

WARWICKSHIRE POLICE AUTHORITY

24th September 2008

Member Training and Development

Report of the Lead Member

Summary

This report presents for comment and approval, a training and development programme for all Members and an induction programme for new Members of the Authority.

Recommendation

Members are recommended to approve:

The training and development strategy

The induction programme for newly appointed Members

Introduction

The Police Authority has a responsibility to ensure that sufficient opportunities are in place for the effective training and development of its Members. At the moment, the Authority carries out this responsibility by inviting Members to discuss training needs with the Chair at an annual meeting and by organising specific training events and seminars for Members from time to time. A training and development strategy has been prepared to build upon these arrangements and to underpin the good governance principles by which the Authority carries out its business.

The Strategy

The training and development strategy is attached at Appendix A . The strategy sets out a process for identifying and addressing training and development needs within the Authority. In particular, it acknowledges the need to differentiate in the levels and type of training offered to individual Members. While Members of the Authority have already received and continue to receive training from other sources, it is appropriate for training specific to the Police Authority role to be offered to all Members even where similar training may have been undertaken with other bodies.

However, it is also important to avoid unnecessary duplication. For that reason, training needs are defined in three broad areas in the strategy; induction, general training for all Members and specific training for individuals and groups.

The strategy also sets out a timetable for identifying and prioritising training needs.

Induction

It is particularly important that the Authority reviews its arrangements for induction training for new Members and produces an updated programme for this year. A proposed programme is attached as Appendix B.

If the need arises, some elements of the induction programme may be incorporated into a general “refresher” programme for existing Members.

Implementation

If Members agree, the strategy will be implemented immediately. The strategy sets out a timetable for the current year and a proposed annual cycle for future years. The aim for this financial year is to have a functional training and development plan in place by Christmas. In future years, revised plans will be prepared at the beginning of each financial year.

Training and development needs identified during the year will be accommodated if at all possible.

An important feature of the annual cycle will be a review of the process of identifying and prioritising training needs to ensure that it is continuing to work in an inclusive, transparent and effective way.

Conclusion and Recommendations

In producing this strategy and the ensuing training and development plan, we are codifying and building on existing arrangements. We hope that the strategy will lead to improved opportunities for Members to access training appropriate to their needs.

Members are asked to approve the training and development strategy, including the timetable for implementation, and the induction programme for new Members.

Dorrette McAuslan
Lead Member
Member Training and Development