



GUYANA POLICE FORCE ACADEMY

PROCEDURES AND REGULATIONS FOR INSTRUCTORS-STUDENT RATIO POLICY

1. BACKGROUND

The instructor-to-student ratio in police training programs is crucial for effective and thorough training. The Ratio of two (2) instructors to a maximum of thirty (30) students provides personalized attention, better supervision, and higher-quality instruction, especially in police training where skill acquisition and ethical values are paramount. Further, the Ratio of two (2) instructors to a maximum of thirty (30) students is only applicable for academic classroom-based instruction. However, for high-risk areas such as defensive tactics, firearm training, or motor vehicle operation, the instructor-to-student ratio is 1:4 (One (1) Instructor for every four (4) students).

2. OBJECTIVE

- **Effectiveness-** Smaller ratios in police training promote maximum learning, critical thinking, and professionalism. Individual attention, feedback, and hands-on practice result in better skill development and a deeper understanding of concepts. In a smaller group setting, students engage in more interaction and discussion, which fosters analysis, questioning, and problem-solving skills. This critical thinking is essential for effective decision-making in police work. Moreover, smaller ratios allow instructors to model professional behavior and communication, setting a high standard for students to follow. This contributes to a more professional and ethical police force.
- **Safety-** In professional settings, ensuring safety is of utmost importance. One way to do this is by minimizing risks through smaller student-to-instructor ratios during practical exercises. This allows for closer supervision and quicker intervention in potentially dangerous situations, reducing the risk of accidents and injuries. Additionally, promoting safe practices and emphasizing safety procedures is more effective in smaller groups, instilling a strong safety culture in students that they can apply to their daily work.
- **Efficiency-** Large group sizes may seem cost-effective initially, but they can lead to inefficient learning and increased long-term costs. Smaller groups foster a supportive environment, resulting in higher student engagement and motivation. This leads to higher graduation rates and reduced turnover within the police force, saving resources associated with recruitment and training new officers.

3. POLICY STATEMENT

The Guyana Police Force Academy is committed to providing high-quality training to its officers, fostering a safe and effective police service for the Guyanese community.

4. SCOPE

The scope of police procedures and regulations governing instructor-to-student ratios within the Guyana Police Force Academy encompasses various aspects of police training:

Training Programs:

- Applies to all police training programs conducted by the Guyana Police Force, such as - Basic Recruit Training, In-service Training for existing officers, and Specialized training programs (e.g., firearms, forensics, investigations). However, it does not apply to informal on-the-job training or mentoring arrangements.

Training Components:

- Covers both classroom instruction and practical exercises within each training program.
- Ensures proper supervision and individual attention during all training phases.

Instructor Qualifications and Roles:

- Specify qualifications required for instructors to lead training sessions at different ratios.
- Clarifies instructors' responsibilities in maintaining compliance with ratio requirements.

Resource Allocation:

- Guides the allocation of instructors and training facilities to ensure programs can maintain appropriate ratios.
- May influence decisions regarding recruitment, development, and deployment of training personnel.

Compliance and Monitoring:

- Outlines procedures for monitoring adherence to instructor-to-student ratios during training sessions.
- Defines mechanisms for reporting and addressing instances of non-compliance.

Continual Improvement:

- Provides a framework for reviewing and updating regulations to ensure they remain relevant and effective in optimizing training quality and officer development.

5. COMPLIANCE AND ENFORCEMENT

The Guyana Police Force Academies are overseen by the Force Training Officer, Commandant, and Training Inspectors/Supervisors. Instructors are responsible for maintaining the correct instructor-to-student ratio in their classes and exercises. The Police Commissioner and senior administrators are responsible for ensuring the Force adheres to training standards, which may involve allocating resources for staffing and facilities.

9. REPORTING AND COMMUNICATION

The Academy Commandant is responsible for communicating training regulations, including instructor-to-student ratios, to all personnel and stakeholders. Training Coordinators ensure proper student enrollment and report non-compliance. Instructors inform students about the appropriate ratio for their program and report any concerns. Training Inspectors/Supervisors verify compliance during training sessions and communicate discrepancies. The force Training Officer will communicate policy updates or clarifications regarding training regulations through official channels.

10. APPROVAL AND EFFECTIVE DATE

This policy was approved and came into effect on October 27, 2023.

11. REVISION PERIOD

This Policy was revised by the Training Board in February 2024.

12. 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.