

FireWire

The magazine for Issue 38, August 2019
DORSET & WILTSHIRE FIRE AND RESCUE

Cover story:

**Proud to be
supporting
Pride**

Also inside:

- Events
- Fundraising
- Service updates



Great support for local Pride events

July saw the start of the annual Pride celebrations across Dorset and Wiltshire, and the Service has been out in force to support these local events.

Stonewall describes Pride as being about “communities coming together in celebration, protest, unity and solidarity” and “an important time for us to show our support for equality and acceptance for all LGBT people.”

On 13 July, the Service was proud to lead the Bourne Free parade through Bournemouth before taking part in the wider event held in the Lower Gardens.

Danielle Hawkins, our Equality, Diversity and Inclusion Adviser, said: “The sunshine encouraged out the crowds and the streets were packed with happy bystanders throughout the parade route. Our presence at this event was very well received and, as a respected public service, our having such great visibility at these types of community event demonstrates our commitment, who we are and what we stand for.”



Weymouth Pride followed on 27 July, with a slightly different set-up as this was a static display in Radipole Park.

Firefighters from Weymouth, volunteers and On-Call Support Officers attended and put on a great display offering a ‘have a go’ element and allowing members of the public to try using our equipment.

Danielle said: “This was very well received and saw a great amount of interaction from the public. A proactive approach was also taken at Weymouth to dispel the common myths and barriers associated with the role of a firefighter, and those in attendance felt that these messages were well received and appeared to be effective.”

A significant Service presence was also made at the Swindon and Wiltshire Pride, held in Swindon on 10 August - more next edition!

If you would like to get involved in Pride next year, please contact Danielle Hawkins or Michelle Skipp.



Swindon partnership supports Safe & Well

The Service has entered into a partnership with First City Nursing & Care to boost the uptake of Safe & Well visits in Swindon and Wiltshire.

The initiative has been driven by Westlea Group 1, with WM Paul Jarmey making initial contact with First City to see whether their staff would be happy to make Safe & Well referrals when appropriate.

A number of training sessions have been held for First City staff as a result, with referrals made through the Service website using a unique reference code.

AM Ian Jeary said: "First City have been commissioned by Swindon Borough Council to provide all the adult domiciliary care across Swindon, and they interact with over 1,400 people who need some form of support each year. As such, they are ideally placed to embed our Safe & Well referral route across Swindon.

"We expect that up to 1,000 individuals will be referred for our help by First City Nursing by the end of next year."



Five key referral points and triggers have been agreed to maximise the referral opportunities:

- Hospital discharge
- First home visit from First City's "Getting to know you" team
- Confirmation and production of the client's Support Plan
- At every six and 12 month review
- At the end of service review

Stephen Trowbridge, Managing Director of First City Nursing, based in Swindon, said: "We pride ourselves in working differently at First City Nursing & Care. We work proactively to help individuals live as safely and independently as they are able. This not only gives people the freedom and independence that they want, but is part of what we see as our social responsibility to reduce costs to taxpayers when there are significant pressures on public spending."

Along with referrals, the Service will be delivering its Safe Drive Stay Alive roadshow to First City Nursing staff who are out delivering care to vulnerable adults daily across Swindon.



Old fire hose used for otter feeding experience

Old fire hose has been used to create a new feed experience for the otters at Weymouth Sea Life Adventure Park.

Following a thorough leaching of the hose, to remove traces of any toxic substances, the Weymouth Sea Life team used it to create puzzles for the otters.

Alejandro Arraez, Displays Supervisor at the Weymouth Aquarium, said: "Our Asian short-clawed otters have very dextrous hands and are extremely good at solving puzzles. Giving them challenges to get to their food and treats is a great way to keep them stimulated and engaged."

"We're very grateful to Dorset & Wiltshire Fire and Rescue Service for donating the hose - it will be well used to create enrichment for our otters, as well as our seals and penguins at the park."



The team at Weymouth Sea Life are always looking for new and innovative ways to enrich the lives of the creatures in their care, and used the donation to create box puzzles, a raft, and a climbing frame with hose 'pockets' for the otters to explore.

Alejandro added: "The otters were keen to climb the frame and forage for food in the pockets and boxes, but were much more cautious with the raft we put in the water, but they persevered and, with time, they eventually made it over to their treats."

SM James Plumley, who arranged for the donation to be made, said: "It's been great to visit Weymouth Sea Life and see the otters using the fire hose for their enrichment. We are always looking for ways to keep hose out of landfill when it comes to the end of its working life, as this helps to protect the environment."

James and two Dorchester firefighters, who were on stand-by at Weymouth, helped to set up the new puzzles and made sure the fishy treats were in place for the otters!



Successful swift water rescue training held in Cardiff

A successful season of swift water rescue training has taken place at Cardiff International White Water (CIWW) for water rescue staff at Stratton, Chippenham, Trowbridge, Poole and Weymouth.

CIWW is the only venue available locally to safely and efficiently guarantee that all our water rescue staff are exposed to and can gain competence in the use of techniques and kit in Grade 2 Swift Water.

SM Phil People said: "It has been a fantastic opportunity for crews from across the Service to meet each other, build working relationships and further develop the existing skills that they hold. The feedback on the training has been excellent, and thanks must go to the team of Water Rescue Instructors, headed up by CM Lee Meagor, for going above and beyond in an effort to deliver the standard of training that we aspire to."

He added: "Thanks also to the Training Department and Karen Sheret in particular for sorting out the administrative nightmare that comes from coordinating so many staff across such a large area. It's not been an easy road, having to overcome logistical, financial and cultural problems, but it's a testament to everyone involved that we have made this work."



Eight single day courses were held, with an additional two day course for Salisbury personnel, who have become fully qualified swift water technicians. This enhances our capability in the middle of our Service area, where there have been numerous water rescue incidents in previous years.

The training included basic skills instruction/assessment, instruction and scenario training around a vehicle stuck in swift water, scenarios around rescues from flooded streets/buildings using inflatable craft, and tethered rescues in fast flowing water. Students were also assessed on their ability to self-rescue from fast flowing water.

Going forward, the team has already started to build resilience by training up new instructors to deliver the sessions at CIWW, and extra courses are being booked soon to enable the instructors to teach the 'vehicle in water' sessions that have proved so popular and worthwhile.

If any staff wish to attend to observe the training in future, then this can be accommodated, subject to line manager approval. Please contact SM Phil People for more information.



