

HUMBERSIDE FIRE AUTHORITY

FRIDAY, 17 July 2026

PRESENT:

Members

Representing East Riding of Yorkshire Council:

Councillors Cantrel, Cary, Gill, Heslop-Mullens and Sutton

Representing Hull City Council:

Councillors Healand, Juskey, McMurray, Neal and Nicola

Representing North East Lincolnshire Council:

Councillors Augusta, Boner, Freeston and Lindley

Representing North Lincolnshire Council:

Councillors Grant, Ogg, Sherwood and Vickers

Officers of Humberside Fire & Rescue Service

Phil Shillito - Chief Fire Officer & Chief Executive, Niall McKinry – Deputy Chief Fire Officer, Martyn Ransom - Executive Director of Finance/Section 151 Officer, Donna Chambers – Assistant Director of People and Culture, Richard Gibson – Area Manager Service Improvement, Jason Kirby - Area Manager of People and Culture, Steve Duffield - Area Manager Emergency Response, Dan Meeke – Area Manager of Resilience and Public Safety, Sara Laverack - Monitoring Officer/Secretary and Alison Finn - Committee Manager.

External Auditors

Rejoice Mapeto and Nicola Hallas were in (remote) attendance from Forvis Mazars for minute 67/26.

Internal Audit

David Robinson from TIAA was in attendance for minute 57/26.

The meeting was held at Service Headquarters, Hessle.

47/26 APOLOGIES FOR ABSENCE - Apologies for absence were submitted from Jonathan Evison (Police and Crime Commissioner) and Councillors Bovill, Dennis and Pickering.

48/26 DECLARATIONS OF INTEREST - There were no declarations of interest.

49/26 MINUTES OF THE APPOINTMENTS AND REMUNERATION COMMITTEE – Resolved – That the minutes of the meetings of the Committee held on 29 June 2026 be received and the minutes of the meeting held on 13 July 2026 be approved, and Jason Kirby be appointed as Assistant Chief Fire Officer, and the arrangements for a new Monitoring Officer be approved.

50/26 MINUTES - Resolved - That the minutes of the meeting of the Authority held on 6 June 2026 be approved as a correct record.

51/26 UPDATE FROM THE GOVERNANCE, AUDIT AND SCRUTINY COMMITTEE – The Chair of the GAS Committee provided Members with an update from the meeting held on 14 July 2026.

52/26 QUESTIONS BY MEMBERS - There were no questions by Members.

53/26 COMMUNICATIONS – There were no communications.

54/26 ANNUAL STATEMENT OF ACCOUNTS 2025/26 (UNAUDITED) - The Executive Director of Finance/ S.151 Officer submitted a report detailing the unaudited Annual Statement of Accounts for 2025/26.

The report contained the Authority's full unaudited Statement of Accounts for 2025/26 and highlighted key aspects of revenue and capital outturn for the year. The Accounts covered by the report would be subject to audit by Forvis Mazars in their role as the Authority's external auditor. The draft unaudited Statement of Accounts for 2025/26 had been signed and published on the Authority's website on 26 June 2026, which was an excellent achievement.

The outturn position for the revenue budget for 2025/26 was a £0.053m overspend. That compared well to the February 2026 projection (£0.015m overspend) in the Quarterly Finance and Procurement Update.

The outturn for the Capital Programme showed a spend of £6.547m, as the table in Appendix 2 of the report set out in detail. Across the categories of the capital programme, the summary was as follows:

- Estates: Beverley (£0.2m), Howden (£0.6m), Training Infrastructure (£1.3m) and other minor schemes (£0.3m)
- Vehicles: fleet replacement (£2.6m)
- Plant and Equipment: ICT (£0.8m), Operational Equipment (£0.6m) and Breathing Apparatus (£0.2m)

Resolved - (a) that the Statement of Accounts for 2025/26 be approved;

(b) that, having reviewed the Accounts presented in Appendix 1 of the report, the Authority take assurance in their accuracy and completeness, reflecting its role in scrutinising financial governance and risk management;

(c) that, to ensure that investment decisions remain aligned with the Authority's strategic objectives and public value responsibilities, the capital slippage and reprioritisation in detailed in the report be approved, and

(d) that, having considered the movement in reserves in paragraph 4.6 to maintain alignment and resilience with the Authority's strategic objectives and public value responsibilities, approves it.

55/26 TREASURY MANAGEMENT OUTTURN 2025/26 - The Executive Director of Finance/ S.151 Officer submitted a report detailing the Treasury Management Outturn 2025/26.

The Authority's temporary investments totalled £17.0m as at 31 March 2026.

Table 1 – Investment Income Earned 2025/26

Interest Earned 2025/26	Rate of Return 2025/26	Benchmark Return 2025/26	Difference (+ favourable)
£0.964m	4.73%	3.75%	0.98%

*Benchmark set as average SONIA rate for the year

Interest earned during 2025/26 was £0.214m higher than originally budgeted for in respect of investment activity during the year. That was due to higher interest rates and higher cash balances than originally anticipated due to additional Firefighters' Pension Fund grant that was given during the year.

The Authority sought to minimise the use of short-term borrowing to fund temporary cash shortfalls. The Authority did not undertake any short-term borrowing during the course of the year.

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 average level of borrowing was £15.4m for 2025/26, on which £0.6m of interest was payable. The Authority repaid £0.8m of PWLB debt upon maturity whilst taking no new borrowings during the year. Closing PWLB debt at 31 March 2026 was £15.0m.

Resolved - that the Treasury Management Outturn 2025/26 be received and assurance taken from the treasury management activities undertaken during 2025/26.

56/26 ANNUAL STATEMENT OF ASSURANCE 2025/26 - The Area Manager of Service Improvement submitted a report detailing the Annual Statement of Assurance 2025/26.

The Fire and Rescue National Framework for England set out a requirement for fire and rescue authorities to provide annual assurance on financial, governance and operational matters and show they had due regard to the expectations set out in their Community Risk Management Plan (CRMP) and the requirements included in the Framework. The Statement covered financial, governance and operational assurance.

This draft Statement was considered by the GAS Committee at its meeting of 14 July 2026 and endorsed its publication to the Authority.

Resolved - that the Annual Statement of Assurance 2025/26 be approved.

57/26 INTERNAL AUDIT – DIRECTOR OF AUDIT OPINION AND ANNUAL REPORT 2025/26 – David Robison, internal audit, submitted the audit opinion and annual report of TIAA.

The Annual Report summarised the work that internal audit (TIAA) had undertaken on the Service's framework of governance, risk management and control.

TIAA carried out ten reviews, which were designed to ascertain the extent to which the internal controls in the system were adequate to ensure that activities and procedures were operating to achieve Humberside Fire and Rescues Service's objectives.

TIAA was satisfied that, for the areas reviewed during the year, Humberside Fire and Rescue Service had reasonable and effective risk management, control and governance processes in place.

Resolved - that the annual report and audit opinion be received.

58/25 ANNUAL GOVERNANCE STATEMENT 2025/26 - The Area Manager of Service Improvement submitted a report detailing the Anti-Fraud and Corruption Statement 2025/26.

Humberside Fire Authority was required to publish an Annual Governance Statement (AGS) on a yearly basis. Such publication ensures that HFA complied with regulation 4(2) of the Accounts and Audit Regulations 2003 as amended 2006 and 2011. Although the AGS forms part of the Annual Accounts, it was felt appropriate that the Authority specifically review the AGS separately from the Annual Accounts.

This draft AGS was considered by the GAS Committee at its meeting of 14 July 2026 and endorsed its publication to the Authority.

Resolved - that the Annual Governance Statement 2025/26 be approved.

