



County Offices
Newland
Lincoln
LN1 1YL

22 January 2024

Public Protection and Communities Scrutiny Committee

A meeting of the Public Protection and Communities Scrutiny Committee will be held on **Tuesday, 30 January 2024 at 10.00 am in the Council Chamber, County Offices, Newland, Lincoln LN1 1YL** for the transaction of the business set out on the attached Agenda.

Yours sincerely

A handwritten signature in black ink that reads 'DBarnes'.

Debbie Barnes OBE
Chief Executive

Membership of the Public Protection and Communities Scrutiny Committee
(11 Members of the Council)

Councillors N H Pepper (Chairman), P A Skinner (Vice-Chairman), Mrs A M Austin, Mrs J Brockway, M R Clarke, Mrs N F Clarke, A Dani, W H Gray, A M Key, K E Lee and E J Sneath

**PUBLIC PROTECTION AND COMMUNITIES SCRUTINY COMMITTEE AGENDA
TUESDAY, 30 JANUARY 2024**

Item	Title	Pages
1	Apologies for Absence/Replacement Members	
2	Declarations of Members' Interests	
3	Minutes of the Public Protection and Communities Scrutiny Committee meeting held on 12 December 2023	5 - 16
4	Announcements by the Chairman, Executive Councillors and Chief Officers	
5	Revenue and Capital Budget Proposals 2024-2025 <i>(To receive a report from Michelle Grady, Assistant Director – Finance, which invites the Committee to consider and comment on the budget proposals for the Public Protection and Communities services for the financial year 1 April 2024 to 31 March 2025, prior to consideration by the Executive at its meeting on 6 February 2024)</i>	17 - 24
6	Community Risk Management Plan 2024-2028 <i>(To receive a report from Ryan Stacey, Assistant Chief Fire Officer and Richard Blee, Group Manager Integrated Risk, which invites the Committee to consider and comment on the Lincolnshire Fire and Rescue Community Risk Management Plan for 2024-2028, prior to a decision being taken by the Executive at its 6 February 2024 meeting)</i>	25 - 108
7	Lincolnshire Fire and Rescue Attendance at Flooding Incidents - Annual Report on Performance up to March 2023 <i>(To receive a report from Mark Baxter, Chief Fire Officer, which provides the Committee with an update on the flooding incidents that Lincolnshire Fire and Rescue has attended since 2018, to enable Members to be aware of the risk in Lincolnshire)</i>	109 - 116
8	Lincolnshire Local Resilience Forum Business Plan 2023-2026 <i>(To receive a report from Mark Baxter, Chief Fire Officer and Ian Reed Head of Emergency Planning & Business Continuity, which outlines to the Committee the strategic objectives that are to be delivered over the next three years, with the structures and roles that are in place to achieve this)</i>	117 - 140

- 9 Trading Standards Food Safety Activity 2022-2023** 141 - 158
(To receive a report from Mark Keal, Head of Trading Standards, which provides the Committee with an update on the work undertaken by Lincolnshire County Council Trading Standards service in respect of Food Safety Standards Enforcement in the financial year 2022-2023. Paul Dolby, Senior Trading Standards Officer and Chad Saratoon, Principal Trading Standards Officer will also be in attendance for this item)
- 10 Public Protection and Communities Scrutiny Committee Work Programme** 159 - 166
(To receive a report from Tracy Johnson, Senior Scrutiny Officer, which provides the Committee with the opportunity to consider and comment on the content of its work programme for the coming year to ensure that scrutiny activity is focussed where it can be of greatest benefit)

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<ul style="list-style-type: none"> • Business of the meeting • Any special arrangements 	
Contact details set out above.	
Please note: This meeting will be broadcast live on the internet and access can be sought by accessing Agenda for Public Protection and Communities Scrutiny Committee on Tuesday, 30th January, 2024, 10.00 am (modern.gov.co.uk)	
All papers for council meetings are available on: https://www.lincolnshire.gov.uk/council-business/search-committee-records	



**PUBLIC PROTECTION AND COMMUNITIES
SCRUTINY COMMITTEE
12 DECEMBER 2023**

PRESENT: COUNCILLOR N H PEPPER (CHAIRMAN)

Councillors P A Skinner (Vice-Chairman), Mrs J Brockway, M R Clarke, A Dani, A M Key, K E Lee and E J Sneath.

Councillors L Cawrey, (Executive Councillor Fire & Rescue and Cultural Services), R Butroid (Executive Councillor People Management, Legal and Corporate Property) and S Roe (Executive Support Councillor Children's Services, Community Safety, Procurement and Migration) were also in attendance, and S Woolley (Executive Councillor NHS Liaison, Integrated Care System, Registration and Coroners) observed the meeting remotely.

Officers in attendance:-

Steven Batchelor (Lincolnshire Road Safety Partnership Senior Manager), Mark Baxter (Chief Fire Officer), Thea Croxall (Principal Commissioning Officer (Learning)), Emma Golds (Senior Commercial and Procurement Officer), Tracy Johnson (Senior Scrutiny Officer), Marianne Marshall (Communications) (Strategic Communications Lead), Will Mason (Head of Culture), Christopher O'Rourke (Communications) (Strategic Communications Lead), Martyn Parker (Assistant Director Public Protection), Ryan Stacey (Assistant Chief Fire Officer) and David Stocking (Coroner's Services Manager), Kimberly Vickers (Lincoln Castle General Manager), and Jess Wosser-Yates (Democratic Services Officer).

44 APOLOGIES FOR ABSENCE/REPLACEMENT MEMBERS

Apologies for absence were received from Councillors Mrs N Clarke and A Austin.

It was noted that Will Mason, Head of Culture, was in attendance on behalf of Nicole Hilton, Assistant Director – Communities.

45 DECLARATIONS OF MEMBERS' INTERESTS

No interests were declared at this point in proceedings.

**PUBLIC PROTECTION AND COMMUNITIES SCRUTINY COMMITTEE
12 DECEMBER 2023**

46 MINUTES OF THE PUBLIC PROTECTION AND COMMUNITIES SCRUTINY COMMITTEE
MEETING HELD ON 31 OCTOBER 2023

RESOLVED

That the minutes of the previous meeting held on 31 October 2023 be approved as a correct record and signed by the Chairman.

47 ANNOUNCEMENTS BY THE CHAIRMAN, EXECUTIVE COUNCILLORS AND CHIEF
OFFICERS

The Chairman welcomed Martin Samuels, the new Executive Director of Adult Care and Community Wellbeing, and Martyn Parker, who was now the substantive Assistant Director for Public Protection.

Additionally, on 2 November 2023, the Chairman announced that he and Vice-Chairman attended the Lincolnshire Fire and Rescue Long Service and Good Conduct Ceremony at the Showroom in Lincoln.

No Executive Councillor or Chief Officer announcements were received.

48 LCC CORONIAL TOXICOLOGY SERVICES

Consideration was given to a report from David Stocking, Coroner's Services Manager, and Emma Golds, Senior Commercial and Procurement Officer, on the re-procurement of LCC Coronial Toxicology Services prior to a decision taken by the Executive Councillor for NHS Liaison, Integrated Care System, Registration, and Coroners between 15 and 22 December 2023. Stuart Partridge, Coroner's Office Supervisor was also in attendance for this item.

The Coroner's Services Manager noted that the Council was legally obliged to certify and register deaths and provide toxicology analysis under The Coroners and Justice Act 2009 which enabled the Coroner to fulfil their statutory role to provide coroners services in Lincolnshire.

The Senior Commercial and Procurement Officer informed the Committee that the Council currently held one toxicology contract operating with University Hospitals of Leicester NHS Trust, which was currently valued at £140,000 per annum. The new contract was expected to run for a period of three years commencing on 1 August 2024 and ending on 31 July 2027. There would also be an option for the Council to extend by an additional period of two years.

Officers wished to reprocure the Toxicology contract by way of an Open tender to award a single supplier.

During its discussion, the following matters were highlighted:

- The Committee recommended that, if not already done so, specific defined timescales for each type of test should be built into the contract.

Toxicology Tests

- Concerns were raised about the timescales for toxicology test results and the impact on families waiting for these results. It was highlighted that it was clear from pre-market engagement that the timescales in the current contract were not realistic, which would explain why they had not been met and had created a backlog. As a result, realistic timescales for all types of cases had now been identified and these would be reflected in the new tender documentation. Although the timescales would be extended, this would make the caseload more manageable and lead to a quicker turnaround. It was confirmed that there would be different timescales for different types of tests.
- In relation to the types of toxicology tests that could be undertaken, the pathologist would decide what toxicology samples they would need in order to determine the cause of death and the coroner would consent to that. This made it difficult to quantify the minimum amount of tests that could be requested, which was why there would be a flat fee for each case in the new contract.

Re-procurement of Contract

- With regard to the proposed length of the contract of three years with an option to extend for two years, it was confirmed that a longer-term contract could have been achieved for this contract as well. However, the market had changed quite a bit since the last tender process, and this was the first time using the open tender procedure. The aim was to have a stable contract that was fit for purpose but with flexibility should the market change again, or the Council's requirements alter slightly. Procuring on a three-year plus two-year basis would provide flexibility to stop the contract at three years or continue for the additional two years, which would give time to reprocure again as the market kept evolving.
- From the pre-market engagement, there were three responses received which were very good responses to the Council's proposal. This gave confidence that responses would be received to the open tender, even though this was a narrow market. The current contract with University Hospitals of Leicester NHS Trust worked really well and it was anticipated that they would bid again.

Cost of Contract

- Under the current contract, the Council paid on a per test basis. However, it was hard to predict demand for each type of test that would occur during the year as demand fluctuated. Pre-market engagement had indicated that pricing should be on a per case basis so that a flat fee was charged regardless of what was required. This should allow for better control of the budget as the overall volume of toxicology tests would be easier to predict.
- In relation to whether the supplier would be paid a minimum amount for the year even if no tests were carried out, it was confirmed that there would be no minimum payment, so in any year the supplier may not receive a payment and every year the payment would differ slightly.

- The transportation of specimens was included in the contract price and would usually be sent by secure mail. Some hospitals also had transportation that would take the samples to the toxicology labs.
- With regard to whether the contract could include a percentage increase in anticipation of increasing costs and demand, it was confirmed that the aim was to ensure the contract contained enough flexibility as each year would vary which the supplier would be made aware of, and also for the potential merger with North and North East Lincolnshire coronial area.
- In regard to what contingencies had been identified if the tender price came in higher than the £210,000 maximum budget, consisting of the £140,000 existing budget combined with a maximum £70,000 from wider public protection budgets, officers confirmed that they would look into this and provide a response.

RESOLVED

1. That the Committee supports the recommendations to the Executive Councillor for NHS Liaison Integrated Care System, Registration, and Coroners as set out in the report; and
2. That the additional comments made be passed on to the Executive Councillor in relation to this item.

49 MULTIPLY - NUMERACY PROGRAMME UPDATE

Consideration was given to a report from Thea Croxall, Adult Learning & Skills Manager and Rebecca Clark, Senior Project Officer (Multiply) which updated the Committee on the Multiply numeracy programme.

The Committee was informed that Multiply was a three-year programme funded by the Department for Education (DfE) and delivered interventions to upskill the mathematic skills of residents. Members were directed to Appendix A of the report, which detailed the organisations that the Council effectively worked with across Lincolnshire to deliver provision. Additionally, the offer was now extending into employment settings via the Multiply Champions.

It was acknowledged that the impact of funding could be further maximised, with organisations highlighting that availability of residents was the main challenge to accessibility although it was suggested that the work of the Multiply Champions would help expand provision.

During consideration of the report, the following matters were highlighted:

- It was questioned whether Multiply was only delivered during work hours as this could prevent many adults from accessing the programme. The Adult Learning & Skills Manager assured a wide range of delivery options were available; community-based provision was delivered during weekdays, evenings, and weekends.

Additionally, free online independent provision was also available and could be accessed at any time.

- It was acknowledged that smaller employers may face more constraints in delivering the Multiply programme in-house as it would be more difficult for them to release staff; consequently, Members welcomed additional provision outside of work hours to increase engagement.
- It was accepted that some service users had experienced inconsistencies and confusion in the types of learning delivered; consequently, the Adult Learning & Skills Manager agreed to investigate this issue.
- The Adult Learning & Skills Manager agreed to examine why participation in West Lindsey was lower than other districts, although it was suspected that demand was lower.
- Members were informed that Multiply was advertised through an array of promotional methods such as social media posts, posters and a resident survey that could be accessed via the County Council website.
- The report highlighted a range of employers that had benefitted from delivered Multiply and Members and Officers agreed these cases could be utilised to promote the service further.
- The Head of Culture agreed to work with the Adult Learning & Skills Manager to look at expanding programme delivery via Community Hubs.
- English for Speakers of Other Languages (ESOL) classes were delivered as part of the adult education programme, and those students were invited to attend Multiply classes.
- It was agreed that there were challenges around digital accessibility although the Adult Learning & Skills Manager informed that residents could access online learning materials in libraries, and those enrolled at local colleges could borrow computers and laptops.

RESOLVED

1. That the Committee acknowledges the work taking place to deliver the Year 2 Multiply Programme.
2. That the comments and suggestions made by the Committee are taken into consideration by relevant officers and portfolio holders.

50 HIS MAJESTY'S INSPECTORATE OF CONSTABULARY AND FIRE AND RESCUE SERVICES (HMICFRS) INSPECTION OF LINCOLNSHIRE FIRE AND RESCUE 2023

Consideration was given to a report from Mark Baxter, Chief Fire Officer, which provided a summary of the outcomes from the recent inspection of Lincolnshire Fire and Rescue (LFR) by His Majesty's Inspectorate for Constabulary and Fire and Rescue Services (HMICFRS).

Between May and June 2023, the HMICFRS inspected LFR and had reached a mostly positive conclusion; despite some areas requiring improvement, the inspectorate recognised a 'good level' of response to emergency events and multi-agency large-scale incidents.

Additionally, two areas of positive practice were identified by His Majesty's Inspectorate (HMI); co-responding and assured level of risk model – both of which were embedded within the organisation and were proved to have provided a tangible evaluation of positive impact.

It was noted that HMI identified limitations of current IT systems used by the service which were inefficient. Additionally, following the inspection, LFR was updating its human resources (HR) policy to empower staff to raise and manage concerns. Additionally, the inspection team had signed off on two of the five recommendations from the 2021 cause of concern relating to equality, diversity and inclusion (EDI).

LFR was also subject to a national thematic inspection by HMI which assessed misconduct and how it was managed; the outcome would form part of an anonymised report which would be published in June/July 2024.

Members were subsequently guided through the report, and the Chief Fire Officer assured that LFR would embed the 14 identified areas which required improvement into the overall improvement plan, and Members were informed that an updated report would be considered by the Committee on this delivery in 2024.

During consideration of the report, the following matters were highlighted:

- The Executive Councillor for Fire & Rescue and Cultural Services thanked the Chief Fire Officer and LFR on the inspection; she assured that resources had been allocated to areas that required improvement and expressed confidence that the service would make the required improvements.
- Multiple Members expressed concern regarding HMI's findings that staff did not *'have confidence in the service's approach to dealing with bullying, harassment and discrimination'*. The Chief Fire Officer echoed Members' sentiments and asserted these findings were unacceptable and assured that these views were not widespread. The briefings from the national thematic inspection on misconduct noted occasions where staff used inappropriate language which was not initially or sufficiently addressed, however staff now better understood expected behaviours.
- Concern was also raised regarding the description of the senior leadership team as 'a boys' club'; the Chief Fire Officer assured that addressing this comment was a focus of LFR and had resultantly sought to improve engagement and transparency to instill confidence. LFR was also working to recruit more female fire fighters through positive action campaigning which sought to address stereotypes that the service was overly male-orientated. The results of staff exit surveys had indicated no trend of women leaving LFR due to bullying or harassment.
- It was noted that shift patterns could be more accessible and family friendly to recruit more women.
- The staff survey was available for all to complete and was promoted internally; the Chief Fire Office accepted that the anonymous survey was limited as results did not illustrate the extent of issues. It was assured that the problems that were identified

through the survey needed widely addressing regardless of whether incidents were isolated or widespread.

- The report stated that the effectiveness of ‘protecting the public through fire regulation’ required improvement. Members were informed that LFR maintained a statutory duty to ensure business premises were safe, and the inspection had found there was a limited appetite to enforce regulations with some properties, although LFR held the ability to prosecute when appropriate.
- Members considered whether the inefficient IT software used by LFR was due to a lack of funding and were subsequently informed that often the bespoke software for fire and rescue services were often clunky to accommodate the specific requirements; LFR was recently became part of the Council’s IT programme and was benefitting from the Microsoft 365 Suite.
- It was questioned whether bureaucracy affected the performance of the service and the Chief Fire Officer accepted that a balance was required, insofar that bureaucracy enabled good scrutiny and ensured effective delivery, but in some areas it ought to be challenged or streamlined.
- Horncastle Fire Service was praised for their delivery of equality and diversity training, and it was noted these sessions had increased understanding on acceptable behaviours in the workplace.
- The Chief Fire Officer informed the Committee that it was difficult to comment on how LFR benchmarked against other services due to the broad scope of the inspection, although it was noted that other places had not received as positive of an outcome as LFR.

RESOLVED

1. That the Committee considers the findings from the inspection report.
2. That the Committee commends Lincolnshire Fire and Rescue on the outcome of the inspection.
3. That the Committee requests an update on progress against the areas for improvement and the action plan in six months’ time

51 COMMUNITY RISK MANAGEMENT PLAN 2024-2028 - CONSULTATION

Consideration was given to a report from Ryan Stacey, Assistant Chief Fire Officer, which provided the Committee with an overview of the public consultation on the Lincolnshire Fire and Rescue (LFR) – Draft Community Risk Management Plan (CRMP) for 2024-2028.

The Assistant Chief Fire Officer informed the Committee that the CRMP was a requirement of all Fire Services to identify and assess any potential risks within Lincolnshire. The current Integrated Risk Management Plan would conclude in April 2024.

The Assistant Chief Fire Officer provided an overview the public consultation process and it was highlighted that LFR had increased public engagement; approximately 800 responses were received which had increased significantly since 2019 which saw only 172 responses.

During consideration of the report, the following matters were noted:

- Members questioned the differences between the risks identified in the Draft CRMP for 2024-28 and the Integrated Risk Management Plan 2020-24 and were informed that the community risks derived from strategic national risk registers. Risks were wide ranging and it was noted risks differentiated depending on location; Members were informed that in Lincolnshire traffic accidents were a higher priority than in other localities.
- The contents of the Draft CRMP acknowledged the outcomes of the HMI Inspection on the Fire Service.
- Officers and Members agreed it would be germane to work alongside Parish and District Councils to increase awareness of local emergency plans; additionally, the Assistant Chief Fire Officer informed the Committee that LFR worked closely as a Category 1 responder with the Local Resilience Forum which facilitated partnership working with District colleagues. The Assistant Director for Public Protection subsequently added that the Council's Business Continuity Officers also performed their role within District Councils across Lincolnshire.
- Members were informed that LFR operated with strategic assumptions on when staff members were likely to retire, take sickness absence, or resign and made succession plans where possible.
- It was accepted that advertising careers in LFR required strategic targeting and emphasised flexibility, particularly to recruit women and younger staff.
- Members considered whether LFR maintained sufficient capacity to manage the risk of flooding in a timely matter; the Assistant Chief Fire Officer noted that the priority of the Fire Service was to save lives, and therefore prioritised responding to the most vulnerable in flooding events. Members agreed that public expectations of the Fire Service were often wrong and too high.

RESOLVED

1. That the Committee has reviewed and supports the information contained within the Community Risk Management Plan 2024-28 public consultation.
2. That the steps taken during stage one and two of the public consultations be noted.

52 SERVICE LEVEL PERFORMANCE REPORTING AGAINST THE SUCCESS FRAMEWORK 2023-2024 - QUARTER 2

Consideration was given to a report from Martyn Parker, Assistant Director for Public Protection, Mark Baxter, Chief Fire Officer, Will Mason, Head of Culture, Steven Batchelor, Lincolnshire Road Safety Partnership (LRSP) Senior Manager and Lee Sirdifield, Assistant Director – Corporate, which summarised the Service Level Performance against the Success Framework 2023-2024 for Quarter 2.

Kimberly Vickers, Lincoln Castle General Manager, was also in attendance for this item.

During consideration of this item, some of the following comments were raised:

Community Safety

- The Assistant Director for Public Protection, agreed to circulate the number of death registrations in Lincolnshire, and informed that a reduction in these figures was observed.

Trading Standards

- Members noted that 17 orders were issued to seize tobacco products, including three premises that were ordered to close for the third time. The Assistant Director for Public Protection highlighted that it was the responsibility of the Landlord to ensure their business tenants were legally compliant; he further agreed to assess the legal tactics available to the Council to punish Landlords who repeatedly offend and to inform the Committee of available powers once realised.
- The Committee was informed that Landlords of businesses found to be violating Trading Standards were typically issued a fine.
- It was assured that the Council raised awareness on the harm of tobacco and vapes, although it was accepted that more could be done to campaign against alcohol misuse.

Fire Safety

- It was considered whether measures had been implemented to improve Home Fire Safety visits as it had been suggested by the Committee and HMI to use on-call staff. The Assistant Chief Fire Officer agreed that on-call staff could conduct the visits although there was an increased cost in doing so, and informed that Community Safety Advocates often conducted these visits. It was further assured that on-call staff conducted home fire safety visits at the scene of a fire. In addition, the Chief Fire Officer highlighted that they would likely face reluctance if requesting to release on-call firefighters to deliver non-statutory obligations such as these visits and would also create an additional burden for local businesses.
- Members questioned whether there were incidents where the Fire Service was hindered by bad parking; the Assistant Chief Fire Officer acknowledged this occurrence and highlighted that crews were proactive and reminded residents to park considerably. The team also worked closely with Highways colleagues where necessary.

Libraries and Heritage

- The Head of Culture thanked Members for their positive feedback on the use of libraries in communities across Lincolnshire.
- It was noted that the Council had enhanced the Castle Illuminated offer in absence of the Christmas Market; it was reported that the event had already exceeded

admission targets and the Lincoln Castle General Manager had received many positive comments from the public. Conversely, some Members suggested certain elements of the event were expensive; the Head of Culture assured prices were constantly reviewed and agreed to continue to work with relevant third party operators to ensure the event remained commercially viable.

- The Head of Culture agreed to generate data specifically on the use of mobile libraries for future reports.
- Members expressed disappointment that a number of successful events across Lincolnshire not run by Lincolnshire County Council has ceased due to lack of resources.

Road Safety

- Members were reminded to report any highways issues to the Fix My Street website.
- A Member recalled witnessing an upturned lorry which had already been reported to authorities however there was no signage to indicate that police were aware; they requested that accident markings were installed quickly. Consequently, the LRSP Senior Manager acknowledged this was insufficient and agreed to pass the matter on to relevant colleagues.

Note: Councillor A Dani left the meeting.

Volunteering:

- The Assistant Director – Corporate assured that the Council continued to work with Boston College and Department for Work and Pensions (DWP) colleagues to encourage residents to volunteer.
- Connections with voluntary organisations were being utilised through a consultation activity; the Engagement Team continued to try and galvanise young people and those with special educational needs and disabilities (SEND) to ensure views were representative.
- The Committee had previously sent a congratulatory letter to the volunteers for their hard work. Upon Members' requests, the Assistant Director – Corporate agreed to circulate the Committees thanks to the volunteer organisations who would cascade the message through its newsletters.

RESOLVED

That the Committee records its satisfaction with the Public Protection and Communities Service Level Performance for Quarter 2 of 2023-24.

53 PUBLIC PROTECTION AND COMMUNITIES SCRUTINY COMMITTEE WORK PROGRAMME

Consideration was given to a report from Tracy Johnson, Senior Scrutiny Officer, which invited the Committee to review the work programme and to highlight any additional scrutiny activity which could be included for consideration in the work programme.

It was reported that the following items were scheduled for consideration and specifically pertained to the Committee sitting as the Crime and Disorder Scrutiny Committee:

- The Committee would not sit as the Crime and Disorder Scrutiny Committee at the 30 January meeting as no reports would be provided.
- Reports on the Domestic Abuse Strategy and Serious Violence in Lincolnshire – A Partnership Response, would be considered at the 19 March meeting.
- At the 14 May meeting, the Committee would consider the Prevent Annual Report.
- The Safer Lincolnshire Annual Report, and the Lincolnshire Women and Girl’s Strategy (Reducing Reoffending) would be considered at the 25 June meeting.
- The Antisocial Behaviour Core Priority Group (including Community Trigger) and the Drug and alcohol Core Priority Group Report would be considered at the 30 July meeting.
- The Safer Lincolnshire Partnership – Fraud Update Report and the Stay Safe Partnership Annual Update would be considered at the 24 September meeting.
- The Lincolnshire County Council (LCC) and Lincolnshire Police Safer Together Partnership Agreement and LCC Community Safety – Evidence Based Practice would be considered at the 12 November meeting.

In addition, the Senior Scrutiny Officer confirmed that a progress report against the action plan and areas for improvement arising from the HMICFRS inspection of LFR would be considered at the 14 May meeting and that she would liaise with relevant officers regarding a report on the powers available to Trading Standards in relation to repeat offenders selling illicit alcohol and tobacco products.

RESOLVED

That the work programme be approved.

The meeting closed at 1.05 pm.

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**Open Report on behalf of Mark Baxter, Chief Fire Officer,
Andy Gutherson, Executive Director - Place and
Martin Samuels, Executive Director - Adult Care and Community Wellbeing**

Report to:	Public Protection and Communities Scrutiny Committee
Date:	30 January 2024
Subject:	Revenue and Capital Budget Proposals 2024-2025

Summary:

This report details the Council's budget proposals for the financial year 1 April 2024 – 31 March 2025 and the assumptions made given the national context.

The economic context in which the Council operates continues to be highly challenging, with continuing impacts from high levels of inflation and the budget proposals make a number of adjustments to reflect the increased cost of providing services.

The Local Government Settlement published in February 2023 provided a reasonable estimation of the potential funding for 2023/24 and 2024/25. The provisional Local Government Financial Settlement 2024/25, published 18 December 2023, has continued with existing spending plans meaning no additional funding above that already forecast.

This report specifically looks at the budget implications for the Council's Public Protection and Communities services.

Actions Required:

The Public Protection and Communities Scrutiny Committee is asked to consider this report and make comments on the budget proposals for consideration by the Executive at its meeting on 6 February 2024.

1. Background

- 1.1 In February 2023, the Council approved plans for revenue spending to support delivery of the Council plan, achieve its strategic objectives and legal duties for the benefit of residents and businesses. This was guided by the financial strategy approved as part of this process, providing the mechanisms to ensure the Council remains financially sustainable and resilient.
- 1.2 As part of the Council's financial planning process, the previously approved medium term financial plan is reviewed in depth over the summer and into the autumn, which informs the preparation of a 2024/25 budget proposal.
- 1.3 The key messages from scrutiny and public consultation are fed into the process and contribute towards an updated budget proposal to the Executive on 6 February 2024. At this meeting, the Executive will be invited to approve a final budget proposal to be taken to the budget setting meeting of the County Council which will be held on Friday 23 February 2024.
- 1.4 This budget proposal focusses on the 2024/25 budget specifically for the Council's Public Protection and Communities services. The feedback from the Scrutiny Committee will inform the final budget proposal to the County Council.
- 1.5 The economic environment continues to be a significant risk. The economy has been subject to unprecedented inflation, which means that the cost of goods and services have increased at a higher rate than the Government's target, over a prolonged period. This has led to a challenging operating environment, due to its inflationary exposure within the cost base (contracting and staffing costs). The revised inflation forecasts are 4.6% (2023 Quarter 4 (Q4)), 3.1% (2024 Q4), 1.9% (2025 Q4), and 1.5% (2026 Q4). Inflation is not expected to return to below the 2% target until 2025.
- 1.6 On 22 November 2023, the Government set out their spending plans for the medium term via the Autumn Statement. Following the Autumn Statement, the Department for Levelling Up, Housing and Communities (DLUHC) translate national spending limits into individual allocations for local authorities via the Local Government finance settlement. The provisional settlement was published 18 December 2023.
- 1.7 On 18 December 2023, the Department published the draft 'Local Government finance settlement 2024/25' via a written statement to Parliament. This confirmed funding allocations in line with the policy statement. At a national level, core spending power is forecast to increase to £64.1bn from £60.2bn (6.5% overall increase). The key points to note for Lincolnshire are as follows:
 - The revenue support grant has been inflated by £1.549m or 6.6% (September CPI), with an additional adjustment rolling in the fire pension grant (£1.437m), a net nil change.

- Business rate baseline funding and multiplier compensation grant is forecast to increase by £8.729m or 6.5%.
- The core council tax referendum limit for local authorities is set at 3%, in addition to an adult social care precept of 2% for all authorities responsible for the delivery of adult social care services.
- Funding announced in the Autumn Statement 2022, an uplift in social care grants:
 - i. an additional £692 million will be distributed to local authorities through the Social Care Grant for adult and children’s social care;
 - ii. an additional £200 million will be distributed in 2024 to 2025 through the Discharge Fund;
 - iii. Maintaining the improved better care fund at 2023/24 levels;
 - iv. £1,050 million in 2024 to 2025 will be distributed for adult social care through the Market Sustainability and Improvement Fund (MSIF).
- An additional one-off round of new homes bonus payments in 2024/25 of £0.952m.
- Continuation of the rural services delivery grant at 2023/24 levels £8.134m.
- The Services Grant will reduce from £4.508m in 2023/24 to £0.709m in 2024/25. This funding line has been reduced to fund inflationary increases in other lines of the settlement.
- The Council does not benefit from the funding guarantee due to its core spending power increasing by more than 3%.

1.8 In addition, the Government set a policy steer, relating to the following points:

- Authorities are asked to continue to consider how they can use their reserves to maintain services over this and the next financial year, recognising that not all reserves can be reallocated, and that the ability to meet spending pressures from reserves will vary between authorities.
- The Government continues to explore ways to move councils away from establishing ‘four day working week’ practices, which in their view do not represent good value for taxpayers’ money.
- The Exceptional Financial Support framework is available to provide support where a council has a specific and evidenced concern about its ability to set or maintain a balanced budget, including where there has been local financial

failure. Where councils need additional support from government, they should take every possible step to minimise the need for that support to be funded by national taxpayers. As part of that process, the government will consider representations from councils, including on council tax provision.

- 1.9 Members will be aware that for several years now, the Government has committed to major financial reforms in recognition that the current funding distribution mechanisms are outdated relative to need and resource availability (i.e. the Review of Relative Needs and Resources or a reset of accumulated business rates growth). The Government confirmed in the policy statement that they remain committed to improving the local government finance landscape in the next Parliament, however the current priority has been to provide one year funding stability.
- 1.10 Overall, the settlement was broadly in line with expectations, even if the sector had hoped for additional funding to support with rising costs particularly due to inflation and demand. No additional funding has been made available for the cost pressure created by the greater-than-expected increase in the National Living Wage announced by the Government in the autumn.
- 1.11 The final settlement is due to be published in February 2024, following the usual consultation process.
- 1.12 The Council's financial planning framework seeks to forecast the cost base and funding base over a medium-term period, normally three or four years. At present, the Medium-Term Financial Plan indicates that a balanced budget cannot be achieved in any of the four years from 2024/25 through to 2027/28 without support from reserves. However, this is prior to receiving the Lincolnshire District Councils confirmation of Council Taxbases and Collection Fund positions affecting 2024/25.
- 1.13 In view of the continuing uncertainties about future levels of funding and the overall economic context, a one-year budget is proposed for 2024/25.
- 1.14 At its meeting on 9 January 2024, the Executive considered proposals for the Council's revenue and capital budgets to be put forward as a basis for consultation, including the proposed Council Tax increase and use of reserves.

2. 2024/25 Revenue Budget

- 2.1 Budgets have been reviewed in detail based on the latest available information. A number of new cost pressures have emerged in addition to the pressures identified for 2024/25 in the previous year's budget process. In some areas, savings which can be made through efficiencies with no or minimal impact on the level of service delivery have also been identified. In developing the proposed financial plan, budget holders have considered all areas of current spending, levels of income and council tax plus use of one-off funding (including use of reserves and capital receipts) to set a balanced budget.

- 2.2 The table below shows the total proposed revenue budget for the Council's Public Protection and Communities services.

Revenue Budget	2023/24 Budget	Cost Pressures	Savings	2024/25 Proposed Budget
Registration and Coroners	2.370	0.100		2.470
Community Safety	1.580			1.580
Trading Standards	1.609			1.609
Fire and Rescue	24.704	0.323		25.027
Emergency Planning	0.506			0.506
Road Safety	0.572			0.572
Cultural Services	6.266	0.614		6.880
Community Engagement	0.638			0.638
	38.245	1.037		39.282

- 2.3 The overall budget proposals have allowed for pay inflation of 4% in 2024/25 including the effect of the change in the national living wage from April 2024. This is however, currently being held centrally pending agreement of any pay settlement, following which service budgets will be updated and it is therefore not currently reflected in the table above.
- 2.4 The current arrangements with the East Coast and Hertfordshire Control Room Consortium (ECHCRC) will come to an end in March 2025 with Lincolnshire Fire and Rescue (LFR) and Humberside Fire and Rescue Service (FRS) withdrawing from the consortium. The need to provide a control function (to receive 999 calls and dispatch resources etc.) is both critical and a legislative duty under the Fire Service Act 2004. There is a further duty under the Civil Contingencies Act 2004 relating to responding to emergencies which necessitates a control function. Following the meeting of the Public Protection and Communities Scrutiny Committee on 31 October 2023, it has been agreed that LFR will implement its own independent solution and continue to collaborate with Humberside FRS for resilience. The main cause of the cost pressure is the expected £0.12m increase in the ongoing support costs for the Fire Control system. The capital investment is included in Section 3 of this report below.
- 2.5 Other Fire and Rescue service cost pressures result from the progressive withdrawal of Home Office funding for Fire Link, increasing the service's net cost base by £0.09m, and increased operational requirements relating to the mandatory accreditation of forensic fire investigation and DBS checks adds a further £0.11m cost.
- 2.6 The coroners service has reduced the number of open cases and the length of time the cases have been open. The 2024/25 budget includes an increase to the establishment of 2.00FTE Coroners Officers to ensure the progress can be sustained.

2.7 The £0.614m additional costs within Community Engagement reflect the contract inflation on the Libraries contract. This is linked to CPI and average earnings and includes the full year effect of the agreed 2023/24 inflation.

3. Capital Programme

3.1 A ten year Capital Programme has been compiled in line with the principles set out in the Capital Strategy, including the principle of Affordability.

3.2 The economic context set out earlier on in this report continues to pose financial risk to capital programme delivery. There are two elements to consider, the first is ongoing inflation in capital schemes, which continues to be visible and increases with time. The second is the cost of financing, which has increased due to the increase in the base rate. It is hoped that these risks recede with time, and will continue to be monitored and reported.

3.3 There are new schemes added to the programme following prior Executive approval. These are all planned for 2024/25 and are to be funded via revenue. The schemes are detailed below:

- Waste Transfer Stations (£6.1m) – £6.1m agreed additional investment from revenue for the waste transfer station infrastructure in preparation for implementing the requirements of the Environment Act. This is enabled by a windfall energy from waste gain in 2023/24. Additional costs of approx. £3m are forecast to complete the stations and will be included in the future years capital programmes.
- Flood investigations and alleviation (£4m) – in recognition of the rising challenges around water level management, the Executive decided in early December to set aside additional funding to enable further works to be designed, planned and implemented.
- Cross Keys Electrification (£1.2m) – funded by additional traffic regulation order income, the scheme intends to replace the hydraulics on the bridge to ensure a more resilient and efficient operation.
- LED Swap Out (£1.5m) – funded by the in-year forecast energy underspend, the proposal is to invest additional capital into LED lighting, which is expected to lead to reductions in energy consumption and cost.

3.4 In addition, there is a proposal to distribute the built-up contingency balance to fund investment in emergent priority areas. This enables the Council to invest in priority schemes without incurring additional borrowing. The schemes are listed below:

- Waddington Training Centre land purchase (£0.378m)
- Grantham Fire Station works (£0.469m)
- Fire door replacement programme (£0.478m)

- Lincolnshire Secure Childrens Home (£3m)
- Children’s Home Louth (£0.325m)
- Sutton Bridge Place Making (£0.054m)
- Orchard House B refurbishment (£5m)
- RAF Woodhall Spa development (£1.6m)
- LFR Control Room (£4.568m)
- County Farms solar schemes (£0.150m)
- County Farms subsidence (£0.250m)
- New Social, Emotional and Mental Health (SEMH) School Sleaford (£13m)
- Schools Mobile Replacement (£0.3m)
- Bed crisis Children's Home (£0.750m)

3.5 The table below shows the proposed gross capital programme for the Council's Public Protection and Communities services.

Scheme	2024/25 Investment	Future Years Investment
Fire Fleet & Equipment	3.115	4.718
LFR Control Room	4.568	
Total Fire & Rescue	7.683	4.718
Libraries		
Heritage / Archives	2.000	1.500
Total Culture	2.000	1.500

4. Conclusion

- 4.1 A thorough review of Council services was carried out during this year's budget process. Cost pressures, income changes and efficiencies have been identified, and the Capital Programme has been reviewed. The budget proposals aim to reflect the Directorate priorities aligned to the Council’s Corporate Plan whilst operating within the resources available to it.
- 4.2 The budget proposals have been developed alongside, and in accordance with, the draft Medium Term Financial Strategy and a proposed final version of this Strategy will be reported to the Executive in February 2024. Final budget proposals will be reported to the Executive on 6 February 2024.

5. Consultation

a) Risks and Impact Analysis

An Equality Impact Assessment will be completed for the proposed increase in Council Tax. This will be reported to the Executive at its meeting on 6 February 2024.

Further risk and impact assessments will need to be undertaken on a service by service basis.

6. Background Papers

The following background papers as defined in the Local Government Act 1972 were relied upon in the writing of this report.

Document title	Where the document can be viewed
Council Budget 2024/25 Executive Report 9 January 2024	Agenda for Executive on Tuesday, 9th January, 2024, 10.30 am (moderngov.co.uk)

This report was written by Pam Clipson, who can be contacted at pam.clipson@lincolnshire.gov.uk.



Open Report on behalf of Mark Baxter, Chief Fire Officer

Report to:	Public Protection and Communities Scrutiny Committee
Date:	30 January 2024
Subject:	Community Risk Management Plan 2024-2028

Summary:

This item invites the Public Protection and Communities Scrutiny Committee to consider a report regarding the Community Risk Management Plan 2024-2028.

This decision is due to be considered by the Executive on 06 February 2024. The views of the Committee will be reported to the Executive as part of its consideration of this item.

Actions Required:

The Public Protection and Communities Scrutiny Committee is invited to: -

- 1) consider the attached report and determine whether the Committee supports the recommendations to the Executive as set out in the report.
- 2) agree any additional comments to be passed on to the Executive in relation to this item.

1. Background

The Executive is due to consider a report on the Community Risk Management Plan 2024-2028 on 06 February 2024. The full report to the Executive is attached at Appendix A to this report.

2. Conclusion

Following consideration of the attached report, the Committee is requested to consider whether it supports the recommendations in the report and whether it wishes to make any additional comments to the Executive. Comments from the Committee will be reported to the Executive.

3. Consultation

The Committee is being consulted on the proposed decision of the Executive on 06 February 2024.

4. Appendices

These are listed below and attached at the back of the report	
Appendix A	Report to the Executive on Community Risk Management Plan 2024-2028

5. Background Papers

No background papers within the meaning of section 100D of the Local Government Act 1972 were used in the preparation of this Report.

This report was written by Richard Blee, who can be contacted on 07799110515 or richard.blee@lincolnshire.gov.uk.



Open Report on behalf of Mark Baxter, Chief Fire Officer

Report to:	Executive
Date:	06 February 2024
Subject:	Community Risk Management Plan 2024-2028
Decision Reference:	I031961
Key decision?	Yes

Summary:

The report presents the proposed Community Risk Management Plan, (CRMP, previously called the Integrated Risk Management Plan), covering the period from April 2024 to April 2028. We request approval of the CRMP and associated documents including the Community Risk Profile and Equality Impact Assessment.

Recommendation(s):

That the Executive:

1. Approves the Lincolnshire Fire and Rescue Service Community Risk Management Plan (CRMP), to cover the period 2024 to 2028 in the form of the documents presented in this Report and;
2. Approves the publication of the CRMP, (and associated documents), with immediate effect.

Alternatives Considered:

1. Not to approve the CRMP. This would place the County Council in breach of its responsibilities under the Fire and Rescue National Framework for England 2018, and would have a detrimental impact on future inspections of the Lincolnshire Fire and Rescue by the His Majesty's Inspector of Constabularies and Fire and Rescue Services (HMICFRS).

Reasons for Recommendation:

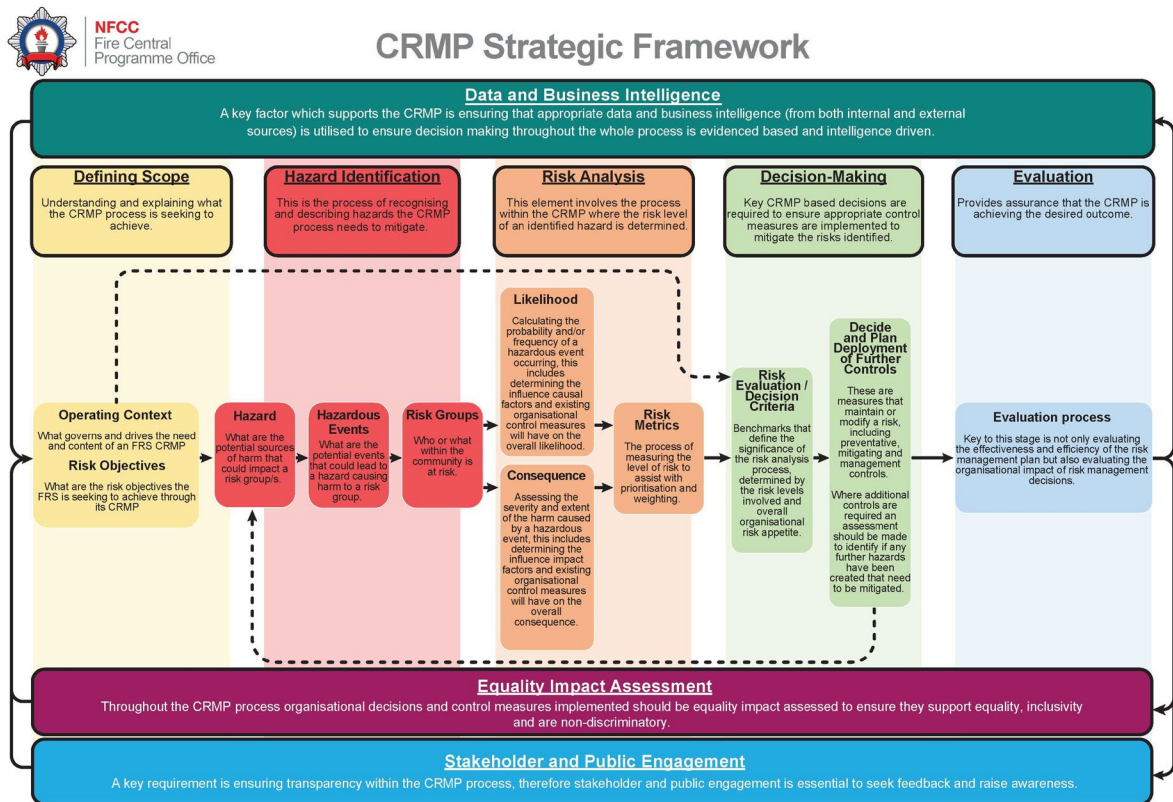
The adoption and publication of an CRMP is a requirement of the Fire and Rescue National Framework for England 2018 and allows the Service to focus its plans and resources on the basis of a thorough assessment of the risks facing its communities. This assessment, the Community Risk Profile, is produced following engagement with

those communities.

This proposal enables the Council to comply with the requirement that a CRMP must cover at least a three year period.

1. Background

- 1.1 Section 21 of the Fire and Rescue Services Act 2004, requires the Secretary of State to produce a Fire and Rescue National Framework and requires Fire and Rescue Authorities to have regard to the Framework in the exercise of their functions.
- 1.2 The Fire & Rescue National Framework for England 2018 requires Lincolnshire Fire and Rescue Authority to produce a plan that identifies and assesses all foreseeable fire and rescue related risks that could affect the communities it serves.
- 1.3 The process to create the Community Risk Management Plan (CRMP) is how we identify and plan to mitigate risks through our prevention, protection and response services. Additionally, our plan reinforces how we will resource the service activities and evaluate our progress to ensure the most effective and efficient use of our



assets.

- 1.4 Our CRMP is a long-term plan which outlines Lincolnshire Fire and Rescue's assessment of key risks to both our communities and to the organisation itself.
- 1.5 The CRMP defines the strategies we adopt and enables the service to match our resources to risk. We use the CRMP to develop further detailed plans, such as our annual Service Plan and the individual department plans.

- 1.6 This CRMP continues our drive to simplify the communication of our strategic plans and follows LCC's policy of digital first communication. While it may look very different from the highly graphical format of the previous plan, it contains all the same information in a format which is more accessible to those with additional needs.

Engagement and Consultation

- 1.7 This CRMP has been produced following two periods of engagement and a final consultation on the draft document.
- 1.8 Phase 1 asked perception-based questions to test knowledge and awareness of what a CRMP is and what it contains. It also began the process of engaging with the public on the risks facing the community in Lincolnshire.
- 1.9 In phase 2 we presented our community risks/hazards to our stakeholders and captured their responses. The list offered was a combination of the risks from the last IRMP, and new risks identified through the phase 1 engagement. Seven risks were prioritised and taken into the draft CRMP.
- 1.10 Phase 3 was the public consultation on the proposed CRMP document alongside the Community Risk Profile and the Equality Impact Assessment.
- 1.11 In total, stakeholders had the opportunity to comment for 24 weeks, with 2,800 people viewing the engagement pages and 950 participating. A full summary is in the CRMP Engagement report in the appendix.

2. Legal Issues:

Equality Act 2010

Under section 149 of the Equality Act 2010, the Council must, in the exercise of its functions, have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The relevant protected characteristics are age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.