1:1 Reviews update

On 18 July, HR representatives met with members of the Leadership Consultancy Group at Wilton fire station to provide an update on the development of the new and improved 1:1 Review process, and to seek further feedback.

The process will replace existing Personal Reviews, and has been co-designed by the Group.

The morning was facilitated by Sadie Price and Felicity Williams, who are leading on the new 1:1 Review process. They:

- Reviewed the initial proposal made by the Leadership Consultancy Group as part of the co-design day, and provided an update on what stakeholder engagement and consultation has taken place since the proposal was developed;
- Updated the Group on the progress that has been made with the development of the new 1:1 Review system and questions, and how this will link to the new promotions process; and
- Asked the Group to provide feedback for how the 1:1 Review process can be further improved, and ideas for how to best train and communicate it to the rest of the Service.

It was a productive morning that involved lots of group discussions to generate feedback and ideas for further improvement, which can be incorporated into the design and development before being shared with SLT and the stakeholder project group for sign-off.

We would like to thank everybody for their input on the day and will keep you updated with further details of the 1:1 Review process, which will be launched Service-wide in April 2020. For further information, please email leadership@dwfire.org.uk



Prevent the flu

Flu occurs every year, usually in the winter, which is why it is sometimes called seasonal flu.

It is highly infectious, with symptoms that come on very quickly. These include fever, chills, headache, aches/pains in joints and muscles, and extreme tiredness. Healthy people usually recover within two to seven days but, for some, the virus can lead to severe illness.

Flu vaccines help protect against the main types of flu virus, and it's best to get the vaccination in the autumn. To book a flu vaccination, make an appointment with your GP or practice nurse, or visit your local pharmacist. Pregnant women may also be able to access the vaccine through maternity services.

Although you will need to make your own arrangements to get vaccinated, the Service will reimburse the cost up to the value of £10 for those staff who have to pay. This amount is based on the average cost of high street dispensers.

Reimbursement can be claimed by sending a copy of your receipt, your name and your Service number to the Health & Wellbeing Team at Poundbury support offices. Payment will be made via your salary.



New Cyber Security Manager

Tony Beazer has joined us as Cyber Security Manager, within the Information, Knowledge and Communications department.

With the global increase in cyber security threats, we need to keep abreast of these changes to ensure we are doing all we can to manage and protect our information systems.

Tony will play a key role in making sure we have a proactive approach to cyber security and are able to respond to the latest threats and vulnerabilities.

Although he works within the Information Governance Team, he will be working closely with ICT to help protect the Service against the growing cyber threat.

Tony is no stranger to DWFRS as he joined as an on-call firefighter in 2006 and is currently a Crew Manager at both Bridport and Dorchester fire stations.

Tony's responsibilities include:

- Developing and monitoring our approach to managing security incidents
- Leading on the technical aspects of our Information Security Management System, including Cyber Essentials and ISO 27001
- Working with Information Asset Owners and managers to carry out information risk assessments and advising on the appropriateness of security controls
- Co-ordinating our annual ICT health check and monitoring the remedial action plan



Cyber security – How can you protect yourself?

While every effort is made to stop scam emails from entering our ICT network, some will unfortunately occasionally get through. The main thing to remember is not to open emails or attachments from unknown sources.

If you use your mouse to hover over the link without clicking, you will see the true web/email address. If you are ever in any doubt, always contact the organisation, using the number on their website, to verify the communication. If you suspect it is fake, the chances are it is.

Any suspicious emails must be reported - via the junk/phishing icon in the ribbon of O365 Outlook or 'report message' icon if you are using the local version of Outlook - and then deleted from your inbox, sent items and deleted items immediately. This should prevent similar messages reaching your inbox in future. If you are unsure or have any questions, please contact the ICT Service Desk on x1200.

For further information and advice on protecting yourself from cyber crime please see www.getsafeonline.org – you should also shut down or restart your laptop on a regular basis (daily is preferred) to ensure critical updates and virus protection are maintained.

If you suspect that you may have compromised the security of the Service's ICT systems, contact the ICT Service Desk immediately on 01722 691200. If your personal devices have been locked by ransomware, seek professional advice from a trustworthy source.



Cory Nicholson

A former Salamander participant, who then supported other courses for many years, died tragically on 23 July after getting into difficulties while swimming at Cotswold Water Park.

Stratton and Cricklade firefighters were amongst those involved in the search for 21-year-old Cory Nicholson, who was found seven hours after he went missing.

Cory was part of the crew supporting the annual Salamander course for Swindon Down's Syndrome Group, held at Swindon fire station every summer.

A statement from his family following his death said: "Cory was tragically taken from us too soon, he was a wonderful man who was loved by everyone, he was fun, caring and so talented.

"Working with his local fire and rescue service, Cory supported them with their Salamander initiative, which helps young people in Swindon and Wiltshire, providing them with life skills and helping them gain confidence.

"He also enjoyed spending time with the Swindon Down's Syndrome Group, they were always overjoyed and excited to see him.

"Cory was taken too soon, and will forever be remembered as the little guy with biggest heart."



Register car washes now

The Fire Fighters Charity's annual National Car Wash League 2019/20 is underway and the Charity is encouraging fire stations across the country to register their car washes for this September.

Stations will be competing to claim the car wash crown and a top prize courtesy of sponsors Autoglym. Whether looking to raise the most money, or to improve their year-on-year totals by the greatest margin, the competition is open to all stations.

To register your fire station car wash and find more information about the National Car Wash League, visit www.firefighterscharity.org.uk/national-car-wash-league

Don't forget, insurance is in place as long as:

- The car wash is registered on the Charity's system;
- It's on station; and
- It's 100% in aid of the Charity.

For any events held off station, you will need to complete the event notification form; any events where the proceeds are split with another charity will not be part of the competition and should also not use the Autoglym shampoo.

If you have any queries, visit the Charity's website or contact Nev Chamberlain at Swindon.



Sprinklers limit damage caused by fire

There were two good 'sprinkler saves' elsewhere in the country last month, which may be useful references when speaking to the public and promoting the benefits of sprinklers in saving life and property.

On 15 July, there was a kitchen fire in a flat within a Birmingham tower block.

The sprinkler activation restricted fire damage to the oven grill and the plastic control knobs for the hob, with smoke damage to the whole of the kitchen.

