

Annual Safety, Health and Environment Report 2024-2025

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 2024 to 31st March 2025.

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.

The CFA approved a new version of the SHE Policy in September 2024 following a routine 3-yearly review.

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 Safety, Health, Environmental and Wellbeing 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 and the Health and Safety Consultation Committee chaired by Deputy Chief Fire Officer.

External Audit of the Health and Safety and Environment Management Systems 2025

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 2025, 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, Leadership & Development Centre (LDC), four fire stations operating different duty systems together with several supporting departments including Safety, Health and Environment, Fleet and Engineering Services, Human Resources, LDC, 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.

This audit report recommended continued certification for LFRS under ISO 14001 and ISO 45001 standards, noting no major non-conformities and one minor non-conformity. It highlights strong leadership engagement, significant progress in environmental sustainability, and a comprehensive health and safety management system.

- **Governance and Leadership:** Senior leadership shows active commitment to the management system with clear alignment of SHE objectives to organizational strategy, evidenced by effective communication and performance reporting.
- **Environmental and Health Progress:** LFRS has achieved a reduction in emissions and a 30.1% decrease in water usage since 2009, alongside initiatives for mental health and well-being support. The audit identifies opportunities for improvement in staff awareness and space management.

LFRS received one minor non-conformances for this audit related to record keeping on an on-call fire station for routine safety compliance checks which was resolved. Two opportunities for improvement have been identified related to how we manage space

utilisation/gym equipment placement on fire stations and ensuring that all groups of staff, including support staff roles are able to understand arrangements for obtaining replacement health and safety items.

The report from BAB highlighted aspects of our arrangements:

- Active engagement from senior leadership, including the Chief Fire Officer, Deputy Chief Fire Officer and SHE Department team. A selection of staff at all fire stations and offices visited during the audit were interviewed and confirmed communications and commitment to the management system.
- Martin Fish (Head of SHE), Bekki Ford (SHW Advisor), and Kevin Dacre (SHE Advisor) take an active part in risk and hazard identification together with attending the overarching consultation and participation meetings.
- The Deputy Chief Fire Officer is very familiar with the processes connected with OH&S and takes ultimate responsibility for Health and Safety within the organisation.
- Clear alignment of SHE objectives with organisational strategy and KPIs.
- Quarterly performance reporting to the Combined Fire Authority (CFA).
- Comprehensive risk assessments and procedures are in place.
- Incident-specific dynamic risk assessments conducted by Commanders.
- Safety sector roles introduced for complex operational incidents.
- 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.

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 2024/25, we have continued to ensure that we have arrangements in place to meet all aspects of the Safety Representatives and Safety Committees Regulations 1977.

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 2024/2025 there were:

- **84 accidents** (61 to LFRS staff and 23 to non-LFRS staff) each event being investigated and recorded in line with service policy.
- **123 near misses** (102 near misses and 21 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 **8 RIDDOR** events that were reported to the Health and Safety Executive; 1 major specified injury; 7 resulting from an over 7 day's absence. This is a 27% reduction compared to 2023/24.

A spike in staff injury incidents has occurred during training exercises and operational responses, several injuries were linked to manual handling and physical strain. A significant cluster of injuries occurred during a single vehicle rollover incident involving multiple personnel.

Staff Accidents - Key Insights

- Manual handling during both training and operational duties is the leading cause of injury.
- Routine activities such as moving around stations or returning from incidents also contribute significantly, especially with slips, trips, and collisions.
- Training environments present a notable risk, particularly with lifting, falling objects, and exposure to harmful substances.
- Incident grounds (fires, RTCs) continue to pose risks, including burns, exposure, and physical strain.

A summary of the total accident and accident-related absence statistics for 2024/25 are detailed below in Table 1.

Category	Number
RIDDOR reportable – major specified injuries / diseases	1
RIDDOR > 7-day absence	7
Other injuries – Lost Time	18
Minor – no time lost (also includes Non-LFRS staff)	58

Table 1 – Breakdown of LFRS safety event categories.

The figures in Table 2 relate to events when working time has been lost due to work related injury or illness. We have seen a small number of staff away from work for long term absences related to safety events which has impacted the overall performance in this area. Managers in conjunction with Human Resources will support staff inline with our absence policy to return to work.

Year	Lost Time Accidents
2018/19	21
2019/20	17
2020/21	17
2021/22	25
2022/23	17
2023/24	27
2024/25	26

Table 2 – lost time accidents.

Table 3 shows the types of accidents that were reported during 2024/25 comparing with the LFRS previous performance for each category.

Type of Accident	LFRS Staff 2024/25	LFRS Staff 2023/24	LFRS Staff 2022/23	LFRS Staff 2021/22	LFRS Staff 2020/21	Non-LFRS staff 2024/25	Non-LFRS staff 2023/24	Non-LFRS staff 2022/23	Non-LFRS staff 2021/22	Non-LFRS staff 2020/21
Handling lifting or carrying	21	28	14	24	11	2	4	2	1	-
Hit by moving, flying or falling object	5	11	7	5	4	2	3	3	-	-
Slip trip fall	6	10	10	12	5	2	4	3	1	-
Hit something fixed or stationary	7	8	8	9	3	4	3	7	2	-
Other	7	4	5	15	10	3	2	3	2	-
Injured by an animal	2	1	1	1	-	-	-	-	-	-
Fall from Height	1	-	1	2	1	-	1	1	-	-
Exposed to fire	2	4	2	2	5	2	-	-	-	-
Exposed to harmful substance	6	5	10	-	11	1	-	-	-	1
Exposed to an explosion	1	-	-	1	-	-	-	-	-	-
Contact with Electricity	-	-	-	1	1	-	-	-	-	-
Hit by a moving vehicle	2	2	2	-	1	-	-	-	-	-
Contact with Moving Machinery	1	-	1	-	1	-	1	-	-	1
Drowned or Asphyxiated	-	-	-	-	-	-	-	-	-	-
Physically assaulted by a person	-	1	-	3	2	5	2	-	4	-
Trapped by Something Collapsing	-	-	-	-	-	-	-	-	-	-
TOTAL	61	74	61	75	55	23	23	19	10	2

Table 3 – Types of accidents in 2024/25 compared to past performance.

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 4 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
2024/25	102

Table 4 - Near Miss Reporting

Vehicle Accidents

Table 5 shows the number of accidents involving fleet vehicles from 2016/17 to 2024/25. Analysis of the type of accidents LFRS vehicles have been involved in 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
2024/25	72

Table 5- Number of Vehicle Accidents

Improvement Actions during 2024/25

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 2024/25:

- Post Trauma Support / Trauma Risk Management Procedure
- Vibration
- Display Screen Equipment
- Work Equipment
- Hybrid/Smarter Working Arrangements
- Workplace Safety and Environmental Inspections
- Working at Height
- Manual Handling
- LFRS Electric Vehicles & Charging Infrastructure
- SHE Training
- Electro-magnetic Fields at Work
- SHE Policy and associated Equality Impact Assessment
- Emergency Preparedness
- Lifting Operations
- Wellbeing Support Dogs
- Safety, Health, Environment & Wellbeing Management System (Section 2)
- Register of Legal and Other Requirements
- Occupational Health & Safety Risks & Opportunities Register
- Register of Environmental Legislation and Other Requirements
- Environmental Aspects & Impacts Register
- Food Hygiene on LFRS sites
- Lift Trucks
- Confined Space

During 2024/25 we have made further improvements to how we manage risks which arise on our own sites. Led by the SHE Advisor we have launched a programme of joint visits, which bring together staff from support departments, including Property, Protection (Fire Safety) and the Fitness Function working with the local Service Delivery Manager to review safety, health and environmental compliance on our stations and other sites. This allows us to discuss issues identified and produce a summary report from each visit to highlight areas we can improve on.

Involving local staff in health and safety inspections offers a range of practical and cultural benefits, both from an organisational and operational standpoint, one of the core aims of inspections is to 'reinforce health, safety and environment awareness amongst all staff' and to 'support a positive safety, health and environmental culture within the Service'. Involving local staff directly in inspections helps embed this culture by making safety a shared responsibility rather than a top-down directive.

Local staff are intimately familiar with the day-to-day operations and physical layout of their workplaces. This makes them well-placed to identify subtle or emerging hazards that others might overlook. This sense of responsibility can lead to more proactive behaviour, such as reporting near misses or correcting unsafe practices without prompting. The LFRS inspection forms also show that local managers are expected to manage corrective actions in the first instance, reinforcing this principle of local accountability.

Health and Wellbeing

The focus of mental health awareness training across the Service is personal resilience; building and maintaining. The aim of our programmes 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. Staff from our SHE Department arrange to work 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.

Employee Support and Traumatic Incidents

All LFRS staff continue to have access to our Employee Assistance Programme (EAP) delivered by external specialist provider, Health Assured. The EAP is a confidential & independent support service for employees and immediate dependants to help deal with personal problems that might adversely impact on your daily life, health and wellbeing.

Due to the traumatic nature of some operational incidents, we operate a Trauma Risk Management (TRiM) team. TRiM is not a medical intervention, but a peer-led support process designed to help staff deal with traumatic events they may encounter during their everyday work. TRiM is a process during which a structured TRiM Assessment is carried out for staff who have been exposed to a potentially traumatic incident/event. This in-house facility provided by colleagues, for colleagues who have undertaken a specific structured training process and assessment to be a TRiM Practitioner.

Operational incidents involving people who are in crisis and carrying out self-destructive behaviours are increasingly impacting on our staff. SHE Department have been collaborating with Response and Emergency Planning to develop operational guidance for crews dealing

with a Person in Crisis (PiC) when attending an incident. To embed this information, an eLearning module to support SOP720 has been issued for all operational staff and the Responding to Trauma and Emotions (RTE) programme, co-developed with the Fire Fighters Charity is being reviewed to provide suicide prevention and awareness sessions, as well as a mental health awareness handbook.

The Divider Challenge

As part of our Wellness Events Calendar, throughout May and June 2024 we ran the Divider Challenge. Fifteen colleagues took part in the challenge, raising £734 for the Fire Fighters Charity along the way. The Divider Challenge is a way to create awareness and encourages people to talk about their mental health, and to break down the stigmas associated with mental health issues.

The Challenge reinforces the message that it is ok to speak up and say 'I'm not ok'. The individual wears the divider (A piece of operational equipment) which has been modified, for the whole time they are in the 'wearing' period, (with a few exceptions for when it could pose a safety risk to wear it, such as driving). The Divider becomes a physical, visual and tangible representation of the invisible burden of mental health so many of us experience.

Fitness

In December/January 2025 we rolled out new functional fitness kit (dumbbells, adjustable benches, resistance bands) to LFRS owned gyms. We also completed the first phase of a cardio fitness equipment replacement programme, for those pieces of fitness equipment that are over 10 years old/no longer financially viable to repair. 'Circuit cards' will shortly be introduced to all stations, to supplement the installation of the new functional fitness kit, to provide staff with guidance of how to best use the kit and encourage staff to maintain good levels of functional fitness.

One of our Service PTIs is also a Yoga Instructor, so we were fortunate to be able to host a yoga session in February, which was streamed over Teams so colleagues across the Service could join in wherever they were. The session was also recorded, to enable those who were not able to join at the time could access it at a time convenient to them.

Moving into 2025/26 we will invest further into our gym facilities and upgrade equipment which is approaching end of the life and make sure we have the most effective utilisation of available space for fitness activities.

Environmental Performance

Carbon Emissions

The Environmental Sustainability 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 20.4% by March 2025**. This related to our measured carbon emissions for gas, electric and fleet vehicle fuel.

Separately, water is currently seeing a 25% reduction from baseline year.

LFRS was unsuccessful with the bid submitted for the Public Sector Low Carbon Skills Fund, so we are now undertaking a series of site surveys which will provide building audits for the majority of the estate, considering suitability for carbon reduction and energy generation measures.

Waste Management

LFRS created **103 tonnes** of waste in 2024/25, a decrease of approximately **2.55% compared to 23/24:**

- Non Recyclable = 67.7 tonnes
- Recyclable = 35.2 tonnes.

The **overall recycling rate across the service remains very good at 34.3%**. Waste data is shared with all stations and the 'Waste Less' promotions will continue to be developed.

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 Fighters Charity.

Since rolling out these collection bins in 2010, between 2010-2024, £90,786 has been generated for the Fire Fighters Charity with 465 tonnes of clothing collected and re-diverted away from landfill.

No Mow May

2024 has seen Lancashire Fire and Rescue Service participate in No Mow May for the first time.

A small sign, designed by our Corporate Comms Department, was installed in grass areas at Bacup, Bamber Bridge, Blackpool, Garstang, Preston and Rawtenstall.

Property Department planned with their grounds maintenance contractor to ensure that, firstly these areas were not mowed in May, but also to make sure the appropriate 'mow and collect' is carried out in June to tidy these areas up again.

Not only did our Environmental Champions and other staff on station help to support the No Mow May, but we were also very pleased to have a visit to Blackpool Fire Station by our then CFA Member Champion for Environment, County Councillor John Singleton.

Environmental Star Award

During 2024 we introduced an Environmental category to the annual Star Awards which took place in November. It is an award that recognises the great work and passion that many of our staff have for our environment. The award will go to an individual or group that

strives to limit the damage to our planet by adopting more sustainable practices. The winner will be committed to reducing their impact on the environment and persuading others to do the same. Their actions and endeavours to influence others to follow suit set a shining example for us all.

