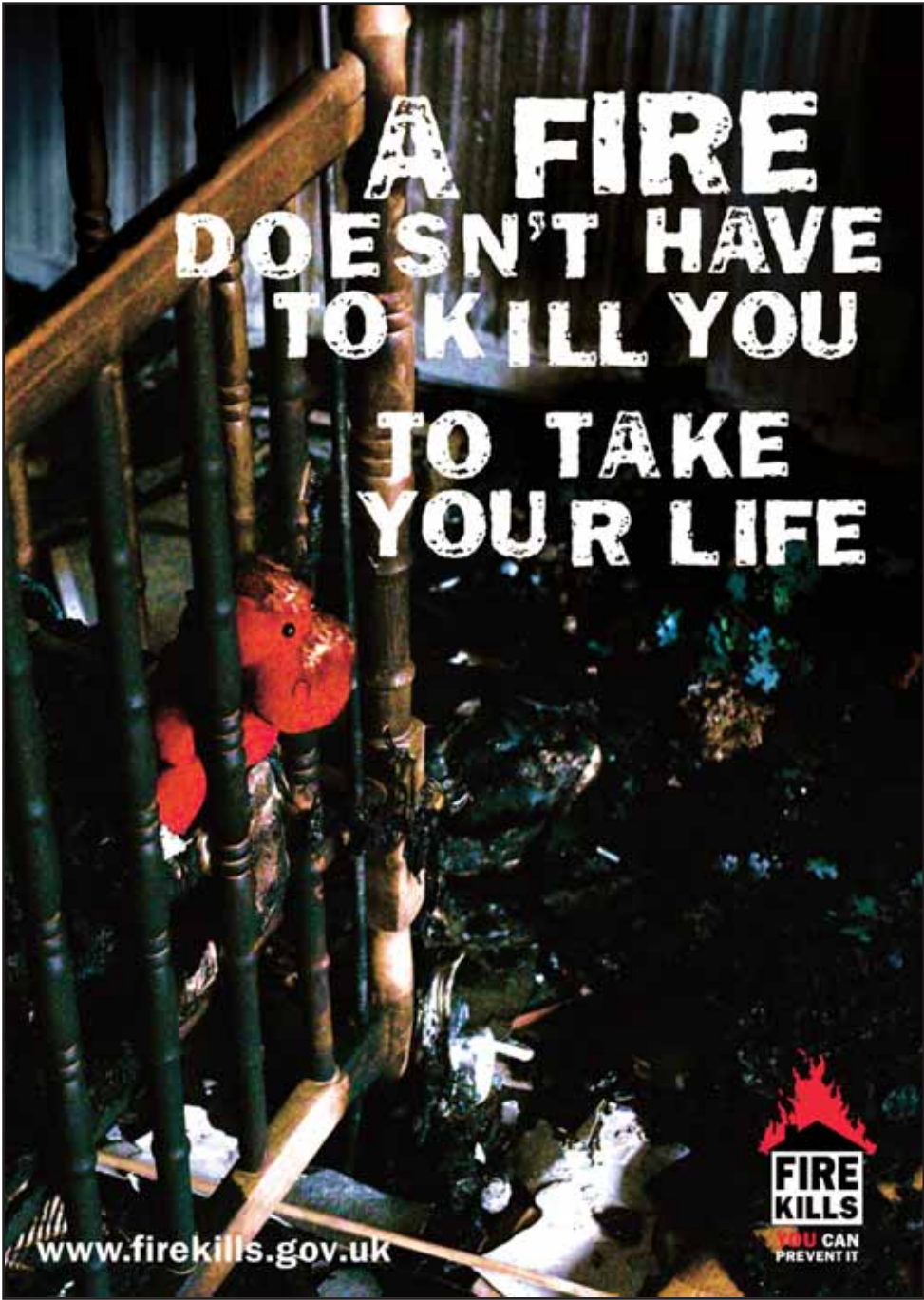
Bracknell Forest Borough Council..... West Berkshire Council..... Wokingham Borough Council.....

Reading Borough Council..... Royal Borough of Windsor & Maidenhead... Slough Borough Council.....



Young firefighters taking part in a tournament at Brigade Headquarters





ROYAL BERKSHIRE
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