

<u>OFFICE OF POLICE AND CRIME COMMISSIONER</u>	
LEAD CHIEF OFFICER:	DCC Blakeman
TITLE:	Annual Learning and Development Outturn Report
DATE:	3rd June 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>
2.1	<p>The Learning and Development Outturn Report provides details the departments training and development activity throughout 2019/20.</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, the drive to deliver new and innovative training, and improved organisation development. The department has met unprecedented demand during this period.</p> <p>For a full appreciation of the over-all Learning and Development output for the year this summary should be read in conjunction with the detailed report, Annex A.</p>
3.	<u>SUMMARY OF TRAINING DELIVERY</u>
3.1	<p>2019 saw the introduction of Police Education Qualification Framework (PEQF) which consists of two new entry routes being delivered collaboratively with South Wales Police in Bridgend.</p> <p>67 PEQF students have completed their initial classroom training. 15 of which are approaching Gateway one, an evaluation of their first years academic and operational development, and if passed allows them to move to year 2 and independent patrol status. The remaining student officers are split between the Professional Development Units or still within their 26-week initial learning program.</p> <p>Two Professional Development Officer Level 3 Tutoring and Assessment Courses have been run by the team in order to upskill the experienced officers who will train student officers in Professional Development Units.</p> <p>The team also delivered two Level 3 Award in Education and Training Courses.</p>

Force Training days have been restructured to enhance officer learning and development. Department heads discuss training requirements at the quarterly training plan meeting for their staff and compulsory training necessitated by inspection or other Governance. Learning and Development facilitate this content. Class numbers have been halved to enable more practical and interactive sessions. Officers have received training on range of topics which are included in the detailed report in Annex A. Two training days a year are now for officers to engage in self-directed continuous professional development.

The Driver Training Unit have provided training in advanced driving, standard driving, 4x4 courses, trailer towing courses and driver permits. Following a departmental review which has expanded the capabilities to deliver a wider range of courses the team have developed and delivered training in Initial Pursuit, TPAC and Tac Advisor. 374 courses in total have been completed.

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 seen a temporary expansion to meet the demand of increased numbers of Specially Trained Officers (STO's) who are authorised to carry Taser. The unit has delivered 207 courses across the various disciplines.

The Crime team have delivered 31 training courses, amounting to 62 weeks of training delivery. The team have delivered on the design of new courses aligned with the Police Education Qualification Framework for Community Support Officers and Police Support Investigators. To reduce the time Special Constables, remain in the training environment, the course has been remodelled to a one-week course to train core topics in a condensed period followed by a number of weekend inputs.

The introduction of Police Support Investigators (PSI's) saw L&D design a scheme of work to develop investigators at Level 1, Volume Crime and Level 2, Serious and Complex Crime, which is currently being delivered to 15 newly employed PSI's. Two tutor DC courses were completed in order to upskill staff to assist in the development of the PSI's.

The initial training program for Community Support Officers (CSO's) underwent a fresh design and a cohort of 21 students completed this programme.




In addition, 42 student officers completed initial training for Special Constables in October 2019 and March 2020.

The digital trainer has continued to roll out Cyber Crime for front line investigators and has trained a total of 125 officers. In addition, 104 XRY competency events have been completed. This training allows frontline officer

	<p>to digitally interrogate mobile phones for evidence of an offence.</p> <p>The force continues to support 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. 1814 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.</p> <p>A detailed breakdown of these areas can be found in Annex A.</p>
	<p><u>EXTERNAL TRAINING – HIGHLIGHT AREAS</u></p>
<p>3.2</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>515 external training courses have been arranged for staff across various departments around the force, which were agreed at the quarterly training plan meeting. Full details of these courses can be found in Annex B.</p> <p>The force continues to support officers and police staff in learning Welsh to ensure we are able to provide communication through this medium. There are a cohort of 14 leaners on the Mynediad 1 course and two completing Mynediad 2. The more experienced Welsh Speakers continue to have a session every week with a tutor from Coleg Gwent.</p> <p>The organisation, in partnership with the charity Banardos, delivered on its commitment to increase knowledge in trauma informed practice in the last year. The training was rolled out to all frontline officers and staff. A total of 1292 staff were successfully trained in this area.</p>
	<p><u>STAFF DEVELOPMENT – HIGHLIGHT AREAS</u></p>
<p>3.3</p>	<p>Supporting newly promoted Sergeants and Inspectors with the skills to enable them to carry out their roles is important. To support this a Sergeant Initial Training Course was run which covered various inputs to assist them in their new roles.</p> <p>A cohort of Inspectors took part in the first Lead, Change and Excel development programme which focused on recognised management skills.</p> <p>In June 2019, the new Annual Assessment ‘Perform’ was launched. Development took place through a collaboration project with South Wales Police. Perform is designed to encourage line managers to have regular ‘check ins’ with their staff and focuses on personal development.</p>

