



## The Supervisory Leadership Development Programme (SLDP) Consultation.

### Appendix A

***Please read this prior to answering the consultation questions.***

In March 2021, a business case was approved (funding for 2021/22) to initiate a project to develop a NFCC Supervisory Leadership Development Programme that will be centrally coordinated and supported at a national level, even if it is delivered at a regional and local level. This enables the programme to be overseen nationally for the sector and provide consistency which is essential for sustainable success.

**The NFCC Supervisory Leadership Development Programme will comprise of two key elements:**

#### 1) A National Learning Portal

The National Learning Portal will allow access to a wide range of learning solutions on a variety of topics, aligned with our national approach to supervisory leadership development (The NFCC Leadership Framework, Core Learning Pathways, and the Core Code of Ethics). It will be provided through an online platform and/or via an app and allow access to a library of curated learning products available to all staff across the UK fire and rescue service in supervisory leadership roles, including those aspiring to be leaders. This would allow:

- Flexibility of accessible learning to all staff
- Accessible for all staff, regardless of duty system, stepping into first line leadership
- Allows staff to take ownership of their development, at a convenient time and location and in a way that suits individual learning styles
- Blended approach, supporting all learning styles
- Development provided prior to starting in a supervisory role
- Equal access to development opportunities
- Consistent delivery of online development
- Bite-sized learning modules on relevant topics
- Embedding activities to put learning into practice
- Online tests of knowledge and application
- Opportunity to collate meaningful Management Information (MI).

## 2) A National \*Standard for the Development Programmes

Feedback from the NFCC Leadership Survey and workshops has shown a desire to provide a more consistent approach to developing those at the first level of leadership for all staff across the fire and rescue service, with the ability to deliver development programmes nationally or locally.

The following will be included:

- A nationally agreed Supervisory Leadership Standard, **potentially** linked to the national [Team Leader or Supervisor apprenticeship standard](#)
- Development aligned to nationally agreed NFCC Leadership Framework, NFCC Core Learning Pathways and the Core Code of Ethics
- Standardised entry requirements for all FRSs – equal access to development
- Opportunity for a nationally recognised \*standard at supervisory manager level
- The credibility of a national programme
- A consistent delivery of training and development
- Enables services to maximise efficiencies through the apprenticeship levy (guidance provided)
- Option to align to a recognised level 3 qualification
- Various development routes provided:
  - Full apprenticeship development programme with the option of an additional qualification (ILM / CMI etc) allowing use of the apprenticeship levy
  - Complete development programme, aligned with the agreed national standard **without** an apprenticeship with the option of a qualification (ILM / CMI etc)
  - Modular development (taken from the apprenticeship development programme) aligned with the agreed national standard
  - Local development where an individual may have significant prior knowledge
- Ability to upload services own content
- A consistent national qualification which will enable staff to transfer between FRSs
- Suitable for those already in role and aspiring leaders.

### **Aligning the Supervisory Apprenticeship Standard with NFCC Leadership Framework.**

We have undertaken a cross-mapping exercise where we have aligned the knowledge, skills and behaviours from the [Team Leader or Supervisor apprenticeship standard](#) with the [NFCC Leadership Framework](#), [Core Learning Pathways](#), and the [Core Code of Ethics](#). ***Please see Appendix B.***

(\* Not to be confused with a Fire Standard).