

# Membership of Workington Community Fire Cadets

## Outline of the scheme

Cumbria Fire and Rescue Service (CFRS) operates its fire cadet scheme under the National Fire Cadet (NFC) framework. The scheme gives young people the opportunity to participate in fire and rescue service activities and follows a national programme. Cadets complete a range of educational sessions, undertake practical drill ground training and off-station visits. They are also encouraged to complete a L1 fire services in the community award, which offers them the chance to continue their ‘cadet career’.

Each fire and rescue service offers a different length of programme, with most allowing between 3 and 6 months for a young person to participate in the scheme. CFRS gives young people additional opportunities and provide a ‘cadet career’ pathway, allowing for increased educational and personal development. On joining the scheme all cadets are made aware of the pathway and the expectations should they wish to continue with us after the initial 12 months ‘new recruit’ training period.

The Workington cadet program is made up as follows –

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| Rank | Timescale | Conditions of membership |
| Stage 1  New Recruit | Up to 12mths to complete | All training elements must be signed off within 12 months. Cadets then receive nationally recognised certificates and become eligible to sign up as a Developed Cadet. |
| Stage 2  Developing (competent) Cadet | On-going until 18 yrs. | Membership is subject to completion of all relevant areas of the Training and Development ‘*Competent Cadet’* Map, maintaining skills and completing their personal development log. |
| Stage 3  Officer ranks  (CM, WM, SM) | Ongoing until 18 yrs. | Membership is subject to completion of all relevant areas of the Training and Development ‘O*fficer*’ Map, maintaining skills and completing their personal development log. |
| Stage 4  Adult Volunteer | Ongoing subject to agreement with the CFRS Cadet Manager | At 18 years of age cadets will be eligible to sign up as a community safety volunteer (cadet ops). Note: only those that have previously served as a competent cadet are eligible. Position is subject to enhanced DBS checks and attendance at compulsory training. |

## Induction

All new recruits are given background information on the scheme and the training programme. They also receive a station tour and an opportunity to speak to active cadets prior to enrolment. As part of this induction, instructors explain the purpose of the learning log, completion of the L1 award, preparing for their passing out parade and the next steps, if they wish to stay on after basic training.

## Group Contract

All cadets discuss, agree and sign a group contract which clearly identifies the rules that they agree to follow. The agreement stipulates the conduct expected from cadets, commitment and expectations during membership.

## Attendance

Practical fire service skills are development as a group, it is therefore important that we maintain good levels of attendance. This is explained before enrolment, to ensure that cadets are aware of the commitment required. We aim to be as flexible as possible with attendance at drill nights, social action events and for residential opportunities, but we ask cadets to keep us informed if they are going to miss more than two consecutive weeks.

## Training Record

On joining us, cadets are given a training record, in which they record drill night sessions, social action events, certificates and other evidence. This record provides cadets with a clear plan of what they need to achieve in order to progress. It also provides evidence of personal development that can be used when completing job applications, interviews etc.

## Uniform

During induction, cadets are provided with fire kit, PPE and on completion of basic training, NFC uniform. We clearly state that the fire kit and uniform is provided on loan for the duration of their enrolment as an active cadet. It remains the property of CFRS and must be returned on leaving the scheme, or when a request is made for it to be returned.

## Drill Nights / Activities

All CFRS cadet activities are ran by qualified staff. All activities are risk assessed for safety and delivered in line with The NFC and National Youth Agency policies. In the event of session cancellation, curtailment, or unacceptable behaviour from a group member, staff will call the parent / carer(s) held on record (from stored consent forms).

## Parental Consent

On joining, cadets are given parental consent forms which must be completed by a parent or legal guardian and returned prior to starting any drill ground activities or attending events. These must be completed on joining, then annually when requested by CFRS. We periodically review and amend these documents in-line with Government guidance. It is important that you inform us of any change of address, contact telephone number and relevant updated medical conditions.