

CHESHIRE FIRE AUTHORITY

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

SUBJECT: MEMBER DEVELOPMENT STRATEGY 2019-21

Purpose of Report

1. To consider the draft Member Development Strategy for 2019-21 for approval.

Recommended: That

[1] The Member Development Strategy for 2019-21 be approved.

Background

2. The Member Training and Development Group (MTDG) works with officers to determine the future direction of member training and development and ensures that member training and development programmes align with the Authority's Member Development Strategy and meet Members' and the Service's needs.
3. The Member Development Strategy sets out how the Fire Authority will further develop its elected Members to ensure that they are effective in fulfilling their roles and responsibilities. It provides a structured framework for the delivery of the Member Development and Induction Programme, future Member support and training and development and promotes continuous improvement.

Information

4. The MTDG met on 6th October 2020 to consider the content and format of the draft Member Development Strategy for 2019-20.
5. The implementation of the Member Development Strategy for 2019-20 was impacted by Covid-19 which led to the postponement and cancellation of meetings of the MTDG.
6. Due to the delay in approving the Strategy this year the MTDG recently agreed to extend the Member Development Strategy 2019-20 until June 2021 to cover a 2 year period.

7. The MTDG agreed that the Member Development Strategy covering the period from June 2019 to June 2021 should focus on maintaining the current training and development arrangements and also seek to introduce more virtual training opportunities, wherever possible.
8. A copy of the draft Member Development Strategy 2019-21 is attached to this report as Appendix 1 for Members to review.
9. The MTDG proposed that the next iteration Member Development Strategy should cover the period from June 2021 to June 2023 and should be approved by the Fire Authority at its meeting in June 2021.

Financial Implications

10. The costs of implementing the Member Development Strategy will be met from within the budget. The budget has recently been reduced as a result of the Service-wide review of departmental budgets to identify savings. However, this has brought it into line with the actual annual spend, so training and development should not be affected.
11. The Strategy should assist in ensuring that resources are used efficiently to maintain the delivery of an effective Member Training and Development Programme that has been developed to meet Members' needs in order that they can carry out their roles and responsibilities for the Authority. The need for any additional training resources will be monitored during the year.

Legal Implications

12. There are no specific legal implications arising from this report. However Member training and development is important in helping Members to make decisions that ensure the Fire Authority meets its statutory requirements.

Equality and Diversity Implications

13. An Equality Impact Assessment has been completed. There are no specific Equality and Diversity implications. However Equality and Diversity Training for Members is now included in the Induction Programme for new Members to be carried out within the first 6 months of them joining the Authority and as a core module on the Member Training and Development Programme.

Environmental Implications

14. There are no specific environmental implications arising from this report. Environmental Awareness Training for Members is now included in the Induction Programme for new Members and updates will be considered for inclusion in future Member Training and Development Programmes.

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**BACKGROUND PAPERS: MEMBER DEVELOPMENT STRATEGY 2018-19
APPROVED BY THE FIRE AUTHORITY ON 12TH DECEMBER 2018**