



Learning & Development
Annual Summary
& Outturn Report
2021 | 2022



1. RECOMMENDATION

The annual Learning and Development Outturn Report is presented to the Office of the Police and Crime Commissioner for monitoring purposes.

2. INTRODUCTION & BACKGROUND

The Learning and Development Outturn Report provides details of the departments training and development activity through 2021/22.

3. SUMMARY OF TRAINING DELIVERY

The Covid-19 pandemic has continued to have a major impact on training delivery during the past 12 months. Social distancing and lockdown saw the department continue to review training delivery and make recommendations to the force Gold group on essential training that could continue, and that would have to be postponed. Most external training ceased. Face to face learning remained adjusted to accommodate social distancing and all classrooms continued to be laid out so as to comply with Covid – 19 guidance, resulting in smaller classes. All workstreams across L & D maximised the organisational investment into new IT systems and the Teams platform has proved invaluable to training delivery over the past 12 months. The recruitment of the new Digital Learning Developer added value to organisational training with the addition of multiple e-learning packages created.

Crime Training

The team have delivered a combined total of 114 weeks training in this financial year which includes advanced learning programmes and initial training courses such as PSI's, CSO's & Special Constables.



Course	Number of Courses	Length of Course	Attendees
Tier 2	14	2 weeks	130
Tier 3	2	2 weeks	15
ABE	3	2 weeks	55
PIP 2	5	5 weeks	52
Solo/ 1 st Responder	1	1 week	9
PSI	0	16 weeks	0
Statement Workshop	8	1 day	19
Intoxilyser	5	2 Days	34
Community Support Officer Training	2	8 weeks	32 (Not taking into account current CSO intake)
Tutor Course	2	3 days	17
Special Constables	3	3 weeks	49

As part of the professional development programmes that we offer the accreditation processes are now deeply embedded by our Assessment Team. Within this year we have increased our Assessment Team capability to meet the increase in demand of professional accreditation. The team continue to successfully support our colleagues to full accreditation across a range of development programmes and throughout this year we have successfully guided and supported **26** officers to achieving full accreditation.

The team have also been focused on improving our Detective resilience and have run frequent internal recruitment campaigns for Trainee

Detectives, which has resulted in **24** officers joining the programme over this period. A further **12** officers have been recruited in March 2022 and will commence the programme later this year.

In 2019 L&D embarked on a project that would introduce new Investigator routes into Gwent Police with an aim of further supporting CID functions and helping to diversify the workforce. This resulted in an increase of **33** Investigator resources via the Police Now and the Police Staff Investigator programmes. The programmes were a success, other than a small attrition the remaining officers are now fully integrated into their new roles and our Assessment Team continues to support and guide them to achieving full accreditation.

The crime team are steadily working towards increasing their capability to deliver advanced in-house crime training to reduce reliance on external training providers. Within this financial year the Crime Training Team have developed and started to deliver a Professionalising Investigations Programme and Advance Suspect Interviewing course which has created additional demand but will provide us with more control over availability of these development programmes and an opportunity to have Gwent focussed content, at a substantial reduction in cost but with an opportunity to provide increased income generation to the force.

Digital Training

ICT Training continued to be restricted during the past 12 months due to two training rooms in use as resilience Force Control Rooms to ease the pressures of social distancing amongst FCR staff. However, we have been able to return to business as usual with the addition of a new classroom and the team positively addressed the backlog of training from 2019-2020 with back to back training.

The ICT Trainers have been significantly involved upskilling officers and staff in the readiness for the switch off NICHE DA and the



conversion for NC5 (universal APP) improved version of Niche. The switch off happens 26th April 2022 and support will continue past this point.

Over the past 12 months the ICT team have gone through establishment changes with two members of the team retiring and three new members of staff recruited to make full establishment. The team are undergoing upskill training in all areas to provide full resilience should there be an absence.

There are a number projects in development phase at present, the implementation and design of the digital case files project with a go live date set for March 2023, creation of new Excel training which will be a further cost saving to the organisation.

