

A stakeholder says...



'Across the UK, The Prince's Trust Team Programme is delivered by 109 partnerships, 14 of which are with fire and rescue services.'
 – Leslie Morphy, Director of Programmes and Policy, The Prince's Trust

'Our partnership with the Fire and Rescue Service is making a real difference in helping to tackle anti-social behaviour and create social inclusion in the communities in which we operate.'

'Working together, we help give young people the opportunity to develop their potential and experience in a structured but less formal environment than traditional educational

settings. Through our Team Programme – a 12-week personal development course – young people develop essential life skills and team-working abilities, helping them to move on into education, employment and training.

'Our work doesn't only benefit the individual but also the community. While the Team Programme develops young people's personal skills, confidence and motivation, it also helps raise awareness of the responsibility they have for making their communities better and safer environments. The Programme fosters citizenship and social inclusion through activities such as a community project. The financial contribution to the community of the work done by each team is approximately £7,250.'

'Across the UK, The Prince's Trust Team Programme is delivered by 109 partnerships, 14 of which are with fire and rescue services.'

The Programme is led by a Team Leader, seconded from the Fire and Rescue Service, and brings together a group of about 15 young people, with a diverse mix of educational underachievers, long-term unemployed, offenders and ex-offenders, and those in or leaving care. Many lack the self-esteem, confidence and direction necessary to enable them to get that important start in life.

'By working together, we hope to give these young people a better chance in life – the Fire and Rescue Service partnership helps us realise this.'

Leslie Morphy
 Director of Programmes and Policy
 The Prince's Trust
 Tel: 020 7543 1234 Fax: 020 7543 1200
www.princes-trust.org.uk

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The National Assessment Development Centre Project

IPDS carries with it a requirement to assess the potential of staff to progress into new roles. This assessment will, in part, be based on their performance in the workplace.



Assessment and Development Centres (ADCs) will be used to identify people's potential to progress to supervisory, middle and strategic management level. This principle will also be applied to those from outside the Fire and Rescue Service who aspire to join in a managerial capacity. In this way the ADC Project reflects the structure of IPDS and also links to point of entry selection tests.

What will the Project do?

It will provide a set of tools, systems and processes for ADCs in the UK Fire and Rescue Service at three levels – supervisory, middle and strategic management. It will develop the tools, systems and processes for use by all parties involved in an ADC, including candidates, facilitators, administrators, centre staff, line managers and HR managers. The ADC working group will work with the selected supplier to support implementation and manage change to ensure a successful project.

What will be delivered?

The tender specification includes the requirement to provide tools and guidance on:

- sifting and shortlisting
- assessment tools

- quality assurance
- information management
- equalities screening
- communication and consultation strategy and much more.

Delivery and timescales

August 2004:

- invitation to tender issued
- bidders' open day.

September 2004:

- bids returned
- ADC working group evaluation
- bidders' presentations
- final decision by ADC working group
- peer review
- approval by IPDS project board, and
- contract awarded.

By October 2004:

- establishment of working protocols, timescales and detailed project plan including a communication and consultation strategy.

By May 2005:

- target date for delivery of tools and guidance to fire and rescue services.

As soon as materials are ready – following extensive trials and consultation – they will be made available to the Service.

If you would like more information on ADCs or any other aspect of IPDS simply log on to www.ipds.co.uk

The National Framework: Improvement through partnership



The Act recognises the broader range of functions the Service has taken on over the last 50 years and ensures that it is better able to meet the challenges of the 21st century such as the recent floods in Boscastle, Cornwall.

photo: Cornwall FRS

The 2004/05 National Framework reiterates the Government's long-term commitment to improving fire and rescue services across the country.

Published in July, the Framework recognises the importance of developing an effective partnership between central government and fire and rescue authorities. It provides strategic direction from central government, while ensuring that fire and rescue authorities continue to make local decisions.

ODPM received comments from fire and rescue stakeholders in response to public consultation on the draft National Framework. Many of the comments informed both the 2004/05 Framework and the Government's formal response which was published alongside the Framework in July. The

Government has recently launched consultation on the 2005/06 National Framework. Once again stakeholders will be invited to comment on the proposed revisions.

The 2004/05 National Framework has been updated to reflect the significant progress on modernisation that has occurred since the draft Framework was published. This includes:

- the replacement of outdated national standards of fire cover with Integrated Risk Management Plans (IRMPs);
- the delivery of mass decontamination Incident Response Units; and
- the establishment of Regional Management Boards – which will help deliver many functions more efficiently and effectively.

