

PREVENTION FUNCTIONAL PLAN ACTION TRACKER 2024/25

Our Purpose:

HERE TO SERVE. HERE TO PROTECT.

HERE TO KEEP YOU SAFE.

Action Plan 2024/25

KEY DELIVERABLE	ACTIONS TO ACHIEVE EXPECTED OUTCOMES	OWNER	PROGRESS	PROJECTED COMPLETION DATE	BOARD REPORT DATE	BRAG STATUS
3.1 Intelligently target those most at risk from fire in the home.	3.1.1 We will evaluate our current position against the NFCC Prevention Competency Framework and the Person Centred Approach to Home Fire Safety.	GM Home Safety GM Community Safety Strategic Safeguarding Manager	Q1 - Prevention have commissioned an evaluation piece by the University of Liverpool into the reduction in Accidental Dwelling Fires and the correlation between the reduction in fire fatalities and injuries with the number of Home Fire Safety Checks carried out by our staff. Q2 – Prevention now have the completed report from the University of Liverpool and was presented to Community Risk management Board on Monday 28th October 2024 Q3 – The LJMU report has been uploaded to the NFCC learning platform to be shared with the sector nationally. Q4 – MFRS’ approach is consistent with the Person Centered Framework. We are currently developing phase 1 of the CIPHA project which will provide us with an intelligently target led approach to risk within the home.	As per FDP tracker, all actions completed in year.		
	3.1.2 We will review and refresh our Home Fire Safety Check to ensure that the core components of a Home Fire Safety Check are successfully referenced during each	GM Home Safety	Q1 - Prevention have embedded a Single Point of Contact at every station across the organisation and have been delivering a powerpoint presentation to all staff regarding what a “Gold Standard” HFSC looks and feels like. Q2 – Prevention have embedded a Single Point of Contact on all stations and			

	interaction with our communities.		updated the station home page to reflect contact details of all advocates. Q3 – All operational staff have received comprehensive training in the standards around delivery of HFSC's. Q4 – Quality Assurance process in place for operational Home Safety delivery. We are working with Corporate Comms to develop a Home Fire Safety training video which will further enhance crew knowledge and skills. This will be delivered in FDP 25-26.			
	3.1.3 We will develop a suite of training packages for every new starter and existing staff to include a new Home Fire Safety short video which will fully engage our teams who deliver.	GM Home Safety GM Community Safety Strategic Safeguarding Manager	Q1 - Prevention have PowerPoint presentations which we are delivering to all operational staff, highlighting the requirements for either a Prevention referral or a safeguarding referral. The HFSC video is with Corporate Comms who will be using an external provider to produce . Q2 – Prevention are delivering an educational piece to all operational staff starting on the 3rd of November 2024 for 8 weeks on Sundays at the new Training & Development Academy. The video is still ongoing due to Corporate Comms availability. Q3 – This work is ongoing and is in the development stage with corporate comms. Q4 – This action has now been transferred to FDP 25-26 in line with Action 3.1.2.			

	3.1.4 We will pilot CIPHA activity in targeted areas and evaluate prior to full roll out.	GM Home Safety GM Community Safety Strategic Safeguarding Manager	Q1 - The CIPHA pilot has now paused so that partners can evaluate outcomes for a short period of time. MFRS are still gathering data. It has highlighted an educational piece with MFRS staff when referring to either Prevention or partners. Prevention have spoken to Response colleagues and this is being addressed through the SPOCs and SMs. Q2 – The CIPHA pilot has paused for evaluation by partners. Pilot 2 has already been discussed and possible changes to the criteria for MFRS specific risks. Face to face meeting to take place in late November 2024 to discuss further. Q3 – There was a ½ day meeting with partners regarding the review of information sharing and delivery of this project. Toxteth remains the pilot area, however MFRS are looking for a wider GP sign up. Q4 – We reviewed the outcomes from phase 1 of the trial with a view to developing the scope within phase 2 to be delivered in FDP 25-26.			
	3.1.5 Promote the Online Home Fire Safety Check to partners and public ensuring Home Fire Safety is easily accessible.	GM Home Safety GM Community Safety Strategic Safeguarding Manager	Q1 - Prevention are continuing to promote our online referral pathway to all partners and it is embedded on the home page of the external facing web page. Q2 – Prevention are continuing to promote our online referral pathway to all partners and it is embedded on the home page of the external facing web page. Q3 – This is continually promoted through on line platforms to the public.			

