

## **Report of the Assistant Chief Officer: Director of Prevention**

### **Fire Cadets Annual Review 2022/2023**

#### **Purpose of report**

1. To provide an update on the Fire Cadets activity for 2022/2023.
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#### **Recommendation**

*It is recommended that the Fire Cadets update for 2022/2023 is noted, in particular:*

- i. The introduction of the Droitwich Fire Cadets branch in September 2022;*
- ii. The formulation of the Fire Cadet Executive Committee to provide governance and support; and*
- iii. That 18 Cadets successfully passed out at a ceremony in May 2023.*

#### **Introduction and Background**

2. In March 2022, the Fire Authority approved the adoption of the UK Fire Cadets as the new delivery model for Hereford & Worcester Fire and Rescue Services (HWFRS) youth engagement programme. This replaced the Young Firefighters Association (YFA).
3. Youth engagement has been a staple within the Service for the past 22 years, in the form of the YFA, providing the Service with the opportunity to engage with a diverse group of young people, who in turn can engage and influence their peers on matters relating to their safety and well-being.
4. [UK Fire Cadets](#) operate in many Fire and Rescue Services and there are 200 units across the country. UK Fire Cadets is an NFCC sponsored organisation with similar aims and objectives to the YFA and is a programme affiliated to the Fire Standards Board.
5. Fire Cadets are a nationally recognised inclusive and progressive uniformed youth organisation delivered through Fire and Rescue Services, which inspires and empowers young people to be the best they can be.
6. Councillor Bob Brookes is the nominated Fire Authority Fire Cadet Champion.
7. Youth engagement supports the Service's Community Risk Management Plan (CRMP) and Prevention Strategy by engaging with young people locally to develop and enjoy an immersive experience in a Fire and Rescue environment

and in doing so assisting them to influence their peers in matters of fire safety. It also allows the Service to demonstrate inclusivity by recognising the diversity of our community and providing equality of access to our Prevention agenda.

### **Fire Cadets – Droitwich Unit**

8. In September 2022, HWFRS Fire Cadets commenced at Droitwich Fire Station. The unit at Droitwich is run by Ade and Sue Taylor who lead a team of volunteer instructors comprising of Wholetime and On-call staff, previous Fire Cadets (who have transitioned to a supervisory role in the branch) and a small number of parents whose children have previously been Fire Cadets themselves.
9. All Fire Cadet instructors volunteer to support weekly drill nights and additional activities. Drill night is held midweek for 2 hours in total. All Fire Cadet Instructors have a current Enhanced Disclosure and Barring Service (DBS) Certificate.
10. 18 young people started their Fire Cadets journey in September 2022.
11. The Station Commander for Prevention is the formal liaison with the group and oversees recruitment of volunteers. The Station Commander for Prevention carries out regular reviews of policy documents and oversees budgetary spending. The Fire Cadets Service Policy Instruction (SPI) has recently been updated and approved by SLB.

### **Event Attendance**

12. Throughout the year, the group have attended numerous events to support the Service, raising funds and to promote the work of the Fire Cadets, focusing on raising awareness around Prevention activity and related messages.
13. This included attendance at Station Open Days where Fire Cadets worked alongside the Service Volunteers, promoting the Home Fire Safety Visit (HFSV) and assisted in the generation of over 70 HFSV referrals. Fire Cadets also raised over £2,500, a proportion of this money raised has been donated to the Firefighters Charity and the remainder will be used to meet the costs of future outward-bound activities. The young people also supported a major Service exercise in Herefordshire which involved them acting as live casualties.
14. In November 2022, the Fire Cadets supported the Herefordshire Medal and Awards Ceremony by meeting and greeting guests and they represented HWFRS at the Droitwich Remembrance Day Parade.
15. On 13 May 2023, the annual Fire Cadets Passout Parade took place at Droitwich Fire Station. This was the annual celebration of success ceremony for all new Fire Cadet members who have achieved the required standard of skills, knowledge and discipline.
16. The ceremony was an opportunity for those passing-out to demonstrate their newly acquired skills to family and friends.

17. ACFO Ade Elliott and ACO Anna Davidson presented awards to all 18 Fire Cadets who successfully completed their training. Other awards were also presented by Councillor Bob Brookes to the Fire Cadets who were nominated for the Highest Achiever, Most Improved and Highest Attendance Awards.
18. The Fire Cadets carried out numerous demonstrations showcasing the firefighting skills they had learnt since commencement in September 2022. This included hose running and ladder drills.
19. All Fire Cadets have now successfully completed all of the modules to be awarded the National Fire Cadets Award Level 1 and are now working towards the completion of the Level 2 award.

### **Budgets**

20. The Fire Cadets receive an annual budget of £6,000 to maintain its function that is managed by the Prevention Department. Additionally, the Fire Cadets and volunteers proactively fund-raise to meet the costs of their outward-bound activities. The branch also intermittently receives charitable donations from local benefactors.
21. The Mayor of Droitwich for the civic year of 2023/2024, Councillor Kate Fellows has chosen HWFRS Fire Cadets as one of her Charities.
22. A further £10,000 was allocated to the Fire Cadets for the financial year 2022/2023. This was utilised from the Prevention reserve and was required as an initial outlay to enable successful transition to the UK Fire Cadets. This was used to purchase new uniforms for the young people and instructors and allowed the branch to improve and replace equipment along with facilitating instructor training.

### **Fire Cadets Meetings**

23. The Fire Cadets are overseen and supported by the Fire Cadet Management Group who meet on a quarterly basis. This group sets the direction of the Fire Cadets to ensure that the aims and objectives are met so that the Fire Cadet policy is complied with.
24. To ensure effective governance of the Fire Cadet unit an Executive Committee has been formed. The Executive Committee ensures full integration of Fire Cadets within the Service and supports their work. The Committee meet on a bi-annual basis. The Annual General Meeting (AGM) took place on 14 June 2023. At the meeting two Fire Cadets gave a presentation on the role from their perspective, describing their journey and what being a Fire Cadet means to them.

## Conclusion/Summary

25. This paper presents an update of the Fire Cadets activity over the last 12 months.

### Corporate Considerations

<p><b>Resource Implications</b> (identify any financial, legal, property or human resources issues)</p>	<p>The Service provides a £6K budget annually to cover Fire Cadets running costs and provides suitable accommodation for their base location (Marshall House at Training and Development Centre).</p>
<p><b>Strategic Policy Links &amp; Core Code of Ethics</b> (Identify how proposals link with current priorities &amp; policy framework and align to the Core Code of Ethics)</p>	<p>Youth engagement supports the Service's CRMP and Prevention by engaging with young people locally to develop and enjoy an immersive experience in a Fire and Rescue environment and in doing so assisting them to influence their peers. It also allows the Service to demonstrate inclusivity by recognising the diversity of our community and providing equality of access to our Prevention agenda. CCofE – Putting our Communities First, Leadership, EDI</p>
<p><b>Risk Management / Health &amp; Safety</b> (identify any risks, the proposed control measures and risk evaluation scores).</p>	<p>Working with Young People does present an element of corporate risk; however, the unit is well supported and managed within the Prevention Department and has performed well in two recent (independent) audits. Relevant risk assessments are completed for specific activities / event attendance.</p>
<p><b>Consultation</b> (identify any public or other consultation that has been carried out on this matter)</p>	<p>N/A</p>
<p><b>Equalities</b> (has an Equalities Impact Assessment been completed? If not, why not?)</p>	<p>A People Impact Assessment was completed for initial unit set up. A PIA is completed for new activities</p>
<p><b>Data Protection Impact Assessment</b> (where personal data is processed a DPIA must be completed to ensure compliant handling)</p>	<p>All personal information is kept securely in line with data protection rules and regulations.</p>