

# Prevention, Early Intervention and Safeguarding Strategy

Tom Hirst | Area Manager Risk and Resilience  
Vicky Coe | Head of Prevention  
Adam Farrow | Station Manager Prevention

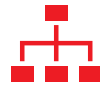




# This presentation



Our strategy



Our structure



Our achievements and challenges

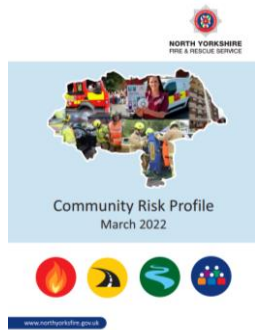


# Our strategy

- 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



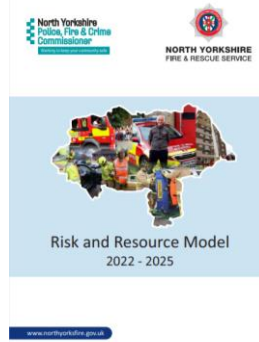
# Why we have a strategy



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

## Safeguarding

Our Community document tells us about what we do in our geographical risk.

We have summarised that information in a read more all Community hyperlink to be found on page 11.

Because risk is constantly changing, we also collect information from local incidents.

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.



## Prevention

### Day crewed stations

Day crewed stations (or ensuring readiness to respond to emergencies) wholetime stations will:

work with the Prevention, Early Intervention and Safeguarding Team to proactively deliver and record high-quality, targeted early intervention and interventions to reduce risk, in accordance with the Risk and Resource Model. This includes the delivery of Prevention, Early Intervention and Safeguarding (eg online learning modules or Home Fire Safety Visit training) to ensure that day crewed stations are able to deliver activity and interventions. The Prevention, Early Intervention and Safeguarding Team to understand what works and the impact of prevention and early intervention.

Interventions and community engagement activities are delivered to a safe and high-quality standard and are focused on the Risk and Resource Model. This includes the delivery of Prevention Campaign Schedule (PCS) materials in accordance with the Prevention Campaign Schedule (PCS) to reassure communities and to identify opportunities to deliver Home Fire Safety Visits, directly following an incident in the home which requires a response from our service (for example the need to 'effect entry' following an incident in the home). This includes the delivery of Home Fire Safety Visits to address local safeguarding issues or concerns using the Service's safeguarding policy and process.

Day crewed stations have primary employment or other commitments affecting their availability and so it is recognised that On-call stations will be required to deliver prevention activity as wholetime stations. On-call stations will:

have received training to do so and when availability allows. Interventions and community engagement activities completed, are delivered to a safe and high-quality standard and are in accordance with the Risk and Resource Model. This includes the delivery of Prevention, community insight, and any relevant learning to the Prevention Team. This includes the delivery of Home Fire Safety Visits in accordance with the Prevention Calendar for identified risks within their areas. This includes the delivery of Home Fire Safety Visits in accordance with the Prevention, Early Intervention and Safeguarding Team. This includes the delivery of Home Fire Safety Visits to address local safeguarding issues or concerns using the Service's safeguarding policy and process.





