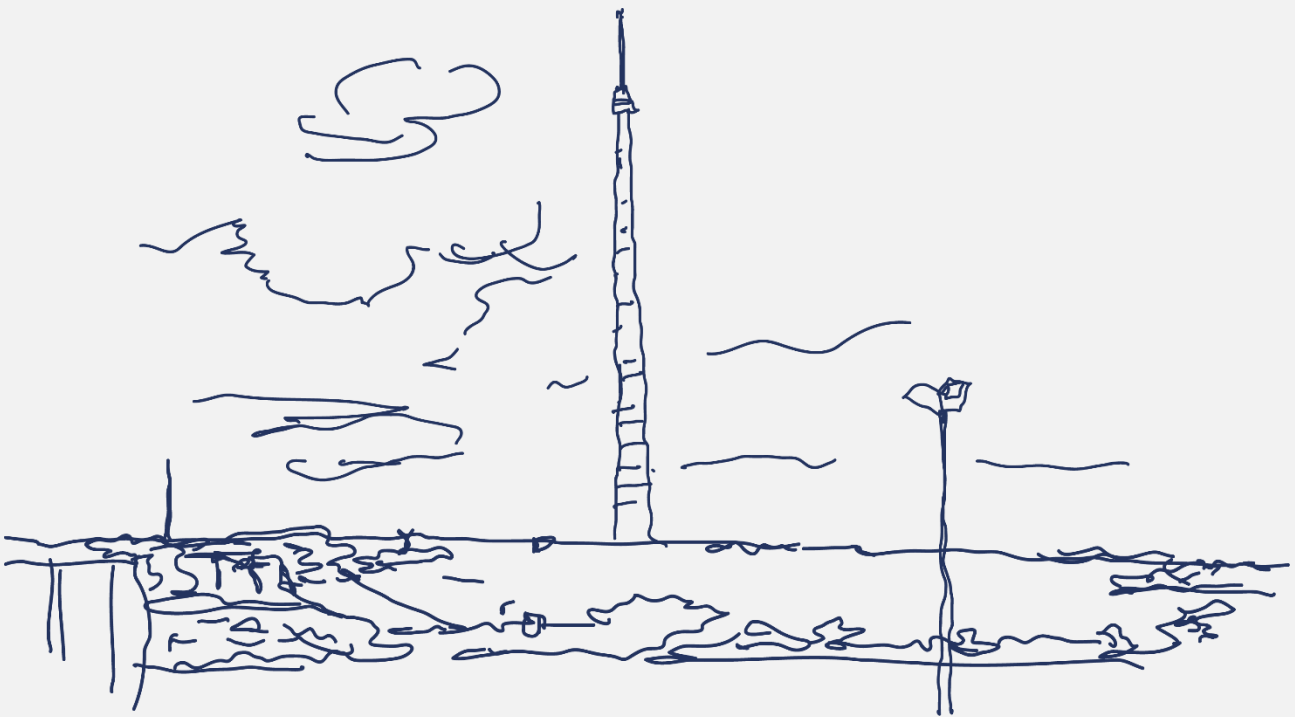




West Yorkshire
Fire & Rescue Service

Kirklees District

District Plan 2025-26



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Foreword

This plan explains how we will recognise and adapt to the changing risks and the associated impacts across the communities of Kirklees.

Kirklees District continues to adjust to the way we deliver our services. The year ahead will see the fruition of a series of improvements, innovations, and investments to provide the best possible services to the people of Kirklees.

The changes to building fire safety standards, the increasing impacts of climate change emergencies, and opportunities and risks posed by new technology have altered the way fire and rescue services keep people safe. We continue to demonstrate that we can adapt to most situations just as effectively and efficiently, using our resources wisely, but in different and innovative ways.

I am incredibly proud to lead the district team who display passion, skill, commitment, and continue to deliver a great service to the communities of Kirklees.

This year, we will increase our community engagement to enhance the services we deliver to the people of Kirklees. Community-based activities will further strengthen the relationships between neighbourhoods, partners, and the service. We are focused on embedding and evaluating these new ways of working to ensure they are tailored to local needs and deliver the most effective interventions and responses to local risks.

We need to change how we deliver services to ensure we are 'Making West Yorkshire Safer'. This plan is the start of resetting and reaffirming our priorities based on current and future challenges, and how we will seize this opportunity to improve further. It provides a clear understanding of how we will continue to prevent, protect, and respond efficiently and effectively to meet the needs of the Kirklees communities.

Our strategic priorities within this plan are aligned with the service Community Risk Management Plan (CRMP).

This plan is supported by the District Team, local stations, and our PDRs, ensuring everyone understands their value in delivering our focus of keeping the communities of Kirklees safe.

Dale Gardiner – Kirklees District Commander

Overview of Kirklees

Kirklees is a local government district of West Yorkshire, England, governed by Kirklees Council with the status of a metropolitan borough. The largest town and administrative centre of Kirklees is Huddersfield.

Kirklees has a population of 422,500 (2011 Census) spread over an area of 157 square miles. The area is a contrast between remote, rural areas and town centres. It includes a major motorway (M62) and rail network, together with risks such as the Standedge tunnel, three major hospitals, and seven Control of Major Accident Hazards (COMAH) sites.

Kirklees has a history of strong partnership work, which continues to go from strength to strength.

The Kirklees District team includes a District Commander, four Assistant District Commanders, two District Support Officers, a District Prevention Manager, and three Prevention Officers

Kirklees:

- Population – 422,500
- Personnel – 239
- Size of area – 1572 miles
- Fire Engines – 11
- Fire Stations – 8

Kirklees Stations

- Dewsbury (Wholetime)
- Holmfirth (On -Call)
- Huddersfield (Wholetime, includes Aerial Platform)
- Meltham (On-Call, Wildfire)
- Mirfield (On-Call)
- Slaithwaite (On-Call, Wildfire)
- Skelmanthorpe (On-Call, Wildfire)
- Spen Valley (Wholetime, Technical & Rescue Unit)

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.
- Prioritise a people first mindset through ethical and professional leadership and management.
- 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.

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

Our District operational training team aims to develop the skills of our workforce to meet the risks presented within Kirklees both now and in the foreseeable future. To achieve this, we will:

- Arrange and carry out Station assurance visits to ensure we provide an effective operational response
- Contribute to organisational learning by conducting debriefs and sharing learning from incidents and exercises
- Plan, prepare, and exercise against identified risks within Kirklees District
- Our national resilience assets will be trained and ready to support regional and national emergencies by the National Co-ordination & Advisory Framework for FRS; in Kirklees, these include:
 - The Aerial Ladder Platform crews at Huddersfield maintain competencies every quarter and are ready to respond to incidents across the county and can support neighbouring fire and rescue services if required.
 - Dewsbury crews provide support to hazardous material incidents
 - Spen Valley crews contribute to a nationwide Urban Search and Rescue capability
- Attend and assess premises to gather SSRI information to inform our response and identify risks. SSRI visits will be prioritised by risk level
- We will deliver the WYFRS training and exercise framework, which will result in a comprehensive exercise programme involving partners and neighbouring FRSs. In 2025, we have planned 64 Command CPD sessions, 17 Service Assurance Visits, 17 2/3 pump exercises, and 17 4/5 pump exercises. Also, every quarter, each watch will attend a district-based exercise/tabletop, which varies from 2 to 5 pumps.

Watch managers within Kirklees District will lead on the following training areas:

- Huddersfield – Aerial Capabilities
- Dewsbury – Hazmat
- Spen Valley – Confined Space and Animal Rescue
- On-Call Watch Managers – Wildfire

Focus our activities on reducing risk and vulnerability

The aim of our Prevention team is to reduce the risk of injury and harm to those most vulnerable in our community. We will use a data led and person-centred approach to target those most at risk of fire and use the resources available to us to improve their safety.

By understanding the profile of communities and the risks they face we will work with partners to safeguard where necessary and ensure support and intervention is given to those when they need it the most. We will use education and targeted activities to reduce deliberate fires with the potential to cause harm to people or damage to property and improve people's safety on the road or near water. With improvements in technology, we will make sure our systems and information campaigns are efficient and effective. We will evaluate the impact of our prevention work against trends in incident analysis and through assessment of changes in public behaviour, attitudes, and intentions. We will also quality assure our prevention process against national standards and frameworks to ensure our resources are focused on those most at risk and making a positive difference.

