

OFFICIAL

Agenda item: 06

Performance Against Response Indicators

Community Safety Committee

Date: 24 January 2025

Submitted by: Director of Service Delivery

Purpose: To inform Members of Community Safety Committee of the performance against the 2024 / 25 performance outcome targets. The report specifically looks at performance covering 01 April 2024 – 31 December 2024.

Recommendations: That Members of the Community Safety Committee note the contents of the report.

Summary: The service has delivered strongly against the majority of key performance indicators. The service is supporting the Police Investigation following a spate of deliberate fire related fatalities.

Local Government (Access to information) Act 1972

Exemption Category: None

Contact Officer: Scott Donegan, Area Manager Service Delivery

Background papers open to inspection: None

Annexes: Appendix One – Performance Indicator Overview

1. Introduction

1.1. This performance report covers the period from 01 April 2024 to 31 December 2024.

1.2. A suite of nine Authority approved metrics provide a view of operational activity in the current financial year. These metrics are measured against a three-year average to demonstrate how the service is performing in comparison to previous years.

1.3. The nine performance indicators are:

- All Incidents
- Injuries and Fatalities
- Non - Fires
- Incident Demand
- False Alarms
- Fires
- Victims Rescued
- Fire Related Injuries and Fatalities
- Road Traffic Collisions

2. Information

All Incidents

2.1. In this reporting period, the service has responded to 18778 incidents. This is 1264 fewer than the same reporting period for 2023 / 24 and 1468 fewer than the three-year average.

2.2. The peak period for operational mobilisations is between 18:00 and 20:00.

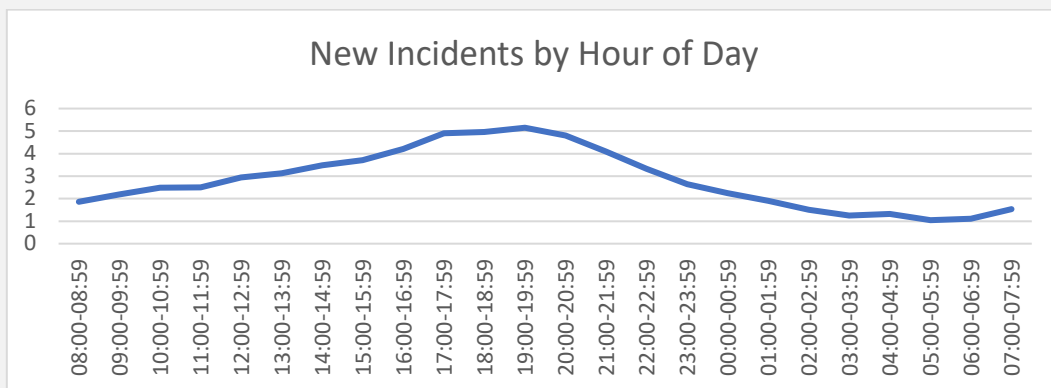


Figure 1 Incidents by hour of day.

2.3. Through this reporting period the service has attended an average of 68 incidents per day compared to 73 incidents for the same reporting period in 2023 / 25.

2.4. There is significant seasonal variation in operational demand which can primarily be attributed to warmer, drier weather, lighter evenings and school holidays. An example of this can be seen by comparing August 2024 which averaged 77 incidents per day and December 2024 which averaged 54 incidents per day.

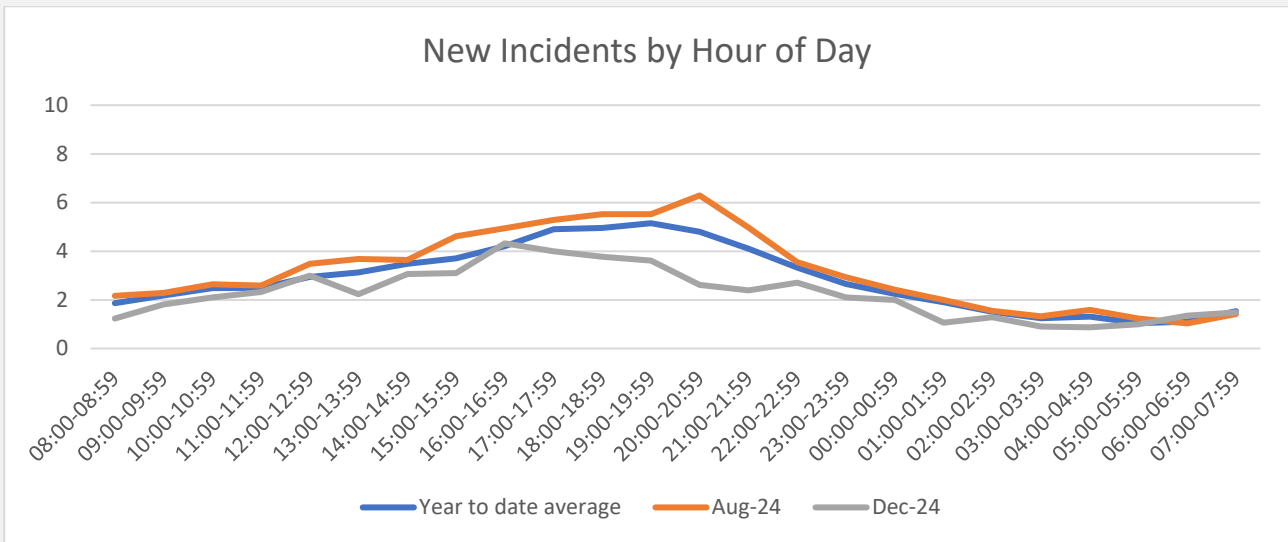


Figure 2 New Incident Monthly Variation

2.5. Performance against the Authority approved risk-based planning assumptions currently sits at 92.99%. This is 1.35% lower than the same period last year, however, continues to demonstrate exceptional confidence against the agreed standard.

2.6. The replacement mobilising system which is due to go live in the first quarter of 2025 / 26 will improve this standard through dynamic mobilising and ‘pre-alerting’.

Fires

2.7. The service has responded to 7024 fires in this reporting period, this is 133 fewer than the same period last year and 763 fewer than the three-year average. 37% of incidents are fires.

2.8. Of the 7024 fires, 4179 are thought to have been set deliberately and 2845 are considered accidental. 2239 are considered primary fires and 4758 are secondary fires.

