



Leicestershire Police

Performance and Development Policy

Policy Owner:	Head of HR
Department Responsible:	Human Resources Department
Chief Officer Approval:	ACO People
Date of Next Review:	February 2029

This policy has been reviewed against all relevant procedures.

This document has been produced in conjunction with the Leicestershire Police Legislative Compliance Pack

Review log

Date	Minor / Major / No change	Section	Author
June 2017	Live		Carol Hever
June 2018	Minor		Carol Hever
July 2021	Minor		Alex Stacey-Midgley
February 2024	Minor		Louisa de Souza

Statement

At Leicestershire Police and the Office of the Policing and Crime Commissioner we know that our most valuable asset is our skilled people. We are committed to providing a compelling employment experience that motivates and offers structured support so our people thrive with us to be the best they can be. This policy ensures we have a framework to enable us to appropriately structure and skill our teams, in a changing landscape, to deliver a second to none, professional service to our communities.

This policy supports the Leicestershire Police Pledge and the Enabling Strategies 2024, particularly the Team Leicestershire People Strategy 2021-2025. In turn it is supported by a number of procedures and guidance notes, Police Regulations and Police Staff Pay and Conditions of Service and other initiatives on the topics of probation, temporary promotion, and performance and attendance management.

Aims

The key aims are:

- To manage and nurture the talent of all our people in a fair, consistent and transparent manner to meet the needs of the organisation, the aspirations of the individual and to maximise the potential of all our people.
- To provide an infrastructure, which ensures national standards of competence and accreditation are utilised in individual and professional development activities, where at all possible, in line with the College of Policing.
- To foster a structured, managed culture of life-long learning for individuals and continuous improvement and innovation for the organisation through personally-driven active, rather than passive, learning.

Scope

The policy:

- Applies to all police officers, police staff employees and volunteers of Leicestershire Police and the Police and Crime Commissioner.
- Covers all aspects of corporately sanctioned individual, professional and career development.
- Covers internal and external processes of quality assurance and evaluation against specified standards.

Legal Basis

All prevailing employment legislation is taken into account when producing or reviewing the policy and associated procedures and guidance. Key aspects of legislation are the Employment Rights Act 1996, Employment Relations Act 1999, Working Time Regulations 1998, Part-time Workers (Prevention of Less Favourable Treatment)

Regulations 2000, Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002, Agency Workers Regulation 2010 and Collective Redundancies, Transfer of Undertakings (Protection of Employment) (Amendment) Regulations 2014 and The Children and Families Act 2014.

This Policy takes into account the Equality Act 2010, including Public Sector Equality Duty, and Disability Equality Duty 2006 and exists to ensure equality, fairness, consistency and transparency.

Reference is also made to Police Regulations, Police Pensions Regulations and the Police Staff Pay and Conditions of Service, Local Government Pension Scheme as well as Police Advisory Board (PAB) and PSC circulars and Home Office Guidance.

Monitoring

It is the responsibility of the HR Department to

- Regularly review this policy and commission reviews of the constituent procedures for equality of access, relevance and application against legal and quality assurance standards.
- Monitor fair and consistent application of the policy and its procedures and to ensure aims are being achieved.