



West Yorkshire  
Fire & Rescue Service

# Wakefield District

District Pan 2025-26



## Contents

Foreword.....	4
Overview of Wakefield .....	4
Our Strategic Priorities.....	5
Provide a safe, effective, and resilient response to local and national emergencies .....	6
Focus our activities on reducing risk and vulnerability .....	7
Enhance the health, safety, and well-being of our people .....	8
Work with partners and communities to deliver our services .....	9
Use resources in an innovative, sustainable, and efficient manner to maximise value for money.....	10
Further develop a culture of excellence, equality, learning, and inclusion .....	10
Our achievements in 2024-25.....	11
Wakefield District Performance 2024-25.....	12
Risk and vulnerabilities in our communities .....	12
ASB and Deliberate Fires .....	13
Prevention .....	13
Protection .....	13
Response .....	13
Road Safety .....	14
Prevention .....	14
Response .....	14
Highrise.....	14
Prevention .....	14
Protection .....	14
Response .....	15
Water Safety .....	15
Prevention .....	15
Response .....	15
Resilience.....	15
Wildfire (Standing Arable/Crop Fires) .....	15
Prevention .....	15
Protection .....	16

Response .....	16
Secure Accommodation .....	16
Prevention .....	16
Response .....	16
Li-Ion & Associated Risks .....	16
Prevention .....	16
Protection .....	17
Response .....	17
Fires in Domestic Properties .....	17
Prevention .....	17
Protection .....	17
Response .....	17
People and Culture .....	18
Our values .....	18
Core Code of Ethics .....	19

## Foreword

This Wakefield District Plan highlights the district priorities for 2025-2026. 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 2025-2028.

Our ambition is to make West Yorkshire Safer by making Wakefield Safer. We aim to improve community safety and wellbeing and reduce the risk to life, property, and the environment from fire and other emergencies. The Wakefield District Team will work with partners to understand the challenges and changing risks that face our communities and those most vulnerable within our society.

We aim to use lessons learned to improve and deliver a proactive community safety programme and engagement strategy. Collaboration and relationships with partners, local authorities, and third sector organisations are strong in Wakefield. We will use this strength 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 the public safe.

We will encourage a learning environment in which we support, develop, and enable all our employees to be at their best, with the health and well-being 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 that reflects and serves our communities.

Our District performance indicators in 2024 / 25 were positive, and we will build upon these to further reduce them during 2025 / 26 to ensure Wakefield is a safer place to live, visit, work, and enjoy.

Paul Daly - Wakefield District Commander

## Overview of Wakefield

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

Our District Management Team comprises a District Commander, four Assistant District Commanders, operational support officers, a fire prevention team, a 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 an Aerial Ladder Platform (ALP); a new dedicated aerial ladder platform with a reach of 42 meters, providing greater operational capability, particularly at high-rise incidents. Both of the WYFRS Command Unit vehicles are located within the 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 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 socio-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 is 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 – 353,000.
- District Staff – 135.
- Size of area – 131 square miles.
- Fire Engines – 7 + 1 Aerial Ladder Platform.

Wakefield Stations:

- Ossett (Wholetime, Water Rescue)
- Wakefield (Wholetime, Includes Aerial Ladder Platform)
- Normanton (Day crewing)
- Castleford (Day crewing)
- Pontefract (Wholetime, Main Command Unit)
- Featherstone (Retained or On-Call, Command Unit lite)
- South Kirkby (Day crewing)

## 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.

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

- Through our Station Assurance process, we will undertake training and exercises to ensure a safe response to foreseeable risk.
- We will maintain a focus on maintaining professional standards and staff competencies throughout Wakefield District, and implement recommendations and learning through incident and exercise debriefs
- We will continue to undertake a focus of training to develop closer working relationships with partners to improve operational effectiveness around incidents and foreseeable risk within Wakefield.
- Operational crews will undertake Site Specific Risk Inspections (SSRI's) to gain familiarity with buildings in Wakefield and collate any risk information relevant to pre-planning for incident attendance, to improve operational effectiveness.
- A Tactical Information Plan will be produced for all buildings over 18m, ensuring detailed information is available for all tall buildings within the district.
- Our national resilience assets will be trained and ready to support regional and national emergencies in accordance with the National Co-ordination & Advisory Framework for FRS; in Wakefield, these include:
  - Water Rescue (mod 3 operators) – trained to the Flood Rescue Concept of Operations, includes quarterly training in fast-moving water and bi-annual attendance at Pinkston's artificial white-water centre
  - Command Units (CU1 + CU Lite) provide Command support at incidents across the county whilst also providing ELS capability nationally to support Major incidents.
  - The Aerial Ladder Platform crews maintain competencies on a quarterly basis and are ready to respond to incidents across the county and can support neighbouring fire and rescue services if required.
- 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 Command CPD sessions, Service Assurance Visits, 2/3 pump exercises, and 4/5 pump exercises. Also, every quarter, each watch will attend a district-based CPD input covering various topics.

