



DIPLOMA OF INTEGRATED EMERGENCY MANAGEMENT (recognised by the University of Stirling)

Since 2009 FIOR have been delivering highly successful critical incident management training across both the private and public sectors and in response to client demand in 2014 with the support of the University of Stirling the company created a 22 week Diploma of Integrated Emergency Management.

In 2018 the relationship with the University of Stirling continues with the University recognising the successful completion of the Diploma of Integrated Emergency Management as prior learning earning entry qualification and/or credit points to an appropriate University programme of further learning.

The FIOR matriculation team will provide each successful Diploma student with a comprehensive evidential file of performance within the Diploma programme for presentation to the University of Stirling or other educational body. This performance file has been designed by an educational quality assurance professional and as such the file meets the standards set by the University of Stirling and other UK universities.

'The University of Stirling acknowledges and welcomes the professional work undertaken by FIOR in the development and delivery of the Diploma in Integrated Emergency Management and recognises the high quality learning and teaching experienced by students on the programme.'

The Diploma represents a theory informed and practiced focused response to the Scottish Government's strategy for dealing with emergency situations. Risk management, emergency planning and business continuity have become increasingly important responsibilities for senior managers across the public, private and third sectors, and this award goes some considerable way towards addressing these emerging developmental needs.'

- *Dr Richard Dockrell, University of Stirling*

Scion House, Stirling University Innovation Park, Stirling FK9 4NF

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training@fior.org.uk

www.fior.org.uk

Individual students enrolling for the Diploma in 2018 will pay £1795 (plus VAT). Specific arrangements at a reduced fee can be negotiated where an organisation can commit to a minimum of 6 staff forming a cohort and the tutorial days can be delivered on site.

All successful candidates will be awarded a fully assessed and evidenced Diploma of Integrated Emergency Management.

Rationale for the Programme or Qualification

The Dip IEM is designed to meet the training and developmental needs of those from the public and private sectors who will be expected to respond to organisational requirements for emergency management and business continuity. Normally the individuals involved will be middle managers with organisational responsibility for a functional area of business. The responsibilities of emergency management may well be quite divorced from their normal role in the organisation. And yet, due to their seniority and position, in an integrated emergency management situation they may well be required to assume the role of a 'silver' or tactical commander. The purpose of this training is to prepare them as individuals and their organisation for this eventuality.

The Dip IEM starts from the foundation of 'Preparing Scotland' and the existing legislation, the Civil Contingencies Act, 2004 and the Civil Contingencies Act 2004 (Contingency Planning) (Scotland) Regulations 2005. Where required additional material for those students residing out with Scotland in other parts of the UK or outside of the UK will be provided. So candidates begin by realising the context and obligations created under this activity with a strong emphasis placed on the integration of an appropriate response so it is clear that this is a field of multi-agency activity and collaboration.

Candidates will then examine their own organisation in the context of the organisational values and commitment to emergency management. To set the scene candidates will initially consider their own values and how those influence their ethics and conduct. This will then be extended to organisational values and ethics and they will focus on the organisation that they represent.

It is then necessary to roll the external legislative expectations and the internal preparations of an organisation together to examine preparedness through strategy, policy and process and then to consider that alongside the corporate and individual liability that prevails. This emphasises the level of responsibility and accountability that exists and is aimed to encourage candidates to identify their individual and collective responsibilities through preparedness and response.

Subsequently, having emphasised individual and collective responsibility, the focus is on providing candidates with the knowledge and skills of leadership and decision making so

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that they are able and equipped to fulfil the ‘Silver’ commander role in an emergency situation.

The programme will be completed with a three day event in which simulated exercising will be a prominent feature, providing candidates with the opportunity to test their knowledge and skills in a relatively safe environment.

Aims of the Awards

The aims of the DipIEM are threefold:

Specific aims:

- The development of organisational capacity in preparing for and responding to emergency situations.
- The development of professional knowledge and skills for potential responders to emergency situations.
- The raising of confidence levels across organisations

General aims:

- An organisational awareness of ‘Preparing Scotland’ (or legislation / guidance as appropriate to the domicile of the student) and Corporate responsibility and liability.
- An understanding of the ‘integrated’ approach to emergency management.
- A willingness to prepare, plan and exercise

Academic aims:

- To provide a sound professional knowledge base with appropriate academic recognition.
- To offer access to further professional development and education.

