



# Operational Training

North Yorkshire Police

Public Accountability Meeting

# Portfolio

- Initial Training Programmes (PEQF)
- Professional Development Unit (PDU)
- Officer Safety Training (OST)
- Driver Training
- Tactical Training Support
- Police Systems Training
- Procurement and Contract Management of all Mandatory Training (includes all Crime and other Specialist Training)



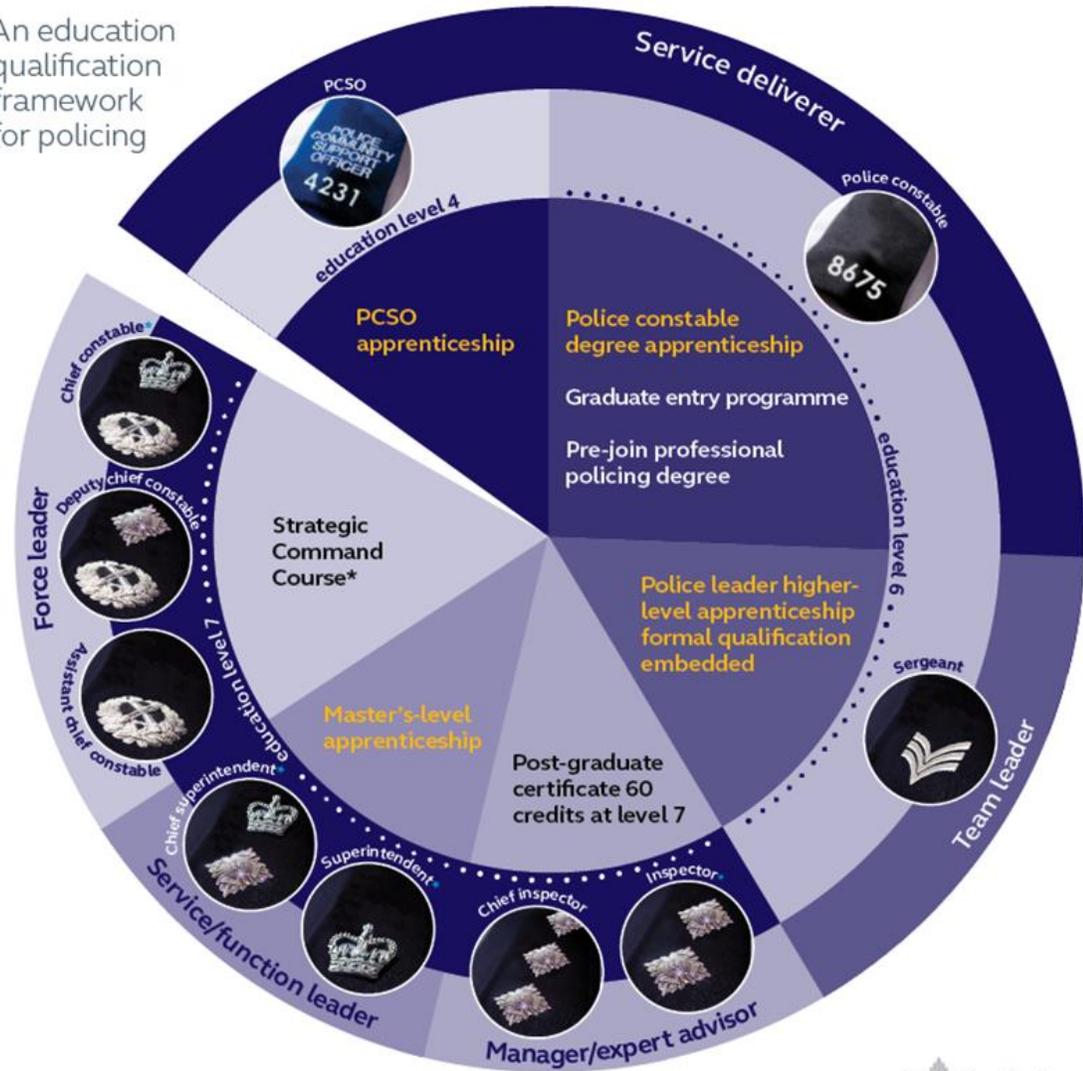
# TRAINER Qualifications and Standards

	Minimum Level 4 Certificate in Education	Other Specialist and NPCC / COP requirements
Initial Training Programmes	YES	Safeguarding / Mental Health / JESiP / TAIW / PEQF / IBL
Officer Safety Training	YES	COP Personal Safety Trainers Qualification / Taser / Level 4 First Aid / Cycle Instructor / SPEAR
Driver Training	YES	Advanced Driver / COP Driver Trainer Qualified / TPAC Trainer / VIP / Motor Cycle Trainer / D1 Assessor
Professional Development Unit	NO – not required	Bespoke 2 week SDO Course / Coaching Skills OU / National Assessor Qualification and TAQA
Police Systems Training	YES	PNC / PND / ViSOR / Niche / BWV and other specialist computer design qualifications for digital design
Tactical Training Support	No – Level 3 National	National PSII Trainer / First



# PEQF Framework

An education qualification framework for policing



\* The minimum prerequisite qualification eligibility for appointment to chief officer role will be level 7 master's. For all other roles, the level signifies the education standard/qualification achieved on completing the education programme required for confirmation in post.  
 \* Direct Entry route      \* Apprenticeship  
 This framework will be expanded on to incorporate police staff and specials at a later date, to reflect everyone working in policing.

# Police Constable Degree Apprenticeship (PCDA)

## Initial Professional Development

Year 1 →

Academic Level 4

Operational Deployment

Tutor patrol phase

Obtain Independent Patrol Status

## Continuous Professional Development

Year 2 →

Academic Level 5

Response Policing

Community Policing

Policing the roads

Information & Intelligence

Conducting investigations

Full Operational Competency (FOC)

## Advanced Professional Development

Year 3 →

Academic Level 6

Specialism from Year 2

Evidence Based Research Project

Academic Assessment

Reflective Presentation and Panel Discussion

Operational Competence Portfolio

# Professional Development Unit (PDU)

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- **74 officers recruited on the PCDA programme in 2021**, see below:
- **23** officers successfully completed year1 and now on bespoke attachments Year 2 (**3** on break in learning)
- **10** officers commencing year2
- **19** officers reached IPS
- **19** officers in tutorship
- a further **45** PCDA in training at HQ



# Challenges

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- Embedding the PEQF Framework
  - Additional entry routes for Police Constables including DHEP
  - New Programme for Police Community Support Officers (level 4) , and Specials (national Curriculum)
  - Embed cultural change to embrace the new programmes
- Attraction and Retention
- Maintaining delivery whilst adhering to Covid-19 restrictions
- The Training Estate
- Financial - Apprenticeship levy
- New legislation, guidance and protocols
- Training needs analysis, occupational officer competency, evaluation



# Successes

## At the height of COVID restrictions:

- Completed IPLDP delivery
- Implementation of PCDA
- Partnership with Open University
- Implementation of the PDU
- Designed and Delivered a new comprehensive Tutor course
- Delivery of mandatory training – First force to maintain Driver Training and OST
- Embraced Blended Learning e.g. Crime and Officer Safety Training
- New training rooms scheduled





Operational Training

# Glossary of Terms

- **COP** College of Policing
- **DHEP** Degree Holders Entry programme
- **FOC** Fully Operationally Competent
- **HEI** Higher education Institution
- **IPLDP** Initial Police Learning Development Programme
- **IPS** Independent patrol Status
- **PCDA** Police Constable Degree Apprenticeship
- **PDU** Professional Development Unit
- **PEQF** Police Education Qualifications Framework
- **OCP** Operational Competence Portfolio
- **OST** Officer Safety Training
- **SDO** Student Development Officer (previously Tutor Constable)