



Annual Safety, Health and Environment Report 2023-2024



Introduction

This report summarises the arrangements in place to deliver the Service's Safety, Health and Environment Policy and provides a summary of safety, health and environment performance data.

It includes the reporting on occupational safety, health, wellbeing and environmental issues that have arisen during the period 1st April 2023 to 31st March 2024.

Lancashire Fire and Rescue Service (LFRS) Safety, Health, Environment and Wellbeing Management Arrangements

Lancashire Combined Fire Authority (CFA) has overall responsibility for the effective governance of safety, health and environment (SHE). The CFA is responsible for agreeing the safety, health and environment policy and for ensuring adequate resources are available for SHE purposes.

The CFA will provide a clear direction for the Executive Board and Service Management Team to establish policies and procedures and manage safety, health and environment performance effectively.

Whilst individual members of staff, supervisors and managers all have responsibility for safety, health and environment, the Safety, Health and Environment (SHE) Department provides competent professional advice and oversees the day-to-day management of health, safety, wellbeing and environmental activities.

The LFRS Safety, Health, Environmental and Wellbeing Management System is based on:

- Health and Safety Executive guidance HSG 65 – Successful Health and Safety Management
- International Standard for a Health and Safety Management System ISO 45001:2018.
- International Standard for Environment Management Systems ISO 14001:2015.
- International Standard for Psychological health and safety at work ISO 45003:2021



LFRS Health, Safety and Wellbeing Plan

The Service continues to work towards the aims and aspirations detailed within the LFRS Health, Safety and Wellbeing Plan. The plan sets out a 5-year vision for all aspects of Health, Safety and Wellbeing, covering 2022-2027.

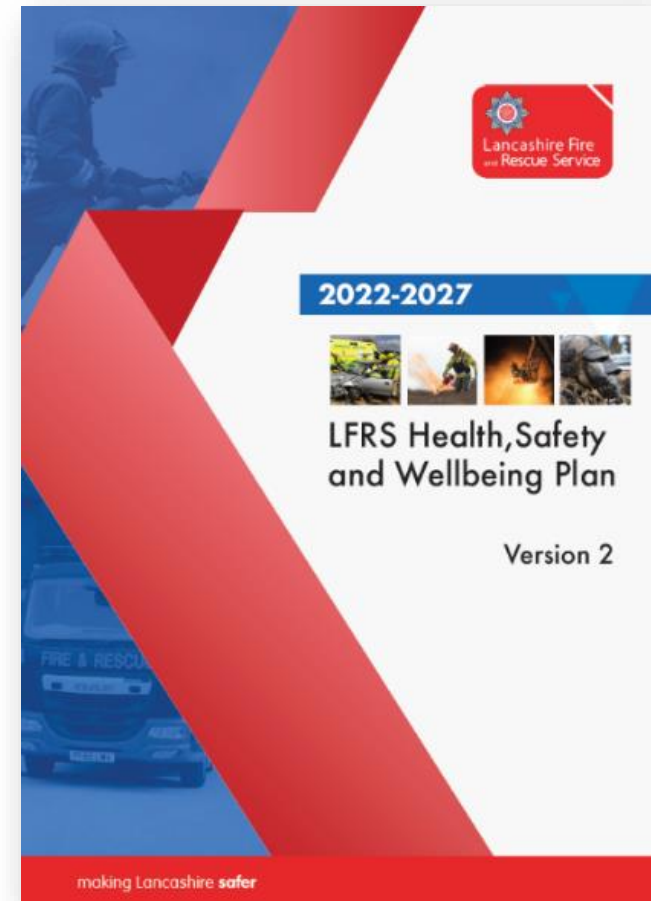
Building on the 1st version published in 2021, we adopted a new approach with the launch of revised version in November 2022, which sets out our approach to dealing with our existing risk profile and looks forward to emerging challenges that could impact on safety and wellbeing of staff.

This document is part of the suite of delivery plans, which support the LFRS People Strategy and the aims and objectives within the LFRS SHE Policy.

The plan sets out what our drivers and influences are, how we control risks and what are our aspirations for continual improvement, particularly in relation to the key developing areas of risk within the Sector.

The scope of our arrangements now extends beyond traditional workplace health and safety. We also now continue to ensure that the Service considers the best practice requirements which are outlined in the ISO 45003 document, Psychological health and safety at work — Guidelines for managing psychosocial risks.

The Service's Health, Safety & Environment Advisory Group (HSEAG) is responsible for developing specific objectives and targets relating to LFRS SHE Performance, and outcomes of the annual SHE Management Review striving for continual SHE improvements over the course of each year.



