

CHESHIRE FIRE AUTHORITY

MEETING OF: CHESHIRE FIRE AUTHORITY
DATE: 9TH DECEMBER 2020
REPORT OF: DIRECTOR OF GOVERNANCE AND COMMISSIONING
AUTHOR: DONNA LINTON

**SUBJECT: MEMBER TRAINING AND DEVELOPMENT
PROGRAMME 2020-21**

Purpose of Report

1. This paper presents the proposed Member Training and Development Programme 2020-21 for approval.

Recommended: That

- [1] the Member Training and Development Programme for 2020-21 be approved; and
- [2] progress against the delivery of the Member Training and Development Programme for 2020-21 be noted.

Background

2. The Member Training and Development Programme is approved by the Fire Authority each year. A copy of the proposed Programme is attached as Appendix 1 to this report.
3. Due to COVID-19 restrictions, Member Training and Development sessions between March and July 2020 were postponed as the technology was not in place at that time to facilitate virtual sessions.

Member Training and Development Programme for 2020-21

4. The proposed Member Development Programme covers the generic training and development sessions scheduled for 2020-21. It also incorporates the induction programme for new Members and some core modules that have been identified in Members' Personal Development Reviews (PDRs).
5. Most Members have completed a PDR in 2020-21 and the outcomes of the training needs analysis have been discussed by the Member Training and Development Group and fed into the Programme, where appropriate.
6. There were a number of development needs identified by Members which the Member Training and Development Group felt were extremely relevant for the wider Fire Authority audience (Social Media and Generic IT skills)

and development opportunities based on these needs has been incorporated into the 2020-21 programme.

7. Democratic Services will continue to work with the Leadership Development Adviser to develop a programme for delivery of individual training needs based on priority.
8. Some training and development sessions have taken place. However, due to the COVID-19 restrictions a number of sessions had to be postponed. This included the Members Planning Day in April, Social Media and Information Management training sessions and an interactive Member Induction session. A tour of the new Training Centre has also been postponed.
9. Since June a number of virtual Member Training and Development Training sessions have taken place which have included the following:
 - Individual Skype Training – June/July 2020
 - Virtual Members Planning Days – June, September and November 2020
 - Virtual Equality and Diversity Training – October/November 2020
10. Members have been invited to attend conferences which have taken place, including the Mental Health Virtual Conference held in October and the Proud to Provide Virtual Conference held in November 2020.
11. Members have also been provided with information on external virtual training sessions which have been arranged by the Local Government Association E-Learning Hub and North West Employers.

Financial Implications

12. The cost of delivering the programme has been met from within the existing budget allocated for Member training and development.

Legal Implications

13. There are no specific legal implications arising from this report. However, Member training and development is important as it can help Members to understand the statutory responsibilities of the Fire Authority.

Equality and Diversity Implications

14. There are no specific equality and diversity implications arising from this report however, Members are offered equality and diversity training during the Programme.

Environmental Implications

15. There are no specific environmental implications arising from this report.

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**BACKGROUND PAPERS: MEMBER TRAINING AND DEVELOPMENT
PROGRAMME 2019-20 APPROVED BY THE FIRE AUTHORITY ON 19TH JUNE
2019**