



Office of Police and Crime Commissioner
Office of Chief Constable

Learning & Development

Annual Summary & Outturn Report
2020 | 2021

7th June 2021



1. RECOMMENDATION

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

2. INTRODUCTION & BACKGROUND

- 2.1 The Learning and Development Outturn Report provides details of the departments training and development activity through 2020/21

3. SUMMARY OF TRAINING DELIVERY

- 3.1 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 which would have to be postponed. Most external training ceased. Face to face learning quickly changed to accommodate social distancing and all classrooms were assessed and laid out so as to comply with Covid – 19 guidance, this resulted 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.

3.2 Crime Training

The team have delivered a combined total of 112 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	Length	Attendees
Tier 2	12	2 weeks	12
Solo/ 1 st Responder	1	1 week	12
PSI	1	16 weeks	15
Statement Workshop	5	1 day	6
Intoxiliser	2	2 Days	8
CSO	2	8 weeks	20
Tutor Course	3	3 days	15

In 2019 the L&D SPoC for Professionalising Investigation Programme led on a project to introduce new Investigator routes to Gwent with an aim of further supporting CID functions and helping to diversify the workforce. The result of this has come to fruition over the over the last year as we have added an additional 33 investigators to the workforce comprising of 24 Police Staff Investigators and 9 Police Now Fast-Track Detectives.

In order to support these new routes L&D have designed and delivered new PEQF Development Programmes that deal with volume as well as Serious and Complex Crime. This is the first time Gwent Police has provided this type of in-house training and we are seeing a positive return on this. This includes, more control over when and where such development programmes are offered, a substantial reduction in cost and an opportunity to have Gwent centric content. The team have also focused on improving detective resilience. As such, bespoke Detective Tutor Programmes have been delivered and work is underway to secure a bonus payment for those officers who agree to undertake such an important role.

Crime assessment has also developed during this year. The team have successfully guided colleagues to full accreditation across a

range of development programmes that include Trainee Investigators, Police Staff Investigators, Detective Supervisors and Managers, Police Sergeant to Detective Sergeant conversion programmes as well as full and continued accreditation for our Public Protection Officers. In total the team have accredited 39 officers and staff and have re-accredited over 20 public protection officers this year.

3.3 Digital Training

ICT Training delivery has been restricted during the past 12 months due to two training rooms in use as temporary Force Control Rooms to ease the pressures of social distancing amongst our FCR staff. We have been able to convert a large office into a resilient ICT training driving room and now have two functioning classrooms to deliver the essential ICT courses. With the limited ability to deliver courses and increased recruitment there are challenges to address the backlog of training, but the team are working collectively and positively to address this.

The ICT Trainers have been significantly involved in upskilling the Niche Lesson Plans to prepare our workforce for the NC5 (universal APP) improved version of Niche. They have been training “super users” across the LPA’s ahead of the switch over later this year.

The team also now have ability to develop e-learning package and have a new Digital Learning Developer in place with the skills, software and structure to develop online E Learning packages. Several packages have been developed working with numerous departments including Operational Training Unit and CID.



ICT Course Delivery

Course	Number	Total Trained
<i>Niche</i>	62	348
<i>PNC/VOS's/Quest</i>	18	108
<i>PND</i>	3	22
<i>Storm/WebStorm</i>	1	5

4. EXTERNAL TRAINING – HIGHLIGHT AREAS

4.1 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
<i>ABE</i>	5	2 weeks	12
<i>Advanced Suspect</i>	3	2 weeks	12
<i>SCADIP</i>	1	1 week	12
<i>Tier 5</i>	1	2 weeks	12

For our CID courses we have worked with Kent Police and the University of South Wales (USW) to develop an immersive learning package that is compatible with Hydra (A bespoke Suite that re-creates the unfolding of an incident at pace and tests officers critical thinking and decision making). We now have a scenario based on a County Lines issue scenario with a strong digital investigation strand to it.

USW have good Hydra facilities and the team have worked on an agreement with the university to deliver this training package to approximately 70 investigators. As part of the agreement, Gwent will

take part in the first research project looking at Critical Thinking and Decision Making by Police officers in a controlled environment.

5. STAFF DEVELOPMENT – HIGHLIGHT AREAS

5.1 L&D are currently working with The University of Wales, Trinity St David's 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 have continued with our Talent Management programme “My Runway “ and Cohort 3 complete their 10-month modular programme in April this year. Nominations are currently coming into the team for Cohort 4 which starts later in the spring.

6. NEXT STEPS

6.1 Complete current review of the L&D department, review and update the current People Plan to deliver the remaining L&D elements and shape the strategy to account for Leadership, Succession Planning and Talent Management.

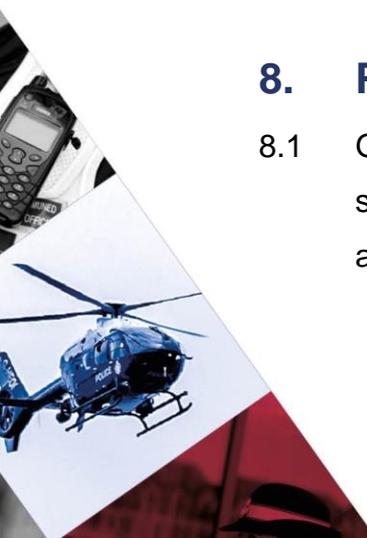
7. FINANCIAL CONSIDERATIONS

7.1 The force training budget was set at £ 1,064,997 with an additional £ 550,000, for student officer.

Due to cancellation of training there has been a significant underspend some of which we have invested into further ICT capability and delivery platforms.

8. PERSONNEL CONSIDERATIONS

8.1 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. Two of our new PEQF trainers are completing their Level 4 Education and Training Awards and 4 training staff are continuing to work towards a Post Graduate Certificate in Education.

9. LEGAL IMPLICATIONS

9.1 Non-Applicable

10. EQUALITIES & HUMAN RIGHTS CONSIDERATIONS

10.1 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.

11. RISK

11.1 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.

12. PUBLIC INTEREST

12.1 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:



13. REPORT AUTHOR

13.1 C/Insp Lysha Thompson, Head of Learning and Development

14. LEAD CHIEF OFFICER

14.1 DCC Amanda Blakeman

15. ANNEXES

15.1 **Annex A** Learning and Developing Outturn Report

15.2 **Annex B** OTU Training Summary



Outturn Report April
2021.docx



OTU Training
Summary 2020 2021.

16. CHIEF OFFICER APPROVAL

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

16.2 I confirm this report is suitable for the public domain.



Signature:

Date: 14th May 2021

Police and Crime Commissioner for Gwent

I confirm that I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Code of Conduct.

The above request has my approval.

Signature:

Date: