



GUYANA POLICE FORCE ACADEMY

QUALITY POLICY

1. BACKGROUND

1.1. The Guyana Police Force Academy provides high quality education and training to students in all aspects as it relates to the Guyana Police Force in keeping the Standing Order No.19 to promote good values, positive attitude and team spirit amongst all students and staff members.

1.2. This prestigious Academy has embarked on a modernization process in keeping with international standards. As such, the latest technological advances and relevant content were implemented to enrich the courses offered by the Guyana Police Force Academy.

2. OBJECTIVE

2.1 The objective of this policy is to provide guidelines on the quality of training offered by the Guyana Police Academy.

3. POLICY STATEMENT

3.1 The Guyana Police Force Academy is committed to delivering the highest quality police training in the Caribbean region, equipping officers with the knowledge, skills, and values necessary to serve and protect the Guyanese people with integrity and professionalism.

4. SCOPE

4.1 The procedures and guidelines for this policy encompasses the following:

1. **Excellence in Training:** The Academy will continue to provide a high-quality of training programs to equip police officers with the skills, knowledge, and competencies necessary to perform their duties effectively and uphold the law.
2. **Continuous Improvement:** The Academy is committed to continuously improving its training methods, curriculum, and facilities to ensure that they align with best practices, emerging trends, and the evolving needs of law enforcement and contemporary policing.

3. **Compliance with Standards:** The Academy strives to meet and exceed national and international accreditation standards for police training, ensuring that its programs are in line with established guidelines and regulations from the standing orders and the laws of Guyana.

4.2 Recruitment and Selection:

- The Academy will have clear and defined standards for recruitment, ensuring selection of individuals with the aptitude, skills, and values necessary for successful police careers.
- The selection process will continue to be fair and transparent selection processes, free from bias and promoting equal opportunities for all applicants/students.
- There will be background checks and medical evaluations to ensure fitness for service and adherence to ethical standards.

4.3 Training Curriculum and Delivery:

- There will be continuous curriculum development and regular review to ensure relevance to current/contemporary policing needs and best practices.
- There will be an incorporation of diverse teaching methods, including lectures, simulations, scenario-based exercises, and practical training, to cater to different learning styles.
- The Academy takes pride in hiring qualified and experienced instructors who are dedicated to continuous professional development and staying abreast of latest advancements in law enforcement.

4.4 Assessment and Evaluation:

- The Academy will ensure that there are rigorous and standardized assessment methods that accurately measure cadets' competence in knowledge, skills, and ethical conduct.
- A system that speaks to fairness and transparency as it relates to the grading procedures.

4.5 Facilities and Resources:

- Modern and well-maintained facilities that provide a safe and conducive learning environment, including classrooms, training grounds, simulation labs, and technology resources.
- Adequate access to equipment and materials necessary for effective training, such as firearms, communication devices, and protective gear.
- Investment in technology to enhance the learning experience, such as online learning platforms and virtual reality training simulations.

4.6 Staff and Instructor Development:

- Continuous training and development programs for staff and instructors to ensure they remain equipped with the latest knowledge, skills, and best practices in police training.
- Opportunities for professional development and career advancement to attract and retain qualified personnel.
- A supportive and collaborative work environment that fosters innovation and improvement in training methods.

4.7 Continuous Improvement and Monitoring:

- Regular review and evaluation of the Quality Policy and its implementation to identify areas for improvement and adapt to changing needs.
- Data collection and analysis of trainee performance, feedback from stakeholders, and emerging trends in law enforcement to inform policy updates and curriculum revisions.
- Establishment of measurable quality indicators and performance targets to track progress and ensure continuous improvement in training effectiveness.

5. COMPLIANCE AND ENFORCEMENT

5.1 The Force Training Officer and middle management will ensure strict compliance of this policy in accordance with the Police Standing Orders, Laws of Guyana, local and international accreditation standards, and best practices. Further, and the Quality Management Committee will ensure this policy is enforced.

6. REPORTING AND COMMUNICATION

6.1 The Force Training Officer (FTO) will report all quality assurance matters to the Quality Management Committee, Training Board and Executive Leadership Team.

7. EFFECTIVE DATE

7.1 This policy came into effect on October 28, 2023.

8. REVIEW PERIOD

8.1 A review of this policy will be conducted annually. The review will be conducted by the Training Board. The results of the review will be shared with the relevant stakeholders and necessary changes to the policy will be implemented based on the review.

9. REVISION DATE

9.1 Revised in January 2024.

10.0 APPROVAL OF POLICY

10.1 This policy was approved by the Guyana Police Force Executive Leadership Team and the Guyana Police Force Academy Training Board.