**REPORT / SUMMARY DECISION SHEET**

**PURPOSE: COMMISSIONER DECISION – REF. DLL 183**

**Timing: Pressing**

**Title:** PCC Academic Studies Fund

**Category of Decision / Business Area Impact:** e.g. Primary Legislation, Statutory Requirement, Finance, Performance, Complaints etc. (amend as appropriate)

Finance

**Executive Summary:**

It is proposed that the PCC allocates a fund of up to £10,000 per annum to support current serving Officers and Staff members, by providing the opportunity to contribute towards their external academic studies (undergraduate and postgraduate level). The main objective is to support studies that are relevant to current roles and benefits the organisation, with a strong research element which supports the progression of Dyfed Powys Police.

This opportunity will be part of the Post Entry Training, Apprentice and Higher Education Scheme policy. This policy details the terms and conditions attached to receiving funding, which will be up to 50% of all costs. Applications will be received by 31st May of each year and will be assessed by a Panel consisting of the Head of Learning and Development, Chief of Staff, OPCC and a member of the Human Resources team.

Selection will be carried out against a set scoring criteria which will include the following:

* How their studies / research will contribute towards supporting the delivery of the Police and Crime Plan;
* How their studies / research will contribute towards the organisation and the role of the employee
* How their studies / research assists the workforce to better perform their existing or future work responsibilities

Funding availability will be reviewed on an annual basis by the Police and Crime Commissioner, however commitments already made will be honoured.

**Recommendation:**

That a fund of up to £10,000 be allocated from the OPCC Office budget for the provision of an Academic Studies Fund to support police officers and police staff studies. This will be reviewed on an annual basis.

**Police and Crime Commissioner for Dyfed-Powys**

I confirm I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Nolan Principles for Conduct in Public Life.

The above request has my approval.

**Signature:**  **Date: 20/08/2020**