

Learning and
Development
engagement and
Neurodivergence



Overview

What does the Learning and Development Department do:

- pre-join
- new recruits/students
- existing members of the workforce
- decision making on provision of training
- partnerships



Devon & Cornwall
POLICE

Thinking of joining Devon and Cornwall Police



Prior to Joining the Force

Attendance at community events, career fairs, other engagement opportunities

One – to – One Positive Action Support

- Understanding role profiles
- Completing the application and other forms
- Mock interviews and the framework used by the Force
- Identifying reasonable adjustments or specific barriers faced in the recruitment process
- Signposting where an individual might get additional support

On acceptance



With a Neurodivergence diagnosis

Copies of an individual's assessment (Dyslexia, ADHD, Autism etc.) is provided to the Accessibility, Inclusion and Performance team.

One – to – One discussion with the individual to identify learning needs and potential reasonable adjustments.

Workplace Needs Assessment completed based on results and disclosed challenges, along with reasonable adjustment recommendations.

Enabled reasonable adjustments to be put in place for some individual's day 1 start.

On acceptance



Without a Neurodivergence diagnosis

Individual referred for an initial in-house screening, where Dyslexia/Dyscalculia is suspected.

Signposting to external providers for other types of Neurodiversity, which cannot be screened for within Force e.g. ADHD, Autism

Day One onwards



One – to – One inputs on the assistive software and other aides used in force

Signposting individuals to the Neurodiversity Support Network, peer support and other areas of help available

Ongoing reviews of the individual's workplace needs assessment, and specifically when the individual progresses onto Professional Development and Patrol

Support to course tutors who believe an individual may have Neurodivergence to enable the most appropriate identification of support and screening when requested

Training provided to members of Learning and Development



Neurodivergence Awareness Training has been delivered to Tutors who work with new students (MS Teams).

All members of the Learning and Development department have completed the on-line Neurodiversity in the workplace training

Members of the Accessibility, Inclusion and Performance team have completed assessment training for Dyslexia/Dyscalculia and how to interpret the findings from an educational psychologist's report (Face to Face)

Specific training to the Leadership team, with a focus on creating Neurodivergent friendlier visual content to course materials

University of
South Wales

University
of South
Wales

New recruits into policing have to complete a degree. The degree partners for Devon and Cornwall Police are the University of South Wales (USW).

As a Higher Education provider, the USW are responsible for providing all their learners with support including additional time for exams, sight of documentation beforehand and documents within alternate formats etc.

Support to existing members of the workforce



Information webinars; online support programmes; mentoring and unlocking potential workshops are provided to those seeking promotion (PC-Sgt and Sgt-Insp; help is available for Insp-Ch. Insp, but this is not a formal programme)

Reasonable adjustments provided at interview, exam and Board

The Positive Action team has worked with other departments such as the Contact Centre to advise and implement support and reasonable adjustments for their candidates during interview

Training delivered

All recognised continuous professional development training provided to members of the workforce is required to complete a specific process, this involves:

- completion of an Organisational Needs Assessment
- identification of alternate formats for the proposed training where appropriate – this would be included within any subsequent procurement contracts

Excluding training for new students, priority training for the workforce is that; mandated by the College of Policing, areas of high risk for the force (HMICFRS), changes to force processes (e.g. NICHE) and health and safety.



Where are issues of Neurodivergence included



Neurodivergence considerations are explicitly incorporated into e.g.:

- Officer Safety Training (police officers, PCSOs, Special Constabulary)
- Detention Officers risk assessment on admission
- Achieving Best Evidence
- Taser qualification and subsequent requalification
- Negotiators training
- Hate Crime Awareness – specifically noting that Neurodivergence would be covered by the Equality Act 2010

A review is on-going of the content for all the courses delivered for accessibility and compliance.

Identification of new training



Each business area is responsible for identifying what training individuals' need:

- to fulfil the requirements of a specific role
- following any changes in their processes e.g. introduction of new IT, screening tools etc
- to maintain their accreditation in a particular skill
- in response to any changes in the demographics of victims, witnesses, suspects
- etc.

The contents of any new training may be developed and produced in-house or through a contracted third party.

Internal partnerships



**Wellbeing
Passport**

Support around Neurodivergence has changed considerably in the last 3 years. Learning and Development are embedded within and support:

- Neurodiversity Support Network – attended by members of Learning & Development
- Neurodiversity working group – alongside Occupational Health, HR, Corporate EDHR – support for individuals within the workplace
- Wellbeing Passport – records an individual's reasonable adjustment, which moves with the person into each role they have in force
- Processes to enable individuals to access screening for ADHD/Autism privately (given NHS waiting lists)

External partnerships



[Neurodiversity in The Workplace - Creased Puddle](#)

[Uptimize | Neurodiversity Training and Consulting Solutions](#)

[Business Disability Forum \(Policing\)](#)

[Disability Confident employer scheme - GOV.UK \(www.gov.uk\)](#)





Any Questions ?