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| LEARNING & DEVELOPMENT  Annual Summary & Outturn Report |
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| STRATEGY AND PERFORMANCE  BOARD |
| 2023 | 2024  PURPOSE AND RECOMMENDATION  The annual Learning and Development Outturn Report is presented to the Office of the Police and Crime Commissioner for monitoring purposes.  There are no recommendations made requiring a decision.  INTRODUCTION AND BACKGROUND  The Learning and Development Outturn Report provides details of the departments training and development activity through 2023/24.  SUMMARY OF TRAINING DELIVERY  Nationally there continues to be in a high demand of places on external courses which has continued from pre-pandemic times. The availability of places and supplies continues to be highly sought after with places often taken within hours of opening. The learning and development landscape has adjusted to incorporate more digital product delivery and virtual conferences continue to be the preferred choice of suppliers, thus making it more accessible for staff within force. With the support of the digital learning developer now embedded within the Technology Enhanced Learning Unit (TELU) as part of the pilot collaboration the department has produced two e-learning packages, two podcast series, seven animations with a further two in development.  Crime Training  The team have delivered a combined total of 80 weeks training in this financial year investigative skills which is a significant increase on previous years. The team continue to offer workshops in Domestic Abuse Investigations, Quality of Investigations and Statement taking.   |  |  |  |  | | --- | --- | --- | --- | | Course | Number of Courses | Length of Course | Attendees | | Tier 2 | 11 | 2 weeks | 143 | | Tier 3 | 1 | 2 weeks | 12 | | ABE | 3 | 2 weeks | 36 | | PIP 2 | 1 | 5 weeks | 13 | | Solo/  1st Responder | 2 | 1 week | 15 | | Statement Workshop | 11 | 1 day | 53 | | Quality of Investigations Workshop | 6 | 1 Day | 86 | | Intoxilyser | 7 | 1 Day | 50 | | Tutor Course | 5 | 3 days | 72 | | Tutor Skill Refresh Course | 1 | 1 Week | 7 | | Community Support Officer Initial | 1 | 8 Weeks | 11 | | CSO Tutor Course | 1 | 1 Weeks | 13 | | Direct Entry Detective Programme | 1 | 12 Weeks out of 26 | 14 | | Police Now | 1 Cohort | 6 weeks out of 12 | 16 | | All Wales Neighbourhood Programme | 8 | 3 Days | 132 | | Tier 5 CPD | 1 | 1 Day | 23 | | DA Matters Champions | 6 | 1 Day | 94 | | DA Matters First Responders training (Not part of FTD) | 4 | 1 Day | 58 | |  |  |  |  |   During 2023/2024 the vulnerability trainer restarted the Safe Lives Domestic Abuse (DA) Matters programme and by utilising our Force Training Days and have trained over 1000 officers and staff. To support this the trainers have also increased the number of DA Matters Champions that are trained across the organisation. Moving forward this will be a rolling programme to ensure that new officers are captured entering the organisation.  As an Op Soteria force, the crime team have focussed on ensuring that the workforce is equipped with the essential skills to investigate serious sexual offences. This has been supported by the College of Policing who have developed new learning programmes that are tailored for specific groups within Policing. These include the Rape and Serious Sexual Offences (RASSO) First Responder programme that is currently being delivered to all frontline officers on Force Training Days and the RASSO Investigative Skills Development Programme that is currently being delivered to our investigators within Public Protection and Reactive Criminal Investigation Department (CID).  The team have reviewed and reinvigorated our Achieving Best Evidence (ABE) and Advance Suspect Interviewing training programmes increasing the number of courses available to maintain these skills within the Local Policing Areas. A quality assurance process has been implemented into interview training, this involves reviewing learner’s interview products post course and providing feedback to both learner and supervisor. This not only tests the effectiveness of the training product but also ensures that learners are applying their new skills according to best practice guidance.  The assessment team have worked incredibly hard to improve professional accreditation compliance and had some great achievements over the past 12 months. The team have significantly increased the number of accredited Senior Investigating Officers within the organisation. Moving forward the aim is to implement new processes that will ensure that those accredited on investigative skills programmes remain compliant through maintenance of their accreditation through Continuing Professional Development (CPD).  The Assessment Team continues to support student officers undertaking the Direct Entry Detective Programmes. The students that joined in 2023 are now fully embedded and valued members of our CID teams. All are on track to achieving full Operational Competence and demonstrating the ability to be accredited Detectives. The team are currently looking ahead and are planning for the support that will be needed for the 34 Direct Entry Detective Students that joined on the 2024 programmes.  **Digital Training**  The team have once again seen staff attrition within the department and have again faced significant challenges of mentorship, however, have seen a period of stability and continuity over the past six months. During this period of stability training material has been updated to reflect national change, however, this continues to be a challenge due to the frequent amendments required.  