



College of
Policing

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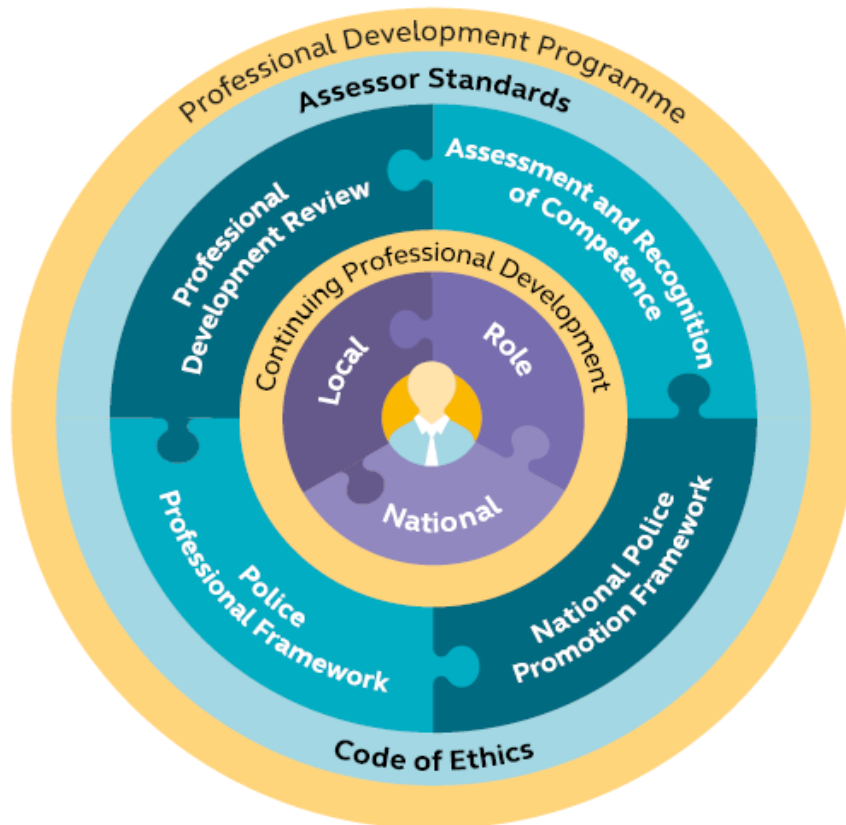
BetterProfessionals[™]
for **BetterPolicing**

Professional Development Programme: Strategic Overview

Version 1.01

What is the Professional Development Programme?

At the College of Policing we are determined to make a difference to the way people who work in policing are supported to do their jobs. We want to support everyone in policing to make the best possible decisions and gain recognition for their skills and knowledge so that they can provide the best service to the public.



To help us to achieve our strategic objective of “supporting the professional development of those working in policing the College is implementing the Professional Development Programme which includes the following:

- Professional Development Review (PDR)
- Assessment and Recognition of Competence (ARC)
- National Police Promotions Framework (NPPF)
- Continuing Professional Development (CPD) Framework for all police officers and staff
- Review of the Police Professional Framework (PPF)
- Assessor Support and Guidance

Why is the Professional Development Programme being introduced?

The Professional Development Programme is being introduced as part of wider police reform which aims to ensure policing is delivered by a professional workforce equipped with the skills and capabilities necessary for the new and complex challenges of policing in the 21st century.

What are the drivers for reform?

• Creation of the College of Policing

The College aims to be a world-class professional body, equipping our members with the skills and knowledge to prevent crime, protect the public and secure public trust. To achieve this aim the College purpose includes setting standards of professional practice and supporting the professional development of those working in policing.

• Winsor Review (2012 - 2015)

Set in motion the need for reform of policing. Part 2 of the Winsor Report made recommendations to further develop a more skilled and effective workforce and has triggered further initiatives to examine current practice against an evidence base of 'what works' in order to drive reform and professionalise policing.

• Leadership Review (2015)

The Leadership Review confirmed the importance of introducing a robust professional development programme across policing. It recommended a need to 'review the rank and grading structures in policing across warranted and staff roles' to transform the policing workforce to provide individuals with autonomy and professional discretion based on their expertise and evidence of 'what works' as oppose to their rank.

• Police Education and Qualifications Framework (PEQF)

The PEQF is a future looking project which seeks to develop better professionals for policing through the introduction of a standardised national framework which aims to set minimum education qualification levels by level of practice or rank by:

- recognising and raising education standards
- developing transferable qualifications
- ensuring national consistency
- providing structured career pathways and CPD
- ensuring policing is an evidence based profession by equipping the workforce with the knowledge and skills required to build an evidence base.

• Policing Vision 2020

By 2020 the Police Service will have transformed the way it delivers its mission. Police reform will be focused on our people, enabled by systems and processes. Transformation must inspire officers, staff and volunteers and develop the flexibility, capability and inclusivity required to adapt to change. As the nature of crime changes so does the skills required of the workforce. Policing will need to compete for the best people to create a police service which is better equipped to deal with changing requirements. By 2020 policing will be a profession with a more representative workforce that will align the right skills, powers and experience to meet these challenges. The Professional Development Programme will make a significant contribution to policing being recognised as a profession.

What does the Professional Development Programme mean...

...for Individuals?

The Professional Development Programme:

- **recognises competence**
- empowers the individual to **take personal responsibility and ownership** of their own professional development and career plans
- is designed to support individuals **to maintain and enhance** their capacity to practice legally, safely, ethically and effectively
- encourages individuals in **identifying opportunities** for their own development
- enables and values reflective based practice
- supports **'on the job'** learning and development
- provides a **standardised promotions framework** to the rank of sergeant and inspector

...for Forces?

The Professional Development Programme will support policing by:

- driving **personal responsibility and commitment** for professional development
- **recognising the skills and knowledge** within policing and help to identify where to focus priority areas of development
- **building capacity and capability** within the service
- **maintain and enhance**, national, force, team and individual performance
- **underpin change** in behaviour and organisational culture
- **support** staff to deal with an ever changing policing landscape
- Encourage **'on the job'** learning and development

How will the College support implementation of the PDP?

To date the College has created the following suite of materials and resources to support the implementation of the Professional Development Programme.

Support for Individuals

Provision of:

- CPD Model
- Cycle of CPD
- CPD toolkit and templates
- CPD Case Study
- Role Specific CPD Profiles
- National CPD
- CPD support for Chief Officers
- ARC Constable User Guide

Support for Forces

Provision of:

- Professional Development Polka Community
- Single Point of Contact (SPoC) Implementation teleconferences
- CPD Framework
- PDR Guidance on Reviewing and Assessing Performance
- NPPF Force Operating Guidance
- NPPF QA System
- ARC Overarching Guidance
- ARC Line Manager Guidance
- Assessor Support and Guidance

Process for Professional Development



On the Job Development



Experiential 70%

- Doing the Job
- Action learning
- Secondments
- Shadowing
- Projects
- De-briefing & Reflective Practice



Social 20%

- Coaching and Mentoring
- Feedback
- Social media
- Observations
- Books, articles, webinars
- Communities of practice



Formal 10%

- Pilot
- Workshop
- Simulation
- Classroom

When does the Professional Development Programme come into effect?

The Professional Development Programme will come into effect in forces on **30th September 2016**.

The College of Policing and your force Single Point of Contact (SPoC) will ensure you receive the necessary support, tools and guidance to prepare you for this.

From **30th September 2016** all officers and staff should:

- have a fully documented Professional Development Review (PDR) process in place
- have PDR objectives that capture CPD requirements (which will align to the National, Local and Role Specific guidelines)
- ensure officers approaching eligibility for pay point 4 from January 2017 have started to prepare evidence to be assessed as part of the Assessment and Recognition of Competence (ARC) process

From **1st January 2017** all officers approaching pay point 4 will undertake the ARC on their incremental date.

September 2016						
MO	TU	WE	TH	FR	SA	SU
29	30	31	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

January 2017						
MO	TU	WE	TH	FR	SA	SU
26	27	28	29	30	31	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

CPD Visual

CPD	Example Topics	What CPD Activity could include;	Notes
<p>National</p> <p>Led by the College of Policing</p>	<ul style="list-style-type: none"> Code of Ethics Mental Ill Health & Well being 	<ul style="list-style-type: none"> E-learning e.g. National Decision Model and Mental Ill Health APP Masterclasses Breakfast meetings 	<ul style="list-style-type: none"> Ensure all in policing are aware of and practicing within current thinking Being open to feedback Initiating discussions with peers and management in relation to the Code of Ethics Applying the National Decision Model Understanding Policies and Procedures and being able to exercise professional discretion around these Demonstrating professional integrity
<p>Role</p> <p>Identified in role-specific CPD Profiles (Agreed with NPCC Leads)</p>	<ul style="list-style-type: none"> Leadership Project Management Vulnerability Stop and Search Technological Advances relevant to role Evidence Based Policing 	<ul style="list-style-type: none"> On the job learning Role stretch to incorporate a new project Internal Course Role Modelling Work Shadowing Academic Qualification Evidence Based Research Learning workouts 	<ul style="list-style-type: none"> Set to ensure competence is enhanced and maintained Keeps up to date with legislation Keeps up to date with technological advances Identifies new or best evidence based practice Benchmarks performance, locally and nationally Encourages national consistency Clarifies role expectation & professional standards Recognises skills and knowledge Signposts to available supporting resources e.g. APP
<p>Local</p> <p>Led by Forces</p>	<ul style="list-style-type: none"> New IT system Collaborative Partnerships Learning Organisation 	<ul style="list-style-type: none"> Workshops Networking Cascade of Learning E – Learning Coaching Action Learning Set, solving real problems by taking action and reflecting upon the results Peer support 	<ul style="list-style-type: none"> Essentially force specific and focussed development to support: Force Strategic/Business Planning To support 5 year plans To highlight local priorities, initiatives and targets
<p>Personal</p> <p>Led by the Individual</p>	<ul style="list-style-type: none"> Self-Awareness Emotional Intelligence Personal Resilience Time management Communication Skills & Report Writing 	<ul style="list-style-type: none"> Coaching (Others & Receiving coaching) Reflective Practice Peer Review Webinar TED Talk MLE package Reading and/or researching Bite size learning 	<ul style="list-style-type: none"> Individuals should have personal ownership of their CPD. It should be informed from frequent conversations with line manager and team. Feedback from PDR and other sources Use of tools such as 360° Feedback and responding to feedback Recording CPD in personal records and PDRs Shared good practice

Where are we now?

- **Completed baseline data survey**

This is enabling a review of readiness and supporting an impact assessment

- **Workshop (September)**

Identified emerging challenges and good practice as well as themes for National CPD

- **Communication & Engagement Events**

Letters to forces, Twitter, Facebook, Conferences, Articles

- **Chief Officer Professional Development Champions workshop**

To continue to support force implementation

- **National Police CPD week (7 – 11 November 2016)**

To provide a focus at a national and local level on CPD progress, case studies, activities

Further information

Further detailed information about all aspects of the Professional Development Programme is available [here](#).

If you have any outstanding questions or queries please contact the Professional Development team via: professionaldevelopment@college.pnn.police.uk



References

- College of Policing (2014) Five Year Strategy
- College of Policing (2015) Leadership Review
- College of Policing (2016) Draft National Policing Vision 2020 (v2.0)
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- Winsor, T. (2012) Independent Review of Police Officer and Staff Remuneration and Conditions [internet]. Available from <http://webarchive.nationalarchives.gov.uk/20130312170833/http://www.review.police.uk> [accessed 04 July 2016]