



**Lancashire
Constabulary**
police and communities together

JOINT MANAGEMENT BOARD

ITEM 4	DATE: 2 APRIL 2015
LEARNING AND DEVELOPMENT UPDATE	
REPORT BY: VICTOR ROBINSON, HEAD OF LEARNING AND DEVELOPMENT	

Executive Summary

Summarised below are details relating to the 2015/16 Learning & Development Training Plan for Lancashire Constabulary together with a summary of current and future developments within learning & development both locally and nationally.

Recommendations

The Police and Crime Commissioner and Chief Constable are asked to consider the report.

Signature	Signature
Police and Crime Commissioner	Chief Constable
Date	Date

1. Background and Advice

Annual Training Plan 2015/16

- 1.1. Attached is the Training Plan for 2015/16 for Cumbria & Lancashire Constabularies.
- 1.2. As training for Cumbria & Lancashire is delivered on a collaborative basis a single training plan is now produced, however training demand for each force is clearly indicated.
- 1.3. At this time this is a provisional plan, the final plan for 2015/16 will go for approval to the May 2015 Learning & Development Governance Board. This board is jointly chaired by DCC Rhodes from Lancashire and DCC Skeer from Cumbria. At the L & D Governance Board the annual financial reconciliation of training delivery between Cumbria & Lancashire Constabulary will also be presented.

Learning and Development Performance Data

- 1.4. Performance data relating to the delivery of training for financial year 2015/16 will be available in early April 2015. This will be initially presented to the Learning & Development Governance Board.

Installation of Hydra Immersive Learning Suite.

- 1.5. The Hydra Immersive Learning Suite has now been installed at Lancashire Constabulary Training Centre. This has been funded by the Police and Crime Commissioner.
- 1.6. The purpose of the suite is to enhance learning through adapting an immersive learning approach to development.
- 1.7. Hydra is the immersive learning solution that provides College of Policing learning programmes. The Hydra Foundation maintains a community of over 60 hydra suites around the globe and allows free access to forces to all the staff, critical incident and leadership scenarios.
- 1.8. The Hydra Suite is one of the first 'Hydra in the Cloud' suites installed in a UK Police force. The suite will be commissioned in April and then will be fully operational providing a modern facility for operational and leadership training.

Future Developments

National Police Promotion Framework

- 1.9. Following an extended trial by the College of Policing, it has been agreed that the Police Promotion Regulations 1996 will be amended to remove OSPRE Part II from the Constable to Sergeant and Sergeant to Inspector promotion process and a new process introduced. The regulatory change to allow this to take place will be implemented early in 2015.

- 1.10.** The National Professional Policing Framework (NPPF) is a four stage process, which retains the OSPRE Part I, legal examination but also incorporates work based assessment, assessed against Qualification and Credit Framework (QCF) or relevant NVQ units which are aligned to the National Occupational Standards (NOS). This will provide the applicant with an opportunity to undertake a professional qualification in Police Management.
- 1.11.** It is proposed by the College of Policing that all forces will migrate to NPPF on the same date but that the actual implementation of the process from Stage 3 onwards will not commence at force level until the force decides to hold a promotion process.
- 1.12.** To operate NPPF Lancashire Constabulary will be granted an interim licence by the College of Policing.
- 1.13.** There are 4 stages to the NPPF process:
- Step 1 – Registration by the applicants for the NPPF and authorisation by the force, based on eligibility and competence in current rank
 - Step 2 – OSPRE Part I Legal Examination, managed by the College of Policing
 - Step 3 - Force Assessment against Rank Specific Competencies and Matching to Vacancies
 - Step 4 – Temporary Promotion and Work Based Assessment, conducted in force based on academic achievement and performance in rank.
- 1.14.** In Lancashire work is now on-going to develop the NPPF locally and obtain a permanent licence.

Defining and Assessing Competence

- 1.15.** From 1st January 2015 the College of Policing have commenced a pilot programme Defining and Assessing Competence. Seven forces are piloting this process which runs for 12 months. Lancashire Constabulary is not one of the pilot forces. This process only applies to Police Officers not Police Staff.
- 1.16.** The purpose of the pilot is to implement and test foundation and advanced level threshold assessments which will introduce a link between competence and pay. The pilot will be limited to the rank of Constable but the process will eventually include all ranks up to and including Chief Superintendent. Eventually these changes will impact on new Police Regulations and Determinations linking the annual assessment of performance of a police officer directly to progression through the pay scale.
- 1.17.** Within the pilot, officers and their line managers will be required to complete the assessments at key points in their career. The aim of the pilot is to test the methodology and the equality impact consideration of the process.
- 1.18.** The overall aim of the assessments is to support the professionalisation of policing. The assessments are designed to ensure that officers, irrespective of any specialist role they perform, are able to undertake the core role of police

constable and through continuous professional development deliver a consistently high level of service to the public. This will mean that nationally officers are working to the same standard of service and know what is expected.

- 1.19. It is proposed that this process will be introduced across all England and Wales forces from April 2016 and assessments will take place up to the rank of Chief Superintendent.

National Performance Development & Review standards

- 1.20. To support the implementation of the Defining and Assessing Competence pilot national PDR standards for the police service are being amended. Whilst PDR is designed to assess performance, should the model being used to assess competence (detailed above) be adopted, then both processes will be combined into a single assessment.
- 1.21. The most significant change to PDR is the proposed linkage of a police officers' progression through the relevant pay scale to a grading of 'satisfactory' in their annual PDR.
- 1.22. Officers will be expected to demonstrate on-going professional development throughout their career and at specific milestones, assessment of both Foundation or Advanced levels and demonstrate annually 'Core Learning'
- 1.23. Whilst there is still much detail to be determined it is intended that these changes will be placed into Police Regulations and mandated.
- 1.24. There are several implications for Lancashire Constabulary
- The CPD / PDR process will need to be reviewed to ensure we meet national standards and allow for performance to be rated against individual competency areas
 - Training will be needed for all officers and staff who supervise any officer from PC to Chief Superintendent level,
 - The Pay process will need to be amended to support the introduction of Threshold Assessments
- 1.25. In Lancashire a working group has been created that will monitor the development of the assessment of competence within the pilot forces and consider the implications of both schemes.

Police Service Quality Assurance (PSQA) Scheme

- 1.26. The PSQA manages the quality assurance of police learning programmes and is operated by the College of Policing.
- 1.27. A fundamental revision of the National PSQA framework has been undertaken in consultation with a range of stakeholders, including members of the National Quality Assurance Collaboration Forum and the National Learning and Development Business Group.

1.28. The revised framework is now being introduced which will be used as a single tool for quality assurance, supporting performance monitoring and risk management.

1.29. The scheme will eventually be linked to the 'licencing' of College of Policing leaning programmes. Essentially in order to obtain a licence from the College of Policing to deliver any learning programmes forces will need to demonstrate that they meet the quality assurance requirements specified within the licence. The maintenance of these standards will be undertaken through the PSQA.

1.30. 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.

2. Links to the Police and Crime Plan

2.1. 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

N/A

4. Implications

- a. Legal** – N/A
- b. Financial** – N/A
- c. Equality considerations** – N/A

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>	