Recommended access to the Programme

It is anticipated that candidates on the Dip IEM programme will be nominated and supported by their employer, as such they will be expected to hold a middle-management position and should have the capacity to absorb the learning and to provide leadership within their organisation, or a section of it. The Diploma is also open to students on a private and individual basis and to all ranks within the emergency services and associated resilience occupations.

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Structure of the Programme or Qualification

In essence the Diploma contains six Learning Outcomes, detailed below:

1. Develop an understanding and appreciation of existing legislation and guidance on Integrated Emergency Management
2. Assess the influence of values and ethics on organisational performance.
3. Critically judge the impact of corporate and legal responsibilities.
4. Evaluate leadership in practice
5. Examine the decision making process and apply a structural approach
6. Apply acquired knowledge to specific scenarios providing the opportunity to practice and demonstrate awareness and capacity.

The approach to teaching will have a focus on a flexible approach through blended learning, recognising that individual candidates are all busy committed professionals in their own right and for them, integrated emergency management may be seen as an additional business function rather than their core responsibility.

The FIOR website will provide an on-line learning platform where candidates can access learning and tutor support. In addition, candidates will be provided with the same learning materials in hard copy so that they are able to read at leisure and make annotations as required.

It is anticipated that delivery of the Diploma will take place over approximately a 22 week period. During that period there will be 5 days of directed learning plus 3 of exercising.

Approaches to Teaching & Assessment

Teaching and assessment are integrated throughout the Dip IEM.

Teaching

The delivery strategy for the DipIEM reflects a flexible approach. It blends direct teaching with self-directed learning and on-line supported tuition. It places a structure around the learning experience through allocated tuition days but places expectation on individuals

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that they take responsibility for extending their learning beyond the materials provided. Comprehensive bibliographies are provided for this purpose.

The Dip IEM has a very practical focus. While it is important that candidates learn from the programme, it is even more important that it influences and alters working practice, hence the final outcomes are aimed at the development of knowledge and skills and then their application in a realistic but simulated environment.

Every effort is made to support candidates in their learning and development. All teaching materials are provided in two formats both hard copy and on-line. There is a dedicated team of tutors who will provide teaching and guidance both on-line and in person where and when required.

The provided teaching materials are appropriate and relevant to the Outcomes and offer extensive reading lists.

Assessment

Candidates will undertake the learning in each Outcome and then be assessed before progressing to the next outcome. Candidates will be provided with feedback on their performance and afforded two attempts before a 'fail' is registered. Candidates must achieve a pass in outcomes 1 to 5 in order to undertake the simulated exercises.

The holistic element of assessment will occur during the simulated exercises when individually candidates will be observed and assessed on their ability to apply knowledge to a specific situation, interact with their peers, accurately assess an emergency situation and prepare appropriate responses. Candidates must successfully complete the Exercises and achieve a 'pass' to successfully conclude the Dip IEM.

Interested in Applying?

The commencement date for the Diploma in 2018 has been set at 3rd April.

Single monthly tutorial days will be held within the University of Stirling campus and will commence at 10am and finish at 4.30pm for Outcomes 1-5. Students will also be expected to spend 8 to 12 hours per month in required reading. The final Exercise event will also be located within the University and will be a 3 day format with working hours between 9am and 5pm with the possibility of evening focus sessions if required.

The attendance fee for the Diploma is an all-inclusive charge of £1795 (plus VAT) covering all tutorial days (refreshments and lunches), the 3 day Exercise (including lunches and refreshments), and all learning material. A non-returnable deposit of £200 will be payable at

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enrolment and the remainder of the fee will be chargeable prior to the commencement of each programme.

For further information or to apply to join the Diploma please contact training@fior.org.uk or go to the website www.fior.org.uk and complete the Diploma application.

J Holden
Director
November 2017

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