

## HUMBERSIDE FIRE AUTHORITY

FRIDAY, 28 November 2025

### PRESENT:

#### Members

##### **Representing East Riding of Yorkshire Council:**

Councillors Bayram, Bovill, Cantrell, Christon-Whyte, Dennis, Gill, and Sutton

##### **Representing Hull City Council:**

Councillors Collinson, Henry, Hofman, Neal and Nicola

##### **Representing North East Lincolnshire Council:**

Councillors Bonner, Lindley, and Patrick

##### **Representing North Lincolnshire Council:**

Councillors Grant, Ogg, Sherwood and Waltham MBE.

#### Officers of HumberSide Fire & Rescue Service

Phil Shillito – Chief Fire Officer/Chief Executive, Matt Sutcliffe - Assistant Chief Fire Officer & Executive Director (Corporate Services and People), Martyn Ransom - Executive Director of Finance/Section 151 Officer, Donna Chambers - Assistant Director People and Culture, Jason Kirby - Area Manager of People and Culture, Steve Duffield - Area Manager Emergency Response, Lisa Nicholson - Monitoring Officer/Secretary and Alison Finn - Committee Manager.

#### HMICFRS

Phil Innis – HMICFRS Service Liaison Lead.

#### GAS Committee

Chris Brown – Chair of the Governance, Audit and Scrutiny Committee

#### External Auditors

Rejoice Mapeto and James Collins were in (remote) attendance from Forvis Mazars for minutes 71/25 and 72/25.

The meeting was held at Service Headquarters, Hessle.

**64/25 APOLOGIES FOR ABSENCE** - Apologies for absence were submitted from Councillors Heslop-Mullens, McMurray, Shepherd and Jonathan Evison PCC.

**65/25 DECLARATIONS OF INTEREST** - There were no declarations of interest.

**66/25 MINUTES - Resolved** - That the minutes of the meeting of the Authority held on 18 July 2025 be approved as a correct record.

**67/25 MINUTES OF THE GOVERNANCE, AUDIT AND SCRUTINY COMMITTEE** – The Chair of the Governance, Audit and Scrutiny Committee presented the minutes of the Committee from its meetings of 7 July and 10 November 2025.

**Resolved** - That the minutes of the Governance, Audit and Scrutiny Committee held on 7 July 2025 and 10 November 2025 be received, and the recommendations therein adopted.

**68/25 MINUTES OF THE PENSION BOARD** - **Resolved** - That the minutes of Pension Board held on 14 July 2025 be approved.

**69/25 MINUTES OF THE APPOINTMENTS AND REMUNERATION COMMITTEE** – **Resolved** - That the minutes of the Appointments and Remuneration Committee held on 22 September 2025 be received subject to the following addition to the recommendations -

c) that the Chief Fire Officer's salary would be positioned at the mid-point of the upper quartile of Combined Fire Authority and PFCC services, forming the basis for senior officer pay be approved  
d) that the Gold Book Pay Award of a £1,500 consolidated uplift on all salaries effective from 1 January 2025 be approved

**70/25 QUESTIONS BY MEMBERS** - There were no questions by Members.

**71/25 COMMUNICATIONS** – The Chief Fire Officer extended the Service's deepest sympathies to all those affected by the recent tragic fires in the high-rise residential estate in Hong Kong..

**72/25 EXTERNAL AUDIT COMPLETION REPORT 2024/25** - Forvis Mazars, the external auditor, submitted the audit completion report for the Year ending 31 March 2025.

The Auditor's Completion report summarised the work undertaken by external auditors for the year ended 31 March 2025. Responsibilities of auditors were defined by the Local Audit and Accountability Act 2014 and the Code of Audit Practice ('the Code') issued by the National Audit Office ('the NAO'). The remaining sections of the completion report outlined how auditors had discharged those responsibilities and the findings from its work, a summary of which could be seen below:

- Status on the audit – the work was substantially completed and there were currently no matters that would require modification of the audit opinion other than a few outstanding matters set out in the report.
- Opinion on the financial statements – auditors anticipated issuing an unqualified opinion on the financial statements.
- Value for Money arrangements – auditors anticipated having no significant weaknesses in arrangements to report in relation to the arrangements that the Authority had in place to secure economy, efficiency and effectiveness in its use of resources.
- Wider reporting responsibilities – The 2014 Act required them to give an elector, or any representative of the elector, the opportunity to question Mazars about the accounting records of the Authority and to consider any objection made to the accounts. No such questions had been raised.
- Reporting to the Group Auditor - they had not yet received group instructions from the National Audit Office in respect of the work on the Authority's WGA submission. They were unable to commence the work in that area until such instructions had been received.

