

Prevention, Early Intervention and Safeguarding Strategy

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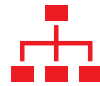




This presentation



Our strategy



Our structure



Our achievements and challenges

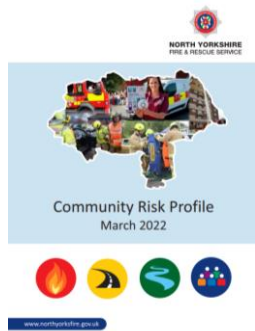


Our strategy

- Why we have it
- What it says
- How we deliver it
- How we monitor and understand our performance
- How we understand the difference it makes



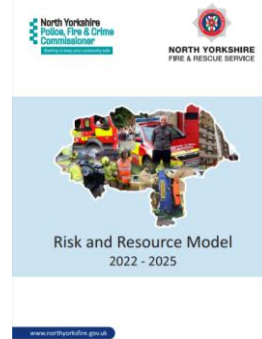
Why we have a strategy



Who, what and where is most at risk?



What matters to the public?



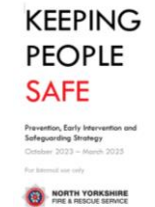
What resources do we need and where should they be?



How are we expected to behave and act?



How do we deliver what's expected of us and develop and improve the service?



What specific **actions** do we need to take and what **impact** do we need to make?



What our strategy says

Objectives for prevention

North Yorkshire Fire and Rescue Service has finite resources (people, time, equipment and money) so it has to prioritise all of its prevention activity where it is needed the most. To do this it:

1. Uses data to better **understand risk** through a Community Risk Profile
2. Aligns resources to **reduce risk** using its Risk and Resource Model
3. **Understands what matters** to the public using the Fire and Rescue Plan



What our strategy says

From this, we prioritise 4 objectives for prevention across our whole service. Together and by working with others, we will aim to:



Prevent people from being seriously hurt or killed due to a fire in their home



Prevent people from being seriously hurt or killed on our roads



Prevent people from being seriously hurt or killed in our waters



Reduce the impact of large-scale harm due to environmental events (eg wildfires)

We will deliver these 4 objectives through the individual and specific *actions* of prevention, early intervention and safeguarding, whilst also contributing to our national duties (for example the Serious Violence Duty, Prevent Duty and the Public Sector Equality Duty).

What our strategy says

Our **Community Risk Profile** is a document which uses data to tell us about which people, and which geographical areas are most at risk.

We have summarised some of that information here, but you can read more about risks in the Community Risk Profile (a hyperlink to that document can be found on page 30).

Because risks change, and we are constantly learning new information, the information here also contains some learning from local incidents.

Those most at risk

From being seriously hurt or killed in our waters



Those attempting to **drive through flood water**

Those who have got into difficulty whilst taking part in **sport and leisure activities**

Those who act based on **thoughts of suicide**

High risk areas for flooding include parts of **York, Malton and around Selby**

A significantly high proportion of water rescue incidents occur in **western and southern areas** of the county

From being harmed due to large-scale environmental events



Properties and areas that have been **flooded before**

Locations which have already **experienced wildfires**

Residential areas at risk of being impacted by wildfires

What our strategy says

Our plan of action



Objective 1: Prevent people from being serious hurt or killed due to a fire in their home

The positive difference we want to make	What we will do in Early Intervention, Prevention and Safeguarding
To ensure our employees are competent and confident to deliver high quality Home Fire Safety Visits.	Deliver training and assurance activity to ensure that all relevant teams have the competency and confidence to deliver high quality Home Fire Safety Visits / fire prevention / safeguarding activity.
To improve our ability to identify and efficiently target Home Fire Safety Visits at those most at risk.	Establish and maintain relationships with key partners so that they share information with us to help us target our resources to those most at risk.
	Commission activity to collate multiple data sources, to enable us to proactively engage with those most at risk.
	Deliver engagement activity with key community groups who specifically work/volunteer with those we are trying to reach including minoritised groups.
To be able to respond efficiently to referrals into our Service for Home Fire Safety Visits.	Create a data driven accidental home fire campaign toolkit for targeted use across the Service.
	Work alongside operational crews to ensure the efficient and effective delivery of those Home Fire Safety Visits that they are unable to deliver due to geography or complexity.
To continuously improve our fire safety prevention activity and interventions and identify opportunities to prevent harm and provide community reassurance following accidental home fires.	Provide simple and accessible Home Fire Safety Visit materials which include 'risk from arson' and 'after the fire' information, for consistent use across the Service.
	Seek out and apply learning from local and national incidents (eg airflow mattresses, lithium batteries, Serious Incident Reviews and Fire Investigations) and our own quality assurance and evaluation activity to improve our work.
	Co-ordinate the implementation of Post Incident Engagement.
	Develop and support the Serious Incident Review Process



What our strategy says

Roles in prevention

Wholetime shift and day crewed stations

When they are not responding to incidents (or ensuring readiness to respond to emergencies) wholetime stations will:

- Use resources provided by the Prevention, Early Intervention and Safeguarding Team to proactively deliver and record high-quality, targeted early intervention and prevention activity and interventions to reduce risk, in accordance with the Risk and Resource Model
- Utilise opportunities to learn about Prevention, Early Intervention and Safeguarding (eg online learning modules or Home Fire Safety Visit training) to enable competency and credibility to deliver activity and interventions
- Support the Prevention, Early Intervention and Safeguarding Team to understand what works and the impact of prevention and early intervention activity
- Ensure that all prevention interventions and community engagement activities are delivered to a safe and high-quality standard and are focused on the delivery of this strategy and the Risk and Resource Model
- Proactively deliver targeted campaign materials in accordance with the Prevention Campaign Schedule
- Deliver Post Incident Engagement (PIE) activity to reassure communities and to identify opportunities to deliver Home Fire Safety Visits, directly following an accidental fire or other incident in the home which requires a response from our service (for example the need to 'effect entry' following an individual experiencing a fall in the home)
- Quickly raise all internal or external safeguarding issues or concerns using the Service's safeguarding policy and process

On-call stations

Many On-call and Volunteer Firefighters have primary employment or other commitments affecting their availability and so it is recognised that On-call stations cannot deliver the same volume of prevention activity as wholetime stations. On-call stations will:

- Deliver prevention activity if they have received training to do so and when availability allows
- Ensure that any prevention interventions and community engagement activities completed, are delivered to a safe and high-quality standard and are focused on the delivery of this strategy and the Risk and Resource Model
- Communicate opportunities for prevention, community insight, and any relevant learning to the Prevention Team
- Support targeted campaign materials in accordance with the Prevention Calendar for identified risks within their areas
- Raise all prevention and early intervention questions, queries or concerns with the Prevention, Early Intervention and Safeguarding Team
- Quickly raise all internal or external safeguarding issues or concerns using the Service's safeguarding policy and process



What our strategy says

Safeguarding

The positive difference we want to make	What we will do in Early Intervention, Prevention and Safeguarding
To ensure our employees are competent, confident and safe to deliver their safeguarding responsibilities in all situations (including Post Incident Engagement).	Ensure that staff working in specialist roles have received appropriate levels of training, and that all staff have access to relevant training materials.
To ensure compliance with national and local standards.	Maintain oversight of and co-ordinate all activity required to comply with the Fire Standard for Safeguarding; and our duties towards local authority Safeguarding Boards.
To ensure that all employees and volunteers within our Service have appropriate DBS checks.	Support the People Services function to lead and deliver activity to ensure that all employees and volunteers within our Service have received an appropriate level of DBS check.
To ensure that the Service has robust processes and procedures in place to manage safeguarding related allegations against members of staff and volunteers.	Support activity led by People Services, to ensure that policies and processes can be delivered efficiently and effectively.
To ensure our employees are competent and confident to appropriately identify and respond to safeguarding concerns.	Ensure that the Service is delivering and/or procuring enhanced training for those working regularly with children and young people and adults at risk (including Prevent, Child Exploitation, Modern Slavery etc).
To ensure any employee or volunteer who may be experiencing domestic abuse or sexual harm, is supported and safeguarded.	Create and implement the Service's first domestic abuse and sexual harm policy, operating procedures, process and associated training.
To ensure that minoritised individuals and groups can access our service equitably.	Complete an accessibility review of our service in accordance with our Equality Diversity and Inclusion Strategy.
To ensure that our employees and volunteers feel competent and safe to deal with individuals who approach the Service, who are in crisis (for example fleeing domestic abuse).	Create and implement a person-centred 'Safe Person' concept, with an understanding of gender-based abuse and violence.