Since the recruitment of the Digital Learning Developer, there have been 16 e-learning packages created varying from Health and Safety to Police Staff Induction. This has provided the organisation with continued essential training but reduced the abstraction from LPAs as can be completed locally. All packages are fully auditable and are placed within the College Learn platform. Initial discussions are taking place with SWP with a view to collaborate which would provide a greater ability to produce a varied product base including podcasts and alternate blended learning approaches.

ICT Course Delivery

<i>Course</i>	<i>Number</i>	<i>Total Trained</i>
<i>Niche</i>	<i>133</i>	<i>480</i>
<i>PNC/VOS's/Quest</i>	<i>44</i>	<i>152</i>
<i>PND</i>	<i>6</i>	<i>12</i>
<i>Storm/WebStorm</i>	<i>15</i>	<i>57</i>

4. EXTERNAL TRAINING – HIGHLIGHT AREAS

The use of external training has been severely restricted during the last financial year due to COVID restrictions.

Despite these challenges the below external training courses have been delivered.

Course	Number	Length	Attendees
ABE	2	2 weeks	24
SCADIP	1	1 week	12

As mentioned above, the crime team have developed an in house PIP2 course and Advanced Suspect Interview Courses therefore reducing our external demand. However, there is little resilience within the small team, therefore there will be some dependency on external suppliers when there is no capability or availability of trainers.

As a force we are into the second year of the two year contract with the University of South Wales making use of their Hydra suite. This historically has been outsourced at a high cost. This agreement has enabled the force to maintain the mandatory development programmes but open doors for future collaboration with USW to develop new hydra programmes to meet our training needs.

5. STAFF DEVELOPMENT – HIGHLIGHT AREAS

L&D are currently working with The University of Wales, Trinity St David to produce a bespoke Level 4 & Level 5 qualification to develop substantive Sergeants & Inspectors in line with the National Police Promotions Framework afforded to those recently promoted. This will be a mix of theory and practical based delivery to support and develop a management skill set.



We continued with the Talent Management programme “My Runway” and Cohort 4 have just completed their 10-month modular programme.

6. FINANCIAL CONSIDERATIONS

The force training budget was set at £ 975,674 with an additional £ 692,600, for student officer. Due to the continued cancellation of training, there has been another significant underspend.

7. PERSONNEL CONSIDERATIONS

Gwent Police are committed to providing staff with an excellent standard of initial and ongoing training. Learning and Development also intend to support all staff through their professional development. One member of PEQF staff is working towards completing their Level 4 Education and Training Awards and 4 training staff are continuing to work towards a Post Graduate Certificate in Education.

8. LEGAL IMPLICATIONS

Non-Applicable

9. EQUALITIES & HUMAN RIGHTS CONSIDERATIONS

This report has been considered against the general duty to promote equality, as stipulated under the Joint Strategic Equality Plan and has been assessed not to discriminate against any particular group. 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.



10. RISK

The engagement of staff in Learning and Development activities are key to the forces ability to deliver against the required statutory obligations presented to the force. Non-adherence to statutory requirements in training and assessment would result in staff operating outside the minimum legal requirements and in having poorly qualified and inexperienced staff.

11. PUBLIC INTEREST

In producing this report, has consideration been given to 'public confidence'? Yes

Are the contents of this report, observations and appendices necessary and suitable for the public domain? Yes

If you consider this report to be exempt from the public domain, please state the reasons:

12. ANNEXES

Annex A Learning and Developing Outturn Report

Annex B OTU Training Summary



Outturn Report April
2022.docx



OTU Training
Summary.docx

13. REPORT AUTHOR

13.1 Sandra Connolly

14. LEAD CHIEF OFFICER

14.1 Deputy Chief Constable

15. CHIEF OFFICER APPROVAL

15.1 I confirm this report has been discussed and approved at a formal Chief Officers' meeting.

15.2 I confirm this report is suitable for the public domain for the reasons stated in 11.3.

A handwritten signature in black ink, appearing to be 'A. B. K.', written over a light blue horizontal line.

Signature:

Date: 10.08.2022