Controlling Risk within LFRS

The varied nature of the Service's work activities and working environments means that there is a broad range of risks to manage, sometimes in challenging high hazard environments. The level of risk to both employees and service users can be identified from several of the Service's performance measures including the:

- Total number of accidents reported by employees and non-LFRS staff.
- Number of safety events reported to the Health and Safety Executive under the RIDDOR regulations.
- Number of near miss events reported.
- Number of absence days lost following an accident at work.
- Type of events that are being reported.
- Carbon emissions from LFRS premises and vehicles.

The SHE Policy and the wider SHE Management System are devised to promote safe systems of work and minimise the risk of injury to employees and visitors and reduce the impact to the environment. The SHE Department develops bespoke and proportionate procedures for LFRS, minimising 'red tape' and focusing on controlling the real risks in LFRS workplaces. Managers, through devolved safety, health and environment responsibilities, ensure that recognised safe systems of work are being applied 'as far as is reasonably practicable'.

To ensure that the Service continues to meet its legal obligations in respect of safety, health, and environment we ensure that all policies, procedures, instructions and guidance are regularly reviewed and updated. We ensure that we are aware of any developments relating to legislation and guidance which impacts on workplace health and safety. SHE training is refreshed, a minimum every three years together with any specific training required by role.

SHE performance is reviewed on a regular basis, through high level scrutiny via the CFA Performance Committee and at Director Level through the HSEAG meeting chaired by the Director of People and Development together with the Health and Safety Consultation Committee chaired by the Deputy Chief Fire Officer.



External Audit of the Health and Safety and Environment Management Systems 2024

LFRS utilises a UKAS accredited external audit process to provide assurance of the effectiveness of safety, health and environment management systems to the internationally recognised ISO standards. Since initial certification in November 2011, surveillance visits have been conducted annually and re-certification every three years to maintain the external certification.

In February and March 2023, the auditor from British Assessment Bureau (BAB) carried out an audit against the International Standards for health and safety ISO 45001:2018 and environment ISO 14001:2015.

The audit scope for both standards was '**The Provision of Fire, Rescue and Supporting Services across Lancashire**'. This broad scope encompasses all LFRS activities with audit visits to the Service Headquarters (SHQ) site, Service Training Centre (STC), four fire stations operating different duty systems together with several supporting departments including Safety, Health and Environment, Fleet and Engineering Services, Human Resources, Training and Operational Review, and Property.

Both ISO standards have a range of clause requirements, which identify how an organisation should manage different aspects of safety, health and environmental issues within the workplace.

LFRS is required to provide a range of evidence to demonstrate that we meet the requirement of the Standards and have robust arrangements in place within the Service.

Continued certification has been granted for ISO 45001:2018 and ISO14001:2015. LFRS received no non-conformances (minor or major) for this audit. One opportunity for improvement was identified related to how we manage redundant items such as expired items from first aid kits which are used for training and make sure these do not become confused with in use items.

The report from BAB highlighted aspects of our arrangements:

Based on the results of this audit and the system's demonstrated state of development and maturity, continued management system certification is recommended. This recommendation will be independently verified by the British Assessment Bureau Head Office.

An interview took place with Bob Warren (Director of People and Development (DoPD)) who showed a good understanding of the processes connected with OH and S and plays an active part developing a proactive learning culture within the organisation. It was clear that his role was to guide, oversee and challenge. This is demonstrated by his role as Chair of the Health Safety and Environment Advisory Group (HSEAG).

Top Management commitment to ensuring the policies and objectives remain compatible with the strategic direction of the business, that the OH and S and operational process remain integrated and effective, that the relevant resources are available for effectively maintaining the OH and S, that they regularly communicate the importance of adhering to the OH and S and that they are promoting its continual improvement. Top Management are invested in the successful maintenance of the OH and S.

Fire Fighters gave a detailed explanation of the methods of communication in relation to health, safety and the environment. This included Posters, notices the HSA03 Station audit program, operational Assurance briefing notes, SHE department briefing notes, Quarterly SHE reports and REC1 notes which are distributed and acknowledged on the Learn Pro System, as well as briefings.

Management engagement with recognised Trade Unions is undertaken to facilitate open dialogue around Health, Safety and the Environment. This was noted for the Health and Safety Consultation Meeting Dated 29/01/2024 which included representation from the Fire Brigades Union, UNISON and the Fire Officers Association. There is also a LFRS Health, Safety and Wellbeing Plan 2022-27 which was reviewed during the audit noting plans and improvements planned and intended for the next 3 years.