Water damage was minimal due to the quick response time from West Midlands Fire Service (WMFS), their assessment of the situation and their isolation of the sprinkler system.

Only one appliance from WMFS was required due to the sprinkler activation.

On 17 July, fire broke out in a ground floor design classroom of Bede Academy North in Blyth, Northumberland.

Smoke detectors and break glass call points were activated as a result of the fire, prior to the sprinkler system operating and containing the fire to the room of origin.

Approximately one hour after the fire, the school was returning to 'normal' business, with the ground floor corridor sprinkler area isolated and the remaining parts of the premises covered with fire sprinkler protection again.

In the afternoon, the sprinkler head had been repaired by an engineer and the whole system was in operation once more.

Fire crews placed booms inside the building and redirected the activated sprinkler head to the exterior of the premises to prevent any further water damage.

A CAD laser cutter was damaged by fire and IT equipment in the room of origin suffered water damage.

Elsewhere in the property, an adjacent classroom had water on the floor which necessitated the IT electrical sockets at floor level to be checked, the carpet in the corridor was subject to water damage and a dance studio floor was also subject to water ingress.

If you require further information about the benefits of sprinklers, visit www.dwfire.org.uk/sprinklers or speak to the Fire Safety Team.



Air Festival hospitality

The Bournemouth Air Festival, the largest aviation event of its kind, returns from 29 August to 1 September.

The Air Festival Hospitality marquee will be open between 11am and 6pm each day, located on the beach directly under the central flight line and providing the perfect setting to watch the action.

Emergency services personnel can buy tickets to this at a 30% discount for Thursday 29 August (£52.50 rather than £75 each) and Sunday 1 September (£59.50 rather than £85 each). No discounts are available for the other days, when tickets are £120 each for the Friday and £90 each for the Saturday.

The hospitality marquee package includes an exclusive viewing area, a glass of bubbly on arrival, a two-course lunch, an afternoon cream tea, access to the VIP bar and private toilets. There may also be the opportunity to meet passing display teams who pop in for refreshments!

Also on sale are Air Festival Hospitality evening tickets, available for the Friday and Saturday at £15 each.

To purchase tickets, visit <https://www.seetickets.com/tour/bournemouth-air-festival-hospitality> and use the code **ES2019** to get your discount.



Exercise at Army barracks

A number of flexi officers, firefighters from Poole and Wareham, and colleagues from other blue light services, went along to Lulworth Barracks on 31 July for a Major Accident Control Regulations (MACR) tabletop exercise and training event.

Crews spent the morning under instruction from Army personnel, learning how to gain access to an array of armoured vehicles. Techniques for extracting casualties from these were also discussed.

In the afternoon, flexi officers participated in a MACR tabletop exercise based on a fire starting within the main ammunitions depot.

SM James Plumley said: "As well as learning from the Army, we took the opportunity to show our hosts one of our appliances and discussed the potential use of our equipment. We would like to thank all the military staff involved in facilitating this training event and look forward to more joint working."



Swimming gold for Paul

Poole firefighter Paul Corbin will be representing the Service at the UK Fire Services Indoor Swimming Championships later this month, with one big win already under his belt.

On 27 July, Paul competed in the Outlaw Big Swim event at Nottingham, which also doubled up as the UK Fire Services Open Water Championship at the 1,500m distance.

Not only did Paul win the FRS category, he was also the overall winner at that distance, beating 102 other competitors with a time of 22 minutes and 19 seconds.

Paul's attendance at the event, and at the championships later this month, was subsidised by the Sports and Social Club, helping him to represent DWFRS at a national level.

He said: "It would be great to see more people from across the Service getting involved in the swimming section, whether open water or in the pool, and financial support is potentially available through the Sports and Social Club to cover travel costs and entry fees. If you would like to get involved, please contact either me or Naomi Collins."



Safety story sessions

During the school holidays, Education Officers are visiting libraries across Dorset and Wiltshire delivering safety story sessions.

This summer, the focus is on drowning prevention, using the story A Treasure At Sea For Dragon And Me.

Although the story is set at the beach, the safety messages are applicable to all waters.

After listening to the story, the children take part in fun and engaging activities, including matching beach flags to their meaning; spotting dangers; dressing up in fire kit; practising 'float to live'; and helping rescue someone who jumped into the water after their dog – don't worry, Jack the dog is fine, he's happily sat on the bank after getting himself out.

If you would like to visit one of our safety story sessions, please contact your local education officer for more details.



Meet the Team - Response Development

GM Katie Cornhill - Head of Response Development

Responsibilities: Team leadership, support, vision, mission and budget. Training and Continued Professional Development of team members. Coordinating the implementation of projects. Overseeing collaborative project management improvements that the team are aspiring to achieve, aligned to our Networked Fire Services Partners (Hampshire and Devon & Somerset). I am a MIND Blue Light Champion. I am an inclusion Ally. Service Deputy Safeguarding lead (TBC).



Katherine Sillence - Project Manager

Provides project management support to the Emergency Cover Review, Clean Cab and Foam Strategy projects. Katy also supports the Medical Co-Responding provision in DWFRS.



Ian Crabb - Water and Foam Officer

Ian's role within the team is to review the compressed air foam and bulk foam requirements for the whole Service. Whilst mindful of the organisation's future Integrated Risk Management Plan (IRMP), the project is based on the assessment and evaluation of the foam strategy, which considers current stock, location, use and suitability, identified risks and collaboration. The finished document will be presented in late September 2019.



SM Denver Walton - Health & Safety (North)

Denver has just joined the team and will be focusing on Hazardous Material procedure alignment and Clean Cab procedures.



SM Dave Geddes - Operational Effectiveness & Incident Ground Technology Officer

Dave, Natalie Fairhead and Dan Grew are involved in capturing, co-ordinating, sharing and implementing operational and organisational learning and suggestions to improve effectiveness using the Mobile Data Terminals (MDTs) and Risk Information Tablets (RITs), developing fireground mobile technology, the Operational Effectiveness Database, structured and hot debriefing process, collation and storage of incident ground paperwork, and the drone project.



Daniel Grew - Mobile Data Technology Manager

Responsible for all mobile technology within the Service, including MDTs, RITs, Appliance Bridge Devices and Officer Tom Toms. Through his work, we have cutting edge technology on all appliances and are leading the fire service nationally in capability. Dan is now working on improving all MDT/RIT software (including improvements to signing in) as well as assessing and implementing suggestions coming out of staff feedback sessions. Dan will soon be joined by Kevin Rickard, Mobile Technology Technician, and they will further embed mobile technology, and develop hardware solutions for the Emergency Services Network.



Response Development

SM Charlie Pack - Response Development Project Officer

Together with WM Colin Owens, Charlie has just started work preparing a scoping report for SLT to identify possible areas for feasibility work on an Emergency Cover Review. This will identify a series of projects which will be developed to deliver reform across the organisation.



Natalie Fairhead - Operational Effectiveness Administrator

Natalie coordinates the Operational Effectiveness Database (OED) and its associated processes, and is responsible for ensuring that all Notifications raised are assigned and actioned within agreed timescales, ensuring learning and improvement is implemented into the way we work. Notifications can be raised via staff feedback, structured debriefs, Operational Assurance Forms, National Operational Learning (NOL), Joint Organisational Learning (JOL) or changes to national best practice.



Lucrezia Slinn - Administrator

Luki provides support across the Response Development Team, including admin support of the OED, secretariat to Training and Response Coordinating Group (TRCG) and other cross-departmental groups, support in the administration of incident ground paperwork and project support.



New use for fire hose

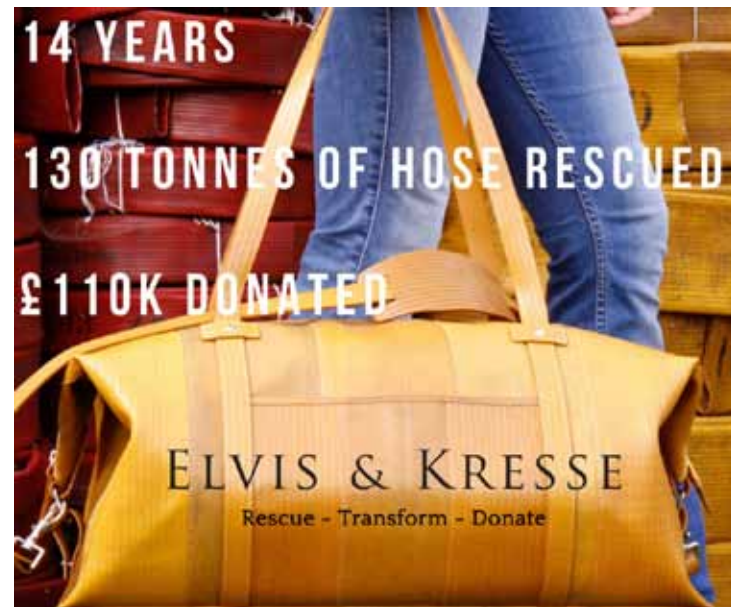
Elvis & Kresse takes old decommissioned British fire hose and transforms it into luxury accessories – with 50% of profits from its Fire & Hide range being donated to the Fire Fighters Charity.

The company is now in its 14th year of working with the charity and, last year, won Supporter of the Year at the Spirit of Fire Awards.

The trim, handles and internal detailing of the Fire & Hide range are all made from genuine decommissioned fire hose.

Both active and retired fire service personnel are entitled to a 30% saving on items bought from Elvis & Kresse.

To get your discount, visit www.elvisandkresse.com, select your item(s) and, when going through the checkout, use the discount code 'firefighter' to save 30% on your order.



Service resilience update - business continuity plans

The Service's Critical Activity Matrix has recently been reviewed and updated.

This document lists all activities which have been identified as critical to ensure that we can deliver our requirements under the Civil Contingencies Act 2004 as a Category 1 responder.

To ensure that all our business continuity (BC) plans align to the identified critical activities, they are all being reviewed.

Station plans have been completed, and these will be published over the coming weeks.

Next up are department plans and incident response plans, and the review process for these should be complete by the end of September.

Group Managers and above have access to the Business Continuity Desktop App where all plans can be accessed. If you need this to be set up on your laptop, please contact Gayle Morris.



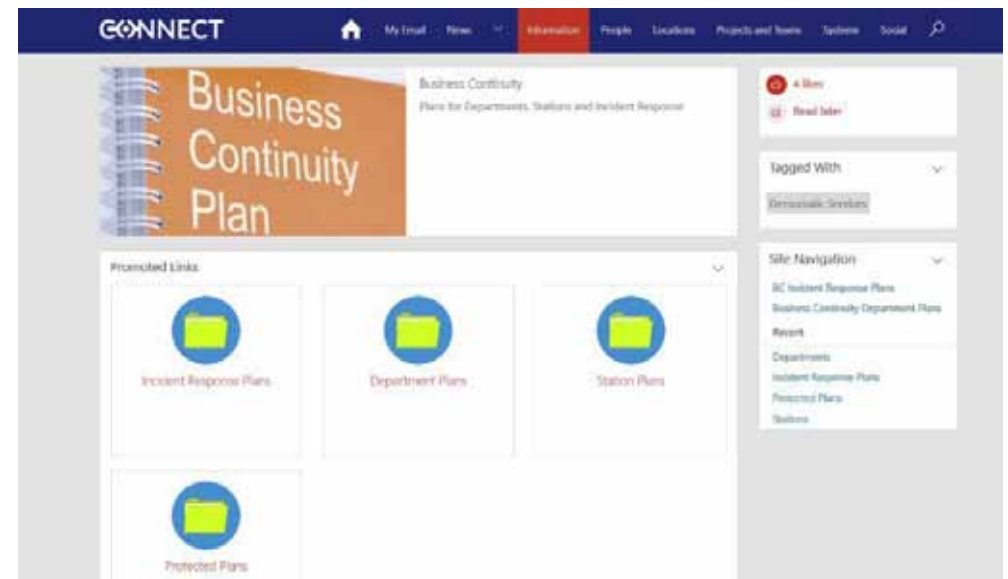
All flexi officers should have access to Resilience Direct and will find a BC section on the DWFRS home page.

If you are not already registered with Resilience Direct please request access via <https://www.resilience.gov.uk>, select Register, and follow the instructions.

All BC plans are also available on the BC section on CONNECT and hard copies are held in Control.

Please take time to familiarise yourself with your station/department plan and relocation site arrangements. If you have any queries, please speak with your line manager in the first instance.

If you have any BC questions, please contact Paul Clement or Gayle Morris.



Five Ways to Wellbeing recognised as best practice

Following Connect 5 training – which provides participants with skills and competencies that build confidence in having conversations about mental health and wellbeing – the Swindon Salamander Team introduced Five Ways to Wellbeing to the programme back in April.

This is the wellbeing equivalent of ‘five fruit and vegetables a day’ and it’s recommended that individuals build the Five Ways into their daily lives to improve their mental health.

Salamander learners are introduced to the Five Ways on day one of their course, with a short video clip that talks about the continuum of mental health and then describes how we can improve and maintain this balance.

There is a whiteboard in the classroom with reminders and examples. The instructors and support staff lead the way in noting down what they have done that week to improve their mental wellbeing.



This can be from simple everyday tasks such as walking to the park, sitting in the garden reading a book, phoning their mum or chatting to a neighbour, to tasks such as completing a distance learning course, taking part in a fun run for charity, connecting with an old friend or joining an exercise class.

Nicky Parker, Youth Intervention Coordinator, said: “Learners are encouraged on the first day to add to the board but we quickly found that they needed no encouragement – in fact, one gentleman swimming across Coate Water said, ‘I’m going to put this on the board as soon as I get back’ and he did!

“The board has been a way for them to think about their day, build on what they are achieving on Salamander and receive recognition, praise and encouragement for these achievements. They have found the benefits of peer support and enjoyed the challenge. We have introduced a purple pen to annotate future plans and designed postcards for them to take away at the end of their course with reminders of the Five Ways to Wellbeing, the targets they have set themselves and a postcard to return to us so that we can congratulate them on their achievement too.”

Swindon Borough Council’s Adult Learning Team, which commissions four Salamander courses per year, have recognised this development and shared it with their tutors as ‘Best Practice’.



Successful open day at Wareham

A highly successful open day was held at Wareham fire station on 30 June – the first there for more than seven years.

On-call support officer Andy Burwood, one of the event organisers, said: “We had a great attendance from the public – we were due to open at 10am but had keen early birds arriving at 9.45am and constant support until we finished at 4pm!”

During the day, there were a number of displays for visitors to enjoy including two hot oil fire demonstrations, a road traffic collision extrication and a breathing apparatus rescue from a property fire.

The new 42m aerial ladder platform from Westbourne was in attendance and White Watch demonstrated a roof rescue from the neighbouring business Biotrack – which also kindly allowed the use of their parking.



There was also support from White Watch Poole, Dorset Police, White Horse Ambulance, the Air Ambulance, KERVS, the Coastguard, a vintage fire appliance and a vintage police car.

Andy said: “With the combined efforts of station staff and their families, specialist teams within the Service and the endless contacts of Ian Welsh, we managed to pull together a mini Emergency Services Day.

“A particular thanks go to the Service volunteers who helped me with potential recruits for Wareham.”



@DWFireEDI



International Youth Day is an awareness day designated by the United Nations.

Its purpose is to draw attention to a given set of cultural and legal issues surrounding youth. The first International Youth Day was observed on 12 August 2000.

International Youth Day is now observed annually on this date. It is meant as an opportunity for governments and others to draw attention to youth issues worldwide.

During International Youth Day, concerts, workshops, cultural events, and meetings involving national and local government officials and youth organisations take place around the world.

More information can be found at <https://www.un.org/en/events/youthday/>

Contact us:

- michelle.skipp@dwfire.org.uk



Celebrated every year on 19 August, World Humanitarian Day is directed towards honouring humanitarians worldwide and propagating the idea of supporting people in crisis.

This year's campaign focuses on Women Humanitarians, supporting the recognition that women deserve in the strengthening of global humanitarian response as well as in protection efforts under the international law.

This 19 August, rituals of everyday life will be used to showcase the contrast of what our humanitarians encounter on a daily basis. As we would map moments of everyday life against women humanitarians all across the world, these special women's experiences would seem all the more relatable and real.

We seek your support this World Humanitarian Day in honouring those women who have tirelessly improved countless lives, showcasing incredible strength along the way.



Women's Equality Day is celebrated in the United States on 26 August. It was first celebrated in 1973 and is proclaimed each year by the President of the USA.

Here are six ways to mark Women's Equality Day:

1. Write a 'thank you' letter to an influential woman in your life.
2. Support a local business owned by a black woman.
3. If you have children, choose a historical female figure to research together.
4. Form a group for women who share your interests or goals.
5. Use social media to be vocal about an issue that matters to you.
6. Mentor a young girl.

For more information on these ways to celebrate please go to <https://www.mbib.com/en-us/community-culture/ways-to-celebrate-womens-equality-day>



Pride of Britain Awards

Nominations are being sought for this year's Daily Mirror Pride of Britain Awards, which honour the nation's unsung heroes.

Categories are as follows:

- Outstanding Bravery - for adults who risk their own safety to help others in danger
- Child/teenager of Courage - for battling against the odds to help others, or putting themselves at risk to save someone in danger.
- Good Morning Britain Young Fundraiser of the Year - to reward a young person aged 16 or under for inspirational charity work.
- This Morning Emergency Services Award - for police, fire, ambulance, paramedics or air, sea or mountain rescue who have gone beyond the call of duty to help others.
- TSB Community Partner - for an individual or group that builds partnerships to help make their communities better places to live, selflessly improving the lives of people around them.
- ITV Fundraiser of the Year - for tireless and inspirational charity fundraising, over the age of 16.
- Lifetime Achievement - to recognise far-reaching achievement, possibly on a national or international scale.
- Special Recognition - for achievements not covered in other categories, such as inspiring carers, campaigners and members of the armed forces.

Nominations close on 31 August - to put someone forward, visit www.prideofbritain.com/nominate and complete the on-line form.



Photo of the month



Every month we choose our favourite photo taken by a member of staff. Our winner this month is FF Henry Whittaker from Chippenham. CM Dave Bishop submitted it, saying: "This was taken on 24 July at around midnight during the lightning storms affecting the county."

Why we like this photo: Chippenham's training tower has never looked so moody. I also like the striking angle it's taken from so that you can see parts of that dramatic sky through the tower.

Think you can do better? Then send your photos to Max (max.furneaux@dwfire.org.uk) remembering to include a brief description to be in with a chance of being next month's winner.

Leaders' Forum held at HQ

On 31 July, Group Managers, Area Managers, Heads of Department and SLT attended Leaders' Forum at HQ.

This is a monthly programme designed around the concept of marginal gains to identify where small changes can be made in departments to make a difference and improve the way we do things and to also provide organisational updates to leaders.

