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| Learning & Development  Annual Summary  & Outturn Report  2022 | 2023   1. RECOMMENDATION   The annual Learning and Development Outturn Report is presented to the Office of the Police and Crime Commissioner for monitoring purposes.   1. INTRODUCTION & BACKGROUND   The Learning and Development Outturn Report provides details of the departments training and development activity through 2022/23.   1. SUMMARY OF TRAINING DELIVERY   Since the force has transitioned out of pre-pandemic measures, learning and development have continued to see the affect this has across external suppliers of training nationally, with availability of courses limited and highly sought after. The learning and development landscape has changed to incorporate more digital product delivery and virtual conferences continue to be the preferred choice of suppliers, thus making it more accessible for staff within force. With the support of the digital learning developer the department has produced a further 12 e-learning packages for the force and has another eight ongoing projects with the collaborative team in South Wales Police (SWP).  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 Police Staff Inspector’s (PSIs), Community Support Officer’s (CSOs) & PIP2 Training.   |  |  |  |  | | --- | --- | --- | --- | | Course | Number of Courses | Length of Course | Attendees | | Tier 2 | 15 | 2 weeks | 172 | | Tier 3 | 3 | 2 weeks | 25 | | ABE | 3 | 2 weeks | 31 | | PIP 2 | 3 | 5 weeks | 33 | | SSAIDP | 2 | 2 Weeks | 22 | | Solo/  1st Responder | 1 | 1 week | 12 | | Statement Workshop | 9 | 1 day | 21 | | Intoxilyser | 1 | 2 Days | 11 | | Tutor Course | 2 | 3 days | 60 | | Tutor Skill Refresh Course | 4 | 1 Week | 15 | | Community Support Officer Initial | 4 | 8 Weeks | 76 | | Direct Entry Detective Programme | 1 | 12 Weeks out of 26 | 8 | | All Wales Neighbourhood Programme | 2 | 3 Days | 46 | | Detective CPD Days (ABE) | 5 | 1 Day | 75 | | Vulnerability Training for Frontline Resources | 20 | 1 Day |  |   It has been a busy but positive year, the Crime Training team have continued to develop the effectiveness, quality, and delivery of all our training by ensuring that it is tailored to meet the requirements of the organisation and the professional development needs of individual officers and staff.  In the last year it was necessary to focus our training resources on PIP 2 Investigator Courses to address the backlog of Trainee Investigators waiting for a course, now we have accomplished this we have been able to focus on other areas of training to meet the development needs of our frontline resources. In addition to this we have extended the range of training that we offer focused on our priorities and areas of needed improvement.  One of the highlights of this period is that the team introduced the Serious Sexual Assault Investigation Development Programme (SSAIDP) due to our aspirations to improve our prosecution rates for Rapes and Serious Sexual Offences. A total of two courses ran in this period enrolling 22 Detectives on the programme and already have a third course planned this year.  In January 2023 Gwent Police embarked on the first ever Direct Detective Entry Programme and renewed our partnership with the Police Now organisation for their national Direct Detective Entry Programme. The programmes combined will introduce 18 new Trainee Detectives to the organisation and preparations are afoot to repeat both programmes in 2024. Moving forward these direct entry route programmes will increase demand on Learning and Development but will deliver much needed resilience to the Criminal Investigation Department resources and help diversify our workforce.  Digital Training  The ICT Trainers were 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 team have once again seen staff turnover within the department and have faced significant challenges of mentorship and staff sickness. During this challenge, they have accommodated training requests where possible, however, this left little opportunity to complete essential necessary updates to training material, this time has now been scheduled over the coming months.  There are several projects in development phase at present, the implementation and design of the digital case files project with a go live date set for March 2024, and the switch over to the new FCS System SAAB with the same deadline date.  Since the appointment of the new Digital Learning Developer, there have been a further 12 e-learning packages created with eight in progress. The digital learning developer and the Digital Learning supervisor are conducting a six-month collaboration pilot with SWP to enhance our digital capability. This will broaden the scope of e-learning products that we can deliver to the force. It aims to reach and engage all staff through different learning methods, with an overall aim of being more cost effective and reducing front line abstraction. This collaboration commenced on the 1st March 2023.  *ICT Course Delivery*   |  |  |  | | --- | --- | --- | | *Course* | *Number* | *Total Trained* | | *Niche* | *96* | *468* | | *PNC/VOS’s/Quest* | *58* | *229* | | *PND* | *16* | *48* | | *Storm/WebStorm* | *11* | *62* |  1. EXTERNAL TRAINING – HIGHLIGHT AREAS   The use of external training has remained impacted this past year due to availability of suppliers during the last financial year following Covid. Despite these challenges the below external training courses have been delivered.   |  |  |  |  | | --- | --- | --- | --- | | Course | Number | Length | Attendees | | *SCADIP* | *1* | *1 week* | *14* | | *SSAIDP* | *2* | *2 Weeks* | *22* | | *Karma Nirvana* | *1* | *3 Days* | *14* | | *Tier 3* | *3* | *2 weeks* |  |   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 entered the final year of the two-year contract with the University of South Wales making use of their Hydra suite. Moving forward we will collaborate with SWP to make use of their facilities in Bridgend to provide a large cost saving to the force.   1. STAFF DEVELOPMENT – HIGHLIGHT AREAS   A full tender process was undertaken this year for a new talent management programme, Leaderful Action were successful, and the first of two cohorts commenced their programme in September. There are currently being supported through the programme by the Talent Management Lead.  During 2023/24 the College of Policing will be licensing driver training, this process will professionalise and standardise all driver training products nationally. Consequently, College of Policing have stipulated that all driver trainers must be educated to at least Level 4 education and training, therefore, the driver trainers have been enrolled onto the course with Avon and Somerset.   1. FINANCIAL CONSIDERATIONS   The force external £694,079 with a full spend on this budget, with an additional £ 692,600 for student officers.     1. 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 Policing Education Qualifications Framework (PEQF) staff is working towards completing their Level 4 Education and Training Award, plus one civilian staff member, and four training staff are continuing to work towards a Post Graduate Certificate in Education.   1. LEGAL IMPLICATIONS   Non-Applicable   1. 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.   1. 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.   1. 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: N/A   1. ANNEXES   Annex A Learning and Developing Outturn Report  Annex B OTU Training Summary |
| REPORT AUTHOR Chief Inspector Laura Bartley   1. **LEAD CHIEF OFFICER**   ACC Mark Hobrough   1. **GOVERNANCE BOARD AND CHIEF OFFICER APPROVAL**    1. This report has been presented to the following board:   **People and Culture Board**  Meeting chaired by:  **Ch/Supt Vicki Townsend**  Meeting date:  **21.07.23**  Actions and amendments arising from the meeting:  **N/A**   * 1. This report has been presented to the following oversight board:   **Scrutiny Executive Board**  Meeting chaired by:  **DCC Rachel Williams**  Meeting date:  **01.08.23**   * 1. I confirm this report has been discussed and approved at a formal Chief Officers’ meeting.   Meeting chaired by:  **CC Pam Kelly**  Meeting date:  **15.08.23**   * 1. I confirm this report is suitable for the public domain.   Signature: Signature on white backgroundDate: 23.08.2023 |