




KEY TO RAG COLUMN						
>20% BELOW TARGET	0-20% BELOW TARGET	ON TARGET	COMPLETE	DETERIORATED SINCE LAST QUARTER	REMAINED THE SAME SINCE LAST QUARTER	IMPROVED SINCE LAST QUARTER
R	A	G	C	↓	↔	↑




PAET STRATEGIC PLAN STATUS UPDATE 01/08/2023 Mid Q3						
#	INITIATIVE	OWNER	KEY OBJECTIVES	UPDATES/COMMENTS		RAG
TARGETED COMMUNITY ENGAGEMENT						
1.01	Community Engagement	MA/SK (Bucks) YZ (Berks) PBG/SMG (Oxf)	Map demographics and identify seldom heard communities. Build trust through regular contact and transparency.	<p>Work is ongoing – Team tasked with reviewing the latest census and targeting seldom heard communities. 2 x locations attended in rolling 4 week period within each county.</p> <p>Locations chosen with rationale representing a move away from commercialised premises and more residential/community based</p> <p>Religious establishment in Banbury and elsewhere have provided feedback they welcome the regular contact.</p> <p>COMPLETED this has now been embedded and will reduce slightly due to new team focus of retention</p>		C
1.01 (2)	CADO communication/community feedback	MA/SK (Bucks) YZ (Berks) PBG/SMG (Oxf)	Map demographics and identify seldom heard communities. Build trust through regular contact and transparency.	<p>Team conduct regular meetings with CADO and NHPT.</p> <p>COMPLETED Regular CADO contact is maintained and as a result this is now embedded</p>		C

YOUNG PERSONS ENGAGEMENT / ATTRACTION

1.02 (a,3)	Discovery Day	TEAM	Utilise educational institutions, focussing on young people as the future of communities. Attract and support underrepresented people in joining the organisation.	Pilot in February Successful delivery in May Planning for delivery (BAMEHUB) Oct Deliver every quarter – on target Positively affect opinion – achieved 50% of May cohort expressed interest in applying	G ↑
1.02 (a,2,4)	Discovery Day	TEAM	Utilise educational institutions, focussing on young people as the future of communities. Attract and support underrepresented people in joining the organisation.	>75% agree or strongly agree to recommend a career in policing. >80 Students per year through the programme. Action- Qualitative survey's need updating to capture the right questions Forecast to be 60+ students as opposed to target of 80	A ↑
1.02 (b)	Young Person Potential Programme	MA	Utilise educational institutions, focussing on young people as the future of communities. Change and influence perceptions around contentious subjects pertaining to the organisation	Pilot was scheduled for a school in Wycombe at the end of Q1 however the school have stopped engaging Action- Re-engage the school identifying a new one if needed. Date to be set, will chase school in September	A ↑
1.02 (b, 1)	Young Person Potential Programme	MA	Utilise educational institutions, focussing on young people as the future of communities. Change and influence perceptions around contentious subjects pertaining to the organisation	>50 students per year	R ↔
1.02 (b, 2)	Young Person Potential Programme	MA/Catherine Bennett NHPT	Utilise educational institutions, focussing on young people as the future of communities. Change and influence perceptions	>70% of students have a positive view of policing on completion of session 5. Action – formulate survey for session 1 and session 5	R ↔

			around contentious subjects pertaining to the organisation		
1.02 (c)	School Career Fairs / Engagement	TEAM	Utilise educational institutions, focussing on young people as the future of communities. Change and influence perceptions around contentious subjects pertaining to the organisation Attract and support underrepresented people in joining the organisation	Multiple career fairs and bespoke school talks. These have taken place across activate learning colleges as well as other schools and college groups. They have been conducted across Bucks, Berkshire, Oxfordshire, Hampshire and Surrey. A number of contacts have been built up and the PAET are now being invited to more schools than before	C
CANDIDATE JOURNEY					
1.03 (a, 1)	In-Person Workshop (Masterclasses)	PBG	Best equip candidates through their journey from application to job offer and finally start date. Be a point of contact for questions and queries signposting to other departments where necessary.	Monthly workshop 173 people in the last six months >72.1% candidates who attend pass first time currently 68% (22/05/24)	G ↑
1.03 (b,1)	Online Workshop (Consolidation)	PBG	Best equip candidates through their journey from application to job offer and finally start date. Be a point of contact for questions and queries signposting to other departments where necessary.	Delivered following attendance to the in-person workshop. Attendee's feedback regarding overall usefulness in preparation. Useful consolidation	G ↔
1.03 (c)	Q & A sessions	TEAM	Best equip candidates through their journey from application to job offer and finally start date. Be a point of contact for questions and queries signposting to other	Q & A sessions were held through a Facebook group session. The uptake was low and candidates favoured asking these questions at the end of the in-person / online crammer. Consequently this was concluded after Q1	C