			Q4 – Following evaluation we are using the current internal MFRS referral pathway as it identifies the correct risk profile relevant to Merseyside. This ensures that any high risk referral results in a face-to-visit.			
	3.1.6 Through Operational crews, we will deliver over 50,000 home safety visits.	GM Home Safety GM Community Safety Strategic Safeguarding Manager	Q1 - Operational crews are on course to deliver the 50,000 home safety visits. As of June crews have completed 13,991 visits. Q2 – Operational crews are on course to deliver the 50,000 home safety visits. As of June crews have completed 26,124 visits. Q3 – This target remains on course for successful completion by the end of quarter 4. HFSC delivered to the end of Q3 is 38,752. Q4 – MFRS operational crews completed a total of 51368 HFSCS for 24-25.			
	3.1.7 Through Prevention teams, we will deliver 10,000 Safe and Well visits	Area Manager Prevention GM Home Safety GM Community Safety Strategic Safeguarding Manager	Q1 - Prevention advocates are on course to deliver the 10,000 Safe and Well visits. As of June advocates have completed 2,626 visits. Q2 – Prevention advocates are on course to deliver the 10,000 Safe and Well visits. As of June advocates have completed 5,505 visits. Q3 – This target remains on course for successful completion by the end of quarter 4. Safe and Well delivered to end of Q3 is 8,130. Q4 – MFRS advocates completed 10521 safe and well visits which enabled us to			

			engage with very high risk members of community.			
3.2 Understand, educate and advise local communities about emerging technologies and the associated risks	3.2.1 We will continue to lead Home Safety nationally, allowing us access to learning about e-bikes and e-scooters through the NFCC channels.	GM Home Safety	Q1 - Prevention lead nationally on the delivery of e- bikes and e-scooters developing close links with the NFCC and Electrical Safety First (ESF) with the issue being highlighted in the King's speech. Q2 – Media campaign planned for the Christmas period highlighting the dangers and risks associated either the safe purchase of e bike and e scooters. Q3 – This is now embedded in the HFSC delivery and all staff in MFRS realise the importance of capturing the dangers involved with lithium ion during their HFSC visits. Q4 – We are working in line with the National Fire Chiefs Council (NFCC) guidance in relation to a national media campaign which will highlight the dangers of Lithium Ion products. We also now provide bespoke leaflets to communities on this subject.	As per FDP tracker, all actions completed in year.		
	3.2.2 We will link in with the Office of Product Safety Standards, Home Office Fire Kills and NFCC Home Safety Committee to share information and analyse trends.	GM Community Safety Strategic Safeguarding Manager	Q4 – MFRS Incident Investigation Team process data and share information with these departments as a matter of course.			

	3.2.3 We will develop new information packages to inform learning for sharing with our staff, particularly our operational response teams who deliver Home Fire Safety activity.	Strategic Safeguarding Manager	Q4 – Guidance has been provided to operational crews which will be reinforced through E-Learning and an online video.			
	3.2.4 Work with our Corporate communication team to develop specific prevention messaging to counter new and emerging risks.	GM Home Safety GM Community Safety Strategic Safeguarding Manager	Q1 - Prevention are working closely with our Corporate Comms Team regarding emerging risks aspecially regarding education regarding lithium ion batteries and safe charging. Q2 – Prevention are working closely with our Corporate Comms Team regarding emerging risks aspecially regarding education regarding lithium ion batteries and safe charging. Q3 – This work is still ongoing and will hopefully be delivered fully by the end of Q4. This is very much dependent on the current capacity within comms. Q4 – We continually work with Corporate Comms to ensure seasonal messages/campaign weeks or post-incident are supported through social media.			
3.3 Use evaluation to explore the relationship between Prevention activity and evidence	3.3.1 We will engage our local academic partners at University of Liverpool to undertake a review of current activity, establish recommendations and		Q1 - Prevention have commissioned an evaluation piece by the University of Liverpool into the reduction in Accidental Dwelling Fires and the correlation between the reduction in fire fatalities and injuries with the number of Home Fire Safety Checks carried out by our staff.	As per FDP tracker, all actions completed in year.		

