

Wakefield District Plan

2023/24

Foreword

Wakefield District plan will highlight our service delivery priorities for 2023-2024. It derives from the priorities set out in the WYFRS (West Yorkshire Fire and Rescue Service) Community Risk Management Plan, Your Fire and Rescue Service 2022-2025.

Our ambition is to “Make Wakefield District Safer.” Our aim is to improve community safety and wellbeing and reduce the risk to life, property and the environment from fire and other emergencies. The team will work in collaboration to understand the challenges and changing risks that face our communities and those most vulnerable within our society.

Our aim is to develop from lessons learned during the past two years and develop a proactive community safety programme and engagement strategy. Collaboration and relationships with partners, local authorities, third sector organisations and other statutory services has strengthened during the pandemic. We will utilise this to work more effectively together to deliver our service priorities; whilst creating safer and healthier communities within Wakefield.

Through our Site-Specific Risk Information and Building Risk Review programmes, we will promote and enforce the fire safety measures required by law to ensure that buildings and occupants are protected. These programmes will generate risk information pertinent to keeping our firefighters and public safe.

We will encourage a learning environment in which we support, develop, and enable all our employees to be at their best, with health and wellbeing of our staff a priority. In addition, we will ensure that we are resilient when responding to major incidents by collaborating with our blue light partners to provide a joint and effective emergency response.

We will continue working towards delivering an inclusive and diverse workforce which reflects and serves our communities.

District performance indicators to date are positive, we will continually strive to further reduce these during the coming year/s to ensure Wakefield is a safer place to live, with the aim to lessen impact on individuals and communities that find themselves in stressful incidents or situations.

- **Paul Daly** - Wakefield District Commander

About Wakefield district

Wakefield district is covered by seven fire stations. Our operational crews work a variety of shift patterns; we have three stations working the wholetime 224 rota pattern, three stations that operate the day crewing system and one 'on call' station.

Our District Management Team comprises of, a District Commander, four Assistant District Commanders, operational support officers, fire prevention team, human resources business partner and district/station clerks.

Wakefield District has various assets including specialist water rescue resources located at Ossett, Wakefield Fire Station provides an aerial response with a Combined Aerial Rescue Pump; this is due to be replaced in the coming fiscal year by a new dedicated aerial ladder platform with a reach of 42 meters providing greater operational capability, particularly at high rise incidents. Both of WYFRS Command Unit vehicles are located within Wakefield District, Command Unit 1 is housed at Pontefract, and the Command Unit Lite at Featherstone.

We attend and resolve on average around 3000 incidents each year, we attend a variety of incident types that include fire alarm actuations, building fires, assisting other agencies, complex rescue incidents involving road traffic collisions, hazardous materials and rescuing people trapped in water or from height.

We have an increasingly diverse and ageing population containing a broad range of social-economic groups from wealthy to very deprived communities. The district has a small but growing ethnic minority population. In the last census almost 93% of people defined their ethnicity as White British; the largest minority group born outside of the UK are people born in Poland. The district covers a diverse range of city, urban and rural communities, and an amalgam of what were previously 14 different local authorities. The area has emerged from a century of reliance on the coal industry to become a thriving manufacturing, shopping, and distribution centre due to its geographical location and proximity to major transport networks and infrastructure.

Wakefield

- Population – 355,000
- Personnel – 135
- Size of area – 1302 miles
- Fire Engines – 7

Wakefield Stations

- Ossett (Wholetime, Water Rescue)
- Wakefield (Wholetime, Includes Aerial Platforms)

- Normanton (Day crewing)
- Castleford (Day crewing)
- Pontefract (Wholetime, Main command unit)
- Featherstone (Retained or On-Call, Command unit lite)
- South Kirby (Day crewing)

Why are we here

Our ambition: Making West Yorkshire Safer

To improve community safety and wellbeing and reduce the risk to life, property and the environment from fire and other emergencies.

Our guiding principles

To achieve our ambition, we will:

- Focus on risk and vulnerability
- Be part of our communities
- Work in partnership
- Be at our best and strive to improve
- Make a positive difference in everything we do
- Promote diversity and create an inclusive workplace

The services we deliver

Prevention

Raising awareness about the risks people face to prevent emergencies and reduce vulnerability.

Protection

Promoting and enforcing the fire safety measures required by law to ensure buildings and occupants are protected should a fire occur.

Response

Being ready for and responding to emergencies.

Resilience

Being able to deal with major emergencies and disruption locally and nationally whilst continuing to deliver our critical services.