Risk Assessment and hazard identification in relation to fire fighting activities is in place and is integral to fire fighter training, appliance selection and management and response to individual incidents.

The Chief Fire Officer and the Chair of the Combined Fire Authority recognise health, safety and wellbeing as a high priority and an integral part of an effective Fire and Rescue Service (FRS).

As part of the audit, additional areas for improvement were also identified by LFRS staff and these have been taken forward through the Service's HSEAG meeting. LFRS remains committed to the use of the ISO standards and is one of the few fire services in the UK who undergo this level of external scrutiny.

Working with Representative Bodies

During the year we have continued to enjoy a positive working relationship with the Representative Bodies on health and safety issues. The Service consults formally on a quarterly basis, working together to ensure safety, health and wellbeing concerns are resolved. Safety Representatives play a vital role in improving our health and safety culture whilst reducing our impacts on the environment.

The Health and Safety Consultation Committee is chaired by the Deputy Chief Fire Officer, attended by safety representatives from the following representative bodies:

- Fire Brigades Union (FBU).
- UNISON
- Fire Officers Association (FOA).
- Fire and Rescue Services Association (FRSA).

The consultation committee meeting allows each organisation to raise issues relating to health, safety and wellbeing with senior management in the Service.

During 2024, we welcomed two new Brigade Health and Safety Representatives from the FBU who have undergone an induction to role. The Service ensures that we have arrangements in place to meet all aspects of the Safety Representatives and Safety Committees Regulations 1977.



The Fire Officers' Association



Health and Safety Performance

Active Monitoring of our health and safety performance is integrated into day-to-day work within the Service. This includes a Service wide approach to workplace inspections at all of our workplace locations for both health and safety and environmental hazards and risks.

In addition to day-to-day monitoring of health and safety by our managers, active monitoring features extensively during operational incidents and forms an essential part of the Incident Command System at all levels. Operational incidents are monitored, debriefed and outcome reviews are carried out to ensure that continuous learning from incidents is achieved through our Operational Assurance function.

The Service has implemented a system of robust reactive monitoring of safety events through the accident reporting and accident investigation procedures. The SHE department co-ordinates and controls this system, with line managers being responsible for implementation across the Service.

During 2023/2024 there were:

- **97 accidents** (74 to LFRS staff and 23 to non-LFRS staff) each event being investigated and recorded in line with service policy.
- **85 near misses** (72 near misses and 13 near miss attacks on staff) that were investigated, and when appropriate learning was fed back into the service policy, procedure, or risk assessment.
- There were **11 RIDDOR** events that were reported to the Health and Safety Executive; 1 major specified injury; 9 resulting from over 7 day's absence and 1 event involving a member of the public.

Following a challenging early-year period in Q1, this year has overall seen an increase in the number of accidents to staff members by 21% when compared to 2022/23. While considering the level of RIDDOR reports, we remain consistent with last year and overall, the nature of our accidents remains low severity. Strain and sprain type injuries are the most prevalent within LFRS which is the consistent position the Service has seen for some time now.

A summary of the total accident and accident-related absence statistics for 2023/24 are detailed below in Table 1.

Category	Number
RIDDOR reportable – major specified injuries / diseases	1
RIDDOR > 7-day absence	9
RIDDOR – Member of the Public	1
Other injuries – Lost Time	17
Minor – no time lost (also includes Non-LFRS staff)	69
Near Miss + (Near Miss Attacks on Staff)	72 (13)

Table 1 – Breakdown of LFRS safety event categories.

The figures in Table 2 relate to working days lost due to work related injury or illness. The overall trend is downward from absence following work related injury/illness, however the figures reported in 2018/19, 2020/21 and 2021/22 have seen a small number of staff away from work for long term absences related to safety events which has impacted the overall performance.

Year	Days Lost
2015/16	331
2016/17	205
2017/18	245
2018/19	377
2019/20	264
2020/21	352
2021/22	511
2022/23	229
2023/24	282

Table 2 – working days lost to accidents.

Figure 1 gives a background position on the safety performance of LFRS since 2016/17:

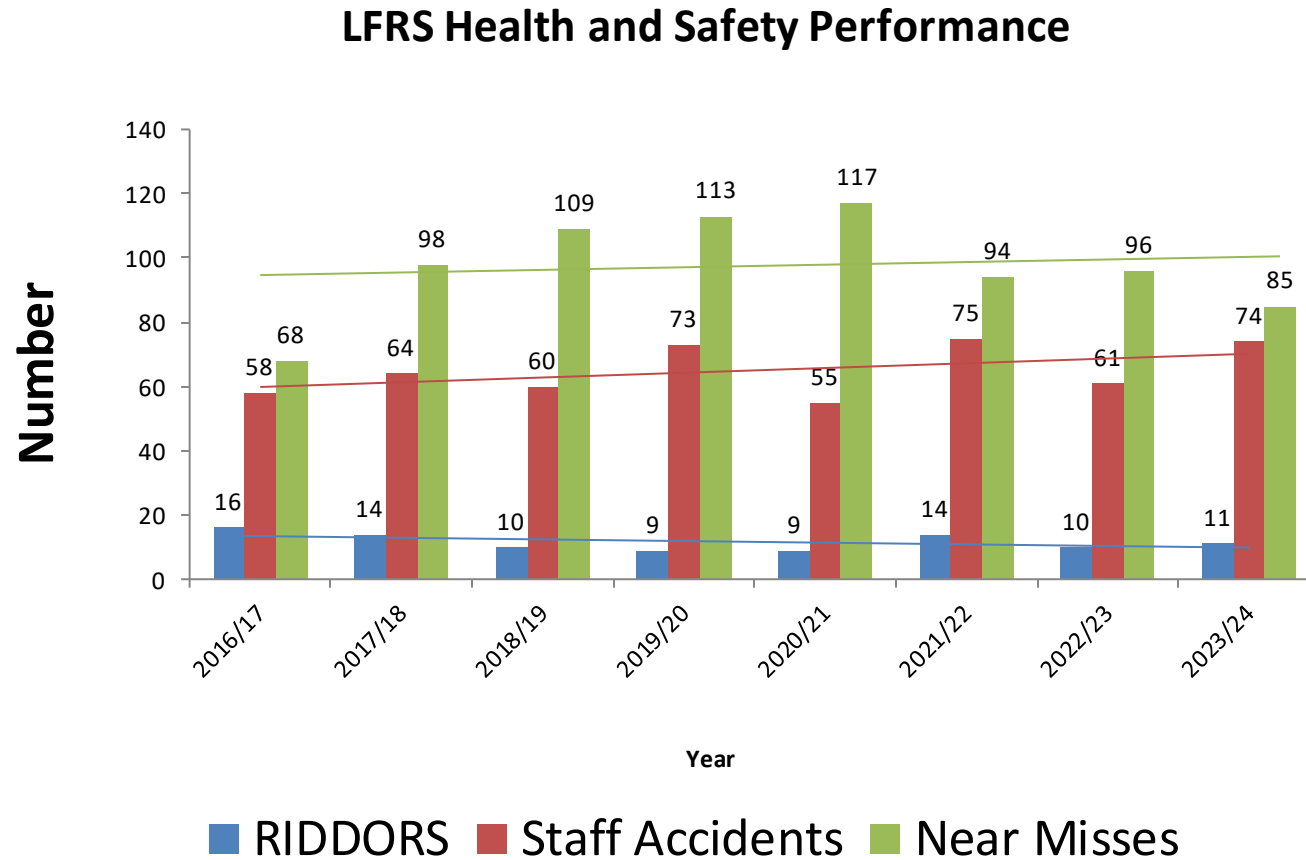


Figure 1 – LFRS Safety Performance 2016/2017 to 2023/2024

Table 3 shows the types of accidents that were reported during 2023/24 comparing the last five year's performance with the numbers for each category.

Type of Accident	LFRS Staff 2023/24	LFRS Staff 2022/23	LFRS Staff 2021/22	LFRS Staff 2020/21	LFRS Staff 2019/20	Non-LFRS staff 2023/24	Non-LFRS staff 2022/23	Non-LFRS staff 2021/22	Non-LFRS staff 2020/21	Non-LFRS staff 2019/20
Handling lifting or carrying	28	14	24	11	18	4	2	1	-	1
Hit by moving, flying or falling object	11	7	5	4	12	3	3	-	-	2
Slip trip fall	10	10	12	5	12	4	3	1	-	2
Hit something fixed or stationary	8	8	9	3	4	3	7	2	-	5
Other	4	5	15	10	15	2	3	2	-	2
Injured by an animal	1	1	1	-	2	-	-	-	-	-
Fall from Height	-	1	2	1	1	1	1	-	-	2
Exposed to fire	4	2	2	5	1	-	-	-	-	-
Exposed to harmful substance	5	10	-	11	4	-	-	-	1	-
Exposed to an explosion	-	-	1	-	-	-	-	-	-	-
Contact with Electricity	-	-	1	1	-	-	-	-	-	1
Hit by a moving vehicle	2	2	-	1	1	-	-	-	-	-
Contact with Moving Machinery	-	1	-	1	1	1	-	-	1	-
Drowned or Asphyxiated	-	-	-	-	-	-	-	-	-	-
Physically assaulted by a person	1	-	3	2	2	2	-	4	-	-
Trapped by Something Collapsing	-	-	-	-	-	-	-	-	-	-
TOTAL	74	61	75	55	73	23	19	10	2	15

Table 3 – Types of accidents in 2023/24 compared to past performance in 2019/20 – 2022/23.

