

# Improvement support - NPIA

NPIA  
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# Background

- Improvement agenda - Police Green Paper
- March 2009 – NPIA contribution =
- “Capability Support” Unit
- Both Forces AND Authorities
- Expertise – our “U.S.P”
- Working in collaboration - APA, APACE, PATs
- Today: White paper .....Inspection Thematic..

# Governance structures

- APA = sector lead
- “Improvement Framework”
- Key stakeholders – APACE, PATS, IDEA, NPIA
- T.O.R:
- Identify needs; which agency best to deliver?
- Coordinate and evaluate; lessons learnt
- Disseminate learning

- At any stage - “pre” or “post” inspection
- Principle “continuous development”
- **Technical** support – our expertise
- Focus = themes arising from inspections
- Prioritise = those identified by inspectorates
- Free at point of delivery - aspiration
- On request from PA itself
- Expectation “self assessment”/understanding of strengths and weaknesses of AFI

# To date, NPIA support products in....

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- Protective Services
- Scrutiny – performance management
- Leadership
- Recruitment and selection; appraisals COs
- Engagement/confidence
- Improvement planning
- Diversity/EDHR
- Workforce change
- ISIS
- .... All the above, in conjunction with APA

# Support provided to date

## One to One

- 9 individual Authorities
- Performance management and scrutiny, Pledge, Quest, recruitment and selection, improvement planning.....

## Regional

- Planning, Protective Services, EDHR, Performance management (CYMI)

AND..... Products in development

# Protective Services

- Workshop – for region (E Mids, SW)
- Outline state of play in Force
- Introduce new Force “risk and threat” tools
- Implications for police authorities
- Eg Prioritising, communication with stakeholders, assessing risk
- Live case studies/exercises
- Links to: driving strategic direction, collaboration, VFM, risk/threat
- **FREE**

# Scrutiny - Can You Manage It?



- 3 part course
- Focus on improving scrutiny and challenge
- Importance of all 3 parts – some PAs relying on sterling efforts of a few individuals; need for better info and analysis from Force esp today in areas of complex policing
- Analysis: tools and understanding
- Soft skills – leadership styles
- Regional courses
- Links to leadership; setting strategic direction, effective governance
- **Free**

# CYMI – Advanced Courses

- To be offered 2010 – 11
- At least 1 x person in each PA
- 1) Surveys/consultation methods
- 2) Use of data/interpretation and analysis
- To improve officer understanding
- Support to develop expertise and capacity in PA
- **Free**

# Performance scrutiny “Hot Debrief”

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- NPIA performance experts: observation and feedback to PA Performance Committee
- Follow up “tutorial” to consider recommendations and help implement
- Assistance with analysis, interpretation; Force challenge and scrutiny
- Adjunct to CYMI course – “how have you put theory into practice”?
- **FREE**

# Planning

- How to ensure PA has both oversight and actively drives vision for local Policing
- How to mesh local, regional and national priorities
- Focus on how results of community consultation can impact on Force planning process
- NPIA will introduce new “concept” Planning tool for Forces
- Links to drivers: “strategic direction”; risk and threat
- SW region
- **FREE**

# Leadership

- Leadership college
- 2 day scenario exercise
- Leadership skills required in contemporary policing
- Focus on governance/scrutiny and value for money
- Eta June 2010
- Also Learning events on the Executive Development Programme organised by the College
- **FREE**

# Workforce change

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- To help PAs prepare for workforce inspection
- Briefings: what is happening in Force: Productivity Framework, tools to enhance efficiency
- Implications for Police Authority
- Advice, guidance from NPIA Workforce Change Team
- Regional presentations
- Dates to be agreed
- **FREE**

- National briefings specifically for PAs
- Introduce Equality Standard
- Eta early summer
- Also include new equalities legislation
- Equality Strategy Action plan

# Recruitment + selection; PDRs – NPIA training courses

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## R and S

- 10 – 11 Transition yr - new arrangements
- This year continue 1:1 help (interview and selection processes)
- Regional training - new arrangements –  
Autumn 2010 in time for new ACC recruitment  
Spring 2011

## PDRs

- TX to CEX
- Training eta June 2010

# Improvement planning

- NPIA experts
- Provide technical help eg
- Formulating the plan, setting measures, governance arrangements; how to link to PA Business plan and Force plan
- How might PA improvement plan really add value in improving scrutiny of the Force?
- Pilot April 2010
- Regional seminars if sufficient interest

# ISIS

- NPIA to produce:
- Exemplar IT strategy specifically for PAs to benchmark Force against
- Advice as to what a Force investment plan should cover to ensure ISIS compliance
- Links to VFM – efficiency, collaboration

- Evaluation – built into commissioning process
- What are your objectives?
- Have these been achieved?
- “customer satisfaction survey”
- Also learning – emerging “good” practice; sharing of ideas
- POLKA