2.9. There have been 95 deliberately set fires in secure accommodation. This is a nationally recognised concern, and work is being undertaken with the prison service to reduce this type of incident and a light reduction has been noted through the last quarter.

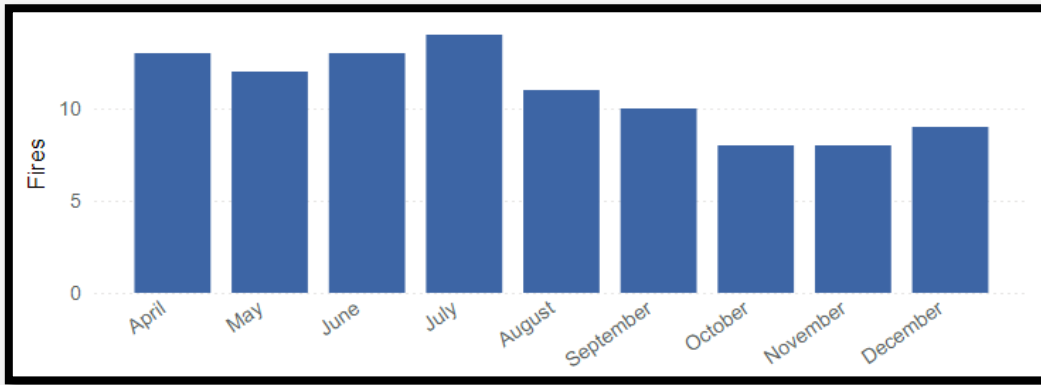
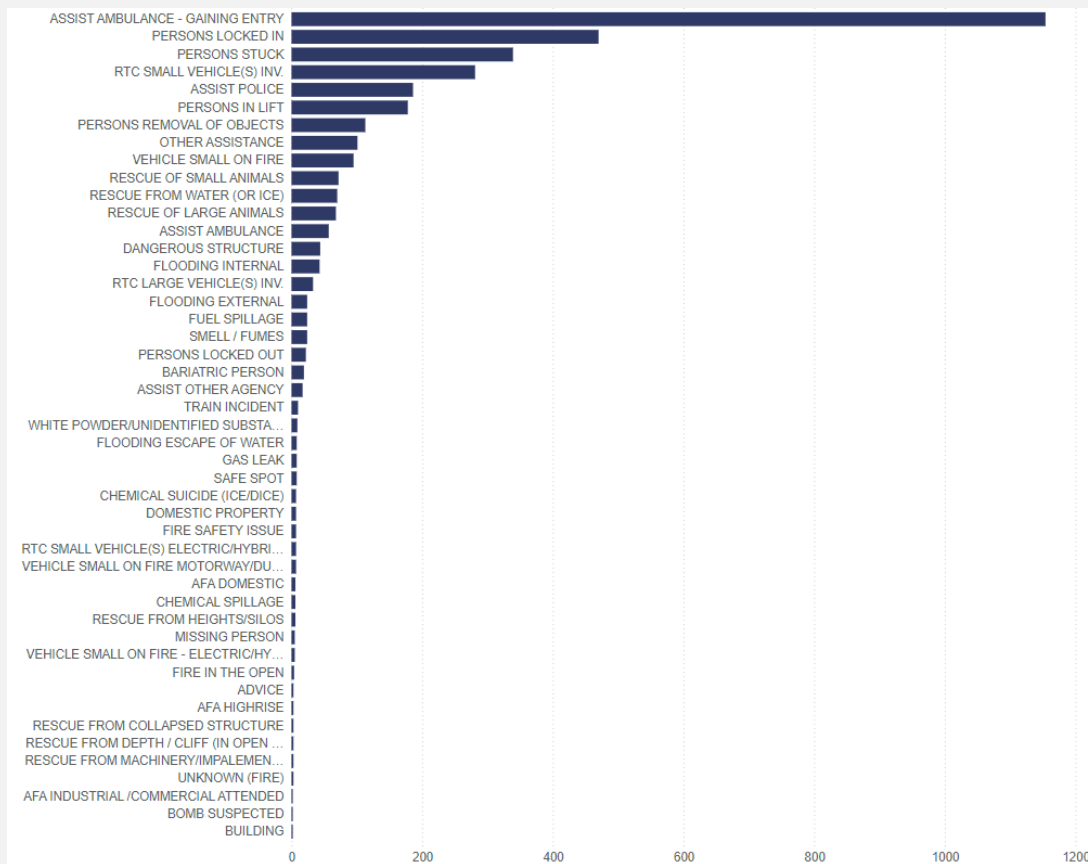


Figure 3. Fires in Secure Accommodation 2024

2.10. There have been 29 fewer dwelling fires compared to the same period last year and 5 fewer than the three-year average. We continue to target our Safe and Well visits to those most at risk of fire. We have seen the number of visits increase by 5% (520) compared to the same period last year and by 10% against the three-year average.

Non-Fires

2.11. Non-fires include incident types such as effecting entry for partners, RTC's, lift rescues and other technical rescues. Non-fires make up 19% of operational demand. The breakdown of non-fire incidents can be seen below:



2.12. The service has attended 3592 non-fire incidents. This is 87 more than the three-year average and 64 fewer than the same period last year.

2.13. 1154 incidents result from the 'Effecting Entry' support we provide to the Yorkshire Ambulance service. This is an increase of eight when compared to the same period last year.

False Alarms

2.14. In this reporting period the service has attended 8162 false alarms. This is 791 fewer than the three-year average and 1058 fewer than last year. False alarms are responsible for 43% of all operational demand for this reporting period.

False Alarm Reason	Number
Faulty	1958
Cooking/burnt toast	1429
Controlled burning	926
Other	490
Accidentally/carelessly set off	466

Figure 4. Top 5 False Alarm Causes

2.15. In March 2024 the service rationalised the mobilisation to commercial false alarms. Since 1st April 2024 we have responded to 1308 fewer non-domestic false alarms. This has provided additional time for prevention, protection and training activities.

Fire Related Injuries and Fatalities

2.16. In this period there were 124 fire related injuries, including 17 fire related fatalities. This is 15 more than the three-year average and 13 more than the same period last year.

Cause	Number
Accidental Dwelling Fire*	6
Road Traffic Collision	3
Deliberate Act **	8

Figure 5. Fire Fatalities 2024 / 25

*Smoke detection was present in each of the six properties.

**three believed to be self-harm, five linked to criminal acts.

2.17. Multi-agency Serious Incident Reviews (SIRs) are undertaken for each fire related fatality. This is because a large proportion of the individuals involved have complex needs and are being supported by partners. Opportunities for learning and improvement are explored and shared across the wider Yorkshire and Humber Region.

2.18. Fire related injuries are recorded against 0.5% of incidents attended. Over 70% of these injuries are considered 'slight' or precautionary. We continue to target our safety advice at those most vulnerable from fire. This is achieved through referrals, direct approach, on request and post fire prevention activities.

2.19. Local campaigns are undertaken following the more serious fires and wider safety campaigns linked to the National Fire Chiefs Council Calendar are delivered county wide.

Injuries and Fatalities

2.20. In this reporting period there have been 243 non-fire related fatalities resulting from 229 incidents. This is an increase of 47 compared to last year and 76 more than the three-year average. 189 of these resulted from supporting the Yorkshire Ambulance Service in effecting entry. Other significant incident types include suicide (12), and water related incidents (9), RTCs (9).

2.21. During this reporting period there have been 1244 injuries resulting from 1053 incidents attended by the service. 506 injuries were considered slight, 235 were considered serious, a precautionary check was recommended for 137, first aid at scene was provided to 122 and 244 were of unknown severity.

Road Traffic Collisions

2.22. There have been 430 RTCs in this reporting period, 28 fewer than the three-year average and 48 fewer than the same period last year. RTCs are responsible for 2% of the service's overall operational demand. Of these the primary activities undertaken by firefighters include, full extrication techniques (102), ensuring scene safety (189) and precautionary stand-by (41).

3. Financial Implications

3.1. There are no financial implications resulting from this report.

4. Legal Implications

4.1. The Monitoring Officer has considered this report and is satisfied it is presented in compliance with the Authority's Constitution

5. Human Resource and Diversity Implications

5.1. It has been identified through national datasets that higher levels of deprivation are a key factor in the occurrence of fire and other emergencies. By targeting risk reduction activities to those most vulnerable we are likely to support and reduce risk in the most diverse communities across the county.

6. Equality Impact Assessment

6.1. Are the recommendations within this report subject to Equality Impact Assessment as outlined in the EIA guidance? No

([EIA template and guidance](#))

7. Health, Safety and Wellbeing Implications

- 7.1. The health, safety and wellbeing of all WYFRS staff involved in responding to emergency incidents is one of the key priorities contained within the Your Fire and Rescue Service 2022-2025.
- 7.2. The District Command teams actively monitor the health and safety of staff following incidents and have welfare provisions in place for any specific incident type where crews may witness distressing scenes with support available through local managers and the Occupational Health and Safety Unit.

8. Environmental Implications

- 8.1. Changes to AFA policy has significantly reduced the number of journeys made during emergency response which reduces vehicle emissions.
- 8.2. A structured programme of training, partnership engagement and community education was undertaken throughout the spring and into early summer. During the first six months of 2024 / 25 the service attended 250 fewer outdoor fires when compared and 23 / 24 and 628 fewer than the three-year average.

9. Your Fire and Rescue Service Priorities

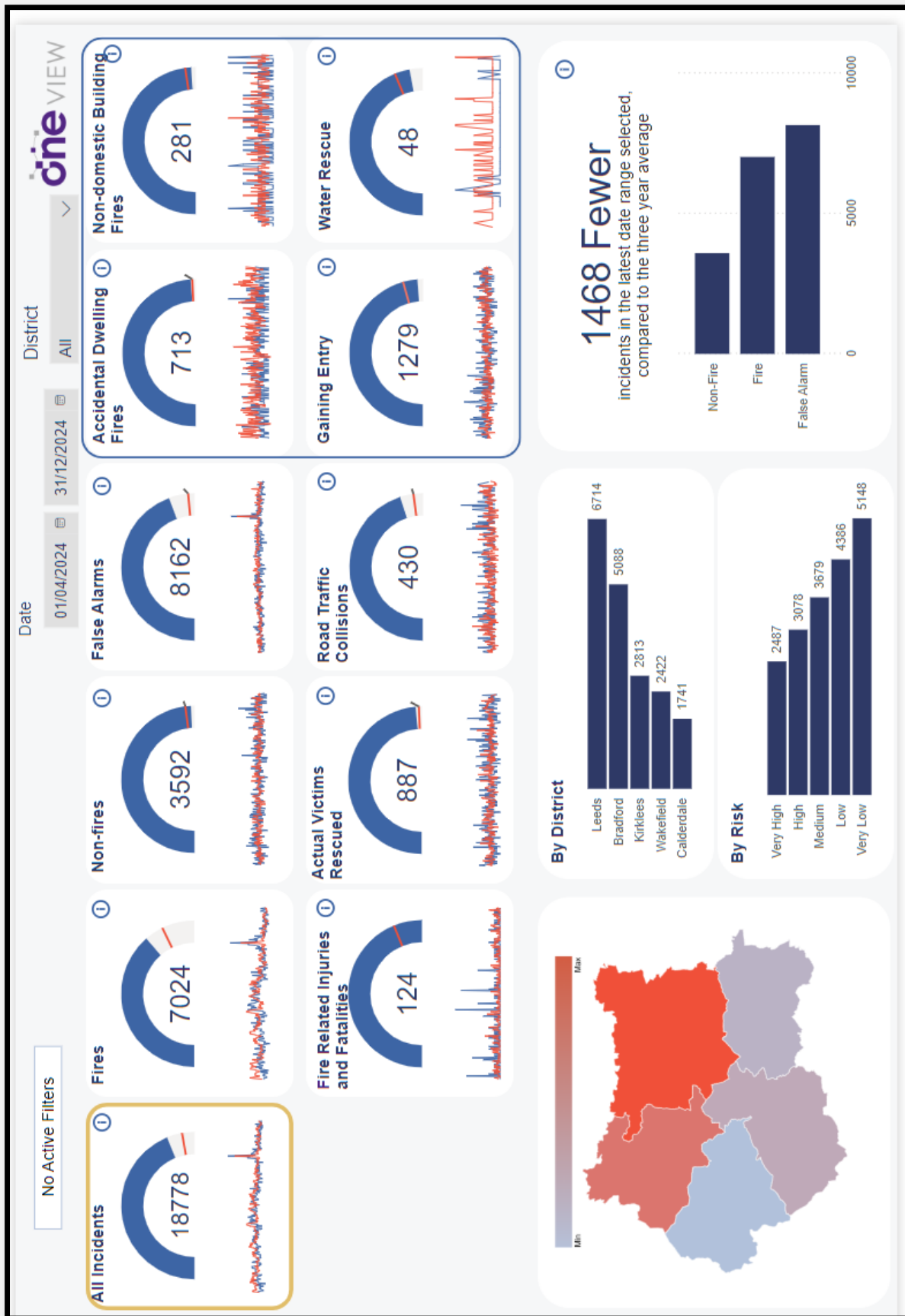
- 9.1. This report links with the Community Risk Management Plan 2022-25 strategic priorities below;
- Improve the safety and effectiveness of our firefighters.
 - Promote the health, safety, and wellbeing of all our people.
 - Encourage a learning environment in which we support, develop, and enable all our people to be at their best.
 - Focus our prevention and protection activities on reducing risk and vulnerability.
 - Provide ethical governance and value for money.
 - Collaborate with partners to improve all of our services.
 - Work in a sustainable and environmentally friendly way.
 - Achieve a more inclusive workforce, which reflects the diverse communities we serve.
 - Continuously improve using digital and data platforms to innovate and work smarter.
 - Plan and deploy our resources based on risk.

10. Conclusions

- 10.1. The first nine months have been mixed in terms of performance. We have seen a spike in deliberate fire related fatalities; the WYFRS Fire Investigation Team will continue to support Police investigation in the hope of bringing the responsible people to justice.

- 10.2. The number of incidents we have attended is the lowest we have seen in over 4 years, we have attended fewer RTCs, fewer dwelling fires and fewer fires in general which all demonstrate the strength of our risk reduction activities. Attendance at non-fires continues to be an outlier, with operation demand growing year on year. Over a third of these incident types are attended to support our Local Resilience Forum (LRF) partners and enable us to build relationships with vulnerable people.
- 10.3. We will continue to engage, educate and work with those at risk in our communities to build on the strong performance seen in this reporting period.

Appendix One – Performance Indicator Overview



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Agenda item: 07

Spotlight On Reports

Community Safety Committee

Date: 24 January 2025

Submitted by: Director of Service Delivery

Purpose: To provide Members with examples of how the service meets the needs of vulnerable people within the community in its service delivery functions of prevention, protection and response.

Recommendations: That Members of the Community Safety Committee note the contents of this report.

Summary: The 'Spotlight On' case studies highlight just some of the excellent work that is being delivered across the communities of West Yorkshire

Local Government (Access to information) Act 1972

Exemption Category: None

Contact Officer: Scott Donegan, Area Manager Service Delivery

Background papers open to inspection: None

Annexes: Spotlight-On Reports

1. Introduction

- 1.1 WYFRS is committed to meeting the needs of West Yorkshire's diverse communities. Members are aware that we direct our resources particularly towards the most vulnerable groups and individuals who are most at risk because of their lifestyles, behaviours or the way their protected characteristics, such as race, or religion or gender, influence their day-to-day life.
- 1.2 The Spotlight On case studies allow the service to demonstrate to Members of the Community Safety Committee how we often go above and beyond in order to provide an excellent service to the people of West Yorkshire and keep vulnerable people safe.

2. Information

- 2.1 The cases attached to this report showcase how our staff are working across districts in order to reduce risk and where required, respond to emergencies to provide a first class service to people in their time of need.

3. Financial Implications

- 3.1 There are no financial implications arising from this report. The activities carried out in the development of the work described come from existing revenue budgets and are supported through collaboration with key partners.

4. Legal Implications

- 4.1 The Monitoring Officer has considered this report and is satisfied it is presented in compliance with the Authority's Constitution.

5. Human Resource and Diversity Implications

- 5.1 There are no human resource and diversity implications resulting from this report.

6. Equality Impact Assessment

- 6.1 Are the recommendations within this report subject to Equality Impact Assessment as outlined in the EIA guidance? No

[\(EIA template and guidance\)](#)

7. Health, Safety and Wellbeing Implications

- 7.1 The activities described demonstrate our commitment to improving the health, safety and wellbeing of target groups across the respective districts. All activities have been fully risk assessed and where necessary control measures implemented.

8. Environmental Implications

8.1 Several the risks highlighted in these documents could potentially have a significant impact on the environment locally and service wide, the plans show we have considered these risks and the actions we will take to mitigate the impact.

9. Your Fire and Rescue Service Priorities

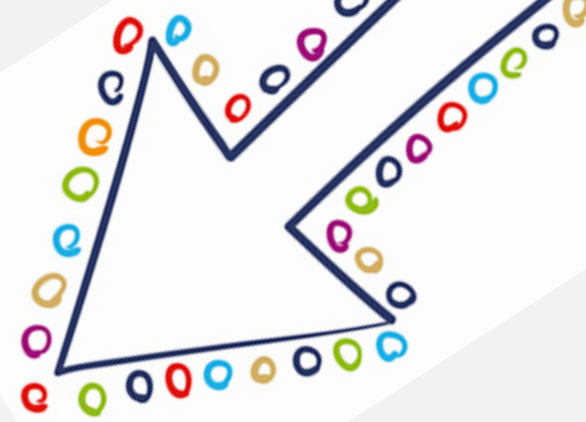
9.1 This report links with the Community Risk Management Plan 2022-25 strategic priorities below:

- Improve the safety and effectiveness of our firefighters.
- Promote the health, safety, and wellbeing of all our people.
- Focus our prevention and protection activities on reducing risk and vulnerability.
- Collaborate with partners to improve all of our services.
- Work in a sustainable and environmentally friendly way.
- Plan and deploy our resources based on risk.

10. Conclusions

10.1 The documents presented to Community Safety Committee demonstrates how West Yorkshire Fire and Rescue Service have found innovative ways to make a positive contribution to reduce risk for the communities of West Yorkshire.

Spotlight on...



Bradford College – student engagement

➔ What was the need, how was it identified?