Using marginal gains as a theme for the morning, Carol Swan, Head of HR, facilitated a 'making a difference in HR' workshop, which was supported by HR managers including Sadie Price, Vicky Read and Jane Deuchars.

They briefed on current challenges in the team, which include:

- Exit interviews
- Routine medicals
- Promotion process postings

The groups worked together to identify where changes can be made to achieve improvements in each of these areas.

The HR team have taken away recommendations and will provide an update on each area discussed at Leaders' Forum in six months time.



In the afternoon, Head of Learning and Organisational Development AM Kathy Collis provided an update on her team's areas of work and our approach to apprenticeships, followed by an overview of what development is available to our staff to support them in their roles, which was delivered by Felicity Williams.

To end the day, CFO Ben Ansell and Head of Democratic Services and Corporate Assurance Jill McCrae provided the Forum with an update on the HMICFRS outcomes, talking through key areas of the report and identifying our next steps as a Service.



We still have a number of open seats available at the Leaders Forum if you would like to attend.

To help make a difference to improve the way we do things, please see the [Leaders Forum programme for 2019/20](#) and contact leadership@dwfire.org.uk to book your space.

[To find out more about Leaders' Forum, please click here.](#)



Pass out parade for Swindon fire cadets

Swindon Fire Cadets gave a demonstration of skills learnt over the past year at their pass out parade on Saturday 13 July at Swindon fire station.

They had participated in a year long programme learning about the functions and responsibilities of the Fire and Rescue Service and the work of Prevention, Protection and Response within the Service.

They completed assignments, gave presentations and took part in social action projects to benefit their local community and raised over £1,500 for Cancer Research UK by completing a 5K Parkrun in full fire kit.

During their pass out parade, they demonstrated their teamwork skills showing great awareness of their team, supported each other, worked hard and showed confidence in their knowledge and skills.



They also demonstrated their fire and rescue skills as they 'responded' to an RTC – responding to an unconscious bike casualty, giving CPR and using a scoop stretcher to carry him away; then extricating casualties from two cars – one on its side and one on four wheels – stabilising the cars, using cutting equipment and extricating the casualty on a long board.

They then responded to a house fire - rescuing a cat from a roof, a baby from the first floor and a mum from a smoke-filled building whilst delivering water on the ground, from the bridge and from the roof using their skills at tying knots to haul the hose aloft.

The Cadets proudly received their certificates from David Bevan, Finance Director of the Hills Group, who are sponsoring the Swindon and Trowbridge Cadets for a second year. We are very grateful to the Hills Group for their support both financially and in person by their attendance and words of encouragement and praise.



Swim Safe sessions at Weymouth beach

During the first week of July, 428 schoolchildren and 20 adults with learning difficulties descended on Weymouth beach to take part in the first ever Swim Safe/Junior FireFit partnership.

The sessions were offered to local schools, and children aged between eight and 14 attended, together with a group of adults with learning difficulties.

Free of charge, the half day visit was split into two sessions. First up was Swim Safe, a national partnership between the RNLI and Swim England.

The hour-long session teaches participants how to stay safe in the water and what to do if they start to feel in trouble. The teaching starts on the beach, before the children go into the sea to practice the techniques learnt on the land.

FF Ann Marsh worked on Weymouth beach for many years and, in her previous job, started the Swim Safe sessions in Weymouth. As such, she did the hard work of booking schools and organising this element.



Evaluation of the week is being undertaken, however the sessions were very well received by those taking part. The teachers all agreed it is a very important subject, and the national and regional heads of Swim Safe who attended during the week were very impressed by the collaboration.

We are the first FRS to work with Swim Safe in such a way. Water safety education is very important, both to those who live near the coast, but also those more inland who may visit the coast and be unfamiliar with its dangers, also those who may live near or visit inland waterways.

Although local children may live close to the sea, this doesn't mean they know how to keep themselves safe or what to do if in trouble. By taking part in these free sessions, the schools allow the children to know the risks and how to stay safe whilst still enjoying what their local area has to offer.

Two water safety activities are available for use at station open days. If you wish to borrow these, or find out any more about the drowning prevention work or Junior FireFit, please contact Tess Cross.



Junior FireFit at Weymouth beach

Children and adults taking part in Swim Safe this summer in Weymouth were also able to extend their visit and take part in elements of Junior FireFit.

This is a new programme we will be offering to schools, designed to promote and educate children to make healthier choices, focused around fitness and healthy eating.

As firefighters need to be fit and healthy to do their job, the question we were asking the children was “Are you FireFit?”

For the sessions on the beach, activities included climbing the ladders, rolling out the hose and a water rescue using throwlines, as this linked in with the water safety messages.

Before using the throwlines, many of the children said they would enter the water to try and help someone (this did include a variety of versions including running to find the nearest kayak to mount a rescue). The children were taught that they should never enter the water but call 999.



The children (and adults) then practised using the throwlines, trying to aim and land it into the hoop.

The Junior FireFit activities have been developed by the Education Team. Gareth Baker, an Education Officer, was also a PE teacher for many years and, working with crews, he has developed a fun programme of activities for children to take part in, linked to the PE national curriculum and encouraging healthy lives inspired by firefighters.

A massive thank you to the firefighters from Weymouth (Red, Blue and on-call) who managed to pop down to the beach and talk to the children and were good enough to race in a FireFit challenge, which really delighted those taking part.

Our thanks also go to Weymouth Town Council, who allowed us to use the land, provided free use of facilities for the children to change in and helped with logistics of taking deliveries, storing wetsuits and other equipment and providing a helper all week.



New look for Outlook

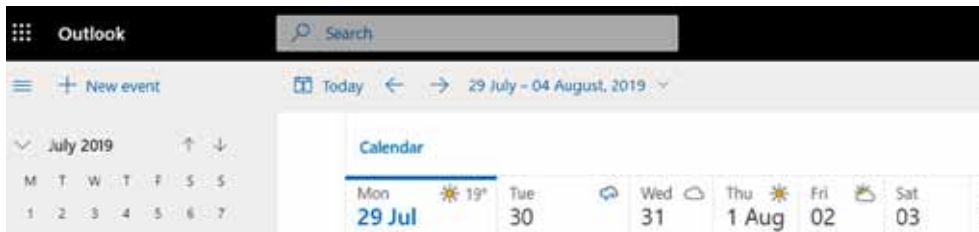
As of 5 August, Outlook on the web has a new look!

