

6. People First

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

**Date of Update:** CPD&SB – February 2016

Outcomes	Deliverables	Progress Report	Exceptions
<b><i>Communities feel safer by having an accessible and engaged policing workforce</i></b>	<b><i>Valuing our People –</i></b> <i>People Strategy – Well Being Programme</i>	<p>The Well-Being programme is now moving into its second phase of line manager training. The Leadership programme is expanding further with the progression of self-assessment and development tools for line managers.</p> <p>The national Blue Light ‘Time to Talk’ campaign has been supported and promoted within the organisation. The planning and delivery of mental health master classes continues over the coming months.</p>	
<b><i>Communities are safer by having a productive policing workforce</i></b>	<b><i>Managing our People –</i></b> <i>People Strategy – Workforce Plan</i>	<p>Workforce planning – An establishment workshop took place in January where a detailed analysis of the current workforce plan provided a definitive position of the funding allocation of roles within the force. A high level Chief Officer forum is planned to provide the strategic direction of the configuration of the future workforce plan, moving forward for the next 2 financial years and includes the uplift of overall workforce numbers.</p> <p>This work is being complemented by the development of a new recruitment plan.</p>	
<b><i>Communities are safer due to effective use of policing</i></b>	<b><i>Developing our People –</i></b>	The current, 2015/16 Annual Costed Training Plan (CTP) requests continue to be delivered and finalised. 96% of all requests have now been processed.	

NOT PROTECTIVELY MARKED

<b>resources to reflect need</b>	<i>People Strategy – Training Plan</i>	2016/2017 CTP submissions are being ratified. Business leads have been asked to consider detailed delegate information and also consider resilience and succession planning activities. Liaison will take place with the business areas contacts in early February for the final stage of quality assurance. The Training Services Team is also gathering the required costing detail to ensure the plan is costed throughout.	
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