The inaugural award was given to Firefighter Fiona Dransfield, Fiona, one of our 'Environmental Champions,' who is actively involved in improving the environment. She has found ways to reduce energy use at Blackburn Fire Station by adjusting lighting settings, especially on night shifts, and communicates with colleagues across the Service to implement changes, like raising the issue of waste parts from smoke detector fittings at home fire safety checks. She encourages staff to run washing machines only with full loads on eco-settings and manages kitchen compost to minimise waste. Additionally, she places reminders by bins to enhance recycling efforts. Although these initiatives take time to develop, Fiona's contributions are invaluable, inspiring others to care for the planet.

Food Waste Disposal

We continue to promote awareness around food waste, encouraging staff to make sure all food is removed to the new food waste bin before washing up or putting in the dishwasher.

The Separation of Waste (England) Regulations 2024 provides details of the 6 recyclable waste streams which are plastic, paper and card, glass, metal, food waste and garden waste. From the 31st March 2025, organisations Businesses with 10 or more full-time employees must separate food waste and dry recyclables for collection. This is to avoid as much food waste as possible ending up in landfill.

Service Headquarters (SHQ), Leadership & Development Centre (LDC) and all wholetime stations will have to collect food waste separately in specific caddies, which will be provided via the SHE Department's waste contract management process. Food waste collections will be arranged to start in time for the 31st March 2025 and posters will be updated sharing further details for this.

Food waste on LFRS sites is not new waste and although concerns have been expressed by stations, that food waste will be left in internal bins overnight or in external bins for up to a week between collections, this is no different to the waste management process now. The only difference is that food waste is currently not separated from other waste. Whilst this legislation does mean an increase in the number of bins, it does not mean an increase in waste. Going forward, this waste will also contribute to our recycling percentage as it will no longer be disposed of as general waste and will therefore help achieve, SHE Objectives and Actions.

Looking Ahead

The Environment and Sustainability Group (formally Carbon Management Team) have developed a new Environmental Sustainability Plan which was launched during 2024. This plan outlines our current position and our vision for further improvements to our buildings and facilities to improve environmental performance and related aspects such as energy security.

Table 6 shows the carbon emission performance for 2024/25 against the 2007/08 baseline and previous year's performance with the carbon emissions for 2016/17 to 2024/25.

	Baseline 2007/08	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	% 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)	Carbon (tonnes)		
Electricity	1600	1581	1592	1495	1478	1484	1457	1379	1356	1,551	14.5%	-3.1%
Gas	1594	934	1025	901	988	1032	939	875	904	826	-8.7%	-48.2%
Total	3194	2515	2617	2396	2466	2516	2396	2254	2260	2377	5.1%	-20.0%
Transport	Carbon (tonnes)	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	1091	10.1%	-5.8%
	Carbon (tonnes)	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	3468	6.8%	-20.4%
Shown separately in Environmental Sustainability Plan												
Water	Carbon (tonnes)	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	6.8	7.9%	-25.0%

Table 6 Carbon Emissions Reductions 2024/25

A Look Ahead to 2025/26

Looking to 2025/26, the key safety, health and environment priorities are to:

- 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.
- Deliver our programme of wellbeing promotional and awareness activities, promoting availability of our key wellbeing resources to staff members to ensure they are able to access the right support so they can retain their personal resilience.
- Refresh fitness equipment issued to fire station gyms through the replacement of fitness equipment assets which are at the end of their working lifespan.
- 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 safety, health, environment and wellbeing 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 an improved year for overall staff accident performance, with 61 staff accidents overall, a 17.5% reduction compared to 23/24.

Severity of staff accident events has reduced compared to last year, the HSE were notified under RIDDOR regarding 8 events: 1 major specified injury following a fractured ankle after a fall on a fire station and a further 7 events which resulted in over 7-day absences after a workplace accident. The reduction in RIDDOR reportable events was 27% compared to 23/24.

Near miss reporting continues to allow us to learn from potential accident-causing events and capture learning. In 2024/25, staff reported 102 near miss events, this was an increase of 41.6% compared to last year.

Analysis of our safety performance through the Service HSEAG meeting has shown that musculoskeletal strain and sprain type injuries have remained the most prevalent with handling and lifting injuries. This is consistent with our performance last year and we will continue to identify opportunities to improve in this area, although identifying specific cause trends is not immediately apparent with a wide variety of activities being undertaken which then result in an injury.

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 2024/25 we have refreshed our existing Carbon Management Plan, moving to a wider environmental sustainability plan for LFRS which has now been approved by the CFA. We are moving forwards looking at options to develop environmental technologies on our sites, alongside expanding our use of hybrid and electric vehicles.