



Derbyshire  
Fire & Rescue Service  
Making Derbyshire Safer



Derbyshire Fire & Rescue Service  
**Annual Report 2017-18**

[www.derbys-fire.gov.uk](http://www.derbys-fire.gov.uk)

# Our Vision, Service Priorities and Values

## OUR VISION

*'Making Derbyshire a safer place to live, work and visit'*

## OUR SERVICE PRIORITIES

**PREVENTING** fire and other emergencies by working with partners, communities and individuals to develop a risk based intelligence-led approach to preventing emergency situations

**PROTECTING** people, property and the environment by working with partners and other enforcement agencies to ensure a joined up approach and comply with statutory obligations

**RESPONDING** to fire & rescue emergencies when you need us, taking when necessary, calculated risks to save life, protect your property and the environment and rendering humanitarian services

## NATIONAL CORE VALUES

The Authority has adopted the National Core Values, underpinned by its own Core Values.

## Derbyshire Fire & Rescue Service Core Values

### OUR CORE VALUES

#### Leadership

We listen, develop and champion our people

#### Respect

We value the opinions of our people

#### Integrity

Our actions will always be well intended

#### Openness

We won't hide anything and will share our experiences and knowledge

#### Teamwork

We will achieve more together

#### Ambition

We will always do the best we can



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## Foreword

This annual report focusses on the financial year 2017/18 where we have continued to deliver on our aims stated in [the Integrated Risk Management Plan 2017 - 21](#) (IRMP). We have also continued to establish links with our partners and key stakeholders, continuing in our vision of “Making Derbyshire a safe place to live work and visit”.

We are now fully embedded in our joint headquarters building with our colleagues in Derbyshire Constabulary, and this has only served to promote the ongoing collaborative work between our two services. A direct impact of this has resulted in a developing programme of shared estates across the County, realising efficiency and value for money for the people of Derbyshire. This is just the start of our journey.

Earlier this year we were also delighted to officially open our new Joint Training Centre (JTC). Collaboratively with Derbyshire Constabulary we now have a state of the art training centre in which we are able to train a range of disciplines ranging from initial trainee Fire Fighter courses to breathing apparatus and technical rescue skills. We have worked with our Police colleagues to further develop our programme in leadership and management skills. Within the same training complex are the latest facilities and equipment for the police training and other joint ventures which are currently underway.

With legislative responsibility for the national Fire and Rescue Service fully embedded within the Home Office, and also with the newly laid Police and Crime Act, the duty to collaborate between all emergency services, particularly between police and Fire, has never been more important. We have proactively embraced this changing direction.

With a broadening involvement in health and wellbeing work, we have also worked more closely with our wide range of partners such as East Midlands Ambulance Service (EMAS), Derbyshire Constabulary, City and County Councils and many voluntary organisations. Our vision is achieved not only through our service priorities but also by working with these partners to ensure everyone is focussed on;

- working to make Derbyshire safer
- targeting resources at those who are most vulnerable
- working in collaboration with others and
- providing value for money to our communities.

Looking forward, 2018/19 will be an exciting year, working towards achieving our Year 2 Action Plan. In the spring of 2019, we will be welcoming Her Majesty’s Inspector for Constabulary’s and Fire and Rescue Services (HMICFRS) to Derbyshire for their inaugural visit. This inspection will focus on the following aspects of our Service;

- how effectively we deal with fire and other emergencies
- how efficiently we keep the public safe from risk
- how well we look after our people

All of these aspects will be fully inspected and the outcome of our inspection will be reported to the people of Derbyshire to ensure our continued high quality service.

The Service has already saved in the region of £9.1 million since 2011 and it is anticipated that a further £1.5 million saving will be required by 2022. Through sensible financial management, risk based and intelligent long-term planning, the Service is in a strong position to proactively meet these challenges ‘head on’ and create sustainable and manageable plans for 2022 and beyond.

A comprehensive track record of staff engagement with employees across the Service means that our people are aware of the work ethic and momentum required to overcome the challenges we will face and embrace the opportunities we are presented with.

Please take the time to read this report and the links to the associated documents to see the Service’s continued commitment to ensuring Derbyshire remains a safer place to live work and visit.



