

Ref number:
036



Performance Reward Grant Scheme

APPLICATION FORM

To be returned to:fhh

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Area Board	<i>Pewsey</i>	
Form submitted by (contact for all queries)	<i>Michael FRANKLIN; Wiltshire Fire & Rescue Service; Head Quarters; Manor House, POTTERNE, Wiltshire SN105PP</i>	
Name of initiative		
Brief Description of Initiative	<p>Programme of 12 x SALAMANDER courses to be delivered over three years.</p> <p>SALAMANDER is a 5-day non-residential intensive diversionary activity course, designed and delivered by Wiltshire Fire & Rescue Service (WFRS). It is aimed at young people 13 to 17yrs who are at risk of involvement in crime, recidivism, anti-social behaviour and/or of social exclusion. Within this, it is particularly relevant to any such young people whose behaviour is fire or road traffic related.</p> <p>Each course will be open to a maximum 15 young people resident across the 18 Community Area Boards areas and will be primarily delivered at Salisbury and Trowbridge Fire Stations. The young people will be referred to the courses by agencies such as the police; Youth Offending service and schools, etc.</p> <p>A total of 180 young people could be accommodated on the courses over the three year period.</p>	
Please put a cross against the ambition(s) that this initiative will support	Building resilient communities	X
	Improving affordable housing	
	Lives not services	
	Supporting economic growth	
	Safer communities	X
	Protecting the environment	
	Action for Wiltshire – combating the recession	

Amount of funding sought	£66,000																														
What will this money be spent on? (please show split between capital and revenue. For capital expenditure guidance – see Appendix 1 in the Bid Pack)	<table border="0"> <tr> <td colspan="2"><u>Revenue</u></td> </tr> <tr> <td>Staffing</td> <td>48,000</td> </tr> <tr> <td>Consumables</td> <td></td> </tr> <tr> <td> Toilets</td> <td>1,300</td> </tr> <tr> <td> Scrap cars</td> <td>2,000</td> </tr> <tr> <td> Tee shirts</td> <td>1,800</td> </tr> <tr> <td> Laundry</td> <td>1,200</td> </tr> <tr> <td> Messing</td> <td>6,000</td> </tr> <tr> <td><u>Sub Total:</u></td> <td><u>61,300</u></td> </tr> <tr> <td colspan="2"> </td> </tr> <tr> <td colspan="2"><u>Capital</u></td> </tr> <tr> <td>Equipment</td> <td>4,700</td> </tr> <tr> <td><u>Sub Total:</u></td> <td><u>4,700</u></td> </tr> <tr> <td> </td> <td></td> </tr> <tr> <td><u>Total:</u></td> <td><u>66,000</u></td> </tr> </table>	<u>Revenue</u>		Staffing	48,000	Consumables		Toilets	1,300	Scrap cars	2,000	Tee shirts	1,800	Laundry	1,200	Messing	6,000	<u>Sub Total:</u>	<u>61,300</u>	 		<u>Capital</u>		Equipment	4,700	<u>Sub Total:</u>	<u>4,700</u>	 		<u>Total:</u>	<u>66,000</u>
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Please describe how your initiative will support the ambition(s) indicated above, and summarise the action that will be taken	<p>Young people will be referred onto the SALAMANDER programme from agencies such as the Youth Offending Service; Police; Youth Development Service; Community First; schools; ASB Panels; the list is not exhaustive. Each course can accommodate 15 young people.</p> <p>WFRS will manage the programme and deliver the SALAMANDER courses using fire fighters as instructors; partner agencies such as the Police will also contribute to the programme by delivery of anti- gun and knife crime sessions.</p> <p>The program puts young people through a controlled and risk-assessed basic Fire and Rescue training course. Young persons are given the opportunity to experience the working environment of a firefighter. This subjects them to a structured and team-orientated way of doing things. The tasks they are asked to perform are new and unfamiliar, selected to maintain their engagement by the challenging, but supportive involvement of instructors.</p> <p>The constant theme of the ‘team’ throughout the program encourages the reliance for the achievement of tasks through the combined actions of the team. Withdrawal by individuals through a fear of failure is handled in a carefully ‘orchestrated’ fashion to put the onus for re-engagement onto the other team members. This is carefully re-enforced by operational personnel.</p> <p>The outcome of the team success in terms of the individual is the confidence gained through being an integral part in the overall achievement of tasks, without the pressure of having to</p>																														

do it alone. FRS procedures and activities are extremely good at providing this type of experience, through the close and inter-dependent actions of crews. The standard drills of pump and ladder work with only one correct method of achieving results and acceptance of rules.

