



Property Plan

2021-25



HEREFORD & WORCESTER
HWFR
FIRE AND RESCUE SERVICE

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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.

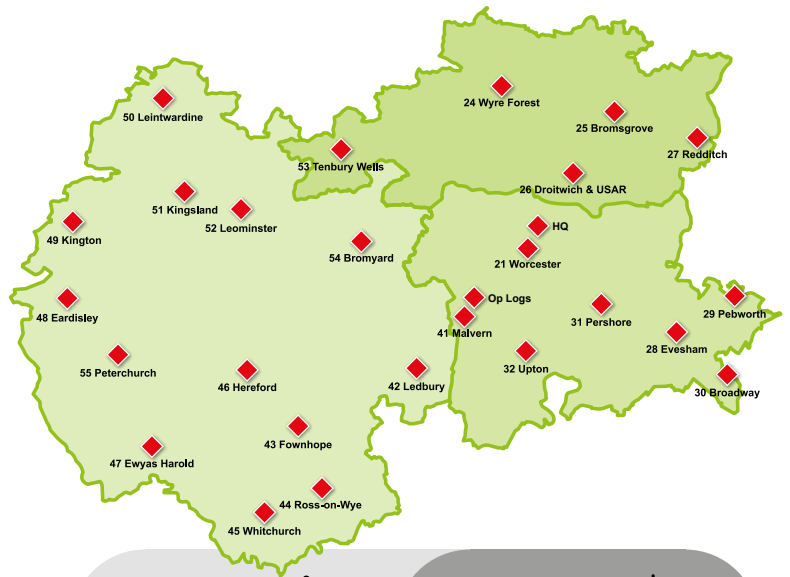
Our Team

Property Services are led by the Assistant Director for Assets, 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.

Our Purpose, Vision and Mission

Who We Are

Hereford & Worcester Fire and Rescue Service (HWFRS) works to keep people safe from fire and other risks. We employ over 690 full-time and part-time members of staff in 770 roles, delivering a wide range of prevention, protection and emergency response services across Herefordshire and Worcestershire (an area of 392,000 hectares with a population of over 790,000 people).



25
Fire
Stations



41
Fire
Engines



Purpose

Why we are here

Keeping people safe from fire and other risks. Responding efficiently and effectively to incidents and emergencies.

Vision

What we want to do

Saving More Lives: Building on our successes to continue to make a difference, improve lives and help secure resilient communities.

Mission

What we do every day

As one professional team we will work hard every day to deliver high quality, sustainable services to our communities.

251
Wholetime
Firefighters



368
On-Call
Firefighters



24
Fire Control
Firefighters



127
Support
Staff



In 2021-22 our Fire Control service dealt with over 16,000 calls and we attended over 7,400 incidents, including property and countryside fires, road traffic collisions, water rescues, collapsed structures, hazardous materials and animal rescues (an average of about 142 incidents every week).



16,212
Calls to
Fire Control



7,419
Incidents
attended



1,605
Fires



2,385
Special Service
Incidents



3,429
False Alarms

Our core purpose, vision and mission guide us in our work to make the communities of Herefordshire and Worcestershire safer. To do this effectively we need to ensure we understand and appreciate the diversity of the communities we serve, and have a workforce that is inclusive and fully represents and understands those communities.

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.

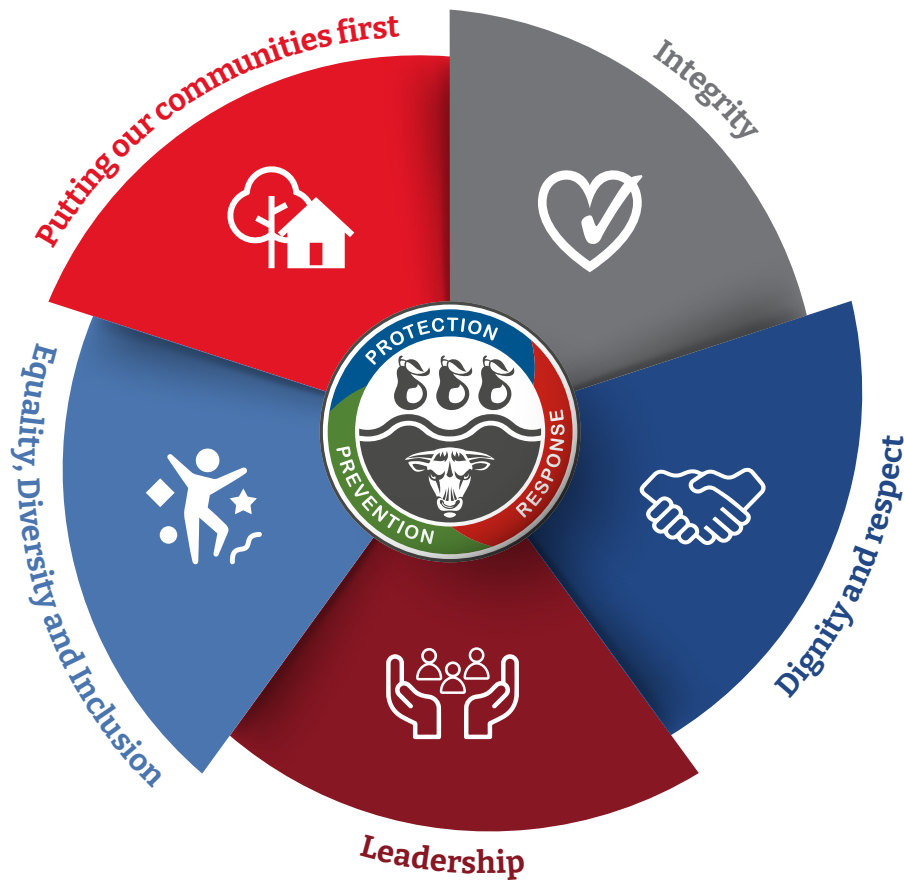
This Plan provides details of the proposed works for both major and minor build programmes and renovation/refurbishment works over the Plan period. We will continually monitor and review our progress and will update the plan on a yearly basis, if necessary. The annual review will also enable us to evaluate the plan against the Asset Strategy 2021-25, and the three main core strategies of; Prevention, Protection and Response, along with the introduction of a new Community Risk Management Plan (CRMP) in 2025. Ensuring our staff have the right buildings so that they can deliver effective and efficient services that support our purpose, vision and mission.

Our Ethical Principles



NFCC
National Fire
Chiefs Council

How we deliver our services to achieve our core purpose is guided by the Core Code of Ethics for Fire and Rescue Services in England, which has been jointly developed by the National Fire Chiefs Council, the Local Government Association and the Association of Police and Crime Commissioners. The Code sets out five ethical principles, which provide the basis for promoting good behaviour and challenging inappropriate behaviour. By adopting the Code as our guiding set of values, we are committed to championing ethical behaviours that help to improve organisational culture and workforce diversity, ensuring that communities are supported in the best way.



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.

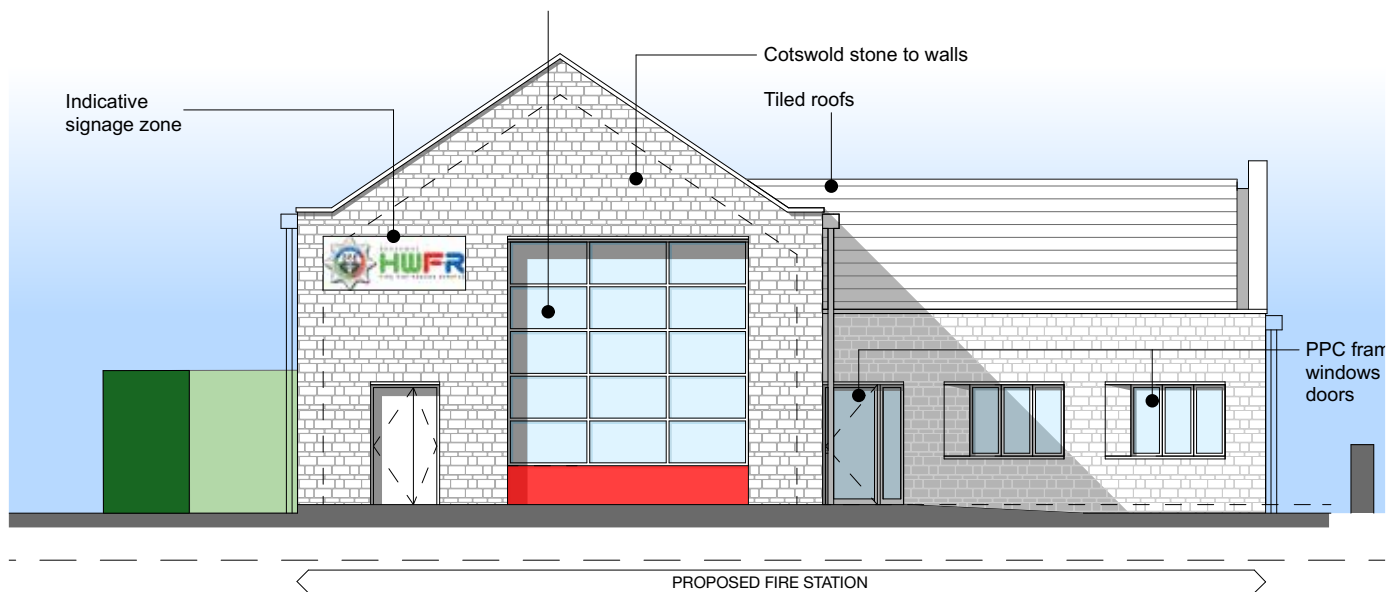
Leadership

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

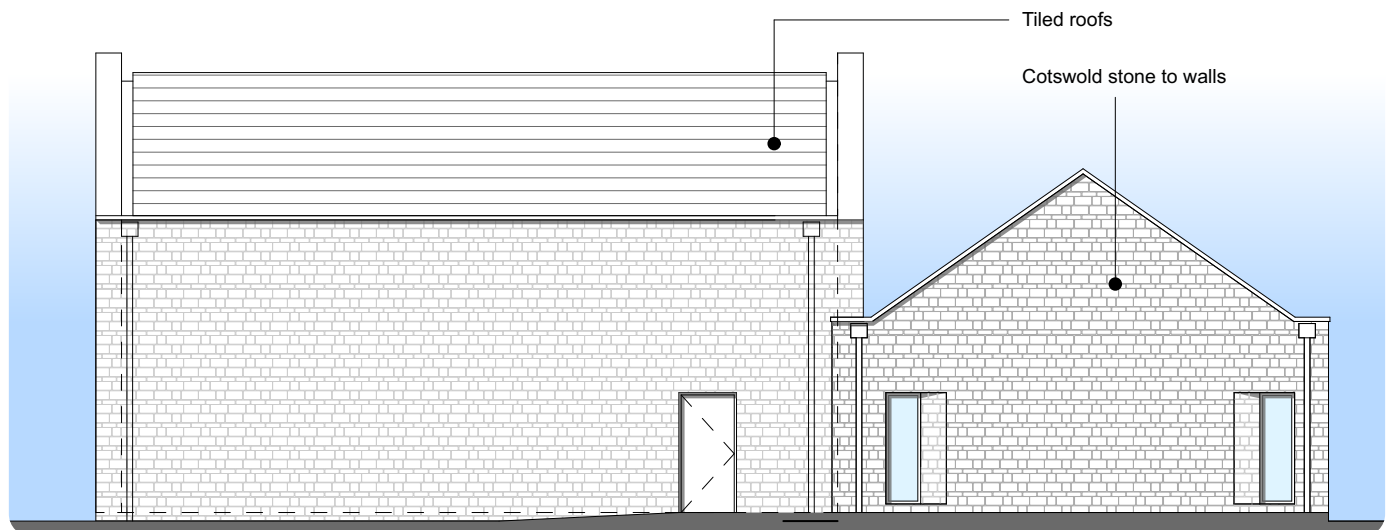
Equality, Diversity and Inclusion

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

Property Plan: Capital Programme (continued)



Elevation 1 (East)



Broadway Fire Station

In September 2019 the Place Partnership Ltd, on behalf of Hereford & Worcester Fire Authority, invited expressions of interest from architectural practices with proven experience in the design of emergency service projects to act as principal consultant as part of a single co-ordinated project for the design and construction of a new Fire Station at Broadway, Worcestershire.

The project involves the demolition of the existing fire station and construction of a new Fire Station on the same site. The demolition and construction of the new fire station will be phased to allow the existing station to remain operational until works are completed with little need for temporary accommodation.

Property Plan: Capital Programme (continued)



Redditch Fire & Police Station

Redditch Fire Station was identified for replacement in 2010. The police station serving Redditch, located centrally in Redditch has also now reached the end of its serviceable life and needs replacement. Our aspiration is to build a new joint fire and police station utilising land adjacent to the current existing fire station location. West Mercia Police (WMP) are keen to deliver a joint facility with Hereford & Worcester Fire and Rescue Service (HWFRS). The project is supported by the One Public Estate (OPE) initiative, with the aim of maximising value for the publicly owned estate through collaboration and partnership working.

The current Fire Station is owned by Hereford & Worcester Fire Authority (H&WFA) and by using the other sites in public authority ownership provides a potentially good solution by maintaining the location from which the fire service operational response is delivered, thereby reducing any negative impact on existing fire cover arrangements for the area.

Property Plan: Capital Programme (continued)



Hereford Fire Station

The existing Hereford Fire Station building was identified by Hereford and Worcester Fire Rescue Service (HWFRS) as needing upgrading, as it is no longer fit for purpose and does not perform well economically or environmentally. Following a feasibility study carried out by Bond Bryan in early 2021, a decision was made to proceed on the basis of demolishing the existing fire station building and to build in its place a new building accommodating the same functions as existing.

The proposed scheme is to replace the existing fire station building on the same site, which is a 4 storey 1950s building. The current fire station has ancillary buildings comprising of the BA training chamber, hose repair room, garage/drill tower, temporary showers and water tank and diesel pump. The proposed scheme will demolish the ancillary building structures with the functions being accommodated within the new building. It is proposed that the water tank and diesel pump will be located within the grounds of the new development, as well as a new training tower. The current fire station and surrounding site is owned by Hereford and Worcester Fire Authority (H&WFA).

Property Plan: Capital Programme (continued)



Leominster Strategic Training Facility (STF)

Hereford & Worcester Fire and Rescue Service have identified a need to further extend the specialised training facilities available within the operational area and specifically within North Herefordshire. This provides an opportunity to incorporate features not currently available elsewhere.

The location allows collaboration with the adjoining service provider Shropshire Fire and Rescue Service (SFRS) and alignment of the training courses for each service will allow places to be offered to firefighters from either service, if appropriate. This will maximise the opportunities for candidates, and provide greater flexibility for On-Call staff.

Additionally, the location provides an ideal opportunity for West Mercia Police (WMP) to undertake training in door entry procedures, breaching and breaking into premises and property search techniques within the proposed new Training Facility.

In addition to this WMP have identified spare capacity within their existing estate which has led to parts of the Police Station building becoming redundant/under-utilized. Working together the two bodies have developed a joint proposal for refurbishment and extension of the existing building which benefits both parties. To this end the scheme placed before the Local Planning Authority will consist of alterations and extension to the existing building forming a Combined Emergency Services Hub (project phase 2) and a new build Strategic Training Facility (project phase 1) on the existing police site at Enterprise Way, Leominster.

Property Plan: Capital Programme (continued)



Relocation of Training Centre to Wyre Forest

The re-development of the Wyre Forest Fire Station to create a new training building with associated accommodation and training facilities 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 a feasibility stage. This provided an appraisal of the options available, enabling the Service to determine the form in which the project is to proceed.

The proposal is to seek planning permission for a front extension to be added to the existing building, alongside the addition of a working at height training facility at the rear of the site. The proposal includes the internal refurbishment and remodelling of the existing internal layout, providing better welfare facilities, breathing apparatus cleaning area, and storage and locker room areas.

Working at Height Training Facilities

We are currently in the process of identifying a programme to re-install working at height training facilities at all Fire Stations, where appropriate. The Service has completed a review of all existing facilities, and an assessment of working at height facilities at all new Capital Build projects (Hereford, Redditch, Leominster STF and Broadway). Currently, Ross-on-Wye Fire Station has been identified and development plans are being completed for a new facility in 2023/24.

Planned Programme of Work *(subject to change)*

Planned Renovation/Refurbishment Works

Site	Proposed Works/Description	Target Completion Date
Across Estate	LED Lighting upgrade.	2023/24
Across Estate	New Blinds.	2023/24
Across Estate	Watch Room Refurbishments – works will include asbestos removal, IT, refurbishment and new furniture.	2023/24
Operational Logistics, Betony Road, Malvern	Package of works to include: <ol style="list-style-type: none"> 1. Internal refurb of offices on GF and FF including stairs and corridors. 2. White rock walls – works to be done in heavy traffic areas (workshop/breakout/corridors). 3. External paint – paint all fire doors and compressor store. 4. Replacement carpet/flooring – for entrance and office – may change to vinyl in places. 5. Refurb of canteen. 6. Warehouse hardstanding – Replace grass and finish area around new gate, both sides. 	2023/24
Bromsgrove	Installation of Air Conditioning in the building.	TBC
Bromsgrove	Installation of white rock walls in kit room.	2023/24
Bromyard	Package of Works to include: <ol style="list-style-type: none"> 1. Paint Drill Tower. 2. Kitchen replacement with the meter boxing from last year. 3. Drainage in appliance bay – drainage needs an arco to take the water to the drain. 4. External Decorations – decoration required by front door and AB door frames. 5. Extension for WRA kit – Showers/Drying/Lockers/Storage. 6. Additional external lights for tower drill and at front yard required. 7. LED Programme. 8. Asbestos Survey left holes in ceiling need repairing. 9. Tarmac works – still pooling from recent works. 10. Internal Redecorations. 	2023/24
Defford	Provide Welfare facilities.	2022/23
Droitwich	Paint the training rig.	2022/23
Eardisley	Replace heating system. Provide new fencing to the perimeter of the site.	2023/24

Planned Programme of Work *(subject to change)*

Site	Proposed Works/Description	Target Completion Date
Ewyas Harold	Package of Works to include: <ol style="list-style-type: none"> 1. White Rock walls in muster bays. 2. Vinyl Flooring 3. Toilets and Kitchen. 4. BA Room. 5. Internal redecorations/extension. 	2023/24
Kingsland	Package of Works to include: <ol style="list-style-type: none"> 1. External lighting improvements to front of Station – x2 LED flood-lights each side of the Appliance Bay required (Technicians can install). 2. Appliance Bay door – gaps on either side of the bottom seal which would allow pests to come in. 3. Heating at station to be upgraded. 4. Internal refurbishment / asbestos removal / extension. 5. Renew the flat roof. 	2023/24
Leominster	Package of Works to include: <ol style="list-style-type: none"> 1. Internal refurbishment works included to the drying room. 2. New drying area and hanging area for Water First Response. 	2022/23
Malvern	Package of Works to include: <ol style="list-style-type: none"> 1. External decoration – Tower doors and railings. 2. Review Air Con for First Floor Offices. 3. Alteration from men to ladies shower (potential). 4. LED light replacements. 	2023/24
Pershore	Package of works to the station to include: <ol style="list-style-type: none"> 1. First Floor office extension. 2. External Gravel Margins to the rear and front of the building. 3. New mains supply into building. 	2022/23
Ross on Wye	Package of Works include: <ol style="list-style-type: none"> 1. New Training Tower. 2. New BA room, Drying Room etc. – possible extension. 3. Replace roofing felt or replace with alternative. 	2023/24
Tenbury	Appliance bay rear doors to be changed to electric.	2022/23

Planned Programme of Work *(subject to change)*

Site	Proposed Works/Description	Target Completion Date
Upton upon Severn	Package of Works to include: <ol style="list-style-type: none"> 1. Tarmac 2 x grassed areas. 2. Well inspection. 3. Pot holes in Tarmac. 4. Internal Decoration include White Rock wall (Corridor and kit areas) and toilets. 5. Paint the external rails and barrier. 6. New kitchen. 	2023/24
Whitchurch	Repair works to flooring levels in appliance bay	2023/24
Worcester	Package of Works to include: <ol style="list-style-type: none"> 1. Cyclical minor decorations throughout – include for laminated protection panels on areas of constant wear. Include additional rails in the drying room. 2. Drainage alternations – Ground floor showers blocking up. 3. Alterations to Locker Room – remove the partition wall in the locker room to make one room. 4. Create storage room within the plan room. 5. Road lines to be done. 	2023/24

Note: electric vehicle charging infrastructure is being progressed across the estate. However, this detail is referred to in the Environmental Sustainability Plan 2021-25.

Legislation

- 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

Monitoring

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.

Review

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
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FIRE AND RESCUE SERVICE



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