

## Member Development 2020/21 and 2021/22

### Report of the Chief Fire Officer

For further information about this report please contact Rod Hammerton, Chief Fire Officer, on 01743 260204 or Simon Hardiman, Assistant Chief Fire Officer (Service Support), on 01743 260196.

### 1 Purpose of Report

This report updates the Committee on Member development activity over the past year and proposes training and development activity for the year April 2021 to March 2022.

### 2 Recommendations

The Committee is asked to

- a) note the backward-looking report for 2020/21; and
- b) agree the proposed training and development activity for 2021/22.

### 3 Background

In April 2020 the Committee agreed a Member Training and Development Programme for the year to March 2021 which covered technical competence and specific knowledge of the Fire and Rescue Service to assist Members in performing their role with the Fire Authority.

### 4 Progress against the Training Programme 2020/21

Provision of training and development activity to Members has been restricted during 2020/21 due to the impacts of the Covid-19 pandemic. Where appropriate, and possible, training has been delivered via MS Teams sessions. The details of training provided during 2020/21 are as follows.

Date	Who attended?	Details
14 August 2020	Brigade Managers Employment Panel and Chris Mellings	Unconscious Bias and Interview Skills Training (2 hours 30 minutes)
24 September 2020	Standards, Audit and Performance Committee	Awareness session on Statement of Accounts (1 hour)
8 October 2020	Fire Authority	Risk Training (1 hour) Delivered by Zurich Insurance Risk Consultant  Session covered definition of risk, risk management process and global and strategic risk, with a particular focus on the risks related to the Covid-19 pandemic
18 March 2020	Strategy and Resources Committee	Awareness session on Corporate Performance Indicators (30 minutes)

## 5 Training and Development Activity for 2020/21

It is proposed that the following training will be delivered to Members during 2020/21

- **Mental Health First Aid Awareness**  
5 Members have taken up the offer of this two-hour awareness session on 22 April 2021. The session is delivered by Mental Health First Aid England
- **Induction Session**  
An Induction Session will be held for any new Fire Authority Members that are appointed by the constituent authorities in May 2021. This session will introduce the Fire Authority and the role of its members.
- **Member Development Day**  
It is proposed that a Member Development Day be held in July 2021. The delivery of the event will be governed by the Covid-19 restrictions which are in place at that time, but it is hoped that this can be run as a physical event.  
  
Officers propose that the sessions delivered include Member expectations, Committee Structure and Corporate Performance Indicators together with a practical demonstration.
- **Strategy and Resources Committee**

At its meeting on 12 November 2020, the Strategy and Resources Committee requested training on the following issues:

- Equality, Diversity and Inclusion refresher
- Financial Terminology
- Planning Cycle Briefing
- 'How the money goes round'
- Treasury Strategy

Training on these subjects will be delivered by Officers via 30 – 60-minute awareness sessions, held immediately before Strategy and Resources Committee meetings. Where appropriate, invitations to attend these sessions will be extended to the wider Fire Authority.

## **6 Financial Implications**

A budget exists for Member development and any provision would be contained within the budget. There are, therefore, no additional financial implications arising from this report.

## **7 Legal Comment**

There are no legal implications arising from this report.

## **8 Initial Impact Assessment**

This report provides historical information regarding training delivered to Members and proposed areas for Member development for the coming financial year. Any activities will be targeted at identifying and meeting Members' needs. As such, an Initial Impact Assessment is not necessary.

## **9 Equality Impact Assessment**

This report provides historical information regarding training delivered to Members and proposed areas for Member development for the coming year. Any activities will be targeted at identifying and meeting Members' needs. As such an Equality Impact Assessment is not necessary.

## **10 Appendices**

There are no appendices attached to this report.

## **11 Background Papers**

There are no background papers associated with this report.