



## Training and Development Event – 10-12 June 2022

### Workshop outlines

#### Abseiling

<b>Facilitators: Devon &amp; Somerset FRS</b>	<b>Open to all delegates</b>
<b>Location: Fire ground Tower</b>	<b>Session length: 3 hours Saturday or 2.5 hours Sunday</b>

This is an opportunity to gain an understanding of some of the incidents and rescues carried out by our specialist rescue teams. The experienced instructors will talk you through the equipment and give you the opportunity to abseil down the tower. If you have never tried it but have always wanted to, this is your chance!

#### An introduction to Fire Safety in Commercial Buildings

<b>Facilitator: Jenny Nangle, Lancashire FRS</b>	<b>Open to all delegates</b>
<b>Location: Classroom</b>	<b>Session length: 3 hours on Saturday</b>

Gain a greater understanding of what the fire protection department does within your fire service and how they help keep the public safe by promoting and enforcing the fire safety order and how they help towards keeping firefighters safe by ensuring buildings have appropriate fire safety measures. Delve into case studies to see how this is practically achieved.

Objectives and outcomes are to:

- Increase knowledge and understanding of the fire safety department
- Gain an understanding of fire safety legislation
- Be able to identify breaches in fire safety
- Be able to gather risk information to improve FF safety
- Provide simple fire safety advice which will help reduce risk

#### Authentic Leaders: The Courage to Lead

<b>Facilitator: Dr Fiona Beddoes-Jones, Kent FRS</b>	<b>Open to all delegates</b>
<b>Location: Classroom</b>	<b>Session length: 3 hours on Saturday morning only</b>

A braided, plaited cord of 3 strands is much stronger than a single rope. This workshop will weave together the 3 strands of Authentic Leadership, Emotional Intelligence and Resilience so that individually and collectively, we can become stronger. Exploring our authentic selves and our Authentic Leadership style, combined with a better understanding of our emotional intelligence, will enable us to become more resilient, whatever our role and whatever the future may hold for us.

This interactive workshop is designed to:

- Increase the self-awareness, confidence, emotional intelligence and resilience of attendees
- Facilitate networking, connections, friendships and laughter between conference delegates
- Promote some ‘thinking outside the box’ as we explore (and possibly challenge) some traditional beliefs around meaning, purpose, why we are here and what we are capable of
- Mitigate the adverse impact of ‘Imposter Syndrome’ as we clarify its ‘positive intention’ for us and its advantages and disadvantages

- Add some tools to your Life Skills Toolbox
- Boost your Courage to Lead – both yourself and others

Come along with an open mind and a curiosity to learn about yourself and others. We invite you to bring all of yourself to the workshop. You are already amazing and you are already enough.

### Be a Fire Control Operator

<b>Facilitator: Jessica Grayson, South Yorkshire FRS</b>	<b>Open to all delegates</b>
<b>Location: Classroom</b>	<b>Session length: 3 hours Saturday or 2.5 hours Sunday</b>

'What is Fire Control' - this is an opportunity to find out. The aims of the workshop are to:

- Listen to various recorded 999 calls
- Answer simulated fire calls and mobilise to them using the Systel training system
- Use the hand held radios to receive informative messages from the simulated fire ground and add them to an incident log

Open to all delegates this workshop will give an understanding into what Fire Control do and how crews are mobilised to an incident.

### Be a Firefighter

<b>Lead: Verona Clarke, LFB</b>	<b>Open to all delegates</b>
<b>Location: Fire ground</b>	<b>Session length: 3 hours on Saturday only</b>

This is a 3-hour experience giving delegates an opportunity "to have a go" at many aspects of the role of the firefighter.

Once donned in fire kit you can ride on the fire engine to attend a car fire and deal with a variety of challenges including search and rescue in a safe air environment wearing breathing apparatus.

This is a practical session where you will be able to get your hands on kit, work on the fire ground and experience team building exercises. **Please note:** PPE kit will be provided and **delegates must attend a kit fitting session on Friday afternoon at approximately 2 pm**

### Be a role model – using mentoring skills to encourage others to flourish

<b>Facilitator: John Parkinson, retired Lancashire FRS</b>	<b>Open to all delegates</b>
<b>Location: Classroom</b>	<b>Session length: 3 hours Saturday or 2.5 hours Sunday</b>

This workshop will provide several Mentoring techniques and models for those wishing to encourage or support the professional development of their peers. It will focus on practical applications and ideas regardless of role.

