

**CUMBRIA POLICE AUTHORITY
PERSONNEL COMMITTEE**

**PART 1
3 May 2006**

Agenda Item 10

NEW PERSONNEL POLICIES

A Report by the Acting Chief Constable

Background

This report informs members of the Police Authority Personnel Committee of the Personnel Policies approved and implemented between 11 February 2006 and 24 April 2006.

Recommendation

That members note the report.

Detail

In the period referred to above, 3 Personnel Policies were approved and implemented by the Constabulary. These were:

- **Health and Safety Policy**

The Health and Safety Policy has been recently reviewed and updated and sets out the Constabulary's commitment to ensuring the health, safety and welfare of all Police Officers, Police Staff and others who are affected by its activities. The Policy is a written statement of the constabulary's objectives in terms of health and safety and the means by which it will achieve them. Everyone, irrespective of their position in the organisation, has a legal duty to co-operate and comply with the Health and Safety Policy, the complementary procedures and all relevant health and safety legislation. The successful implementation of this policy is dependent upon full co-operation at all levels of the Constabulary.

The Policy provides the authoritative basis for a structured system to manage the development, implementation, monitoring and review of Health and Safety. This will enable the Constabulary to meet the challenges of accountability, legal scrutiny and address the general "duty of care" and the exercise of "due diligence" to all members of staff, contractors, visitors and person who may be affected by its activities.

- **Mentoring Policy**

This policy sets out the Constabulary's aims, commitment and processes with regard to a Mentoring Scheme for all Police Officers, Police Staff and members of the Special Constabulary.

The Constabulary recognises mentoring as an established and highly effective intervention in both the short and long term professional development of staff and is committed to making mentoring available to all and to encourage participation as part of an individual's personal and professional development.

The Constabulary is committed to fostering diversity and mentoring can be a useful tool to take positive action where there is under-representation of various groups within certain sections of the organisation.

- **Study Support Policy**

This is a new policy which has been introduced to help clarify what Police Officers and Police Staff are able to apply for in relation to study support for approved courses of study.

The policy sets out the eligibility criteria and what type of support is available, which will help to ensure there is clarity, consistency and fairness in the provision of, and arrangements for, study support and the circumstances under which it can be taken.

This policy applies to Police Officers and Police Staff but does not extend to Special Constables or individuals on secondment to organisations outside of Cumbria Constabulary.

In addition, the **Dress Code Policy** reported to the meeting of 27 February 2006 was implemented 3 April 2006.

Christine E Twigg
Acting Chief Constable