



# Learning and Development Annual Summary and Outturn Report 2024-25

*ADRODDIADAU'R  
BWRDD ATEBOLRWYDD  
A SICRWYDD*

ACCOUNTABILITY AND  
ASSURANCE BOARD

24 October 2025



## 1. DIBEN AC ARGYMHELLIAD | PURPOSE AND RECOMMENDATION

- 1.1 The annual Learning and Development Outturn Report is presented for monitoring purposes.
- 1.2 There are no recommendations made requiring a decision.

## 2. CYFLWYNIAD A CHEFNDIR | INTRODUCTION & BACKGROUND

- 2.1 The Learning and Development Outturn Report provides details of the departments training and development activity through 2024/25.

## 3. MATERION I'W HYSTYRIED | ISSUES FOR CONSIDERATION

- 3.1 The demand for places on courses remains high often with college of policing (COP) courses booked a full year in advance. Learning and Development continue to use the preferred option of virtual training and conferences with a two-fold approach, minimise abstractions and reduce the spend on the ever-increasing accommodation costs. The pilot collaboration with the Technology Enhanced Learning Unit (TELU) has been formalised with a digital learning developer embedded within the team in South Wales Police. Consequently, the force has broadened its approach to learning incorporating podcasts and videos to supplement classroom learning.

### Crime Training:

| Course | Number of Courses | Length of Course | Attendees |
|--------|-------------------|------------------|-----------|
| Tier 2 | 14                | 2 weeks          | 161       |
| Tier 3 | 3                 | 2 weeks          | 39        |
| ABE    | 9                 | 2 weeks          | 63        |
| PIP 2  | 2                 | 5 weeks          | 25        |
| ISMDP  | 1                 | 2 Weeks          | 9         |



|                                                                    |          |                             |     |
|--------------------------------------------------------------------|----------|-----------------------------|-----|
| Solo/<br>1 <sup>st</sup> Responder                                 | 2        | 1 week                      | 17  |
| Statement<br>Workshop                                              | 4        | 1 day                       | 12  |
| Quality of<br>Investigations<br>Workshop                           | 2        | 1 Day                       | 15  |
| Tutor Course<br>PC/DC                                              | 6        | 3 days                      | 46  |
| Community<br>Support Officer<br>Initial                            | 1        | 8<br>Weeks                  | 11  |
| CSO Tutor<br>Course                                                | 1        | 1<br>Weeks                  | 8   |
| Direct Entry<br>Detective<br>Programme                             | 1        | 12<br>Weeks<br>out of<br>26 | 20  |
| Police Now                                                         | 2 Cohort | 6<br>weeks<br>out of<br>12  | 14  |
| All Wales<br>Neighbourhood<br>Programme                            | 3        | 3 Days                      | 48  |
| DA Matters<br>Champions                                            | 3        | 1 Day                       | 38  |
| DA Matters<br>First<br>Responders<br>training (Not<br>part of FTD) | 9        | 1 Day                       | 127 |

3.2 During 2024 to 2025 the Tier 2 Course has been re-written to reflect the new curriculum. 'Operation Sherlock' is an immersive training programme developed in house. The aim of the programme is to provide practical training to front line officers to develop their investigative mindset and enhance their golden hour enquiries.

3.3 Throughout the five-day course, officers follow a real-life murder investigation and while accepting patrol officers will be first on scene, and arrest suspects for murder, the course

regularly links to the learning of PIP1 investigations and is complemented by inputs from SMEs and SIOs to view the investigation from an alternative perspective.

