

SOUTH YORKSHIRE FIRE & RESCUE AUTHORITY

Meeting	FIRE & RESCUE AUTHORITY
Meeting Date	19 FEBRUARY 2024
Report of	CHIEF FIRE OFFICER/ CHIEF EXECUTIVE
Report Sponsor(s)	ASSISTANT CHIEF FIRE OFFICER/ DIRECTOR OF SERVICE IMPROVEMENT
Subject	SERVICE PLAN 2024-25

EXECUTIVE SUMMARY

This report presents the Service Plan for 2024-25.

This plan has been developed following consultation with our staff and corporate planning events involving senior leaders to identify the Service's short and medium term priorities.

There are six priorities identified in the plan which the Service wishes to focus on, with some immediate actions for each during 2024-25.

The priorities are:

- Efficiency
- Leadership
- Inclusion, diversity and culture
- Performance and productivity
- Sustainability
- Service delivery improvements

RECOMMENDATION(S)

Members are recommended to:

- a) Approve the Service Plan 2024-25

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Main Report
Appendix A – Service Plan 2024-25

BACKGROUND

1. We published annual plans for 2021-22 and 2022-23, which set out key areas the Service would focus on across a 12-month period to improve the Service, both for the public we serve, and those who work for us.
2. Following this, it became clear that many of the areas we decided to focus on are not quick fixes, requiring longer term focus, energy and resources. Staff also told us they wanted us to publish a smaller number of priorities, with clearer actions supporting them, to help them focus their own areas of work.
3. For these reasons in 2023-24, we decided to publish a three year Service Plan, made up of longer term priorities for the Service. Each priority will contain some shorter-term actions, which we will update annually. We are now into the second year of the three year plan.

DEVELOPMENT

4. The Service has committed to reviewing the Service Plan annually. As part of this process, the Service engaged middle managers in a consultation exercise in mid-2023 to discuss the short and medium term priorities for improving the Service.
5. The Service's Corporate Management Board then met to discuss this feedback, alongside their own immediate priorities. They also analysed the threats and opportunities facing the Service, the organisation's strengths and weaknesses and the political, social and economic influences, which might affect the Service in the future.
6. These consultations and discussions confirmed the six priorities were still relevant and that the Service wishes to continue to focus on these priorities over the next two years. Some immediate actions for addressing them in 2024/25 were also discussed and agreed.
7. We have carried out a short period of consultation with our staff on the contents of the draft plan.

NEXT STEPS

8. Following member approval, the Service Plan will be published on the Service's website and intranet.
9. Progress towards achieving the priorities within the plan will be regularly monitored by the Service's Corporate Management Board and as per the progress reporting for the current plan; we will provide members of the Fire and Rescue Authority (FRA) with a formal update report twice a year.
10. The Service Plan will be reviewed annually to check it still reflects our priorities.

CONTRIBUTION TO OUR 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

CONTRIBUTION TO SERVICE IMPROVEMENT

- [HMICFRS Inspection Framework e.g. Diagnostic area and/ or diagnostic questions](#)
- [SYFR Inspection report Areas for Improvement \(AFIs\)](#)
- [Fit for the Future Improvement Objectives](#)
- [Professional Standards for Fire & Rescue Services in England](#)
- [SYFR Service Plan 2023-24 Priorities](#)
- [SYFR Community Risk Management Plan 2021-24](#)

Delivering the priorities within the Service Plan 2024-25 will contribute to service improvement across the organisation. It will also provide evidence and assurances that we are meeting other service improvement standards and frameworks.

OPPORTUNITIES FOR COLLABORATION

- Yes
- No

If you have ticked 'Yes' please provide brief details in the box below and include the third party/parties it would involve:

We expect opportunities for collaboration to be proactively considered as each priority is delivered.

CORPORATE RISK ASSESSMENT AND BUSINESS CONTINUITY IMPLICATIONS

11. There are no business continuity implications associated with this report.

EQUALITY IMPACT ASSESSMENT COMPLETED

- Yes

If you have ticked 'Yes' please complete the below comment boxes providing details as follows:

Summary of any Adverse Impacts Identified:	Key Mitigating Actions Proposed and Agreed:

- No
- N/A

If you have ticked 'No' or 'N/A' please complete the comments box below providing details of why an EqlA is not required/is outstanding:

We expect Equality Impact Assessments to be completed as each priority is developed further.

HEALTH AND SAFETY RISK ASSESSMENT COMPLETED

- Yes
 No
 N/A

If you have ticked 'No' or 'N/A' please complete the comments box below providing details of why a Health and Safety Risk Assessment is not required/is outstanding:

We expect health and safety risk assessments to be completed if required, as and when individual priorities are progressed

SCHEME OF DELEGATION

12. Under the South Yorkshire Fire and Rescue Authority [Scheme of Delegation](#) a decision *is required / *has been approved at Service level.

Delegated Power Yes
 No

If yes, please complete the comments box indicating under which delegated power.

D: Legislation
D2: Consultations

IMPLICATIONS

13. Consider whether this report has any of the following implications and if so, address them below:., Diversity, Financial, Asset Management, Environmental and Sustainability, Fleet, Communications, ICT, Health and Safety, Data Protection, Collaboration, Legal and Industrial Relations implications have been considered in compiling this report.

List of background documents		
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