

WARWICKSHIRE POLICE AUTHORITY – 22nd April 2009

Member Training and Development

Report of the Lead Member

Summary

This report informs the Police Authority of the progress of the Member Training and Development Programme following the completion of the induction training of the two most recently appointed Members.

Recommendation

That the Authority discusses the draft training programme as proposed and endorses the direction being taken.

At the Authority's meeting in September 2008, a Member Training and Development Strategy was approved. The Strategy was accompanied by a training and development plan which included a timetable for the implementation of the plan and an induction training programme for new members.

Prior to compiling the programme, the Lead Member for Training and Development, with officer support, consulted the Authority's Stream Leads to assist in defining the training needs of their Members.

The Lead Member also consulted with, and obtained comments from the APA Training Unit and officers from the NPIA about what should be included in a training programme for Police Authority Members prior to producing the draft programme. The programme was also commented on by the APA training team, who were also preparing some guidelines for member development to be made available to Police Authorities.

Although the Warwickshire Police Authority had approved the Strategy, the Training Programme and the timetable last autumn, it was impossible to put the programme into action because of uncertainty about adequate officer support. It was however agreed between the Authority's Officers and the Lead Member to proceed with the induction programme for our new members and to elicit their opinions on how the programme could be improved. At the Governance Stream meeting on the 27th March, one of the participants commented that the input of the Force "**could not have been better.**"

It is a matter of regret that the full programme has not been able to get under way despite being ready for some time. It is also regrettable that the session planned on Monday 6th April had to be postponed.

A session on **Diversity and Police Authorities** on Monday 27th April is still in the calendar at the time of writing. It is inevitable that a number of people may find it impossible to attend all sessions, but it is hoped that this session, because of its importance, will be repeated at a later date. The draft list of training sessions already in place is as follows:

27th April 2009	Diversity and Police Authorities
24th June 2009	Initial Induction Training for New Elected Members
16th September 2009 (half day session – pm)	Finance to include Police Funding and Budget Setting
14th October 2009 (half day session – am)	Role of the Police Authority to include Performance Issues
18th November 2009 (half day session – am)	Governance Part 1 to include issues such as Governance versus Management and the differing roles of elected and independent members
16th December 2009 (half day session – am)	Governance Part 2 to include strategic planning and policing plans

As soon as is practicable a list of further training dates will be given to all Members, many of which will concentrate on specific topics such professional standards and Members conduct.

Copies of the Training and Development Strategy, the Induction Programme and the Training Programme, although already circulated, can be made available again to any Member who may require them.

**Dorrette McAuslan
Lead Member
Member Training and Development**