

6. People First

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Outcomes	Deliverables	Progress Report	Exceptions
<p><i>Communities feel safer by having an accessible and engaged policing workforce</i></p>	<p><i>Valuing our People – People Strategy – Well Being Programme</i></p>	<p>The Well-Being programme continues to develop and be delivered across the organisation with the proactive Well-Being events being well supported and attended. Further events are now to be planned beyond March 2016. Work has started in partnership with Police Mutual around the support and advice that is available to the workforce free of charge. There is also the potential for training to be provided before March 2016 by the MIND Blue Light Programme to line managers around mental health and stress. This will support delivery inputs to operational line manager development days about mental health. NYP remains committed to reducing the stigma attached to this type of illness.</p> <p>The planning for the training days in relation to Well-Being and Leadership is progressing and will commence in November for senior leaders. The wider roll out will commence in the new year with provisional dates agreed for January, February and March 2016. All officers, staff, volunteers and special constables who have people management responsibility will undertake the training.</p>	
<p><i>Communities are safer by having a productive policing workforce</i></p>	<p><i>Managing our People – People Strategy – Workforce Plan</i></p>	<p>Workforce plan – V7 reflects current requirements and work continues to ensure any adjustments reflect changes to configuration of resources. Version 8 is being discussed but is dependent upon the conclusion of a number of reviews.</p>	

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		<p>As the lead force for the latest release of ORIGIN, NYP is currently in the testing phase prior to forcewide roll out.</p>	
<p><i>Communities are safer due to effective use of policing resources to reflect need</i></p>	<p><i>Developing our People –</i> <i>People Strategy – Training Plan</i></p>	<p>2015 saw the inception of a structured annual Costed Training Plan (CTP) which allowed the organisation to both understand the demand for training and ensure the adequate provision of resources to enable delivery. Work continues to process the training requested in the 2015/16 CTP. 76 % of requests have been processed to date.</p> <p>The creation of the 2015/16 CTP and its delivery has provided valuable insight into how the CTP for 2016/17 can be improved, making the process more efficient and effective for those involved.</p> <p>Work is already underway to formulate the 2016/17 plan, through engagement with Departmental Heads who have been asked to collate a list of requirements for next year through discussions with their teams. The training team will then work with managers to ensure clarity of requests and requirements.</p>	

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