



South Yorkshire
Fire & Rescue

WORKING FOR A SAFER
SOUTH YORKSHIRE

SERVICE TRAINING & DEVELOPMENT POLICY

Underpinning Principles

- South Yorkshire Fire and Rescue (SYFR) Strategy for the workforce underpins the training and development policy.
- HSG (65) principles of successful health and safety management underpins the training policy and objectives.
- All members of the workforce will have access to training, learning and development opportunities appropriate to their role.
- SYFR will develop and deliver a comprehensive range of training, learning and development programmes and initiatives which will enhance individual skills, competencies and experience.

1. Policy

- 1.1 SYFR is committed to achieving excellence in all aspects of its service delivery. It recognises the critical role that its workforce plays in achieving this objective and the particular contribution of training and development initiatives in supporting the workforce.
- 1.2 SYFR recognises the critical contribution of workforce training and development to the health and safety management agenda.
- 1.3 SYFR strives for continuous improvement in the delivery of the Services it provides to the local communities and recognises the crucial contribution of all its staff to this performance objective.
- 1.4 SYFR's goal is that each member of staff will be supported and enabled to realise their maximum potential to enable their full contribution to the corporate agenda of dealing safely and effectively with emergencies, reducing risk, building confidence and working with partners.
- 1.5 This Policy provides the foundation and framework against which we will plan, organise, deliver, monitor and review our training and development so that individual and collective contributions towards the Service's corporate aims are optimised.

1.6 In particular we will:-

- Ensure appropriate high quality learning, training and development programmes are provided, through collaboration with other FRS and external providers where appropriate, which meet the principles of Best Value.
- Invest resources into the training and development programmes and initiatives to ensure they are fit for purpose.
- Ensure equality of opportunity and embrace diversity in providing for equal access to training and development.
- Promote a learning culture which is transparent, reflective and challenging and that researches and promotes best practice.
- Promote a learning culture where individual's take ownership of their training and development and take advantage of the opportunities available.
- Ensure the training and development agenda is visibly and actively supported by the Service's senior management team.
- Ensure appropriate and effective organisational structures are put in place to facilitate the development and delivery of training and development products and programmes.
- Ensure appropriate and adequate quality assurance mechanisms are put in place.

2. Organisation of Training and Development

- 2.1 Service Training and Development is an integral function within SYFR and the principal facilities are located at the Training and Development Centre at Handsworth, Sheffield.
- 2.2 The Training and Development Centre (TDC) facilities include lecture rooms, fire training ground, Realistic Fire Training Building (RFTB) and appliance driver area together with an incident command suite and supporting residential facilities.
- 2.3 Satellite facilities to support the National Firefighter Selection Tests and BA training are located at Rotherham Station and a further dedicated technical rescue training facility is planned for the new Dearne Community Station.
- 2.4 Individual stations are provided with practical and theoretical training and development facilities and are supported by the specialist team at the TDC.
- 2.5 SYFR will make maximum use of the specialist facilities available at Fire Service College, Moreton-in-Marsh, and collaborative opportunities with neighbouring Brigades, in developing and delivery of its training programmes to achieve increased efficiencies and optimal capacity.

3. Planning of Training and Development

- 3.1 The Head of Service Training will prepare resourcing strategies to support the delivery of the training plans and the realisation of optimal benefit from investment in training.
- 3.2 Training and development will be accredited where appropriate, through NEBOSH, ILM, NVQ, BTEC and other validation processes and overall accreditation will be maintained via ISO 9000.
- 3.3 Internal monitoring of the effectiveness of the service training and learning programmes will be via the Operational Assurance Team. Operational Assurance and Safety Critical programmes will be critical elements in the design and development of training programmes.
- 3.4 The Head of Service Training & Development and the TDC Team will work directly with other function heads in order to ensure, wherever possible, that all training needs are met through a range of blended learning initiatives which optimise opportunities for all.