

Introduction to the Models for Learning and Development
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A key aim of every member of the police service is to enhance the quality of policing services and continue to raise performance standards. Part of the approach to accomplishing this is training: providing effective learning and development for those facing the daily challenges of the service. *Models for Learning and Development in the Police Service* is a robust and significant electronic resource that will support forces in making best use of their resources to achieve the performance improvement they are seeking.

Since Centrex first compiled and published *Models for Learning* in 2003, it has been widely adopted by forces as a basic approach to good practice in police training. However, the world of police training has changed a good deal since the ACPO/APA Best Value in Police Training Project initiated *Models for Learning*. In response to these changes, and to feedback, Centrex have engaged with the Home Office and others to update and improve this resource. The PTDB Executive is now adopting *Models for Learning* as national guidance for training practitioners within the police service to enhance quality and further raise standards.

To achieve best value, learning and development must be linked to performance need; but learning and development alone will not close a performance gap. Management solutions will be combined with audits of practice to ensure that written procedures, such as those in doctrine, are mirrored in practice. In reflecting the APA's guidance on community consultation at all stages of the training cycle, race and diversity issues are threaded through the resource to support forces in developing an audit trail in relation to this key policing priority.

Many of the national actions from the best value 'Foundations for Change' are now well in hand and it will become clearer how these can be taken forward regionally. Increasingly, where national policy is set out, practitioner guidance will be published simultaneously in *Models for Learning* in order that practice can be aligned from the outset.

Models for Learning is specifically designed by the service and for the service to support the improvements in policing performance that result from training. It will continue to evolve as practice becomes refined and improved. An electronic 'basket' will collect suggestions for improvements to guide future developments.

I am sure that *Models for Learning* will stimulate professional discussion, and act as a focal point for raising the standards of police training generally. I hope that you will both champion its adoption and contribute to its evolution.

