

INTEGRATED RISK MANAGEMENT PLAN STRATEGY CONSULTATION

Consultation Report





SOCIAL MEDIA ROUND UP

total reach of 141,918



reach of 81,927
1,801 engagements



reach of 57,848
1,109 engagements



2,143 impressions



1,066 video views

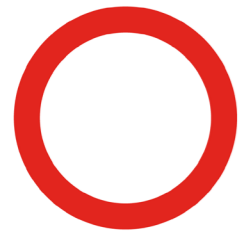
WEBSITE ROUND UP



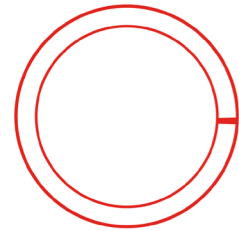
1,169
webpage visits



9th
most popular webpage



312
total
responses



4
Easy Read
responses



120
responses from
residents of Royal
Berkshire



100
responses from
RBFRS staff

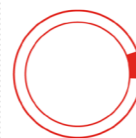
COMMUNITY GROUP ROUND UP



shared with
1,729
community contacts



posted in
60
Facebook community
groups



responses from
25
organisations

IN COMPARISON WITH THE IRMP 2019-2023 CONSULTATION



49,892
more people
reached on social
media



84
more webpage
visits



10,655
more Facebook
video views

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>> INTRODUCTION

This report summarises the main findings from the 'Strategies for Prevention, Protection and Response Consultation', which was carried out by Royal Berkshire Fire and Rescue Service (RBFRS) on behalf of Royal Berkshire Fire Authority (RBFA).

The consultation ran from 2 March 2020 – 11 May 2020.

This period was extended by two weeks, due to restrictions on our initial consultation engagement plans resulting from the impacts of COVID-19.

This document provides information on how the consultation was conducted and presents the quantitative and qualitative data gathered.

We consulted on the proposals contained within our Prevention, Protection and Response Strategies and Underpinning Risk Analysis to gain your feedback on our proposals for 2020-2023. These Strategies support the delivery of the [Corporate Plan and Integrated Risk Management Plan 2019-2023](#), and contain specific proposals on how we intend to target our resources to local community risk. Each of the Strategy documents provides a full explanation and rationale for each of the proposals.

You can read in full our rationale for this consultation in our [Consultation Document](#).

Prevention

The proposals in the Prevention Strategy 2020-23 and underpinning risk analysis were:

1. **Introducing a risk-based programme of follow-up Safe and Well Visits for the most vulnerable cases;**
2. **Renaming our target groups for Safe and Well Visits to better reflect the type of risk posed to 'Risk to Individuals' and 'Risk to Households';**
3. **Within our Road Safety Programme include targeted activity for motorcyclists based on risk;**
4. **Focus our activities in support of Children and Young People through our road and water safety education programmes, Fire Cadets and Fire Safe; and**
5. **Continue to pilot an Adult FireSafe programme to fully understand the implications and potential benefits of this activity.**

As part of this consultation, we asked whether you agreed with each of the Prevention proposals above and welcomed your feedback.



Protection

The proposals within the Protection Strategy 2020-23 and underpinning risk analysis were:

1. **Develop our Risk Based Inspection Programme methodology to look at both risk of property and risk of compliance; and**
2. **Continue to respond to changes in legislation and guidance related to building regulations and fire safety and ensure this is reflected in our policies, processes and ways of working.**

As part of this consultation, we asked whether you agreed with each of the above Protection proposals and welcomed your feedback.

Response

The proposals within the Response Strategy and underpinning risk analysis were:

1. **In 2020/21, we propose to undertake a review of our specialist water rescue capability to ensure it continues to be aligned to local risk and reflects national best practice.**
2. **In 2021/22, we propose to undertake a review of our technical rescue capability to ensure it continues to be aligned to local risk and reflects national best practice.**
3. **In 2022/23, we propose to undertake a review of our incident support capability to ensure it continues to be aligned to local risk and reflects national best practice.**
4. **Undertake a project to consider the feasibility of introducing dynamic risk-based nucleus crewing in the West of the County to improve emergency incident response times.**
5. **We propose to retain the current operational planning assumptions and use these assumptions to underpin our Integrated Risk Management Planning.**
6. **To avoid having to reduce our ability to meet our Response Standard in order to balance our budget, the Fire Authority will lobby Central Government for a fair funding settlement to sustain our optimum model.**

As part of this consultation, we asked whether you agreed with each of the above Response proposals and welcomed your feedback.

Council Tax

In our Consultation Document, we also outlined our rationale for exploring whether the public would support an increase in the Council Tax precept to provide more funding for Royal Berkshire Fire and Rescue Service. Hence, as part of this consultation we also asked:

Would you support an increase of £5 in Council Tax (based on a Band D property) for the next financial year?



>> METHODOLOGY

Legal and Statutory Obligations

The Fire and Rescue Services Act 2004 provides the statutory instrument that requires Fire and Rescue Services to have due regard to the [Fire and Rescue National Framework for England](#). The Framework provides guidance on integrated risk management planning (IRMP) and that an IRMP should:

'Reflect effective consultation throughout its development and at all review stages with the community, its workforce and representative bodies, and partners.'

[Government consultation guidance principles](#) suggest that the length of consultation should be proportionate to the nature and impact of the proposals. On that basis, RBFA made the decision to carry out an eight-week consultation. However, due to the impact on our scheduled community consultation activities from COVID-19 and the restrictions put in place, the decision was made to extend this period to 11 May in order to provide more time for us to promote the consultation and for people to respond. Consequently, the consultation ran for a 10-week period.

The Consultation Institute

In developing the consultation, we also received support and guidance with regards to best consultation practice from [The Consultation Institute](#).

Resources

The consultation was publicised through social media platforms, awareness raising posters and flyers, online and local media. Consultation material was made available via a number of accessible methods.

These included:

- Online via rbfrs.co.uk
- Hard copies
- PDF copies via email
- Consultation events
- Signposting via email.

In order to improve engagement with the consultation, specific stakeholders were identified and contacted directly.



Feedback from all stakeholders was obtained using the following engagement methods:

Online Survey

The consultation team designed an online survey to collect quantitative and qualitative data responses to the consultation questions. This enabled the team to analyse numerical data and also provide an in-depth look at the nature of responses given.

Website

A section was created on the RBFRS website on the 'Consultation' page. This included:

- An introduction, detailing what the consultation was focusing on.
- Videos with interviews with the Chairman of the Fire Authority, Councillor Colin Dudley, Lead Member for IRMP, Councillor Dexter Smith and Group Manager, Lloyd Palmer, from Corporate Services.
- Information on how people could take part in the consultation.
- A link to the survey.
- A link to the IRMP documents.
- 'Easy Read' versions of the Strategy documents and consultation document.
- An Easy Read survey to be used if necessary.
- An email address, postal address and telephone number to provide alternative methods of response.
- Details on accessibility, for people requiring alternative formats or languages.
- A link to information on how we use personal information.

We had a total of **1,169** visits to the website page during the time it was running, the **9th most popular page** on the RBFRS website.

Updates were provided throughout the consultation, including a news item announcing the extension of the consultation, which featured a video with Group Manager, Lloyd Palmer, in which he explained the proposals in detail. News items were added to the website to remind visitors of the deadline date and encourage them to take part.

Media

A press release was issued to media contacts at the beginning of the consultation on 2 March 2020, which provided details of the consultation and how to get involved, outlining the reasons for the consultation and the importance of residents having their say.

Events and External Promotion

Through liaison with our business contacts, external events had been planned across the County throughout the consultation, such as promotion at locations in the community with a high footfall, i.e. supermarkets and at fire station Open Days and car washes. However, due to COVID-19 and the suspension of all non-essential services, events such as these were unable to take place.



- Letters were sent to partner agencies and contacts, including neighbouring Fire and Rescue Services, the Leaders of the unitary authorities, the Thames Valley Police and Crime Commissioner, MPs and Town and Parish Councils.
- Letters and emails were sent to **1,729** community contacts across a broad range of organisations, from schools to faith groups, to disability organisations. This wide range of contacts was used in order to encourage as many areas of our community as possible to take part in our consultation – particularly those who have been underrepresented in our consultations in previous years. We received 25 responses on behalf of organisations, including 22 through the ‘Survey Monkey’ link and three via email.
- Posters were sent to libraries, schools and GP surgeries in Berkshire, asking them to display on their noticeboards.
- Posters and leaflets were sent to Berkshire’s unitary authorities to advertise the consultation. They also agreed to share details on social media.

Social Media

To complement the channels above, social media was used throughout the consultation programme to enable respondents to share the information and to encourage engagement.

Given that we were unable to engage with residents face-to-face, social media became an incredibly important part of our engagement activity. We adapted our approach to engaging with our residents in the face of a dynamic situation. We increased the amount of content produced in order to reach more people, as well as changing the way we used social media in order to reach different groups of people within Berkshire. We were able to use videos that we had recorded pre-restrictions, which were released in order to engage residents.

Information was posted on RBFRS’ Facebook, Twitter, Instagram and LinkedIn pages at regular intervals, to encourage people to participate in the consultation. Information about the consultation was ‘shared’ in Facebook community groups, and key partner agencies, such as unitary authorities, were ‘tagged’ in some Twitter posts to enable them to share the messages. Initially, the consultation poster was shared to 60 community groups, followed by the video with Councillor Dexter Smith half way through the consultation, and finally the announcement of the consultation extension using the video of Group Manager (GM) Lloyd Palmer.

During the final week of the consultation, videos featuring staff members from Prevention, Protection and Response were published on our social media channels and in Facebook community groups. These were used as a countdown to the deadline date, encouraging people to have their say. During the five days that these were published, the number of responses increased by 82, an increase of 36%.



Analytics for Facebook, Twitter, LinkedIn and Instagram are as follows:

- Our nine videos posted to Facebook accrued **22,028 views, 1,664 engagements**, and **reached 74,393 people**. Compared with the IRMP 2019-2023 consultation, there was an increase in Facebook video views of **10,655 views**. In addition to this, the total reach of all our Facebook posts was **81,927** and the total engagement was **1,801**. At the beginning of the consultation, the promotional poster was shared in individual Facebook community groups. There is no way of tracking the engagement or reach of this, but it is estimated to have reached approximately **14,000** people.
- In total, our 36 Twitter posts received **57,848 impressions** and had **1,109 engagements**.
- Our five LinkedIn posts achieved 2,143 impressions and our five Instagram videos garnered **1,066 views**.
- Over Facebook, Twitter and LinkedIn, our posts reached **141,918 people, an increase of 49,892** on the IRMP 2019-2023 consultation.

The social media reach for this consultation, compared with the 2019-2023 consultation, increased by **54%**, whilst our Facebook video views increased by **94%**, compared with that same consultation. Despite the restrictions we faced with regards to engaging with people in person, these social media figures show that we are continuing to move in a very positive direction with our use of social media to engage with the public. We are also now using social media in order to reach areas of our community that are underrepresented in our consultations, which we will continue to build upon in future consultations.

Internal Communications

Internally, our Service Intranet (‘Siren’) featured regular updates, including announcing the opening of the consultation with a video of the Chairman of Royal Berkshire Fire Authority, Councillor Colin Dudley. There were regular reminders for staff to take part. The video produced with GM Lloyd Palmer was added to the Intranet in lieu of a series of planned briefing sessions aimed at staff, which were unable to take place due to COVID-19 restrictions.

Updates were also posted on Workplace, a platform for businesses run by Facebook. It allows members to post in various groups with different groups of staff. In this instance, two groups were used - the main RBFRS group containing the majority of staff members and an RBFRS ‘On-Call’ group, which enabled on-call firefighters to watch the briefings and encourage them to take part from their own homes. The video with GM Lloyd Palmer was also used to promote the deadline extension, and was seen by **250** members of staff. Additionally, emails were sent to all members of the organisation at the launch of the consultation and the announcement of the extension, encouraging staff to take part.

