



**South Yorkshire
FIRE & RESCUE**

STATEMENT OF ASSURANCE AND ANNUAL REPORT

2021/22

Making
**SOUTH
YORKSHIRE
SAFER &
STRONGER**

STATEMENT OF ASSURANCE AND ANNUAL REPORT – 2021/22

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STATEMENT OF ASSURANCE AND ANNUAL REPORT – 2021/22

Foreword

The period April 2021 to March 2022 saw the service continue its COVID-19 pandemic recovery, as well as continuing to implement significant improvements across the service.

We introduced new structural fire kit and rescue jackets for our operational staff, whilst in the community we returned to pre-pandemic levels of prevention work and restored important youth engagement initiatives, such as Prince's Trust Team Programme.

Other high profile areas of work included the completion and official opening of a new fire station in Barnsley, the completion of a Building Risk Review project, the delivery of a massive high-rise training programme for all operational crews and further progress against our Service Improvement Plan.

Towards the end of the period we published an updated Community Risk Management Plan, which sets out how we will deliver our core services to local people.

Our second Annual Service Plan introduced eight new, immediate priorities for the Service in the period 2022/23. This was also approved by the Fire Authority the start of 2021, following consultation with our staff.

Introduction

The Statement of Assurance and the Annual Report used to be two separate documents. At the Fire and Rescue Authority meeting on 15 October 2018, it was decided to consolidate both reports. This is the second combined report.

The [Fire and Rescue National Framework for England](#) states that:

“Fire and rescue authorities need to produce an annual assurance statement about compliance with the National Framework”.

The Fire and Rescue National Framework for England, published in May 2018, states that fire and rescue authorities and their services remain free to operate in a way that enables the most efficient and effective delivery of their services. However, this freedom and flexibility means that fire and rescue services need to demonstrate that they are accountable to their communities and transparent.

The Statement of Assurance and Annual Report follows the guidance set out in the [Department for Communities and Local Government’s ‘Guidance on Statements of Assurance for Fire and Rescue Authorities in England’](#). Much of the information given in the report is already contained in other documents / reports. Instead of repeating existing material, the report contains hyperlinks to direct the reader to this information.

The Statement of Assurance and Annual Report also looks at our achievements over the past year.

It is intended that this Statement of Assurance and Annual Report will provide an accessible way for our communities, Government, local authorities and other partners to make an informed assessment of our performance.

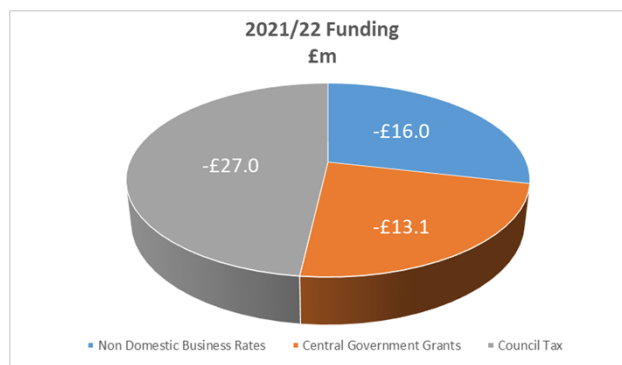
Details of how to obtain a copy of the Statement of Assurance and Annual Report for 2021/22 in alternative formats can be found on page 32, at the end of the report.

Financial Data

As a Fire and Rescue Authority, we are responsible for ensuring that our business is conducted in accordance with the law and proper standards. We must ensure that public money is properly accounted for and that it is used economically, efficiently and effectively.

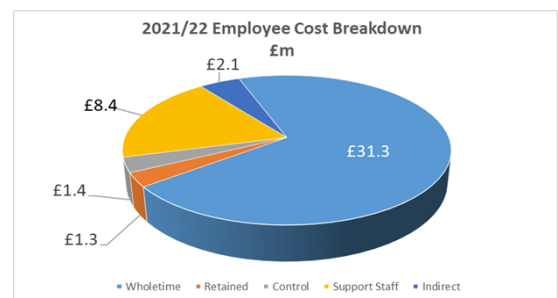
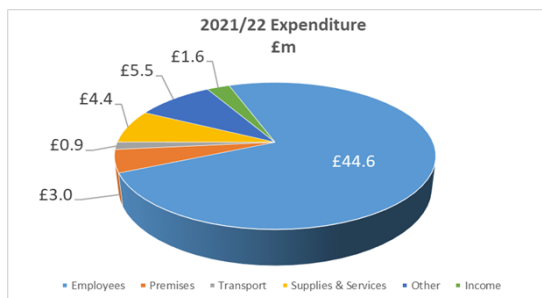
The majority of Fire Authorities funding is provided directly by the Government in the form of Revenue Support Grant and Business Rates. The remainder is raised via the precept, which forms part of the council tax bills issued by the District Councils. South Yorkshire Fire and Rescue Authority (SYFRA) only sets its budget after taking account of the Government's regulations on excessive council tax increases, the reserves it has available and any income that it generates.

The pie chart below shows a breakdown of the sources of funding for 2021/22:



The total operating outturn (revenue and capital) for 2021/22 was £57.077m. When compared to funding of £56.251m this resulted in a deficit of £0.826m before use of reserves. However, after taking into account increased in-year funding and the use of reserves the results were an overall year-end revenue-operating surplus of £0.188m or 0.33% of the total budget.

The pie charts below show a breakdown of the expenditure by budgetary areas and a further breakdown of the staff categories:



The Statement of Accounts is a statutory publication required under the Accounts and Audit Regulations and prepared in accordance with the Code of Practice on Local Authority Accounting in the UK (the Code), published by the Chartered Institute of Public Finance and Accountancy (CIPFA).

Capital Expenditure represents money spent by the Authority for the purpose of purchasing, upgrading or improving assets such as buildings and vehicles. The Authority spent £4.139m:

- Premises Related - £2.539m
- Transport Related - £0.014m
- Information & Communications - £0.288m
- Operational Equipment - £1.298m

SYFRA publishes the pay details of all senior officers with a pro-rata salary of more than £50,000 in its annual Statement of Accounts. The [Pay Policy Statement 2020/21](#) provides the public with information on remuneration in a single document. This meets the obligations of the Localism Act 2011.

In summer 2010, the Government announced its intention that all public bodies should publish details of all its expenditure over £500. SYFR publishes [lists](#) of all invoices paid over that amount on a monthly basis ^{*1 See Below}.

The Authority's [Financial Regulations](#) are provided on its website.

*1 - The publication of further information relating to the pay and employment of senior staff and to procurement spending, is a requirement of the [Local Government Transparency Code 2015](#).

Governance

South Yorkshire Fire and Rescue Authority

SYFRA is a statutory body made up of 12 local Councillors from the District Councils of Sheffield, Doncaster, Rotherham and Barnsley and the Police and Crime Commissioner for South Yorkshire. [SYFRA current membership](#).

The primary responsibilities of the Authority are laid down in legislation including the Fire and Rescue Services Act 2004, Civil Contingencies Act 2004 and the Local Government Act 1999 to provide an effective, economic and efficient Fire and Rescue Service.

The Authority funds SYFR and works with the Chief Fire Officer / Chief Executive. The Authority's vision is 'Making South Yorkshire Safer and Stronger' and this is delivered through a range of aspirations and behaviours and monitored via business plans and performance measures.

The Authority supports the Service's aspirations, which are:

- Be a great place to work
- Put people first
- Strive to be the best

The [SYFRA Constitution](#) sets out the roles and responsibilities for Members and the procedures used to ensure that decision-making is efficient, transparent and accountable to local residents. There is a [Member Code of Conduct](#) (Part 6b of the Constitution) with an [Appeals and Standards Committee](#) responsible for monitoring and reviewing Councillor conduct. The Audit and Governance Committee also includes three Independent (co-opted) members.

The Authority has the following Committees and other forums:

- Fire and Rescue Authority
- Audit and Governance Committee
- Corporate Advisory Group
- Appeals and Standards Committee
- Appointments Committee
- Principal Officers Review Committee.
- It also has a separate Performance and Scrutiny Board, and a Stakeholder Planning Board to provide additional overview and scrutiny across all services and functions, but particularly in the areas of consultation, partnerships and workforce development (including equality and inclusion).

The Fire Authority established the Performance and Scrutiny Board in 2008, to provide a dedicated scrutiny function; a separate scrutiny function is a requirement of the National Framework Document for FRAs. Its remit is to ensure that the Authority's business is subject to effective scrutiny, and to provide constructive, robust and purposeful challenge to strategic areas of corporate operation.

The Board meets on a quarterly basis, with the option of meeting more frequently dependent on the issue under scrutiny. It receives timely performance reports on a range of agreed performance measures / targets.

In addition, all boards of the Authority have a work programme, and provide a scrutiny and challenge function. Whilst the scrutiny function does not replicate the arrangements within a primary authority, it nevertheless provides for chosen areas / functions, to be examined in more depth and detail with a view to recommending improvements.

The Authority also has a [Local Pension Board](#) established in April 2015 following the independent Hutton Inquiry into public service pension provision. The Board provides a scrutiny function on behalf of the Scheme Manager – which is the full Fire and Rescue Authority. The Board meets quarterly and has an independent Chair. You can view the [Local Pension Board Annual Report](#) and read more about the work of the Pension Board on the Authority's website.

Staff of the [South Yorkshire Joint Authorities Governance Unit](#) are part of Barnsley MBC. However, those employees supporting the Joint Authorities provide independent and impartial advice to the various sub-regional bodies they support including SYFR.

South Yorkshire Fire and Rescue

The Senior Management Structure of the Service comprises the Chief Fire Officer/[Chief Executive](#), Deputy Chief Fire Officer, Assistant Chief Fire Officer and Director of Support Services, supported by four Heads of Function, who jointly make up the Senior Leadership Team. The wider Corporate Management Board comprises further senior departmental managers. Our current management structure is published on the [SYFR website](#)

Certain powers are delegated to the [Chief Fire Officer](#) and other senior officers. These are set out in the Fire and Rescue Authority's Constitution - [Part 3 Scheme of Delegation to Officers](#).

There are two main decision-making bodies within the Service structure, which are:

- Senior Leadership Team meetings
- Corporate Management Board meetings

Below this level, a number of other meetings take place, some of which have limited decision-making power, but all of which are responsible to the Senior Leadership Executive Team or CMB. The SYFR meeting structure has recently been reviewed to identify ways to improve the governance and decision making structures we have in place and to maximise meeting efficiency and effectiveness, whilst at the same time reducing the number and frequency. The revised structure [and governance reporting](#) is as follows:

- Integrated Risk Management Plan Board
 - Community Risk Management Committee
- Service Delivery Board
 - Fire Cover Committee
 - Partnership Committee
 - Safeguarding Executive Committee
- People Board
 - Equality, Diversity & Inclusion Committee
 - Health, Safety & Wellbeing Committee
 - Workforce Development Committee
 - Workforce Planning Committee
- Service Improvement Board

- Corporate Reporting & Governance Committee
- Operational Research & Development Committee
- Asset Management Board
 - Information Governance Committee
 - Property Committee
 - Protective Security Committee
 - Strategic Fleet Committee

Further details of the meetings and decision making structure can be found in the SYFRA Constitution [Part 4 Scheme of Delegation to Officers](#).

A Member's Code of Conduct can be found at [Part 6 Scheme of Delegation to Officers](#) of the Constitution, there is also a SYFR Employee Code of Conduct, which is available on request.

Annual Governance Statement

The Authority has a responsibility to conduct its business and deliver its services within the laws that govern Fire and Rescue Authorities, and to make sure that public money is safeguarded and used in an efficient and effective way. Putting in place proper arrangements for its governance is crucial to deliver this. The Authority has set out its arrangements for governance in its Constitution, and a copy of this can be found on our website [here](#).

The Constitution includes a local [Code of Corporate Governance](#) (Part 8), which is consistent with the principles of the Chartered Institute of Public Finance and Accountancy (CIPFA) / Society of Local Authority Chief Executives (SOLACE) Framework '**Delivering Good Governance in Local Government**' (2016 edition). Local Codes should reflect each Authority's own approach to governance to enable delivery of its objectives and priorities in a transparent and accountable way.

The [Annual Governance Statement](#) explains how the Authority has complied with its local Code, meeting the requirements of [Regulation 6 of the Accounts and Audit \(England\) Regulations 2015](#), which requires it to prepare and publish an Annual Governance Statement (AGS). It also identifies areas for improvement, which are supported by a Governance Improvement Plan (GIP).

In discharging this overall responsibility, the Authority is responsible for putting in place proper arrangements for the governance of its affairs, facilitating the effective exercise of its functions and including arrangements for the management of risk. The [Corporate Risk Management Strategy](#) sets out the risk management for the Authority. In September 2021 a merged Authority and Service Corporate / Strategic Risk Register was agreed by the Audit and Governance Committee with quarterly risk reports provided to the Committee.

Transparency

In accordance with the Code of Recommended Practice for Local Authorities on Data Transparency, the Local Government Transparency Code 2015 and the Freedom of Information Act Definition document for joint or combined Authorities and Boards, SYFRA is committed to creating greater transparency through the publication on [both the Authority and Service websites](#), of public data and information on how public money is being spent. Information is regularly published relating to land and assets owned by SYFRA, tender and

procurements, payment for goods and services to external bodies and suppliers over £500, details of salaries and allowances paid to senior staff and details relating to Trade Unions. The SYFR Publication Scheme can be found on the SYFR website [here](#) and Transparency / Open Data [here](#).

SYFRA strives to be transparent in the way it makes decisions. Fire Authority and Audit and Governance Committee meetings are [webcast](#) live [over the Internet](#) and are then available to view on the Authority's website a short time after each meeting. These are subsequently archived for a period of 6 months for ongoing reference and scrutiny. The reports and minutes of all meetings are placed on the Authority's website. Members of the public can attend the meetings in person at the offices of the South Yorkshire Joint Authorities Governance Unit, Town Hall, Barnsley S70 2TA and are able to submit questions to the Fire Authority in advance of these meetings. Full details can be found on the SYFRA's [website](#) along with copies of the agendas, open reports and minutes for both meetings.

Audit

SYFRA is subject to both internal and external audit. Both functions have distinct roles and responsibilities, which, together, provide a comprehensive statutory audit, function.

