

STATEMENT OF ASSURANCE AND ANNUAL REPORT

2024/25

Making
**SOUTH
YORKSHIRE
SAFER &
STRONGER**



**South Yorkshire
FIRE & RESCUE**

STATEMENT OF ASSURANCE AND ANNUAL REPORT – 2024/25

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Foreword

April 2024 to March 2025 saw the implementation the new [Community Risk Management Plan \(CRMP\) 2025-28](#). The CRMP is important because it tells the public how we will deliver our duties to make them safer and address risks in their local area. The plan also sets out our strategic objectives for the next three years. We want to remove inefficiency, boost performance and embed an inclusive workplace culture as we strive to become one of the country's leading fire and rescue services. The new CRMP also replaces our previous Service Plan with the priorities included in the new CRMP 2025-28. We believe that having one strategic plan will provide a concise and consistent way of communicating our objectives to both the public and to our staff.

We also published in full the results of a 'Fire Cover Review'. We commissioned external data specialists to conduct this review on our behalf last year, to help inform the CRMP. The review's purpose was to work out whether our fire stations and appliances were in the right places to address local risk and provide the best response to the public.

The review also considered the impact of various changes to our emergency response provision should our funding change- for better or worse- in the future. Whilst the review considered the impact of changes to fire station locations, provision and staffing, this does not necessarily mean we will either need or be able to implement them in the future.

We published our Productivity and Efficiency Plan 2024/25, that members received in June 2024. The National Fire Chiefs Council (NFCC) and the Local Government Association (LGA) proposed 2% efficiencies across non-pay spending in English fire and rescue services and a productivity increase of 3%. The plan explains how South Yorkshire Fire and Rescue will deliver these efficiencies, increase productivity against national targets, ensure balanced budgets and deliver value for money. Progress against the plan was monitored, with members receiving updates on the plan and our financial position throughout the year.

On Monday 3rd February 2025 we welcomed back the HMICFRS to conduct our third inspection. This started with a strategic briefing which is delivered to the lead inspectors by members of the Executive Team. The strategic briefing gives us an opportunity to explain the progress we think we've made in the last two years, including work delivered to address the areas for improvement identified during our last inspection.

Most pleasing of all though is how welcome the inspection team said they'd been made to feel during their time in South Yorkshire. They spoke very highly of the interactions they'd had with staff across all parts of the service.

In May, we received our draft report. We were given an opportunity to feedback on the report on matters of factual accuracy only. The results of SYFR's third inspection were released in July 2025. Whilst this does not fall into the timeframe of this report, it is worth noting that they were improved results on the previous inspection.

In August 2024, His Majesty's Inspectorate published its thematic review of misconduct in the fire and rescue service earlier this month. The report, 'Standards of behaviour: the handling of misconduct in the fire and rescue' captures the inspectorate's findings following a review of misconduct processes at ten services. The services selected to take part were considered to be broadly representative of the country as a whole. South Yorkshire was not one of the services which inspectors visited as part of this inspection. The report makes 15 recommendations for fire and rescue services, which we considered alongside our existing processes to see where there may be gaps and implement changes.

Throughout 2024/25 work progressed to bring Fire Authority services in-house following our long-standing service level agreement with Barnsley Metropolitan Borough Council (BMBC) coming to an end. The council gave us notice earlier this year that it would terminate its governance, finance, people and legal services to us in April 2025. The current agreement had been in place since 2015.

We considered various options for how to provide these services in the future and a proposal was made to bring the arrangements in house, which the Fire Authority approved. A project was established to oversee this transition and its implications for the service.

We have created a new position of Head of Governance and Legal Services/Monitoring Officer which will oversee the work that was carried out under the service level agreement. There are additional posts that have been created within our finance and governance functions in order to deliver the work that was previously carried out by BMBC under the service level agreement.

Introduction

The Statement of Assurance and the Annual Report used to be two separate documents. At the Fire and Rescue Authority meeting on 15 October 2018, it was decided to consolidate both reports.

The [Fire and Rescue National Framework for England](#) states that:

“Fire and rescue authorities need to produce an annual assurance statement about compliance with the National Framework”.

The Fire and Rescue National Framework for England, published in May 2018, states that fire and rescue authorities and their services remain free to operate in a way that enables the most efficient and effective delivery of their services. However, this freedom and flexibility means that fire and rescue services need to demonstrate that they are accountable to their communities and transparent.

This Report follows the guidance set out in the [Department for Communities and Local Government’s ‘Guidance on Statements of Assurance for Fire and Rescue Authorities in England’](#). Much of the information given in the report is already contained in other documents / reports. Instead of repeating existing material, the report contains hyperlinks to direct the reader to this information. This Report also looks at our achievements over the past year.

It is intended that this document will provide an accessible way for our communities, government, local authorities and other partners to make an informed assessment of our performance.

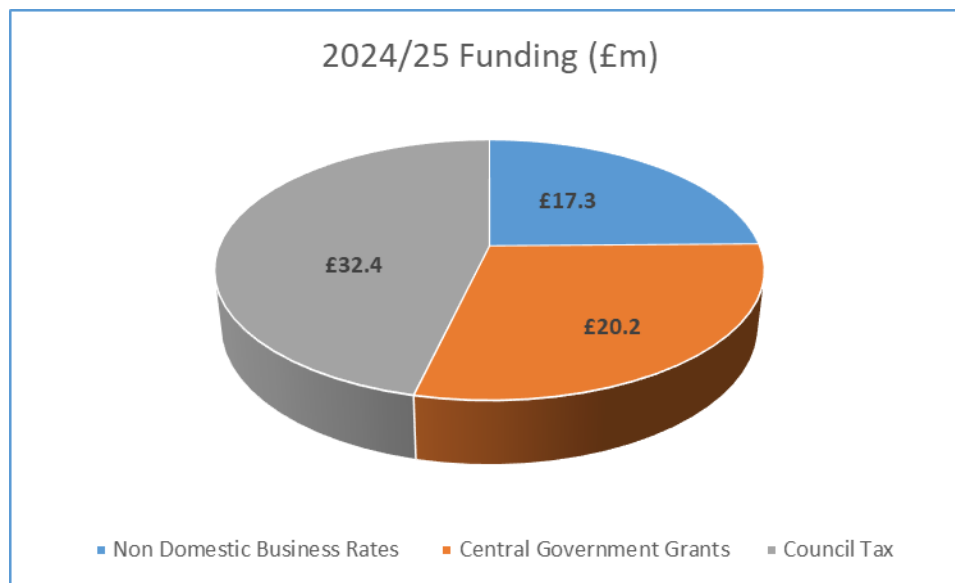
Details of how to obtain a copy of this Report in alternative formats can be found [here](#).

Financial Data

As a Fire and Rescue Authority, we are responsible for ensuring that our business is conducted in accordance with the law and proper standards. We must ensure that public money is properly accounted for and that it is used economically, efficiently and effectively.

Most of the Fire Authority's funding is provided directly by the Government in the form of Revenue Support Grant and Business Rates. The remainder is raised via the precept, which forms part of the council tax bills issued by the District Councils. South Yorkshire Fire and Rescue Authority (SYFRA) only sets its budget after taking account of the Government's regulations on excessive council tax increases, the reserves it has available and any income that it generates.

