

**GWENT POLICE AUTHORITY**  
**Equality and Human Resources Committee**

**Date:** 7<sup>th</sup> April 2008

**Item No:** 5a

**Heading:** Learning and Development Business Plan 2007 - 2008

**Report Author:** Chief Constable

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**SUMMARY**

This report sets out the six monthly update of the Learning and Development Business Plan 2007 –2008.

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**RECOMMENDATION(S)**

It is asked that the Committee note the progress of the Business Plan.

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**BACKGROUND**

1. The Equality and Human Resources Committee have requested six monthly updates on the progress of the Business Plan.

**PROPOSAL FOR CONSIDERATION BY COMMITTEE/CURRENT POSITION**

2. The implementation of the Learning and Development Plan which follows Home Office guidance and best practice, has been closely monitored by the senior management team within Learning and Development.

The plan itself and its activities are further monitored at a strategic level through the Force Training Strategy Group who, in addition to the financial elements within the plan, monitor the performance indicators at their quarterly meetings.

A review of this plan will take place at the end of this financial year when all end of year data will be available. That review will then be used and any recommendations included in the 2008 – 09 Business Plan which is presently being drafted.

The resultant plan will be brought before the next meeting of the Equality and Human Resources Committee.

### **STAFFING/PERSONNEL IMPLICATIONS**

3. There are no additional staffing implications.

### **FINANCIAL IMPLICATIONS**

4. There are no additional staffing / personnel implications.

### **CONSULTATION**

5. Wide consultation with the Training Strategy Group.

### **PROJECT ASSESSMENT FOR EQUALITY AND DIVERSITY MATTERS**

6. 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**

7. Not applicable.

### **STAYING AHEAD (2011 REVIEW)**

8. The contents of the report are applicable to the review in that the Business Plan is an integral part of how Learning and Development aims to provide efficient and effective training solutions at the best possible value.

### **CONCLUSION**

9. That further yearly plans be continued in line with HMIC guidance and monitored by the Police Authority through the Equality and Human Resources Committee.

### **CONTACT OFFICER**

10. Chief Inspector S. Thomas

### **BACKGROUND PAPERS**

10. Home Office Circular 18/2002  
Home Office Circular 53/2003  
Home Office Circular 7/2005  
Home Office Circular 44/2005  
Home Office Circular 10/2007

### **APPENDICES**

11. Nil.