59/26 ANTI-FRAUD AND CORRUPTION STATEMENT 2025/26 - The Area Manager of Service Improvement submitted a report detailing the Anti-Fraud and Corruption Statement 2025/26.

The Anti-Fraud and Corruption Statement set out the effective arrangements in place to manage and counter the risk of fraud and corruption to the Authority. The annual Anti-Fraud and Corruption Statement was produced in response to recommendations within an Internal Audit review of Counter Fraud Arrangements conducted during 2016/17. The Statement covered key actions taken throughout the reporting year to provide an assurance of the processes in place. The Governance, Audit and Scrutiny Committee reviewed the anti-fraud related policies on an annual basis and made any necessary recommendations to enhance effectiveness of the relevant policy. At its meeting of 16 February 2026, the Committee made recommendations to aid the effectiveness of the policies, which had been implemented, and also expressed that it was assured of the review process undertaken for each anti-fraud related policy. There had been no reported allegations of fraud bribery or corruption during the year.

Resolved - that the Anti-Fraud and Corruption Statement 2025/26 be approved.

60/26 MODERN SLAVERY STATEMENT 2025/26 - The Area Manager of Service Improvement submitted a report detailing the Modern Slavery Statement 2025/26.

Modern slavery was a crime and a violation of fundamental human rights. It could take various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which had in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

The Authority had a zero-tolerance approach to modern slavery and was committed to acting ethically and with integrity in all business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure modern slavery was not taking place anywhere in its own business, or in any of its supply chains. Although not a statutory requirement for public sector organisations to do so, the Service had produced a statement under Section 54(1) of the Modern Slavery Act 2015 which constituted the Authority's Modern Slavery Statement for the financial year ending 31 March 2026.

Resolved - that the Modern Slavery Statement 2025/26 be approved.

61/26 CRMP REVIEW AND ANNUAL PERFORMANCE REPORT – The Area Manager of Service Improvement submitted a report detailing the annual review and performance report against the Community Risk Management Plan.

Under the Fire and Rescue National Framework for England, a Community Risk Management Plan (CRMP) should identify risks facing the community and describe how a fire and rescue authority would address those risks and prevent and respond to fires and other emergencies. The CRMP described the demand on the Service and outlined the key fire and rescue risks facing Humberside and how they propose to address them. As well as ways to plan to improve the service for communities through the proposals recently consulted upon.

The CRMP 2025-28 was developed following a public consultation and approved by the Fire Authority at its meeting of 28 March 2025. The Authority published an annual Performance Report, which details the Service's performance over the previous year. This year's report (as set out at Appendix 1) followed the structure of the CRMP to provide clearer reporting of performance outputs and outcomes against each section, linked to the relevant Strategic Plan objectives as approved by Members at the March 2026 meeting.

Overall, the Service had demonstrated strong performance in emergency response, organisational learning, partnership working, governance and public communication between April 2025 and March 2026.

- Emergency response: First and second appliance response performance exceeded targets, with strong attendance performance across dwelling fires and road traffic collisions.

- Operational demand: Total incidents attended increased, with notable demand from special service incidents, secondary fires and false alarms.
- Prevention: Activity continued to target those most at risk, with increased engagement with children and young people, although accidental dwelling fires rose.
- Protection: Fire safety inspections increased significantly, with enforcement and further action demonstrating a targeted risk-based inspection programme.
- Resilience and learning: Hot debriefs and incident monitoring increased, supporting a stronger culture of organisational learning and continuous improvement.
- Availability: Full-time and on-call appliance availability remains strong.
- Health, safety and wellbeing: Accident and near-miss reporting increased, while overall sickness absence reduced compared with 2024/25.
- Governance and assurance: The Service completed all HMICFRS misconduct recommendations and maintained a structured programme of internal audit, risk management and information governance activity.

Each year, the Service reviewed the CRMP to ensure it remained fit for purpose and that its content was current and relevant. The report provided a summary of the proposed changes to the CRMP 2025-28. The context and strategic direction of the CRMP remained unchanged and continued to align with the HFRS Analysis of Risk: Key Risks, which provided the underlying evidence base and data required to inform the effective prioritisation and allocation of Service resources.

