



PROFESSIONAL DEVELOPMENT PROGRAMME

INVESTIGATE HOW TO ADVANCE YOUR CAREER





FOREWORD

It gives me great pleasure to introduce the ACPOS Professional Development Programme delivered by Association of Chief Police Officers in Scotland, together with the Scottish Police College and partner organisations in the field of education and academia.

The programme has benefited from a tremendous buy in from Scottish academic institutions and is the first collaborative undergraduate programme in Scotland which offers a variety of learning opportunities and qualifications to members of the police service.

Police Officers and staff throughout the Scottish Police Service can now enter into formal study at varying levels from SCQF level 7 to level 10, honours degree. The programme will ultimately coincide with a postgraduate programme of police qualifications from the Scottish Institute for Police Research and International Police Qualifications, developed in association with SQA for the International Police market.

The ACPOS Professional Development Programme is at the forefront of professionalising and skilling the public sector in Scotland and is striding forward in an international capacity demonstrating innovation in the UK Policing professionalisation agenda.

Uniquely, the development of this programme has involved ACPOS, the Scottish Police College, SQA and Scottish Universities working together as partners in developing this exciting programme for professional development which utilises the full facilities of the Scottish Credit and Qualifications Framework.

This is a distinctive and imaginative requisite of best practice and I commend this as our future in your hands.

Andrew Cameron CBE QPM BA
Chief Constable Central Scotland Police
Chair ACPOS Leadership Group
Chair ACPOS Personnel & Training Business Area

ABOUT US

The ACPOS Professional Development Programme is the first collaborative undergraduate programme in Scotland which offers a variety of learning opportunities and qualifications to members of the police service.

Uniquely, the development of this programme has involved ACPOS, the Scottish Police College, the Scottish Qualifications Authority (SQA) and Scottish universities working together as partners in developing this exciting programme for professional development which utilises the full facilities of the Scottish Credit and Qualifications Framework (SCQF).

Police Officers and staff are able to enter into formal study at varying levels from SCQF level 7 (comparable to HNC), to level 10 (honours degree). The programme will ultimately coincide with a postgraduate programme of police qualifications from the Scottish Institute for Police Research and International Police Qualifications, developed in association with SQA for the international police market.

The Scottish Police College (SPC) delivers basic training for new recruits to the service through to strategic level events for Chief Officers. The college also provides and supports specialist training for Detectives, Intelligence Officers, Road Policing Officers, Community Policing and Crime Prevention Officers and training for leaders at every level in the police service. These courses are either accredited through a partner university or credit rated with SQA.

ACCESS



Courses facilitated via on-line learning use the Scottish Open Learning User System (SOLUS) which enables students and staff to access not only material but also course information and joining instructions. Information is available from each of the four college training divisions Crime Management, Leadership and Management, Probationer Training and Road Policing as well as Training and Educational Standards. Further information can be found at www.tulliallan.police.uk, and clicking on the SOLUS logo.

SCQF



The Scottish Credit and Qualifications Framework (SCQF) helps people understand and compare different qualifications in Scotland, the qualifications range from level 1-12, 12 being the highest. The qualifications available to the Police Service are shown on the next two pages, at the moment qualifications are available up to and including level 11 with projected pathway into level 12.

Credit points are used to indicate the volume of learning required to achieve a qualification. One SCQF credit point represents a notional 10 learning hours. SQA Qualifications are developed using SCQF level and credit points.

