

# Volunteer Fire Cadet Assistant

## VOLUNTEER ROLE

<b>Why DWFRS needs this role?</b>	<p>Dorset &amp; Wiltshire Fire &amp; Rescue Service pride themselves on their youth initiatives and at the forefront of these is our cadet programme. The programme aims to support the development of young people by providing positive role models and giving them opportunities to participate in a wide range of activities. The programme is delivered to 11-18 year olds, although this varies with each unit. The cadets have the opportunity to take part in a range of firefighting related activities, some units also work towards a BTEC qualification.</p> <p>The role of the volunteer assistant is to support the cadet leader and qualified instructors with the running of the course. Depending on the experience and confidence of the volunteer this could involve:</p> <ul style="list-style-type: none"> <li>• leading team building sessions</li> <li>• setting up equipment</li> <li>• assisting with training exercises</li> <li>• supervising young people on trips</li> <li>• assisting with folder work towards BTEC qualification</li> </ul> <p>The young people are the centre of these courses and at all times their experience is what is important to all of all those involved.</p>
<b>Potential time commitment:</b>	1 evening per week, course duration varies between units from 20 to 52 weeks
<b>Location:</b>	Courses run throughout the service area
<b>Responsibilities</b>	<ul style="list-style-type: none"> <li>• To adhere to our RESPECT framework, Safeguarding and Equality, Diversity &amp; Inclusion policies</li> <li>• To follow the course curriculum</li> <li>• To ensure the safety of the young people</li> <li>• <b><i>Please note there will be an amount of physical activity in fire kit required for this role</i></b></li> </ul>
<b>Measures of success</b>	For the young people to have their needs met and a successful outcome to the course.
<b>Training &amp; Support</b>	<ul style="list-style-type: none"> <li>• You will be required to complete a half day Youth Intervention Training session that will look at specific areas such as: Health and Safety, Manual Handling, Managing Challenging Behaviour, Course Content and Role Model Behaviour.</li> <li>• All volunteers will be involved in the end of session debrief, this is critical for ensuring courses run smoothly and issues are highlighted promptly.</li> <li>• Volunteers will at all times be supported by a senior member of staff and never left on their own to supervise or manage a group.</li> </ul>
<b>What will the role give you?</b>	<ul style="list-style-type: none"> <li>• Join a motivated team</li> <li>• Learn new skills</li> <li>• Meet new people</li> <li>• Improve Self Confidence</li> <li>• The ability to develop young people's skills and confidence</li> <li>• Enhance your CV</li> <li>• Experience of volunteering alongside an emergency service</li> </ul>

Person Specification	Required	Desirable		Required	Desirable
Computer literacy		✓		Punctuality/Reliability	✓
Excellent Interpersonal Skills	✓			Wear uniform issued by the service	✓
Team Player	✓			Transportation to the course	✓

<b>R</b> esponsibility	making clear decisions, taking responsibility of your role & actions, being honest, assertive, doing your best and doing things in the right way
<b>E</b> quality	knowing about your community, knowing yourself, being fair and ethical, challenging unacceptable behaviour, championing diversity, respecting individual differences and doing what's morally right.
<b>S</b> upport	working effectively with others, supporting colleagues, being sensitive to others feelings and wellbeing, being aware of your own behaviour, managing your performance, understanding boundaries, giving and receiving feedback.
<b>P</b> rofessionalism	being credible, confident and having impact, understanding your context, recognising key groups and building relationships with them, assessing impact, co-operating, compromising and recognising when to lead and when to let others do so.
<b>E</b> xcellence	wanting to do a good job, being flexible and giving your best effort to all tasks, adapting to situations and overcoming barriers, inspiring others, involving people and sharing information openly



DORSET & WILTSHIRE  
FIRE AND RESCUE

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<b>C</b> ommunication	interacting effectively, having integrity and recognising different styles that suit others, simplifying information, being diplomatic and sensitive to the audience, making and keeping useful contacts, actively listening and committing to organisational decisions.
<b>T</b> ransformation	questioning existing practices, thinking of new ideas and being able to cope with ambiguity, creating solutions, adapting previous experience and finding 'quick wins', being empowered, empowering other and being open to change.
<b>H</b> ealth & <b>S</b> afety	To be responsible for your own health and safety and that of others with whom you volunteer, by reporting all potential and actual health and safety matters including accidents using the correct procedures.
<b>S</b> afeguarding	DWFRS is committed to safeguarding and expects all volunteers to share this commitment and comply with the Safeguarding Policy and Procedures. Safeguarding training will be given at Induction.