



<b>Freedom of Information Act Publication Scheme</b>	
<b>Protective Marking</b>	Not Protectively Marked
<b>Publication Scheme Y/N</b>	Y
<b>Title</b>	Officer Safety Training Policy – Monitoring Report
<b>Version</b>	3
<b>Summary</b>	<p>This is the monitoring report for the Officer Safety Training policy regarding the:</p> <ul style="list-style-type: none"><li>• Extent of compliance with the policy;</li><li>• Progress towards realising its intended benefits, including the effect of the policy on MPS performance; and the impact on people both within and outside the MPS, particularly in regard to the approach adopted by the MPS Equalities Scheme in relation to the six diversity strands (race, disability, gender, age, religion &amp; belief and sexual orientation &amp; transgender). It is completed in compliance with the Race Relations (Amendment) Act 2000, the Disability Discrimination Act 1995 (as amended in 2005) and the Equality Act 2006.</li></ul>
<b>Branch / OCU</b>	Public Order Operational Command Unit
<b>Author</b>	Central Operations
<b>Date created</b>	August 2010
<b>Review date</b>	August 2011

## **Purpose**

By virtue of the Police (Health and Safety) Act 1997, police officers are regarded as “employees” for the purposes of the Health and Safety Act 1974. Officer Safety policies form a significant part of the control measures required under this legislation that help to ensure safe working practices for police staff, particularly when facing violent or potentially violent situations. Individuals are under a legal obligation to co-operate with their managers in this respect. Therefore, any failure to comply with instructions relating to these policies may result in disciplinary, civil or criminal proceedings.

## **Monitoring**

### Operational Command Unit (OCU) Monitoring

The Officer Safety Unit (OSU) has maintained 2 developmental training packages for all Officer Safety Trainers this year ahead of the corporate restructuring to Regional Learning Centres (RLC). Development training is “pass/fail” in nature and encompasses the introduction of the latest medical, legal and tactical material, as well as revising the existing syllabus. Each Officer Safety Trainer is monitored throughout the courses and must achieve competency in order to maintain his or her trainer’s status.

The OSU endeavours to visit each OCU on an annual basis, although core-training delivery responsibilities must take precedence. The purpose of the visit is to monitor local training delivery in terms of both support and quality assurance. The OSU also assists with local action plans in order to monitor and improve training delivery.

49 OCUs have been monitored on at least one occasion since August 2010. A written report follows each visit which highlights any strengths and areas for improvement. Significant examples of good practice are shared with other OCUs. This process is achieved through future development training and/or via a special interest group network, which links all trainers for on-line discussion. Identified areas of improvement are rectified through words of advice or additional training. For example, an operational trial of the ‘body cuff’ restraint system is taking place at Newham following discussions with their trainers, SMT and Independent Advisory Panel regarding the safety issues of violent people receiving medical care.

## **Directorate of Professional Standards**

The OSU continues to maintain human and electronic links with the Directorate of Professional Standards. These processes help to identify significant occurrences or trends, at an earlier juncture, to help permit the implementation of control measures. No significant trends are apparent at this time. The OSU continues to monitor this area.

## **Standard Operating Procedures and Independent Advisory Groups**

The OSU’s Standard Operating Procedures are reviewed locally on an annual basis. The internal review ensures compliance with national guidelines and also involves consultation with local officers and partner agencies, where possible. For example, the SOPs continue to be forwarded to the Independent Advisory Groups (IAG) for Race, Disability, Youth, Mental Health and Travellers, for their advice. Recent meetings with the IAG for Peel Centre have confirmed that this process will continue throughout 2011. A recent meeting with several medical students who are also members of the MSC have taken place with a

view of involving these officers with future monitoring/advisory duties involving medical related issues. It's hoped that this "sharing of information" will lead to syllabus enhancement, improved training and understanding in the new RLC framework. It is expected that some of the SOPs, including the Training SOP, will require modification once the corporate restructuring of training is clear. The OSU will continue to work with HR in this area.

## **Conclusion**

This policy will continue to be monitored and reviewed in accordance with the corporate review processes. There is no indication within this monitoring report to suggest that this policy is not compliant with the Race Relations Amendment Act 2000 and the Disability Discrimination Act 1995 (as amended by the DDA 2005) and the Equality Act 2006.