



**HAMPSHIRE
FIRE AND
RESCUE
AUTHORITY**

Purpose: Approval

Date: 5 December 2018

Title: **Fire Cadets (Funding)**

Report of Chief Fire Officer

SUMMARY

1. The Fire Cadets programme is a nationally recognised scheme, fully supported by the National Fire Chief's Council (NFCC). It provides a long-term Children and Young People (CYP) programme, with the objective of improving and inspiring young people aged 13-17, whilst also making life safer. Hampshire Fire and Rescue aim to have 7 self-sufficient and quality assured Cadet units across Hampshire by 2021.
2. The purpose of this report is to seek support and financial commitment from the Authority to develop the Cadets offering in Hampshire.

BACKGROUND

3. Fire Cadets is a nationally recognised CYP programme that is being supported and developed by the NFCC. There are currently 34 Fire Services across the UK delivering Fire Cadets and 169 units in operation. Expansion is anticipated in most regions.
4. Fire Cadets is open to all, with the mission to:
“empower individuals to reach their full potential through a fun and progressive programme that delivers social action and skills development, contributing to safer, stronger and healthier communities”
5. HFRS has one established Cadet group that has been operational from Ringwood Fire Station for the past 15 years. It is staffed using a model utilising unpaid volunteers.
6. Other units have been operational in other locations with limited success. The reasons for the lack of success include:
 - Insufficient start-up funding
 - A lack of centralised support
 - A lack of governance guidelines and resources

AIMS AND BENEFITS OF FIRE CADETS

7. Fire Cadets is a long term educational programme for all young people aged 13 to 17 with a mix of backgrounds, aimed at being representative of the local community. Each unit operates at a local Fire Station or other community site, with young people attending one evening per week, for two hours. The programme syllabus is designed to be modular and accredited to BTEC Level 2 in Fire and Rescue Services in the Community.
8. Fire Cadets benefit the young people with various skills, including teamwork, problem solving and communication, as well as activities which prepare young people for adult life such as healthy living, finance, job application techniques and community projects.
9. The community benefits include a reduction in antisocial behaviour by enhancing key citizenship skills in young people, Cadet interaction with their community, by getting involved with social action and by teaching people the importance of fire and road safety. This also provides the platform for HFRS to develop Young People in leadership roles within the community.
10. The benefits to HFRS include a positive impact on workplace diversity through recruitment opportunities, increased interaction with children and young people, enhancing citizenship skills, and raising HFRS' profile, through support and representation at ceremonial and local events. These benefits have been reported from our partner agencies such as the Police.

PROGRAMME DELIVERY WITHIN HFRS

11. The expansion of Cadet units will be progressive to allow for adequate support from our CYP team, and aid our ambition of organic and sustainable growth.
12. Our proposed aim, is to achieve a total of 7 Fire Cadet units within a 3-year period.
13. The model adopted within HFRS will not rely on payment of operational fire service staff, but will be based on an unpaid volunteer model, akin to many successful units across the country. The recruitment of volunteers will be managed through the Community Safety Volunteers Co-ordinator and our successful HFRS volunteers scheme.
14. We will seek volunteers from within our current teams (both operational and non-operational), from our past members (such as retired firefighters) and from the community.
15. Beyond the set up and early year costs, it is anticipated ongoing costs for the units will be provided through funding from sponsorship and local funding streams.

SUPPORTING OUR SERVICE PLAN AND PRIORITIES

16. Creating safer communities – providing opportunities to young people and promoting safety messages. Cadets complement our other CYP interventions and offer a long-term programme. Cadets will also complete social action projects and be utilised to offer community safety advice at events or during needs of public reassurance events.
17. People and leadership – the national demographic data of Cadet groups demonstrates greater diversity, which it is hoped will have a positive influence on future Service recruitment. NFCC statistics identify that currently 39% of Cadets are female, with a 9% representation from black and minority ethnic (BME).
18. Blue light collaboration – greater efficiencies may be available if Police and Fire Cadet group numbers are expanded.

CONSULTATION

19. No formal consultation is planned. However, we have carried out stakeholder engagement with staff and partners close to the concept and this is planned to continue.

COLLABORATION

20. The Volunteer Police Cadets is designed to provide a safe environment in which young people can learn as individuals and develop positive relationships with the Police, whilst actively supporting their community. Hampshire Constabulary currently operate 14 units and have a waiting list for Cadet places. We plan to establish units where the current provision for youth diversion activities is not as strong.
21. Fire Cadet places will be offered to those on the Police Cadets waiting list and identified referrals from other partner agencies such as within Local Authority and Health.
22. It is planned that Cadet groups will maintain their own identity. However, we will work together by promoting each other's messages, sharing skills, volunteers and equipment resources. By working in collaboration, organisations can operate efficient Cadet units that offer effective youth diversion activities to the young people across a wider area of need.
23. We will seek patronage for the Hampshire Fire Cadets, by approaching a high profile civic patron to act in this role.

RESOURCE IMPLICATIONS

24. The development of Cadets will be managed through the Community Safety CYP team, with a designated post created through a team restructure. The Volunteers Co-ordinator will manage the recruitment and management of volunteers through the existing HFRS Volunteer Scheme.
25. Access to fire service premises and onsite storage will be required. Specific child adapted equipment and kit is required, which is included in this funding proposal. Additional physical resources will be provided by fire stations including access to ICT provision.
26. Set up costs for each new unit is £8,600, which will be required for each of the 6 new units. This cost is based on NFCC research following national averages.
27. Therefore, set up cost funding of £51,600 is required for the 6 new units. This will be provided from the Transformation reserve.
28. It is proposed that each unit (total of 7 units) is supported for its' first 4 years at a cost of £2,900 per unit per annum. Research supports that we anticipate being able to raise ongoing funding beyond this period through sponsorship and local funding from the community.
29. Therefore, funding of £20,300 per annum for 4 years is proposed. This will be built into the budgets for these 4 years.

ENVIRONMENTAL AND SUSTAINABILITY IMPACT ASSESSMENT

30. An impacts assessment has been completed in consultation with HFRS' Environmental and Sustainability Officer. There is no anticipated environmental or sustainability impacts due to the Cadet units running from existing Fire Stations within current policies.

LEGAL IMPLICATIONS

31. There are no significant legal implications identified.
32. HFRS have existing policies for working with children and young people to protect them and the Authority.
33. We will also manage personal data in accordance with our data protection and GDPR policies. HFRS lead for data management has guided this proposal.

EQUALITY IMPACT ASSESSMENT

34. An impact assessment has been completed in consultation with HFRS' equalities team. There are only positive impacts anticipated.

35. The Fire Cadet mission statement identifies the programme is open to all. Fire Cadets will apply and be interviewed to enter the programme through referral agencies and self-nominations.
36. NFCC statistics identify 39% of Cadets are female, with a 9% representation from BME. This is helpful in widening our reach within the community.

OPTIONS

37. In all options the staff costs for a Fire Cadets team leader to manage and quality assure the groups will be absorbed within the Community Safety CYP existing structure. The recruitment and management of volunteers will be provided by the existing Volunteer Co-ordinator's role.

38. Option 1 – Recommendation

Units are fully funded by HFRS for 4 years. This will require a set up cost of £51,600 year 1 (for 6 new units). Followed by 4 years of funding allocation of £20,300 per annum (£2,900 x 7 units). External funding required thereafter.

39. Option 2

Units are fully and continuously funded by HFRS. This will require a set up cost of £51,600 year 1 (for 6 new units), with an ongoing commitment of £20,300 per annum (£2,900 x 7 units).

40. Option 3

Cadet units fully funded through donations and sponsorship. The speed of growth will be determined by the funds available. Experiences of other Services identify that this is very difficult to achieve.

RISK ANALYSIS

41. The Fire Cadets programme is covered by HFRS' insurance policy as we have a Cadet unit in Ringwood.
42. All those involved in delivery of the Cadet programme will be subject to DBS checks in line with HFRS policy.
43. HFRS' safeguarding policy and procedures will be utilised to protect, support and report any safeguarding matters.

44. If funding ceases or programmes do not meet the intended benefits and objectives, units would be closed, with no ongoing liability or costs.
45. Fire Cadets is a nationally recognised programme governed by the NFCC Fire Cadet Board. This board provides governance and minimum standards in relation to the programme's delivery, which will assist HFRS.

CONCLUSION

46. The expansion of Fire Cadets is sustainable and achievable within Hampshire Fire and Rescue Service. The introduction of further Cadet units will further strengthen our position within the community and assist us to achieve our stated corporate objectives including blue light collaboration, to build in effective youth diversion activities, providing opportunities to young people and support to our communities.

RECOMMENDATION

That Option 1 be approved by Hampshire Fire and Rescue Authority to establish 6 additional cadet units and maintain 7 units for 4 years.

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