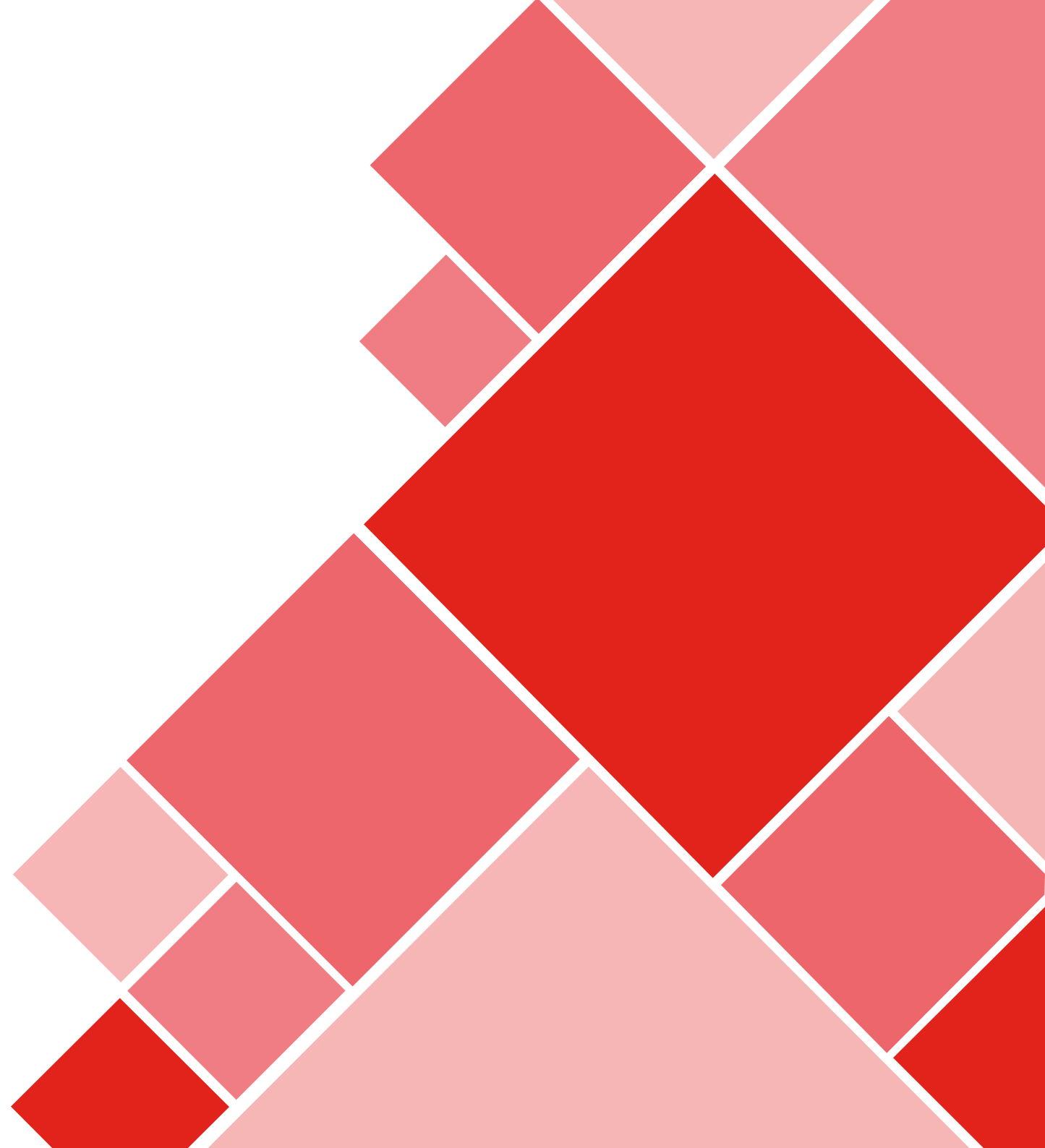




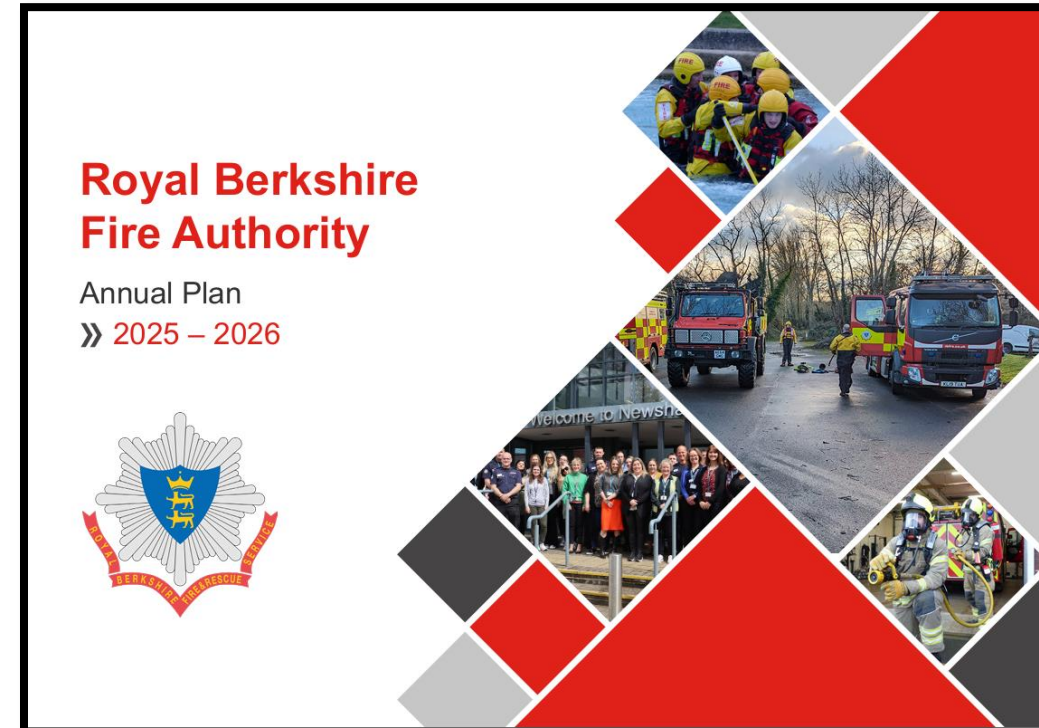
Annual Report 2025/2026

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ROYAL BERKSHIRE
FIRE AND RESCUE SERVICE



Delivering the Fire Authority's Plans



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

