

## **LEARNING AND DEVELOPMENT POLICY**

The Scottish Police Services Authority (SPSA) recognises that it has an obligation to provide a clear focus on the learning and development of staff and a coherent and best value approach to sourcing learning and development opportunities.

As an organisation our objectives are:

- To listen and respond to individuals' learning and development needs.
- To ensure priority is given to jobholders with specific job related learning and development needs to ensure they are equipped to perform their current role.
- To assess the learning and development activity undertaken and the impact it has on the performance of the individual, the team and the overall organisation.
- To evaluate and review the training delivered as to maintain quality and best value.