The pie chart below shows the breakdown of the sources of funding for 2024/25:

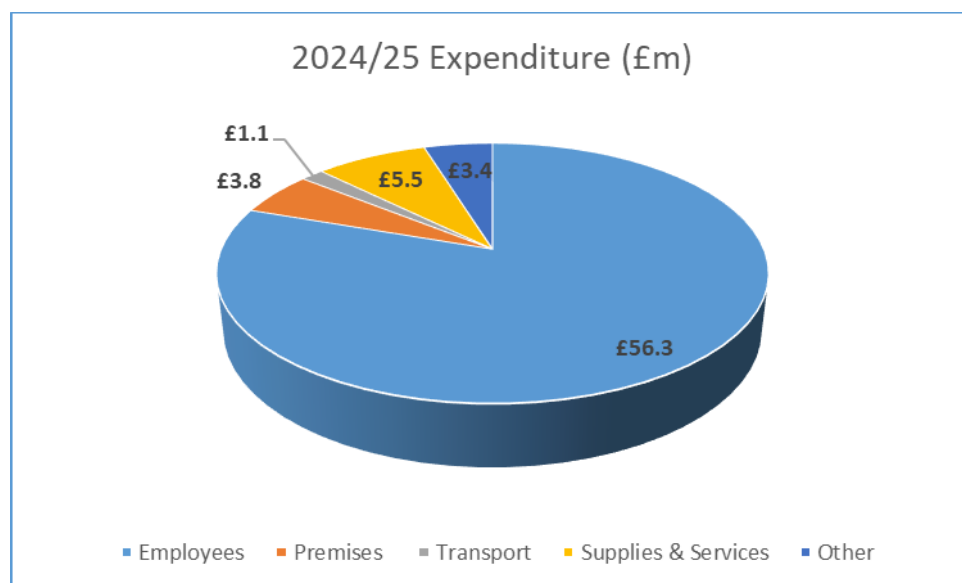


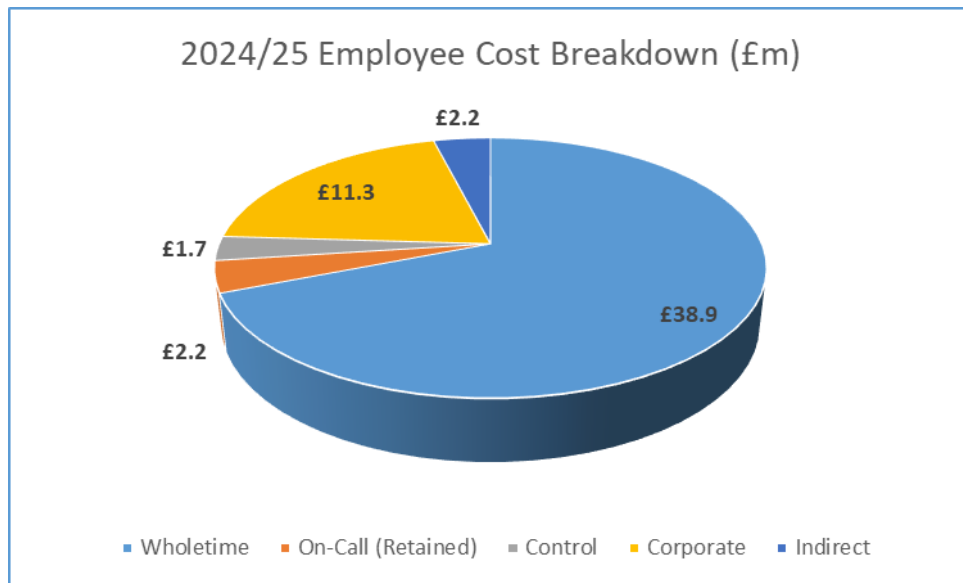
Financial Resources

The total net expenditure for 2024/25 was £70.130m (after the contributions to and from reserves). The revised budget was £69.992m (original £64.458m) resulting in +1% variance, which is above the tolerance of +1% / -2.5% for Local Performance Indicator (LPI) 4.4.

When the total net expenditure is compared to funding of £69.922m it resulted in an overall year-end revenue operating deficit of £0.138m (£0.012m surplus after contributions to and from earmarked reserves). The amount held at the end of 2024/25 in the General Reserve was £5.0m. This was above the minimum 5% of the original budget.

The pie charts below show a breakdown of the expenditure by budgetary areas and a further breakdown of the staff categories for 2024/25:





For more details on how we spent our budget, please see the [Statement of Accounts](#).

The Statement of Accounts is a statutory publication required under the Accounts and Audit Regulations and prepared in accordance with the Code of Practice on Local Authority Accounting in the UK (the Code), published by the Chartered Institute of Public Finance and Accountancy (CIPFA).

Capital Expenditure represents money spent by the Authority for the purpose of purchasing, upgrading or improving assets such as buildings and vehicles. The Authority spent £4.406m on capital investment during the year:

- Premises Related - £1.507m
- Transport Related - £1.391m
- Information & Communications - £1.334m
- Operational Equipment - £0.174m

SYFRA publishes the pay details of the executive team and all senior officers with a pro-rata salary of more than £50,000 in its [annual Statement of Accounts](#). The Pay Policy Statement 2024/25 provides the public with information on remuneration in a single document. This meets the obligations of the Localism Act 2011.

In summer 2010, the Government announced its intention that all public bodies should publish details of all its expenditure over £500. South Yorkshire Fire and Rescue (SYFR) publishes [lists](#) of all invoices paid over that amount on a quarterly basis ^{*1 See Below}.

The Authority's [Financial Regulations](#) are provided on its website.

**1 - The publication of further information relating to the pay and employment of senior staff and to procurement spending, is a requirement of the [Local](#)*

[Government Transparency Code 2015](#).

Governance

South Yorkshire Fire and Rescue Authority

SYFRA is a statutory body made up of 12 local Councillors from the District Councils of Sheffield, Doncaster, Rotherham and Barnsley. South Yorkshire Mayoral Combined Authority (SYMCA) are invited to all Fire and Rescue Authority meetings.

The primary responsibilities of the Authority are laid down in legislation including, the Fire and Rescue Services Act 2004, Civil Contingencies Act 2004 and the Local Government Act 1999. This is to provide an effective, economic and efficient Fire and Rescue Service.

The Authority funds SYFR and works with the Chief Fire Officer. The Authority's vision is 'Making South Yorkshire Safer and Stronger' and this is delivered through a range of aspirations and behaviours and monitored via business plans and performance measures.

The Authority supports the Service's aspirations, which are:

- Be a great place to work
- Put people first
- Strive to be the best

The [Fire Authority's Constitution](#) sets out the roles and responsibilities for Members and the procedures used to ensure that decision-making is efficient, transparent and accountable to local residents. There is a Member Code of Conduct, (Part 6b of the Constitution) with an Appeals and Standards Committee responsible for monitoring and reviewing Councillor conduct. The Audit and Governance Committee also includes three Independent (co-opted) members.

The Authority has the following Committees and other forums:

- Fire and Rescue Authority
- Audit and Governance Committee
- Corporate Advisory Group
- Appeals and Standards Committee
- Appointments Committee

- Principal Officers Review Committee.
- It also has a separate Performance and Scrutiny Board, and a Stakeholder Planning Board to provide additional overview and scrutiny across all services and functions, but particularly in the areas of consultation, partnerships and workforce development (including equality and inclusion).

The Fire Authority established the Performance and Scrutiny Board in 2008, to provide a dedicated scrutiny function; a separate scrutiny function is a requirement of the National Framework Document for FRAs. Its remit is to ensure that the Authority's business is subject to effective scrutiny, and to provide constructive, robust and purposeful challenges to strategic areas of corporate operations.

The Board meets on a quarterly basis, with the option of meeting more frequently, dependent on the issue under scrutiny. It receives timely performance reports on a range of agreed performance measures and targets.

In addition, all boards of the Authority have a work programme, and provide a scrutiny and challenge function. Whilst the scrutiny function does not replicate the arrangements within a primary authority, it nevertheless provides for chosen areas / functions, to be examined in more depth and detail with a view to recommending improvements.

The Authority also has a [Local Pension Board](#). This was established in April 2015 following the independent Hutton Inquiry into public service pension provision. The Board provides a scrutiny function on behalf of the Scheme Manager – which is the full Fire and Rescue Authority. The Board meets quarterly and has an independent Chair. You can view the Local Pension Board Annual Report and read more about the work of the Pension Board on the Authority's website: [Fire and Rescue Authority meetings - South Yorkshire Fire and Rescue](#)

The way South Yorkshire Fire & Rescue Authority meetings are held changed in April 2025. The Authority's meetings are now being hosted by South Yorkshire Fire & Rescue, having been hosted by Barnsley Council for many years.

Public meetings are usually held at the fire service's headquarters on 197 Eyre Street, Sheffield. Dates, time and locations of all meetings are published in advance of the meetings on a new

website [here](#). Public meeting dates, agendas and papers are also now available via the same website.

The website where the Authority's meetings and agendas used to be hosted will stay live until October 2025 and can be found [here](#).

