

## **FURTHER EDUCATION POLICY**

The Scottish Police Services Authority (SPSA) is committed to providing a range of development opportunities to enable its employees to maximise their potential for the benefit of the business and their own career aspirations. Further Education is one of those development opportunities and has the added function of enabling employees to achieve professional qualifications.

SPSA will, subject to budgetary constraints and the service provision of the organisation, provide appropriate further and higher education opportunities to enable staff to acquire the qualifications, skills and knowledge necessary to perform the duties and responsibilities of their post. SPSA believes that such opportunities should be available to all staff that meet the criteria outlined below and will ensure that the criteria are consistently and fairly applied.

The policy is aimed at ensuring that selection for financial support to undertake further and higher education is subject to honest, transparent and equitable assessment.

SPSA's Further Education Policy does not impact in any way upon the provision of core professional training and development identified and approved via the Performance Development Review process.