

Member Development 2023/24 and 2024/25

Report of the Chief Fire Officer

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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 2024 to March 2025.

2 Recommendations

The Committee is asked to

- a) note the backward-looking report for 2023/24; and
- b) agree the proposed training and development activity for 2024/25.

3 Background

In April 2023 the Committee agreed a Member Training and Development Programme for the year to March 2024 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 2023/24

Unfortunately, there have been no training sessions delivered to Fire Authority Members during 2023/24.

A Member Development Day was planned for Tuesday, 12 September 2024 but this had to be cancelled due to low attendance numbers.

5 Training and Development Activity for 2024/25

Following discussion with the Chair, Vice-Chair and Political Group Leaders at Chair's Briefing, Officers are proposing the following training and development activity for 2024/25.

Quarter 1 – April to June 2024

A half day training session will be held on Assurance Leadership and the Community Risk Management Planning (CRMP) Process

A session on Member Risk Management Training will also be held, which will be delivered by Zurich, the Service's Insurers

Quarter 2 – July to September 2024

Operational Assurance

Members will be offered the opportunity to attend Service exercises which will allow them to see operational equipment and procedures being put to use in realistic scenarios. There will be a choice of attendance at both day and evening exercises.

Quarter 3 – October – December 2024

A half day training session will be held, which will cover the budget setting process and the responsibilities of Fire Authority Members, with a particular focus on governance.

Quarter 4 – January – March 2025

A half day training session will be held on the Service's Cultural Review. This will particularly look at the draft Action Plan that will be developed from the outcomes of the Cultural Review and the implementation of this.

The dates for the proposed training sessions will be agreed in consultation with Fire Authority Members and where possible, the option to join sessions via MS Teams will be provided to facilitate Member attendance.

Other Training for Members

Shropshire Fire and Rescue Service has a variety of training and/or awareness sessions that can be accessed via its on-line learning environment (LEO)

Fire Authority Members can also access this facility and can be provided with the links to the e-learning modules that are available on LEO including Menopause Awareness, Domestic Abuse Awareness and PREVENT.

The Service also offers training sessions on the following topics which are run by external providers:

- Mental Health First Aid Awareness
- Suicide Prevention
- Suicide Safety Planning

Spaces can be booked on these sessions for any Fire Authority Members who are interested in attending them.

Induction Session

An Induction Session will be held for any new Fire Authority Members that are appointed by the constituent authorities during the course of the year. This session will introduce the Fire Authority and the role of its members.

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.