This workshop can be utilised to develop individuals seeking to support their workplace colleagues – to develop performance and aspirations.

## Circuits

<b>Sports Centre</b>	<b>Open to all delegates</b>
<b>Location: Sports Centre</b>	<b>Session length: 45 minutes on Sunday only</b>
<p>Circuit training is a fantastic workout that's great for everyone, regardless of fitness level. By incorporating a variety of exercises at separate stations it's a great way to get into shape.</p>	

## Drive an Appliance

<b>Lead: Neil Withers</b>	<b>Open to all delegates</b>
<b>Location: Fire Ground</b>	<b>Session length: 3 hours Saturday or 2.5 hours Sunday</b>
<p>Here's your opportunity to test your driving skills at the wheel of the fire appliance. Always a popular and thrilling experience!</p>	

## Fire Behaviour

<b>Instructors: WFS/Fire Service College</b>	<b>Open to all delegates</b>
<b>Location: Fire Ground</b>	<b>Session length: 3 hours Saturday</b>
<p>Ever wanted to see how a fire develops? Join us in our fire behaviour unit and gain an understanding of the characteristics, development, and behaviour of a compartment fire. You will see first-hand the typical combustion process within a fire compartment and the contribution to fire development provided by the elements of the structure. Whilst wearing breathing apparatus you will sit within the compartment whilst listening to a running commentary from experienced training staff. You will also have the opportunity to observe from a safe position the characteristics and effects of flashover and a backdraft.</p> <p>This workshop is open to both operational and non-operational staff. Please note: Non-operational delegates must attend a kit fitting session on Friday afternoon at approximately 2 pm</p>	

## Fire Investigation Case Study, Oldham Street, Greater Manchester

<b>Instructor: Ted O' Brien, Fire Service College</b>	<b>Open to all delegates</b>
<b>Location: Classroom</b>	<b>Session length: 3 hours on Saturday</b>
<p>This case study details the series of events and actions taken at the incident, which resulted in the death of Firefighter Stephen Hunt. The case study is delivered by the officer who was the Incident Commander. The case study will follow the incident all the way through and provides detail not contained or explained within any reports of the incident, but was revealed during the Coroners Court process.</p>	

## Hazmat, planning and implementing a proportionate response to an incident

<b>Instructor: Ed Sullivan, National Chemical Emergency Centre</b>	<b>Open to operational personnel only</b>
<b>Location: Fire ground</b>	<b>Session length: 3 hours Saturday or 2.5 hours Sunday</b>
<p>This workshop will commence with theoretical input on incident scene management. The workshop instructors will discuss each of the eight phases, beginning with activities which responders can do prior to an incident occurring in</p>	

order to best prepare themselves to deal with it in a safe and effective manner, all the way through to the debriefing and handover stages.

The theoretical session will last for approximately 60 minutes. Delegates who are operationally competent will then mount the appliances and await mobilisation to a hazmat related scenario which the instructors will have set-up.

During the practical part of the workshop, delegates will get the opportunity to put their theoretical knowledge into practice. The instructors will guide delegates through the scenario where necessary, enabling maximum learning to take place in each of the workshops. Non-operational delegates are welcome to attend both the theoretical and practical sessions, however they will not be allowed to use any equipment or take part in activities that they are not operationally competent to use. The instructors will talk non-participating delegates through each of the phases, enabling them to gain an understanding of hazmat response.

This session will benefit those who work in Fire Control as well as operational personnel. At the end of the practical activities, the instructors will facilitate a debrief, enabling learning to be consolidated. Everyone who attends this session will be given two tunic pocket hazmat response guides. One of these is the NCEC Hazchem Scale Card, and the other explains each of the eight phases of incident scene management. Learners will not be expected to have any hazmat related knowledge prior to attending this workshop, as instructors will start the session from the foundation level.