Internal Audit is an independent, objective assurance and consulting activity designed to add value and improve an organisation's operations. It helps an organisation accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control and governance processes.

The internal audit service is provided by RSM Risk Assurance Services LLP. Details of the mission of internal audit, independence and ethics, responsibilities, quality assurance and improvement and reporting can be found in Appendix C: [Internal Audit Charter](#), within the Internal Audit Plan 2020/21.

The [Internal Audit Annual Report for 2020/21](#) can be found on the Authority's website.

External Audit is responsible for the statutory audit of the Authority's financial statements; including giving an annual opinion on the accounts, and providing a conclusion on the Authority's value for money (VFM) arrangements.

The External Audit function is provided by Deloitte LLP.

Note:

The external auditors are no longer required to prepare an annual audit letter. In future, there will be an annual auditors' report in the current year. There is a requirement for this to be presented three months after the date of signing the accounts. Discussions are being held to see how this will work in practice.

The text regarding external audit and the findings of the 2020/21 Annual Audit Report and the ISA 260 report from Deloitte LLP, will be updated once the information is available.

As part of the Audit and Governance Committee's work over the past 12 months, it has considered a range of internal and external audit reports. These are available on the [Audit and Governance Committee](#) pages, on the South Yorkshire Joint Authorities website

Her Majesty's Inspection Process

SYFR are inspected by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS).

These inspections focus on three areas effectiveness, efficiency and people. The resulting assessments include graded judgments of performance.

SYFR's inspection took place during July 2019 and the final report was published in December 2019.

The Service was rated as 'good' across all three-judgement criteria.

Inspectors from Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) found that South Yorkshire Fire & Rescue:

- is 'good' in effectively keeping people safe and secure from fire and other risks
- is 'good' in operating efficiently
- is 'good' at looking after its people

The Service was also rated as good in ten out of eleven sub categories, placing us amongst the top rated services in the country.

[You can read the report in full here.](#)

The inspectors also identified some recommendations and areas for improvement.

The Service has produced an improvement plan based on the recommendations made in the HMICFRS inspection report. This is monitored and reported on regularly to the Fire & Rescue Authority.

A HMICFRS national COVID-19 Inspection took place during 2020/21. This praised our response to the COVID-19 pandemic.

It found that we adapted to the pandemic effectively, carried on delivering our core services and provided additional support to the community during the first phase of the pandemic. Inspectors also found that staff wellbeing was made a clear priority for the Service. It also praised senior leaders for actively promoting wellbeing services.

A second full HMICFRS Inspection has taken place over spring/ summer 2022. We will receive the report in late 2022 or early 2023.

Further details can be found on the HMICFRS website, by clicking on the [link](#).

Data Protection Arrangements

SYFR has a designated Data Protection Officer (DPO) at all times. The DPO's responsibilities include:

- informing and advising SYFR and its employees who carry out processing of their obligations pursuant to UK General Data Protection Regulation (UK GDPR) and other data protection provisions;
- monitoring compliance with UK GDPR, other data protection provisions and SYFR policies in relation to the protection of personal data;
- providing advice where requested as regards Data Protection Impact Assessments and monitor their performance;
- cooperating with the Supervisory Authorities ((the Information Commissioner's Office (ICO));
- acting as the contact point for the Supervisory Authorities (the ICO) on issues relating to personal data processing.

Data protection training has been carried out to ensure that all staff are aware of data protection, the UK GDPR and their responsibilities. New starters must complete this training within the first week. With an ongoing training schedule to keep this up to date every 2 years. Face to face training by the DPO is also in place for "higher risk" departments for example HR, Safeguarding, OHU etc.

An Information Governance Committee is in place, chaired by the Director of Support Services. The group has been established to be the primary forum for overseeing and managing privacy across SYFR including driving a privacy aware culture

Operational

Statutory Duties

South Yorkshire is responsible for carrying out a range of statutory duties including those contained in:

- [The Fire and Rescue Services Act 2004](#)
- [The Civil Contingencies Act 2004](#)
- [Policing and Crime Act 2017](#)
- [The Control of Major Accident Hazards \(COMAH\) Regulations 2015](#)
- [The Regulatory Reform \(Fire Safety\) Order 2005](#)
- [The Fire and Rescue Services \(Emergencies\) \(England\) Order 2007](#)
- [The Localism Act 2011](#)
- [The Fire and Rescue National Framework for England](#)
- [HMG Security Policy Framework 2018](#)

Community Risk Management Plan (CRMP)

The CRMP is an up-to-date analysis of local risk and describes how we will effectively coordinate our prevention, protection, response and resilience work to improve public safety and save lives.

The current plan was first published following a period of public and staff consultation in 2021 and it describes the steps the service has undertaken to update its understanding of local risk for South Yorkshire. It also introduced a new set of risk based response times for responding to emergencies across South Yorkshire.

We committed to review and where necessary update the plan on an annual basis, which was undertaken in early 2022. The updated plan makes no significant proposals to change our service delivery resources.

These changes are summarised below.

- Formerly known as the IRMP, we have changed the name of the document to CRMP to be consistent with the rest of the sector.
- Our Annual Service Plan priorities for 2021/22 have been replaced with our priorities for the period 2022/23.
- We have made minor changes to the description of our prevention, protection, resilience and response activities, to better reflect the current position of this work.
- We have referenced the separate prevention, protection, resilience and response strategies which now support the activities summarised in this plan.
- We have updated the financial information based on our current situation and also added information explaining how our resources have been impacted since 2010.

The CRMP is located here: <http://www.syfire.gov.uk/performance/strategic-plans/>

Business Continuity

The Fire and Rescue Services Act 2004 sets out the core functions of the Fire and Rescue Service. These are fire safety, firefighting, road traffic accidents and emergencies. Failure to deliver any of these functions would have a catastrophic effect on the communities of South Yorkshire. The potential for disruption to these core public safety functions has been identified as a statutory duty in the Civil Contingencies Act (2004) (Part 1. Para 2(1) (C)). It is a duty under the Act for all Category 1 Responders to maintain plans to ensure that as far as is reasonably practicable, that if an emergency occurs they can continue to perform these functions.

Business Continuity Plans for South Yorkshire have been developed over a number of years. The Deputy Chief Fire Officer (DCFO) is accountable for the Business Continuity Management BCM Policy and Implementation. Resilience, Planning and Contingencies (RPaC) coordinate this function across the organisation and are responsible for overseeing the training in, and testing of our Business Continuity arrangements. This function is carried out in conjunction with our multi-agency partners and our neighbouring fire and rescue services.

SYFR Business Continuity Plans are aligned to the International Standard for Business Continuity, ISO22301. This provides a structure, which will ensure that we are resilient to interruption to the delivery of our core public safety functions. RPaC carry out internal audits of SYFR Business Continuity Plans.

The Business Continuity (BC) arrangements of the organisation are reported to the South Yorkshire Local Resilience Forum Business Continuity Group to ensure full compliance with our responsibilities and good practice outlined in Business Continuity Resilience Standards for LRFs.

Our BC Manager is the Chair of the South Yorkshire Local Resilience Forum (SYLRF) Business Continuity Group. 2022-23 group priorities include sharing BC learning and expertise, cyber resilience/preparedness, and sharing of vulnerable person data.

