**14.01.2022 Interim Arrangements for Basic Use of Force Refresher Training**

Use of force training is essential for the safety of those who live and work in prisons. We recognise that maintaining this training whilst so many staff are off work unwell is difficult. The expectation has not changed that prisons are in general 80% in date with refresher courses of C&R, however a component of the refresher has been reworked to a reduced length to enable prisons to refresh more staff to a reduced, but sufficient level. In line with this, the in-date period continues to be extended from 12 to 18 months in order to give Governors a longer period before supplying refresher training. Governors should continue to deliver the full 8-hour refresher training for MMPR and C&R where this is possible, but policy and training leads have worked together to provide shortened refresher training content, which can be delivered in half a day and without the requirement for staff to participate in close contact practical work if necessary. This guidance sets out the approach prison establishments should follow.

Version 8 of the SOP for UoF Training has been embedded for guidance, in particular the requirements for PPE, if full training can be conducted.



Governors are asked to consider the impacts of using the shortened refresher very carefully. It may not be sensible to take this approach and you are encouraged to maintain delivery of the full 8-hour refresher if any of the following apply

* you are part way through a programme of training in use of rigid bar handcuffs
* your staff are carrying and using PAVA regularly or you are part way through a programme of initial training in Prison Officer Personal Safety (POPS)
* where staff in your establishment use force frequently
* if there are identified weaknesses in use of force practice, governance and leadership
* where disproportionality in use of force has been identified

The full content should ideally be used to refresh C&R advanced trained staff who are relied upon for Tornado commitment, and any staff who have been identified as lacking in competence or confidence to use force in the course of carrying our routine governance or investigation. PGD offices must monitor the ongoing impact on the local operational capability and Tornado commitment. To be eligible to respond under Operation Tornado, C&R advanced staff must have attended an initial advanced or advanced refresher since November 2018 and have attended a local use of force refresher within 18 months of date of deployment.

There is no policy derogation in place so all staff must attend either the full 8-hour course, or the half day classroom-based course in order to remain in date. Where individual staff have concerns about participating in the close contact elements of the full course (for health reasons) they should be allowed to observe.

Roll out training for Prison Officer Personal Safety (POPS) may continue if your site has passed readiness, and training is underway. If you require advice on this please contact the physical safety mail box [physical.safety@justice.gov.uk](mailto:physical.safety@justice.gov.uk). This training should only recommence with prior discussion with your implementation manager. Any staff undertaking this training **must**have completed the full use of force refresher.

Where an establishment is unable to meet the policy requirement to deliver the full refresher training to all staff annually, they must submit an explanation and case for exemption to the Prison Group Director (a template form has been provided below). S/he may give short term authority for the delivery of the alternative classroom-based refresher. This includes content on law and policy, including PAVA and rigid bar handcuff policy, defensible decision making and report writing, but no practical training. PGD’s are asked to provide written authority to offer the adapted course in named establishments, to the Use of Force team at [UoFQueries@justice.gov.uk](mailto:UoFQueries@justice.gov.uk). This authority will be subject to 28-day review at a local level, and on a 3 month national review basis. The curriculum for this will be provided to instructors in approved sites on receipt of this.

