



West Yorkshire
Fire & Rescue Service

Bradford District

District Plan 2025-26



Making West Yorkshire Safer
www.westyorksfire.gov.uk

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Foreword

The Bradford District Plan 2025-26 sets out our vision and strategic priorities for the next 12 months. The plan is ambitious, it aligns with the broader service Community Risk Management Plan (CRMP) 2025-28, and reflects our unwavering commitment to reducing incidents, enhancing public safety, and safeguarding the well-being of our firefighters. By collaborating closely with partners and using innovative approaches, we aim to make a safer, more resilient community.

2025 - 26 promises to be an exciting year for our district, as we will see the completion of the new Keighley Fire Station and the refurbishment of Bingley Station. These significant infrastructure projects reinforce our commitment to innovation and modernisation, ensuring state-of-the-art facilities for our fire crews and ultimately, allowing us to strengthen our effectiveness and efficiency for the people of Bradford.

Partnership working continues to be the cornerstone of our risk reduction activity. The Bradford Community Safety Partnership is a multi-agency collaboration that shares a vision. This centres around giving people the best start in life, reducing vulnerability, and making people feel safe in their community.

Fire crews will focus on education and engagement, on areas such as water safety, road safety, and wildfire prevention. We remain committed to supporting the Vision Zero strategy, ensuring we reduce road traffic incidents and ultimately aim to eliminate road deaths. Our firefighters and Youth Intervention team have delivered amazing initiatives over this last year and will continue to invest in Schools and colleges, ensuring young people are receiving education, to keep themselves and their families safe. Bradford remains the youngest city in the UK with more than 26% of its population under the age of 18 yrs, and therefore we support the district's vision of Bradford being a wonderful place for young people to thrive, grow up, live, and work.

Our firefighters are highly skilled and professional and remain focused on driving down risk in the community. Their commitment to training and exercising remains a priority, ensuring they are 100% prepared to respond to incidents. The learning outcomes from the Grenfell enquiry remains a key priority over the coming year, focusing on the safety of those who reside in tall buildings and the safety of firefighters attending incidents of this type.

Finally, Bradford celebrates City of Culture in 2025. The city will showcase its extraordinary cultural heritage of its ethnically diverse population, and we will come together with partners over this next year to promote this achievement and continue to push out our key safety messages. It also fitting that we will join the people of Bradford and pay tribute to the 56 victims of the Bradford City Fire disaster, on its 40th Anniversary.

The Bradford plan demonstrates a firm commitment to community safety, partnership collaboration and our overarching ambition of making Bradford a safer place to live.

Overview of Bradford

Population

- Bradford district has a total population of circa 560,200
- The population consists of 50.9% females and 49.1% males
- Bradford is the fifth largest metropolitan borough council in England in terms of population after Birmingham, Leeds, Sheffield, and Manchester
- Life expectancy at birth is 76.6 for males and 81.1 for females
- 27.9% of Bradford's population is aged under 20

Area covered - The district stretches across Airedale, Wharfedale and the Worth Valley, as well as Bradford city and the towns of Bingley, Ilkley, Keighley, and Shipley.

Key risks - 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 activities.

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

The following sources are used to identify the risk within Bradford District:

- OneView Data
- The National Risk Register
- The WY Community Risk Register
- Local knowledge
- CPNI sites
- Osaris
- IRS; national and international data and experiences
- Environmental data and flood risk
- Information from local partners
- Foreseeable Risk Register

Significant risks

- Highrise and complex buildings
- Residential care homes
- Control Of Major Accident Hazard (COMAH) sites
- Road Traffic Collisions (RTC)
- Deliberate fires and anti-social behaviour
- Attacks on Fire Fighters
- Wildfires
- Flooding
- Open water sources

Resources available

Bradford district hosts nine fire engines, plus specialist assets, which are based at 8 fire stations across the district:

