

Independent Evaluation of the Police Now National Detective Programme

Summary of initial findings from the Canterbury Christ Church University evaluation

This summary provides a brief overview of the **initial findings** from the independent evaluation of Police Now's first National Detective Programme (NDP) being conducted by **Canterbury Christ Church University**. An interim report providing the findings of the first year of the NDP pilot will be published in **October 2020**.

Highlights

- Police Now's recruitment processes attracted a **highly motivated** group of individuals, over half of whom were not planning to join the police before hearing about Police Now and were driven by the opportunity to make a difference to communities.
- **85%** of participants **passed the National Investigators' Exam** first time in November 2019 (**23%** above the national average).
- **Academy learning approaches** were innovative, and participants reported positive intention to **transfer skills and knowledge** from the Academy to the workplace.
- **Syndicate Leads** were particularly valuable to participants' learning and development and experience.
- At the end of the Academy, **70%** of participants were **confident** in their basic investigation skills.

Areas for improvement

- **Clearer explanation** of the programme during recruitment stage to **manage participant expectations**.
- **Coordination** between Police Now and forces at the point of and beyond conditional offer to ensure consistency and regularity of information provision.
- Striking the balance between **core legislative knowledge** and a focus on the **NIE**; more time on Investigative Interviewing and case file preparation and delineation of content between core policing skills and CID.
- **Syndicate Lead support** of content and credibility of **curriculum**. Some participants felt that there was not enough time to fully implement key detective skills, such as interviewing suspects and taking statements.
- Participant, staff and Syndicate Lead **wellbeing**

Steps have already been taken by Police Now to translate these findings into programmatic improvements

Programme and role clarity: Police Now have incorporated learnings from the pilot cohort and serving Detectives to design a bespoke online assessment themed around a week in the life of a Police Now Detective and information sessions which include more detail on the Detective role.

Academy content: With input from forces, there will be greater focus on Interviewing and Investigation throughout the 2020 Academy. Police Now have also introduced a single case investigation theme and re-designed assessments to reflect real life policing situations.

Field Training consistency: Field Training has been amended to provide more focus on Response, Investigation and Interviewing. Police Now have also introduced written reflections into Field Training to provide more consistency and monitor progress.

NIE and core learning: Police Now have re-designed the approach to initial legislative learning (core learning) and higher legislative learning for NIE.

Wellbeing: There will be a reduced number of teaching hours per day at the 2020 Academy and enhanced wellbeing support.