



# Buckinghamshire & Milton Keynes Fire Authority

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**Meeting and date:** Fire Authority, 14 June 2023

**Report title:** 2020-25 Corporate Plan: Year 3 Progress Review and Year 4 Update

**Lead Member:** Fire Authority Chairman

**Report sponsor:** Graham Britten – Director of Legal and Governance

**Author and contact:** Stuart Gowanlock – Corporate Planning Manager

**Action:** Decision

**Recommendations:** That the 2020-25 Corporate Plan Progress Review and Update be approved by the Authority.

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## Executive summary:

The updated 2020-25 Corporate Plan sets out how the Authority intends to equip and develop the Service and its people to meet the challenges that it faces over the next three years, in particular the need to develop the Service to address the strategic context and priorities set out in the 2020-25 Public Safety Plan.

Recommendations and 'Areas for Improvement' identified by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) in their report on the findings from their second inspection of the Service undertaken in 2021 are addressed in the HMICFRS 2021 Inspection Report [Action Plan](#), the most recent [update](#) on which was presented to the Authority's Overview and Audit Committee on 15 March 2023.

In the final quarter of the 2022/23 Financial Year, Service Management undertook a review of the programme of projects and tasks contained in the Corporate Plan, that was approved in [October 2022](#), to: ascertain progress; consider capacity to deliver; and, set priorities for the remaining life of the Plan. The updated plan is at Appendix 1. Three of the 25 workstreams were identified as complete having been embedded as part of normal operating processes. Two new workstreams have been added:

- SO4.7 dealing with new legislation, major inquiry findings / recommendations and new ways of working (at page 16 of Appendix 1);
- SE1.10 (at page 18 of Appendix 1), regarding the creation of the right culture, values and behaviours to make BFRS a great place to work and inclusive of all (to consolidate and build on the Service's response to the recent HMICFRS 'Values and Culture' report that was [reported](#) to the Authority at its Extraordinary Meeting on 28 April 2023).

A review of progress against the original programme and updated programme for the remaining two years of the Plan (2023/24 – 2024/25) is set out at section 6 (pages 10 – 21) of the plan (Appendix 1).

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**Financial implications:**

Successful implementation of the plan is critical to the achievement of the Medium-Term Financial Plan.

**Risk management:**

Alongside the Public Safety Plan and Medium-Term Financial Plan, the Corporate Plan sets out how the strategic risks facing the Authority over the period to March 2025 will be managed.

Risks to achieving the plan together with mitigating actions are identified at page 22 of the updated plan.

**Legal implications:**

The Terms of Reference for the Authority require it to determine issues in respect of both the “Integrated Risk Management Plan and Action Plan” following recommendations from the Executive Committee.

**Privacy and security implications:**

No privacy issues have been identified as a direct consequence of the updating of 2020-25 Corporate Plan itself. However, it does include activities designed to address future requirements in relation to these areas.

**Duty to collaborate:**

The Policing and Crime Act 2017 introduced a statutory duty for emergency services to consider whether entering into a collaboration agreement with one or more other relevant emergency services in England could be in the interests of the efficiency or effectiveness of that Service and those other Services.

The new Corporate Plan has been aligned with the collaboration priorities agreed between the three Thames Valley Chief Fire Officers. It also identifies other areas in which collaboration opportunities with other blue light services and local resilience forum partners such as the NHS and local authorities are being pursued.

**Health and safety implications:**

Some elements of the programme of activities set out in the Corporate Plan may have health and safety implications e.g. Public Safety Plan reviews of emergency services provision. Detailed assessments of any health and safety implications will be conducted within the scope of the individual projects and work streams.

**Environmental implications:**

Environmental impact assessments of changes arising from implementation of changes specified in the Corporate Plan will be carried where required or appropriate. The 2020-25 Public Safety Plan requires that the Service “Continue to identify and act on opportunities to reduce our own carbon footprint”.

**Equality, diversity, and inclusion implications:**

Where required, detailed Equality Impact Assessments will be undertaken within the scope of the individual projects and work streams identified in the Corporate Plan. Also, the Plan includes provision to continue pursuit of our Equality, Diversity and Inclusion objectives 2020 - 2025, associated action plans and progress reporting against these to the Authority.

#### **Consultation and communication:**

Following workshops convened to obtain input from Service officers responsible for the delivery of the corporate plan, the updated plan was reviewed by the Business Transformation Board at its 4 May 2023 meeting and the Strategic Management Board at its 16 May 2023 meeting.

Following approval of the updated Plan by the Authority, it will be circulated to the Service Managers for cascading throughout the Service.

#### **Background papers:**

The 2020-25 Corporate Plan schedules the key work programmes arising out of the 2020-25 Public Safety Plan which was approved by the Fire Authority at its 12 February 2020 meeting. At that meeting, the Fire Authority determined that the Chief Fire Officer be granted discretion to determine the sequencing and timing of the work required to further progress the approved proposals.

The updated 2020-25 Corporate Plan reflects the sequencing and timing agreed by the Chief Fire Officer for the specific projects and workstreams required to deliver the proposals and priorities set out in the 2020-25 Public Safety Plan.

The updated 2020-25 Corporate Plan supersedes the third version which was approved by the Authority on the 12 October 2022:

<https://bucksfire.gov.uk/documents/2022/09/fa-item-11-121022.pdf/>

The second version was approved on the 16 June 2021:

<https://bucksfire.gov.uk/documents/2021/06/fa-160621-item-14.pdf/>

The first version of the Plan was approved by the Authority on 10 June 2020:

<https://bucksfire.gov.uk/documents/2020/06/fire-authority.pdf/>

<b>Appendix</b>	<b>Title</b>	<b>Protective Marking</b>
1	Updated 2020–25 Corporate Plan (Year 3 Review and Year 4 Update)	None