

Appendix 1 – BMKFA Blue Light Pledge Components

The BMKFA Blue Light Pledge lists the following measures that the Authority is taking to address mental health issues:

- Top level buy-in. If in agreement, pledge to be signed by Chairman of CFA and Chief Fire Officer/Chief Executive.
- Ensuring that our Stress in the Workplace procedure is up to date.
- Creating an area on the intranet where individuals can share their stories about mental health issues that they have personally experienced (NOTE: This is a requirement for the Blue Light Pledge and the only new piece of work that the Authority had to undertake to gain the pledge). It will also signpost to available help.
- Employment of a Welfare Officer.
- People Asset Management (PAM) Assist - 24 hour anonymous assistance service for staff.
- Stress auditing of individuals reporting suffering from stress.
- Close ties with the Firefighters Charity and access to the assistance they can offer.
- Critical Incident Stress Debriefing available from trained staff following traumatic incidents.
- Participating in the Mind Blue Light resilience courses. These are a proactive measure for staff who are not currently experiencing mental health issues. We are currently running one in-house for the next 6 weeks that any staff can attend. Future courses are planned for all managers early in the New Year.
- 70 places on mental Mind Mental Health for Managers workshops have been sourced for the Authority. These will be delivered in house and are at no cost to the service. This course focuses on enhancing manager's skills in identifying and managing instances of mental ill health among the staff they manage.
- Members of BFRS will be receiving training as 'Blue Light Champions' to promote the ethos of the Blue Light Pledge and its component parts to the wider workforce.