Safer communities:

Crime and Anti-Social Behaviour

- The project creates a positive climate for learning which is prerequisite to pupil success. Young people invited onto the SALAMANDER project are some times vulnerable with low self esteem; low in confidence; poor communication skills and some with a deteriorated home life. In combination these indicators may identify them at risk of truancy; criminal behaviour and ASB. This behaviour in turn will impact on the community and the fire & rescue service through increased hoax calls; deliberate fire setting and arsons.

Road Traffic Collisions and Road Deaths

- Young people involved in the project are provided with information to enable them to make informed decisions towards their attitudes towards safer driving or being a passenger in motor vehicles.

Building resilient communities:

Education and job prospects

- The course encourages inclusion ; team working and developing self confidence and self esteem which may help the young person in schools

<p>What makes this initiative a local priority (eg evidence from research and local support)</p>	<p>Project is supported by Wiltshire Police; Wiltshire Youth Offending Service; Community First; Wiltshire Council Youth Development Service; Wiltshire Alternative Sports Project.</p> <p>Pewsey CAP ; Marlborough & Villages CAP and Trowbridge CAP's Community Safety sub-group have all endorsed this funding bid; (details recorded in meeting minutes.)</p> <p>An independent evaluation of the Wiltshire Fire & Rescue Service's Salamander Course carried out by YouthWork XL entitled: The Impact of Salamander (Bowen 2009) recommends: 1. <i>'Salamander to be recognised as making a unique and valuable contribution to targeted work with young people, characterised by quality delivery and credible content'</i></p>
<p>How will you know you have been successful?</p>	<p>The number of young people who successfully complete the course and the reduction of recidivism amongst those who participate</p>
<ul style="list-style-type: none"> • How will you measure the impact? (may have more than one measure) 	<p>Each young person will be assessed prior to attending the course and again after attendance to collect evidence of improved behaviour. Young people who are already working with the YOT will be monitored as to recidivism with a target of 30% not re offending whilst being a Young Person.</p>
<ul style="list-style-type: none"> • What is your improvement target (s), and when do you expect to achieve this/these? 	<p>SALAMANDER courses to be seen as an integrated intervention within the youth justice system and Youth Development Dept of Wiltshire Council : April 2011</p>
<ul style="list-style-type: none"> • How will you ensure that the improvement continues after the end of the initiative? 	<p>WFRS will seek funding from other sources .</p>
<p>Who will benefit from this initiative?</p>	<p>Potentially the 180 young people who participate; their families; schools and the wider community due to the reduction in repeat offending; instances of arson and ASB together with the young people having a greater sense of self respect & confidence and an understanding of the consequences of their actions.</p>
<p>Confirm no unfunded commitments from this initiative</p>	<p>Please delete the statement that does not apply: 1. I confirm that there will be no unfunded financial commitments arising from this initiative</p>
<p>What are the key risks to success and how will these be managed?</p>	<p>Risks:1. Lack of young people referred to the project.</p> <p>Control Measures: WFRS will work together with referring agencies to ensure that the intervention is targeted at those who will benefit from the course.</p>

	<p>2. Lack of post course activities or interventions to build and support skills and personal traits developed whilst on Salamander.</p> <p>Control Measure: WFRS will work together with Youth Offending Service; police; Wiltshire Council Youth development Services.</p>
<p>Who will manage the initiative</p>	<p><i>Group Manager Steve Williams, Wiltshire Fire & Rescue Service, Hiperton Road, TRWOBRIDGE, BA14 7 JB</i></p>

Signed:

Chairman of Area Board

Dated: