

Kirklees District Plan

2023/24

Foreword

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

Kirklees District has witnessed fundamental change over the last two years due to the pandemic which has seen adjustments to the way we deliver our services. 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.

Moving forward we remain committed to the shared outcomes we have agreed with our partners. This joint working allows us to bring our collective insight, expertise, and resources together to achieve greater impacts and make Kirklees a safer place to live.

The climate emergency will continue to affect our communities and we have a responsibility to not only reduce our own impact, but to respond to wide-area flooding and moorland fires when they occur. The threats exposed by the Grenfell Tower fire remain and the cost-of-living crisis requires a collaborative approach to support the people of Kirklees.

We will increase our community engagement to enhance the services we deliver to the people of Kirklees. This work will further strengthen the relationships between neighbourhoods and the service.

In addition to this, we need to change how we deliver services in line with the findings from the recommendations from Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) inspection of WYFRS. This plan is the start of resetting and reaffirming our priorities based on these 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.

- **Dale Gardiner** – Kirklees District Commander

About Kirklees district

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 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

- Cleakheaton (Wholetime, Technical & Rescue Unit/Urban Search & Rescue)
- Dewsbury (Wholetime)
- Mirfield (Retained/On-Call)
- Huddersfield (Wholetime, includes Aerial Platform)
- Slaithwaite (Retained/On-Call)
- Meltham (Retained/On-Call, Wildfire)
- Holmfirth (Day crewing)
- Skelmanthorpe ((Retained/On-Call)

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 of 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 continue to manage and monitor the risk within Kirklees and ensure that our operational response is appropriate to the risks identified.
- We will ensure the availability of specialist equipment, vehicles and personnel in areas where risk is identified as requiring a specialist response.

Improve the safety and effectiveness of our firefighters.

- We will continue to work with and support our partners as our community recovers from the impact of COVID.
- We will undertake training and exercising to ensure a safe response to risk identified in Kirklees.
- We will develop a coordinated process for dealing with identified areas with ASB issues.
- This includes appropriate multi-agency information sharing, timely interventions, and clear escalation processes.

Promote health, safety, and wellbeing for all our people.

- We will increase awareness of Occupational Health services to all staff with Kirklees District
- We will undertake events as part of the campaigns calendar to promote positive messages to both personnel and the Kirklees communities.
- We will support all Kirklees personnel with their welfare who are affected by situations within or outside the organisation.

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

- 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.

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

- We will continue to enhance our partnerships with social housing providers within Kirklees to ensure that high risk and vulnerable members of our

communities are identified, and work is carried out to improve their safety and wellbeing.

- We will refresh key partnership working arrangements and referrals into WYFRS as communities recover from the impact of COVID.

Provide ethical governance and value for money.

- We will continue to explore opportunities to be more efficient in how we operate.
- We will continue to support the relocation of Cleckheaton fire station and the renovation of Huddersfield fire station.
- We will ensure the best use of district resources in providing an efficient and value for money response to incidents.

Collaborate with partners to improve all of our services.

- We will carry out multi agency exercises based around our risk profiles within Kirklees.
- We will work with blue light and local authority partners to develop plans to respond to water related and road traffic incidents.
- We will carry out joint training in relation to attending extreme weather-related events with Kirklees Council and blue light partners.

Work in a sustainable and environmentally friendly way.

- We will implement a recycling programme at all Kirklees stations.
- We will undertake awareness sessions on the carbon costs and impacts of everyday activities and the ability to reduce emissions, both as an individual and District.

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

- We will work with Kirklees Council to develop community engagement and positive action opportunities for Kirklees District.
- We will continue recruitment campaigns at our On-Call stations to improve the diversity at these stations.
- We will continue to support positive recruitment messages during all service delivery contact.

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.

Risk in Kirklees 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 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
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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 Kirklees

ASB and Nuisance Fires

How will we reduce the risks?

Prevention

- We will work with Kirklees Council, Environment Agency and blue light partners in reporting and actioning abandoned waste materials.
- Crews will carry out EVAs to identify areas prone to abandoned waste materials and ensure that safe and well visits carried out in these areas to highlight the risks to residents.
- We will work with partner agencies in educating communities on the consequences of anti-social behaviour that result in unnecessary call outs to operational crews.

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.

Road Traffic Collisions

How will we reduce the risks?

Prevention

- Kirklees District team and operational crews will undertake community engagement activities across the District in highlighting Vision zero within the District.

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

- Crews will train with partners looking at improving our responses to RTCs in both town centre and rural locations.
- Operational personnel will receive training on electric vehicles and the additional hazards they may be exposed to when working with this type of transportation.

Multi Occupancy Buildings

How will we reduce the risks?

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.
- We will implement recommendations from the Grenfell inquiry and research into building safety within 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 focussed on multi-occupied buildings within Kirklees.

High Risk / Vulnerable Individuals and Communities

How will we reduce the risks?

Prevention

- Crews will deliver targeted interventions to ensure safe and well visits are carried out to the most vulnerable within in our communities with a data led approach.
- We will work with Community groups to undertake a series of community engagement activities to raise awareness of local risk and build collaborative relationships within the identified areas.

Response

- Crews will carry out EVAs to identify areas prone to abandoned waste materials and ensure that targeted interventions are undertaken with residents from the affected areas.