There are several projects in development phase at present, the implementation and design of the digital case files project with a go live date set for 2026, and the switch over to the new FCS System SAAB again with an unconfirmed go-live date.  The collaboration with South Wales Police (SWP) and the TELU team, the department have developed two e-learning packages, two podcast series, seven animations with a further two in development with the aim of making learning more accessible to all and catering for different learning styles. The pilot has moved past the six-month initial period and is nearing a full year, a business case will be submitted deciding whether to continue with the collaboration.  *ICT Course Delivery*   |  |  |  | | --- | --- | --- | | *Course* | *Number* | *Total Trained* | | *Niche* | *60* | *298* | | *PNC/VOS’s/Quest* | *36* | *236* | | *PND* | *5* | *42* | | *Storm/WebStorm* | *11* | *49* |   EXTERNAL TRAINING – HIGHLIGHT AREAS  The use of external training has remained impacted this past year due to availability of suppliers during the last financial year following Covid. Despite these challenges the below external training courses have been delivered.   |  |  |  |  | | --- | --- | --- | --- | | Course | Number | Length | Attendees | | *SSAIDP* | *1* | *2 Weeks* | *22* | | *ABE* | *1* | *1 Week* | *12* | | *Tier 3* | *1* | *2 weeks* | *12* | | *Tier 5* | *1* | *2 Weeks* | *9* |   To reduce external spend, the crime team have developed an in house ISMP course which is due to be delivered on the first occasion in the new financial year. This enables us to prioritise staff internally before being able to income generate and offer places to other forces. However, there is little resilience within the small team, therefore there will be some dependency on external suppliers when there is no capability or availability of trainers.  Due to the reduced need for Hydra annually, we now pay per use with University of South Wales, leaving a contract offers a large cost saving to the force.  **STAFF DEVELOPMENT – HIGHLIGHT AREAS**  During 2023/24 the College of Policing licenced driver training, this process professionalised and standardised all driver training products nationally. The driver training unit successfully achieved the required standard ahead of time. Driver training have successfully recruited a Chief Driving instructor (CDI) and Deputy Chief Driving Instructor (DCDI) as part of the licence agreements with COP.  The biggest change within Learning and Development (L&D) this financial year has been the introduction of Public and Personal Safety Training (PPST) transitioning from the old Officer Safety Training (OST). As an early adopter force the department had an uplift in staff to meet demand, due to the significant work that the team have undertaken, PPST compliance is currently sitting at 96%, the highest that the force has seen.  FINANCIAL CONSIDERATIONS  The force external £721,842 with an anticipated full spend on this budget., with an additional £ 682,442, for student officer.  PERSONNEL CONSIDERATIONS  Gwent Police are committed to providing staff with an excellent standard of initial and ongoing training. Learning and Development also intend to support all staff through their professional development. Two members of staff are being supported to complete the Professional Certificate in Education and training; both were awarded College of Policing bursaries for this process. There is one member of the crime team commencing the Professional graduate certificate in Education. There are several members of staff completing TAQA qualifications providing them with the correct skills required to assess members of staff.  LEGAL CONSIDERATIONS  There are no legal considerations.  EQUALITIES & HUMAN RIGHTS CONSIDERATIONS  This report 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.  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.  RISK  The engagement of staff in Learning and Development activities are key to the forces ability to deliver against the required statutory obligations presented to the force. Non-adherence to statutory requirements in training and assessment would result in staff operating outside the minimum legal requirements and in having poorly qualified and inexperienced staff.  **FORCE SCRUTINY**  This report has been presented and approved via Scrutiny Executive Board and Formal Chief Officer meeting.  Superintendent Bartley gave a brief overview of the report.  Chief Constable Hobrough has scrutinised PDR non-compliance across the board and noted this is not particular to one area of business. The uptake in usage in PDR is seen where it is linked to promotion exams and promotion activity generally as well as sideways moves. Issues highlighted are within collaborative units which needs further work and monitoring.  PUBLIC INTEREST  In producing this report, has consideration been given to ‘public confidence’?  Yes  Are the contents of this report, observations and appendices necessary and suitable for the public domain?  Yes  REPORT AUTHOR  Superintendent Laura Bartley    LEAD CHIEF OFFICER  Deputy Chief Constable Brain  ANNEXES  Annex A - Learning and Developing Outturn Report  Annex B - OTU Training Summary  GOVERNANCE BOARD AND CHIEF OFFICER APPROVAL  I confirm this report has been discussed and approved at a formal Chief Officers’ meeting.  Meeting chaired by: Chief Constable Hobrough  Meeting date: 15/08/2024  Signature:    Date:  21/08/2024  Annex  Annex A Learning and Developing Outturn Report  Annex B OTU Training Summary | | |