Our Priorities

This plan sets out how we aim to use our resources to manage the risks we face in West Yorkshire and keep you safe from fire and other emergencies.

- Improve the safety and effectiveness of our firefighters.
- Promote the health, safety, and well-being of all our people.
- Encourage a learning environment in which we support, develop, and enable all our people to be at their best.
- Focus our prevention and protection activities on reducing risk and vulnerability.
- Provide ethical governance and value for money.
- Collaborate with partners to improve all our services.
- Work in a sustainable and environmentally friendly way.
- Achieve a more inclusive workforce, which reflects the diverse communities we serve.
- Continuously improve using digital and data platforms to innovate and work smarter.
- Plan and deploy our resources based on risk.

How we will deliver these priorities

Plan and deploy our resources based on risk.

- We will provide an effective response by assuring incidents that we attend.
- We will undertake training and exercises to ensure a safe response, aligned to risk.
- We will debrief and learn from all incidents, exercises and training we attend.
- We will deliver a structured cross border training strategy with neighbouring FRS's.

Improve the safety and effectiveness of our firefighters.

- Through the Service Assurance visit programme, we will ensure that staff are working within a safe environment.
- We will make wellbeing a priority with the district through CPD (Continuing Professional Development) sessions with mental health and wellbeing partners.
- We will provide support, guidance and signpost staff to appropriate services following incidents that may cause distress.
- We will investigate and learn from safety events to prevent re-occurrence.

Encourage a learning environment in which we support, develop, and enable our people to be at their best.

- We will provide opportunities to support and develop all staff by implementing training and development opportunities.
- We will provide regular continuous Professional development sessions for all our staff.
- We listen to feedback from the public, our staff, their representative bodies, and partners to enable staff to be at their best.
- We will nurture talent and provide support for those willing to develop in the service.
- We will assure and debrief training exercises and incidents to ensure we learn from them, celebrate, and share best practice.

Focus our prevention and protection activities on reducing risk and vulnerability.

- Our safe and well programme will continue to be at the heart of our prevention strategy.
- Actively engage with the community and partners to identify risk, reduce vulnerability, and support those most in need.
- We will work with young people in schools and through community groups to keep them safe from fire, road collisions and the dangers of water.
- We will maintain strong partnerships and develop new relationships to foster effective working relationships to identify and help those most vulnerable in our community.
- We will improve visibility and transparency which will enable us to cascade community safety messages.

Provide ethical governance and value for money.

- Annually we will use the self-assurance toolkit to ensure we have governance, strategies, policies, and procedures in place.
- Through smarter working and budget monitoring we will assure we are providing value for money.
- We will continue to engage with the community and partners utilising modern technology and ways of working.
- We will support the implementation of the Performance Dashboard which will support organisational improvement and assurance.

Collaborate with partners to improve all our services.

- We will continue to work with local authorities, community groups, Police, and voluntary organisations to promote prevention to make people safer.
- We will develop our partnership with Wakefield Connecting Care Hubs to receive Safe and Well referrals, to identify the most vulnerable people in our communities.

- We will have representation on the Community Safety Partnership, Prepare, Protect and Contest meetings to work in collaboration to prevent and reduce the impact of serious crime.
- Work closely with neighbouring FRSs to improve efficient and effective response.
- Continue to develop Water Safety Group, deliver training and preventative measures to improve collaborative response to water incidents.

Work in a sustainable and environmentally friendly way.

- We will work in partnership to prevent climate driven emergencies and develop ways of working to respond more effectively.
- Work with partners to mitigate and limit the impact of flooding events within Wakefield District.
- Develop and strength or partnership action group within Wakefield to prevent incidents and environmental impact from waste sites.
- Implement recycling programme and environmentally friendly initiatives at all stations.

Achieve a more inclusive workforce, which reflects the diverse communities we serve.

- We will deliver recruitment messages during all service delivery contact.
- We will continue to positively represent the service when working in our unrepresented communities.
- We will diversify our staff, promote inclusion, and create a fair and equal workplace.
- Continue to support district awareness days and attend recruitment and careers events across Wakefield.
- We will promote recruitment opportunities at Featherstone Fire Station and support positive action initiatives.

Continuously improve using digital and data platforms to innovate and work smarter.

- We work with data to reduce unnecessary demand on our service to build capacity for other work.
- We apply risk modelling to identify the most vulnerable in our communities to deliver targeted interventions.

Risk in Wakefield district

Whilst attending emergencies across West Yorkshire is a statutory duty, our role is much broader than this. We aim to do everything we can to prevent an emergency response in the first place. We do this through prevention and protection activity.

