1. Policy Aim

The aim of this policy is to provide a Force-wide consistent approach in managing the performance and development of police officers in their probationary period.

2. Policy Statement

In line with all Force Policies, the overarching purpose of this document is to directly support the North Wales Police Policing Priorities. Overall, the intention of this policy is to provide a Safer North Wales.

In the writing of this policy cognisance has been taken of the College of Policing Code of Ethics (2014).

During the probationary period, officers are required to demonstrate satisfactory performance across a range of competencies in order to be confirmed in their appointment as Constable, Sergeant or Inspector. This policy sets out guidelines for working constructively with officers in their probationary period to support them in achieving the standards of behaviour, performance and competency required to allow them to complete the relevant Portfolio and be confirmed in appointment.

North Wales Police is committed to providing student officers with training and development in accordance with the Initial Police Learning and Development Programme.
3. **Scope**

This policy applies to student officers (Constables) in their probationary period and to officers in their one year probationary period following a successful promotion board for Sergeant or Inspector.

4. **Monitoring**

This policy is governed by the Business Committee, will be owned by the Head of People Services and monitored through the People Services Management Team on a monthly basis.

5. **Legal Requirements**

The following main legal requirements have been identified within this policy:

- Human Rights Act 1998
- Data Protection Act 1998
- Freedom of Information Act 2000
- Health and Safety Act 1974
- Equality Act 2010
- Police Regulations 2003

This policy has been written giving due regard to the above legislation and has considered the risk of unfair and/or disproportionate impacts on individuals or groups (actual or perceived) and has done so via an Equality Impact Assessment (EIA).

6. **Associated Documents**

The policy should be read in conjunction with the following documents:

- Managing the Performance and Development of Student Officers Procedure
- Managing the Performance and Development of Sergeants & Inspectors Following Promotion Procedure
- [Welsh Language Skills Policy](#)
- Learning Policy: Procedure 6 - [Assessment and Internal Verification Procedure](#)
- Promotion Policy