Resolved - that the CRMP Review and Annual Performance Report 2025/26 be approved.

62/26 USE OF DELEGATED POWERS BY CHIEF FIRE OFFICER AND CHIEF EXECUTIVE - The Assistant Director of People and Culture submitted a report detailing the Use of Delegated Powers by the Chief Fire Officer and Chief Executive.

The report provided the Authority with details of the decisions taken by the Chief Fire Officer & Chief Executive during 2025/26 to vary the establishment, under delegated powers within the Fire Authority's Constitution. Members noted that the report concerned only permanent changes to the establishment. Temporary posts, re-gradings and changes in job content where the post remained substantially the same were not included as such decisions were constitutionally within the remit of the Chief Fire Officer & Chief Executive.

Resolved - that the report on the Use of Delegated Powers by Chief Fire Officer and Chief Executive during 2025/26 be received.

63/26 INCLUSIVE WORKFORCE ANNUAL REPORT 2025/26 – The Assistant Director of People and Culture presented the Inclusive Workforce Annual Report 2025/26.

The Inclusive Workforce Annual Report provided transparency regarding workforce demographics, recruitment and progression data, pay gap reporting, community engagement activity and progress against the Service's EDI Priorities. The report also supported delivery of the Community Risk Management Plan, Strategic Plan and People Strategy by ensuring equality considerations remain embedded within organisational decision-making and service delivery

Key developments included the relaunch of the Senior Leadership Team Equality Ambassador Programme, introduction of the Service Anti-Racism Statement, establishment of an Equality Impact Assessment Insight Group and enhanced leadership development focused on EDI and psychological safety. Those initiatives strengthened leadership accountability and supported the further integration of EDI considerations into governance and decision-making processes.

The Service continued to develop workforce inclusion through the creation of the Neurodiversity Working Group, The Engine Room men's wellbeing network, Wellbeing Ambassadors and the delivery of Thriving Together workshops. Those initiatives have increased employee voice, peer support and organisational awareness of inclusion and wellbeing matters.

Positive attraction activity had continued through Rookie Reds, Fire Cadets, Women in the Fire Service engagement, careers fairs and community outreach activity. Analysis showed that workforce diversity remained an area requiring continued focus, particularly regarding female representation within

operational roles and ethnic minority representation across the workforce. Recruitment data indicated that attraction rather than selection remained the most significant challenge in improving representation.

Resolved - That the Inclusive Workforce Annual Report 2025/26 be received.

64/26 WORKFORCE PLAN UPDATE (OCTOBER 2025 TO MARCH 2026) - The Assistant Director of People and Culture submitted a report detailing the Workforce Plan Update (October 2025 to March 2026).

In March 2026 the Service Workforce Plan had been updated to reflect 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.

The Workforce Plan set out the detail of the Service's position at 31 March 2026 in relation to the Establishment, with vacancies and recruitment plans with consideration for the potential retirement and subsequent resulting recruitment. The document had been designed to be a "living document" to enable continual evolution as the Service progresses but was formally updated on an annual basis.

Progress between 1 October 2025 and 31 March 2026 included:

- 9 new Full Time Recruit Firefighters started a training course in September 2025, and were posted to stations in December 2025
- 1 external transferee started January 2026
- Agreement that 7 On-Call to Full Time transferees to be posted to positions by January 2027, subject to the retirement profile and Service need.

Promotion Processes from 1 October 2025 and 30 March 2026 included:

- Ongoing portfolio process for Crew Manager, Watch Manager, and Station Manager levels. Promotions made via these processes in the above time frame:
 - FF to CM – 1
 - CM to WM – 1
 - WM to SM – 1
- Chief Fire Officer – Advertised December 2025, 2 applications, 1 appointed
- Deputy Chief Fire Officer- advertised March 2026, 3 applications, 1 appointed
- Watch Manager (Control) – Advertised February 2026, 4 applications, 2 appointed
- Crew Manager (Control) – Advertised February 2026, 8 applications, 2 appointed

Resolved - that the Workforce Plan Update (October 2025 to March 2026) 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.

65/26` HMICFRS RECOMMENDATIONS PROGRESS – The Area Manager for Service Improvement submitted a report showing progress against the HMICFRS recommendations.

The latest His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) inspection 2023–2025 assessed Humberside Fire and Rescue Service (HFRS) across 11 areas. The Service achieved a strong overall performance, receiving two 'Outstanding', eight 'Good' and one 'Adequate' ratings, demonstrating continued improvement, positioned as a high-performing service nationally.

Inspectors highlighted several key strengths, including an outstanding understanding of risk and prevention activity, supported by effective use of data and technology. The Service was also recognised for strong partnership working, particularly with health partners, and for maintaining robust governance and continuous improvement arrangements through its Service Improvement Plan.

The report identified four areas for improvement (AFI) focused primarily on people, culture and leadership. Those included improving leadership visibility and engagement, strengthening staff confidence in feedback mechanisms, enhancing workforce development and talent management processes, and

further embedding a consistent organisational culture aligned to Service values. Each of the AFIs were formally recorded and managed via the Service Improvement Plan.

The report focused on the four AFIs and outlined the actions taken by the Service to address them ahead of the next inspection cycle, while ensuring those measures support sustained, long-term improvement. Those AFIs were –

- The service should assure itself that senior managers are visible and demonstrate service values through their behaviours.
- The service should monitor secondary contracts to make sure working hours are not exceeded.
- The service should assure itself that staff are confident using its feedback mechanisms, so these help the service gather valuable information.
- The service should put in place an open and fair process to identify, develop and support high-potential staff and aspiring leaders.

The Authority was assured that all four HMICFRS AFIs had been addressed through the effective application of the Three Lines Model, with coordinated activity and robust evidence in line with inspectorate expectations.

Resolved - That the HMICFRS Recommendations Progress report be received

66/26 PRODUCTIVITY AND EFFICIENCY PLAN 2026/27 - The Executive Director of Finance submitted a report detailing the Productivity and Efficiency Plan 2026/27.

In 2023, the Minister of State for Crime, Policing and Fire had mandated that all fire and rescue authorities create and publish an annual Productivity and Efficiency Plan (PEP). The 2026/27 PEP had been submitted to the Home Office in advance of the 30 April 2026 deadline, populated in accordance with the issued template, guidance and published on the Service's website. The PEP explained how Humberside Fire Authority (HFA) fulfilled the requirements of the following two metrics:

- The removal of previously established targets, including the Meet the 3 per cent increase in productivity and the 2 per cent non-pay efficiency savings,
- Inclusion of On-Call staff alongside wholetime personnel in the reporting of productivity performance and gains, with other staff groups no longer within scope, and
- Introduction of a Service Changes and Achievements category with a subset of three questions: What is the service doing differently this year? Why are these changes being made? What is the service's biggest success this year?

There had been sustained productivity growth across the Spending Review period, with total activity increasing from 31,241 in 2022/23 to 47,762 in 2025/26. That had been achieved alongside stable response standards, high On-Call availability and reduced unwanted fire signals through effective demand management and workforce utilisation.

Resolved - that the Productivity and Efficiency Plan 2025/26 be received.

67/26 EXTERNAL AUDIT ANNUAL STRATEGY MEMORANDUM 2026/27 - Forvis Mazars, the external auditor, submitted the Annual Strategy Memorandum for the Year Ending 31 March 2026.

The Auditor's Annual Strategy Memorandum summarised the work that would be undertaken as the auditor for Humberside Fire Authority ('the Authority') for the year ended 31 March 2026. 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 Audit would involve areas of risks such as –

- Management override of controls
- Net defined benefit liability valuation
- Valuation of land and buildings including right of use assets

Resolved - that the Annual Strategy Memorandum be received.

68/26 CONTROL UPDATE – The Area Manager of Emergency Response submitted a report detailing the Control 25 Programme Update.

In December 2023, the Authority approved investment to upgrade the ICT system that supported HFRS statute responsibilities in 999 call handling and mobilising resources to emergencies to support members of the public across the Humber area.

The Control 25 Programme commenced in April 2023, with the main purpose of procuring and implementing a new Computer Aided Dispatch (CAD) and an Integrated Communications Control System (ICCS) solution. The solution provided HFRS with advancements in technologies to enable the handling of 999 calls for emergency and mobilising fire engines and other resources to emergency incidents. HFRS successfully achieved 'Go-Live' on the new CAD and ICCS solution on Tuesday 2 June 2026.

The next phase of the project was to achieve 'steady state' on the new solution, implement the post Go-Live deliverables and commence decommissioning of the East Coast & Hertfordshire Control Room Consortium equipment. Further enhancements to the system would include improved resilience arrangements with other fire and rescue services operating on a similar system, to provide the ability to handle other Services' emergency calls and mobilise resources.

Resolved – that the Authority take assurance in the delivery of the Control 25 Programme to date and the now 'live' state of the new system, noting the enhancements to technology and planned improvements to resilience arrangements and improved service to the public.

69/26 ESTATES UPDATE – The Deputy Chief Fire Officer submitted a report giving an update on the Estates Capital Programme.

The report set out progress in developing the Service's estate in relation to the £23.469m capital funding approved by the Authority in November 2024, together with the further investment approved in November 2025, bringing the total allocation to £26.828m, in addition to £1.95m for the training estate.

HLM Architects had been procured as the Service's strategic estates partner. They brought significant experience in the fire and rescue estate sector, with an established track record in delivering modern, compliant fire stations and estate strategies across the UK and Eire.

A programme of condition surveys and six-facet assessments had established a clear picture of an ageing, largely post-war estate that remained broadly serviceable but was becoming increasingly constrained. The recurring limitations of the 1960s estate, including ageing building fabric, inefficient services and inflexible layouts, affected the Service's ability to meet modern standards relating to welfare, contamination control, accessibility and energy efficiency.

Based on HLM's assessment of the estate, five priority projects had been identified and endorsed by the Strategic Leadership Team for inclusion in the initial 2026/27 work programme. These were the delivery of new-build fire stations at Crowle, Pocklington and Driffield; the relocation of Calvert Lane Fire Station to the Service Headquarters site; and the progression of Peaks Lane Fire Station to RIBA Stage 2, reflecting the scale and complexity of that scheme. Those projects had been selected following a comprehensive estate-wide assessment, with priority given to those sites requiring the most significant investment and to securing an appropriate distribution of investment across the Authority area.

Resolved – that the Estates Update be received.

70/26 CHIEF FIRE OFFICER UPDATE – The Chief Fire Officer delivered a verbal update making the following points:

- By 14 July 2026, the Service had exceeded its 4-year average for fires in the open for 2026.
- 9 all-terrain vehicles were being procured.
- A consultation response had been submitted to the College of Fire.

- The new turntable ladder had been used to assist a fire response at Scunthorpe Recycling Plant.
- Recent communication had been released regarding Local Government reorganisation which could impact on the Service.
- Senior managers were undertaking visits to all fire stations.
- A passing out parade would be held on Friday 24 July 2026 that Members of the Fire Authority were invited to attend.

Resolved - that the Chief Fire Officer Update be received.

71/26 PRESENTATION TO CHIEF FIRE OFFICER ON RETIREMENT – At the close of the meeting, the Chair, on behalf of the Members of the Fire Authority presented the Chief Fire Officer, Phil Shillito with a retirement gift (this being the last Authority meeting before his retirement in October 2026).