



Learning and Development Policy

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This document has been assessed for:	
Compliance with Legislation	<input type="checkbox"/>
Equality Impact Assessment	<input checked="" type="checkbox"/>
Freedom of Information issues	<input checked="" type="checkbox"/>
Human Rights compliance	<input checked="" type="checkbox"/>
Health and Safety	<input checked="" type="checkbox"/>
Risk Management	<input checked="" type="checkbox"/>

Learning and Development Policy

1. Policy statement

Cleveland Police are committed to providing effective learning and development opportunities to help to continually develop a more competent and flexible workforce, which is committed to achieving the Force objectives.

Learning and development opportunities will enable officers and staff to realise their full potential, which can lead to:

- Improved personal effectiveness
- Improved organisational performance
- Increasing opportunities for individual career development (where appropriate)

It is well evidenced that continuous development promotes lifelong learning and is underpinned by self-direction and self-management. We are committed to providing a performance excellence and development (PDR) process, which allows police officers and police staff to discuss their learning and development needs and opportunities actively and openly with their line managers and take responsibility for their own development.

The Force is fully committed to the development of police officers and staff through attaining skills, knowledge and behaviours that have a direct and positive impact upon their performance, that of their team and ultimately the service provided to the community we serve. This will help the Force achieve our strategic priorities to:



Policing **Cleveland** Together

Individuals should adhere to our [Values and Behaviours](#), linked to the [Code of Ethics](#) which is inclusive and supports everyone in policing to provide ethical and professional policing services.

The Code of Ethics includes three ethical policing principles:

Courage

Respect and Empathy

Public Service

to support decision making, as well as guidance on ethical and professional behaviour to ensure everyone in policing is

‘Doing the right thing, in the right way, for the right reasons’

Please Note: Cleveland Police and the OPCC will be referred to as the “**Organisation**” for the purposes of this policy.

2. Purpose

The purpose of this policy is to outline the Organisation’s approach and principles associated with processes, supporting all parties included in the process and to meet legislative requirements.

Please see [section 5](#) for linked procedures.

This policy must be applied fairly, equally, and consistently to all employees irrespective of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, or any other unjustifiable grounds.

3. Scope

This policy and the accompanying procedure guidance (unless otherwise stated), apply to police officers, police staff, the Special Constabulary, PCSOs, volunteers and employees of the Office of the Police Crime Commissioner (OPCC).

4. Principles

The learning and development policy is underpinned by the following principles:

- The related procedures allow and encourage, unreasonable treatment, harassment, or discrimination, to be raised and managed appropriately.
- The Force year runs in line with the financial year 1 April to 31 March.
- We will provide training programmes for new Police Constables aligned to College of Policing requirements, including the provision of assessors to review progress.
- We will collate the training needs analysis (TNA) for all business areas across the Force and produce and monitor training delivery plans.
- We will monitor and work with local business areas to ensure the best use of allocated training budgets, including in year changes.
- We will ensure that adequate mandatory training dates and venues are available to ensure the Force can maintain public safety, and support victims appropriately.

- We will develop innovative learning solutions, making the best use of technology and deliver quality learning experiences.
- We will review and deliver force learning and development priorities on an ongoing basis.
- We will support and provide a range of opportunities for learning and continuous development for police officers and staff, and signpost individuals to opportunities that they can pursue for themselves.
- We will support police officers and police staff, where applicable, by granting protected learning time to undertake studies for any relevant training.
- We will ensure mandatory training requirements are published on the Force intranet on a regular basis.
- Processes will allow for reasonable adjustments and accommodations to support individuals where appropriate.
- Procedural, guidance and accompanying documents will be aligned to relevant [Police Regulations](#), Police Staff Council requirements, employment law/guidance, national guidance (College of Policing and NPCC) and any other relevant guidance/requirements.
- The policy and procedures are created with consideration of our responsibilities under the [Human Rights Act 1998](#) and [Equality Act 2010](#), promoting equal opportunity irrespective of protected characteristics.
- Our policies and procedures will be in line with any Data Protection legislation and force policy including storage of information and confidentiality requirements.
- Actions within procedures will be aligned with the Health and Safety Policy and safe working practices, including appropriate risk assessments being completed within relevant procedures.
- Policies and procedural documents will follow the relevant governance and consultation process including requirements and consultation with the Superintendents Association and Police Federation (police officers), and Unison (police staff).

5. Linked Procedures

This policy is supported by the following procedures:

- Learning and Development Procedure
- LDC Security Guidance

- Training and Study Leave Guidance

All the above procedures are available on the Force Policy SharePoint page [here](#).

6. Related Policies

Please see the Force Policy SharePoint page [here](#) for related policy, including:

- Attendance Management Procedure
- Capability Policy (police staff)
- Career Development Policy
- Disciplinary Policy (police staff)
- Dress and Appearance Policy
- Equality, Diversity, and Inclusion Policy
- Expenses Policy
- Mentoring Programme Policy
- PIP2IP Policy
- Police Staff Council (PSC) National Handbook
- Police Staff Council (PSC) Local Handbook
- Reporting Professional Standards and Concerns (Whistleblowing)
- UPP Policy (police officers)

Relevant legislation:

- [Working Time Regulations](#)
- [Reserves Forces Act 1996](#)
- [The Police Act 1964 \(Section 44\)](#)
- [The Police Act 1972 \(Section 1\)](#)

7. Compliance and monitoring

The Head of Learning and Development is responsible for the accuracy and integrity of this document. This policy will be continuously monitored, and updated when appropriate, to ensure full compliance with legislation.

The Head of Learning and Development will review this policy and procedures to ensure that all aspects are being adhered to in accordance with the framework of this policy.

8. Version control

This policy will be reviewed and updated at least every three years by the owner, and more frequently if necessary.

The Corporate Services Department will ensure this document is available on the Force intranet, including any interim updates.

The following identifies all version changes.

Version	Date	Reason for update	Author
1.0	07/05/2024	Publication following approval at Executive Management Board on 03/05/2024	[REDACTED]