

Tactical Plan – To be reviewed every 6 Months

Updated 21/08/23

Activity 1.01 Targeted community engagement

- (a) Intensive engagement
- (b) Community engagement
 - 1)KPI 2 community engagements per calendar month, constituting regular contact

Activity 1.02 Young person's engagement / attraction

- (a) Discovery Days - 2 day event for 16-18 year olds every quarter alternating between different sites
 - 1)KPI >75% selecting 'agree' or 'strongly agree' to question "Would you recommend a career in policing" following completion of the 2 days
 - 2)KPI Positively affect opinions, review answers to question "Have your views of the police changes over the last two days, explain why?"
 - 3)KPI >60 students per year through the programme
- (b) Young Person Potential Programme; 5 sessions delivered at diverse schools with 10-15 students selected by the schools themselves. Sessions cover online safety, roles of policing, and end with a VAWG pledge. Initially piloted in Wycombe Q3 2023 with a view to expand into each county
 - 1)KPI >50 students per year force wide
 - 2)KPI >75% of students have changed their perceptions toward policing on completing session 5
- (c) Regular and ongoing contact with schools officer's and engagement within higher education and careers fairs. Increase participation with universities cross border. Identifying the most diverse colleges and schools developing a directory of contacts and assisting in (a) and (b)

Activity 1.03 Candidate Journey Support

- (a) In-person workshop with various exercises held 7-10 days prior to the Assessment Centre
 - 1)KPI >65% candidates passing OAC first time
- (b) A crammer workshop held online following the in-person workshop. This consolidates learning and offers a chance for final Q and A before assessment
 - 1)KPI Online survey as to usefulness of crammer
- (c) Meet the family, held periodically for new starters and their family members

TVP's VISION – To be an excellent police force, trusted by all our communities

TVP's MISSION – To protect our communities

Activity 1.04 Retention

- (a) Regular drop in session to Foundation Training, frequency depends on number of courses
- (b) PAET input during student officer training, informing students of positive action support
- (c) Student mentoring programme, PAET train and maintain database of ethnic minority mentors offering pastoral care
- (d) Support on-boarding of new officers to LPA
- (e) Work in conjunction with Retention Team in supporting officers on a 121 basis where necessary

Activity 1.05 Progression

- (a) Planned workshops prior to DC/specialist recruitment and promotion processes
- (b) Regular meetings with LPA Commander/SMT to support diverse officers/discuss and explore any areas of concerns, development or implement initiatives
- (c) Support LPAs with knowledge and experience of lived experience

Activity 1.06 Internal and External Comms

- (a) Quarterly neighbourhood newsletter highlight teams work
- (b) Update and maintain intranet
- (c) Maintain and grow Twitter following, keeping current and engaging with posts
- (d) Applicant newsletter input, informing applicants of support available
- (e) Knowledge Hub set up and maintained

Activity 1.07 Transferee and Military resettlement Scoping

- (a) Conduct intensive engagement style events in areas that are reasonably commutable to TVP
- (b) Support transferees with interview and application preparation
- (c) Attend transferee induction courses when at Foundation Training

N.B - This is not an exhaustive list. Activities may be added or removed accordingly.

TVP's VISION – To be an excellent police force, trusted by all our communities

TVP's MISSION – To protect our communities