

**BUCKINGHAMSHIRE AND MILTON KEYNES FIRE AUTHORITY
BUCKINGHAMSHIRE FIRE AND RESCUE SERVICE**



Director of Legal & Governance, Graham Britten
Buckinghamshire Fire & Rescue Service
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Chief Fire Officer and Chief Executive
Louise Harrison

To: The Members of the Executive Committee

30 June 2025

**MEMBERS OF THE PRESS AND
PUBLIC**

Please note the content of Page 2
of this Agenda Pack.

To contact our Communication
Team, please email
cteam@bucksfire.gov.uk

Dear Councillor

Your attendance is requested at a meeting of the **EXECUTIVE COMMITTEE** of the **BUCKINGHAMSHIRE AND MILTON KEYNES FIRE AUTHORITY** to be held in **MEETING ROOM 1, HEADQUARTERS, STOCKLAKE, AYLESBURY, BUCKS HP20 1BD**, on **WEDNESDAY 9 JULY 2025 at 10.00 AM** when the business set out overleaf will be transacted.

Yours faithfully

A handwritten signature in black ink that reads 'Graham Britten'.

Graham Britten
Director of Legal and Governance

Health and Safety:

There will be limited facilities for members of the public to observe the meeting in person. A recording of the meeting will be available after the meeting, at the web address provided overleaf.

Councillors: Bailey, Hussain N, McLean, Monger, Priestley, Rouse, Stuchbury and Walsh



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Recording of the meeting

The Authority supports the principles of openness and transparency. To enable members of the press and public to see or hear the meeting, this meeting will be recorded. Please visit:

<https://www.youtube.com/channel/UCWmIXPWAscxpL3vIiv7bh1Q>

The Authority also allows the use of social networking websites and blogging to communicate with people about what is happening, as it happens.

Adjournment and Rights to Speak – Public

The Authority may adjourn a Meeting to hear a member of the public on a particular agenda item. The proposal to adjourn must be moved by a Member, seconded and agreed by a majority of the Members present and voting.

A request to speak on a specified agenda item should be submitted by email to gbritten@bucksfire.gov.uk by 4pm on the Monday prior to the meeting. Please state if you would like the Director of Legal and Governance to read out the statement on your behalf, or if you would like to be sent a 'teams' meeting invitation to join the meeting at the specified agenda item.

If the meeting is then adjourned, prior to inviting a member of the public to speak, the Chairman should advise that they:

- (a) speak for no more than four minutes,
- (b) should only speak once unless the Chairman agrees otherwise.

The Chairman should resume the Meeting as soon as possible, with the agreement of the other Members present. Adjournments do not form part of the Meeting.

Rights to Speak - Members

A Member of the constituent Councils who is not a Member of the Authority may attend Meetings of the Authority or its Committees to make a statement on behalf of the Member's constituents in the case of any item under discussion which directly affects the Member's division, with the prior consent of the Chairman of the Meeting which will not be unreasonably withheld. The Member's statement will not last longer than four minutes. Such attendance will be facilitated if requests are made to enquiries@bucksfire.gov.uk at least two clear working days before the meeting.

Statements can be read out on behalf of the Member by the Director of Legal and Governance, or the Member may request a 'teams' meeting invitation to join the meeting at the specified agenda item.

Where the Chairman of a Committee has agreed to extend an invitation to all Members of the Authority to attend when major matters of policy are being considered, a Member who is not a member of the Committee may attend and speak at such Meetings at the invitation of the Chairman of that Committee.

Questions

Members of the Authority, or its constituent councils, District, or Parish Councils may submit written questions prior to the Meeting to allow their full and proper consideration. Such questions shall be received by the Monitoring Officer to the Authority, *in writing*, at least two clear working days before the day of the Meeting of the Authority or the Committee.

EXECUTIVE COMMITTEE

TERMS OF REFERENCE

1. To make all decisions on behalf of the Authority, except in so far as reserved to the full Authority by law or by these Terms of Reference.
2. To assess performance of the Authority against agreed organisational targets.
3. To determine matters relating to pay and remuneration where required by collective agreements or legislation.
4. To select on behalf of the Authority-the Chief Fire Officer and Chief Executive, and deputy to the Chief Fire Officer and Chief Executive, or equivalent, taking advice from suitable advisers and to make recommendations to the Authority as to the terms of appointment or dismissal.
5. To consider and make decisions on behalf of the Authority in respect of the appointment of a statutory finance officer; a statutory monitoring officer; and any post to be contracted to “Gold Book” terms and conditions in whole or in part taking advice from the Chief Fire Officer and suitable advisers.
6. To act as the Employers’ Side of a negotiating and consultation forum for all matters relating to the employment contracts of the Chief Fire Officer and Chief Executive, deputy to the Chief Fire Officer and Chief Executive, or equivalent; and where relevant, employees contracted to “Gold Book” terms and conditions in whole or in part.
7. To hear appeals if required to do so in accordance with the Authority’s Policies.
8. To determine any human resources issues arising from the Authority’s budget process and improvement programme.
9. To determine policies, codes or guidance:
 - (a) after considering recommendations from the Overview and Audit Committee in respect of:
 - (i) regulating working relationships between members and co-opted members of the Authority and the employees of the Authority; and
 - (ii) governing the conduct of employees of the Authority
 - (b) relating to grievance, disciplinary, conduct, capability, dismissals and appeals relating to employees contracted to “Gold Book” terms and conditions in whole or in part.
10. To form a Human Resources Sub-Committee as it deems appropriate.

AGENDA

Item No:

1. Election of Chairman

To elect a Chairman for 2025/26

2. Appointment of Vice-Chairman

To appoint a Vice-Chairman for 2025/26

3. Apologies

4. Minutes

To approve, and sign as a correct record the Minutes of the meeting of the Executive Committee held on 19 March 2025 (Item 4) **(Pages 7 - 16)**

5. Matters Arising from the Previous Meeting

The Chairman to invite officers to provide verbal updates on any actions noted in the Minutes from the previous meeting.

6. Disclosure of Interests

Members to declare any disclosable pecuniary interests they may have in any matter being considered which are not entered onto the Authority's Register, and officers to disclose any interests they may have in any contract to be considered.

7. Questions

To receive questions in accordance with Standing Order SOA7.

8. Budget Monitoring Report April 2024 - March 2025 (Provisional Outturn)

To consider item 8 **(Pages 17 - 32)**

9. Safety Centre (Hazard Alley) Impact Report April 2025

To consider Item 9 **(Pages 33 - 40)**

10. Date of next meeting

To note that the next meeting of the Executive Committee will be held on Wednesday 10 September 2025 at 10 am.

If you have any enquiries about this agenda please contact: Katie Nellist (Democratic Services Officer) – Tel: (01296) 744633 email: knellist@bucksfire.gov.uk

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Buckinghamshire & Milton Keynes Fire Authority

Minutes of the Meeting of the EXECUTIVE COMMITTEE of the BUCKINGHAMSHIRE AND MILTON KEYNES FIRE AUTHORITY held on WEDNESDAY 19 MARCH 2025 at 10.00 AM.

Present: Councillors Bailey, Banks, Hall, Lancaster, Rouse (Chairman) and Walsh

Officers: L Harrison (Chief Fire Officer), S Tuffley (Deputy Chief Fire Officer), G Britten (Director of Legal and Governance), M Hemming (Director of Finance and Assets), D Buchanan (Assistant Chief Fire Officer) A Carter (Head of Technology, Transformation and PMO), P Scanes (Head of Response and Resilience), A Burch (Head of Prevention and Protection), C Newman (Data Intelligence Team Manager), F Mansfield (HR Advisory and Development Manager) and K Nellist (Democratic Services Office)

Apologies: Councillor McLean (Vice Chairman)

The Chairman advised the Committee that the meeting was being recorded and would be uploaded on to the Authority's YouTube channel after the meeting.

