# Our Five Principles

In defining the scope of the Community Risk Management Plan, we have consulted with the Fire and Rescue Authority and our staff at all levels of our organisation utilising a variety of consultation methods, including our Fire Family Staff Survey, the Emergency Cover Review consultation, Service Leadership Team and Middle Manager workshops. Based on this consultation, we have developed five principles, which will assist us to mitigate the risks to our communities and help us to focus on improvement within our Service over the next five years.



## Our People Principle

*Being in the right place, at the right time, with the right skills.*

Ensuring a highly skilled workforce by recruiting, developing and retaining a motivated and bilingual workforce that represents and champions the diversity of the communities we serve.

## Our Prevention Principle

*Working with partners to help make communities safer.*

Reducing risks to our communities, especially for those people who may be more vulnerable, through our established intervention programmes such as Safe and Well Checks and the Phoenix Project.

## Our Protection Principle

*Making businesses safer together.*

Providing businesses with expert guidance on fire protection to help ensure the safety of buildings, employees, and customers, thereby supporting businesses to grow. High-risk buildings are prioritised for inspections, contributing to overall public safety.

## Our Response Principle

*Providing an effective emergency response.*

Being ready to respond when you need us: to protect what matters to you, to save lives, reduce harm, and protect homes and businesses.

## Our Environment Principle

*Protecting and preserving our natural environment for future generations.*

Adopting eco-friendly practices in our daily operations to cut down on carbon emissions and other environmental impacts and raise environmental awareness amongst our staff and our communities.