



Property Plan 2026-30



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OUR CORE CODE OF ETHICS

We follow the [Core Code of Ethics for Fire and Rescue Services \(FRS\)](#) in England which guides everything we do.

Putting our communities first

We put the interest of the public, the community and service users first.

Integrity

We act with integrity including being open, honest and consistent in everything we do.

Dignity and respect

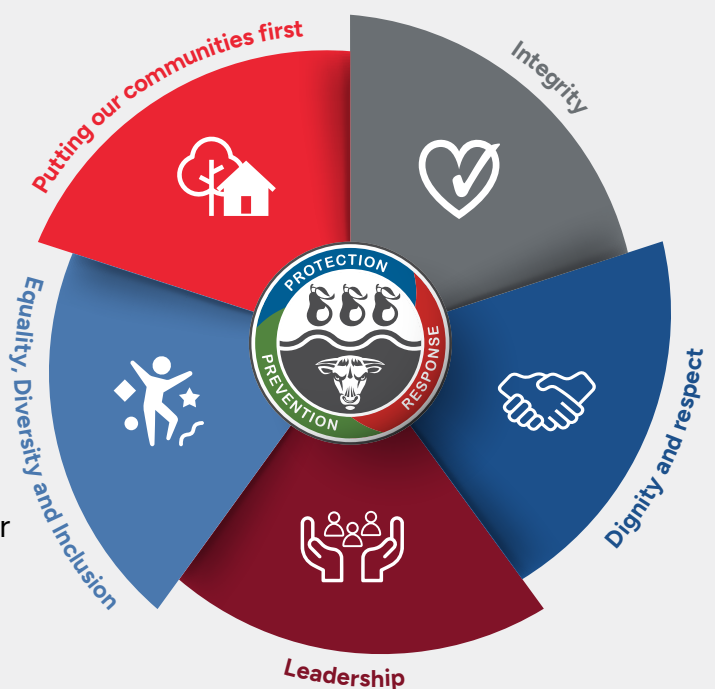
We make decisions objectively based on evidence, without discrimination or bias.

Leadership

As positive role models, we are accountable for everything we do and challenge all behaviour that falls short of the highest standards.

Equality, Diversity and Inclusion

We stand against all forms of discrimination, create equal opportunities, promote equality, foster good relations and celebrate difference.



Introduction

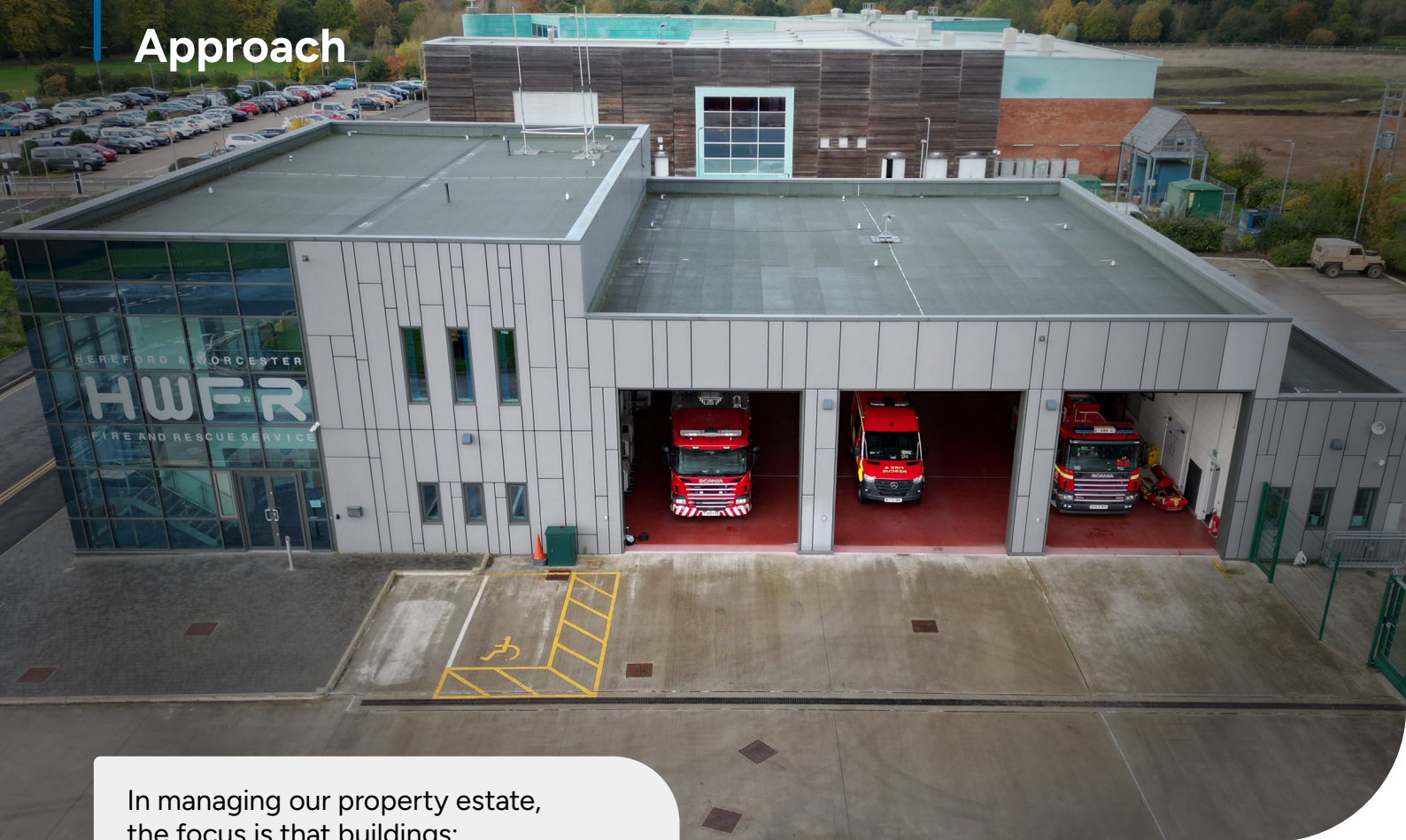


This plan gives clarity and direction on how we will ensure our workforce have the right buildings across our counties to do their job to the best of their ability every day, which will support Hereford & Worcester Fire and Rescue Service (HWFRS) to deliver our core aim of providing high quality and sustainable services to our communities.

Property Services are led by the Director of Protection, and managed by our Property and Environment Manager. Our work is undertaken by a team of professional staff, supported by a Service Level Agreement (SLA) with the Police and Crime Commissioner for West Mercia Estates Team. The property team leads, manages and coordinates all property functions in the Service and is supported by operational crews and external contractors to deliver the management, maintenance and development of property services across the estate.



Approach



In managing our property estate, the focus is that buildings:

Meet operational need

- Ensuring our staff have the correct 'tools' to ensure they can undertake their roles more effectively and that buildings provide the most appropriate facilities to support; operational response, training, prevention, protection activities, welfare facilities and accessibility.

Are safe

- Providing safe working environments and reducing risks as effectively as possible.

Are sustainable

- Both financially and in minimising the impact on the environment through better energy usage, using technology to provide more sustainable solutions and reducing our carbon footprint.

This Plan provides details of the proposed works for both major and minor build programmes and renovation/refurbishment works over the Plan period. We will continually monitor and review our progress and will update the plan on a yearly basis, if necessary. The annual review will also enable us to evaluate the plan against the Asset Management Strategy 2025-30, and the three main core strategies of; Prevention, Protection and Response, which align to the Community Risk Management Plan (CRMP) 2025-30. Ensuring our staff have the right buildings so that they can deliver effective and efficient services that support our purpose, vision and mission.



Hereford Fire Station

The existing Hereford Fire Station was identified by Hereford and Worcester Fire and Rescue Service (HWFRS) as requiring significant improvement, as the building was no longer fit for purpose and performed poorly in both economic and environmental terms. Following a feasibility study undertaken by Bond Bryan Architects in early 2021, a decision was taken to demolish the existing fire station and replace it with a new facility on the same site, accommodating the full range of existing operational functions.

The approved scheme comprises the demolition of the fire station and associated ancillary buildings, with all functions consolidated within a new, purpose-built fire station. The development also includes the provision of a new training tower. All planning, design, and tendering activities were completed during the 2021–25 Property Plan period, with construction commencing on site in July 2025. Completion of the new fire station is anticipated in early 2027, where fire crews will move out of their temporary location at Mortimer Road.



Property Plan continued

Capital Programme

Relocation of Training Centre to Wyre Forest

The re-development of the Wyre Forest Fire Station High Volume Pump (HVP) building to create a new training facility with associated accommodation and training rooms is proposed. The strategic brief is to develop the initial brief and outline sketch proposals to allow for a planning application to be progressed. The existing Fire Station building at Wyre Forest was designed by Bond Bryan Architects and completed in 2019.



Leintwardine Fire Station Extension

The development of Leintwardine Fire Station was identified following the completion of a feasibility study, which appraised the available options and enabled the Service to determine the form in which the project should proceed. Planning permission was sought and approved for a front extension to the existing building, together with the provision of a working at height training facility at the rear of the site during the previous Property Plan 2021-25.

The project has now progressed and entered the construction phase during 2026. The scheme includes the internal refurbishment and remodelling of the existing layout, delivering improved welfare facilities, a dedicated breathing apparatus cleaning area, and enhanced storage and locker room provision.



Working at Height Training Facilities

The Service completed a review of all existing facilities in the Property Plan 2021-25, and an assessment of working at height facilities at all new Capital Build projects (e.g. Hereford, Redditch and Broadway). Ross-on-Wye Fire Station had been identified as a project to progress and construction was completed 2025. A further assessment will be carried out during this plan period, and where resources allow appropriate plans will be developed for replacement or alternative facilities.



Property Plan continued

Capital Programme



North Herefordshire Strategic Training Facility (STF)

The original proposal set out in the Property Plan 2021–25 identified the police site at Enterprise Way, Leominster, as the preferred location for the development of a Strategic Training Facility. This approach was intended to support joint working and collaboration with partner organisations, including West Mercia Police and neighbouring fire and rescue services.

However, following completion of the tender process, it has become clear that the project is not financially viable in its current form, with costs exceeding available budgets. As a result, the scheme as originally proposed is now considered cost prohibitive.

In light of this, a strategic decision has been taken to pause the current proposals and undertake a comprehensive review of alternative options. This review will focus on identifying a more suitable and affordable site within the wider North Herefordshire area that can accommodate a carbonaceous fire training facility that meets current and future operational training requirements. Additionally, the existing fire training facility at Peterchurch has been reviewed and a plan will be developed for a replacement facility on the same site during this 2025-30 plan period.

Planned Programme of Work

Subject to Change

Planned Renovation / Refurbishment Works

Site	Proposed Works / Description	Target Completion Date
Across Estate	EIC electrical inspections (remedial works from the 5 yearly reports)	2027-28
Across Estate	Water Hygiene remedial works (remedial works from the 5 yearly reports)	2026-27
Across Estate	Asbestos remedial works (remedial works from the 5 yearly reports)	2026-27
Across Estate	Electric Vehicle charging points New installs required at another 8 stations (not including those planned at Hereford)	2029-30
Bromyard	<p>Package of works to include:</p> <ol style="list-style-type: none"> 1. Paint Drill Tower. 2. Kitchen replacement with the meter boxing from previous year. 3. Drainage in appliance bay – additional arco drain. 4. External Decorations. 5. Extension for WRA kit – Showers / Drying / Lockers / Storage. 6. Additional external lights for tower drill and at front of yard required. 7. LED Programme. 8. Tarmac works – still pooling from recent works. 9. Internal Redecorations. 	2027-28
Ewyas Harold	Full redecoration and heating upgrade Following review of Condition Survey Reports (Fabric & M&E).	2026-27
Kingsland	<p>Package of works to include:</p> <ol style="list-style-type: none"> 1. External lighting improvements to front of Station – 2xLED flood-lights each side of the Appliance Bay required. 2. Heating at station to be upgraded. 3. Internal refurbishment / asbestos removal / extension. 4. Flat Roof Renewal. 	2026/27
Ledbury	New heating hot water boiler	2026-27
Upton upon Severn	BA Room, Drying Room and WFR Full scope of works to be confirmed.	2027-28
Worcester	Re-decoration throughout (including flooring, Whiterock, M&E items, signage and Fire Alarm System Replacement). Need to confirm full scope of works and review the Condition Surveys (fabric & M&E). Scope to also include new signage and review of internal fixtures and fittings.	2027-28
Wyre Forest	Lighting changes Review of the lighting controls and specification.	2028-29

Legislative Requirements

- Building Regulations Approved Documents, including; the Building Regulations 2010 – Conservation of fuel and power, Approved Document L;
- Building Act 1984;
- Regulatory Reform (Fire Safety) Order 2005;
- National Planning Policy Framework; Ministry of Housing, Communities and Local Government;
- The Building Safety Act 2022;
- Management of Health and Safety at Work Regulations 1999;
- Manual Handling Regulations 2007;
- Display Screen Equipment Regulations 2002;
- Workplace (Health, Safety and Welfare) Regulations 1992;
- The Provision of and Use of Work Equipment Regulations (PUWER) 1998;
- The Personal Protective Equipment (PPE) Regulations 2022 amend the 1992 Regulations;
- Town and Country Planning Act 1990;
- Planning (Listed Buildings and Conservation Areas) Act 1990.



Monitoring and Review

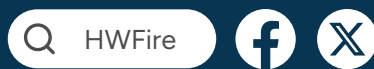
The programme of work is measurable. Therefore, we are able to continually monitor relevant information to be fully informed throughout the Plan period of the progress made on each project.

Alongside monitoring, we will review the progress of each project listed in the Programme of Works to enable us to identify any subsequent actions which may need to be carried out to ensure the works are delivered within the timeframe identified. The first review will be carried out no later than one year from the publication of the strategy and will then be reviewed on an annual basis.

Further, as part of the annual review of the Plan we will also update the Programme of Minor Works to include any additional projects/refurbishments identified.



HEREFORD & WORCESTER
HWFR
FIRE AND RESCUE SERVICE



© 2026 Hereford & Worcester Fire and Rescue Service
Service Headquarters, Hindlip Park, Worcester WR3 8SP
0345 122 4454 | info@hwfire.org.uk | www.hwfire.org.uk