**Supervisory Leadership Development Programme – Information for market engagement**

We are keen to talk to external suppliers who would be interested to help shape and the anticipated activities below, in relation to the introduction of a national supervisory leadership development programme (SLDP) for the fire & rescue services in the UK. This work is being managed and developed by the National Fire Chiefs Council (NFCC).

**Background**

Currently, supervisory leadership and management development is approached very differently in each fire and rescue service (FRS) with varying rates of success. The criteria required to access first-line management development opportunities also differs across each FRS with some Service's only offering limited development pathways.

The general overarching issue is that there are inconsistent approaches to leadership development for Supervisory roles in FRS, despite pockets of work which may be very good.

In March 2021, a business case was approved (funding for 2021/22) to initiate a project to develop a 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 overall purpose for a national supervisory leadership development programme is to achieve tangible behavioural change for supervisory leaders across FRSs, measured against the NFCC Leadership framework and Core Learning Pathways. It is envisaged to deliver leadership development that creates leaders who are people-focused and more trusting, empowering, and encouraging to those that they lead through a leadership style that is collaborative and inclusive.

The overall learning programme will consist of 3 elements:

1. Self assessment and skills analysis
2. A national learning portal
3. Agreed national standard and development programmes

We are seeking market engagement primarily around element 3 above.

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| **Activity**  | **What we are looking for through market engagement** |
| Introduction of a national supervisory leadership standard (likely in line with the knowledge, skills and behaviours of the [Team Leader or Supervisor L3 apprenticeship](https://www.instituteforapprenticeships.org/apprenticeship-standards/team-leader-or-supervisor-v1-2))\*Option for individual fire services to deliver the training content in a variety of ways dependant on their preferences and budgets:* 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
* Full Apprenticeship development programme with the option of an additional qualification (ILM / CMI etc) allowing use of Levy

We need to include alternative delivery options, eg:* National delivery
* Local delivery (at respective fire and rescue services)
* Train the trainer for internal / local resource to deliver
* Blended learning
 | How suppliers could support us with the different activities, namely:* **Development** of a modular programme that can be delivered in its entirety or in it’s component parts, meeting the criteria under ‘activity’
* **Delivery** of modules / development programme nationally or at local fire and rescue services, including the option of train the trainer
* **Reporting and evaluation** of programme
* **Logistics and course administration** of programme
* **Post implementation support?**
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\*Approximately 90% of the content of the programme would be standard leadership content with perhaps 10% needing to be bespoke.

**Timescales**

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| Procurement process  | Nov 21 – Jan 22 |
| Contract award | Jan 22 |
| Design of programme  | Jan – Mar 22 |
| Pilot | April – May 22 |
| NFCC Governance Sign-off | June – July 22 |
| Delivery of first programme  | August 2022 |