## Incident Command

**Instructors: Jim Martin FSC, Gina Gray HIWFRS and Serena Benassi LFB**

**Open to all delegates**

**Location: Sim Suite**

**Session length: 3 hours on Saturday**

This workshop will be divided into three Groups A, B and C and each 3-hour session will comprise of 2 classroom and 2 Incident Command simulations of 45minutes each. The AM session will be repeated in the PM session.

### **Group A: Non-ops and ops staff new to Incident Command or those looking to refresh knowledge**

**Target Audience:** For anyone with an interest in Situational Awareness, Decision Making, Leadership and Command. This workshop is for delegates working in a non-operational field, operational delegates who are new to Incident Command such as trainee Firefighters, and other operational staff interested in refreshing their knowledge.

**Group A** is designed to promote Tutor Led discussions and exercises on topics that will provide transferable skills, which may be useful both in and out of the work environment, for delegates from all staff groups. The first classroom input will cover Situational Awareness and Decision Making followed by a break out exercise, in pods of 5 delegates or less per instructor, where you will explore the learning together through a simulated operational incident. The second classroom input will cover Leadership and Command followed by a further break out exercise, where you will continue to explore the learning together through a simulated operational incident.

**Breakdown:** Group classroom input (45min); Simulated exercise (45min, 5:1); Group classroom input (45min) and Simulated exercise and appraisal (45min, 5:1).

### **Group B: Firefighters considering promotion and existing Level 1 Incident Commanders**

**Target Audience:** For operational Firefighters who are considering becoming Level 1 (initial Incident Commanders) and existing Level 1 Incident Commanders (CM/LFF's/WM's) who wish to practice their command skills in a safe, simulated environment.

**Group B** comprises of classroom inputs, designed to promote Tutor Led discussions, followed by break out Incident simulations that ensure each delegate will command one 45minute exercise with an appraisal. The first classroom input will cover Situational Awareness and Decision Making. Delegates will then be paired with instructor,

whereupon the first delegate will have an opportunity to experience commanding a simulated incident requiring an emergency FRS response, with an appraisal, whilst the second delegate observes. The second classroom input will cover Leadership and Command followed by a further simulation in which the second delegate will command the incident, with an appraisal, whilst the first delegate observes.

**Breakdown:** Group classroom input (45min); Simulated exercise (45min, 2:1); Group classroom input (45min) and Simulated exercise and appraisal (45min, 2:1).

**Appraisal:** Whilst the appraisal will not be classed as an assessment, it is designed to mirror a formal assessment conducted in accordance with the appropriate National Occupational Standards, National Operational Guidance and the learning outcomes and assessment criteria of the relevant Skills for Justice regulated awards. You may be able to use the appraisal as evidence of CPD and as 'Command Hours' providing your FRS is in agreement.

**Group C: Existing Level 1, 2 or 3 Incident Commanders considering promotion and /or enhanced input**

**Target Audience:** For existing Level 1,2 or 3 Incident Commanders who wish to enhance their skills or progress to the next level of commanding an incident in a safe, simulated environment.

**Group C** comprises of classroom inputs designed to promote Tutor Led discussions and break out Incident simulation sessions that ensure all delegates will command two 45minute exercises and one appraisal each. Delegates will begin the session commanding a simulated incident, with coaching on a one to one basis, followed by the first classroom input which will cover intermediate/advanced Situational Awareness and Decision Making. Delegates will then command a second simulated incident with an appraisal on a one to one basis. The final part of the session will be a classroom input covering intermediate/advanced Leadership and Command and an opportunity for group discussion, networking and informal mentoring.

**Breakdown:** Simulated exercise (45min, 1:1); Group classroom input (45min); Simulated exercise and appraisal (45min 1:1) and Group classroom input (45 min).

**Appraisal:** Whilst the appraisal will not be classed as an assessment, it is designed to mirror a formal assessment conducted in accordance with the appropriate National Occupational Standards, National Operational Guidance and the learning outcomes and assessment criteria of the relevant Skills for Justice regulated awards. You may be able to use the appraisal as evidence of CPD and as 'Command Hours' providing your FRS is in agreement.

