

Date: 11th November 2020

Our Reference: FOIA-2020-133

RE: Your request for information under the Freedom of Information Act 2000

I write in response to your Freedom of Information Act 2000 (or 'FoIA 2000') request dated **06/11/2020** in which you requested:

"Could you elaborate how to evaluate the performance of police officers who is in the process of HPDS? For example, what is the criteria content and pass mark?"

Decision

When a request for information is made under the FoIA 2000, a public authority has a general duty under section 1(1) of the Act to inform an applicant whether the requested information is held. There is then a general obligation to communicate that information to the applicant.

In line with section 1(1) of the FoIA 2000, **we can confirm that the College holds some information** within the scope of your request.

The last Cohort for HPDS was Cohort 6, who started on 01/01/2014 and completed the programme 31/12/18 after 5 years. The programme stopped selection in 2014.

In order to complete the HPDS programme, officers needed to complete:

- A postgraduate Diploma
- An optional Masters degree, with a dissertation, the topic for which was decided by the officer with support from their force, the College and Warwick Business School
- Residential modules at Warwick Business School.

To complete the HPDS programme, **50%** is required overall.

The initial stage of the HPDS leads to the Postgraduate Diploma in Police Leadership. After completing the postgraduate diploma, HPDS officers undertake a period of professional consolidation, where they apply their learning in force. High-performing scheme members also have the opportunity to study for a Master's qualification in Police Leadership.

Years 1 and 2 - Postgraduate Diploma

The key development activity in this phase is the completion of a Postgraduate Diploma in Police Leadership and Management, which is delivered in partnership with Warwick Business School. Scheme members will follow a bespoke course designed and delivered in collaboration with Warwick Business School. They will be exposed to leading edge thinking concerning the policing, business and executive skills needed to succeed both now and in the future.

The programme will consist of six three-day modules based either at Warwick or College of Policing sites:

- Leadership and Public Value
- Managing People and Change
- Operations and Performance Management
- Partnership working, Stakeholder Management and Community Engagement
- Project Management
- Managing and Using Resources.

Delegates will be part of an action learning set and take part in master classes during the programme. They will be assigned a development adviser and have the opportunity to undertake various attachments.

At the end of the two year period delegates will undertake a workplace related dissertation. Successful completion of this work leads to the award of Post Graduate Diploma in Police Leadership.

Scheme members will have the opportunity to apply to undertake study towards a master's degree as a development activity in their final year. This will again be delivered by Warwick Business School and will build on the Postgraduate Diploma completed in years one and two.

The master's degree will include both residential modules and a substantial piece of research which is relevant and beneficial to their force or the wider service. The residential modules will cover the following topics:

- Advanced Leadership and Strategic Management
- Research and Evidence based Policy Making
- A dissertation demonstrating a substantial piece of research which is relevant and beneficial to their force or the wider service.

Years 1 & 2 – Induction and Postgraduate Diploma In this phase members will participate in an induction programme which will form them as a cohort and provide a foundation for their ongoing development. The core learning activity in this phase is a Postgraduate Diploma in Police Leadership and Management, delivered in partnership with Warwick Business School (WBS). The Postgraduate Diploma comprises six modules and dissertation.

Your rights are provided at the bottom of this letter.

Yours sincerely,

Kate Kaufman | Legal Researcher
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College of Policing

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Your right of review

Under the Freedom of Information Act 2000 you have a right to request an internal review if you are dissatisfied with our handling of your request. Review requests should be made in writing (by email or post) within **40 working days** from the date of our original response. We will aim to respond to your review request within **20 working days**.

The Information Commissioner's Office (ICO)

If, after lodging a review request you are still dissatisfied, you may raise the matter with the ICO. For further information you can visit their website at <https://ico.org.uk/for-the-public/official-information/>. Alternatively, you can contact them by phone or write to them at the following address:

Information Commissioner's Office

Wycliffe House

Water Lane

Wilmslow

Cheshire

SK9 5AF

Phone: 0303 123 1113