**Plan to re-start national training and fitness tests across HMPS**

1. **Re-starting of fitness tests and PE delivery**

Fitness testing will restart on October 19th 2020, so staff will have at least 6 weeks to prepare for a future fitness test, hopefully the majority of staff will have kept themselves fit by adapting their fitness training or attending civilian sports centres, now they have reopened, to improve or maintain fitness levels.

**All operational staff should be notified w/c 7th September that fitness testing will be re-started with effect from the 19th October.**

Local operating procedures, risk assessments, safe systems of work and PPE guidelines will be produced, in conjunction with national and establishment health and safety staff to ensure safe fitness testing procedures are In place at all stages of the testing day to maintain social distancing.

Those staff who were part way through the fitness testing cycle (and had failed one or two tests previously) will be expected to re-start in the same place. So, if they are due to take a second or third test, they should now prepare for this.

As in normal circumstances, staff should speak to their line-manager if they have any concerns about the fitness test and particularly if these are related to shielding in recent months or any underlying medical conditions that could impact on their performance. The fitness team will give as much support as possible to all staff to ensure that everybody is given a fair opportunity to be successful. Local PE staff and the national fitness testers are available for advice and guidance to staff or managers who have any concerns or questions.

**Physical Education**

We have a back log of P.E. Pre-selection courses and staff awaiting their National P.E. training course as well as First Aid instructors going out of date, so these will also re-start in October.

PE College, Lilleshall Proposed Courses October – January

* Plan to run 2 x pre-selection courses on 12th – 15th Oct & 19th – 22nd Oct.
* National P.E. Training Course November 2nd November for 13 weeks.
* First Aid Instructor & Refresher dates TBC

The above will be delivered with reduced numbers of candidates whilst working to Governing Body COVID guidelines ensuring all SOP’s are agreed and in place. Sanitize stations/hand washing facilities and designated periods to use these during drills/games. Individual cohorts of learners to remain in their own bubble each week when carrying out assessments and drills. All meals are at designated times. One-way system in operation at Clayton Hall (PE accommodation block) & reduced numbers in lecture theatres in line with 2m social distancing.

**POELT Delivery**

We are busy working on the POELT Recovery Plan to meet the pipeline resourcing figures. Due to social distancing continuing, we are revisiting available training venues and trainer numbers and re-scheduling in a bid to increase new Officer training spaces. We plan to offer a minimum of 2500 spaces for 20/21. We will be using circa 45 different venues across England & Wales. Included in this figure, we are offering around 350 new Custody & Detention Apprenticeship spaces in the New Year in the N.W./N.E./Mids. We plan to start offering residential spaces from October 20 onwards at Newbold Revel.

**National Operational Delivery**

With limited venue availability and our own restrictions on classroom numbers we have been unable to return to ‘normal’ levels of delivery. Therefore, we have taken the decision to prioritise business critical training in the first instance and in addition, respond to urgent requests from the business and put on as much other training as venues and trainer capacity allows us to.

We are delivering some training remotely via telephone conferencing (OASys and PICT Interim) and are also looking at the possibilities of also delivering some training virtually to further expand our offer, reduce costs and provide training for those staff who are unable to travel. This will be on a voluntary basis, so staff will be offered face-to-face alternatives for any virtual offer.

Between Sep – Dec 20, we are offering around 400 courses with over 2700 spaces. The following courses will be available:

**Security Investment Training**

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| Enhanced Gate Security (Go Live Course) |
| OSG (Operational Support Grade) Training |
| OSG - X-Ray |
| X-Ray Body Scanner - WfT |
| X-Ray Operator (2.5 day) |
| Dedicated Search Team |
| Intelligence Analyst Part 1 |
| Intelligence Analyst Part 2 |
| Intelligence Foundation |
| Investigation Procedures |
| Local Counter Corruption Manager |
| Management of Intelligence |

**POM training**

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| Adult Safeguarding (HMP POM) |
| Child Safeguarding and Domestic Abuse (HMP POM) |
| Module1 Core Concepts and Key Skills (HMP POM) |
| Module 2 Risk Assessment Planning and Management (HMP POM) |
| OASys Assessor |
| POM Report Writing |

**Other priorities:**

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| New ACCT Case Manager |
| Adjudications Procedures |
| Incident Management: Silver Command (IMSC) |
| Introduction to Sentence Calculations |
| Negotiator 3 Day Training |
| Negotiator Refresher 2 day Training |
| RIPA 1 (CHIS - Handlers) |