South Yorkshire Fire and Rescue

The Senior Management Structure of the Service is made up of the Executive team, comprising the Chief Fire Officer, Deputy Chief Fire Officer, Assistant Chief Fire Officer, Director of People and Culture, and Director of Finance and Procurement. They are supported by three Heads of Function and the Corporate Communications Manager, who together with the Executive Team, jointly make up the Senior Leadership Team. The wider Corporate Management Board comprises further senior departmental managers. Our current management structure can be found on our website.

<http://www.syfire.gov.uk/service-information/service-structure/>

Certain powers are delegated to the CFO and other senior officers. These are set out in the Fire and Rescue Authority's Constitution - [Part 3 – Scheme of Delegation to Officers](#).

There are three main decision-making bodies within the Service structure:

- Executive Team (ET)
- Senior Leadership Team (SLT)
- Corporate Management Board Authority (CMB) and CMB Business Change

Below this level, several other meetings take place, some of which have limited decision-making power, but all of which are responsible to the Senior Leadership, Executive Team or CMB. The SYFR meeting structure has recently been reviewed to identify ways to improve the governance and decision-making structures we have in place and to maximise meeting efficiency and effectiveness, whilst at the same time reducing the number and frequency.

Boards:

- Community Risk Management Plan (CRMP) Board
- Service Delivery Board
- People and Culture Board
- Asset Management Board
- Service Improvement Board

Committees:

Reporting to the People Board:

- Workforce Development Committee
- Workforce Planning Committee
- Equality, Diversity and Inclusion (EDI) Committee
- Health, Safety and Wellbeing (HS&W) Committee

Reporting to CRMP Board:

- Community Risk Management Committee

Reporting to Service Improvement Board:

- Organisational Research Learning & Evaluation Committee

Reporting to Service Delivery Board:

- Fire Cover Committee
- Partnerships Committee
- Safeguarding Executive Committee

Reporting to Asset Management Board:

- Strategic Fleet Committee
- Property Committee
- Information Governance & Protective Security Committee
- Sustainability Committee

Groups:

- Data & Research Group
- Safeguarding Reference Group
- ORLEC Equipment Steering Groups
- Training Liaison Group
- Workforce Planning Group
- Exercise Planning Group

Further details of the meetings and decision-making structure can be found in Part 4 of the Fire Authority's Constitution.

There is a Member Code of Conduct, which can be found in Part 6b of the Fire Authority's Constitution.

There is also an Employee Code of Conduct, which is available on request.

Annual Governance Statement

The Authority has a duty under the Local Government Act 1999 to plan to secure continuous improvement in the way in which its functions are exercised, having regard to '*a combination of economy, efficiency and effectiveness*'.

In discharging this overall responsibility, the Authority is responsible for putting in place proper arrangements for the governance of its affairs, facilitating the effective exercise of its functions and including arrangements for the management of risk. A copy of the Risk Management Strategy along with the Annual Review of Risk Management can be found on the [SYFRA website](#).

The Authority has approved and adopted a Code of Corporate Governance, which is consistent with the principles of the Chartered Institute of Public Finance and Accountancy (CIPFA) / Society of Local Authority Chief Executives (SOLACE) Framework Delivering Good Governance in Local Government.

The Annual Governance Statement explains how the Authority has complied with the code and, how it meets the requirements of Regulation 6(1) of the Accounts and Audit (England)

Regulations 2015 in relation to the preparation of an Annual Governance Statement. The Annual Governance Statement also sets out how the Authority reviews the effectiveness of the governance framework and the system of internal control.

Transparency

In accordance with the Code of Recommended Practice for Local Authorities on Data Transparency, the Local Government Transparency Code 2015 and the Freedom of Information Act definition document for Joint Authorities and Boards, SYFRA is committed to creating greater transparency through the publication on the website of public data and information on how public money is being spent. Information is regularly published relating to land and assets owned by SYFRA, tender and procurements, payment for goods and services to external bodies and suppliers over £500, details of salaries and allowances paid to senior staff and details relating to Trade Unions. This can be found on the SYFR website under Transparency - [Open Data](#).

SYFRA strives to be transparent in the way it makes decisions. Fire Authority and Audit and Governance Committee meetings are recorded and are then available to view on the Authority's website a short time after each meeting. Members of the public can attend the meetings in person at the offices of the South Yorkshire Fire and Rescue Headquarters, Eyre Street, Sheffield, S1 3FG and are able to submit questions to the Fire Authority in advance of these meetings. Prior to the SLA with BMBC ending on the 31st March 2025 these meetings were held at Barnsley Town Hall. Full details can be found on the SYFRA's [website](#), along with copies of the agendas, open reports and minutes for both meetings.

Audit

SYFRA is subject to both internal and external audit. Both functions have distinct roles and responsibilities, which, together, provide a comprehensive statutory audit, function.

Internal Audit is an independent, objective assurance and consulting activity, designed to add value and improve an organisation's operations. It helps an organisation to accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control and governance processes.

Until April 2025 the internal audit service was provided by *RSM Risk Assurance Services LLP*, this work was then taken on by a new provider *TIAA*. Details of the mission of internal audit, independence and ethics, responsibilities, quality assurance and improvement and reporting can be found on the [SYFRA's website](#).

The [Internal Audit Annual Report](#) can be found on the Authority's website.

External Audit is responsible for the statutory audit of the Authority's financial statements, including giving an annual opinion on the accounts and providing a conclusion on the Authority's value for money (VFM) arrangements.

The External Audit function is provided by KPMG.

As part of the Audit and Governance Committee's work over the past 12 months, it has considered a range of internal and external audit reports. These are available on the [Audit and Governance Committee](#) pages, on the South Yorkshire Joint Authorities website.

His Majesty's Inspection Process

SYFR are inspected by His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS).

These inspections focus on three areas, Effectiveness, Efficiency and People. The resulting assessments include graded judgments of performance.

SYFR's last inspection took place in 2022 and the final report was published in January 2023.

The Service was rated as 'requires improvement' across two judgement criteria and 'good' for the third judgement criteria.

Inspectors from His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) found that South Yorkshire Fire & Rescue:

- 'Requires improvement' in effectively keeping people safe and secure from fire and other risks
- 'Requires improvement' in operating efficiently
- 'Good' at looking after its people

The Service was also rated as Good in seven out of eleven subcategories.

[You can read the report in full here.](#)

The inspectors also identified some recommendations and areas for improvement.

The Service has produced an improvement plan based on the recommendations made in the HMICFRS inspection report. This is monitored and reported regularly to the Fire and Rescue Authority.

A HMICFRS national COVID-19 Inspection took place during 2020/21. This praised our response to the COVID -19 pandemic.

It found that we adapted to the pandemic effectively, carried on delivering our core services and provided additional support to the community during the first phase of the pandemic.

Inspectors also found that staffs wellbeing was made a clear priority for the Service. It also praised senior leaders for actively promoting wellbeing services.

The results of SYFR's third inspection were released in July 2025. Whilst this does not fall into the timeframe of this report, it is worth noting that they were improved results on the previous inspection. SYFR have commented on the results here: <https://www.syfire.gov.uk/south-yorkshires-fire-service-praised-in-latest-inspection-report/>

Further details can be found on the HMICFRS website, by clicking on the [link](#).

Governance Review

An internal audit review of the overall governance arrangements of the FRA and SYFR was undertaken during 2020/21, to provide assurance that the governance framework is operating effectively.

A further Internal Governance audit review was undertaken in early 2024; this went well and substantial reassurance was given.

The audit concluded that there is a strong Governance Structure in place, and this can be evidenced through the detailed Constitution and meeting minutes.

Data Protection Arrangements

SYFR has a designated Data Protection Officer (DPO). The DPO's responsibilities include:

- informing and advising SYFR and its employees who carry out processing of their obligations pursuant to UK General Data Protection Regulation (UK GDPR) and other data protection provisions.
- monitoring compliance with UK GDPR, other data protection provisions and SYFR policies in relation to the protection of personal data.
- providing advice when requested as regards Data Protection Impact Assessments (DPIA), monitoring their performance and managing SYFR Register of DPIAs.
- cooperating with the Supervisory Authority. The Information Commissioner's Office (ICO).
- acting as the contact point for the Supervisory Authority (ICO) on issues relating to personal data processing.

