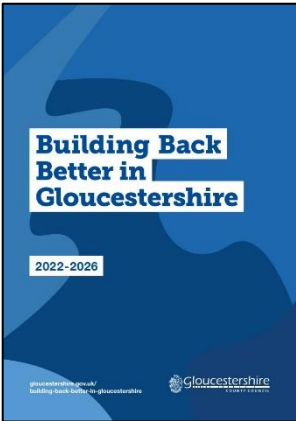


GFRS GOLDEN THREAD



CGG Strategy 2022-2026

The Council Strategy usually covers a period of three to four years, but is refreshed annually and approved, along with the Medium Term Financial Strategy (MTFS), by Cabinet and then Full Council with the Corporate Leadership Team (CLT) responsible for its delivery.

The Council Strategy 2022–2026: Building a better, stronger Gloucestershire, Sets out the key priorities in eight different areas and details the actions that will be taken over the next four years to help achieve them. **Transforming Gloucestershire Fire and Rescue Service is one of these eight priority areas.**



Community Risk Management Plan 2022-2026

It is a statutory responsibility, under the Fire and Rescue Services Act 2004, to produce a Community Risk Management Plan (CRMP). The plan must cover at least a three year period, be reviewed regularly and outline how we will tackle and mitigate the risks to our communities.

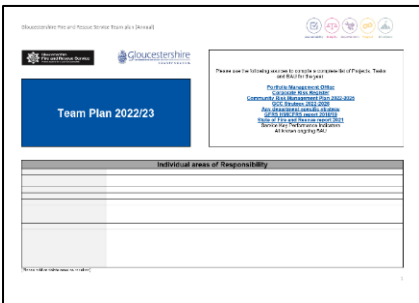
The CRMP is informed by our Community Risk Profile (CRP), a document which assesses in detail the risks in our local areas, how likely they are to occur, how extensive the impact might be and also takes into account national risks.

The CRMP 2022-2026 has nine strategic objectives and details; what we will do, why we are doing it and how we will achieve it.



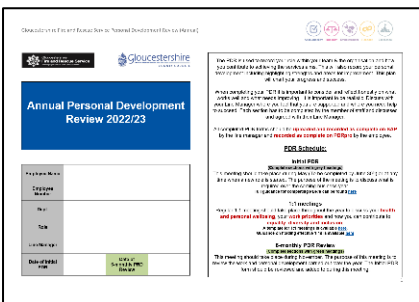
GFRS Service Plan 2022/23 & Team Plans

Each department within GCC have a plan, giving oversight of the team's operational activity, goals and performance measures - linking to the outcomes of the organisation. They set out key elements of "the day job", change-projects/ programmes and key contracts which will deliver our objectives.



Team Plans are developed in conjunction with the Service Plan to identify specific Projects, tasks and 'business as usual' for each team. These plans set the priorities for the team and demonstrate a clear link back to the Service strategic objectives.

Each team within HQ have a Team Plan as do each station. The completed Team Plans provide context to aid the completion of PDR's.



Personal Development Reviews 2022/23

A 1:1 meeting for all staff that provides an opportunity to reflect on how an individual is performing, what is going well and also where the individual may need further support or development. It also involves individuals and their line managers discussing and agreeing the key areas of focus for the next six to 12 months. **Initial PDR's are completed in May, with a 6-monthly review in November**