**Please select by Group A, B or C on the booking form.**

## **Institute of Fire Engineers - Why do we use water for firefighting and other reasons you are an engineer, even if you don't realise it yet!**

**Lead: Institute of Fire Engineering**

**Open to all delegates**

**Location: Classroom**

**Session length: 3 hours Saturday or 2.5 hours Sunday**

This introduction to applied Fire Engineering Science looks at the scientific principles behind firefighter and other duties performed on a day to day basis. It is also intended to provide a description of the links between the benefits of membership of the Institution and professional development that will enhance your understanding of your role.

The subject matter covered includes

- Applied Fire Engineering Science
- Occupant and Fire Fighter Safety
- Command Leadership and Management
- Command Leadership and Management
- Civil Protection and Community Resilience

- Standard and Specialist Operations
- Professional Development and will attract the award of CPD from the IFE.
- Objectives and outcomes to link real life situations to the scientific reasons behind them and to encourage membership of the Institution and professional development. We hope that the outcome will be an increased awareness of the aims of the IFE, that we are not just about scary exams!! Everyone with an interest in improving their understanding of why things happen is welcome to attend.

## Let's Talk about Mental Health

<b>Facilitator: Shilla Patel, LFB</b>	<b>Open to all delegates</b>
<b>Location: Classroom</b>	<b>Session length: 3 hours Saturday or 2.5 hours Sunday</b>

This interactive and engaging workshop will identify and discuss ways we can all promote good mental health, well-being and resilience, particularly during times of change and crisis. You will have the opportunity to discuss and explore strategies and approaches that you utilise or your organisations have implemented, such as Mental Health First Aiders, trauma peer support, pet therapy dogs and well-being strategies. There will be ample opportunities to share good practice through open discussions and case studies. This workshop will importantly provide a safe, psychological space for sharing stories (storytelling) and personal journeys. The facilitator is a trained Mental Health First Aider, Shout Crisis volunteer and influencer for the National Suicide Prevention Alliance. The aim is to provide you with opportunities to explore and discuss how we can all promote good mental health, well-being and resilience during times of change and crisis. By the end of the workshop you will be able to:

- Define the terms 'change', 'crisis' 'mental health', 'well-being', 'safe, psychological space' and 'resilience'.
- Discuss the global, national, local and personal changes that have occurred over the last 2 years.
- Discuss how these changes have impacted our mental health.
- Explore and share good practice across the Fire and Rescue Service, as well as other sectors and organisations in creating safe, psychological environments and workplaces.
- Identify how we can be an ally and the practical steps that we can take.
- List individual and organisational objectives to promote good mental health and wellbeing.

## Let's Talk about Race

<b>Facilitator: Shilla Patel, LFB</b>	<b>Open to all delegates</b>
<b>Location: Classroom</b>	<b>Session length: 3 hours Saturday or 2.5 hours Sunday</b>

This interactive and engaging workshop will help bring out your reflective side. We will be discussing how confident you feel about leading conversations on race, why it is important to talk about race and racism, and what has changed globally, nationally, locally and personally over the last 2 years or so that has turned the tide and made a huge difference. We will discuss the changing nature of language, providing you with some guidance and explore intent vs impact, utilising the emotional intelligence model. We will also discuss the skills required to comfortably talk about race and how you can be an ally. There will be ample opportunities to share good practice through open discussions and case studies.

This workshop will importantly provide a safe, psychological space for sharing stories (storytelling) and personal journeys. The facilitator is a trained Mental Health First Aider, a Shout Crisis volunteer and influencer with the National Suicide Prevention Alliance.

The aim is to provide you with the knowledge and tools to empower you to lead conversations on race. By the end of the workshop you will be able to:

- Define different terminology such as race, ethnicity, racism, anti-racism etc.
- Explore and discuss the changing nature of race language.

- Discuss the global, national, local and personal changes that have occurred over the last 2 years and how these events impact our own mental health.
- Discuss intent vs impact, and the effect this has on different people using the emotional intelligence model.
- Identify the skills required to talk effectively about race and racism.
- Comfortably (at different levels) lead a conversation on race.
- Identify how we can be an ally and the practical steps that we can take.