Chief Fire Officer/  
Chief Executive  
Terry McDermott

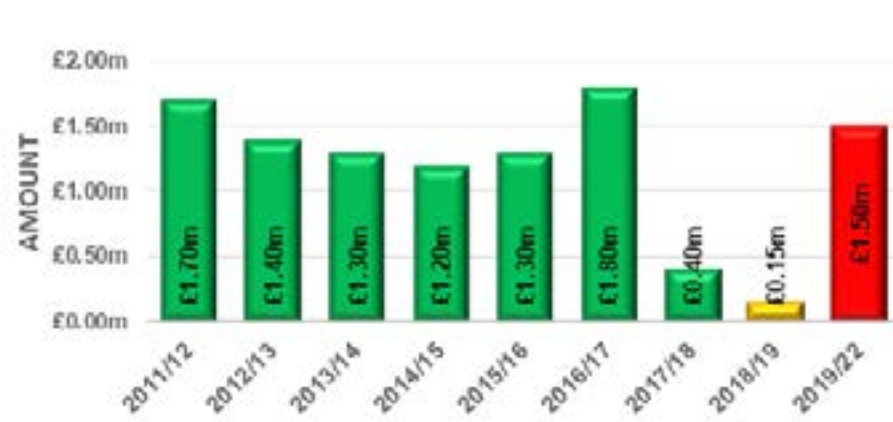


The Chair of the Fire &  
Rescue Authority  
Kevin Buttery

## What We Have Saved

We have also had programmes to deliver savings since 2011 and have saved over £9.1m at the end of 2018. The latest forecasts estimate that we need to find a further £1.5m by 2022.

### Ongoing Programme Savings and Target for 2018/22

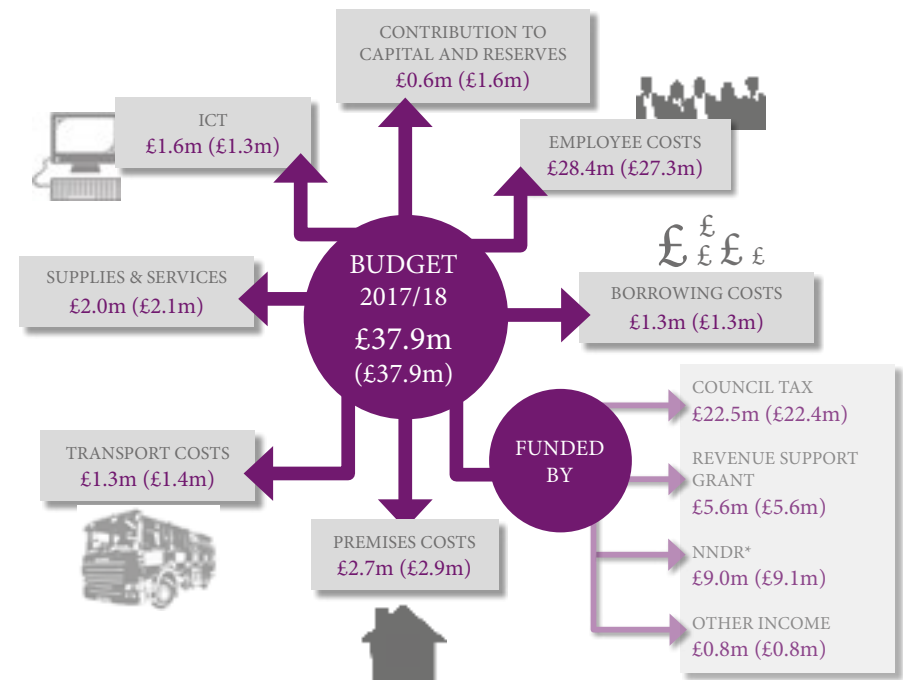


## What We Have Spent

Derbyshire Fire & Rescue Service has continued to be proactive in its approach to meeting significant and on-going reductions in Government funding. The image below shows how we spend our money in 2017/18.

## Our Budget 2017/2018

(What we spent 2017/2018 in brackets)



## Delivering against the IRMP 2017 – 21: Year 1 of 4

### **We have opened a new Joint Fire Police Training Centre**

In December 2017 we were proud to open our new Joint Fire and Police Training Centre (JTC) on the same site as the joint headquarters.



This will be an exemplary learning environment for Fire Fighters and Police Officers enabling employees to learn new skills, refine and refresh current ones and explore joint training possibilities. It will also offer opportunities for other services and external partners to use our first class state of the art facilities. Ultimately, it will be the foundation for joint learning to drive more effective ways of working, particularly when responding to emergencies, improving their safety and leading to better outcomes for the public at incidents.

### **We have reviewed the duty systems at Matlock and Glossop Fire Stations**

In 2017 a review was undertaken of the duty systems at Matlock and Glossop Fire Station. Various options of what the new duty system could be were presented and after public consultation, a change of duty system was approved. The station will still be crewed by whole-time and On-Call Fire Fighters and is expected to assist in delivering our necessary efficiency savings.

### **We have [reviewed our Special Fire Appliances](#)**

A thorough review of our Special Appliances was undertaken. They differ from our conventional fire engines and are designed to meet specific needs, over and above those encountered at a typical incident.



The review ([report February 2018](#)) identified potential opportunities to alter the provision of special appliances throughout the county and city, with the work commencing in 2018/19.

### **We have continued to co-locate Police and East Midlands Ambulance Service onto our Fire Stations**

We have continued to work with the Police and Ambulance services to further develop opportunities to co locate onto Fire Stations. Last year saw the co-location of Police at Ashbourne Fire Station, and the development of a 15 year joint estates strategy.

### **We have delivered a [Wholetime Fire Fighters Recruitment Course](#)**

In January 2017, we advertised for the recruitment of Wholetime Fire Fighters. The role of a modern day Fire Fighters has changed over the years, not only responding to a diverse range of incidents, but spending a growing amount of time engaging with and educating our communities, to help prevent emergency incidents occurring.