SCQF Level	APOS Business Area	Qualification Title	Nature of Award/ Awarding Body	Delivery Style
11	Personnel & Training	PG Certificate in International Policing (Peace Support Operations)	PG Cert from University of Stirling	On-line
10	Personnel & Training (Leadership & Management Sub)	BA (Hons) in Policing	Universities of Scotland	Distance & Online
10	Crime	Initial Detective Training Course	Credit rated with SQA	Blended, ODL & Taught
9	Personnel & Training (Leadership & Management Sub)	BA in Policing	Universities of Scotland	Distance & Online
9	Personnel & Training (Leadership & Management Sub)	PDA in Police Service Leadership & Management	Professional Development Award (PDA) from SQA	Distance & Online
9	Personnel & Training (Leadership & Management Sub)	Investigative Interview Techniques Training	Credit rated with SQA	Taught
8	Personnel & Training (Probationer Sub)	Open and Distance Learning Authors Course	Credit rated with SQA	Taught
8	Personnel & Training (Leadership & Management Sub)	Diploma in Police Service Leadership & Management	Professional Development Award (PDA) from SQA	Distance & Online
8	Crime	Diploma in Community Safety & Crime Reduction	Professional Development Award (PDA) from SQA	Taught

SCQF Level	APOS Business Area	Qualification Title	Nature of Award/ Awarding Body	Delivery Style
8	Crime	Diploma in Crime & Intelligence Analysis	Professional Development Award (PDA) from SQA	Taught
8	Road Policing	Diploma in Road Policing Organisations	Professional Development Award (PDA) from SQA	
8	Road Policing	Tachograph & Records Analysis	Credit rated with SQA	Taught
8	Personnel & Training (Probationer Sub)	DipHE in Training & Development	Diploma in Higher Education from Napier	Distance
7	Personnel & Training (Probationer Sub)	Transferee Course	Credit rated with SQA	Taught
7	Personnel & Training (Leadership & Management Sub)	CertHE in Training Development	Certificate in Higher Education from Napier University	Taught
7	Personnel & Training (Leadership & Management Sub)	HNC in Management	Credit rated with SQA	Distance & Online
7	Personnel & Training (Probationer Sub)	CertHE in Policing	Certificate in Higher Education from University of Stirling	Taught
6	General Purposes	Advanced Certificate in Police call Handling	Professional Development Award (PDA) SQA	Taught/Workplace assessed
5	Information Management	PC Passport (MS based training packages at Intermediate and	Scottish Progression Award by SQA	Taught/Workplace assessed

FREQUENTLY ASKED QUESTIONS

- Q Will it cost me anything to undertake the qualifications?
- A Yes, cost is a factor which will be determined by the level of entry and exit to and from the programme. Individual forces may be in a position to assist in funding.
- Q I am above the rank of constable but do not hold any formal qualifications, what is available to me?
- A You would be eligible to enter into a Professional Development Award in Police Service Leadership & Management SCQF level 9 (ordinary degree equivalent i.e. BA). Access to this programme recognises the professional experience and prior learning of existing managers within the police service.
- Q I already hold a degree, what value is this programme to me?
- A There are a number of professional skills that are required in a wide range of careers in the Police service. Units can be selected according to the development needs of the applicant and the degree already held. The content of the learning is paramount rather than the qualification attained.
- Q I have completed the Diploma in Police Service Leadership & Management at SCQF level 8, how can I further my qualifications?
- A Your suggested pathway would be into a BA in Policing with an option of entry into a BA(Hons) after that.
- Q I have completed the Diploma in Police Service Leadership & Management at SCQF level 8, what letters would go after my name?
- A Dip PSLM.

PATHWAYS

The following schematic identifies potential future pathways from SCQF level 7 (HNC) through to SCQF level 10 (honours degree). Studies beyond that level could be co-ordinated through the Policing Graduate School of the Scottish Institute for Police Research.

The pathways are merely examples and are not prescriptive.

Example progression routes:—

Route/ Level	SCQF 7	SCQF 8	SCQF 9	SCQF 10
1.	Cert HE in Policing (Probationer Training)	Diploma in Police Service Leadership & Management	Degree in Policing or Police Management	Honours Degree
2.	HNC in Management (for Police Staff)	Bridging Qualification previous learning & desired pathway dependant		
3.	Cert HE Training & Development (College & Training staff)	Dip HE Training & Development (College & training staff)	Degree in Training Management	
4.	Police Training & Operational Experience	Institute of Leadership & Management	PDA in Police Service Leadership & Management	

CONTACT

If you have questions on any part of the ACPOS Professional Development Programme please do not hesitate to contact us at the following address:—

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