

Community Risk Management Plan (CRMP) 2025-2028

Setting out our priorities for the next four years.

Our vision

Our CRMP details our priorities based on an assessment of county-wide risks, all aimed at achieving our vision of *'making Staffordshire the safest place to be.'* Central to our efforts is our dedication to delivering a first-class fire and rescue service to our communities.

Our values

Our **Core Code of Ethics** sets out the values, attributes and behaviours that we expect from everyone in the Service (and those working with, or on behalf, of the Service). We believe these values will enhance our ability to serve our communities and make our service an even better place to work.

Our priorities

We aim to foster a diverse, healthy, and highly professional workforce, providing the support needed to keep **our people** motivated and empowered to improve the way we deliver our services.

We are committed to serving **our communities** and protecting them from fires and other emergencies through a combination of our emergency response, prevention and protection activities.

Our goal is to reduce our carbon footprint to protect **our environment** and support resilient, healthy, and sustainable communities. We also aim to ensure that Staffordshire's built environment is safe and that our practices promote a cleaner, healthier environment for all.

Key areas of focus in the survey


In the survey there are three specific questions, a summary of each is detailed below.

Three-rider trial for on-call crews

As part of our ongoing transformation work we have considered ways in which we can use our on-call crews in a more flexible and efficient way. This initiative aims to prevent incidents from escalating, and reduce the risk to the public. The concept is to mobilise a crew of three to make quicker interventions to improve community safety when they would otherwise not have been mobilised. This is not about reducing costs, its actually an investment aimed at improving outcomes for our communities. A crew of three will have the potential to implement early lifesaving actions. It is an expectation that every effort is made to maintain a minimum crew of four on all front line on-call fire appliances within Staffordshire. There are times when it may not be possible and in those circumstances a crew of three will be mobilised to an incident. The trial has already demonstrated crews are attending nine minutes and 45 seconds quicker than waiting for the next crew of four to be available.

Home from Hospital

In December 2023, we launched a new initiative to help vulnerable people return home from hospital and to help alleviate pressures on the NHS. The Service was requested by Midlands Partnership Foundation Trust (MPFT) to assist with winter pressures. MPFT had identified that there were difficulties getting vulnerable patients home in a timely manner to coincide with



ongoing care arrangements, which could lead to readmissions to hospital when patients were discharged using traditional Patient Transport Services. Our specially-appointed Fire and Health Partnership Technicians collect patients from the Royal Stoke University Hospital and transport them to their homes across Staffordshire and 'settle them in'. Once home they are given personalised care and attention, and offered potentially life-saving support.

Following a successful pilot from December 2023 to March 2024, the fully-funded service has been continued until at least late 2024. The project has been particularly successful and the team have assisted a large number of patients, expediting discharges from hospital thereby alleviating pressure on the NHS, alongside a negligible readmission rate.

Fire appliance availability

We will review our current response model to ensure it is fit for purpose and flexible in all areas, using an intelligent approach to measuring our response availability and how we mobilise our appliances to communities.

Whilst our ambition remains that our fire appliances are available 100 per cent of the time, we are proposing to more intelligently monitor when a fire station's performance falls below expected levels so we can proactively help the station to improve their availability.

Our finances

Our 2024/25 budget is set at £50.1 million. We remain one of the most cost-effective fire and rescue services, with an average firefighter cost £19.53 per person per year (national average £25.22).

The future

We will continue to deliver the highest standard of emergency response, prevention and protection activities. New technology and equipment offer us opportunities to improve our services and ways of working for our people, our communities and reducing our impact on our environment.

Whenever possible and appropriate, we will look for opportunities to collaborate with partners like the police, health, local authorities, and other emergency services. Our goal is to jointly carry out activities that provide clear benefits to our communities and create new opportunities for our people.

We will also explore ways to share premises and information when it is advantageous for all parties, thereby enhancing community safety, reducing the strain on public services, and minimising our impact on our environment.

Putting our plan together

To develop the CRMP effectively, we must engage with and listen to our staff, local communities, partners, representative bodies, and other stakeholders. Their feedback will help us understand their expectations and the services they need, shaping our plans more effectively.

We will use feedback from consultations to shape our plans, address future challenges, and ensure the best outcomes for people and communities in Staffordshire.

