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**SCOTTISH POLICE**  
**AUTHORITY**



**POLICE**  
**SCOTLAND**

**Training, Leadership and Development  
Policy**

<b>Owning Department:</b>	People and Development
<b>Version Number:</b>	2.00 (Publication Scheme)
<b>Date Published:</b>	24/10/2016

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**Compliance Record**

<b>Equality and Human Rights Impact Assessment (EqHRIA):</b>	Date Initially Completed	24/06/2016
<b>Information Management Compliant:</b>	Yes	
<b>Health &amp; Safety Compliant:</b>	Yes	
<b>Publishable Externally in Current Format:</b>	Yes	

**Version Control Table**

<b>Version Number:</b>	<b>History of Amendments:</b>	<b>Date:</b>
V1.00	Initial Version	26/09/2016
V2.00	Minor amendment. Performance and Development Review changed to Performance Development Conversations	24/10/2016

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## **Training, Leadership and Development Policy**

The Scottish Police Authority (SPA) and the Police Service of Scotland, (hereafter referred to as Police Scotland) are committed to supporting long term organisational leadership and development as well as day to day policing activity that ensures that every member of SPA/Police Scotland understands the importance of applying a professional and ethical approach to their job.

The key principles of this policy are to:

- support and develop staff at a pace tailored to the individual, but which meets the needs of SPA / Police Scotland;
- support professionalism and initiative to deliver outcomes;
- deliver value for money training and development;
- promote a culture of lifelong learning.

This policy is underpinned by a number of related topics which cover, but are not restricted to the following subject areas:

- Leadership and Professional Development
- Continued Professional Development
- Business Management
- Diploma in Police, Leadership and Management
- International Training Deployment
- Management and Development of Probationary Constables
- Management of Probationary Sergeants
- Performance Development Conversations
- Promotion

SPA/Police Scotland will continue to develop an integrated Training, Leadership and Development model, introducing a more cohesive and coherent range of learning and development options, based on an assessment of individual and organisational need, underpinned and delivered using a diverse range of resources and mediums.

SPA/Police Scotland will support the model of autonomous learning where individuals are encouraged to take ownership of their own development. In addition we recognise the importance of harnessing the collective potential of staff through talent management and career development activity. This model will allow us to consolidate individual and organisational capability which will sustain succession planning and business continuity arrangements.

SPA/Police Scotland will work with appropriate partners to harness the collective impact of targeted learning and development to deliver improved outcomes for the people of Scotland.

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SPA/Police Scotland is also cognisant of the statutory requirements laid down by the Equality Act 2010 and will ensure compliance with the Public Sector Equality Duty in managing and delivering Training, Leadership and Development.

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