	<p>2019 saw the continuation of the Talent Management Programme “My Runway”. The programme forms part of the Talent Management Strategy and 8 staff from the second cohort successfully progressed through the programme and completed in January 2020. This involved participants undertaking a project that brings positive change to their working areas. The projects were presented to the DCC on their final day.</p> <p>Staff Undertaking qualifications within the workplace are assessed to the required standards by the Learning and Development Assessment and Accreditation Team.</p> <p>The force moved from a grading of Fair to Good for assessment practices in 2019. Following our EQA visit in March 2020 the force has received Direct Claim Status which is a phenomenal achievement and a reflection of the hard work and professionalism of the Assessment Team.</p> <p>There is currently one officer on the Fast Track Programme, recently promoted to Sergeant and entering into the second year of the programme.</p> <p>The organisations existing pool of Coach and Mentors have delivered 76 sessions in the last financial year, consisting of approximately 98 hours.</p>
<p>4.</p>	<p><u>Covid-19</u></p>
<p>4.1</p>	<p>The Covid-19 pandemic had a major impact on learning delivery at the end of this reporting period. Social distancing and ‘lockdown’ saw the department review training delivery and make recommendations to the force Gold group on essential training that could continue and what would have to be postponed. All external training ceased with immediate effect as external providers were no longer delivering training.</p> <p>Two classes of PEQF students were in training, one-part way through and the other class commenced training on the day ‘lockdown’ was announced. It was important to continue with these learning programmes to ensure the student officers received the appropriate training. The College of Policing Emergency Curriculum was not adopted as frontline demand through Covid-19 did not require early deployment. Any delay in these training programmes would have had a severe impact of uplift delivery for the rest of the year.</p> <p>Whilst this was challenging learning quickly changes to a far more blended approach with virtual classes delivered on line, self-directed learning and classes split into smaller groups where social distancing could be observed for tutorial inputs at Vantage Point.</p> <p>Other essential areas of training that continued included river training, initial officer safety training and initial Taser courses.</p> <p>Many areas of training that are governed by license or time period refreshers saw extensions, by the College of Policing, allowing officers to continue outside of their re-accreditation date.</p> <p>Courses that did not run will be reviewed to see where they can be accommodated in the 2020-21 learning plan</p>

5.	<u>NEXT STEPS</u>
	Evaluate the changes in training through the blended delivery approach to enhance further and identify lessons learnt.
6.	<u>FINANCIAL CONSIDERATIONS</u>
6.1	<p>The force training budget was raised to £1,165,248.00 in the last financial year to cope with the increased demand on the department which included £100,000 for PEQF costs.</p> <p>L&D has spent £1,029,856.00 on training staff across the force in line with force priorities. The budget has been closely monitored to ensure there was no overspend.</p> <p>A further £142,412.82 has been spent on training outside of L&D</p> <p>A copy of the report can be found in Annex C.</p>
7.	<u>PERSONNEL CONSIDERATIONS</u>
	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.
8.	<u>LEGAL IMPLICATIONS</u>
	None Applicable
8.	<u>EQUALITIES AND HUMAN RIGHTS CONSIDERATIONS</u>
8.1	<p>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.</p> <p>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. There are no identified concerns and no collateral intrusion.</p>
9.	<u>RISK</u>
	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>
	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.

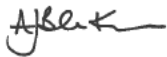
11.	<u>CONTACT OFFICER</u>
	Chief Inspector Mark Thomas, Head of Learning and Development
12.	<u>ANNEXES</u>
A	 Outturn Report 2019-20.docx
B	 Breakdown of external training.xlsx
C	 I +D end of

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Office of the Chief Constable

I confirm that **L&D outturn report** has been discussed and approved at a formal Chief Officers' meeting.

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



Signature:

Date: 11/05/2020

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: