



Association
of Police
Authorities



NPIA
National Policing
Improvement Agency

Quality Assurance Scheme for Training, Learning and Development in the Police Service

An introduction



What is the Quality Assurance Scheme for Training, Learning and Development in the Police Service?

The scheme is a single unified quality assurance system that embraces all training, learning and development designed and/or implemented by police forces. The scheme will be implemented from the 1 April 2010.

The fundamental concept underpinning the scheme is one of improvement. Improving the training, learning and development provided by a force will lead to improved performance and as a result increased public confidence in the service.

Forces will be required to undertake an honest self assessment of the current position of its training, learning and development; outlining how they will maintain their strengths and progress improvements in line with force business planning and prioritisation.

The scheme also enables forces to self assess any collaborative arrangements they have relating to the training, learning and development of their staff.

What does the scheme do?

The scheme has been designed to:

- cover all national and local programmes
- allow forces to use their own quality assurance systems and methods
- focus on outcome and improvement as opposed to the processes used by individual forces
- reduce bureaucracy.

The scheme provides the following functions.

- An overarching quality assurance scheme at both individual force and service level.
- A single unified scheme for all aspects of training, learning and development quality assurance.
- A self assessment mechanism to contribute to the improvement of force's processes.
- Allows forces to identify areas where improvements can be made and/or where strengths lie.
- Identifies common trends in areas of strength and improvement at a national service level.

- Identifies noteworthy practice which can benefit both individual forces and the service.

What are the benefits?

- Focuses on outcomes and improvements.
- Provides a process of robust, valid and reliable peer review to support continuous improvement.
- A single submission that reduces bureaucracy within forces and the time spent on other quality assurance frameworks.
- Provides a single point of focus for quality assurance activity.
- Facilitates the ownership of ongoing quality assurance and continuous improvement.
- Provides a way for forces to check the functionality and use of their own internal quality schemes.
- Provides information to Her Majesty's Inspectorate of Constabulary (HMIC) for baseline inspections.

Who will govern the scheme?

The Association of Chief Police Officers (ACPO) Learning and Development Group will act as the strategic governance body for the scheme, it will:

- lead and promote the scheme across all training, learning and development functions within the service from a strategic level
- utilise the annual report provided by the National Policing Improvement Agency (NPIA) to inform development activity
- identify priorities for service-wide actions required as the result of the annual report
- liaise with senior stakeholders and offer assurances regarding any exceptional 'high risk' programme specifications
- contribute to the maintenance and review of the scheme with key stakeholders.
- provide support and advice to forces regarding implementation
- collate and analyse outcomes of the scheme and provide information on national trends
- identify significant variance in trends to key stakeholders
- highlight common areas of strength to the service
- facilitate sharing of noteworthy practice
- collate and disseminate annual reports to the ACPO Learning and Development Group, NPIA, HMIC and the forces – providing direction of travel, common themes and areas of development

What is the role of the NPIA?

The ACPO Learning and Development Group have requested that the NPIA act as stewards of the scheme on behalf of the police service, whilst noting that the scheme is jointly owned by key stakeholders.

Acting as stewards, the NPIA will:

- support the implementation and on-going use of the scheme
- work with force single points of contact to implement the scheme at force level
- track completion of the scheme

In addition to the stewardship the NPIA will:

- implement the scheme in relation to its own training, learning and development functions, accepting that there are some legitimate differences in the operation of the NPIA's training, learning and development function which would need to be considered, for example peer review
- consider the impact of the scheme on the management and implementation of national learning programmes.

What resources are available to support the scheme's implementation?

Forces have been provided with a scheme handbook, which provides an overview of the requirement and an explanation of how to undertake the self assessment.

They have also been provided with an electronic template on which the self assessment can be completed.

As an alternative to the electronic template the NPIA have provided a software application called the Quality Assurance Management Systems to enable the self assessment and subsequent updates to be done online. A separate briefing document has been prepared by the NPIA on this topic and can be requested from the email address below.

Who do I contact for further information?

Please forward any enquiries about the scheme to **psqa.enquiries@npia.pnn.police.uk**.