reductions in accidental dwelling fires, injuries and fatalities.	improve prevention delivery.		Q2 – - Prevention have commissioned an evaluation piece by the University of Liverpool into the reduction in Accidental Dwelling Fires and the correlation between the reduction in fire fatalities and injuries with the number of Home Fire Safety Checks carried out by our staff. This report is now complete and has been shared at Community Risk Management Board on the 28th October 2024. Q3 – The LJMU report has been uploaded to the NFCC learning platform to be shared with the sector nationally Q4 – The learning from the study being shared with Station Managers and disseminated through to Operational crews.			
	3.3.2 Support key lines of enquiry to enable comprehensive information gathering and evaluation.		Q4 – Data sets including Accidental Dwelling Fires, Council Tax banding, secondary fires are used to ensure that resources are appropriately allocated on risk, demand and vulnerability.			
	3.3.3 Share learning and findings with partners, nationally and locally to support the sharing of best practice.		Q4 - The Liverpool John Moores University (LJMU) report has been uploaded to the National Fire Chiefs Council (NFCC) learning platform to be shared with the sector locally and nationally.			

	3.3.4 Utilise the data to inform, evidence and support future funding opportunities to improve delivery of Prevention activities within MFRS.		Q4 – The Liverpool John Moores University (LJMU) report has been uploaded to the National Fire Chiefs Council (NFCC) learning platform to be shared with the sector locally and nationally. The study supports future funding opportunities.			
3.4 Deliver high quality youth education activities using a trauma informed approach.	3.4.1 Review all policies to ensure that the child's voice is heard so they feel that they matter, as per trauma informed principles and the restorative practice approach.	Strategic Safeguarding and Youth Education Manager Youth Manager	Q1 - This work is ongoing, however it was noted in the Matrix Report that the 'Student Voice' has recently benchmarked the programme both locally and nationally and had gathered 'good ideas'. The National Fire Chiefs Council (NFCC) United Kingdom Fire Cadets (UKFC) have developed a national cadet voice forum to discuss how their voices and opinions can influence and contribute to future delivery. Liverpool City Council is also leading on becoming a 'Child Friendly City' and MFRS will utilise their principles to assist in shaping our youth policies and procedures. Q2 – Youth Education Staff have completed the 'Trauma Informed Practice' Training that was arranged by the Violence Reduction Partnership (VRP). The Youth Education Department will now ensure that all police, procedures and practice are 'child friendly and trauma informed' and that this is	As per FDP tracker, all actions completed in year.		

			reflected in the way we deliver our youth activities. Q3 – Youth Education staff are undertaking ‘Voice of the Child’ and ‘Child Friendly’ training to ensure that all policies and guidance are compliant. Q4 – All policies and practices are being reviewed to ensure they have a trauma informed approach and include the “voice of the young person.”			
	3.4.2 Deliver 9 Princes’ Trust Programmes at 3 locations for young people aged 16-25 years old.	Strategic Safeguarding and Youth Education Manager	Q1 - The Prince’s Trust Team will be completing the contractual expectations in August 2024 of nine Princes Trust Teams for the current academic year. MFRS are currently awaiting confirmation from St. Helens & Knowsley College (SHKC) regarding funding for the next academic year (2024-2025). Prince’s Trust also have a student Social Worker embedded to oversee the pastoral care of our learners. Q2 – The Princes Trust Team have delivered 9 programmes in the 2023 - 2024 academic year and the Youth Education Manager and Princes Trust Manager are working with St. Helens and Knowsley College and MFRS Finance Department to agree the income to be received from the existing contract. This will be updated and reported on in Q3. The Prince’s Trust has been renamed The King’s Trust. Q3 – The Kings Trust Team have delivered three programmes in the first delivery			

			schedule of the 2024-2025 academic year. Youth Manager liaising with St Helens and Knowsley College (SHKC) to ensure that funding is received on a term basis rather than annual. No problems identified with the Kings Trust delivery. Q4 – All programmes have been delivered throughout the academic year.			
	3.4.3 Deliver Primary Beacon Programmes for Children and Young People in Merseyside.	Strategic Safeguarding and Youth Education Manager	Q1 - Merseyside Violence Reduction Partnership (MVRP) has agreed to fund the Beacon Programme for the next financial year (£140k). In quarter 1, the Beacon Team has delivered 8 programmes. Q2 – It is currently not known whether the funding from the Violence Reduction Partnership (VRP) will be extended to the financial year 2024-2025 and as such, the Youth Education Management Team are looking at what the running costs would be if it were to be absorbed as a Youth Education activity. Q3 – MFRS are still awaiting official confirmation from MVRP that funding will be allocated for the 2025-2026 financial year, however early indications are that this is promising. As mentioned previously, whilst delivery might be slightly different, MFRS could potentially absorb delivery as a mainstream activity. Q4 – All Beacon projects have been delivered throughout the academic year.			

			Funding has now been assured to deliver through 25-26.			
	3.4.4 Deliver 5 Fire Cadet Units for young people aged 13-18 years.	Strategic Safeguarding and Youth Education Manager	Q1 - Merseyside Fire and Rescue Authority (MFRA) approved funding growth of £35k for the financial year 2024-2025. This has allowed the team to appoint a Fire Cadet Co-ordinator role (five hours per week) to oversee and introduce quality assurance and compliance with the Fire Cadet Programme and the National Fire Chiefs Council (NFCC) Delivery Framework. Q2 – Wallasey Fire Cadets is currently suspended due to the absence of a Team Leader, a recruitment process has been completed and the new Team Leader will be in post by January 2025. A Project Station Manager is currently undertaking a project to look at the Drill Yard Training competency of staff and it is hoped that the training will commence in January 2025. Q3 – Wallasey Fire Cadets is now live as a Unit Leader has been recruited. The Station Manager leading on the Drill Yard Exercise Project (Gerry DAVIS) is currently close to rolling out sustainable training. Q4 – 5 Fire Cadet units currently being delivered.			
	3.4.5 Utilise our member of staff seconded into the Merseyside VRP to identify funding	Strategic Safeguarding and Youth Education	Q1 - Our seconded member of staff has contributed to the additional funding that will allow MFRS its unique engagement with children and young			

	opportunities and areas to deliver youth interventions in line with Serious Violence Duty obligations.	Manager GM Community Safety	people through partnership opportunities which included Princes Trust and Beacon. These activities encourage our young people to follow positive pathways and make better lifechoices. Q2 – The MFRS member of staff's secondment is due to end in March 2025. MFRS have requested that the Violence Reduction Partnership (VRP) respond by 31st December 2025 to advise their intentions post-March 2025. Q3 – Conversations are currently being held regarding the secondment to MVRP, however early indications are that this will continue for a further 12 months. Q4 – Funding has been secured to ensure delivey of Beacon, Fire Champions, and other larger scale events for 25-26.			
	3.4.6 Deliver our obligations under the Serious Violence Duty through delivery of a number of Youth Education programmes, linking in with the OPCC and the Merseyside VRP.	Strategic Safeguarding and Youth Education Manager GM Community Safety	Q1 - MFRS has linked its Youth Education delivery to contribute to the Serious Violence Duty Act (SVDA) and will utilise evidence of how we contribute to the decrease in serious crime by positively engaging with children and young people. The Office for the Police and Crime Commissioner (OPCC) released statistics in July 2024 that show an 8% decrease in serious violence, and an 18.6% decrease in knife crime in Merseyside. Gun crime is also at its lowest level since records began 22 years ago.			

			Q2 – MFRS are working collaboration with National Fire Chiefs Council (NFCC) to ensure that the Serious Violence Duty (SVD) is delivered in line with a consistent approach throughout the Sector. Q3 – MFRS are still working in collaboration with the NFCC Guidelines and Lead Officer regarding our obligations under the Serious Violence Duty – Ongoing. Q4 – All obligations under the OPCC for delivery surrounding VRP and serious violence duty have been discharged successfully.			
3.5 Build our team, enabling the professional delivery of Prevention services in our diverse communities.	3.5.1 Review staff progression routes through the Prevention directorate to allow a blended approach to Prevention team activity at every level.	Area Manager Prevention	Q4 – Structure under review by Prevention management team.	As per FDP tracker, all actions completed in year.		
	3.5.2 Introduce a Prevention Single Point of Contact (SPOC) as a direct link to every Community Fire Station to ensure a rounded understanding of Prevention activity and improve joint working relationships.	GM Home Safety GM Community Safety Senior Prevention	Q1 - Posters have been displayed at all stations informing crews of who their dedicated SPOC is for their station area. Q2 – Relationships are continuing to build between stations and their Single Point of Contact (SPOC) following the introduction of the posters on the stations. This is having an improved effect on information sharing			

			Q3 – This is now embedded on stations and relationships continue to build. Q4 – The “one contact” concept is continually reviewed and the relationships between SPoC and station are evidently positive.			
	3.5.3 We will work alongside crews to educate and develop understanding with regards to the ED&I data collected from Home Fire Safety Checks and Safe and Well visits.	SM Home Safety SM Community Safety Senior Prevention Manager	Not a Q1 action Q2 – This work has started and is being delivered as the current Sunday Six training programme for all ops crews. Q3 – Following training, await to see if there are any changes or improvements in the delivery of HFSC in this area. Q4 – A monitoring period is now in progress which has seen a positive increase in the collection of Equality, Diversity & Inclusion data. This will continue into 25-26.			
	3.5.4 Support all staff to understand our leadership message, including exposure to NFCC Code of Ethics, Service values and coaching and mentoring.	GM Home Safety GM Community Strategic Saffeguarding Youth Education Manager	Not a Q1 action Q2 – MFRS leadership message is now embedded within all that is done within the service. All new staff will be fully inducted on the leadership message. Q3 – Leadership message now fully embedded in all Prevention activity. Q4 – Standardisation with staff has embedded the Leadership message in addition to staff access to information and reiterated in bi-monthly Continuing Professional Development (CPD).			

	3.5.5 Managers will work with POD and EDI officers to ensure that the Positive Action Recruitment framework is deployed when recruiting workforce.	All managers	Not a Q1 action Q2 – All recruitment within Prevention is undertaken with the support of the Equality, Diversity and Inclusion Team and inline with the NFCC Positive Action Toolkit. Q3 – Prevention look at all aspects of diversity when recruiting for new and existing roles. Q4 – Safeguarding lead has delivered “safer recruitment” training to all POD staff and all designated safeguarding officers which includes positive action recruitment.			
3.6 Revisit our volunteering principles and explore how we can use volunteers to support us in our activities.	3.6.1 We will review extant policies and instructions in respect of volunteers, updating and amending as required.	Strategic Safeguarding and Youth Education Manager Youth Manager	Q1 - A Task and Finish Group met on 12th June 2024 to review the existing Service Instruction, policies and processes to ensure that they are appropriate and fit for purpose. Q2 – Service Instruction 0864 Volunteers was circulated for consultation with the representative bodies on 28/10/2024. Following this 21 day consultation. Q3 – Service Instruction 0864 (Volunteers) is now live and work is ongoing with Corporate Communications to ensure that the MFRS internet site has an effective Volunteers page that advertises current roles available and how to apply. Q4 – Work will continue to develop the volunteering principles and recruitment	As per FDP tracker, all actions completed in year.		

			strategy into 25-26. Sufficient progress has been made for 24-25 and further action including recruitment will carry over into 25-26.			
	3.6.2 Scope out a new Volunteer plan which will specifically identify the most appropriate tasks within the Organisation which may be undertaken by a team of volunteers.	Strategic Safeguarding and Youth Education Manager Youth Manager	Q1 - The Task and Finis Group have agreed that the Road and Water Safety volunteer role be used as the pilot for the new strategy. Q2 – Following the end of the 21 day consultation period, MFRS will commence to identify volunteer opportunities and recruit for those roles as appropriate. Q3 – Currently working with the Road and Water Safety Team to create a Volunteer Role within that Team. Also Events and Social Media opportunities within Youth Education. Q4 - Work will continue to develop the volunteering principles and recruitment strategy into 25-26. Sufficient progress has been made for 24-25 and further action including recruitment will carry over into 25-26.			
	3.6.3 Consider how we develop an electronic system through the Portal to allow an efficient volunteer management system.	Youth Manager	Q1 - Not started at present, however this will be developed in collaboration with the Systems Support Team. Q2 – MFRS to work with Systems Support to create a database of volunteers that can be utilised by appropriate and relevant staff as and when required. Q3 – Youth Manager currently working with Corporate Communications to			

			ensure that an easy to read and use webpage is available to members of the community to apply for appropriate Volunteer opportunities. Q4 – This action has been completed for the year and will continue into 25-26.			
	3.6.4 Explore how we can safely recruit and train a team of volunteers providing each individual with the requisite skills and equipment	Strategic Safeguarding and Youth Education Manager Youth Manager	Q1 - An appropriate induction and training programme will be developed by the Task and Finish Group. Q2 – Induction checklist has been embedded as an appendices in SI 0864 and will vbe overseen by the relevant Line Manager to ensure compliance. Q3 – Induction appendix approved via consultation process and will be fully embedded once the Volunteers have been interviewed and selected. Q4 - Safeguarding lead has delivered “safer recruitment” training to all POD staff and all designated safeguarding officers which includes positive action recruitment.			
3.7 Develop our targeted, community focussed campaigns	3.7.1 We will align our campaigns and associated interventions to partners place based plans to ensure the most effective outcomes including deployments of our assets and resources.	GM Community Safety	Q1 - Joint campaigns have been undertaken and this allows partners to get involved ensuring effective use of available resources for each campaign. Q2 – Joint campaigns continue to be delivered in this way and the feedback from partners is positive. Q3 – Multi-agency joint campaigns continue through Q3 and the inclusivity	As per FDP tracker, all actions completed in year.		

			of all partners is key to the success of these campaigns. Q4 – Multi-agency campaigns now embedded within MFRS. All campaigns identified for 24-25 have been successfully delivered.			
	3.7.2 We will jointly deploy our teams alongside crews and partners under spate or unusual conditions to ensure key targeted messaging – e.g. water safety during warmer periods.	GM & SM Community Safety	Q1 - Joint working has taken place in the planning for the city centre waterfront summer safety campaign. This has seen a joint approach from internal stakeholders and partners in order to prepare for summer activities around the waterfront area. Q2 – Following the success from the summer waterfront campaign it is planned to conduct a joint campaign surrounding the annual drink drive message. Q3 – There have been numerous occasions when this has taken place during Q3. Q4 – Road and Water safety campaigns now embedded within MFRS. All campaigns identified for 24-25 have been successfully delivered. Work is now underway to collaborate with the MRF to assist in public safety information messages during spate conditions.			
	3.7.3 We will work with Local Resilience Forum (LRF) and other local key partners to monitor and	GM Community Safety	Q1 - Planning has started with the LRF to prepare for Operation Banger 2024. This work ensures a close working			

	respond if there are increased tensions that may occur because of hate crime or terror related incidents.		relationship is maintained throughout the LRF. Q2 – The Local Resilience Forum and partners have taken part in a table top exercise as part of the preparation for the op banger period 2024. Q3 – We continue to be information led through the LRF amongst other information pathways over any likelihood of increased community tension. Q4 - Work is now underway to collaborate with the MRF to assist in public safety information messages during spate conditions.			
	3.7.4 Road Safety Education will focus on the Merseyside Road Safety Partnership Plan. Our interventions will be targeted at those aged 18 -24 and those identified as part of Youth Offending.	GM & SM Community Safety	Q1 - Road safety teams have joined up with EFC and LFC to deliver road safety messages to this age group. We have also used PIPS (performance management system) data to support the evidence relating to young people killed and seriously injured in road traffic collisions within this age group across all areas of Merseyside. Q2 – Road safety advice will be part of the delivery at the in the zone sessions. These are sessions targeting this age group of students based on the Wirral. Q3 – Road safety sessions continue to be delivered with the aid of VR goggles. This has now been expanded to include their use more widely. Q4 – All Road Safety sessions required have been delivered for this year and the			

			Service has invested in a further 10 sets of VR goggles to enhance education.			
	3.7.5 We will continue to work with our LA's to identify hotspot areas and deploy our Street Intervention Team to reduce anti social behaviour related incidents.	GM & SM Community Safety	Q1 - Street Intervention Team (SIT) review has taken place during this period to ensure standardisation within SIT and also best ways to report on data captured. Q2 – Following the review of the Street Intervention Team (SIT) teams they are now deployed for longer periods in one area. This is to collect intelligence and also build relationships and the initial evidence is that this is providing better results in anti-social behaviour (ASB) reduction Q3 – The continued changes in how SIT are deployed are constantly being reviewed and at the moment through Q3 this has led to a downturn in ASB in the areas SIT have been patrolling. Q4 – Street Intervention Team (SIT) are now fully trained in identifying substance misuse, and stemming of stab injuries through provision of bleed kits.			
3.8 Align the delivery of our Fire Cadets programmes with NFCC Children and Young People principles	3.8.1 We will develop a training induction package to meet and maintain competencies to deliver drill exercises.	Strategic Safeguarding Manager & Youth Education Manager	Q1 - The Youth Education Team were successful in securing a Station Manager (Development) to deliver a six month project that will implement a sustainable training programme for the Drill Yard Training aspect of Fire Cadets. The SMD commences their duty with the team on 15 th July 2024.	As per FDP tracker, all actions completed in year.		

			Q2 – Project Station Manager has delivered a report to the Community Risk Management Prevention Board and 28/10/2024 which has approved the implementation of the Drill Yard Competency Training which is expected to commence in January 2025. Q3 – Station Manager has moved project to the training/delivery stage. DYE Training to be rolled out in Q4. Q4 – Station Manager Prevention has finished project and a full suite of materials are available and have been shared with National Fire Chiefs Council (NFCC).			
	3.8.2 We will explore opportunities for external funding/sponsorship to support the continued delivery of our Fire Cadet Units.	Strategic Safeguarding Manager & Youth Education Manager GM Community Safety	Q1 - The Youth Education Management Team will be liaising with Registered Providers, Equaans and other Community Partners to review the possibility of funding/sponsorship of Youth Education activities and delivery. Q2 – Strategic Safeguarding Manager and Youth Education Manager to contact Registered Providers and other relevant partners to consider funding and/or sponsorship. Q3 – Meeting to be arranged with Legal Department regarding the implications of joint funding/sponsorship, prior to communication being made with Regiatered Providers. Q4 – Work continues into 25-26.			

	3.8.3 We will recognise the contribution of our young people through a recognition and celebration awards evening.	Strategic Safeguarding Manager & Youth Education Manager	Q1 - The contribution of Fire Cadet Team Leaders and Volunteer Instructors was recognised during the National Volunteer Week from the 3rd-9th June 2024. MFRS also delivered an awards evening for the five Fire Cadet Units, which culminated in the George Taylor award. Princes Trust continues to deliver three Presentation evenings and Beacon passouts for each scholl every six weeks. Q2 – MFRS will implement a Fire Cadet Awards/Passout in 2025 at the Training and Development Academy which will include family friends and Senior Officers. Fire Cadets will also be represented at the Fire Cadet Games in Cardiff Met University on 18-20/07/2025. Q3 – No recognition and celebration awards in last quarter. However preparation is being made for MFRS to be represented at the Fire Cadet Games in Cardiff in August 2025. Q4 – Celebration evening arranged for July 25.			
	3.8.4 We will ensure that our Fire Cadet Units are delivered in line with NFCC framework for Children and Young People.	Strategic Safeguarding Manager & Youth Education Manager	Q1 - The Youth Education Team were successful in securing a Station Manager (Development) to deliver a six month project that will implement a sustainable training programme for the Drill Yard Training aspect of Fire Cadets. The SMD commences their duty with the team on 15th July 2024.			

			Q2 – Project Station Manager is in month 4 of a 6 month project reviewing Fire Cadets, ensuring that delivery is in line with NFCC Framework for Children and Young People. The King’s Trust Manager and Beacon Manager also ensure that these are delivered in line with NFCC Framework. Q3 – Working with NFCC Fire Cadet Co-ordinator and attending ‘Café du Cadets’ to ensure that MFRS are engaged with all requirements for Fire Cadet delivery Q4 – Station Manager has delivered drill yard exercise and training model which has been shared with National Fire Chiefs Council (NFCC).			
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		

STATUS SUMMARY – 31.03.25	
Total Number of Workstreams	39 (100%)
Action completed	34 (87%)
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	5 (13%)
Action will be delivered by the designated deadline within the functional plan	0 (0%)

Action not yet started

1 (3%)