

11 July 2006

Agenda Item No. 12

INITIAL POLICE LEARNING AND DEVELOPMENT PROGRAMME

A Report by the Chief Constable

SUMMARY

This report gives an update on the Initial Police Learning and Development Programme (IPLDP) and the move of initial training of police officers from District Training Centres (Bruche) to local training within Cumbria.

RECOMMENDATION

That the report be noted.

DETAIL

INITIAL TRAINING OF POLICE OFFICERS

As a result of national changes to the way in which police officers are initially trained, Cumbria Constabulary set up the IPLDP project with a view to complying with national recommendations that emphasised the local training of student officers. The main drivers behind this change included a need to make the training more accessible to people by having it provided within travelling distance of local communities and to involve local communities in that training. The need to set up our own IPLDP programme was also driven by the fact that our local District Training Centre at Bruche was to close in April 2006.

The project was begun under the direction of the IPLDP Project Board, chaired by Mrs. Twigg, and included:

- A member of the Police Authority - John Woolley;
- A member of the Community Advisory Group - Alan Taylor;
- An Area Commander;
- The Head of Training;
- Representatives from Property and Finance.

A Project Initiation Document was produced and work commenced to put the structures in place to support IPDLP training within Cumbria. The main strands of this were:

- The delivery of all initial training within Cumbria including Induction, community understanding, Law, Policies and Procedure training.

- The formation of Professional Development Units (PDUs) within Areas with dedicated and reserve tutors to professionalise the transfer of learning to the workplace.
- The setting up of an assessment process based on NVQ level 4 in policing, including tutors becoming A1 assessors and having sufficient internal verifiers (IVs) to meet the awarding body requirements.

As well as this initial work, there is a need to produce a post initial training programme for the students that includes 6 weeks of protected learning time prior to the completion of their probationary period (Phase 4 training).

CURRENT SITUATION

The current position is that an IPLDP training facility has been set up and resourced at Penrith Headquarters. Each BCU now has a dedicated Professional Development Unit led by a sergeant with 5 permanent and 5 reserve PC tutors. The Constabulary has achieved direct claim status through Oxford, Cambridge and Royal Society of Arts (OCR) awarding body for A1 assessor awards.

The first course of 15 student officers passed out of their initial 22 weeks training on 2 June 2006. The second course of 15 students started on 26 June 2006 with a third course, which will run concurrently, starting in September 2006. The officers on the first course are currently with tutors in Area in their PDUs, and have been registered through OCR for their level 4 policing NVQ. The tutors have been working towards their A1 assessment qualification, with the majority now either having achieved the award or having submitted portfolios.

The CENTREX national IPLDP implementation team have visited Cumbria and assessed the programme. In the main the feedback was positive, with an action plan being drawn up for areas that needed more work. This work continues and the PDU Training Team Leader is due to visit CENTREX on 4 July to further update the plan (please see comment below). The first course is also subject of an in depth evaluation by the Constabulary's Evaluator working with the Community Advisory Group. Again, initial indications about the programme are positive both from feedback from students and Areas, but work is ongoing in relation to the transfer of the learning into the workplace.

The following work is currently being undertaken:

- Ensuring that there is an effective process for the completion of assessment for the level 4 NVQ in policing qualification.
- Work on the effect of amalgamation on the programme (one of the outstanding actions is to create a policy for IPLDP training which cannot be done until amalgamation issues are decided).
- Completing the phased evaluation and put recommendations into practice.
- Updating lesson materials in line with changes nationally.
- Developing the post initial training (phase 4) training programme.

Michael Baxter
Chief Constable