



**Lancashire
Constabulary**
police and communities together

JOINT MANAGEMENT BOARD

ITEM 4	DATE: 7 AUGUST 2015
TITLE: NATIONAL LEARNING & DEVELOPMENT UPDATE	
REPORT BY: VICTOR ROBINSON	
Executive Summary A summary of key learning initiatives being developed by the College of Policing are detailed below together with their impact in Lancashire.	
Recommendation For information only	
Signature Police and Crime Commissioner Date	Signature Chief Constable Date

PART I

1. Background and Advice

National Learning & Development Update

Police Service Quality Assurance (PSQA) Scheme

The full details of the revised Police Service Quality Assurance scheme (PSQA) is now known and is currently being implemented across home office forces. This is an all-embracing quality assurance scheme based on a single framework with multi-functional capabilities designed to meet a range of stakeholder needs.

Purpose of the Scheme

The overall purpose of the scheme is to promote quality and consistency throughout learning and professional development. The framework seeks to ensure that nationally agreed standards are applied, adhered to and maintained through continuous improvement. It provides a facility for assessing quality across local and national products, functions and business areas in all police forces and wider law enforcement organisations. It also caters for approval/compliance of specialist areas of National learning programmes.

A key element of the scheme is the use of the framework as a performance management tool. It provides a structure for managers to ensure that learning and professional development is identified, designed, delivered and evaluated in an efficient and effective way, contributing to organisational and operational performance.

Benefits of the Scheme:-

- Reduction of bureaucracy and duplication
- 6 core criteria that emulate the learning and professional cycle
- Can be used as a tool to assist with performance management and planning
- Managers can review and assess performance across the whole of their learning and professional development function
- 'Review groups' can be determined locally i.e. central and devolved learning
- Learning and development activity can be assessed at a force or product level
- Information from the scheme can be utilised for multiple purposes, for example – risk management review of return on investment and inspections such as HMIC
- The scheme also provides a local, regional and national infrastructure through which common challenges can be identified, collectively solve problems and share effective innovations.

Lancashire Constabulary has participated in the consultation of the new PSQA framework and currently achieves all national standards related to the delivery of learning programmes.

Stop and Search

A Home Office mandated programme will be rolled out nationally from March 2016.

The College of Policing are working with the Equality and Human Rights Commission (EHRC) representatives from policing, campaign groups and academia to develop a new stop and search training programme for officers. The training will assist police officers in ensuring their use of stop search powers is fair and effective and in their statutory duties to promote and respect human rights and equality laws.

The training is likely to include an E- Learning based pre-read, and assessment process followed by 6 hours training (face to face training). This training is also likely to be compulsory in terms of annual required training for Defining Assessment of Competence which is being introduced later in 2016.

Following a Stop and Search Training Consultation event held at the College of Policing in February, a number of forces volunteered to take part in training pilots and 8 forces have been selected with training due to take place between August and September. Officers' use of stop search powers in the pilot forces will be assessed before and after training as part of a randomised control trial.

Further evaluation of the pilot forces will be followed by review and update of training materials prior to the new training programme being rolled out to all police forces in 2016.

In Lancashire this training will be incorporated into the 2016/17 Training Plan

Mental Health

The College of Policing is reviewing the training and guidance for mental health and policing. The revised Mental Health Authorised Professional Practice (APP) will be available for review and comment in Autumn this year and new learning standards and training will be available in Spring 2016.

Road Policing

The National Roads Policing Learning Project has moved into Phase Two which includes a review of the Driver Training Learning Programme. The review will include detailed consultation with forces and partner agencies; learning standards will be released in a phased approach to enable forces to take advantage of the new standards as soon as they are available.

Continuing Professional Development

The implementation of a national CPD framework for all (both staff and officers) within policing is a key commitment in the College of Policing's five year strategy, beginning with new recruits and chief officers. This activity is in line with the College's remit as a professional body and wider aim of raising standards of professionalism through education, learning and professional development.