Bradford continues to experience high levels of anti-social behaviour (ASB) which includes high rates deliberate fires and firefighter attacks. Around two thirds of all incidents in Bradford are deliberate, many being 'secondary' fires, such as rubbish or bonfires.



Working with West Yorkshire Police and the local authority, we can use a variety of systems to gather and share

information. This allows us to create a comprehensive data led approach to try and tackle the issues of ASB. The data shows a direct correlation between areas of high levels of anti-social behaviour (ASB) and areas of high deliberate fires. Most incidents relating to ASB are attributed to young people in Bradford.



➔ What did we do?

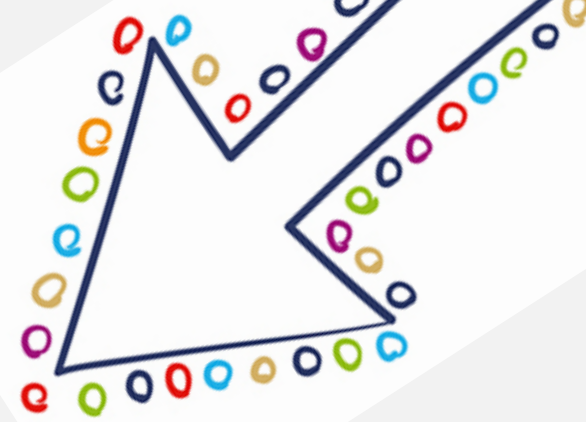
WYFRS has formed a working partnership with Bradford College. The partnership educates young people on

all aspects of ASB. It details how poor behaviour can impact the community and also the effect on the emergency services. The education programmes also showcase the work that the fire and rescue service carry out in the community, which hopefully inspires young people to consider a career with the emergency services.



Over the last year Bradford district stations have welcomed students from a variety of different education courses such as Automotive & Motor Vehicle, media production and sports & uniformed services. We encouraged students to be involved and participate in a variety of activities. Physical

Spotlight on...



West Yorkshire
Fire & Rescue Service

tests, using equipment and re-enacting a road traffic collision scenario. Helping them improve their skills, knowledge along with understanding the challenges we face as a service.



Bradford College Technology Showcase

demonstrations. The event aimed to showcase the breadth of career options within our service and the talented people behind these roles. The sessions highlighted our commitment to supporting and inspiring local talent and creating behaviour change. The students were engaging and interacted positively during the different activities.

What are the keys to our success?

The key to our success is working with partner agencies, providing continuous education and information to young people. Helping them to understand the role of fire and rescue service along with other partners.

What difference did we make?

Students at Bradford college have been given exclusive insights into the role of a firefighter. The latest technology and equipment was demonstrated to students and district staff also discussed career opportunities across the fire and rescue service.



Individuals and teams from various departments came together to deliver engaging talks and interactive

Spotlight on...



West Yorkshire
Fire & Rescue Service

➔ What are we doing next?

We will continue with this model as our attention will turn to 2025 and a calendar of events throughout the year. Events which aim to educate and tackle ASB in Bradford and improve behaviours in the areas we have identified. We will work with our current partnerships and look ahead at creating new partnerships, building a strong network of services.

➔ Contact



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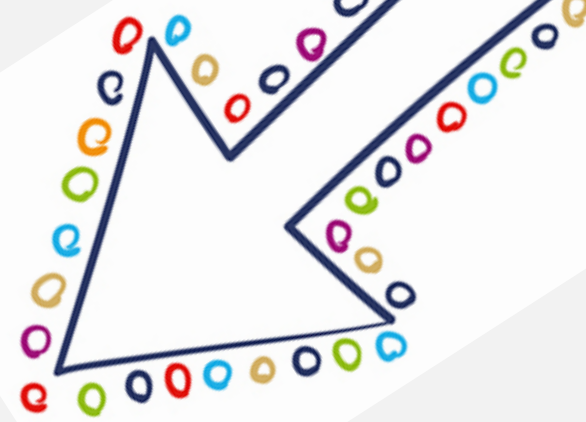


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Spotlight on...



Calderdale - Road Safety Roadshow Trial



What was the need, how was it identified?

In 2023, Calderdale experienced a significant rise in road casualties. The total number of casualties increased by 15.4% compared to the 2017-2019 average, with a notable 51.7% rise in those killed or seriously injured (KSI). The district recorded 505 casualties per billion motor vehicle miles, reflecting a 19.8% increase from the pre-pandemic average.

Key concerns include:

- **Dangerous driving and speeding:** Highlighted by 62.9% of residents as major safety issues.
- **Vulnerable road users:** Pedestrians, cyclists, and

motorcyclists remain at high risk, accounting for a substantial portion of the casualties.

The Vision Zero initiative aims to eliminate all traffic fatalities and severe injuries by 2040. This comprehensive approach includes:

- Safe road users
- Safe speeds
- Safe roads
- Safe vehicles
- Effective post-collision response

Community engagement and education campaigns are essential components of Calderdale's road safety strategy. These campaigns target dangerous driving behaviours and promote awareness. The data underscores the need for targeted interventions to address the rising casualty rates and enhance overall road safety in the district.



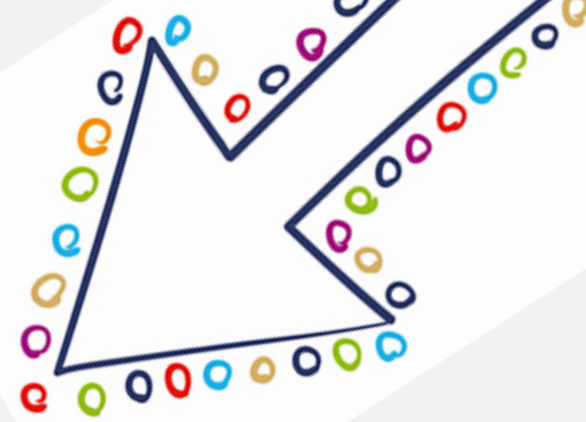
What did we do?

Road Safety Roadshow at Crossley Heath School, Halifax delivered in partnership with West Yorkshire Police (WYP) and Branching Out.

This was a full morning session with 150 Year 12 students all of whom are in the process of becoming drivers or plan to do so in the next 18 months. The input was delivered across six syndicates and the objectives were to:

- **Engage young drivers (16-21) in Calderdale** on road safety, focusing on the 'Fatal 5' risks: speeding, drink and drug driving, distracted driving, seatbelt use, and careless driving.
- **Promote safe driving** through interactive workshops and demonstrations.
- **Foster collaboration** among local police, fire services, and road safety organisations.

