

Cumbria Police Authority

**Personnel Committee
21 July 2010
Agenda Item No. 11**

CONSTABULARY TRAINING FUNCTION UPDATE

A Report by the Chief Constable

SUMMARY

This report provides a summary of progress and ongoing major initiatives within the Training function in the last quarter.

RECOMMENDATION

That the report be noted.

DETAIL

Since the Training Function Business Plan was finalised in April 2010 the work of the training function has been influenced by a number of factors.

Chief Officer Group have carefully considered the recruitment strategy for 2010/11. A decision was made that the June intake would go ahead as planned and on Monday 21st June, 15 student officers were appointed. No further intakes of officers are confirmed at this time, however the numbers of officers is carefully monitored.

May and June saw the roll out of the first e learning package, WebSTORM on the Kallidus e-learning system.

An initial Quality of Service/ Soft Skills workshop was run with operational officers at the end of April. Following initial evaluation the responsibility for delivery of quality of service training is now being delivered by PDU sergeants to enable more involvement by local management teams.

The first Critical Incident Training programme for Sergeants was delivered on 24th June. The programme was well received by Sergeants and further programmes will be delivered to all Sergeants in 2010.

In March, a pilot ICE (Improving Confidence through Engagement) programme was run in conjunction with NPIA trainers for Carlisle West NPT. The ICE programme is tailored to help officers understand the nature of their local community and the importance of community intelligence. Further ICE programmes will be run with other NPTs in the future.

Judges from the National Training Awards will be visiting to Constabulary on 13th July to look at the Achieving Best Evidence Programme. This, joint programme delivered by Cumbria Constabulary and Cumbria Children's Services has been entered in the collaboration section of the awards. The programme provides training in the interviewing of children to help protect vulnerable and at risk children. This visit will be the 4th time that Cumbria Constabulary has been judged for a National Training Award.

Police Authority Involvement in Training:

The initial training team will be providing input to Authority members on the implications of the Human Rights Act.

Comms Centre Training

STORM and Aspire training will be handed back to the business at the end of July 2010. The system changes have led to new training programmes for new and existing Cumbria Constabulary staff. The National Contact Management Learning Programme has now been released by NPIA. Current training programmes for new staff have been mapped against this curriculum. Training for new staff will be developed to achieve the Learning Outcomes of this programme from August 2010. From January 2010 the Communications Centre have a rostered training day in their shift pattern. This allows existing staff to receive training and development in specific areas, such as topics from Lessons Learnt Bulletins or Operational De-brief, 5 times a year.

Driver Training

Significant progress has been made with the Initial Phase of Pursuit training programme . By December it is planned to have 240 officers trained in IPC. A further 160 officers are expected to be trained during 2011 with the remainder being processed during the first half of 2012. This will ensure Cumbria Constabulary is compliant with the requirements of the Road Safety Act 2006 well ahead of the 2015 deadline.

Training for PCSO is in progress at the present time and by the end of August 2010, 80 of the current PCSO team will have been provided with Basic Driver Training skills.

An intensive programme of Driver Training is being delivered to members of the Special Constabulary during the summer. Around 30 members of the Special team will be attending these courses in addition to the 6 Specials who have successfully completed the Standard response course during the year.

One instructor will be trained as an advanced motor cycle instructor in September. This will enable the unit to deal with all future motor cycle training requirements 'in house' without the need to hire in from neighbouring force driver training units.

During August, the driver training unit in association with the RPU department and key stakeholders will be arranging a trial of a new lightweight 'Stinger' device which is particularly effective in stopping larger vehicles.

2010- 2011 Improvement Plan

The 2010-2011 improvement plan is based on areas for improvement identified as a result of operational and organisational need.

The improvement areas will also be mapped to a self assessment and peer review against the new single Quality Assurance framework which will take place by September 2010. Any new areas considered to be priorities will be included in the improvement plan at that time.

Area for Improvement	Benefit to Operational Policing in Cumbria	Progress report July 2010
<p>We will establish a process for reviewing all essential operational skills to enable accurate reporting and effective deployment of officers. This will include reporting on command skills to enable succession planning and provide resilience.</p>	<ul style="list-style-type: none"> • Effective deployment of officers to operational duties. • Ensures resilience and enables succession planning in key skills areas to provide policing capability and capacity. 	<p>It has been identified that the priority for skills are those skills that need to be reported to PNICC and those that are classed as 'deployable' i.e. passed through to STORM. All Subject Matter Experts (SMEs) have now been consulted with and skills on TAS are updated and are now correct. A process for checking these on a three month bases has been agreed and started. A report outlining this process and asking for further processes also to be considered was put to the Operations Board on 28 April 2010. These processes, listed below, were agreed by the board and are now in operation.</p> <ol style="list-style-type: none"> 1. The establishment of a skills panel to oversee which skills are recorded. 2. Skills to be visited and reviewed as part of PDR process 3. APAs and TSOs liaise when staff change posts to ensure skills on TAS are updated 4. RAG grading of skill with regard to capability and capacity for the Constabulary <p>The next skills audit/check will take place at the end of July. This will include reporting on capability issues on relevant areas.</p>

<p>Through the Leadership Working Group, we will establish a long term strategy to support the development of leaders at all levels. This will include:</p> <ul style="list-style-type: none"> • A plan which sets specific timescales for the development of all senior leaders in the constabulary. • The establishment of processes to support the new police promotions framework. • Rewriting the Core Leadership Programme to reflect Cumbria Police's current priorities and needs. 	<ul style="list-style-type: none"> • Improved effectiveness of managers at all levels in leading their teams. • Contributes to the Constabulary's 3% efficiency target 	<p>The leadership working group has now developed an overarching action plan related to leadership development in the constabulary which has been approved by Chief Officer Group. Key pieces of work include:</p> <ul style="list-style-type: none"> • The production of a senior leadership development strategy and plan which is now being implemented for all senior officers and police staff managers in the constabulary. (All those of Chief Inspector rank and above and all Police Staff equivalents). • A review of the Core Leadership Programme for first and second line managers. • Plans to promote the Positive Action Leadership Programme (PALP) and the Senior PALP for members of under represented groups. • The development of Police Action Checklists and support mechanisms for Newly Promoted Sergeants to enable them to make the transition into management.
<p>The dedicated cumbria police E-learning system went live in March 2010. In 2010 - 2011 we will broaden the use of e-learning to make it a core part of learning delivery in all areas. This will be achieved by delivering a minimum of 10 packages in the 2010 -2011 financial year.</p>	<ul style="list-style-type: none"> • Reduced abstraction time and travel costs for BCUs. • Contribute to the Policing Pledge target of neighbourhood teams spending 80% of their time on the beat in their neighbourhood. • Contributes to the Constabulary's 3% efficiency target • Delivery of services innovatively. 	<p>The first pilot programme on the e learning system (webSTORM) was rolled out in May and June. The E learning Manager has programmed training for trainers for the end of 2010 to enable them to develop packages. It is planned that the project will be closed at project board meeting in August.</p>

<p>We will further develop our working relationship with the University of Cumbria to identify and implement opportunities for collaboration and mutual benefit. We will also identify opportunities to offer our personnel way of gaining university accredited qualifications.</p>	<ul style="list-style-type: none"> • Contributes to the Constabulary's 3% efficiency target 	<p>The Constabulary's training department was given institutional approval to deliver University of Cumbria (UoC) awards in June and the Constabulary's ICIDP programme was validated at foundation degree level one week later. This means that all officers undertaking the National Investigators Exam and ICIDP from October 2010 will be able to register for a UoC foundation Degree in Criminal Investigation.</p>
<p>We will develop our collaborative working with other public sector partners to deliver joint programmes that achieve efficiencies and promote joint working to achieve common goals. The first venture will be a pilot of cross sector action learning sets for managers at different levels in each organisation.</p>	<ul style="list-style-type: none"> • Contributes to the force's 3% efficiency target. • Improved joint working with partners to achieve common goals. 	<p>We are developing a shared service agreement with Cumbria Fire and Rescue Service to enable them to conduct D1 (personnel Carrier) examinations for the Constabulary in return for use of the NTU site and payment of the delegated examiner fee.</p>
<p>We will produce regular performance reports using the new Learning and Development Performance Scorecard format.</p>	<ul style="list-style-type: none"> • Contributes to the Constabulary's 3% efficiency target 	<p>Draft reports have been produced each month between February and June. The first quarterly report will be presented to the Strategic Training Group in August.</p>
<p>We will contribute to the structural review of the Personnel and Development Function to ensure that the structure of the department remains fit for purpose.</p>	<ul style="list-style-type: none"> • Contributes to the force's 3% efficiency target. • Contribute to the Policing Pledge target of neighbourhood teams spending 80% of their time on the beat in their neighbourhood. 	<p>The review of the Personnel and Development Function was launched by Joanna Bancroft on 30th June. This work is ongoing.</p>