**L&D Outturn Report 2022/23**

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| **Embed a Learning Culture** | **Protected Learning Time (PLT)**  PLT was reviewed and once again supported for promotion within force with a total of 40 hours per year allocated. PLT for PEQF is not included in this policy as is inbuilt into PEQF planning and learning framework when they reach the tutor pods.  Blended learning has continued through the financial year with a total of 12 e-learning packages created and eight currently in development. Each package is created and uploaded to College Learn for compliance auditing purposes.  Additionally, two members of the ICT training team are completing a digital collaboration pilot with South Wales Police (SWP). This will enhance digital learning and broaden the scope of products that we as a force have access to such as podcasts and digital video interviewing. The aim is to reach and engage more staff, reduce abstraction and overall cost.  **Apprenticeship Scheme**  The two apprentices currently sat within learning and development are coming to the end of their contracts and have both successfully completed their NVQ Qualifications. Both have been an asset to the department with one securing a permanent position in the force control suite commencing in May 2023 and the second yet to secure a permanent post. The department has bid for a further two apprentices, one specifically for e-learning and another to sit within the admin team.  **Staff Development**  To assist personal & professional staff development, Academic Assisted Funding is available for all staff as well as Welsh Government funded qualifications with our training partner Talk Training.  There are six employees currently studying with Talk Training all completing varying levels of ILM Management qualifications.  Over the last 12-months two applicants have been supported in application for the College of Policing bursary scheme. The results have not been announced to date.  Academic Funding has supported four candidates continue their further learning. The Level of funding depends on the relevance to the applicant's role and benefit to the organisation. The meeting is held by an independent panel, supported qualifications vary from a policing degree to Youth and Community Practice.  **Personal Development Reviews (Perform)**  Work continues in collaboration with South Wales Police developing the Perform Annual Assessment. This year objectives were removed and only one check in was required at the end of September and the annual check in at the end of March 2023. This change was implemented following the employee feedback following the HMIC Inspection.  Compared to year 2021-22 where the annual completion rate stood at 48%, this year, the completion rate had almost doubled at 84.52%. A total of 1578 completed forms. 237 forms in progress, 52 forms not started. Staff can now use the PDR system to select training preferences and to request access to courses.  **Assessment and Accreditation**  Staff undertaking qualifications within the workplace have been assessed to the required standards by our assessment and accreditation team. With PEQF replacing IPLDP, there has been a change in the assessment of student officers. Whereas student officers would be assessment over a 12-month period this is now extended to either 2 years (DHEP students) or 3 years (PCDA students) process.   * Over the last 12 months 27 Level 4 Police First Line Management have been assessed and 22 Level 5 Police Management Qualifications. 24 SCAIDP programmes, 32 PIP Portfolios, 22 Police Support Investigators, 6 MSCIDP, 5 TAC (Gold/Silver/Bronze) and 17 Level 3 Education and Training Qualifications.   Following another successful visit by Skills for Justice this year Gwent continue to use its Direct Claims Status and expedite the awarding of these qualifications.  **Coaching and Mentoring**  The Leadership development team have delivered Coaching and Mentoring training to hundreds of employees across a range of programmes. The department now has a standalone Coaching and Mentoring Workshop that can be selected via PDR. The force talent manager has created a live directory of force coaches and mentors that includes their area of expertise and contact details. The directory can be accessed by our employees via the Leadership page of The Beat. |
| **Take a structured approach to Leadership and Talent Development** | **Sergeants Development Day Programme**   * This programme is aimed at all sergeants across the force providing inputs on issues affecting Gwent Police including vulnerability and crime data integrity. Over the last 12 months seven Sergeant development sessions have been completed with 104 Sergeants in attendance.   **Leadership and Talent Management Team**  The Leadership Development Team is well established and has delivered on the priorities of year 1 of the Leadership Strategy  The Outcomes:   * GWP is prepared ahead of time for national reforms to progression and promotion, namely the First Line Leaders Programme. * The College of Policing are promoting GWP nationally as an exemplar force. This has led to other forces requesting permission to adopt and rebrand the Gwent Framework and Strategy. * GWP have been nominated as the All -Wales Lead Force and as the chair of the group, I have nurtured a shared spirit of openness, trust, and co-operation. * 100’s of employees have received high quality leadership training and personal development across a range of programmes and products from First Line Leaders to Senior Leaders. * Key themes have been addressed, such as Race Awareness Workshops that match our commitment to Race Plan and Pledge. * GWP’s highest ever engagement in PDR. * Recognition from HMICFRS inspection and tangible progress against AFI’s. * A force succession plan. * A Talent management Framework which includes specific provisions for underrepresented groups. |
| **Provide the Knowledge, Skills and Processes needed to do a great job** | **Police Educational Qualification Framework**  Gwent has continued to train student officers through the three main PEQF entry routes – DHEP (two year programme) for officers already holding a degree, PCDA (three year programme) for those who do not and ‘Pre-Join’ for those who have previously completed a degree in Professional Policing.  In 2022/2023:   * 181 student officers have been recruited into the programme with a further cohort of 33 scheduled to join at the end of March 2023. * 205 student officers have completed their initial 26-week Initial Learning Phase and 12 ‘Pre-Join’ students their shorter 12 week course. These courses are now being held across two sites, Police Headquarters and Vantage Point. * 163 student officers have completed their 12-week Accompanied Patrol Phase, achieving Independent Patrol Status. A further cohort of 50 will have completed this phase in the coming weeks. * During this financial year 156 student officers from 5 cohorts will have successfully passed through their Year 1 to Year 2 Gateway. * 28 student officers will have successfully pass through their Year 2 to Year 3 Gateway and 72 across 7 cohorts will have been confirmed in rank by the end of the Financial Year.   The ‘hybrid’ tutor model of utilising officers from the Local Policing Areas as well as those from within the Professional Development Unit has continued during the Accompanied Patrol Phase. Necessary due to Operation Uplift, this also assists in front line delivery and provides benefits in preparing the students for being independent on shift. Over 100 officers from the Local Policing Areas have now completed the accredited Tutor Constable’s course delivered by Professional Development Unit staff.  A change to the programme this year has seen operational attachments re-introduced. At the start of their second year all student officers are now required to undertake deployment to Roads Policing, Public Protection, Criminal Investigation and Neighbourhood Policing units.  **Police Now**  The eleven student officers currently undertaking the Police Now Neighbourhood programme are now approaching the end of their probationary period. Seven have already had their Operational Competency Portfolio signed off, with three others expected to complete in the near future. It is likely the remaining student officer will require an extension. The remaining University assessment is due for submission in May.  **National Police Promotion Framework**  Over the last 12 months our qualified Level 4 and Level 5 Assessors have continued to assess Sergeants and Inspectors who have been successful at the NPPF Step 3 Selection Panel.  During this period 27 Sergeants have completed their Level 4 Qualification in Police First Line Management, with a further 40 having been inducted and in the process of completing. Over the same time period 22 Inspectors have completed their Level 5 Qualification in Police Management.  Other Training  The PEQF / Quality Assurance team have continued to deliver a bespoke Education & Training package. This equips those staff who deliver training in any capacity across the force with the skills to plan, create and deliver training. The training consists of a mix of theory, lesson planning, delivery, and assessment. 21 learners have completed this course over the last 12 months.  Officers from within the Professional Development Unit have continued to identify and provide support around key areas in operational policing, with a particular focus on investigations. This is available to all officers and has included both file and statement workshops, 9 of the latter having been held over the year. In addition, specific guidance documents in these areas have been developed and provided to all tutor constables and student officers.  Gwent continues to enjoy Direct Claims Status from Skills For Justice following our good assessment practices.  **Force Training Days**  During the past 12 months we have delivered two cycles of Force Training Days covering:   * Suicide and bereavement * FIB * Bail * Firearms licensing * 13 strands of vulnerability * Body worn Video * Child Sexual Exploitation / Child Criminal Exploitation * Missing People * Vulnerable adults   A third cycle has now started delivering No Boundaries training and facilitated ethical discussions. In additional, all operational officers have received two 8-hour CPD days to complete College Learn packages and bespoke training in several themed areas of policing. |
| **Develop strategies and structures that can deliver Policing Vision 2025** | **Business Planning**  This year saw the bi-monthly training meetings continue as per the previous year. Learning and development transitioned from quarterly meetings to bi-annual meetings. Meetings commencing in September detailing strategic training needs to the forthcoming financial year and the further two years, coupled with meetings in April that capture any additional training needs that have become apparent since the September meetings. Whilst the plan focusses on succession planning and providing staff with the relevant skills they require to do their job well this process does not allow for the department to be reactive to training needs that arise outside of these meetings, therefore, following a review the department re-introduced the quarterly training plan meeting in February and the next will take place in May |