Near Miss Reporting

A near miss event is an unplanned and unforeseeable event in which there is no injury, but the potential to cause injury should it occur again. The near miss reporting category also includes events which have resulted in attacks on LFRS staff, but did not result in any injury to them, for example operational staff being subjected to verbal abuse or a fireworks attack.

Table 3 shows sustained number of near misses being reported each year assisting in the prevention of accidents within the workplace. A wide range of learning opportunities have been captured in relation to stations/building, equipment, appliances/vehicles, operational procedures and breathing apparatus issues.

Year	Number of Near misses
2016/17	68
2017/18	98
2018/19	109
2019/20	113
2020/21	117
2021/22	94
2022/23	96
2023/24	97

Table 3 - Near Miss Reporting

Vehicle Accidents

Table 4 shows the number of accidents involving fleet vehicles from 2016/17 to 2023/24. Analysis of the type of accidents LFRS vehicles have been involved in during 2023/24 has shown that most accidents occur during vehicle manoeuvring at slow speeds.

The Road Risk Review Panel (RRRP) examines the trends and outcomes from fleet vehicle accidents and current working practices. The RRRP group members have been meeting during the year to identify learning from vehicle accidents, identify wider trends about the cause and what measures we can take to improve performance. A key enhancement in the area is the continued roll-out of vehicle CCTV systems being fitted to fleet vehicles.

Year	Number of Vehicle Accidents
2016/17	67
2017/18	58
2018/19	74
2019/20	69
2020/21	67
2021/22	90
2022/23	61
2023/24	65

Table 4 Number of Vehicle Accidents

Improvement Actions during 2023/24

LFRS ensures continuous improvement is made in safety, health, environmental and wellbeing aspects within the Service.

As part of our annual workplan, the SHE Department team undertake a programme of reviews and internal checks to ensure that we manage risk correctly and are implementing Service policies. We have reviewed the following aspects of our systems during 2023/24:

- Risk Assessment
- Lone Working
- F Gases in Refrigeration, Air Conditioning & Fire Protection Systems
- Personal Protective Equipment
- Section 2 Organisational Arrangements
- Radiation
- Hazardous Waste Registrations and Waste Permits
- Smoking at Work
- Safe Storage & Handling of Hazardous Substances
- Violence at Work
- Management Standards Compliance
- COSHH Register and Assessment Review
- Legionella
- Young People/Work Experience
- Fire and Management of Other Emergencies
- Noise

We have carried out the following during 2023/24:

- Managed the suite of risk assessments for LFRS activities, reviewing existing assessments and producing new documents to support new activities/risks, equipment and vehicles.
- Continued to maintain and develop the safety, health, environment and wellbeing management system by carrying out programmed reviews of policies and Service Order documents to ensure their currency and continued suitability.

- Reviewed and monitored our waste management arrangements, with targeted work across several sites to help these locations increase recycling.
- Ensured joint working on assurance monitoring for operational activity, sharing learning and trends from accidents and near miss events to ensure continual learning within the LFRS operational environment to ensure firefighter safety.
- Integrated the fitness function within the wider SHE Department team, strengthening cross-departmental collaboration to manage staff fitness and our fitness testing arrangements for operational staff.
- Continued to develop our approach to managing psychological risks within the workplace and improving health and wellbeing support to LFRS.

The Service has continued to deliver enhancements which have positive impacts to staff safety, including:

- Evaluating a tracked firefighting robot with remotely controlled monitor for entry into hazardous areas.
- Body Worn video cameras and enhanced personal protective equipment being evaluated for circumstances when staff members may be in situations where there is a risk of violence or attack.
- 13 new B type fire appliances and support vehicles as part of the vehicle replacement schedule.
- Started the roll-out of Holmatro battery powered cutting equipment, removing the need for hydraulic hoses and separate petrol engine driven power packs.
- New vehicles to assist command and control of incidents with a light Command Support Unit (CSU) and two main Command Unit vehicles delivered to LFRS.
- Development of command support electronic software which provides the ability to complete an electronic analytical risk assessment on the incident ground.



Health and Wellbeing



In September 2023 we launched Peer Support Ambassadors to bolster our peer support network. Colleagues who volunteer to be a Peer Support Ambassador attend a 2-hr workshop about active listening, signposting, raising awareness of mental health and reducing the stigma around mental conversations. Workshops will be held every year to increase the number of peer supporters available.

The focus of mental health awareness training across the Service is personal resilience; building and maintaining. This also supports our continued embedding of ISO 45003, with the introduction of a 12-month pilot of a co-developed programme (with the Fire Fighters Charity). The aim of the programme is to increase personal resilience of staff and includes elements of positive psychology, relaxation coping strategies and suicide awareness. There are specific operational elements that include operational shared experiences, responding to mental health related incidents and a more detailed awareness of the impact of trauma on individuals. The programme is receiving positive feedback within LFRS and interest from other Fire and Rescue Services across the UK.



Wellbeing Wednesdays continue to be received well by colleagues. Working from a different station/office on a regular basis to provide the opportunity for staff to ask questions about the wellbeing resources, receive wellbeing toolbox talks, have a visit from a Wellbeing Support Dog, have a general wellbeing chat etc. This delivery model brings the opportunity to staff is providing popular and effective, with an increase of wellbeing interactions seen as result. Each station/office will continue to receive at least one Wellbeing Wednesday visit per year.

With the success of last year's wellbeing events planning day, members of our peer support network (TRiM, Wellbeing Support Dog handlers, Peer Support Ambassadors) came together to develop the Wellness Events calendar for 2024/25. Each month one of our peer supporters will lead a wellness event, supported by fellow peer supporters.

The Fitness function continues to be integrated into the SHE Department, with significant pieces of work including:

- Fitness Service Order review and the introduction of station-based six-monthly fitness assessments.
- Procurement of a new gym equipment servicing and maintenance contract.

'Health and Wellbeing Look ahead'

- Moving forwards into the 2024/25 year, we will focus on the following areas:
- Continue to facilitate Fire Fighter Charity workshops, 16 wellbeing workshops are booked for 2024/25.
- Roll out functional fitness kit to all stations and provide positive fitness promotions to encourage Green Book staff to take part in fitness activities, alongside Grey Book colleagues.
- Explore options for a replacement programme of cardio fitness equipment, to be undertaken over the next 3 years.
- Expand the pilot delivery of Responding to Trauma and Emotions, to provide mental health/suicide awareness training for all staff.
- Facilitate a Trauma Support Task and Finish Group, with a focus of reviewing post trauma support resources for high-risk roles within LFRS.

Wellness Events Calendar 2024/25

Month	Event	Description
April	Wellbeing Resources Roadshow	Provide access of peer support resources and wellbeing resources for Fire Support, Ambassadors and Fire Fighter Change.
May	Mental Health Awareness Challenge	Launch the challenge, similar to the Army's 'Mind the Bell Challenge'. Aim to increase mental health awareness and reduce stigma.
June	Post Traumatic Stress Trauma	Provide peer support for those with PTSD and non-operational staff who deal with trauma and the support that is available.
July	Alcohol Awareness	Raise awareness of alcohol consumption, reduction, impact on others etc. including links to road safety and the 'no one left behind'.
August	BBQ Month	Normal to a day in August, to host BBQs across the division, including partner jobs to promote and further activities to enhance.
September	Cancer Awareness	Raise awareness of Cancer, in terms of having the right resources support available, how to recognise symptoms etc.
October	Arthritis Awareness	Raise awareness of the impact of arthritis on mental health, impact on the physical, how to cope and how to live with it.
November	Men's Health	Provide the male members and encourage men to talk about their feelings and health worries, including support available.
December	Fitness	Focus on improving everyone's fitness, not just operational, in the winter months with a range of activities and challenges.
January	Sleep	Raise awareness of Sleep Hygiene. Equip everyone to 'Jump start' their sleeping well and how to get sleep in 30 minutes - 2024 goal.
February	Relaxation	Importance of relaxation and mindfulness exercises and how to do this through the day - in work and home.
March	Nutrition and Hydration	Emphasis on staying hydrated and healthy eating methods.

Firefighter PPE Contamination

Our work on PPE contamination has continued during 2023/24, progressing through our actions identified after the gap analysis of the University of Central Lancashire (UCLAN), Minimising firefighters' exposure to toxic fire effluents – Interim Best Practice Report.