We were successful in recruiting 20 Fire Fighters who will train and join the Service in June 2018.

## How We Have Performed In the Year

A Key Performance Measure (KPM) is a measurable value that demonstrates how effective we are at achieving our key service objectives. We manage our performance through our internal Performance Dashboard and publish our results on the external website available [here](#).

Below are some examples of our best performing measures in 2017/18.



Attended 6,500 incidents (excluding Emergency First Responder), and increase of 5 incidents compared to 2016/17.



999 calls answered within 10 seconds increased to 96.5%.....AND... First pumps arrived at 83% of life-risk fires within 10 minutes of being mobilised.



Accidental primary fire incidents have reduced by 6% compared from last year and are 7% below the average.



12,000 Safe & Well Checks (SWCs) were completed, of which 92% were delivered to persons classified as vulnerable....AND.....  
18,000 Direct Engagements were undertaken, with more than 5,000 (29%) resulting in SWCs.

## Our People

The [People Strategy](#) has been at the heart of our work now for a number of years. This year saw activities which focussed upon our 'year 3' of this strategy which will be renewed for 2018 onward.

We have continued to work proactively with our employees in the year 2017 -18. In particular there have been developments in our approaches to workforce planning and our move to a new strategic leadership team

which has resulted in a decision to create a department focussed solely on operational training and assurance, making best use of our new, state of the art training facility and providing a clear focus on Fire Fighter safety. Our Incident Commanders now have the opportunity to train in a simulated environment via our investment in a 'command simulation suite' where we can provide access to new and challenging firefighting incidents in a safe learning environment.

The new structure of our departments required a different approach to other learning and development activities essential to the on-going effectiveness of the organisation including Fire Fighter recruitment, further development of our leadership programmes, Fire Fighter examinations (IFE)

As such 2017-18 saw the formation of a work stream within the People and Organisational Development (POD) portfolio to provide a planned, organisation-wide approach to increasing organisational effectiveness, with the purpose of increasing capability to create additional capacity.

In addition to this, we have further strengthened and developed our approaches to the Health and Wellbeing agenda with mental ill health and fitness being at the fore front of our activities.

We are continuing to develop our collaboration work particularly with Derbyshire Police. We have undertaken development work with employees to ensure that they are best placed to further this exciting agenda and ensure that the Fire and Rescue Service is best placed to provide our essential support to our communities across Derbyshire.



## Diversity & Inclusion



We recognise that diversity and inclusion runs through every aspect of the Service. It is of utmost importance in both our outward facing service delivery activities and inward facing responsibilities as an employer.

We are committed to and continue to drive and continuously improve the diversity of our workforce to ensure that it reflects the communities we serve.



### *Some of our Key achievements.....*

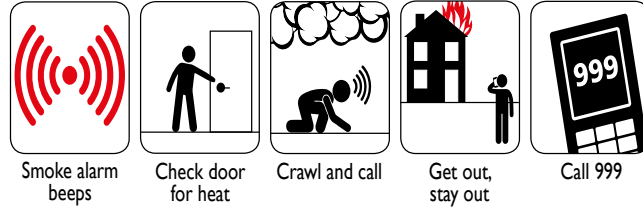
- ❑ We conducted a successful [Positive Action](#) Campaign prior to recruiting for whole-time Fire Fighters
- ❑ We achieved a [Disability Confident Leader](#) Status
- ❑ We improved our ranking by 96 places in the Stonewall Workplace Equality Index
- ❑ We participated in LGBT+ Role Models Conference at Derby University
- ❑ We pledged our support for the [#HeForShe Campaign](#)
- ❑ As well as support the [Transgender Day of Remembrance](#) in November, we have developed a Transgender and guidance for managers and employees
- ❑ Commitment by the CFO/CE and the Chair of the Authority to the Dementia Friendly Charter, raising awareness and offering support to our staff who live, care for or have themselves got a diagnosis.



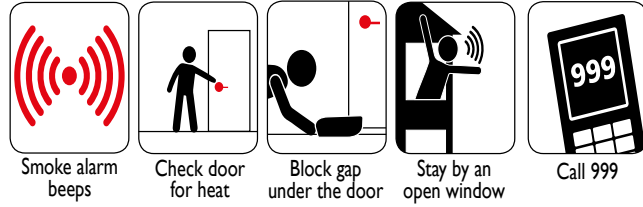


**PLAN A SAFE ESCAPE** 

**Plan A - Get out, stay out call 999.**



**Plan B - Shut the door, open the window, call 999.**



**Plan C - Last resort, throw out soft things, hang and drop.**



**IN THE EVENT OF A FIRE:  
GET OUT AND CALL  
STAY OUT 999**



**FIRE KILLS  
YOU CAN PREVENT IT**

**PUSH** the **BUTTON**  
not your **LUCK**

Check the **BATTERIES**  
in **YOUR** smoke alarm  
once a week

**WORKING** smoke alarms **SAVE LIVES**