To achieve this, we will:

- Prioritise our Prevention activities so that we can target the most vulnerable persons or 'at risk' groups and work with partners to promote in areas of high social deprivation.
- Increase our prevention work in rural communities.
- Increase the number of visits to vulnerable persons and over 65's across the district.
- Carry out Risk reduction talks to local schools, colleges and Universities. Focusing on building partnerships with higher education partners to deliver safety messages in line with the NFCC calendar.
- Develop our work in the built environment by increasing our engagement with people, companies and organisations, especially in higher risk occupancies through the SSRI programme.
- Work with our youth intervention team we will assist with delivery vital Youth programmes in partnership with schools, WYP and the local authority.
- We will use Risk Reduction logs at Ward Level to manage risks posed by ASB, Road Safety, wildfire, open water across the district.
- We will build upon existing partnerships and continue to support the serious violence duty partnership and Clear, Hold and Build programmes within Kirklees.
- Each Watch will organise one education session covering ASB, Road, Water, Wildfire and Lithium - ion battery safety.

Station initiatives will include but not limited to:

- Dewsbury - Social Isolation (older people) – Direct Home approach

- Holmfirth – Safe and Well Queue management – Community Engagement at Local events
- Huddersfield - Water – Highrise – Student safety
- Meltham - Safe and Well Queue management – Community Engagement at Local events
- Mirfield - Safe and Well Queue management – Community Engagement at Local events
- Slaithwaite - Safe and Well Queue management – Community Engagement at Local events
- Skelmanthorpe - Safe and Well Queue management – Community Engagement at Local events
- Spenn Valley - Social Isolation (older people) – Direct Home approach

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

We recognise the importance that our workforce plays in achieving the Kirklees District priorities. We are investing in health and wellbeing, leadership and development, and diversity and inclusion strategies to support staff to reach their full potential.

- We will engage with our workforce and encourage, trust, and support them to play their part in promoting safety and wellbeing across Kirklees. We will achieve this by:
- Promoting awareness of the importance of mental health and well-being and encouraging all to monitor and signpost themselves/their colleagues to Occupational Health or Employee Assistance programme where appropriate
- Encourage attendance at Staff Network events and support ED&I calendar events to increase station personnel's knowledge of Equality Diversity, and Inclusion
- Host a series of Station Community events to support recruitment at our On-Call stations
- Provide support to firefighters and managers in development roles to allow them to become the best they can be
- Manage health, safety & well-being of personnel & ensure that levels of absence, accidents and injuries are in line with service policies.
- Outcomes from Safety Event Reports will be actively monitored at the district's monthly meeting to highlight trends and share learning across the district to prevent recurrence.
- The district team will continue to monitor station and off-site risk assessments, support health and safety audits, and undertake compliance checks to ensure our staff are working and training in a safe risk-assessed environment.

Work with partners and communities to deliver our services

Kirklees District will continue to work with local partner agencies to educate people on how to prevent fire and, where necessary, safely react to an emergency. We have a long history with partner agencies across the district to educate communities about the danger of moor fires and

water dangers. We continue to deliver education to a large number of children across the district in a variety of topics, such as bonfire and wildfire awareness, as well as the traditional water and road safety education. We know from the work we do with our partners in health and social care that vulnerable people in rural communities can feel more isolated and become harder to reach. Many of our partner agencies are already working hard to reach them and offer support such as adult social care and community health services. We will continue to support these initiatives by:

- Kirklees District team and operational crews will undertake community engagement activities across the district to highlight Vision Zero within the District.
- Kirklees District will work with our partners to develop support the prevention of drowning, water-related deaths, and unintentional injuries around water with the support of the Kirklees Water Safety Group.
- We will work with Kirklees Council in highlighting the PSPO measures within Kirklees District via community engagement and social media, highlighting the #BeMoorAware campaign.
- We will support the Clear Hold Build Project within Ashbrow Ward. Community engagement, education, and home safety will be a priority within this diverse ward to improve community living and standards
- We will work with Kirklees Council, Environment Agency, and blue light partners in reporting and actioning abandoned waste materials.
- We will continue to work with social housing providers to provide advice to those most at risk from a fire in both high-rise and multi-occupancy buildings.
- The District Prevention Manager will continue to work closely with Safe and Well referral partners to train them on the new website referral process, refresh the referral criteria to ensure we target appropriate vulnerable individuals, and look for new partners to identify those in the community who would benefit from a Safe and Well visit.
- We will carry out multi-agency exercises based on our risk profiles within Kirklees.

We will carry out joint training in relation to attending extreme weather-related events with Kirklees Council and blue light partners.

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

- We utilise strategic and operational reports on OneView to inform effective decision-making through understanding where our risk, vulnerabilities, and incident occurrences are.
- We will continue to embed the Service Delivery Effectiveness Plan with a focus on further improvements in Service Delivery activities, including a recordable increase in Prevention, Protection, and Training activities.
- We will work closely with the Service Delivery Administration Hub to improve ways of working to relieve administrative duties on operational staff so they can focus on community and response work.

- We will continue to explore opportunities to be more efficient in how we operate across the district.
- We will continue to support the renovation of Huddersfield fire station.
- We will ensure the best use of district prevention staff in providing an efficient and valuable service to the communities of Kirklees.

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

To further develop a culture of excellence, equality, learning, and inclusion, Kirklees District will focus on several key areas.

- We will continue to nurture talent and provide support for those expressing an interest in developing and progressing within the service.
- We will continue to maintain the competence of all service delivery staff via quarterly Thematic development sessions.
- We will continue to work with partners to identify opportunities for multi partner development.

Our achievements in 2024-25

Educating people about the hazards of fires and floods, fitting smoke alarms in the homes of vulnerable people, and rescuing people trapped in dangerous situations are good examples of where we continue to make a difference.

We attended 3330 incidents within the financial year, which is 597 fewer than the previous year.

We have seen fewer accidental dwelling fires than last year; We have attended 20 fewer dwelling fires than the previous 3-year average. This achievement is attributed to the focused prevention work carried out by operational crews and prevention staff throughout the district. These teams have completed 1822 safe and well visits throughout the district. This work contributes to further driving down the number and severity of dwelling fires across Kirklees.

We continue to see On-Call availability above 70 % at all our Kirklees stations, which is above the national average for On-Call stations.

WYFRS crews delivered a broad range of road safety activities and events. The District has been proactive in highlighting the dangers and continues to work with the Kirklees Road Safety Partnership in aiming to make Kirklees' roads safer. They were involved in promoting Brake's national Road Safety Week, delivering a range of 'Engage and Educate' events across the area with Highways, WYP, and Safer Kirklees, parking initiatives around schools, and extrication demonstrations were held at sites in Dewsbury and Huddersfield.

Kirklees District has undertaken a series of YAS student placements at Huddersfield and Dewsbury fire stations. The paramedic students have also been involved in a series of joint exercises at sites across the district.

Kirklees crews have continued to give advice and guidance to building owners to reduce the risk of fire. Crews have collected operational information from over 200 premises, so they are prepared should an incident occur.

Kirklees 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	3623	3927	4131
Non-domestic Fires	36	45	50
Non-fires	716	755	736
Accidental Dwelling Fires	158	180	179
False Alarms	1564	1871	1914
Fires	1343	1301	1481
Victims Rescues	204	190	191
Fire-Related Injuries and Fatalities	40	32	27
Road Traffic Collisions	102	112	115

Risk and vulnerabilities in our communities

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 and working with all partners within Kirklees.

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

The following sources have been used to identify the risk within Kirklees 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

We are also members of the Local Resilience Forum (LRF) for West Yorkshire, a team of multi-agency partners helping our communities prepare for, respond to and recover from emergencies and major incidents

<https://www.westyorkshireprepared.org.uk/>

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 the Kirklees District.

- **Prevention** is raising awareness about the risks people face to prevent emergencies and reduce vulnerability.

- **Protection** is promoting and enforcing the fire safety measures required by law to ensure buildings and occupants are protected should a fire occur.
- **Response** is being ready for and responding to emergencies.
- **Resilience** is being able to deal with major emergencies and disruption locally and nationally whilst continuing to deliver our critical services.

Our Risks

ASB and Deliberate Fires

Prevention

- We will work with partner agencies in educating communities on the consequences of anti-social behaviour.

Protection

- Operational crews and fire protection teams will highlight the impact of waste accumulation on businesses when carrying out SSRIs. Arson prevention advice will be provided to local businesses.