The residual risk that remains is managed through our response and resilience strategies.

The following sources have been used to identify the risk within Wakefield District:

- The National Risk Register
- The WY Community Risk Register
- Local knowledge
- CPNI sites
- WYFRS Premises Risk Database (PRD)
- IRS; national and international data and experiences
- Environmental data and flood risk
- Information from local partners
- Foreseeable Risk Register

1. Prevention – Educating people about the risks they face to prevent emergencies and reduce vulnerability.
2. Protection – Promoting and enforcing the fire safety measures required by law to ensure buildings and occupants are protected should a fire occur.
3. Response – Being ready for and responding to emergencies.
4. Resilience – Being able to deal with major emergencies and disruptions whilst continuing to deliver our critical services.

Managing risk in Wakefield

High Rise Buildings

How will we reduce the risks?

Prevention

- We will work with Wakefield District Housing (WDH), private owners and resident associations to provide advice to those most at risk from a fire in a high-rise building.
- We will update our prevention advice to reflect the learning from Grenfell.
- Ensure that Partnership training is delivered to WDH staff to reflect our up-to-date policies and procedures.
- We will ensure there is clear dialogue between ourselves and WDH when and if new risks emerge that require a joint problem-solving approach.

Response

- We will undertake a series of practical exercises to improve our response to this type of emergency, aligned to new policy.
- We will undertake site specific risk information visits to ensure we understand each of the high-rise risks in our area.
- We will produce and review tactical plans for high rise buildings aligned to the Building Risk Review Programme and Wakefield District High Rise Strategy with WDH.

- We will train and understand risk posed by high-rise buildings in other districts, focusing on Leeds, based on its proximity to Wakefield.
- Castleford and Command Unit Operatives will undertake a series of training scenarios to test evacuation guidance and fires in tall buildings policy.

Waste Sites (Licensed & Illegal)

How will we reduce the risks?

Prevention

- We will continue to work in partnership with Wakefield Council Emergency Planning and Enforcement teams and the Environment Agency to identify high risk sites.
- Develop and assure Environmental Hazard Report programme to ensure crews have regular visits/drive rounds.
- Monitor performance management indicators and incident trends to identify 'hot spot' sites and implement interventions in collaboration.

Response

- Site Specific Risk Information gathered and risk presentation to aid effective and efficient response.
- Operational Crews will undertake white board scenarios to improve operational knowledge and understanding of sites.
- We will ensure that operational crews have good knowledge and understanding of Nationals Operational Guidance through the Service Assurance Process.

Complex Buildings (including large scale manufacturing and distribution hubs)

How will we reduce the risks?

Prevention

- We will identify buildings and provide advice on how to mitigate risk of fire.
- We will report and enforce non-compliance with legislation.

Response

- We undertake a series of practical exercises to improve our response to this type of emergency.
- Identify sites, produce informative presentations, and complete whiteboard scenarios during the service assurance process.
- We will undertake site specific risk information visits to ensure we understand risk.
- We will produce risk presentations on our high and very high-risk premises.

Road Traffic Collisions

How will we reduce the risks?

Prevention

- We will continue with delivery of our education in colleges and schools targeting Year 7, 16+ age groups – working closely with partners to create innovate local solutions to road safety.

Response

- We will undertake practical and theoretical training to improve response to road traffic collisions.
- We will train and exercise with our neighbouring fire services and with Yorkshire Ambulance Service to ensure effective joint operational response.
- We will ensure that operational crews have good knowledge and understanding of Nationals Operational Guidance through the Service Assurance Process.

Anti-social Behaviour & Arson Reduction

How will we reduce the risks?

Prevention

- We will work in collaboration with Street Scene; Environmental Health Team and Environmental Crime Team from the Council to target hot spot areas to arrange swift interventions and clean ups by reporting accumulated or abandoned waste.
- Each station will actively engage in Arson Reduction work and to this objective will actively utilise the PMI recording process.
- Each station will develop Community Assets, Anchors and third sector organisations; Nova within Wakefield, to enable successful collaboration in prevention initiatives.
- Work closely with Neighbourhood Co-ordination Groups across all areas of the district to identify current ASB (Anti-Social Behaviour) and Arson trends and proactively develop local solutions which can be delivered across a multi-agency platform.
- Deliver Arson and Anti-Social Behaviour Education to local schools and young people across the district with effective partnership working involving WYP Schools Liaison Officers, Wakefield Council
- Outreach Youth Workers; Wakefield Council Anti-Social Behaviour Teams. WY Police Early Intervention and Prevention Teams; Wakefield Council Early Intervention Hubs.
- Work closely with our Youth Intervention Team in relation to Fire Setting behaviour and young people engaging in Arson and ASB to deliver early interventions and signposting to other key partner agencies for support.

Response

- Operational crews will undertake Environmental Hazard drive round audits to identify areas which may be vulnerable to arson threats. Any potential hazards or issues will be recorded and shared with crews and local authority.
- Operational crews will visit identified derelict buildings at risk from arson on a regular basis, based on the security and risk posed.

Dwelling Fires

How will we reduce the risks?

Prevention

- A person-centred service based on an assessment of an individual's risk of injury or death in the home by fire.
- Target our resources towards those who are at the greatest risk of injury or death from fire in the home.
- Provide advice, education, and interventions through our Safe and Well Programme with Fire, Health and Well Being Interventions delivered as part of the holistic, individual based Safe and Well visit.
- Use a shared intelligence-led, partnership approach working closely with Wakefield Council Housing Solutions Team; WDH and other Key Housing Providers to identify at risk properties, families and individuals who require fire safety advice and education.
- We will deliver regular training to our key partners to ensure the most effective and efficient referral pathways are maintained and we are targeting the most vulnerable with early intervention and prevention.
- Work closely with the Wakefield Council Community Cohesion Team to address potential housing inequalities and lack of fire safety awareness amongst our local population within ethnic minority communities; Asylum Seekers and Eastern European Community who find it difficult to engage with services.

Response

- We will undertake practical and theoretical training to improve response to this type of incident.
- We will assure, debrief, and learn from attendance at dwelling fires and share that learning to improve the operational response.
- We will ensure that operational crews have good knowledge and understanding of National Operational Guidance through the Service Assurance Process SAV (Service Assurance Visit).

Open water sites & irresponsible behaviour

How will we reduce the risks?

Prevention

- We will be an integral partner in the Wakefield Water Safety Strategy with stakeholders from all the key partners with interests in water safety across the district.
- We will adopt a multi-agency approach to prevention which is intelligence led and data driven to deliver education on site.
- Working closely with the Health and Safety Team at Wakefield Council we will develop water safety plans at key priority sites.
- Implement community-based initiatives which will improve the safety of the people of Wakefield and those travelling to open water sites.
- We will initiate seasonal campaigns throughout the year to raise awareness of water safety.
- Campaigns will be supported by education within local schools and across networks of young people with the support from Wakefield Council Youth Outreach Team; ASB Team; WY Police Schools Officers; Crime Prevention Teams and the local NPT Neighbourhood Officers, Countryside Team from Wakefield Council and our representative from the Canal and River Trust.

Response

- We will train and exercise to improve operational effectiveness at open water sites utilising water specialist trained crews at Ossett.
- We will develop effective training procedures and protocols for both our operational crews and staff and those of our partners who may be the first responders to any open water incident or emergency.
- We will ensure that operational crews have good knowledge and understanding of Nationals Operational Guidance through the Service Assurance Process SAV.

Wildfires & standing cornfield fires

How will we reduce the risks?

Prevention

- We will continue to support the 'Be Moor Aware Campaign' to highlight the risk of wildfires.
- We will contribute to the WYFRS working group on Wildfires/Standing corn fires.
- We will distribute banners and posters highlighting the dangers of these types of fires.
- Working alongside key partners to develop a multi-agency approach to prevention activities at high priority sites.
- Develop and deliver an education package that highlights the impact of periods of high activity on WYFRS.

- Crews and partners will undertake Environmental Visual audits to identify areas which may be vulnerable to wildfires/standing corn fires and engage with the public to reduce risk.

Response

- We are working alongside our crews across the district to develop bespoke response plans to reduce risks at high priority sites.
- Crews and partners will deploy in spare conditions to educate, encourage, and enforce to ensure the risk of fire is mitigated.
- We will continue to train with the wildfire assets to continuously improve our skills and knowledge.
- We will explore the opportunity of adding further wildfire assets within the Wakefield District area.

Wakefield district achievements 2022 – 23

Wakefield district staff, station-based crews and support staff have worked to deliver the district priorities, we are extremely pleased with the outcomes. Below is a summary of what we are proud of achieving over the last year...

