



Women in the Fire Service UK Annual Plan

Foreword from Chair, Jules King QFSM

Welcome to our Plan for 2022-2024 which sets out our priorities and direction of travel.



After the very challenging period during and post pandemic, I was delighted that our annual National Training and Development Event went ahead last June.

It was fabulous to see so many delegates at the event enjoying the varied programme and that our theme 'See it, be it—role models for the future' can become a reality.

Already there have been lots of WFS activities regionally building on this. In supporting a revitalised energy and enthusiasm we will together increase women's

participation and progression in the fire and rescue sector.

More steps towards greater equality will come through our national event, Practice 2 Progress partnership, coaching and mentoring through the National Fire Chiefs Coaching and Mentoring Portal and Toolkit and our own Women's Development Programme.

Our community spirit offers much hope and opportunity for a brighter future and ties in with our values—working together, sharing strengths, and being future focussed. The culture report into the London Fire Brigade and independent review being called within South Wales Fire and Rescue Service have made public significant cultural issues within the fire sector.

WFS find this totally unacceptable and we have been clear there is no place for harassment, bullying, discrimination or any abhorrent behaviour of this type in any fire and rescue service.

Stronger together, our theme for this year's annual training and development event, has never been more critical, and we will continue to enable and inspire confident and successful women to build a more progressive Fire and Rescue Service.

Take a look through our Plan. The work shows a commitment to making Women in the Fire Service UK a strong, well-connected, and more sustainable organisation.

If you want to get more involved, get in touch with your local or regional representative or give me or one of the Directors a call, or you can get in touch via our website.

Jules King, QFSM WFS Chair

A handwritten signature in black ink, appearing to read 'Jules King', is positioned below the typed name.

Activities, objectives and goals 2022/24



Summary

Women in the Fire Service UK is a non-profit volunteer-led organisation managed by our Directors, two full-time employees and a National Executive Committee (NEC). Our NEC is made up of our Directors, Regional Representatives, Executive Members, and Co-opted Members. Our Directors are formed of a Chair, Vice-Chair, Treasurer, Company Secretary, Patron, HR Consultant, Corporate Director and an International Director.

In recent years we have adopted Patrons and are delighted to introduce Dany Cotton QFSM and Alex Johnson QFSM who bring a wealth of knowledge and experience with them to help and support us.

We are a registered company no. 06577352.

Our vision and mission



We envisage a society where women and girls are empowered to realise a career, contribute in all aspects of the Fire and Rescue Service, and to reach their full potential. We spread a message that a career in the Fire and Rescue Service is for everyone.

“Enabling and inspiring confident and successful women to build a more progressive Fire and Rescue Service.”

Main achievements in financial year March 2020 to April 2022

- Created our first-ever podcast, The Future Firefighter Podcast Series promoting FRS careers—highlights from our Future Firefighter online event programme.
- Continued to develop and support a growing jobs board on our website connecting our online audience with our Corporate Members.
- Gained recognition and financial support from fifty-six Corporate Members.

- Successfully ran our second online awards scheme resulting in 60 nominations from 25 organisations and launched corporate sponsorship of award categories.
- Delivered our 20th National Training and Development Event in June welcoming 225 delegates from 30 UK FRS's across the UK and international delegates.
- Rolled out a new membership database to help fully utilize technology to help reduce admin tasks and enable communications with our members.
- Introduced new merchandise in line with our brand strategy, procurement policy, and environmental statement and will continue to develop lines and ranges.



Planned services in financial year 1st April 2022-31st March 2024

- Contribute to 'Practice to Progress' working in conjunction with partners.
- Develop our support and arrangements for the mentoring programme working with the National Fire Chiefs Council.

- Promote and support the Women's Development Programme.
- Bring back our Future Firefighter online events, now under the new name 'WFS Futures' to ensure women firefighters for the future.
- Participate in humanitarian projects to build on the knowledge and skills of individuals and organisations and to strengthen our international connections.
- Develop and plan for our 21st National Training and Development Event in June 2023 at the Fire Service College.



How we will improve communications and engagement

- Develop social media channels, including Instagram, to reach new supporters.
- Continue to feature members, representatives and supporters in our newsletter.
- Continue targeted communications to our paid members via membermojo.

- Define our range of merchandise for 2023 and ecommerce options for this.
- Promote and network at in-person/virtual events (those we host and/or attend).
- Work with our corporate members to help promote our services and activities.
- Seek opportunities to promote WFS in fire sector publications and press/media.
- Create new podcast opportunities from our online events where possible.



Financial planning, budget and future projections

The financial year-end, April 2022, recorded a healthy cash in bank (£13,080) position and savings account (£94,251). Our cash flow has been steady with no bad debts to report. We monitor closely our spending to ensure value for money for our members. 2022 saw the return of our successful National Training and Development Event as well

as a series of rounds of the Women's' Development Programme. As a non-profit organisation, going forward and building our services, WFS anticipates that during 2022/23 and further, we will be able to confidently re-invest back into our members and women in the fire services.