Users of Outlook via the 'My Emails' button on CONNECT will see a slightly new layout for the Office 365 email, calendar and people screens, mainly around the look and location of function buttons. The font and icon styles have also been updated.

Emails have new buttons at the top of the screen:



Calendar has a new layout of buttons:



People screen has a new button layout:



If you require any assistance using the new Outlook layout, please contact ICT Helpdesk x1200 or the ICT Trainers - Lea Morris (lea.morris@dwfire.org.uk / 01722 691561) and Helen Bravery (helen.bravery@dwfire.org.uk / 01722 691560).

Welfare support

When the sands are shifting beneath your feet, it can be easy to let things slip, especially if you are experiencing financial hardship. Whatever is going on in life, there are certain things that don't stop, one of which is the need to feed yourself and those who rely on you. Luckily, the Fire Fighters Charity welfare team is on hand to help.

Welfare Services Lead Carrie Pearce said: "We can offer support in many ways, but the quickest thing we can do for someone in crisis is provide them with supermarket vouchers so they can afford to eat. These can then be spent on food and basic household products, to try and relieve some of the stress and have one less thing to worry about. Everyone deserves a basic standard of living, so we do our best to alleviate any immediate hardship, and then see what else we can do."

Vouchers don't replace lost income or pay off debts, but they are offered during times of crisis or unforeseen circumstances to those who meet the Charity's criteria. The welfare team can also help signpost towards debt advice or advise on any statutory benefits you may be entitled to.

Carrie said: "Given for a short period of time, the vouchers give people a bit of breathing room to organise their finances. Meanwhile, the welfare team works with beneficiaries to delve deeper into the cause of hardship and debt, and see what we can do to help."

Are you in financial hardship and worrying about getting food on the table? Call the Charity for free on 0800 389 8820 or visit www.firefighterscharity.org.uk/enquire-about-our-services



Pass out parade for Trowbridge fire cadets

Family, friends and invited dignitaries attended the pass out parade for Trowbridge Fire Cadets on Wednesday 17 July.

Guests included Deputy Lieutenant Nicky Alberry; High Sheriff of Wiltshire David Scott; the Mayor of Trowbridge Cllr David Cavill; members of the Fire and Rescue Authority; and our sponsors The Hills Group, represented by Northacre Plant Manager, Paul Scriven.

Sixteen cadets completed both their NFCC Level 1 Fire Cadets award and assignments towards their Level 2 BTEC in Fire & Rescue Services in the Community. The young people have also undertaken a number of social action projects and community events by collecting for charity at Trowbridge Carnival, holding charity car washes for the Fire Fighters Charity and Company for Christmas, and representing DWFRS at the National Armed Forces Event in Salisbury.

They have also created their own film about anti-social behaviour and specifically the dangers of arson and the impact of hoax calls on the FRS. It is hoped this will become a valuable educational resource for the Service and our partners and [can be viewed here](#).



During their pass out parade, the Cadets completed practical demonstrations of the skills they have learnt over the past 37 weeks. It was quite a show but the highlight by far was their speeches! Several of the cadets with various challenges, including anxiety and Aspergers, courageously stepped forward following the drill to thank the instructors, the station and DWFRS for the opportunity. They talked about their academic and practical achievements but also making friends whilst improving their confidence, their team work, communication and problem-solving skills.

Each cadet was presented with a certificate of achievement by Nicky Alberry DL. The High Sheriff then announced Cadet Jasmine Smith as his selected Fire Cadet. She will represent DWFRS on the High Sheriff's official duties at events between now and next summer.

Three cadets were presented with additional awards from The Hills Group, who sponsor the cadet programmes in both Swindon and Trowbridge, covering the cost of uniform, educational materials and travel costs. Lewis Best was awarded Cadets' Cadet as nominated by his peers; Holly Smyth was named Most Improved; and Tom Hedges was awarded Outstanding Performance, as nominated by staff.

Christine Sharma, who led the Cadets programme, said: "This has been our second cohort of cadets at Trowbridge following its launch in 2017. We continue to develop and improve the programme to meet the needs of the young people and the challenges they face. This year, we introduced content on knife crime, internet safety and mental health coping strategies. Some of the firefighters even joined in with some meditation and mindfulness! This cohort have been a real delight to work with and we couldn't be more proud of their achievements. We look forward to welcoming the new Cadets in September for the next course".

Incident command update

Now that incident command levels one and two have been aligned across the north and south of the Service, the focus now shifts to command levels three and four.

SM Ant Bholah has been seconded to work on this and the Service's Incident Command framework arrangements and assurance measures. He will work with the command team and other departments in developing courses, procedures and policies. During this time, WM Dave Slawinski has taken up a temporary SM promotion and will lead the command team and associated work activities.

Incident commanders will soon be receiving a prompt card showing the new handover and debrief format for the organisation. The format is based around the Decision Control Process and will help us embed this model, which is similar to that used by our FRS partners.

Situation - what is it?

- What relevant info do you have? What's going on? Persons?
- Resources in attendance and what is required (Fire, other agencies)
- Risks/hazards that have you identified

Plan - what is it?

- Priorities - what are they?
- What is the plan?
- Control measures in place for identified risks
- Objectives going forward - what next

Actions

- Communication
- Who are you communicating with? Control, other agencies
- Control - how are you controlling the situation? Briefs, structure of command, functional roles etc

Risk

- Risk assessment carried out? DRA, ARA, tac mode, significant hazards identified

Decision controls - WEB

- **Why** are you doing what you're doing?
- **Expectations** - what do you expect to happen?
- **Benefit vs risk**

Further to the above, the command team are reminding all incident commanders that a tactical mode should be sent at the earliest opportunity when crews arrive at an incident.

In highly dynamic incidents, where persons might be at risk, it might not be appropriate to formulate a full informative; however, a tactical mode can be sent in recognition that a dynamic risk assessment (DRA) should be completed and communicated at the earliest opportunity.

This tac mode should contain a rationale and a confirmation on the status of the incident. This will help the Service to meet its health & safety requirements in the operational environment.

A full informative should then be sent as soon as practicably possible to inform incoming officers, Fire Control and the wider organisation of the situation.



Updates from the Operational Effectiveness Database

Each point below stems from the Operational Effectiveness Database (OED). If you would like to know more about anything in this update, please contact the OED Team (SM Dave Geddes or Natalie Fairhead) quoting the OED reference number. If you would like to find out how to use the OED more effectively or would like to book an OED update and training refresher session, please contact the OED Team.