- Bradford (wholetime station - includes two fire appliances and an aerial platform with technical rescue capability)
- Bingley (wholetime station - (one fire appliance and specialist water rescue capability)
- Fairweather Green (wholetime station - (one fire appliance and high-rise evacuation support team)
- Keighley (wholetime station - (one fire appliance and wildfire capability)
- Odsal (wholetime station - (one fire appliance, BA set decontamination facility)
- Shipley (wholetime station - (one fire appliance and command unit support team)
- Silsden (on-call station)
- Ilkley (on-call station)

Our Strategic Priorities

The WYFRS Strategic Priorities for 2025 – 28 are:

- Provide a safe, effective, and resilient response to local and national emergencies.
- Focus our activities on reducing risk and vulnerability.
- Enhance the health, safety, and well-being of our people.
- Work with partners and communities to deliver our services.
- Use resources in an innovative, sustainable, and efficient manner to maximise value for money.
- Further develop a culture of excellence, equality, learning, and inclusion.
- Prioritise a peoples first mindset through ethical and professional leadership and management.

Provide a safe, effective and resilient response to local and national emergencies

- Undertaking Station Assurance Visits (SAVs) at all stations
- Learn from incidents and training scenarios
- Undertake training against the most significant risks and incident learning
- Utilise specialist district crews, and local and national resilience assets
- Undertake SSRIs – All stations will undertake SSRIs across the district to understand operational effectiveness

Focus our activities on reducing risk and vulnerability

We will increase the output of Safe & Well visits by at least 5% across the district with those stations with lower operational demand leading to the increase.

We will continue to deliver the Safer Communities Prevention Strategy and continually review and ensure the service we undertake.

We will review our partnerships that work within our communities in line with the implementation of the new Prevention Database. This includes a commitment to upskilling our statutory partners on fire safety risks

We will continue to build relationships with third-sector organisations that can identify fire risk and offer support to people who are demonstrating high fire risk behaviours

We will explore creative and innovative ways of working alongside our partners, ensuring those most vulnerable within the community receive the support needed.

We will train our people to the highest standard through internal and partnership education so those in the community receive the most up-to-date and appropriate safety input.

We will continue to work alongside the Protection Department to identify and report on those buildings that do not meet the requirements of The Regulator Reform (Fire Safety) Order 2005.

Li-Ion Batteries– We will set all operational staff initiatives to improve their knowledge and the public's knowledge on the dangers associated with these types of batteries.

We will use Risk Reduction logs at the ward level to manage risks posed by ASB, road safety, wildfire, and open water risks.

Enhance the health, safety and well-being of our people

In Bradford we are committed to improving the health and wellbeing of all our staff. We are fully committed to the post incident cleaning process through investing in new fire station layouts, BA set cleaning facilities and additional training.

We have also invested time in ensuring that all staff receive appropriate welfare when dealing with traumatic incidents. This is supported by TRIM, and ensuring staff are correctly signposted to the relevant support services.

We are committed to fully investigating safety events and sharing the associated learning within the service, and nationally.

Work with partners and communities to deliver our services

Serious Violence Duty - as a statutory partner, the duty continues to align with existing FRS legislative responsibilities, namely the Fire and Rescue Services Act (2004). We are committed to working strategically and operationally with at-risk adults and children, utilising our brand, expertise, and reputation to combat serious violence. This also includes working to reduce deliberate secondary fires.

Vision Zero - This strategy aims to eliminate all traffic fatalities and severe injuries in the district while promoting safe, healthy, and equitable mobility for everyone.

Housing Standards - we will collaborate with colleagues in Housing Standards to identify and report properties that we deem to be a risk of fire. This includes properties with significant lifestyle risks, such as hoarding, and those privately rented properties that do not meet the standard set by legislation, due to a lack of adequate smoke detection.

Water Safety – we run various campaigns to raise awareness about water safety, especially during the run-up to school summer holidays, and before winter, when water-related risks increase.