			departments where necessary.	Activity will be removed from strategic plan following review and update	
1.03 (d)	Family Event (Mett the Family)	SK	Attract and support underrepresented people in joining the organisation. Provide wrap around support with family visitation and events where relevant. Support a culture of diversity and true inclusivity.	Held quarterly, last one was the end of Q1 and the next is the end of Q2. Dates booked into calendar and venues notified. Positive feedback including feedback mentioned in PSD Newsletter Action- streamline the presentations and change guest speakers to make them more relevant for student officers. Create booklet for Staff support Associaitons COMPLETED	G 
STUDENT OFFICER SUPPORT/RETENTION					
1.04 (a)	Drop-in Sessions FT	TEAM	Support a culture of diversity and true inclusivity. Be a visible presence in and around police stations, enhancing team credibility and networking with individuals/departments. Promoting the benefits of diversity, the need for change. Supporting retention of student officers.	New for Q2 a timetable of all new police officer courses from Q2-Q4 placed into a spreadsheet. Resources allocated to attend on specific days, both HQN and Sulhamstead, to cover as many courses as possible with the fewest visits. Action – Request PAET are given a 5 minute presentation slot with each course	G 
1.04 (b)	Student Mentoring Programme	SMG	Support a culture of diversity and true inclusivity. Be a visible presence in and around police stations, enhancing team credibility and networking with individuals/departments. Promoting the benefits of	PowerPoint has been created in conjunction with L&D Recruitment team have been briefed and a system of mentor allocation has been created. Course code obtained for training of mentors. Corp Comms briefed and internal comms prepared for roll out. Roll out to be commenced start of Q4	G 

			diversity, the need for change. Supporting retention of student officers.		
1.04 (d)	On-boarding	MA	Supporting retention of student officers	<p>On-boarding best practice shared between county pairs within PAET. Regular meetings with their respective SMTs as well as contacting new officers once they reach their LPAs</p> <p>Positive reports from student officers albeit anecdotally.</p> <p>Action - Once Student Mentoring Programme has begun the list of new officers will be disseminated for team by SMG</p>	<p style="text-align: center;">G</p> <p style="text-align: center;"></p>
RETENTION AND LATERAL PROGRESSION					
1.05 (a)	DC Recruitment and Promotion Workshops	TEAM	Support a culture of diversity and true inclusivity. Be a visible presence in and around police stations, enhancing team credibility and networking with individuals/departments. Promoting the benefits of diversity, the need for change. Support retention of staff.	<p>Virtual workshops in the run up to promotion and DC recruitment opening.</p> <p>Action – identify the promotion process timeline and prepare workshops/internal comm strategy targeted toward underrepresented groups</p> <p>No update 01/08/23 due to changes to team focus and creation of new retention team</p>	<p style="text-align: center;">R</p> <p style="text-align: center;"></p>
1.05 (b)	Discussion groups internal Exit interviews	RA	Support a culture of diversity and true inclusivity. Be a visible presence in and around police stations, enhancing team credibility and networking with individuals/departments. Promoting the benefits of diversity, the need for	<p>Collaborative work has begun in conjunction with the new Retention Officer within workforce planning. We plan to have rotating discussion groups around the force area on a monthly basis. This will function as feedback to SMTs regarding any issues</p> <p>Action-Review of exit interviews with a view of visiting people 3 months after they have left the organisation. Awaiting data.</p>	<p style="text-align: center;">A</p> <p style="text-align: center;"></p>

			change. Support retention of staff.	No update 01/08/23 as this is yet to be handed over to PAET SGT	
1.05 (c)	Contact Black, Asian and other minority group officers following assault	RA	Be a visible presence in and around police stations, enhancing team credibility and networking with individuals/departments. Support underrepresented people in the organisation	Contact has been made with service improvement regarding the Team being notified and or having access through niche Gaining authorisation for this is proving challenging no change since Q1 This has been removed from the strategic plan as of 01/08/23. Resistance from Service Improvement and the function is fulfilled by the Fed and SSA	R ↔
1.05 (d)	Meetings with SMT	TEAM	Support a culture of diversity and true inclusivity. Be a visible presence in and around police stations. Support retention of staff.	Regular meetings with respective LPAs currently ongoing and have become BAU in most LPAs	C
COMMS / SOCIAL MEDIA					
1.06 (a)	Quarterly Newsletter	MA	Create and contribute to effective internal messaging employing various mediums	Deciding content, showcasing discovery day from Q1. Collaborating with Community Engagement Comms Team re Neighbourhood newsletter Action – MA creating the first page of newsletter COMPLETED now embedded	C
1.06 (b)	Update Intranet	RA	Create and contribute to effective internal messaging employing various mediums. Change and influence perceptions around contentious subjects	Intranet main home page has been revamped and updated. Action – Find a time when all team are in and Claire photographer is working. Initial attempts have failed either team not in or photographer working limited hours. Continue work on news page and train team on updating COMPLETED as of July 23	C

			pertaining to the organisation		
1.06 (c)	Explore weekly 'ask an officer' on Social Media	YZ	Attract and support underrepresented people in joining the organisation.	This has been conducted on FB with little uptake. Candidates felt they could ask questions during workshops. This may need to change in the future and open to internal officers to ask questions and advice with the officer on mailbox duties monitoring the channel.	C
1.06 (d)	Regular attendance to briefings	TEAM	Support a culture of diversity and true inclusivity.	Completed in Q1 and Q2.	C
TRANSFEEE AND MILITARY RECRUITMENT					
1.07 (a)	Conduct events in areas that are reasonably commutable to force area	RA/YZ/AF	Target diverse transferees with cross border activity in areas that are easily accessible to TVP and work collaboratively with the armed forces on resettlement programmes.	Collaborative work with the Hampshire has been explored in Q2. Capacity has limited the progress of this initiative This work is being progressed by Insp Fiddler with MOD Police	G ↑
1.07 (b)	Support transferees through application process/interview	MA	Target diverse transferees with cross border activity in areas that are easily accessible to TVP.	Powerpoint created and support delivered. Transferee admin now in contact with PAET and transferee details added to tracker. COMPELTED	C
1.07 (c)	Attend Courses at Sulhamstead	TEAM	Support a culture of diversity and true inclusivity.	As part of the FT drop in sessions 1.04 (a)	C