

**LANCASHIRE COMBINED FIRE AUTHORITY**  
Meeting to be held on Monday, 18 December 2017

**MEMBER CHAMPION ACTIVITY REPORT**

Contact for further information:  
DCFO Justin Johnston – Tel: 01772 866801

**Executive Summary**

This paper provides a report on the work of the Member Champions for the period up to November 2017.

**Recommendation**

The Authority is requested to note the report and acknowledge the work of the respective champions.

**Information**

The concept of Member Champions was introduced in December 2007. A review of the areas of focus for Member Champions was considered at the Authority meeting held in June 2017 where new areas of responsibility were discussed and agreed as follows: -

- Community Safety – CC Mark Perks
- Equality, Diversity and Inclusion – Cllr Zamir Khan
- Health and Wellbeing – CC Tony Martin
- Road Safety – Cllr Fred Jackson

Reports relating to the activity of the Member Champions are provided on a regular basis to the Authority. This report relates to activity for the period up to November 2017.

During this period, all have undertaken their respective role in accordance with the defined terms of reference. Their activity to date is as follows:

**Community Safety – County Councillor Mark Perks**

County Councillor Perks continues to support the Dementia Task Group and Age Safe Theme Group and he has recently provided funding for more Guardian Angel devices. LFRS has been asked to support the National Fire Chiefs Council and lead on promoting these devices across all Fire and Rescue Services.

**Equality, Diversity and Inclusion – Councillor Zamir Khan**

Councillor Khan's update for this meeting is that a positive action campaign was delivered prior to commencing recruitment in November 2017, this included:

- "Have A Go Days";

- Establishment of a Buddy Scheme; and,
- Visiting community, educational and sporting venues to talk to members of the community about job opportunities and working for Lancashire Fire and Rescue.

Further to the recruitment campaign, applications were received from a diversity of applicants [12% women, 88% men], [7.3% BME, 3% Other, 89% White British and 0.70% White Irish]. The number of candidates who identified themselves as gay, straight or bisexual has increased.

Existing guidance for line managers on supporting new mothers has been supplemented by a maternity guide for line managers to support women through and after pregnancy.

### **Health and Wellbeing – County Councillor Tony Martin**

The focus of County Councillor Martin's update for this meeting is on Mental Wellbeing support available to staff. 'Distress Management and Self-care Training' is being rolled out to all staff. The training is an opportunity for staff to refresh their skills in supporting people through loss and difficult times and learn more about building resilience to support their own mental wellbeing. Following the training staff will have gained tools to support others in challenging times and have an awareness of how their emotions influence their behaviour. They will also be given the knowledge to build their emotional resilience both in their work and personal life to maintain a happy and healthy work life balance.

Following a review of the trauma/emotional support available to staff a move is to take place from delivering Critical Incident Debriefs to a model known as Trauma Risk Management (TRiM). A number of volunteer TRiM practitioners will receive training to deliver TRiM assessments to peers to support their mental wellbeing following a traumatic event and signpost them to seek further professional assistance where necessary. This support is used as an early intervention to prevent post-traumatic stress disorder.

Our Bluelight Champions continue to support peers across the service through listening, talking and signposting to services that can help staff maintain their mental wellbeing. Some of the Bluelight Champions have just completed Suicide Prevention training as the service employs many staff that would be considered within the 'at risk' group.

### **Road Safety – Councillor Fred Jackson**

Councillor Jackson attends the road safe meetings and has attended Safe Drive Stay Alive events. He requests that Authority Members and Principal Officers consider attending a Safe Drive Stay Alive event in the future to show their support for road safety.

## **Financial Implications**

Activities are within budget.

## **Business Risk Implications**

Whilst no formal obligation is placed on the Authority to have Champions, effective utilisation of such roles offers a number of benefits.

## **Environmental Impact**

The Member Champion provides leadership on environmental issues and assists in engaging Authority members in strategic objectives relating to protecting the environment.

## **Equality and Diversity Implications**

The Member Champion role provides leadership on E&D issues and assists in engaging Authority members in strategic objectives relating to equality and diversity.

## **Human Resource Implications**

Some Member and Officer time commitments.

## **Local Government (Access to Information) Act 1985 List of Background Papers**

Paper	Date	Contact DCFO Justin Johnston
Reason for inclusion in Part II, if appropriate		