Data protection training is carried out to ensure all staff are aware of data protection, the UK GDPR and their responsibilities. New starters must complete this training within their first week. With an ongoing training schedule to keep this up to date every two years. Biennial face to face training by the DPO is also in place for "higher risk" departments such as People Services, Safeguarding and Occupational Health Unit etc.

An "Information Governance and Protective Security Committee" is in place, chaired by the Deputy Chief Fire Officer/Senior Information Risk Owner. The group has been established to be the primary forum for overseeing and managing cyber security, privacy and security of data, assets and people across SYFR including driving a privacy aware culture.
































Operational







Statutory Duties

South Yorkshire is responsible for carrying out a range of statutory duties including those contained in:

- [The Fire and Rescue Services Act 2004](#)
- [The Civil Contingencies Act 2004](#)
- [Policing and Crime Act 2017](#)
- [The Control of Major Accident Hazards \(COMAH\) Regulations 2015](#)
- [The Regulatory Reform \(Fire Safety\) Order 2005](#)
- [The Fire and Rescue Services \(Emergencies\) \(England\) Order 2007](#)
- [The Localism Act 2011](#)
- [The Fire and Rescue National Framework for England](#)
- [HMG Security Policy Framework 2018](#)

This table shows the number of fire engines and how we staff them at each of our 21 fires stations.

Station	Crewing type	Station	Crewing type
Barnsley district		Rotherham district	
Barnsley	 	Rotherham	 
Cudworth	 	Aston Park	
Tankersley		Dearne	 
Penistone		Maltby	
Doncaster district		Sheffield district	
Doncaster	   	Central	 
Adwick		Birley Moor	 
Askern		Elm Lane	
Edlington		Lowedges	
Rossington	 	Parkway	 
Thorne		Rivelin	
		Stocksbridge	

 Pump (wholetime)
 Pump (on call)
 Pump (day crewed)
 Small Incident Unit
 Aerial (wholetime)
 Aerial (dual crewed)

Community Risk Management Plan (CRMP)

The CRMP is an up-to-date analysis of local risk and describes how we will effectively coordinate our prevention, protection, response and resilience work to improve public safety and save lives.

A draft plan was presented to members on 25th of November 2024 before a period of consultation with public, staff and other stakeholders following approval by Fire Authority on the 17th of February 2025.

The 2025 – 2028 CRMP has been drafted using a Project team rather than just one person trying to achieve this. The Project group was made up staff from across the organisation and representative bodies. The production of the CRMP followed the NFCC CPO Community Risk Management Planning strategic framework. Community Risk Management Planning strategic framework | NFCC CPO (ukfrs.com)

It is important to note that the whole CRMP is underpinned by three key themes that should support, influence, and inform each individual component throughout the whole process:

- Data and Business Intelligence.
- Equality / People Impact Assessment (EqIA).
- Stakeholder and Public Engagement.

The project group developed the 2025 – 2028 CRMP to include the following key updates:

a. Three new Strategic Objectives, which will replace the existing Service Plan and objectives.

We are including these objectives in this plan so that the links are much clearer between our work to make local people safer and our work to improve our service for all those we serve and employ.

I. Efficiency and productivity - Identify and remove inefficiencies across the service and improve productivity to provide best value.

II. Inclusion, diversity and culture - Embed inclusion across the service so all staff can thrive, communities are supported, and positive action translates into genuine recruitment outcomes

III. Performance, leadership and learning - Harness data, prioritise leadership and adopt learning to drive improved performance across all service areas.

- b. An up-to-date analysis of local risk.
- c. Technological improvements such as the introduction of Microsoft Office 365.
- d. Green initiatives including those designed to decarbonise our service.
- e. Updated Community Risk Modelling using the National Fire Chief Councils (NFCC) Risk Methodologies.
- f. Updated finance information.
- g. Details on Fire Cover Review provided by Operational Research in Health (ORH).
- h. Proposed changes to a Small Incident Unit location, a move from Cudworth to Dearne and a proposed change in station work routines.

Business Continuity

The Fire and Rescue Services Act 2004 sets out the core functions of the Fire and Rescue Service. These are fire safety, firefighting, road traffic accidents and emergencies. Failure to deliver any of these functions would have a catastrophic effect on the communities of South Yorkshire. The potential for disruption to these core public safety functions has been identified as a statutory duty in the Civil Contingencies Act (2004) (Part 1. Para 2(1) (C)). It is a duty under the Act for all Category 1 Responders to maintain plans to ensure that as far as is reasonably practicable that, if an emergency occurs, they can continue to perform these functions.

Business Continuity Plans for South Yorkshire have been developed over several years. The Deputy Chief Fire Officer (DCFO) is accountable for the Business Continuity Management (BCM) Policy and Implementation. Resilience Planning and Contingencies (RPaC) coordinate this function across the organisation and are responsible for overseeing the training in and testing of our Business Continuity arrangements. This function is carried out in conjunction with our multi-agency partners and other fire and rescue services nationally.

SYFR Business Continuity Plans are aligned to the *International Standard for Business Continuity, ISO22301*. This provides a structure, which will ensure that we are resilient to interruption to the delivery of our core public safety functions. Plans are also aligned to the Business Continuity Institute's Good Practice Guidelines.

Business Continuity exercising is fully embedded within the Services Exercise Policy and its Exercise Planning Group. All Business Continuity Plans are exercised twice per year and 2024/25 we launched a brand-new corporate department business continuity exercise programme. This includes scenarios around severe weather, cyber-attacks, power outage, and loss of a major premise. We have continued to embed business continuity exercising into the emergency response exercise programme to ensure that fire station and fire control plans are effective and fit for purpose.

At a strategic level, business continuity exercise themes have concentrated on our business continuity arrangements and organisational response to a national power outage. Throughout 2025, we will be looking at scenarios around cyber and working with our partners in the Local Resilience Forum to test mutual aid arrangements for fuel shortages.

The Business Continuity (BC) arrangements of the organisation are reported to the South Yorkshire Local Resilience Forum Business Continuity Group to ensure full compliance with our responsibilities and good practice outlined in Business Continuity Resilience Standards for LRFs.

Our Emergency Planning Officer is the Chair of the South Yorkshire Local Resilience Forum (SYLRF) Business Continuity Group. In 2024/25 the group has continued to work on fuel resilience and held thematic discussion workshops on space weather, loss of utilities, loss of buildings, supply chain resilience, and Public Switch Telephone Network (PSTN) switch off.

SYFR are very aware of the expectations to work collaboratively with other FRSs and to this end our Emergency Planning Officer is the Vice Chair of the National Fire Chiefs Council (NFCC) Business Continuity & Resilience Group. This group has 2-day in person meetings biannually and an online meeting every month. This allows the group to keep up to date on current business continuity risks and continue to work together to share learning and best practice. Representatives of the Home Office (now MHCLG) Fire Directorate attend the monthly online meetings to provide updates on business continuity risks at a government level.

Our Emergency Planning Officer also conducted a national exercise for the NFCC Business Continuity & Resilience Group during BC & Resilience Awareness Week. This was a week-long exercise aimed at testing Fire Station business continuity arrangements and saw 26 FRSs taking part.

Protective Security

The Protective Security arrangements of SYFR are delivered against His Majesty's Government (HMG) Protective Security Framework. The RPaC Team are responsible for reviewing all Security arrangements and reporting any concerns to the Senior Leadership Team through the Deputy Chief Fire Officer.

We are all too aware of daily atrocities which take place internationally and the increase in terrorism in numerous guises throughout the UK. Terrorism attacks, vehicle and knife attacks

and cyber-attacks on national IT systems bring home to us the importance of maintaining and enhancing our organisations security arrangements.

The arrangements within SYFR follow three main themes, these being the protection of our People (staff), Places (buildings) and Processes (including Information Communications Technology (ICT)). Our security incident reporting system and physical security audit process allows us to keep a close eye upon any security issues. Protective security arrangements are monitored through the Information Governance & Protective Security Committee.

To increase awareness of our staff we provide regular bulletin information, and two online learning modules: SYFR Protective Security and Action Counters Terrorism (ACT) Awareness (national e-learning). We also provide a Protective Security input to new firefighter recruits. We attend the Strategic Contest Board to ensure we have the most up to date view of threat and risk, and ensure we feed into the Prevent work undertaken by that group and the smaller district based Prevent Groups.

Mutual Aid Agreements

The Fire and Rescue National Framework states that fire and rescue authorities must make provision to respond to incidents such as fires, road traffic collisions and other emergencies within their area and in other areas in line with their mutual aid agreements and reflect this in their community risk management plans.

Sections 13 and 16 of the Fire and Rescue Services Act 2004 provide clear instructions for fire and rescue services regarding mutual aid and the discharge of functions by others. SYFR has Section 13 agreements in place with all our neighbouring fire and rescue services in respect of arrangements to support each other where an incident location makes this sensible. We also have similar agreements to support each other in the event of a major incident.

SYFR has several Memoranda of Understanding (MoUs) with both fire and rescue services and other partner agencies. SYFR is working closely with its regional partners through the NFCC Yorkshire and Humberside Regional Strategy Group, previously the Yorkshire and Humberside Operational Resilience Group (YHORG), to ensure that, wherever possible, we hold regional

MOUs rather than having four separate ways of working. This streamlined process reduces impact on resources and creates resilience by enabling greater cross border support.

Our mutual aid documents with our neighbouring fire and rescue services are reviewed on an annual basis. All service level agreements agreed have set review periods not to exceed three years.

Our Performance

SYFR has a suite of performance measures. These include operational performance measures. The suite of performance measures is reported to the Performance and Scrutiny Board quarterly and the Fire Authority annually, for analysis, challenge and comment. The Annual Corporate Performance report for 2024/25 can be viewed by clicking on the [link](#).

The performance measures are also used at a local level to inform where resources and initiatives need to be focussed.

The Performance Management Framework is reviewed annually; however, a decision was taken to carry out an in-depth review during 2020/21, due to the following factors:

- His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) inspection report
- Integrated Risk Management Plan
- SYFR Annual Plan 2021/22
- State of Fire and Rescue Report

A Task and Finish Group was appointed to carry out the review, with Fire Authority Members being involved at all stages.

A suite of Corporate Level performance measures has been approved, and the review has now entered a second phase to develop a range of additional Supporting / Diagnostic performance measures.

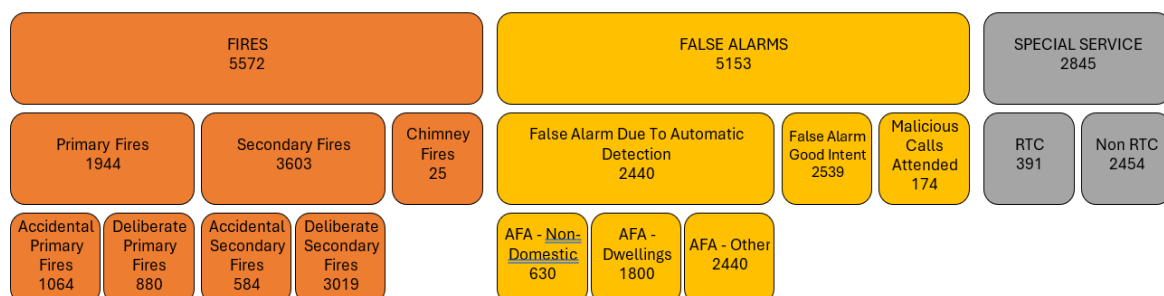
SYFR benchmarks against the other Metropolitan Fire and Rescue Services, using a suite of performance indicators. Benchmarking against a selection of these indicators is included in the Quarterly and Annual Corporate Performance reports.

Our Performance During 2024/25

Performance Measures

		Performance	
		2023/24	2024/25
Number of Primary Fires		2025	1944
Number of Accidental Dwelling Fires		543	535
Number of Fires in Non-Domestic Premises		196	238
Number of Fire Deaths and Injuries	All Fire Deaths	3	9
	Accidental Dwelling Fire Deaths	2	4
	All Fire Injuries	71	83
	Accidental Dwelling Fire Injuries	34	55
Arson Incidents	Primary Arson Incidents	983	880
	Deliberate Secondary Fires	3072	3019
False Alarms caused by Automatic Fire Detection – Non-Domestic Properties		670	630

The Annual Corporate Performance Report for 2024/25 contains the final outturn figures for the full suite of Performance Indicators.



Key

Primary Fire -	Includes all fires in buildings, vehicles and outdoor structures, or any fire involving casualties, rescues or fires attended by five or more appliances
Secondary Fire -	A fire incident that did not occur at a primary location, was not a chimney fire in an occupied building, did not involve casualties (otherwise categorised as a Primary incident) and was attended by four or fewer appliances
RTC -	Road Traffic Collision
AFA -	Automatic Fire Alarm

Health and Safety

SYFR believes that the health, safety and welfare of its employees, visitors and members of the public are its highest priorities. This is reflected in the overall corporate vision. The Service commits itself to allocating the resources necessary to meet its moral and legal obligations.

In pursuance of the highest possible standards, the service is dedicated to preventing injury and ill health, complying with the requirements of relevant statutory provisions and where possible exceeding these utilising sector specific guidance and best practice.

To achieve the level of health and safety required, the Service will ensure the effective management of risk through the development of clear management systems, which define roles, and responsibilities of all employees, contractors and visitors.

Risk profiles have been produced for each service function to provide a prioritised approach to health and safety risk management. Risk assessments have been completed to identify hazards and control measures necessary to mitigate the risk.

Health and safety training is provided to raise levels of competence and promote a positive health and safety culture that is proportionate and enables workplace activities, equipment and substances to be effectively managed.

Active and reactive monitoring is undertaken to measure levels of performance and identify areas for improvement. These are combined with a biennial audit of the health and safety management system. The outcome of the audit is a prioritised and targeted improvement plan covering all aspects of Health and Safety.

National Framework Requirements

SYFR have National Resilience Assets consisting of Mass Decontamination Unit (MDU), High Volume Pump (HVP), Detection, Identification and Monitoring (DIM), and Marauding Terrorist Attack (MTA).

We have dedicated National Resilience Trainers who ensure that all our Key Performance Indicators (KPIs) in relation to numbers of staff trained are achieved and always exceeded. Training records are comprehensive.

All our National Resilience Assets are checked regularly in accordance with the requirements of the National Resilience Assurance Team (NRAT). Any faults or missing equipment are reported immediately through a well-rehearsed process.

National Resilience Capability Leads audit all National Resilience assets against KPIs in a three-year assurance cycle. This includes remote assurance, assurance visit, and exercise assurance. Any gaps identified from this assurance cycle will create action plans which are agreed on by the National Resilience Capability Lead and the SYFR National Resilience SPoC. These action plans are completed within appropriate timescales. In 2024-2025, MDU and DIM has undertaken remote assurance and HVP and MTA have had an assurance visit.

In recent years, SYFR HVP and DIM assets have mobilised to events within South Yorkshire and supported incidents out of county.

In May 2024, RPaC ran a National Resilience Awareness Day for SYFR commanders and Local Resilience Forum partners and a Strategic Holding Area (SHA) information session and exercise for SYFR commanders. In June 2024, we also organised a DIM vehicle to be part of the exhibition for the Yorkshire & Humber Multi-Agency Capability Event hosted by West Yorkshire Local Resilience Forum.

All SYFR's Contingency plans are reviewed and revised where necessary on a regular basis.

Any gaps in our National Resilience Capability are captured within individual plans and issues raised with our Senior Management Team. The overall responsibility for reviewing plans lays with RPaC.

Control of Major Accident Hazards (COMAH)

SYFR are the Local Authority as defined by the COMAH Regulations 2015 and has a responsibility to Prepare, Review, Test and Exercise External Emergency Plans which relate to upper tier COMAH sites within the South Yorkshire area. The RPaC department lead on COMAH on behalf of SYFR.