RPaC are very aware of the expectations to work collaboratively with other FRSs and to this end our BC Manager is the Vice Chair of the National Fire Chiefs Council (NFCC) Business Continuity Group. Work ongoing through this group includes power outage, cyber and industrial action resilience/preparedness. Our BC manager is also a Mentor within the NFCC BC Group Mentoring Team.

RPaC coordinated SYFR activities throughout BC Awareness Week and delivered a National Exercise 'Bird Call' to 29 organisations including 16 FRSs.

Protective Security

The Protective Security arrangements of SYFR are delivered against Her Majesty's Government (HMG) Protective Security Framework. The Resilience, Planning and Contingencies (RPaC) Team are responsible for reviewing all Security arrangements and reporting any concerns to the Senior Leadership Team through the Director of Support Services.

We are all too aware of atrocities, which take place internationally on a daily basis and the increase in terrorism in numerous guises throughout the UK. The attacks such as the Manchester Arena suicide-bombing, vehicle and knife attacks in London and cyber-attacks

on national IT systems bring home to us the importance of maintaining and enhancing our organisations security arrangements.

The arrangements within SYFR follow three main themes, these being the protection of our People (staff), Places (buildings) and Processes (including Information Communications Technology (ICT)). Our security breach reporting system and physical security audit process allows us to keep a close eye upon any security issues. We monitor reports for trends, which are reported back, through our Protective Security Group.

We have also provided an online learning module and regular bulletin information for all staff, to increase the awareness of our staff to potential security breaches. We attend the Strategic Contest Board to ensure we have the most up to date view of threat and risk, and ensure we feed into the Prevent work undertaken by that group and the smaller district based Prevent Groups.

We are currently working on areas of security that have been highlighted to us by our Counter Terrorism Security Advisors, in order to enhance our already high levels of security within SYFR.

Mutual Aid Agreements

The Fire and Rescue National Framework states that fire and rescue authorities must make provision to respond to incidents such as fires, road traffic collisions and other emergencies within their area and in other areas in line with their mutual aid agreements, and reflect this in their integrated risk management plans.

Sections 13 and 16 of the Fire and Rescue Services Act 2004 provide clear instructions for fire and rescue services in regards to mutual aid and the discharge of functions by others. SYFR has Section 13 agreements in place with all our neighbouring fire and rescue services in respect of arrangements to support each other where an incident location makes this sensible. We also have similar agreements to support each other in the event of a major incident.

SYFR has a number of Memoranda of Understanding (MoUs) with both fire and rescue services and other partner agencies. SYFR is working closely with its regional partners through the NFCC Yorkshire and Humberside Regional Strategy Group, previously the Yorkshire and Humberside Operational Resilience Group (YHORG), to ensure that, wherever possible, we hold regional MOUs rather than having four separate ways of working. This streamlines process, reduces impact on resources and creates resilience by enabling greater cross border support.

Our mutual aid documents with our neighbouring fire and rescue services are reviewed on an annual basis and all service level agreements have agreed, set review periods usually not exceeding three years.

National Resilience

SYFR have National Resilience Assets consisting of Mass Decontamination Unit (MDU), High Volume Pump (HVP) and Detection, Identification and Monitoring (DIM).

We have three dedicated National Resilience Trainers who ensure that all our Key Performance Indicators (KPIs) in relation to numbers of staff trained are achieved and exceeded at all times. Training records are comprehensive.

All our national Resilience Assets are checked regularly in accordance with the requirements of the National Resilience Assurance Team (NRAT). Any faults or missing equipment are reported to Babcocks immediately through a well-rehearsed process.

In 2020, our Mass Decontamination Unit (MDU) assets and Staff were externally audited as part of the NRAT assurance programme and only minor changes were required as a result. These changes were made immediately.

During 2019 to 2021, SYFR High Volume Pump (HVP) assets have mobilised to events within South Yorkshire, including flooding and wild fire events. As part of the HVP Capability Assurance Programme, in September 2022 the SYFR HVP will take part in a national exercise hosted by Humberside Fire & Rescue Service.

All of SYFRs Contingency plans are reviewed and revised where necessary on a regular basis.

Any gaps in our National Resilience Capability are captured within individual plans and issues raised with our Senior Management Team. The overall responsibility for reviewing plans lays with Resilience, Planning and Contingencies (RPaC).

Control of Major Accident Hazards (COMAH)

SYFR is the Local Authority as defined by the COMAH Regulations 2015 and has a responsibility to Prepare, Review, Test and Exercise External Emergency Plans, which relate to upper tier COMAH sites within the South Yorkshire area. The Resilience Planning and Contingencies (RPaC) department lead on COMAH on behalf of SYFR.

South Yorkshire has 7 upper tier COMAH sites. All COMAH External Emergency Plans are in date and a COMAH exercise schedule is in place. RPaC liaise with upper tier COMAH sites, the HSE, and Local Resilience Forum partners in relation to COMAH plans and exercises.

In 2022 SYFR are restarting the South Yorkshire COMAH Group meetings which have not taken place in 2020 and 2021 due to the COVID-19 pandemic.

Our Performance

SYFR has a suite of performance measures. These include operational performance measures. The suite of performance measures is reported to the Performance and Scrutiny Board quarterly and the Fire Authority annually, for analysis, challenge and comment. The Annual Corporate Performance report for 2020/21 can be viewed by clicking on the [link](#). The performance measures are also used at a local level to inform where resources and initiatives need to be focussed.

The Performance Management Framework is reviewed annually. However, a decision was taken to carry out an in-depth review during 2020/21, due to the following factors:

- Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) inspection report
- Integrated Risk Management Plan
- SYFR Annual Plan 2021/22
- State of Fire and Rescue Report

A Task and Finish Group was appointed to carry out the review, with Fire Authority Members being involved at all stages.

A suite of Corporate Level performance measures has been approved and the review has now entered a second phase to develop a range of additional Supporting / Diagnostic performance measures.

SYFR benchmarks against the other Metropolitan Fire and Rescue Services, using a suite of performance indicators. Benchmarking against a selection of these indicators is included in the Quarterly and Annual Corporate Performance reports.

Health and Safety

SYFR believes that the health, safety and welfare of its employees, visitors and members of the public are its highest priorities. This is reflected in the overall corporate vision. The Service commits itself to allocating the resources necessary to meet its moral and legal obligations.

In pursuance of the highest possible standards, the Service is dedicated to preventing injury and ill health, complying with the requirements of relevant statutory provisions and where possible exceeding these utilising sector specific guidance and best practice.

To achieve the level of health and safety required, the Service will ensure the effective management of risk through the development of clear management systems, which define roles, and responsibilities of all employees, contractors and visitors.

Risk profiles have been produced for each service function to provide a prioritised approach to health and safety risk management. Risk assessments have been completed to identify hazards and control measures necessary to mitigate the risk.

Health and safety training is provided to raise levels of competence and promote a positive health and safety culture that is proportionate and enables workplace activities, equipment and substances to be effectively managed.

Active and reactive monitoring is undertaken to measure levels of performance and identify areas for improvement. These are combined with a biennial audit of the health and safety management system. The outcome of the audit is a prioritised and targeted improvement plan covering all aspects of Health and Safety.

National Framework Requirements

An annual update on SYFR's compliance with the Fire and Rescue National Framework for England (published in July 2012) was presented to the Fire and Rescue Authority in June 2017.

A revised [Fire and Rescue National Framework for England](#) was introduced with effect from May 2018. SYFR carried out a gap analysis against the priorities and objectives within the revised National Framework, which was presented to the Fire and Rescue Authority on 17 September 2018. An update on SYFR's compliance with National Framework requirements has in the past, been presented annually to the Fire and Rescue Authority. With effect from 2019, significant updates are now included within this document. The full gap analysis including recent updates can be read by clicking on the [link](#).

Our Performance during 2020/21

Performance Measures

		Performance	
		2020/21	2021/22
Number of Primary Fires		1,958	2,237
Number of Accidental Dwelling Fires		500	626
Number of Fires in Non-Domestic Premises		197	253
Number of Fire Deaths and Injuries	All Fire Deaths	9	8
	Accidental Dwelling Fire Deaths	2	5
	All Fire Injuries	62	70
	Accidental Dwelling Fire Injuries	33	46
Arson Incidents	Primary Arson Incidents	947	1,044
	Deliberate Secondary Fires	3,099	3,549
False Alarms caused by Automatic Fire Detection – Non-Domestic Properties		440	670

The Annual Corporate Performance Report for 2020/21 contains the final outturn figures for the full suite of 2020/21 Performance Indicators. This can be found at [Agenda for Fire & Rescue Authority on Monday 21 June 2021 - South Yorkshire Fire Authority](#).

Definitions

- Primary Fire -** Includes all fires in buildings, vehicles and outdoor structures, or any fire involving casualties, rescues or fires attended by five or more appliances
- Secondary Fire -** A fire incident that did not occur at a primary location, was not a chimney fire in an occupied building, did not involve casualties (otherwise categorised as a Primary incident) and was attended by four or fewer appliances
- RTC -** Road Traffic Collision
- AFA -** Automatic Fire Alarm

Headline Projects during 2021/22

Personal Protective Equipment

As part of a tri-service procurement agreement, all firefighters in South Yorkshire, West Yorkshire and the Humberside region have started wearing new fire tunics and trousers. For crews in South Yorkshire and Humberside, the personal protective equipment (PPE) revamp features a pioneering, multi-function rescue jacket to reflect the changing role of the modern firefighter.

The kit has been rolled out across the three counties to assist firefighters in best protecting local communities. It is a proud moment for all three fire services, who have collaborated in a two year project, resulting in the final contract being awarded to supplier Ballyclare International. The collaboration means all three services have saved money, enhanced firefighter safety and standardised fire kit regionally.

South Yorkshire Fire & Rescue have closed this project, with a Post Implementation Review scheduled in late 2022.

Grenfell

The outcome of the Grenfell Tower Public Inquiry (GTI) Phase 1 have significant implications for the whole Fire and Rescue Sector. The recommendations not only affect the way London Fire Brigade plan, prepare and respond to fires in high-rise residential buildings, they impact the way any local Fire and Rescue Service with such risks delivers its services.

There were 46 recommendations which arose from the Inquiry and South Yorkshire Fire Service have completed 30 recommendations as at July 2022. These recommendations were completed within a 12 month period with a dedicated team of 4 people working on the project.

Working and involving other stakeholders especially Control has meant that with collaboration with other departments the recommendations benefits other departments and working processes within South Yorkshire fire Service.

Training has been a large part of the project, training fire fighters to recognise when fire does not behave as it should and recognise when to evacuate a building in a timely manner.

We are also working with other emergency services, i.e. Police to have a joined up approach and share equipment i.e. drones wherever we can.

Focus has been on improving South Yorkshire Fire service to recognise and take swift action when evacuating a building when the fire is spreading. Furthermore, we have met with local authorities using their buildings to practice the evacuation process, engaging the residents along the way.

Digital Transformation Strategy

The Digital Transformation strategy delivers a wide range of projects and activities designed to improve efficiencies and to move away from paper-based systems. Projects range from upgrading systems such as CFRMIS, to rolling out effective agile working technology and an applicant tracking system.

Digital Transformation is considered a fundamental enabler for both modernising and making further improvements in the efficiency and effectiveness of any organisation. This is paramount as the Service looks to explore, consider and put in place new 'normal' arrangements for carrying out its business during and after the COVID-19 pandemic.

Following a review of the processes within South Yorkshire Fire and Rescue (SYFR) by Shaping Cloud (2019), the undertaking and significant completion of Digital Transformation Phase 1 (DT1), we are now in phase 3 of the Digital Transformation plan. This Plan, as and when the projects and activities are delivered, signifies a significant digital shift in SYFR's operating and business model across all functions and services.

Updates against this work are presented to the Fire and Rescue Authority on a regular basis, most recently in April 2022. The April 2022 Digital Transformation update is available [here](#).

Wildfire Improvement Programme

As part of the 'Wildfire Improvement Programme', the Service has delivered some positive changes to our wildfire capability. Nationally it is recognised that the Wildfire threat is increasing year on year and to mitigate the impact, there is a requirement to improve the level of preparation and planning for wildfire incidents at national, region and local levels.

Feedback from the Hatfield Moors incident experienced by the Service in summer 2019 showed that early intervention can significantly prevent the escalation of a wildfire incident and that early access to the fire front provides an opportunity to prevent further fire spread. The project was set up to assess Wildfire risk in South Yorkshire, ensuring that risk assessments are undertaken at high risk wildfire locations, and putting in place suitable vehicles, equipment and training across the Service.

The project is nearing closedown, and already the vehicles and processes in place ready to be deployed to tackle wildfires spring and summer onwards.

Safety BA Facemasks

This project is designed to improve Breathing Apparatus communication at incidents in-line with current provision, provide a sustainable mask solution to the Service, and provide a facemask hygiene process that can assist infection control and mitigation but also reduce the risk of contaminants entering the facemask. This project supports the Grenfell recommendations that Facemasks require communication capabilities.

The specifications have been agreed for the new BA Facemasks and delivery is expected mid 2022 for distribution.

County Risk

This project supports the upgrade of the Community Fire Risk Management Information System (CFRMIS). The system is currently embedded in Community Safety, Business Fire Safety, Fire fighter Safety team and Business Intelligence Team, with users inputting and extracting information on risk and vulnerable people and places.

The system has not been regularly upgraded in line with the new features and modules being introduced, which means the organisation has been missing valuable opportunities to utilise the system to its full operating potential. The project aims to ensure the upgraded system is used effectively and that the users and departments are trained and made aware of the new features and processes.

ORT Review

The original ORT Project was established in 2017 with objectives to embed a shift system to meet the needs of the organisation to be more flexible and proactive.

This project was initiated to evaluate whether the ORT meets the original objectives, and whether in hindsight, these are still valid. The evaluation needs to comment on the effectiveness of the ORT in its current set up, irrespective of whether they meet the original objectives which may no longer be valid with the more recent organisational priorities.

Uniform Standards

The need for SYFR to reflect a modern service that provides a professional looking, durable and inclusive uniform to its staff is key to the project's success.

Initially the project team have consulted with a number of staff groups to ensure we have a clear idea of what our staff require, which included fit, durability, unisex look with options for all occasions. The Project is currently involved in tendering and testing for uniform items that deliver on the specifications gathered during the consultations.