- 3.4 Upstander / Bystander has been delivered via force training days, and it is intended this will now be rolled out to the rest of the force. The aim of the Upstander programme is to empower delegates with the knowledge and skills to challenge inappropriate behaviour through active intervention and build a fair and equal culture based on inclusion and respect for all.
- 3.5 As an Op Soteria force, the crime training 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. The force now delivers the new Serious Sexual Assault Investigators Development Programme (SSAIDP 2) internally to specialist detectives and investigators which will now offer a cost saving to the force moving forward.
- 3.6 The crime training team reviewed the programmes that they deliver including Achieving Best Evidence (ABE) and Advance Suspect Interviewing to ensure that they are reflective of the current curriculum.
- 3.7 The assessment team continue to work incredibly hard and have an unprecedented number of portfolios to review whilst continuing to support student officers undertaking the Direct Entry Detective Programmes. The students that joined in 2024 are now fully embedded within the CID teams. All are on track to achieving full Operational Competence demonstrating the ability to be accredited Detectives. There are now only two Cohorts of Police Now Detectives within training. Cohort 4 will graduate in May and Cohort 5 at the end of 2025. Gwent will no longer utilise this entry route in the future as the number of accredited Detectives has reached the required levels.
- 3.8 There has been a significant increase in the Cadre of accredited PIP 3 Senior Investigating Officers and the CPD associated qualifying criteria has changed significantly. The team have introduced robust methods to adapt to the portfolio requirements including a portfolio panel ensuring operation credibility.
- 3.9 The Investigative Supervisors Management Development Programme (ISMDP) that launched locally in 23/24 continues to be a success with a continued cost saving to the force.

## ICT Training:

| <b>Course</b>          | <b>Number</b> | <b>Total<br/>Trained</b> |
|------------------------|---------------|--------------------------|
| <i>Niche</i>           | <i>68</i>     | <i>334</i>               |
| <i>PNC/VOS's/Quest</i> | <i>38</i>     | <i>117</i>               |
| <i>PND</i>             | <i>7</i>      | <i>25</i>                |
| <i>Storm/WebStorm</i>  | <i>8</i>      | <i>61</i>                |



- 3.10 Over the past year the IT training department have ensured that the force is equipped with the necessary skills to utilise IT systems. Through strategic training initiatives, system roll outs and staff development, the team have strengthened capabilities across the force.
- 3.11 In summary, the team have delivered the roll out for Niche property and property X application, have redesigned operational training for new recruits ensuring that it meets the needs of the force when constables arrive in post. The team have expanded their training provision to incorporate Ipatrol, body worn video and NICHE Investigate.
- 3.12 The team have been instrumental in the upcoming Digital Case File delivery and will lead on the critical training due to commence in September this year.
- 3.13 The team have focussed in delivering on training that is suitable for all and have tailored training to individuals who are neuro divergent and at times offering 1:1 support to ensure information has been retained.

## Operational Training:

- 3.14 Learning and Development have invested in a rope access team enabling the team to deploy to incidents, reducing the need to depend on neighbouring forces. During this period, the team deployed their skills following a report of a found ammunition belt within a hazardous area, including recognition of the danger, officer deployment of advanced rigging techniques securing the area for the safety of the public, and recovering the ammunition belt without compromise of forensic opportunity and safety. Officers were praised for their swift action and commitment to public safety which would have been significantly impacted had the force called upon a neighbouring force.
- 3.15 The taser leads and Sgt have been upskilling themselves ahead of the transition from X2 to the T10 model later this year. The team are now able to proceed with business and usual when T10 arrives.
- 3.16 The OTU and DTU training summary is contained within Annexe A.

## 4. CYSWEITHIO | COLLABORATION

| Course | Number | Length  | Attendees |
|--------|--------|---------|-----------|
| SSAIDP | 1      | 2 Weeks | 13        |
| Tier 3 | 1      | 2 weeks | 11        |
| Tier 5 | 1      | 2 Weeks | 9         |

- 4.1 Several members of the crime team are now accredited to deliver SSAIDP2 reducing the need for an external trainer to deliver, saving costs the force's training budget.

## **5. CAMAU NESAF | NEXT STEPS**

- 5.1 Trainers must have completed either a Level 4 education and training course or must have completed the Training and Essentials Programme that is the equivalent to level 4 without the accreditation. Five staff have undergone accreditation and are now licenced to deliver the College of Policing programme internally, with a further two awaiting confirmation with COP. With an increasing level of courses being professionalised by COP this was an essential requirement for the department and has since offered the force a cost saving of £16,800 during this period with a future saving of £30,240 during year 25/26.
- 5.2 With the professionalisation of roles with COP, several members are completing their TAQA qualification providing them with the skills to assess members of staff.