- We completed 983 Safe and Well visits to the most vulnerable households in Wakefield.
- 90% of incident performance indicators were within the set three-year target.
- We reduced Arson to 7.3% below the set target - Collaborative Community Risk Reduction work was integral to this performance.
- We completed 983 Safe and Well visits to the most vulnerable households in Wakefield.
- The most impactful incidents to members of our community such as Road Traffic Incidents and Fire related Injuries had reduced incident numbers, with an average of 10% below the three-year target.
- We have continued a cold homes project in collaboration with Wakefield Council and Green Doctor, providing vulnerable people at risk from fire with a safe oil filled radiators and a Safe & Well Visit.
- We have been partnership leaders in driving a multi-agency water safety group and impactful road safety awareness to young people.
- We carried out effective and realistic training and exercises with all our specialist response assets located around Wakefield such as Command Support, Water Rescue and Aerial Rescue.
- We carried out training and exercises with our and fire service colleagues in South and North Yorkshire and blue light partners to improve our joint operational response.
- We trained all our operational crews against new procedures relating to fighting fires in and evacuation of high-rise buildings. • We completed inspections and produced emergency response plans for all high-rise buildings in Wakefield following the recommendations of the Grenfell Tower Inquiry.

- The Service Assurance Programme has highlighted that our Firefighters are well trained, professional and have the skills to deal with a wide range of incidents linked to foreseeable risk.
- We have improved our firefighters Health and Safety by embedding the recommendations of contaminants research.
- We have promoted the On Call duty system within the community of Featherstone and working in partnership with local rugby clubs have raised the awareness of a Fire Service career.
- We have provided recruitment awareness sessions with the aim of improving diversity and inclusion with the service.
- We have used the HMICFRS assessment of 'Good' in all areas as a foundation to implement our improvement action plan with the aim of delivering an outstanding service.

Performance

District performance

2021 – 22

Performance Indicator	3-year average target	Actual (2021/22)	Performance against 3-year average
Arson	981	803	-18.1%
Primary Arson	194	156	-19.6%
Secondary Arson	787	647	-17.8%
Actual Rescues	173	142	-17.9%
Total Activity	2990	2958	-1.1%
Dwelling Fires	127	122	-3.9%
Non-Domestic Building Fires	51	50	-2.0%
Prevalence of False Alarms	1141	1105	-3.2%
Fire Related Injuries	24	17	-29.2%
Road Traffic Collisions	93	64	-31.2%
Malicious False Alarms	27	25	-7.4%

Wakefield, our people

Teamwork

Wakefield crews will undertake a variety of 3 pump exercises, including with those from neighbouring services and partner agencies to establish closer working relationships. As one team we will continue to support the Health and Wellbeing of all our people.

Integrity

Wakefield district will ensure that all staff act with integrity, are trustworthy and ethical by providing guidance, support, and mentoring. We will ensure that the district strengthens our ability to provide an excellent service by diversifying our staff, promoting inclusion, and creating a fair and equal workplace.

Learning

We will undertake a variety of practical and theoretical training sessions to ensure that operational crews are prepared to respond to a variety of scenarios to ensure continuous improvement of services to the public.

Responsibility

Through the service assurance process, we will ensure that all staff within the district are responsible and take ownership of the work we do. Our leaders and line management will be responsible for driving organisational change and have clarity on decision making levels to be accountable with unnecessary hierarchy.

Communication

The district team will engage with all staff on a regular basis to update them of changing priorities in both district and across the service; this will be a two-way process providing opportunity for feedback from our colleagues. A focus in the district will be excellent communication of key messages in an open way using a wide range of engagement methods.

Monitoring progress

Wakefield District performance across all areas will be monitored through Service Assurance Visit (SAV) process.

Progress against the management of district risk will be reported to the West Yorkshire Fire and Rescue Authority to the West Yorkshire Fire and Rescue Authority in line with the Performance Management Framework.

Additional monitoring and review will be undertaken the Area Manager Service Delivery monthly.

Station assurance process:

- Prevention - Educating people about the risks they face to prevent emergencies and reduce vulnerability.
- Protection - Promoting and enforcing the fire safety measures required by law to ensure buildings and occupants are protected should a fire occur.
- Response - Being ready for and responding to emergencies.
- Resilience - Being able to deal with major emergencies and disruption whilst continuing to deliver our critical services.

Every year we will review and update the known risks in the district, taking account of changes and development in:

- Data performance
- New and emerging risks
- Community risk
- Organisational priorities

Contact us:

Tel: 01924 334020

Email: Wakefield.DistrictTeam@westyorksfire.gov.uk

The Wilfred, Ossett, Wakefield, WF5 9TR

Social Media: @WYFRS @WYFRSWkfdTeam