

## Publication Scheme

### What is a Publication Scheme?

All Public Authorities must make certain types of information available under the [Freedom of Information Act](#) via a [Publication Scheme](#) which is overseen by the Information Commissioners Office ([ICO](#)).

In addition, Hereford & Worcester Fire and Rescue Service (the Service) is fully committed to supporting the Government's **Transparency Code** which promotes openness and accountability through reporting on local decision making, public spending and democratic processes. To view information on the Service's Transparency Code please use the link [here](#).

The Publication Scheme sets out:

- What information is published or will be published routinely, i.e. Staff structure, salary scales, minutes of meetings, annual reports
- The way / format in which the information will be published
- Whether the information is free or if there is a charge

### Categories

Information is divided into 7 sections:

1. Who we are and what we do .....[Page 3](#)
2. What we spend and how we spend it .....[Page 5](#)
3. What our priorities are and how we are doing.....[Page 7](#)
4. How we make decisions .....[Page 8](#)
5. Our Policies and Procedures .....[Page 10](#)
6. Lists and Registers .....[Page 12](#)
7. The services we offer .....[Page 13](#)

Some information is not normally made publicly available, for example Incident reports or investigations. If you are unable to find the information you want in the Publication Scheme or on the [website](#), you can make a [Freedom of Information Act Request](#).

You can also request information you believe the Service holds about you – [How to request personal information](#).

### **Information Format**

All information is available electronically unless otherwise stated, though hard copies may be supplied [on request](#).

Where possible, information in this Publication Scheme will be available on the website and unless otherwise stated, is usable under the [Open Government Licence](#) scheme.

### **Availability and Cost**

The Service makes as much information available as possible without charging a fee. There may however be a charge for any duplicate hard copy reproductions to cover postage costs.

### **Incident Reports**

For details on how to apply for an incident report, please refer to [Request an Incident Report](#) section of the website.

### **Enquiries**

If you have any questions concerning the Publication Scheme, please contact:

Information Governance and Committee Services  
Hereford & Worcester Fire and Rescue Service Headquarters  
Hindlip Park  
Worcester  
WR3 8SP

Telephone 0345 122 4454 (Main Reception – Local Rate Number)

E-mail: [Informationrequests@hwfire.org.uk](mailto:Informationrequests@hwfire.org.uk)

### **Review**

The Publication Scheme will be reviewed annually or as required by the ICO.

# 1. Who we are and what we do

## Organisational Structure

- [Authority Documents](#)
- [Authority Members](#)
- [Hereford and Worcester Fire Authority](#)
- [Fire Authority Constitution](#)
- [Fire Control](#)
- [Senior Leadership Board](#)
- [Numbers in Post](#)
- [Retired Firefighters](#)
- [Service Structure](#)

## Location and Contact Details

- [Contact Us](#)
- [Fire Stations](#)

## Gender Pay Gap Reporting

- [Gender Pay Gap Report](#)

## Geographical Area of Operation

- [Fire Stations](#)

## General Outline of Responsibilities

- [Chief Fire Officer's Welcome](#)
- [Constitution](#)
- [The Fire Service](#)

## Relationship with Other Authorities

- [National Fire Chiefs Council](#)
- [Home Office](#)

## Relationship with Other Authorities

- [Partners](#)

## 2. What we spend and how we spend it

### Summary of Revenue Budget Estimates and Capital Expenditure Plans

- [Policy and Resources Committee](#)
- [Full Authority Meeting Agendas and Minutes](#)

### Financial statements, budgets and variance reports

- [Finance](#)

### Capital programme

- [Budget and Precept 2025/26 & Appendices](#)

### Spending reviews

- [Invoice Payments](#)

### Annual Statement of Accounts

- [Statement of Accounts](#)
- [Statement of Accounts Archive](#)

### Financial Audit Reports

- [Audit and Standards Committee](#)
- [Public Sector Audit Appointments](#)
- [National Audit Office](#)
- [Financial Reporting Council](#)
- [Cabinet Office](#)
- [Policy and Resources Committee](#)
- [Invoice Payments](#)

### Staff Pay and Grading Structure

- [Pay Policy Statement](#)
- [Pay Scales Non-Uniformed Staff](#)
- [Pay Scales Uniformed / Operational Staff](#)

**Expenses Paid to or Incurred by Members of the Authority and Senior Officers**

- [Annual Payments to Members](#)
- [Members' Monthly Expense Claims](#)
- [PO Expenses](#) - Included within Service's monthly spend.