- Watch Managers from the following stations will lead on.
- Ossett – Training Mod2 water stations. Ossett WM's will deliver this training to all district staff within the next 12 months.
- Wakefield – Training ALP awareness to district stations. Wakefield WM's will deliver this training to all district staff within the next 12 months.
- Pontefract – Command Support and HAZMAT training. Pontefract WM's will deliver this training to all district staff within the next 12 months.
- Castleford – Command CPD sessions to JO's and newly enrolled STC. Castleford WM will deliver this CPD training to all district STC's within the next 12 months.
- Featherstone – Support District HAZMAT training and Modular training for trainees.
- Normanton – Schools/Colleges education on RTC and Water Safety. Normanton WM will continue to deliver this training to district education venues over the next 12 months.
- District Support Watch Managers – Assurance and audit of exercises and competency dashboard. DSO's will support operational crews with training, schedule exercises to meet risk, and support the District's Strategic objectives of this plan.
- South Kirkby – Wildfire Training to the district. South Kirkby WM & JO's will deliver this training to all district staff within the next 12 months.

## 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 a lower operational demand leading the increase. We will focus our Safe and Well programme on those most vulnerable within the community and ensure we meet our set time targets for engaging with those individuals.
- Our dedicated prevention team and crews will 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 engage with those at most risk of fire and use the resources available to us to improve their safety, this will include a direct home approach way of working.
- Working with our youth intervention team we will assist with delivering vital Youth programmes in partnership with schools, WYP, and the local authority.
- We will progress community engagement into the most marginalised sections of our communities, to promote our safety messages and those areas where we work in partnership via the Wakefield Community Safety Partnership.
- 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 Wakefield City Council to identify trends and provide education messages, in partnership through their regular tenant newsletters.

- We will use Risk Reduction logs at Ward Level to manage risks and repeat incidents posed by Anti-Social Behaviour, Accidental Dwelling Fires, Non-Domestic Building Fires, Road Safety, Wildfire, Water Rescues, Automatic Fire Alarms, and Non-Fire Related incidents. Each watch will be responsible for identifying the risks, with a station-based initiative approach to resolve the issue.
- We will also deliver themed, specific safety messages and education to targeted groups alongside the National Fire Chiefs Council Programme of safety weeks.
- We will continue to build and work in partnership with Wakefield Safer Communities within the appropriate boards to reduce the likelihood of Serious Violence, Organised Crime, and Terrorism. Violence against women and girls and safeguarding children will also be on our partnership agenda.
- We will deliver our year 5 school programme; this will be a risk-based approach due to the number of schools within the district.
- Each WM will organise one secondary school/college education session covering ASB, Road, Water, and Lithium-ion battery safety.
- Station initiatives will include, but not be limited to:
  - Ossett– Water – Highrise – RTCs
  - Wakefield– Water – High-rise – Prisons – Lithium-ion battery safety
  - Pontefract - Social Isolation (older people)
  - Normanton – Anti-social behaviour, secondary fires.
  - Castleford – Road safety – Home safety – Social isolation (older people)
  - Featherstone – Social Isolation (older people), On-Call recruitment, Safe and Well queue management – Community engagement at town events.
  - South Kirkby – Anti-social behaviour, Social Isolation (older people) - Wildfire (Standing Crop Fires)

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

In the Wakefield District, we have implemented new ways of working around contaminants and post-incident cleaning. We will continue to promote and ensure that staff are adhering to those vital processes.

We will continue to work with property to ensure stations have adequate facilities to promote the contaminants work and equality impact requirements for staff.

We will proactively ensure staff welfare following traumatic incidents through the TRIM process. Prioritising Level 1 welfare implementation and training, we will ensure its effectiveness for individuals, supported by appropriate welfare logs.



We will continue to focus on staff health and wellbeing around mental health and implement bespoke sessions and awareness, providing support and vital signposting to specialist organisations.

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 risk-assessed environment.