CPD is a key characteristic of many professions and consideration needs to be given to what the anticipated benefits are likely to be for the police service and the public it serves. Professionalisation offers the opportunity to support practitioners, in all ranks

and roles, to achieve high standards and respond effectively to current and future demands. Several major national initiatives directly interface with the development and implementation of a CPD framework for the service, these include:

- The review into police leadership which includes the recommendation that: 'all graduates from the Strategic Command Course are expected to undertake and demonstrate annual CPD';
- The defining and assessing competence (DAC) programme which responds to the Winsor review recommendations relating to threshold meeting ;
- Provision of national guidance to forces on the implementation of Professional Development Review (PDR);
- Review of the Professional Policing Framework (PPF);
- Implementation of the National Police Promotions Framework (NPPF); and
- The launch of the College membership offering.

The Model for Continuing Professional Development

The proposed model aims to provide a national framework with broad simple principles, so it can be utilised across all forces for police staff and police officers at all ranks, grades, roles and specialisms. It divides professional development for every employee into two main areas 'Individually Driven' and 'Core':

- 'Individually Driven' development is directed by the individual in discussions with their line manager and includes activities that the individual identifies for their own personal and/or professional development.
- 'Core' CPD encompass three sets of requirements:
 - National – this is learning or development defined nationally to support service wide initiatives such as the implementation of the Code of Ethics, the National Decision Model or Evidence Based Practice. The learning may apply to all personnel or be differentiated by rank or grade.
 - Local/Force – this learning or development is defined by the Force to meet specific needs such as IT systems or to implement a Force specific initiative or priority.
 - Role/Specialism – these are the specific requirements for specialist roles for example: Investigation, Forensics, Call handlers, Public Order.

It is suggested that learning requirements should be set on an annual cycle and used to inform the discussions conducted during Performance Development Review (PDR) processes.

The College of Policing have recommended that all full time staff and officers undertake a minimum of 35 hours of CPD activities per year. This aims to create a culture of professionalism within policing.

Many staff within Lancashire Constabulary already undertake an annual CPD, some of which is to monitor their professional accreditation i.e PIP (The Professionalising Investigation Programme). Therefore the introduction of such an approach is manageable without additional resource investment or abstraction.

CPD can include:-

- Distance on-line learning, mobile applications;
- Taking part in online events (webinars);
- Private study such as reading online or a paper relating to their profession or specialism;
- Reading/studying professional practice guidance, case law, inspection and inquiry reports etc.;
- Delivering a presentation on a subject in which they are fully competent
- Delivering training and teaching to others.

Work-based

- Development of personal and practical skills through activities such as shadowing and delivering and receiving coaching;
- Secondments and job swaps within policing or other sectors that have a clear link to their professional role;
- Being part of a working group;
- Taking on action research projects;

Structured/formal programmes

- Professional courses, seminars and conferences;
- Training courses provided within their force;
- Undertaking academic courses that have a clear link to their professional role.

CPD will also be part of the College of Policing membership offer, which it will open up to members of the service later this year. As part of this service the college will provide a national system for members to records their CPD.

CPD will also link to the revised PDR and Defining Assessment of Competence (DAC) schemes being introduced next year.

Within Lancashire Constabulary's approach to CPD/PDR and DAC is currently being finalised ready for consultation with staff associations.

2. Links to the Police and Crime Plan

Learning and Development plans support the delivery of the Commissioner's Police and Crime Plan by ensuring that the workforce has the necessary capabilities to deliver against his stated priorities.

3. Consultation

4. Implications

- a. Legal**
- b. Financial**
- c. Equality considerations**

5. Background Papers

6. Public access to information

Information in this form is subject to the Freedom of Information Act 2000 and other legislation.

Part 1 of this form will be made available on the PCC website within 3 working days of approval. Any facts/advice/recommendations that should not be made available on request should not be included in Part 1 but instead on the separate Part 2 form.

Officer declaration	Date
LEGAL IMPLICATIONS – As above	
FINANCIAL IMPLICATIONS – As above	
EQUALITIES IMPLICATIONS – As above	
CONSULTATION – As above	
<p>Director to the Office of the Police and Crime Commissioner (Monitoring Officer)</p> <p>I have been informed about the proposal and confirm that financial, legal and equalities advice has been taken into account in the preparation of this report. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner for Lancashire.</p> <p>Signature.....Date.....</p>	