



# Skills for Development and Learning

Effective Date: 2011/09/23

Reviewed: 2014/02/19

## **Policy Statement**

*It is the policy of the Regional Municipality of Peel Police Services Board that the requirements set out in this document shall form part of the Board Policies and the Chief of Police is hereby directed to comply with these requirements in his/her administration and operation of the Peel Regional Police.*

### **1. Subject**

The guiding principles under which the Chief of Police is to establish procedures and processes relating to the development of a skills, development and learning plan.

### **2. Policy Requirements**

It is the policy of the Board with respect to skills, development and learning that the Chief of Police shall:

- a) Ensure complete compliance with the legislative requirements of the Adequacy Standard Regulations Section 33 which requires a police services to have a skills, development and learning plan;
- b) Ensure members act with full respect for human dignity and according to professional standards of skill, integrity and accountability;
- c) Prepare a skills development and learning plan at least once every three years that:
  - i. Provides an overview of the police service's existing and anticipated future needs in relation to skills development and learning;
  - ii. Identifies the police service's skills development and learning objectives;
  - iii. Promotes cost-effective and innovative delivery of skills development and learning, including potential partnerships with other service providers;
  - iv. Supports coaching or mentoring of new uniform and civilian members;
  - v. Ensures the development and maintenance of the knowledge, skills and abilities of uniform and civilian members of the police service consistent with the Adequacy Standards Regulation;
  - vi. Emphasizes the importance of organizational learning; and
  - vii. Addresses the responsibility of members for career development and skills development and learning.

### **3. Measurement Methods**

The Chief of Police shall review the skills development and learning plan as may be required to ensure compliance with Board policy.

### **4. Reporting**

The Chief of Police shall report to the Board on an exception basis. This applies to those circumstances where the skills development and learning plan has resulted in an "exceptional" circumstance, or a circumstance which is detrimental to the police service; and/or resulted in significant issues of potential liability to the Board and/or the police service.

### **5. Authority/Legislative Reference**

Provincial Adequacy Standard Regulation, Sections 33

Board Minute: #69/11

Board Minute: #18/14

**6. Linkage to Appropriate Police Service Procedure/Directive**  
Peel Regional Police Skills Development and Learning Plan