**Resolved** - That the report be received.

**73/25 EXTERNAL AUDIT ANNUAL REPORT 2024/25** - Forvis Mazars, the external auditor, submitted the External Audit Annual Report for the Year Ending 31 March 2025.

The Auditor's Annual Report summarised the work undertaken as the auditor for Humberside Fire Authority ('the Authority') for the year ended 31 March 2025. The responsibilities were defined by the Local Audit and Accountability Act 2014 and the Code of Audit Practice ('the Code') issued by the National Audit Office ('the NAO'). The remaining sections of the Auditors Annual Report outline how those responsibilities were discharged and the findings. Those were summarised below.

- Audit status - Our audit procedures are now substantially complete for the year ended 31 March 2025. We will provide an update to Humberside Fire Authority and the Governance, Audit and Scrutiny Committee on completion of those outstanding matters by way of a follow-up letter.
- Areas of focus and audit approach, and significant findings - We have not made any changes to our initial risk assessment and planned audit approach that was communicated to Humberside Fire Authority and the Governance, Audit and Scrutiny committee in our Audit Strategy Memorandum.
- Significant control deficiencies - We identified significant deficiencies in internal control. We have not identified any non-significant control observations to date.
- Audit misstatements - A summary of the adjusted and unadjusted misstatements above our reporting threshold we have identified to date is set out in the '*Summary of misstatements*' section.
- Audit opinion - At the time of issuing this report and subject to the satisfactory conclusion of our remaining audit work, we anticipate issuing an unqualified opinion, without modification, as set out in Appendix C.
- Value for Money - We anticipate having no significant weaknesses in arrangements to report in relation to the arrangements that the Authority has in place to secure economy, efficiency and effectiveness in its use of resources. Further details have been provided in the '*Value for Money*' section of this report.
- Wider reporting powers - The 2014 Act requires us to give an elector, or any representative of the elector, the opportunity to question us about the accounting records of the Authority and to consider any objection made to the accounts. No such questions have been raised.
- Reporting to the group auditor - We have not yet received group instructions from the National Audit Office in respect of our work on the Authority's WGA submission. We are unable to commence our work in this area until such instructions have been received.

**Resolved** - That the report be received.

**74/25 ANNUAL STATEMENT OF ACCOUNTS 2024/25 (AUDITED)** - The Executive Director of Finance/Section 151 Officer submitted the annual accounts for 2024/25 for approval.

The report contained the Authority's full audited Statement of Accounts for 2024/25. Mazars had completed the audit work, and the Audit Assurance Report was expected by 30 November 2025.

The Government specified timescales for Annual Account sign-off by the S151 Officer of 30 June 2025 and deadline for the completion of the audit of 27 February 2026. The Authority would have delivered ahead of both of those deadlines.

**Resolved** - That the annual accounts for 2024/25 be approved.

**75/25 FINANCE AND PROCUREMENT UPDATE – PERIOD ENDING 30 SEPTEMBER 2024** - The Executive Director of Finance/Section 151 Officer presented a report with an update on finance and procurement to the end of September 2025.

The Quarterly Finance and Procurement Update replaced the Management Accounts that had been produced in previous years and would be reported to Members four times a year with the financial position at 30 June, 30 September, 31 December and 28 February.

The summary estimated outturn position for the current financial year based on information to 30 September 2025 was as follows:

CATEGORY	2025/26 OUTTURN PROJECTION
HFA	
Revenue Budget	£0.058m underspend
Capital Programme	£8.511m spend against a £8.156m allocation
Pensions Account	£13.372m deficit

**Resolved** - That Members take assurance from the report and the Authority's financial position for the period ending 30 September 2025.

**76/25 TREASURY MANAGEMENT HALF-YEAR UPDATE REPORT 2025/26** - The Executive Director of Finance/Section 151 Officer presented a report with a mid-year update on treasury management.

The Authority's temporary investments totalled £26.73m as at 30 September 2025.

#### Investment Income April to September 2025

Interest Earned April to September 2025	Rate of Return April to September 2025	Benchmark Return April to September 2025	Difference April to September 2025 (+ favourable)
£0.387m	4.25%	3.97%	(0.28%)

\* Benchmark set as average SONIA (Sterling Over Night Index Average)

The Authority sought to minimise the use of short-term borrowing to fund temporary cash shortfalls, as such none had been taken in the period April to September 2025.

Long-Term loans were taken out either to replace existing loans which had matured or to fund capital expenditure. Under the Prudential Regime there were no longer centrally imposed limits on borrowing, but individual Authorities were required to determine themselves what was a sustainable and affordable level of borrowing as an integral part of their Medium-Term Financial Planning processes.

The Authority's level of borrowing was £15.428m as at 30 September 2025, with an equated average rate of interest payable at 2.86 per cent. An expected £545k of interest was projected to be payable on external debt for 2025/26.

The Authority had not undertaken any new long-term borrowing to date this financial year but that position would continue to be reviewed against the backdrop of interest rate changes and projections.

The approach outlined within the report was aimed at achieving effective and efficient management of the Authority's financial resources and reflected a prudent approach to the management of financial risk for the Authority.

The Authority had delivered an under-borrowed position in relation to long-term borrowing of £8.7m at September 2025.

**Resolved** - That the report be approved.

**77/25 CAPITAL PROGRAMME 2026/27 ONWARDS** – The Assistant Chief Fire Officer presented a report on the capital programme for 2026/27 onwards.

The report set out for approval the proposed capital programme for vehicles, estates, and digital services for a five-year period from 2026/27 to 2030/31.

The total planned capital fleet spend for the five-year period from 2026/27 onwards was summarised in the table below.

	2026/27 £m	2027/28 £m	2028/29 £m	2029/30 £m	2030/31 £m	Total £m
<b>Heavy Vehicles</b>	1.160	1.417	1.764	1.653	0.924	6.918
<b>Light Vehicles</b>	0.394	0.385	0.381	0.470	0.401	2.031
<b>Equipment</b>	0.926	0.810	0.452	0.370	0.389	2.947
<b>Total</b>	<b>2.480</b>	<b>2.612</b>	<b>2.597</b>	<b>2.493</b>	<b>1.714</b>	<b>11.896</b>

The Service continued to implement the five-year modernisation programme (2025-2029), which incorporated new build projects and improvements to general condition, welfare and fire contaminants across our estate. Joint Estates Services were currently in the planning phase for two sites (Bridlington and Epworth) within the financial year.

The proposed Estates programme moving forward was as follows:

	2026/27 £m	2027/28 £m	2028/29 £m	2029/30 £m	2030/31 £m	Total £m
<b>Land &amp; Buildings</b>	4.777	1.164	9.010	6.980	4.897	26.828

The above figures were given as indicative costs and would be subject to HLM making an assessment and recommendation on the programme of estate works and anticipated costs taking into consideration inflationary and wider pressures within the construction industry and economy as a whole.

Operational Training facilities at Service Headquarters and Immingham West fire station continued their improvement and modernisation programme, with new decontamination, working at height and hot fire facilities now complete.

The Operational Training programme moving forward was therefore as follows:

	2026/27 £m	2027/28 £m	Total £m
<b>Additional investment in training facilities</b>	0.950	1.000	1.950

In 2025/26, the Digital Services Capital Program funding was strategically deployed to modernise infrastructure, enhance operational agility, and align with the Service's broader transformation goals.