Having due regard to the need to advance equality of opportunity involves having due regard, in particular, to the need to:

- Remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic.

- Take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it.
- Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.

Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to tackle prejudice, and promote understanding.

Compliance with the duties in section 149 may involve treating some persons more favourably than others.

The duty cannot be delegated and must be discharged by the decision-maker. To discharge the statutory duty the decision-maker must analyse all the relevant material with the specific statutory obligations in mind. If a risk of adverse impact is identified consideration must be given to measures to avoid that impact as part of the decision-making process.

Equality Act considerations have been taken into account throughout the CRMP process and an Equality Impact Assessment has been created for the CRMP. This analyses the demographic make-up of the communities of Lincolnshire as compared against the protected characteristics from the Equality Act. The assessment also looks at other factors such as lifestyle and mental health and evaluates how much of an impact each of the Service areas may have.

Joint Strategic Needs Assessment (JSNA and the Joint Health and Wellbeing Strategy (JHWS)

The Council must have regard to the Joint Strategic Needs Assessment (JSNA) and the Joint Health and Wellbeing Strategy (JHWS) in coming to a decision.

The JSNA and JHWS were used as source data for the Equality Impact Assessment, for the "about Lincolnshire" section of the CRMP and during the risk analysis process that produced the Community Risk Profile.

Crime and Disorder

Under section 17 of the Crime and Disorder Act 1998, the Council must exercise its various functions with due regard to the likely effect of the exercise of those functions on, and the need to do all that it reasonably can to prevent crime and disorder in its area, (including anti-social and other behaviour adversely affecting the local environment), the misuse of drugs, alcohol and other substances in its area, and re-offending in its area.

The CRMP identifies both malicious attacks and deliberate fires (arson) as community risks which will be mitigated by activities within the Service Plan. Our community safety advocates work with partners in the Police to identify and reduce risks from arson in the county. We investigate the causes of fire and collaborate with crime scene investigation.

3. Conclusion

- 3.1. Lincolnshire Fire and Rescue has taken steps to simplify the Community Risk Profile and Community Risk Management Plan. The service has also used engagement feedback and internal review to provide a document that will drive our Service through into 2028.
- 3.2. We have focused on the risks that matter to the community which have been identified through risk analysis and engagement. This risk analysis will be revisited periodically throughout the life of the CRMP to ensure that our focus remains on the greatest risks.
- 3.3. The CRMP allows Lincolnshire Fire and Rescue to meet its statutory obligation to produce a strategic plan that covers a period of at least three years.

4. Legal Comments:

The Report seeks approval for the proposed Fire and Rescue Community Risk Management Plan for 2024 to 2028. The adoption of such a Plan is a requirement of the Fire and Rescue National Framework to which the Council as Fire and Rescue Authority is required to have regard, in accordance with the Fire and Rescue Services Act 2004. The decision is consistent with the Policy Framework and within the remit of the Executive.

5. Resource Comments:

Resource requirements to deliver the proposed CRMP will be managed in accordance with the Council's Financial Regulations and Procedures. The service's Medium Term Financial Plan, capital and revenue budgets are reviewed and subjected to scrutiny quarterly, and are approved on an annual basis as part of the Council's overall planning framework.

6. Consultation

a) Has Local Member Been Consulted?

n/a

b) Has Executive Councillor Been Consulted?

Yes

c) Scrutiny Comments

This report will be considered by the Public Protection and Communities Scrutiny Committee at its meeting on 30 January 2024. The comments of the Committee will be reported to the Executive.

d) Risks and Impact Analysis

Community risks are identified in the Community Risk Profile document. There is also an Equality Impact Assessment that accompanies the CRMP.

7. Appendices

These are listed below and attached at the back of the report	
Appendix A	Proposed CRMP
Appendix B	Community Risk Profile
Appendix C	Equality Impact Assessment
Appendix D	Engagement and Consultation Report

8. Background Papers

No background papers within Section 100D of the Local Government Act 1972 were used in the preparation of this report.

This report was written by Richard Blee, who can be contacted on 07799110515 or richard.blee@lincolnshire.gov.uk.

Proposed Community Risk Management Plan 2024-28

Introduction

Lincolnshire Fire and Rescue is driven by a clear purpose: Working together to keep our communities safer.

This purpose is at the heart of everything we do and is the golden thread that runs through and drives every decision we take, investment we make, our plans and actions now and in the future.

[The Fire and Rescue National Framework for England](#) outlines the requirement for us to publish an Integrated Risk Management Plan (IRMP) to show that we understand key risks and how we will mitigate them. The IRMP was renamed the Community Risk Management Plan (CRMP) in fire and rescue services to promote a more community-based approach to risk management. It considers the specific needs of each local community through engagement and encourages collaboration between different agencies to develop and implement risk management plans.

Our Community Risk Management Plan (CRMP) shows how we understand our key community and organisational risks and what we are going to do about them over a four-year period. This is through using up-to-date risk information which is also developed in collaboration and consultation with our communities, colleagues, and partners. This plan focuses on the priority risks to our communities and organisation and outlines our plans over the next 4 years to mitigate these risks. We have redesigned our CRMP to make it more accessible to help everyone understand the part they play in working collaboratively and in partnership to help keep our communities safer in line with our golden thread.

The plan not only shows community risks, but also assesses our organisational risks. This is because we know that delivering our CRMP relies on having talented, engaged people in our organisation who will champion and reflect the communities we serve as part of our ongoing commitment to building a positive and inclusive working culture.

We will achieve this through our service plan, department plans and personal development plans for every member of our team.

All our plans and actions remain future focused to continually identify emerging risks and opportunities such as severe weather and technological advancements. Each plan encompasses our values and commitment to

working collaboratively with people and organisations both near and far, and continually working together to keep our communities safer.

I would like to take this opportunity to thank everyone for their continued support and contribution in our collective purpose to work together in keeping our communities safer. By being community first in our thinking and decision-making, we continue to provide the level of service that the people of Lincolnshire and beyond, deserve and expect from Lincolnshire Fire and Rescue.



CLLr Lindsey Cawrey, executive councillor for Lincolnshire Fire and Rescue and Chief Fire Officer for Lincolnshire, Mark Baxter

Our strategy

Safer communities

1. By understanding our communities and the risks they face.
2. By being inclusive in our approach and tailoring services to meet the needs of our diverse communities.
3. By working with partners in a targeted, proactive and effective way.

Service delivery

1. By having competent, confident and skilled staff.
2. By having the right skills, equipment and resources in the right places to reduce risk.
3. By having a learning culture and continually improving what we do and how we do it.

4. By striving to achieve a high level of service.

Value for money

1. By making objective decisions based on evidence.
2. By making appropriate use of public money and providing best value.
3. By continually monitoring how we perform, sharing what we do, and embracing best practice from others.

People

1. By becoming an employer of choice through building a diverse, inclusive, and supportive workplace that enables our people to thrive in a safe environment.
2. By giving our people the skills required to perform to the best of their ability and provide them with opportunities to realise their full potential.
3. By being role models, showing visible and inclusive leadership and challenging behaviour that falls short of our high standards.

About Lincolnshire

Lincolnshire is the fourth largest county in England, covering 5,921 square kilometres. The county is classified as one of the most rural in England by the Department for Environment, Food and Rural Affairs (DEFRA). Around 10% of Lincolnshire is below the mean high-water level. When looking at the highest astronomical tide level, this increases to 20%.

Lincolnshire's current population is estimated to be 769,474 people as of 2023.

The population of Lincolnshire is expected to grow by 10% by 2041. Most of Lincolnshire's population lives in rural areas, with around 70% living in villages or small towns. The largest town in Lincolnshire is Lincoln, which has a population of around 98,000 people.

Lincolnshire has a higher proportion of residents aged 65 and over than the national average. In 2021, the proportion of the population aged 65 years and over was recorded as 23.4%, with 30% expected to be over 65 by 2041. Nationally, the proportion of the population in the age group of 15 – 64 years is 64.1%. For Lincolnshire, this is lower at 61.0%. The remaining age group, those aged 14 and under, make up 17.4% of the population nationally. For Lincolnshire, this is again lower at 15.6%. The 2021 Census estimates Lincolnshire as having a 6.8% proportion of non British population, compared with a national proportion of 10%. However, the proportion of non-British nationals in Boston Borough (20.9%) is significantly higher.

70% of adults in the county are overweight or obese. National estimates of levels of morbid obesity suggest that there may be 11,500 adults with a BMI over 40 and nearly 800 with a BMI over 50 in Lincolnshire. The proportion of adults who smoke in Lincolnshire, is 14.0% as of 2023, according to the Office for Health

Improvement and Disparities (OHID). This is slightly higher than the UK average of 12.9%. There is a considerable difference between the districts, with 23.5% smoking in Lincoln and 8.3% in North Kesteven.

It was estimated that 11,688 people aged 65 and over were living with dementia in Lincolnshire in 2017. This accounted for 6.7% of all adults aged 65 and over. It is estimated that more than 15,000 individuals in Lincolnshire have a learning disability.

About Lincolnshire Fire and Rescue

To deliver our services across Lincolnshire, we deploy the following people, premises, and assets:

- 38 fire stations
- Joint fire and police headquarters at Nettleham
- 48 frontline fire engines
- 2 aerial appliances
- 15 special appliances
- 4 swift water rescue boats
- 26 co-responder vehicles

673 members of staff made up of:

- 69 support staff
- 20 control room staff
- 584 firefighters of which
- 404 on-call
- 180 full-time consisting of:
- 108 station based
- 21 in Organisational Development
- 51 in leadership, management, and support roles

Outside of response, the other departments are staffed with a mix of operational (Grey Book) and non-operational personnel. The mix of types of staff in each department can be seen below:

	Total staff	Grey book	Green book
Prevention	Total staff: 13	Grey book: 5	Green book: 8
Protection	Total staff: 14	Grey book: 0	Green book: 14

	Total staff	Grey book	Green book
Organisational Support	Total staff: 43	Grey book: 16	Green book: 27
People (Organisational Development)	Total staff: 34	Grey book: 20	Green book: 14

IRMP evaluation

Our [IRMP](#) for 2020 to 2024 was based on the following seven objectives:

- reduce fires and their consequences
- reduce road traffic collisions and their consequences
- improve health and wellbeing
- protect the community and environment from the impact of major emergencies
- manage our resources effectively
- manage our people effectively
- govern the business effectively

To evaluate if we are successfully meeting these objectives, we monitor and report on numerous performance measures. Although the full cycle of this IRMP has not yet finished, we can report that:

- domestic dwelling fires are at their lowest number for five years and are predicted to fall further
- despite an increase in the number of road traffic collision incidents we have attended, 2022/23 saw a 19% decrease in the number of people killed or seriously injured
- a full review of the co-responding capability has taken place, and funding has been secured until 2024
- we have implemented the recommendations from the Grenfell Tower Inquiry and taken part in large multi-agency exercises through the local resilience forum in the last two years
- we have reviewed the duty systems of our wholtime stations and will implement the findings in the coming year. We are also in the process of reviewing all prevention, protection and support functions.
- the Waddington training site purchase has been completed, and a project is underway to develop the site
- [view our annual statement of assurance](#)

We also consulted on and changed how we report our response standards. The old percentage success against expected time of arrival has been replaced with an average response time based on incident type.

We feel this is easier for the public to understand and more in line with how the Home Office reports attendance times nationally.

Our performance against our response standards this year has been:

Measure	Target	2022/23 average	2023/24 so far
Measure: Average response to dwelling fires	Target: First appliance in 11 minutes	2022/23 average : 9 minutes 3 seconds	2023/24 so far : 8 minutes 54 seconds
Measure: Average response to all other incidents	Target: First appliance in 15 minutes	2022/23 average : 11 minutes 36 seconds	2023/24 so far : 10 minutes 56 seconds

Community risks

The Cabinet Office is responsible for managing the National Security Risk Assessment (NSRA) – a classified cross-government and scientifically rigorous assessment of the most serious risks facing the UK.

The NSRA then forms the basis of the Community Risk Register (CRR), a more localised analysis conducted by [Lincolnshire's Local Resilience Forum](#) (LRF). The organisation considers both documents, alongside data from historical incidents, to identify what types of incidents pose the greatest threat to the community.

We have also asked for the opinions and feedback from members of the community, running two engagement campaigns where we first asked for any risks the public felt should be added to the list from the previous [IRMP](#) for consideration, and then secondly, for the public to place the suggested risks for 2024-28 into order of importance.

We took the feedback from this engagement and combined it with our risk assessment to produce the following list of seven key community risks.

Dwelling (house) fire

According to the UK Census 2021, there are 298,100 households in Lincolnshire. Of these, 104,400 are rented, which is around 35% of the total number of households.

36% of all dwelling fires occur in premises where there is just one person living there.

Over the last five years, we have seen a steady reduction in the number of dwelling fires we attend, with 314 incidents attended in 2022/23.

An ageing population that may have more complex health and care needs present a particular risk that we will need to address through our prevention activities.

Road traffic collision

There are approximately 4,200 miles of road in Lincolnshire.

There were 439 people killed or seriously injured on Lincolnshire's roads in 2022. This is a decrease from the 453 people killed or seriously injured in 2021, but still too high a number.

We have seen an increase in the number of RTCs we attend over the last five years, with 702 incidents attended in 2022/23.

Flooding

The number of flooding incidents we attend can vary from year to year, with an average of 160 a year.

In 2022/23, we attended 192 flooding incidents.

We have dealt with a number of large flooding incidents in the last few years, with the breach at Wainfleet in 2019, heavy rain in August 2022 flooding an estimated 100 properties in Spalding, Pinchbeck and Market Rasen, and Storm Babet in October 2023, where more than a month's worth of rain fell in 24 hours causing flooding across the county.

Non-domestic fires

The greatest proportion of non-domestic fires were caused by an electrical fault (37%), followed by deliberate ignition and cooking appliances.

Over the last five years, we attended an average of 140 fires at non-domestic premises.

Wildfires

Although there is a specific definition of a wildfire, it can be taken to include most large fires in woodland, farmland or other open space.

The weather significantly influences how many incidents we attend, but there has been an overall increase over the last five years.

Deliberate fires (arson)

The highest number of deliberate fires involve refuse or grassland, with vehicle fires consisting of over a third of the fires that involve damage to property.

The overall number of these incidents we attend is rising, but the hot, dry summer of 2022 and the significant increase in grassland and field fires account for most of this increase.

Malicious attacks

The Government constantly assesses the threat to the UK from terrorism and communicates this through a threat level. This level has not dropped below substantial in the last five years, which means that an attack is likely.

There have been two periods of three months where the level was raised to severe, meaning an attack is highly likely.

Fortunately, no attacks have taken place in Lincolnshire; however, some locations and venues may be considered targets due to their historical importance or the number of people who might gather there.

LFR has taken part in operations with other agencies to assist in the investigation of activity suspected of being connected with a malicious attack.

Organisational risks

We define organisational risks as those that can potentially affect our service internally. These prevent us from conducting our business effectively, for example, mobilising fire appliances to incidents.

We assess and review these risks continuously. This is informed by several national and local factors and is linked to our corporate risk register.

Our organisational risks are recorded on our corporate risk register. We have identified the following significant risks for the period 2024 to 2028:

Loss of a considerable proportion of staff through illness, industrial action or severe weather

The availability of our appliances and our ability to supply other services may be affected should a large number of our staff be unavailable for work.

This risk was highlighted during the COVID-19 pandemic and has arisen again through the threat of industrial action within the fire sector and in other organisations.

Severe weather that closes roads or creates excess demand can also affect service delivery.

To mitigate this, we keep business continuity plans and conduct tabletop exercises covering various scenarios. We have also reviewed our plans to support delivery through industrial action, working with others in the sector on a peer-review basis.

Change in the legislative or financial landscape

Over the last two decades, periods of financial shocks and instability have directly affected the funding of Fire and Rescue Services.

These continue to happen (e.g. COVID-19 and the war in Ukraine), and we must be prepared to manage the impact of such events.

There are a number of potential legislative changes coming in the next four years, with further reform of fire safety and building regulations, as well as more responsibilities coming from an updated Civil Contingencies Act and implantation of proposals in the May 2022 Fire and Rescue Service white paper.

Failure to recruit and retain skilled staff

Our staff are at the centre of all we do, and we want to ensure they have the right conditions to flourish and deliver the best service possible to the communities in Lincolnshire. This requires us to refine our recruitment processes to attract the best people, offering opportunities across our communities to work for us in operational and non-operational roles.

There are problems we face in keeping staff too, with demand from other services and the private sector for the skills that our staff have.

The service relies on On-Call firefighters to provide fire cover across the county, and this duty system has its own barriers to recruitment and retention.

We recognise the dedication of these On-Call firefighters needs to be recognised, and we are constantly working to increase the attractiveness of the role by improving our offer to On-Call firefighters, their families and primary employers.

Adverse effects on the service due to climate change

In recent years, we have seen an increase in demand caused by spate conditions, including increased calls for service for incidents involving flooding, wildfires, and fires in the open.

It is predicted that these spells of heavy rain and prolonged elevated temperatures will become more frequent, and we must plan to meet these peaks in demand.

We are already seeing Government policies aimed at slowing the rate of change, such as demands for energy efficiency, generation of renewable energy and the phasing out of vehicles that use fossil fuels. We are addressing this through our estate and fleet strategies.

Strategic priority areas

Safer communities

- We will have sustainable and scalable interventions in place to mitigate the impact of changing communities.
- We will optimise the use of data to prioritise and target people who may be at greater risk of fire and other emergencies.
- We will ensure we have skilled professionals in place to monitor (and enforce non-compliance), relevant fire safety legislation in the built environment.

Service delivery

- We will provide sustainable mobilising and command and control infrastructure.
- We will streamline the way we manage data and the technology we use to access it.
- We will ensure we have a sustainable response model.
- We will ensure the health and safety of our staff remains a priority.

Value for money

- We will provide training and development facilities that are fit for the future.
- We will invest in our ability to deliver service wide improvements.
- We will further develop our performance measurement and management capability.
- We will develop our plans to invest in the future of the service as a force multiplier.

People

- We will develop leadership and management capability at all levels in the service.
- We will develop and use innovative practices to attract, select and retain people from diverse backgrounds.
- We will develop the diverse skill sets of our people to build an agile, professional and competent workforce.
- We will continue to develop a happy, healthy and resilient workforce.

Prevention

Our prevention team plays a critical role in helping to keep our communities safe. We continue to develop our understanding of risk, analysing national data sets and using local partners' data. Delivery plans ensure we target and support those who need it most.

Our identified community risks are the focus of planning and prevention work. We plan and deliver prevention activities in line with identified partners, considering new and emerging community risks. The service is at the heart of Lincolnshire's communities and is ideally placed to support people who need our help.

With an ageing population and changing demographics across the county, we will train our workforce to provide timely, accurate and relevant safety information. By having an agile workforce whilst focusing on core risks, we can flex to support and integrate our services.

Home safety

Our [Home Fire Safety Visits](#) will be our main method of delivering prevention activities and keeping people safe in their homes. A blend of proactive and reactive visits allows us to target our communities and those identified as most vulnerable.

A person-centred approach ensures individual needs are at the heart of our activities.

Although we focus on fire safety, our staff are trained to support wider community safety concerns and risks, e.g., mental health, including dementia, serious violence, frauds and scams, and healthy and accessible homes.

Road safety

We align to the [Lincolnshire Road Safety Partnership](#) (LRSP) and its strategy to deliver educational activities.

All activities are targeted and planned, contributing to preventing road traffic collisions and reducing the number killed and seriously injured on our roads.

Our road safety activities are coordinated by a dedicated community safety advocate, who provides timely updates and support for our operational crews. Further information can be found through [LRSP's strategy](#).

Safeguarding

A robust safeguarding policy is supported by a training plan which ensures all staff members recognise safeguarding concerns and report through the agreed channels.

As a key stakeholder with the [Lincolnshire Adults Safeguarding Board](#) and the [Lincolnshire Safeguarding Childrens Partnership](#) we contribute to county-wide initiatives. Our processes support serious incident reviews to maintain and promote a learning culture.

Arson Task Force

We will build on our established partnership with [Lincolnshire Police](#) to further embed our Arson Task Force (ATF), within our communities.

The aim is to reduce the number of deliberate fires and related anti-social behaviours. Intelligence sharing, data analysis and targeted campaign work offers support to a wider partner network to combat the effects of deliberate fire setting.

Recognising the link to specialist resources, the ATF links with our Fire Intervention Scheme and Fire Investigation team to offer tailored advice with a view to educating and improving awareness of the dangers of deliberate fire setting.

Organisationally, we are committed to horizon scanning and monitoring the potential for emerging risks. National and local sources of data will be viewed and analysed to ensure the Service and prevention team consider how best to plan and mitigate identified risks.

We will support and take guidance from the National Fire Chiefs Council (NFCC), who, as the professional voice of the fire sector, aims to ensure that fire and rescue services are at the forefront of prevention work. Our continued aim is to ensure that we provide relevant safety information to promote safety and keep our communities as safe as possible.

Protection

The past few years have seen an unprecedented change in fire protection legislation. A number of tragic events have resulted in the spotlight focusing on fire protection activities. Fire safety in the built environment is recognised as an effective method of keeping people safe, and our Fire Protection team is committed to educating and enforcing safety standards.

It is important we understand those buildings that present the highest levels of risk, housing those who are most vulnerable and greatest societal risk. Our competent and highly experienced workforce has the most up-to-date training to deliver protection activities.

We work closely with our partners to share data and understand risk in the built environment. We will explore using technology to streamline our processes to allow work to be carried out effectively and efficiently.

Appropriate action is taken in relation to those who disregard the need for compliance with fire protection requirements. We will work with businesses (as far as reasonably practicable) in line with the regulator's code to help them comply with legislation. However we will enforce against legislation where necessary to ensure the safety of our communities.

Fire safety audits

Our primary method of ensuring compliance against the [Regulatory Reform](#) (Fire Safety) Order 2005 (RRFSO) is to carry out fire safety audits. We ensure our fire safety inspectors are competent and updated in line with national legislative updates. Whilst we target identified risks and also react to intelligence and information received from members of the public and partner agencies.

Our dedicated fire safety officers deliver against our inspection plan, focusing on the highest risks. They are supported by our operational crews, who carry out inspections commensurate with their level of training and skills. Ongoing development ensures all staff are given the appropriate skills and tools to carry out protection activities.

We use our enforcement powers where appropriate, issuing formal notices where identified risks pose a threat to life.

Risk Based Inspection Programme

Our Risk Based Inspection Programme allows the level of risk to be assessed and allocation of a relative risk rating as required. This inspection programme provides a clear focus for the Protection Team and allows work to be prioritised.

While national datasets are considered when evaluating risk, local risk and partner datasets ensure local risk drives activities.

Information from the Care Quality Commission, food hygiene ratings and Environmental health officers are examples of information used to inform local risk and activities.

Business engagement

Providing information on how to comply with fire safety legislation to local businesses in several formats is a key part of the delivery. Partnerships are formed with established business forums across the county, e.g. Chamber of Commerce and Small Business Alliance.

These provide a platform for sharing information and educating as required. Campaigns are carried out with partners, focusing on identified local and national issues, for example, with Trading Standards colleagues.

Consultations

Our specialist-trained Fire Safety Inspectors support consultations where appropriate, offering advice and details where non-compliance is identified.

Our Fire Safety Inspectors remain current with changes made to improve consultative processes, offering the appropriate level of oversight and scrutiny to new and existing high-risk premises within scope of the fire safety legislation.

Response

Lincolnshire Fire and Rescue aims to provide an efficient and effective emergency response to all fires and other emergencies across Lincolnshire.

We achieve this by having competent staff with the appropriate skills and equipment and by working with partners to protect the public from the effects of incidents.

We value our staff, and we organise systems of work, provide personal protective equipment and deliver training to maintain their safety when responding to incidents.

Our staff are committed to continual improvement, and we take every opportunity to learn from operational incidents, share our findings with the fire sector and other partners to implement agreed improvements and identify and act on opportunities for continuous improvement.

Funding has been secured for 2024/25 to allow us to maintain our successful co-responding model. Our work on co-responding was highlighted in our most recent inspection report as promising practice and we will continue to work with our partners to secure the future of this highly successful activity.

The Assured Level of Response model that enables us to ensure that resources are available in the areas of highest risk was also praised by inspectors. Overall, the Service received a good rating for responding to

emergencies and major incidents. We will build on this strong platform to improve further, and address areas for improvement in other areas.

Organisational support

Organisational Support provides internal services required to perform our prevention, protection and response functions. It provides resources, including premises, fleet, equipment, information and intelligence.

Organisational Support is managed in three broad categories:

- Service Support
- Operational Support
- Integrated Risk Management

These teams consist of a mixture of operational and support staff who strive to provide the best support possible to ensure others have the resources they need to work effectively.

Where Lincolnshire County Council (LCC) or other partners provide a service, such as in IT or estates, Organisational Support collaborates with those partners to ensure our needs are met.

In addition to tasks such as:

- providing performance information
- maintaining communications equipment
- keeping the operational fleet and equipment in optimum working order
- large, Service-wide projects

We also ensure we can continue to operate through periods of disruption by creating and testing business continuity plans to manage issues occurring on a regional and national level.

We work with our Local Resilience Forum (LRF) partners to ensure we are ready to respond to large-scale emergencies where a multi-agency approach will result in a more effective outcome.

We will ensure that the supply of frontline equipment reflects the diverse risks presented to us across the county. At the same time, we will consider how we can adapt our provision of equipment in line with the LCC green strategy and help minimise environmental impacts. We will also continue seeking opportunities to collaborate with partners to drive efficiencies and work together to keep our communities safer.

LFR's current consortium arrangements with three other Fire and Rescue services for its Control function end on 31 March 2025. We are working closely and collaboratively with LCC's IT and Commercial teams to secure

the next generation of service and systems to ensure we continue working together to keep our communities safer.

New releases and technology have superseded the software applications we use to support our protection, prevention and operational risk-gathering functions. We want a system that provides one version of the 'truth' for all our departments, with information flowing freely between each discipline.

People

We are committed to strengthening our ability to provide an excellent service by diversifying our staff, promoting inclusion and creating a fair and equal workplace.

Lincolnshire Fire and Rescue is a workplace where all staff are valued and supported and feel they belong, in an environment free from bullying, harassment, discrimination, abuse and harm. We want our employees to bring their authentic selves to work every day so they can thrive and continue to help keep our communities safer by delivering services that are professional, inclusive, safe and inspire public confidence and trust.

We are proud of our reputation as the emergency service people turn to when no one else can help. We also recognise that what is good today, may not be good enough tomorrow. To this end, we continue to embrace a culture of continuous improvement to build on our strengths and positively impact lives, both our own and those of the communities we serve.

Our vision is to have a 'healthy, happy and resilient workforce.' We are committed to ensuring a healthy and safe working environment which supports all staff in maintaining and enhancing their personal health and wellbeing at work. We do this by prioritising preventative health initiatives and providing the tools and support to encourage managers and staff to stay fit, happy and healthy.

We also want to ensure all staff have access to a whole health and wellbeing offering, enabling them to access the support needed to keep and enhance their physical, mental, social, and financial wellbeing. This intrinsically aligns with Lincolnshire County Council's [Health and Wellbeing Strategy](#).

To thrive in a constantly changing environment, we rely on having people with the capabilities and behaviours needed for current and future organisational success. This not only means having the right people in the right roles but also that these people have access to opportunities to help them progress and reach their potential, whether this is in their current role or for a future position.

We must also make sure that our workforce is 100% competent in their core skills to ensure we continue to keep our communities safer. Fundamental to this goal is the development and provision of high-quality training, opportunities and talent management processes aligned to national guidance.

Financial overview

Lincolnshire Fire and Rescue receives its revenue and capital funding from Lincolnshire County Council (LCC) annually. [View LCC's budgets and financial strategy.](#)

When we, along with other public organisations, are facing an uncertain future, we must have a practical and effective financial plan in place. We achieve this by closely and regularly examining our finances at all levels, ensuring we get the best value for the money we spend to achieve our goals. To help us plan, we ensure our funding assumptions from central and local sources align with our agreed objectives.

We are dedicated to finding more efficient ways to provide our services by working closely with other agencies. This could involve shared facilities, joint procurement, or partnership agreements. We are also committed to understanding the economic cost compared to the benefits of investing in our services and the value it brings to our communities.

We actively participate in the [NFCC](#) economic cost of fire project. We will ensure the results of this work align with our evaluation framework and financial planning for the future.

Our budget is managed in two ways:

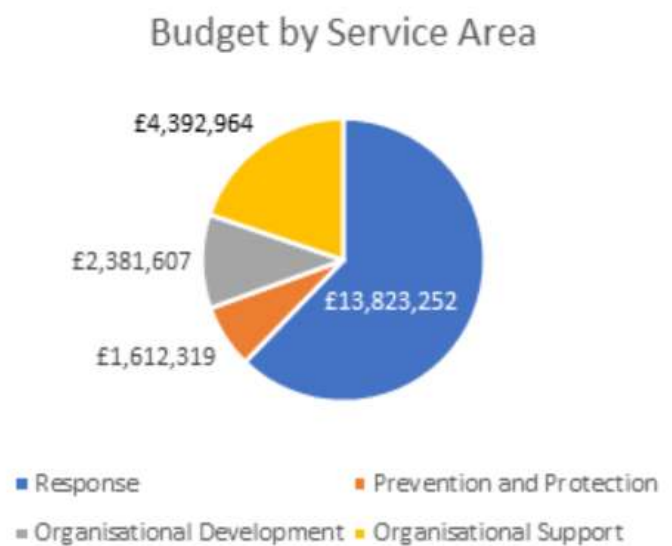
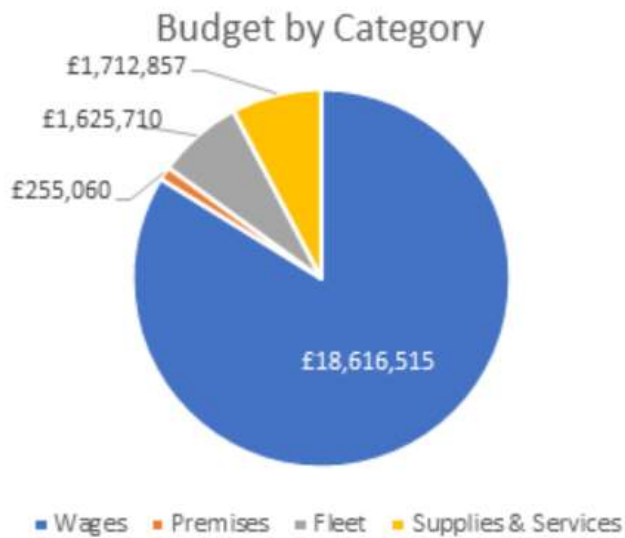
- the revenue budget covers the everyday expenses of running our organisation, including salaries and wages
- the capital budget is allocated to specific projects and programmes

We have a ten-year capital plan agreed with LCC where the funds are released when needed in the project lifecycles. For 2023/24, LFR's revenue budget was set at £22.2m, an increase of £326k from last year. This is to address the budget pressures from the high level of inflation and the reduction of the Firelink government grant. The capital budget is £2.7m.

The information below explains how we allocate our revenue spending by function/service area and category. As in most organisations, the category staff wages form the bulk of our spending.

Response is the largest cost when looking at items by service area, with operational firefighters making up over three-quarters of the workforce.

However, station-based firefighters carry out training, prevention and protection duties as part of their working day, so the response budget contributes to activity in other areas.



Budget by category:

- wages - £18,616,515
- premises - £255,060
- supplies and services - £1,712,857
- fleet - £1,625,710

Budget by service area:

- response - £13,823,252
- organisational support - £4,392,964
- organisational development - £2,381,607
- prevention and protection - £1,612,319

A backdated pay award for 2022 and mid-year in 2023, means the revised 2023/24 budget is now £24.7m. For 2024/25 it is proposed that the budget increases by a further £322k, (1.3%), to £25m. This is due to cost pressures on the Service from the Fire Control project and mandatory accreditation of forensic fire investigation and DBS checks. The capital budget is set at £4.6m. These figures are still subject to change following public consultation and council approval.



Introduction

This community risk profile gives us a detailed understanding of the risks we face as a community. It's an essential part of Lincolnshire Fire and Rescue's community risk management plan (CRMP). It is something that all fire and rescue services are legally required to have.

This profile takes a close look at the risks we face now and tries to predict what risks we might face in the future. It's all about making sure we're prepared to keep our communities safe. The information in this profile will help us plan how we provide our services over the next four years.

This document is based on detailed performance data and analysis. We use this information to understand the risks our community faces and to plan our activities, both in the long term and day-to-day.

These insights help us to get a better understanding of our diverse communities and to figure out which risks are most important. We use this information to prioritize and plan for the risks we face now and in the future. This is in line with the Fire and Rescue National Framework 2018, which states.

“Every Fire and Rescue Authority must assess all foreseeable fire and rescue related risks that could affect their communities, whether they are local, cross-border, multi-authority and/or national in nature from fires to terrorist attacks. Regard must be had to Community Risk Registers produced by Local Resilience Forums and any other local risk analyses as appropriate”.

Our Community Risk Profile also considers information from our partners and external factors that affect our work, both locally and nationally. It's important to note that this profile is not the same as the official Community Risk Register managed by the Lincolnshire Local Resilience Forum (LRF).

Risk assessment methodology

Defining Risk

Before we begin profiling risk, it is important to understand what we mean by risk, and how we define

it. The ISO International Standard 31000:2018 (Risk Management - Guidelines) defines risk as:

“The effect of uncertainty on objectives”.

This definition is clarified by a note, stating:

“Risk is usually expressed in terms of risk sources, potential events, their consequences and their likelihood”.

Risk and Demand

When we talk about the likelihood of fires and other incidents, it's important to understand that 'risk' and 'demand' are not the same thing:

Risk is all about where high-risk communities, people, and places are located. It's linked to factors in our society, like poverty, age, health, and lifestyle. People who are at risk of fire and other accidents often face other risks in their lives too. We've learned from our local analysis and national research that incidents are more likely to happen to certain people and in specific areas.

To understand this, we use data systems like the Lincolnshire Research Observatory and tools like MOSAIC, which provide information down to the level of individual households and businesses.

Demand is different. It's based on past data, like the number and location of incidents we've responded to, the number and location of 'Safe and Well' checks we've conducted, and the number and location of fire safety inspections we've completed.

This information helps us connect community risk with our actual activities and decide where to focus our resources. Our plan for dealing with these risks is explained in the CRMP and put into action through our yearly service plan.

Identifying Risk

The Community Risk Register, managed by [Lincolnshire's Local Resilience Forum \(LRF\)](#), lists the main risks our community faces. It assesses how likely these risks are and what the consequences would be for the whole county if they occur. This guide helps us determine the most important risks in Lincolnshire and guides our assessment of the top risks in our CRMP.

The risks identified by the Lincolnshire community risk register are:

- Coastal flooding
- River and surface water flooding
- Emerging infectious diseases
- Cyber attacks
- Malicious attacks
- Loss of gas or electricity
- Pandemic flu
- Extreme cold weather
- Heatwave

Horizon Scanning

Horizon scanning is like looking into the future to understand what possible challenges and opportunities lie ahead. It helps us figure out if we're ready for what might come our way. This process is ongoing, and it involves studying all the important external factors that affect our county.

While we regularly keep an eye on how we're doing internally and adjust as needed, there are also many external factors that influence the decisions and actions of Lincolnshire County Council as the authority responsible for firefighting. We consider a wide range of external issues, including political, economic, social, technological, environmental, legal, and organizational (PESTELO) factors at local, regional, and national levels.

Political: changes in government policy on fire safety; Fire and Rescue Service white paper; change of Government/local government; devolution.

Economic: economic growth trends to identify areas where there is an increased risk of fire, such as in areas with new housing developments; wider economic landscape resulting in changes in levels of deprivation.

Socio-cultural: increasing population; aging population; migration; increase in poor health

Technological: new fire detection and suppression technologies; increase in electric vehicles and batteries in domestic and commercial premises; developments in IT systems; use of artificial intelligence to improve assessment of risk.

Environmental: climate change impact; extreme weather events; new developments, both housing and commercial/industrial.

Legal: changes to fire safety legislation; outcomes from the Manchester Arena Inquiry.

Organisational: skills and capabilities of its workforce; recruitment and retention of staff; outcome of HMICFRS inspection; business continuity risks.

Risk analysis

We analyse our risks using special software that helps us understand and plan for potential problems. This software lets us create a detailed picture of the risks and helps us use our resources wisely by focusing on the communities, places, and people most at risk.

We also have maps that we can interact with to share our risk analysis with our team and other organisations. This sharing of information helps our managers see, understand, and work with different risk factors in their areas. It supports making decisions based on risk at both the local and multi-agency levels.

We have actively engaged with the NFCC in their development of the risk methodologies for dwelling fires, non-dwelling fires and road traffic collisions. Work is underway to blend the methodologies with our own data sets to further refine and improve our analysis of risk in the county.

Engagement

In the current planning cycle of our CRMP, we've conducted two rounds of community engagement.

The first engagement aimed to gauge the public's awareness of CRMP and how our Fire and Rescue Services plan and provide their services. The results showed that over half (51.5%) of responses came from individuals with no prior knowledge of CRMP, while about a quarter (27%) had a basic understanding. The rest had a good (15%) or excellent (6.3%) understanding. This suggests that we successfully reached a new audience, which was one of our primary goals in the initial phase. Following this engagement, wildfires and waste fires were added into our list of risks for analysis.

The second part of this engagement sought to identify the risks that the public felt were most important to them. Many hazards were suggested, but the top three concerns most frequently mentioned by the general respondents were:

- Road traffic collisions
- House/dwelling fires
- Arson

When broken down by district, there was some geographical variation. For example:

- East Lindsey-based respondents' priorities were listed as road traffic collisions, home fires, flooding and general health and wellbeing.
- Boston Borough-based respondents' priorities were listed as road traffic collisions, home fires and flooding and people lighting fires to reduce energy bills.
- City of Lincoln-based respondents reflected the county rankings entirely and 11.5% were concerned about wildfires, compared to 15% in the more rural Kesteven districts.

Respondents were asked to identify any other safety risks and/or concerns. The most frequently identified categories were:

- Driving-related matters (95)
- The environment (35)

- Community safety concerns (33)

The second phase of engagement was to ascertain public views on proposed risk levels. The respondents to this engagement prioritised the top issues as being:

1. Road Traffic Collisions
2. Dwelling (house) fires
3. Flooding
4. Non-domestic fires
5. Wildfires
6. Deliberate fires (arson)

More than half of the people surveyed (51%) said that road traffic collisions were their top concern, and an overwhelming 91% placed it in their top three risks. 40% of respondents ranked dwelling fires as their second most important risk, and 30% considered flooding as the third most critical risk.

We received a variety of comments that indicated prioritising these risks was a challenging task. Many felt that preserving life should be the top priority and that climate and environmental concerns, especially related to flooding, should also be a focus.

Interestingly, the order of risk priority was similar across the county, with only North Kesteven having a slight difference, where dwelling fires were ranked just one point higher than road traffic collisions.

When looking at the characteristics of respondents, those reporting drug or alcohol dependency tended to prioritise dwelling fires slightly more than road traffic collisions.

Dwelling fires

Fires that occur in peoples' homes

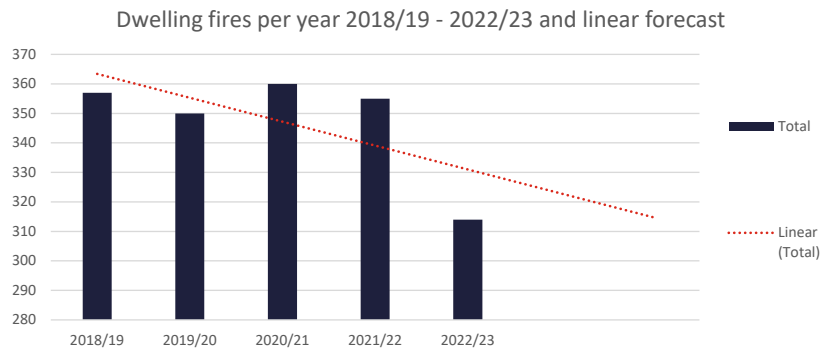
Why is it a risk?

Our historical incident demand shows an overall reduction over the last five years, but dwelling fires account for 18% of our fire incidents. Almost half (45%) of those were caused by cooking. 69% of our fire fatalities (18) and our fire related injuries (including all severities) (406) occurred in dwelling fires.

Consequence

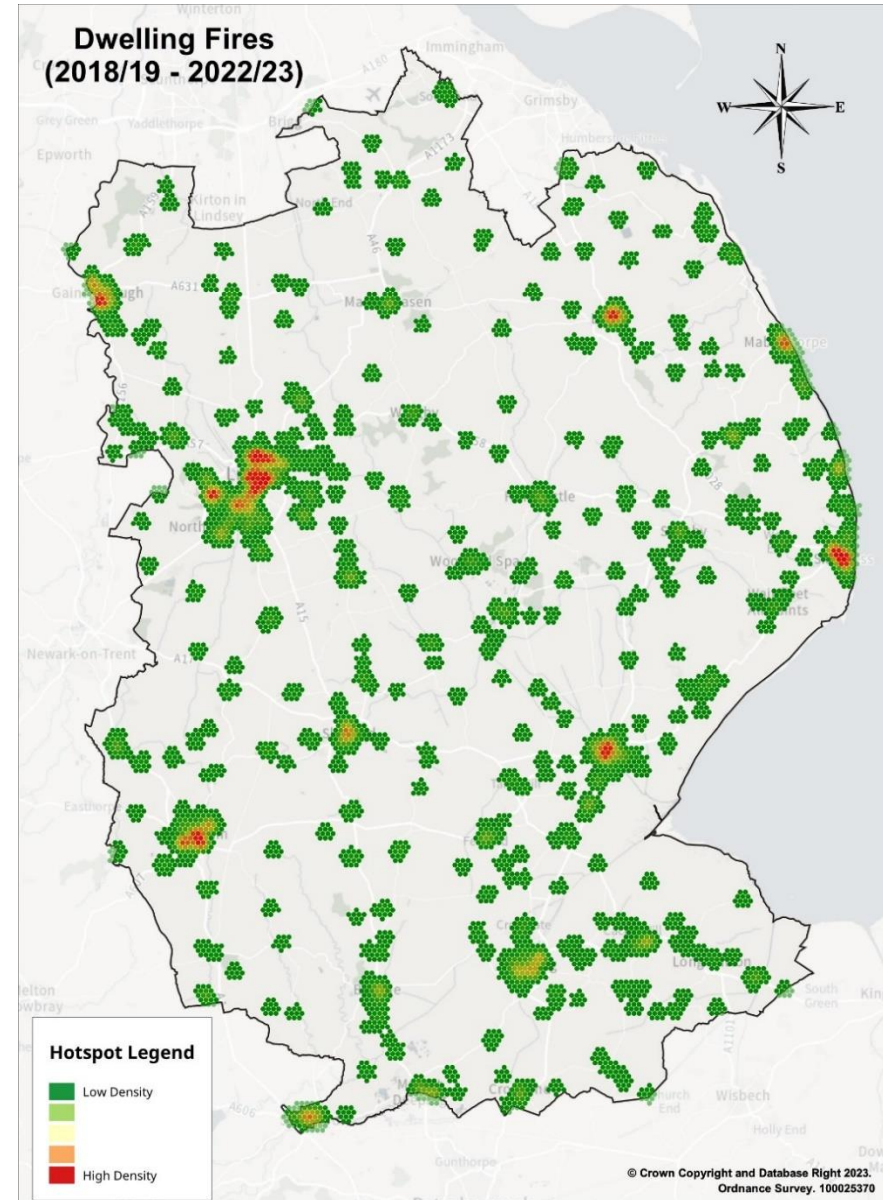
- Risk to life
- Physical injury
- Damage to property
- Damage to local environment
- Short term loss of accommodation
- Economic impact resulting from property loss/damage.

Trends



The five-year trend shows a steady reduction in the number of dwelling fires. A growing and aging population will be a challenge to us to keep this downward trend, but we are constantly refining our fire prevention activities to try and continue reducing dwelling fires.

Where



From this map we can see that dwelling fires are concentrated in areas of largest population. Large housing developments are often concentrated in areas already highly populated so we can expect this trend to continue.

Road Traffic Collisions (RTCs)

A road traffic collision (RTC) is a collision involving a vehicle on a road or in a public area that has caused damage or injury to a person, animal, another vehicle or property.

