

Enterprise and Learning Committee

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Skills for Justice Submission to the National Assembly for Wales Enterprise and Learning Committee's inquiry into the economic contribution of higher education.

Introduction

1. The following submission has been prepared for the Enterprise and Learning Committee's inquiry into the economic contribution of higher education by Skills for Justice.
2. Skills for Justice is the Sector Skills Council covering all employers, employees and volunteers working in the UK justice system. The Skills for Justice footprint in Wales comprises 24,600 employees, which is 2% of the entire Welsh population. This includes Community Justice; Court Services; Custodial Care operating in both the public and private sectors; Policing and Law Enforcement and Prosecution Services.

Sector Skills Agreement

3. The Sector Skills Agreement is an assessment of skills needs and priorities within the Justice sector. It identifies and articulates the sector's further workforce and skill needs so that employers, learning providers and Skills for Justice can take collaborative action to address them. It is intended to provide a means whereby employers and employees in the Justice sector can identify skills and productivity needs, the action they will take to meet those needs, and how they will collaborate with providers of training and skills so that skills demand can directly shape the nature of supply.
4. Skills for Justice concluded its SSA in Wales in November 2007 and subsequently agreed a partnership agreement with HEFCW which is outlined below as the basis for an on-going relationship between the Sector and Welsh HEIs. As a result of this agreement there are emerging partnerships with individual institutions.

Skills for Justice and HEFCW Sector Skills Agreement

Key Objective	Specific Action
Development of Foundation Degrees	Provide research/information to HE providers from employers on the need and potential course content for Foundation Degrees - especially with regard to Policing
Raise awareness of Skills for Justice in HE and ensure good communication between Skills for Justice and HE providers	HEFCW to assist with brokerage of links between Skills for Justice and HEIs to discuss the priorities identified through the SSA and opportunities for collaborative action.
To ensure good an effective communication of the role of Skills for Justice.	Skills for Justice to prepare a brief excerpt of the SSA that will highlight the role of Skills for Justice and any issues, priorities or actions relevant to HE and to which HEIs can be invited to respond. HEFCW to disseminate to key contacts within HEIs.
Development of effective employer engagement with FE and HE	Work with employers' forum to provide information on relevant skills provision needed in the Justice Sector and to communicate any findings to HEFCW for dissemination to relevant contacts within HEIs.
Respond to changing needs of HE provision as a result of further devolved powers: i.e. the possible amalgamation of the four Wales Police Forces.	Work with the Sector learning and development managers and communicate all developments to HEFCW for dissemination to relevant contacts within HEIs.
Development of a Wales Specific Policing Degree based on NOS and IPLDP (Initial Police Learning and Development Programme)	Work with the Police Forces in Wales and the HEIs to develop a robust degree that is designed to meet the future operational needs of the sector

5. The Skills for Justice SSA highlighted that the vast majority of employers within the Justice sector provide training for their staff- more than 85% across the UK rely on in-house provision. The focus is predominantly on training at entry level for specialist staff such as Police Officers or Probation Officers and initial training ranging from a few weeks to two years. Substantial time, money, resource and planning is focused on induction and probationer training with the sector:

Engagement between HEI's and the Justice Sector

a. University of Glamorgan

The University of Glamorgan has founded the Glamorgan Centre for Police Sciences which is a multidisciplinary group of academic staff researching and teaching in police related matters. All initial police learning and development for South Wales Police Officers is delivered at the University of Glamorgan by a mixture of serving Police Officers and University Staff. All new recruits undertake a two year foundation degree in Police Studies. There is also an advanced appointment scheme for those students studying on the full time Police Studies degree whereby students enroll as Special Constables during their studies and upon graduation could become fully fledged police officers.

University of Glamorgan has been innovative in its approach to meet the needs and demands not just of the police service. For example our SSA highlights an problem with a lack of training for multi-agency working. From next year a module on "Dealing with Vulnerable People" will be offered and will see student police officers, health visitors, social workers and nurses coming together for joint tutorials which should naturally encourage multi agency working.

The University of Glamorgan is also contracted to delivering initial training to Special Police Constables and pre-entry training to future potential police officers in conjunction with South Wales Police.

b. UPSI - Universities' Police Science Institute

The Universities Police Science Institute (UPSI) has been established to enhance and develop the professionalism of the police service. It will do this by improving the evidence based available to inform how policing is configured, delivered and developed.

The UPSI is based upon an innovative collaboration between Cardiff University, the University of Glamorgan (through the Glamorgan Centre for Police Sciences) and South Wales Police. This partnership enables the Institute to:

Apply innovative research methodologies and conceptual frameworks to the investigation of the most pressing challenges confronting the police.

Use its inter-disciplinary orientation so that the latest research evidence directly informs the training and development of new recruits to the police, as well as existing staff.

Design, implement and rigorously test new solutions to problems, so that policing agencies can deliver services that meet the needs of all communities.

Enhance the education and training of police personnel to promote evidence-based decision making.

c. Swansea Metropolitan University

Swansea Metropolitan University has been working very closely with South Wales Police to develop a program for Leadership and Management - initially for those recently promoted to sergeant and inspector. The program is being developed jointly between SWP, SMU and Skills for Justice will be based upon National Occupational Standards and mapped across to a formal qualification. The project is still very much in the development stage but has been a very clear example of how a University can develop a flexible delivery model in order to meet the needs of an operational police service.

Swansea Metropolitan University has also made accommodation available to South Wales Police to base their Western Professional Development Unit at the University.

d. University of Wales College Newport & Bangor University

University of Wales College Newport were one of only four UK HEI's to successfully bid to provide the Degree and Diploma (NVQ 4) in Probation Studies. The course can be delivered and examined through the medium of Welsh and has been developed as a joint exercise with Bangor University - who deliver the course to students in North Wales.

e. Lampeter University

Lampeter University has show interest in the groundbreaking Action Learning Pilot that Skills for Justice ran in Wales. Discussions have taken place with the University to further develop Action Learning within the Justice sector and to explore formal accreditation.

Conclusion

6. Skill for Justice has noted that HEFCW is currently funding a feasibility study on workforce development, and we look forward to the outcome of this study to inform future developments in higher level work-based learning provision. Skills for Justice would emphasize

the need for HEIs to formally engage SSCs in this process, in order to continue the close collaboration we currently enjoy with both HEFCW and the HE sector in Wales.

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