The proposed Digital Services capital programme was therefore as follows:

	2026/27 £m	2027/28 £m	2028/29 £m	2029/30 £m	2030/31 £m	Total £m
Core Replacement Programme	0.200	0.200	0.250	0.250	0.200	1.100
Data Centre Hardware Upgrade	0.100	0.100	0.100	0.100	0.100	0.500
<b>Total</b>	<b>0.300</b>	<b>0.300</b>	<b>0.350</b>	<b>0.350</b>	<b>0.300</b>	<b>1.600</b>

**Resolved** – That the capital programme as set out for Vehicles, Estates and Digital Services be approved.

## 78/25 FINANCIAL OUTLOOK 2025/26 ONWARDS AND DRAFT MEDIUM TERM RESOURCE

**STRATEGY 2025/26 – 2029/30** - The Executive Director of Finance/Section 151 Officer presented a report on the financial outlook from 2025/26 onwards and the draft medium term resource strategy for 2025/26 to 2029/30.

The Authority's outturn for 2024/25 delivered an overspend of £0.029m (0.05 per cent) and a closing level of total Revenue Reserves of £15.7m.

The Authority had set a balanced budget for 2025/26 and the last budget monitoring to 30 September 2025 set out a slight underspend of £0.058m.

Pay awards in the current year had been agreed at 3.2 per cent.

Following the Local Government Fair Funding Review 2.0 consultation, the Service now faced significant financial strain for the medium-term. The Finance team were in the early stages of planning for 2026/27 with the confirmed three-year settlement expected on 15 December 2025.

The combination of a reduction in government grant funding and continued pressures from pay awards left the Authority in a position of deficit, summarised below:

	2026/27	2027/28	2028/29	2029/30	2030/31
<b>Surplus/(Deficit) (£k)</b>	(1,085)	(1,734)	(2,311)	(1,710)	73
<b>Savings Required (£k)</b>	-	(1,500)	(1,000)	(1,000)	-
<b>Reserves (£m)</b>	12.7	11.0	8.7	7.0	7.0
<b>Precept Assumption</b>	£4.99	£4.99	£4.99	2.99%	2.99%

The current Medium Term Resource Strategy (MTRS) incorporated savings requirements of c.£0.3m per annum. The MTRS projections for 2027/28 would require additional savings of £1.5m, followed by additional savings of £1.0m in 2028/29 to 2029/30, to deliver a balanced position. The Fair Funding review would result in Government grant funding reducing by approximately 2 per cent per annum for the next three years. Humberside Fire and Rescue Service would lose £5m grant funding over the medium term. That was the third highest reduction across all Fire and Rescue Services. The result was the Revenue Support grant was expected to remain flat over the medium term.

Reserves were held by the Authority to meet general financial risks and costs that might materialise and to meet specific project costs or financial liabilities (Earmarked Reserves).

The expected General Reserve at 1 April 2026 would be adjusted to £6.0m to match the identified level required following the risk assessment used to produce the Prudent General Minimum Level of Reserves following the end of 2025/26 financial year.

The S.151 Officer confirmed that the current reserves held by the Authority were adequate. The position on reserves would be kept under continuous review and would be reviewed again during 2026/27. Any material changes would be reported to the Authority.

**Resolved** – (a) That the draft Medium Term Resource Strategy 2026/27 – 2030/31 and the Authority's medium-term financial position, prior to approval at the 13 February 2026 meeting, be received, and

(b) that the Prudent General Minimum Reserve be approved.

## **79/25 EQUALITY, DIVERSITY AND INCLUSION ANNUAL REPORT 2024/25** – The Assistant Chief Fire Officer presented the annual report on Equality, Diversity and Inclusion for 2024/25.

Humberside Fire and Rescue Service's Equality, Diversity and Inclusion Annual Report 2024/25 outlined continued progress in meeting its statutory duties under the Equality Act 2010 and delivering against five key priorities for the period 2021-25:

- ❖ Priority 1 - leading by example on equality.
- ❖ Priority 2 - Increasing diversity throughout our workforce.
- ❖ Priority 3 - Ensuring a safe and fair workplace for all staff.
- ❖ Priority 4 - Continuing to improve our knowledge of our diverse communities and how we engage with them.
- ❖ Priority 5 - Identifying the fire and other emergency risks linked to multiple disadvantage and discrimination.

Over the past year, the Service had strengthened its culture through visible equality leadership, inclusive recruitment initiatives, such as the Community Interview Panel and enhanced wellbeing and fairness measures supported by Equality Impact Assessments (EIAs).

Engagement with underrepresented communities, through events like PRIDE and the Asia Cup Cricket Tournament, had improved trust and accessibility, while multi-agency work had identified and mitigated risks linked to multiple disadvantage. As the current EDI plan concluded, those achievements provided a strong foundation for the next phase of priorities to be developed through public consultation in 2025.

**Resolved** - That the Equality, Diversity and Inclusion Annual Report 2024/25 be approved.

## **80/25 BI-ANNUAL PERFORMANCE REPORT (APRIL – SEPTEMBER 2025)** - The Area Manager of Service Improvement presented a report on Bi-Annual Performance for April to September 2025.

The Bi-Annual Performance Report reported on the following areas of activity between 1 April and 30 September 2025, all of which were aligned to the Community Risk Management Plan and supported the delivery of the Strategic Plan.

- Prevention & Protection activity
- Emergency Response
- People
- Health, Safety and Environment
- Organisational Learning
- Corporate elements, including public feedback

During the first half of the financial year the Service had continued to perform strongly across core functions of prevention, protection, and emergency response, while embedding equality, diversity, and inclusion throughout the organisation. The achievements during that period demonstrate resilience, adaptability, and a clear focus on community safety.

Key highlights during this period included:

- Incident Activity: Continuing effective response to emergencies with first engines attending Dwelling Fires or Road Traffic Collisions (RTC) within the specified times on 96.51% of occasions and second engines on 92.94% of occasions.

- Prevention and Protection: increased engagement with school children (33,639 compared to 23,088 for the same period in 2024) and continuing action being taken against businesses who fail to meet the necessary standards of the Fire Safety Order; 73 per cent of inspections resulted in further action or enforcement.
- People and Workforce: Investment in wellbeing and development initiatives, which at the same time has seen a reduction in average days sickness absence per employee (3.45 days down from 5.17 days for the 2024 corresponding period).

These achievements were testament to the dedication of staff and the support of our partners and communities. While challenges remain, particularly in adapting to evolving risks and resource pressures, we remain focused on continuous improvement and organisational learning.

**Resolved** - That the Bi-Annual Performance Report (April – September 2025) be approved.

**81/25 WORKFORCE PLANNING (APRIL TO SEPTEMBER 2025)** - The Assistant Chief Fire Officer submitted a report detailing the Workforce Plan Update (April to September 2025).

The Workforce Plan laid out the detail of the Service's position as of 30 September 2025 in relation to the Establishment, vacancies and recruitment plan with consideration for the potential retirement and subsequent resulting recruitment. The document was designed to be a "working document" to enable continual evolution as the Service progresses but is also formally updated on an annual basis on 31 March.

In September 2025 the Service Workforce Plan was reviewed to consider current staffing levels and the retirement profile. It also reflected how the Service met its obligations under the Community Risk Management Plan (CRMP) and optimised the use of the 24-hour shift system.

Progress between 1 April to 30 September 2025 included:

- 9 new Full Time Recruit Firefighters started a training course in September 2025, to be posted to stations in December 2025
- 8 transferees (On-Call to FT or External) to be posted to positions by April 2026 and July 2026, subject to the retirement profile.

Promotion Processes from April 25 to September 2025 included:

- Area Manager (AM) Process – Advertised March 2025, 9 applications, 2 appointable, 1 temporary appointable
- On-Call Watch Manager (WM) – Preston, July 2025
- On-Call Crew Manager (CM) – Driffield and Preston, September 2025

Other developments over the period had seen:

- The introduction of a diverse Community Interview Panel in 2024 has resulted in members of the same being incorporated into all recruitment and promotion processes.
- Ongoing positive action initiatives to collect electronic expressions of interest continue to enable the Service to target applications from all under-represented groups.
- The reenergising of the positive action programme (Rookie Reds) to equip underrepresented groups to undertake the selection process with more confidence. The programme is being fully supported by Stations across all Districts and is a joint collaboration between Emergency Response and Human Resources.

- The use of the expressions of interest process to target individuals regarding the option to apply to become an On-Call Firefighter in rural areas where it is more geographically challenging to recruit in accordance with the five-minute response time.

