

OFFICE OF POLICE AND CRIME COMMISSIONER

LEAD CHIEF OFFICER: Deputy Chief Constable

TITLE: Annual Learning and Development Out-Turn Report

DATE: 2nd March 2020

TIMING: Routine




PURPOSE: For Monitoring

1.	<u>RECOMMENDATION</u>
1.1	The Annual Learning and Development Outturn Report is presented to the Office of the Police and Crime Commissioner for monitoring purposes.
2.	<u>INTRODUCTION & BACKGROUND</u>
	<p>The Learning and Development Outturn Report provides details the departments training and development activity throughout 2018/19.</p> <p>The Learning and Development department has seen a considerable uplift in delivery over the last twelve months. Due to the forces increase in recruitment of new police officers and the drive to deliver new and innovative training, and improved organisation development. The department has met unprecedented demand during this period.</p>
3.	<u>Summary of Training Delivery</u>
	<p><u>Internal Training- Highlight areas</u></p> <p>A range of training has taken place to ensure the force is able to meet the demands of the organisation.</p> <p>161 student officers have completed their 23 weeks training on the Initial Police Learning and Development Program and have been deployed to station where they will now continue with their work based assessment.</p> <p>In March 2019, the first cohort of 15 Gwent officers recruited under the two new entry routes commenced their training. Police training staff are in the process of collaboratively delivering the twenty-six week initial learning phase in Bridgend.</p> <p>Force Training Days have seen further development over the last 12 months. Following feedback from officers, the days have remained as a carousel style of delivery. Officers attend 3 or 4 shorter sessions throughout the day where the training is more bespoke to their needs. This model not only provides the opportunity to ensure each front line officer receives the deliveries they need, but has also removed an element of over training on less relevant topics.</p>

	<p>We have also incorporated Continued Professional Development (CPD) days twice a year. This allows officers time to complete NCALT, one to ones with their supervisors to work on their own CPD and PDR's and progress any other areas of learning specific to their areas of work.</p> <p>Officers have received training on range of topics which are included in the detailed report in Annex A.</p> <p>An additional 17 Special Constables completed their initial training. They have now been deployed to their various local policing areas.</p> <p>The Virtual Reality Training Cave is now being utilised for training staff in an interactive environment. There are three new scenarios in planning for delivery to staff over the next year. These include Stop Search, Disclosure and Taser scenarios.</p> <p>The ICT trainers have delivered 124 courses including Niche, STORM, PNC and PND courses at various levels. They have also supported the recruitment process through testing of candidates for FCR vacancies.</p> <p>The driver trainer have provided training in advanced driving, standard driving, 4x4 courses, trailer towing courses and driver permits; 360 courses in total as well as providing standard driving courses for SWP officers.</p> <p>The Operational Training Unit has responsibility for Public Order Training, Method of Entry, Chemical, Biological, Radiological and Nuclear, and TASER training. They also support other elements of training such as search training and room domination training. The unit has delivered 190 days of training across the various disciplines.</p> <p>Three Tutor Officer course have been delivered to upskill officers who have not tutored for a number years or provide the required skills to new tutors. These were required to ensure there was sufficient capacity to tutor the large numbers of student officers being trained.</p> <p>A detailed breakdown of these areas can be found in Annex A.</p>
<p>3.2</p>	<p><u>External Training- Highlight areas</u></p> <p>For areas where the Learning and Development department do not have the expertise or capacity to provide training, external providers are sought. Where possible, external trainers are requested to run courses in force to reduce cost and contribute to attendee's wellbeing not having to travel and overnight stays for training.</p> <p>356 external training courses have been arranged for staff across various departments around the force, which were agreed at the quarterly training plan</p>