Spotlight on...



- **Involve the community** to create shared responsibility.
- **Provide ongoing support and resources** to ensure a lasting reduction in road incidents.

▶ What difference did we make?

Media Reach and Impact

The Road Safety Week campaign supported by content from Calderdale district, which included the Road Safety Roadshow, had a significant reach across various social media platforms. Here are the high-level figures:

- **Facebook:** The content was seen by over 235,000 people during the campaign period from 18th November to 24th November 2024.
- **Instagram:** The content reached over 27,000 people in the same period.

- **X/Twitter:** The campaign generated 18.3k impressions over the week, with 5.4k impressions for the two main posts.
- **LinkedIn:** The content reached over 17,000 people, with a video engagement rate of 17.2% and a total video watch time of 49 minutes and 11 seconds.

▶ What are the keys to our success?

Building on the foundations of 10 years of the Road Safety Roadshow at Victoria Theatre in Halifax.

Effective engagement with partners, WYP, Branching out.

Fantastic support from Crossley Heath Sixth Form management team.

Short effective interactive sessions to keep young people engaged.

▶ What are we doing next?

In March 2025 we will be undertaking another Road Safety Roadshow, at North Halifax Grammer School, delivered to year 12 students. This date has been selected to support NPCC Young Drivers month.

Calderdale District will continue deliver a Road Safety Road show each quarter during 2025 and beyond to post 16 students across Calderdale.

▶ Contact



Name Group Manager Andy Rose

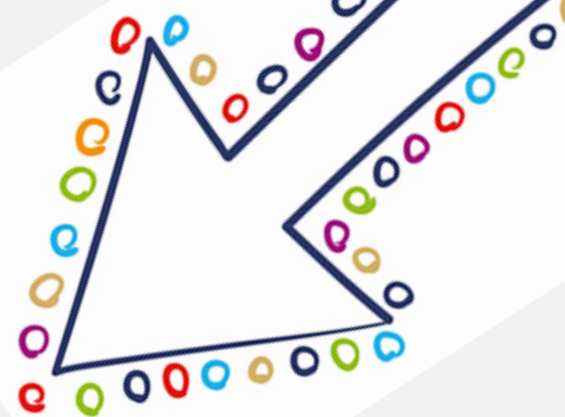


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Spotlight on...



Kirklees - Road Safety Week 17-23 November 2024

What was the need, how was it identified?

In Kirklees, the Kirklees Road Safety Partnership (made up of West Yorkshire Fire and Rescue Service, Kirklees Council—Safer Kirklees, Highways Agency and West Yorkshire Police) works together to promote road safety, develop community initiatives, and support joint interventions, enforcement activities and community education. For road safety week the group wanted to deliver sessions for ages 9 -15, as data shows that pedestrians in this age group are amongst those most at risk, while also targeting young drivers.

The partnership delivered roadshows around Kirklees, which involved stalls in Dewsbury and Batley and parking

awareness at locations in Slaithwaite, Outlane and Golcar.

What did we do?

There were a variety of activities across the week including a vehicle RTC exercises at Huddersfield and Dewsbury Colleges that was planned by Huddersfield and Dewsbury white watches working closely with the district team. A PA system was used to explain the actions of the fire crews. Youth Interventions undertook a reaction time test with the students. This involved a series of distractions when undertaking a simulated driving scenario, such as loud music, interruptions from passengers and finally the wearing of beer goggles to simulate drinking and driving. The students also had the opportunity to look at the Safety Camera Van from the West Yorkshire Safety Camera Partnership and use the Community Speed Indication Devices (SID) with Kirklees Safer

What difference did we make?

Road Safety Week is a great opportunity for us to get out and speak to the public about road safety and the 'fatal 4' – driving at excessive speed, drinking and drug driving, not wearing seat belts and using mobile phones whilst driving

What are the keys to our success?

Early planning and a full multi agency approach meant that roles and responsibilities could be shared. Emergency services and local authority working together meant that resources were shared, and safety messages were collaborated across all the sessions. This joint knowledge and delivery are essential to the week of activities. This dovetailed well with the experience of the crews with extractions and how we work together in a multiagency environment.

Spotlight on...

➔ What are we doing next?

The event was a fantastic success with a debrief providing an opportunity for questions and discussion about what went well and where we could improve. We will continue our partnership work with Safer Kirklees. We will be working with the local stations, Youth Intervention and Kirklees District Officers to support open water and cold-water education.

➔ Contact



Name Dale Gardiner



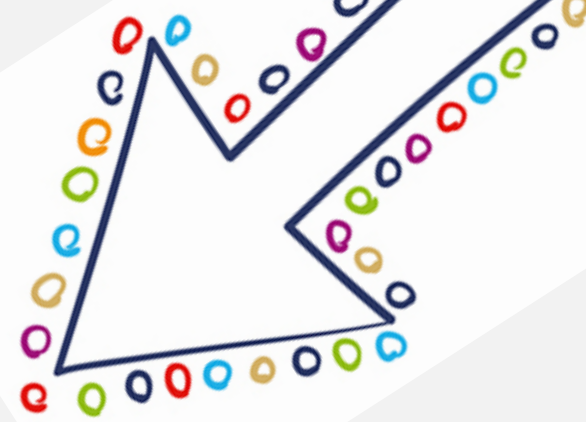
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Spotlight on...



Leeds - The Hug in a Mug Community Cafe

What was the need, how was it identified?

Rothwell Station area has a large population of older people within its community. While fire fatalities are thankfully low in Leeds, we know from our fire statistics that you are significantly more likely to have a fire if you are over 75 and even more so if you live alone. Knowing this crews recognised the need to engage with local community groups where the older population of Rothwell have an opportunity to gather socially.

Unfortunately, we recently had a fire fatality for someone who fit this demographic and, while this was not a catalyst for the work with the Community Hug in a Mug café, it does re-enforce the

need for a strong community presence to support fire safety messages.

What did we do?

Crews at Rothwell fire station arranged to attend The Hug in a Mug Community Café, which is held on the first Saturday of every month.