We are also collaborating regionally with our neighbouring Fire and Rescue Services, through the National Fire Chiefs Council Health and Safety meeting structure. The North West region are contributing to the national improvement work on contaminants, developing a work package on training and competence.



At STC, we continue to use the leading facilities for the management of contamination during breathing apparatus training with the dirty to clean workflow designed into the building to allow staff to remove any harmful residues after training. At the start of 2024, we have begun to consider how we can reduce the impacts of contaminants from live fire burns at the initial design stage for new training facilities which are planned for the Training Centre site.

An additional enhancement in 2023/24 we have introduced into STC is the De-Wipe After Fire Hair & Body Wash. This product is formulated to assist removal of polycyclic aromatic hydrocarbons (PAHs) present in soot, dirt and smoke. Following some positive feedback from our firefighters on this product, we will undertake a further evaluation of this product across our fire stations.

Environmental Performance

Carbon Emissions



The current Carbon Management Plan includes a target of 40% carbon emission reduction by March 2030 from a baseline of 4352 tonnes of CO² in 2007/08.

The Service achieved an **overall reduction of 25.4% by March 2023**. This related to our measured carbon emissions for gas, electric and fleet vehicle fuel.

Separately, water is currently seeing a 30% reduction from baseline year, noting this is not as high as 2018/19, which showed a 46% reduction.

The data will be shared individually with stations involving both Environmental Champions and Station Managers, allowing comparisons to be made by station over several years.

LFRS has submitted a bid for the Public Sector Low Carbon Skills Fund, which if successful, will support us in progressing building audits for the majority of the estate, considering suitability for carbon reduction and energy generation measures.

Waste Management

LFRS created 105.7 tonnes of waste in 2023/24, including increases from 2022/23 of 7.7% for general waste and 5.2% for dry mixed recyclable waste. The **overall recycling rate across the service remains very good at 34%**. Waste data is shared with all stations via their Environmental Champions and Station Managers and the 'Waste Less' promotions will continue to be developed.

There were some excellent results from those stations identified last year as needing further focus. The SHE Department continue to work with Station Managers, Environmental Champions, and other staff to better understand the reasons behind these results to assist in improving waste management across LFRS.



Fire-fighters' Charity Recycling Banks

LFRS continues to support the Fire Fighters Charity with 24 Lancashire fire stations currently having a clothing/textile recycling bank. For each tonne of clothing, a donation is made to the Fire-fighter's Charity.

In 2023/24, the banks had collected over 48.5 tonnes of textiles. This has raised £10,294 for the charity.



Reducing Waste

Whilst recycling is good, we can do better. The most effective way to reduce our waste is by reducing what we buy. During 2023/24, we have begun to focus a number of promotions around our new 'Waste Less' branding. We have introduced reusable coffee cups to meeting areas, starting with SHQ. These are placed with the coffee machines along with a poster developed with the help of our Corporate Communications Department.

We also provided each station with a uniform repair kit, an idea which originally came from one of our Environmental Champions, who recognised that uniform was being thrown away for simple things such as a missing button.

The overarching 'Waste Less' message in these promotions is to prevent the waste at source.



Promotions and Wider Engagement

During the 2023-24 period, each quarter saw a key environmental promotion which was displayed at SHQ, communicated via the Engine House intranet, Routine Bulletin and by the Environmental Champions.

We now have 45 Environmental Champions across the Service. The promotions included Plastic Free July, Cycle to Work Day, Recycle Week, Energy Saving Week and Earth Hour. Focus was also given to ensuring staff know how to advise members of the public who bring hazardous waste to station.

Institute of Environmental Management and Assessment (IEMA)

During 2023/24 we have increased our staff skill base on environmental aspects, using the programmes offered by IEMA. The Assistant SHE Advisor completed the Level 5 IEMA Certificate in Environmental Management, following which their application for Practitioner Membership of IEMA was successful.

The Environment and Sustainability Group members completed the IEMA 2 day Pathways to Net Zero course, this learning has been able to assist us in developing the replacement carbon management plan for LFRS with a move towards adopting a net zero vision.



Climate Fresk

20 members of staff across the organisation (including some of our Environmental Champions) have attended the Climate Fresk half day workshop trial that seeks to broaden knowledge and understanding of climate change.

Looking Ahead

The Environment and Sustainability Group (formally Carbon Management Team) have developed a new Environmental Sustainability Plan which we hope to launch during 2024/25. This plan will outline our current position and our vision for reaching net zero emissions by 2050.

Table 5 shows the carbon emission performance for 2023/24 against the 2007/08 baseline and previous year's performance with the carbon emissions for 2016/17 to 2023/24.

	Baseline 2007/08	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	% change on previous year	% change since baseline 2007/08
Buildings	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)		
Electricity	1600	1581	1592	1495	1478	1484	1457	1379	1356	1.7%	15.3%
Gas	1594	934	1025	901	988	1032	939	875	904	(3.4%)	43.3%
Total	3194	2515	2617	2396	2466	2516	2396	2254	2260	0.3%	29.2%

Transport	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)		
Fuel	1158	796	858	968	882	816	872	953	986	(3.4%)	14.9%

	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)		
Service Total	4352	3311	3475	3364	3347	3332	3268	3207	3246	-1.2%	25.4%

Shown separately in Carbon Management Plan

Water	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)		
	9.1	5.8	5.4	4.9	6.4	5.7	5.3	5.9	6.3	(8.1%)	30%

Table 5 Carbon Emissions Reductions 2023/24

A Look Ahead to 2024/25

Looking to 2024/25, the key safety, health and environment priorities are to:

- Refresh the LFRS Safety, Health and Environment Policy statement.
- Maintain the LFRS certification to ISO 45001:2018 and ISO14001:2015 standards and continually improve the SHE Management System.
- Continue to implement the LFRS Health, Safety and Wellbeing 5-year plan and progress the aspirational development items within the Service.
- Remain focussed on the safety, health and environmental issues on our fire stations and other sites to enhance internal checks.
- Review reduction activities we can implement on accidents and injury related sickness absence related to strain/sprain type musculoskeletal injuries which are predominant within the Service and occur during manual handling tasks.
- Engage and support our Environmental Champions to promote the reduction of wastage in all areas, including the continued reduction of carbon emissions from energy and fuel use. With a focus also on reducing waste collected by following the waste hierarchy, starting with considering the items we purchase, right through to increasing recycling where this is a best possible option.
- Deliver our programme of wellbeing promotional and awareness activities, promoting availability of our key wellbeing resources to staff members.
- Examine our current arrangements for supporting staff in the aftermath of dealing with traumatic operational incidents to ensure they are able to access the right support and ensure they can retain their personal resilience.
- Refresh fitness equipment issued to fire station gyms through the mobilisation of a new contract for gym equipment servicing and equipment supply.
- Launch our new approach to decarbonisation of our buildings and vehicle fleet to replace the existing Carbon Management Plan, with adoption of a vision working towards the UK Government 2050 pathway for reaching net zero emissions.
- We will review our position against any further released guidance and best practice arrangements. The Service will continue to improve how we deal with the management of PPE Contaminants, raising staff awareness to challenge the behaviours which increase risks from contamination.

Overall Summary

LFRS continues to deliver continuous improvement within the SHE Management system maintaining ISO 45001:2018 and ISO 14001:2015 certification through external examination receiving no non-conformances and one opportunity for improvement.

We had a challenging year with regards to the overall number of staff accidents, with an increase in the number of accidents to staff members when compared to 2022/23. This increase is partly attributed to a number of events where multiple members of staff reported injuries, including following an appliance RTC while they were enroute to an operational incident, a training exercise involving carrying one of the service water rescue boats and swift water rescue training at an external water venue in the North East of England.

Severity of staff accident events has reduced compared to last year, the HSE were notified under RIDDOR regarding 10 events: 1 major specified injury following a fractured ankle sustained while attending a fire incident and a further 9 events which resulted in over 7-day absences after a workplace accident.

Analysis of our safety performance through the Service HSEAG meeting has shown that musculoskeletal strain and sprain type injuries have remained the most prevalent. This is consistent with our performance last year and we will continue to identify opportunities to improve in this area.

Feedback from our operational staff has shown an increase in challenging operational incidents which involve suicide and self-harm. To further support our staff wellbeing, LFRS has partnered with the Firefighters Charity to develop a new awareness programme to assist staff to build personal resilience and coping mechanisms for this type of event. Following an initial pilot programme for new members of staff we are now looking at how best to deliver the content to our existing operational staff members.

The good relationship with the Fire Brigades Union (FBU), UNISON, Fire Officers Association (FOA) and the Fire and Rescue Services Association (FRSA) continues, working together to maintain a positive safety culture within LFRS through regular consultation meetings and dialogue on safety, health and wellbeing issues.

We continue to make progress on our environmental agenda and during 2023/24 we have refreshed our existing Carbon Management Plan, moving to a wider environmental sustainability plan for LFRS which is now ready for launch.