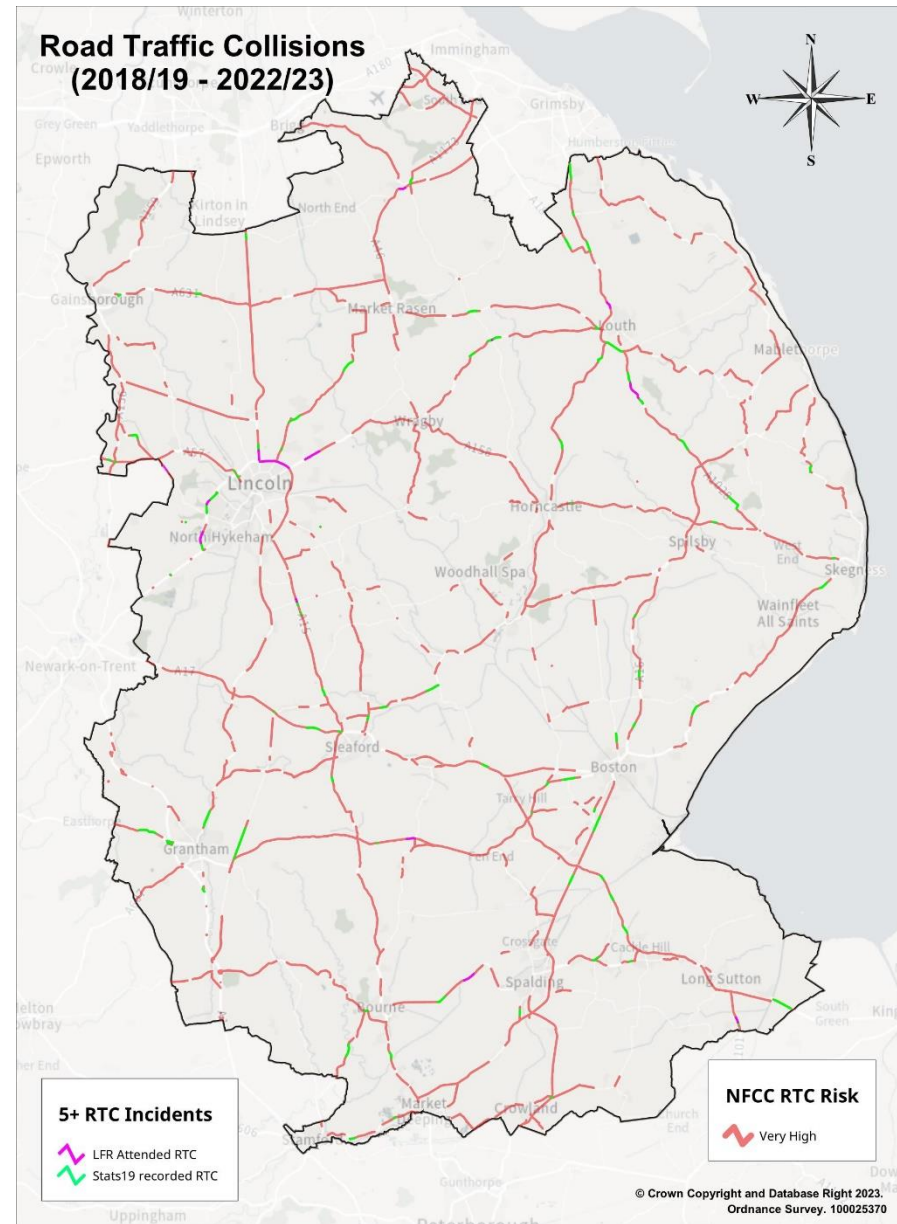
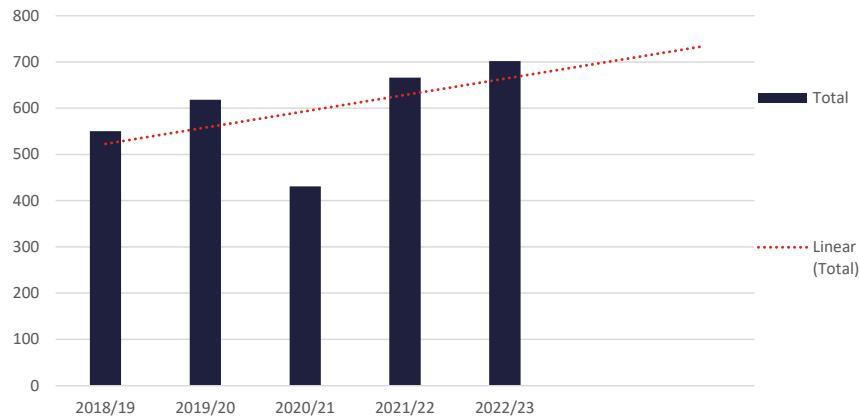
Why is it a risk?

Lincolnshire has a vast network of A, B and rural roads. The number of road traffic collisions where people were killed or seriously injured on Lincolnshire's roads was 439 in 2022 (that is broken down as 48 killed and 391 seriously injured, Lincolnshire Road Safety Partnership). This is down from 453 in 2021.

Consequence:

- Risk to life
- Physical injury
- Damage to property
- Damage to local environment
- Economic impact resulting from prolonged road closures
- Economic cost of fatalities and injuries

RTCs (attended by F&R) per year 2018/19 - 2022/23 and linear forecast



Flooding related incidents

There are three types of flooding; coastal (where high tides and storm surges combine to cause the sea to flood inland), rivers and streams, known as 'fluvial flooding' (where waterways overflow their banks into surrounding water areas) and surface water (where rainfall overwhelms the drainage systems)

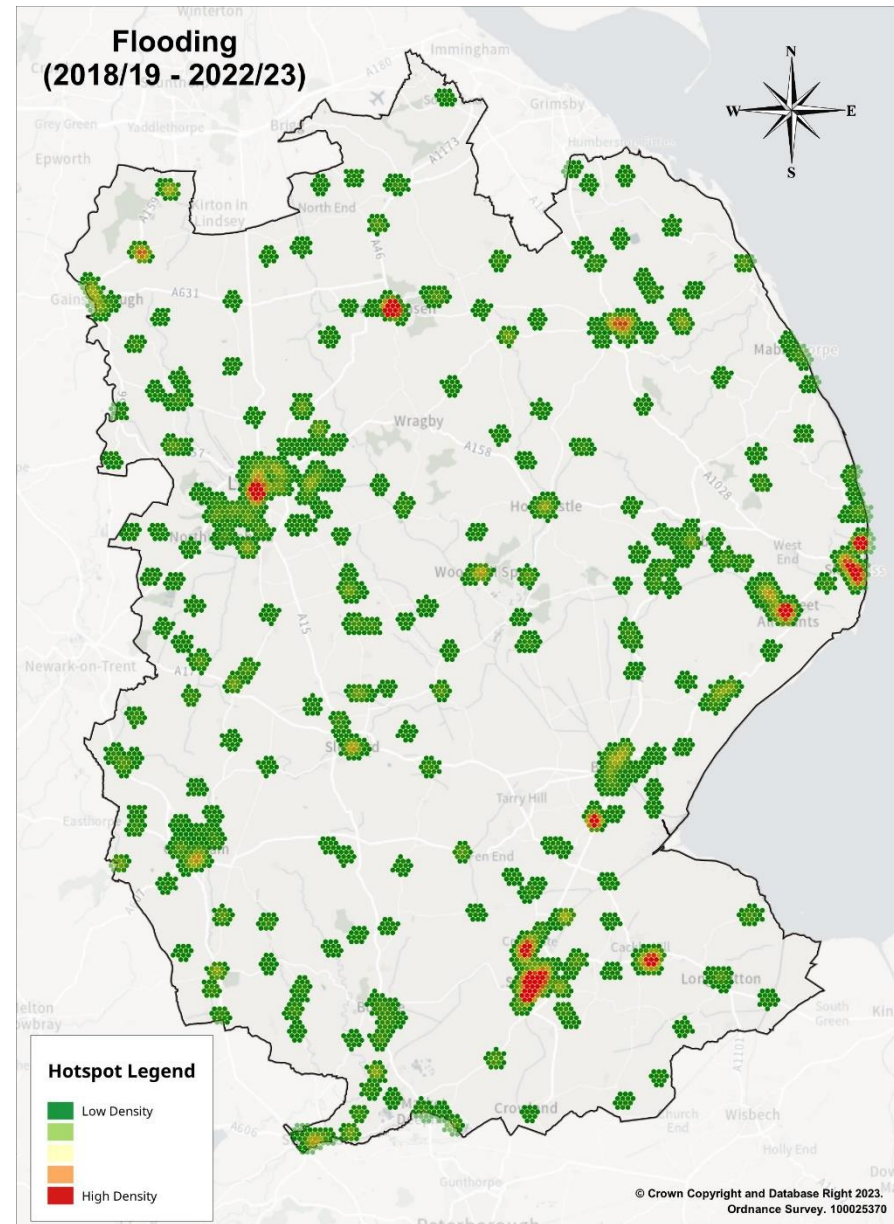
Why is it a risk?

Much has been done to protect the Lincolnshire coastline since the floods of 1953, particularly in the construction of flood defences. However, sea levels are rising and because of the national and local impacts of a serious floor event, the risk is something which must be taken seriously. Recent significant flooding events such as the 2013 tidal surge in Boston and the Wainfleet floods of 2019 underlined this risk. Surface water flooding is a common occurrence after significant rainfall, which normally occurs in seasonal patterns during the months of June, August, November and December.

Consequence:

- Risk to life and health
- Physical injury
- Damage to property, businesses and agricultural land
- Pollution and contamination to local environment
- Long term damage to tourism, business and agriculture
- Risk to life of livestock
- Damage to critical infrastructure
- Disruption to utilities
- Short, medium and long term loss of accommodation

Annual numbers of flooding incidents vary greatly as many arise from heavy rain conditions. Incidents are concentrated in built up areas where surface water cannot drain away, or drainage systems or rivers are overwhelmed. LFR works closely with other agencies to give advice and assistance to those affected by flooding.



Non-domestic fires

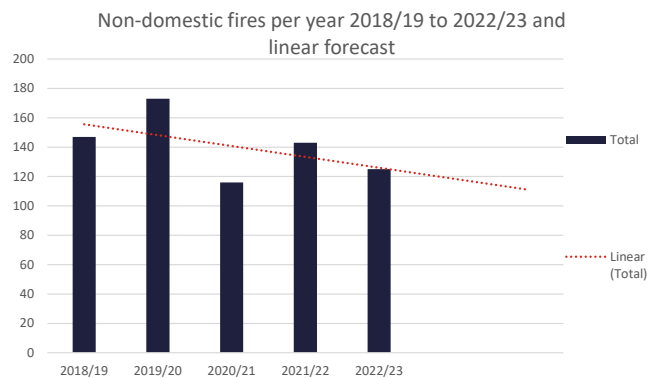
Non-domestic fires include all business, commercial, industrial, schools and hospitals, offices, shops, factories, warehouses, restaurants, cinemas, public buildings, religious buildings, agricultural buildings, railway stations etc.

Why is it a risk?

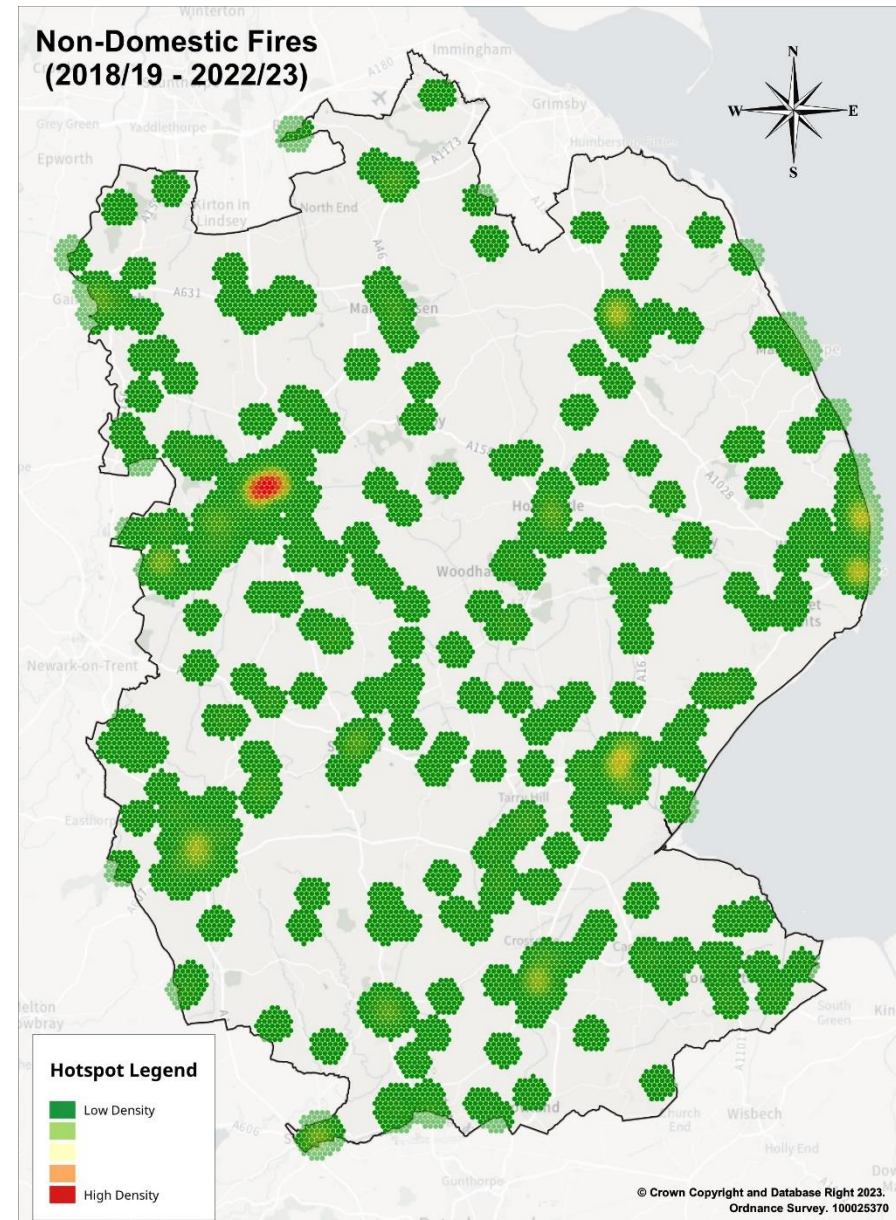
Many non-domestic fires are caused by electrical appliances (27%) and deliberate ignition (13%). Fires within non-domestic premises can result in the loss of significant community resources, such as public buildings, schools, community centres and entertainment venues. Fires in business premises will have a significant, sometimes unrecoverable, impact on the local economy.

Consequence:

- Risk to life
- Physical injury
- Damage to property
- Damage to local environment
- Economic impact of loss of business
- Loss of local community resources



As with domestic fires we are seeing an overall reduction in the number of non-domestic fires in Lincolnshire. Our protection activities and engagement will aim to reduce this even further.



Deliberate fires (arson)

Deliberate fires include those where the motive for the fire was ‘thought to be’ or ‘suspected to be’ deliberate. This includes fires on an individual’s own property, others’ property or property of an unknown owner.

Why is it a risk?

Arson accounted for 45% of all fires attended in 2022/23 by Fire and Rescue Services in the UK (178,737 fires attended; 79,982 deliberate). This is the largest, single cause of fire attended by Fire and Rescue Services. While the fires are often small, they are a nuisance to the community and tie up FRS resources making them unavailable for any more serious incidents.

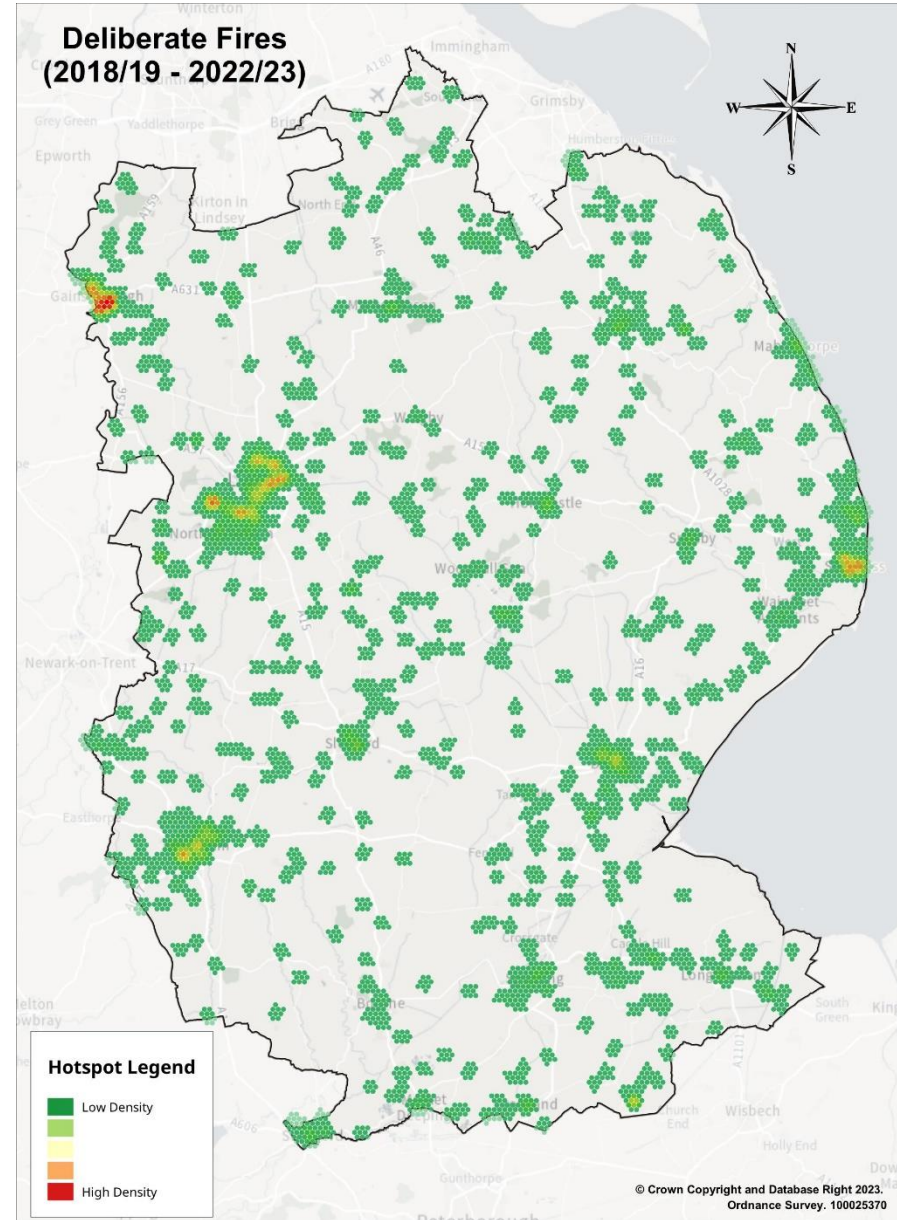
In Lincolnshire, on average we attend 467 deliberate fires per year (over the last five years) which is 24% of fires attended. Most of these fires occur in refuse, vehicles or grassland, with a peak during the dry summer months.

The estimated economic cost attributed to arson from the latest available UK statistics in 2021/22 was £1.3 bn.

Consequence:

- Risk to life
- Physical injury
- Damage to property
- Damage to local environment
- Economic impact resulting from property loss/damage and business impact

Where:



Wildfires

A wildfire involves an uncontrolled vegetation fire that means one of more specific criteria:

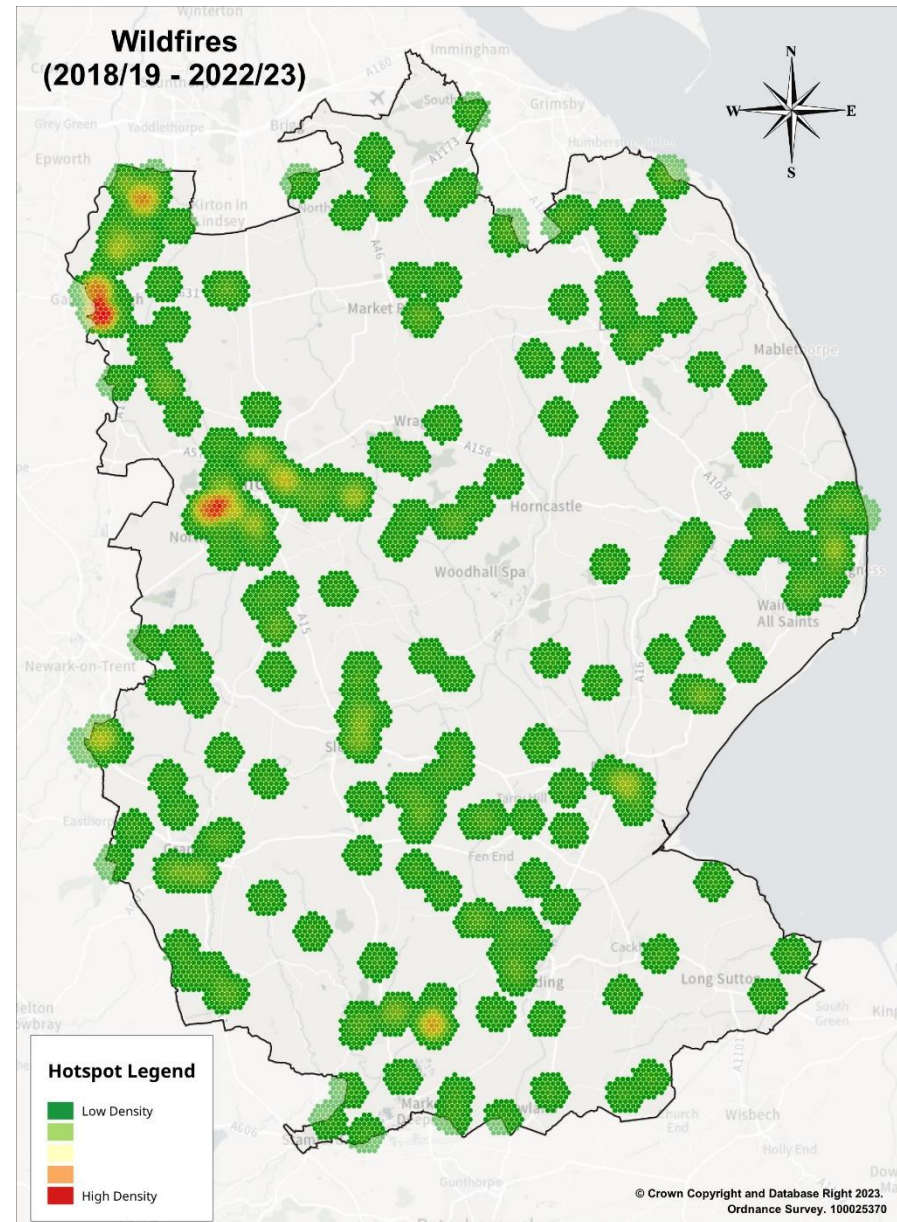
- Involves a geographical area of at least one hectare (10,000 square metres)
- Involves a sustained flame length of more than 1.5 metres
- Requires a committed resource of at least four fire and rescue appliances/resources
- Requires resources to be committed for at least six hours
- Presents a serious threat to life, environment, property and infrastructure

Why is it a risk?

In recent years the UK has experienced periodic severe wildfire seasons. These seasons usually coincide with extended periods of warm and dry weather, which is becoming more frequent. The risk of wildfires is affected by the size, condition and dryness of the vegetation. In Lincolnshire the predominantly rural and agricultural nature of the county means the risk of wildfire is widespread. Approximately a third of wildfires involve farmland, with a further quarter in grasslands. We also have some specific risks such as Laughton Woods.

Consequence:

- Risk to life
- Physical injury
- Damage to property
- Damage to local environment
- Economic impact resulting from property loss/damage and business impact



Malicious Attacks

The Government constantly assesses the threat to the UK from terrorism and communicates this through a threat level. This level has not dropped below substantial in the last five years, which means that an attack is likely. There have been two periods of three months where the level was raised to severe, meaning an attack is highly likely. Fortunately, no attacks have taken place in Lincolnshire however, there are several locations and venues that may be considered targets due to their historical importance, or, by the number of people who might gather there. LFR has taken part in operations with other agencies to assist in the investigation of activity suspected of being connected with a malicious attack.

LFR maintains a specialist team trained in responding to incidents involving terrorism (Marauding Terrorist Attack, or MTA team) who would be involved if there was an attack like that on the Manchester Arena in 2017. LFR is working with the NFCC to ensure that recommendations from the inquiry are enacted in Lincolnshire.

We also supply two officers to the regional team who use specialist scientific equipment to support decontamination of the public in the event of a Chemical, Biological, Radiological or Nuclear (CBRN) attack. The team can also support other agencies when dealing with potential illicit explosive manufacturing sites.

Our Urban Search and Rescue (USAR) team would also respond to a bomb attack and use their skills and equipment to search damaged buildings and make them safe for other responders to work in. At our training site in Waddington we have areas specifically built so that the USAR crews can train for a variety of scenarios. USAR teams come from other Services around the county to make use of our Waddington training centre.

Community Risk Management Plan (CRMP)

Equality impact assessment (EqIA) November 2023

Contents

1. Summary
2. Purpose
3. Equality risk and benefits analysis methodology
4. Lincolnshire communities
 - 4.1. Demographics
 - 4.1.1. Age
 - 4.1.2. Gender/Sex
 - 4.1.3. Gender identity
 - 4.1.4. Sexual orientation
 - 4.1.5. Ethnicity / National identity
 - 4.1.6. Main language
 - 4.1.7. Religion
 - 4.1.8. Marital status / civil partnership
 - 4.1.9. Pregnancy and maternity
 - 4.1.10. Disability
 - 4.1.11. Deprivation
 - 4.2. Health
5. Public concerns
 - 5.1. Community engagement
6. Service staff
7. Equality impact assessment

1. Summary

Fire and Rescue Services (FRS) are required to identify and assess foreseeable fire and rescue related risks. This is done by developing and maintaining a Community Risk Management Plan (CRMP). Part of this process is to create Equality / People Impact Assessment/s (EqIA). We use the EqIA to ensure inclusivity for all communities, service users, and employees who share the characteristics protected by the Equality Act 2010. We also consider other factors, such as the effects of poverty, deprivation or living in a rural location. We aim to identify people who might struggle to access our services and, as a result, be at higher risk.

Our aim is to make a positive impact on the whole community through our prevention, protection and response activities. However, by using the EqIA we can satisfy ourselves that our activities are having the desired effect and are equally reaching all areas of the community. We can also refine our activities to have an enhanced effect on the most vulnerable in the community.

This document aims to help us understand what our community looks like and in doing so, enable us to predict and evaluate the impact of our work, as well as highlighting challenges that we may face now and in the future.

2. Purpose

Equality legislation, notably the Public Sector Equality Duty, requires Lincolnshire Fire and Rescue to evaluate the impacts of changes to our processes and services. This document aims to ensure the identification and mitigation of any impacts or equality-related risks on both our dedicated staff and the local community. Our assessment seeks to determine whether the strategic priorities within the Community Risk Management Plan for the years 2024-2028 might disproportionately affect individuals with specific protected characteristics.

Guided by our core values and ethical principles, Lincolnshire Fire and Rescue extends this duty by conducting comprehensive equality impact assessments. We are dedicated to understanding and addressing impacts, irrespective of whether they pertain to individuals with protected characteristics. Our approach involves the completion of an Equality Impact Assessment, an evidence-based analytical tool, which is designed to ensure that our service refrains from unlawful discrimination and actively promotes positive relations with underrepresented groups, in accordance with the Public Sector Equality Duty 2011.

The equality impact assessment and equality of access documents, created by the National Fire Chiefs Council (NFCC), help us ensure that our CRMP process:

- mitigates the risk of inequality and discrimination adversely affecting specific groups or individuals
- eradicates the potential for unconscious bias and inadvertent discrimination to influence decision-making and resource allocation

- thoroughly considers and comprehends the needs and expectations of diverse communities and groups, including our employees
- ensures compliance with legislative obligations to support equality and inclusivity
- aligns with our overarching strategic objective, which involves fostering inclusivity in all the services we offer to our communities and employees

We are dedicated to transparency and collaboration and as such, we have a public consultation in late 2023. This ensures that the input provided by Lincolnshire people and businesses is accurately understood and reflected in the CRMP. The results of this consultation will inform an updated equality impact assessment which will guide our decision-making processes as we finalise the CRMP. As the plan is put into action and any required actions are monitored, the equality impact assessment will also be periodically reviewed and adjusted to reflect the evolving impacts of the plan on our communities and employees.

3. Equality Impact Assessment methodology

The analysis in this document is based on information retrieved from the 2021 Census. Where data was not available or not yet published, the 2011 Census was used. We have also used data from the Office for National Statistics (ONS) and the National Online Manpower Information System (NOMIS), as well as data from our own internal systems and publications from other organisations such as the Joint Strategic Needs Assessment (JSNA) for Lincolnshire.

We have used all these data sources to build as comprehensive a picture of the communities of Lincolnshire as possible, with focus on the protected characteristics arising from the Equality Act 2010, as well as other features of the community that may influence the risks faced by those people. We have tried to assess how these aspects will affect our ability to run the service and to keep Lincolnshire people safer.

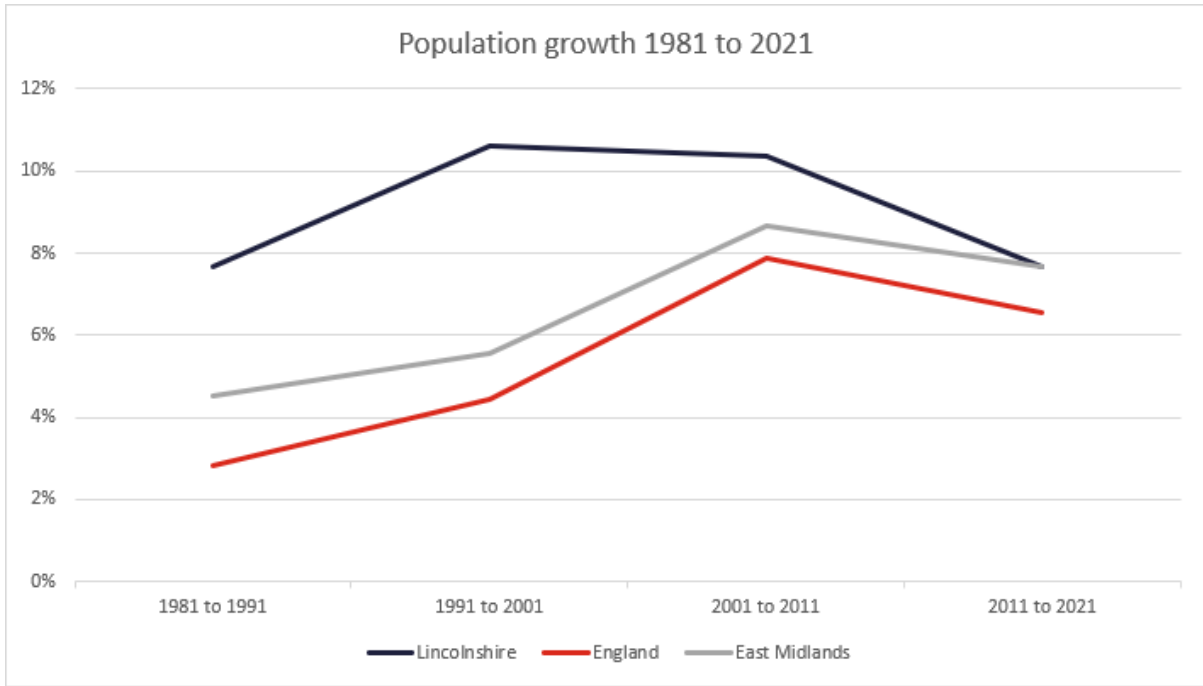
To make this analysis as meaningful as possible we used the various networks within LFR Lincolnshire County Council to give their advice and contribute to the analysis.

4. Lincolnshire communities

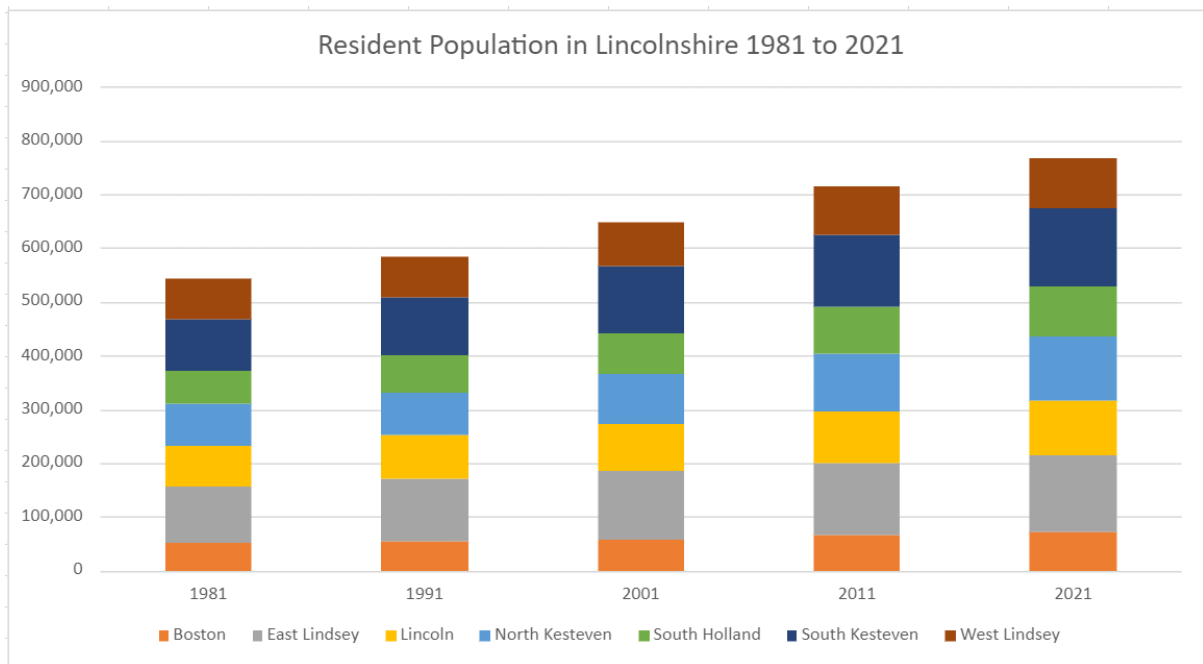
4.1. Demographics

The data used to examine the Lincolnshire's demographics includes the census 2021 and other Government data sources. This data has been gathered for Lincolnshire and comparisons made to data available for England to understand how Lincolnshire may differ. Comparisons are also made to the data from census 2011 to show how demographics have changed.

The population recorded in the 2021 Census for England increased by 6.6% from 2011. By comparison, in Lincolnshire the population increased by 7.7% over the same period, which is in line with the population growth seen in East Midlands.



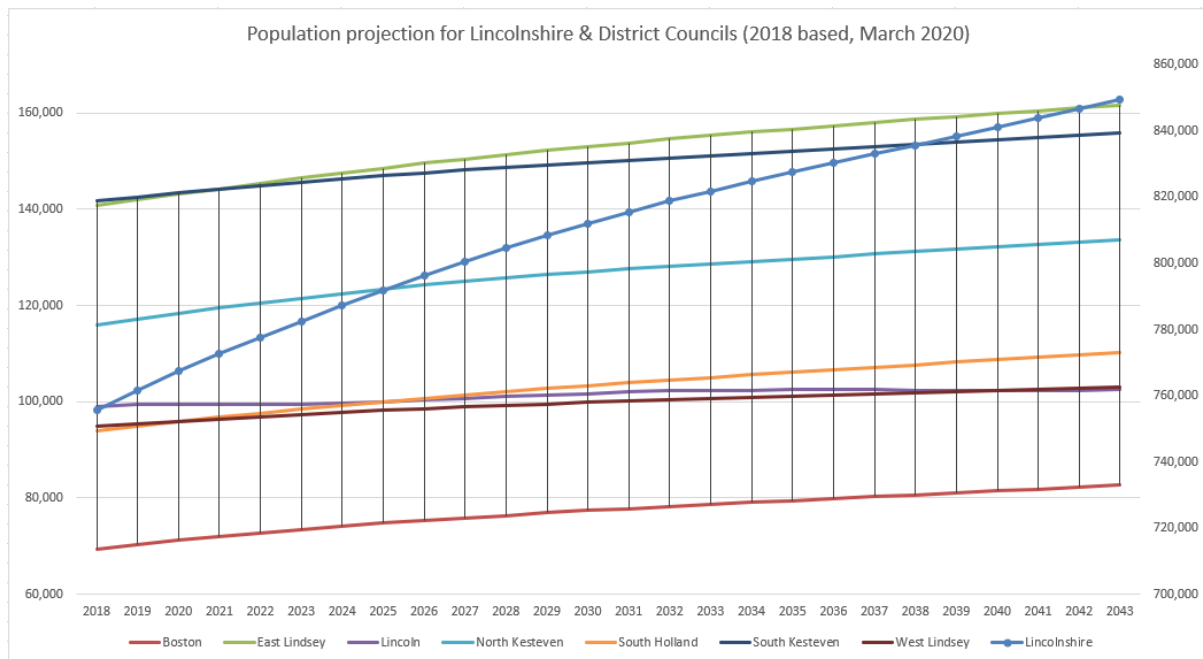
Source: NOMIS – Usual resident population from census (KS101EW) converted into percentage growth



Source: NOMIS – Usual resident population from census (KS101EW) [Census-2021-Summary-Lincolnshire-Overview.pdf \(lhh.org.uk\)](https://lhh.org.uk/Census-2021-Summary-Lincolnshire-Overview.pdf)

Based on Subnational population projections for England (2018-based) (March 2020), it was highlighted that the East Midlands is projected to be the fastest growing region, increasing 7% by mid-2028 compared to the 5% increase in England. The expected population growth for Lincolnshire is predicted to be 6.5% over this period. Lincoln city is the only district council where this growth is likely to be modest, at 2%. The six other district council areas are expected to increase over varying amounts

ranging from 10% in Boston Borough, 8% in both South Holland and North Kesteven, 7% in East Lindsey and 4% in South Kesteven and West Lindsey.



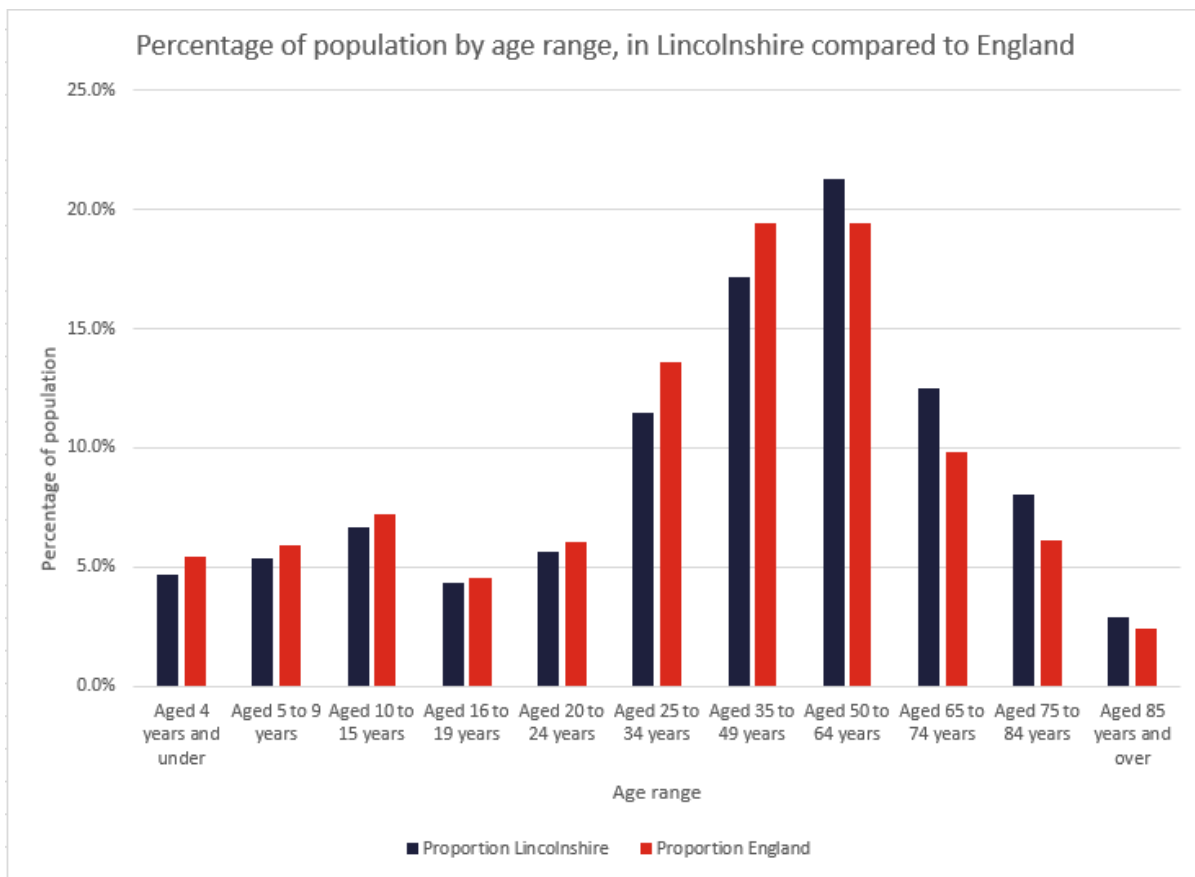
2018-based subnational principal population projections for local authorities and higher administrative areas in England ([Population projections for local authorities: Table 2 - Office for National Statistics](#))

4.1.1. Age

Lincolnshire has a higher proportion of residents aged 65 and over than the national average. The Census conducted in 2021 showed that the trend of population ageing had continued (from the Census in 2011) with a higher proportion of the population in the older age groups (65 years and over). Over one-sixth (18.6%) of the population were aged 65 years and over, up from 16.4% in 2011¹. In 2021, in Lincolnshire, the proportion of the population aged 65 years and over was recorded as 23.4%

An aging population places a greater burden on public services, requiring more assistance from the local authority and health agencies. There is an opportunity to use our relationships with our partners to obtain information on this section of the community and to work together to keep them safe. Older people are more likely to suffer from long term illnesses or conditions that can place them at greater risk from fire due to an increase in likelihood, and, of consequence.

¹ [Population and household estimates, England and Wales - Office for National Statistics \(ons.gov.uk\)](#)



Source: ONS – 2021 Census (TS007)

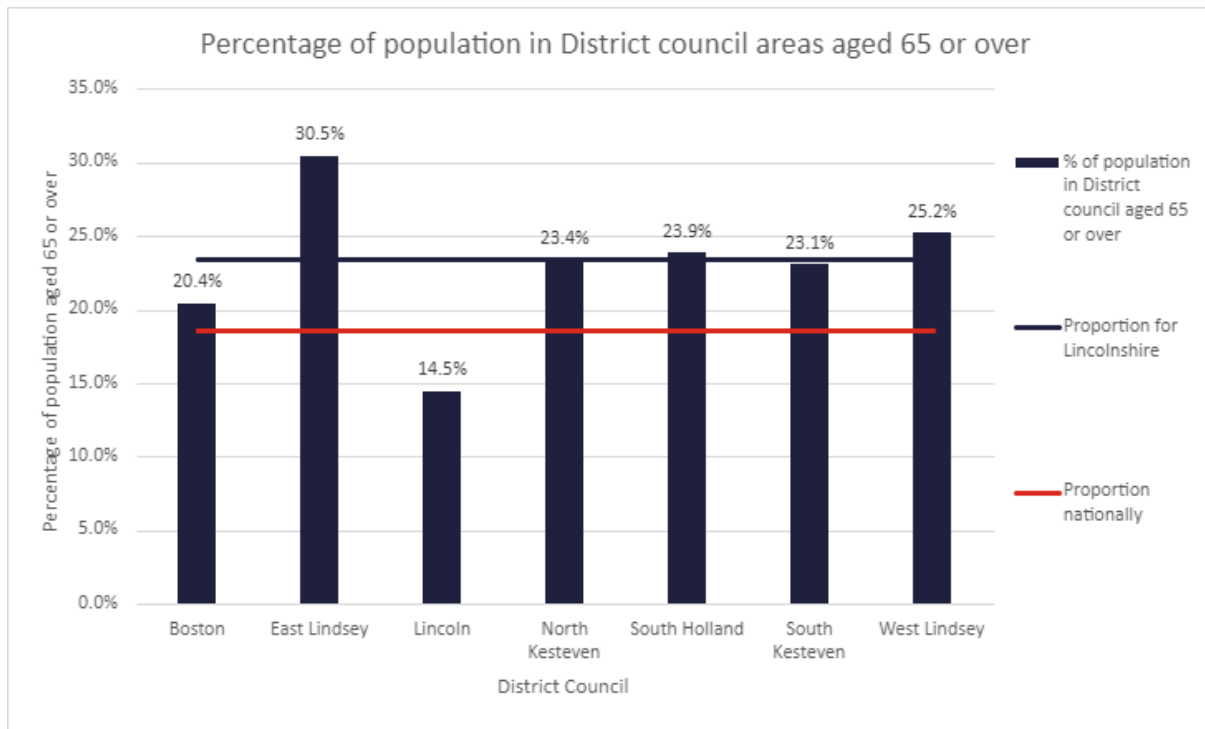
The resident population of Lincolnshire for the younger age categories are lower than the national proportions in these categories. This is to be expected by the higher proportion of older people living in the county.

Nationally, the proportion of the population in the age group of 15 – 64 years is 64.1%. For Lincolnshire this is lower at 61.0%. The remaining age group, those aged 14 and under, make up 17.4% of the population nationally. For Lincolnshire this is again lower at 15.6%. The chart above illustrates the comparison.

There are also slight differences between the district councils with Lincoln and Boston being lower than the proportion for Lincolnshire as a whole. East Lindsey is the clear outlier with the proportion of older people being 30.5%. Only Lincoln City is remarkably below the national proportion which is evident by the younger student population of Lincoln itself. The proportion of people aged between 20 and 24 is 13.1% in Lincoln, compared nationally to 6% due to the student concentration in this small geographic area.

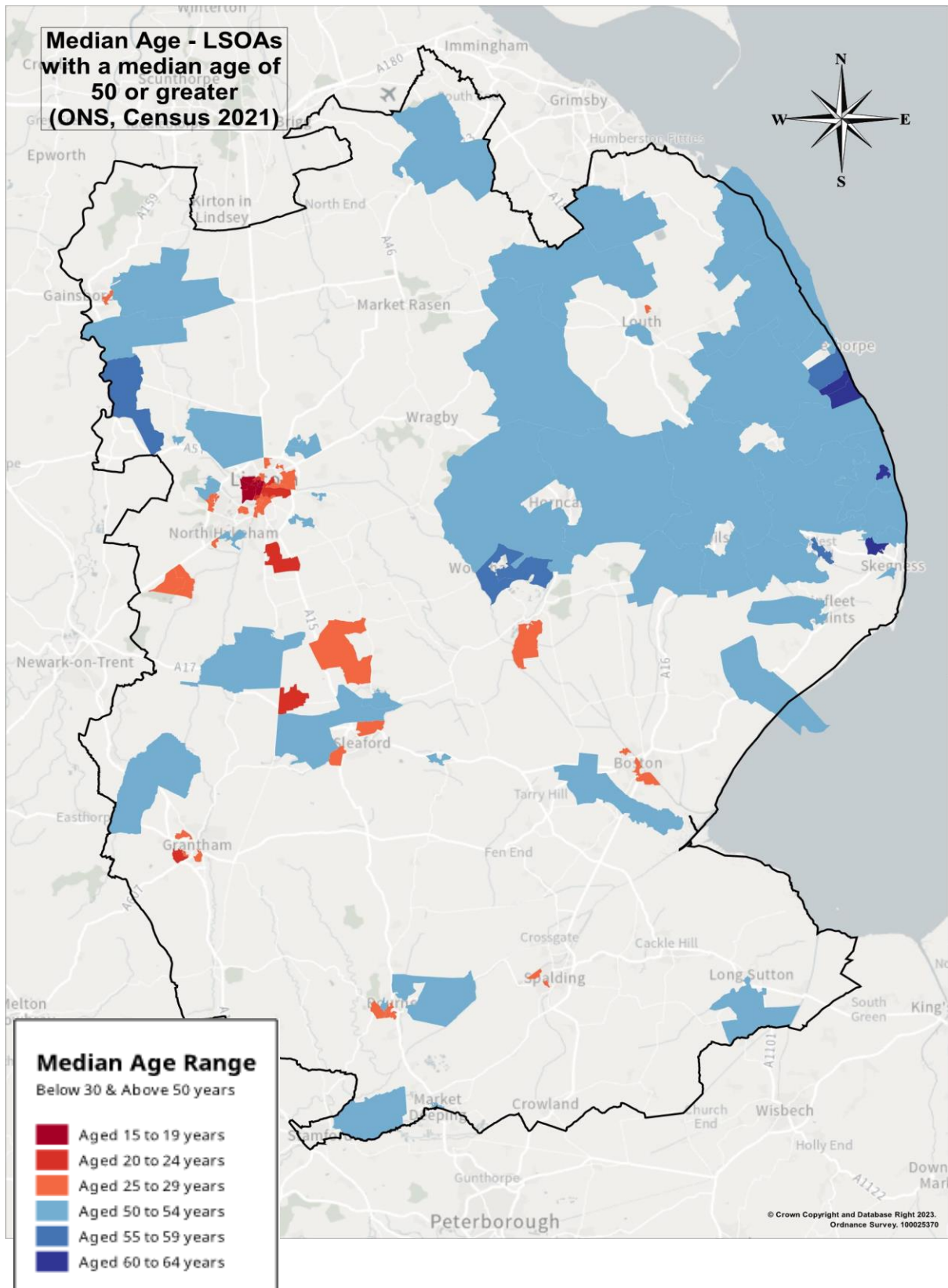
The older population also makes it more difficult to recruit and retain on-call firefighters in parts of the county. East Lindsey for example has almost a third of the population above the age of 65 and so past a normal working age for a firefighter. In Lincoln the opposite is the case, where despite the larger number of younger people, them being predominantly students means that they are unlikely to be suitable as on-

call firefighters due to only spending part of the year in the county. The following chart and map illustrate the difference in distribution of ages throughout the county.



Source: ONS – 2021 Census (TS007)

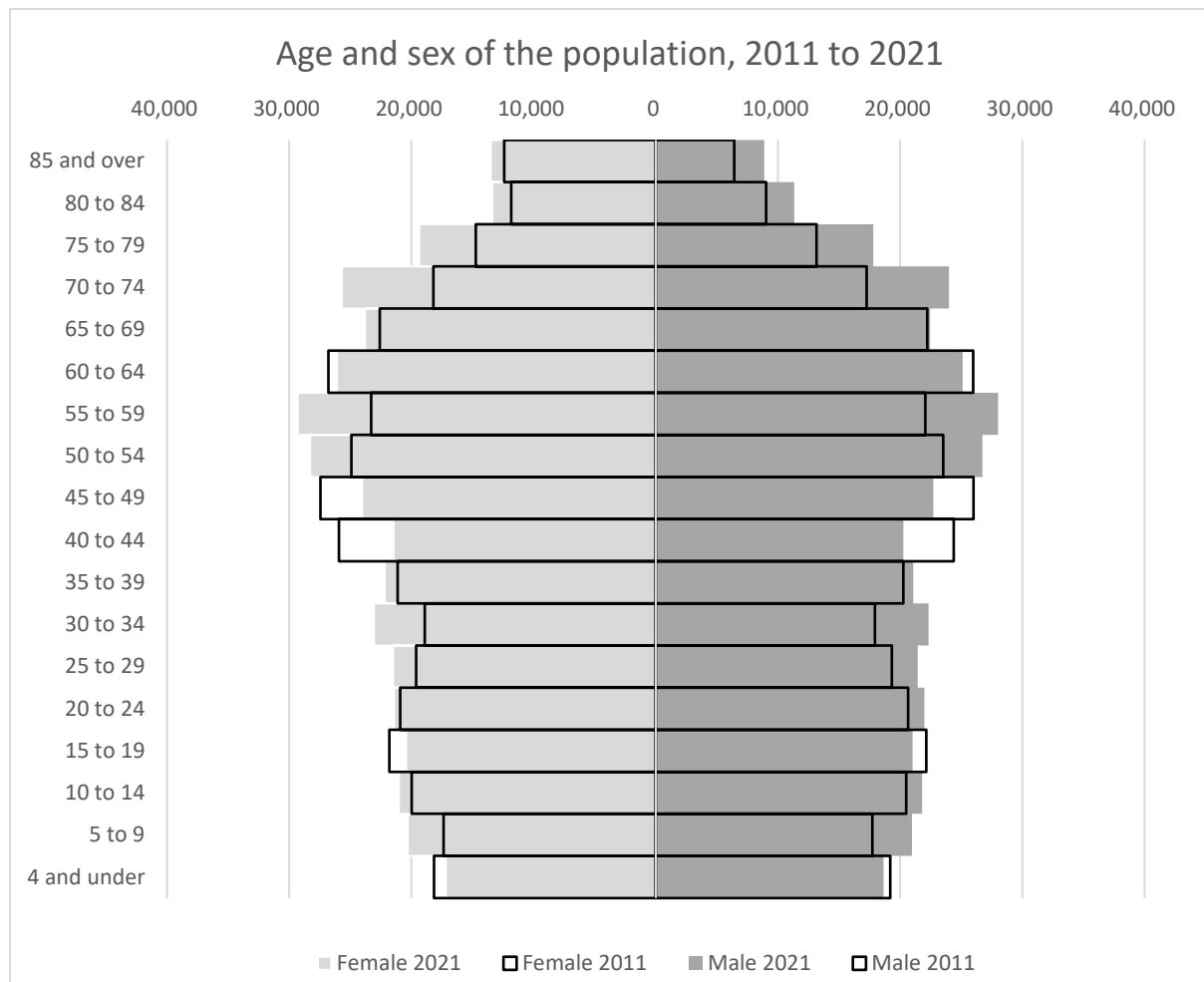
The following map highlights the areas of Lincolnshire where the median age of the population is aged 50 and over, or aged 30 and under.



Source: Median age for local authorities in the UK, mid-2015, ONS 2016

The change in the age distribution in the last ten years can be seen below. The increase in 55- to 59-year-olds compared to the 45- to 49-year-olds of ten years ago

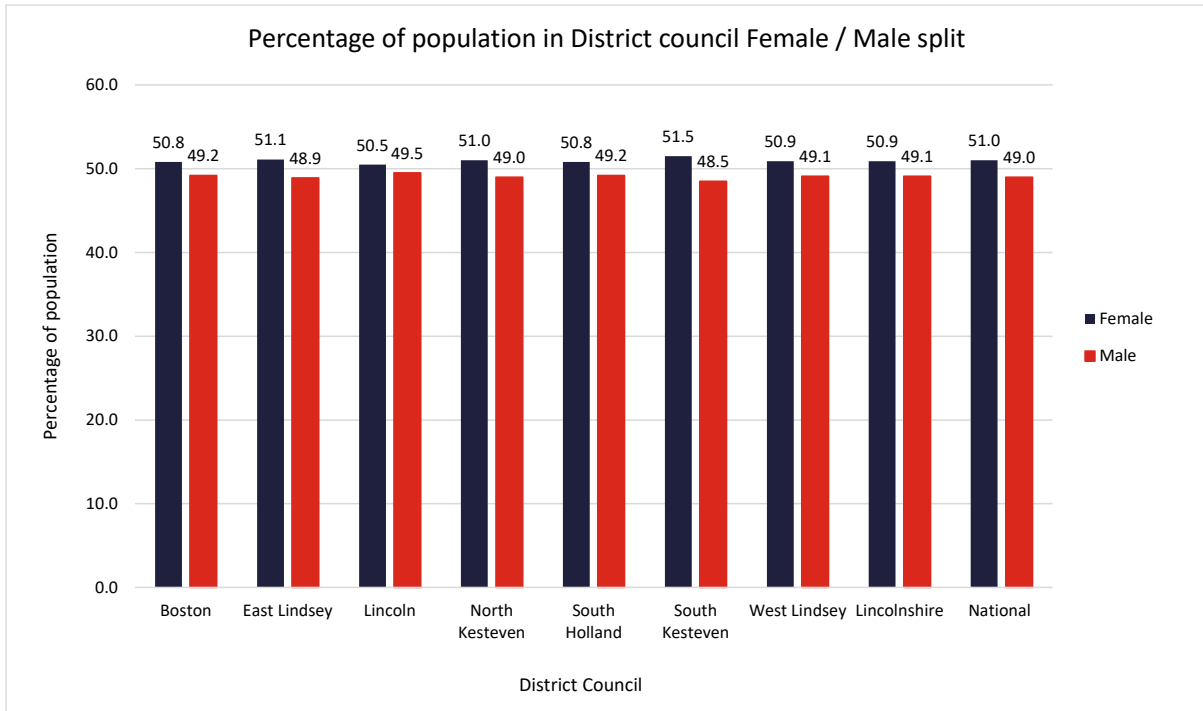
shows that there has been a net inward migration of people over 50, and that the population isn't just ageing, older people are choosing to make Lincolnshire their home in the later years of their life.



Source : Nomis – 2021 Census (RM121), Nomis - 2011 Census (LC1117EW)

4.1.2. Sex

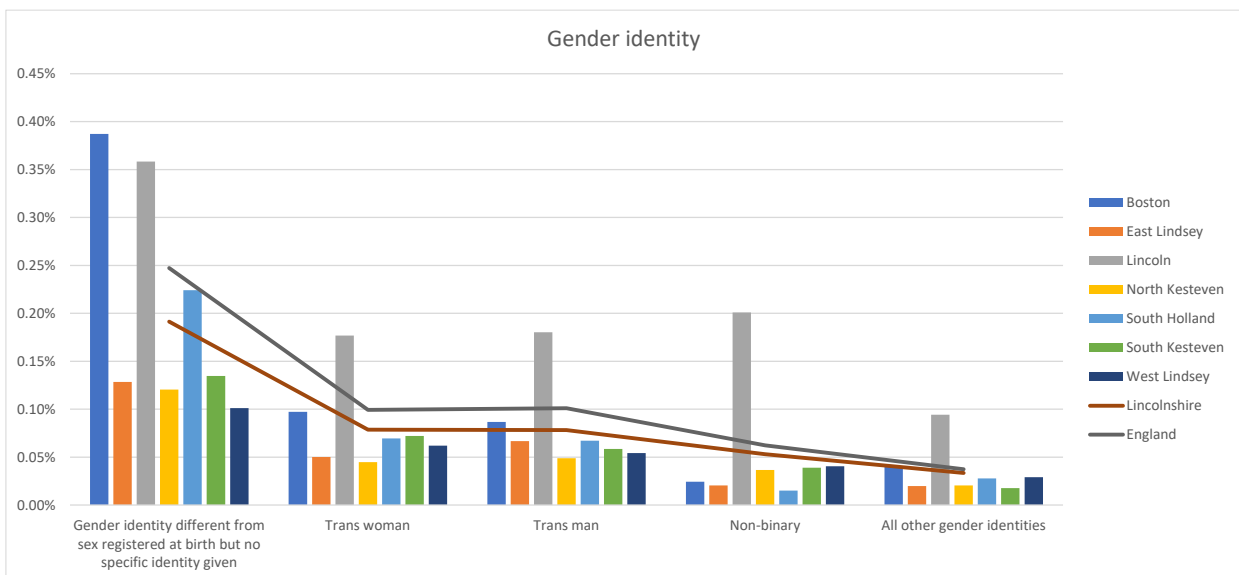
Lincolnshire population mirrors the national population breakdown by sex. The 2021 census recorded 50.9% of Lincolnshire population being female and 49.1% being male. The national breakdown in England and Wales is 51% female and 49% male. The district council distribution within Lincolnshire does have some marginal differences. The most notable council area with more variance is Lincoln city.



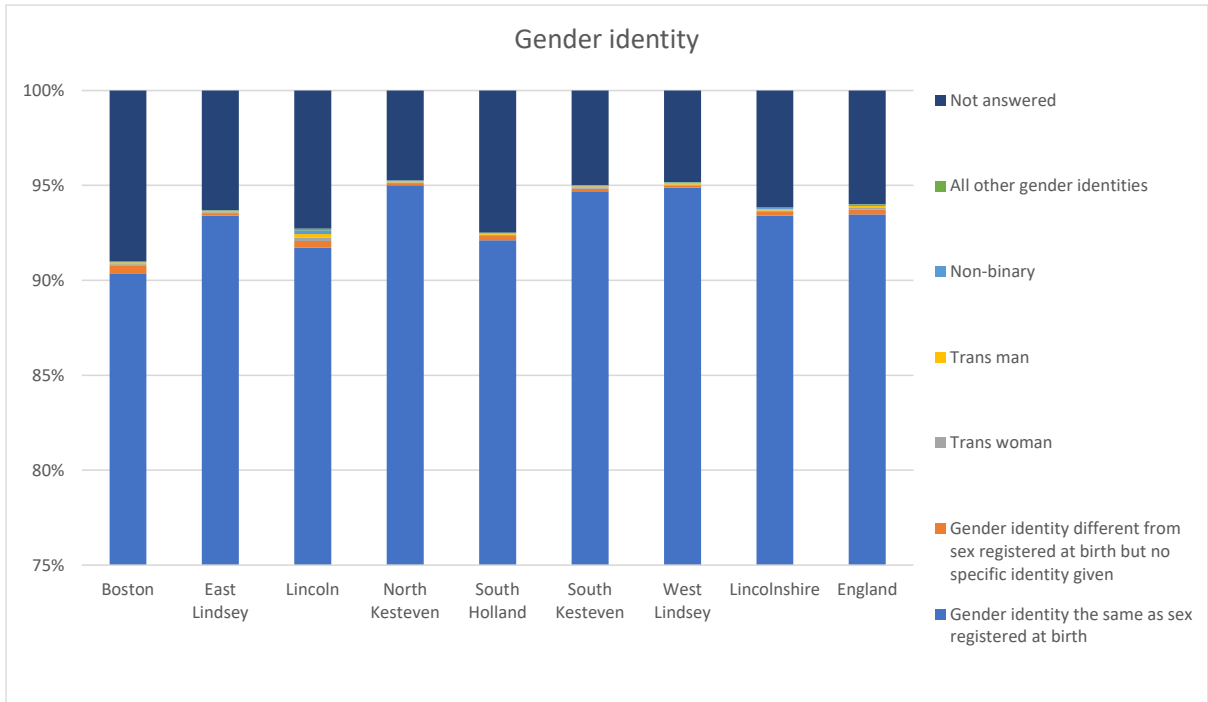
Source: ONS – 2021 Census (TS008)

4.1.3. Gender identity

Lincoln and Boston (and to a certain degree, perhaps also South Holland) have a greater proportion of the community that have a different gender identity to that registered at birth, compared to the other district council areas, as well as to Lincolnshire as a whole County and England. The same district council areas also have a noticeably higher proportion who have not answered this question in the 2021 census.



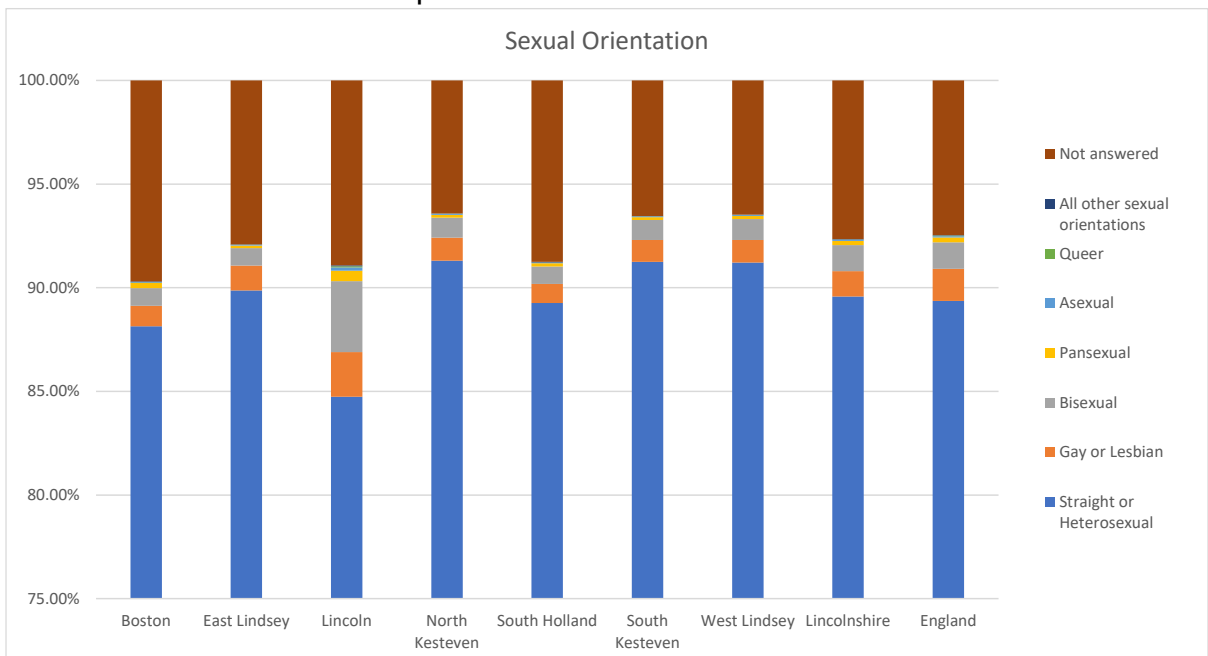
Source: ONS – 2021 Census (TS070)



Source: ONS – 2021 Census (TS070)

4.1.4. Sexual orientation

Lincoln has a noticeably lower proportion of the community that are straight/heterosexual. Boston, Lincoln and South Holland have a greater proportion that have not answered this question.



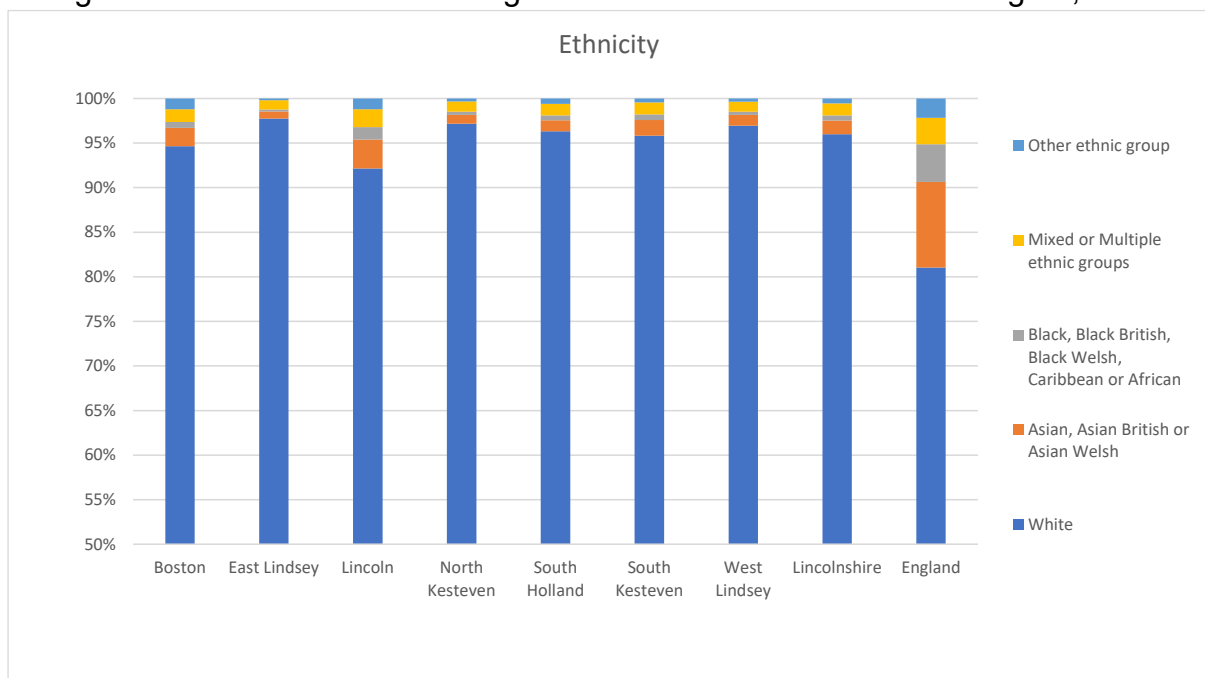
Source: ONS – 2021 Census (TS079)

See: [Census-2021-Sexual-Identity-Summary.pdf \(lhih.org.uk\)](#) for content published by Lincolnshire Health Intelligence Hub (as summary of Census 2021)

The younger population in Lincoln, many of them students from around the country, may account for the larger proportion of people who report their sexuality as other than heterosexual. It could be that being younger they feel more at ease expressing their sexuality openly. That said, there was still a consistent percentage who did not answer the question. It is unclear what the reasons for this are, but it may indicate that there are barriers with engaging this section of the population that may also affect our efforts to engage with them to improve their safety.

4.1.5. Ethnicity / National identity

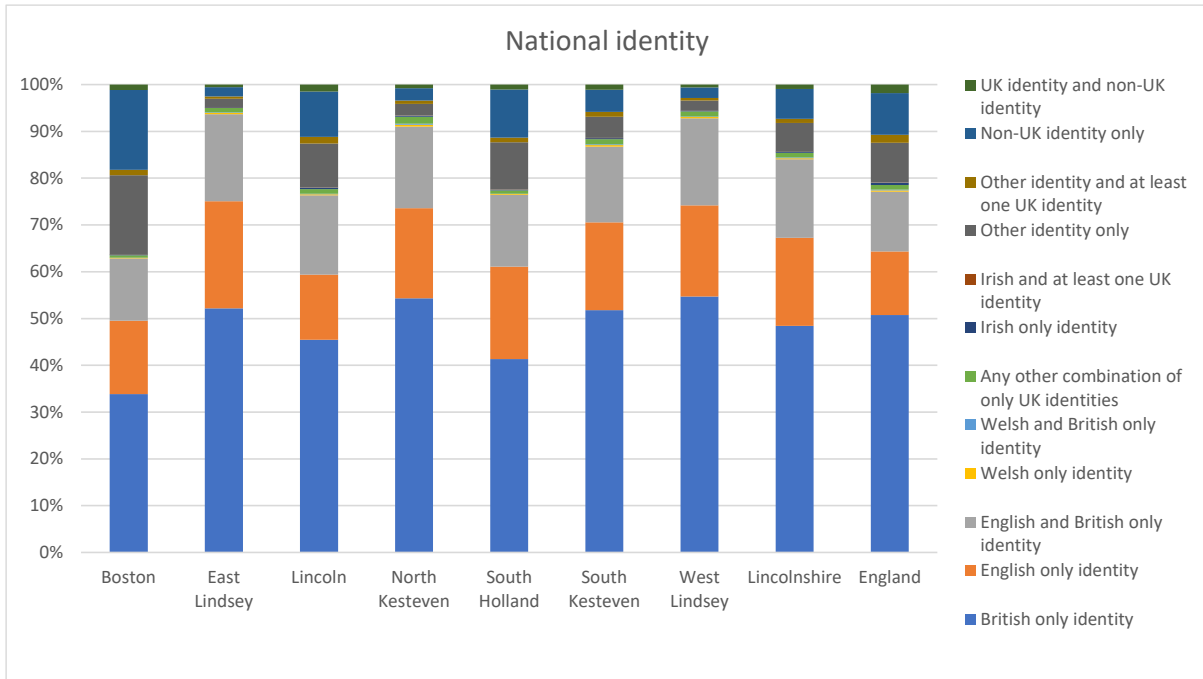
Lincolnshire has a significantly lower proportion, than England, that have stated their ethnicity as being in any group other than White. The district councils within Lincolnshire are broadly similar, with only slightly higher proportions from backgrounds other than White being seen in Lincoln and to a lesser degree, Boston.



Source: ONS – 2021 Census (TS021)

The proportion of Lincolnshire that is from ‘non-UK identity only’ is almost half that of England. Boston Borough Council conversely has more than double the proportion of England recording ‘non-UK identity only’ in the 2021 census.

(NB: national identity question in the census allowed multiple answers to be submitted)

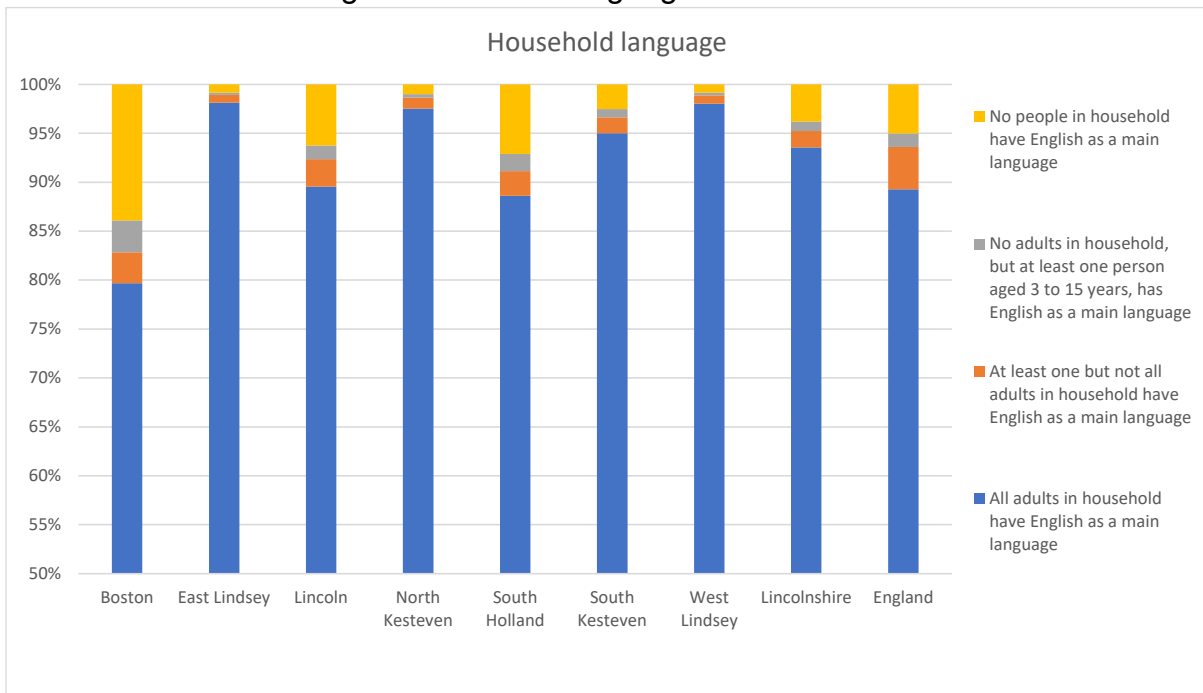


Source: ONS – 2021 Census (TS027)

See: [Census-2021-Summary-Ethnic-group-Nat-identity-language-and-religion.pdf](https://www.lhfh.org.uk/census-2021-summary-ethnic-group-nat-identity-language-and-religion.pdf) (lhfh.org.uk) (published by LHIH 2021 Census summary)

4.1.6. Main language

Boston (and to a lesser degree, also South Holland and Lincoln) have a significantly lower proportion of the community that have all adults in the household that have English as their main language. Boston also has a significantly higher proportion (almost 3 times more than the proportion in England) that have no people in the household that have English as a main language.

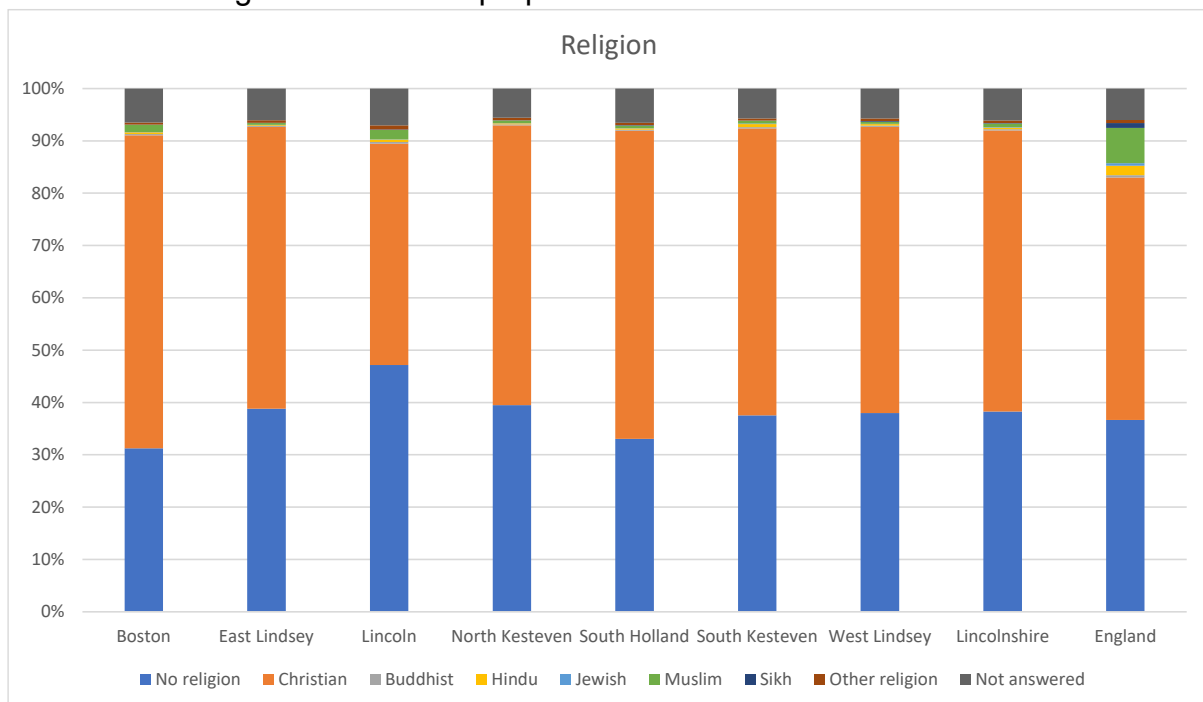


Source: ONS – 2021 Census (TS025)

Not having English as a main language can have several impacts on the community and their interactions with the FRS. When calling 999 they may not be able to effectively describe their location or what the nature of the incident is. There may be difficulties when our protection and prevention staff engage with these people, with them not understanding what it is that they need to do to keep themselves safe, or to meet legislative requirements. And they may also not feel able to apply for a job in the FRS, which would be a barrier to increasing the diversity of the Service and its ability to reflect the community it serves.

4.1.7. Religion

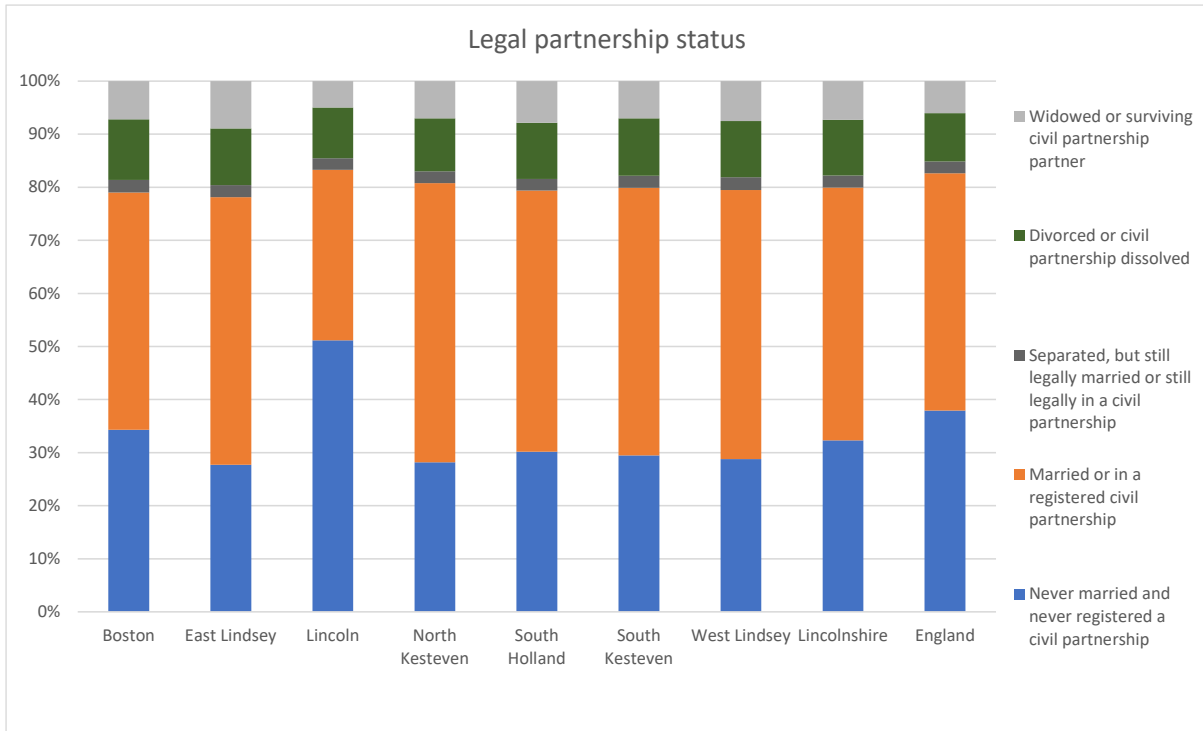
Lincolnshire has a broadly similar proportion to England that have no religion and that did not answer this question in the 2021 census, however, has a greater proportion that are Christian. Boston and South Holland have a noticeably lower proportion than Lincolnshire that have no religion and higher proportion that are Christian. Conversely, Lincoln has a considerably higher proportion than Lincolnshire that have no religion and a lower proportion that are Christian.



Source: ONS – 2021 Census (TS030)

4.1.8. Marital status / civil partnership

Lincolnshire has a slightly lower proportion than England that have never married or registered a civil partnership but is broadly similar in the other categories. The district councils within Lincolnshire are broadly similar to each other and to Lincolnshire, other than Lincoln that has a significantly higher proportion that have never married or registered a civil partnership. This may be linked to a younger demographic in this area of the county due to the large student population.



Source: ONS – 2021 Census (TS002)

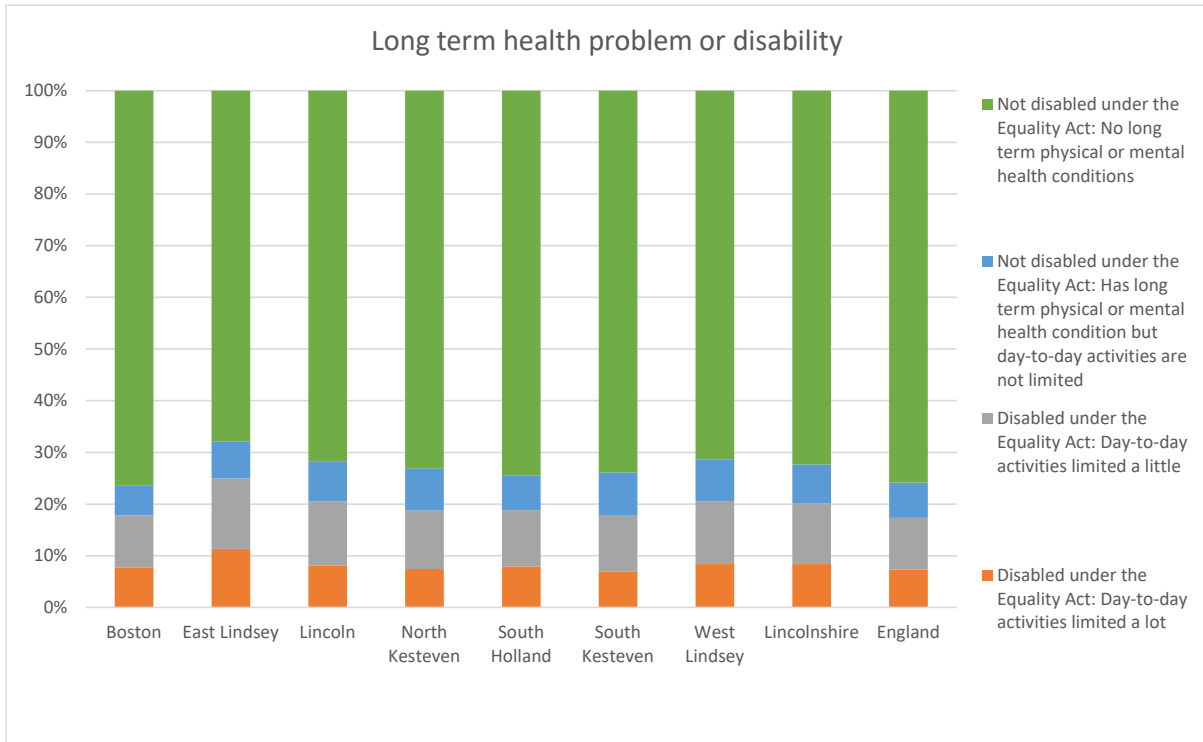
Statistics show that those living alone are more likely to be harmed in a dwelling fire, so this needs to be considered when designing prevention activities. In Lincolnshire, during the last five years, 50% of fatalities in dwelling fires were recorded as living alone; 48% of injuries in dwelling fires were also recorded as the occupant lived alone.

4.1.9. Pregnancy and maternity

In 2021, there were 6,559 births recorded in Lincolnshire ([Start Well - Lincolnshire Health Intelligence Hub \(lhih.org.uk\)](#)) When converted to a rate per 1,000 population this is 8.54. The data for England and Wales, for the 2021 year, shows the rate of live births is 10.5 per 1,000 population. This shows that Lincolnshire has a lower birth rate than England and Wales which is to be expected with a population base that is ageing. The impact of a lower birth-rate is likely to impact on the long term ability to recruit people into certain on-call stations.

4.1.10. Disability

Lincolnshire has a slightly higher proportion than England of people who are disabled as defined by the Equality Act. East Lindsey has the highest proportion of their community compared with the rest of the district councils within Lincolnshire, which may be due to the older demographic in that area of the county. As the population in Lincolnshire continues to age, and the birth rate remains low, we can expect this percentage to increase. Some disabilities will increase the risk to the individual of being hurt in a fire, caused in part by a potential difficulty in getting themselves out of their home quickly if necessary. This issue was raised during stage two engagement.



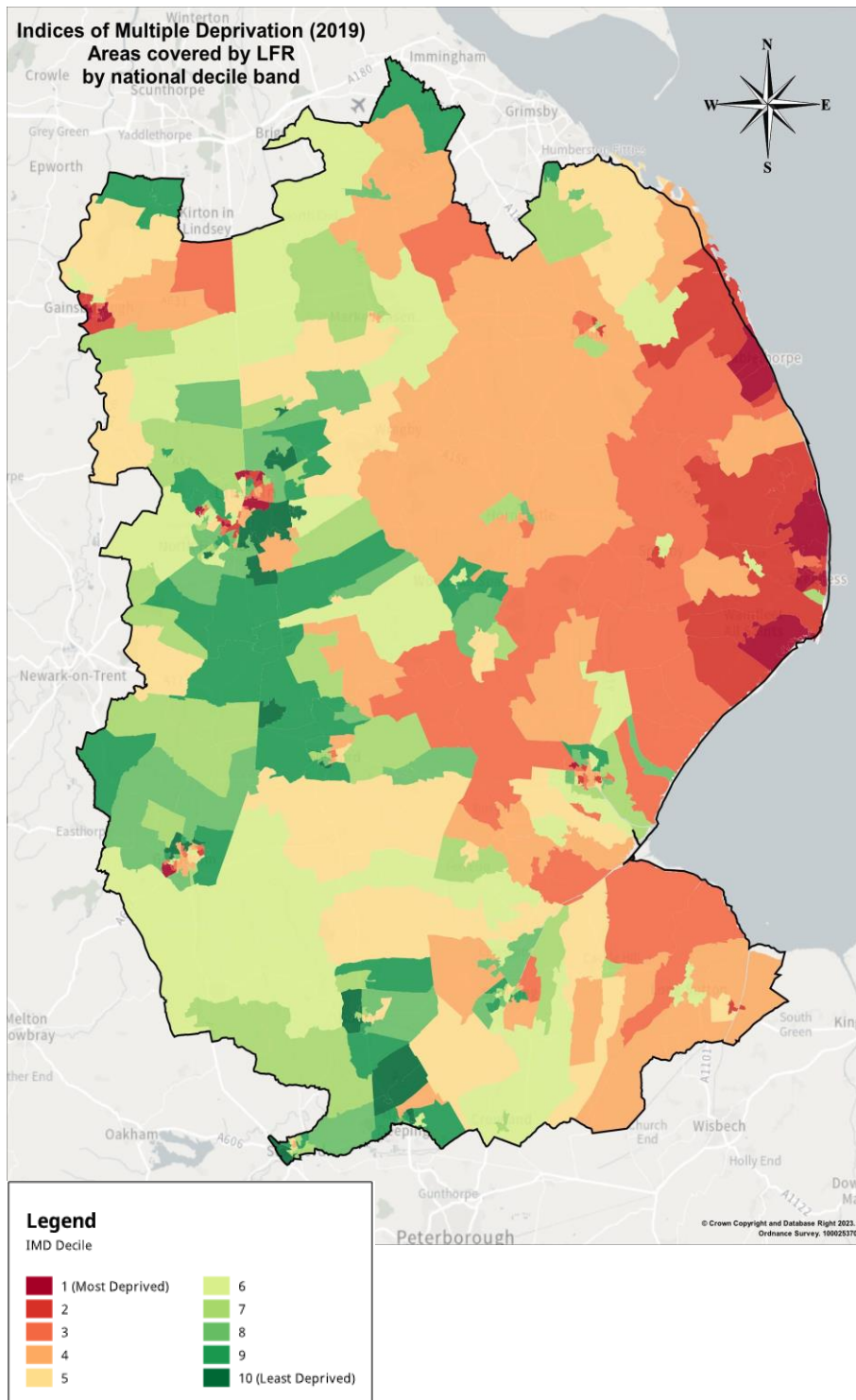
Source: ONS – 2021 Census (TS038)

[GL-Census-2021-Summary-Disability.pdf \(lhnh.org.uk\)](https://www.lhnh.org.uk/2021-census-2021-summary-disability.pdf)

4.1.11. Deprivation

The Indices of Deprivation measure relative deprivation in small areas in England called lower layer super output areas. The index of multiple deprivation combines a range of factors and is most widely used. It allows analysis of the most to least deprived areas, along with comparison on a wider national scale. Lincolnshire has 420 of these lower layer super output areas (LSOAs) out of 32,844 areas in England.

The map below illustrates how the 420 LSOAs (Census 2011) in Lincolnshire are ranked in terms of most to least deprived. Whilst there are pockets of deprivation in Lincoln, Gainsborough, Grantham, Boston and Long Sutton, the main sweeping area of deprivation runs entirely along the east coast, comprising the areas of Mablethorpe, Skegness and Wainfleet extending into the more central areas of the county.



Map x1: Indices of Multiple Deprivation 2019

IMD 2019 is split into 10 deciles, with decile 1 being the most deprived LSOAs in the country (see map legend). England has 3,284 LSOAs that fall into the 1st decile, and Lincolnshire has 29 LSOAs which fall into this 1st decile, and this equates to 6.9% of our 420 LSOAs (census 2011 LSOA), these areas are the most deprived areas in our county.

When comparing IMD 2015 to IMD 2019, In Lincolnshire, 41.9% of LSOAs have become more deprived, whilst 58.1% are less deprived, Map x2 shows the areas that have become more deprived since IMD 2015. This has been broken down further in the chart below which shows East Lindsey and West Lindsey having more lower super output areas becoming more deprived.