Request

- Operational crews at the incident need to ensure that when they formulate a plan for relief crews, the plan communicated to Fire Control is adhered to. Any changes to these plans need to be communicated to Fire Control as soon as possible. **HD-9EC6**
- Only equipment supplied and authorised by DWFRS should be on operational appliances, please ensure that any unauthorised equipment is removed. **N-B16E**

Reminder

- A reminder that BOC is our current contractor for oxygen cylinders, unfortunately at this time we are unable to exchange oxygen cylinders with South West Ambulance Service Trust (SWAST) **N-B16E**

Action Notes

Several Action Notes have been submitted to the Service from National Operational Learning (NOL), these can be found under the External Communications tab on the OED.

What else has the OED Team been up to?

- The rebranded and revamped OED was introduced as a trial in July 2017 and went live in September 2017, replacing the legacy 446 system in Dorset and the DEB1/DEB2 process in Wiltshire. Since the OED went live, you have raised an impressive 1,149 Notifications.
- We have conducted 13 Operational Effectiveness and Incident Ground Technology Q&A Sessions since November 2018 and are proactively working on the feedback given and we will continue to meet with watches on a three weekly basis.
- Thank you to those of you who have requested an OED Update and Refresher Training Session. Since the beginning of the year, we have met with five watches, if you would like to request an OED Update and Refresher Training Session please do not hesitate to contact SM David Geddes or Natalie Fairhead.
- The Structured Debriefing methodology, based on the process established by the College of Policing, has been introduced to the Service and has seen an increase in the number of debriefs undertaken. Structured Debriefs should run for no more than an hour with approximately 12 representatives and explore the fundamental questions - what went well, what didn't go so well, what personal learning can I take from this and what can the Service do to improve its performance. We currently have 24 Operational, Fire Control and Corporate facilitators and have recently secured funding for further training via the National College of Policing. Since September 2018 we have facilitated ten operational and five non-operational Structured Debriefs and the feedback received has been extremely positive.

For more information please visit the Operational Effectiveness Database SharePoint page: <https://dwfire.sharepoint.com/sites/OrganisationalEffectivenessDatabase>

Charity donation received

A donation of £400 has been received for the Fire Fighters Charity from the family and friends of a Potterne man who died following an RTC last year.

Andy Fulford was involved in a crash on the A360 near Salisbury on 20 December and passed away in hospital on 10 January as a result of his injuries.

Firefighters from Salisbury White Watch, Salisbury on-call and Andover attended the incident and cut Mr Fulford free from his vehicle.

His widow Caroline has now written to SM Matty Maggs with the donation.

She said: "The money was raised on 27 July by friends and neighbours hosting a barbecue to honour Andy... over the course of these past seven months, we have raised money for Wiltshire Air Ambulance and Southampton Neuro Intensive Care Department, and I felt it only right that we recognise the amazing support your teams would have given Andy as well.

"Please offer my deepest felt thanks to those of your crew who attended that day."



Corsham's fire kit challenge

Corsham firefighters are taking on another fire kit challenge to raise money for two good causes.

In recent years, the team has raised thousands of pounds for a range of charities, including the Fire Fighters Charity, Julia's House Hospice, the Motor Neurone Disease Association and Meningitis UK.

On 21 September, Tom Page, Odie Healy, Paul Clifford, Chris Hughes, Simon Williams, Mark Evans, Simon Chun, Luke Somerville, Lee Tregelles and Andy Webster will be taking on England's three highest peaks – Scafell, Scafell Pike and Helvellyn.

That's 12 miles and over 1,800m of ascent in one day, while wearing fire kit, in support of the Fire Fighters Charity and Dorothy House Hospice. To make a donation, visit <https://uk.virginmoneygiving.com/Team/CorshamFireFighters>

On 13 September, the One and Only Adele Tribute will be performing at Corsham Town Hall in support of the team's fundraising. Jodie Evans' husband Mark is one of those tackling the walk, and the evening will also include a disco and an auction.

Amongst the lots on offer will be a race track experience, meals at various locations, golf, cricket and football tickets, a holiday for eight worth £1,500, food hampers and even designer sunglasses.

Tickets are £11 (inc. booking fee) and are selling fast!

[Visit the booking site to get your places now.](#)



Linzi's Legacy

On Saturday 28 September, a charity fire appliance pull is being undertaken in Weymouth, in honour of ex Dorset Head of Prevention Linzi Holt MBE, who sadly passed away in 2018 - the difference being that it will be just ladies pulling the truck!

The Linzi's Legacy team will be raising money for the RNLI, John Thornton Young Achievers Foundation and the Fire Fighters Charity, three organisations which meant a great deal to Linzi.

If you were friends with, worked with or knew Linzi - or you would like to join us in raising funds for these charities - we need your help!

- Pullers: Ladies only! Thank you to those who have already signed up. If there is anyone else out there who fancies joining us, the more we have the easier it will be (we're sure of it).
- Bucket janglers: open to all (and any accompanying children), we need your help jangling buckets to collect pennies (and hopefully pounds) around the route.
- Walking guards: open to all, we need guards to walk in front of and around the fire appliance for safety.
- General happy and enthusiastic people: Don't fancy jangling a bucket or pulling a fire appliance? Your presence and encouragement will also help!

If you are interested in being part of this historic and epic attempt, please contact Emily Cheeseman (emily.cheeseman@dwfire.org.uk) - we will be getting some t-shirts printed for the event so, if you want to get involved, we can't wait to hear from you.



New H&S e-learning

The Service has developed a brand-new set of health & safety e-learning packages, which will be launched for targeted groups of staff on Grow during September 2019.

The new modules will be known as:

- Introduction to health & safety
- Module one: Introduction to risk assessment
- Module two: Responsibilities and management
- Module three: Common workplace hazards
- Module four: Accident reporting and investigation
- Module five: Measuring performance



Further details will be published during September. [Click here for an introductory video.](#)

Get involved in FireWire

FireWire is the monthly magazine for staff at Dorset & Wiltshire Fire and Rescue Service.

We want your stories, sports successes, fundraisers and charity events - so please email louise.knox@dwfire.org.uk by the end of each month for inclusion in the following month's publication.

Any queries, give Louise a call on 01722 691086 or 07841 951111.