Response

- Operational crews will be responsible for identifying trends and developing workstreams for dealing with nuisance fires within identified locations

Resilience

- Crews will deliver targeted intelligence-led direct home approach safe and well visits to the communities of Kirklees.

Road Safety

Prevention

- Kirklees District will work with our partners to develop a Kirklees strategy to support vision zero.

Protection

Response

- Kirklees District will further develop first responder awareness training that can be delivered by crews to partners and the public.

Resilience

- We will develop a series of exercises to test operational crews, partners, and raise awareness of the risks associated with dangerous driving.

Highrise

Prevention

- We will continue to work with social housing providers to provide advice to those most at risk from a fire in both high-rise and multi-occupancy buildings.

Protection

- We will collect and use accurate risk information on buildings to ensure our response to emergencies is as safe and effective as possible.

Response

- We will continue to undertake training focused on multi-occupied buildings within Kirklees.

Resilience

- We will continue to implement recommendations from the Grenfell inquiry and research into building safety within multi-occupancy buildings.

Water Safety

Prevention

- Kirklees District will work with our partners to develop a Kirklees strategy to support the prevention of drowning, water-related deaths, and unintentional injuries around water.

Protection

- Kirklees District will further develop first responder water awareness training that can be delivered by crews to businesses within Kirklees District.

Response

- Kirklees Crews will develop local operational plans to increase operational preparedness concerning key risk sites across our district.

Resilience

- We will develop a series of exercises to test operational crews, partners, and raise awareness of the risks associated with water at key locations across the district.

Wildfire

Prevention

- We will work with Kirklees Council and National Trust in highlighting the PSPO measures within Kirklees District via community engagement and social media, highlighting the #BeMoorAware campaign.

Protection

- The district team will work with multi-agency partners to carry out community engagement and engagement with landowners in areas vulnerable to wildfires.

Response

- Kirklees Crews will undertake cross-border training to understand the capabilities and capacities of our bordering services.

Resilience

- Kirklees Crews will ensure that fire maps and response plans are up to date and available for all responding agencies.

Li-Ion & Associated Risks

Prevention

- We will undertake a series of community engagement events to raise awareness of the safe use of e-related products.

Protection

- Kirklees District will work with our partners to develop a joint approach to the emerging risk of the use of e-scooters and e-bikes.

Response

- We will undertake a series of training scenarios to test operational crews, partners, and raise awareness of the risks associated with electric vehicles.

Resilience

- We will undertake CPD sessions on firefighting tactics and the impact on the community regarding electric vehicle fires.

Fires in Domestic Properties

Prevention

- We will continue to work with social housing providers to provide advice to those most at risk from a fire within Kirklees.

Protection

- We will collect and use accurate risk information on buildings to ensure our response to emergencies is as safe and effective as possible.

Response

- We will continue to undertake training focused on domestic properties and buildings within Kirklees.

Resilience

- We will collect and use accurate risk information on buildings to ensure our response to emergencies is as safe and effective as possible.

People and Culture

Across the Service, we employ 1,466 dedicated staff members who contribute to promoting safety and well-being across all communities in West Yorkshire.

All Kirklees staff members contribute to promoting safety and well-being across Kirklees District. This also includes creating an inclusive and impartial workplace where we provide our teams with the most efficient and effective tools to safely deliver their statutory functions.

We will deliver the following workstreams in Kirklees District:

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

We acknowledge the crucial role our workforce plays in achieving our ambition. As one of the country's leading Fire and 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." Kirklees crews will undertake a variety of exercises, including those with neighbouring services and partner agencies, to establish closer working relationships. As one team, we will continue to support the Health and Well-being of all our people.
- **Integrity** "We are trustworthy, act ethically, treating each other with dignity and respect." The Kirklees 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 learn all the time; we share knowledge and experiences, celebrating success.” 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, and to ensure continuous improvement of services to the public.
- **Responsibility** “We are responsible, work positively and take ownership of the work we do.” 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 without unnecessary hierarchy.
- **Communication** “We share clear information, in ways everyone understands, having open discussions.” The district team will engage with all staff regularly to update them on changing priorities in both the district and across the service; this will be a two-way process, providing an 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.

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 difference.