The Fire and Rescue Services Act 2004 – which provides for the Framework to have statutory force – received Royal Assent shortly after the 2004/05 Framework was published and will come into force later this autumn. It will replace the Fire Services Act 1947 with a new legislative framework to ensure the Fire and Rescue Service is better able to meet the challenges of the 21st century. A more detailed account of what the provisions of the Act mean for the Service will be provided in future editions of *FRS*.

For more information on the National Framework or the Fire and Rescue Services Act go to the ODPM website at www.odpm.gov.uk/fire

Urban Search and Rescue

Rescuing people from collapsed buildings is a challenging area that has been given a fresh impetus following the events of 11 September 2001. To help meet this challenge, the ODPM's

New Dimension Programme has been supplying equipment and training to enhance and expand the existing Urban Search and Rescue (USAR) capability of the Fire and Rescue Service.

Here, FRS looks at a variety of equipment and techniques utilised by Search and Rescue teams to locate people trapped in collapsed structures.

Welcome to FRS07

This is the seventh edition of *FRS*, the news magazine for people in the Fire and Rescue Service. In this issue we bring you up to date with some news on ODPM investment in Urban Search and Rescue, fire safety partnerships, the latest on protective clothing and much more.

We are always interested in hearing your views and finding out which issues you would like to see covered in the future. If you have any innovations or good news that you would like to share with the whole of the Fire and Rescue Service, please e-mail us at frs@odpm.gov.uk



photo: ODPM
Extendable cameras such as the Search Cam 2000 can help locate survivors in collapsed buildings.

Thermal imaging cameras

The New Dimension Programme has funded the purchase of 1,000 thermal imaging cameras (the Argus 3 from E2V Technologies) which are to be delivered to services across the UK. These allow users to see through dense smoke, steam and darkness to detect and display the relative temperatures of objects within the scene of an incident. The cameras can therefore locate the seat and spread of the fire and significantly improve speed, safety and mobility in the search and rescue of casualties. Such cameras were used to rescue seven people in May following an explosion at a plastics factory in Glasgow.

Search and rescue camera systems

The ODPM has also purchased the Search Cam 2000 (from Con Space Communications UK) and the Snake-eye Camera (from Red Box International) to enhance the USAR capability of the Fire and Rescue Service. These cameras are extendable and flexible for insertion into confined spaces in collapsed structures, allowing rescuers to view casualties who may be trapped under debris. Whatever the prevailing light conditions, the cameras provide high-quality and high-resolution pictures which can be downloaded to a computer or other video device.

Rescue dogs

Specially trained dogs are used to search for survivors in the event of a structural collapse. Rescue dogs search, at the direction of the handler, for any trace of human scent emanating from the debris. When the dog locates the source of the scent it will indicate the 'find' by barking and possibly digging. The dog may be trained to stay with the survivor until the handler arrives or return to the handler and bring them to the victim. Through training, the dog will have experience of working with many distractions such as areas saturated with other scents, food and varying noise sources.

In responding to an incident, the Fire and Rescue Service will utilise existing rescue dogs from UK Fire Services Search and Rescue teams (UKFSSART) and from other volunteer groups.

The ODPM is investing up to £132 million pounds over the next two years in the second phase of work on search and rescue capabilities.



photo: UK Fire Service Search & Rescue dog teams (Leicestershire)
Serving personnel and rescue dogs at work.

Kennels are currently being built at the Fire Service College to accommodate UKFSSART rescue dogs.

In May 2004, rescue dogs were used to search for people following the explosion at a plastics factory in Glasgow. They were also used in the same month to track bodies in the wreckage after



photo: UK Fire Service Search & Rescue dog teams (Leicestershire)
Dogs are trained to work with many distractions, including scent, food and noise.

a section of the roof of Terminal 2E collapsed at Charles de Gaulle Airport near Paris.

Seismic/acoustic listening devices

Seismic/acoustic listening devices can pick up vibrations and audible signals from live victims trapped in the rubble of collapsed buildings, trenches or shafts. The sounds from taps and knocks are carried for long distances in a solid structure, and while they cannot be heard on the surface, the vibrations can be picked up by these electronic devices and converted into audible signals for the Search and Rescue teams.

It has been found that sounds at the outside of a collapsed structure will travel much more easily into the rubble than sound will emanate from the inside out. This means that the victims may hear the rescuers quite well, while the rescuers are unable to hear the victim. Small microphones, which can be lowered into holes drilled into layers of a collapsed structure, can be used to establish voice communications with victims.

The New Dimension Programme has purchased Delsar 4 sensor listening devices from Rescue Technologies Ltd.



photo: ODPM
Delsar acoustic/seismic search instrument in use during training in Texas.