An article announcing the consultation extension was issued in the April issue of ‘The Shout’, an internal magazine, which is distributed across the organisation. Due to COVID-19 restrictions, this distribution took place electronically via email, Workplace groups and on the Intranet. Updates also featured regularly in ‘Cascade’, which is a fortnightly bulletin of organisational news, delivered to staff by managers but also sent out via an email to all staff members.

Face-to-face briefing sessions for staff at our Headquarters and Training Centre buildings had also been planned. However, due to COVID-19 and the need for social distancing,



only two of these were able to take place. The video with GM Lloyd Palmer contained all the information within the briefings, and was available on Siren and Workplace.

Equality and Diversity

RBFRS recognises the importance of Equality, Diversity and Inclusion (EDI) and operates in accordance with four EDI objectives, as set out by the National Fire Chiefs Council (NFCC) Equality Framework. These are:

1. **Increasing diversity of staff at all levels.**
2. **Leadership and corporate commitment.**
3. **Improving our service delivery by knowing the communities we serve through partnership and risk based approach.**
4. **Promoting a culture of equality, diversity and inclusion.**

In ensuring our consultation activity is accessible to as many communities across the County as possible, during this consultation campaign, we have taken steps to ensure that our documentation and communication campaigns have reached different groups, so that we can gather feedback from a wide range of individuals and listen to these views.

Since our last IRMP consultation, RBFRS has employed a designated Equality, Diversity and Inclusion (EDI) co-ordinator. During the process of consultation we have been able to check our documentation and consultation plans with this individual and our internal EDI staff forum to ensure we are considering good practice in relation to equality and diversity. This has included our consultation documentation, communication plans and design of our Survey Monkey questionnaire.

In line with consultation best practice, at the beginning of our consultation process we created an EDI Impact Assessment, which we have continually reviewed and updated where needed. This EDI Impact Assessment ensures that we are aware of the risks and impact of our work on individuals or groups who may be protected under the nine protected characteristics and the methods we can do to mitigate these risks.

For this consultation, and building on our previous consultation activity and seeking continuous improvement, we felt it was extremely important to ensure our documentation and survey could both be accessible in an easy to read, non-complex version, as well as a full, detailed version. For this, we worked with an external organisation who created 'Easy Read' versions of our consultation documents. More importantly, these documents were then presented to a focus group of individuals who also had a learning disability to ensure they were understandable and accessible.

During the consultation process, we were also able to analyse our ongoing response rate from various groups through the EDI data we collected through Survey Monkey. This enabled us to assess where we may need to target more specific communication work and adapt our strategy as the consultation progressed.



COVID-19

It is important to address the global pandemic of COVID-19 in this document. Shortly after the launch of the consultation, the UK Government announced and enforced a nationwide lockdown to help slow the spread of the Coronavirus.

To assist in the decision-making around whether to proceed with the consultation or postpone, we followed guidance issued by the Consultation Institute. As a result, we decided to proceed with the consultation, increasing the length of the consultation and increasing our focus on digital communication and engagement.

Arising from the global situation, we understand that many frontline services have had serious, pressing issues to deal with, as well as local businesses and individuals within our communities. Hence, we recognise this is highly likely to have had an impact on the response rate and engagement seen in this consultation. However, in spite of the current global challenges, we feel our response rate of 312 is a positive achievement for RBFRS and we hope to continually improve on this in our future consultation work.



>> ANALYSIS OF DATA

The majority of the data was gathered via an online survey conducted using 'Survey Monkey'. All data was anonymised in line with best practice.

Quantitative Data

Quantitative data was used in a number of ways during this consultation. It is important to note this consultation was launched shortly before the Coronavirus crisis and, therefore, we could not undertake our planned face-to-face engagement activities across the County. Our Survey Monkey platform enabled us to provide an indication of response rate to the survey, including skipped questions and impartial completions. It also provided:

- Equality and diversity information to analyse the demographic profile of respondents.
- An indication of the capacity in which the respondents were replying, such as an individual resident of Royal Berkshire or on behalf of an organisation.
- The overall percentage of responses for each proposed consultation proposal. This indicated the weight of preference from the respondents in total. We also broke this data down to look at responses from individual groups to further examine the findings.

Qualitative Data

Qualitative questions were used to enable respondents to provide individual and specific feedback on the consultation proposals:

- Open-ended questions were used on the online survey.
- Qualitative data was analysed using coding methodology; common themes in feedback were highlighted and patterns in responses were reported on.

Due to the large number of qualitative responses received, we are unable to publish them all in this document. As such, a sample of the qualitative feedback received will be included for each relevant question. In order to remain transparent and impartial, we have ensured that due consideration was given to all feedback collected, analysing every comment using coding methodology, before the most representative were collated for this report.



>> RESPONSE TO CONSULTATION

We received 302 responses to the consultation through the online Survey Monkey tool. We received four responses via our online Easy Read Survey Monkey tool and four responses via email. We received a response in full from the Fire Brigades Union, which is reported in Appendix A, and response in full from Berkshire Lowland Rescue in Appendix B.

Some of the responses we received via Survey Monkey were from the following organisations:

- Wokingham Community Safety Partnership
- Hungerford Community First Responders
- Crowthorne Parish Council
- Rosemead Surgery
- GF Infant School, Reading
- Harwood House Nursing Home Cookham Dean
- Business Manager of St-Peter's CE Middle School
- Newbury College
- Shinfield Parish Council
- Claycots Primary School, Slough
- Finchampstead Parish Council
- Thames Valley Advance Motorcyclists
- Reading Social Services
- Staffordshire Fire and Rescue Service
- Pioneer Educational Trust representing Upton Court Grammar School
- Foxborough Primary School
- Remenham Parish Council

The tables and figures below illustrate the demographic profile of the respondents who gave their feedback to the consultation through our Survey Monkey platform. We have collated our responses from both our Survey Monkey survey and Easy Read version. We have presented the overall statistics for each question, and then broken these responses down by response capacity to provide comparison of RBFRS staff responses against all other responses. We also have reported our data to one decimal place.

Within our data reporting, we have noted the number of questions that were answered, as well as the number of questions skipped. We have presented this data in order to be transparent. We felt that it was important that respondents do have the option to skip questions, in order to encourage participation and a higher response rate. If we were not to allow respondents to skip questions, we may have achieved a lower response rate or missed an opportunity to collect data and feedback about our proposals across the survey.

Equality and Diversity Monitoring

In Appendix C, we have presented the raw data comparison of EDI data from this consultation and our last IRMP consultation (Corporate Plan and IRMP 2019-2023). We wanted to present this data in order to show how we have changed and modified the way in which we collect EDI data through more inclusive answer options, to better represent the diversity within the communities we serve. As such, we are unable to make a direct comparison between our response rates, as we have asked questions differently this



time around. For example, in relation to gender, within our previous IRMP consultation we presented three answer choices, but for this present consultation, we presented seven.

Within this consultation, we also offered the opportunity for respondents to self-describe their identification with each question. As will be reported, we saw an uptake of using this option for some questions and we feel that it has actively increased the inclusivity of the survey. For this consultation, we also created an 'Easy Read' version of our documentation and survey, which was used by four respondents. Whilst this may be a low number overall, it is encouraging to see that this option was taken up and a positive step to promote further inclusivity with our work. For future work, we will be considering how we can continue to develop the accessibility of our consultation material through the process of developing Easy Read accessible material in conjunction with those who may use it.

For this consultation, we reached out to groups which were underrepresented in our past consultations. This included the under 25s by reaching out to colleges and youth groups, BAME communities through faith groups and organisations that work with BAME communities, and groups for LGBTQ+ individuals. Additionally, on Facebook, we are members of various community groups for each of these areas, such as the 'Slough Muslims' Facebook group and the 'LGBTQ+ Forum: Reading and Berkshire'.

We are continually working to improve the way in which we reach and engage with different groups across Royal Berkshire and this data suggests that our conscious efforts to increase the accessibility of our consultation material has seen improved engagement with individuals and communities. In the future, we will be considering further the pre-engagement work we may be able to do with different groups within our County to inform our consultation activity and promote inclusivity within our work with the public. We will continue to be committed to promoting diversity and inclusion across the work that we do at Royal Berkshire Fire and Rescue Service.

Figures used for representation of the population of Berkshire are taken from the most recent [National Census in 2011](#), as well as The Office for National Statistics, whilst RBFRS workforce figures are current and taken from our organisation reporting for Quarter 3.

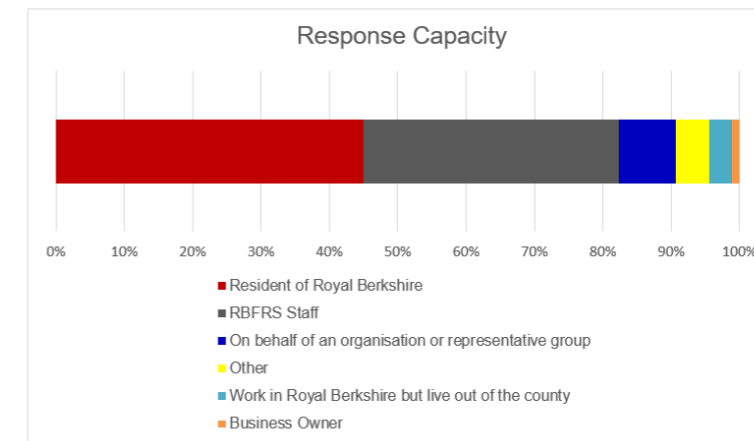


Respondent Profile

Response capacity

Please choose which group best relates to you:

Answered: 267 Skipped: 39



Resident of Royal Berkshire	44.94%	120
RBFRS Staff	37.45%	100
On behalf of an organisation or representative group	8.24%	22
Other	4.87%	13
Work in Royal Berkshire but live out of county	3.37%	9
Business Owner	1.12%	3
TOTAL		267

The data showed that:

- 44.9% of respondents identified themselves as a Resident of Royal Berkshire
- 37.5% of respondents identified themselves as working for RBFRS
- The smaller representations came from those who identified as a Business Owner (1.1%).

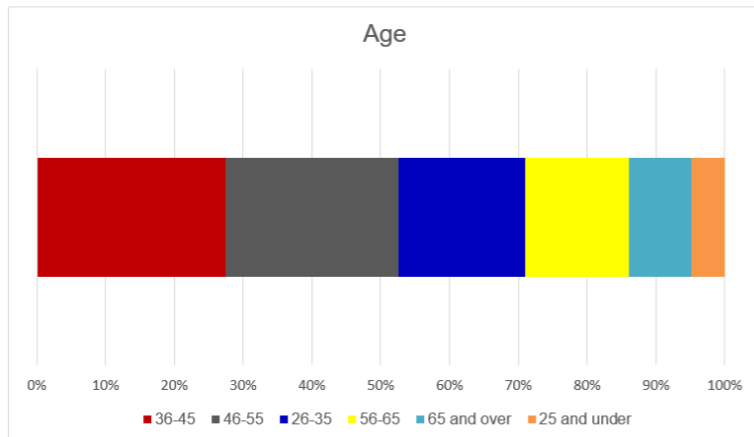
In comparison to our previous IRMP consultation, we collected this information in the same way. However, we did see an increased response rate from business owners and representative/organisational group in this consultation. This may suggest that our targeted communication work towards this group encouraged positive uptake and engagement.



Age

Which age group are you in?

Answered: 266 Skipped: 40



ANSWER CHOICES	RESPONSES
36 - 45	27.44% 73
46 - 55	25.39% 67
26 - 35	18.42% 49
56 - 65	15.04% 40
65 and over	9.02% 24
25 and under	4.89% 13
TOTAL	266

The data showed that:

- 27.4% of respondents identified their age as 36 – 45 years old (27.86%)
- The smallest number of responses came from those aged 25 and under (4.9%).

Census data shows that the average age in Berkshire is 38¹. Whilst we did not collect the average age of respondents within this consultation, we did see the largest percentage of age identification within the group which contains ranges to include the age of 38 - this may suggest our data reflects a similar trend.

In comparison to our last IRMP consultation, we collected data about age in a different way, using different age bracket response options. Therefore, it is difficult to make a direct comparison; however, a broad look at the data would suggest we achieved similar response rates to our previous consultation.

RBFRS staff response

The data showed that within the responses who identified as RBFRS staff:

- 39% identified their age group as 36-45 years old
- 2% identified their age group as 55-65 years old.

¹ Census data taken from [Office of National Statistics](#) and [Nomis](#)

² Internal workforce data taken from Quarter 3 2020 reporting.



RBFRS workforce data shows that 31.5% of our staff are aged between 36-45 years old, which is also reflective of the response we saw in this group.²

All other responses (non-RBFRS staff)

The data showed that within all other responses (who did not identify as RBFRS staff):

- 36.6% identified their age group as 56-65
- 4.6% identified themselves in the 25 and under age group.

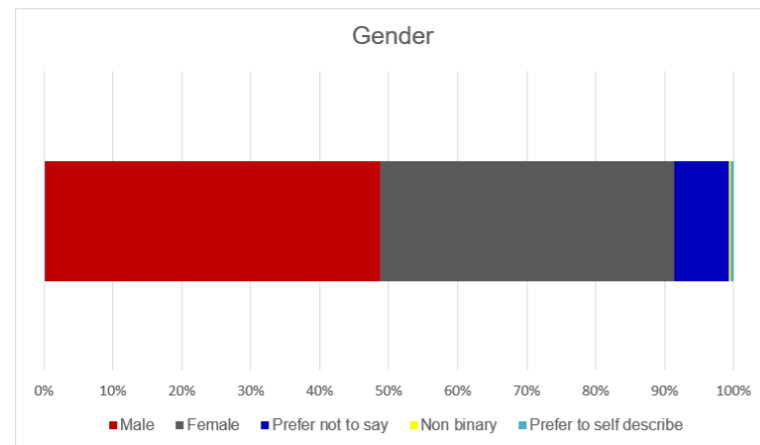




Gender

How would you describe your gender identity?

Answered: 267 Skipped: 39



ANSWER CHOICES	RESPONSES	Count
Male	48.69%	130
Female	42.70%	114
Prefer not to say	7.87%	21
Non-binary	0.37%	1
Prefer to self describe:	Responses 0.37%	1
Agender	0.00%	0
Gender Fluid	0.00%	0
TOTAL		267

The data showed that:

- 48.7% described their gender identity as male and 42.7% as female
- 1 individual described their gender identity as non-binary
- 1 individual preferred to self-describe.

Census data shows the breakdown between those identifying as male and female across Berkshire as being 49.4% male and 51.6% female. Within our data, we had a slightly larger proportion of males amongst our respondents overall, however this may also be reflective of a higher percentage of our workforce within RBFRS identifying as male.

In comparison to our previous IRMP consultation, we provided more diverse answer options to this question as part of our commitment to Equality, Diversity and Inclusion. We saw an increase in responses from females, as well as some responses in relation to identifying as non-binary or preferring to self-describe, which were not provided as options previously. This suggests it was beneficial to make the answer options to this question more inclusive to better represent the diversity of gender identification.



RBFRS staff

- 61% described their gender identity as male
- 31% described their gender identity as female
- 8% preferred not to say
- 1% of respondents described their gender as non-binary.

RBFRS workforce data shows the breakdown between male and female across all staff groups as being 77.9% male to 22.4% female. The responses seen in this field are in alignment with this.

All other responses (non-RBFRS staff)

The data showed that within all other responses (who did not identify as RBFRS staff):

- 66.7% described their gender identity as female
- 25% described their gender identity as male
- 4.2% preferred not to say.

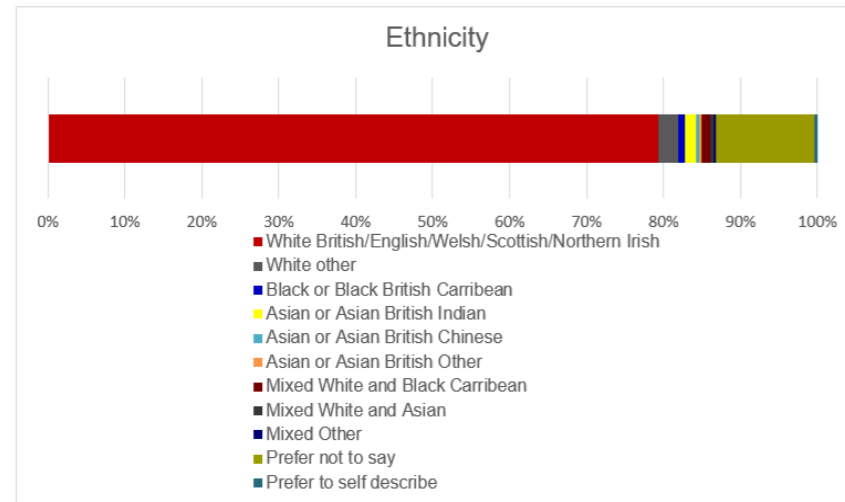




Ethnic Origin

How would you describe your ethnic group?

Answered: 266 Skipped: 40



The data showed that:

- 79.3% identified their ethnic origin as White British (79.3%)
- 2.6% identified themselves as White Other
- 1.1% identified themselves as Mixed White and Black Caribbean
- 1.5% identified their ethnic origin as Asian or Asian British Indian
- 0.4% identified themselves as either Asian Chinese, Asian British other, Mixed White and Asian, or Mixed Other
- One individual preferred to self-describe.

Census data on ethnicity shows that 80% of Berkshire residents identify their ethnicity as 'White'. It is hard to directly compare this data to our own response rate as we provided more detailed response categories in comparison to the Census ethnicity options. However, we can broadly suggest that our response rate of 79.3% of 'White' and 2.6% of 'White Other' is reflective of the regional context.

In comparison to the previous IRMP consultation, we provided more diverse and inclusive answer options in this consultation. As such, we saw responses from a number of different groups, which enabled individuals to specify more clearly their ethnic origin. For example,



in this consultation a number of individuals were able to express their ethnic origins as Asian Chinese or Asian Indian, rather than a broader category of Asian/Asian British used in the previous consultation. This data also suggests we have more work to do in future consultations to encourage responses from a wide range of ethnic groups This data will help us inform future engagement and communication to better reach these groups.

RBFRS staff response

The data showed that within the responses who identified as RBFRS staff:

- 78% identified their ethnic origin as White British
- 2% identified at White other
- 3% identified as Mixed White and Black British
- 1% identified themselves as either Mixed other, Mixed White and Asian, Asian and Asian British other, Asian or Asian British Indian, or Black/Black British
- 12% preferred not to say.

RBFRS workforce data shows ethnicity across all staff groups as being 92.3% 'White British', 6.8% as 'Other ethnicity' and 0.8% as 'Unknown'. Our consultation response would suggest that, whilst we did receive a majority of responses from those identifying as White British, the breakdown of specific ethnic groups is hard to compare internally as we provided more specific answer options through the consultation.

All other responses (non-RBFRS staff)

The data showed that within all other responses (who did not identify as RBFRS staff):

- 75% identified themselves as White British
- 12.5% identified themselves as Asian or Asian British Indian
- 4.2% identified themselves as White Other, preferred not to say or preferred to self-describe.

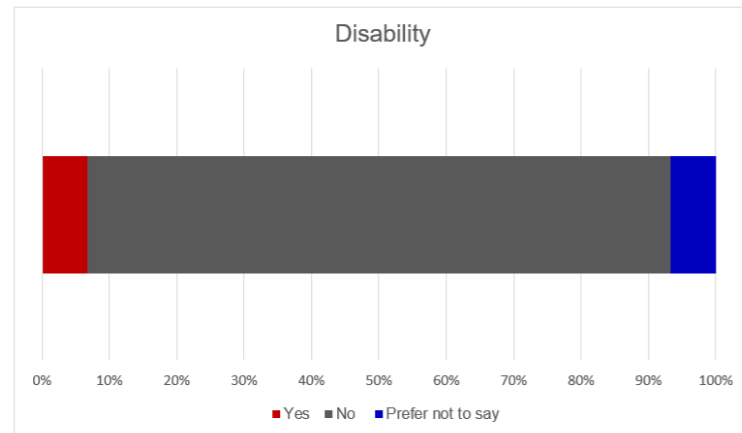




Disability

Do you consider yourself to have a disability?

Answered: 266 Skipped: 40



The data showed that:

- 86.5% considered themselves as not having a disability
- 6.8% considered themselves as having a disability
- 6.8% preferred not to say.

National government data suggests that 21% of the UK population consider themselves as having a disability equating to approximately 14.1 million people.³ Secondly, RBFRS workforce data shows that 5.61% consider themselves as having a disability.

In comparison to our previous consultation, we collected this data in the same way and the data suggests a similar response rate to previous. For future consultation activity, this data has highlighted the continued need to work towards a more representative response from those who identify as having a disability, and that we may focus our engagement strategy to encourage more participation from this group.

RBFRS staff

The data showed that within the responses who identified as RBFRS staff:

- 85% considered themselves as not having a disability
- 8% considered themselves as having a disability
- 7% preferred not to say.

³ [Department for Work and Pensions – Family Resources Survey 2018/19](#)



All other responses (non-RBFRS)

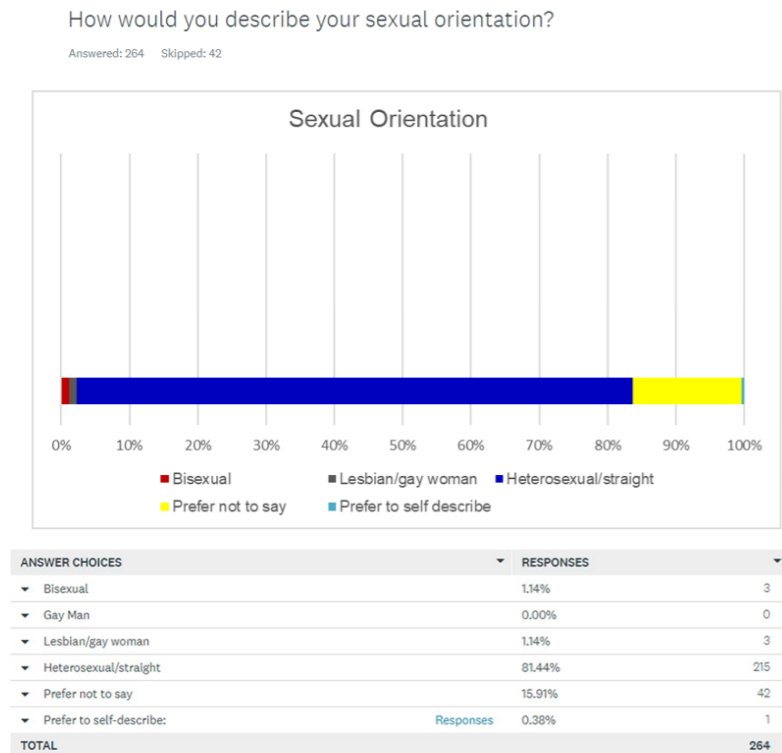
The data showed that within all the other the responses (who did not identify as RBFRS staff):

- 91.7% considered themselves as not having a disability
- 4.2% considered themselves as having a disability
- 4.2% preferred not to say.





Sexual Orientation



The data showed that:

- 81.4% described their sexual orientation as heterosexual
- 15.9% preferred not to say
- 1.1% of respondents described their sexual orientation as Bisexual
- 1.1% of respondents described their sexual orientation Lesbian/Gay Woman
- 1 individual preferred to self describe.

National government data suggests that 94.9% of the South East population identify their sexuality as heterosexual,⁴ 1.3% identify as gay/lesbian, 0.9% identify as Bisexual, 0.5% as Other and 2.4% did not want respond. In comparison, the data we collected from this consultation appears reflective of the regional data set.

In comparison to the previous consultation, we provided more answer options in this consultation in relation to sexual orientation. We provided more specific choices for individuals identifying as lesbian/gay woman and gay man, rather than an overall option of gay/lesbian. We also had the option of self-describing sexual orientation, which was utilised by a respondent in this consultation. This suggests it was beneficial to make the answer options to this question more inclusive to better represent the diversity of sexual orientation.

⁴ [Office of National Statistics – Sexual Orientation UK](#)



RBFRS staff

The data showed that within the respondents that identified themselves as working for RBFRS:

- 81.9% identified their sexual orientation as heterosexual
- 17.2% preferred not to say
- 1% identified as bisexual.

RBFRS workforce data collected does not include 'Sexual Orientation'. Consequently, context cannot be provided, however this may be an area of consideration for the future in relation to the EDI data we collect as an organisation to better understand and represent the diversity within our workforce.

All other responses

The data showed that within all the other the responses (who did not identify as RBFRS staff):

- 87% identified themselves as heterosexual
- 4.4% identified themselves as lesbian/gay woman
- 8.7% preferred not to say.

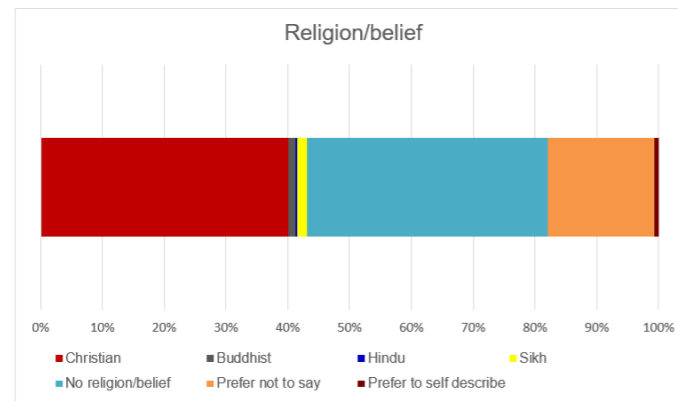




Religion

What is your religion?

Answered: 267 Skipped: 39



ANSWER CHOICES	RESPONSES	
Christian	40.07%	107
Buddhist	1.12%	3
Hindu	0.37%	1
Jewish	0.00%	0
Muslim	0.00%	0
Sikh	1.50%	4
No religion or belief	38.95%	104
Prefer not to say	17.23%	46
Prefer to self describe:	Responses 0.75%	2
TOTAL		267

The data showed that:

- 40% identified their religion as Christian
- 39% identified has having no religion or belief
- 0.4% identifieid their religion as Hindu
- 0.1% identified their religion as Buddhist
- 2 individuals preferred to self-describe.

Census data shows that within Berkshire, 55.6% identify their religion as 'Christian', which is consistent with the largest response within our consultation data. However, census data showed that 6.5% of the population of Royal Berkshire identify their religion as Muslim. Within this consultation, we received no responses from this group. This suggests that in the future, this is a group that we need ensure we target with appropriate engagement to better represent their views.

In comparison to the previous consultation, we provided the same answer choices. The data suggests that this consultation had no representation from those identifying their religion as Jewish or Muslim, whereas this was identified in the previous consultation. We did also have 'self-describe' response. For future consultation acitivity, this data has highlighted the continued need to work towards a more representative response from those in different religious groups.



RBFRS staff

The data showed that within the RBFRS staff respondents:

- 50% identified themselves as having no religion or belief
- 27% identified themselves as being Christian
- 1% identified themselves as Buddhist, Sikh or Hindu.

RBFRS workforce data collected does not include 'Religion'. Consequently, context cannot be provided. However, moving forward as an organisation we may want to consider collecting this data in order to accurately illustrate the diversity within our work culture and how to make this more inclusive in the future.

All other responses

The data showed that within all the other the responses (who did not identify as RBFRS staff):

- 37.5% identified themselves as Christian
- 29.2% identified themselves as having no religion or belief
- 12.5% identified themselves as Sikh.





>> MAIN FINDINGS

The following section will outline each of the proposed Prevention, Protection and Response Strategies' proposals and summarise both the quantitative and qualitative information received in relation to these. We will report on both types of data to build an informed picture of the overall majority agreement or disagreement with the projects, as well as illustrating with narrative how the respondents may feel about the proposed areas of work.

Prevention

1. Introducing a risk-based programme of follow-up Safe and Well Visits for the most vulnerable cases;
2. Renaming our target groups for Safe and Well Visits to better reflect the type of risk posed to 'Risk to Individuals' and 'Risk to Households';
3. Within our Road Safety Programme include targeted activity for motorcyclists based on risk;
4. Focus our activities in support of Children and Young People through our road and water safety education programmes, Fire Cadets and Fire Safe; and
5. Continue to pilot an Adult FireSafe programme to fully understand the implications and potential benefits of this activity.



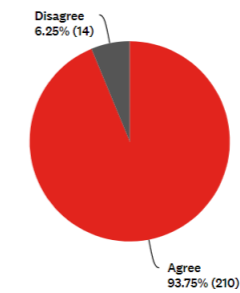
Proposal 1

Introducing a risk-based programme of follow-up Safe and Well Visits for the most vulnerable cases.

Quantitative Data

Do you agree or disagree with Proposal One to introduce a risk-based programme of follow-up Safe and Well Visits for the most vulnerable cases?

Answered: 224 Skipped: 82



ANSWER CHOICES	RESPONSES	
Agree	93.75%	210
Disagree	6.25%	14
TOTAL		224

The quantitative data shows that out of all the responses, **93.8% agreed with Proposal 1. 6.3% disagreed with Proposal 1.**

When looking at the response of RBFERS staff in comparison to all other responses, the data showed that **91.3% of RBFERS staff agreed with Proposal 1.**

Qualitative Data

We received 26 qualitative responses to Proposal 1 via our Survey Monkey Platform.

Overall, we received eight comments that specifically agreed with introducing a risk-based programme of follow up Safe and Well Visits. These included:

- "Proactive way forward for supporting most vulnerable residents"
- "Yes because the traumatic feelings after a fire can be very worrying."
- Two responses were received from RBFERS staff, who were in agreement with this proposal whilst also suggesting that consideration must be taken to balancing resources in order to be able to do this:
- "I qualify my agreement by stating that I wouldn't want to see a disproportionate amount of resource dedicated to re-visits at a cost to other vulnerable people who haven't been visited. We need a more sophisticated system for risk scoring individuals to allow for prioritisation."



- *“As long as this does not have a negative/intrusive impact on the well-being of the individual or impact upon operations availability/ competency. The persons completing the follow ups should be trained and qualified to deal with any issues that may arise from such a visit.”*

We received eight comments that reflected on the consideration of time resources and workload targets when implementing a new follow-up risk-based inspection programme. These included:

- *“Revisiting the most vulnerable can only be a positive thing; however, the time this involves may well impact on the achievement of overall targets and this must be taken into consideration. In addition, the vulnerabilities of others must not go unnoticed and unaddressed.”*
- *“I agree that follow ups are a good idea but this will mean more time taken up to facilitate these. Where will that time be allocated from and what will likely be sacrificed to enable to follow up visits. These visits will also likely take up a good portion of time if they are to be meaningful and not a 'fly-by' visit so to speak/just to meet targets.”*



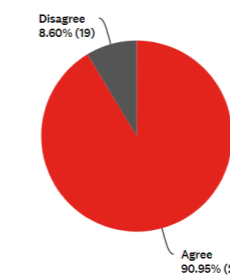
Proposal 2

Renaming our target groups for Safe and Well Visits to better reflect the type of risk posed to 'Risk to Individuals' and 'Risk to Households'.

Quantitative Data

Do you agree or disagree with Proposal Two to rename our target groups for Safe and Well Visits to better reflect the type of risk posed to 'Risk to Individuals' and 'Risk to Households'?

Answered: 221 Skipped: 85



ANSWER CHOICES	RESPONSES	
Agree	90.95%	201
Disagree	8.60%	19
TOTAL		221

The data shows that out of all the responses, **90.9% agreed with Proposal 2, whilst 8.6% disagreed.**

When breaking down the findings to compare the response of RBFRS staff in comparison to all other responses, the data shows that **94.5% of RBFRS staff agreed with Proposal 2.**

Qualitative Responses

We received 19 qualitative responses to Proposal 2 via our Survey Monkey Platform. Of the comments that supported this proposal, six made reference to how redefining the target groups for Safe and Well Visits would assist in providing clarity to all stakeholders, both internal and external to RBFRS. These comments included:

- *“Refined category easier to understand / explain to people inside and outside of RBFRS”*
- *“This could make the system clearer which would be a good thing.”*

However, we received four comments that challenged the reason for changing the name and noted that they felt it was unnecessary and confusing. These included:

- *“If we are to utilise the term 'risk to households' we should change our corporate measures to better reflect the outcome we are after. We should be counting the numbers of accidental dwelling fires we attend and not casualties (or both if necessary). The casualty rate is typically so low that trends are hard to identify - the number of ADFs is much higher and deep analysis of these would yield more useful data.”*
- *“Seems like a bit of political correctness. not sure it really helps.”*



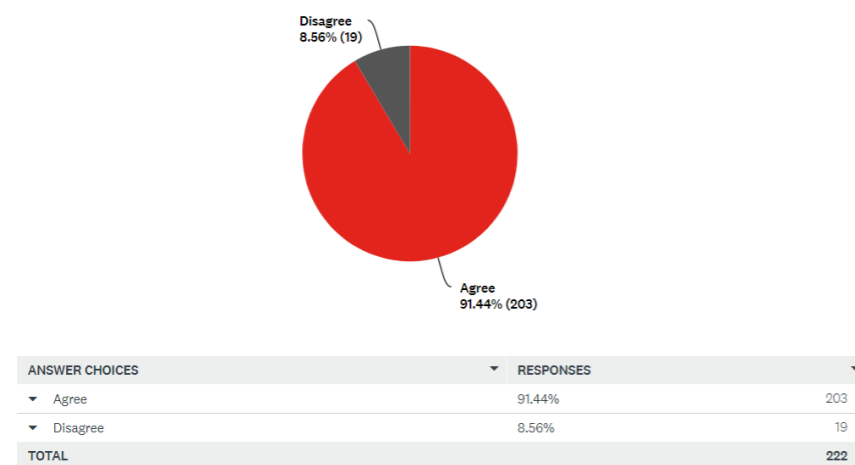
Proposal 3

Within our Road Safety Programme, include targeted activity for motorcyclists based on risk.

Quantitative Data

Do you agree or disagree with Proposal Three that within our Road Safety Programme we include targeted activity for motorcyclists based on risk?

Answered: 222 Skipped: 84



The data shows that out of all the responses, **91.4% agreed with Proposal 3, whilst 8.6% disagreed.**

When breaking down the findings to compare the response of RBFRS staff in comparison to all other responses, the data shows that **92.4% of RBFRS staff agreed with Proposal 3.**

Qualitative Responses

We received 33 comments to Proposal 3 via our Survey Monkey Platform.

We received 10 comments in direct support of Proposal 3. This support centred around a feeling from respondents that motorcyclists were at higher risk of accidents and that this proposal was appropriate, with some respondents stating this group of motorists should be considered just as much as other identified road risks. These comments included:

- *“Very important - especially in conjunction with more road safety education for adolescents it will help enormously.”*
- *“High risk category needs to be targeted.”*



Whilst the below comments are perceived to support this proposal, 18 responses also questioned the use of resource to deliver this work and that motorcyclist safety should be part of a wider road safety initiative that targets wider risk groups, particularly under-21 male drivers and cyclists. These comments included:

- *“Fully agree that more targeted road safety initiatives need to be implemented but again the time has to come from somewhere - what will be reduced to allow the significant time to plan, create and deliver these initiatives?”*
- *“Whilst Motorcycles do present a high risk group, consideration also needs to be given to new young drivers who also are a high risk group who you could target to reduce risk to them and other road users.”*

Six comments did not support Proposal 3 and these made reference, in particular, to a suggestion that RBFRS attend a low rate of motorcycle accidents. These comments included:

- *“This is historically a very small section of fire and rescue response.”*
- *“Do not believe that statistically RBFRS attends more fatal / serious incidents on two wheels, than they do on four. There should be a more targeted approach at young male drivers (under 30) than motorcyclists.”*

Two comments related to Proposal 3 felt that consideration should be focussed on the impact of the new SMART motorway:

- *“The focus should be on the impending introduction of a SMART motorway across a major section of the M4 in Berkshire. There has been a huge loss of life nationally on smart motorways. There is no hard shoulder and it takes considerable time for crews to attend incidents due to the traffic build up. Will RBFRS senior leaders speak up? Do they really care about reducing deaths on Berkshire roads.”*
- *“Focus should be on the smart motorway currently being constructed across our area. This brings a high level of risk to all who use it with fatal incidents all ready increasing.”*

Finally, two comments also made suggestions around how any motorcyclist safety education could be delivered. These comments include:

- *“The persons delivering this information will need to be correctly trained and knowledgeable in this area. A motorcyclist is probably very much aware of the risks posed to themselves whilst using the roads. Perhaps information should be provided to car and other vehicle users through the “Think Bike” programme. A useful audience to target would be students.”*
- *“I do believe that those providing the safety information should have experience of motorcycling themselves and are well versed in the aspects of safety being delivered.”*



We also received a response from Thames Valley Advanced Motorcyclists (TVAM), which is stated in full below:

- *“VAM fully supports Proposal Three and further encourage RBFRS to expand their commitment to preventative actions for motorcyclists including the establishment of a series of 'Be a Better Biker' events. We are willing to partner with RBFRS to support the delivery and follow-up of these courses by providing on-the-ground trained coaches (IAM RoadSmart Observers) for events and then encouraging participants to enrol for the IAM Advanced Rider Course. This would include a 10% course discount. We would hope that RBFRS would expand the resources available to promote these courses so reaching a greater percentage of the Berkshire biking community. The percentage of bikers actually attending any training course is very small. As you are aware the latest CSI statistics from the Dept of Transport for 2019 shows that bikers are 21% of the total of number of road KSIs, even though they make up just 2% of road traffic. We would also encourage RBFRS to continue to run the 'Biker Down' training events. Whilst these are not truly a preventative measure but mitigation strategies for once an incident has occurred they are highly valued by thinking bikers who attend and could help save a life by having people with incident management training on hand.”*



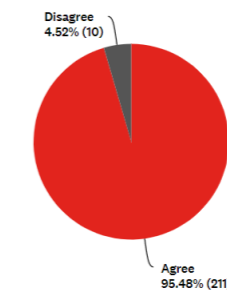
Proposal 4

Focus our activities in support of Children and Young People through our road and water safety education programmes, Fire Cadets and Fire Safe.

Quantitative Data

Do you agree or disagree with Proposal Four to focus our activities in support of Children and Young People through our road and water safety education programmes, Fire Cadets and Fire Safe?

Answered: 221 Skipped: 85



ANSWER CHOICES	RESPONSES	
Agree	95.48%	211
Disagree	4.52%	10
TOTAL		221

The data shows that out of all the responses, **95.5% agreed with Proposal 4, whilst 4.5% disagreed.**

When breaking down the findings to compare the response of RBFRS staff in comparison to all other responses, the data shows that **95.6% of RBFRS staff agreed with Proposal 4.**

Qualitative Responses

We received 26 qualitative comments to Proposal 4 via our Survey Monkey Platform.

We received 10 positive comments in direct support of this proposal. These comments included:

- *“This is vital in order to educate the most at risk groups providing lifesaving information and ensuring that young people are prepared as much as possible to fulfil their lives safely.”*
- *“All really worthwhile activities.”*



Three of the comments reflected a positive agreement with Proposal 4, but felt that consideration should be given to the use of resources and budget when implementing this work. These comments included:

- “As long as resources and funding permit.”
- “Fully agree but again the time has to come from somewhere - what will be reduced to allow the significant time to plan, create and deliver these initiatives?”

We received four comments that challenged the current delivery methods of work with children and young people, as well as trouble accessing schools. These comments included:

- “Our methods for delivery of schools education are very, very poor and we are streets behind other FRSs. We should run focus groups involving young people of the relevant ages to understand what would make an impact with them and how to deliver the messaging - no-one in the Service is able to properly represent these target groups.”
- “Although schools do not want us in their schools to deliver these presentations - give it in a digital format from the CYP team and allow more time for training and exercises.”



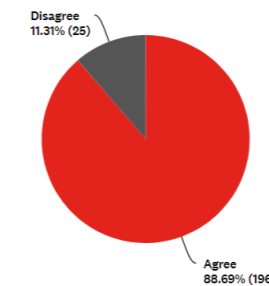
Proposal 5

Continue to pilot an Adult FireSafe programme to fully understand the implications and potential benefits of this activity.

Quantitative Data

Do you agree or disagree with Proposal Five to continue to pilot an Adult FireSafe programme to fully understand the implications and potential benefits of this activity?

Answered: 221 Skipped: 85



ANSWER CHOICES	RESPONSES	
Agree	88.69%	196
Disagree	11.31%	25
TOTAL		221

The data shows that out of all the responses, **88.7% agreed with Proposal 5, whilst 11.3% disagreed.**

When breaking down the findings to compare the response of RBFRS staff in comparison with all other responses, the data shows that **87.9% of RBFRS staff agreed with Proposal 5.**

Qualitative Comments

We received 18 qualitative comments to Proposal 5 via our Survey Monkey platform.

Six comments were received in support of this proposal, and made reference to the benefits and worthwhile aspects of continuing to pilot an Adult FireSafe programme. These comments included:

- “Enormous potential to improve lives.”
- “Adults require the same education as far as staying safe from fire as they are often responsible for children and younger adults. The targeting of adults and children will provide a great service to ensure the safety of all is considered.”



Five comments felt it was a positive initiative as long as the benefits were identified. These comments included:

- “An avenue worth exploring but only worth pursuing if it is shown to provide clear benefits.”
- “Better to pilot so can fully evaluate the benefits before committing further resource.”

From the comments that disagreed or challenged this proposal, three questioned the time length of the ongoing trial. These comments included:

- “You say “continue to pilot” - this suggests that you already have piloted this program and, therefore, should have enough data to make a decision to terminate or take out of pilot stage.”
- “If the results are patchy or inconclusive then we should not continue with it.”



Protection

The proposals subject to consultation within the Protection Strategy 2020-23 and underpinning risk analysis are:

1. **Develop our Risk Based Inspection Programme methodology to look at both risk of property and risk of compliance; and**
2. **Continue to respond to changes in legislation and guidance related to building regulations and fire safety and ensure this is reflected in our policies, processes and ways of working.**





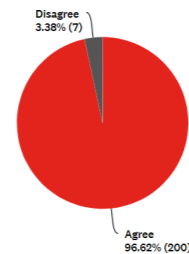
Proposal 1

Develop our Risk-Based Inspection Programme methodology to look at both risk of property and risk of compliance.

Quantitative Data

Do you agree or disagree with Proposal One to develop our Risk-Based Inspection Programme methodology to look at both risk of property and risk of compliance?

Answered: 207 Skipped: 99



ANSWER CHOICES	RESPONSES	
Agree	96.62%	200
Disagree	3.38%	7
TOTAL		207

Comments (17)

The quantitative data shows that out of all the responses, **96.6% agreed with Proposal 1, whilst 3.4% disagreed.**

When breaking down the findings to compare the response of RBFRS staff in comparison to all other responses, the data shows that **97.7% of RBFRS staff agreed with Proposal 1.**

Qualitative Data

We received 17 qualitative responses to Proposal 1.

Six respondents clearly supported the proposal. These comments included:

- *“This clearly needs to be done.”*
- *“This is an absolute must”.*

Other comments were varied in terms of topic. A selection of the comments is outlined below:

- *“Possible to have a well-built/designed building but be badly managed / inadequate risk assessment.”*
- *“Landlords should be more accountable for poor safety standards.”*
- *“I also believe that the Fire Service should be a statutory respondent on all Planning Applications for new buildings and major developments on existing buildings.”*



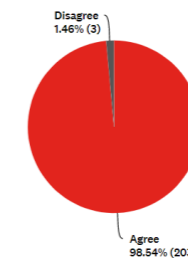
Proposal 2

Continue to respond to changes in legislation and guidance related to building regulations and fire safety and ensure this is reflected in our policies, processes and ways of working.

Quantitative Data

Do you agree or disagree with Proposal Two to continue to respond to changes in legislation and guidance related to building regulation and fire safety and ensure this is reflected in our policies, processes and ways of working?

Answered: 206 Skipped: 100



ANSWER CHOICES	RESPONSES	
Agree	98.54%	203
Disagree	1.46%	3
TOTAL		206

The quantitative data shows that out of all the responses, **98.5% agreed with Proposal 2. 1.5% disagreed with this proposal.**

When breaking down the findings to compare the response of RBFRS staff in comparison to all other responses, the data shows that **98.9% of RBFRS staff agreed with Proposal 2.**

Qualitative Data

We received 13 qualitative responses to Proposal 2.

Seven respondents clearly supported the proposal and their comments included the following:

- *“Agree. Absolute necessity post Grenfell.”*
- *“Agree but the service will need more funding.”*

As before, other respondents offered suggestions, challenges and statements. A selection of these comments included:

- *“Alongside suitable and relevant training for all.”*
- *“How the year is 2020 and we are talking about buildings in special measures is appalling and is nothing short of a criminal offence. The legislation and guidance does not often go far enough and RBFRS must be at the forefront of taking action with policies, processes, training, information and guidance. this is non negotiable. How*



would YOU explain to a member of the community that they lost loved ones or friends in a building and our policies were not in line with current legislation?? How welcome would a HSE improvement notice be??”

- “It would be reasonable to expect all Fire and Rescue Services to reflect in a unified way changes to policies, processes and ways of working in relation to changes in Legislation, even if variations in local tactics based on locally different agencies. If so, how will this be achieved?”
- “Again my question is around the increased time for these activities. With the significantly increasing workloads we are experiencing and with even more significant work to come regarding fire safety following incidents such as Grenfell Tower and the ACM & HPL cladding issues which have been brought to light the work around this and many other fire safety issues in buildings is going to increase exponentially.”



Response

The proposals subject to consultation within the Response Strategy 2020-23 and underpinning risk analysis are:

1. In 2020/21, we propose to undertake a review of our specialist water rescue capability to ensure it continues to be aligned to local risk and reflects national best practice.
2. In 2021/22, we propose to undertake a review of our technical rescue capability to ensure it continues to be aligned to local risk and reflects national best practice.
3. In 2022/23, we propose to undertake a review of our incident support capability to ensure it continues to be aligned to local risk and reflects national best practice.
4. Undertake a project to consider the feasibility of introducing dynamic risk-based nucleus crewing in the West of the County to improve emergency incident response times.

We propose to retain the current operational planning assumptions and use these assumptions to underpin our Integrated Risk Management Planning.

5. To avoid having to reduce our ability to meet our Response Standard in order to balance our budget, the Fire Authority will lobby Central Government for a fair funding settlement to sustain our optimum model.



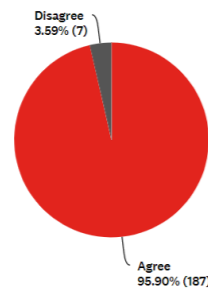
Proposal 1

In 2020/21, we propose to undertake a review of our specialist water rescue capability to ensure it continues to be aligned to local risk and reflects national best practice.

Quantitative Data

Do you agree or disagree with Proposal One that in 2020/21, we propose to undertake a review of our specialist water rescue capability to ensure it continues to be aligned to local risk and reflects national best practice?

Answered: 195 Skipped: 111



ANSWER CHOICES	RESPONSES	
Agree	95.90%	187
Disagree	3.59%	7
TOTAL		195

The quantitative data shows that out of all the responses, **95.9% agreed with Proposal 1, whilst 3.6% disagreed.**

When breaking down the findings to compare the response of RBFRS staff in comparison to all other responses, the data shows that **94.1% of RBFRS staff agreed with Proposal 1.**

Qualitative Data

We received 31 qualitative responses to Proposal 1.

Five respondents clearly supported the proposal and their comments included the following:

- “With the risk that the waterways and the River Thames brings to Berkshire this is essential. This will also be vital to plan for any future adverse weather events due to climate change and we must ensure that we are prepared for and have fully trained personnel to meet that threat. It is also important not only to have well trained personnel to respond it is also vital to ensure the safety message is delivered and water rescue specialists are very well placed to administer this”.
- “A review should defiantly take place- Better interoperability and cross training of the lowland rescue really needs looking at. Would an appliance, fire engine or otherwise (17P2 perhaps) with a snatch rescue capability for water rescue incidents not be a



better option than more MOD3 personnel based out of reading- a long blue light run to large swaiths of waterways”.

Other responses were not of a negative nature, but offered suggestions and raised questions. Numerous responses stated how the East of the County should see a water rescue resource located there, due to risks in the Hub area and the statistical incident data that reportedly supports this need. These comments included:

- “The water rescue capability needs to be expanded to allow a better response to water rescue incidents. The East of the county around Langley’s station ground have both a high mortality rates due to water/drowning and a very high risk profile for flooding. It would seem prudent to establish a secondary Flood/Rescue response facility in this area to better serve the needs of its community. This needn’t be a large boat, but a smaller scale response team with the ability to perform tethered swim rescues and provide transport for flooded residents should it be required”.
- “This review must include looking at a water rescue asset towards the east of Berkshire, this area has seen a high level of loss of life from water incidents”.

One respondent also stated an additional resource should be located in the West and East of the County:

- “Module 3 water rescue capability needs to be extended to the wider service areas inc Newbury and Slough. This may be in a scaled down form in my view, but some kind of module 3 capability should be in place. We as a service are woefully unprepared for foreseeable incidents in these areas”.

A suggestion was also made regarding the type of resource, stating that a multi-use rescue vehicle could be beneficial, similar to that used in Oxfordshire:

- “How can a boat that can only be launched in certain locations be viable? We understand how important the first 30, 60, 90 minutes are at a water incident. Can you give the time from the moment of mobilising to when the boat is in the water? Are we just looking at body recovery? Take a look at the model within Oxfordshire. Taken from Oxfordshire’s website: ‘A roof-mounted boat that can be deployed swiftly to respond to flooding and water rescues’. Nothing swift about 01’s boat”.

As can be seen in this section, some respondents gave recognition to climate change and periods of adverse weather:

- “The risks from water damage are increasing as rainfall is increasing every year”.
- “With water continuing to become a hazard due to global warming this will continue to be an increased hazard/ risk to the community”.



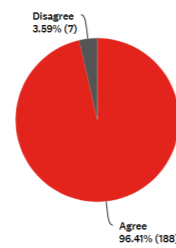
Proposal 2

In 2021/22, we propose to undertake a review of our technical rescue capability to ensure it continues to be aligned to local risk and reflects national best practice.

Quantitative Data

Do you agree or disagree with Proposal Two that in 2021/22, we propose to undertake a review of our technical rescue capability to ensure it continues to be aligned to local risk and reflects national best practice?

Answered: 195 Skipped: 111



ANSWER CHOICES	RESPONSES	COUNT
Agree	96.41%	188
Disagree	3.59%	7
TOTAL		195

The quantitative data shows that out of all the responses, **96.4% agreed with Proposal 2, whilst 3.6% disagreed.**

When breaking down the findings to compare the response of RBFRS staff in comparison to all other responses, the data shows that **97.7% of RBFRS staff agreed with Proposal 2.**

Qualitative Data

We received 18 qualitative responses to Proposal 2.

Four respondents clearly supported the proposal. These comments included:

- *“It is highly important.”*
- *“Definitely, for instance the HRU carries some impressive equipment, but is it really necessary? Lots of training for a risk that is almost completely zero. The new Volvo appliances offer so much that they will be able to tackle everything.”*

Three responses included comments linked to vehicle capabilities, specifically the need for ‘heavy’ / technical rescue, with some respondents offering suggestions in this regard. These comments included:

- *“The heavy rescue capability is important. Maybe a unit could be built, which has water rescue and technical rescue element all in one vehicle. Similar to vehicles of London*



fire brigade and Oxfordshire FRS.”

- *“An enhanced rescue capability is important for Berkshire, and I personally have seen how important it is to have this, especially during technical entrapments of casualties and rescues from LGVs.”*

Other comments received made reference to locations of teams and use of resources. These included:

- *“It would seem that technical rescue teams should be placed in the areas of greater need. Should all wholetime stations be upskilled in the delivery of animal rescue? Could 2 teams be placed within the county one in the West and one in the East?”*
- *“Presumably the review will identify costs and resources required and how best to utilise existing resources and fund additional capability needed, if this implies higher costs?”*

There were no specific negative comments received.





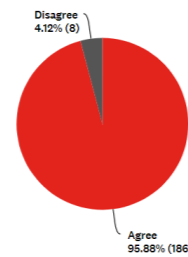
Proposal 3

In 2022/23, we propose to undertake a review of our incident support capability to ensure it continues to be aligned to local risk and reflects national best practice.

Quantitative Data

Do you agree or disagree with Proposal Three that in 2022/23, we propose to undertake a review of our incident support capability to ensure it continues to be aligned to local risk and reflects national best practice?

Answered: 194 Skipped: 112



ANSWER CHOICES	RESPONSES	COUNT
Agree	95.88%	186
Disagree	4.12%	8
TOTAL		194

The quantitative data shows that out of all the responses, **95.8% agreed with Proposal 3, whilst 4.1% disagreed with this proposal.**

When breaking down the findings to compare the response of RBFRS staff in comparison to all other responses, the data shows that **96.5% of RBFRS staff agreed with Proposal 3.**

Qualitative Data

We received 19 qualitative responses to Proposal 3.

Two respondents clearly supported the proposal, with their comments as follows:

- “Yes see above.”
- “Agree, see above.”

Five respondents commented on the importance of the command support function and the Service’s current vehicular incident command resources, including stating challenges, limitations and suggestions moving forwards. These comments included:

- “The command support functionality is essential to the incident ground safety, providing a focal point for attendees and a coordination point for incident management. Capability resilience is essential, so the infrastructure must be functional, reliable and feasible to operate.”



- “We currently have a MRV and ICU. One of which is too small and is utilised and one which is too big and gets used seldom. If the MRV has been sent and the incident has been upped for the amount of appliances required and hits the ICU requirement there may not even be a crew to man it plus the change over of command etc. A high topped, long wheel based vehicle is what is required, a review doesn’t need to tell you that. Ask every operational firefighter and officer if they would keep the ICU and if you have more than 10 saying keep it I will eat my fire helmet.”

One respondent commented on the need for a collaborative approach:

- “This should ideally be done in collaboration with OFRS and B&MKFRS.”

Seven responses were of more a challenging nature, with comments including:

- “Is this an excuse for service cutting?”
- “As long as it is not a paper exercise. Ideally things should actually change if required.”





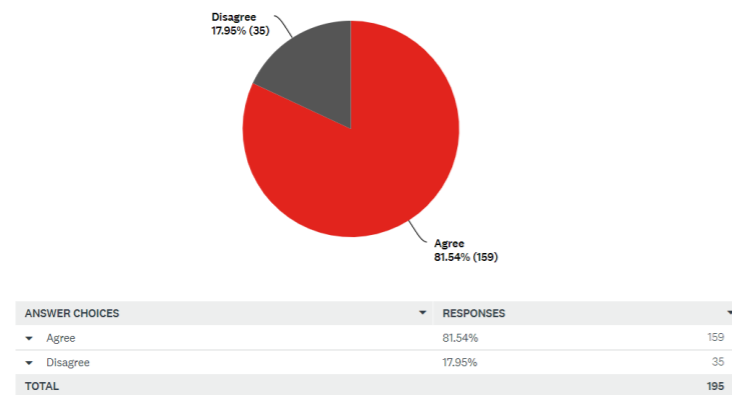
Proposal 4

Undertake a project to consider the feasibility of introducing dynamic risk-based nucleus crewing in the West of the County to improve emergency incident response times.

Quantitative Data

Do you agree or disagree with Proposal Four that we undertake a project to consider the feasibility of introducing dynamic risk-based daytime nucleus crewing in the West of the County to improve emergency incident response times?

Answered: 195 Skipped: 111



The quantitative data shows that out of all the responses, **81.5% agreed with Proposal 4, whilst 17.9% disagreed with this proposal.**

When breaking down the findings to compare the response of RBFRS staff in comparison to all other responses, the data shows that **76.5% of RBFRS staff agreed with Proposal 4.**

Qualitative Data

We received 40 qualitative responses to Proposal 4, the highest number of comments for any of the proposals.

12 respondents clearly supported the proposal, providing explanation to support this. Challenges to on-call availability and improvement to resilience repeatedly featured, with examples of comments received as follows:

- *“This will be essential moving forward as Berkshire continues to develop and the population grows especially in the west of the county. On Call stations are becoming harder as a model to maintain because of peoples ability to provide cover due to life work pressures and balance. This will provide a more cost effective model that can also be utilised for community safety and education activities as well as providing RBFRS with resilience.”*



- *“I cannot believe this has taken this long to become an option. I think that you should consider the use of personnel to improve availability across the county, especially for retained duty system stations, which have significant times of unavailability, which affects the overall county capability.”*

11 responses were received, which provided challenge in some way, or stated the respondent’s approval but with an added caution. Examples include:

- *“If this impact on wholetime 24 hour stations then I disagree.”*
- *“You want to keep the RDS so taking away what limited shouts they have will decrease moral and force them to leave. If you say it’s when they are OTR then what incentive have they to book on or improve their cover?”*

Two respondents provided suggestions how Hungerford could specifically be enhanced as a ‘key support station’, with one respondent giving a lengthy explanation:

