Warwickshire Fire and Rescue Service IRMP Annual Review 2019 - 20	
Looking Back at What We have Achieved **Each year, we develop an action plan that supports our overarching IRMP proposals. This helps us deliver continuous improvement.**	
Last year, we identified these actions. We said we would:	**We are proud to say:**
Identify further opportunities to develop collaborative working with other blue light services to enhance efficiency, effectiveness and public safety.	We introduced new command and control software in our Fire Control which improved our management of emergency incidents and enabled us to provide a robust back up with Northamptonshire, our neighbouring Fire and Rescue Service. We are progressing the development of new training facilities at four sites across Warwickshire, including breathing apparatus training and water rescue training facilities at Lea Marston in partnership with the Environment Agency.
Continue to review the number, location and resourcing of our fire stations and fire engines.	We are continuing to review our fire station locations across the County to ensure that we respond to emergencies as quickly as we can. Because we know how important this is to you, we asked an independent third party to check and confirm our work. We are providing an additional fire station in Rugby in response to the changing community risk of the area, and we have secured funding from the developers to help pay for the new fire station. We took delivery of a brand new aerial fire appliance in October 2019 which is designed to provide easy access to high rise properties, even in narrow streets.
Maximise the flexibility and utility of our workforce.	We are continuing to work with our wholetime staff to develop flexible ways to work to make sure that we continue to provide consistent and robust levels of service across the County, including providing additional support for stations on the Day Crewing Plus duty system. In the last year we have recruited 15 new wholetime firefighters on flexible crewing contracts and 14 on-call firefighters.

	We have changed our senior management structure to include both uniformed and non-uniformed staff, which has given us greater flexibility and enabled us to make the best use of the skills and experience of the people that work for us.
Develop the use of emerging technology.	We are part of the national Emergency Services Network programme to provide a replacement communications system that will ensure we can communicate effectively with other fire and rescue services, blue light services and responding agencies using the latest digital technology. The latest Microsoft computer software (Microsoft 365) has been rolled out across the Service to improve internal and external communications and staff flexibility. We have introduced live video links at incidents which can be viewed remotely to ensure we are doing everything we can as safely as possible to deal with the incident.
Use our capacity to improve wider community health and social care outcomes.	We have successfully launched a hospital to home service, which has enabled us to deliver prevention advice and conduct safe and well checks for our most vulnerable residents and helped reduce pressure and impacts on hospitals. This has been even more important during the Covid 19 pandemic where our staff supported the national effort to protect the NHS. We are working closely with our partners to ensure that we continue to reach and support our most vulnerable residents.
Deliver continuous improvement activity as identified through the HMICFRS inspection programme	Our HMICFRS inspection took place in July 2018 and we were judged 'Good' overall. Based on the recommendations in the HMICFRS report, we have • Recruited more staff to work in our Fire Protection department to deliver a risk based inspection programme • Reviewed our recruitment practice to better target under-represented groups • Developed our understanding of diversity • Engaged and consulted with our communities