Our structure

- The objectives of our structure
- Context
- Previous structure
- Evolved structure
- Our Training
- How we look after each other





Objectives of our structure

1. **Improve** our use of data to target activity and reduce risk.
2. **Enable** effective delivery of our strategy.
3. **Improve** resilience, capacity and the physical and emotional safety of our people.
4. **Increase** capacity to effectively manage safeguarding cases.
5. **Increase** capacity to enable the Safeguarding Manager to lead on strategic change, ensuring legislative safeguarding compliance.
6. **Provide** a layer of 'seniority' and capacity to enable the delivery of training throughout the whole Service, along with task and finish / project and campaign activity.

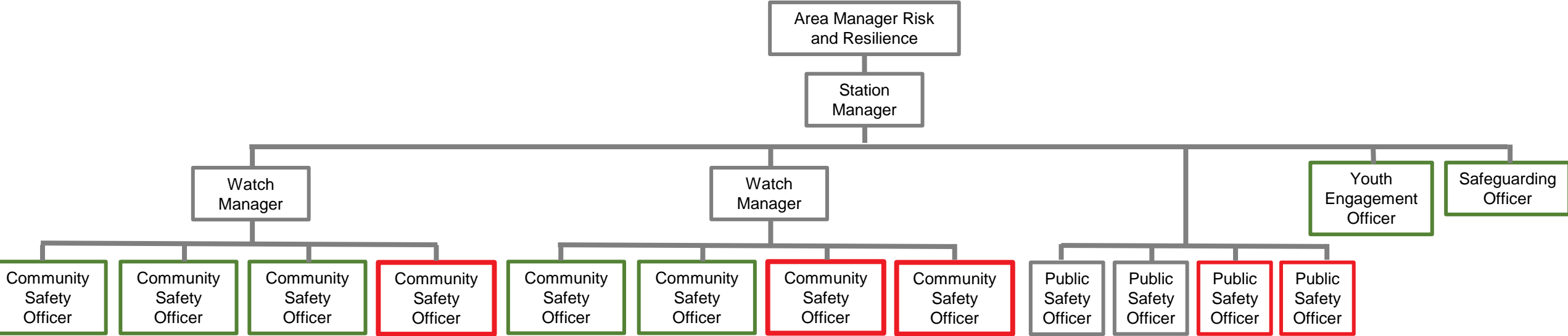


Context

- Up until June 2024 the dedicated team with Service has generally operated with a **40% reduction in Community Safety Officers and a 50% reduction in Public Safety Officers**. As well as experiencing ongoing vacancies, the team has also been affected by abstractions, particularly in Watch Manager positions.
- Separate to our frontline staff (which has been 5 CSOs, 2 PSOs, and 1 Youth and Schools Co-Ordinator), generally in the last 13 months we have had **1 Function Head, 1 Station Manager, 1 Safeguarding Manager and intermittently 2 Watch Managers** to lead and manage all activity.
- We deliver all ‘hosting’ work required as an employer for the **Public Safety Service and the Road Safety Co-ordinator**.
- **During this time resources from the Department have also been required to drive other large-scale projects** (e.g. Disclosure and Barring Service requirements under new legislation).



Our previous structure



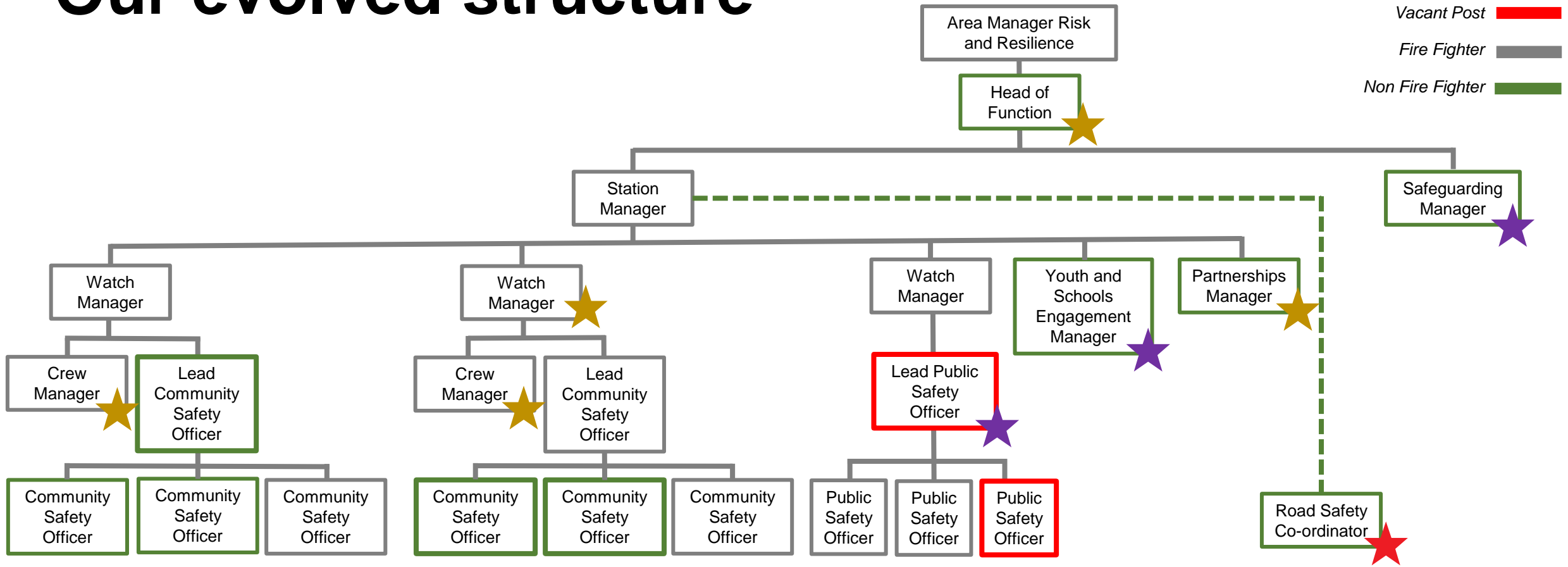
Vacant Post 

Fire Fighter 

Non Fire Fighter 



Our evolved structure



Our training

In 2023 all roles in the dedicated Prevention Team role profiles were reviewed to bring them in line with our strategy.

To coincide with the role profile reviews and starting from April 1st 2024 we have a new robust training plan for all our specialist prevention staff, along with improved plans to deliver training and upskilling to the wider service.

Each role within the dedicated team now has a training plan mapped out to follow a 2-year CPD cycle.





Progress, People, Community



**NORTH YORKSHIRE
FIRE & RESCUE SERVICE**

Looking after each other

- We recognise that our staff make things happen and work hard to protect the public and some of our most vulnerable residents.
- We recognise that our staff are exposed to risk and can experience trauma and emotional challenges.
- Our staff work in very remote and isolated locations, so welfare support and supervision has challenges over large geographical distances.
- We are working on a new welfare strategy with our team to further develop supervision and contact.
- We operate bi-monthly team meetings to discuss cases, work through issues and carry our CPD and training.
- We operate weekly updates, regular welfare checks and supervision meetings.
- We meet as a group in person for a full day every 6-8 weeks, where we deliver CPD and carry out creative sessions on issues like problem solving, the Core Code of Ethics, and standards.



Successes and challenges

- What is working well
- The challenges we experience





What is working well

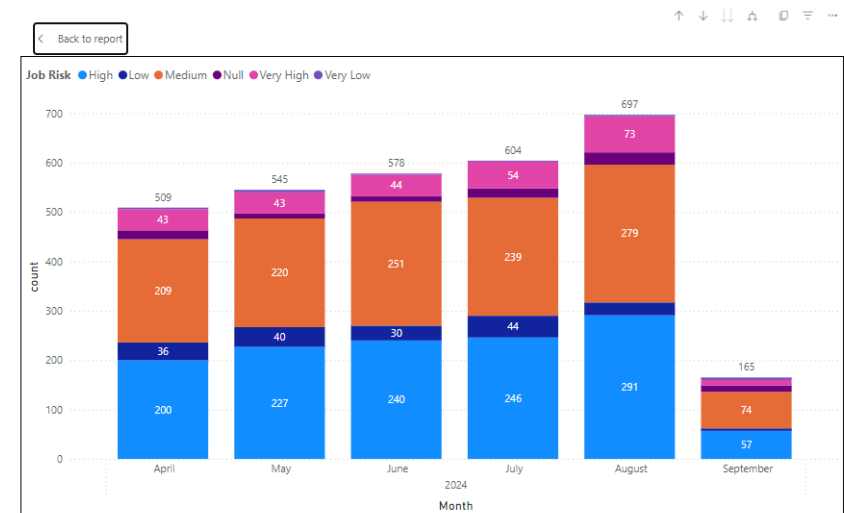
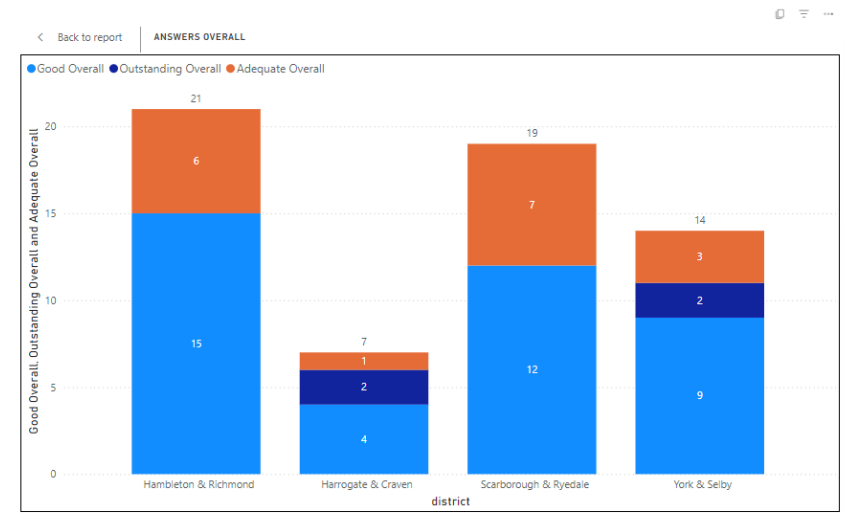
We have:

- Started a new and ongoing plan to ensure all our operational crews have the confidence and competence to undertake all levels of Home Fire Safety Visits.
- Post Incident Engagement policy and training to ensure we make every contact count.
- Re-education of internal staff around our Prevention priorities
- Delivered Safeguarding and Prevention inputs to new Fire Fighter cohorts
- Improved the way we prioritise vulnerability, and use data to target our resources
- Improved our approach to identifying, working with, and training partner organisations to maximise opportunities to prevent harm
- Continued use of the Safelincs referral pathway. Including the installation of our referral app on North Yorkshire Police & Yorkshire Ambulance Service frontline devices.



Working well

- Created greater opportunities to diversify our workforce and create achievable career progression and pathways
- Secured and implemented a sustainable infrastructure (people, vehicles, premises, equipment etc) required to deliver high quality prevention and early intervention activity
- A new governance structure with a monthly Community Risk & Resilience meeting, which looks at performance of the Organisation regarding its Prevention & Protection activities
- Better use of data to map out activities, provide resilience to areas following incidents and support each other with fluctuating workloads
- Developed the way we learn and apply learning following serious and fatal incidents
- Launched a new quality assurance and evaluation framework for Home Fire Safety Visits which is enabling continuous improvement, helping to develop our training, and recognising great practice



Working well

- Started development work to improve our approaches to working with children and young people, via our FireSafe intervention
- Begun to develop new partnerships and improved our capability to provide training to partner organisations
- Improved our approach to the co-ordination of partnership activity to deliver the Road Safety Strategy
- Transitioned the Public Safety Service to Business as Usual and created substantive Public Safety Officer posts in Craven
- Continue to chair key multi agency prevention and early intervention meetings, including Serious Violence Duty, Road Safety and Seasonal Health Partnerships.
- Continued to lead the Regional Prevention Group who meet quarterly to ensure we share good practice and learning opportunities. This group has been celebrated nationally as good practice.



Challenges

- Fire funding models don't support the unique challenges or complexity that services with vast rural areas and large volume of on-call resources encounter. This creates the continued challenge for delivering sustainable prevention interventions.
- Our overall resources are finite, so we have to target our effort and activity.
- Reaching the most vulnerable, furthest away from an emergency response in the most efficient and effective way. Whilst understanding that quality engagements with the vulnerable, particularly in small / isolated / rural areas takes time.
- Our area attracts huge numbers of tourists, which poses challenges from a prevention perspective in all our targeted areas.
- Our dedicated team work often in isolation and predominantly in rural areas so health, wellbeing and retention must be managed effectively.
- Re-education of our staff around Prevention & Early Intervention priorities and making every contact count.





Our future

- We need to ensure that we have the right people in the right roles, delivering the right interventions in the right areas.
- We want to maintain and if finance allows, continue to grow our positive, creative, compassionate team of specialist prevention officers.
- We want the opportunity to innovate.
- We need to ensure equality of access to our services.
- We want to better understand and use technology to help prevent harm to the public.
- We want to further develop our approaches to safeguarding.





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Progress, People, Community



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