



KEEPING SOUTH WALES **SAFE**

**POLICE RACE AND DIVERSITY
LEARNING AND DEVELOPMENT PROGRAMME
(PRDLDP)**

THE FUTURE

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KEEPING SOUTH WALES SAFE

BACKGROUND

- November 2004 HO Launch - 'Strategy for Improving Performance in Race & Diversity 2004 – 2009'
- Clear agenda for Race & Diversity Learning & Development
- April 2007 – HO to NPIA Governance

PRDLDP EVALUATION PROCESS

- **MARCH 2009 PHASE ONE EVALUATION**
 1. PROGRESS OF STRATEGY
 2. REALISATION OF BENEFITS – INFRASTRUCTURE & ACHIEVEMENTS/ASSESSMENT
- **MAR-APR 2010 :PHASE TWO EVALUATION**
 1. COST EFFECTIVE PROVISION OF LEARNING
 2. EFFICIENT ACHIEVEMENT OF ASSESSMENT
 3. REVIEW FORCE ACHIEVEMENT AGAINST ASSESSMENT STRATEGY
- **JAN/FEB 2011: FINAL REPORT**
 1. ACHIEVEMENT OF ASSESSMENT STRATEGY
 2. OVERALL IMPACT (OF PRDLDP ON SOCIETY AND CITIZENS) OF IMPROVING PERFORMANCE IN RACE & DIVERSITY

ACHIEVEMENTS OF PRDLDP TO DATE

- GOVERNANCE AND OWNERSHIP
- LEARNING AND DEVELOPMENT
- ASSESSMENT OF COMPETENCE

BENEFITS TO DATE

- PEOPLE - FAIR TREATMENT FOR ALL
- POLICIES, PROCESSES & SYSTEMS
- COMMUNITY ENGAGEMENT INTO THE LEARNING ENVIRONMENT
- 'DIVERSITY TRAINING' TO 'WORKPLACE DEVELOPMENT'

BENEFITS CONTINUED

- INTEGRATION OF NLR FOR R&D INTO NATIONAL/LOCAL DEVELOPED LEARNING PROGRAMMES
- MOVE FROM 'ONE SIZE FITS ALL' TO INDIVIDUAL NEED & ROLE REQUIREMENT

AREAS OF CHALLENGE

- IMPLEMENTATION OF ASSESSMENT STRATEGY
- DEFINITION & MEASUREMENT OF OCCUPATIONAL COMPETENCE
- FUNDING, RESOURCES
- EVIDENCE GATHERING FOR NOS (AA1) & (AA2)

FUTURE AGENDA

- NEW TRIPARTITE STRATEGY
- EQUALITY, DIVERSITY & HUMAN RIGHTS STRATEGY 2009 – 2012
- COMMISSIONED BY ACPO RACE AND DIVERSITY BA (Steve Otter)

HIGH LEVEL OBJECTIVES

- COMPLETE EVALUATION OF THE STRATEGY IMPROVING PERFORMANCE IN RACE & DIVERSITY 2004-2009
- CONDUCT A TRAINING/LEARNING/ PERFORMANCE NEEDS ANALYSIS WITH A MIND TO CURRENT AND FUTURE POLICING ENVIRONMENTS
- EDHR LEARNING AND DEVELOPMENT STRATEGY TO BE DEVELOPED AND LAUNCHED AT THE APA CONFERENCE NOVEMBER 2010

ACPO SPECIFIC COMMISSION

- COMMISSION NPJA TO COMPLETE A NEEDS ANALYSIS
- REVIEW & UPDATE THE PRDLDP LEARNING RESOURCES/MODULE
- DEVELOP A STRATEGY FOR EDHR LEARNING & DEVELOPMENT
- PDR DEVELOPMENT RECOGNISING ROBUST ASSESSMENT AGAINST EDHR

QUESTIONS

- FUTURE LEARNING AND DEVELOPMENT REQUIREMENT WITHIN A NEW EQUALITY, DIVERSITY AND HUMAN RIGHTS STRATEGY
- WHAT CURRENT ISSUES DO WE NEED TO CONSIDER IN FUTURE TRAINING