<https://www.youtube.com/channel/UCWmIXPWAscxpL3vIiv7bh1Q>

The Chairman notified Members that Councillor Lancaster would not be rejoining the Authority in 2025/26 as he was to become Mayor of Milton Keynes next year and thanked him for his time on the Authority and wished him well as Mayor of Milton Keynes.

The Chairman also notified Members that Councillor Lambert, due to some changes of groups at Buckinghamshire Council had left the Authority, and consequently the Executive Committee, but he was here today. Councillor Lambert had served on the Authority since 2013, and had also been Lead Member for People, Equality and Diversity and Assurance for some of that time. Councillor Lambert had been a very active and supportive Member of the Authority, and the Chairman wanted to recognise that long commitment, and asked the Chief Fire Officer to present Councillor Lambert with a memento on behalf of the Authority for his service.

The Chief Fire Officer made the presentation to Councillor Lambert. Councillor Lambert responded.

The Chairman also notified Members that a presentation would be made to the former Vice-Chairman Councillor Hopkins in due course.

EX42 MINUTES

RESOLVED -

That the Minutes of the Executive Committee meeting held on Wednesday 5 February 2025 be approved and signed by the Chairman as a correct record.

EX43 MATTERS ARISING FROM THE PREVIOUS MINUTES

The Chief Fire Officer and Deputy Chief Fire Officer had recently met with some local MPs, but it would be a good idea to follow this up with a letter, also including USAR funding and the National Insurance shortfall – The Director of Finance and Assets advised that a letter had been sent to all local MPs and the Fire Minister.

A Member asked about the capital programme as he was being asked in Princes Risborough about the drill tower and the loss of mobile phone signal. The Director of Finance and Assets advised Members that officers were in contact with the mobile phone operator and had offered them the ability to site a temporary mast on the Authority's site elsewhere, which they declined to do so. At present they cannot be allowed to operate from that tower because it was unsafe to use but they had been offered the ability to rectify the situation with an alternative solution. The Chairman asked that a letter be sent to the Princes Risborough Town Council setting out the Authority's position – the Director of Finance and Assets advised that a letter had been sent to the Town Council.

A Member asked if the fire door assessment and replacement programme due to have started in January, had been started – The Director of Finance and Assets had written to the Member and given an update.

The Director of Finance and Assets advised Members that in terms of the fire door assessments, there were annual health and safety inspections of all premises and one of the themes picked up was that some fire doors were starting to come to end of life. All fire doors were being looked at to ensure they were all up to date and the work was scheduled to be undertaken.

EX44 DISCLOSURE OF INTERESTS

None.

EX45 PERFORMANCE MANAGEMENT – Q3 2024/25

The Data Intelligence Team Manager advised Members that this report covered October – December 2024. The Service was looking at improving how quickly performance was looked at and hopefully in future, Members would start seeing the benefits. There were three high-lighted measures in the pack. The first one being non domestic false alarms. The main reason for it being in there was to show the impact of the AFA policy change implemented in July. Whilst it was a pilot, Members would see the impact it had on false alarms in those properties. The second one was fire safety audits and for Members to understand where the Service was at that point in time and why they were red on the rag status. The third one was the wholetime establishment, showing the plan of where the Service was currently and where it hoped to be with wholetime firefighter numbers.

A Member asked about the fire safety audits, given that there were now more staff recruited and being trained, when would the Service be able to deal with the backlog.

The Data Intelligence Team Manager advised that February's numbers were now green and hoped they would stay green.

The Chairman asked for an update on the internal audit overdue audit position, as it had not really moved, was there anything in there that Members should be concerned about.

The Director of Finance and Assets advised that internal audits only got updated three times a year in line with the Overview and Audit Committee meetings, when internal audit give an update report. At the Overview and Audit Committee meeting last week, the number of overdue audits had gone down, and it was now green. These actions were closely monitored by the Overview and Audit Committee to ensure officers were held to account to deliver those overdue actions.

The Chairman asked whether it would be more meaningful on the overdue audits to show a percentage of the overdue audits that were either high or medium priority.

The Director of Finance and Assets advised that would be a useful way of doing it, and as Members were aware, that audits were graded between high, medium and low depending on the urgency they needed rectifying. Officers could pick up the high and medium ones as they were the ones of more concern to Members.

The Chairman asked what officers intended to do regarding carbon emissions as the Service needed to be able to track and demonstrate progress.

Director of Finance
and Assets

The Director of Finance and Assets advised it was a source of frustration as there had been issues with suppliers who had sent some information back, but he was not convinced of the quality of the information, and it had been queried with the suppliers. Smart metres had been fitted on all stations, but there were issues with the suppliers getting them connected. Once they were connected, officers would be able to monitor energy on a near real time basis.

The Chairman asked about the big jump in the injury rate quarter on quarter, was there anything Members should be worried about.

The Data Intelligence Team Manager did not think so but would ask the Health and Safety Manager and get back to Members.

Data Intelligence
Team Manager

A Member asked about over the border mobilisation figures, it showed there was a weakness, but did not say what the weakness was, it would be beneficial for Members to have more detail to know where the weak spots were.

The Data Intelligence Team Manager advised that a report was produced every year which could be supplied to Members as well giving the breakdown. It showed it was about geography not availability.

Data Intelligence
Team Manager

A Member asked about social media engagement and the technical issue with X. Was there any information on how the Service was looking to look on social media content across, Facebook, Instagram, LinkedIn etc., if it was working on certain different channels, was it just X that was bringing the figures down.

The Data Intelligence Team Manager advised that officers look across all social media platforms and measure them. February saw LinkedIn be the best by over 100%. Instagram was 70% higher than any other month, 300% higher than on average, so it was starting to improve. Officers do look at all platforms individually. The issue with X was the way it was reported, it was not the fact that the Service was having a problem getting social media out on it, but the account management and how it was reported.

The Director of Finance and Assets added the reason February had good engagement was because the wholetime recruitment campaign came out in February and some of those posts 'a day in the life of a firefighter' etc., had received excellent traction. There was also a large jump in applications towards the end of the campaign as a result of social media.

A Members asked why the recruitment was February.

The Director of Finance and Assets advised that officers work back from when they can get a slot at the Fire Service College. Once the

Service had its own training facility, it would be able to work out the timings to suit.

RESOLVED –

That the Performance Management – Q3 2024/25 be noted.

EX46 GENDER AND ETHNICITY PAY GAP REPORT

The HR Advisory and Development Manager advised Members that as an organisation, the Authority had a duty to carry out gender pay gap reporting, and to publish six pieces of prescribed data about the pay and bonuses of male and female employees on an annual basis by 30 March. The snapshot date for public sector employers was 31 March each year, and the data presented within the report was based on data as of 31 March 2024.

The gender pay gap showed the difference between the average earnings of males, compared to females, irrespective of role or seniority. It examined the difference in the average pay gap, expressed as a percentage of male earnings. It was important to note that a gender pay gap was not unlawful and the presence of a gender pay gap does not mean the Authority was discriminating against groups or individuals. A gender pay gap was a reflection of a workforce profile at a specific time, i.e. the snapshot date.

In comparison, equal pay was a legal obligation and about unequal rewards for male and females carrying out the same job, similar job or work of equal value, as set out in the Equality Act 2010. Organisations could have a gender pay gap without breaching equal pay provisions, and the Authority's gender pay gap was not because of any equal pay issues.

The gender pay gap report detailed the Authority's gender pay gap for 2024. The mean gender pay gap had decreased again and was the lowest pay gap since first reporting in 2017, and 9.8 percentage points lower (19.4 per cent in 2017). This was positive and took the Service 3.5 percentage points below the UK average gender pay gap of 13.1 for 2024. The mean (average) gender pay gap had decreased from 11.8 per cent in 2023 to 9.6 per cent. The median (mid-point) gender pay gap had also decreased, from 8.46 per cent in 2023 to 7.5 per cent.

The benchmark data demonstrated the widely different mean and median gender pay gaps within the same sector for this reporting period. It was very difficult to understand how other fire and rescue services arrived at their gender pay gap without all the background data, and many Services do not publish a report along with their data.

Gender pay gap comparison data had been provided on operational versus support services employees. This data also drills down into age and employment status. What this data shows was that whilst there were fewer females in operational roles, gender disparity was greater within support services employee roles. There were several factors that may have contributed to the pay gaps between male and female support services employees. Despite there being a higher proportion of females to males, more males hold management level positions (grade J and above) than females. In addition, there was a higher percentage of females in part-time roles, with the majority in the group aged 40 and above.

Whilst the number of female operational employees had increased in 2024, the highest proportions were in the bottom two quartiles, and as firefighters join the Service as apprentices, this was to be expected. Operational employees were more likely to move between quartiles due to temporary promotions as they develop into more senior roles. Whilst approximately half of operational employees remained in the same quartile in 2024, as in 2023, almost a quarter of males moved up at least one quartile, and more females than males moved down to a lower quartile. For on-call employees, over the six-year period the numbers of employees had reduced for both males and females, despite the slight increase of female on-call employees in 2024. The average number of hours worked for both male and females had also reduced in 2024.

Currently there was no legislative requirement for organisations to carry out ethnicity pay gap reporting. Whilst reporting was not mandatory, as part of the Service's approach to improving inclusion and tackle inequality within the workplace, this data had been provided for the second year. Using the principles of the gender pay gap reporting, data had been based on the snapshot date of 31 March 2024, and detailed the mean and medium ethnicity pay gaps and quartile pay bands. Whilst gender pay gap reporting compared the data of two groups (males and females) ethnicity pay gap reporting was more complex and involved more groups, some of which had fewer numbers and due to the requirement to protect confidentiality, different ethnic groups had been combined. The mean (average) ethnicity pay gap was 0.33 per cent, and the median (mid-point) ethnicity pay gap was 5.19 per cent.

As recommended by the Chartered Institute of Personnel and Development (CIPD) two additional statistics had also been reported. The proportion of the total workforce from other ethnic backgrounds, which for 2024 was 7 per cent. The proportion of

employees who had disclosed their ethnicity was 91 per cent, the same as in 2023.

It was planned that measures would be brought in under the draft Equality (Race and Disability) Bill announced in the 2024 King's Speech at the State opening of Parliament. This legislation was intended to introduce mandatory ethnicity and disability pay reporting for employers with 250 or more employees, as per current gender pay reporting and most likely to be reflected in any sister legislation for public bodies.

Officers would start evaluating how to optimise access to relevant data and adopt voluntary reporting of disability pay reporting in the same way that voluntary ethnicity pay gap reporting was adopted. However, one area of note from the data on disability, there was still a high number of applicants and employees not recording anything in this area, this might be something that needs some work, giving confidence to individuals that they can disclose information, and it would be treated confidentially and appropriately.

A Member asked about diversity reporting. Although it was not a statutory requirement, should the Authority going forward be looking at gender wider than just male or female, so it was ensuring there was not any discrimination there.

The HR Advisory and Development Manager advised it was something that officers could look at and explained that as a lot of the data was voluntary, it was very difficult to collect as much data as could be used, but certainly it could be looked at again.

The Chairman asked that on the gender pay gap reporting, and the point made that it was not known how other services were making up their data, would it be worth seeing if other services would work with this Service, and try and get a common set of standards, even if it was only five or six other services, that might enable some best practice to be spread across the fire and rescue sector.

RESOLVED –

1. The content of the gender pay gap report 2024 is noted and approved for submission to the Government website (gov.uk) as per reporting requirements.
2. The ethnicity pay gap 2024, as detailed in Appendix four, is noted.

EX47 HIS MAJESTY'S INSPECTORATE OF CONSTABULARY AND FIRE AND RESCUE SERVICES (HMICFRS) – BUCKINGHAMSHIRE FIRE AND RESCUE SERVICE (BFRS) 2023-2025 UPDATE

HR Advisory and
Development
Manager

The Chairman advised that Members would have seen the update from HMI both in terms of the closure of the three causes of concern and the removal from the engage phase, which was extremely good news.

The Head of Technology, Transformation and PMO advised that following the HMICFRS inspection in 2023, the Service was identified with three causes of concern in the areas of Prevention, Protection, and Equality, Diversity and Inclusion (EDI). Consequently, the Service was placed into enhanced monitoring.

Over the past year and a half, the team had worked diligently to address these concerns and other areas highlighted by HMICFRS in a consistent and sustainable manner. HMICFRS had closely monitored progress through revisits and thorough reviews of the Service's documents and data, with the final revisit occurring in January.

This report provided the latest update from HMICFRS. As the Chairman mentioned, the Head of Technology, Transformation and PMO was pleased to share that, due to the significant steps taken, all causes of concern had now been resolved. Following an extraordinary HMICFRS Monitoring Group meeting, the decision was made to remove this Service from enhanced monitoring.

The Head of Technology, Transformation and PMO thanked all staff for their continued effort and support, which had got the Service to this stage. The work does not stop here. Officers would continue to ensure the Service remained inspection ready as it prepared for Round 4, which was scheduled to begin later this year.

Members offered congratulations for all the hard work done.

The Chairman advised Members that officers had to do some difficult things over the course of the last two or three years getting to this stage, and the important thing was not that the causes of concern had been closed, but that the Service was in a demonstrably better place as a result of the work. It could be seen the way the culture was transformed and even looking at the performance management report, the way the performance had transformed.

The Chairman also made an observation that the EDI cause for concern was one that a number of other services had grappled with, and he did not think there had been any other examples of a service having that cause for concern closed outside of an inspection round.

The Chairman also wanted to say that having sat through every one of the engage meetings with HMI, the skill and ability with which the Chief Fire Officer had navigated through those meetings, was a big reason why the Service was where it was now. HMI had confidence in the Chief Fire Officer, and the Chairman wanted to say well done as it had been really good to be alongside the Chief Fire Officer in those sessions.

The Chief Fire Officer wanted to place on record her thanks to the team as that was what it had been. It had been a team effort, and not just this team, everybody had really worked hard and that was because the Authority had brilliant staff, people committed, people who were determined to get the Service in a better place not only for itself, but for the communities as well.

The Chief Fire Officer gave a huge thank you to them and also stated it would be remiss of her not to thank the Authority, and the Chairman in particular, as she thought the reason why the Service had been able to progress so quickly was that it had the support of the Authority and the confidence from the Authority that it could get on and do the job. Also, the Authority's support financially in terms of investing where it needed to. The Chief Fire Officer wanted to place on record her thanks to all Members as well.

RESOLVED –

That the HMICFRS Buckinghamshire Fire and Rescue Service: return to default phase of monitoring letter, March 2025 (Appendix 1) be noted.

