For Information	
Public	
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	19 March 2014
Report of:	Learning and Development Priorities 2014-15
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Agenda Item:	9

LEARNING AND DEVELOPMENT PROGRAMME

1. Purpose of the Report

1.1   The purpose of the report is to provide an overview of the Learning and Development (L&D) priorities for Nottinghamshire Police for the performance year 2014-15.

1.2   It should be noted that the L&D plan is due to be signed off at the Training Priority Panel on the 24th March by DCC Susannah Fish.

2. Recommendation

2.1   It is recommended that the report is noted by the Committee.

3. Reasons for Recommendations

3.1   To ensure that the Office of the Police and Crime Commissioner is aware of the L&D priorities for Nottinghamshire Police.

4. Summary of Key Points

4.1   **Victims Code –** the new victim's code which launched in December 2013 will have a positive effect on the experience of victims within the criminal justice system. The code gives victims clearer entitlements; a louder voice along with enhanced entitlements for victims of most serious crimes. Training will be embedded across a range of courses and   will be supplemented by a national e-learning package aimed at reinforcing good practice in this area.

4.2   **Schengen –** this is a European data system designed to allow police officers access to alerts issued by member states in relation to persons, vehicles and objects. Training will be available as of April aimed at all officers and staff who access PNC.

4.3   **Public Protection Learning Programme –** a series of packages have been developed and will be rolled out to officers as appropriate. The college of policing have developed modular training covering initial response, family disturbance, abusive relationships, and missing persons.

4.4   **Anti-Social Behaviour, Crime and Policing Bill –** due in September. To be delivered on divisional training days commencing in May, ASB training delivered will

cover all aspects of the new bill. Work is ongoing with Nottinghamshire County Council and will include a review of Nottinghamshire Police's problem solving model.

4.5 **Cyber Crime and Open Source Training –** for all officers an e-learning module will be made available to provide up to date information regarding cyber crime. For those officers required to investigate cyber crime a 5 day accredited programme will be provided.

4.6 **Roads Policing Learning Programme –** changes to the motorway act due in June will trigger a range of new courses aimed largely at specialist and advanced drivers will be introduced in September 2014 a standard approach to TPAC/Pursuits will be issued to forces. The final programme of training modules is expected by Mar 2015.

4.7 **Joint Emergency Services Training -** is ongoing and will conclude in September. This will ensure that where a multi-service response is required to an incident, officers have a far greater understanding of roles and responsibilities.

4.8 **Equality, Diversity and Inclusion training**

Nottinghamshire Police is committed to providing the best possible service to all of the diverse communities that make up the population of Nottinghamshire. In addition we aim to provide a positive and inclusive working environment that attracts, supports and develops the best talent from across the widest possible range of identities and communities.

To achieve these goals we need to equip managers and staff with the skills, knowledge and attitudes to embed the key concepts of equality, diversity and inclusion into their day to day business and thinking.
To that end future EDI training will –

➢ Develop positive attitudes and engagement amongst managers and staff to the core principles of equality, diversity and inclusion
➢ Be relevant and adaptive to the changing needs of our communities
➢ Be focused on improving service delivery and the culture of the organisation

Courses will commence in June outline below:

E-Learning For all staff	Content will include basic legislative responsibilities. •Understanding of the PSED. •Greater use of images which challenge stereotypes and unconscious bias.	•Training will be mandatory for all current staff. •New starters will be expected to undertake EDI training as part of their induction process.
21st Century Policing for 21st Century Communities. 1 day workshop for leaders.	•Analysis of facts/figures in regard to the Force and its communities. •Benchmarking against best practice. •Analysis of the emotional bank account. •Assessment of Circle of Influence and completion of	•Training to be facilitated by the Diversity and Leadership leads.

	Action Plans. ▪ Will include community involvement	
1 day workshop for Senior Leaders	EDI from the strategic perspective ▪ Will include community leader's involvement	•Training to be facilitated by the Diversity and Leadership leads.

4.9 The internal delivery plan can be found at appendix 1. In summary it is anticipated that over 14,000 delegates will be trained during 2014/15. Changes to ensure a regional approach to Public Order, Officer Safety and 1st Aid are to be noted. The Nottinghamshire Training Priority Plan is due to sign off the plan on the 24th March.