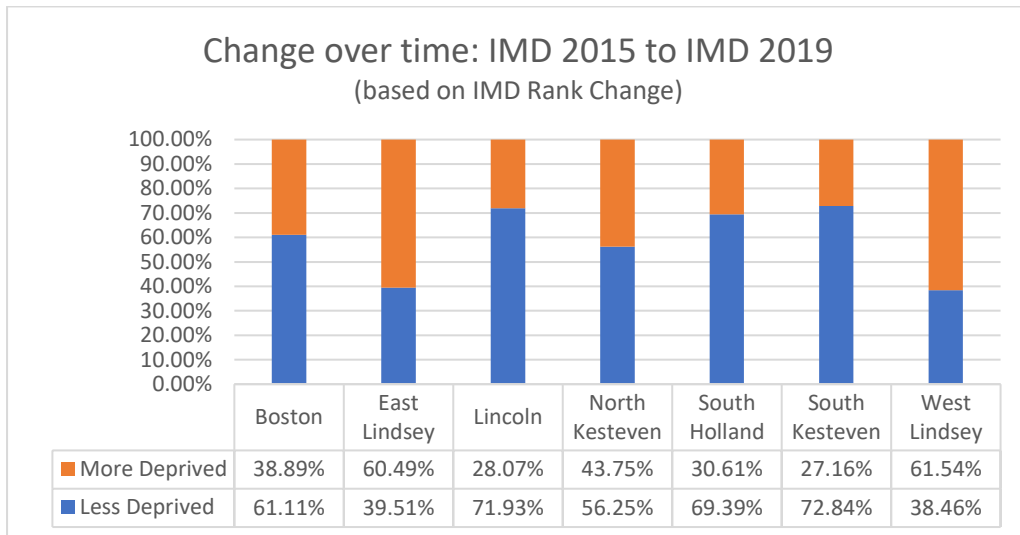
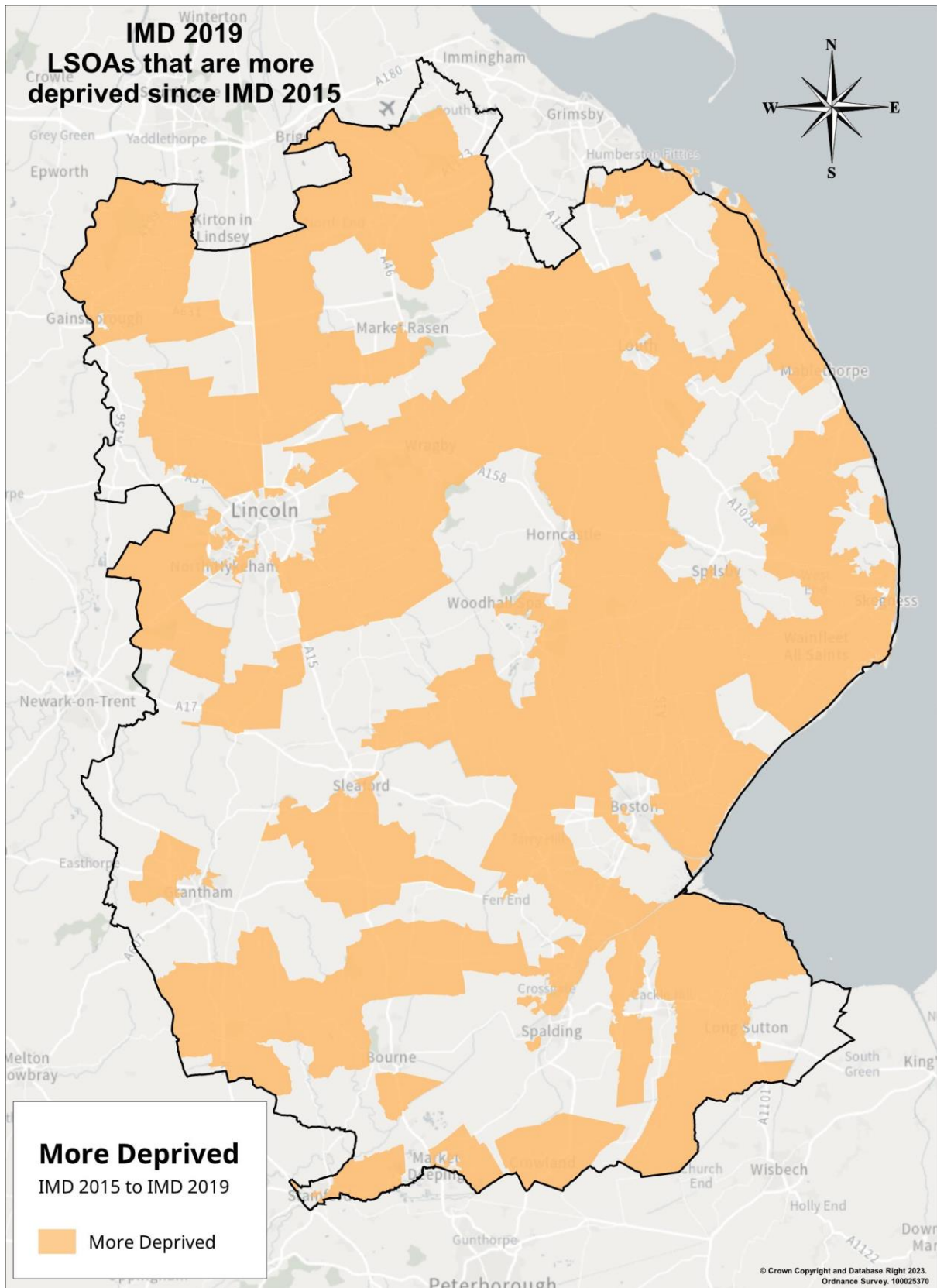


Chart x: Showing percentage of lower super output areas that have changed in deprivation rank from 2015 to 2019.

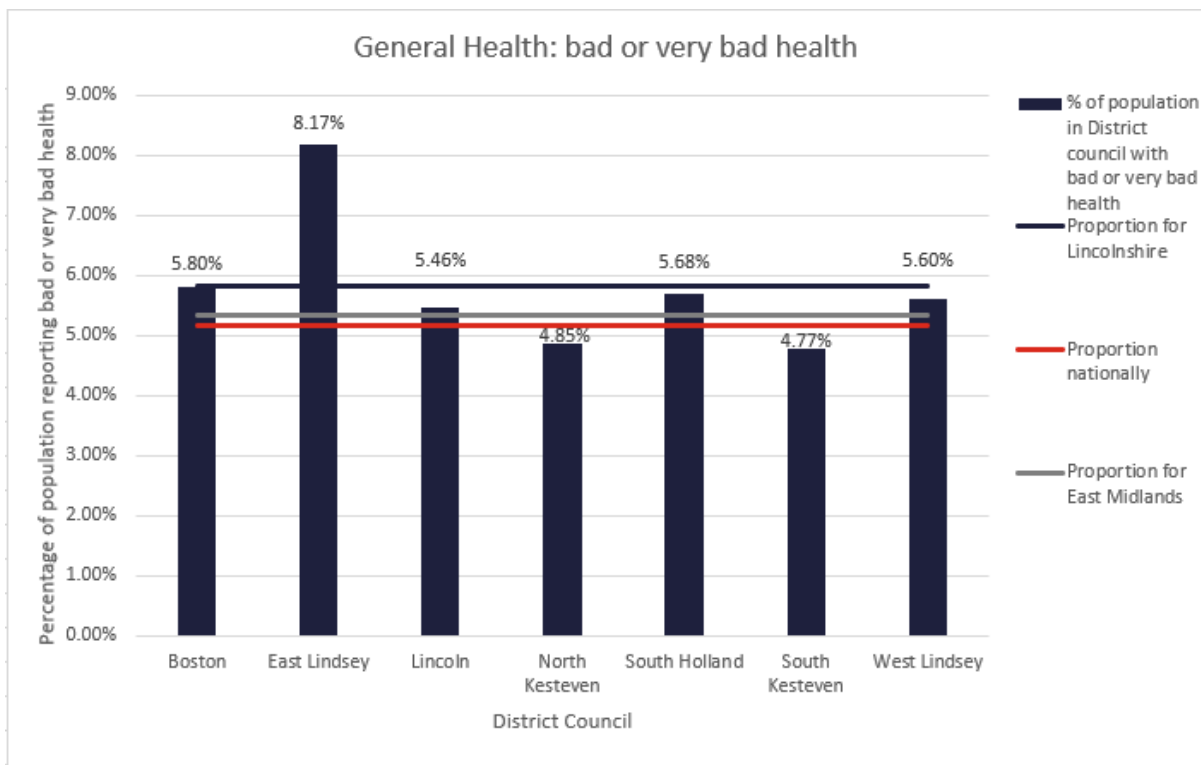


Map x2: lower super output areas that have become more deprived based on IMD Rank; IMD 2015 to IMD 2019.

Map 1x shows East Lindsey holds the highest number of most deprived LSOAs, stretching down the east coast and the majority of these have become more deprived since IMD 2015 (map 2x).

4.2 Health

In the 2021 Census, around 4 in 5 Lincolnshire residents considered themselves to be in good or very good health, this is a 0.29% increase from the 2011 Census. Meanwhile, 5.81% considered themselves to be in bad or very bad health, this is higher than the East Midlands region (5.34%) and England (5.25%). Since the 2011 Census, there has been a 0.08% decrease in Lincolnshire residents who declared they were in bad or very bad health.



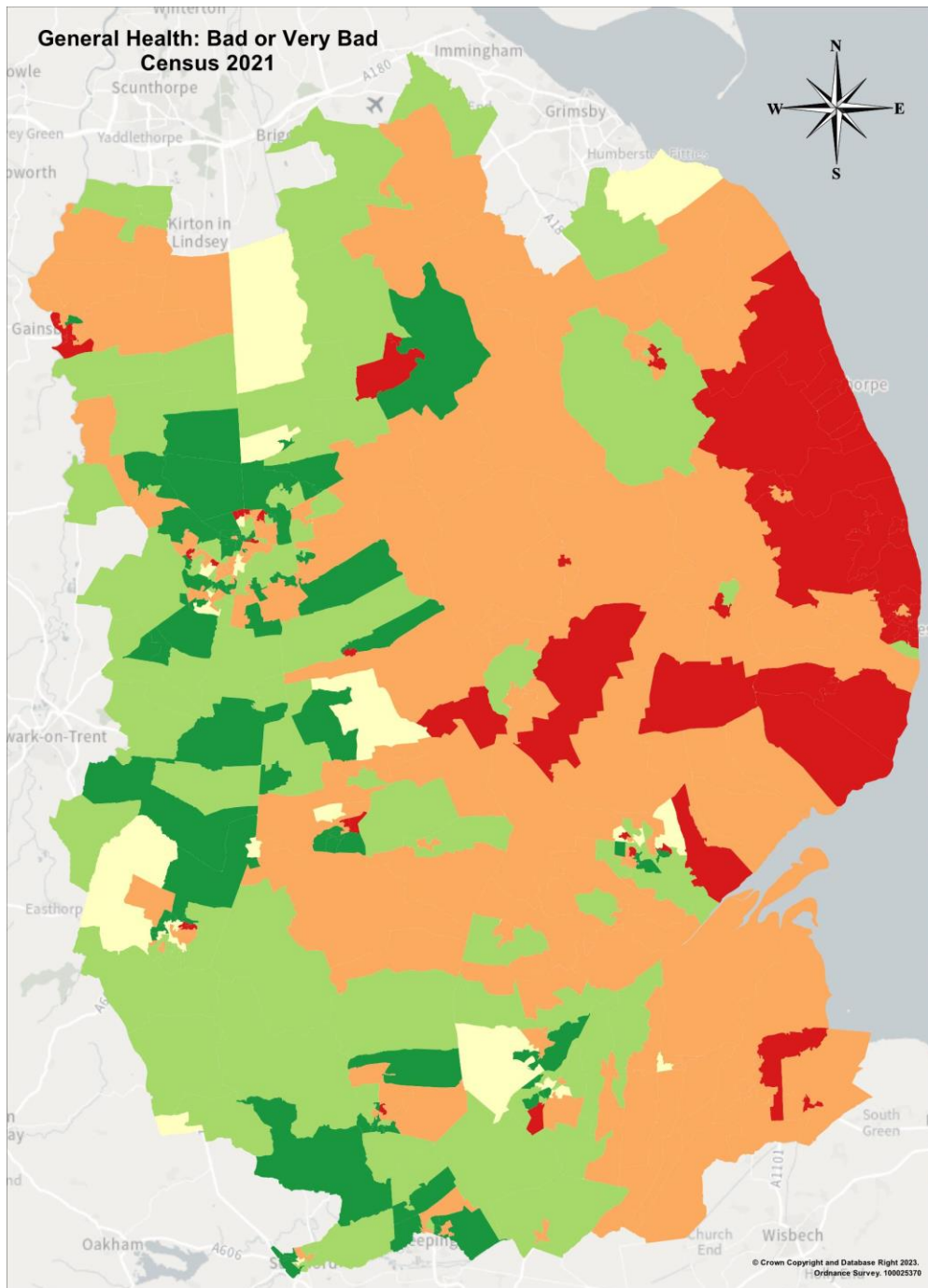
Source: ONS – 2021 Census (TS037)

Five of the seven Lincolnshire local authorities are above England and the East Midlands region for bad or very bad health. Only South Kesteven (4.77%) and North Kesteven (4.85%) are below both the region and national figures. East Lindsey, as expected, has a higher number of residents declaring ill health. This is in-line with Lincolnshire’s age-profile showing the population being much older in East Lindsey (see map: age 4.1.1). Map x3, shows pockets of ill health around the county, notably Gainsborough and areas surrounding Woodhall Spa but much of the population with ill health is in the east of the county, most notably along the east coast, with the highest LSOA being in Mablethorpe (14.64%), nearly three times the national and regional figures.

People who lead a physically active lifestyle have a 20 to 35% lower risk of cardiovascular disease, coronary heart disease and stroke, in comparison to those

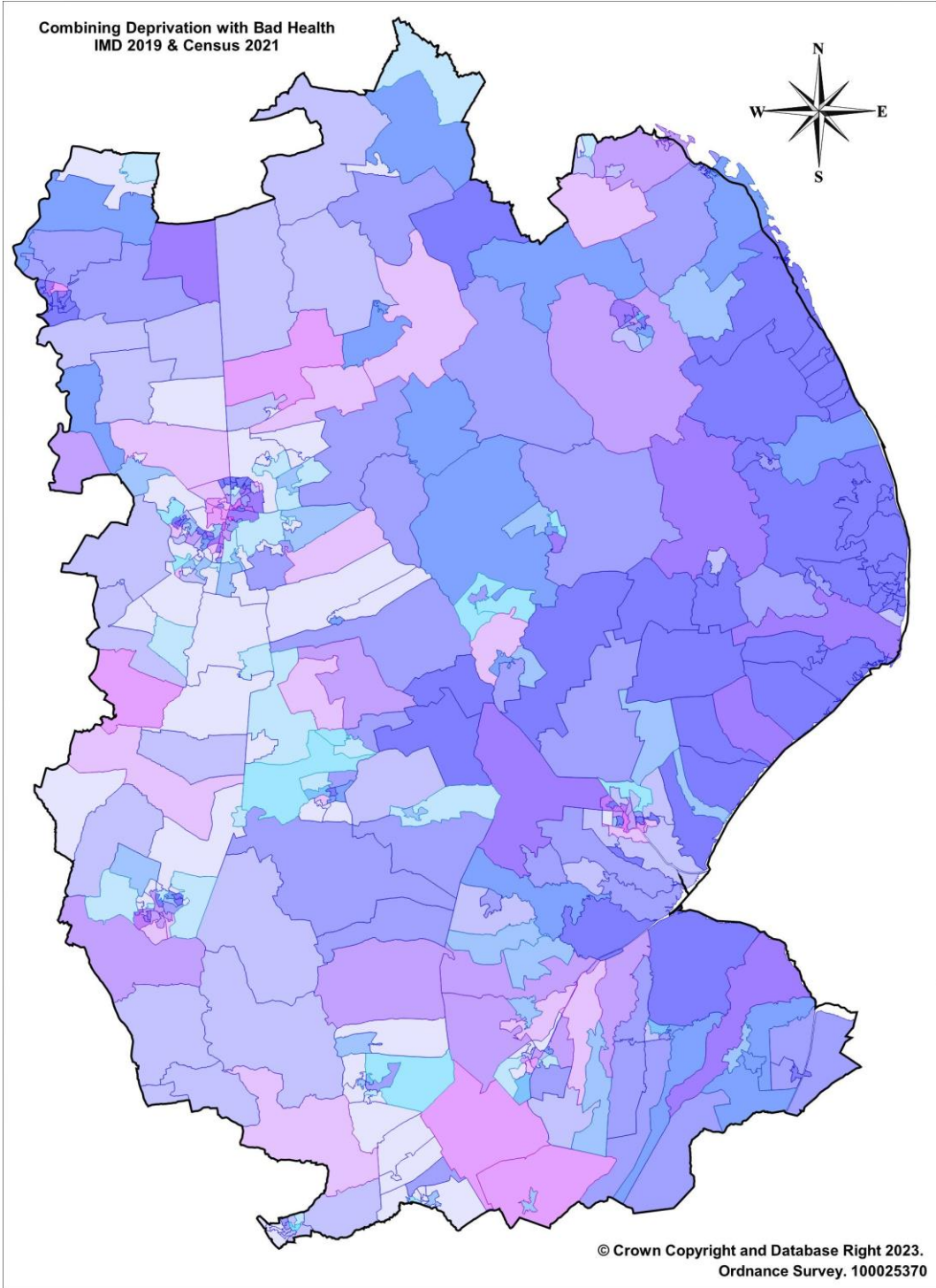
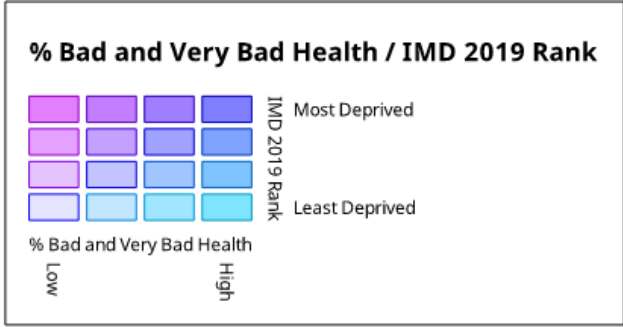
that lead a physically inactive lifestyle. Physical activity is known to reduce obesity and improve mental health amongst other conditions. 22.3% of adults are inactive in England and this is similar in Lincolnshire where it's roughly one in four adults. Notably within Lincolnshire, the local authorities are similar to national and regional proportions, with the exception of Boston (29.4%) where almost a third of its adult population is physically inactive. Such low levels of activity and fitness make it harder to recruit on-call firefighters as without undergoing a fitness programme this third of the adult population would not be able to meet the strict fitness levels required of a firefighter.





Map x3. General Health Census 2021. Bad or Very Bad health

There is a strong link between areas of high bad or very bad health and those areas that are most deprived. As seen on Map x5 (below), LSOA's in the east of the county have more bad health and deprivation then the rest of the county.



Map x5. Bivariate themed to show Deprivation against ill health.

Obesity

In Jan 2023 the Obesity Statistics were published, since 1993 the proportion of adults who are obese has risen from 15% in 1993, to 28% in 2019. There is a clear increase in obesity (chart x1).

Chart x1. Obesity Statistics, House of Commons, Jan 2023

PHE reported in 2021/2022 that the percentage of adults that are overweight/obese was 63.8% in England and 67% in East Midlands. The prevalence of adults being overweight/obese is significantly higher in Lincolnshire (70.4%) in comparison to the region and national figures with the highest rate being in South Holland (77.6%) and West Lindsey (77.3%).

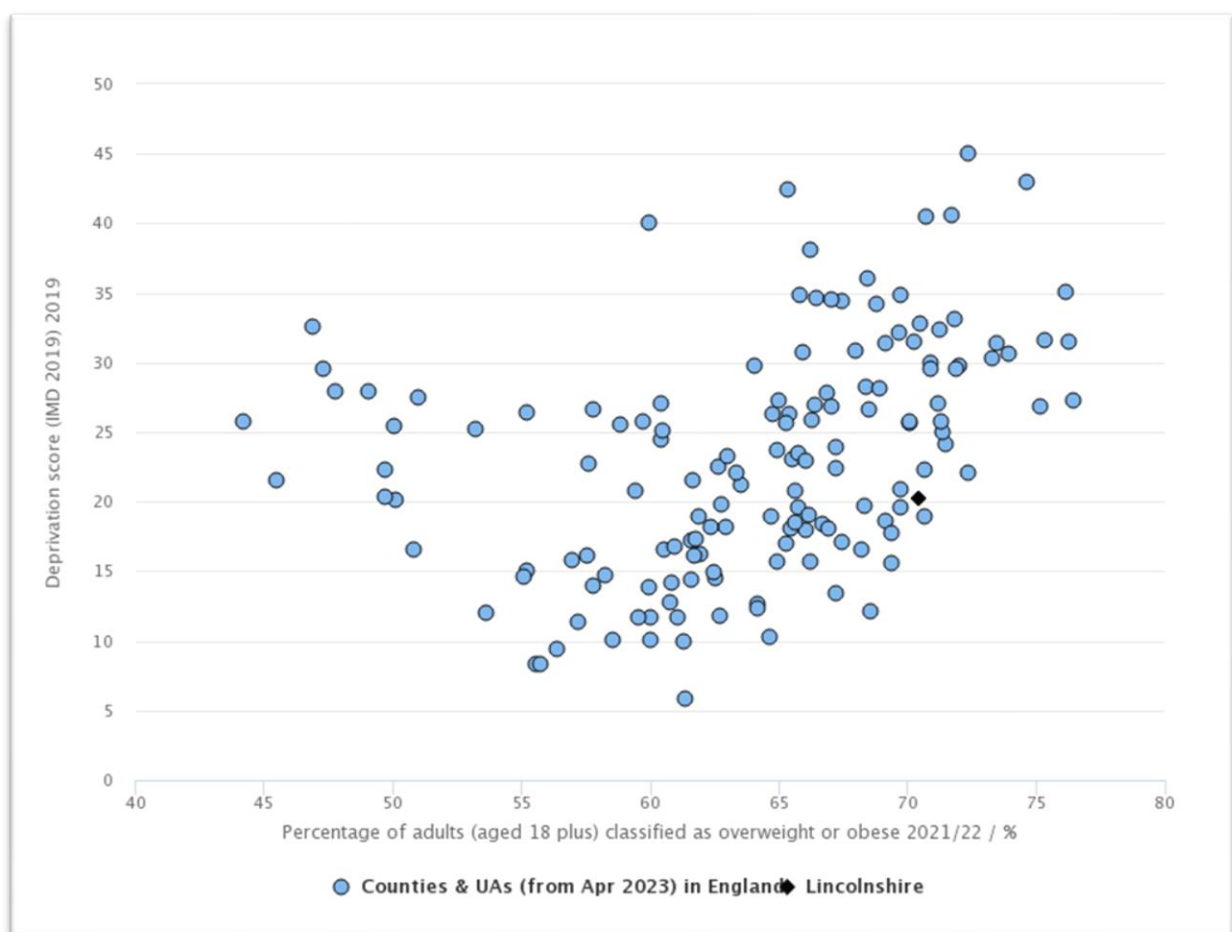
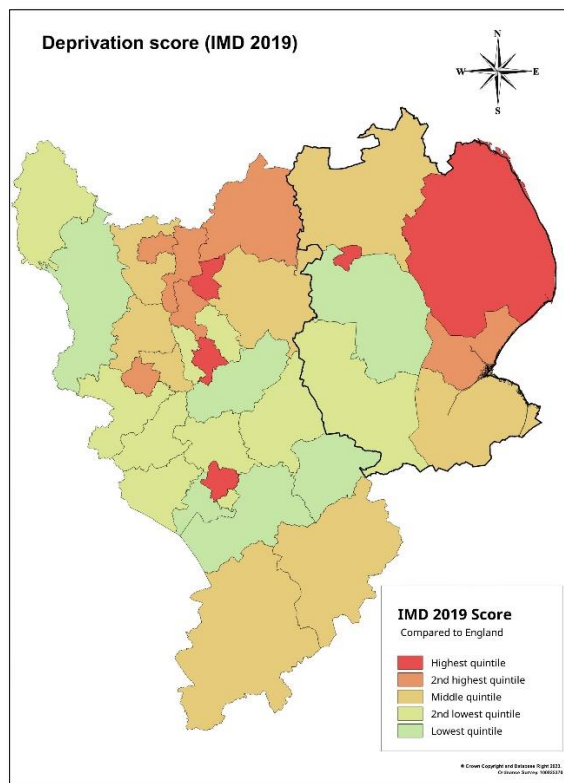
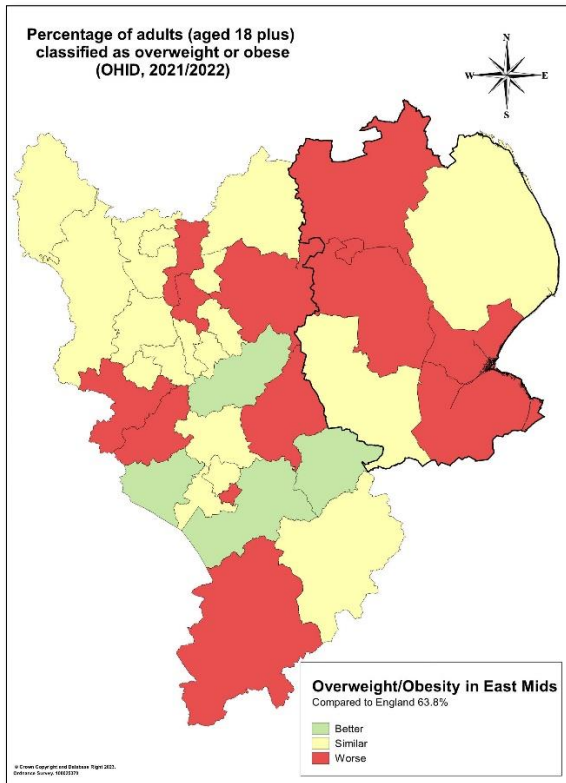


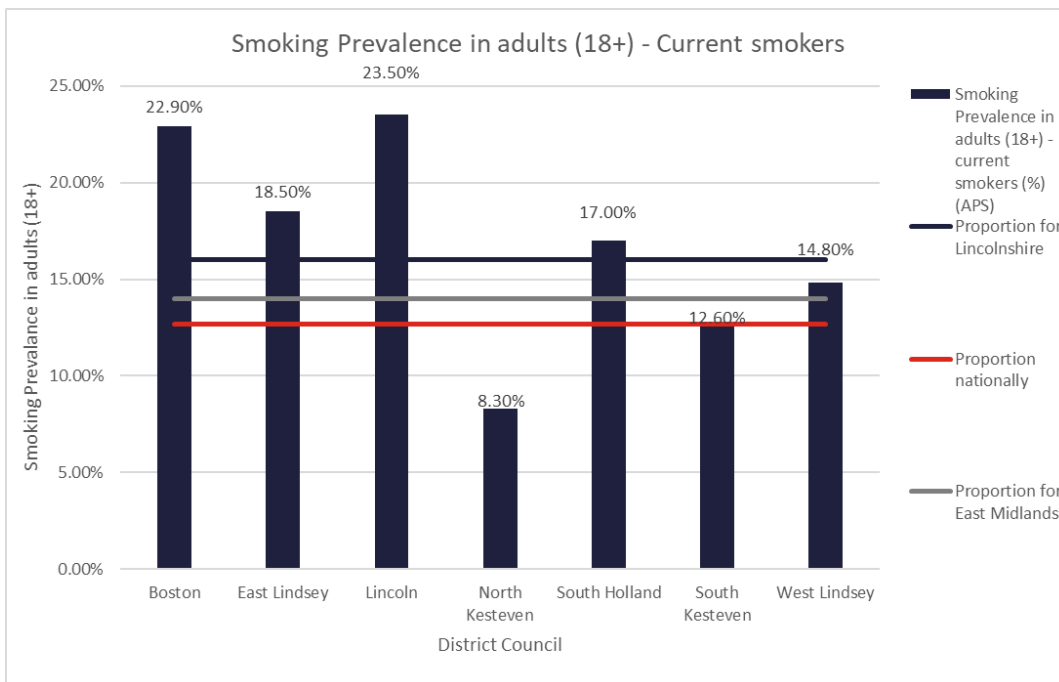
Chart x2. IMD 2019 against Percentage of adults (aged 18 plus) classified as overweight or obese (OHID,2023)

The House of Commons report states that the most deprived areas (1st decile, IMD) have a 72% rate of obesity, compared to the least deprived areas (58%) (10th decile), Lincolnshire has a higher rate of obesity but a mid-range deprivation score (see chart above). However, when looking at Lincolnshire local authorities, East Lindsey is the most deprived area but has the second lowest proportion of overweight/obese residents (68%), although this is still higher than the national average.



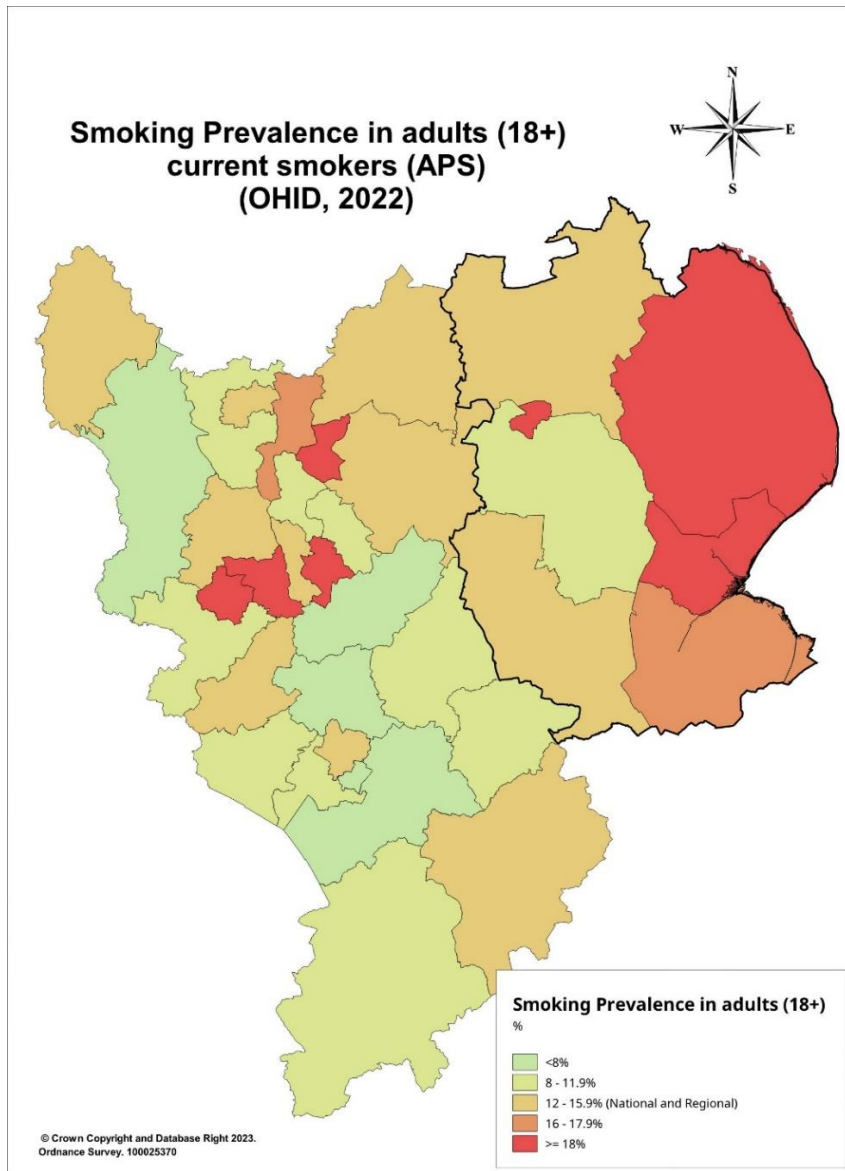
Smoking

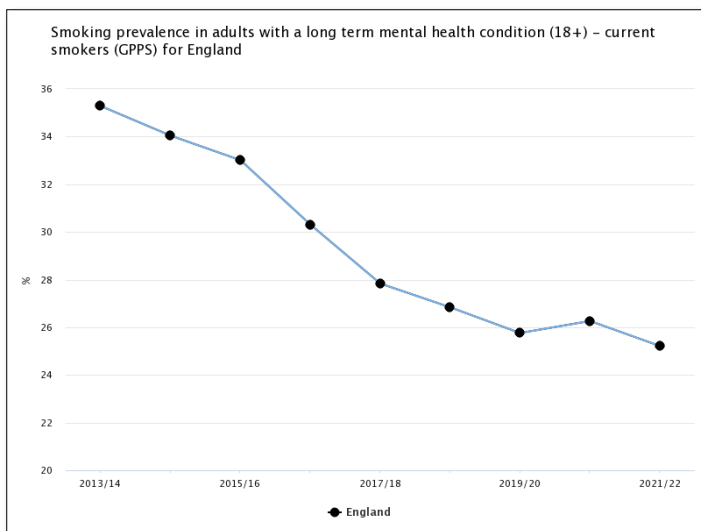
Regionally, East Midlands has the highest smoking prevalence in adults (18+) at 14% and is above the national prevalence for England (12.7%). At county level this is even higher at 16%, regionally coming third in the ranking after Nottingham (21.2%) and Derby (19.3%). At local authority level, Lincoln sits at the highest in East Midlands at a rate of 23.5%, followed by Boston (22.9%).



Source: OHID, Sept 2023

One in four adults in England who have long-term mental health conditions smoke cigarettes, and regionally this is similar. Studies have shown that people with mental health conditions are more likely to smoke and that smoking rates increase with the severity of illness. It has been shown that people who are smoking more than 15 cigarettes a day have a higher risk of experiencing a common mental health disorder. In England, 40% of all cigarettes are smoked by those with a mental or physical health problem (OHID, 2021/2022).





Source: OHID, Sept 2023

Alcohol

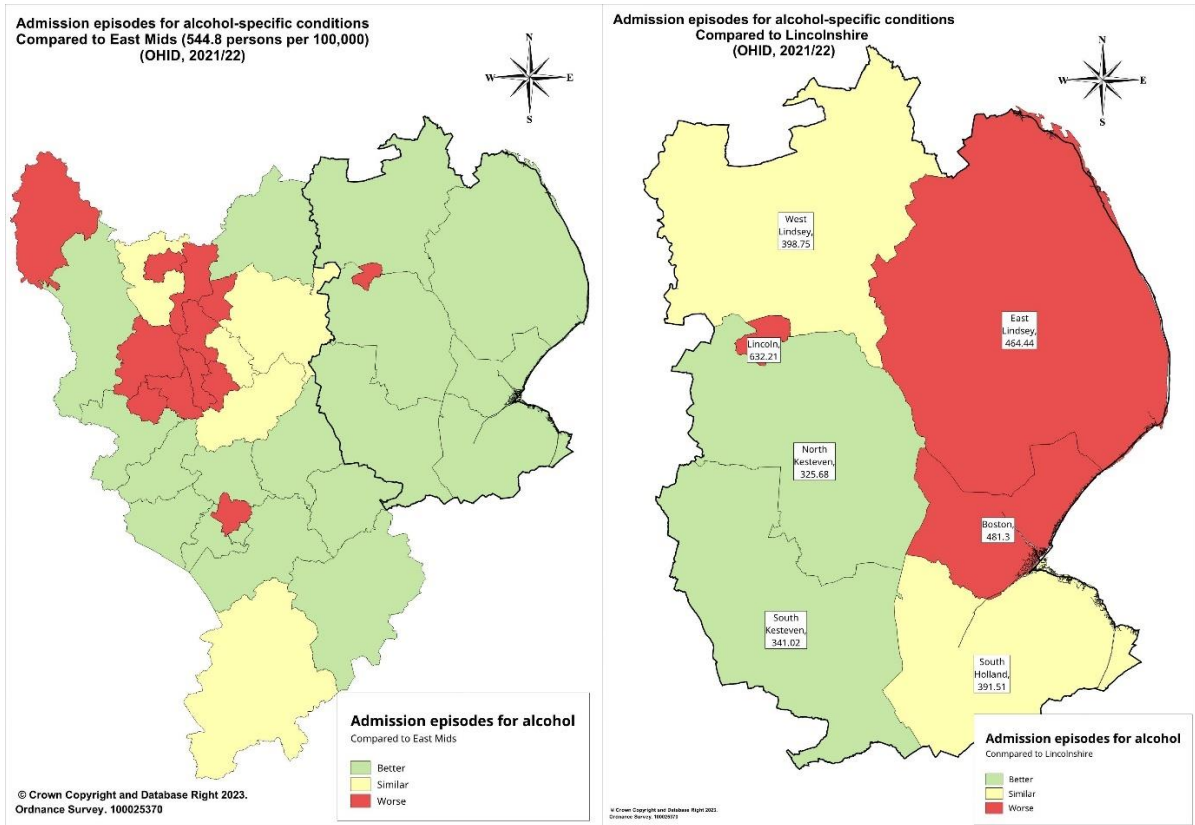
Alcohol consumption is a known human factor in the cause and consequences of a fire or other life-threatening incidents e.g., road traffic collisions. Alcohol misuse is estimated to cost the NHS about £3.5 billion per year and society £21 billion annually.

Area Name	Admission episodes for alcohol-specific conditions– Rate per 100,000 (OHID, 2022)
England	626.07
East Midlands	544.81
Lincolnshire	422.24

Hospital Episode Statistics (HES) Copyright © 2022

From the table above, the hospital admission rates are much lower for Lincolnshire in comparison to both England and East Midlands. Map below shows the breakdown of the local authorities in East Midlands, where most of Lincolnshire’s local authorities have a better and lower rate than the rest of the region. Lincoln is the exception and has the highest rate of 632.21 for Lincolnshire and is 10th highest in the region, surpassing the rate for England too. West Lindsey, South Holland, South Kesteven and North Kesteven are ranked in the bottom 5 local authorities in the region, only being beaten by Rutland (255.42).

The map (below right) shows the Lincolnshire local authorities against the county’s rate of hospital admissions. Lincoln, Boston, and East Lindsey have the highest rates and are worse than the county.



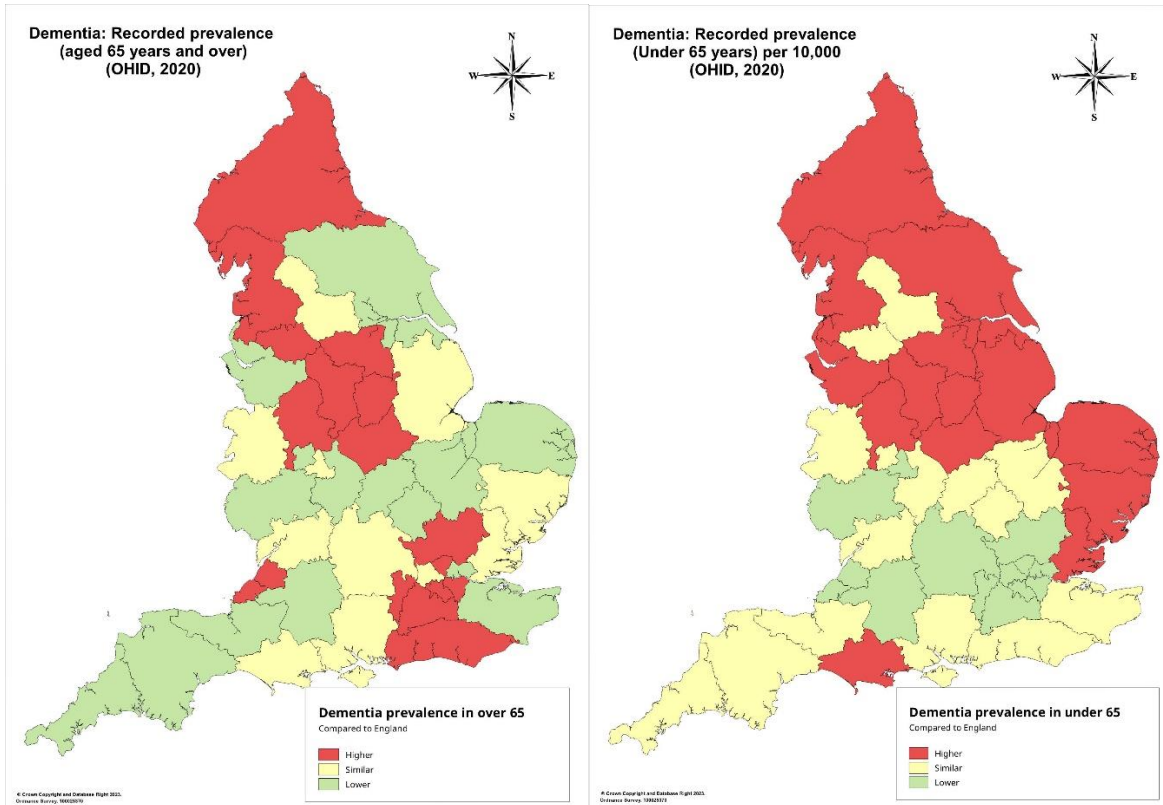
Dementia

Dementia is not only about memory loss, but it can also affect how people speak, think, behave and feel. Early diagnosis is key to slowing it down and maintaining mental functions for longer, it allows the right treatment and support to be given, allowing both the patient and those closest to them the ability to prepare for the future.

The NHS reports that there are 944,000 people in the UK who have dementia, and 1 in 11 people who are over 65 years of age have dementia in the UK. As UK residents are now living longer, it is expected that by 2030 more than 1 million people in the UK will have dementia.

Dementia prevalence in England for over 65-year-olds, sits at a rate of 3.97% (OHID, 2020). Regionally in the Midlands (NHS Region), it is slightly lower at a rate of 3.91%. In the map below (left), when looking at Sustainability and Transformation Partnerships Lincolnshire (STP), the county is slightly better than the national prevalence and on par with the region at 3.91% for 65+ years.

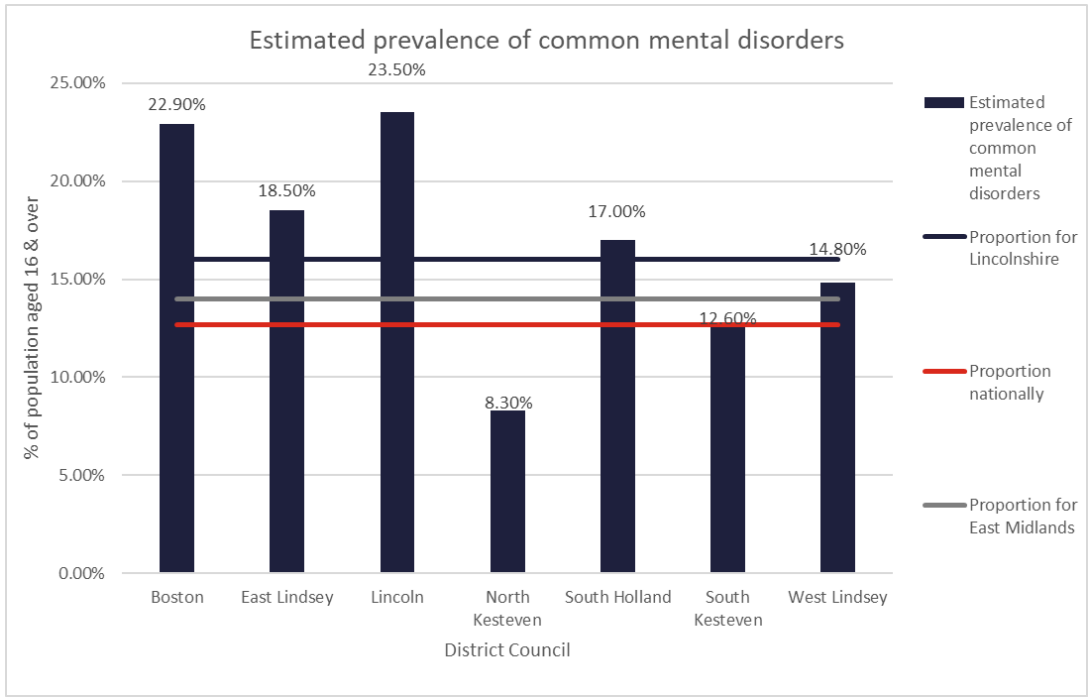
Dementia prevalence per 10,000 population in under 65-year-olds sit at a rate of 3.05 in England. Regionally this is slightly higher at 3.33. However, Lincolnshire has the highest prevalence in the country at STP level at a rate of 4.73 (see map below right).



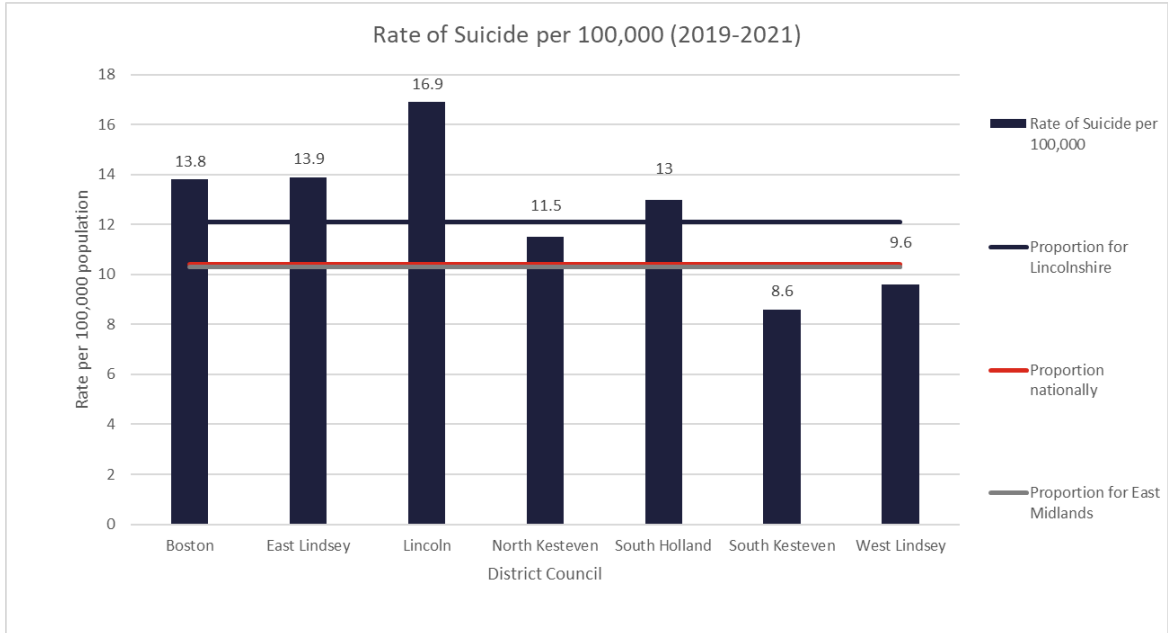
Mental Health

NHS England spent £14.9 billion on mental health services in 2021/22 (13.8% of funding). The Survey of Mental Health and Wellbeing in England (2023) found that 1 in 6 people aged 16+ had experienced symptoms of a Common Mental Disorder (CMD) e.g., depression or anxiety in the week before being surveyed. LFR has to attend incidents to try and effect a rescue from height or from water where an individual is in danger arising from their CMD. We also provide scene safety for other responders to allow them to carry out their work in negotiation, treatment or investigation. A person with a CMD may also neglect their self care or personal safety at home putting them at greater risk from a fire.

Lincolnshire's population compares similarly nationally and regionally for common mental disorder prevalence. Local authority levels vary with Lincoln being less favourable, followed by Boston and East Lindsey (chart below).



Severe mental health prevalence in Lincolnshire is low and is lower than the national and regional rates. However, suicides in Lincolnshire are increasing, above the national and regional rates (chart below)



Source: ONS, 2022 – taken from OHID.

5. Public concerns

5.1 Community Engagement

Two periods of community engagement have been carried out so far in this CRMP planning cycle. The first established the public's level of CRMP and service planning knowledge. The second collected the most important fire and rescue risks from Lincolnshire residents.

The first stage results showed that over half (51.5%) of respondents had no CRMP knowledge at all. There were no significant differences between the general population and those with protected characteristics. This suggested stage one engagement reached a new audience, which was a key phase one objective.

Second stage engagement revealed the hazards and risks that were important to the public. The three most frequently identified among general respondents were:

- Road Traffic Collisions
- Dwelling (house) fires
- Flooding
- Non-domestic fires
- Wildfires
- Deliberate fires (arson)

There were small differences among target groups identified in earlier equality impact assessments. For example:

- people describing themselves as having reduced mobility or physical or sensory impairment mirrored the general responding population entirely, but specifically mentioned the impact of reduced mobility in safely escaping house fires
- those with drug or alcohol dependency ranked domestic fires higher than RTCs
- smokers reflected the general population, but with very little between domestic fires and RTCs, but a much larger gap between them and flooding
- respondents with mental health issues ranked domestic fires and RTCs the same as the general population, but ranked water risks higher than other cohorts
- people from non-White British backgrounds had the same top two as the general population, but deliberate fires (arson), was higher than other groups
- East Lindsey-based respondents' priorities included flooding and general health and wellbeing in their greatest concerns
- Boston Borough-based respondents' priorities were listed as road traffic collisions, home fires and flooding and people lighting fires to reduce energy bills

Respondents were asked to identify any other safety risks and/or concerns, which fit with priorities above and our partner agencies. The most frequently identified categories were:

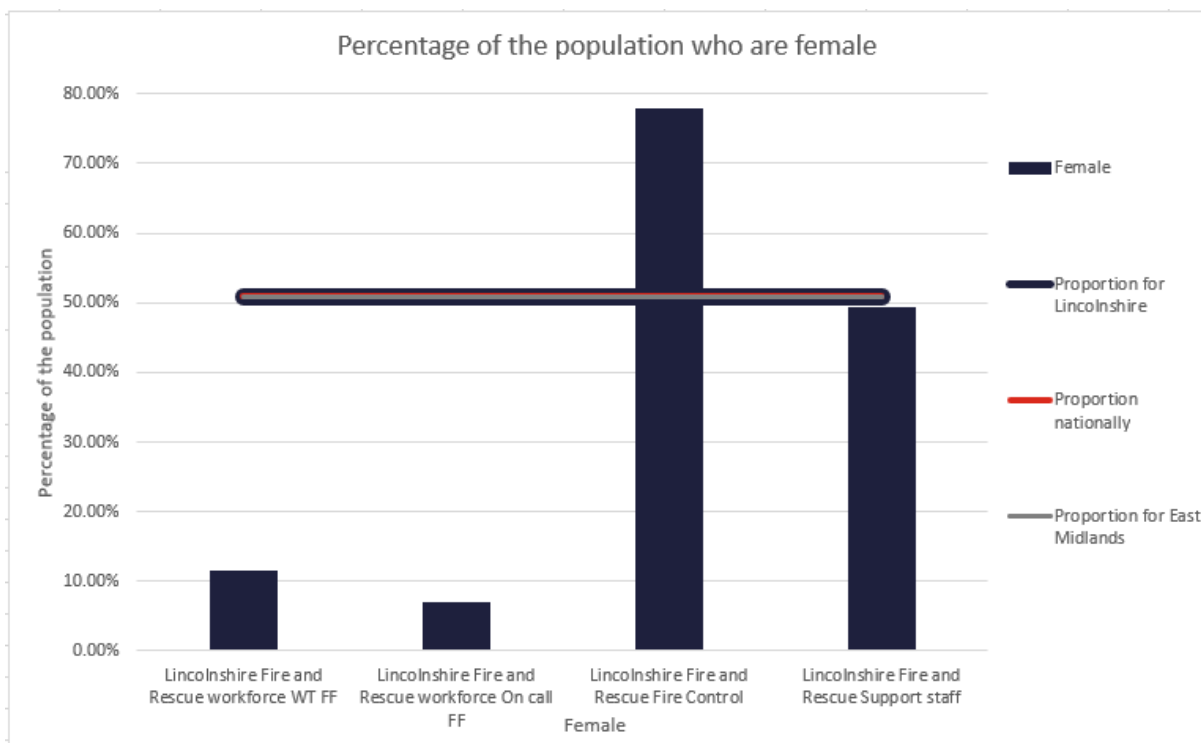
- Driving-related matters (95)
- The environment (35)
- Community safety concerns (33)

A variety of further comments were received and showed that the risks presented in the engagement posed a difficult choice to establish in priority order. There was a level of feeling that risk to life/preservation of life must be prioritised and that climate and environmental concerns, notably in relation to flooding risk, should be a priority.

This feedback has directly informed the draft CRMP on which we now seek views.

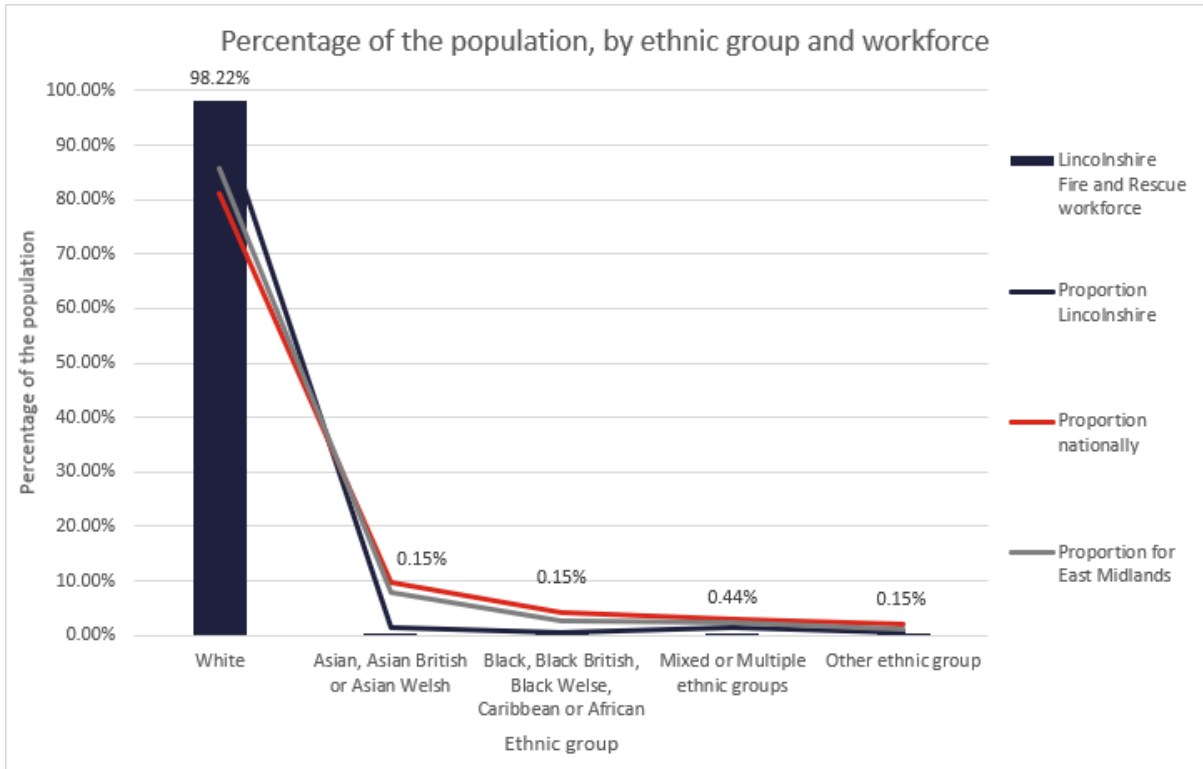
6. Service staff

As of 31 March 2023, the workforce of Lincolnshire Fire and Rescue was as follows: Overall female representation was 13.8% of the workforce. For operational staff this proportion was 6.8% of on-call firefighters and 11.4% of wholetime firefighters. The proportion of female support staff was 49.2% and within fire control it was 77.8%. The community of Lincolnshire has 51.0% of the population being female. In terms of the makeup of the Lincolnshire community working age population the figure was 50.9% being female recorded in the 2021 census.



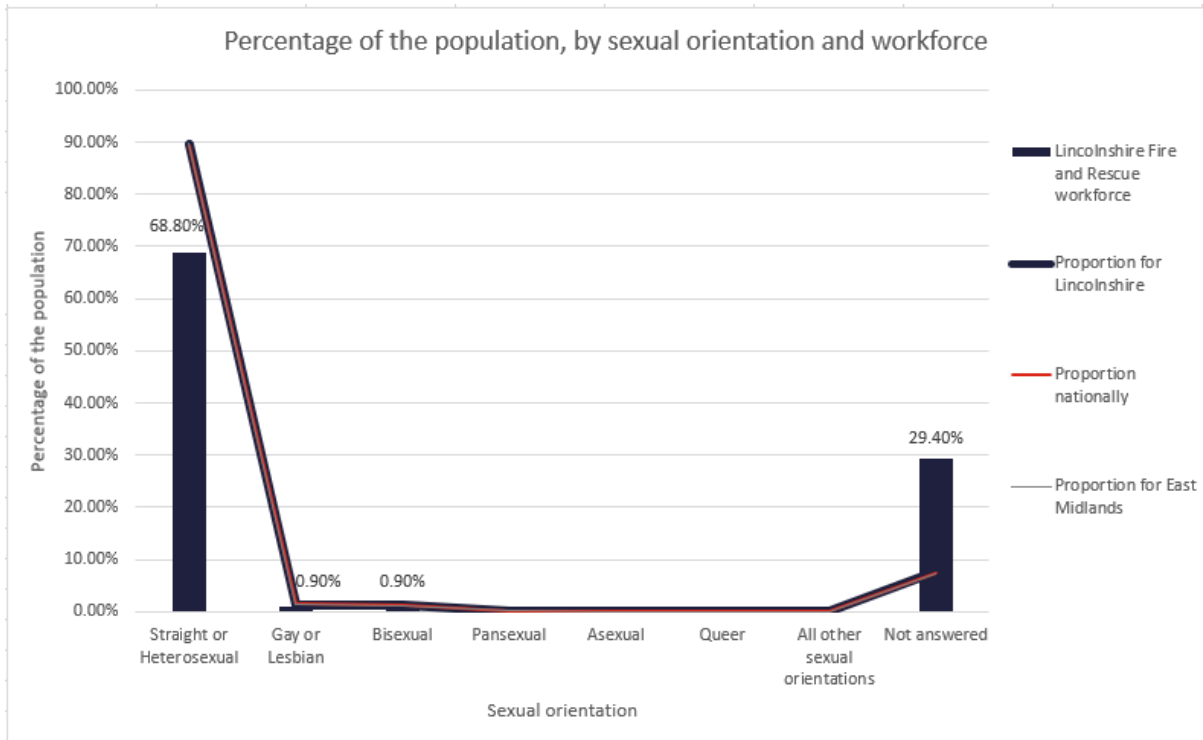
Source: ONS – 2021 Census (TS008) and Lincolnshire Fire and Rescue workforce data

In terms of the service’s workforce from BAME backgrounds, as of 31 March 2023, the workforce of Lincolnshire Fire and Rescue was as follows: Overall representation was 0.89% of the workforce who are from BAME backgrounds. For operational staff this proportion was 0.73% of on-call firefighters and 1.08% of wholetime firefighters. The proportion of support staff was 1.64% and within fire control it was 0% who are from BAME backgrounds. The community of Lincolnshire has 4.01% of the population being from BAME backgrounds. In terms of the makeup of the Lincolnshire community working age population the figure was 4.3% being BAME recorded in the 2021 Census.



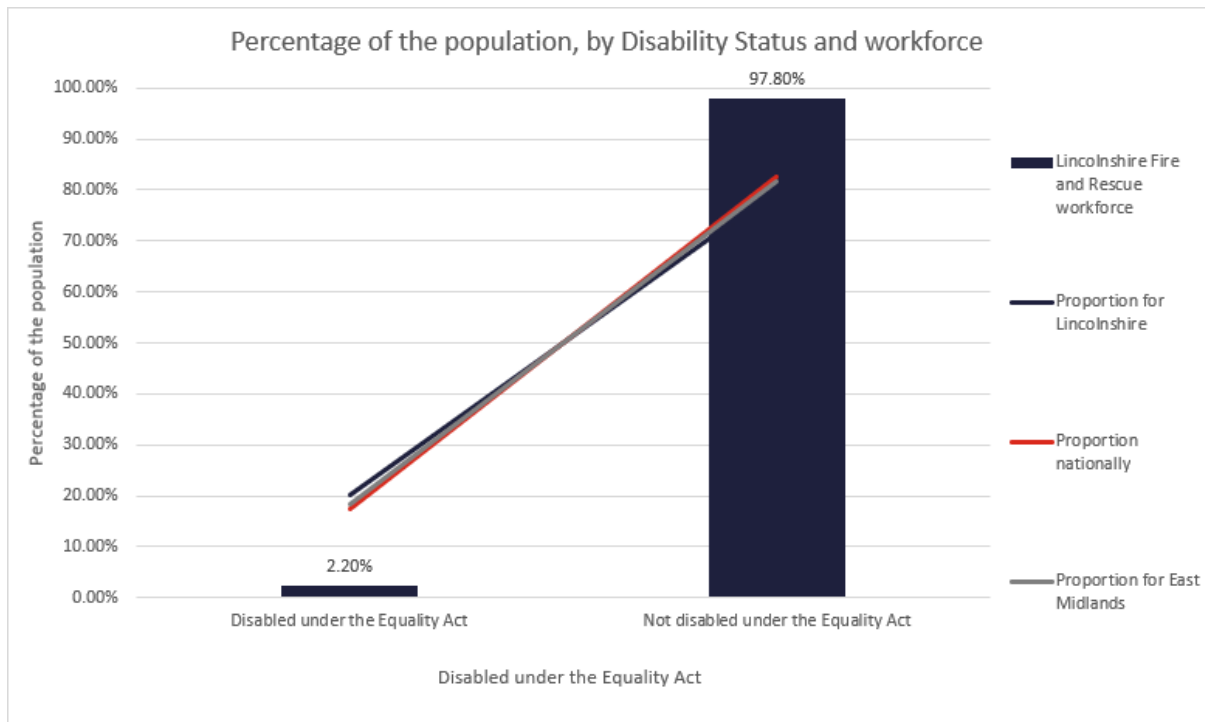
Source: ONS – 2021 Census (TS021) and Lincolnshire Fire and Rescue workforce data

In terms of the recorded sexual orientation of the service’s workforce: 0.9% of the overall workforce stated their sexual orientation as being bisexual; 0.9% stated gay/lesbian; 29.4% declared their sexual orientation as not stated and the remaining 68.8% reported themselves as being heterosexual. In the 2021 Census the community of Lincolnshire has 1.26% of the population being bisexual, 1.22% being gay/lesbian, 0.29% being either pansexual, asexual, queer or other sexual orientations, 7.65% did not answer this question and the remaining 89.58% recorded themselves as straight or heterosexual.



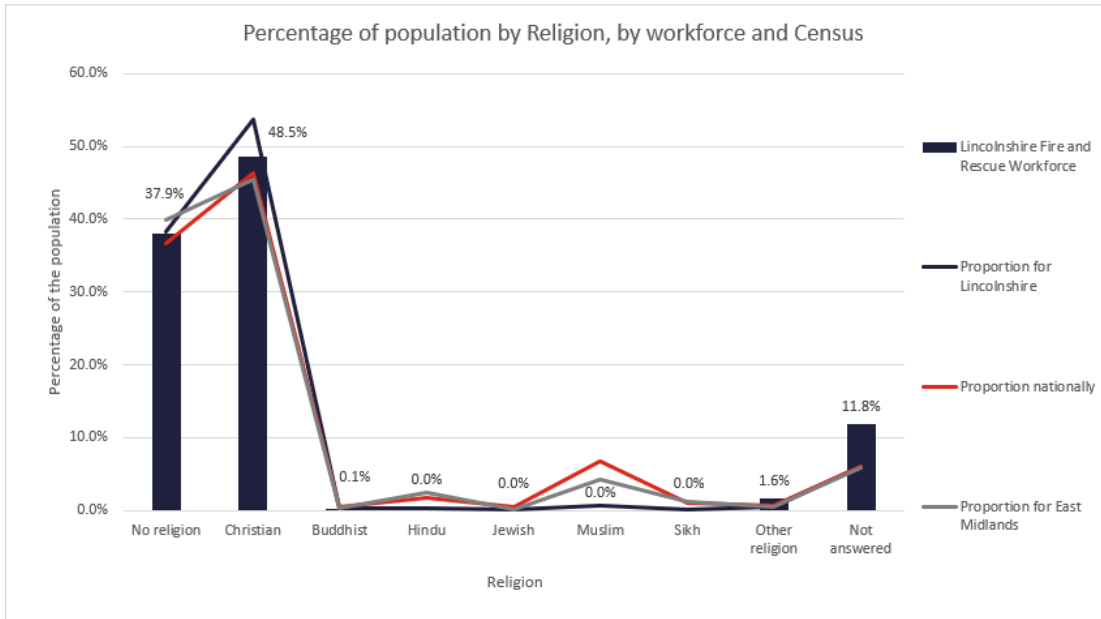
Source: ONS – 2021 Census (TS079) and Lincolnshire Fire and Rescue workforce data

The recorded disability status of the service’s workforce, as of 31 March 2023 was as follows: 2.2% of the overall workforce stated they were disabled; 0.0% recorded their status as disability not stated and the remaining 97.8% reported themselves as being not disabled. In the 2021 Census the community of Lincolnshire has 20.12% of the population being recorded as Disabled under the Equality Act, of those 8.36% state their day-to-day activities are limited a lot. The remaining 79.88% are recorded as not disabled under the Equality Act, but 7.53% are recorded as having a long term physical or mental health condition, but day-to-day activities are not limited.



Source: ONS – 2021 Census (TS038) and Lincolnshire Fire and Rescue workforce data

The recorded religion status of the service’s workforce, as of 31 March 2023 was as follows: 0.1% of the overall workforce stated their religion was Buddhism; 1.6% recorded their religion as other, 37.9% reported themselves as having no religion, a further 11.8% recorded themselves as religion not stated, and the remaining 48.5% reported their religion as Christian. In the 2021 Census the community of Lincolnshire had 0.24% of the population stating their religion as being Buddhist, 0.32% recorded as Hindu, 0.06% as Jewish, 0.70% as Muslim, 0.09% as Sikh, 0.49% as other religion. 6.10% of the population did not answer this question in the Census, 38.29% recorded themselves as having no religion, and the remaining 53.70% recorded themselves as being Christian.



Source: ONS – 2021 Census (TS030) and Lincolnshire Fire and Rescue workforce data

7. Equality impact assessment

Each area of the service has had their priorities assessed to evaluate the impact in line with the NFCC Equality Impact Assessment (EqIA) Screening Tool. These assessments consider the activities and aims stated in the CRMP. Each individual policy and activity is equality assessed when created or updated.

Protection

Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining <i>Genuine Determining Reason</i> exists
1. Gender (Men and Women)	✓			Engagement with businesses, advice and enforcement action is the same regardless of the gender of the business owner/staff or their customers.
2. Race (All Racial Groups)		✓		Our work to identify the ethnic background and languages spoken in Lincolnshire means we can communicate more effectively with business owners.
3. Disability (Mental, Physical, and Carers of Disabled people)		✓		Actively inspecting, advising and enforcing fire safety regulations will ensure that people with a disability will be appropriately protected in a commercial setting.
4. Religion or Belief	✓			Engagement with businesses, advice and enforcement action is the same regardless of the religion or belief of the business owner/staff or their customers.
5. Sexual Orientation (Lesbian, Gay, Bisexual, and Straight)	✓			Engagement with businesses, advice and enforcement action is the same regardless of the sexual orientation of the business owner/staff or their customers.
6. Pregnancy and Maternity	✓			Engagement with businesses, advice and enforcement action is the same regardless of whether the business owner/staff or customers are pregnant or a mother.
7. Marital Status (Married and Civil Partnerships)	✓			Engagement with businesses, advice and enforcement action is the same regardless of the marital status of the business owner/staff or the customers of the business.
8. Transgender	✓			Engagement with businesses, advice and enforcement action is the same regardless of the transgender status of the business owner/staff or their customers.
9. Age (People of all ages)	✓			Engagement with businesses, advice and enforcement action is the same regardless of the age of the business owner/staff or their customers.

Prevention

Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining <i>Genuine Determining Reason</i> exists
1. Gender (Men and Women)	✓			Our community safety activities are targeted at individuals irrespective of sex. Recognising the split of population between male and female, our teams are trained to deliver activities in a non-biased way.
2. Race (All Racial Groups)		✓		Our work to identify the ethnic background and languages spoken in Lincolnshire means we can communicate more effectively with the community.
3. Disability (Mental, Physical, and Carers of Disabled people)		✓		Information and safety messages can be given in a format that is easily accessible for individuals with disabilities. Information can be accessed by people with physical disabilities, and we are working to identify methods of delivery and format for those with diverse needs, e.g. hard of hearing, visual impairment, neurodiversity.
4. Religion or Belief		✓		Different beliefs present different challenges to LFR so it is important that we understand various religions across the county to ensure proportionate plans can be made to support all individuals equally, such as in modifying religious ritual behaviour to reduce risk of fire (use of candles, scent burners for example).
5. Sexual Orientation (Lesbian, Gay, Bisexual, and Straight)	✓			Engagement with businesses, advice and enforcement action is the same regardless of the sexual orientation of the business owner/staff.
6. Pregnancy and Maternity	✓			Delivery of activities is consistent for individuals who may be pregnant and on maternity leave or nursing young children.
7. Marital Status (Married and Civil Partnerships)	✓			Delivery of activities is consistent for individuals regardless of their marital status.
8. Transgender	✓			Delivery of activities is consistent for individuals regardless of their gender.
9. Age (People of all ages)		✓		LFR target community safety activities at those who we believe are most at risk from fires and accidents in the home. Consideration is given to targeted activities, e.g. elderly residents, and care is be taken to ensure information is easily accessible in a variety of formats to allow all age groups to benefit from the advice provided.

Response

Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining <i>Genuine Determining Reason</i> exists
1. Gender (Men and Women)	✓			Our response activities are consistent irrespective of the gender of the firefighter.
2. Race (All Racial Groups)	✓			Our response activities are consistent irrespective of the race/ethnic background of the firefighter.
3. Disability (Mental, Physical, and Carers of Disabled people)		✓		Recruitment processes and operational learning activities will be assessed to ensure that those who are neurodiverse can participate fully.
4. Religion or Belief	✓			Our response activities are consistent irrespective of the religion or beliefs of the firefighter. Provision is made for observing religious practices as long as it does not affect operational readiness.
5. Sexual Orientation (Lesbian, Gay, Bisexual, and Straight)	✓			Our response activities are consistent irrespective of the sexual orientation of the firefighter.
6. Pregnancy and Maternity	✓			Staff that are pregnant or on maternity will not be working as operational staff. They will be re-deployed within the organisation.
7. Marital Status (Married and Civil Partnerships)	✓			Our response activities are consistent irrespective of the marital status of the firefighter.
8. Transgender	✓			Our response activities are consistent irrespective of the transgender status of the firefighter.
9. Age (People of all ages)	✓			Our response activities are consistent irrespective of the age of the firefighter.

Organisational Support

Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining <i>Genuine Determining Reason</i> exists
1. Gender (Men and Women)		✓		Provision of new fleet and equipment will consider the physiological differences between men and women.
2. Race (All Racial Groups)	✓			Our support activities are consistent irrespective of the race/ethnic background of the member of staff.
3. Disability (Mental, Physical, and Carers of Disabled people)		✓		Provision of new fleet and equipment, as well as any new IT software or hardware will consider the needs of those with a disability, such as visual impairment or someone who is neurodiverse.
4. Religion or Belief	✓			Our support activities are consistent irrespective of the religion or belief of the staff member.
5. Sexual Orientation (Lesbian, Gay, Bisexual, and Straight)	✓			Our support activities are consistent irrespective of the sexual orientation of the staff member.
6. Pregnancy and Maternity	✓			Our support activities are consistent irrespective of the pregnancy or maternity status of the staff member.
7. Marital Status (Married and Civil Partnerships)	✓			Our support activities are consistent irrespective of the marital status of the staff member.
8. Transgender	✓			Our support activities are consistent irrespective of the transgender status of the staff member.
9. Age (People of all ages)	✓			Our support activities are consistent irrespective of the age of the staff member.

People

Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining <i>Genuine Determining Reason</i> exists
1. Gender (Men and Women)		✓		Positive action within recruitment will allow more women the chance to see if a career in the FRS is suitable for them.
2. Race (All Racial Groups)		✓		Positive action within recruitment will allow potential recruits from diverse backgrounds the chance to see if a career in the FRS is suitable for them.
3. Disability (Mental, Physical, and Carers of Disabled people)		✓		Learning and development materials and recruitment information and assessments all allow for adjustment to assist those staff/recruits who are neurodiverse.
4. Religion or Belief	✓			Positive action within recruitment will allow potential recruits from all religions and beliefs the chance to see if a career in the FRS is suitable for them.
5. Sexual Orientation (Lesbian, Gay, Bisexual, and Straight)	✓			Recruitment and training activities are consistent irrespective of a staff member's sexual orientation.
6. Pregnancy and Maternity	✓			Recruitment and training activities are consistent irrespective of a staff member's pregnancy or maternity status.
7. Marital Status (Married and Civil Partnerships)	✓			Recruitment and training activities are consistent irrespective of the staff member's marital status.
8. Transgender	✓			Recruitment and training activities are consistent irrespective of the staff member's transgender status.
9. Age (People of all ages)	✓			Recruitment and training activities are consistent irrespective of the staff member age.

Engagement report – CRMP 2024

Summary findings of three-stage engagement on Lincolnshire Fire and Rescue’s Community Risk Management Plan



Table of contents

1	Executive summary.....	3
2	Introduction.....	3
3	Stakeholders.....	3
4	Methodology.....	4
5	Findings.....	4
6	Conclusions and next steps.....	6

1 Executive summary

- 2,817 people viewed the CRMP engagement pages. 947 people participated. This is more than a 33% conversion rate, which is very positive
- Participation numbers reduced with each stage of engagement, but lessons can be learned regarding future approaches
- Representation among respondents was broadly reflective of Lincolnshire with young people remaining a target throughout the engagement process and in to future activities
- Messages from participants were clear and very supportive of the CRMP and Lincolnshire Fire and Rescue more broadly
- Further information regarding approach and results are in the body of this report

2 Introduction

Fire and Rescue services across England must produce a Community Risk Management Plan (CRMP, previously known as an integrated risk management plan) on a maximum 10-yearly cycle. The process to produce the plan must include public and professional stakeholders. The approach taken is open to His Majesty's Inspectorate scrutiny, as well as local scrutiny and approval.

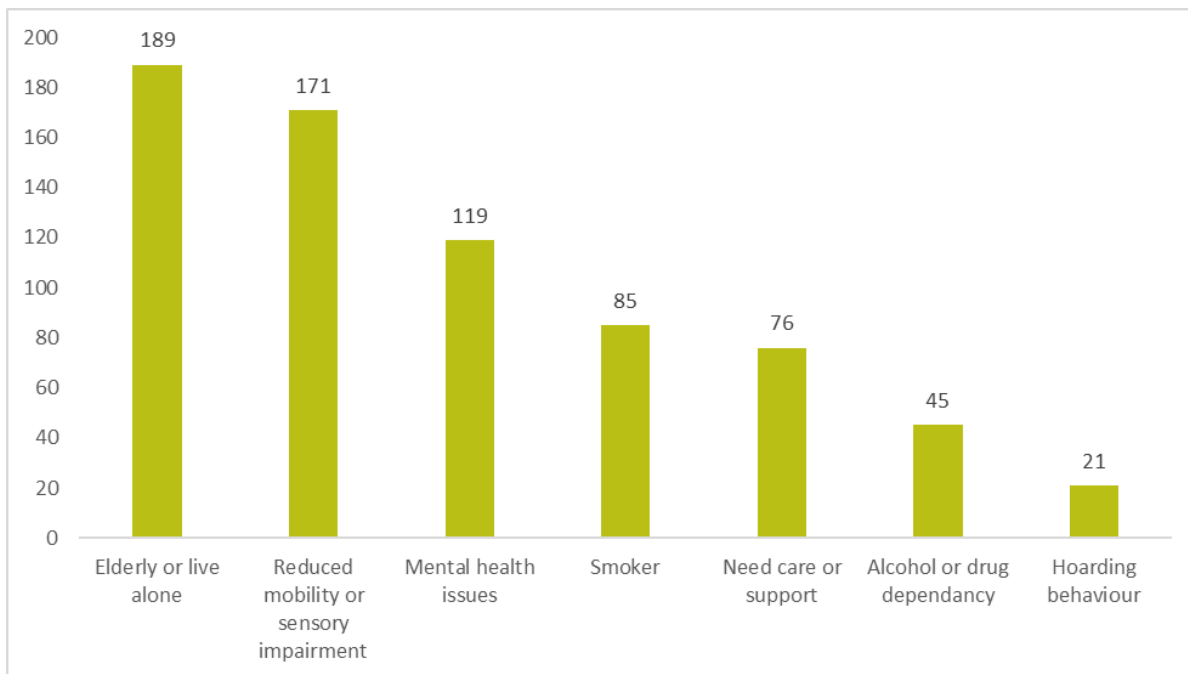
The service has completed a three-stage process of engagement, including statutory consultation:

- Stage one - pre-engagement - autumn 2022 - 'test' knowledge and awareness
- Stage two – engagement - spring 2023 - risk identification
- Stage three – statutory consultation – autumn 2023 – seek views on draft plan

3 Stakeholders

Using LCC databases, online research and existing network contacts the following were targeted:

- Members of the public – news releases on LCC website and to local media, social media posts, direct email invite to participate
 - Three online news releases, weekly socials posts on LCC and LFR accounts, six targeted emails to engagement database members and two to stage 1 participants who wanted to remain informed
- Individuals, groups and organisations who can reach out to members of the public – direct emails containing an article to share with their networks and a reminder item
 - Targetted emails at launch and reminder to around 1000 people for stage 1 and 2
 - Targetted messages at launch to over 2500 people for stage three
 - Reminder item to around 70 target organisations
- Fire and Rescue use the SHERMAN vulnerability approach, all of whom feature in the equality impact analysis. The chart below shows the total number of participants in each category. One fifth of respondents describe themselves as elderly or living alone; 18% have reduced mobility and/or sensory impairment and 13% have mental health issues
 - Six emails to representative individuals and groups
 - Video promoted direct and on social media and the website to aid understanding



- More than 50% of respondents were members of the public
- Young people were under-represented, but working age adults accounted for almost 7 in 10 of all responses
- The number of people from minority ethnic backgrounds was low, but proportionally reflected most of the county's make up (4%)
- Districts areas in the south of the county had lowest representation, which is the norm in engagement across Lincolnshire

4 Methodology

Stage 1 – survey with incentive promoted via general and targeted communications; internal briefings to LFR staff

Stage 2 – survey with incentive and quick poll promoted via QR code, general and targeted communications

Stage 3 – Survey, quick poll and question and answer tool promoted via QR code, general and targeted communications. A video simply explains the plan and increase inclusion

5 Findings

Survey

Stage 1 survey findings are reported in full on Let's talk Lincolnshire. They show that:

- over half (51.5%) of respondents had no knowledge of the CRMP at all (344)
- over one quarter (27% have a slight understanding (181). The remainder have a good understanding (101, 15%) or great understanding (42, 6.3%)

Stage 2 survey findings are reported in full on Let's talk Lincolnshire. They show that:

- more than half of all respondents ranked road traffic collisions (RTCs) as their most important risk (86, 51%). Over nine in ten had this risk in their top three (154, 91%)

- four in ten respondents ranked dwelling fires as their second most important risk (68, 40%). Almost eight in ten had this risk in their top three (130, 77%)
- three in ten respondents ranked flooding as their third most important risk (51, 30%). More than four in ten had this risk in their top three (72, 43%)

Stage 3 survey findings show that:

- fewer than 100 people responded to stage 3 consultation. This figure was disappointing, but not surprising given general engagement fatigue because of:
 - other staff, service and public engagement happening at the same time
 - the fact this is the final of three steps
 - lengthy strategic documents, which always receive a lower response, particularly if proposing the status quo

None the less, results remained clear:

- Q1 - 95% of consultation respondents (74) with a view on whether the draft CRMP reflects Lincolnshire agreed and 5% disagreed (4). Other respondents had no view or didn't know, This data was excluded from the percentages
- Q2 - The same proportions felt the draft plan reflected risks in the county (75 agreed and four disagreed). Only one person didn't know
- Q3 - 89% of respondents (71) felt the plan was easy to understand. Nine people disagreed
- Q4 - 89% of respondents also agreed the plan was clear that everyone is treated fairly
- People with Sherman characteristics were marginally less positive (by two to three percentage points) on questions 1, 3 and 4, but were more positive (by one percentage point) than those without SHERMAN characteristics about the risks reflecting Lincolnshire

There were only 19 additional comments, which varied in sentiment and nature. Comments are always more negative than positive, but many relate to questions and suggestions, rather than criticism of the plan itself.

Comments regarding the layout and clarity (3) of the document were considered when making minor adjustments to the plan. Other comments (14) included:

- concerns about resourcing the plan's ambitions (financial and human) and the rurality of Lincolnshire posing related sustainability challenges (7)
- requests for additional evidence or information that supports the CRMP intentions (4)
- environmental factors, particularly relating to flooding and climate change (3)

Quick poll

Stage 2 findings

Only six categories received a vote in the quick poll. They were across RTCs and house fires, which reflected the survey, with flooding coming in third.

Stage 3 findings

There were 21 contributions to the poll. More than 8 in 10 contributors (17) agreed with what the plan says. Two people had no view; one disagreed and one didn't understand it. This reflects the survey findings.

Q&A

Stage 3

As part of the consultation process, a question and answer tool was introduced to enable people to share comments or raise queries. There were two responses:

- one said they had nothing to add
- the other highlighted a missing number in the draft document, which was corrected

6 Conclusions and next steps

Participation has increased in the CRMP since the last IRMP engagement. Opinions have been very clear throughout all three stages of the CRMP engagement process, so confidence is high that the results reflect opinion.

There is strong support for Lincolnshire Fire and Rescue and the work they do. The plan and risks there in received support from participants and with minor tweaks show the CRMP should move forward for political scrutiny.

For future CRMP engagement cycles, learning from this process suggests:

- engage early with a small number of interested people (for example a representative focus group) to develop the consultation
- incentives worked well in the early stages of engagement, but a different approach might work better if methodology changes. For example, using the limited budget to pay participant expenses to ensure representation on a working group or increased use of face-to-face engagement with those who don't traditionally participate
- focus broader engagement in the latter stages to boost consultation respondent numbers
- we know strategies hold limited appeal to the public so having to review large amounts of text to provide an informed response reduces participation. Summary text co-designed with the public might help overcome this barrier
- stage 3 took place while devolution was high on the corporate agenda and resources were directed to that project with learning on inclusion and participation that could help inform future Fire and Rescue engagement
- update video and share widely when the CRMP launches to aid understanding

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Open Report on behalf of Mark Baxter, Chief Fire Officer

Report to:	Public Protection and Communities Scrutiny Committee
Date:	30 January 2024
Subject:	Lincolnshire Fire and Rescue Attendance at Flooding Incidents – Annual Report on Performance up to March 2023

Summary:

This report presents to the Scrutiny Committee an update on the flooding incidents that Lincolnshire Fire and Rescue (LFR) has attended since 2018, to enable Members to be aware of the risk in Lincolnshire.

This report only focuses on the demand placed on LFR operational response and does not highlight the areas that the Local Lead Flood Authority is committed to for preventative measures and response activities.

This report was previously due to be presented to Public Protection and Communities Scrutiny Committee in October as part of the Committee's request for annual update of resource commitment to flood response by Lincolnshire Fire and Rescue. The report was delayed due to prioritisation of papers.

Actions Required:

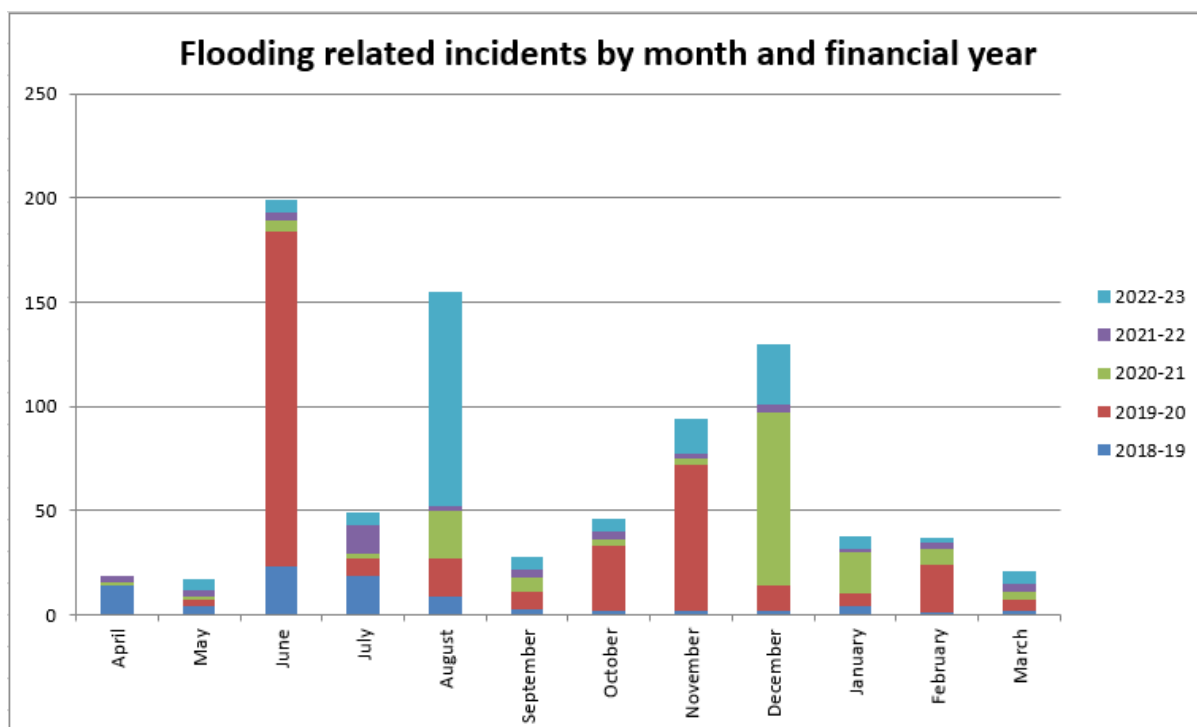
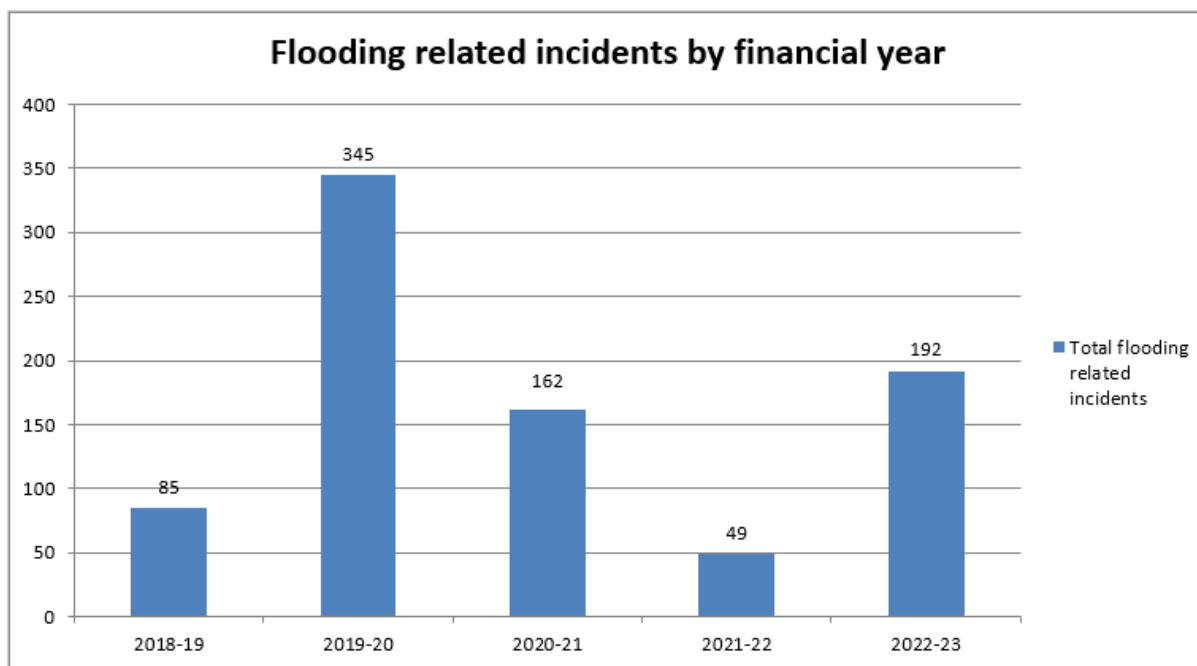
Members of the Public Protection and Communities Scrutiny Committee are invited to review the contents of this report, and comment on the Fire Service's approach to supporting the local communities.

1. Flooding Analysis 2018/19 – 2022/23

The number of flooding relating incidents is influenced by the weather conditions in any year. Previously the average number of incidents was 90 per year, but the average number of incidents is now 167.

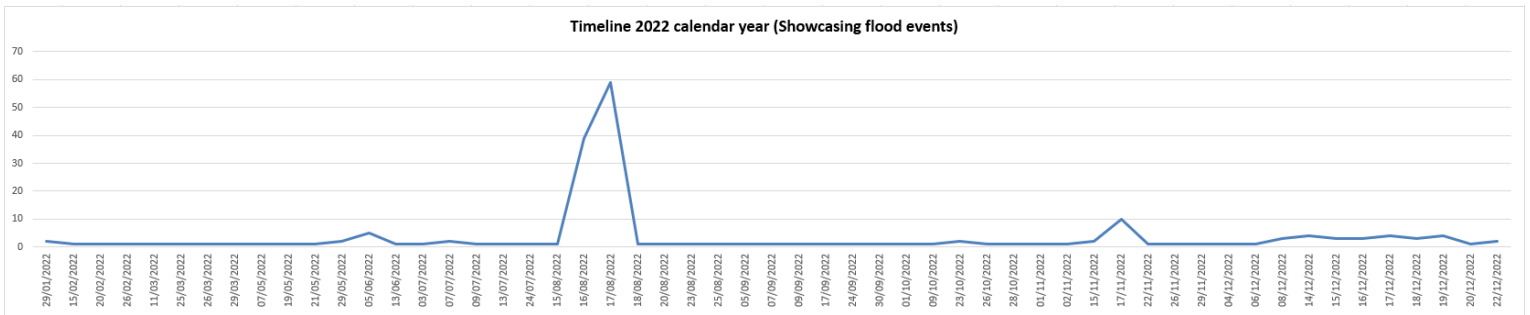
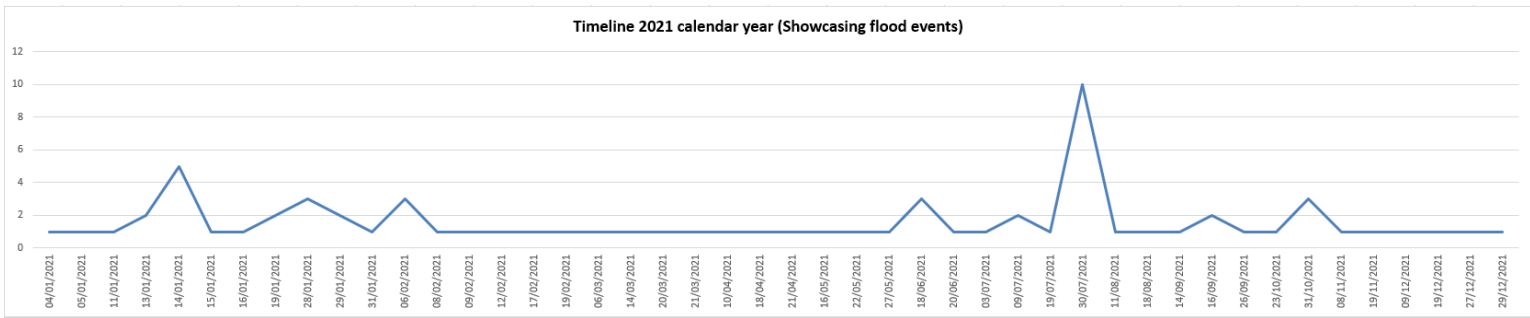
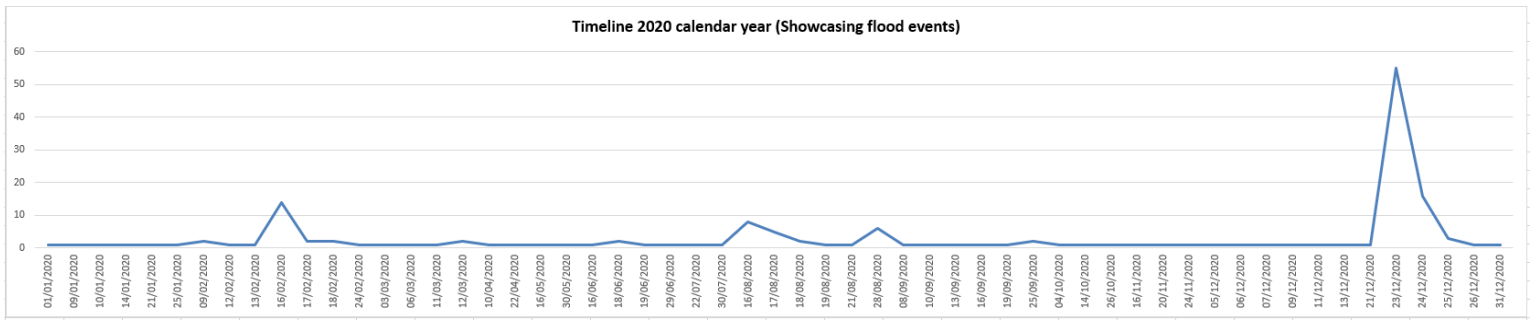
The weather events of June 2019 resulting in the Wainfleet flooding event far surpassed the previous and current averages. In December 2020, 83 flooding related incidents occurred, with 71 of those being within a 24 hour period on 23/24 December; this was weather related. During August 2022, which saw the conclusion of the hot dry spell seen across the UK, LFR encountered an intense period of flooding conditions again within a 24 hour period on 16/17

August. During this period 97 incidents were attended. The following charts demonstrate the difference over the years, and the particular months of activity.

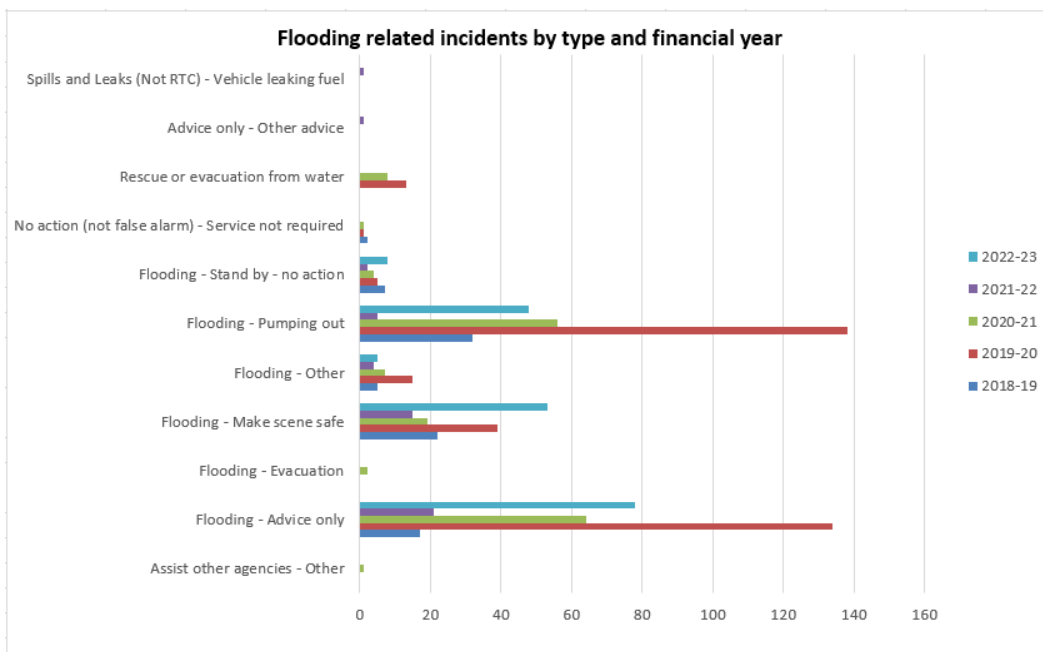


Notably June, August, November and December are the consistent months where calls to flooding are attended. These peak months have changed as a result of the weather conditions of 2022-23 which can be seen when the top bar of colour (light blue for 2022-23) is not viewed.

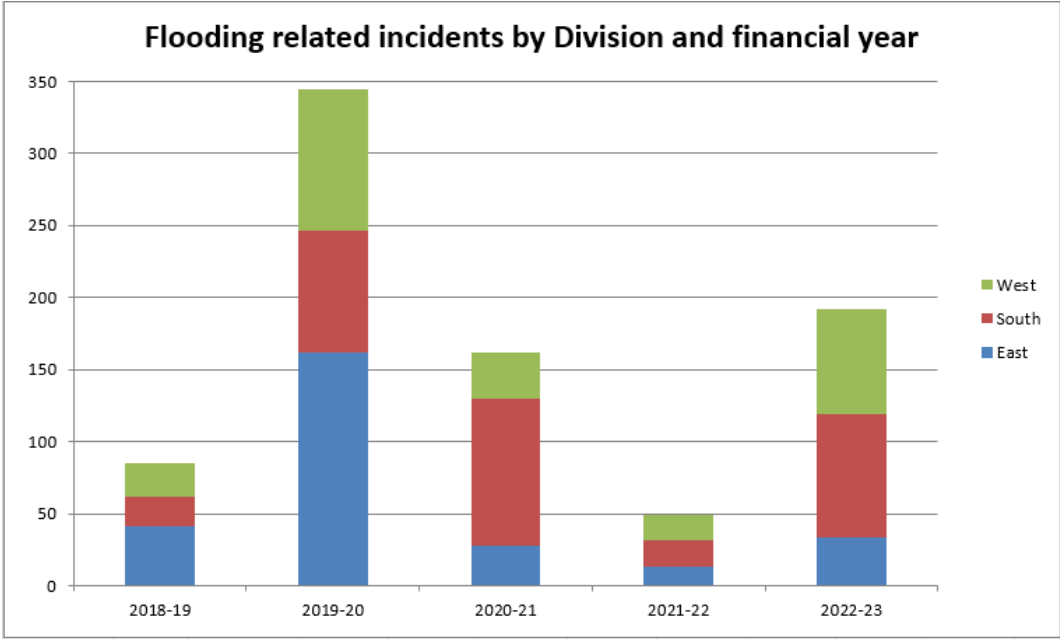
The following line charts demonstrate the timeline of flooding events over the 2020, 2021 and 2022 calendar years.



Type of flooding incidents, by the outcome of the incident are shown below.

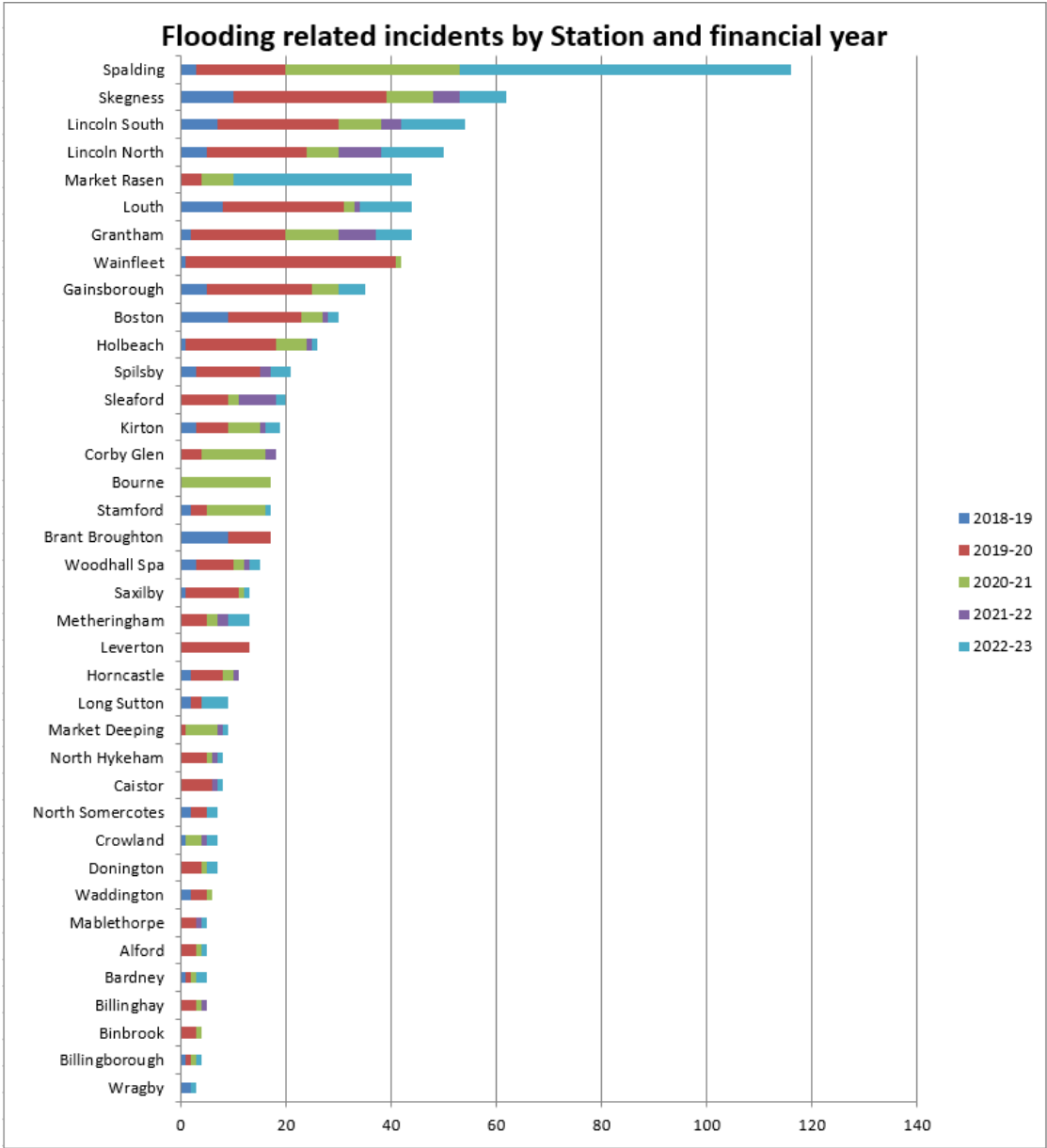


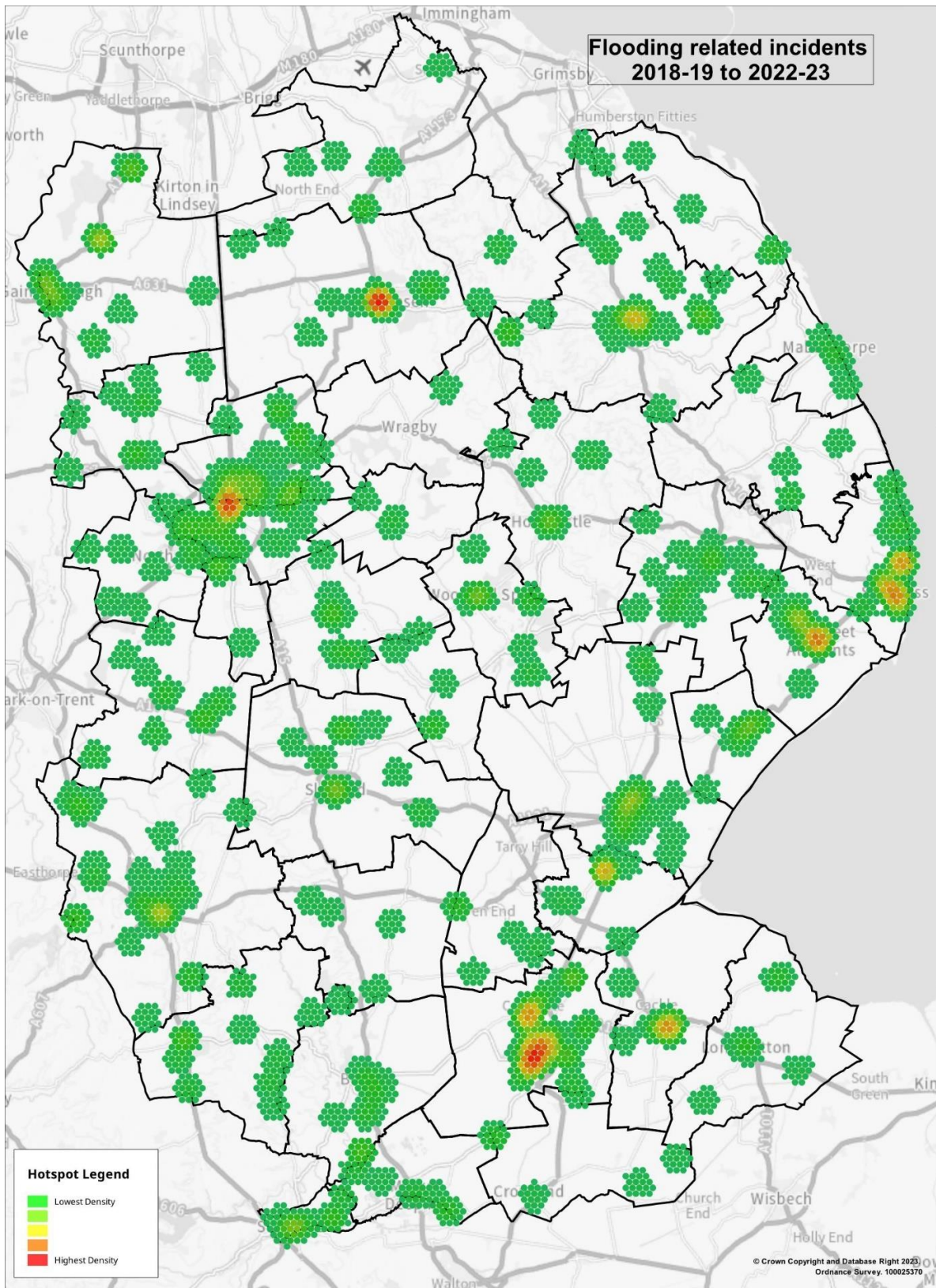
Split of incidents by LFR division (East, West and South Division) is shown below.



Number of incidents by LFR station ground, sorted descending, shown below.

(Note: Eight of the Nine Wholetime (WT) stations appear in the top ten stations for demand in terms of flooding incidents in that area. Sleaford is the remaining WT station that does not feature in the most demand areas. Market Rasen saw a spike in demand in the 2022-23 year and Wainfleet appears due to the substantial amount of incidents in the June 2019 event.)





Appliance mobilisations to flooding incidents can be seen below. Please note that not all incidents will be attended by an appliance or specialist resources; a number will be attended solely by an officer which can be evidenced in the chart giving the breakdown of incidents by the outcome. These would be included in any of the types which include: No action (not false alarm), Flooding – Standby no action, or Flooding – advice only.

Resource Type	2018-19	2019-20	2020-21	2021-22	2022-23	Grand Total
Car + Boat			5			5
FloodPump		13	8			21
Pump	65	447	201	32	152	897
USAR			1			1
Rescue support unit		5	3		1	9
High volume pump	1	4	4		7	16
Water carrier		5	1			6
Technical rescue unit (Incl. boat)		22	16			38
Welfare unit		1				1
Command support unit			1			1
High volume hose layer			3		1	4
Grand Total	66	497	243	32	161	999

2. Conclusion

This report highlights the continued commitment Lincolnshire Fire and Rescue has to responding to flood related incidents. It shows that the demand on Fire and Rescue is still present and requires the appropriate skills and equipment to support Lincolnshire County Council in mitigating the risks to our communities.

It is recognised that preparedness for significant flooding events is vital to ensure Fire and Rescue, alongside all partner agencies, have the ability to respond to 'high demand' events. It is not possible to predict when these events will occur, but there is relative confidence that they will continue.

3. Consultation

a) Risks and Impact Analysis

N/A

4. Background Papers

No background papers within Section 100D of the Local Government Act 1972 were used in the preparation of this report.

This report was written by Spencer Creek, Area Manager Response Lincolnshire Fire and Rescue, who can be contacted on 07785516664 or spencer.creek@lincolnshire.gov.uk.

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Open Report on behalf of Mark Baxter, Chief Fire Officer

Report to:	Public Protection and Communities Scrutiny Committee
Date:	30 January 2024
Subject:	Lincolnshire Local Resilience Forum Business Plan 2023-2026

Summary:

This report provides a summary of the Lincolnshire's Local Resilience Forum (LRF) Business Plan 2023-26 that outlines the strategic objectives that are to be delivered over the next three years with the structures and roles that are in place to achieve this.

Actions Required:

Members of the Public Protection and Communities Scrutiny Committee are invited to:

1. Review and comment on the contents of this report.
2. Agree to receive an annual update of progress against the LRF Business Plan 2023-26.

1. Background

The purpose of the LRF process is to ensure effective delivery of those duties under the Civil Contingencies Act 2004 that need to be developed within a multi-agency environment and individually as a Category 1 responder.

The LRF delivers a compilation of agreed risk profiles for the area, through a Community Risk Register and a systematic, planned and co-ordinated approach to encourage Category 1 responders, according to their functions, to address all aspects of policy in relation to:

- risk;
- planning for emergencies;
- planning for business continuity management;
- publishing information about risk assessments and plans;
- arrangements to warn and inform the public;
- other aspects of civil protection duty, including the promotion of business continuity management by local authorities;

The LRF supports the preparation by all or some of its members multi-agency plans and other documents, including protocols and agreements and the co-ordination of multiagency exercises and other training events.

The LRF is made up of **Category 1** agencies as defined by the Civil Contingencies Act 2004. For Lincolnshire these are:

- Local Authorities (County and Districts)
- Lincolnshire Fire and Rescue
- Lincolnshire Police
- EMAS
- United Lincolnshire Health Trust
- Lincolnshire Community Health Services
- Lincolnshire Partnership Foundation Trust



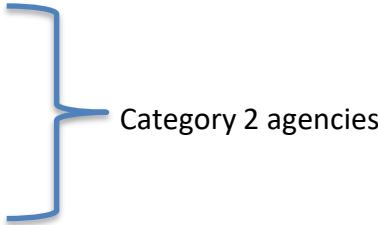
- Integrated Care Boards
- UK Health Security Agency
- NHS England
- HM Coroner
- Environment Agency
- British Transport Police



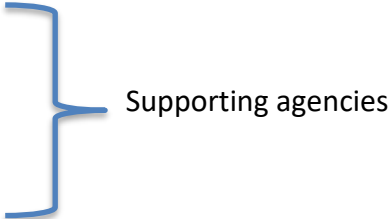
- Lincolnshire Internal Drainage Board – *They are not Category 1, but due to risk within Lincolnshire form part of our LRF.*

The LRF is supported by **Category 2** agencies and other relevant agencies as defined by the Civil Contingencies Act 2004. For Lincolnshire these are:

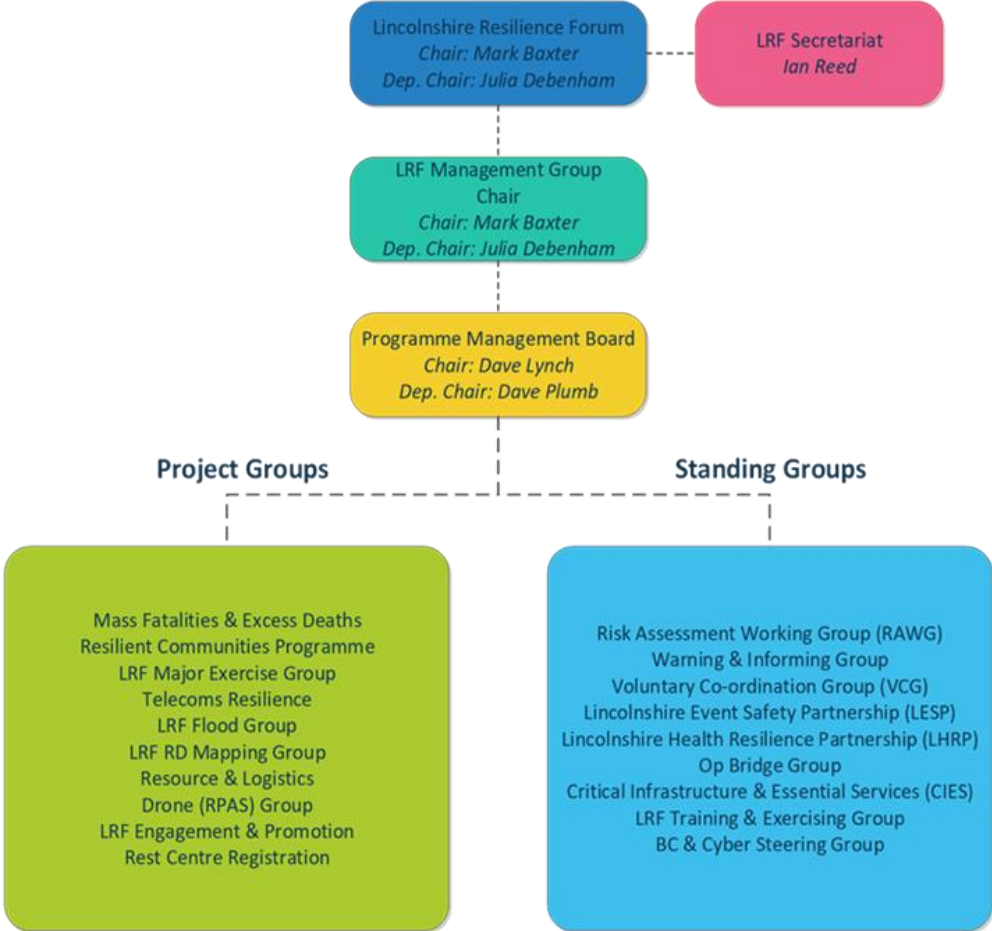
- National Highways
- Anglian Water
- Northern Power Grid
- East Midlands Trains
- Met Office



- British Red Cross (representing Voluntary Sector)
- HM Prison Service
- Ministry of Defence Liaison
- Department for Levelling Up, Housing and Communities



The structure that is operating to deliver the outcomes of the business plan is as follows:



Lincolnshire’s LRF business plan 2023-26

The business plan for the next three years will give focused direction to build on a strong continuous improvement ethos that is embedded within Lincolnshire’s LRF. Since the pandemic, recognition of the value LRFs have and the vital role in ensuring communities are best prepared and able to respond to major incidents and emergencies has put Lincolnshire LRF at the forefront of leading our communities to enable recovery as effectively as possible.

To deliver against the strategic aim, there are five objectives that will be delivered by and measured against through an annual plan. The vital role of the LRF Management Team and the Programme Management Board will have oversight and scrutiny to create transparent accountability of progress which enables flexibility to respond to emerging risks.

Strategic Aim:

To establish and maintain effective multi-agency arrangements to respond to major incidents and emergencies, minimise the impact of those emergencies on the public,

property and environment of Lincolnshire and to satisfy fully the requirements of the Civil Contingencies Act'. (CCA)

Strategic Objectives 2023-26:

- To mitigate, as far as reasonably practicable, the risks identified within our Community Risk Register (CRR) that support the National Security Risk Assessment and our Strategic Aim.
- To support a 'whole societal' approach to preparation, response and recovery from major incidents and emergencies within our communities.
- To ensure the LRF is able to activate the appropriate supporting structures that are flexible and agile to prepare, respond and recover for a major incident or emergency.
- To support the principles of the Stronger LRF Programme and align to the three pillars of Leadership, Accountability and Integration.
- To identify lessons from previous events and exercises both locally and nationally and translate into evaluated improvement.

Currently there are nineteen key deliverables (identified within the attached Business Plan 2023-26 at Appendix B) that outline how the strategic objectives are to be met over the lifecycle of the business plan.

Underpinning this strategy and reflecting a common desire of the LRF to create a more effective partnership, a clear 'philosophy' for developing resilience in Lincolnshire has been established:

- Using the risks identified from the National Security Risk Assessment which form our Lincolnshire community risk register as the 'commissioning tool' for everything the partnership does.
- Embedding emergency planning and business continuity within our organisations.
- Developing cost effective services, including joint working and collaboration.
- Delivering proportionate and timely responses to manage the consequences of emergencies, or any incident where multi-agency coordination adds value to the communities of Lincolnshire.
- Ensuring the appropriate level of commitment for each function.
- Managing business to make the best use of partnership time.
- Supporting communities to become more prepared, resilient and informed.

Following the review of the National Strategic Risk Assessment (NSRA) and Lincolnshire's community risk register the following risks are identified.

The Top risks in Lincolnshire:

- East coast flooding
- Fluvial and surface water flooding
- Pandemic
- Outbreak of an emerging infectious disease

- Severe weather
- Loss of gas or electricity
- Cyber attacks
- Malicious attacks

To ensure that all partners, working groups and projects have a clear understanding of where and why workstreams are commissioned, it is expected that any work will meet one or more of the strategic objectives before it is considered by the Programme Management Board. These workstreams will also form part of an annual report submitted to the LRF on progress being made against the objectives.

LRF Governance and Performance Management

The LRF will measure and deliver its strategic aims and objectives through a variety of complementary and inter-dependent methods and tools. These will be managed within the governance arrangements for LRF meetings and the Programme Management Board's Work Schedule. Performance will be evidenced by the collation of relevant measures from:

Internal Measures:

- Strategic objectives and deliverables.
- LRF Business Processes (recorded minutes/actions).
- Programme Management Board quarterly project progress reports.
- Civil Contingencies Act (CCA) performance management, self-assessments and peer reviews.

External Measures:

- DLUHC Lincolnshire LRF Delivery Plan.
- Cabinet Office National Resilience Standards.
- Compliance with the Code of Good Practice for Local Resilience Forums (includes the 'Expectations and Indicators of Good Practice' set).
- External Validation Programme or quality assurance processes for individual plans.

Stronger LRF Programme

The UK Government Resilience Framework (UKGRF) has set a clear ambition to significantly reform the delivery of local resilience in England. Central to this ambition is strengthening of the roles and responsibilities of LRFs.

To enable this, UKGRF launched the Stronger LRF Programme that is built across three core areas: leadership, accountability, Integration.

Lincolnshire LRF has been engaged with DLUHC (Department for Levelling Up, Housing and Communities) through this programme and it is recognised that the established structure within Lincolnshire LRF is already leading practice and is delivering effectively against the Resilience Framework.

However, Lincolnshire LRF does recognise that there is an opportunity for greater transparency of the work the LRF delivers, particularly outside of emergency response, and also opportunities for greater scrutiny and assurance.

This report is designed to provide greater transparency of LRF workstreams with the proposal to bring an annual report on progress to this Scrutiny Committee which will enhance the accountability for the LRF.

To enable the delivery of the functions of the LRF, funding is provided directly to the LRF. As the LRF is a standalone entity, this funding does not form part of Lincolnshire County Council (LCC) finances, but the LRF is supported by LCC as the financial governance body that enables the financial transactions and management required.

In December 2021, the Secretary of State for the Department for Levelling Up, Housing and Communities (DLUHC) announced a three-year funding settlement for Local Resilience Forums. Lincolnshire receives approximately £173,000 per annum. It should be noted that this funding is due to be reviewed in 2025 which may have implications or result in budget pressures for the LRF as it will only be year two of this strategy and business plan.

The above funding was always provided in addition to existing funding mechanisms within LRFs. In Lincolnshire, 13 LRF Category 1 Responder partners also contribute towards the LRF, each providing £5,000 and totalling £65,000, resulting in a combined income of approximately £238,000.

When additional core funding was made available to LRFs, most LRFs recruited staff to provide Secretariat and other key posts. In Lincolnshire, these posts are carried out by the Emergency Planning Team. The LRF fund a full time LRF Project and Training Officer, an LRF Project Support Officer and contribute towards Secretariat provision and additional hours for the Warning and Informing Chair which amounts to approximately £113,000.

There are also numerous oncosts which the LRF has committed to as part of project work which includes subscriptions, data licences and software agreements. These total approximately £50,000 making a total outlay of £163,000. If central funding were to cease at the end of year two of this plan, this would cause significant budget pressure which would require review and action.

The LRF Secretariat is required annually to prepare an LRF Delivery Plan for DLUHC which outlines how funding will be spent. There is a further requirement to report quarterly against the delivery plan.

Key Projects

Lincolnshire LRF was successful in obtaining additional funding to deliver five key projects that supports the delivery of the strategic objectives. This funding was provided directly from DLUHC to the LRF and equated to £235,000.

The four projects that Lincolnshire LRF has undertaken are:

Drone Project

Two drones have been purchased and the first three pilots from the team have passed both their theory and practical Civil Aviation Authority exams. The drones allow us to conduct pre-emergency planning and survey work but can be used alongside police drones during large scale incidents if necessary. <https://sitescan-eu1.arcgis.com/share/4f9a6d0f-9670-42dc-9865-330ae91bfe6d>

LRF Mapping Project

This is a creation of datasets of individual risk information that is updated and presented on an interactive mapping system. This can live view tracking of deployed door knockers along with other live streams from identified locations during live events. This can also be linked to drone footage.

LRF Engagement and Promotion Project

The creation of a new website, that was launched in September 2023, gives access to the public on critical information to help themselves and businesses to be prepared, be able to respond and recover from major emergencies. [Lincolnshire Resilience Forum – Your guide to preparing for emergencies](#)

Rest-Centre Registration

This is the creation of an alternative way to take forward digital registration for evacuees and the ability to share this information securely with police casualty bureaus and similar during times of emergency.

2. Conclusion

The production of the Lincolnshire LRF business plan 2023-26 gives a clear programme of work over the next three years to continue the multi-agency preparedness and response to support the mitigation of risks for the people and businesses of Lincolnshire.

The plan ensures that there is appropriate scrutiny and accountability of the LRF in terms of delivering against its statutory duties and supports the recognition that LRFs are playing more vital roles in responding to the current and future risks of the County.

The governance and oversight that is recommended with the business plan, through existing LRF meetings and the proposed annual report to be presented at the Public Protection and Communities Scrutiny Committee, will provide the transparency, accountability and oversight that is recommended through the Stronger LRF Programme.

3. Consultation

a) Risks and Impact Analysis

N/A

4. Appendices

These are listed below and attached at the back of the report	
Appendix A	Lincolnshire LRF Business Plan 2023-26

5. Background Papers

No background papers within Section 100D of the Local Government Act 1972 were used in the preparation of this report.

This report was written by Mark Baxter, Chief Fire Officer, at Mark.baxter@lincolnshire.gov.uk and Ian Reed, Head of Emergency Planning & Business Continuity at Ian.Reed@lincolnshire.gov.uk



**LINCOLNSHIRE RESILIENCE FORUM
STRATEGY & BUSINESS PLAN
2023-2026**

September 2023

FOREWORD

Welcome to Lincolnshire's Local Resilience Forum Business Plan 2023-26. Our LRF continues to grow from strength to strength in delivering against our strategic aim of being able to effectively respond to major incidents and emergencies, through innovation and increased partnership working that puts our communities at the heart of our thinking. I would like to take this opportunity to thank all of our LRF partners for your commitment and support and for the leadership within our dedicated Secretariat Team that, together, continues to evolve to meet the current and future risks and needs of the County of Lincolnshire.

Our Business Plan for the next three years will give focused direction to build on our strong continuous improvement ethos that is embedded within our LRF. Since the pandemic, recognition of the value LRF's have and the vital role in ensuring our communities are best prepared and able to respond to major incidents and emergencies has put us at the forefront of leading our communities to enable recovery as effectively as possible.

To deliver against our strategic aim, we have created five objectives that will be delivered by and measured against through an annual plan. The vital role of our LRF Management Team and the Programme Management Board will have oversight and scrutiny to create transparent accountability of progress which enables flexibility to respond to emerging risks.

We have an LRF that is often looked upon as leading practice, and that is something we should all be rightly proud of. That is achieved through your leadership and commitment to partnership working which I am always grateful for and appreciative of the support we give to each other for the benefit of the people of Lincolnshire.

**Mark Baxter, Chief Fire Officer
Chair of the LRF**

With the publication of the UK Government Resilience Framework (UKGRF) in December 2022 the Government sets out a new strategy, officially making resilience a national endeavour for the first time - and it will fundamentally strengthen the Government's approach to risks.

A new 'whole of society' approach to emergency planning encourages individuals, businesses and other organisations to play their part in building resilience across the UK. The Government will make better use of data and external challenges to build a more robust understanding of the country's strengths and weaknesses, and share this information to ensure that every group with a part to play in national resilience is empowered to do so. By bringing together all levels of government, critical national infrastructure operators, the private sector, the public and all parts of civil society through improved data and communications, the UK will be better placed to prepare for, respond to and recover from, a range of risks and hazards - such as extreme weather, terrorism and pandemics.

The National Security Risk Assessment (NSRA) methodology was refreshed earlier in 2022 to ensure it was fit for the future - looking at a longer timescale and using the widest possible range of data and insight alongside external challenges. Both the UKGRF and NSRA have informed the drafting of the Lincolnshire LRF Strategy and Business Plan which looks to build on the national intent and with the support of the Multi Agency partnership that is the Local Resilience Forum ultimately develop and improve the resilience of the people, businesses, and communities of Lincolnshire.

**Neil Reid
Strategic Resilience Advisor (Midlands), Resilience and Recovery Directorate (RED)**

CONTENTS

FOREWORD.....	2
BACKGROUND.....	4
LRF STRATEGY & BUSINESS PLAN FOR 2023-2026	5
LRF Strategic Aim & Objectives.....	6
The Top risks in Lincolnshire.....	7
A New Approach for 2023-2026:	7
LRF Governance & Performance Management.....	7
LRF Budget	8
LRF Communication strategy.....	8
<i>Internal Communications</i>	8
<i>External Communications</i>	8
LRF STRUCTURE CHART	9
LRF MANAGEMENT STRUCTURES, ROLES AND RESPONSIBILITIES, AND SCHEDULE OF WORK.....	9
The Lincolnshire Resilience Forum (LRF)	10
LRF Management Group.....	10
Programme Management Board (PMB).....	10
The LRF Secretariat	11
Project and Standing Groups	11
LRF Project and Training Officer	12
LRF Project Support Officer	12
APPENDIX A - LIST OF MEMBER ORGANISATIONS OF THE LINCOLNSHIRE RESILIENCE FORUM	13
APPENDIX B - LRF STRATEGY AND BUSINESS PLAN 2023-26; DELIVERY PLAN.....	14

BACKGROUND

Lincolnshire LRF's last three-year Strategy and Business Plan was dated 2018-2021. This plan was to be reviewed during the early part of 2021 but a decision was made by the LRF management team to delay this due to a number of influencing factors. This included the continuous response and recovery operations by all LRF's in the UK to the COVID19 pandemic, the impending publication of the UK Government's Resilience Framework (UKGRF), the review of the National Security Risk Assessment (NSRA) and several other pieces of guidance. During this time there was also several changes in key LRF management personnel and some reorganisations within partner agencies.

In December 2021, the Secretary of State for the Department for Levelling Up Housing and Communities (DLUHC) announced a three-year funding settlement for Local Resilience Forums. In addition to this funding a further innovation budget was announced which allowed LRF's to bid for funding for innovative projects which had previously not been the case. In this first year Lincolnshire LRF submitted five project bids and were successful in four of them making them the only LRF in the UK to be granted multiple project funding.

During this time the LRF continued to align activity with the National Resilience Standards striving to achieve both good & best practice. It has undertaken an exercise to assess itself against these existing eighteen National Resilience Standards and the concluding report lists a set of recommendations highlighting areas for improvements which have been considered during the development of this new Strategy and Business plan.

Lincolnshire LRF is considered a high performing LRF nationally and has a good reputation for its innovative thinking and ways of working with many other LRF's visiting to take advantage of some of the project work currently being undertaken.

LRF STRATEGY & BUSINESS PLAN FOR 2023-2026

The Lincolnshire Resilience Forum (LRF) is concerned with overall direction and policies of emergency planning and preparation in Lincolnshire. The Forum also forms the basis of the strategic multi-agency group that leads the overall response and recovery to any major emergency. The Forum meets regularly and is led by Lincolnshire Fire & Rescue with the support of Lincolnshire County Council Emergency Planning. It is made up of senior managers from the principal emergency planning and response organisations, (Category 1 and 2 Responders as defined by the Civil Contingencies Act). It does not have a separate legal personality and does not have powers to direct its members.

To this end, the LRF develop, prepare and validate a range of multi-agency contingency plans, policies and procedure and ensure that key staff from across the partnership receive and participate in training events to ensure that they are aware of their roles and responsibilities within them and are able to keep their competencies up to date. Please also see LRF Emergency Procedures Manual.

LRF Strategic Aim & Objectives

The **Strategic Aim** of Lincolnshire's Resilience Forum (LRF) continues to be:

'To establish and maintain effective multi-agency arrangements to respond to major incidents and emergencies, minimise the impact of those emergencies on the public, property and environment of Lincolnshire and to satisfy fully the requirements of the Civil Contingencies Act'. (CCA)

To help achieve this aim, our **strategic objectives** for 2023-2026 are;

- To mitigate, as far as reasonably practicable, the risks identified within our Community Risk Register (CRR) that support the National Security Risk Assessment and our Strategic Aim.
- To support a 'whole societal' approach to preparation, response and recovery from major incidents and emergencies within our communities.
- To ensure the LRF is able to activate the appropriate supporting structures that are flexible and agile to prepare, respond and recover for a major incident or emergency.
- To support the principles of the Stronger LRF Programme and align to the three pillars of Leadership, Accountability and Integration.
- To identify lessons from previous events and exercises both locally and nationally and translate into evaluated improvement.

A partnership 'resilience philosophy'

Underpinning this strategy and reflecting a common desire of the LRF to create a more effective partnership, a clear 'philosophy' for developing resilience in Lincolnshire has been established:

- Using the risks identified from the National Security Risk Assessment which form our Lincolnshire community risk register as the 'commissioning tool' for everything the partnership does.
- Embedding emergency planning and business continuity within our organisations.
- Developing cost effective services, including joint working and collaboration.
- Delivering proportionate and timely responses to manage the *consequences* of emergencies, or any incident where multi-agency coordination adds value to the communities of Lincolnshire.
- Ensuring the appropriate level of commitment for each function.
- Managing business to make the best use of partnership time.
- Supporting communities to become more prepared, resilient and informed.

Using the highest risks to Lincolnshire as the basis for partnership work

Lincolnshire's Community Risk Register (CRR) is hosted on the LRF website and has been prepared to be user-friendly, jargon free & publicly engaging. It provides information on the top risks to our county together with an assessment of their impact. It is intended to be a useful tool to warn and inform people regarding emergencies that could occur where they live, to help them to be better prepared.

The Top risks in Lincolnshire

- East coast flooding
- Fluvial & surface water flooding
- Pandemic
- Outbreak of an emerging infectious disease
- Severe weather
- Loss of gas or electricity
- Cyber attacks
- Malicious attacks

A New Approach for 2023-2026:

A new approach has been taken by the LRF Programme Management Board (PMB) during the development of this document which reflects our strategic, tactical and operational command structures.

Five strategic objectives, (page 6) have been agreed by the LRF which will be used in the same way as a Strategic Co-ordinating Group (SCG) would set strategic objectives in any emergency response or recovery situation. This will ensure that all existing and new LRF activity through standing groups and project groups will meet one or multiple strategic objectives when being considered by the LRF and Programme Management Board. It also ensures that an annual report can be submitted to the LRF on progress being made against these objectives.

Nineteen key deliverables, (Appendix B) have also been developed. This becomes our tactical plan to meet our five strategic objectives. These will also be used by PMB when considering projects and any funding bids by the partnership. These deliverables will all have a PMB member sponsor ensuring greater engagement at PMB meetings.

The LRF Project and Training Officer already produces a quarterly project progress report which is presented at PMB meetings. This report covers progress and risk from all the LRF's standing and project groups. This document becomes our operational delivery plan.

By adopting this new approach, the LRF partnership have a clear understanding of where and why decisions regarding areas of work, projects and funding are being made.

LRF Governance & Performance Management

The LRF will measure and deliver its strategic aims and objectives through a variety of complementary and inter-dependent methods and tools. These will be managed within the governance arrangements for LRF meetings (*see following section; LRF Delivery Plan*) and the Programme Management Board's Work Schedule. Performance will be evidenced by the collation of relevant measures from;

Internal Measures

- Strategic objectives and deliverables.
- LRF Business Processes (recorded minutes/actions).
- Programme Management Board quarterly project progress reports.
- Civil Contingencies Act (CCA) performance management, self-assessments and peer reviews.

External Measures

- DLUHC Lincolnshire LRF Delivery Plan.
- Cabinet Office National Resilience Standards.
- Compliance with the Code of Good Practice for Local Resilience Forums (includes the 'Expectations and Indicators of Good Practice' set).
- External Validation Programme or quality assurance processes for individual plans.

LRF Budget

As stated previously, In December 2021, the Secretary of State for the Department for Levelling Up Housing and Communities (DLUHC) announced a three-year funding settlement for Local Resilience Forums. Lincolnshire receives approximately £173,000 per annum. It should be noted that this funding is due to be reviewed in 2025 which may have implications or result in budget pressures for the LRF as it will only be year two of this strategy and business plan.

The above funding was always provided in addition to existing funding mechanisms within LRF's. In Lincolnshire 13 LRF Category 1 Responder partners also contribute towards the LRF, each providing £5,000 totalling £65,000 resulting in a combined income of approximately £238,000.

When additional core funding was made available to LRF's, most recruited staff to provide Secretariat and other key posts. In Lincolnshire these posts are carried out by the Emergency Planning Team. The LRF fund a full time LRF Project and Training Officer, an LRF Project Support Officer and contribute towards Secretariat provision and additional hours for the Warning and Informing Chair which amounts to approximately £113,000.

There are also numerous oncosts which the LRF have committed to as part of project work which includes subscriptions, data licences and software agreements. These total approximately £50,000 making a total outlay of £163,000. If central funding were to cease at the end of year two of this plan, this would cause significant budget pressure which would require review and action.

The LRF Secretariat is required annually to prepare an LRF Delivery Plan for DLUHC which outlines how funding will be spent. There is a further requirement to report quarterly against the delivery plan.

LRF Communication strategy

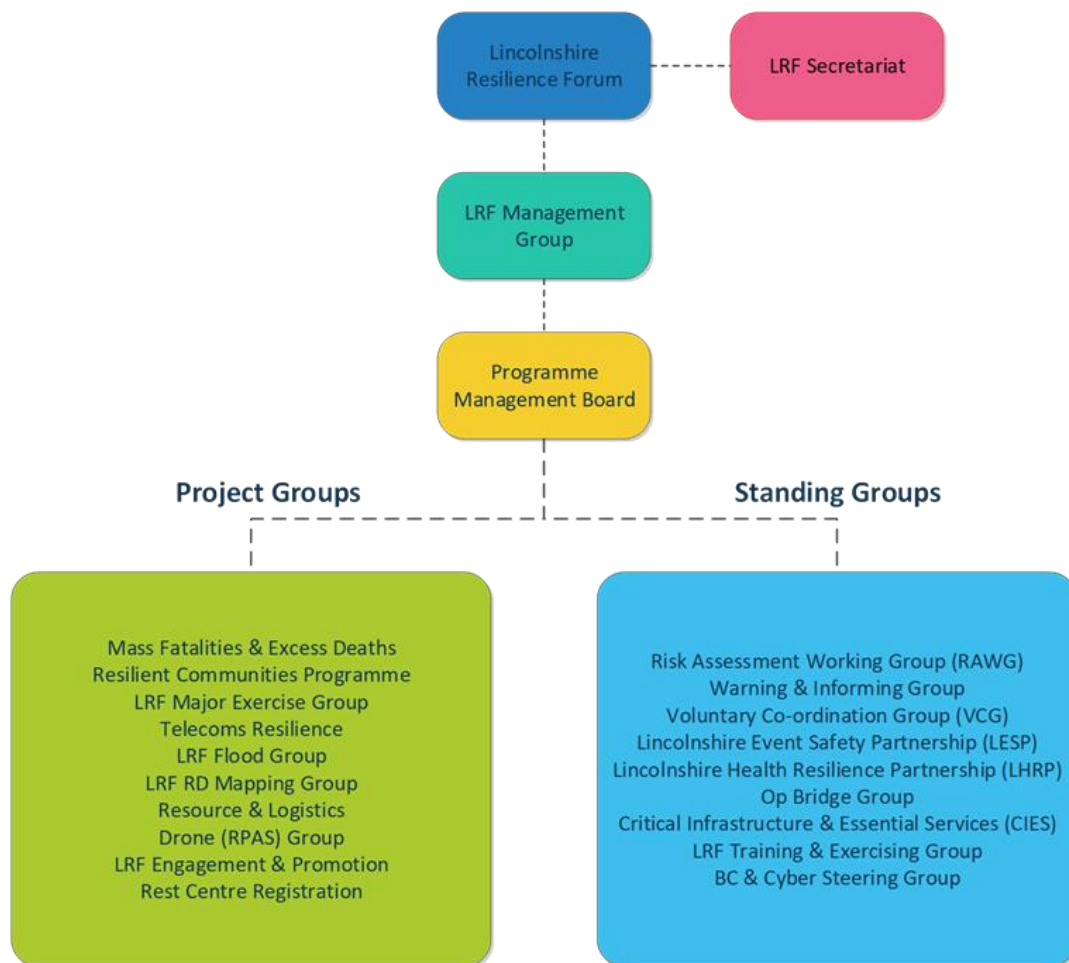
Internal Communications

- Ensure the LRF complies with Information Management and Government policy for protective security.
- Ensure the efficient and timely dissemination and collation of information between CCS, central resilience structures and local responders.
- Facilitate the duty (under CCA) to 'Share Information' by providing appropriate and timely mechanisms.

External Communications

- Maintain website www.lincolnshire.gov.uk/lincolnshire-prepared
- Agree other social media protocols as appropriate.

LRF STRUCTURE CHART



LRF MANAGEMENT STRUCTURES, ROLES AND RESPONSIBILITIES, AND SCHEDULE OF WORK

This section describes the management structure of Lincolnshire’s Resilience Forum together with the roles and responsibilities of the key programme management and decision-making groups and staff;

LRF Key Roles

As previously stated, the LRF have several key staff roles which include The LRF Chair and Deputy Chair, PMB Chair and Deputy Chair and the Secretariat. If these roles become vacant expressions of interest should be formally made to the Secretariat who will then ensure that the LRF partnership are made aware and are in agreement with any appointment. This will be ratified at either the next PMB of LRF meeting depending on the vacant position and recorded in relevant minutes or recordings of the meeting.

Other LRF posts include the LRF Project and Training Officer, Project Support Officer and additional hours for an Emergency Planning Officer to perform the Warning and Informing Chair role. These positions are dependent on continuing LRF funding.

The Lincolnshire Resilience Forum (LRF)

The main strategic decision-making group, consisting of all Category 1 & 2 responders with a right to attend or be invited, together with Ministry of Defence (MOD) liaison and Voluntary Sector representatives.

The LRF meets at least twice per year is made up of chief officers, senior executives and policy makers from the principal emergency planning, response and recovery organisations. Its purpose is to determine policy in order to deliver the strategic aims of the partnership.

Roles & Responsibilities

- The publication of a Community Risk Register.
- A systematic, planned and co-ordinated approach to encourage Category 1 responders, according to their functions, to address all aspects of policy in relation to risk.
- Planning for emergencies.
- Planning for business continuity management.
- Arrangements to warn and inform the public.
- Encourage and enhance community resilience in Lincolnshire.
- To direct and oversee the delegated activities of the Programme Management Board in its allocation of working tasks as appropriate.
- Ensure that appropriate resources and finances are made available to the Programme Management Board to fulfil statutory and task-based responsibilities.
- Co-ordinate the individual approaches and responsibilities of each organisation to ensure that they complement each other and dovetail with partners' arrangements.
- Coordinate multi-agency training and exercising.
- Consider the implications of legislation, national and sub-national resilience policy and initiatives.
- Link with the Local Health Resilience Partnership (LHRP) and other relevant strategic policy and partnership areas (such as flood & water management).

LRF Management Group

Consisting of the LRF Chair, Deputy Chair, DLUHC, PMB Chair and Deputy Chair and the Secretariat.

The LRF Management Group meet monthly and provide strategic focus and direction to the Secretariat in achieving partnership priorities identified in the Strategy & Business Plan and its underlying work programme. This group can meet in the absence of full LRF group and has delegated authority to make urgent strategic decisions.

Programme Management Board (PMB)

Purpose; To co-ordinate (with delegated authority) delivery of the LRF strategy & business plan through multi-agency programme management.

Consisting of the LRF PMB Chair and Deputy Chair, Secretariat and representatives from Police, Public Health, NHS England, the EA and local authorities. This group meets quarterly to monitor the progress of the LRF standing and project groups to ensure they are on track and provide feedback and guidance to individual project groups where required. It also signs off plans, reports and debriefs.

Roles & Responsibilities

- Undertaking work as directed by the LRF.
- Monitoring and managing of LRF performance against delivery targets and reporting progress to the LRF.
- Provide the roles of 'deliverables sponsors'.
- Undertaking regular review of LRF work themes and Project groups recommending changes to the LRF as necessary.
- Convening to address short notice issues as necessary.
- Identify project work required to address a capability or capacity gap identified within the CRR.
- Identify appropriate project managers and initiating project briefing documents.
- Provision of agreed appropriate resources identified by project managers.
- Considering project progress reports and providing appropriate guidance and support to project managers.
- Approving completed emergency plans for submission to LRF.

The LRF Secretariat

Delivered by LCC Emergency Planning & Business Continuity Service, provides a professional support service to the LRF, PMB and Project Managers. The secretariat will also be responsible for the LRF's communication strategy and will regularly report to the LRF on progress against this strategy & business plan.

Purpose; To provide a professional support service to the LRF.

Roles & Responsibilities

- Provision of Strategy & Business Planning support.
- Co-ordination of legislative, policy & environment scanning for the LRF.
- Programme Management support to LRF & PMB (including agenda & administrative support).
- Provide advice and guidance to project managers.
- Partnership collaboration and consultation.
- Co-ordination of legislative compliance (Data Protection, Vetting, etc).
- Co-ordination of LRF Freedom of Information enquiry responses.
- LRF publications (Website).
- Collation & dissemination of Cabinet Office (Civil Contingencies Secretariat), DLUHC
- Resilience Emergencies Division and other relevant papers and briefings.

Project and Standing Groups

The LRF Project and Standing Groups work to agreed terms of reference aligned to the LRF Strategy and Business Plan. Each group is made up of representatives from category one and two organisations and meet regularly to progress work activity on behalf of the LRF. Governance of these groups is delivered through a standing agenda item at the quarterly PMB meeting.

LRF Project and Training Officer

Purpose; To contribute to the development and overall management of the LRF via the LRF Secretariat.

- Development of learning and development policies and processes, on behalf of the LRF.
- deliver the multi-agency objectives documented in the LRF Strategy and Business Plan
- Collation and provision of assurance to demonstrate that plans are in place across multi-agency partnerships to ensure the protection of the communities of Lincolnshire from major incidents and civil emergencies, through the Programme Management Board process.
- Delivery of relevant training to Strategic and Tactical Commanders, and staff at all levels of emergency response/recovery to ensure competency in their delivery of strategic, tactical, cell chair and operational/community responsibilities during response and recovery.
- Leading and managing the full learning and development cycle for all LRF partners, ensuring skills, knowledge and competencies are recorded, monitored and maintained for existing commanders and staff, as well as building future resilience with partners across the county.
- Identify innovative ways to support the learning and development processes, promoting cost saving opportunities to benefit LRF partner organisations, including bringing national training to Lincolnshire, developing a shared Training Management System and identifying new ways of working to benefit all partners.

LRF Project Support Officer

Purpose; To contribute to the development and overall management of the LRF via the LRF Secretariat.

- To provide project support to the project groups of the Lincolnshire Resilience Forum.
- To co-ordinate the administration of LRF meetings including minute taking and other meeting admin requirements.
- To support and administer the organisation of seminars, training and exercises as required.
- Prepare, collate and disseminate information using a variety of medias as appropriate.
- Produce guidance and training material and assist in the delivery of training events.
- To collate complex management information to support decision making.
- Support managers in identifying skills gap analysis aligning training provision with service needs.
- Provide support to ensure the LRF comply with statutory regulations, policies, processes and Systems.

APPENDIX A - LIST OF MEMBER ORGANISATIONS OF THE LINCOLNSHIRE RESILIENCE FORUM

Local

Lincolnshire County Council – Category 1
Lincolnshire Fire and Rescue – Category 1
Lincolnshire Police – Category 1
Boston Borough Council – Category 1
City of Lincoln Council – Category 1
East Lindsey District Council – Category 1
North Kesteven District Council – Category 1
South Holland District Council – Category 1
South Kesteven District Council – Category 1
West Lindsey District Council – Category 1
United Lincolnshire Health Trust – Category 1
Lincolnshire Community Health Services – Category 1
Lincolnshire Partnership Foundation Trust – Category 1
HM Coroner – Category 1
Lincolnshire Internal Drainage Boards – No category

Regional / Sub-National

East Midlands Ambulance Service – Category 1
National Highways – Category 2
Anglian Water – Category 2
Northern Power Grid – Category 2
East Midlands Trains – Category 2
Department for Levelling Up, Housing and Communities – No category

National

Environment Agency - Category 1
Maritime & Coastguard Agency – Category 1
Integrated Care Boards – Category 1
UK Health Security Agency – Category 1
NHS England – Category 1
British Transport Police - Category 1
Met Office – Category 2
British Red Cross (representing Voluntary Sector) – No category.
MOD Liaison – No category
HM Prison Service – No Category

APPENDIX B - LRF STRATEGY AND BUSINESS PLAN 2023-26; DELIVERY PLAN

Strategic Objective	Key Deliverables	Owner	Date to be completed by
<p>1. To mitigate, as far as reasonably practicable, the risks identified within our Community Risk Register (CRA) that support the National Security Risk Assessment (NSRA) and our Strategic Aim.</p>	<p>Production of local resilience planning assumptions for the top risks in Lincolnshire and carry out a capability gap analysis. This will be based on the National Resilience Planning Assumptions.</p>	<p>RAWG</p>	
	<p>Continually review and update the Community Risk Register in line with the National Security Risk Assessment updates.</p>	<p>RAWG</p>	
	<p>Plan owners/authors to incorporate planning assumptions (above) into individual plans, ensuring demographics and vulnerabilities of local communities are planned for.</p>	<p>Plan Owners</p>	
	<p>Launch the updated version of the Community Risk Register via the new LRF website, ensuring all LRF partners share this within their own organisations.</p>	<p>Warning & Informing Group</p>	
	<p>Ensure all plans are exercised as a minimum on a three-year cycle, maintained and reported through the LRF Training Database.</p>	<p>Plan Owners / LRF Project & Training Officer</p>	
<p>2. To support a ‘whole societal’ approach to preparation, response and recovery from major incidents and emergencies within our communities.</p>	<p>Ongoing recruitment, training and development of the Ready for Anything programme.</p>	<p>CVC Group</p>	
	<p>Ongoing engagement with community emergency planning groups, parish councils, faith groups and other partners to embed emergency preparedness and response.</p>	<p>CVC Group</p>	
	<p>Review community group and Ready for Anything training and define a new approach to reinvigorate. Incorporate, where possible, community groups and Ready for Anything volunteers in planning, training and exercising.</p>	<p>CVC Group / T&E Group</p>	
	<p>Schedule an open day for recruitment of volunteers, at the County Emergency Centre, where interested parties can learn more about emergency preparedness and the roles that individuals and communities can play in the planning, response and recovery stages of an emergency or major incident.</p>	<p>CVC Group / T&E Group</p>	

Strategic Objective	Key Deliverables	Owner	Date to be completed by
3. To ensure the LRF is able to activate the appropriate supporting structures that are flexible and agile to prepare, respond and recover from a major incident or emergency.	All LRF partners to identify multi-agency training requirements for their organisation on an ongoing basis, passing this to the LRF Training & Exercising Group for planning purposes.	T&E Group	
	Plan and schedule sufficient and suitable training interventions to meet the needs of LRF partners identified above.	T&E Group	
	Record and report of training completed, non-attendance and cancellation, highlighting areas of concern through PMB.	T&E Group	
	All LRF partners to identify secondary skill gaps in their multi-agency responders, such as problem-solving, communication, etc. and pass this information to the LRF Training & Exercising Group for review and identification of solutions.	T&E Group	
	Schedule and deliver CPD events for Strategic and Tactical Commanders, focusing learning on JOL Lessons identified, outcomes of enquiries such as Manchester Arena, Martyn's Law, etc.	T&E Group	
4. To support the principles of the Stronger LRF Programme and align to the three pillars of Leadership, Accountability and Integration.	Ensure a clear line of sight from the LRF Management Team, through PMB to working project groups. Terms of Reference and work plan for each group to evidence how they align to the objectives and three pillars, with requests for support or funding must detail how they link into the objectives and pillars.	LRF Secretariat	
	Research and develop innovative solutions to support the ongoing effectiveness of the LRF before, during and after emergencies for example ESRI Mapping, Drone capability, etc.	LRF Secretariat	
	Plan for and deliver a major LRF exercise annually, whether this be local or national, ensuring representation from relevant LRF partners and incorporating a full post-event debrief.	LRF Secretariat	
5. To identify lessons from previous events and exercises both locally and nationally and translate into	Monthly review of the multi-agency JOL Lessons Identified and Notable Practices, with relevant information passed through to the LRF Training & Exercising Group for dissemination.	LRF Project Support Officer	

Strategic Objective	Key Deliverables	Owner	Date to be completed by
evaluated improvement.	Ensure learning identified from national events that are specific to the LRF, are reviewed, shared and appropriate additional planning/training is in place to support the learning e.g. Martyn's Law.	LRF Project Support Officer	



**Open Report on behalf of Martin Samuels,
Executive Director - Adult Care and Community Wellbeing**

Report to:	Public Protection and Communities Scrutiny Committee
Date:	30 January 2024
Subject:	Trading Standards Food Safety Activity 2022-2023

Summary:

This report provides an update on the work undertaken by Lincolnshire County Council Trading Standards Service in respect of Food Safety Standards Enforcement in the financial year 2022-2023.

Actions Required:

Members of the Committee are invited to review and comment on the contents of this report and the delivery of food safety and standards work undertaken by the Trading Standards Service.

1. Background

- 1.1 The Food Law Code of Practice (the Code) is issued under Section 40(1) of the Food Safety Act 1990, Regulation 6(1) of the Official Feed and Food Control (England) Regulations 2009 and Regulation 26 (1) of the Food Safety and Hygiene (England) Regulations 2013. The most recent version was issued in June 2023.
- 1.2 The Code places a statutory duty on Competent Authorities (CAs) to enforce the requirements of food law. Local Authorities (LAs) and Port Health Authorities (PHAs) are designated Competent Authorities. In a two-tier authority there is a division of responsibilities between County and District Councils. In Lincolnshire, responsibility for delivering food controls on behalf of the County Council is delegated to the Trading Standards Service.
- 1.3 County Councils investigate and take enforcement action in cases relating to:
 - Chemical contamination, except where it is found in primary production establishments when responsibility is shared with the District Councils.

- The adulteration, composition, advertisement, presentation, and the promotion of food information, apart from the identification markings regarding the hygiene of foods of animal origin when responsibility sits with the District Council.
- An identified health risk, notified by a Public Analyst as a result of sampling.

1.4 District Councils will investigate and take enforcement action in cases relating to:

- Microbiological quality of food, contamination by micro-organisms and their toxins and contamination by foreign matter, except where such contamination is found in establishments at the level of primary production when responsibility is shared with the County Council.
- Presence of chemical contaminants that might pose an imminent threat to public health when they will liaise closely with the County Council. Advice from the Public Analyst, or Competent Examiner, must be sought to establish whether contamination by chemicals is likely to pose an imminent risk to health.

1.5 In certain circumstances, both District and County Councils share responsibility and either or both may investigate in respect of:

- **Food Alerts:** Where a clearly identified risk to health has been notified by means of a Food Alert issued by the Food Standards Agency (FSA), either or both may be requested to investigate and take enforcement action. Responsibility will be defined in the Food Alert.
- **Use By Dates:** Where food is found to be on the market after its use by date, it is automatically deemed to be unsafe.
- **Primary Production:** While the FSA has not specified whether investigations and enforcement action in relation to primary production are undertaken at District or County level, the Code suggests that most of this work will be undertaken at County level.
- **Allergens:** Both Districts and County Councils can enforce the Food Information provisions in relation to allergen labelling of non-prepacked and pre-packed for direct sale foods. It must be agreed at a local level how enforcement of these provisions will be shared.

1.6 Trading Standards Officers can undertake food enforcement work at any point in the manufacturing, supply or retail chain including primary production on farms, manufacturers, importers, and wholesalers of ingredients or finished foods, food retailers, kitchens, catering establishments, restaurants and takeaways.

2. General Requirements of the Code

2.1 As a Competent Authority, Lincolnshire County Council must have regard to:

- The Code and the Food Law Practice Guidance (the Practice Guidance).
- The Framework Agreement on Official Feed and Food Controls by Local Authorities (the Framework Agreement).
- Any appropriate guidance.
- If they consider public health or food safety is likely to be compromised by complying with the Code, discuss the matter with the FSA at the earliest opportunity and before any decision is taken.
- Provide the FSA with relevant datasets, as detailed in the Practice Guidance.

2.2 The code requires documented procedures, policies, plans and programs be set-up, and maintained. The Trading Standards Service undertakes annual service planning based on the principles set out in the Framework Agreement. In Quarter 1 each year, a plan of food standards enforcement activity is produced. Consideration is given to the following requirements of the Framework Agreement and Food Law Code of Practice:

Local, regional, and national liaison

2.3 As the Competent Authority, Trading Standards must put in place effective liaison arrangements, with:

- Neighbouring competent authorities, delegated bodies, government agencies and any other appropriate body.
- Other delegated bodies or government organisations aimed at rationalising enforcement and reducing burdens on business.

2.4 In two tier Competent Authority areas, the District and County Council must ensure that:

- Effective day-to-day liaison arrangements are in place, documented and operating satisfactorily.
- Initial food business registration information is supplied by the District Council to the County Council within 28 days of receipt.

- Information they receive that indicates a change in the operations within a food business establishment, and information on any withdrawal, suspension, or reinstatement of an establishment's approval, is passed to the other relevant Competent Authorities within 28 days.

2.5 Competent Authority liaison groups help to maintain effective and efficient delivery of official food controls. The lead food officer or another competent officer represents the authority at liaison group meetings.

Primary Authority

2.6 Primary Authority is a statutory scheme administered by the Office for Product Safety and Standards (OPSS). In England, and Wales the scope of Primary Authority includes matters relating to food and feed. Food businesses that wish to benefit from Primary Authority will need to partner with a local authority.

2.7 Primary authorities provide advice on compliance to businesses that other local regulators must respect. They can also produce an inspection plan for a business or the members of a trade association (or other type of group), to improve the effectiveness of visits by local regulators and underpin better sharing of information.

2.8 There are benefits for business, regulators and citizens arising from Primary Authority including:

Businesses:

- Have access to relevant, authoritative tailored advice.
- Gain recognition of robust compliance arrangements.
- Can draw on an established and effective means of meeting business regulations.
- Can be more confident they are protecting themselves and their customers.

Regulators:

- Have greater clarity over where responsibility lies.
- Can support local economic growth through stronger business relationships.
- Can improve the consistency of local regulation and target resources on high-risk areas.
- Can develop their staff expertise via partnerships.
- Can protect front line services through cost recovery.

Citizens:

- Are better protected as businesses find it easier to comply with legislation.
- Are at reduced risk as local authorities better understand the businesses they regulate and can target resources on high-risk areas.

2.9 The FSA endorses Primary Authority and works as a National Regulator with OPSS to support the delivery of Primary Authority for food regulators to deliver consistency between Competent Authorities and avoid unnecessary duplication of regulatory effort. The FSA expects Competent Authorities to fulfil their statutory obligations under Primary Authority. Competent Authorities must have regard to the Department for Business, Energy and Industrial Strategy (BEIS) Primary Authority Statutory Guidance, specifically to Part E which provides guidance on their responsibilities as 'enforcing authorities' within Primary Authority.

Authorisation, qualifications, and competency

2.10 Competent Authorities must appoint enough suitably qualified and competent officers to ensure that official food controls can be performed efficiently and effectively.

2.11 Competent Authorities must appoint one or more, suitably qualified and competent lead food officer(s), who are responsible for the operational management of food law matters.

2.12 The lead food officer(s) must ensure officers carrying out official food controls or other official activities hold a statutory qualification listed in the code of practice, that is relevant to their role and the activities they will be authorised to undertake.

2.13 Where food business establishments operate quality assurance systems, authorised officers should possess an appropriate qualification, or have equivalent professional experience and competency, to enable them to assess quality assurance systems.

2.14 To maintain authorization, officers must receive appropriate training based on the principles of continuing professional development (CPD). Competent Authorities must ensure authorised officers remain competent by receiving a minimum of 20 CPD hours per year, relevant to the activities they are authorised to undertake.

3. Delivery of Interventions

Frequency of Interventions

3.1 A Food Standards Scoring System is incorporated into the Food Law Code of Practice based on several variables including the complexity of legislation a business must comply with, the potential adverse effects on consumers and other businesses if problems arise, and a Competent Authority's confidence in that business based on their interactions with them.

3.2 Trading Standards maintains a database of food businesses updated regularly with details of new businesses registered with the District Councils. Each premise is risk assessed based on activity and compliance levels. A score is calculated that identifies the level of risk associated with each premise.

3.3 The table below shows the score banding and how it correlates to the intervention frequency:

Category	Score	Minimum Intervention Frequency
A	101 - 180	At least every 12 months
B	46 - 100	At least every 24 months
C	0 - 45	Alternative enforcement strategy or intervention every five years

3.4 Based on these FSA bandings, Lincolnshire had 14 businesses requiring an annual intervention, 1451 requiring a biennial intervention and 6487 that should be subject to intervention every five years or via an alternative enforcement strategy.

3.5 Interventions include inspections; monitoring; surveillance; verification; audit; and sampling.

3.6 To fully meet the requirements of the code of practice and framework agreement, Trading Standards should complete interventions at 740 businesses in categories A and B and either an intervention or alternative enforcement strategy at 1298 businesses in category C based on the minimum intervention frequency above.

4. Food Complaints

4.1 All food related complaints received made to the Trading Standards Service are reviewed on receipt by the service's intelligence team and assessed in line with service objectives and documented Duty Officer guidance.

4.2 Complaints may be noted for intelligence only, passed to partner agencies or allocated for further investigation. Complaints relating to allergens, food on sale past its use by date or on sale with amended durability markings, substitution of ingredients, chemical contamination or food fraud would be considered serious and referred for further investigation.

4.3 Complaints noted for intelligence purposes only are reviewed regularly to identify any emerging issues or potential threats. They are also monitored to identify premises for inclusion in sampling and inspection programmes where appropriate.

5. Advice to Business

5.1 Trading Standards endeavours to support businesses comply with their legal responsibilities. General food safety advice and guidance is available to all food business operators free of charge, time limited to one hour.

5.2 The Service can provide more detailed advice to businesses seeking guidance for technical or complex enquiries, training or auditing on a pay as you go basis. Charges for this service are based on cost recovery and offered to businesses that want advice but do not want to enter a formal Primary Authority partnership.

5.3 Any business wanting to enter a Primary Authority partnership can approach the service. Again, charges are applicable on a cost recovery basis and the number of hours is agreed annually.

6. Food Sampling

6.1 Food sampling, analysis and examination provides intelligence and evidence on the safety and authenticity of food on the UK market. It supports enforcement action to protect consumers and enables the FSA to meet its statutory obligations as a Central Competent Authority.

6.2 Competent Authorities must ensure:

- Food sampling is undertaken effectively and consistently.
- Non-compliance is dealt with in accordance with the requirements of the Code.

7. Food Safety Incidents

7.1 A “food incident” is defined as any event where there are concerns about actual or suspected threats to the safety, quality or integrity of food that could require intervention to protect consumers' interests based on the information available. Quality should be considered to include food standards, authenticity and composition.

7.2 There are three categories of food incident which may overlap:

- **Food Hazards:** Food-related incidents involving (or suspected to involve) a biological, chemical and/or physical agent in food, or the condition of any food with the potential to cause an adverse effect on the health or safety of consumers.
- **Food fraud and food crime:** Serious dishonesty which has a detrimental impact on the safety or the authenticity of food, drink or animal feed. Food crime can be thought of as serious food fraud.
- **Non-Hazardous Incidents:** Issues of quality, provenance, authenticity, composition and labelling that may impact the supply chain.

7.3 Food hazards are categorised according to the following criteria:

- **Localised food hazard:** Food is not distributed beyond the boundaries of the competent authority and is not deemed to be a serious hazard. Incidents are dealt with by local Competent Authority, in conjunction with other relevant agencies.
- **Serious localised food hazard:** Food is not distributed beyond the boundaries of the Competent Authority, but which involves or may involve: Allergens, E. coli O157, other Verocytotoxin-producing Escherichia coli (VTEC), Clostridium botulinum, Salmonella typhii or Salmonella paratyphi, or is considered significant because of the vulnerability of the population likely to be affected, the numbers involved or any deaths associated with the incident for example. The Competent Authority must notify the FSA and other relevant agencies at the earliest opportunity by the quickest available means and confirm in writing on an incident report form.
- **Non-localised food hazard:** Food is distributed beyond the boundaries of the Competent Authority. The Competent Authority must notify the FSA and other relevant agencies at the earliest opportunity by the quickest available means and confirm in writing on the incident report form.

7.4 Once a food hazard has been identified, the Trading Standards Service must immediately carry out a risk assessment to determine the likely scale, extent and severity of the risk to public health or safety. Responsibility at local level remains with Trading Standards unless and until written notification is received from the FSA.

7.5 Food incidents that result in contraventions in law but do not amount to food hazards are normally resolved by Trading Standards and the food business operator. Significant incidents are reported to the FSA immediately.

7.6 The Service regularly publishes Food Safety Alerts issued by the FSA through our Social Media accounts.

8. Interventions at Food Establishments

8.1 The Trading Standards Service carried out 163 inspections at food premises in 2022-23. This represents an increase on the 103 undertaken in 2021-22. Most of these inspections were undertaken on site. The type of business premise inspected with the number that were found to be compliant and non-compliant are in the table below.

Business Type	Compliant	Non-Compliant
Baker	11	8
Butchers	18	4

Dairy	1	0
Greengrocer	1	0
Grocers/Deli	2	4
Supermarket	9	7
Pub	1	0
Restaurant / Cafe	18	11
Food Contact Materials Manufacturer	0	1
Confectioner / Sweet Shop	1	1
Caterer	1	0
Takeaway	24	21
Garage / Petrol	1	1
Furniture	1	0
DIY	1	0
Garden Centre / Nursery	1	0
Other Catering Accommodation	1	0
Other Food Premises	4	13

8.2 Food allergen and food information labelling remain the most common reasons for noncompliance.

Food Complaints

8.3 Trading Standards have received 103 complaints regarding food safety or standards in 2022-23, down from 127 in 2021-22. All were reviewed by the Duty officer on receipt in line with documented guidance and those relating to foreign bodies, microbiological contamination or hygiene on the premises were referred to the local District Council.

8.4 The table below contains a breakdown of the complaints and enquiries by category:

Category	Number of Complaints and Enquiries
Microbiological	4
Foreign Body (EH)	5
Chemical	2
Labelling	25
Hygiene of Premises (EH)	6
Composition	1
Presentation	1
Business Advice	6
Out of Date Food	6
Enquiry from Other Agency	8
Fraud	1
Substitution	1
Meat Species	1
Contamination	1
Allergens	18
Use By Date	6
Best Before Date	4
Other	13
Total	103

8.5 Most complaints related to food labelling (27), and allergens (19). This represents a small improvement compared with 2020-21 when the service received 51 complaints in total for these categories. All allergen related complaints and enquiries are referred to an authorised food officer to follow up due to potential safety concerns. If the manufacturer or retailer is out of County, the local Trading Standards service is notified.

8.6 Complaints relating to food being offered for sale after the use-by date has passed are referred to an officer as the food is deemed unsafe and represents a potential risk to health. The use-by date is reserved for food that is likely to become microbiologically unsafe such as meat, fish and some dairy products that could lead to food poisoning if consumed after the stated date.

8.7 Food sold past the best-before date does not present a health risk. These complaints are not automatically referred unless there are other aggravating factors, but they do form part of the wider intelligence picture and are considered to present a higher risk premises for inclusion in inspection and sampling plans.

8.8 Complaints within the other category related to a range of food related matters including the incorrect display of a food hygiene rating on a food delivery website, food delivery services, the presence of apple juice in a cherry and raspberry drink and the advertised weight of packed food.

Primary Authority

8.9 Trading Standards has retained five Primary Authority partnerships with the following companies:

Lincolnshire Co-operative Society including Gadsby's:

- Our Primary Authority Partnership covers 92 Food Stores located in Lincolnshire and the surrounding counties. They recycle all profits locally by sharing dividends with members, investing in new and improved services and by supporting local community groups, charities, and schools through their Community Champions scheme.

Gousto:

- Gousto is a subscription based online recipe kit company. They produce boxes of ingredients supplied to customers in pre-measured portion sizes for cooking at home, based on recipe instructions developed by their chefs.

Bakkavor:

- Bakkavor is a leading provider of fresh prepared food (FPF). Customers include all the well-known UK grocery retailers as well as some of the world's best-known international food brands. Products cover a range of categories including meals, desserts, pizza and bread, and salads.

Minster Fine Foods:

- Minster Fine Foods in Bourne represent a selected number of Continental Food Manufacturers responsible for the sales and marketing of their products in the UK, dealing with manufacturers across Europe, and providing products to caterers across the UK.

Branston Potatoes

- Branston Potatoes grow and sell potatoes to business and consumers as well as producing a range of potato based ready to cook prepared foods and potato-based ingredients.

8.10 This year we have supported our Primary Authority businesses with advice relating to edible insects, labelling of plant-based meat alternatives, egg coding and traceability and the use of the term "Free Range" when it was mandatory to house commercial flock during the avian influenza outbreak. Advice was provided in respect of Halal labelling and post EU exit import changes, product recall, fortification of flour and quantitative ingredient declarations. Officers also conducted a site inspection that included intake, production, and date coding.

Advice to Business

8.11 Trading Standards received 65 requests for business advice from food businesses in 2022-23. 59 were made directly to Trading Standards with most coming via the trading standards business email account.

8.12 Most enquiries received are requests for labelling advice, in particular allergen labelling. The introduction of mandatory allergen labelling for foods that have been prepacked for direct sale has resulted in many businesses asking for advice since the requirements became law in October 2021.

8.13 Trading Standards assisted a company in the release of 6000kg of imported organic pumpkin kernels being held at the border having been found to contain a pesticide residue. An officer supervised the relabelling of the products removing references to them being organic. On completion the pumpkin kernels were released and could be sold as a conventional product.

8.14 The service also oversaw the removal of the term organic from a consignment of avocados which again did not satisfy the requirements to be labelled as such.

8.15 A Trading Standards Officer seconded to Business Lincolnshire oversaw production of a Business Lincolnshire branded [Food Allergen Training Video](#). The video is available on the Business Lincolnshire YouTube channel and has been viewed over 450 times and shared with the Hospitality and Catering departments at Grantham, Boston, Stamford, Lincoln and Louth colleges to inform their catering students.

8.16 The video is based on another longer video produced by the Greater Gwent Food Group. It includes testimony from families whose lives have been affected by food intolerance who kindly gave consent for their experiences to be included.

8.17 Following an enquiry from the Food Education Programme Officer in LCC, work began on a second video aimed specifically at those catering for schools and nurseries.

Food Sampling

8.18 The food sampling budget for 2022/23 was maintained at £25,000. This allowed us to plan for the procurement and analysis of 164 samples (not including the 19 officer-initiated samples). The table below includes details of the products sampled and what they were analysed for:

Product	Analysis For	No Taken	Satisfactory	Unsatisfactory
Prepacked for direct sale sandwiches – No mayo or Salad Cream	Presence of Allergens.	31	25	3 x undeclared egg. 2 x undeclared milk. 1 x undeclared egg and milk.

Complaint Samples	Various.	8	6	1 x undeclared chicken in spicy beef pizza. 1 x undeclared milk in vegan pizza.
Takeaway Ethnic/Indian Meals containing lamb	Substitution.	15	12	1 x contained beef instead of lamb. 2 x contained beef, lamb and chicken.
Takeaway Meals containing Chicken or Vegetables	Presence of Peanuts.	15	14	1 x undeclared peanuts detected.
Takeaway Peshwari Naan	Presence of Peanuts.	30	27	3 x undeclared peanuts detected.
Spirit Drinks	Alcohol by volume content and compliance composition and labelling requirements	10	8	1 x deficient alcohol content. 1 x food labelling.
Chicken Burgers	Presence of sulphites and milk allergen casein.	11	9	2 x undeclared milk.
Undeclared sulphites and cow's milk protein in Kebab/Donor meat	Presence of sulphites and milk allergen casein.	15	6	1 x presence of sulphur dioxide. 8 x undeclared milk.
Butchers BBQ Meats	Description	12	4	7 x contaminated with other undeclared meats. 1 x undeclared sulphites

Cod and Haddock	Species	16	15	1 x haddock supplied when cod ordered.
Officer Initiative	Various	19	15	1 x prepacked sandwich incorrectly labelled. 1 x club sub roll undeclared egg. 2 x undeclared meat.

8.19 The sampling plan focussed on undeclared allergens, compositional standards and ensuring food was correctly labelled and described.

8.20 Thirty samples of ham salad rolls with no spread or mayonnaise were obtained from premises across the County. Three were found to be unsatisfactory due to the presence of egg and one for the presence of milk. Revisits were made to the four premises to discuss issues arising from cross contamination and provide advice on best practice. One café took the decision to remove egg from their menu to avoid cross contamination in the future.

8.21 One lamb dish obtained from an ethnic takeaway was found to contain 100% beef and no lamb. Follow up enquiries showed the supplier invoice only described the product supplied as “meat”. The matter was taken up with the wholesaler who was advised that the actual species must be included on their invoice.

8.22 Several samples of doner kebab meat were found to be unsatisfactory due to the presence of undeclared milk. Further investigation identified two instances where milk was not included in the list of ingredients by the manufacturer. Details were passed to the relevant Trading Standards service for the factories where the kebab meat was manufactured to provide advice and guidance.

8.23 Thirty samples of Peshawari naans were sampled for the presence of undeclared peanuts resulting in three adverse results. One provider admitted they were aware naan contained peanuts and confirmed that it should not have been supplied to the officer who had ordered a peanut free naan over the phone. Trace amounts of peanut were found in coconut flour when the Peshawari naan ingredients were examined and sampled during follow up enquiries. The matter was referred to the local Trading Standards service where the factory packing the coconut flour was based.

8.24 Twelve samples of BBQ meats were sampled and submitted for analysis to confirm the species of meat was properly declared. Five were found to contain meats other than that declared. Two failed food information labelling requirements and a further sample failed for the presence of an undeclared allergen, namely sulphites. Revisits to

provide advice and guidance have been made to all premises where an adverse sample was taken.

Food Safety Incidents

8.25 Trading Standards has responded to several requests for assistance from the Food Standards Agency in relation food incidents. This included enquires to trace poultry meat from a premises infected with avian influenza, and food supplement drinks labelled only in German.

8.26 Checks were made to establish if a local retailer had been supplied noodles from Thailand manufactured with a genetically modified ingredient.

8.27 Trading Standards also assisted in ensuring that a local business had withdrawn a food product containing the additive, tartrazine, that was not permitted in that category of food. The FSA issued advice that the product was to be withdrawn from sale in Great Britain.

8.28 Trading Standards has continued to support a local business that processes consignments of nuts found to contain excessive levels of aflatoxins. Officers have overseen the delivery and treatment of two consignments and taken formal samples for submission to the Public Analyst. On receipt of a satisfactory result confirming that the aflatoxins levels are within permitted levels, the nuts can be incorporated into animal feed.

8.29 Trading Standards has also promoted 86 national food recall notices issued by the FSA through our social media platforms. Recall notices were issued in response to a variety of food incidents including the presence of undeclared allergens, microbiological contamination, and the presence of foreign bodies.

9. Liaison with Other Organisations

9.1 Trading Standards Officers maintain strong partnerships with the District Council Environmental Health Teams. Information is shared relating to food safety incidents and problems identified during inspections undertaken by either service that are enforced by the other. This would include matters of low food hygiene rating and potential microbiological contamination, poor allergen awareness and working practices that could result in cross contamination, out of date food and the presence of food not labelled correctly.

9.2 Trading Standards provided food standards assistance to Environmental Health Officers investigating a school meal provider who provided a dairy intolerant child with a meal containing cheese that resulted in a successful prosecution brought by the District Council.

9.3 Joint inspections were carried out with Environmental Health colleagues to a restaurant following a complaint concerning the presence of gluten in a meal

supplied to a gluten intolerant consumer and to a fast-food chain outlet following a complaint that allergen information was not available for prospective customers to review.

9.4 The Lead officer for Food represents Lincolnshire Trading Standards on the Trading Standards East Midlands regional working group on food and allergens. The Head of Trading Standards also attends the meetings as the Regional Heads of Service representative. The group meets on a quarterly basis to discuss food safety and allergen related issues and to share best practice. The Food Standards Agency and the Food Standards Agency Food Crime Unit are invited to attend and provide updates on their work.

10. Training and Competency

10.1 Trading Standards had 11.6 F.T.E Trading Standards Officers who hold a food qualification included in the food law code of practice. Not all staff holding a qualification are deemed competent to undertake all aspects of food safety work. This is due to them working predominantly in other areas of the service where they have not had the opportunity to maintain their CPD and satisfy the requirements of the Code.

10.2 In Lincolnshire, Trading Standards Officers are either deemed to be competent generally to undertake all official controls or competent in one or more of five areas below:

- Inspection of Food Establishments.
- Use of Enforcement Sanctions.
- Sampling.
- Import and Export Controls.
- Reactive investigations.

10.3 The Service has 3.6 F.T.E. who are competent in all areas. It should be noted that these officers are generalist officers who also undertake other non-food related duties. It is estimated that they contribute the equivalent of 2.1 F.T.E. to food related work.

10.4 An additional 3 F.T.E are considered competent to undertake inspections, use enforcement sanctions and undertake reactive investigations, with an additional 3.6 F.T.E. competent to take formal food samples. They contributed an additional 0.7 F.T.E. to food related work. Two Officers holding a food qualification are not deemed to be frontline but have assisted in training and assessing those studying for the food qualification.

10.5 The Service committed £25,825 to training in 2022-23. £5,453 has been utilised to training new food officers and to assist qualified officers in meeting their CPD requirements.

10.6 Looking forward the Service has one officer currently undertaking stage two of the Trading Standards Qualification Framework. A further four are in the first year of, or due to start, a Trading Standards Professional apprenticeship. Two officers who have recently completed stage two of the qualification framework are currently studying food and will sit their exams in 2024. One Officer successfully completed the food module and is currently working to gain further food experience.

10.7 The Service has recently lost one qualified officer due to retirement and expects to lose two more to retirement within the next two years. One officer who was studying for the food exam also left the service finding employment in another regulatory service.

11. Conclusion

11.1 The Trading Standards Service acknowledges that they fall below the level of interventions required under the Food Law Code of Practice. However, proactive work is based on intelligence and the service endeavours to respond to complaints and service requests to address concerns and support local businesses.

11.2 The Service has established partnership working arrangements with the District Councils and other neighbouring regional trading standards services. These partnerships are an effective means of sharing intelligence and best practice.

11.3 The Primary Authority partnerships are being maintained and offering a good level of support to the businesses signed up. The Trading Standards Service should look to expand this area of work if capacity to undertake food work increases.

11.4 The Trading Standards Service is committed to training and developing its officers including meeting the continuous professional development requirements necessary for officers to retain their competency to undertake food safety work.

11.5 The Service recognises the profile of those currently authorised and competent to undertake food standards work and is actively training officers to replace those who will leave the service in the coming months and years.

12. Consultation

a) Risks and Impact Analysis

No project planning, changes to services, policy development or commissioning/decommissioning of services are considered in this report.

13. Background Papers

The following background papers as defined in the Local Government Act 1972 were relied upon in the writing of this report.

Document title	Where the document can be viewed
The Food Law Code of Practice (England)	Food law code of practice (England)

This report was written by Mark Keal, who can be contacted on 07500074526 or Mark.Keal@lincolnshire.gov.uk.



**Open Report on behalf of Andrew Crookham,
Deputy Chief Executive & Executive Director – Resources**

Report to:	Public Protection and Communities Scrutiny Committee
Date:	30 January 2024
Subject:	Public Protection and Communities Scrutiny Committee Work Programme

Summary:

This item enables the Committee to consider and comment on the content of its work programme for the coming year to ensure that scrutiny activity is focused where it can be of greatest benefit. The work programme will be reviewed at each meeting of the Committee to ensure that its contents are still relevant and will add value to the work of the Council and partners.

Actions Required:

Members of the Committee are invited to review the work programme and highlight any additional scrutiny activity which could be included for consideration in the work programme.

1. Background

Overview and Scrutiny should be positive, constructive, independent, fair, and open. The scrutiny process should be challenging, as its aim is to identify areas for improvement. Scrutiny activity should be targeted, focused and timely and include issues of corporate and local importance, where scrutiny activity can influence and add value.

All members of overview and scrutiny committees are encouraged to bring forward important items of community interest to the committee whilst recognising that not all items will be taken up depending on available resource.

The Committee is encouraged to highlight items that could be included for consideration in the work programme.

2. Work Programme

30 JANUARY 2024		
	Item	Contributor
1	Revenue and Capital Budget Proposals 2024/25 <i>(Pre-Decision/Budget Scrutiny – Executive decision on 6 February 2024)</i>	Michelle Grady, Assistant Director - Finance
2	Community Risk Management Plan 2024-2028 <i>(Pre-Decision Scrutiny – Executive decision on 6 February 2024)</i>	Ryan Stacey, Assistant Chief Fire Officer Richard Blee, Group Manager Integrated Risk
3	Lincolnshire Fire and Rescue Attendance at Flooding Incidents - Annual Report on Performance up to March 2023	Mark Baxter, Chief Fire Officer
4	Lincolnshire Local Resilience Forum (LRF) Business Plan 2023-2026	Mark Baxter, Chief Fire Officer Ian Reed, Head of Emergency Planning
5	Trading Standards Food Safety Activity 2022-2023	Mark Keal, Head of Trading Standards Paul Dolby, Senior Trading Standards Officer Chad Saratoon, Principal Trading Standards Officer

19 MARCH 2024		
	Item	Contributor
1	Lincolnshire Road Safety Partnership Annual Report	Steven Batchelor, Lincolnshire Road Safety Partnership Senior Manager
2	Service Level Performance Reporting against the Success Framework 2023-2024 – Quarter 3	Martyn Parker, Assistant Director - Public Protection Nicole Hilton, Assistant Director - Communities Lee Sirdifield, Assistant Director - Corporate Mark Baxter, Chief Fire Officer Steven Batchelor, Lincolnshire Road Safety Partnership Senior Manager
SITTING AS THE CRIME AND DISORDER SCRUTINY COMMITTEE		
3	Domestic Abuse Strategy – Update Report	Jade Thursby, Domestic Abuse Business Manager

19 MARCH 2024	
Item	Contributor
4	Serious Violence in Lincolnshire - A Partnership Response – Position Report Clare Newborn, Head of Community Safety Zoe Walters, Business Manager, Safer Lincolnshire Partnership Angela Nauth, Serious Violence Coordinator, Safer Lincolnshire Partnership

14 MAY 2024	
Item	Contributor
1	Citizens Advice Annual Report Monica Stark, Chair CA Lincs
2	Lincolnshire Fire and Rescue New Crewing Arrangements – Post Implementation Review Mark Baxter, Chief Fire Officer
3	His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) Inspection of Lincolnshire Fire and Rescue – Progress Update against Areas for Improvement and Action Plan Mark Baxter, Chief Fire Officer
SITTING AS THE CRIME AND DISORDER SCRUTINY COMMITTEE	
4	Prevent Annual Report Richard Clare, Strategic Prevent Lead, Safer Communities Clare Newborn, Head of Community Safety

25 JUNE 2024	
Item	Contributor
1	Lincolnshire Fire and Rescue Statement of Assurance Mark Baxter, Chief Fire Officer
2	Update on Lincolnshire Fire and Rescue's Waddington Training Facility Mark Baxter, Chief Fire Officer
3	Volunteering in Lincolnshire Lee Sirdifield, Assistant Director - Corporate Ben Rollett, CEX, Voluntary Centre Services

25 JUNE 2024	
Item	Contributor
SITTING AS THE CRIME AND DISORDER SCRUTINY COMMITTEE	
4	Safer Lincolnshire Partnership Annual Report Zoe Walters, Business Manager, Safer Lincolnshire Partnership
5	Lincolnshire Women and Girl's Strategy (Reducing Reoffending) Karen Pentin, Community Safety Strategy Coordinator Zoe Walters, Business Manager, Safer Lincolnshire Partnership

30 JULY 2024	
Item	Contributor
1	Coroners Service Annual Update Report Paul Smith, HM Senior Coroner for Lincolnshire
2	Lincolnshire Fire and Rescue Integrated Risk Management Plan 2020-2024 – Yearly Update Mark Baxter, Chief Fire Officer
3	Service Level Performance Reporting against the Success Framework 2023-2024 – Quarter 4 Martyn Parker, Assistant Director - Public Protection Nicole Hilton, Assistant Director - Communities Lee Sirdifield, Assistant Director - Corporate Mark Baxter, Chief Fire Officer Steven Batchelor, Lincolnshire Road Safety Partnership Senior Manager
SITTING AS THE CRIME AND DISORDER SCRUTINY COMMITTEE	
4	Antisocial Behaviour Core Priority Group Report (including Community Trigger) Lisa Merriman, Community Safety Strategy Co-ordinator Zoe Walters, Business Manager, Safer Lincolnshire Partnership
5	Drug and Alcohol Core Priority Group Report Jemma Clarke, Community Safety Strategy Coordinator Lucy Gavens, Consultant in Public Health

24 SEPTEMBER 2024	
Item	Contributor
1	Registration and Celebratory Services Annual Report James Chapple, Head of Registration, Celebratory and Coroners Services
2	Trading Standards Impacts and Outcomes Framework – Annual Report Mark Keal, Head of Trading Standards
3	Service Level Performance Reporting against the Success Framework 2024-2025 – Quarter 1 Martyn Parker, Assistant Director - Public Protection Nicole Hilton, Assistant Director - Communities Lee Sirdifield, Assistant Director - Corporate Mark Baxter, Chief Fire Officer Steven Batchelor, Lincolnshire Road Safety Partnership Senior Manager
SITTING AS THE CRIME AND DISORDER SCRUTINY COMMITTEE	
4	Safer Lincolnshire Partnership – Fraud Update Report Vicky Salmon, Community Safety Strategy Co-ordinator
5	Stay Safe Partnership Annual Update Report Kathryn Smith, Community Safety Strategy Coordinator Prevention Education Clare Newborn, Head of Community Safety

12 NOVEMBER 2024	
Item	Contributor
1	Lincolnshire Fire and Rescue Attendance at Flooding Incidents - Annual Report on Performance Mark Baxter, Chief Fire Officer
2	Service Level Performance Reporting against the Success Framework 2024-2025 – Quarter 2 Martyn Parker, Assistant Director - Public Protection Nicole Hilton, Assistant Director - Communities Lee Sirdifield, Assistant Director - Corporate Mark Baxter, Chief Fire Officer Steven Batchelor, Lincolnshire Road Safety Partnership Senior Manager
SITTING AS THE CRIME AND DISORDER SCRUTINY COMMITTEE	

12 NOVEMBER 2024	
Item	Contributor
3	LCC and Lincolnshire Police Safer Together Partnership Agreement Clare Newborn, Head of Community Safety
4	LCC Community Safety - Evidence Based Practice Claire Seabourne, Community Safety Business Manager

3. To be programmed

Future items to be programmed include:

- Community Safety and Public Trust in Police
- Lincolnshire Fire and Rescue Progress Against the Recommendations on Culture by His Majesty's Inspectorate for Fire and Rescue Services
- Leverton Lincolnshire Fire and Rescue Project (Summer 2024)
- Trading Standards – Tackling Repeat Offenders of Illicit Alcohol and Tobacco Products

4. Conclusion

The Committee is invited to review and comment on the work programme and highlight any additional scrutiny activity which could be included for consideration in the work programme. Members are encouraged to make suggestions and recommendations pertinent to specific topics and themes that should be included in the future workstreams of the Committee.

5. Consultation

a) Risks and Impact Analysis

N/A

6. Appendices

These are listed below and attached at the back of the report	
Appendix A	Forward Plan of Decisions relating to the Public Protection and Communities Scrutiny Committee

7. Background Papers

No background papers within Section 100D of the Local Government Act 1972 were used in the preparation of this report.

This report was written by Tracy Johnson, Senior Scrutiny Officer, who can be contacted on 07552 253814 or by e-mail at tracy.johnson@lincolnshire.gov.uk.

Forward Plan of Decisions relating to the Public Protection and Communities Scrutiny Committee

MATTERS FOR DECISION	DATE OF DECISION	DECISION MAKER	PEOPLE/GROUPS CONSULTED PRIOR TO DECISION	OFFICER(S) FROM WHOM FURTHER INFORMATION CAN BE OBTAINED AND REPRESENTATIONS MADE	KEY DECISION YES/NO	DIVISIONS AFFECTED
Approval of Lincolnshire Fire and Rescue’s Community Risk Management Plan for 2024 to 2028	06 Feb 2024	Executive	Public Protection and Communities Scrutiny Committee	Mark Baxter, Chief Fire Officer, mark.baxter@lincolnshire.gov.uk	Yes	All

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