



GUYANA POLICE FORCE ACADEMY

REGULATORY REQUIREMENTS FOR POLICE INSTRUCTOR CERTIFICATION

BACKGROUND

The regulatory requirements for instructor certification at any police academy plays a crucial role in delivering high quality teaching. As such, the Guyana Police Academy is committed to ensuring that all instructors are qualified and certified in all teaching areas that they are required to teach.

OBJECTIVE

The objective of this policy is to ensure that the regulatory requirements in instructor certification at the Guyana Police Academy meet specific standards and contribute effectively to the training of all law enforcement personnel. This includes:

- Ensuring Competency in Firearms Handling
- Fostering a Thorough Understanding of Legal Standards
- Verifying Curriculum Development Proficiency
- Facilitating Regular Legal Updates
- Assessing and Evaluating Teaching Effectiveness
- Ensuring Ethical Conduct and Professionalism
- Establishing Recertification Protocols
- Promoting Inclusive Training Practices
- Monitoring and Mitigating our Liability Risks
- Encouraging Collaboration and Information Sharing
- Ensuring a Secure Learning Environment
- Evaluating and Improving Certification Processes

POLICY STATEMENT

The Guyana Police Force aims to recruit and train the best police officers, adhering to rigorous requirements set by the Guyana Police Academy. These include qualifications, character, diversity, potential for development, and compliance with regulations. The

academy ensures a fair and inclusive recruitment process, ensuring equal opportunities for all qualified candidates.

SCOPE

The scope of regulatory requirements for instructor certification at the Guyana Police Force Academy encompass a comprehensive set of standards and expectations that ensures that all instructors are certified and well-equipped to provide an effective and safe training to all recruits and law enforcement personnel. This includes the following:

Instructor Qualifications:

All instructors must have a minimum of 5-10 years of experience as a sworn Police Officer.

Must complete and pass Train the Trainer program with Nation's University.

Must be evaluated by the National Accreditation Council.

Educational Requirements:

Must complete Secondary level education and pass CXC exams with grades 1-3 which should include Mathematics and English

Diploma or degree from accredited university.

Firearms Proficiency:

Must demonstrated proficiency in the use and handling of various firearms.

OR have certificate (Skilled at Arm and Drill Instructor Course) with recognized credentials.

Legal Knowledge:

Must have thorough understanding of laws pertaining to the use of force, firearms, and law enforcement operations.

Curriculum Development:

Have the ability to develop and maintain training curricula that align with the Guyana Police Force Academy policies, national and international accreditation council, legal requirements, and best practices.

Continuing Education:

Be open to updating requirements for ongoing professional development, including attending relevant conferences, workshops, and advanced training courses.

Teaching Evaluation:

Regular evaluations of instructional capabilities, including classroom instruction and practical training sessions by Training Board.

Feedback mechanisms involving trainees and peers.

Legal Updates:

Must stay informed about changes in legislation and case law relevant to the Guyana Police Force operations.

Ethical Conduct:

Adherence to **ALL** code of ethics and professionalism.

Demonstrate clear guidelines on ethical conduct during training sessions.

Recertification Protocols:

Periodic recertification requirements to ensure all instructors remain current with industry standards and best practices.

First Aid:

Must have knowledge and certification of First Aid, CPR and AED.

Inclusive Training Practices:

Be equipped to Recognize and incorporate inclusive training practices that will address the diverse needs and backgrounds of all recruits and Police Officers.

Safety Protocols:

MUST ensure adherence to strict safety protocols on shooting ranges and training facilities. Ensuring a secure learning environment for all recruits and officers.

Collaboration and Information Sharing:

Encouragement of collaboration among certified instructors.

Platforms for sharing best practices, innovative training methodologies, and lessons learned.

Documentation and Recordkeeping:

Establishment of a comprehensive system for documenting and maintaining records of instructors' certifications, qualifications, and training activities.

COMPLIANCE AND ENFORCEMENT

The Force Training Officer is responsible for ensuring strict compliance with training standards, which may involve allocating resources for staffing and facilities.

REPORTING AND COMMUNICATION

The Force Training Officer shall report on all matters relating to this policy to the Quality Management Committee, Training Board and Executive Leadership Team.

EFFECTIVE DATE

This policy came into effect on September 19, 2023.

REVIEW PERIOD

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.

REVISION DATE

Revised in January 2024.

APPROVAL OF POLICY

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