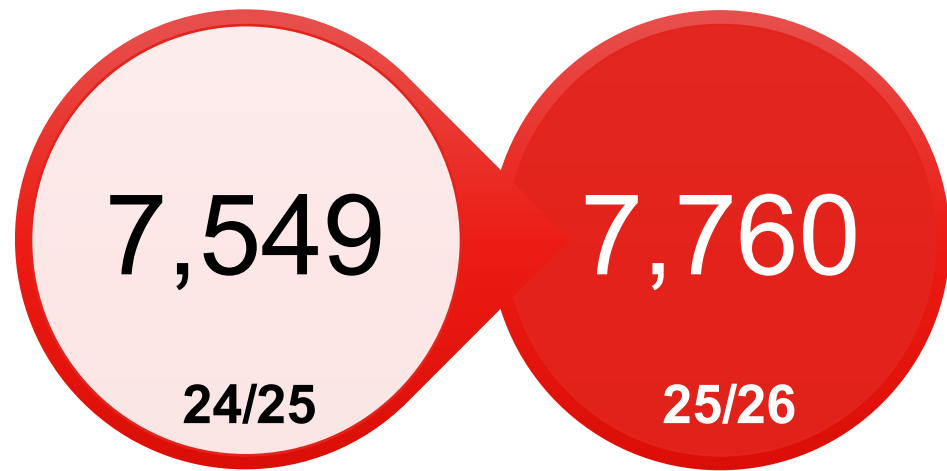
We are committed to ensuring that we provide a financially sustainable Service and take meaningful action to help address the climate emergency.



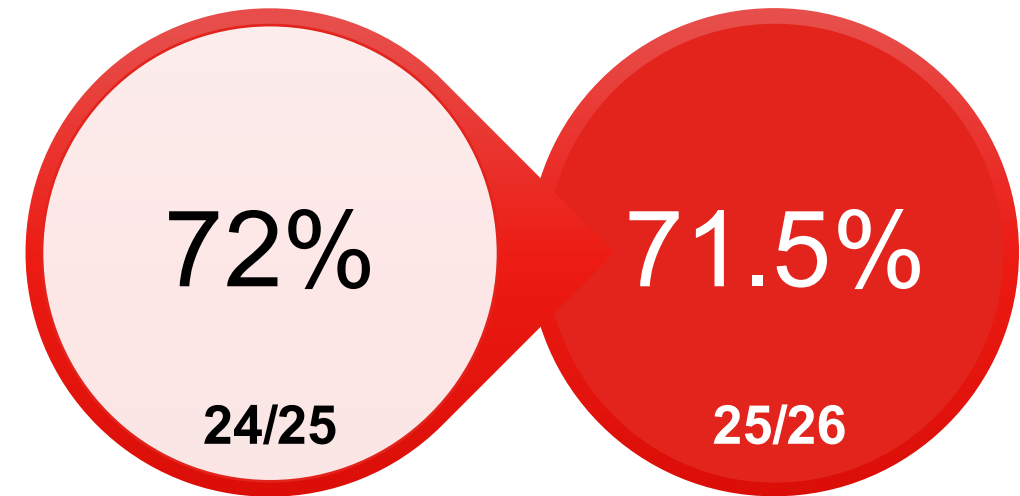
People

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.

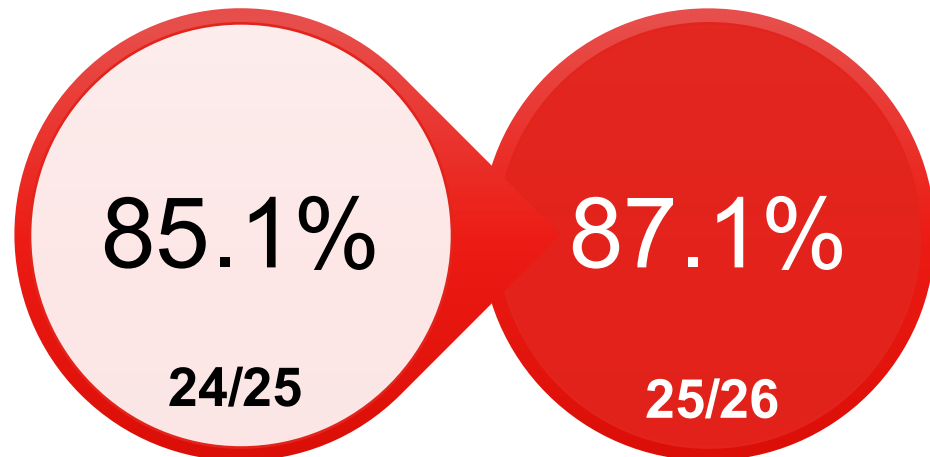
Response in Numbers



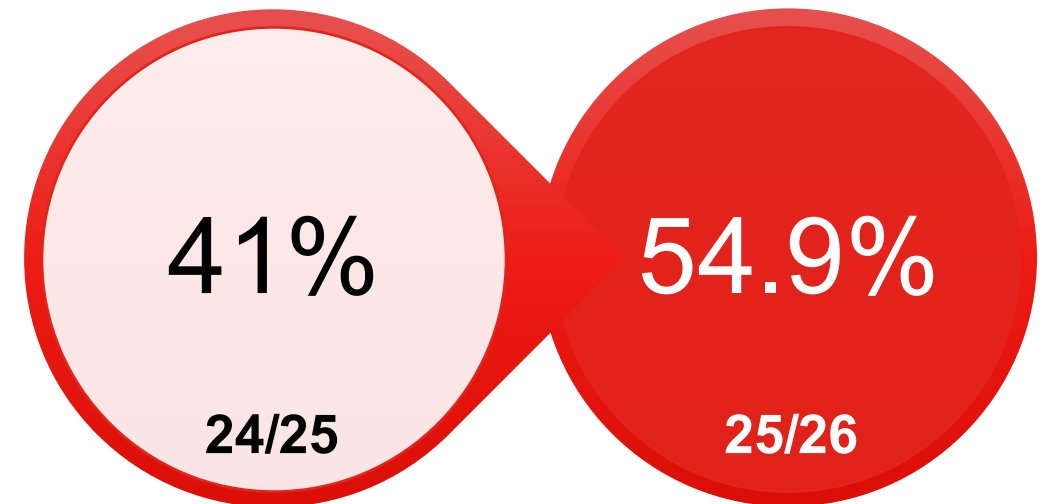
Emergency incidents attended



Response Standard

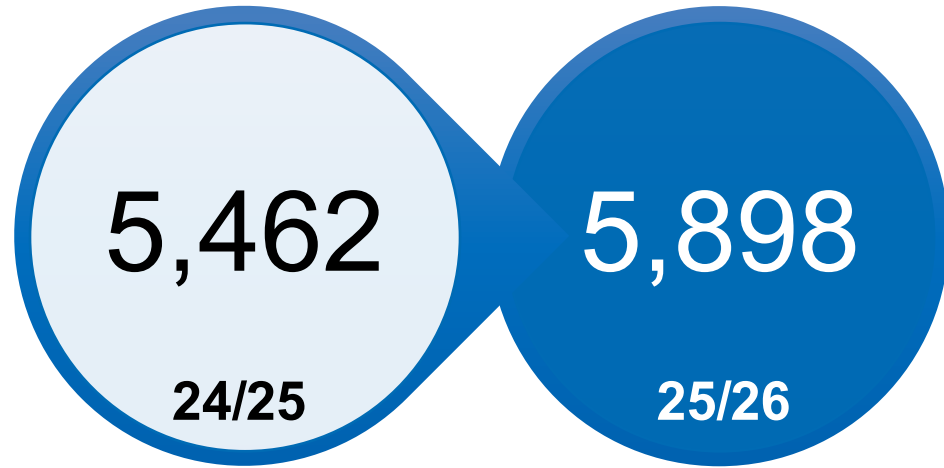


Percentage of times 14 or more pumping appliances are available

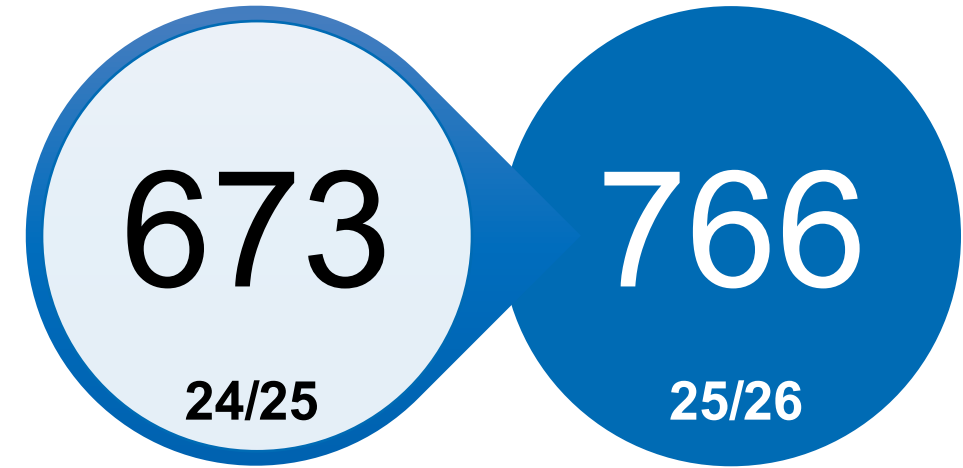


Percentage of Automatic Fire Alarms where RBFRS did not attend

Prevention and Protection in Numbers



Safe and Well Visits Completed



Fire Safety Audits Carried out



Fire Safety – no. of informal actions (new)



Fire Safety – no. of formal actions taken (new)

Progress – Risk Management

Key deliverable in 2025/26:

- Focus on **resilience and performance of our emergency response arrangements**
- Adapting to meet changing risk through **enhancing key operational capability** e.g. wildfire
- **Improved working with NHS partners in support of our Safe and Well Strategy** to target our interventions to the most vulnerable members of our communities with a specific focus on areas of low engagement
- **Transforming our Protection Function** ensuring we effectively discharge our regulatory duties
- **Improved operational risk management processes** supported by the use of new technology



Progress – Capability

Key deliverables in 2025/26:

- **Major redevelopment of our Training Centre**
- Continued focus on firefighter safety and **operational assurance and learning**
- Continued investment in **new fire appliances** incorporating latest technology and supporting the wellbeing of our firefighters
- Welcome 12 **new wholetime firefighters** to the Service in 2025, with a further 12 Apprentices beginning their training in March 2026; and
- Ongoing focus on **on-call recruitment** and retention
- Development of the Staff Development System, and **introduction of a new Finance System and Payroll System.**
- Delivery of our **2025/26 Efficiency and Productivity Plan** and benefits realisation



Progress – Culture

Key deliverables in 2025/26:

- Reviewed our **Development and Assessment Pathways** including Leadership and Management Development Pathways at a foundation, supervisory and middle manager level
- Introduced '**My Path**' to support talent management and succession planning
- Reviewed our **Behavioural Competency Framework**, simplified and aligned to our Culture Plan
- **Staff Development System Project** went live with the e-learning module as part of a phased launch
- We reviewed our **PDR process** and launches a new approach in June 2025
- Continued support of the **Bursary Scheme** to enable staff to gain additional skills and training



Progress – Sustainability

Key deliverables in 2025/26:

- **Public Sector Decarbonisation Scheme Works** beginning at five locations
- **Integration of governance and reporting for sustainability within the Service**
- Proposals for **education and learning around sustainability**; and
- Creating a more **sustainable procurement process**, including a review of waste procurements.



Assurance

In April 2025, our previous inspection report was published. This inspection was HMICFRS’s third assessment of the Service’s effectiveness and efficiency, and how well it looks after its people. **Of the 11 areas inspected, RBFRS received ‘Good’ grades for eight of them. The remaining three were graded as ‘Adequate’.**

With an inspection planned for 2026, the Annual Report provides a useful overview of the positive steps we have taken to learn, improve and build on this strong position to deliver even better outcomes for our communities.

HMICFRS Results

Outstanding		
Good	Understanding fire and risk	Preventing fire and risk
	Public safety through fire regulation	
	Responding to fires and emergencies	
	Future affordability	Right people, right skills
	Promoting fairness and diversity	
	Promoting values and culture	
Adequate	Responding to major incidents	Best use of resources
	Managing performance and developing leaders	
Requires Improvement		
Inadequate		

Overview – 2025/26