	<p>meeting. Full details of these courses can be found in Annex B.</p> <p>The force is supporting officers and police staff in learning Welsh to ensure we are able to provide communication through this medium and also comply with Welsh Language legislation. 870 officers and police staff have had a 90 minute introductory session where they learn basic vocabulary for greetings, a history of the Welsh language and an overview of the Welsh Language Standards. There are a cohort of 8 learners on a Mynediad course and one course has completed. The more experienced Welsh Speakers continue to have a session every week with a tutor from Coleg Gwent.</p> <p>Supporting newly promoted first line managers with the skills to enable them to carry out their role is important. All first line managers attended a programme to develop their skills in Managing Absence, Difficult Conversations and Dignity at Work. These courses received very positive feedback.</p> <p>Mental Health training for line managers completed in April which was delivered by MIND. This training enables managers to not only assist when staff have a mental health related illness but also recognise the triggers that may cause a deterioration in some ones mental health.</p> <p>In total 356 external courses have been attended by staff throughout the force. These courses vary depending on department and full details of these can be found in the detailed report attached in Annex B.</p>
<p>3.3</p>	<p><u>Staff Development – Highlight areas</u></p> <p>Inspector and Sergeant development days took place which consisted of various inputs including Niche, Thrive/vulnerability, quality assuring investigations and other inputs to assist them in their role.</p> <p>On 15th November 2018 we launched our new Personal Development Review (PDR) which is a collaborative project with South Wales Police within FIRMS. The PDR is based on six Competency and Values Framework (CVF) which covers the mandatory requirements for the College of Policing.</p> <p>2018 saw the continuation of our Talent Management Programme “My Runway”. The programme forms part of the Talent Management Strategy and 15 staff from the first cohort successfully progressed through the programme and completed on January 29th 2019.</p> <p>Cohort two including Eight members of staff (both Police officers and staff) commenced in January 2019. My Runway has been developed further for this cohort. This involves participants undertaking a project that brings some form of positive change in their working roles.</p> <p>Personal Development Reviews (PDR) launched in November 2018 and is a</p>

	<p>collaborative project with South Wales Police. This PDR covers the mandatory requirements for the college of policing and Police Regulations with sections.</p> <p>Staff Undertaking qualifications within the workplace have been assessed to the required standards by the Assessment and Accreditation Team. Gwent moved from a grading of Fair to Good for assessment practices and have just completed the EQA visit for 2019 and received further positive recognition of our assessment processes and staff development.</p> <p>Gwent Police had one additional successful officer on the Fast Track Programme in the last 12 months and has been successful in both examinations sat.</p> <p>An additional 10 staff have been trained in the ILM level 5 and 7 Coaching and Mentoring Qualifications and are working with partners in Health and Education as a pool of coaches.</p> <p>Full details of all these areas can be found in Annex A.</p>
4.	<u>NEXT STEPS</u>
4.1	Leadership review: A review has now been completed for Chief Inspectors and above. Over the following year, Learning and Development will be continuing the review of all other ranks within force.
5.	<u>FINANCIAL CONSIDERATIONS</u>
5.1	<p>The Learning and Development budget was raised to £1,010,119 in the last financial year to cope with the increased demand on the department. The budget has been closely monitored to ensure there was no overspend.</p> <p>The report also shows that £124,731.87 has been spent on training in other departments around the force using their own cost codes.</p> <p>A copy of the report can be found in Annex C.</p>
6.	<u>PERSONNEL CONSIDERATIONS</u>
	<p>Gwent Police are committed to provide staff with an excellent standard of initial and ongoing training and supporting them through professional development. The Learning and Development Outturn Report highlights how this has been achieved.</p>
7.	<u>LEGAL IMPLICATIONS</u>
	None applicable

8.	<u>EQUALITIES AND HUMAN RIGHTS CONSIDERATIONS</u>
8.1	This proposal has been considered against the general duty to promote equality, as stipulated under the Strategic Equality Plan and has been assessed not to discriminate against any particular group.
8.2	In preparing this report, consideration has been given to requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998.
9.	<u>RISK</u>
9.1	The engagement of staff in Learning and Development activities is a key element of the force's ability to deliver against the priorities and there could be substantial risk if our statutory and policy obligations were not adhered to by having properly qualified and experienced staff.
10.	<u>PUBLIC INTEREST</u>
10.1	It is in the public interest to have well-trained and motivated staff to support the force in achieving the priorities set out in the Force Delivery Plan and to meet the objectives set by the Office of the Police and Crime Commissioner.
11.	<u>CONTACT OFFICER</u> Chief Inspector Mark Thomas, Head of Learning and Development
12.	<u>ANNEX A</u>  2018-19 Outturn report.docx
13.	<u>ANNEX B</u>  Breakdown of external training 2018
14.	<u>ANNEX C</u>  L+D end of year budget report.xlsx

For OPCC use only

Office of the Chief Constable

I confirm that the L & D Outturn Report 2018/19 has been discussed and approved at a formal Chief Officers' meeting.

It is now forwarded to the OPCC for **approval/monitoring purposes.**

Signature:

P. C. Kelly

Date: 19th February 2020

Police and Crime Commissioner for Gwent

I confirm that I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Code of Conduct.

The above request has my approval.

Signature:

Date: