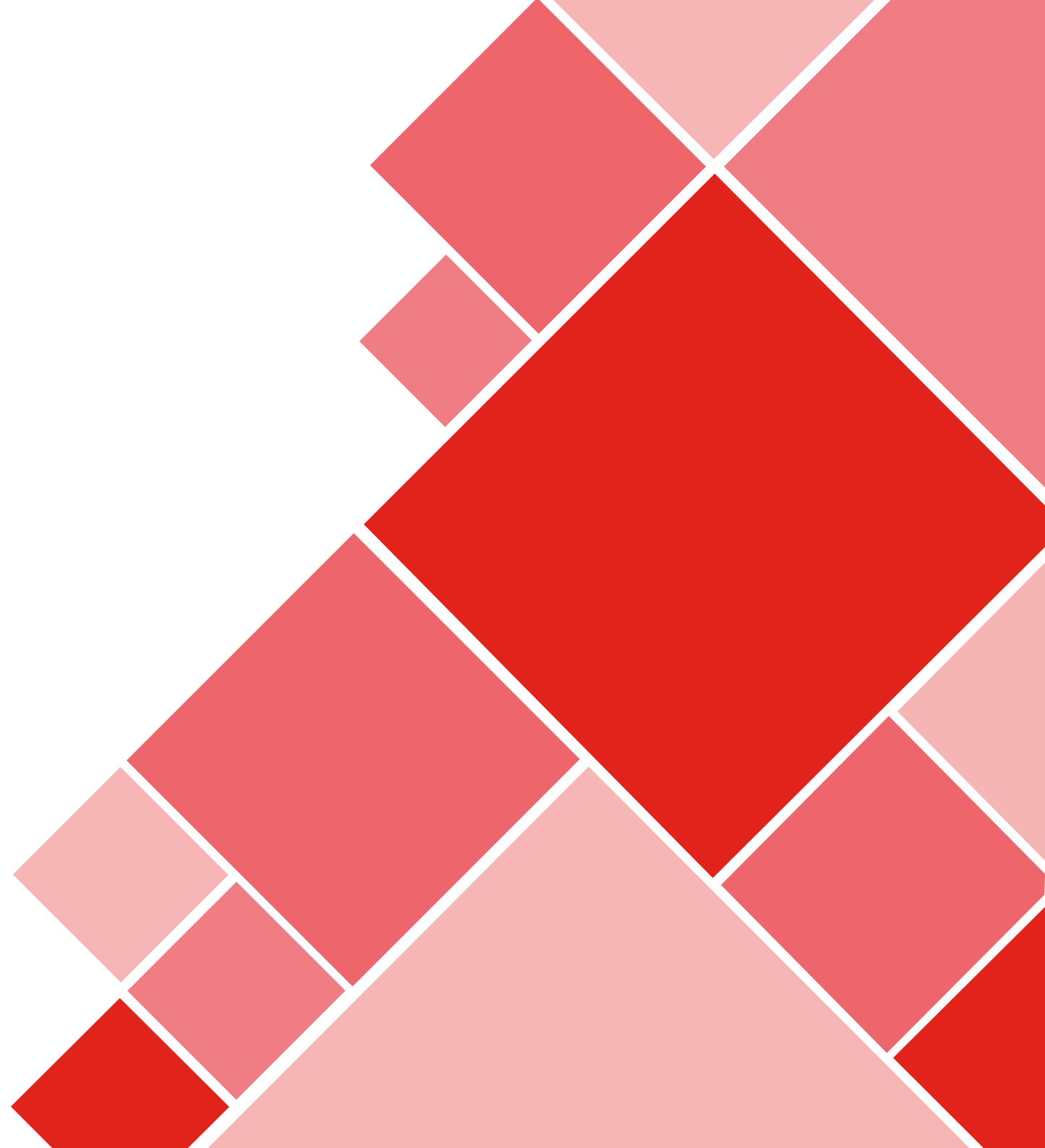




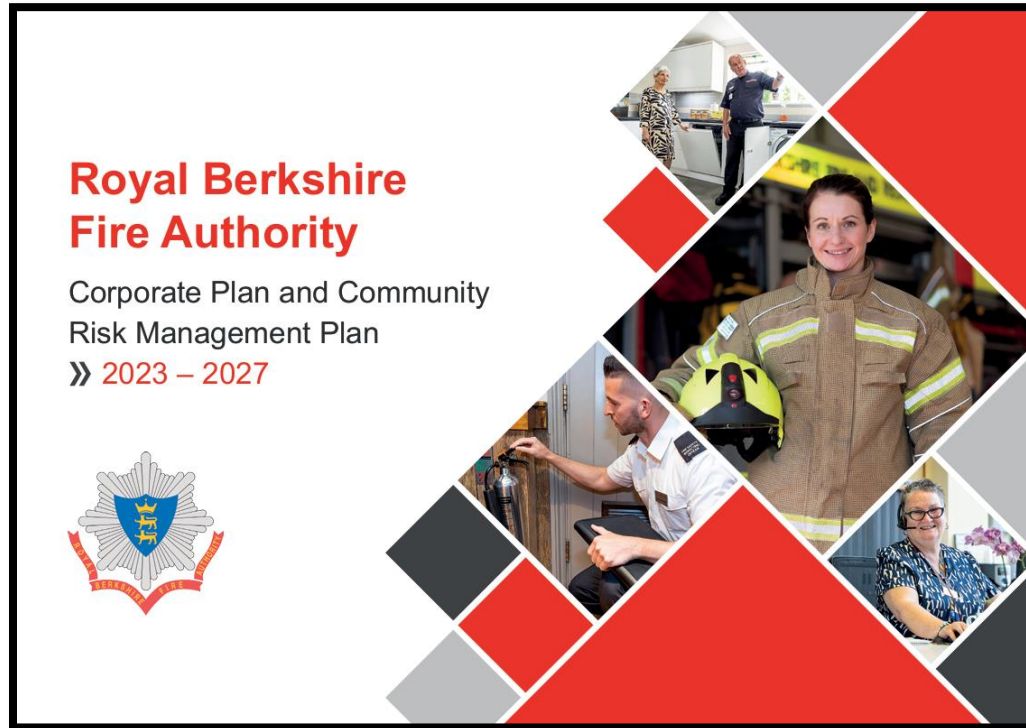
Annual Plan 2026/2027



ROYAL BERKSHIRE
FIRE AND RESCUE SERVICE



Delivering the Fire Authority's Plans



Prevention

We will reduce the risk to our communities through our targeted prevention activity, working with partners to deliver prevention and education activities, ensuring our services are accessible to all.



Protection

We will support those responsible for premises to understand and meet their duties under the Building Safety Act 2022 and Regulatory Reform (Fire Safety) Order 2005, whilst ensuring that our services are accessible to all. Where appropriate, we will use our regulatory powers to achieve compliance and improve safety outcomes.



Response

We will ensure that our people are well trained, equipped and located to provide a safe and effective response to our communities when emergencies occur.



Resilience

We will ensure we are a resilient organisation and work with our partners to promote and build resilience in the communities we serve.



Sustainability

We are committed to ensuring that we provide a financially sustainable Service and take meaningful action to help address the climate emergency.



People

We will provide a safe, supportive and inclusive environment for staff to thrive in, building a diverse organisation that is engaged with, and accessible to, our communities.

Risk Management

Our focused delivery in 2026/27 will include;

- Development of a **new CRMP** for consultation in 2027
- **Focus operational capacity on risk critical activity** – business safety pilot, risk visits and operational training
- Evaluate the impact of multiple actions taken to improve **emergency response performance**
- Progress our **on-call** action plan to strengthen recruitment, training and retention of staff
- Review the **resourcing of our prevention function** to ensure it is managing risk effectively
- Improved use of internal and partner data to further refine the **targeting of safe and well activity**
- Develop a **Business Safety plan to support business** comply with fire safety regulations
- **Peer Review** our Protection function



Culture

- Foster opportunities for leaders to learn, share insights and grow through **organisational learning practices**
- Refresh and evaluate our **leadership programme** to continue to invest in developing our staff
- Through the delivery of our Health, Safety and Wellbeing Strategy, we will continue to **assure operational professional standards** in support of firefighter safety
- Deliver year one of the **EDI Action Plan** in support of the Fire Authority's recently approved EDI objectives
- Embed stronger **two-way communication and feedback mechanisms**, including greater visibility of senior leaders, so our people, partners and communities have meaningful opportunities to engage and shape decisions



Capability

- Deliver a new **Staff Development System** to provide a single integrated platform to manage staff development and training and improve oversight of operational and professional competence
- Continued investment in our estate to improve the equity of facilities and support **dignified workspaces**
- Develop and publish the new **Digital, Data and Technology Strategy**
- Provide technology leadership and support to the **Thames Valley Fire Control Service's Computer Aided Dispatch Replacement Programme**
- Deliver key milestones of our **Risk Management Solution replacement programme**
- Continue to work in **collaboration** with our partners across the Thames Valley to deliver further operational alignment and improvements



Sustainability

- Deliver the **2026/27 requirements of the Sustainability Strategy and associated Sustainability Roadmap** – this includes roof mounted solar panels and carbon literacy training for staff
- Plan and deliver the Estates, Fleet, Equipment and Sustainability aspects of the Strategic Asset Investment Framework 2026/27 – this includes **refurbishing Langley Fire station and completing feasibility studies for improvements at five other fire stations**
- Develop a **sustainable approach to asset management** across the Estate

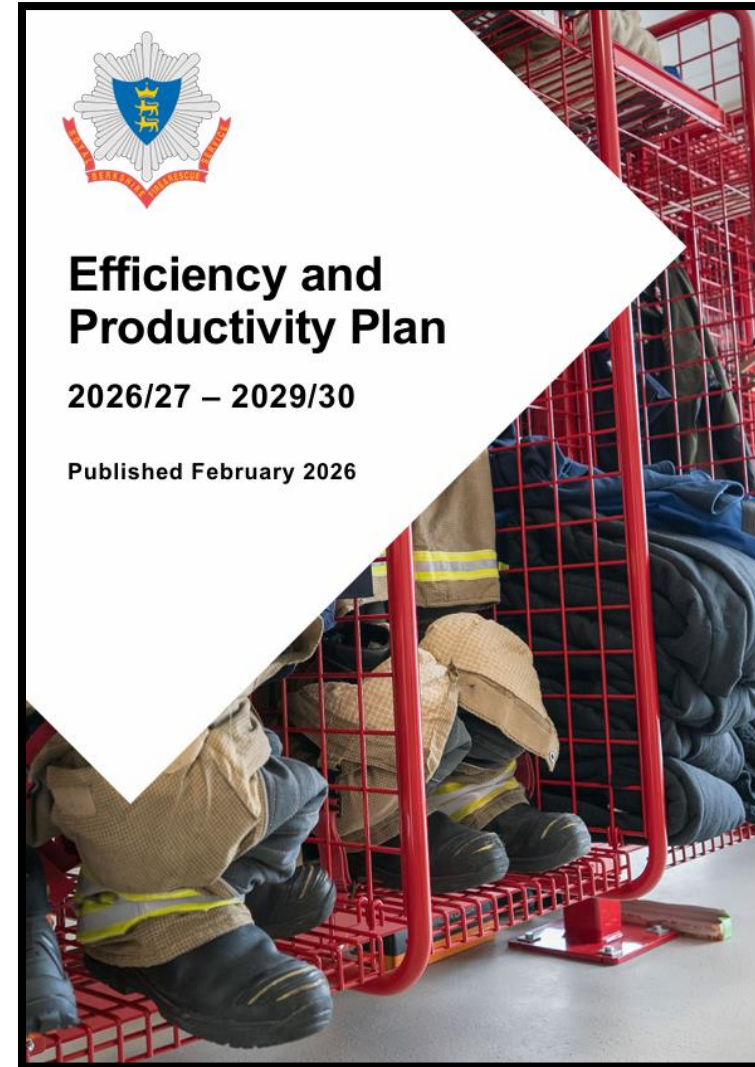


Corporate Measures

- **36 Corporate measures** across our Service Provision and Corporate Health
- Key Performance metrics **aligned to our statutory duties and corporate risk**
- **Annually reviewed** and agreed by Fire Authority
- Monitored by the **Audit and Governance Committee**

Key changes for 2026/27:

- Improved reporting against our **fire safety Risk Based Inspection Programme**
- Improved reporting against our **operational risk visit programme**
- Introduction of **Efficiency and Productivity Corporate Measures**



Fire Authority Assurance

- Lead Members and Member Champions
- Performance Management – Corporate Measures
- Audit Programme
- Corporate Risk Register
- HMICFRS Inspection
- Fire Standards
- Statement of Assurance
- Lead Members and Member Champions
- Thematic updates - emergency response performance, CRMP, Sustainability

