WYFRS Operational Training Strategy

Organisational priority - We will **support, develop and enable** our people to be at their best

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| We will **support, develop and enable** our people to be at their best. | Strategy duration 2021-23 |
| Vision | * We will continue to learn and develop through local and national learning and through evaluation and engagement with our staff and stakeholders so that we can deliver a provision that meets both staff and organisational needs now and in the future.
* We will create and sustain a positive training environment and culture that promotes technical and non-technical skills in all operational roles.
* We will explore new ways of learning so that we can provide staff with the most appropriate and inclusive training that will meet individual needs.
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| Environment | * Central Operational Training Delivery is based at FSHQ. District Training Strategies are developed by the District Command teams and are aligned to the specific Districts risk profiles to ensure risk management plans are effectively delivered.
* The Training and Development framework defines how the organisation aims to achieve a clear link between training, competence, and operational effectiveness.
* We constantly review and adapt to changing operational training requirements, in line with legislation and National Operational Guidance (NOG).
* We work within the approved financial strategy, budget constraints and considering the WYFRS portfolio of change and priorities.
* Due to operational staff being the source of training resources there are challenges in maintaining staffing levels.
* Reducing operational exposure due to preventative strategies and decreasing incidents results in the need for training to fill this gap.
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| Strategic drivers  | * 2020 has been a challenging year and the impact of COVID-19 has affected us all, for Training it has meant that we have had to completely revise what we do and how we do it.
* In doing this we believe we have learnt a great deal and through evaluation and engagement with staff we have adapted our training provision to be more resilient now and, in the future.
* Training will blend the requirement for assessment with experiential learning tailored to the individual’s needs.
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| Defining the requirement | * The Training Delivery departments will develop plans aligned with this Strategy which outline how they will deliver training and assess safety critical elements,
* The Training and Development framework defines how the organisation achieves and maintains competency.
* A competency dashboard and recording systems will be used by all operational staff to record training and learning required to maintain their core skills and competencies.
* To support our staff and to adhere to our legislative duties we will ensure that training is equally accessible to all staff through equality analysis, reasonable adjustment, and continuous evaluation of our full suite of training provision.
* As we move forward the training instructors will be working with increased flexibility to enhance efficiency and resource requirement for delivery.
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| Strategic performance measures | * A periodic audit of the recording systems will be carried out and performance levels will be reported into the Operational Training Interface Group and from there to Senior Operations Team.
* Kirklees internal audit process will include assessment of training outputs and outcomes.
* HMICFRS assessment and evidence gathering will require assurance that training is being delivery effectively.
* Departmental action plans will be reviewed monthly and progress monitored.
* The T&D Framework includes feedback mechanisms from operational response to assure the effectiveness of this strategy.
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