## Work with partners and communities to deliver our services

We will maintain our partnership structure across all areas of Service Delivery within Operational, Tactical and Strategic levels. Key Partnership working groups the district team attends are:

- Wakefield Community Safety Partnership
- Contest Strategy Boards (Anti-terror) – Prevent, Protect, and Prepare
- Serious Violence Duty
- Anti-Social Behaviour Board
- Wakefield Adult & Child Safeguarding Boards
- Wakefield Road Safety Board (Vision Zero)
- Neighbourhood Co-ordinating Groups (NCG's)
- Youth Justice Board
- Health and Wellbeing Board
- Wakefield Chief Officer Group
- Domestic Homicide Group
- Multi-agency Gold Strategic Meeting.

We will collaborate with WYP and local authority partners to reduce risk and vulnerability across the district, with a focus on our wards

We will continue to collaborate with the Wakefield District Housing team to strengthen our partnership. Together, we will deliver safety messages to social housing tenants, focusing on new and emerging risks such as high-rise safety and Lithium-ion battery safety.

The District Prevention Manager will continue to collaborate closely with Safe and Well referral partners under the Live Well umbrella. They will train partners on the new website referral process, update the referral criteria to better target vulnerable individuals, and seek new partners to identify vulnerable community members who would benefit from a Safe and Well visit.

## **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 reduce administrative duties on operational staff so they can focus on community and response work.
- Our district prevention staff will be expected to achieve minimum targets of Safe and Well Visits to maximise value for money and provide a more valuable service to the community of Wakefield. In collaboration with ICT, we will deliver new innovative IT products to reduce administration time for all staff and to capture the valuable work that we deliver.

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

- The district team will encourage continuous learning by offering training and development opportunities. This will include workshops, CPD sessions, and practical scenario-based training, that focus on both professional skills and personal growth.
- All staff will create an environment where everyone feels valued and included. This will be achieved by promoting diversity and inclusion initiatives, ensuring equal opportunities for all employees, and celebrating different cultures and backgrounds.
- We will set high professional standards and celebrate achievements. Through the assurance process, we will encourage employees to strive for excellence in their work by providing clear goals, regular feedback, and recognition.
- We will ensure that all employees are treated fairly and with respect. We will implement the service policies that promote equality and prevent discrimination and monitor compliance with those policies. Through CPD we will provide training on topics such as unconscious bias and equality impact assessments.
- Everyone within Wakefield District will develop a culture to reflect organisational values and the Core Code of Ethics. This includes promoting a learning environment and creating a more inclusive workforce.
- This district plan will align our 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.

- We will audit and encourage staff to 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.

## Our achievements in 2024-25

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 1653 Safe and Well visits to the most vulnerable households in Wakefield.
- 6 of the incident performance indicators were within the set three-year target.
- We reduced Arson to 6% below the set target - Collaborative Community Risk Reduction work was integral to this performance.
- 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 X% 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 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 have created realistic training venues at our stations, these include HAZMAT at Pontefract, Re-vamped smoke house at Castleford, Technical Rescue rig at Ossett, and a SILO for recreating incidents involving these, and a Door Entry Rig at Normanton.
- We trained all our operational crews against new procedures relating to fighting fires in and evacuating 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, intending to improve diversity and inclusion within the service.
- We have used the HMICFRS assessment as a foundation to implement our improvement action plan to deliver an outstanding service.

## Wakefield 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

## Risk and vulnerabilities in our communities

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 Wakefield 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.

## ASB and Deliberate Fires

### Prevention

- All stations within Wakefield District will deliver education and interventions with year 5 primary schools, secondary/college establishments, and community groups. The stations below deliver school intervention at the 5 highest priority schools in each ward, with support of neighbouring stations if required.
- We will work with Wakefield Council and the Environment Agency, reporting and actioning abandoned waste materials.
- We will continue with an intelligence-driven approach where information regarding ASB and community impact is shared across District partnerships. 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.

### 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. Advice during SSRIs.

### Response

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

- We will continue with our 'Community Cohesion' initiative with Crews having a presence in our most marginalised communities to create a positive attitude towards our firefighters to improve safety.
- Body-worn video cameras will help as a deterrent and aid in prosecution.

## Road Safety

### Prevention

- Will we contribute to the multi-agency Wakefield Vision Zero Strategy.
- We will use a data and intelligence-driven approach to highlight trends, using the risk reduction logs and work with partners to prevent recurrence at high-risk locations.
- Each Watch Manager will organise a secondary school/college education session.
- We will invite Tyre Safe to Charity Car washes to check the tyres of members of the public.
- We will support OpSnap in targeting poor driving standards and behaviours.

### Response

- We will undertake a series of practical exercises to improve our effectiveness in response to road traffic collisions within Wakefield.
- Operational Crews will maintain knowledge and understanding of new car technology to ensure they can deal with a variety of scenarios.
- We will work and train with YAS to understand new procedures concerning casualty care and extrication.

## Highrise

### Prevention

- We will continue to work with social housing providers and private landlords 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 ensure our prevention advice is updated to reflect trends.

### Protection

- We will work closely with our Fire Protection teams and identify and address fire safety issues within these buildings through our risk inspection programme.

## Response

- We will undertake a series of practical exercises to improve our response to this type of emergency, aligned with the new policy.
- We will undertake site-specific risk information visits and complete Tactical Information Plans to ensure we understand each of the high-rise risks in our area.

## Water Safety

### Prevention

- We will continue with the established Wakefield Water Safety Group in sharing intelligence and focusing on criticality.
- We will continue the partnership water awareness training through the established Water Safety initiative.
- Crews will lead on water safety initiatives.

### Response

- Local operational plans to increase operational preparedness about key risk sites across our district will be developed.
- We will develop a series of exercises to test operational crews, partners, and raise awareness of the risks associated with water key locations across the district.
- We will deliver on the educational Wier water safety visual training model and share the learning across all Service Delivery.

### Resilience

- Our water rescue crews will train and maintain competence aligned with the concept of operations, so they are available to be deployed regionally and nationally.

## Wildfire (Standing Arable/Crop Fires)

### Prevention

- We deliver community engagement and social media highlighting the #BeMoorAware campaign.
- We will work with West Yorkshire Police and the Local Authority Anti-Social Behaviour Team to highlight risks/trends of deliberately set crop fires.

## Protection

- Operational crews will undertake EVAs to identify areas vulnerable to wildfire and carry out community engagement.

## Response

- All crews will ensure that they are operationally prepared to respond effectively to standing crop fires.
- South Kirkby Crews will undertake training to understand the capabilities and capacities of our bordering services.
- Risk & Capabilities are currently reviewing asset locations.

## Secure Accommodation

### Prevention

- We will continue to work with prison authorities to provide education to repeat fire setters with secure accommodation.
- We will continue to identify how fires are started within the prison environment and lobby the prison service to act appropriately to prevent further fires.
- Fires in secure accommodation are a national issue; we will collaborate with other FRSs to share prevention projects and best practices.

### Response

- We will undertake a series of practical and tabletop exercises for the two prisons within Wakefield.
- We will ensure our response plans are relevant and tested in collaboration with prison staff.

## Li-Ion & Associated Risks

### Prevention

- Through our safe and well programme, we will give battery safety advice to members of the community. We will work with housing providers and Wakefield council to provide bespoke advice to people living in high-rise or multi-occupied buildings, safely.
- We will support WYFRS and NFCC's 'Charge Safe' campaigns through engagement and social media.



## Protection

- Whilst carrying out SSRIs, operational crews will highlight poor practice of Lithium Battery charging on items such as mobility scooters, E-bikes, and tools/equipment, and provide advice

## Response

- Crews will maintain competence, operational knowledge, and understanding of how to effectively extinguish lithium-ion batteries and the associated hazards.
- We will continue to use new equipment such as Firefighting Blankets and isolation plugs, and EV fires.

## Fires in Domestic Properties

### Prevention

- We will deliver the Safer Communities Prevention Strategy and Safe and Well Policy by supporting individuals to be safer in their homes. Continue partnership working to identify and improve the safety, health, and well-being of the most vulnerable within Leeds District.
- Use an intelligence-led approach to improve our understanding of where and who the risk and vulnerability is within the communities to provide a targeted, safe, and well programme.
- We will receive referrals from our partners, self-referrals from the public, and use a direct home approach to assess risk and provide education within the home, and interventions such as smoke, heat, and deaf alarms.

### Protection

- If fire safety deficiencies are found with communal areas of housing that fall under the regulatory reform order, we will liaise with our fire protection teams or raise them with the responsible person.

### Response

- We will undertake a series of practical training exercises that replicate a fire within a domestic property to ensure a safe and effective operational response. This will include domestic properties within a high-rise building.
- Crews will maintain knowledge and understanding of modern methods of building construction to understand how it impacts fire development.
- We have built a dedicated door entry rig at Normanton to enhance crews' ability to gain access using various methods.

- We have redesigned Castleford's smoke house to improve realistic training for attendance at property fires.

## People and Culture

We employ 1,466 dedicated staff members who contribute to promoting safety and well-being across all communities in West Yorkshire. We will deliver several workstreams Wakefield District that will include:

- HR Engagement
- CPD Sessions
- SAVs
- 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 & 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." Wakefield 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 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 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.