

### **Fire & Rescue Authority Member Training and Development Programme**

The aim of the Member Training and Development Programme is to ensure that Fire Authority Members are able to fulfil their roles and responsibilities and to assist Members in identifying any further training and development needs.

The Training and Development Programme for Bedfordshire Fire & Rescue Authority (FRA) Members will be interactive and inclusive and is structured into 6 key areas as follows:

#### **Training and Development Module 1 [TDM1] FRA Governance Literacy**

This half a day session will seek to give all members a refresher on the building blocks of good governance that underpin the most effective organisations, and to outline the components of robust decision making by public bodies, the areas of potential challenge and to explore the role and responsibilities of elected members. Where fire and rescue services fit in to UK Government policy making and long term future challenges will also be explored.

#### **Training and Development Module 2 [TDM2] Community Risk Management**

The Head of Strategic Support and Assurance will introduce Members to the Community Risk Management Plan and explain how this works within the Service. Members will have the opportunity to learn how they can feed into, scrutinise and influence the success of the plan. The FRAs appetite for community risk will also be considered.

#### **Training and Development Module 3 [TDM3] Corporate Risk Management**

With the help of an external trainer Members will explore risks, hazards and their identification, risk treatment, control measures and monitoring. Over the session Members will be introduced to the Bedfordshire Fire Corporate Risk Register and will be familiarised with reading, control measures and interpreting the data. The FRAs appetite for corporate risk will also be considered.

#### **Training and Development Module 4 [TDM4] Equality, Diversity and Inclusion (EDI)**

Our in-house EDI champions will deliver training on diversity awareness, the public sector duty, what constitutes best practice and how we approach EDI within the Service. Members will be given the opportunity to discuss EDI issues in a safe space and consider how best to champion EDI in all of the FRAs work.

## **Training and Development Module 5 [TDM5] Ethics and Ethical Governance**

Over half a day Members will be asked to consider the responsibilities of members, to understand national standards of behaviour required including the registration and declaration of interests and to explore the arrangements for dealing with breaches of standards. The session will also facilitate a discussion about how to build and maintain professional relationships between members and officers, to consider the potential areas of friction and risk, and to review good practice and guidance including relevant codes of conduct.

## **Training and Development Module 6 [TDM6] Data Literacy**

This Module will be one half a day session to cover the hallmarks of Data quality, KPIs, balanced scorecards, open data and operational data by the use of worked examples and learning from other Local Authorities and sectors.