ODPM invests in new search techniques and equipment

To enable Search and Rescue personnel to use this range of equipment, which will be rolled out to services over the coming months, the ODPM's New Dimension Programme funds training at the Fire Service College, providing teaching buildings and training rigs with realistic collapsed structure scenarios.

For more information visit the UKFSSART website at www.ukfssart.org.uk or e-mail new.dimension@odpm.gsi.gov.uk



Partnerships to manage risk

This summer Cheshire Fire Service launched a partnership initiative to target local risk and community needs.

The major campaign – launched in July – aims to recruit volunteers to help address the risks identified in the small town of Neston.

The initiative is based on the practical application of Integrated Risk Management Planning (IRMP), allowing the Service to plan and prioritise community activity more effectively.

The town of Neston – with a population of 7,000 – was identified as an area most at risk following Community Profiling and Targeting (CPT), part of Cheshire's IRMP process. Neston is characterised by an older population – 7% above the national average – and 23% of the community suffer from long-term illness.

Working in partnership

To address these risks, the Service formed a valuable partnership with Cheshire Police and the local Board of Project Rural Matters (PRM) – an initiative aimed at returning a sense of community and security to rural locations.

Following consultation, both the fire and police services will jointly recruit and train volunteers from the local community – 40 in the first year – ensuring a holistic approach to community safety. Recruits will conduct home safety checks for every house in Neston over a three-year period – commencing in November 2004 – providing:

- free smoke alarm installation
- identification of potential hazards (obstacles and substances), and
- advice regarding crime prevention.

Further work

Cheshire Fire Service is currently looking to apply this valuable partnership work to other communities across the region. As a result, a similar joint initiative will soon be running in an Ellesmere Port ward – identified through CPT analysis as scoring highest out of 18 wards in relation to operational response to:

- house fires
- fires caused by deliberate ignition, and
- deliberate vehicle fires.

For further information about Cheshire's volunteer initiative contact Evan Morris on 01606 868785, or Gill Roxborough on 01606 868490.

'IRMP should not be seen as a threat. It has the potential to develop greater levels of community safety and develop a far more objective approach to risk reduction. We now have a clear focus and framework for targeting campaigns to areas most in need and at risk. Our work with other agencies brings added value and broadens the Fire and Rescue Service's scope in the wider community safety agenda, fostering a sense of community cohesion.'

– Chris Turnock, Deputy Chief Fire Officer and Head of Community Risk Reduction, Cheshire Fire Service

East Midlands businesses join bid to make homes safer

Nottinghamshire Fire and Rescue Service is trying a new way of helping to fund their home risk assessment programmes and forge closer and mutually beneficial links with the local business community.

Many fire and rescue services are now regularly undertaking home safety checks to make the people in their communities safer in their own homes. But in Nottinghamshire, local businesses are now being invited to join in, make a difference and help save lives.

An eye-catching advertising and poster campaign and an extensive direct mail campaign



launched back in June drew local businesses' attention to the huge benefits that home safety checks bring to local people.

Nottinghamshire Fire and Rescue Service is now offering local businesses the opportunity to sponsor this work. Many companies have corporate social responsibility programmes and would benefit from the association with the Service and specifically with home safety checks.

Nottinghamshire's Chief Fire Officer, Paul Woods, said: 'A comprehensive home safety check programme is at the heart of our Integrated Risk Management Plan. We are confident, based on evidence gathered from other fire and rescue services that have been doing this for a number of years, that it is the best way of tackling the



number of accidental deaths and injuries sustained in the home.

'There is a huge cost attached to comprehensively delivering and resourcing home safety checks. However, through working with local businesses we can offset some of those costs and build better relationships with local businesses. Those businesses can give something back to their local community, as well as benefit from the association with the Fire and Rescue Service. Everybody benefits from this arrangement – especially the public, which is the most important thing.'

Lincolnshire and Leicestershire fire and rescue services will be involving local businesses in funding home safety checks in the near future.



A uniform approach

FRS takes a look at how the Integrated Clothing Project (ICP), a national project to procure personal protective equipment (PPE) and other clothing for the 21st-century Fire and Rescue Service, could deliver huge benefits.

It has long been recognised that each fire and rescue service can choose its own style of uniform and this has resulted in varying colours, styles and designs around the country.

The aim of the ICP is to deliver a national identity and standard specifications for clothing and to eliminate the current inefficiencies and disparate approach to procuring uniform. These needs were highlighted in a 2001 Audit Commission report – ‘A Uniform Approach’.

The ICP is the first large-scale collaborative procurement in the Service involving the whole of the United Kingdom. Thirty of the 47 English fire and rescue services are supporting a Private Finance Initiative. It could be the first of many projects to procure –

on a national basis – high-quality, value for money goods and services.

The project seeks to:

- secure standardisation in the quality of PPE, which will be appropriate to the enhanced role of the Fire and Rescue Service
- incorporate standard design features in PPE and other clothing which gives the Fire and Rescue Service a sense of national identity
- address equality and diversity issues in relation to ensuring PPE and other clothing encompasses religious and women’s clothing requirements, and
- deliver efficiencies by eliminating the duplication of procurement, research and development, trialling and evaluation activities currently being replicated in every fire and rescue service.



photo: Top: London Fire Brigade Below: Durham & Darlington FRS
Fire and rescue services’ uniforms have always adapted to meet changing needs.

Driving recruitment

This summer saw the launch of a comprehensive range of new recruitment and career literature.

The new literature, launched on 13 July at Billesdon retained fire station in Leicestershire, will help fire and rescue services to reach more people who may not have previously considered a career in the Service. It provides information on the diverse range of career opportunities available, including the retained duty system and roles in community outreach, finance, HR and many more.

Billesdon itself has recently benefited from a successful local recruitment campaign. Having previously been operated at minimum crewing levels, the station has been transformed and now has six crew members with a further two in training; three of the eight are women.

Recruiters can also benefit from a web-based recruitment toolkit developed especially for the Fire and Rescue Service. Launched at the Fire 2004 Conference in September, the toolkit is designed to help services design effective recruitment campaigns. With helpful advice on advertising, legal requirements, funding opportunities and

more, it enables HR professionals to keep up-to-date with recruitment legislation. It also provides the opportunity for fire and rescue services to exchange ideas and experiences and to collaborate on recruitment campaigns.

For details of how to obtain the literature or the toolkit contact Michelle Harrison
Tel: 020 7944 5763
e-mail: michelle.harrison@odpm.gsi.gov.uk



They also protect their community. You can too. Become a retained firefighter.
photo: ODPM
Successful recruitment has transformed Billesdon.

Top cop gets top arson job



A change at the top coincides with a change in emphasis for the Arson Control Forum (ACF).

The Arson Control Forum’s Good Practice Conference – held earlier this year in London – marked an important step forward in the fight against arson. Commander Andy Baker of the Metropolitan Police was appointed Chair, reflecting the Forum’s multi-agency approach to arson prevention and the classification of arson as a serious crime.

A former member of the Home Office Property Crime Reduction Action Team, Commander Baker has previously represented the Police Superintendents’ Association on the Forum. As Head of Homicide Investigation for the Metropolitan Police Service, he has had a high public profile and

was in charge of both the Stephen Lawrence and ‘Adam’ murder investigations.

His appointment coincides with the development of a new work programme for the Forum. The programme – focusing on the role of youth diversion and intervention work, and on reducing the neighbourhood impact of fires – will link work on arson to developments in policing (eg the Police National Intelligence Model) and insurance (eg the development of information-sharing protocols).

Commander Baker replaces former ACF Chair – HM Chief Inspector of Fire Services, Sir Graham Meldrum – who has stepped down in order to devote more time to the wider Fire and Rescue Service improvement programme. During his three years in the role he had successfully guided the Forum through its early formative stages, raising its profile and establishing arson issues on the national agenda.



photo: ODPM
Commander Andy Baker, newly appointed Chair of the ACF.

Seconded Rowan puts young people first

As part of Surrey Fire and Rescue Service’s year one IRMP proposals, a member of staff was seconded to the local Youth Offending Team (YOT).

Rowan Roberts has worked for Surrey Fire and Rescue Service for 19 years. Now, as part of Surrey’s YOT, his overall aim is to prevent young offenders reoffending. He mainly works with and counsels young people who have committed arson-related incidents and car crimes.

One element of this work is the Roadkill Scheme, a hard-hitting group session featuring police officers and relatives of victims, where the impact of such crimes is discussed. Rowan’s role also involves one-to-one work with the offender and panel meetings that may include their family.

He has dealt with many serious cases, including a child who continuously posted lighted rags through doors and a boy who doused a child with lighter fuel and set them on fire. Another case incurred £80,000 worth of damage to a Surrey school.



photo: Surrey Fire and Rescue Service
Rowan Roberts work with the Youth Offending Team includes counselling young criminals.

Rowan is also heavily involved in Surrey Fire and Rescue’s Firewise Scheme. This initiative targets children at an earlier stage than that of the YOT work. Firewise approaches children who have expressed, or may be likely to express, an unhealthy interest in fire. Children

are visited at home and educated about the dangers of playing with fire. The Scheme has proved highly successful to date. Over the last four years Firewise advisers have educated 313 children; 99% of these have not repeated such behaviour.