# 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.





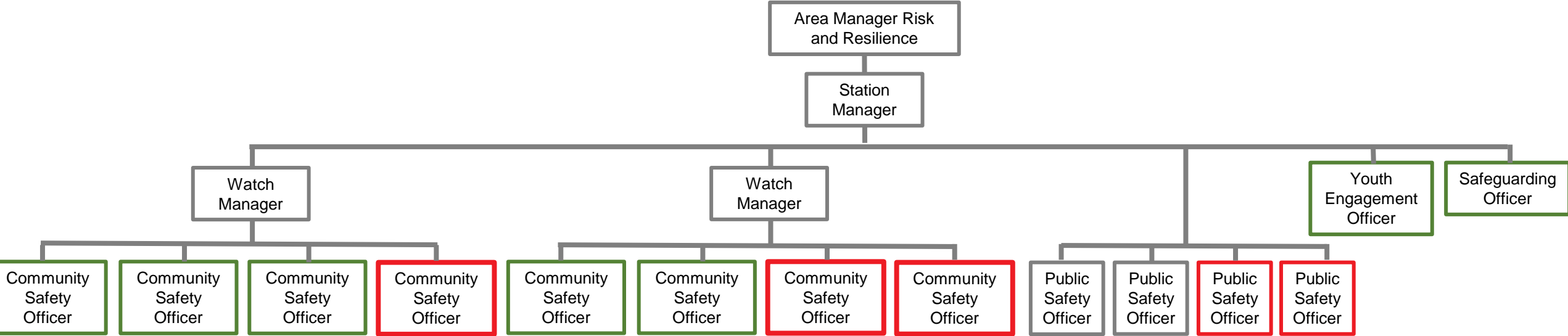
# Context

- 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 

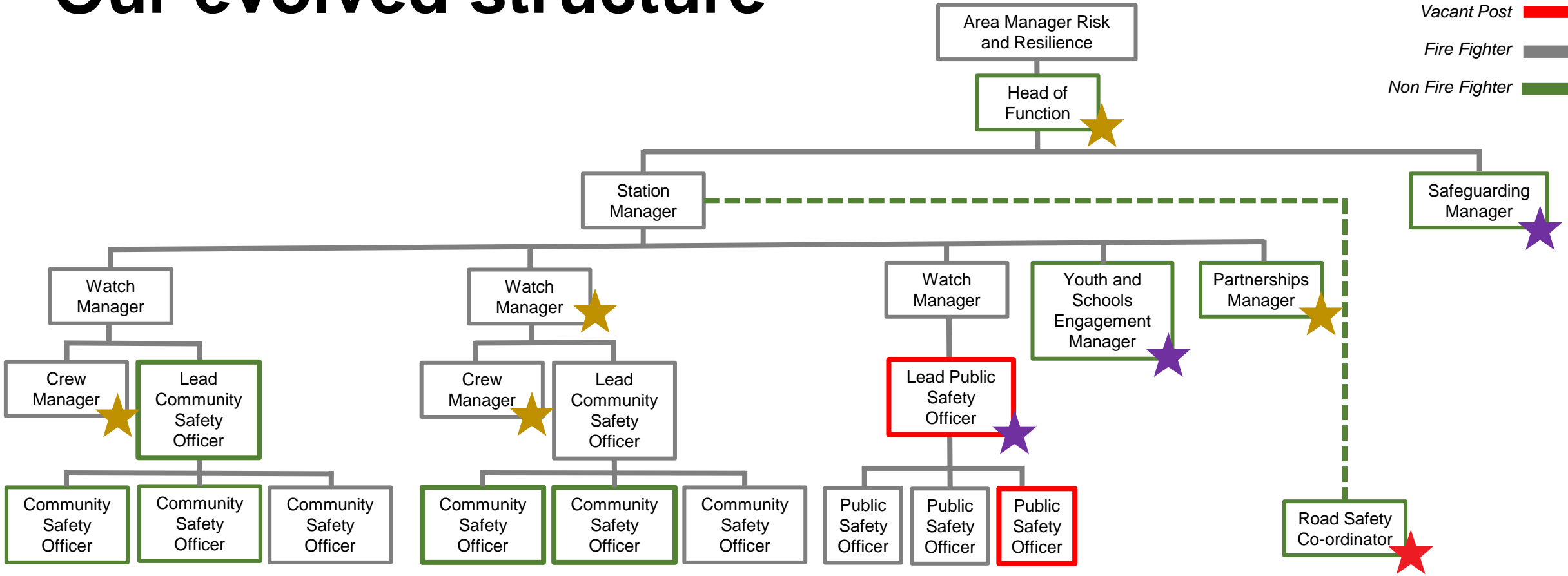
Fire Fighter 

Non Fire Fighter 



# Our evolved structure

- New Post 
- Expanded Post 
- Temporary Post 
- Vacant Post 
- Fire Fighter 
- Non Fire Fighter 



# 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 1<sup>st</sup> 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.







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# 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

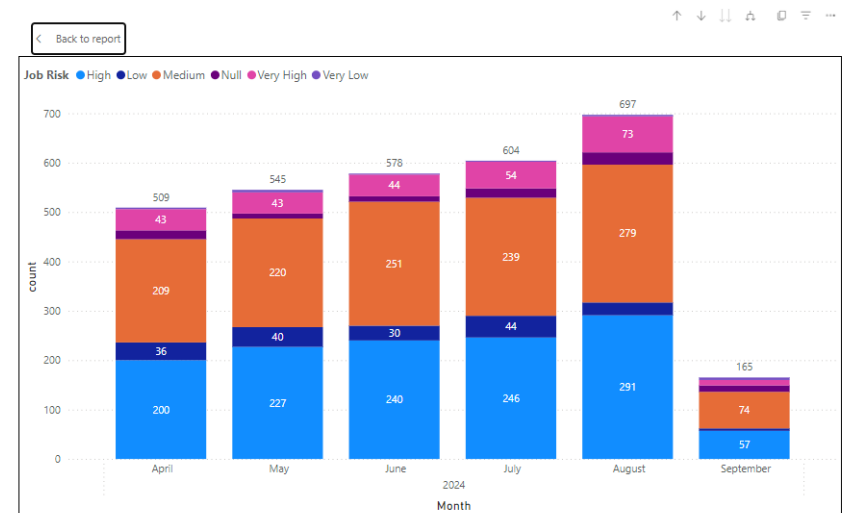
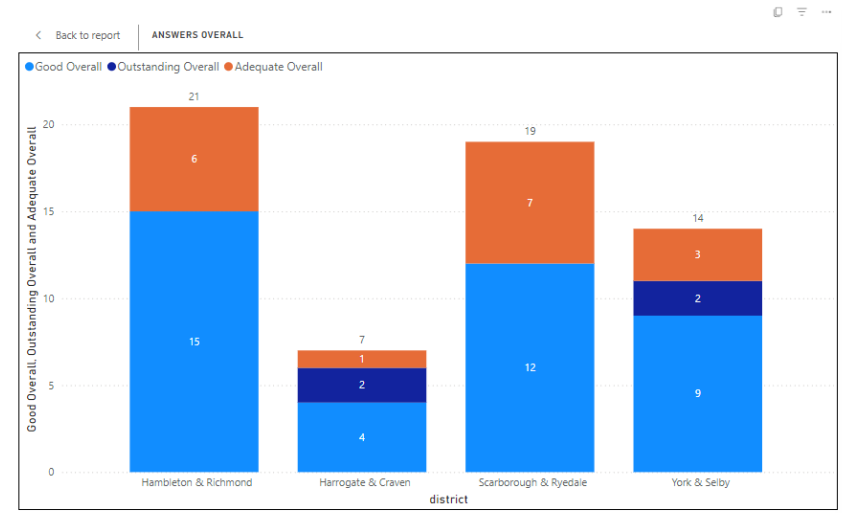
We have:

- 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.





# Thank you

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