Resilience

- We will develop new ways of working with local partners to aid in a co-ordinated response to local issues within Kirklees.
- Kirklees District will test new approaches to addressing risk and community safety issues that are evidence based and reflect promising practice that support improving health, safety, and well-being.

Wildfire

How will we reduce the risks?

Prevention

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

Protection

- Operational crews will undertake EVAs to identify areas vulnerable to wildfire and carry out community engagement.
- 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 ensure that fire maps and response plans are up to date and available for all responding agencies.
- Kirklees Crews will undertake cross border training to understand the capabilities and capacities of our bordering services.

Water Safety

How will we reduce the risks?

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.

Response

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

Resilience

- Kirklees District will further develop first responder water awareness training that can be delivered by crews to partners and the public.
- We will develop a water site visit schedule for crews to undertake with partners during warm conditions when the public are more likely to enter the water.

Leeds district achievements 2022 – 23

There is little doubt that our prevention, protection, and response activities have helped to save many lives and livelihoods over the years. 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.

Prevention

Kirklees District have worked with local partner agencies to educate people on how to prevent fire and where necessary, safely react to an emergency. We have worked with partner agencies across the district to educate our communities about the danger of moor fires and water dangers. We have delivered 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.

Youth Programmes

Kirklees District crews and Youth Interventions have focused work around three key areas:

- Dangers of playing with fire / deliberately setting fires.
- Consequences for community, individuals & blue light services of deliberate fire setting.
- Fire safety & what to do in the event of a fire.

These as seen delivery of targeted programs such as GRIT, SHOUT and FireFit to a variety of Kirklees schools and colleges.

Protection

Over 100 Operational Risk Visits were undertaken by crews at buildings throughout the district. The reporting of occurrences of fly-tipping, burning off, abandoned vehicles and un-secured buildings has benefitted in the production of a multi-agency leaflet by Kirklees personnel. This early identification of incident trends and ensuring that property owners take responsibility for securing their buildings has been well received by partners and building owners.

Response

Kirklees District stations have attended and organised multi-station training and exercise scenarios as part of the co-ordinated ops and training station assurance visits. These have ranged from building fire situations, hazardous material events, water related incidents and wildfire scenarios.

We have organised Cross Border Multi training involving stations from GMFRS and SYFRS. These involved a coordinated responses to an RTC scenario on Marsden Moor and a multi-agency exercise at Stanedge Tunnel. Kirklees District have also completed CPD sessions for all stations on topics such as high rise, wildfire and HAZMAT incidents.

People

Kirklees District has seen 7 NVQ candidates successfully complete their certification. The ADCs oversee this work with regular observations, assessments, and face to face meetings.

The appraisal process undertaken every year within the service also highlights the need and support required for individuals within the district. This has resulted in several individuals from the district progressing to the next rank as part of their development.

We recruited 2 firefighters at our On-Call stations where 4 of the 5 stations are achieving over 90% availability every week.

Further Supporting our communities

WYFRS have undertaken a range of meaningful opportunities to engage with our emergency services partners and academics from Huddersfield University. This has allowed the WYFRS personnel to be able to sign off competencies via multi-agency exercises. We have also undertaken a series of in-situ activities, which have provided valuable learning opportunities focused on difficult conversations for WYFRS crews.

Performance

District performance

2021 – 22

Performance Indicator	3-year average target	Actual (2021/22)	Performance against 3-year average
Arson	982	736	-25.1%
Primary Arson	228	143	-37.3%
Secondary Arson	754	593	-21.4%
Actual Rescues	279	196	-29.7%
Total Activity	4058	4056	0.0%
Dwelling Fires	183	175	-4.4%
Non-Domestic Building Fires	63	57	-9.5%
Prevalence of False Alarms	1823	1913	4.9%
Fire Related Injuries	37	23	-37.8%
Road Traffic Collisions	129	123	-4.7%
Malicious False Alarms	58	41	-29.3%

Kirklees district - 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 engage with our workforce and encourage, trust and support them to play their part in promoting safety and wellbeing across Kirklees.

We have recruited firefighters to work at our five On-Call fire stations, which has been a positive step, enabling us to bring in new talent and improving the availability of resources.

How we support our people...

Teamwork

Kirklees crews will undertake a variety of 2 pump exercises to establish closer working with nearby stations.

Integrity

Kirklees District will support and develop individuals to be the best they can be throughout the year.

Learning

We will undertake a series of interactive training sessions to ensure operational crews are prepared to respond to variety of scenarios.

Responsibility

We will ensure all crews attend mandatory training courses in a variety of subjects to ensure competency.

Communication

Kirklees District will undertake Bi-weekly meetings with junior officers to update watches on the changing priorities within the District.

Kirklees District will attend and arrange community events to facilitate communication and stronger relationships within the communities of Kirklees.

Monitoring progress

At a district level performance across all areas will be monitored through Service Assurance Visit (SAV) process.

The SAV process is focused on staff engagement, service delivery and professional standards. Leeds District is focused on maintaining and assuring the highest level of Organisational preparedness and effectiveness.

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

Additional monitoring and review will be undertaken by the Area Manager Service Delivery on a monthly basis.

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

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