## Menopause

**Facilitator: Victoria Metz**

**Open to all delegates**

**Location: Classroom**

**Session length: 3 hours Saturday or 2.5 hours Sunday**

We'll kick off the workshop by discussing why I decided to campaign for better awareness of "Menopause within the Fire service". We'll then go on to talk about everything menopause, warts and all! The delegate will learn about the psychological and physical symptoms that have a potential to impact a woman's health and wellbeing and will discuss signposting for additional support should they need it.

We will look at what different Fire services in the UK are doing to support "Menopause in the workplace" and discuss options for raising awareness and supporting women at this time in their lives. Objectives and outcomes are to inform and educate delegates on menopause and its symptoms so that they feel confident to support themselves and others in need.

## Multi Incident Scenario

**Lead: Lynsey McVay (TWFRS)/Kasey Grainger (Cumbria)**

**Open to operational personnel only**

**Location: Fire Ground**

**Session length: All day Saturday 0900-1700**

This is a whole day's experience, making full use of the college's extensive fire ground facilities. Incidents may involve domestic premises, industrial and basement scenarios in multi pump exercises. Delegates will demonstrate their situational awareness and gain a good understanding of the factors that are likely to influence the way they make decisions. Pump crews will be designated according to ability and experience; therefore, delegates will be asked to state their level of operational experience at the time of booking.

If you are new in role or thinking about progression, then this workshop is for you. Please note: Delegates must attend the BA familiarisation on the Friday afternoon (approximately 2 pm) and supply their own PPE in order to attend this session.

## Preparing yourself for promotion to become the best version of you!

**Facilitator: Liana Selecka-Jones, Cumbria FRS**

**Open to all delegates**

**Location: Classroom**

**Session length: 3 hours Saturday or 2.5 hours Sunday**

Are you a FF, CM or WM thinking of going for a promotion and not sure what to expect? Unsure how to 'sell yourself' at promotion boards? Would you like some practice of interviews, group discussions and presenting in a non-pressured environment? During this interactive workshop you will receive a range of tips on how to stand out when completing application forms and how to be the best version of you in an interview. You will have an opportunity to practice a group discussion around an EDI topic and conduct presentation as well as peer- assess other participants' performance against the national Leadership Framework and Code of Ethics. You will also identify how to use these assessment criteria to demonstrate your personal strength, leadership behaviours and reach your full potential. This workshop is mainly aimed at the Supervisory Managers promotions level. Please note that this is an INTERACTIVE



workshop and we will be learning from each other's experiences so please be content in sharing lessons learnt and strengths with the rest of the participants.

The objective is to:

- provide advice and guidance on how to complete an application form that stands out
- highlight a range of interview techniques including the STAR model
- experience an EDI group discussion, practice your presentation and interview skills in a non-pressurised environment
- review the NFCC Leadership Framework/marketing criteria used.

By the end of this session you will be able to:

- identify the marking criteria for a Supervisory Manager's promotions process and structure your answers using the NFCC Leadership Framework in an application form accordingly.
- expand on the role of a Supervisory Manager and Leadership Framework and carry out further research using a range of sources of information.
- apply a recognised interview technique (STAR model) and experience an interview, group discussion and presentation in a non-pressurised environment.

## Road Traffic Collision (RTC)

**Instructors:** Robin Whittington, FSC

**Open to operational personnel only**

**Location:** Fire ground

**Session length:** 2.5 hours on Sunday only

A practical RTC session for operational delegates, where they can work through the 6 phases of RTC. Delegates will utilise a wide range of equipment and techniques including Edraulic tools. **Please note: Delegates must attend the RTC familiarisation on the Friday afternoon approximately 2 pm and supply their own PPE, including eye protection.**

## Spinning

**Sports Centre**

**Open to all delegates**

**Location:** Sports Centre

**Session length:** 45 minutes on Sunday only

Spinning is an incredible way to boost mood, overall energy levels and a great total-body workout.

## Trauma Training – Rescue, Trauma and Casualty Care

**Instructor:** Danny Ambler, ATAAC Group

**Open to all delegates however, the more advanced trauma sections may only be relevant to operational Firefighters.**

**Location:** Outside/classroom

**Session length:** 3 hours Saturday or 2.5 hours Sunday

Basic First Aid through to advanced trauma training. The workshop will include a mixture of teaching, skill stations, scenarios and debriefs all designed to raise awareness of the training available. The sessions will give delegates the experience of getting hands on with patient's injuries that require treating on a sliding scale of difficulty. The debrief will allow valuable learning and reflection and if time permits, the scenarios can be run again to implement the lessons learnt.

The objectives and outcomes are:

- Raise awareness of the different levels of training available



- Improve basic and advanced skills for trauma treatment combined with the rescue element specific to Fire & Rescue
- Kit & Equipment awareness and familiarisation

## Urban Search and Rescue (USAR)

<b>Instructor: Jim Gilbert</b>	<b>Open to all delegates</b>
<b>Location: Fire ground</b>	<b>Session length: 3 hours Saturday or 2.5 hours Sunday</b>

This workshop is open to all delegates and is partly classroom based, giving an insight into the UK's USAR capability. It is followed by a practical demonstration by the search and rescue dogs and delegates, if they choose, will have an opportunity to take part and be the live casualty. This will involve wearing Personal Protective Equipment and crawling through tunnels and small spaces into the heart of the rubble pile to experience the incident first hand.

## Virtual Reality Versus Reality

<b>Lead: Ted O'Brien, FSC</b>	<b>Open to all delegates</b>
<b>Location: Classroom</b>	<b>Session length: 3 hours Saturday or 2.5 hours Sunday</b>

Delegates will get the opportunity to use FLAIM, equipment designed and developed in Australia to assist firefighters to train and deal with fires in a virtual reality world. Professional discussion with regard to benefits and pros and cons.

## What's stopping you?

<b>Facilitator: Andrea Yeadon</b>	<b>Open to all delegates</b>
<b>Location: Classroom</b>	<b>Session length: 3 hours Saturday or 2.5 hours Sunday</b>

Have you ever been convinced that you don't deserve the success you've had? Could you be suffering from a pattern of behaviour that is holding you back from achieving success? In this workshop, we will explore the psychological term known as the imposter syndrome that refers to a pattern of behaviour where women doubt their accomplishments and have a persistent, often internalised fear of being exposed as a fraud. We will then explore practical ways to recognise it in ourselves and others and discuss various approaches to overcoming it. If you're uncomfortable with accepting compliments or praise; have ever attributed good work or success to luck; turned down the opportunity for promotion, then this is the workshop for you that may just give you those "20 seconds of insane courage" to achieve the success you deserve.

The objectives and outcomes are to:

- Have a greater understanding of this psychological phenomenon
- Identify the contextual circumstances that can surround it
- Have some practical take-aways to help manage and limit its impact
- Have increased courage to go after new opportunities, explore potential areas of interest and achieve deserved success

## Wildfire appreciation, its link to ICS and its impact on the environment

<b>Instructor: John Lord</b>	<b>Open to all delegates</b>
<b>Location: Classroom</b>	<b>Session length: 3 hours Saturday or 2.5 hours Sunday</b>

To explore the development of Wildfire in the UK and lessons from history from overseas.  
Looking at some of the impacts to the environment and little know factors that arise in UK wildfire events to allow a greater understanding of safety management for all responders.

Safety for other agencies on Wildfire incidents and your role in that using the JESIP principles.

At the end of the session attendees will be able to:

- Define what is a wildfire in the context of the UK
- Explain what the safety protocols are to operate safely on this type of incident
- Describe how the wildfire prediction systems works and how this can be used to manage a scene.
- Understand the environmental damage aspects and how these can be mitigated on wildfire and its link to the EPR regulations 2016.

## **XVR Mobile Unit**

**Instructor: West Midlands Fire Service**

**Open to operational personnel only**

**Location: Mobile Unit**

**Session length: 3 hours Saturday or 2.5 hours Sunday**

This is an opportunity for operational personnel to experience the role of Incident Commander at different levels. There will be a range of different incident types for you to experience. You can be either an experienced Incident Commander already or you may be wanting to try this role for the first time.

The instructors will be there to coach and support you whilst also involving other delegates in your decision making process. The instructors use XVR which is a virtual reality simulation so this will be carried out in the Mobile Unit and not on the fire ground.