- *“I feel very strongly on this - I believe Hungerford should be looked at as a Key support station in the West, I feel the station there is under used. They have over 14 staff there a only 1 fire engine, with them often getting called to cover outside town, having a second fire engine available out of Hungerford day and night would be a benefit in the west. I know they struggle on getting a officer in charge however I think this can be easy put right in terms of training for staff to become officers.”*
- *“For this have took “west Berkshire as being west cover”. With west stations being Newbury, Hungerford, Lamabourn and cover back up from Mortimer and Pangbourn. - Look at the option of paying for a full time JO to be available during the day at Hungerford. (Hungerford crewing forecast looks great, the only downfall Hungerford has is there is limited JO cover during the day time. – This could be from a buffer at Newbury if a JO was free, using over JO that live within the town. “hourly rate cover”. -To look at JO set up across whole of on-call has the lack of Jos across the board is an issue in most stations across Berkshire, a suggestion to improve availability/ JO cover in on call section to look at compent firefighters, and course, and a possible old style”leading fire-fighters role” which would be option and come with some addition ARA payment. Which would be if a JO was not available ect, then the full qualified firefighter would be able to take the pump out and then act to CM. For this the leading firefighter role would be able to oversee 1 pump incidents,- should there be 2 pumps having leading firefighters a whole time pump would be sent / level 2 officer to take charge. - Look at using extra on call crew to cover West Hub station- Example Hungerford Monday-Friday forecasting has between 5-7+ persons on call during the day and more at night (Not including a JO)- on call to be able to claim hourly rate to then cover nearby retained station. This would increase number of pumps in west available. (This is something Oxfordshire do I believe) This could include night time cover also, if “lazy chairs” where also put into retained stations. - Intro to some sort of day crew pump in west- suggestion would be use Hungerford has this base Hungerford to turn/ trail day crew plus system, e.g. the crew be split and do a 4 on 4 off system. This would form for example 9am-6pm on station/ cover pump, then from 6pm-9am – on call/ pager. Any personal that declines offer to be day crew pump would form/ act as a “buffer” for on call duties at night and offer to cover stand ins in day for holiday/ sickness -Another suggestion has when Theale fire station and when pangbourn closes is build look at relocating pangbourns pumps to theale as a retained/on call 2nd pump or Newbury has a 3rd on call pump. Address*



on call uses- personally has on call firefighter I fell most of the times very under used by the service and only used for responding to fire calls, however with fire calls there is A) un predicable and B.) No plan/ drawn income so if other work comes up I naturally will go with that work. However is more hourly work/ regular work or salary on offer to on call staff then my available would increase. -Allow retained pumps to carry out home fire safety checks, at Hungerford there is at least 6 members of staff who have and always keen to carry out wellbeing checks, however is kept with the home fire safety team in HQ and the wellbeing tech, allowing use to carry out them would also have a pump on the run when we carry out with west Berkshire. Another job which could be brought back so that there is a crew that can do hourly work and also keeping pump available is Hydrant inspection/ testing.”

Three respondents clearly did not support the proposal. These comments included:

- “The availability of an additional single appliance in the West will have very little impact on response times. The area is large and the appliance will not be within 10 minutes of any incident on very many more occasions. In addition our own evidence suggests that response alone has little influence on the numbers of people dying in fires. This idea is very one dimensional and response focused and will have very little impact on overall risk in the West. The money would be better spent on P, P & R initiatives in high-risk areas e.g. Reading - where the growing high-rise/cladding risk continues to grow.”
- “Day crewing is not feasible for this brigade. it will not work, flogging a dead horse, don't waste time, money or resources on the what we already know just to prove a point to someone else.”



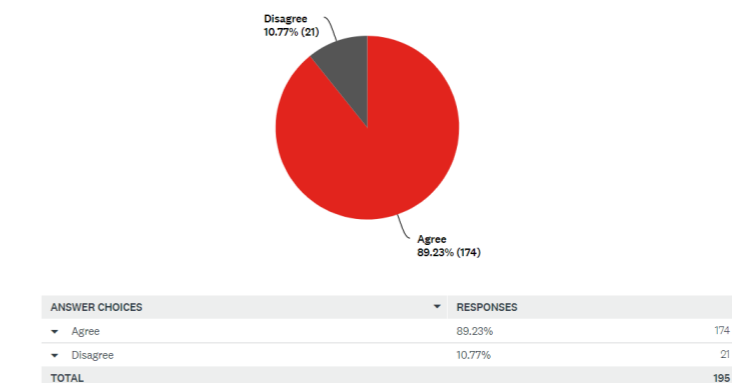
Proposal 5

We propose to retain the current operational planning assumptions and use these assumptions to underpin our Integrated Risk Management Planning.

Quantitative Data

Do you agree or disagree with Proposal Five that we propose to retain the current operational planning assumptions and use these assumptions to underpin our Integrated Risk Management Planning?

Answered: 195 Skipped: 111



The quantitative data shows that out of all the responses, **89.2% agreed with Proposal 5, whilst 10.8% disagreed with this proposal.**

When breaking down the findings to compare the response of RBFRS staff in comparison to all other responses, the data shows that **87% of RBFRS staff agreed with Proposal 5.**

Qualitative Data

We received 23 qualitative responses to Proposal 5.

One respondent clearly supported the proposal, providing the following comment:

- “Yes – best practice.”

Four respondents appeared to support the proposal; however, comments included challenges, questions and suggestions, including points around COVID-19. These comments included:

- “Provided these are review annually and/or when serious incidents dictate. Generally, assumptions are dangerous, but can play a crucial part in planning, provided they are comprehensively explored evidence based and regularly reviewed!”
- “These assumptions may require urgent review given the COVID19 developments. Other than this I would not have any objections.”



Five respondents stated the need for an ongoing, risk assessed and flexible approach. These comments included:

- *“Local knowledge should be used and risked assessment.”*
- *“Planning assumptions should always be updated. What incidents types are you going to, how many, what resources will you need to deal with them. These change all the time and a thorough understanding of your risk now is what’s important, not what it was say 5 or 10 years ago. Your operational staff, who I presume are leading this exercise, should be aware that risk changes and as such so should planning assumptions - or are you not asking your operational staff?”*

There was only one response of a clearly negative nature, with the respondent stating:

- *“This system is open to interpretation by management and can be manipulated to emphasise their ultimate goal. This has happened on numerous occasions by various leaders. What ever happened to Vision 19???”*



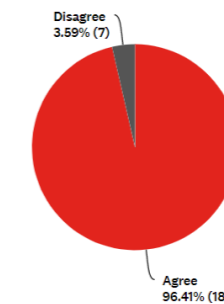
Proposal 6

To avoid having to reduce our ability to meet our Response Standard in order to balance our budget, the Fire Authority will lobby Central Government for a fair funding settlement to sustain our optimum model.

Quantitative Data

Do you agree or disagree with Proposal Six that to avoid having to reduce our ability to meet our Response Standard in order to balance our budget, the Fire Authority will lobby Central Government for a fair funding settlement to sustain our optimum model?

Answered: 195 Skipped: 111



ANSWER CHOICES	RESPONSES	
Agree	96.41%	188
Disagree	3.59%	7
TOTAL		195

The quantitative data shows that out of all the responses, **96.4% agreed with Proposal 6, whilst 3.6% disagreed with Proposal 6.**

When breaking down the findings to compare the response of RBFRS staff in comparison to all other responses, the data shows that **96.5% of RBFRS staff agreed with Proposal 6.**

Qualitative Data

We received 25 qualitative responses to Proposal 6.

Eight respondents clearly supported, or appeared to support, the proposal, providing explanation to support this, with examples of comments received as follows:

- *“Definitely. Fire brigade has had a prominent place to help with the present virus situation. There needs to be no cut backs.”*
- *“I really hope that every local resident will happily agree to paying about £5 extra Council Tax to help towards the important fire safety and rescue service.”*



Four respondents raised the point of the financial impact from COVID-19, including comments as follows:

- *“This may now be a long shot given the Country's current financial predicament.”*
- *“Events surrounding coronavirus have enhanced the public perception of essential services and this should aid the debate on funding.”*

Three comments received raised the issue of spending cuts already seen, as well as how Countywide development and growth will possibly place an increase in demand on the Service, including comments received as follows:

- *“RBFRS is one of the lowest charging authorities in the UK, the ever expanding population and the introduction of government initiatives such as the cross rail, the heathrow expansion and more accommodation being built will put the service under even more pressure than it is under now. RBFRS has had to make severe efficiency changes to meet the budget at the cost of reducing personnel on appliances and the streamlining of operational and support services. As the county expands so will the demands on the service and this has to be funded correctly in order for us to continue providing such an excellent service without compromise.”*
- *“The government has cut spending for to long we need to invest in our public services so that the public get the service they require and value for money”.*

Some examples of other comments received include:

- *“Response is key- though I personal think more investment can be done in the on call system in Berkshire, which in turn would then lead to not needing as many full time appliances 24/7.”*
- *“The response standard is quite poor compared to other services with urban areas.”*

Two respondents provided comments of a more negative nature:

- *“This is the FA main responsibility. Don't let your staff or the public of Berkshire down simply to win some votes!!”*
- *“Stop wasting money than you wouldn't have to save money, I see it every day you are literally burning money it's ridiculous.”*



Council Tax

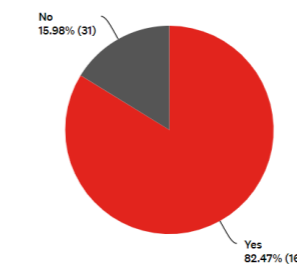
In addition to the questions posed on strategy proposals, the final part of the consultation took the opportunity to provide an overview on the RBFRS budget and funding mechanisms. Included in this was an explanation of the ongoing challenges faced in this regard and how continued financial pressures could potentially affect Response standards.

Consequently, the following question was also included as part of the consultation: 'Would you support an increase of £5 in Council Tax (based on a Band D property) for the next financial year?'

Quantitative Data

Would you support an increase of £5 in Council Tax (based on a Band D property) for the next financial year?

Answered: 194 Skipped: 112



ANSWER CHOICES	RESPONSES	
Yes	82.47%	160
No	15.98%	31
TOTAL		194

The quantitative data shows that out of all the responses, **82.5% agreed to support a rise in Council Tax by £5, whilst 15.9% of respondents disagreed.**

When breaking down the findings to compare the response of RBFRS staff in comparison to all other responses, the data shows that **94% of RBFRS staff agreed with a rise in Council Tax.**

Qualitative Data

We received 29 qualitative responses to this question.

14 respondents were clearly in favour and supported the question; however, some did accompany this with qualifying statements, including those below:

- *“Given the value for money the service is offering, I don't think many would disagree.”*
- *“Definitely as what else could you buy for £5 once a month?”*



Seven respondents were clearly against the proposal, or appeared to be, providing comments in support. These comments included:

- *“With the current climate no, and last year we had a big rise.”*
- *“Not £5 a month no. Should be getting funding from gov.”*

Other respondents provided views and statements, including:

- *“It seems that the whole of this survey is to justify this question at the end”.*
- *“Pandemic already put everyone in the bad financial.”*
- *“I also think that the business rates model needs improving as this is how we gain funding and there will be less high street shops, less large business's needing large serviced offices. Look how HQ has been productive without the office.... you think other companies won't look t scale down. Our budget and income is in for another kicking.”*



>> SUMMARY AND NEXT STEPS

RBFRS will continue to review its consultation methods to ensure we communicate with our stakeholders in an effective and meaningful way. We welcome any feedback you may have.

On 25 June, Royal Berkshire Fire Authority conscientiously considered the outcomes of this report. They decided to approve the Prevention, Protection and Respose Strategies and the proposals within them will now be implemented.





>> APPENDIX A: FULL RESPONSE FROM THE FBU



Response to the Integrated Risk Management Plan (IRMP) 2020 to 2023

Introduction

The Fire Brigades Union (FBU) welcomes the opportunity to be consulted on the Royal Berkshire Fire Authority (RBFA) IRMP Plan for 2020 to 2023.

The FBU's comments are intended to be constructive and based on the principles contained within its IRMP Framework document which has in the past; been distributed to RBFA Members and Royal Berkshire Fire and Rescue Service (RBFRS) Senior Management.

The FBU firmly believes in and supports the process of IRMP as described in all of the current national guidance documents, however we hope that the RBFA IRMP is used as it is intended to in the future, being that it is risk management and not budget management. Like previous submissions to IRMP consultation, the FBU fully recognises the continued financial climate as imposed on RBFA by Central Government, the FBU welcomes the continued lobbying of central government for more funding and flexibility with local precept rises.

Executive Summary

The FBU welcome the approach of a new management team within RBFRS that have involved the FBU in co-design projects from the start; we hope this continues and also would like to thank authority members for allowing us to continue to engage with members. The FBU can be supportive of many of the proposals in this IRMP plan and would welcome the chance to work in co-design on the implementation of any work arising from this IRMP.

Prevention Strategy

The FBU in principle agree with the refined strategy for prevention, the FBU urge caution to make sure that Apprenticeship schemes as mentioned in the pathways to employment are not used to save money and that apprentices are paid a fair wage. The prevention activities carried out should be relevant to the role maps of the group of staff carrying out that activity.



Do you agree or disagree with Proposal One to introduce a risk-based programme of follow-up Safe and Well Visits for the most vulnerable cases?

The FBU agree with proposal, any implementation of this should be done with a well-designed process for carrying this task out. Previous prevention activity has resulted in operational crews spending wasted time trying to make contact with vulnerable adults without success. This time would be best spent being productive with risk critical training or actually carrying out prevention activities.

Do you agree or disagree with Proposal Two to rename our target groups for Safe and Well Visits to better reflect the type of risk posed to 'Risk to Individuals' and 'Risk to Households'?

The FBU agree with this proposal, work however should continue to look at improving data that highlights these groups to make sure the right people are targeted.

Do you agree or disagree with Proposal Three that within our Road Safety Programme we include targeted activity for motorcyclists based on risk?

The FBU agree with including motorcyclists in targeted activity.

Do you agree or disagree with Proposal Four to focus our activities in support of Children and Young People through our road and water safety education programmes, Fire Cadets and Fire Safe?

The FBU agree with this proposal.

Do you agree or disagree with Proposal Five to continue to pilot an Adult FireSafe programme to fully understand the implications and potential benefits of this activity?

The FBU agree with this proposal.

Prevention Strategy

The FBU agrees with continuing to deliver against the original proposals, any outcomes from the tragedy of Grenfell should be implemented. The FBU call on RBFA to help in its five key asks to ensure that a tragedy like this does not happen again:

1. Remove flammable cladding from all tower blocks and public buildings. There are still 328 residential and public buildings using the same cladding as that on the Grenfell Tower, and 1,700 with other potentially combustible claddings, including hospitals, care homes and schools as well as high rises.
2. Retrofit sprinklers in high rises and schools, wherever a risk assessment deems them necessary. Coroners' reports have called for sprinkler systems to be fitted, but so far only 32 out of 837 council tower blocks over 30m tall have sprinklers.



3. Ensure tenants are given a real voice in the running and upkeep of their buildings. Grenfell tenants say their concerns about materials used in the refurbishment were ignored by Kensington and Chelsea council. Tenants' right should be strengthened and democratically-elected groups given a direct say.
4. Reverse the cuts to the firefighter numbers and Fire Safety Officers. In 2016-17, the government spent £1,013m on fire services. But in 2019-20, it will only spend £858m. Every single fire authority has seen the amount it receives in central government funding cut in the last three years.
5. Create a new independent national body to oversee standards and best practices in fire service across the country. There is no national body to oversee fire and rescue service and fire policy. This means standards vary across authorities and lessons are not being learned. Minimum standards should be set for response times and crewing levels.

Do you agree or disagree with Proposal One to develop our Risk-Based Inspection Programme methodology to look at both risk of property and risk of compliance?

The FBU agree with this proposal.

Do you agree or disagree with Proposal Two to continue to respond to changes in legislation and guidance related to building regulation and fire safety and ensure this is reflected in our policies, processes and ways of working?

The FBU agree with this proposal.

Response Strategy

The FBU raise concerns with why savings have only been mentioned in the response part of this IRMP process, the FBU welcome the continued lobbying of central government however savings should be obtained by other means rather than any more frontline cuts. Flooding is mentioned in the response strategy, England is now the only part of the UK where Firefighters are not given a statutory duty to respond to flooding incidents. As a result of government cuts, 11,000 Firefighter posts have been lost in the UK since 2010, seriously undermining the Fire and Rescue Service's ability to deal with all incidents. Firefighters carried out record numbers of rescues over the last year, underlining the exceptional role of emergency intervention. Figures indicate that Firefighters still make a significant intervention in Fire related incidents. Across the UK, almost 4,000 people were rescued from fires, this highlights the importance of the response intervention and that it should not be looked for to make further cuts.



Do you agree or disagree with Proposal One that in 2020/21, we propose to undertake a review of our specialist water rescue capability to ensure it continues to be aligned to local risk and reflects national best practice?

The FBU agree that a review should take place on water rescue, this review should be to look to improve on what we do. The very best equipment, PPE and training should be sought to ensure the safety of our members and an improved service to the public. As previously mentioned the FBU would like RBFA to lobby for a statutory duty to respond to floods and funding to go with this.

Do you agree or disagree with Proposal Two that in 2021/22, we propose to undertake a review of our technical rescue capability to ensure it continues to be aligned to local risk and reflects national best practice?

The FBU agree with the proposal two, again this should be with an aim to improve what we do. Consideration should be given to returning to dedicated crewing of specialist appliances, it should also be a consideration that RBFA meets its obligations under the Civil Contingencies Act 2004 by providing its own capability to respond to foreseeable risks and not have any reliance on other authorities.

Do you agree or disagree with Proposal Three that in 2022/23, we propose to undertake a review of our incident support capability to ensure it continues to be aligned to local risk and reflects national best practice?

The FBU agree with proposal three, again this should be with an aim to improve what we do.

Do you agree or disagree with Proposal Four that we undertake a project to consider the feasibility of introducing dynamic risk-based daytime nucleus crewing in the West of the County to improve emergency incident response times?

The FBU agree with a project to introduce additional frontline resource, we would seek assurance that any implementation is carried out in co-design and is fully compliant with grey book terms and conditions. The FBU would ask that should lobbying of central government be successful and additional funding is obtained that additional frontline resource is looked at across the county.

Do you agree or disagree with Proposal Five that we propose to retain the current operational planning assumptions and use these assumptions to underpin our Integrated Risk Management Planning?

The FBU agree with retaining the current operational planning assumptions.



Do you agree or disagree with Proposal Six that to avoid having to reduce our ability to meet our Response Standard in order to balance our budget, the Fire Authority will lobby Central Government for a fair funding settlement to sustain our optimum model?

The FBU disagree that RBFA should seek to reduce its ability to meet its response standard to balance the budget. Savings should be looked elsewhere before looking to frontline cuts, the FBU does however agree with the lobbying of central government for additional funding as previously stated.

Would you support an increase of £5 in Council Tax (based on a Band D property) for the next financial year?

The FBU support an increase of a minimum of £5, if more is required to improve on service delivery then more should be sought.



>> APPENDIX B: EMAIL FROM BERKSHIRE LOWLAND SEARCH AND RESCUE

Thank you for the opportunity to respond on proposals for the next three years in the three key areas of Prevention, Protection and Response. I write on behalf of the committee of Berkshire Lowland Search & Rescue (BLSAR).

BLSAR is defined as a Category 1 Responder Support Organisations under existing the 2004 Civil Contingencies Act is part of UKSAR which is recognised as an organisation that provides critical capability to the UK's Emergency Services under HM Government's definition of 'Public safety and national security' organisations and we are classified as a 'key workers'. As a Category 1 Responder Support Organisation we undertake support for the statutory emergency services, local authorities or other such organisations that may require Search & Rescue or Civil Resiliency support including the NHS and/or healthcare related organisations.

BLSAR and its forerunners have provided voluntary aid to the people of Berkshire for over 35 years and is well regarded by Thames valley Police for who we provide the majority of our services assisting with the search for high risk missing persons. Over recent years we have developed both our bank, wading & 'on water' search capabilities and drone services (including infra-red capability) for search & tactical awareness. In addition we provide scene lighting & power, digital mapping and communications (including Airwave) and live asset tracking, medical support for the missing person to Faculty of Pre-hospital Care standards, trauma, packaging, Recognition of Life Extinct and body recovery.

We have considered carefully the Prevention, Protection and Response strategies and underpinning risk analysis, and would like to give you feedback on your proposals for 2020-2023, specifically certain aspects dealing with Response.

We agree with Proposal One that in 2020/21, you propose to undertake a review of your specialist water rescue capability to ensure it continues to be aligned to local risk and reflects national best practice

We agree with Proposal Two that in 2021/22, you propose to undertake a review of your technical rescue capability to ensure it continues to be aligned to local risk and reflects national best practice?

We agree with Proposal Three that in 2022/23, you propose to undertake a review of your incident support capability to ensure it continues to be aligned to local risk and reflects national best practice?

Should your proposals be accepted by the Royal Berkshire Fire Authority and reviews undertaken, we would welcome the opportunity to present either in writing or in person the response, capacity and skills that BLSAR could bring to supplement RBFRS stated objectives.



>> APPENDIX C: EQUALITY AND DIVERSITY MONITORING COMPARISION

Age

Responses	Current Consultation	
263	25 and under	4.89%
	26 - 35	18.42%
	36 - 45	27.44%
	46 - 55	25.19%
	56 - 65	15.04%
	65 and over	9.02%

Responses	Previous IRMP consultation	
349	17 or under	0.29%
	18-20	0.86%
	21-29	12.03%
	30-39	24.93%
	40-49	26.93%
	50-59	18.05%
	60 and above	9.17%
	Prefer not to say	7.74%



Response Capacity

	Current Consultation	Previous IRMP consultation
No of responses	263	355
RBFRS Staff	38.02%	37.46%
Resident of Royal Berkshire	44.11%	53.2%
Business Owner	1.14%	
On behalf of an organisation or representative group	8.37%	3.38%
Work in Royal Berkshire but live out of County	3.42%	4.79%
Other	4.94%	

Sexuality

	Current Consultation	Previous IRMP consultation
No of responses	260	346
Bisexual	1.15%	0.29%
Gay Man	0.00%	2.31%- in the previous consultation we had one option combining Lesbian/Gay
Lesbian/gay woman	1.15%	2.31% (combined as above)
Heterosexual/straight	81.15%	84.10%
Prefer not to say	16.15%	13.01%
Prefer to self-describe:	0.38%	-



Religion

	Current Consultation	Previous IRMP consultation
No of responses	263	348
Christian	39.16%	35.63%
Buddhist	1.14%	1.15%
Hindu	0.38%	0.29%
Jewish	0.00%	0.29%
Muslim	0.00%	0.86%
Sikh	1.52%	0.29%
No religion or belief	39.54%	43.10%
Prefer not to say	17.49%	14.08%
Prefer to self-describe:	0.76%	

Gender

	Current Consultation	Previous IRMP consultation
No of responses	263	346
Male	49.43%	57.76%
Female	41.83%	33.62%
Non-binary	0.38%	
Agender	0.00%	
Gender Fluid	0.00%	
Prefer not to say	7.98%	8.62%
Prefer to self-describe:	0.38%	



Ethnic Origin

	Current Consultation	Previous IRMP consultation
No of responses	262	351
White British/English/Welsh/Scottish/Northern Irish	79.39%	84.33%
White Irish	0.00%	1.42%
White other	2.29%	1.71%
Black or Black British African	0.00%	
Black or Black British Caribbean	0.76%	
Black or Black British other	0.00%	
Asian or Asian British Indian	1.53%	
Asian or Asian British Pakistani	0.00%	
Asian or Asian British Bangladeshi	0.00%	
Asian or Asian British Chinese	0.38%	
Asian or Asian British other	0.38%	
Mixed White and Black Caribbean	1.15%	
Mixed White and Black African	0.00%	
Mixed White and Asian	0.38%	
Mixed Other	0.38%	
Gypsy/Irish Traveller	0.00%	
Unknown	0.00%	
Prefer not to say	12.98%	9.97%
Prefer to self-describe:	0.38%	

*Previous IRMP consultation options:

Mixed: 0.85%
 Asian or Asian British 0.85%
 Black or black British 0.57%
 Chinese or other ethnic group 0.28%

Disability

	Current Consultation	Previous IRMP consultation
Responses	266	350
No	86.5%	84.29%
Yes	6.8%	5.43%
Prefer not to say	6.8%	10%

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