Climate-driven events – Bradford district is actively addressing the challenges posed by climate-driven events through various strategies and initiatives by working closely with local authorities, other emergency services, and community organisations to develop and implement effective prevention and response plans to climate-driven events.

Large housing providers - we will continue to engage with the registered social landlords in the district, upskilling their staff to identify lifestyle factors and behaviours that may cause risk to their tenants and/ or dwellings. We are committed to working collaboratively with these partners to visit these dwellings and offer bespoke safety advice where appropriate to the residents living there.

Safe and Well referral partners - the district team is engaging with statutory (NHS, local authority, Police) and third sector organisations (drugs/alcohol, health and well-being) to support the identification of risk and vulnerability within Bradford. The implementation of a new Prevention Database and referral process will see all partners' training refreshed.

Use resources in an innovative, sustainable, and efficient manner to maximise value for money.

- Use of OneView to inform decision making
- Service delivery effectiveness plan
- Prevention Officer delivery targets
- Continue to deliver the SDAH model

Further develop a culture of excellence, equality, learning, and inclusion

To further develop a culture of excellence, equality, learning, and inclusion, you can focus on several key areas. Here are some strategies based on the information from your document:

- **Promote Learning and Development:** Encourage continuous learning by offering training programs and development opportunities. This can include workshops, seminars, and online courses that focus on both professional skills and personal growth.
- **Foster an Inclusive Environment:** Create an environment where everyone feels valued and included. This can be achieved by promoting diversity and inclusion initiatives, ensuring equal opportunities for all employees, and celebrating different cultures and backgrounds.
- **Encourage Excellence:** Set high standards and recognise achievements. Encourage employees to strive for excellence in their work by providing clear goals, regular feedback, and recognition for their accomplishments.
- **Support Equality:** Ensure that all employees are treated fairly and with respect. Implement policies that promote equality and prevent discrimination. Provide training on topics such as unconscious bias and equality impact assessments.
- **Ethical Governance:** Develop your culture to reflect organisational values and the Core Code of Ethics. This includes promoting a learning environment and creating a more inclusive workforce.
- **Strategic Alignment:** Align your activities with strategic priorities such as enhancing the health, safety, and well-being of your people and using resources in an innovative, sustainable, and efficient manner.
- **Training and Workshops:** Participate in training courses such as Equality Impact Assessment and Dignity at Work to gain the necessary knowledge and skills to promote equality and respect in the workplace.

By focusing on these areas, we will create a culture that values excellence, equality, learning, and inclusion, ultimately leading to a more positive and productive work environment.

Our achievements in 2024-25

Overview of positive HR KPI outputs:

- The lowest district sickness level across the service, against organisational target levels
- No grievance submissions during the previous 12 months
- Significantly low number of disciplinary awards

Significant level of staff development through the 'Safe to Command' process

Training programmes against specific risks – themed training was delivered across the district, covering fires in tall buildings, HazMat incidents, and the supplying of water to the incident ground.

Development of a collaborative approach to the understanding and reporting of risk with our primary social housing providers, such as in communities and Accent Housing.

During 2024, we delivered 606 SSRIs

District staff completed 123 school talks

3324 Safe & Well visits were completed in the last 12 months.

14 Trainees completed their development

Bradford District Performance 2024-25

Nine key measures provide a view of operational activity in the current financial year. These metrics are measured against a three-year average to demonstrate how the service is performing in comparison to previous years.

Measure	2024-25	2023-24	Three-year Average
All incidents	6506	6616	6569
Accidental Dwelling Fires	242	260	250
Non-fires	1106	1180	1092
Non-domestic building fires	70	88	87
False Alarms	2774	2817	2712
Fires	2626	2619	2765

Victims Rescues	279	278	287
Fire-Related Injuries and Fatalities	43	48	41
Road Traffic Collisions	137	163	142

Further develop a culture of excellence, equality, learning, and inclusion

Infrastructure - We use a data-driven approach to ensure our fire engines and specialist resources are located and staffed to provide a proportionate level of emergency cover based on local risk.