South Yorkshire has seven upper tier COMAH sites. All COMAH External Emergency Plans are in date and a COMAH exercise schedule is in place. RPaC liaise with upper tier COMAH sites, the HSE, and Local Resilience Forum partners in relation to COMAH plans and exercises. RPaC work within the SYFR Exercise Planning Group and the Local Resilience Forum Training & Exercising Group to ensure all COMAH exercises are sufficiently resourced.

RPaC organise South Yorkshire COMAH Group meetings which take place twice per year and provides a space for COMAH sites to share learning and experiences. RPaC also deliver awareness sessions on topical subjects through these meetings such as Joint Emergency Service Interoperability Principles (JESIP), Tactical Coordinating Groups, and Hazards Materials Environment Protection Officers.

Headline Projects and Programmes during 2024/25

Throughout 2024/25 South Yorkshire Fire and Rescue continued to implement, manage, monitor and close projects using the SYFR Project Framework and SYFR Benefits Framework to ensure processes are consistent and projects are monitored based on the benefits and value they add.

The organisation can have up to 30 projects at different stages of the Project Framework at any one time. The below table provides an overview of a some of the projects undertaken in 2024/25.

Project	Purpose	Progress in 2024/25
CFRMIS Cloud project (County Risk)	To implement an upgrade to the CFRMIS system that will facilitate the collation of risk information for the County	The system was implemented across the organisation. The closedown process was due to commence in June 2025.
CRMP 2025 production	To produce a comprehensive Community Risk Management Plan outlining objectives for the next 3-5 years	Our updated CRMP was published in February 2024 following staff and public consultation. It was delivered with the support of independent data specialists.
E-Expenses project	To enable paperless claims for expenses	Rolled out to corporate staff and rolling out to operational teams.
Maintenance of Competence (MOC) consisting of the following four projects: 1. Middle Managers 2. Firefighter 3. Corporate Staff 4. Senior Managers	To develop a single IT system for recording Middle Managers MOC which includes every employee role for both operational and support staff.	1. Middle Managers MOC (including specialisms) – project closed, awaiting post implementation report 2. Firefighter MOC – project closed 3. Corporate Staff MOC – open and progressing well 4. Senior Leaders MOC - on the horizon

On Call Improvement Programme	Aim to improve all aspects of On-Call as recommended in the 2018/19 HMICFRS report	<p>The programme consists of the following key activities or projects. All but one is now complete.</p> <ul style="list-style-type: none"> • Pay Systems (Closed) • Policies – Paused • Recruitment (Closed) • RMS – post go live ICT issues being resolved • Targeted community safety in Rural Areas- delivering results • Training and Skills Gaps (Closed) <p>Review planned of overall programme and next steps</p>
Risk System Project	Project to implement a risk system to replace current risk spreadsheet	<p>The Risk System is now up and running and all SYFR non-operational risks will be captured on this online system. All previous Excel risk registers are archived. The Risk System Project was formally closed at the October 2024 Community Risk Management Plan (CRMP) Board. The board agreed to a Post Implementation Review in 12 months; this process will commence in summer 2025.</p>
Culture Programme	Overarching programme to coordinate culture change projects and all linked activities	<p>This is progressing and is regularly reported into the Fire and Rescue Authority and associated meetings.</p>
Digital Transformation Strategy	Phased Programme in Year 4 during 2024/25	<p>This is progressing and is regularly reported into the Fire and Rescue Authority and associated meetings. A review of the 2024/25 year went to the FRA in June 2025, including a report to capture the expectations for the 2025/26 year.</p>

Grenfell	Working to address the 46 Recommendations which came out of the Grenfell Tower Inquiry phase 1 report.	Complete for Grenfell phase 1 report and project. Post implementation undertaken in 2024/25 which included consideration and review of how the work has moved to business as usual. Grenfell phase 2 report project work also commenced in 2024/25, reviewing and responding to the findings in the phase 2 report.
Breathing Apparatus (BA) facemasks	To ensure all personnel have up to date issue BA Facemasks with communication technology	Closed with the Post Implementation Review approved in May 2024.
Body Worn Cameras (Business Fire Safety only)	To capture videos and act as witnesses (in evidence) to provide protection and keep people safe	Closed with the Post Implementation Review approved in December 2024.
Uniform Standards	To procure a new and improved uniform contract for foreseeable future	Closed with the Post Implementation Review approved in May 2025.

Collaboration Update

South Yorkshire Fire and Rescue (SYFR) have always collaborated with partners, such as in the prevention, protection, incident ground, resilience and over the border settings. This work has been further formalised and structured via appropriate emergency services acts and frameworks.

One of the provisions of the Policing and Crime Act 2017 is the introduction of a 'duty to collaborate' across emergency services, with the overall aim to improve efficiency and effectiveness. SYFR are working together with their partners to achieve this, focusing on collaboration adding value to their communities.

The requirement for a Fire and Rescue Services to seek collaborative opportunities can be found in the Fire and Rescue Services Act 2004, the Civil Contingencies Act 2004, and the Fire and Rescue National Framework for England 2014.

In 2017, SYFR and South Yorkshire Police (SYP) committed to a formal collaboration programme, building on the successful collaboration between the two parties to deliver comprehensive collaborative projects. In order to effectively manage these, we have an established governance structure including project meetings, assurance boards, and the top-level decision-making Police and Fire Collaboration Board with membership including the Chief Fire Officer and the Chief Constable.

SYFR are committed to appropriate collaboration with partners and are engaged in other collaborations outside of those with South Yorkshire Police (SYP). This collaboration spans many different teams in the Service.

Collaboration Register

South Yorkshire Fire and Rescue (SYFR) maintain a Collaboration Register. This register has been utilised for audits and is regularly presented to the Police and Fire Collaboration Board. During 2024/25 the Collaboration Register captured a total of 98 collaborations, which includes collaborations with the following organisations:

- Age UK
- British Red Cross
- Doncaster Council
- Local Resilience Forum (LRF)
- Lowlands Rescue Charity
- Multi-agency, including SYP
- National Fire & Rescue Services
- National Fire Chiefs Council (NFCC)
- NHS
- Regional Fire and Rescue Services
- Sheffield Hallam University (SHU)
- South Yorkshire Police (SYP)
- Yorkshire Ambulance Service (YAS)

A Collaborative Overview

The below provides a summary of two collaboration streams, with the local police and with regional fire and rescue services. A more detailed overview can be found via Fire and Rescue Authority papers and Police and Fire Collaboration Board papers.

South Yorkshire Police (SYP) Collaboration

The Joint Community Safety Department (JCSD) continues to report into the JCSD Assurance Board on a quarterly basis, with the Head of Department reporting progress to the respective SYFR and SYP directors. This board provides a reporting mechanism for the effectiveness of the JCSD, including quarterly reporting against the performance of the department.

The Joint Vehicle Fleet Management (JVFM) department is also a SYFR and SYP collaboration. It is managed via a similar approach to the JCSD, with a jointly funded head of department and collaborative fleet managers supporting them. This includes a management of nearly 1,000 vehicles through the Joint Vehicle Fleet Management department, including the sharing of specialist skills and experience.

2020 saw the successful completion of a SYP body shop building on the SYFR Eastwood site, bringing with it improved best practice and knowledge sharing of fleet experience and knowledge, as well as efficiency opportunities for both organisations.

Non-project collaborations continue, and they are summarised at Police and Fire Collaboration Boards via a collaboration register. The two organisations continue to collaborate with training and development opportunities, as well as wellbeing and welfare best practice sharing. SYP continue to run first aid sessions for SYFR, and SYFR continue to run driving training for SYP, with this mutual support saving both organisations training costs.

Both services continue to collaborate for staff and equality group events, including the International Women's Day event in March 2024 and March 2025, and the Black History month event in October 2024 and October 2025.

The International Women's Day event 2025 was hosted by SYFR and SYP women's network colleagues at the Training and Development Centre; this included input from both services and was opened by SYFR's Director of Finance and Procurement Linda Haigh and closed by SYP's Chief Constable Lauren Poultney. The event covered topics such as a Violence Against Women and Girls (VAWG) and the benefits of coaching and mentoring. The aim of the day was to ensure that there was a mix of events and activities for different learning styles and personalities.

Regional Fire and Rescue Services Collaboration

SYFR is committed to collaborating with others where it adds value to the South Yorkshire communities or the organisation. The service's aim is that "South Yorkshire Fire and Rescue will collaborate locally, regionally and nationally where it is efficient or effective to do so to contribute to making South Yorkshire safer and stronger." (SYFR Collaboration Strategy; 2019, 2022, 2024).

The service has always collaborated with their Fire and Rescue colleagues, primarily focused on regional and over the border services, frontline support and resilience. This is particularly effective through large incident support, whereby neighbouring fire and rescue service have provided appliances and operational resilience and vice versa. The organisation has provided resilience and support for protracted incidents, such as for the Lincolnshire floods, focussed in Wainfleet and Thorpe Culvert, and multiple wildfires at Marsden and Saddleworth Moor in West Yorkshire. Equally, over the border colleagues have provided SYFR with resilience via appliances and operational support for incidents such as Hatfield and Wharnccliffe moors fires and South Yorkshire flooding.

The service and the region have progressed against a variety of regional fire and rescue collaborative opportunities, utilising project management and benefits realisation methodology to ensure that these are governed and monitored robustly.

Figure 1: Regional fire and rescue service collaborations as extracted from the SYFR Collaboration register 28 May 2025.

Area of Business	Collaboration Description
Training	NFCC materials group, sharing learning materials on a platform.
Operational Response	Over the border mobilisations and operational support.
Command	Regional CTA/MTA incident command training event with Fire, YAS, and Police, focused on NILO themes and JESIP.
Command	Regional Command Support pack alignment and purchase.
Command	Formalisation of Strategic Command resilience.
Command	MoU to share Command Support Units regionally.
Command	Regional command and control user group exploring further command resilience.
Procurement	Regional co-procurement of cutting gear, PPE, and rescue jackets.
Training	Major Incident table top exercises for SM and GM level across regional FRSs.
Occupational Health, Fitness & Wellbeing	Clinical supervision groups for Occupational Health Nurses across regional FRSs.

2024/25 collaboration snapshot

Collaborations added or updated between 2024 – 2025 can be found below, extracted from the SYFR Collaboration register 28 May 2025.

1. SYFR & Lifeline Against the Breadline Charity
 - Type: Local – Station
 - Summary: Community garden project at Adwick for local youths, supported by SYFR
2. SYFR & SYP
 - Type: Local – Communications
 - Summary: SYFR monitored TikTok for misinformation during Rotherham disorder, supporting SYP who do not have TikTok access
3. FRS (Regional) – Occupational Health
 - Type: Regional – Occupational Health, Fitness & Wellbeing
 - Summary: Clinical supervision groups established among regional FRS occupational health nurses to share best practices and support revalidation
4. Barnsley & Rotherham Hospital
 - Type: Local – Communications
 - Summary: One-off TikTok training delivered by SYFR comms to NHS Trust comms team
5. SYP & YAS
 - Type: Local – Operational Recruitment
 - Summary: Joint panel for GM recruitment in November 2024
6. HOPE
 - Type: Local – People and Culture
 - Summary: Training for trainee doctors on fire service trauma incidents and critical incident support

7. SYP, YAS

- Type: Local – People and Culture
- Summary: Joint 999 event for Black History Month, planned collaboratively

8. SYFR & SYP

- Type: Local – Operational Recruitment
- Summary: Askern Station to be used by SYP for comfort breaks; formal agreement in progress

9. Rotherham Council

- Type: Local – JCSD
- Summary: Agreement to share addresses of assisted bin collection properties with SYFR for fire safety outreach

10. NHS

- Type: Local – ICT
- Summary: Federation of 365 environments and Teams Rooms integration for streamlined meeting room use at SYFR headquarters.

11. Yorkshire Air Ambulance

- Type: Local – Training
- Summary: Request for Mod 1 water awareness training for air ambulance staff; MoU in progress

12. SYFR & SYP

- Type: Local – Training
- Summary: Joint large-scale training exercise at SYP's Nunnery Square building

SYFR and Sheffield Hallam University collaboration – in focus

In September 2022 SYFR were approached by Sheffield Hallam University (SHU) to discuss 3rd year paramedics becoming involved in recruits training. Since then, a partnership has developed to collaborate on a more regular basis. SYFR now regularly welcomes Sheffield

Hallam University paramedic students to training drills in a bid to expose students to realistic scenarios and build understanding between emergency service responders.

A communication goes to all watches at the beginning of each academic term asking them to consider incorporating 3rd year paramedics in any appropriate planned exercises. This takes place in term times and opportunities are hosted by stations.

Larger scale training exercises have also been set up at fire stations across South Yorkshire to help rehearse responses to incidents where firefighters and paramedics are likely to be present, including road traffic collisions, rescues from height and water incidents.

This collaboration continues to work well, with experience and learning for both organisations. For example, the 75th firefighter recruits worked together with paramedic students for road traffic collision training in May 2025.

What we did in 2024/25

April 2024

In April, the Fire Authority appointed Simon Dunker as Assistant Chief Fire Officer, following a competitive selection process. We also launched a safety campaign warning the public about the dangers of lithium-ion batteries after an incident in Sheffield nearly ended in tragedy. The campaign, titled “Charge Happy”, focused on the dangers posed by lithium-ion batteries, particularly those found in e-bikes and e-scooters.

May

We welcomed NHS South Yorkshire into our headquarters building as part of a major new collaboration agreement. They join Age UK Sheffield who have let a floor in the building since 2008. Both organisations said the move is further evidence of public services working together to save money and deliver better outcomes for local people.

June

We launched a water safety campaign, centred around a video that told the true story of Sam Haycock, a 16-year-old boy who lost his life at Ulley Reservoir in Rotherham. This was supported by the community safety team who carried out educational activity with schoolchildren at Ulley Reservoir throughout July. This month also saw a Sheffield landlord sentenced for violating fire safety laws after a fire in a building on Brookhill Road, Sheffield. It followed an inspection by Business Fire Safety Inspecting Officers who found no fire alarm or emergency lighting, poor standard of fire doors and no staircase ventilation at the property.

July

The 73rd recruits course passed out this month, the second batch of recruits to complete the course in 2024. John Billings was also appointed as Area Manager and Head of Service Delivery after a highly competitive recruitment process. Two Sheffield businesses were ordered to pay £4,000 after each failing to provide documents and information to business fire safety inspectors. Brightside Motors LTD and Brightside Motors Repair Centre LTD received the fine after the firms failed to comply with the Regulatory Reform (Fire Safety) Order 2005.

August

The service was given the top award by the Ministry of Defence for demonstrating its commitment to the armed forces community and was named a Gold award-winning organisation under the Defence Employer Recognition Scheme (ERS), delivered locally by the Reserve Forces & Cadets Association for Yorkshire & Humber. To win gold, employers must provide extra leave for reservists and have supportive HR policies in place for reservists, veterans, cadet volunteers and spouses and partners of those serving in the Armed Forces.

September

We supported Gas Safety Week, an annual event to raise awareness of gas safety and taking care of gas appliances. We also unveiled a plaque at Parkway fire station to commemorate firefighters Bob Smith and Paul Parkin who died after sustaining injuries at an incident in 1974. Relatives of the two fallen firefighters were present at the unveiling of the plaque which was funded by the Fire Brigades Union.

October

We launched a campaign called, Be There For Them, with an animated video created by renowned animator and illustrator, Gary Andrews, who has previously worked with Hollywood animation studio Pixar. The heartfelt film focuses on a man reflecting on his life and relationship with his mum before it ends in tragic circumstances. The aim of the campaign was to encourage families and caregivers to take basic steps to keep their older loved ones safe from fire – whether this be by making sure they have smoke alarms fitted and tested regularly or by carrying out an online home safety check with them on the Service's website. We also started a new partnership with dementia charity Lost Chord that will see fire safety messages incorporated into music making sessions hosted at our training and development centre.

November

We shared a Christmas advert, that lightly parodied a well-known cola brand, to urge the public to take care over the festive period as recent statistics showed that more house fires happen during the Christmas period than at any other time of year. We also began a consultation on our draft Community Risk Management Plan that set out our objectives for the next three years.

December

We launched an ambitious campaign to claim the Christmas Number One to raise staff, public and national awareness for the mental health challenges faced by fire and rescue staff, raise money for the Fire Fighters Charity and round off celebrations for our 50th year. The campaign reached more than one million people through social media, with a further two million reached through traditional media. The single itself reached 41 in the Official Charts Company's Singles Download chart.

January 2025

We shared news of a new arrangement between Rotherham council and SYFR that will see the addresses of up to 7,000 properties which receive assisted bin collections passed onto the fire service so that specialist staff can offer free smoke alarms and advice on stopping blazes to residents. We also opened our on-call recruitment window during the month and supported this with an advertising campaign on social media.

February

Our Community Risk Management Plan was approved by the Fire Authority. We also began our HMICFRS inspection this month with a strategic briefing to inspectors. This was verified by inspectors via interviews, staff focus groups, visits to teams and fire stations and desktop testing, where the inspector's checked systems and processes for themselves.

March

Plans were submitted for a major refurbishment of Elm Lane fire station to create a safe, modern and sustainable building for firefighters. To mark International Women's Day, the Women's Staff Group worked alongside the South Yorkshire Police and their Women's Network, to host a joint Blue Light Event at our training and development centre. Topics at the event included violence against young women and girls and the benefits of coaching and mentoring.

Looking Forward

Our Story – Our Vision for the future

Several years ago, the Service worked with staff and stakeholders to refresh its long-term vision for the future. The aim of this work was to re-establish the Service's sense of vision and purpose and to be clear on the behaviours and values expected of its staff.

This resulted in a refreshed purpose:

Making South Yorkshire safer and stronger

Supported by three aspirations for the future:

1. Be a great place to work - we will create the right culture, values and behaviours to make this a brilliant place to work that is inclusive for all.
2. Put local people first - we will spend money carefully, use our resources wisely and collaborate with others to provide the best deal to the communities we serve
3. Strive to be the best in everything we do - we will work with others, make the most of technology and develop leaders to become the very best at what we can be

And a set of core behaviours which apply to all staff, regardless of rank or role:

- Honesty- Be open and honest in everything we do
- Integrity- Do what we say we will do and follow through on promises.
- Respect- Respect people and trust them to do a good job

All our staff are also required to adhere to the Core Code of Ethics for Fire & Rescue Services- [more information here.](#)

In our Community Risk Management Plan 2025, we have also committed to delivering the following strategic objectives in the next four years.

1. Efficiency and productivity

Identify and remove inefficiencies across the service and improve productivity to provide best value.

We will:

- a) Set clear targets and report against our efficiency and productivity plan every year
- b) Develop our processes for identifying and realising efficiencies
- c) Scrutinise recruitment as part of existing workforce planning processes
- d) Prioritise our capital spending in line with this CRMP, reviewing it annually
- e) Deliver the objectives set out in our Green Plan

2. Inclusion, diversity and culture

Embed inclusion across the service so all staff can thrive, communities are supported, and positive action translates into genuine recruitment outcomes.

We will:

- a) Implement our revised equality, diversity and inclusion strategy by the end of 2026
- b) Deliver on actions arising from a staff culture survey by the end of 2025
- c) Empower staff groups to appropriately influence policy and employee experience
- d) Involve all parts of the service in positive action work and measure its impact
- e) Monitor the quality and effectiveness of equality impact assessments

3. Performance, leadership and learning

Harness data, prioritise leadership and adopt learning to drive improved performance across all service areas.

We will:

- a) Continue to improve our use of data and invest in our performance information systems and processes
- b) Better use data to inform local plans, performance measures and workforce productivity
- c) Support excellent leadership throughout SYFR, providing effective development opportunities for all levels (aspiring, supervisory, middle and senior), by the end of 2026
- d) Embed the 360-degree process for all leaders and managers by the end of 2026
- e) Ensure local and national learning is properly embedded across the service, including the health and safety of our staff and fire contaminants management

Contact Us

Tell us what you think

We welcome feedback from the public in relation to this combined Annual Statement of Assurance Report, or any other queries or issue relating to South Yorkshire Fire and Rescue.

Any comments can be provided to the Customer Care Team by calling 0114 2532209 or e-mailing customercare@syfire.gov.uk or by using our online website [contact us form](#).

Alternatively, write to us at this address:

South Yorkshire Fire & Rescue
197 Eyre Street
Sheffield
S1 3FG

Become a Volunteer

The traditional image of the fire and rescue service is of firefighters tackling incidents, but the work we do goes much wider than this. A large part of our role is to work alongside local communities to help make homes safer, educate children and vulnerable people about common hazards and do what we can to prevent emergency incidents happening in the first place.

We have established a volunteer programme to support us in this work, and to play a valuable supporting role to our existing community safety teams and in helping to deliver safety messages at our Lifewise Centre in Rotherham. In return, volunteers will gain valuable experience and skills, improving their capabilities and assisting their applications for future, paid employment.

For more information of volunteering vacancies, visit the 'Find a Job' section of our website <http://www.syfire.gov.uk/find-a-job/volunteering/>.

Find Out More

South Yorkshire Fire and Rescue's website provides more information on our services to the community, our people and resources latest incidents and news, and much more.

www.syfire.gov.uk

To sign up for our free e-newsletter or make comments about the website, be involved in our public consultation work, email: press@syfire.gov.uk

Follow our social media – X (formally Twitter) <https://twitter.com/syfr> and Facebook <https://www.facebook.com/southyorkshirefire/>

For general enquiries and comments call 0114 2727202 or email: comments@syfire.gov.uk or use our online website [contact us form](#)

For Compliments and Complaints call 0114 2532209 or e-mail: customercare@syfire.gov.uk or use our online website [contact us form](#)

Access to Information

If you would like to ask us a question about what we do and how we deliver our Services, you can make a request under the Freedom of Information Act. Information of how to make a request is available on our website here <http://www.syfire.gov.uk/transparency/freedom-of-information-foi/>.

If you would like to request information, please contact us at:

Information and Governance Manager
South Yorkshire Fire & Rescue
197 Eyre Street
SHEFFIELD
S1 3FG

You can also contact us by:

- Email to foi@syfire.gov.uk
- Our online website Contact Us form <http://www.syfire.gov.uk/contact/>
- SYFR X (formally Twitter) <https://twitter.com/syfr>
- SYFR Facebook <https://www.facebook.com/southyorkshirefire/>

Personal Data and Privacy

South Yorkshire Fire & Rescue are committed to protecting your personal data and privacy. We take our data protection responsibilities extremely seriously and understand how valuable your personal data is. Any personal information you give to us will be processed in accordance with the UK Data Protection legislation and the UK General Data Protection Regulation (GDPR). To find out more about how we use your personal information, please visit our website at: [Your information - privacy notice - South Yorkshire Fire and Rescue \(syfire.gov.uk\)](#). This page also outlines the rights the UK GDPR gives you relating to your data.

Further information can be requested by contacting us by:

- Email at dataprotection@syfire.gov.uk;
- Telephone us on 0114 253 2456
- Write to us at: Data Protection Officer, South Yorkshire Fire & Rescue Service, 197 Eyre Street, Sheffield, S1 3FG

Alternative Formats

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Arabic

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Cantonese

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Farsi

"برای درخواست ترجمه این بروشور و یا اطلاعات بیشتر در مورد بخش خدمات آتش نشانی و نجات منطقه جنوب یوركشاير، لطفاً به این آدرس به ما و یا به شماره تلفن 01142532209 زنگ بزنید." customercare@syfire.gov.uk بفرستید:

French

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Kurdish

"بۆ داواکردنی شەڕ بۆلاوکردنە بەزمانێکی تر یاخود بۆ زانیاری زیاتر لەبارەی دەزگای ئاگرکوژاندنەوە و فریادگەوتنی ساوت یۆرکشاير، تکایە ئێمە بفرستە بۆ customercare@syfire.gov.uk یان بە یۆمەندی بکە بە ژمارە تەلەفۆنی 0114 253 2209"

Mandarin

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Authorisation

This Statement of Assurance is signed on behalf of South Yorkshire Fire and Rescue Authority, as approved at the Fire and Rescue Authority meeting on Monday 15 September 2025.



Councillor Anita Cherryholme

Chair of South Yorkshire Fire and Rescue Authority