
CLEVELAND FIRE AUTHORITY

MINUTES OF EXECUTIVE COMMITTEE MEETING

6 MARCH 2026



PRESENT:

CHAIR

Councillor David Coupe – Middlesbrough Council

HARTLEPOOL BOROUGH COUNCIL

Councillor Bob Buchan

REDCAR & CLEVELAND BOROUGH COUNCIL

Councillors Peter Chaney, Mary Ovens

STOCKTON ON TEES BOROUGH COUNCIL

Councillor Jim Beall (Sub), Mick Stoker

AUTHORISED OFFICERS

Chief Fire Officer, Treasurer, Legal Adviser and Monitoring Officer

ACFO - Director of Strategic Planning, People & Resources

ACFO - Director of Service Delivery

BRIGADE OFFICERS

Area Manager - Assistant Director of Community Protection

Area Manager - Assistant Director of Prevention, Protection & Planning

Assistant Director of Governance and Assurance

Assistant Director of Assets

APOLOGIES:

Councillor Gary Allen - Hartlepool Borough Council

In accordance with Standing Order No. 35 Councillor Jim Beall substituted for Councillor Gary Allen.

100. DECLARATION OF MEMBERS' INTERESTS

It was noted no Declarations of Interests were submitted to the meeting.

101. MINUTES

RESOLVED - that the Minutes of the Executive Committee on 23 January 2026 be confirmed.

102. REPORTS OF THE CHIEF FIRE OFFICER

102.1 Service Plan 2025/26 Update Against Priorities

The Chief Fire Officer (CFO) provided Members with a detailed update on the progress of the 2025/26 Service Plan priorities which were captured at Section 4 of the report.

102.1 Service Plan 2025/26 Update Against Priorities cont.

He summarised that of the 59 Service Plan 2025/26 priorities four had been completed, five had been put on hold and 50 were in progress with 32 progressing to plan and 18 progressing with issues.

The Assistant Chief Fire Officer – Strategic Planning, People & Resources (ACFO – SPPR) agreed to provide Members with a close-down report from the 2025/26 Service Plan to show where any outstanding priorities have been incorporated into the Service Delivery Plan covering the four years of the new CRMP.

Members acknowledged the significant work that was underway and thanked officers for the comprehensive report. They questioned whether it was achievable incorporating outstanding actions into the new plan.

The CFO gave members assurance that moving forward ELT would be focusing on delivering what is required by the HMICFRS and the new CRMP to build in some capacity to deliver any unplanned priorities.

The ACFO-SPPR added that ELT was currently mapping out the priorities for the next four years and recognised that they were a small team without a huge budget and would be working with heads of service to ensure efficiencies and minimise duplication.

RESOLVED – That Members noted the progress against the 2025/26 Service Plan priorities.

102.2 HMICFRS Inspection 2023-25 – Areas for Improvement Update

The CFO reported on the Areas for Improvement (AFIs) from the HMICFRS 2023-25 inspection and the progress to date against the Health Check the Brigade carried out on the AFIs in November 2025.

He referred Members to the Action Plan at Appendix 1 which detailed the 16 AFIs and highlighted that eight were progressing to plan and eight progressing with issues. He reassured Members that the Assistant Director of Governance and Assurance was confident progress would be made within the timelines and she was attending quarterly meetings with all NFCC Service Liaison Officers to share best practice and learning.

Members asked if HMICFRS monitors the progress of the AFIs. The CFO confirmed that the Brigade had to report progress on the AFIs. The ACFO-Service Delivery (ACFO-SD) confirmed that it was good practice to address all AFIs at the start of the next inspection to demonstrate the progress made on them.

RESOLVED – That the progress against the HMICFRS Areas for Improvement at Appendix 1 be noted.

102.3 Community Risk Management Plan (CRMP) 2026-2030

The ACFO-SPPR presented the CRMP 2026-2030 and highlighted the importance of the Plan being developed alongside staff and communities and commended the work of everyone to achieve this. She highlighted the key changes to the final version which were:

- New Purpose – ‘Protecting People, Places and Futures’
- Information on the second stage of consultation responses (Appendix 2)
- Updated financial information to reflect the confirmed budget position.
- Equality Impact assessment (Appendix 3) which highlighted no issues

The CRMP will be presented to the Full Fire authority at its meeting on 27 March 2026 for approval for implementation from 1 April 2026. The ACFO-SPPR confirmed that ELT was currently working up a four year delivery plan which would replace the annual Service Plan to outline to staff the priorities for each year.

RECOMMENDED:-

- (i) **That the details of the consultation exercises in relation to the Authority’s draft CRMP proposals 2026-2030 as set out in Sections 5 and 6 of the report and in the Consultation Findings Report at Appendix 2 be noted.**
- (ii) **That the updated medium term financial position, the continued uncertainty in future funding which was set out in full in the Authority’s Medium Term Financial Strategy 2026/27 that was approved by the Fire Authority on 13 February 2026 be noted.**
- (iii) **In light of the Authority’s comprehensive risk assessments, financial position and consultation exercise, that there are no changes to the draft proposals as set out in the CRMP 2026-2030 attached as Appendix 1 of this report and that they are approved by the Fire Authority at its meeting on 27 March 2026 for publication and implementation on 1 April 2026.**

103.4 Draft Corporate Plan 2026-2030

The CFO presented the draft Corporate Plan 2026-30 which sets out the Authority’s strategic direction for the next four years and is underpinned by:

- Strategic Assessment of Risk 2026-30 (Appendix 1)
- Outcomes from the Community Engagement Survey exercise
- Organisational Performance 2024-2025 (Appendix 2)
- Medium Term Financial Strategy 2026/27 (approved by CFA on 13 February 2026).

103.4 Draft Corporate Plan 2026-2030 cont.

The draft Plan is aligned to the goals and wording of the CRMP and has been streamlined in line with national best practice and will be presented to the Fire Authority on 24 July 2026 for approval.

RECOMMENDED:-

- (i) **That Members noted the strategic planning activities and sources of insight associated with the development of the draft Corporate Plan 2026-30.**
- (ii) **That the draft Corporate Plan 2026-30 be approved by the Fire Authority at its meeting on 24 July 2026.**

103.5 Anti Slavery & Human Trafficking Statement 2026/27

Members considered the updated Anti-Slavery & Human Trafficking Statement 2026/27 which demonstrates the Authority's ongoing corporate commitment to ensure compliance with Section 54 of the Modern Slavery Act 2015. In addition, the statement aims to ensure there is no modern slavery or human trafficking in any part of the Authority's business.

The CFO referred Members to the Statement at Appendix 1 which covers three key areas of risk: Supply Chain; Employment/Recruitment; and Training/Community Safety. The Statement covers work already undertaken within each area of work and new objectives to be implemented for 2026/27 which will be monitored on a quarterly basis.

The CFO commended the Brigade's commitment to reducing the risk of any slavery and human trafficking within the training and community safety procedures captured at 4.8 of the Statement.

RESOLVED – that the Anti-Slavery and Human Trafficking Statement for 2026/27 be approved.

104. REPORT OF THE LEGAL ADVISER & MONITORING OFFICER**104.1 Pay Accountability – Pay Policy Statement 2026/27**

The Legal Adviser and Monitoring Officer (LAMO) Treasurer reported that in line with the provisions set out in the Localism Act 2011, the Authority had a statutory duty to prepare a Pay Policy Statement for each financial year relating to:

- the remuneration of its chief officers
- the remuneration of its lowest paid employees
- the relationship between:
 - the remuneration of its chief officers and
 - the remuneration of its employees who are not chief officers

The LAMO outlined the Pay Policy Statement 2026/27 at Appendix 1 and outlined the key changes as highlighted in yellow which included:

- Firefighter (Development) - £30,384 (pay award pending 1 July 2026).
- Non-operational employees Grade B (Development) - £24,413 (pay award pending 1 April 2026).

104.1 Pay Accountability – Pay Policy Statement 2026/27cont.

He reported that the Government's National Living Wage sets a minimum wage for all workers aged 25 years and over of £12.71 per hour, which equates to an annual salary of £24,521.29 which was lower than the Authority's lowest paid employees Grade B (Development) which is currently £24,796 (pay award pending 1 April 2026).

The LAMO confirmed that updated pay formula for Chief Fire Officer and Assistant Chief Fire Officer posts was approved by the Authority on 13 October 2023 and fixed until 31 December 2024. From 1 January 2025 these increased in-line with the NJC Gold Book increases and for future years will apply from 1 July.

The CFO informed Members that for transparency, the Authority's Pay Policy Statement now also included details of the Treasurer and LAMO's salaries as well as his own and the ACFOs.

RECOMMENDED - That Cleveland Fire Authority's Pay Policy Statement 2026/27 be approved at its meeting on 27 March 2026 and published on the Authority's website.

- 105. Local Government (access to information) (VARIATION ORDER) 2006** "That Under Section 100(A) (4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following item of business, on the grounds that it involves the likely disclosure of exempt information as defined in paragraphs 3 and 4 of Part 1 Schedule 12A of the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) Order 2006, namely information relating to the financial or business affairs of any particular person (including the authority) holding that information and namely information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority."

- 106. CONFIDENTIAL MINUTES**
RESOLVED - that the Confidential Minutes of the Executive Committee on 23 January 2026 be confirmed.

107. CONFIDENTIAL REPORTS OF THE CHIEF FIRE OFFICER

107.1 Procurement Update Report

Members received details relating to contract letting procedures, exemptions to contract procedure rules and future procurement plans.

107.2 Provision of Cleaning Services

Members received details relating to the provision of cleaning services.

107.3 Provision of a Managed Service for Vehicle Parts

The Assistant Director of Assets (ADoA) outlined the tenders received for the provision of managed service for vehicle parts.

107.4 Supply of Gas for the Estate

Members received details for the supply of gas across the Brigade's estate.

**COUNCILLOR DAVID COUPE
CHAIR**