Person-Centred Vulnerability - Societal trends are resulting in a growing number of vulnerable individuals, increasing the risk within our communities. These trends include:

- People are living longer.
- Increasingly complex health needs, including mental health.
- Deprivation and the rising cost of living.
- Expanded community care.

We deliver our services through Prevention, Protection, Response, and Resilience strategies, which are central to our ambition of 'Making West Yorkshire Safer'. This is how we will reduce the impact of these key risks in Bradford District

ASB and Deliberate Fires

Prevention

- We will work with all primary schools across Bradford to educate children in fire prevention.
- Crew remain committed to report accumulated or abandoned waste materials (fly-tipping) to Bradford Council Waste Management Team.
- We will attend the Local Authority ward meetings and share intelligence with our partners with a view to reducing ASB and deliberate fires.
- We will engage with the community, including schools, colleges, and faith establishments, to reduce tensions and ASB.
- We will actively pursue prosecution against any person who attacks a firefighter.

Protection

- We will carry out risk-based inspections of business premises, in which we can highlight the impact of waste accumulation and provide arson prevention advice during SSRI visits.

Response

- We have 46 Fire Engines across West Yorkshire that are strategically placed to provide 24/7 365-day-a-year cover.
- We will utilise body-worn cameras and vehicle-mounted cameras to capture evidence and protect our staff.

Resilience

- We will share our response plans with all partners likely to attend any emergency in the Bradford District. We will also work with the local community ward officers by sharing local intelligence.

COMAH

Prevention

- We will work with COMAH site owners and our COMAH department to ensure we carry out regular familiarisation visits to the sites within Bradford.
- Operational crews will undertake practical exercises on COMAH sites within the Bradford district to improve their knowledge of these premises.

Protection

- Our crews and Ops Resilience Team carry out Fire Audits at COMAH sites across Bradford.

Response

- We are involved in 'on-site' multi-agency practical training exercises that aim to test the business requirement to have emergency plans.

Resilience

- We have 46 Fire Engines across West Yorkshire that will be strategically placed to provide 24/7, 365 days a year cover.

Road Safety

Prevention

- Risk Reduction Officers and fire crews will work with partners as part of Operation Steerside to carry out joint road safety initiatives across Bradford.
- Our Service Delivery Teams will undertake school visits to educate children on the importance of dangers on the roads and being safe in a vehicle.
- Contribute to Vision Zero in collaboration with partners.

Response

- We will undertake a series of practical exercises to improve our effectiveness in response to road traffic collisions within Bradford.
- Fire Control will immediately send the nearest fire engines to a report of a Road Traffic Collision in Bradford. All fire appliances carry specialist cutting equipment and first aid equipment to save lives.

Highrise

Prevention

- Continue to work with local housing associations and private resident associations to provide advice to those most at risk from a fire in high-rise buildings.
- We will continue to work with the responsible person at buildings with unsafe cladding to give advice on additional safety requirements and ensure these remain in place until the cladding is removed and replaced.
- We will update our prevention advice to reflect the inherent learning taken from the tragic Grenfell incident.
- Continue to educate residents in the new evacuation procedures.

Protection

- We inspect all High-Rise buildings as part of the WYFRS Building Risk Review Programme.
- We will report and enforce non-compliance with legislation.

Response

- We will undertake a series of practical exercises to improve our response to high-rise properties within Bradford.
- We will undertake operational risk visits (ORVs) to ensure we understand unique risks in each individual building.

Resilience

- We will develop and share tactical information plans with all stations that are likely to attend an emergency in Bradford.

Water Safety

Prevention

- We will continue to work with partners and share intelligence.
- We will continue to attend events, utilising resources such as the water flume to offer education.

Response

- We will develop district exercises, utilising the specialist skills of the Mod 3 crews based at Bingley.

Wildfire

Prevention

- We will work with Bradford Local Authority in promoting the moorland Public Space Protection Order measures via community interaction days and social media outlets.
- In collaboration with partners, we will provide key messages on banners and posters identifying the dangers of fires on the moorland.
- We will engage and educate the public at organised locations when we know the Wildfire severity indicators are high.

Response

- Keighley and Ilkley Fire Stations house Bradford District's Specialist Wildfire resources. These resources are strategically placed to respond to incidents.
- Bradford District will coordinate Wildfire training days with fire crews and partner agencies to provide information on the location of water supplies, routes for access, and details of landowner support.

Resilience

- We will share our response plans with local partners to aid in a coordinated response to any wildfire incident within Bradford District.

Li-Ion & Associated Risks

Prevention

- Crew will be actively raising awareness about the dangers associated with lithium batteries and providing safety advice during S&W visits.
- We will work with housing providers to share advice on fire safety precautions relating to the use, handling, and storage of these batteries.

Protection

- Through the SSRI schedule, crews will identify poor storage and charging practices and offer advice.

Response

- Crews will continue to develop their knowledge around new hazards.
- SAVs will cover new firefighting equipment, such as EV fire blankets, EV plugs, with their use reinforced through training scenarios.

Fires in Domestic Properties

Prevention

- Continue to work with local housing associations and private resident associations to provide advice to those most at risk from a fire in high-rise buildings.
- We will continue to work with the responsible person at buildings with unsafe cladding to give advice on additional safety requirements and ensure these remain in place until the cladding is removed and replaced.

Protection

- We will report and enforce non-compliance with RRO legislation.

Response

- We will undertake a series of practical exercises to improve our response.

People and Culture

Bradford district has 181 Wholetime, 25 On-Call firefighters, and 8 enabling team staff; all who contribute to promoting safety and well-being across all workplaces and the wider community. We engage with our staff and develop our people and culture through:

- HR Engagement visits
- CPD Sessions
- Station Assurance Visits (SAVs)
- Watch Briefings
- Annual Reviews
- NVQs and personal development

We acknowledge the crucial role our workforce plays in achieving our ambition. As one of the country's leading Fire & Rescue Services, we are committed to supporting and developing our personnel and investing in their future.

Our People Strategy offers a strategic framework that aligns with the service's aim and priorities. It ensures we have the right people with the necessary skills, in the right positions, at the right time.

Our values

'Our Values' complement the new National Fire Chiefs Council Core Code of Ethics, which prioritises the interests of the public, the community, and service users.

Teamwork: "We recognise everyone's strengths and contributions, working effectively as one team."

Integrity: "We are trustworthy, act ethically, treating each other with dignity and respect."

Learning: "We learn all the time; we share knowledge and experiences, celebrating success."

Responsibility: "We are responsible, work positively, and take ownership of the work we do."

Communication: "We share clear information, in ways everyone understands, having open discussions."

We strive to create an inclusive environment where every individual feels valued and supported.

Core Code of Ethics

Our Core Code sets out five ethical principles, based on the Seven Principles of Public Life, which provide a basis for promoting good behaviour and challenging inappropriate behaviour.

- **Putting our communities first** – we put the interests of the public, the community, and service users first.
- **Integrity** – we act with integrity, including being open, honest, and consistent in everything we do.
- **Dignity and respect** – making decisions objectively based on evidence, without discrimination or bias.
- **Leadership** – we are all positive role models, always demonstrating flexibility and resilient leadership. We are all accountable for everything we do and challenge all behaviour that falls short of the highest standards.
- **Equality, diversity, and inclusion (EDI)** – We continually recognise and promote the value of EDI both within the FRSs and the wider communities in which we serve. We stand against all forms of discrimination, create equal opportunities, promote equality, foster good relations, and celebrate differences.