

GWENT POLICE AUTHORITY
Equality and Human Resources Committee

Date: 7th December 2009

Item No: 4a

Heading: Development of Neighbourhood Policing Teams

Report Author: Chief Constable

SUMMARY

The purpose of this report is to update members of the Police Authority in respect of past, present and future development of Neighbourhood Policing Teams within the organisation this current financial year.

RECOMMENDATION(S)

The report is submitted for the information of Police Authority members.

1. BACKGROUND

Officers within Neighbourhood Policing Teams are required to complete the National Policing Improvement Agency Neighbourhood Policing Programme.

The National Neighbourhood Policing programme consists of a DVD input, e-learning and seven workbooks. The programme is focussed on the generic skills required of a neighbourhood policing team member to support the key themes of community engagement, identifying community priorities and collaborative problem solving.

The Neighbourhood Policing programme was included within the 2009/10 organisational training plan. However, due to competing priorities and in order to support operational front line delivery the programme was suspended this year. However, the programme continues to be embedded throughout initial training for Police Community Support Officers and Police Officers.

The temporary withdraw of the programme has provided an opportunity to add to the National content to meet organisational needs. Additional course content will include skills to support Neighbourhood Policing Teams at Partners and Communities Together (PACT) meetings. The programme will also seek to enhance our engagement with minority communities through involvement of members of the public within the training delivery.

During the review of the National Neighbourhood Policing Programme alternative opportunities were sought to sustain and support the development of our Neighbourhood Policing Teams.

Appendix A details the Learning activities delivered and planned to support development of Neighbourhood Policing Teams during 2009/2010.

2. PROPOSAL FOR CONSIDERATION BY COMMITTEE AND CURRENT POSITION

2.1 Report submitted for the information of the committee.

3. STAFFING/PERSONNEL IMPLICATIONS

3.1 Where possible training will be delivered internally within the organisation by staff within Learning and Development.

4. FINANCIAL IMPLICATIONS

Conference attendance has been co-ordinated through Learning and Development and funded through the organisations central conference attendance budget.

5. CONSULTATION

5.1 Consultation has been made with the Neighbourhood policing work stream and the Public Confidence Manager regarding training requirements.

6. PROJECT ASSESSMENT FOR EQUALITY AND DIVERSITY MATTERS

6.1 This project/proposal has been considered against the general duty to promote equality, as stipulated under the Force's Equality Schemes, and has been assessed not to discriminate against any particular group.

7. RISK ASSESSMENT

A risk assessment was made regarding the decision to suspend the Neighbourhood Policing programme this year. Development of Neighbourhood resources has been supported through alternative means during this period. It is proposed to re schedule the Neighbourhood Policing programme for 2010/2011.

8. STAYING AHEAD (2011 REVIEW)

8.1 Work undertaken has been in support of the Staying Ahead Review.

9. CONCLUSION

9.1 Development of Neighbourhood Policing Teams in this interim period continues to be sustained through a range of skills enhancement workshops and activities.

10. CONTACT OFFICER

10.1 Temporary Inspector Michelle Booth

11. BACKGROUND PAPERS

11.1 There are no background papers in relation to this report.

12. APPENDICES

Appendix A – Neighbourhood Policing Team Learning and Development Activity