The Café is a place for local people to get together with friends and loved ones. Breakfast, cakes, and drinks are served 9-12. The café allows those who are socially isolated some opportunity to engage with their community. It is an opportunity to engage with people on a personal level and spread our fire safety messages in an organic way and promote the Safe and Well programme.

In addition to the usual Saturday Café, crews attended a special Christmas day session supporting the Christmas Dinner event.

The Café also organises Gala's and community events which offers us additional opportunities for wider communication.

What difference did we make?

The attendance of the sessions is around 100 people, so it really does enable us to reach a large local community. The Café also has support from other groups such as Andy's man club and family groups which also allows us to interact with a variety of people with different fire safety concerns.

The group organisers value our attendance, and the fire crews enjoy the engagement with the public.

What are the keys to our success?

The success is simply a willingness to reach out and engage with the communities we serve in a fun, proactive and purposeful way. Meeting people in places they want to be and having

Spotlight on...

conversations rather than giving a presentation allows for a more personalised fire safety engagement.

What are we doing next?

As well as continuing to attend The Hug in a Mug Community Café we will be looking for other community events that are willing to have us to attend to share key risk reduction messages with Rothwell's community.

Contact



Name Andrew Shaw



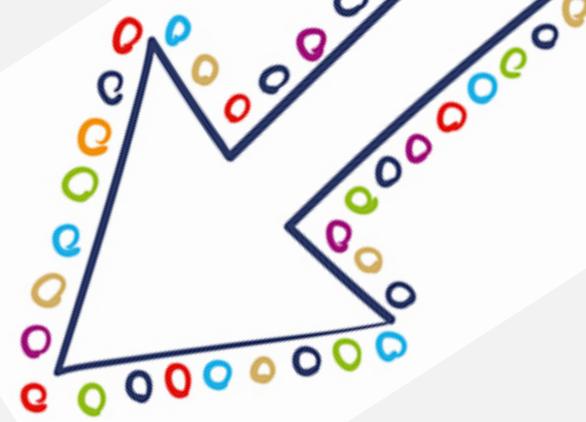
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Spotlight on...



Wakefield – December 2024

▶ What did we do?



During November we supported the National Road Safety Week Campaign. Our crews took part in several events across the District including :

- Road Safety Awareness Week at Castleford college engaging with over 1000 students.

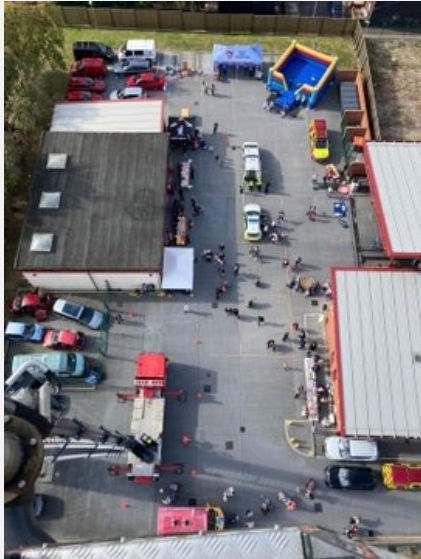
- Tyre safety checks at 7 locations across the District.
- Successful car wash / tyre safety checks at Pontefract Fire station.
- We are hoping to build on the success of these events going forward. We have submitted a funding bid to the Mayors Safer Community Fund to purchase new improved equipment to carry out tyre safety checks across all 5 Districts.



Open Day - Wakefield Fire Station held a successful Open day which was well attended by the local community on Saturday 14th September.



Spotlight on...



The event raised £100's of pounds for the Firefighters charity and provided the communities with information on:

- Home Fire Safety
- Water Safety
- Road Safety

Pontefract Blue & Red Watch delivered food presents to Pontefract Community kitchen. The Community Kitchen is run by a small group of volunteers who help to feed, clothe and support vulnerable people.

The group were very grateful and thanked the watches for their generosity. Well done to all involved!



What are we doing next?

Following some further tragic water related incidents over the last couple of months our crews are going to carry out further work across the District. This will include operational awareness training, evaluating whether further safety equipment is required and working with partner agencies and voluntary organisations to combat this issue.



Spotlight on...



Wakefield Prevention are continuing to build effective working relationships with partners across the district

The emphasis going forward is to reinforce the current partnerships with health and social care providers, whilst now extending our reach as follows.

- Community Anchors and Assets - which are place based within some of our most deprived areas within Wakefield. These connections allow us to gain access to hard-to-reach individuals and provide engagement opportunities to deliver our services and education via our safe and well visits and

access to those agencies that we signpost to

- Integrated Neighbourhood Networks – 6 new networks spanning the district and comprising health, social care and third sector partners. We are working closely with the networks to deliver local solutions on a local level

- Primary Care Networks within the district are now being tapped into and the establishment of effective working relationships with GP Practices. Meetings are currently being undertaken with all the business managers within the GP Practices to understand our role and their role in supporting those most at risk within our community of Wakefield and how we can collaborate to provide earlier interventions and prevention

- Training will be the focus in the coming months of 2025 with support for both external partners and internal staff to ensure that we are receiving high quality referrals and that partners are encouraged to seek support earlier for

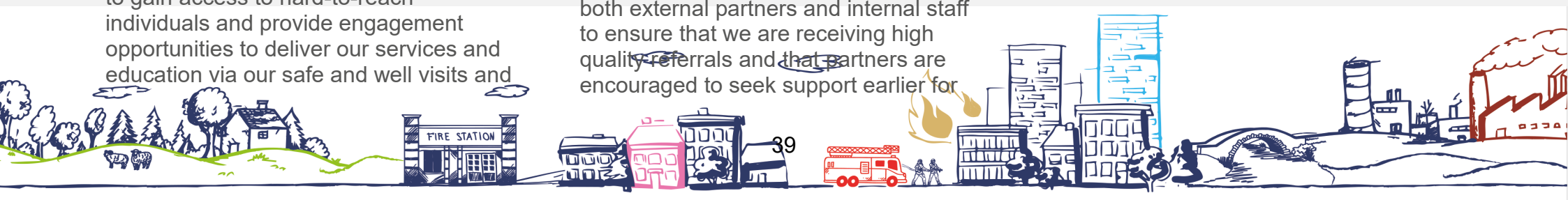
their service users who are at risk from fire.

Contact

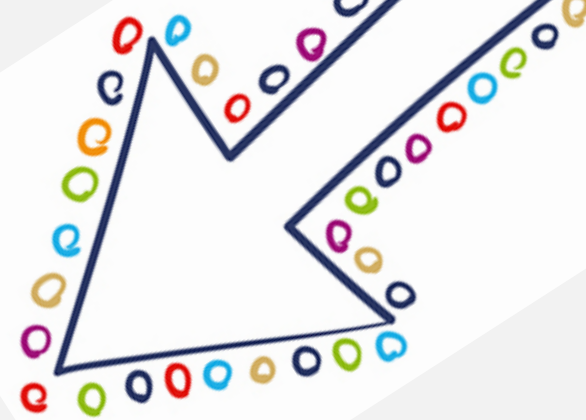
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Spotlight on...



FireWork: A new WYFRS employability & self-development programme aimed at NEET 16-18yrs working with Wakefield Youth Justice Services

What was the need, how was it identified?

Following a deep dive into the NEET cohort of 16–18-year-olds working with the Wakefield Youth Justice Service (YJS), it was raised that the cohort is complex and that there is a distinct lack of further education opportunities for this population in the district of Wakefield. The Youth Interventions Team at WYFRS have identified an opportunity to work with Wakefield YJS to make available a 6-week employability and self-development programme aimed at NEET 16-18-year-olds to better support this section of youth find their way back into the world of

education and/or work, as well as diversify further education opportunities in the area. This initiative will link into WYFRS' serious violence duty as it will look to reduce the chances of these young people re-offending in the future.

The Youth Interventions Team continue to deliver fire setting interventions, dangerous and unsafe road use interventions, and anti-social behaviour interventions with young people involved in YJS work. The Youth Interventions Team are well placed to support these young people in their self-development and to support Wakefield YJS in the delivery of this type of programme due to the team's experience and competence in working with children with a range of complex needs.

What did we do?

The Youth Intervention Team have developed FireWork, a six-week employability and self-development programme that will improve aspirations, develop key skills, and provide young people with a grounding to allow them to progress onto their next steps into employment, education, or training following the culmination of the programme.

The FireWork programme has been specifically designed to engage young people of this nature and each week on the programme has a specific focus as well as plenty of opportunities to experience different types and ways of working that will lead young people participating to having a clearer idea of what their individual visions of their future could be and work towards their goals to reach this. The programme looks to involve local businesses and organisations such as Robertson Facilities Management and TransPennine



Express to offer insight into job and apprenticeship opportunities, support in CV and cover letter writing, interview preparation and mock interview process, and a dedication to building resilience and routine for these young people.

➡ **What difference did we make?**

The difference the Youth Intervention Team are hoping to make is to support a group of NEET 16-18-year-olds find a route back into employment, education, or training and improve their goals and aspirations for themselves moving forward, as well as build relations between uniformed services and the communities we serve.

Should this pilot be successful, the FireWork programme can become an ongoing contribution to the serious violence duty in West Yorkshire as we look to diversify further education provisions for young people in Wakefield who have a series of complex needs and prevent further re-offending.

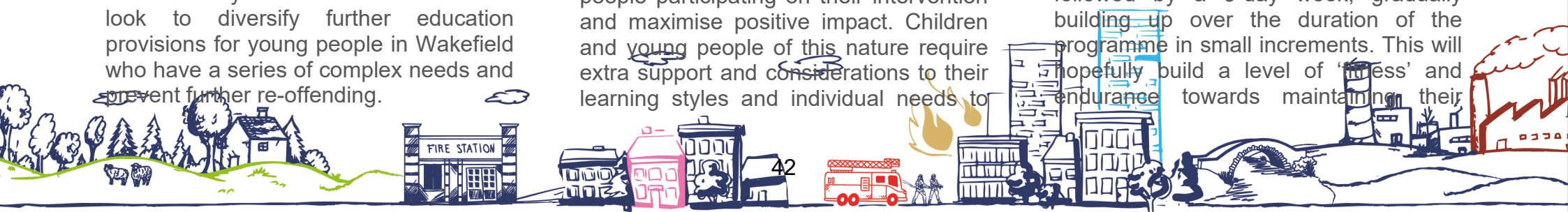
There is plenty of excitement from all involved in this project for a programme of this type and should this prove successful, there may be scope for this to be progressed further across other Youth Justice Services across West Yorkshire and reach many more NEET 16-18-year-olds in the county.

➡ **What are the keys to our success?**

The success in this project will come from having a dedicated, passionate, and enthusiastic team of people who are committed to improving the lives of young people across West Yorkshire is a fantastic start. The Youth Intervention Team works in a creative way to find new and innovative methods of using equipment to support the delivery of key safety messages and help them to become more memorable for young people participating on their intervention and maximise positive impact. Children and young people of this nature require extra support and considerations to their learning styles and individual needs to

best support their engagement and help generate a motivation that will help them live long and meaningful lives.

Due to the nature of this NEET 16-18yrs cohort, in some cases the day-to-day routines can often be poor or erratic, there may be low motivation, or a reduced resilience towards the hours of a full working day. As a result, the FireWork programme has been designed in a way to build resilience towards working day routines and ease young people into more regular routines with elements of healthy lifestyle factors as another way of preparing them for getting back into education or work. So instead of a FireWork participant being expected to go from a period of being NEET straight into a full 5-day course over six-weeks, the programme will start with a Welcome Day, followed by a 3-day week, gradually building up over the duration of the programme in small increments. This will hopefully build a level of 'fitness' and endurance towards maintaining their





education or employment after FireWork has finished.

After the need for this type of intervention was identified, the team have worked closely with Wakefield Youth Justice Service, Wakefield Employability Hub, as well as career services and professionals representing business and organisations who operate within Wakefield to build a programme with purpose, variety, and clear outcomes. Effective and transparent communication has been crucial in the development of this initiative in addition to maintaining clarity of what we want to achieve for the area of Wakefield and these NEET 16-18-year-olds participating in FireWork.

➔ What are we doing next?

The new and exciting FireWork programme will kick off on Wednesday 29th January 2025 at Wakefield Fire Station. This will follow a FireWork Welcome Day the previous week which will allow for young people who want to

participate in the FireWork programme to meet staff, potential peers, and get a feel for what the outcomes for them might be at the end of the six weeks.

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