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?

<table>
<thead>
<tr>
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<tr>
<td>creation of the college of policing</td>
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<td>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.</td>
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<tr>
<td>policing vision 2020</td>
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<td>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.</td>
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<td>leadership review (2015)</td>
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What does the Professional Development Programme mean…

<table>
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<tr>
<th>...for Individuals?</th>
<th>...for Forces?</th>
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<tr>
<td>The Professional Development Programme:</td>
<td>The Professional Development Programme will support policing by:</td>
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<td>• recognises competence</td>
<td>• driving <strong>personal responsibility and commitment</strong> for professional development</td>
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<td>• empowers the individual to <strong>take personal responsibility and ownership</strong> of their own professional development and career plans</td>
<td>• <strong>recognising the skills and knowledge</strong> within policing and help to identify where to focus priority areas of development</td>
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<td>• is designed to support individuals <strong>to maintain and enhance</strong> their capacity to practice legally, safely, ethically and effectively</td>
<td>• <strong>building capacity and capability</strong> within the service</td>
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<td>• encourages individuals in <strong>identifying opportunities</strong> for their own development</td>
<td>• <strong>maintain and enhance</strong>, national, force, team and individual performance</td>
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<td>• enables and values reflective based practice</td>
<td>• <strong>underpin change</strong> in behaviour and organisational culture</td>
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<td>• supports ‘<strong>on the job’</strong> learning and development</td>
<td>• <strong>support</strong> staff to deal with an ever changing policing landscape</td>
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<td>• provides a <strong>standardised promotions framework</strong> to the rank of sergeant and inspector</td>
<td>• Encourage ‘<strong>on the job</strong>’ learning and development</td>
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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

- PDR
- Feedback
- Reflection

Self awareness

- Debriefing
- Reflection
- PDR
- ARC

Planning

- Line manager discussion
- Business plan
- Role Profile

Action

- 70:20:10
- Day to day work
- CPD

Review
On the Job Development

**Experiential 70%**
- Do 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.
## CPD Visual

<table>
<thead>
<tr>
<th>CPD</th>
<th>Example Topics</th>
<th>What CPD Activity could include;</th>
<th>Notes</th>
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<tbody>
<tr>
<td>National</td>
<td>Code of Ethics</td>
<td>E-learning e.g. National Decision Model and Mental III Health</td>
<td>Ensure all in policing are aware of and practicing within current thinking</td>
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<td></td>
<td>Mental III Health &amp; Well being</td>
<td>APP</td>
<td>Being open to feedback</td>
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<td>Leadership</td>
<td>Work Shadowing</td>
<td>Initiating discussions with peers and management in relation to the Code of Ethics</td>
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<td>Project Management</td>
<td>Academic Qualification</td>
<td>Applying the National Decision Model</td>
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<td></td>
<td>Vulnerability</td>
<td>Evidence Based Research</td>
<td>Understanding Policies and Procedures and being able to exercise professional discretion around these</td>
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<td></td>
<td>Stop and Search</td>
<td>Learning workouts</td>
<td>Demonstrating professional integrity</td>
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<td>Technological Advances relevant to role</td>
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<td>Evidence Based Policing</td>
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<td>Role</td>
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<td>Identified in role-specific CPD Profiles (Agreed with NPCC Leads)</td>
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<td>Local</td>
<td>New IT system</td>
<td>Workshops</td>
<td>Essentially force specific and focussed development to support:</td>
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<td>Led by Forces</td>
<td>Collaborative Partnerships</td>
<td>Networking</td>
<td>Force Strategic/Business Planning</td>
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<td></td>
<td>Learning Organisation</td>
<td>Cascade of Learning</td>
<td>To support 5 year plans</td>
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<td>E – Learning</td>
<td>To highlight local priorities, initiatives and targets</td>
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<td>Coaching</td>
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<td>Action Learning Set, solving real problems by taking action and reflecting upon the results</td>
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<td>Peer support</td>
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<td>Personal</td>
<td>Self-Awareness</td>
<td>Coaching (Others &amp; Receiving coaching)</td>
<td>Individuals should have personal ownership of their CPD.</td>
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<td>Led by the Individual</td>
<td>Emotional Intelligence</td>
<td>Reflective Practice</td>
<td>It should be informed from frequent conversations with line manager and team.</td>
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<td>Personal Resilience</td>
<td>Peer Review</td>
<td>Feedback from PDR and other sources</td>
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<td>Time management</td>
<td>Webinar</td>
<td>Use of tools such as 360° Feedback and responding to feedback</td>
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<td>Communication Skills &amp; Report Writing</td>
<td>TED Talk</td>
<td>Recording CPD in personal records and PDRs</td>
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<td>MLE package</td>
<td>Shared good practice</td>
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<td>Reading and/or researching</td>
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<td>Bite size learning</td>
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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)

• College of Policing (2016) Police Education and Qualifications Framework Consultation