The Standards of Appearance and Dress Code Policy is updated alongside the project progress so that it fully reflects the changes and expectations from the agreed Uniform standards.

National core Code of Ethics

The National Core Code of Ethics launched May 2021; the foundation of the Code is The Seven Principles of Public Life, and the Code is designed to sit alongside all the statutory obligations that an individual has under various pieces of legislation.

The project aims to analyse and identify ways to embed the Code in different ways and different levels of the organisation. Short term and long term tasks have been discussed and work is underway to establish processes and developments that would embed the Code into SYFR's ways of working and future procedures.

Evidence and information is being noted and gathered to ensure that the principles of the Code are represented within SYFR policies and processes and are at the heart of day-to-day activity.

Guidelines

The aim of the Guidelines project is to identify options available to South Yorkshire regarding the use of, or the removal of Guidelines. Data collection in the past 20 years has proved that they have been used only a handful of times, although it should be noted that the system does not specify Guidelines, only ropes and generic lines.

The Project includes understanding the national picture and consulting with other services. So far some options have been presented and further work was requested. The Project is now at the stage of investigating the Benefits and Risks of the new options. The new options will be presented in October 2022 for a decision to be made.

Body Worn Cameras Project

The project aims to capture videos and act as witnesses (in evidence) to provide protection and keep people safe.

The introduction and use of body worn video cameras (BWVC) is being explored within the Business Fire Safety (BFS) team. The addition of this equipment will further support the BFS team in their day-to-day activities, and in particular the Fire Safety Inspecting Officers with gathering evidence at inspections that could potentially be used in court to prosecute responsible persons. Added benefits of BWVC in this team is to support lone working, and will enhance the options of equipment available to capture different scenarios, video footage and evidence.

The project is currently at the planning stage of the project framework, and four different Body Worn Camera Videos from three different providers are currently being trialled by the BFS team as part of the tendering process.

It is anticipated that the chosen BWVC will be procured, staff training completed, and the BWVC will 'go live' in December 2022. The costs of the cameras are expected to be financed by the Protection Uplift Fund.

Development Review Project

This project forms part of the Leadership Priority Programme and it in its early stages of setting up.

This project will include the review, development and provision of areas such as development folders (currently used for Operational Staff).

This proposed review aims to align SYFR's development programmes with the [National Core Learning Pathways](#) outlined by the National Fire Chiefs Council (NFCC) to complement the NFCC Leadership Framework and bring consistency to levels of progression within Fire and Rescue Service (FRS) organisations.

This project is currently at the initiation stage of the project framework.

Fit for the Future Project

[Fit for the Future](#) is an initiative developed in a partnership between the National Employers (England), the Local Government Association (LGA) and the National Fire Chiefs Council (NFCC).

This project will identify what needs to change to make our Fire and Rescue Services 'Fit for the Future'. This will be completed using a sound evidence base, by reviewing and implementing the 12 improvement objectives that have been identified and divided into three themes:

- Service Delivery (the role of the Fire and Rescue Service)
- Leadership, People and Culture
- National Infrastructure and Support

A verified evidence base underpins all these areas.

Maintenance of Competence (MOC) Programme

Managed and governed as a programme, consisting of the following four projects:

1. Middle Managers MOC (including specialisms)
2. Wider Operational Workforce MOC
3. Green Book Staff MOC
4. Senior Managers MOC

The aim of this programme is to develop a single ICT system for recording all maintenance of competence (MOC), which includes every employee role for both Operational and Corporate staff.

The first of the four projects is currently at the planning stage of the project framework. It is anticipated that there will be an initial prototype ICT system available for testing and further development in September 2022.

NOG Implementation Project

The project aims to develop and deliver a plan to fully implement and embed [National Operational Guidance](#) (NOG) within SYFR.

An updated NOG implementation plan has been approved and signed off at People Board this year. Work is continuing with the Training and Development Centre (TDC) to ensure their courses are NOG compliant using the NOG Training Specification Framework. Furthermore, close collaboration work with Humberside Fire and Rescue Service is well underway, along with the development and sharing of NOG compliant eLearning content.

This project is currently at the execution stage of the project framework.

On Call Improvement Programme

Managed and governed as a programme, the aim is to improve the On Call system based on required improvements identified within the Retained Duty System Review Gap Analysis (2019) and SYFRS's HMICFRS Report (2019).

This programme consists of several projects:

1. Recruitment
2. Training
3. CS in Rural Areas
4. RMS
5. Pay Systems
6. New Dual Contract Policy
7. New On Call Policy

Three of which (pay systems, training and recruitment) have been completed and closedown reports have been completed. These will be submitted to the People Board in Autumn 2022 for information and formal sign-off.

Whilst the below are not projects, the following work streams sit under the On Call Improvement Programme:

- Increase PR completion rates
- Building refurbishments
- Review On Call (already done: Firefighter Plus, Firefighter Adoption, Additional Appliance for Cudworth On Call)
- On Call Support Team
- 8 Seater Appliances
- Grey book non-ops staff working the On Call system
- Green book staff working the On Call system

This overall programme is currently at the execution stage of the project framework.

Specialisms Review Programme

Managed and governed as a programme, it will review how and where we provide our 'specialist attributes' (small teams of Firefighters who are trained and equipped to respond to unusual incidents like water, rope or bariatric rescue).

The programme is expected to consist of 10 projects:

1. Heavy Rescue Equipment
2. Officer Specialisms
3. Command Support Unit
4. Turntable Ladders
5. Marauding Terrorist Attack
6. Firefighter Decontamination Unit/BA Support
7. Small Incident Unit
8. Ops Support Unit
9. Water Carrier
10. Water Rescue

The programme is currently at the planning stage of the project framework.

The business case is nearing completion in the Summer of 2022, with just some final pieces of information needing to be added. The business case will be submitted to the Service Improvement Board and the CRMP Board in Autumn 2022 for review and formal approval.

Trade Dispute Transition Programme

Managed and governed as a programme, consisting of the below two projects:

1. Training and Development of Watch Managers
2. Training and Development of Control Staff

The programme is designed to communicate organisational changes to provide a clarity of role for both Watch Managers and Control Staff.

A lessons learned workshop has taken place, and a closedown report submitted to the People Board. This programme ran during 2021/22 and is awaiting formal closure.

Collaboration Update

South Yorkshire Fire and Rescue (SYFR) have always collaborated with partners, such as in the prevention, protection, incident ground, resilience and over the border settings. This work has been further formalised and structured via appropriate emergency services acts and frameworks.

One of the provisions of the Policing and Crime Act 2017 is the introduction of a 'duty to collaborate' on all three emergency services, with the overall aim to improve efficiency and effectiveness. SYFR are working together with their partners to achieve this, focusing on collaboration adding value to their communities.

The requirement for a Fire and Rescue Services to seek collaborative opportunities can be found in the Fire and Rescue Services Act 2004, the Civil Contingencies Act 2004, and the Fire and Rescue National Framework for England 2014.

In 2017, SYFR and South Yorkshire Police (SYP) committed to a formal collaboration programme, building on the successful collaboration between the two parties to deliver comprehensive collaborative projects. In order to effectively manage these we have an established governance structure including project meetings, assurance boards, and the top level decision-making Police and Fire Collaboration Board with membership and Chief Fire Officer, Chief Constable and Police and Crime Commissioner level.

SYFR are committed to appropriate collaboration with partners and are engaged in other collaborations outside of those with South Yorkshire Police. This collaboration spans many different teams in the service.

Updated Collaboration Strategy

February 2022 brought about a refreshed SYFR Collaboration Strategy, with updates added to reflect changes since the first strategy was published in 2019. There are minimal changes to the refreshed SYFR Collaboration Strategy. The main changes include:

The addition of a Fire and Rescue specific introduction, inclusive of the Local Resilience Impact of the Civil Contingencies Act. This is found in section one of the strategy, the background.

The change of the Integrated Risk Management Plan (IRMP) reference from IRMP to Community Risk Management Plan (CRMP), to match the changes made in this year's IRMP review. This is found in section five of the strategy, the strategic direction.

The addition of SYFR CRMP 2021-2024 information, making reference to the collaboration stated in the CRMP document. This is found in section five of the strategy, the strategic direction.

The addition of further supporting documents referenced in section 11 of the strategy, the supporting documents. This includes the new CRMP, the Annual Plan and the regional co-procurement group – all three are new since the first creation of this strategy in 2019.

A Collaborative Overview

The below provides a prose summary of the two main collaboration streams, with the local police and with regional fire and rescue services. A more detailed overview can be found via Fire and Rescue Authority papers and Police and Fire Collaboration Board papers.

South Yorkshire Police (SYP) Collaboration

The Joint Community Safety Department (JCSD) continues to report into the JCSD Assurance Board on a quarterly basis, with the Head of Department reporting progress to DCFO Carlin and T/ACC Thorpe. This board provides a reporting mechanism for the effectiveness of the JCSD, including quarterly reporting against the performance of the department.

The Joint Vehicle Fleet Management (JVFM) department is still in the project phase. It is managed via a similar approach to the JCSD, with a jointly funded head of department and collaborative fleet managers supporting them. This includes a management of nearly 1,000 vehicles through the Joint Vehicle Fleet Management department, including the sharing of specialist skills and experience.

2020 saw the successful completion of a SYP bodyshop building on the SYFR Eastwood site, bringing with it improved best practice and knowledge sharing of fleet experience and knowledge, as well as efficiency opportunities for both organisations. The JVFM activity is still in a project status as it progresses towards better joint management information and implementing further changes from this learning.

Non-project collaborations continue and they are summarised at every Police and Fire Collaboration Board via a collaboration register. The two organisations continue to collaborate with training and development opportunities, as well as wellbeing and welfare best practice sharing. SYP continue to run first aid sessions for SYFR, and SYFR continue to run driving training for SYP, with this mutual support saving both organisations training costs.

Regional Fire and Rescue Services Collaboration

SYFR is committed to collaborating with others where it adds value to the South Yorkshire communities or the organisation. The service's aim is that "South Yorkshire Fire and Rescue will collaborate locally, regionally and nationally where it is efficient or effective to do so to contribute to making South Yorkshire safer and stronger." (SYFR Collaboration Strategy; 2019, 2022).

The service has always collaborated with their Fire and Rescue colleagues, primarily focused on regional and over the border services, frontline support and resilience. This is particularly effective through large incident support, whereby neighbouring fire and rescue service have provided appliances and operational resilience and vice versa.

The service has provided resilience and support for protracted incidents, such as for the Lincolnshire floods, focussed in Wainfleet and Thorpe Culvert, and multiple wildfires at Marsden and Saddleworth Moor in West Yorkshire. Equally, over the border colleagues have provided SYFR with resilience via appliances and operational support for incidents such as Hatfield and Wharnccliffe moors fires and the 2019 South Yorkshire flooding.

The service and the region have progressed against a variety of regional fire and rescue collaborative opportunities, utilising project management and benefits realisation methodology to ensure that these are governed and monitored robustly.

Progress includes regional Personal Protective Equipment (PPE) procurement, Command Support pack alignment and purchase, formalisation of Strategic Command resilience, and the alignment of associated Command Support activities, such as a Memorandum of Understanding (MoU), to share Command Support Units regionally.

A Regional Collaboration in Focus: Regional PPE

Since the last Annual Statement of Assurance, Firefighters across the Yorkshire and Humber region have revealed new, advanced fire kit following a joint procurement deal. SYFR procurement team led on this co-procurement process for the region.

As part of a tri-service agreement, all firefighters in the Humberside region, South Yorkshire and West Yorkshire will begin wearing new fire tunics and trousers. For crews in Humberside and South Yorkshire, the PPE revamp will also feature a pioneering, multi-function rescue jacket to reflect the changing role of the modern firefighter.

The kit has been rolled out across the three counties to assist firefighters in best protecting local communities. It is a proud moment for all three fire services, who have collaborated in a two year project, resulting in the final contract being awarded to supplier Ballyclare International.

The new fire kit features specially designed knee and elbow panels to make it easier to move and more comfortable to wear as well as innovative new spacer fabric, to improve breathability for those wearing it.

The collaboration means all three services have saved money, enhanced firefighter safety and standardised fire kit regionally. This created benefits for the standard of kit, improved regional working, as well as cost savings.

The PPE underwent rigorous testing back in June 2020, as part of extensive performance trials involving both male and female firefighters from all three services.

The regional PPE procurement project was completed in 2021. A 'lessons learned' approach was undertaken to capture the strengths and opportunities for this regional project, including recommendations, such as the set-up of a regional co-procurement group.

This regional co-procurement group has now been established, with a terms of reference written and approved regionally in 2021. The procurement group functions as a practical working group for discussion and action of regional procurement, to report up to the strategic regional group. The inaugural meeting took place on the 24 January 2022.

What we did in 2021/22

April

We supported a regional campaign led by health chiefs, emergency services and councils across South Yorkshire to warn people to think twice about the things they share and to get their information from official sources. The “Killer Detail” campaign used local references and familiar conversations to point out how well-meaning conversations online can quickly develop and become harmful. Staff were also trained by St John Ambulance to help deliver the NHS COVID-19 vaccination programme

May

We joined up with FireStoppers, an arm of the national charity Crimestoppers, in response to the 3,900 deliberate fire incidents that we were called to in previous years. FireStoppers allows the public to anonymously report any information they have on deliberate fire-setting. Ambulance crews also began responding to 999 calls from Rossington fire station in Doncaster where a new local ambulance response point has been installed.

June

Firefighters began supporting Sheffield GP practices by delivering COVID-19 vaccines as part of a huge national effort from fire services across the country to help with the pandemic response. Our firefighters also started carrying fire escape hoods to protect members of the public from toxic smoke at fires.

July

We launched a new campaign calling on people to consider a role within our business fire safety team. We also launched a brand new system that allows local residents to get a virtual fire safety check from the comfort of their own homes.

August

As part of a tri-service agreement, all firefighters in South Yorkshire, West Yorkshire and the Humberside region began wearing new fire tunics and trousers. Firefighters also began responding to 999 calls from South Yorkshire’s newest fire station in Barnsley for the first time. South Yorkshire Fire & Rescue was also shortlisted in the ‘diverse company’ category at the National Diversity Awards.

September

We ran another on-call recruitment campaign calling for people in Askern, Rossington, Stocksbridge, Dearne, Birley and Cudworth to join their on-call firefighting teams. The Service also won a national award, the Incident Management Award at CIR Magazine’s Business Continuity Awards 2021, for its response to a major wildfire, which crews spent 22

days tackling in May and June 2020. We also became the first fire service in the country to test the connectivity from our control room to the new Emergency Services Network (ESN) critical communications system.

October

Barnsley fire station was officially opened by a former South Yorkshire firefighter who went on to strike gold at the Tokyo 2020 Paralympic Games.

November

We welcomed the conviction of a man who started a fire outside flats in Rotherham. Alex Teasdale, of Meadow Close, Dalton, was sentenced to 46 months in prison and given a ten year restraining order at Sheffield Crown Court on 5 November after pleading guilty to committing arson in September 2019. We also worked with partner agencies to ensure we were well prepared in light of rising cases of the Omicron variant of COVID-19.

December

All high-rise residential buildings in South Yorkshire were inspected by the end of the year as part of the Build Risk Review project. We also shared a video, based loosely on the iconic opening scene from Love Actually, to share a message of hope ahead of the Christmas period.

January

Chris Kirby was appointed as our new Chief Fire Officer by the South Yorkshire Fire & Rescue Authority. He took over the role in May when Alex Johnson retired.

February

Firefighters began practicing new procedures for responding to fires in high-rise blocks of flats, as part of work to adopt learning from incidents in tall buildings.

March

Our crews began wearing multi-function rescue jackets at non-fire rescue incidents like road traffic collisions, as well as small fires in the open. We also marked International Women's Day by creating an exhibition featuring portrait photographs of eight women currently working within the service.

Looking Forward

SYFR Vision for 2027

In recent years, the work of the fire service has changed significantly and it is now thought to be a good time to undertake a piece of work to revisit and re-establish SYFR's sense of vision and purpose. Every member of staff will be given the opportunity to become involved, in helping to establish the right culture, values and behaviours to ensure that SYFR is a good place to work and is inclusive for everybody.

As part of this work, the SYFR's current four priorities are being replaced by the following three aspirations:

Be a great place to work - we will create the right culture, values and behaviours to make this a brilliant place to work that is inclusive for all.

Put people first - we will spend money carefully, use our resources wisely and collaborate with others to provide the best deal to the communities we serve

Strive to be the best in everything we do - we will work with others, make the most of technology and develop leaders to become the very best at what we can be

As part of this work, the Authority's Vision is being changed from "Working for a Safer South Yorkshire" to "**Making South Yorkshire Safer and Stronger**".

Our Annual Plan 2022/23

We spoke with our staff before drafting our Annual Plan for 2022/23, to give each watch and support team the opportunity to tell us what they thought we should be focusing on in the next period.

Many of the things they told us form part of our priorities for this year, including focusing on activities such as operational training, data intelligence, leadership development, diversity and environmental sustainability.

Our Priorities:

- 1- Productivity** – We want to put in place measures to improve productivity and efficiency across the Service
- 2- Performance Information** – Improved Management information will be used to drive improvements in performance across the entire service.
- 3- Diversity** – Improving the diversity of our workforce so that it better reflects our communities and creates a fairer and more inclusive workplace culture has long been an ambition for this service.
- 4- Leadership**- Developing our leaders, strengthening our succession planning and managing our talent is an essential part of promoting a positive and productive workplace culture.
- 5- Agile Working** – We will further embed the Service's approach to agile working for staff.

- 6- **Training-** Maintaining operational competence is absolutely essential for the effective delivery of our response to emergency incidents and for maintaining safety of firefighters.
- 7- **Sustainability-** We will introduce a new green plan which establishes a clear timetable and targets for improving our environmental sustainability. This will be aligned to national and regional plans.
- 8- **Investment and efficiencies** – Implement the service investment and efficiencies plan.

Contact us

Tell us what you think

We welcome feedback from the public in relation to this Annual Report or any other work carried out by South Yorkshire Fire & Rescue.

Comments can be provided to the Customer Care Team by calling 0114 2532209 or e-mailing customercare@syfire.gov.uk or by using our online website [contact us form](#). Alternatively, write to us via:

South Yorkshire Fire & Rescue
197 Eyre Street
Sheffield
S1 3FG

Become a Volunteer

The traditional image of the fire and rescue service is of firefighters tackling incidents, but the work we do goes much wider than this. A large part of our role is to work alongside local communities to help make homes safer, educate children and vulnerable people about common hazards and do what we can to prevent emergency incidents happening in the first place.

We have established a volunteer programme to support us in this work, and to play a valuable supporting role to our existing community safety teams and in helping to deliver safety messages at our Lifewise Centre in Rotherham. In return, volunteers will gain valuable experience and skills, improving their capabilities and assisting their applications for future, paid employment.

For more information of volunteering vacancies, visit the 'Find a Job' section of our website <http://www.syfire.gov.uk/find-a-job/volunteering/> for a volunteer application form.

Find Out More

South Yorkshire Fire and Rescue's [website](#) provides information on our services to the community, our people and resources, latest incidents and news, and much more.

To sign up for our free e-newsletter or make comments about the website, be involved in our public consultation work, email: press@syfire.gov.uk

Follow our social media - [Twitter](#) and [Facebook](#) and [Youtube](#)

For general enquiries and comments use our online website [contact us form](#), email: customercare@syfire.gov.uk or call 0114 2727202

For Compliments and Complaints use our online website [contact us form](#) e-mail: customercare@syfire.gov.uk or call 0114 2532209

Access to Information

If you would like to ask us a question about what we do and how we deliver our Services, you can make a request under the Freedom of Information Act. Information of how to make a request is available on our website here <http://www.syfire.gov.uk/transparency/freedom-of-information-foi/>.

If you would like to request information please contact using our online website [contact us form](#), e-mail: foi@syfire.gov.uk or write to:

Information and Governance Manager
South Yorkshire Fire & Rescue
197 Eyre Street
SHEFFIELD
S1 3FG

You can also contact us via [Twitter](#) and [Facebook](#)

Personal Data and Privacy

South Yorkshire Fire & Rescue area committed to protecting your personal data and privacy. We take our data protection responsibilities extremely seriously and understand how valuable your personal data is. Any personal information you give to us will be processed in accordance with the UK Data Protection legislation and the UK General Data Protection Regulation (GDPR). To find out more about how we use your personal information, please visit our website at: [Your information - privacy notice - South Yorkshire Fire and Rescue \(syfire.gov.uk\)](#). This page also outlines the rights the GDPR gives you relating to your data. Further information can be requested by contacting us by:

- Email at dataprotection@syfire.gov.uk;
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- Write to us at: Data Protection Officer, South Yorkshire Fire & Rescue Service, 197 Eyre Street, Sheffield, S1 3FG

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اس دستاویز کا ترجمہ حاصل کرنے یا 'ساؤتھ یارکشائر فاير اینڈ ریسکیو' سے متعلق مزید معلومات کے لیے برائے مہربانی ای میل بھیجیں: customercare@syfire.gov.uk یا فون کریں: 0114 253 2209

Authorisation

This Statement of Assurance is signed on behalf of South Yorkshire Fire and Rescue Authority, as approved at the Audit and Governance Committee meeting on