

# **PREVENTION**

## **FUNCTIONAL PLAN**

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### **ACTION TRACKER 2025/26**

**Our Purpose:**

HERE TO SERVE. HERE TO PROTECT.

HERE TO KEEP YOU SAFE.

## Action Plan 2025/26

KEY DELIVERABLES	ACTIONS TO ACHIEVE EXPECTED OUTCOMES	CONTRIBUTION TO PURPOSE/AIMS. Responsible Officer	PROGRESS	Does this contribute to IRMP, HMI or National Fire Standards actions (please state which)?	TARGET DATE	BOARD REPORT DATE	BRAG STATUS
1. Provide a high quality training package to all staff involved in Prevention activity including a suite of videos detailing Home, Road and Water Safety.	<p>We will develop a suite of training packages for use in the delivery of prevention activity. This will ensure a standard approach is taken by all members of the service to achieve a common message.</p> <p>We will commission a short video that will explain the reason for Home safety visits and the importance of getting into the home of the person you are visiting. This video will also include all of the best practice needed to achieve a gold</p>	<p>GM Community Safety</p> <p>GM Home Safety</p> <p>GM Home Safety</p> <p>SM Home Safety</p>	<p><b>Q1 update:</b> Home Safety E-Learning package returned following Quality Assurance (QA) in May 2025 to TDA. Second QA to take place in early August once updates have been applied prior to release.</p> <p>Home Safety video completed and issued on 21<sup>st</sup> July for QA with department heads to be completed prior to launch – in August 2025 following sign off by Community Risk Management (CRM) Prevention Board.</p> <p><b>Q2 Update</b> Home Safety Video launched and available via MerseyFire Learn for October. Revised HFSC Merseyfire Learn module also launched in same month. Links into Liverpool FC Kicks/Everton in the Community to discuss potential</p>	CRMP 2024-27 HMICFRS Action Plan 2023 ref no 11, page 18 Fire Standard - Prevention	End of Q3 25/26		

	standard home safety visit.		for creation of Water/Road Safety videos using young people from communities.				
	We will commission a short video that will explain the service strategy on Road safety. This video will also include content that can be used when delivering road safety sessions across the service. This will ensure a common approach and best practice is achieved.	GM Community Safety SM Road Safety	Educational video produced for bonfire/anti-social behaviour (ASB) as joint endeavour with Merseyside Police. Planning for Road/Water Safety videos to commence in Q3.				
	We will commission a short video that will explain the service strategy on Water safety. This video will also include content that can be used when delivering road safety sessions across the service.	GM Community Safety SM Water Safety					

2. Build our Incident Investigation Team using the best staff with the best technical abilities from all areas of the Service	<p>We will continue to develop the staff within the IIT team whilst opening up recruitment for a fourth team member. IIT will transition through a trial period from a rank to a role position within MFRS, this will allow the service to open up recruitment to all employees whether Green, Grey or Red book employees ensuring IIT opportunity is available to all.</p>	<p>Group Manager Community Safety Area Manager Prevention Station Manager Incident Investigation Team (IIT)/Arson.</p>	<p><b>Q1 Update:</b> IIT have recruited fourth officer (Station Manager A) for resilience purposes. All future recruitment will be reviewed in respect of suitability for Green/Grey book. All training and Continuous Professional Development requirements are currently met and any further opportunities will be opened to the team.</p> <p><b>Q2 Update:</b> Change of Group Manager Community Safety from September 2025. All previous documents reviewed and team engagement commenced. Impact of Greater Manchester FRS fire/injury incident has resulted in two team members being deployed to Manchester, however engagement remains. Planning for full review and decisions on working practice to take place post Operation Banger (bonfire period).</p>	CRMP 2024-27 Fire Standard - Prevention	End of Q2 25/26		
	<p>We will develop a robust staff development programme within IIT that must be followed in order to demonstrate competency within role. This will then be used to create a development portfolio for submission to</p>	<p>Group Manager Community Safety. SM IIT/Arson.</p>					

	be deemed competent within role.							
	We will look to build resilience into the IIT team by identifying a small number of response station managers who will undertake some initial IIT training and will maintain CPD by attending CPD	GM Community Safety/ SM IIT/Arson.						
3.Uplift our output of Road and Water safety school age activity through increased use of Virtual Reality.	We will continue to use and develop the use of VR when delivering Road and Water safety to school age children. We will explore the benefits of investing in more headsets in order to increase delivery capacity.	GM Community Safety. SM Road & Water Safety.	<b>Q1 Update</b> MFRS have purchased a further ten headsets, increasing the overall stock to 30, which falls in line with average class size. Officers have attended a national Vision Zero road safety conference in Liverpool to demonstrate headsets and establish networks with local authority partners external to Merseyside.  <b>Q2 Update:</b> Change of GM Community Safety from September 2025. Virtual Reality (VR) educational programme now fully embedded in targeted schools with a view to	CRMP 2024-27 Fire Standard – Prevention Fire Standard – Leaders and people.	End of Q3 25/26			

			expansion via partners in LFC Kicks/Everton in the Community to focus on specific groups.				
	We will link in with external partners such as Everton in the community and LFC foundation to explore the use of VR and the development of more software that can be used with the headsets.	GM Community Safety. SM Road & Water Safety.	<p><b>Q1 Update</b></p> <p>We have facilitated bespoke training with Everton in the community and Liverpool Football Club 'Kicks' at Training and Development Academy, in addition to offsite activities which are related to Road/Water safety. We have supported Pupil Referral Units in relation to Road Safety. Following a Merseyside Safer Schools conference including 250 headteachers, Road and Water Safety officers from MFRS have been embedded in the curriculum for vulnerable or at risk children.</p> <p><b>Q2 Update</b></p> <p>Change of GM Community Safety from September 2025. Water Safety capability has been restored through LFC kicks following a joint review of risk assessments and agreement with LFC. Bonfire Safety days planned at the Training and Development Academy (TDA) (28<sup>th</sup> October LFC Kicks/EITC 4<sup>th</sup> Nov). All work continues as per Q1.</p>				

4.Host a Conference with Mersyside's Registered Providers to enable further understanding of their vulnerable tenants.	Identify required attendees within the social landlord/local authority/registered provider cohort and arrange points of contact. Arrange a suitable venue including costings, IT facilities and key speakers. Content to include historic fire incidents/case studies and subject matter experts from within MFRS Prevention. Deliver the conference(s) to the required attendees taking into account adaptation for differing audiences if several conferences are held. Evaluate impact and success of conference(s) through an immediate survey and through onwards monitoring once working relationships have been developed.	GM Home Safety GM Community Safety Strategic Safeguarding Lead Senior Prevention Team Manager	<p><b>Q1 Update:</b> Housing Association providers and social landlord group identified. Agenda currently being drafted including Incident Investigation Team presentations, home safety training packages and guest speakers..</p> <p>Offsite venues to be considered – dates Date is to be confirmed but the ambition is to deliver late 2025. Both an online and in person survey will be used for post conference feedback and impact evaluation.</p> <p><b>Q2 update:</b> Planning aspiration remains as above. Local Authority and Housing Association partners have been made aware through the Anti-social Behaviour (ASB) Strategy group with a positive reception. Current focus is on ASB/bonfire/firesetting reduction through Housing Association providers.</p>	CRMP 2024-27 Fire Standard – Prevention Fire Standard – Leaders and people.	End of Q3 25/26		
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5.Share our Home Safety evaluation work nationally, exploring other evaluation methods to contribute to Sector improvement.	<p>Review the current Home Safety/Accidental Dwelling Fire Review to develop presentations and key themes from the learning gained.</p> <p>Share approved positive practice using online national platforms including NFCC Prevention and seek opportunities to attend national conferences in order to promote safety. Building on our “outstanding” HMICFRS outcome, seek to share positive practices and learning with other FRS through peer development. Evaluate other methods of selfevaluation, internal quality assurance and accreditation for advocates to professionalise the field of Prevention and provide employees with recognised professional qualifications.</p>	<p>GM Home Safety GM Community Safety Senior Prevention Team Manager Prevention Manager (SHQ) Strategic Safeguarding Lead</p>	<p><b>Q1 Update</b> The MFRS University of Liverpool study was shared on the positive practice platform (NFCC) during April. Most prevalent themes around accidental dwelling fires include cooking, smoking/e-cigarettes and use of electrics (including lithium ion batteries) in a home setting. QA process for operational crews is in place and operating efficiently and will be shared at the August CRM Prevention Board. QA for advocate work subject to succession for retiring staff member. QA qualifications being considered for appropriate posts to support the QA process. Skills For Justice request for custom qualification (Advanced Prevention Practitioner) completed and returned to Skills For Justice mid July. Officers working in National work groups continue to influence professionalising of prevention across the sector.</p> <p><b>Q2 update:</b> Change of Group Manager - Community Safety/Home Safety from September 2025.</p> <p>Skills For Justice approval to commence planning for qualification received. The quality assurance process was demonstrated to HMICFRS during inspection – awaiting results to be able to support best</p>	<p>CRMP 2024-27 Fire Standard – Prevention Fire Standard – Leaders and people.</p>	<p>End of Q3 25/26</p>		
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			<p>practice acknowledgment for sharing with other Services.</p> <p>Consideration of integrating Staywise national education resources into Prevention department. Exploring options to establish an MFRS representative.</p>				
6.Train all Prevention Staff to understand national PREVENT principles.	<p>Assess and monitor service wide compliance with completion rates for current PREVENT training as a statutory requirement.</p> <p>Review MerseyFire Learn module to ensure currency against the national model.</p> <p>Provide realistic scenario training to complement E-learning to maximise understanding of PREVENT requirements.</p> <p>Review success of PREVENT training through monitoring and engagement.</p> <p>Seek to liaise with national partners for continuous updates.</p>	GM Home Safety Senior Prevention Team Manager Prevention Manager (SHQ)	<p><b>Q1 Update</b></p> <p>The PREVENT module within MerseyfireLearn has been reviewed and is still current. The Module is mandatory for all new entrants to the Service.</p> <p>Additional PREVENT training will be supplied to advocates on next CPD session by GM Home Safety (National Interagency Liaison Officer) and Strategic Safeguarding Lead.</p> <p>NILO network is accessible by GM Home Safety to ensure currency of learning. Liverpool City Council PREVENT lead is producing a “talking heads” training video that will be shared with partners during PREVENT week 2025. This will be used by MFRS in respect of their duty to deliver PREVENT training. Actioned through Safeguarding Board.</p> <p><b>Q2 Update:</b></p> <p>As per Q1 – all arrangements in place to deliver.</p>	CRMP 2024-27 Fire Standard – Prevention Fire Standard – Leaders and people.	End of Q3 25/26		

<p><b>7. Implement the Volunteer Strategy.</b></p>	<p>Review and consult in respect of SI 0684 to agree a consistent approach to recruiting, utilising and managing volunteers.</p> <p>Create a volunteer page on the Merseyfire website, offering volunteer opportunities with specific roles and requirements. Pilot the volunteer strategy with specific roles in Road and Water Safety and Youth Education.</p> <p>Raise awareness of the new volunteer strategy on Social Media with Corporate Communications.</p>	<p>Strategic Safeguarding Manager GM Community Safety SM Community Safety Youth Education Manager</p>	<p><b>Q1 Update:</b> The Youth Team Manager is working with Corporate Communications to develop a web page on the external Merseyfire website which will show current opportunities for individuals to volunteer with MFRS. This strategy will be piloted with a Fire Cadet unit leader and Road and Water Safety officers. Report has been taken through SLT for ratification and governance.</p> <p><b>Q2 Update:</b> Recruitment for volunteering opportunities published with support of enhanced information through the external website.</p>	<p>CRMP 2024-27 Fire Standard – Prevention Fire Standard – Leaders and people.</p>	<p>End of Q2 25/26</p>		
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8.Rebrand and Communicate the delivery of Princes Trust to Kings Trust Programme.	<p>Work in collaboration with Corporate Communications to raise awareness of the changes from Princes Trust to Kings Trust within MFRS and partners.</p> <p>Ensure that all paraphernalia pertaining to Princes Trust is rebranded to reflect the new Kings Trust Programme.</p> <p>Encourage the wider MFRS staff and relevant partners to attend the Presentation Evenings to understand the the work of the Kings Trust and the impact it has on our young people.</p>	Strategic Safeguarding Manager Youth Education Manager Kings Trust Manager	<p><b>Q1 Update:</b> The King’s Trust Manager has worked in collaboration with Corporate Communications to ensure that all branded material has been changed to King’s Trust. Ongoing work will ensure that MFRS staff and external partners are aware of the changes.</p> <p><b>Q2 Update:</b> Continued to review rebranding to ensure full completion – all communications with partners completed.</p>	CRMP 2024-27 Fire Standard – Prevention Fire Standard – Leaders and people.	End of Q1 25/26		
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<p>9. Utilise the collaborative work with our partners to secure external funding to support our Youth Education Programmes</p>	<p>Work with Legal Services and Procurement to ensure that the correct procedures and ethics are in place to with regards to sponsorship and or external funding.</p> <p>Conduct a gaps analysis to understand what funding is required in order to be open and transparent with our partners when requesting funding.</p> <p>Meet with relevant partners to discuss how working collaboratively with MFRS contributes to the Serious Violence Duty (SVD) and their Corporate Social Responsibility (CSR).</p>	<p>Strategic Safeguarding Manager Youth Education Manager Kings Trust Manager Beacon Manager</p>	<p><b>Q1 Update:</b> The Head of Youth Education has submitted a funding bid to NFCC to develop a Fire Cadet unit at Kirkdale Fire Station that will be run by partner agency Everton in the Community. Further funding will be sought from partners at the registered provider conference in respect of sponsorship or joint funding of youth education activities.</p> <p><b>Q2 Update:</b> Everton in the Community meeting confirms that approval has been completed via external partners and stakeholders. Scheme of works and planning now commenced with a view to progression in January 2026.</p>	<p>IRMP 2024-27</p> <p>Fire Standard – Prevention Fire Standard – Leaders and people.</p>	<p>End of FDP year</p>		
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**Staff Survey 2024 Action Plan**

*Do you have any updates on the actions contained in the Staff Survey 2024 Action Plan, please report below:*

Action completed	Action is unlikely to be delivered within the current functional delivery plan	Action may not be delivered by the designated deadline within the functional plan	Action will be delivered by the designated deadline within the functional plan	Action not yet started
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STATUS SUMMARY – 30.09.25	
Total Number of Workstreams	11 (100%)
Action completed	3 (27%)
Action is unlikely to be delivered within the current functional delivery plan	0 (0%)
Action may not be delivered by the designated deadline within the functional plan	0 (0%)
Action will be delivered by the designated deadline within the functional plan	8(73%)
Action not yet started	0 (0%)