**Resolved** - that the Workforce Plan Update (April to September 2025) be received and assurance taken that the Service regularly reviews and addresses workforce planning needs through both long-term planning and dynamic response as required.

**82/25 COMMUNITY RISK MANAGEMENT PLAN PROJECTS UPDATE** - The Assistant Chief Fire Officer submitted a report detailing updates to Community Risk Management Plan projects.

The Community Risk Management Plan identified the prevalent risks in the community and specified the methods and resources employed to mitigate them. The Authority approved the CRMP 2025-28 at its meeting of 28 March 2025.

One of the sections in the CRMP was dedicated to eight projects aimed at improving the effectiveness of the Service in key areas. Those projects had been created following detailed analysis of incident data, which helped the Service to understand the resources in place and make sure the Service could respond effectively to specific risks. Each project was managed separately, but they were all interconnected and strengthen the ability to respond to future demands and risks.

Appendix 1 of the report provided an update on the eight projects within the CRMP. Those projects were designed to strengthen the Service's ability to manage risk and respond effectively to community needs. A summary of Appendix 1 depicts that:

- All projects had completed their initial options appraisal phase and were now moving into implementation.
- Several projects involve operational changes, such as new shift patterns for wholetime and Control Room staff, and repurposing Watch Manager roles to improve flexibility and efficiency.
- Investment is being made in new resources, including nine Rapid Response Vehicles and enhanced specialist rescue equipment, supported by improved mobilisation arrangements.
- Estate-related work is progressing, including the sale of Cromwell Road Fire Station and the completion of a data-driven estate review, which delivered a mapping tool to assess risk and demand.
- On-call staffing arrangements are being reviewed to increase flexibility and improve availability across the Service.

Overall, the report demonstrated that the CRMP was a dynamic plan, with projects evolving to meet the emerging risks and operational demands of the Service while maintaining a strong focus on efficiency, resilience, and service improvement.

The report also proposed slight scope changes to Projects 1-5 and 8 to reflect the need to adapt to current progress and future direction, ensuring projects remained aligned with strategic priorities and community safety.

**Resolved** – (a) That the Fire Authority receive assurance over the progression of the Community Risk Management Plan projects; and

(b) That the proposed amendments to the CRMP project scopes be approved.

**83/25 AMENDMENTS TO THE CONSTITUTION** – The Monitoring Officer submitted a report detailing amendments needed to the Constitution.

The report sought approval from the Fire Authority to amend the Constitution to formally recognise the delegation of all powers and responsibilities of the Chief Fire Officer and Chief Executive to the Deputy Chief Fire Officer and, where appropriate, the Assistant Chief Fire Officer during periods of absence, whether short, medium or long-term.

The report also proposed the formalisation of the ability for the Secretary/Monitoring Officer to appoint a deputy, who in their absence, would assume the role and responsibilities of the Secretary/Monitoring Officer. Likewise, the report also proposed to formally recognise the delegation of all powers and responsibilities of the S.151 Officer to the Deputy S.151 Officer during periods of absence, whether short, medium or long-term.

Article 2 'Members of the Humberside Fire Authority' of the Constitution set out terms of office of Members. It was proposed to add an additional clause stating that a Member ceases to be a Member of the Authority with immediate effect when they change political allegiance. Ultimately this proposed addition was not supported by Members.

**Resolved** – That the proposed changes to Part 3, Section B - Scheme of Delegation of the Constitution, as set out at Appendix 1 of the report, be approved:

- (a) the delegation of all powers and responsibilities of the Chief Fire Officer and Chief Executive to the Deputy Chief Fire Officer and, where appropriate, the Assistant Chief Fire Officer, during periods of absence, whether short, medium or long-term.
- (b) the ability for the Secretary/Monitoring Officer to appoint a deputy, who in their absence, would assume the role and responsibilities of the Secretary/ Monitoring Officer.
- (c) the delegation of all powers and responsibilities of the S.151 Officer to the Deputy S.151 Officer during periods of absence, whether short, medium or long-term.
- (d) that the proposed amendment to Article 2, as set out at Appendix 2 of the report, be referred to the GAS Committee for consideration and recommendation back to the Fire Authority.