THE CHAIRMAN CLOSED THE MEETING AT 10.36 AM

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Buckinghamshire & Milton Keynes Fire Authority

Meeting and date: Executive Committee 9 July 2025

Report title: Budget Monitoring Report April 2024 – March 2025 (Provisional Outturn)

Lead Member: Cllr Niknam Hussain- Lead Member for Finance and Assets, Information Security, IT

Report sponsor: Mark Hemming, Director of Finance and Assets

Author and contact: Asif Hussain, ahussain@bucksfire.gov.uk

Action: Decision

Recommendations:

1. That the provisional outturn forecast for the Authority as at 31 March 2025 be noted.
2. That the slippage of £1.598m on the capital programme is approved to be carried forward into 2025/26.
3. That the underspend of £0.954m is split and transferred into General Fund reserve and Revenue Contribution to Capital Reserve (RCCO). The split will be as follow:
 - £0.415m to be transferred into General Fund
 - £0.539m to be transferred into RCCO.
4. That a transfer of £0.205m into the future funding reserve be approved.
5. That a debt write of £0.024m be approved relating to Encompass which dissolved in February 2025.
6. That delegated authority be given to the Chief Finance Officer to authorise any late changes to the movements in reserves and capital slippage amounts resulting from accounting adjustments needing to be made during the year-end closedown process.
7. That should any changes to the amounts referred to above be required, then the Chief Finance Officer will report these to Members at the next available meeting.

Executive summary:

The report in Appendix A sets out the Authority's revenue and capital spending position as at 31 March 2025, together with the projected outturn position for the financial year.

The report at Appendix A is a provisional position pending final audit recommendations and confirmation of any accounting adjustments to go through before a final position is reached.

The provisional outturn figure for the year is a net underspend of £0.954m. This underspend is mainly due to lower direct employee costs, resulting from reduced bank (overtime) and on-call costs, as well as vacant support positions. Additionally, higher-than-expected investment returns, driven by the Bank of England's base rate falling more slowly than forecast, have contributed to this favourable variance. The outturn reflects £0.536m additional interest in investment returns than originally budgeted.

As part of the medium-term financial plan for 2025/26, utilising the zero-based budgeting approach we have adjusted our budgets to factor some of these reductions (Bank, On-Call) and identified them as savings which have been reallocated into other areas of the service.

In March 2025, we received confirmation that the court of appeal had upheld the decision for the level of revenue Motorola can generate from their airwave charges. This resulted in a one-off credit of £0.287m being received by the Service in March 2025. This has been the key movement in revenue since the last report was presented in December and has resulted in the overall underspend increasing from the previous forecast.

The capital programme for 2024/25 is £3.623m, including £1.300m from 2023/24 carry forward capital projects and -£0.120m in year movements. The provisional outturn shows an underspend of £0.013m with a slippage of £1.598m on the capital programme. Appendix B contains details of all property works carried out across the estate during 2024-25.

It is recommended that from the underspend, £0.415m be transferred to the General Fund and £0.539m be transferred to the Revenue Contribution to Capital Reserve in line with the approved Medium Term Financial Plan

Appendix B provides details of all planned property works that have taken place across our estate in 2024-25.

Financial implications: As set out in the main body of the report.

Risk management: Management of our financial resources is a key risk to the Authority and the performance reports to Committee inform Members of the main financial risks facing the Authority in year.

Legal implications: None.

Privacy and security implications: None.

Duty to collaborate: None.

Health and safety implications: None.

Environmental implications: None.

Equality, diversity, and inclusion implications: None.

Consultation and communication: None.

Background papers: Medium Term Financial Plan 2023/24 to 2028/29, Fire Authority Meeting 13 February 2024. <https://bucksfire.gov.uk/wp-content/uploads/2024/03/fire-authority-14-february-2024-item-8a-medium-term-financial-plan-1.pdf> and <https://bucksfire.gov.uk/wp-content/uploads/2024/03/executive-committee-meeting-8-february-2024-item-7-revised-appendices-1-and-2-1.pdf>

Appendix	Title	Protective Marking
A	Appendix A – Budget Monitoring Report April 2024 – March 2025	None
B	Appendix B – Property Works 2024-25	None

1. Revenue Forecasts by Service Area – Table 1

Table 1 shows the budget and provisional outturn for each Directorate as at the end of 2024/25 financial year. The budget of £39.470m compared to the provisional outturn of £38.530m gives a yearend underspend of £0.941m. Furthermore, the level of funding is showing a favourable variance of £0.013m which has resulted in overall underspend of £0.954m against the expenditure budget.

Directorate	Total Budget £	Actual Year to Date £	Forecast Outturn £
Corporate Core	1,086,020	798,855	-287,165
Finance & Assets	6,495,290	6,323,895	-171,395
People Services	2,690,190	2,932,522	242,332
Service Delivery	26,983,160	26,349,858	-633,302
Statutory Acc. & Contingency	2,215,670	2,124,435	-91,235
Total Expenditure	39,470,330	38,529,565	-940,765
Total Funding	-39,470,330	-39,483,535	-13,205
Net Position	0	-953,970	-953,970

Protection Grant - Table 2

Table 2 includes breakdown of the Protection grant. It has been reported separately as this is ring-fenced grant for specific purposes which is only approved and allocated in year. Therefore, it makes it difficult to include in the base budget as this grant information is not available until closer to when the funding allocations will be distributed. The total grant received in 2024/25 was £0.148m. The grant is predominantly for the Fire Service to increase their protection capability and delivery, aligning with locally agreed integrated risk management plans and risk-based inspection programmes. Any residual balances are carried forward (as grants received in advance) as we have a number of fixed term contracts crossing over multiple financial years.

Protection Grant	Funding £	Actual Year to Date £	Residual Grant Remaining £
Protection Uplift	-371,953	231,806	-140,148
Officer Accreditation	-16,467	0	0
Total	-388,420	231,806	-140,148

Variance by Directorate

The key variations in directorate budgets compared to the year-end outturn shown in Table 1 are as follows:

Corporate Core: £0.287m under – The underspend relates to higher-than expected investment income due to the Bank of England base rate remaining higher than expected throughout the financial year. This is partially offset by overspend attributable to the temporary restructuring aimed at enhancing organisation resilience/capacity. These roles were established to support the delivery of our improvement plan following the most recent HMICFRS inspection. Each role will be subject to evaluation to determine whether it should conclude at the end of its fixed term, be extended, or be made permanent.

Finance & Assets £0.171m under– The underspend mainly relates to salary costs whereby employees are not yet at the top of their pay scales and vacant positions throughout the year which are now recruited to. Included in this outturn is a proposed debt write-off of £0.024m associated with Encompass, the Service’s apprenticeship training provider from 2016 to 2020. Encompass entered administration in September 2023 and was officially dissolved in February 2025. As a result, the outstanding debt is now recommended to be written-off.

Peoples Directorate £0.242m over – The overspend mainly relates to additional approved establishment and training costs. Of the £242k overspend, £190k is attributed to additional training costs, which were approved by the Fire Authority at its June 2024 meeting. Although the intention was to fund this expenditure from reserves, underspends in other areas meant that reserve funding was ultimately not required, resulting in the amount appearing as an overspend.

Delivery, Corporate Development & Planning: £0.633m under – The underspending in this directorate is primarily due to lower-than-budgeted on-call and bank (overtime) costs. Since September 2023, we have exceeded the budgeted establishment of 300, maintaining over 300 operational staff. As of the end of March 2025, the operational number was 314 and includes the latest apprentice cohort who started in September. This establishment number has fluctuated throughout the year due to leavers, retirees and transferees. The increase in operational numbers has positively impacted our pump availability, resulting in significant reductions in bank and cross-border costs for 2024/25. We have monitored this closely throughout the year and incorporated this saving into the medium-term financial plan as part of the zero-based budgeting process.

Included within the forecast is the carry forward request of £0.205m relating predominantly to the uniform contract which was delayed and will now commence in 2025/26. Therefore, the initial payment for the workwear contract will be made in 2025. There are also small amounts in the carried forward relating to USAR Training and Marketing and Communications streams of work which will now be carried out in 2025.

Statutory Accounting £0.091m under – The underspend relates to the pay award being below the budgeted levels, partially offset by higher than anticipated On-Call retainer increases in January 2025.

Funding - The level of funding is showing a favourable variance of **£0.013m**. The service is seeing additional funding relating to NNDR as these figures were revised and increased by Buckinghamshire Council and Milton Keynes Council after the Fire Authority had set the budget, as well as additional one-off funding from central government for audit costs. We have also received one-off funding from central

government relating to end of year reconciliations to government grants. The transfer from reserves of £0.152m planned to cover the cost of the uniform contract will now take place in 2025/26 as per the revised MTFP.

2. Direct Employee Variances – Table 3

Table 3 shows the breakdown of all the favourable (-) and adverse (+) variances for each sub-heading within the direct employees subjective for the financial year:

Subjective	Salary (Including Training costs)	Allowances	NI	Pension	Total
	£	£	£	£	£
Wholetime	-319,713	17,083	40,837	-158,321	-420,114
On-Call	228,153	-296,687	34,965	-42,499	-76,067
Support	-189,390	2,609	-35,863	-69,466	-292,109
Technicians	917	0	852	1,298	3,067
Sessional	3,533	6,139	2,172	141	11,986
Agency	75,661	0	0	0	75,661
Grand Total	-200,838	-270,856	42,964	-268,846	-697,577

Wholetime – This is based on forecasted establishment numbers and bank projected underspends are included in these figures.

On Call – Underspends predominantly seen within allowances which is based on activity and retaining fees paid.

Support Staff – This relates to vacant in year support roles of which some have been recruited to throughout the year.

Agency Staff – Agency staff have been used to partly cover interim vacancies within support staff roles and this partially offsets the underspend on support staff.

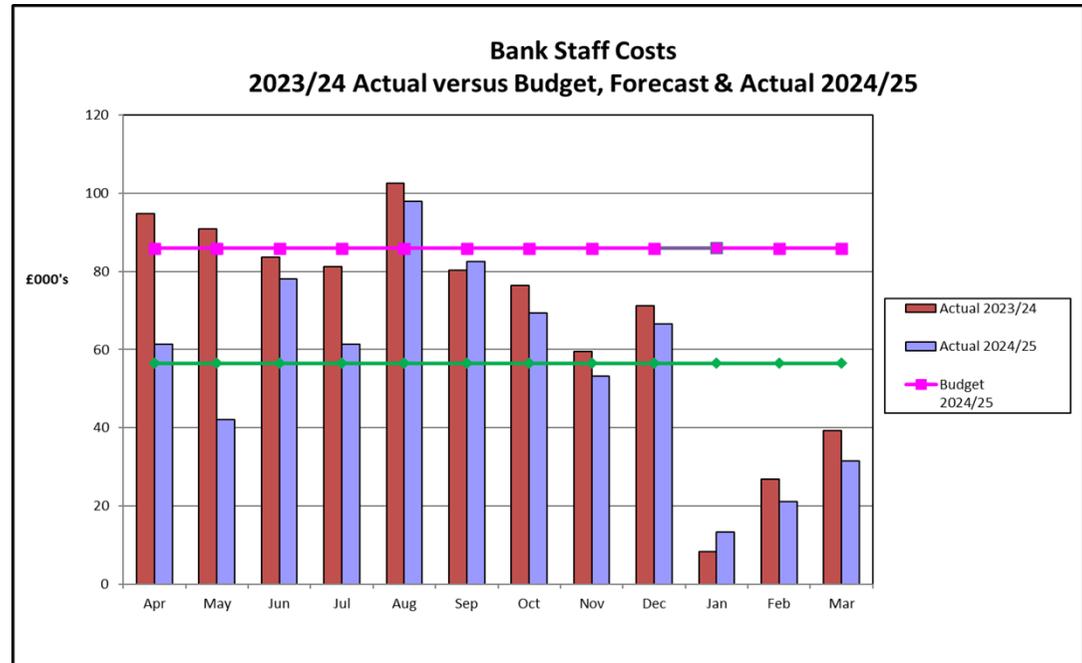
3. On-Call Variance Breakdown

On-Call	Budget	Actual	Year End Variance
Retaining Fees	460,280	275,388	-184,892
Holiday Pay	41,890	31,077	-10,813
Turnout Overtime	5,890	4,738	-1,152
CPD	19,940	15,243	-4,697
Training	126,230	309,758	183,528
Attendance & Turnout	164,190	113,681	-50,509
NI	4,400	39,365	34,965
Pension	296,610	254,111	-42,499
Total	1,119,430	1,043,363	-76,067

4. Bank Costs

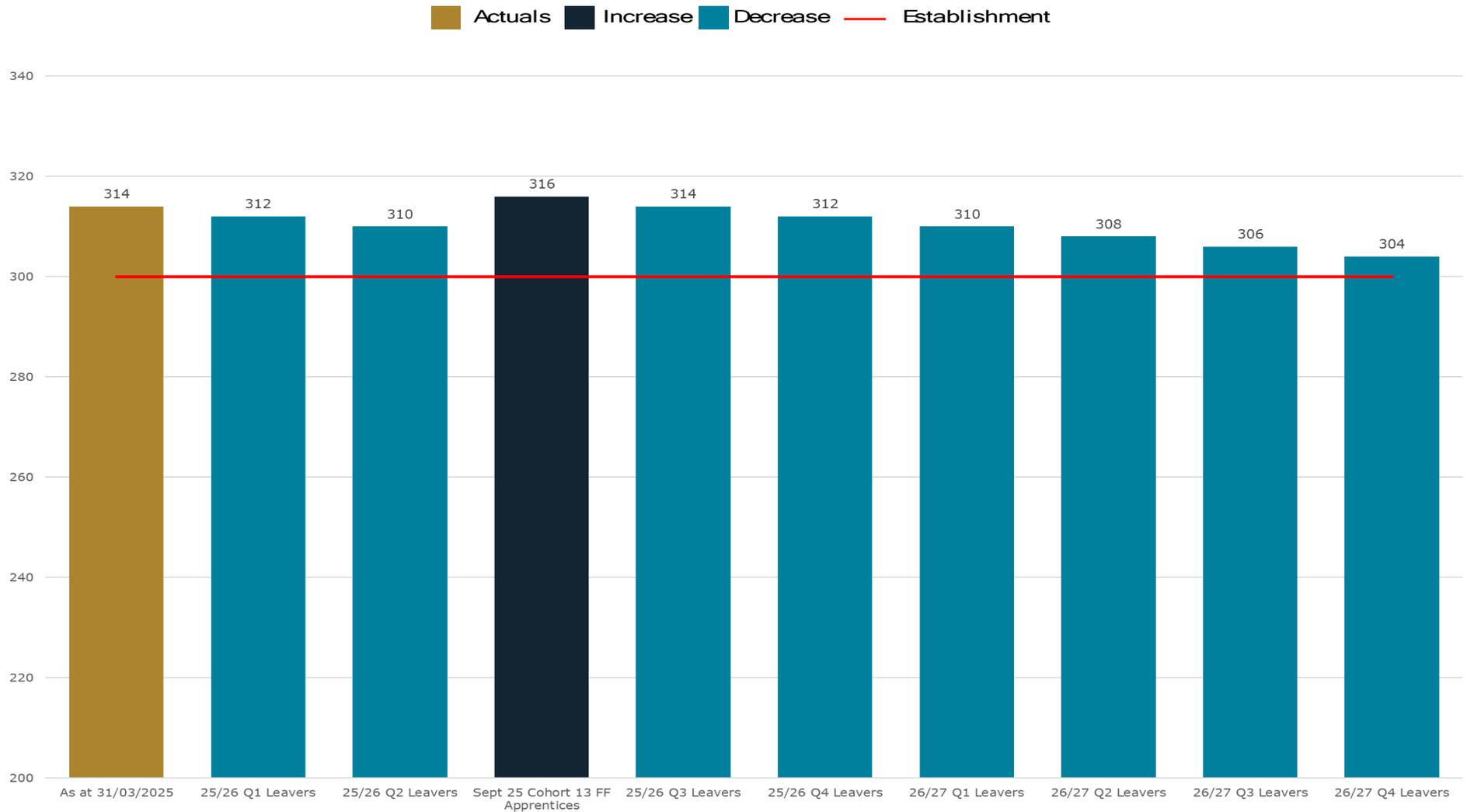
The following table/graph provides a breakdown and comparison of bank costs in 2023/24 and 2024/25. As you will see in the table, bank costs have reduced significantly from 2023/24 to 2024/25. We started to notice a substantial drop in the last quarter of 2023/24 when the service surpassed our operational budgeted establishment of 300 and the trend continued. As part of the zero-based budgeting process implemented, we have identified this as a saving as part of the Medium-Term Financial Plan from 2025/26 onwards. Please note these figures do not include NI contributions.

