

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 – October 2015

Outcomes	Deliverables	Progress Report	Exceptions
<i>Communities feel safer by having an accessible and engaged policing workforce</i>	<i>Valuing our People – People Strategy – Well Being Programme</i>	<p>Well-being programme – A full update on the programme has been provided to Senior Leaders outlining the initiatives and support available to the workforce. This message is also being provided directly to sergeants through their development days which are taking place throughout October and November. In addition, information is being provided about mental health and the importance of looking after your own mental health and supporting colleagues who may be suffering from a mental health related issues. NYP is committed to reducing the stigma attached to this type of illness.</p> <p>The planning for the training days in relation to Well-Being and Leadership is progressing and will commence in November. All officers, staff, volunteers and special constables who have people management responsibility will undertake the training.</p> <p>The Valuing Our People subsite continues to be developed and now includes information relating to NYP’s Values, Code of Ethics, Well-Being, Leadership, Recognition, Coaching and Mentoring. Further developments are planned including recommended reading and sign posting to professional development opportunities. Discussions are taking place with Police Mutual about the access to free advice services and well-being support that NYP can utilise to support the workforce.</p>	

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<p>Communities are safer by having a productive policing workforce</p>	<p><i>Managing our People – People Strategy – Workforce Plan</i></p>	<p>Workforce plan – reflects current requirements and work is underway to ensure any adjustments reflect changes to configuration of resources.</p> <p>As the lead force for the latest release of ORIGIN, NYP is currently in the testing phase prior to forcewide roll out.</p>	
<p>Communities are safer due to effective use of policing resources to reflect need</p>	<p><i>Developing our People – People Strategy – Training Plan</i></p>	<p>Work continues to commission the training requested within the 15/16 Costed Training Plan. 49% of requests have been processed so far and the remaining 51% are awaiting clarification from the client group which is expected early October 2015. Once received, focussed activity will take place to administer all outstanding requests at the earliest opportunity.</p> <p>Preparations have commenced for the collation of data for inclusion in the 2016/2017 CTP and that the process has been revised to be more customer friendly and the collation of data will be initially achieved via surgeries with Heads of department.</p>	

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