**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.  **Staff Development**  To assist personal & professional staff development, Academic Assisted Funding continues to be available for all staff as well as Welsh Government funded qualifications with our training partner Talk Training.  As a force we have supported ten staff with continued learning through the academic funding route. 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 MSc in Leadership, to an MA Professional Policing  There are six employees currently studying with Talk Training all completing various qualifications from Project Management, Business Administration and ILM Management qualifications.  Over the last 12-months two applicants were supported in application for the College of Policing bursary scheme. Both were successful and are currently studying towards completion of a PGCE/PCET qualification.  **Personal Development Reviews (Perform)**  Work continues in collaboration with South Wales Police developing the Perform Annual Assessment. This year the PDR format remained the same where only one check in was required at the end of September and an annual check in at the end of March 2024.  Compared to year 2022-23 where the annual completion rate stood at 72%, this year, the completion rate has decreased to 64.11%. A total of 1272 completed forms. 497 forms in progress, 187 forms not started. Staff can continue to use the PDR system to select training preferences and to request access to courses.  Moving forward the PDR format will change to include global objectives where staff will create their own objectives directly linking in with the three pillars from the plan on a page.  **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 Intranet page.. |
| **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 two of the Leadership Strategy  The Outcomes:   * GWP is prepared ahead of time for national reforms to progression and promotion, namely the Core Leadership Module. * 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 continue to be the All -Wales Lead Force for leadership. * 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.  |  |  | | --- | --- | | Number of employees receiving leadership training during the 2034/24 period | | | Foundation leadership Event (FLE) | 98 | | First Line Leaders Management Module (FLLMM) | 42 | | Core Leadership Module (CLM) | 102 | | First Line Leader one-day modules | 328 | | My Runway Talent Programme | 12 | | Fast Track PC to Inspector process development programme | 5 | | Fast Track Inspector to Superintendent for National Assessment Centre | 1 | | Leadership Academi Conference | 49 | | Policing Horizons (Middle Manager) | 3 | | Policing Horizons (Senior Manager) | 3 | | Aspire | 3 | | Police Executive Leadership Programmer (PELP) | 1 | | Total = | 641 |      * In February 2024, the team re-branded and launched as the Gwent Police Leadership Academi, which was celebrated by a Leadership Conference focussing on personal leadership and cultural impact. * The team delivered on several new products including a new Leading Wellbeing Module, podcasts and webinars offering alternative ways of learning and makings products accessible to all. * The Mid-Level Leaders Programme and a Talent Management Programme (Talent Evolution) remain in development, however, are on schedule for launch in the coming financial year. * PDR 2023 - 2024 check in compliance is currently at 86% and this is the first cycle we have captured training requirements from the workforce, firstly giving staff autonomy and a voice in their growth and development and secondly providing a reliable source of data to inform L&D planning through demand analysis. The data will be collected both at the check in and annual review steps. * A force succession plan. * A Talent Management Framework which includes specific provisions for underrepresented groups. It has been specifically designed as an internal talent programme to commence in September 2024. It provides a cost saving and allows us to provide a more specific narrative for this talent pool and their development. |
| **Provide the Knowledge, Skills and Processes needed to do a great job** | **Police Constable Entry Routes (Formally PEQF)**  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 PPD for those who have previously completed a degree in Professional Policing. DHEP students have include those entering on the DHEP DC (Direct Detective Entry) programme.  From March 2024 we start our new collaboration as the University of South Wales becomes our partner HEI to deliver the DHEP and PCDA programmes. This will see some significant changes around the structure of the programmes and how we work with the University on academic achievement and student support. Formal validation occurred in February 2024.  In 2023/2024:   * 41 student officers (23 PCDA, 14 DHEP, 4 PPD) have been recruited into the programme with a further cohort of 42 (24 PCDA / DHEP, 18 DHEP DC) scheduled to join at the end of March 2024. * 119 student officers have completed their initial 26-week Initial Learning Phase. These courses are now predominately being held at Police Headquarters. * 122 student officers have completed their 12-week Accompanied Patrol Phase, achieving Independent Patrol Status. An additional 41 students are due to commence this part of their training by the end of March 2024. * During the year 165 student officers from 5 cohorts will have successfully passed through their Year 1 to Year 2 Gateway. * 70 student officers will have successfully pass through their Year 2 to Year 3 Gateway and 70 across 5 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 during the Accompanied Patrol Phase is well established. Necessary due to student officer numbers, this also assists in front line delivery and provides benefits in preparing the students for being independent on shift.  The PCER and Crime Training Teams have continued to deliver an approved Tutor Constable course over three days. During the year this transitioned from the previously accredited course to one developed in conjunction with South Wales Police based on College of Policing requirements. 76 officers across 6 cohorts completed the course this year.  **Police Now**  All eleven student officers undertaking the Police Now Neighbourhood programme over this period have either been confirmed in rank or are due to be soon.  **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 33 Sergeants have completed who were inducted in the previous year, a further 40 were inducted in October with one portfolio already complete. Over the same time period 25 Inspectors were inducted onto the programme and 10 have completed their Level 5 Qualification in Police Management.  Other Training  The PCER / 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. 20 learners have completed this course over the last 12 months.  **Force Training Days**  During the last 12 months we have delivered Force Training Days across 3 cycles. These have covered:   * No Boundaries training and facilitated ethical discussions * Problem oriented policing * Forensic awareness * Prevent * DA Matters training.   The biggest change to force training days has been the introduction of public personal safety training (PPST) which has formed part of the red training day cycle between October and March. Organisationally, we will always feature this training as part of the training days annually ensuring officers and staff remain compliant with their competence. In line with College of Policing licences measures officers and staff are not deployable if they are not PPST compliant. To date, PPST compliance is currently 96%, the highest the force has seen for a significant period of time.  **Skills Project**  The Service Delivery Manager and the Talent Management Lead have been collating information with nominated heads of areas to capture essential skills required for a staff member to complete their roles. Capturing these skills for each role in force has been a momentous task prior to uploading to Firms Learn. Once uploaded into Firms Learn this will form personal training needs analysis for individuals and capture skills gap analysis across the force. Additionally, this will better inform HR with posting panels, placing the correct candidate with the correct skills into the most suitable post.  FCC has been trialled with an upload; however, issues were identified within Firms Learn, these housekeeping issues are currently being rectified with Firms prior to moving to more specialist areas such as Specialist ops and Protective Services, therefore, ensuring the data output will be accurate at point of upload. |
| **Develop strategies and structures that can deliver Policing Vision 2025** | **Business Planning**  This year saw the bi-monthly training meetings cease and the quarterly training plan meetings reintroduced. Meetings commenced in September detailing strategic training needs to the forthcoming financial year and assisted in identifying a phased approach to training where there was a significant cost and demand. Since the reintroduction of the training plan meetings this has allowed leaders to reactive to training needs that arise outside of these meetings. |