Bank	Actual 2023/24 £	Actual 2024/25 £
Apr	94,769	61,333
May	90,856	42,104
Jun	83,662	78,134
Jul	81,139	61,403
Aug	102,597	97,938
Sep	80,305	82,555
Oct	76,430	69,269
Nov	59,552	53,179
Dec	71,171	66,626
Jan	8,253	13,309
Feb	26,849	21,180
Mar	39,323	31,446
Grand Total	814,906	678,476



5. Wholetime Establishment Roadmap

The following graph illustrates the wholetime operational establishment as of 31 March 2025 through to 31 March 2027 taking into consideration projected retirees, leavers, transfers and recruitment of apprentices.



6. Funding

Table 4 details the budget and forecast outturn for each category of funding.

Funding	Total Budget £	Actual Year to Date £	Provisional Year End Variance
Government Funding	-5,141,610	-5,193,571	-51,961
Specific Grants	-1,567,000	-1,579,883	-12,883
NNDR	-5,631,090	-5,659,833	-28,743
Top-up Grant	-1,603,630	-1,603,910	-280
Precept	-26,192,000	-26,263,759	-71,759
Transfer to Reserves	665,000	817,421	152,421
Grand Total	-39,470,330	-39,483,535	-13,205

The level of funding is showing a favourable variance of £0.166m. The service is seeing additional funding relating to NNDR as these figures were revised and increased by Buckinghamshire Council and Milton Keynes Council after the Fire Authority had set the budget, as well as additional funding for the audit costs. We have also received one-off funding from central government relating to end of year reconciliations. The transfer from reserves of £0.152m planned to cover the cost of the uniform contract will now take place in 2025/26 as per the revised MTFP.

7. Capital Monitoring

The capital programme for 2024/25 is £3.623m, including £1.300m from 2023/24 carry forward capital projects and £0.120m in-year movements.

Project Name	Original Budget 2024/25 £	Carry Forwards 2023/24 £	In Year Movements £	Revised Budget 2024/25 £	Provisional Outturn £	Slippage £	Projected Year End Variance £
Property	701,000	957,623	-250,000	1,408,623	513,894	892,410	-2,319
Total Property Portfolio	701,000	957,623	-250,000	1,408,623	513,894	892,410	-2,319
Hydraulic Equipment	70,000	19,000	0	89,000	80,619	0	-8,381
Operational Equipment	95,000	26,259	0	121,259	118,678	0	-2,581
Operational Red Fleet Vehicles	1,327,000	0	130,000	1,457,000	899,532	555,000	-2,468
Operational White Fleet Vehicles	0	92,030	0	92,030	55,803	36,227	0
BA and Associated Equipment	90,000	59,817	0	149,817	119,759	34,000	3,943
Fireground Radios	0	115,000	0	115,000	114,999	0	-1
Total Fire Appliances & Equipment	1,582,000	312,106	130,000	2,024,106	1,389,391	625,227	-9,488
ICT	160,000	30,300	0	190,300	109,079	80,000	-1,221
Total Support	160,000	30,300	0	190,300	109,079	80,000	-1,221
Grand Total	2,443,000	1,300,028	-120,000	3,623,028	2,012,365	1,597,637	-13,027

Property Portfolio

Property has a capital budget of £1.409m for 2024/25, which includes carry forward budget from 2023/24 of £0.958m and £0.250m transferred out to a provision in 2024/25. The capital expenditure is being utilised to carry out planned capital projects across several sites following condition surveys carried out during 2022/23.

The planned capital works completed during 2024/25 includes several projects. These include a partial refurbishment of the first-floor toilets at BHQ. A motorised security gate was installed between BHQ and the Workshops. The watch room and office at Aylesbury Fire Station were refurbished. Following the exit from Unit 7, facilities were relocated. This led to the refurbishment of the first floor at BHQ and the reconfiguration of SMT offices.

Other capital works across the estate included resurfacing yard and car park at Beaconsfield, installation of new boiler at Buckingham, and yard and front apron ground works at Olney. In addition to these planned capital works, there were significant expenditure on unplanned emergency works, mainly relating to drainage issues and having to renew drainage at Haddenham, Gerrards Cross and Winslow, along with significant works taken place at Brill to rectify internal damp and wall improvements. Total capital spend for 2024/25 was £0.514m

Due to the significant number of property projects for 2024/25, including the departure of Unit 7, which has been handed back to the landlord on 30 September 2024, there are several slipped capital projects heading into 2025/26 totalling £0.892m. This includes capital works at Broughton relating to road surfaces, boundary wall and dehumidifier/heater replacement, refurbishing the old Aylesbury drill tower, the options appraisal for High Wycombe, drill tower works and fire door assessments and replacement programme.

Further detail of works completed can be found in Appendix B of this report.

Fire Appliances & Equipment

Fire Appliances & Equipment has a capital budget of £2.024m for 2024/25, which includes carry forward budget from 2023/24 of £0.312m and in-year funding of £0.130m relating to the two rural firefighting vehicles.

The capital funds have been utilised to purchase three fire appliances, two boats and trailers, two 4x4 white fleet vehicles, supply and installation of two BA washer sets, BA equipment, fireground radios and operational equipment for the fire appliances (including hydraulic rescue equipment). This resulted in capital spends for 2024/25 totalling £1.389m.

Due to build and delivery of a water carrier, two rural firefighting vehicles, workshops van being scheduled for 2025/26 and delays in installation of the third BA Set due to property reconfiguration works to take place, this has resulted in a slippage shown for Fire Appliances & Equipment of £0.625m

Support

ICT has a capital budget of £0.190m for 2024/25, which includes carry forward budget from 2023/24 of £0.030m. This budget has been utilised for the purchase of ICT hardware equipment, as per the ICT replacement strategy along with replacement of On-Call MDTs. There has been identified slippages in ICT totalling £0.080m relating to system security and data migration and storage.

8. Reserves

The table below shows the provisional movement in reserves during 2024/25 taking into consideration all the recommendations in this report.

Reserves	Balance at Start of year £000	Projected Movement £000	Balance at End of Year £000
General Fund	-1,625	-415	-2,040
Earmarked Reserves (Revenue)*	-4,765	-1,403	-6,168
Earmarked Reserves (Capital)	-6,750	-144	-6,894
Total Reserves	-13,140	-1,962	-15,102

* This figure includes £0.673m, which represents this Authority's share of the joint control room renewals fund (which is held by Oxfordshire).

Appendix B – Property Capital Programme 2024-25

Complete
 On Track
 Carry Forward
 Not due to be started

Location	Description of Works	Start Date	End Date	Commentary (if Risk to Progress)	Status
Works Carried Forward from 2023/24					
Aylesbury	Refurbish old drill tower with option to be installed at another station.	TBC	TBC	New location yet to be determined. Carry forward to 2025-26.	Carry Forward
Broughton	Various works from 2022-23 Condition Survey including: install new road surface adequate for HGVs in car park, repair brick boundary wall, replace dehumidifier/heater in line with replacement schedule.	Oct-24	TBC	Quotations under review. Risk to progress as quotations higher than expected and alternative options to be considered. Carry forward to 2025-26.	Carry Forward
Aylesbury	Various works from 2022-23 Condition Survey including: partial refurbishment to 1st floor toilets in BHQ and the refurbishment of the watch room and office on Aylesbury fire station.	May-24	Sep-24		Complete
Beaconsfield	Various works from 2022-23 Condition Survey including: internal works which include compartment kitchen / mess area, replacement guttering and soffit boards and external boundary works.	Oct-24	Dec-24		Complete
Buckingham	Various works from 2022-23 Condition Survey including: replace Ideal concord gas fired boiler in line with replacement schedule.	Sep-24	Mar-25		Complete
Various sites	Purchase and installation of six flagpoles at selected wholetime stations.	TBC	TBC	Delayed due to other priorities – especially unplanned emergency works. Carry forward to 2025-26.	Carry Forward
Olney	Various works from 2022-23 Condition Survey including: refurbishment to 1st floor mess /kitchen area and ceiling (H&S audit). Additional works on yard and front apron.	Jan-25	Jan-25		Complete

Amersham	Kitchen replacement - additional worktop required.	Apr-24	Jul-24		Complete
Marlow	Supply of additional solar panel batteries.	Apr-24	Jul-24		Complete
BHQ / Workshops	Replacement of motorised gate.	Apr-24	Jul-24		Complete
Newport Pagnell	Install motorised fire door.	Apr-24	Jul-24		Complete
Various sites	Drill tower works.	Apr-24	TBC	Urgent work completed. Longer-term review of drill tower provision required. Princess Risborough emergency works continue following parapet brick failings. Property Forum have now agreed upon towers that will have refurbishment works completed in 2025/26 capital works plan.	Carry Forward
Unit 7 Exit					
Unit 7	Exit from Unit 7 and associated works.	Apr-24	Sep-24	Building returned to landlord 30th September.	Complete
Implementation of MTFP Capital Works					
High Wycombe	Various works from 2022-23 Condition Survey including: internal upgrades to walls, flooring, doors, lighting and heating system. External upgrades to yard & roads, windows, doors (including bay doors) and pipework.	Apr-24	TBC	Significant refurbishment required – to be carried forward to 2025-26 as part of options appraisal.	Carry Forward
Additional Workstreams					
Waddesdon	Compartmentalise new muster bay area from appliance bay.	Apr-24	Jul-24		Complete
All sites	Fire door assessments and replacement programme.	Jan-25	TBC		Carry Forward
High Wycombe	Fire shutter – kitchen.	Aug-24	Sep-24		Complete
Aylesbury	Fire shutter – kitchen.	Aug-24	Sep-24		Complete

BHQ	SMT Offices.	Aug-24	Oct-24		Complete
Emergency Unplanned Capital Works					
Haddenham	Drainage renewal.	Apr-24	Jul-24		Complete
Brill	Internal damp and wall replacements.	Jul-24	Oct-24		Complete
Newport Pagnell	Replacement of two pedestrian doors.	Sep-24	Sep-24		Complete
Gerrards Cross	Drainage renewal.	Apr-24	Jul-24		Complete
Winslow	Drainage renewal.	Apr-24	Jul-24		Complete
Amersham	Drainage and Soakaway renewal	Nov-24	Mar-25		Complete
Pulled Forward Capital Works					
Newport Pagnell	New Roof, Guttering & Downpipes.	-	-	Due to a number of emergency works, this will slip into 2025/26	Carry Forward
Stokenchurch	New Roof, Guttering & Downpipes.	-	-	Due to a number of emergency works, this will slip into 2025/26	Carry Forward
EDI					
Gerrards Cross	EDI/Wellbeing - introduce 3 individual Rest Area for standby crew model and re-establish Station Managers Office	Nov-24	Feb-25		Complete
Buckingham	EDI/Wellbeing - introduce 3 individual Rest Area for standby crew model.	Jan-25	Mar-25		Complete
Amersham	EDI/Wellbeing - Female facilities (additional shower)	Jan-25	Mar-25		Complete

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Buckinghamshire & Milton Keynes Fire Authority

Meeting and date: Executive Committee, 9 July 2025

Report title: Safety Centre (Hazard Alley) Impact Report April 2025

Lead Member: Councillor Monger

Report sponsor: Area Commander Adam Burch – Head of Prevention & Protection

Author and contact: Jack Mills – Group Commander Prevention and Resilience

Action: Noting

Recommendations:

That the Safety Centre (Hazard Alley) Impact Report April 2025 be noted.

Executive summary:

The purpose of this report (attached as Appendix 1, written by the [, then,] CEO of the Milton Keynes Safety Centre (Hazard Alley) Ltd) is to provide an update on the Authority's three-year funding agreement with Milton Keynes Safety Centre (Hazard Alley) Limited (The Safety Centre). The current agreement provides a £25,000 per annum restricted grant over a three-year period commencing from 1 October 2022, subject to agreement of the revised Heads of Terms.

This funding agreement is due to expire on 30 September 2025. New payments, if the contract is extended, will commence in 2026. Work is currently ongoing to negotiate a new long-term funding agreement, which will be presented in a future paper for Fire Authority consideration and approval. The relationship between the two organisations has served communities effectively and efficiently and the proposed long-term arrangement will align with the Fire Authority Corporate Risk Management Plan (CRMP) 2025 - 2030 key action to deliver *innovative and targeted safety education, delivered by skilled staff in partnership with the Safety Centre MK*. It also supports the strategic objective set out in the 2025–26 Annual Plan to *define our 5-year Safety Centre partnership plan*.

Financial implications:

Funding is currently provided to the Safety Centre at the rate of £25,000 per annum for three years, which commenced on 1 October 2022, a total expenditure of £75,000 over the agreement period.

Risk management:

There is a risk that grant funding allocated by the Authority to any third sector company is not appropriately utilised for the purposes in which intended, if not appropriately monitored.

Should the Authority consider the Safety Centre has not made satisfactory progress against the funding agreement, payments may be withheld or suspended.

In addition to the Authority's power to withhold or suspend payment under the Funding Agreement, in 2019 it was revised from including a rolling break clause exercisable by the Authority, for any reason, on three months' notice, to being terminable by the Authority for any reason on the first or second anniversary on one months' notice.

The Safety Centre (Hazard Alley) Limited is a registered charity (1019093) required to submit accounts and annual returns to the Charity Commission for England and Wales. The annual review of the Schedule will also consider the independent auditor's report and published accounts to ensure the grant funding is being utilised appropriately.

Further, the Authority will continue to support the Board of Trustees by releasing a senior officer as a Trustee responsible for controlling the work, management, and administration of the charity on behalf of its beneficiaries.

Legal implications:

The grant period under this funding agreement was approved by the Authority at its meeting on 12 October 2022. This was for three 3 years, with the grant of £75,000 payable in 6 equal instalments subject to the right to withhold or suspend payments if certain targets are not achieved or other obligations not met. The agreement period is due to end 30 September 2025.

The funding arrangement supports the Authority's obligation to promote fire safety and is permitted under Section 5A of the Fire and Rescue Services Act 2004. It also supports the Authority to discharge its obligations under the Serious Violence Duty¹.

Privacy and security implications:

¹ The Police, Courts, Sentencing and Crime Act 2022 amended section 17 of the Crime and Disorder Act 1998. It added the 'serious violence duty' to the public bodies required to participate in Community Safety Partnerships. The net effect being that each of these authorities, including fire and rescue authorities (as well as needing to exercise their functions with due regard to the likely effect of the exercise of those functions on, and the need to do all that they can reasonably do, to prevent: (a) crime and disorder in its area (including anti-social and other behaviour adversely affecting the local environment); (b) the misuse of drug, alcohol and other substances in its area; and (c) re-offending in its area) must now also exercise their functions with due regard to the likely effect of the exercise of those functions on, and the need to do all that they can reasonably do to prevent and reduce serious violence in their areas.

The Safety Centre is the data controller for information regarding individuals. Clear terms regarding information release related to the authority are written into funding agreements with the Safety Centre.

Duty to collaborate:

Delivery of safety education by the Safety Centre is aligned to the requirement of the Policing and Crime Act 2017 for the Authority to consider opportunities for collaboration with the Police and Ambulance services.

Health and safety implications:

None arising directly from this report.

Environmental implications:

None arising directly from this report.

Equality, diversity, and inclusion implications:

As required in the last funding agreement, the Safety Centre has improved the lighting within the building, improving accessibility for people with vision loss and has ensured its website meets Web Content Accessibility Guidelines (WCAG2.1 or subsequent).

Additionally, the Safety Centre has fitted an induction loop for those who are deaf or have hearing loss and trained staff in adjusting scenarios to ensure they are suitable for those with neurodiversity (autistic spectrum disorder, attention deficit hyperactivity disorder etc.).

Consultation and communication:

These proposals have been discussed with the current Chief Executive Officer of the Safety Centre and circulated to the Senior Management Team in June 2025

Background papers:

Appendix	Title	Protective Marking
1	Safety Centre Partnership Report – 2024-2025	Not protectively marked

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SAFETY CENTRE & BUCKINGHAMSHIRE FIRE & RESCUE SERVICE

PARTNERSHIP REPORT - JUNE 2025

Between 1st September 2024 and 30th June 2025, the Safety Centre has educated **12,109** students in vital safety education across Buckinghamshire & Milton Keynes. This work has been delivered either at Hazard Alley our education centre located in Milton Keynes or directly into schools across the county.

As people visit, travel and commute across the county, I am pleased to share we have educated a further 11,669 students from neighbouring counties during this timeframe.

The safety programmes provide life saving preventative safety education on a range of topics including fire safety, home safety, practice 999 calls, gas safety, electrical safety, road safety, safe places to cross, railway safety, cycle safety, water safety, personal safety, first aid recovery position, online safety, knife crime prevention, drugs and alcohol awareness, passenger and driver safety, and preventing violence against women and girls.

We continue to work with a range of partners alongside Buckinghamshire Fire & Rescue Service. Partners include Thames Valley Police, Buckinghamshire & MK Councils, the Open University Centre for Protecting Women Online, Cadent Gas, Southern Gas Network, National Grid, Network Rail and the Motor Insurers Bureau.

At Hazard Alley we provide a heavily subsidised entrance fee to ensure the centre is inclusive and accessible for all beneficiaries. Up until 2nd June the entrance fee for a Hazard Alley tour was £10 and the full cost of the tour is £30, leaving the Safety Centre to subsidise the £20 gap. From 2nd June we have increased the tour fee to £12.50 and the Safety Centre will need to subsidise the £17.50 gap.

We successfully secured a £25,000 grant from the Garfield Weston Foundation towards the core costs of Hazard Alley. Trusts and foundations tend to fund projects, so we were extremely pleased to have secured this unrestricted grant towards this year's subsidy gap.

Our Development Manager Amanda Marlow has been busy engaging with the business community, trying to encourage them to sponsor Hazard Alley. We have found limited success from the business community, and we are engaging them with hard hitting messages to convert their good will into a donation for Hazard Alley.

Rotary MK organise an annual swimathon event helping to raise vital funds for charities across Milton Keynes. The Safety Centre was a benefiting charity this year. With thanks to all our swimmers and the rotary we are extremely pleased to have received £9,000 towards our plans to upgrade the water safety scenario at Hazard Alley. We will require match funding and additional funds towards this upgrade.



We have commissioned Giant a marketing agency to build a new website for the Safety Centre better reflecting the diversity of safety education programmes we now deliver. A key feature of the new website is an online booking system for schools and groups to book their tours, and for adults to book onto our training courses.

In April we launched a new CDM awareness course aimed at SMEs and businesses to increase their awareness of the CDM regulations. Ringway booked 70 places for their personnel and contractors to attend when we launched the course.



I received a High Sheriffs Award for my contribution to the community and I was pleased Paul Scanes, Head of Response & Resilience attended as my guest.

This award reflects the amazing work delivered by the Safety Centre which is only possible with thanks to the ongoing partnership with Buckinghamshire Fire & Rescue Service.

Our Education Team are busy delivering a range of safety education programmes directly into schools across the county. I am pleased to share we have successfully secured the following funding in recent months:

- Charles Hayward Foundation, £10,000 for knife crime prevention workshops in Buckinghamshire
- Thames Valley Police, £10,000 for knife crime prevention workshops in Buckinghamshire
- Buckinghamshire Council’s Community Safety Fund, £4,995 for knife crime prevention workshops in Buckinghamshire
- B P Collins Stewardship Fund, £2,500 for knife crime prevention workshops in Aylesbury
- The Anson Charitable Trust, £3,000 for violence against women and girls’ prevention workshops in Buckinghamshire
- Thames Valley Police & OPCC Community Fund, £4,335 for anti-social behaviour workshops in Buckinghamshire
- Thames Valley Police, £5,000 for knife crime prevention workshops in MK.



We are busy submitting funding and partnership bids to a range of organisations to continue and increase our work including:

- Esmee Fairburn Foundation
- The National Lottery

- Oxfordshire County Council (Domestic Abuse Team)
- Buckinghamshire County Council (Domestic Abuse Team)
- MK Community Foundation
- The Fore Trust
- Masonic Charitable Foundation
- Oxfordshire Community Foundation
- Road Safety Trust

We have continued to receive excellent media coverage for our work including featuring on BBC Look East and BBC News website discussing the importance of early intervention and prevention when tackling knife crime prevention.



Amanda Marlow, our Development Manager and Chief Superintendent Emma Baillie featured on a podcast discussing knife crime prevention and partnership working during Knife Crime Awareness Week. They highlighted the need for continued investment in preventing knife crime amongst children and youth.



We are proud finalists at this year's MK Business Achievement Awards.

We were finalists in two categories: Celebrating Diversity, and Skills and Learning.

This recognition from the business community is invaluable in raising our profile and highlighting our partnership work.

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