**Procurement Procedures**

- [Pre-Vetted Contractors](#)
- [Procurement](#)
- [Standing Order for the Regulation of Contracts](#)

**List of Contracts and Value**

- [Contracts Register](#)

**Internal Financial Regulations and Delegated Authority**

- [Constitution](#)

**Details of grants to the voluntary community and social enterprise sector**

N/A

### 3. What our priorities are and how we are doing

#### Strategic Plan, Business Plan, Aims and Objectives

- [Fire Authority Annual Plans & Reports](#)
- [Risk Management Plans](#)
- [Statements of Assurance](#)

#### Reports Indicating Service Provision, Performance Assessments, Operational Assessment Reports

- [Audit and Standards Committee](#)
- [Community Risk Management Plan 2021 – 2025](#)
- [Performance](#)
- [Policy and Resources Committee](#)

#### Reports by External Inspectors

- [Audit and Standards Committee](#)
- [External Assessments](#)

#### Strategies developed in partnership with other authorities

- [Partners](#)

#### Statistical Information

- [Accounts](#)
- [Community Risk Management Plan 2021 – 2025](#)
- [Fire Authority Annual Plans & Reports](#)
- [Full Authority Meeting Agenda and Minutes](#)
- [Policy and Resources Committee](#)
- [Requests for Information Received](#)

## 4. How we make decisions

### Schedule of Meetings open to the Public

- [Full Authority - Meeting Schedule](#)

### Agendas and Approved Minutes of the Authority and Authority Sub-committees

- [Appointments Committee](#)
- [Audit and Standards Committee](#)
- [Full Authority - Meeting Agendas and Minutes](#)
- [Policy and Resources Committee](#)

### Background Papers for Meetings Open to the Public

- [Full Authority - Meeting Agendas and Minutes](#) – Please note that any background paper(s) are listed at the end of individual Fire Authority Meeting reports.

### Major policy proposals and decisions

- [Community Risk Management Plan 2021 – 2025](#)
- [Full Authority - Meeting Agendas and Minutes](#)

### Facts and Analyses of Facts considered when framing major policies

- [Fire Authority Annual Plans & Reports](#)
- [Full Authority - Meeting Agendas and Minutes](#)
- [Risk Management Plans](#)
- [Statements of Assurance](#)

### Public Consultations

- [Community Risk Management Plan 2021 – 2025](#)
- [Constitution – Public Participation](#)
- [Current Consultation Work](#)
- [Closed Consultations](#)



**Internal communications guidance, criteria used for decision-making, internal instructions, manuals and guidelines**

- [Constitution](#)

## 5. Our Policies and Procedures

### Policies and Procedures for the Conduct of Authority Business

- [Fire Authority Code of Conduct](#)
- [Fire Authority Constitution](#)
- [Fire Authority Governance and Policy](#)

### Policies and Procedures for the Provision of Services

- [Freedom of Information](#)
- [Publications](#)
- [Our Strategy](#)
- [Report a Technical Fire Safety Concern](#)
- [Safety and Advice](#)
- [The Fire Service](#)
- [Transparency - Access to Information](#)

### Policies and Procedures about the Employment of Staff

- [Disciplinary Policy & Procedure](#)
- [Equality and Diversity](#)
- [Ethical Framework and Code of Conduct](#)
- [Fire Authority Constitution](#)
- [Grievance Policy & Procedure](#)
- [Health and Safety](#)
- [Recruitment - Join Us](#)

### Pay policy statement

- [Pay Policy Statement](#)

### Customer Service and Complaints Policies and Procedures

- [Comments and Complaints](#)
- [Contact Us](#)

- [Fire Authority Complaints Procedure](#)
- [News and Events](#)
- [Report a Technical Fire Safety Concern](#)

#### **Internal Instructions, Manuals and Guidelines**

- [Confidential Reporting \(Whistleblowing\)](#)

Plans and Instructions of what we do and how we respond to incidents and fire prevention measures are detailed in:

- [About Us - The Fire Service](#)
- [Safety and Advice](#)

#### **Records Management and Personal Data Policies**

- [Records Management Policy](#)
- [Data Protection](#)
- [Data Protection Policy](#)

#### **Charging Regimes and Policies**

- [Cost Recovery Including Special Services](#)
- [Cost Recovery Including Special Services Policy](#)

## 6. Lists and Registers

### Asset Lists and Information Asset Register

- [Fire Stations](#)
- [Our Vehicles](#)
- [Specialised Units](#)
- [Property / Facilities](#)

To request asset information not currently published on the website, please [Contact Us](#)

### Registers Open to Public Inspection (and arrangements for access to the contents)

- [Public Register](#)

### Disclosure logs

- [FOIA Responses \(Disclosure Log\)](#)

### Register of Members' Interests

- [Personal Register of Interests](#) – Any interests are declared on individual Fire Authority Member's profiles

### Register of Gifts and Hospitality

- [Gifts and Hospitality Register](#) – Any gifts and / or hospitality received are shown on individual Fire Authority Member's profiles

## 7. The services we offer

### Information about the Provision of the Authority's Services

- [Fire Authority Annual Plans & Reports](#)
- [Risk Management Plans](#)
- [Safety and Advice](#)
- [Safety Advice for Businesses](#)
- [Educational Resources](#)
- [Incident Reports:](#)

Incident Reports are available on written request from [Information Requests](#).

Incident Reports will confirm the reference number, location, actions taken by the Service and most likely cause as at the time of Incident.

Incident Reports are free of charge; however, our standard reports are depersonalised and full reports will only be disclosed to the Courts, Police, Coroner's Office, other Fire Services, Ambulance Service, Highways Agency, Environment Agency, Home Owners / Occupiers and Individuals affected by / involved in the Incident.

### Regulatory Responsibilities and Procedures

- [Accounts and Audit Regulations 2003](#)
- [Bribery Act 2010](#)
- [Civil Contingencies Act 2004](#)
- [Computer Misuse Act 1990](#)
- [Corporate Manslaughter and Homicide Act 2007](#)
- [Data Protection Act 2018](#)
- [Department of Communities and Local Government](#)
- [Environmental Information Regulations 2004](#)
- [Equalities Act 2010](#)

### **Regulatory Responsibilities and Procedures, continued**

- [Equality Act 2010 - Guidance](#)
- [Fire and Rescue Service National Framework](#)
- [Fire and Rescue Services Act 2004](#)
- [Fire Authority Constitution](#)
- [Freedom of Information Act 2000](#)
- [General Data Protection Regulation](#)
- [Health and Safety at Work etc. Act 1974](#)
- [Legislation.gov.uk](#)
- [Local Authorities \(Capital Finance & Accounting\) \(England\) Regulations 2015](#)
- [Local Government Act 2000](#)
- [Local Government Transparency Code 2015](#)
- [Privacy and Electronic Communications Regulations 2003](#)
- [Regulatory Reform \(Fire Safety\) Order 2005](#)

### **Leaflets and Explanatory Booklets**

- [Herefordshire Council Tax](#)
- [Worcestershire Council Tax](#)
- [Publications](#)
- [Safety Advice for Businesses](#)
- [Your Safety](#)

### **Services for which the Service is Entitled to Recover a Fee**

- [Requests for Information](#)

All Freedom of Information Act (FOIA) requests are free up to £450, whilst a reasonable fee may be charged for Environmental Information Regulations (EIR) requests.

## Media releases

- [HWFRS News](#)
- [HWFRS Twitter](#)
- [HWFRS Facebook](#)
- [HWFRS Events](#)

## Fire Service Reports on Major Incidents

Major Incidents are defined by the [Joint Emergency Services Interoperability Programme](#) as “*An event or situation requiring a response under one or more of the emergency services’ major incident plans*”. A major incident may be declared by a single blue light service or jointly.

Summaries of Fire Service Major Incident Reports will be published on the Service’s website after any necessary incident investigation has been completed.

- [Major Incident Reports](#)

Author	Information Governance and Committee Services	Status	Revised	Version	12.00	Date	Aug 2025
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