5. Financial Implications and Budget Provision

5.1 Not applicable.

6. Human Resources Implications

6.1 Not applicable.

7. Equality Implications

7.1 Not applicable.

8. Risk Management

8.1 Not applicable.

9. Policy Implications and links to the Police and Crime Plan Priorities

9.1 All training courses have been developed in consultation with senior stakeholders and include how they are linked the policing plan and force priorities. Each bid for new training has to be endorsed by the ACC business lead before submission to the Training Priorities Panel.

10. Changes in Legislation or other Legal Considerations

10.1 Several of the learning programmes outlined at section 4 are driven by new or changes to legislation. This is covered within the development of the training content and forms part of the quality assurance process that the commission, design and development of learning solutions adheres to. Horizon scanning is part of the L&D design function and regular updates are distributed to L&D and senior leads within force.

11. Details of outcome of consultation

11.1 Not applicable.

12. Appendices

12.1   2014/15 Training Plan

1 April 2014 - 31 Mar 2015				
Course Name	Number of Courses Planned	Course Duration (Days)	Max Delegates Per Course	Max Number of Delegates to be Trained
Core Training				
Special Training	9	21	16	144
IPLDP	5	65	16	80
IPLDP Tutors	5	4	16	80
Officer Development Days	56	1	30	1680
Officer Development Days	31	1	40	1240
Officer Development Days	29	1	60	1740
PCSO Initial	4	23	16	64
Specials Continuation	43	1	30	1290
Specials Continuation	21	1	40	840
Total	203			7158
IT Training				
Airwave	17	1	8	136
Back to Basics - Evidence Gathering	1	2	8	8
CATS Read Only	2	1	8	16
Compact	6	1	8	48
Compact For Supervisors	7	1	8	56
CRMS	32	1	8	256
CSA Course	4	1	8	32
Dispatchers	2	3	1	2
LAN	21	1	8	168
Memex	32	1	8	256
Mobile Data	10	1	8	80
NSPIS Custody	8	1	8	64
Open Source / MCCT	13	5	8	104
PNC for Mobile Data	10	1	8	80
PNC Overview	10	1	8	80
PNC Workshop	14	4	8	112
PND New User	5	3	8	40
Poets	17	1	8	136
Quest Refresher	1	1	8	8
Quest	3	2	8	24
Quest Refresher	2	1	8	16
VODs / PODs / Quest Pre Course Ass	3	1	8	24
VODS and PODS	3	1	8	24
VODs Refresher	3	1	8	24

	Number of Courses Planned			Max Number of Delegates to be Trained
Total Trained	**226**			**1794**

Course Name	Number of Courses Planned	Course Duration (Days)	Max Delegates Per Course	Max Number of Delegates to be Trained
Crime Training				
ICIDP 5 Week Course	2	25	12	24
ICIDP Induction	2	2	8	16
ICIDP Tutors Course	3	3	12	36
MOSAVO - Management of Sexual & Violent	2	5	12	24
National Investigators Examination (NIE)	2	1	8	16
PIO level one	1	20	12	12
PIO level one/two	1	3	12	12
Suspect Interview Course	5	5	8	40
Visually Recorded Interview	6	5	8	48
Total	**24**			**228**
Driver Training				
Advanced Car	5	25	3	15
Advanced Car Re-Test	25	1	1	25
Basic Car	371	1	3	1113
Advanced Car Refresher	1	5	1	1
Basic Van	34	1	3	102
Standard Car Re-Test	88	1	1	88
HOSTYDS	8	1	10	80
Personnel Carrier (D1)	4	4	3	12
RISS	1	1	8	8
Standard Car	14	15	3	42
Standard Car Refresher	8	4	3	24
Standard Initial Pursuit	7	3	5	35
Standard Van	5	1	3	15
TPAC Refresher	3	3	2	6
Trailer Towing	3	2	2	6
Total	**577**			**1572**
Operational Training				
OST/FA	147	1	24	3528
Public Order	9	2	60	540
Total	**156**			**4068**

	Number of Courses Planned			Max Number of Delegates to be Trained

Grand Total	1186			14820