

Embed a Learning Culture	<p>Protected Learning Time (PLT)</p> <p>PLT has been fully integrated into force, and is used well. PLT is inbuilt into PEQF planning and learning framework when they reach the tutor pods.</p> <p>Blended learning has continued through the financial year with a total of 13 e-learning packages created and six currently in development. Each package is created and uploaded to College Learn for compliance auditing purposes.</p> <p>Apprenticeship Scheme</p> <p>This year has seen the successful recruitment of 13 apprentices within force, of which two sit within learning and development as an administrative assistant and a digital apprentice. Both have brought their own values to the department and are integrated members of the team and are being supported through their NVQ qualifications.</p> <p>Staff Development</p> <p>To assist personal & professional staff development, Academic Assisted Funding is available for all staff as well as Welsh Government funded qualifications with our training partner Talk Training.</p> <p>There are four employees currently studying with Talk Training as well as 13 apprentices completing various qualifications from ILM Management qualifications to Business administration.</p> <p>Over the last 12-months two applicants have been supported in application for the College of Policing bursary scheme. The results have not been announced to date.</p>
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Personal Development Reviews (Perform)

Work continues in collaboration with South Wales Police developing the Perform Annual Assessment and have built two new mandatory objectives in the last quarter for inclusion in the 2021/2022 Annual review.

1. Mandatory Training Requirements (including NCALT / OST)

2. Well-being

At the end of the financial year the annual review completion rate stood at 48%. This is broken down to 1903 forms allocated, 919 completed, 666 sat in progress and 318 not started.

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 55 Level 4 Police First Line Management have been assessed and 40 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.

Gwent continues to enjoy Direct Claims Status from Skills For Justice Following our good assessment practices.

	<p>Coaching and Mentoring</p> <p>The organisation has a pool of Coaches / Mentors available to assist with the development and well-being of staff. In addition, each Professional Development Officer and assessor is trained to coach and mentor PEQF student officers as they progress through their degree/diploma.</p>
<p>Take a structured approach to Leadership and Talent Development</p>	<p>Sergeants Development Day Programme</p> <ul style="list-style-type: none"> • 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. <p>Leadership and Talent Management Team</p> <ul style="list-style-type: none"> • The Leadership and Talent Management Team have now been established in force and are currently working towards the creation and development of both leadership and frontline management development programmes. These have been scheduled sporadically through year 2022-23 and aims to develop skills within newly appointed line managers and develop current line managers. • The team have completed leadership, styles, and climate training to identify styles of leadership and how this can influence the work climate and staff working for leaders. The product will now be implemented in the forthcoming year.
<p>Provide the Knowledge, Skills and Processes needed to do a great job</p>	<p>Police Educational Qualification Framework</p> <ul style="list-style-type: none"> • Gwent has continued to train student officers through the two new PEQF entry route programmes. In 2021/22 127 student officers completed their initial 26-week Initial Learning Phase at Vantage Point followed by a 12-week Accompanied Patrol Phase within the Professional Development Unit.

These officers continue to work towards their degree/diploma within the Local Policing Areas. Of the 127, 60 of those were DHEP (two year programme) and 67 PCDA (three year programme).

- 76 student officers have completed their 12-week Accompanied Patrol Phase within the Professional Development Unit, achieving Independent Patrol Status. A further cohort of 32 will have completed this phase in the coming weeks.
- Approximately 100 student officers from 5 cohorts are projected to have successfully passed through their Year 1 to Year 2 Gateway by the end of the Financial Year.
- 27 student officers are projected to have successfully passed through their Year 2 to Year 3 Gateway (PCDA) and 41 student officers to have been confirmed in rank (DHEP) by the end of the financial year.
- An additional third route into Policing via the PEQF Pre-join has been introduced this year with 12 officers recruited and have successfully completed their 12-week initial learning phase at Vantage Point.

Due to the increased number of student officers being recruited a new model of utilising tutors from the Local Policing Areas as well as those from the Professional Development Unit has recently been introduced. This involves student officers now completing their Accompanied Patrol Phase as an integral part of operational shifts. Not only will this enable Gwent Police to provide sufficient tutor constables, but it will also assist in front line delivery and is anticipated to have benefits in preparing the students for when they become independent. 49 tutor constables were trained over seven three day courses this financial year.

The Level 4 and Level 5 Assessment team have continued to assess Sergeants and Inspectors over the past 12 months who have been successful at the NPPF Step 3 Selection Panel.

	<ul style="list-style-type: none"> • During the past 12 months 25 Sergeants have completed their Level 4 Qualification in Police First Line Management and a further 30 are in the process of completing it. • 17 Inspectors have completed their Level 5 Qualification in Police Management and a further 23 are completing. • In January 2020 Gwent Police commenced delivery of a bespoke Education & Training package equipping those staff who deliver training in any capacity across the force with the skills to plan, create and deliver training. Whilst this training was suspended during the year 2021 due to Covid restrictions, however, the training recommenced February 2022 and 16 staff have been trained over four courses. • Gwent continues to enjoy Direct Claims Status from Skills For Justice following our good assessment practices. <p>During the past 12 months we have delivered two cycles of Force Training Days covering</p> <ul style="list-style-type: none"> • <i>Wellbeing</i> • <i>Bail</i> • <i>Crime data integrity</i> • <i>The police response to a terrorist attack</i> <p>In addition, all operational officers have received two 8-hour CPD days to complete Ncalt and new learning.</p>
<p>Develop strategies and structures that can deliver Policing Vision 2025</p>	<p>Business Planning</p> <p>This year has seen a change in the way departments ‘bid’ for training. Learning and development have transitioned from quarterly meetings to bi-annual meetings. Meetings commencing in September detailing strategic training needs to the forthcoming financial year and the further two years, coupled with meetings in April that capture any additional training needs that have become apparent since the September</p>

	<p>meetings. The plan focusses on succession planning (which will link in with the talent management lead in year 2022-23) and providing staff with the relevant skills they require to do their job well.</p>
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This is a three-year plan working from Zero upwards to provide accurate financial forecasting for learning and development. Evaluation of the process will take place after the first year.