



HUMBERSIDE FIRE AND RESCUE SERVICE

# People and Development

## Breathing Apparatus (BA) Training Policy

<b>Owner</b>	<b>Executive Director of People and Development</b>
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What we must do well



How we support our communities



We value and support the people we employ



We efficiently manage the Service

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## **1. INTRODUCTION**

Humberside Fire & Rescue Service (HFRS) value and support its staff and aim to ensure that it develops and cultivates a highly trained and competent workforce.

HFRS Breathing Apparatus (BA) training is aligned to the National Operational Guidance: Training Specification for Breathing Apparatus.

This policy outlines how HFRS will support the provision of BA training to meet the requirements of the Strategic Plan, Community Risk Management Plan, and Reasonable Worst-Case Scenario.

The provision of BA training includes the acquisition, maintenance of competence, and assessment of skills to assure the competence of all staff undertaking BA roles.

### **Core Code of Ethics**

HFRS has adopted the Core Code of Ethics for Fire and Rescue services. The Service is committed to the ethical principles of the Code and strives to apply them in all we do, therefore, those principles are reflected in this Policy.

### **National Guidance**

Any National Guidance which has been adopted by HFRS will be reflected in this Policy.

## **2. EQUALITY, DIVERSITY AND INCLUSION**

HFRS has a legal responsibility under the [Equality Act 2010](#), and, a commitment, to ensure it does not discriminate either directly or indirectly in any of its functions and services or its treatment of staff, in relation to race, sex, disability, sexual orientation, age, pregnancy and maternity, religion and belief, gender reassignment or marriage and civil partnership. It also has a duty to make reasonable adjustments for disabled applicants, employees, and service users.

## **3. AIM AND OBJECTIVES**

### **Aim**

To provide a high standard of BA training that meets the requirements of the Strategic Plan, Community Risk Management Plan, and Reasonable Worst-Case Scenario.

### **Objectives**

- Develop and cultivate a highly trained and competent workforce in relation to BA
- Continually improve the practical skills, knowledge and understanding, confidence, and ability of HFRS personnel.
- Assure the effectiveness of BA training.

- Ensure the currency of BA training and that it enables continuous improvement based on local, regional, and national developments.

#### **4. ASSOCIATED DOCUMENTS**

- [Equality Impact Assessment](#)
- [Training Policy](#)
- [Competence Policy](#)
- [BA Welfare Policy](#)
- BA Training Framework

#### **Legal References**

- [The Fire Services Act 2004](#)
- [Fire and Rescue National Framework for England](#)
- [Equality Act 2010](#)
- [Public Sector Equality Duty \(PSED\)](#)
- [Health & Safety at Work Act 1974](#)
- [Management of Health and Safety at Work Regulations 1999](#)

#### **National Guidance**

Training and education will be provided by HFRS Training Section and will be aligned to National Operational Guidance and cognisant of the following (not exhaustive):

- [National Operational Guidance: Training Specification for Breathing Apparatus.](#)
- NFCC – Staff Training & Development
- Joint Emergency Service Interoperability Program (JESIP)
- Operational Learning

#### **5. BA TRAINING STRUCTURE**

The provision of BA training is the responsibility of the Training Section.

- **BA Training Framework**

The Training Section is responsible for the development of the BA Training Framework, the framework provides clear guidance and specific detail in relation to:

- Acquisition Training
- Maintenance of Competence

- Assessment/revalidation

- **BA Training Plan**

The Training Section is responsible for the development of a Training Plan which supports the delivery of the BA Training Framework in meeting Service requirements.

- **Acquisition Training**

The Training Section will be responsible for the provision of all initial BA training for HFRS personnel.

- **Maintenance of Competence**

The Training Section will be responsible for the provision of support, competence criteria, development of supporting learning materials, and the setting of frequencies. It will be the responsibility of the individual and line managers to ensure that competence is maintained.

- **Assessment/Revalidation**

The Training Section will be responsible for the assurance of BA skills, this will be completed through assessment/revalidation process every 2 years.

## **6. BA TRAINING FRAMEWORK (BATF)**

The BATF is aligned to the [NOG Training Specification for Breathing Apparatus](#), it is reviewed on an annual basis and provides a clear framework that identifies the specific training requirements at Firefighter to Group Manager for each of the BA roles identified below:

- BA Wearer.
- BA Team Leader.
- BA Entry Control Operative.
- BA Apparatus Communications Operative.
- BA Apparatus Sector Commander.
- BA Welfare Officer.
- Incident Commander/Incident Monitoring Officer.
- BA Entry Control Point Supervisor.
- BA Trainer/Instructor.

The BATF provides detailed guidance to support and assure each of the following areas:

- Acquisition of BA role-related competence.

- Maintenance of BA role-related competence.
- Active monitoring of BA role-related competence through assessment.

## **7. BA TRAINING PLAN**

The Training Section will produce a Training Plan which meets the needs of the Strategic Plan, Community Risk Management Plan, and Reasonable Worst-Case Scenario.

The plan will be reviewed annually. It will detail how the Section plans to meet the BA training requirements based on a Training Needs Analysis (TNA).

## **8. QUALITY ASSURANCE**

To assure the continued quality of BA Training, the following processes will be in place:

- **Peer Assessment**

Through an agreement with the Regional Training Managers Group and supported by a Memorandum of Understanding, an annual peer assessment will be conducted by either:

- West Yorkshire Fire and Rescue Service
- North Yorkshire Fire and Rescue Service
- South Yorkshire Fire and Rescue Service

- **Training Evaluation**

The Training Section will monitor the quality of training and education through the use of electronic evaluation forms, which will be reviewed on a monthly basis.

The following areas will be evaluated as a minimum standard:

- Training Event/Course
- Learning Materials/eLearning
- Candidate performance against the revalidation marking criteria
- Instructor assessment consistency
- Additional support

A live link to the performance of Training Event/Course and Learning Materials/eLearning evaluations will be available on the [Training SharePoint](#) site to provide a greater level of assurance.

An instructor evaluation tool is used to analyse BA assessments, identify trends in areas of development and good practise. Data is also used to inform ongoing course development, performance management in districts and support education delivered locally by District Based Trainers.

Those receiving the Training who require extra support though neurodiversity or disability needs will receive:

- Information / instructions provided in an appropriate format to suit requirements.
- Instructions explained in an appropriate way to suit requirements.
- An appropriate time allowance to complete any tests.

As part of the evaluation, the Service will also ask the following question of delegates:

*“Did the Service make any adjustments for you in the arranging and delivery of this training that would have assisted you on the grounds of either a disability or neurodiversity - Y/N ?*

- **Operational Assurance**

The Training Section will be assured annually by the Operational Assurance Team.

## **9. REVIEW**

Whilst an annual review has been identified, the following areas will inform any required changes on a continuous basis:

- Operational Learning
- National Standards
- Peer Assessment
- Continuous Evaluation
- Operational Assurance

**If you require any further information or guidance in relation to this policy,  
please contact the Training Section.**