**84/25 HMICFRS STANDARDS OF BEHAVIOUR** - The Assistant Chief Fire Officer submitted a report detailing the HMICFRS Standards of Behaviour Recommendations Update.

At the Authority meeting on 20 September 2024, Members were informed about the publication of His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) report titled 'Standards of Behaviour: The Handling of Misconduct in the Fire and Rescue Services'. Members gained insight into the HMICFRS report, which outlined the recommendations that all Fire and Rescue Services (FRS) must consider, manage, complete, and provide evidence for.

HMICFRS published a total of 15 recommendations across three themes:

- The culture in FRSs
- The extent to which FRSs are identifying misconduct
- The effectiveness of the misconduct process'

Some recommendations had multiple components, resulting in 35 actions needing evidence to demonstrate compliance or completion. Many of those actions aligned with existing Service practices.

The Service Improvement Plan (SIP) effectively addressed and managed the report's recommendations and associated actions, ensuring compliance with HMICFRS deadlines. The resulting narrative and supporting evidence were submitted onto HMICFRS monitoring portal.

The update concentrated on HMICFRS report recommendations 9 and 14. The deadlines for those recommendations had now passed, and the Service had provided evidence of their completion.

**Resolved** - that the HMICFRS Standards of Behaviour Recommendations Update be received.

**85/25 HMICFRS STATE OF FIRE AND RESCUE 2024/25: HIGHLIGHTS AND RECOMMENDATIONS** – The Assistant Chief Fire Officer submitted a report on HMICFRS state of Fire and Rescue 2024/25.

The report provided an overview of the key findings, recommendations, and positive references to Humberside Fire and Rescue Service from His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) Annual Assessment 2024/25. The report also outlined how the Service's current improvement plans and practices align with national expectations and sector-leading practice.

Areas of Service practice specifically referenced in the report included:

- Outstanding Prevention Work
- Effective Use of Technology and Data
- Strong Governance and Continuous Improvement
- Promoting Diversity and Inclusion
- Staff Well-being Initiatives
- Alignment with Service Improvement Plan

The HMICFRS Annual Assessment 2024/25 evaluated the effectiveness and efficiency of fire and rescue services in England. The report drew on inspection findings, sector feedback, and national data, highlighting both progress and persistent challenges across the sector.

**Resolved** – That the Fire Authority -

- a) Takes note of the key findings and recommendations from HMICFRS State of Fire and Rescue report 2024/25;
- b) Takes assurance that the Service is positively referenced for innovation, governance, diversity, and staff wellbeing, and
- c) Continues to support the Service in addressing sector-wide challenges and implementing national recommendations.

**86/25 CHIEF FIRE OFFICER UPDATE** - The Chief Fire Officer delivered a verbal update making the following points:

- Fair Funding Review – Members were thanked for their involvement in lobbying for increased funding following the consultation on the Government's proposed approach to local authority funding reform through the Local Government Finance Settlement from 2026 to 2027.
- HMICFRS Thematic Inspection – The Service had been selected as one of three Fire and Rescue Services to be inspected as part of a thematic inspection into Cyber Security at the beginning of 2026.
- Recognition Awards – 235 people attended the annual Recognition Awards held at the MKM Stadium in October 2025.
- SLT visit with Civil Service – The Strategic Leadership Team had met with Peter Lee, senior Civil Servant for Fire and Rescue, highlighting the Service's best practice.
- Bonfire night – the Service had received 200 telephone calls, mobilising to 115 incidents. Pleasingly there had been no reported incidents of significance or acts of aggression towards fire fighters.
- Howden Fire Station – the rebuild of Howden Fire Station continued.
- New Control System – Control staff had received training on the new control system which was due to go live in quarter 1 of 2026.
- Fleet replacement scheme – as part of the fleet strategy, 16 new officer cars had been acquired on a three-year cycle to maximise efficiency savings.
- Chief Fire Officer retirement – the Chief Fire Officer announced that would be retiring from the Service in 2026. A recruitment process to appoint his successor would commence in the new year.

**Resolved** - that the Chief Fire Officer Update be received.