

**6. People First**

**Senior Responsible Officers (SRO):** T/ACC Ken McIntosh, Rosie Holmes & Louise Wood

**Priority Lead Representatives (PLR):** Supt Dave Hannan & Claire Craven-Griffiths

**Date of Update:** CPD&SB – December 2015

Outcomes	Deliverables	Progress Report	Exceptions
<p><b><i>Communities feel safer by having an accessible and engaged policing workforce</i></b></p>	<p><i>Valuing our People – People Strategy – Well Being Programme</i></p>	<p>The Well-Being and Leadership programmes continue to be delivered across the organisation with the roll out of the Psychologically Safe and Responsible Manager training to all officers, staff and volunteers with supervisory responsibility starting with senior leaders and the Executive Team. The wider roll out starts in January 2016 and will aim to conclude by the end of the year.</p> <p>Coaching and mentoring has launched with NYP becoming part of the Yorkshire Accord Scheme. NYP has a number of individuals who are participating as coaches and a number who will be receiving coaching as part of the scheme. Each coaching relationship will last for 6 months with coaching activities commencing in April 2016.</p> <p>Work has been undertaken by HR to identify the areas where the training to be provided by the MIND Blue Light Programme will be most beneficial. First line managers will be offered the opportunity to undertake this training in the first instance. This will then be evaluated and a decision made on further roll outs to second line managers. Plans are being developed to introduce this training between January - March 2016.</p>	

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<p><b>Communities are safer by having a productive policing workforce</b></p>	<p><i>Managing our People – People Strategy – Workforce Plan</i></p>	<p>Workforce plan – Version 7 of the agreed Establishment Plan continues to provide the workforce requirements of the organisation. ‘Snapshot’ management information reports have now been developed to be delivered each quarter and will provide a value audit trail for the Strategic Resourcing Group.</p> <p>Version 8 of the Establishment Plan will be developed as and when future requirements dictate.</p> <p>ORIGIN – Phase 4 has now been successfully released which self-service options for annual, compassionate and emergency leave along with RDIL.</p>	
<p><b>Communities are safer due to effective use of policing resources to reflect need</b></p>	<p><i>Developing our People – People Strategy – Training Plan</i></p>	<p>The current, 2015/16 annual Costed Training Plan (CTP) requests continue to be delivered and finalised. 79% of all requests have now been processed to date.</p> <p>The creation of the 2016/17 CTP has commenced with requests for submission of known and mandatory training requirements being the priority. Further work will then take place to ensure the skills balance and required training is determined and meets both local and national requirements in terms of specialist and portfolio roles.</p> <p>Engagement with Departmental Heads will take place to ensure clarity of commission and that training requirements are understood for next year.</p>	

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