## **6.YSTYRIAETHAU ARIANNOL | FINANCIAL CONSIDERATIONS**

- 6.1 Learning and Development had a budget of £600,000 a reduced budget from the previous year, a full spend has been predicted.

## **7.YSTYRIAETHAU PERSONÉL | PERSONNEL CONSIDERATIONS**

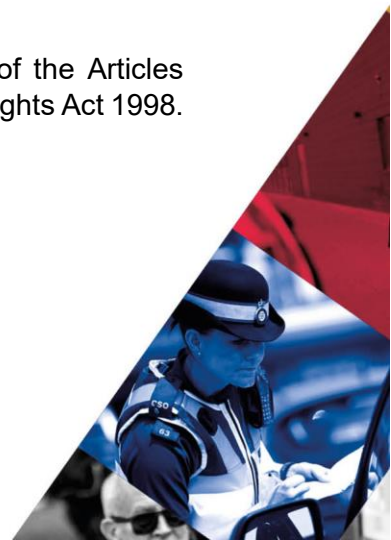
- 7.1 Gwent Police is committed to providing staff with an excellent standard of initial and ongoing training. Learning and development also intend to support staff through personal development. Two applicants applied for bursaries from COP but were unsuccessful. Over this period five staff members were supported with academic funding, varying levels of support were provided from 10% to 100%. The level of financial support depends on the relevance to their role and learning that can be brought back into force. The current courses supported vary from Working With Victims of Crime to MSc in Digital Forensics.

## **8.YSTYRIAETHAU CYFREITHIOL | LEGAL CONSIDERATIONS**

- 8.1 Non-applicable.

## **9. YSTYRIAETHAU CYDRADDOLDEB A HAWLIAU DYNOL | EQUALITIES & HUMAN RIGHTS CONSIDERATIONS**

- 9.1 This report has been considered against the general duty to promote equality, as stipulated under the Joint Strategic Equality Plan and has been assessed not to discriminate against any particular group.
- 9.2 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.



## 10. RISG | RISK

- 10.1 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.

## 11. BUDD Y CYHOEDD | PUBLIC INTEREST

- 11.1 In producing this report, has consideration been given to 'public confidence'? **Yes**
- 11.2 Are the contents of this report, observations and appendices necessary and suitable for the public domain? **Yes**
- 11.3 If you consider this report to be exempt from the public domain, please state the reasons:  
**None**

## 12. AWDUR YR ADRODDIAD | REPORT AUTHOR

- 12.1 Hayley Love, Project Manager

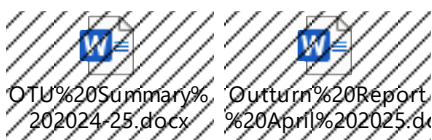
## 13. PRIF SWYDDOG ARWEINIOL | LEAD CHIEF OFFICER

- 13.1 CSU Ian Roberts, Chief Superintendent - Corporate Services

## 14. ATODIADAU | ANNEXES

App A - Learning & Development Annual Report 2024-25

App B – Operational Support Training



## 15. CYMERADWYAETH Y PRIF SWYDDOG | CHIEF OFFICER APPROVAL

- 15.1 This report has been presented to the following oversight board: **People Board**  
Meeting chaired by: **ACC McLain**  
Meeting date: **22/07/2025**  
Actions or amendments arising from meeting: **ACC McLain suggested making the data around PPST compliance more prominent and in the body of the report as well as in the appendix.**

This report has been presented to the **Scrutiny Executive Board**

Meeting chaired by: **DCC Nicola Brain**

Meeting date: **5 August 2025**

Actions or amendments arising from meeting: **None**

- 15.2 I confirm this report has been discussed and approved at a formal Chief Officers' meeting.
- 15.3 I confirm this report is suitable for the public domain.

**Llofnod | Signature:**



**Dyddiad | Date: 14 August 2025**

